



*UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT*

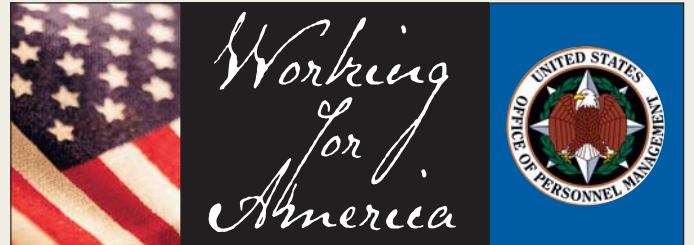
**FEDERAL CIVILIAN  
WORKFORCE STATISTICS**

***WORK YEARS AND  
PERSONNEL COSTS***

***FISCAL YEAR 2003***

June 2005

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



## **Federal Civilian Workforce Statistics**

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# **Work Years and Personnel Costs**

**United States Government**

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**Fiscal Year 2003**

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 2003. 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 Government Accountability 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](http://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](mailto:fedstats@opm.gov).

Linda M. Springer  
Director

## Foreword

This is the U.S. Office of Personnel Management (OPM) 26th 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 2003 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 2003 (October 1, 2002, through September 30, 2003). The leave data in this report are for leave year 2003, which is essentially calendar year 2003. 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's World Wide Web Site at: <http://www.opm.gov/feddata/html/wypc.htm>.

You may call 202-606-1350 for detailed tabulations from the 2003 survey or **email to:** [fedstats@opm.gov](mailto: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 (2,802,290) included full-time permanent (2,338,315), full-time temporary (119,091), and part-time and intermittent (173,452) basic work years plus overtime and holiday premium work years (171,432). Basic work years (2,630,858) cover 94 percent of total work years.

\* **Chart 1** shows that 49 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 30 percent of total work years, and 26 percent of direct pay costs.

\* Wage Board employment (194,633 total work years) accounted for 7.0 percent of the total work years. Over 97 percent of Wage Board work years were in trades and crafts (188,588).

\* **Chart 2** shows that the Total cost (\$183.4 billion) includes Basic pay (\$132.0 billion or 72 percent), Benefit pay (\$38.2 billion or 20.8 percent), Premium pay (\$12.7 billion or 6.9 percent) and Separation pay (\$506.8 million or 0.3 percent).

\* The U.S. Postal Service pay system accounted for 34 percent of all premium pay (\$4.3 billion of the \$12.7 billion total); the General Schedule pay system (\$5.0 billion) covered another 39 percent of all premium pay.

\* Based on total work years, the cost per work year was \$65,431; it includes \$51,621 (79 percent) for direct pay (basic plus premium) and \$13,809 (21percent) for benefit pay.

\* The U.S. Postal Service made up 74 percent (128,926) of part-time and intermittent work years. The Departments of Veterans Affairs and Defense together represented another 9.6 percent (11,159 and 5,577, respectively) of part-time and intermittent work years.

\* The U.S. Postal Service contributed 34 percent (or 57,925) of overtime and holiday work years; while Department of Defense agencies contributed another 11 percent (18,700 work years).

### Trends in Non-Postal Work Years

\* Since 1998, increases occurred in work years for full-time permanent, full-time temporary, and overtime and holiday.

\* Total non-postal work years (2.0 million) increased by 78,000 since Fiscal Year (FY) 2002 (mostly in the Department of Transportation -- up 17,000); Since FY 1998, total work years increased by 144,000.

\* Basic (full-time permanent, full-time temporary, and part-time/intermittent) work years (1.8 million) increased by 61,000 since FY 2002, and increased by 85,000 since FY 1998.

\* Full-time permanent work years (approximately 86 percent of total work years), increased by 24,000 since FY 2002, and increased by 89,000 since FY 1998.

\* Full-time temporary work years (117,000) increased by 31,000 since FY 2002, and increased by 29,000 since FY 1998.

\* Part-time and intermittent work years (44,000) increased by 5,000 (mostly in the Department of Commerce) since FY 2002, and decreased by 3,000 since FY 1998.

\* **Chart 3** shows that Overtime and Holiday work years (113,000) increased by 17,000 since FY 2002, and increased by 59,000 since FY 1998.



## Survey Highlights (continued)

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

### Trends in Basic and Premium Pay

\* Wage Board pay system reported a 11.3 percent drop in basic work years since FY 2002, and a 5.1 percent increase in average basic salary.

\* Basic pay (72.0 percent of total costs) increased by \$5.0 billion since Fiscal Year (FY) 2002, and by \$23.0 billion since FY 1998.

\* Premium pay (6.9 percent of total costs) increased by 10.1 percent since FY 2002 -- mostly due to increases within the Department of Treasury (up \$330 million or 46.0 percent).

\* **Table 3b** shows that the Average basic pay per work year for all agencies was \$50,164 (up \$1,312 or 2.7 percent since FY 2002).

### Agencies

\* **Chart 4** shows that 61.2 percent of the total civilian work years occurred in three agencies: Department of Defense (662,515 or 23.6 percent); U.S. Postal Service (835,853 or 29.8 percent); and Department of Veterans Affairs (217,579 or 7.8 percent).

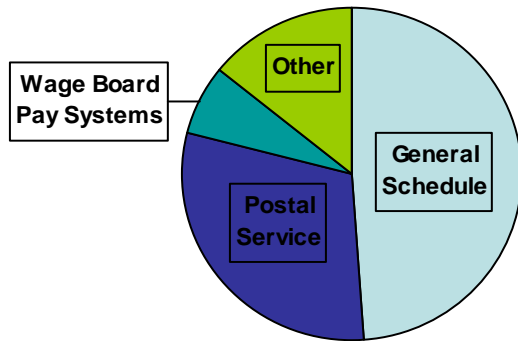
\* Department of Homeland Security had the highest amount of premium pay as a percent of basic pay (28.1 percent) during FY 2003.

\* The U.S. Postal Service reported a 28,000 decrease in basic work years; and a 900 decrease in overtime and holiday work years since FY 2002.

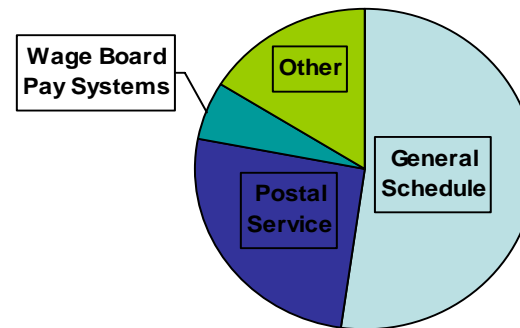
\* Defense Agencies reported major changes in work years as follows: full-time permanent (down 46,000 from 650,000 to 604,000); full-time temporary (down 300 from 34,300 to 34,000); and part-time and intermittent work years (down 200 from 5,800 to 5,600).

**CHART 1**  
**NEARLY 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



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TOTAL WORK YEARS AND DIRECT COSTS BY PAY SYSTEM (Fiscal Year 2003)

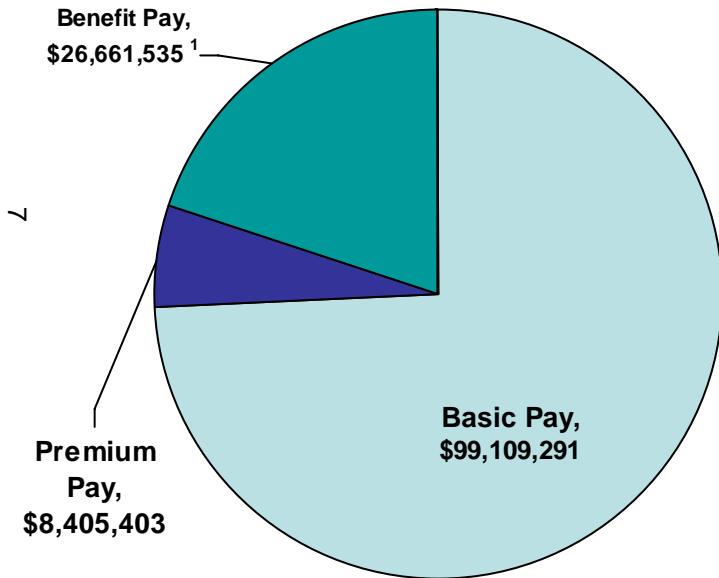
Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,371,563	49.0	75,588,309	52.2
Postal Service	835,853	29.8	37,144,203	25.7
Wage Board Pay Systems	194,633	6.9	8,494,200	5.9
Other	400,241	14.3	23,432,185	16.2
<b>Total</b>	<b>2,802,290</b>	<b>100.0</b>	<b>144,658,897</b>	<b>100.0</b>



**CHART 2**  
**DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS**  
**Fiscal Year 2003**

(\$ thousands)

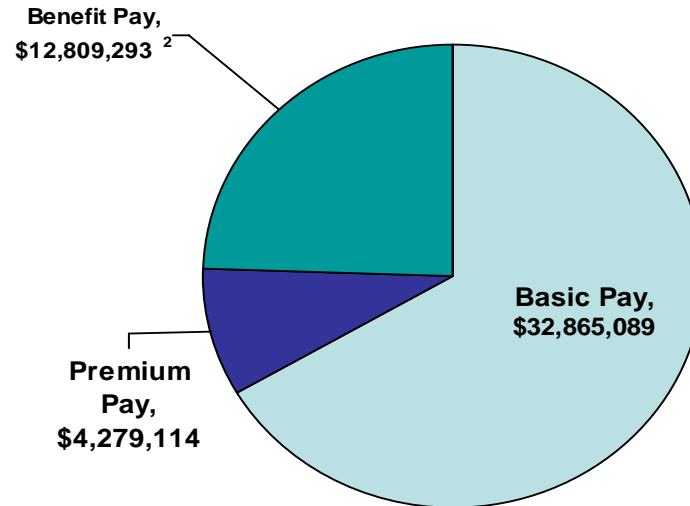
**ALL OTHER AGENCIES**



Total Payroll Costs: \$134,176,229  
(In thousands \$)

1/ Includes Separation Pay -- \$505,809

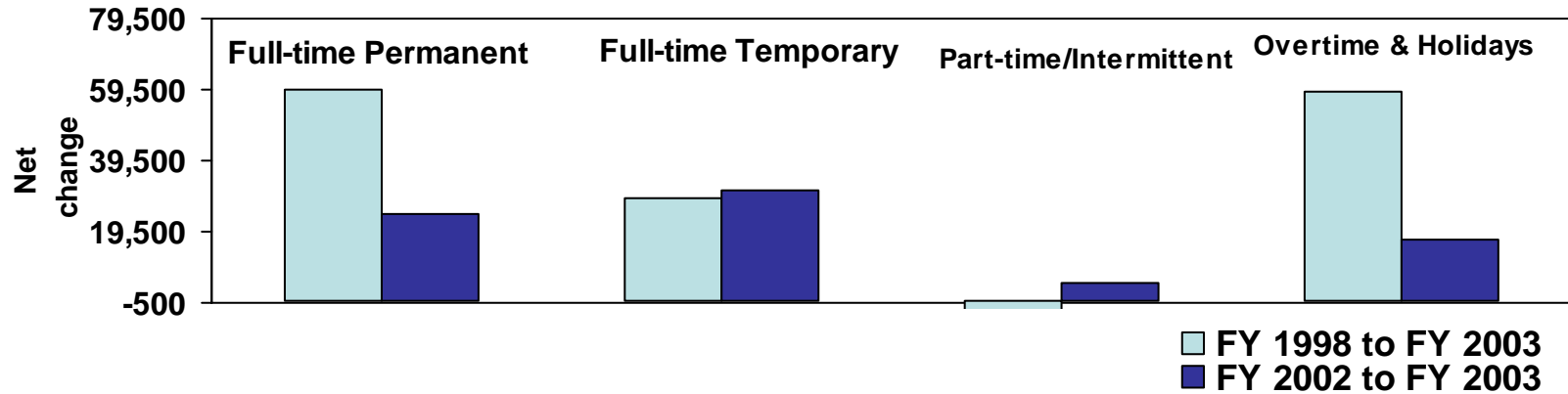
**U.S. POSTAL SERVICE**



Total Payroll Costs: \$49,224,496  
(In thousands \$)

2/ Includes Separation Pay -- \$1,034

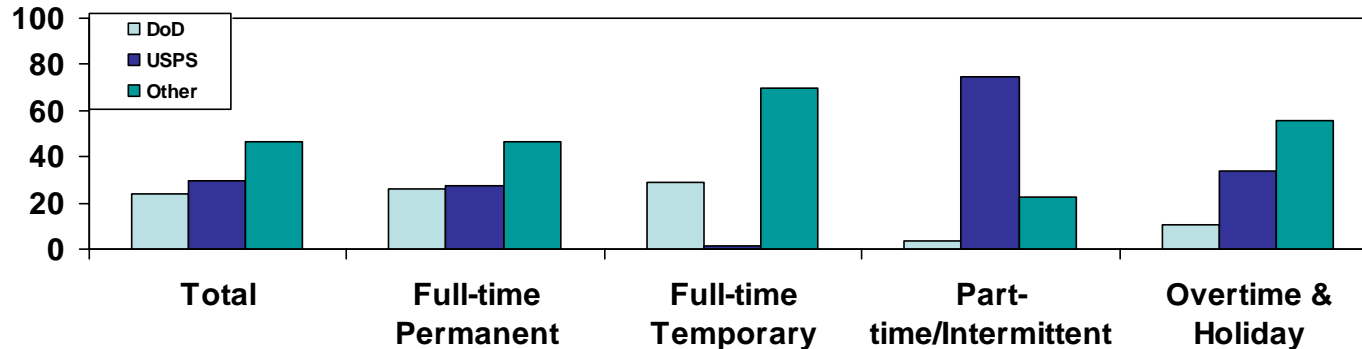
**CHART 3**  
**FULL-TIME PERMANENT WORK YEARS HAVE INCREASED 5 PERCENT SINCE 1998**  
**(Excluding Postal Service)**



∞

	Work Years (Excluding Postal Service)			Net Changes	
	FY 1998	FY 2002	FY 2003	FY 1998 to FY 2003	FY 2002 to FY 2003
Basic Work Years	1,767,828	1,792,361	1,852,930	85,102	60,569
Full-time Permanent	1,631,802	1,666,645	1,691,089	59,287	24,444
Full-time Temporary	88,373	86,361	117,365	28,992	31,004
Part-time & Intermittent	47,653	39,355	44,476	-3,177	5,121
<b>Overtime &amp; Holidays</b>	54,542	96,303	113,507	58,965	17,204
<b>Total</b>	<b>1,822,370</b>	<b>1,888,664</b>	<b>1,966,437</b>	<b>144,067</b>	<b>77,773</b>

**CHART 4**  
**DEFENSE ACCOUNTED FOR 29 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 74 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS**



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Major Agencies	Total (Percent)	FTP (Percent)	FTT (Percent)	PTI (Percent)	Overtime/Hol. (Percent)
Department of Defense	23.6	25.8	28.6	3.2	10.9
USPS	29.8	27.7	1.4	74.4	33.8
Other	46.6	46.5	70.0	22.4	55.3
VA	7.8	8.1	9.8	6.4	3.4
Treasury	4.4	4.9	1.7	0.1	2.9
Justice	4.3	4.1	0.4	1.1	13.1
Agriculture	3.8	3.8	5.9	2.9	4.1
Other	26.3	25.6	52.2	11.9	31.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 2003**



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	416	416	414	1	1			
OFFICE OF MANAGEMENT AND BUDGET	507	499	479	4	16	8	8	
OFFICE OF ADMINISTRATION	219	216	212	3	1	3	3	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	182	181	177	1	3	1	1	
OFFICE OF NATIONAL DRUG CONTROL POLICY	105	105	100	1	4			
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>1,429</b>	<b>1,417</b>	<b>1,382</b>	<b>10</b>	<b>25</b>	<b>12</b>	<b>12</b>	
DEPARTMENT OF STATE	30,137	29,266	27,006	1,311	949	871	825	46
DEPARTMENT OF THE TREASURY	123,087	118,037	115,800	2,011	226	5,050	4,996	54
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>662,515</b>	<b>643,815</b>	<b>604,214</b>	<b>34,024</b>	<b>5,577</b>	<b>18,700</b>	<b>17,869</b>	<b>831</b>
DEPARTMENT OF THE ARMY	199,304	195,164	182,595	10,793	1,776	4,140	3,849	291
DEPARTMENT OF THE NAVY	196,711	185,672	177,911	7,761		11,039	10,822	217
DEPARTMENT OF THE AIR FORCE	160,427	158,754	147,126	9,190	2,438	1,673	1,454	219
OTHER DEFENSE ACTIVITIES	106,073	104,225	96,582	6,280	1,363	1,848	1,744	104
DEPARTMENT OF JUSTICE	121,982	99,447	97,088	525	1,834	22,535	21,686	849
DEPARTMENT OF THE INTERIOR	76,644	71,366	58,399	10,955	2,012	5,278	4,983	295
DEPARTMENT OF AGRICULTURE	107,796	100,692	88,599	6,987	5,106	7,104	6,743	361
DEPARTMENT OF COMMERCE	36,902	35,986	30,654	464	4,868	916	819	97
DEPARTMENT OF LABOR	17,010	16,932	16,031	288	613	78	76	2
01 DEPARTMENT OF HEALTH AND HUMAN SERVICES	65,905	65,159	54,167	10,066	926	746	618	128
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,382	10,101	9,920	91	90	281	281	
DEPARTMENT OF HOMELAND SECURITY	183,237	145,896	115,378	24,068	6,450	37,341	35,011	2,330
DEPARTMENT OF TRANSPORTATION	89,082	85,443	75,608	8,773	1,062	3,639	2,681	958
DEPARTMENT OF ENERGY	15,741	15,366	14,788	381	197	375	360	15
DEPARTMENT OF EDUCATION	4,557	4,480	4,164	240	76	77	77	
DEPARTMENT OF VETERANS AFFAIRS	217,579	211,751	188,904	11,688	11,159	5,828	4,047	1,781
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,762,556</b>	<b>1,653,737</b>	<b>1,500,720</b>	<b>111,872</b>	<b>41,145</b>	<b>108,819</b>	<b>101,072</b>	<b>7,747</b>
AMERICAN BATTLE MONUMENTS COMMISSION	403	388	384	4		15	10	5
ARMED FORCES RETIREMENT HOME	750	717	694	7	16	33	22	11
COMMODITY FUTURES TRADING COMMISSION	511	510	481	13	16	1	1	
CONSUMER PRODUCT SAFETY COMMISSION	470	470	435	21	14			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	586	584	573	7	4	2	2	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,614	2,610	2,571	13	26	4	4	
ENVIRONMENTAL PROTECTION AGENCY	37,261	37,137	36,096	1,009	32	124	124	
EXPORT-IMPORT BANK OF THE UNITED STATES	398	397	397			1	1	
FARM CREDIT ADMINISTRATION	275	275	256	17	2			
FEDERAL COMMUNICATIONS COMMISSION	2,020	2,015	1,923	25	67	5	4	1
FEDERAL DEPOSIT INSURANCE CORPORATION	5,696	5,671	5,467	34	170	25	24	1
FEDERAL ELECTION COMMISSION	355	352	342	6	4	3	3	
FEDERAL HOUSING FINANCE BOARD	103	103	95	4	4			
FEDERAL LABOR RELATIONS AUTHORITY	187	187	178	4	5			
FEDERAL MARITIME COMMISSION	129	129	129					
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	280	277	1	2			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 2003**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	102	102	91	4	7			
FEDERAL TRADE COMMISSION	1,043	1,040	916	93	31	3	3	
GENERAL SERVICES ADMINISTRATION	13,193	12,901	12,579	235	87	292	282	10
BROADCASTING BOARD OF GOVERNORS	2,571	2,352	2,252	79	21	219	139	80
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	258	256	241	7	8	2	1	1
MERIT SYSTEMS PROTECTION BOARD	230	230	225	2	3			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,857	18,713	18,064	239	410	144	133	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,821	2,793	2,498	197	98	28	27	1
NATIONAL CREDIT UNION ADMINISTRATION	932	930	878	35	17	2	2	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	302	302	276	22	4			
NATIONAL ENDOWMENT FOR THE ARTS	146	146	127	17	2			
NATIONAL ENDOWMENT FOR THE HUMANITIES	156	156	149	5	2			
NATIONAL LABOR RELATIONS BOARD	1,871	1,871	1,790	25	56			
NATIONAL SCIENCE FOUNDATION	1,252	1,251	1,175	29	47	1	1	
NATIONAL TRANSPORTATION SAFETY BOARD	430	421	396	16	9	9	9	
NUCLEAR REGULATORY COMMISSION	3,503	3,413	3,032	159	222	90	89	1
OFFICE OF PERSONNEL MANAGEMENT	2,821	2,764	2,465	76	223	57	57	
OFFICE OF SPECIAL COUNSEL	101	101	97	1	3			
PEACE CORPS	1,088	1,085	1,066		19	3	3	
PRESIDIO TRUST	354	340	280	55	5	14	14	
RAILROAD RETIREMENT BOARD	1,082	1,080	1,063		17	2	2	
SECURITIES AND EXCHANGE COMMISSION	3,060	3,060	2,990	70				
SELECTIVE SERVICE SYSTEM	161	161	159		2			
SMALL BUSINESS ADMINISTRATION	3,868	3,762	3,165	580	17	106	106	
<b>SMITHSONIAN INSTITUTION</b>	4,960	4,757	4,575	93	89	203	163	40
SMITHSONIAN INSTITUTION	4,158	4,013	3,857	90	66	145	113	32
NATIONAL GALLERY OF ART	802	744	718	3	23	58	50	8
SOCIAL SECURITY ADMINISTRATION	65,293	63,250	61,219	601	1,430	2,043	2,040	3
TENNESSEE VALLEY AUTHORITY	14,574	13,430	11,775	1,572	83	1,144	1,070	74
U.S. HOLOCAUST MEMORIAL MUSEUM	232	226	223	2	1	6	5	1
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	5,083	4,989	4,835	122	32	94	77	17
OVERSEAS PRIVATE INVESTMENT CORPORATION	206	204	175	24	5	2	2	
AGENCY FOR INTERNATIONAL DEVELOPMENT	4,877	4,785	4,660	98	27	92	75	17
U.S. INTERNATIONAL TRADE COMMISSION	372	371	364	4	3	1	1	
U.S. POSTAL SERVICE	835,853	777,928	647,226	1,726	128,976	57,925	54,769	3,156
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,038,305	975,704	836,213	7,209	132,282	62,601	59,188	3,413
<b>TOTAL - ALL AGENCIES</b>	2,802,290	2,630,858	2,338,315	119,091	173,452	171,432	160,272	11,160

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 2003**



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	100.00%	99.52%	0.24%	0.24%			
OFFICE OF MANAGEMENT AND BUDGET	98.42%	94.48%	0.79%	3.16%	1.58%	1.58%	
OFFICE OF ADMINISTRATION	98.63%	96.80%	1.37%	0.46%	1.37%	1.37%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	99.45%	97.25%	0.55%	1.65%	0.55%	0.55%	
OFFICE OF NATIONAL DRUG CONTROL POLICY	100.00%	95.24%	0.95%	3.81%			
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	99.16%	96.71%	0.70%	1.75%	0.84%	0.84%	
DEPARTMENT OF STATE	97.11%	89.61%	4.35%	3.15%	2.89%	2.74%	0.15%
DEPARTMENT OF THE TREASURY	95.90%	94.08%	1.63%	0.18%	4.10%	4.06%	0.04%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	97.18%	91.20%	5.14%	0.84%	2.82%	2.70%	0.13%
DEPARTMENT OF THE ARMY	97.92%	91.62%	5.42%	0.89%	2.08%	1.93%	0.15%
DEPARTMENT OF THE NAVY	94.39%	90.44%	3.95%		5.61%	5.50%	0.11%
DEPARTMENT OF THE AIR FORCE	98.96%	91.71%	5.73%	1.52%	1.04%	0.91%	0.14%
OTHER DEFENSE ACTIVITIES	98.26%	91.05%	5.92%	1.28%	1.74%	1.64%	0.10%
DEPARTMENT OF JUSTICE	81.53%	79.59%	0.43%	1.50%	18.47%	17.78%	0.70%
DEPARTMENT OF THE INTERIOR	93.11%	76.20%	14.29%	2.63%	6.89%	6.50%	0.38%
DEPARTMENT OF AGRICULTURE	93.41%	82.19%	6.48%	4.74%	6.59%	6.26%	0.33%
DEPARTMENT OF COMMERCE	97.52%	83.07%	1.26%	13.19%	2.48%	2.22%	0.26%
DEPARTMENT OF LABOR	99.54%	94.24%	1.69%	3.60%	0.46%	0.45%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.87%	82.19%	15.27%	1.41%	1.13%	0.94%	0.19%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	97.29%	95.55%	0.88%	0.87%	2.71%	2.71%	
DEPARTMENT OF HOMELAND SECURITY	79.62%	62.97%	13.13%	3.52%	20.38%	19.11%	1.27%
DEPARTMENT OF TRANSPORTATION	95.91%	84.87%	9.85%	1.19%	4.09%	3.01%	1.08%
DEPARTMENT OF ENERGY	97.62%	93.95%	2.42%	1.25%	2.38%	2.29%	0.10%
DEPARTMENT OF EDUCATION	98.31%	91.38%	5.27%	1.67%	1.69%	1.69%	
DEPARTMENT OF VETERANS AFFAIRS	97.32%	86.82%	5.37%	5.13%	2.68%	1.86%	0.82%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	93.83%	85.14%	6.35%	2.33%	6.17%	5.73%	0.44%
AMERICAN BATTLE MONUMENTS COMMISSION	96.28%	95.29%	0.99%		3.72%	2.48%	1.24%
ARMED FORCES RETIREMENT HOME	95.60%	92.53%	0.93%	2.13%	4.40%	2.93%	1.47%
COMMODITY FUTURES TRADING COMMISSION	99.80%	94.13%	2.54%	3.13%	0.20%	0.20%	
CONSUMER PRODUCT SAFETY COMMISSION	100.00%	92.55%	4.47%	2.98%			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	99.66%	97.78%	1.19%	0.68%	0.34%	0.34%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	99.85%	98.36%	0.50%	0.99%	0.15%	0.15%	
ENVIRONMENTAL PROTECTION AGENCY	99.67%	96.87%	2.71%	0.09%	0.33%	0.33%	
EXPORT-IMPORT BANK OF THE UNITED STATES	99.75%	99.75%			0.25%	0.25%	
FARM CREDIT ADMINISTRATION	100.00%	93.09%	6.18%	0.73%			
FEDERAL COMMUNICATIONS COMMISSION	99.75%	95.20%	1.24%	3.32%	0.25%	0.20%	0.05%
FEDERAL DEPOSIT INSURANCE CORPORATION	99.56%	95.98%	0.60%	2.98%	0.44%	0.42%	0.02%
FEDERAL ELECTION COMMISSION	99.15%	96.34%	1.69%	1.13%	0.85%	0.85%	
FEDERAL HOUSING FINANCE BOARD	100.00%	92.23%	3.88%	3.88%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	95.19%	2.14%	2.67%			
FEDERAL MARITIME COMMISSION	100.00%	100.00%					
FEDERAL MEDIATION AND CONCILIATION SERVICE	100.00%	98.93%	0.36%	0.71%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 2003**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	89.22%	3.92%	6.86%			
FEDERAL TRADE COMMISSION	99.71%	87.82%	8.92%	2.97%	0.29%	0.29%	
GENERAL SERVICES ADMINISTRATION	97.79%	95.35%	1.78%	0.66%	2.21%	2.14%	0.08%
BROADCASTING BOARD OF GOVERNORS	91.48%	87.59%	3.07%	0.82%	8.52%	5.41%	3.11%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	99.22%	93.41%	2.71%	3.10%	0.78%	0.39%	0.39%
MERIT SYSTEMS PROTECTION BOARD	100.00%	97.83%	0.87%	1.30%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.24%	95.79%	1.27%	2.17%	0.76%	0.71%	0.06%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	99.01%	88.55%	6.98%	3.47%	0.99%	0.96%	0.04%
NATIONAL CREDIT UNION ADMINISTRATION	99.79%	94.21%	3.76%	1.82%	0.21%	0.21%	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	100.00%	91.39%	7.28%	1.32%			
NATIONAL ENDOWMENT FOR THE ARTS	100.00%	86.99%	11.64%	1.37%			
NATIONAL ENDOWMENT FOR THE HUMANITIES	100.00%	95.51%	3.21%	1.28%			
NATIONAL LABOR RELATIONS BOARD	100.00%	95.67%	1.34%	2.99%			
NATIONAL SCIENCE FOUNDATION	99.92%	93.85%	2.32%	3.75%	0.08%	0.08%	
NATIONAL TRANSPORTATION SAFETY BOARD	97.91%	92.09%	3.72%	2.09%	2.09%	2.09%	
NUCLEAR REGULATORY COMMISSION	97.43%	86.55%	4.54%	6.34%	2.57%	2.54%	0.03%
OFFICE OF PERSONNEL MANAGEMENT	97.98%	87.38%	2.69%	7.90%	2.02%	2.02%	
OFFICE OF SPECIAL COUNSEL	100.00%	96.04%	0.99%	2.97%			
PEACE CORPS	99.72%	97.98%		1.75%	0.28%	0.28%	
PRESIDIO TRUST	96.05%	79.10%	15.54%	1.41%	3.95%	3.95%	
RAILROAD RETIREMENT BOARD	99.82%	98.24%		1.57%	0.18%	0.18%	
SECURITIES AND EXCHANGE COMMISSION	100.00%	97.71%	2.29%				
SELECTIVE SERVICE SYSTEM	100.00%	98.76%		1.24%			
SMALL BUSINESS ADMINISTRATION	97.26%	81.83%	14.99%	0.44%	2.74%	2.74%	
<b>SMITHSONIAN INSTITUTION</b>	95.91%	92.24%	1.88%	1.79%	4.09%	3.29%	0.81%
SMITHSONIAN INSTITUTION	96.51%	92.76%	2.16%	1.59%	3.49%	2.72%	0.77%
NATIONAL GALLERY OF ART	92.77%	89.53%	0.37%	2.87%	7.23%	6.23%	1.00%
SOCIAL SECURITY ADMINISTRATION	96.87%	93.76%	0.92%	2.19%	3.13%	3.12%	
TENNESSEE VALLEY AUTHORITY	92.15%	80.79%	10.79%	0.57%	7.85%	7.34%	0.51%
U.S. HOLOCAUST MEMORIAL MUSEUM	97.41%	96.12%	0.86%	0.43%	2.59%	2.16%	0.43%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	98.15%	95.12%	2.40%	0.63%	1.85%	1.51%	0.33%
OVERSEAS PRIVATE INVESTMENT CORPORATION	99.03%	84.95%	11.65%	2.43%	0.97%	0.97%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	98.11%	95.55%	2.01%	0.55%	1.89%	1.54%	0.35%
U.S. INTERNATIONAL TRADE COMMISSION	99.73%	97.85%	1.08%	0.81%	0.27%	0.27%	
U.S. POSTAL SERVICE	93.07%	77.43%	0.21%	15.43%	6.93%	6.55%	0.38%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	93.97%	80.54%	0.69%	12.74%	6.03%	5.70%	0.33%
<b>TOTAL - ALL AGENCIES</b>	93.88%	83.44%	4.25%	6.19%	6.12%	5.72%	0.40%



**TABLE 2A - PERSONNEL COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**



<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>BASIC PAY (\$000)</b>	<b>PREMIUM PAY (\$000)</b>	<b>BENEFIT PAY (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
EXECUTIVE OFFICE OF THE PRESIDENT	33,347	26,635	84	6,628	
OFFICE OF MANAGEMENT AND BUDGET	55,997	44,567	1,328	10,102	
OFFICE OF ADMINISTRATION	20,037	15,970	253	3,814	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	20,904	16,679	329	3,896	
OFFICE OF NATIONAL DRUG CONTROL POLICY	12,422	9,599	410	2,251	162
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>142,707</b>	<b>113,450</b>	<b>2,404</b>	<b>26,691</b>	<b>162</b>
DEPARTMENT OF STATE	2,226,605	1,557,206	103,797	554,332	11,270
DEPARTMENT OF THE TREASURY	9,223,180	6,401,230	1,048,117	1,691,568	82,265
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>45,317,879</b>	<b>33,600,465</b>	<b>2,178,348</b>	<b>9,197,991</b>	<b>341,075</b>
DEPARTMENT OF THE ARMY	12,053,495	9,087,824	436,059	2,444,631	84,981
DEPARTMENT OF THE NAVY	14,414,636	10,392,231	990,489	2,912,493	119,423
DEPARTMENT OF THE AIR FORCE	10,652,967	7,905,424	463,494	2,223,294	60,755
OTHER DEFENSE ACTIVITIES	8,152,666	6,214,986	288,306	1,573,458	75,916
DEPARTMENT OF JUSTICE	9,200,335	6,519,895	604,000	2,075,000	1,440
DEPARTMENT OF THE INTERIOR	4,956,345	3,702,175	243,717	1,009,382	1,071
DEPARTMENT OF AGRICULTURE	6,714,029	4,987,975	451,249	1,274,294	511
DEPARTMENT OF COMMERCE	2,923,664	2,237,887	116,308	568,532	937
DEPARTMENT OF LABOR	1,445,580	1,124,272	30,000	290,582	726
14 DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,678,702	4,109,566	155,078	1,389,856	24,202
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	909,150	729,115	17,061	162,915	59
DEPARTMENT OF HOMELAND SECURITY	6,272,107	4,779,385	1,340,748	151,974	
DEPARTMENT OF TRANSPORTATION	6,806,229	5,017,058	371,813	1,417,358	
DEPARTMENT OF ENERGY	1,575,039	1,221,394	59,414	286,526	7,705
DEPARTMENT OF EDUCATION	425,324	348,972	7,514	68,278	560
DEPARTMENT OF VETERANS AFFAIRS	14,986,712	10,723,286	1,159,431	3,088,675	15,320
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>118,616,765</b>	<b>87,059,881</b>	<b>7,886,595</b>	<b>23,183,148</b>	<b>487,141</b>
AMERICAN BATTLE MONUMENTS COMMISSION	18,407	12,718	197	5,344	148
ARMED FORCES RETIREMENT HOME	40,767	29,491	2,716	8,528	32
COMMODITY FUTURES TRADING COMMISSION	56,792	44,757	949	11,033	53
CONSUMER PRODUCT SAFETY COMMISSION	44,383	36,016	251	8,116	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	47,947	38,315	515	9,117	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	223,299	181,888	660	40,751	
ENVIRONMENTAL PROTECTION AGENCY	1,773,808	1,440,472	4,117	329,219	
EXPORT-IMPORT BANK OF THE UNITED STATES	39,575	31,102	555	7,918	
FARM CREDIT ADMINISTRATION	29,849	24,237	222	5,387	3
FEDERAL COMMUNICATIONS COMMISSION	211,459	173,084	2,566	35,809	
FEDERAL DEPOSIT INSURANCE CORPORATION	640,036	508,206	6,773	123,724	1,333
FEDERAL ELECTION COMMISSION	30,807	24,533	243	6,031	
FEDERAL HOUSING FINANCE BOARD	14,619	11,185	471	2,595	368
FEDERAL LABOR RELATIONS AUTHORITY	19,726	15,919	377	3,430	
FEDERAL MARITIME COMMISSION	12,790	10,380	308	2,102	
FEDERAL MEDIATION AND CONCILIATION SERVICE	29,349	23,200	123	6,026	

**TABLE 2A - PERSONNEL COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 2003**

<b>AGENCY</b>	<b>TOTAL COST</b> (\$000)	<b>BASIC PAY</b> (\$000)	<b>PREMIUM PAY</b> (\$000)	<b>BENEFIT PAY</b> (\$000)	<b>SEPARATION PAY</b> (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	9,551	7,673	188	1,690	
FEDERAL TRADE COMMISSION	114,271	90,980	2,073	21,218	
GENERAL SERVICES ADMINISTRATION	1,154,660	860,472	56,923	227,472	9,793
BROADCASTING BOARD OF GOVERNORS	199,524	149,861	9,736	39,636	291
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	15,862	12,199	482	3,178	3
MERIT SYSTEMS PROTECTION BOARD	25,416	20,557	564	4,295	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,962,824	1,593,571	40,349	328,304	600
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	167,433	131,089	3,722	32,322	300
NATIONAL CREDIT UNION ADMINISTRATION	104,394	81,719	2,765	19,910	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	28,363	22,966	258	5,131	8
NATIONAL ENDOWMENT FOR THE ARTS	13,553	11,174	27	2,352	
NATIONAL ENDOWMENT FOR THE HUMANITIES	14,810	11,792	231	2,779	8
NATIONAL LABOR RELATIONS BOARD	181,524	147,730	1,658	32,103	33
NATIONAL SCIENCE FOUNDATION	134,775	106,058	4,589	24,104	24
NATIONAL TRANSPORTATION SAFETY BOARD	46,153	35,664	1,846	8,643	
NUCLEAR REGULATORY COMMISSION	342,163	272,926	10,217	59,016	4
OFFICE OF PERSONNEL MANAGEMENT	206,402	162,866	6,605	36,924	7
OFFICE OF SPECIAL COUNSEL	9,964	8,125	30	1,809	
PEACE CORPS	129,472	62,159	1,756	65,244	313
PRESIDIO TRUST	27,995	21,096	680	6,072	147
RAILROAD RETIREMENT BOARD	90,960	73,755	1,121	16,074	10
SECURITIES AND EXCHANGE COMMISSION	384,832	306,895	1,834	76,039	64
SELECTIVE SERVICE SYSTEM	12,077	9,814	164	2,099	
SMALL BUSINESS ADMINISTRATION	331,080	256,726	10,355	61,980	2,019
<b>SMITHSONIAN INSTITUTION</b>	334,824	255,711	13,977	63,883	1,253
SMITHSONIAN INSTITUTION	283,152	217,482	10,081	54,336	1,253
NATIONAL GALLERY OF ART	51,672	38,229	3,896	9,547	
SOCIAL SECURITY ADMINISTRATION	4,477,865	3,517,801	142,165	817,899	
TENNESSEE VALLEY AUTHORITY	1,266,523	827,968	159,667	277,188	1,700
U.S. HOLOCAUST MEMORIAL MUSEUM	18,532	14,244	446	3,842	
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	322,839	248,722	20,427	53,690	
OVERSEAS PRIVATE INVESTMENT CORPORATION	22,505	17,379	740	4,386	
AGENCY FOR INTERNATIONAL DEVELOPMENT	300,334	231,343	19,687	49,304	
U.S. INTERNATIONAL TRADE COMMISSION	38,724	31,110	764	6,850	
U.S. POSTAL SERVICE	49,224,496	32,865,089	4,279,114	12,079,259	1,034
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	64,597,111	44,801,049	4,795,518	14,981,004	19,540
<b>TOTAL - ALL AGENCIES</b>	183,356,583	131,974,380	12,684,517	38,190,843	506,843

**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY  
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY  
FISCAL YEAR 2003**



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	79.87%	0.32%	24.88%		80,161	64,026	202	15,933
OFFICE OF MANAGEMENT AND BUDGET	79.59%	2.98%	22.67%		110,448	87,903	2,619	19,925
OFFICE OF ADMINISTRATION	79.70%	1.58%	23.88%		91,493	72,922	1,155	17,416
OFFICE OF THE U.S. TRADE REPRESENTATIVE	79.79%	1.97%	23.36%		114,857	91,643	1,808	21,407
OFFICE OF NATIONAL DRUG CONTROL POLICY	77.27%	4.27%	23.45%	1.69%	118,305	91,419	3,905	22,981
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>79.50%</b>	<b>2.12%</b>	<b>23.53%</b>	<b>0.14%</b>	<b>99,865</b>	<b>79,391</b>	<b>1,682</b>	<b>18,791</b>
DEPARTMENT OF STATE	69.94%	6.67%	35.60%	0.72%	73,883	51,671	3,444	18,768
DEPARTMENT OF THE TREASURY	69.40%	16.37%	26.43%	1.29%	74,932	52,006	8,515	14,411
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>74.14%</b>	<b>6.48%</b>	<b>27.37%</b>	<b>1.02%</b>	<b>68,403</b>	<b>50,717</b>	<b>3,288</b>	<b>14,398</b>
DEPARTMENT OF THE ARMY	75.40%	4.80%	26.90%	0.94%	60,478	45,598	2,188	12,692
DEPARTMENT OF THE NAVY	72.09%	9.53%	28.03%	1.15%	73,278	52,830	5,035	15,413
DEPARTMENT OF THE AIR FORCE	74.21%	5.86%	28.12%	0.77%	66,404	49,277	2,889	14,237
OTHER DEFENSE ACTIVITIES	76.23%	4.64%	25.32%	1.22%	76,859	58,592	2,718	15,549
DEPARTMENT OF JUSTICE	70.87%	9.26%	31.83%	0.02%	75,424	53,450	4,952	17,023
DEPARTMENT OF THE INTERIOR	74.70%	6.58%	27.26%	0.03%	64,667	48,304	3,180	13,184
DEPARTMENT OF AGRICULTURE	74.29%	9.05%	25.55%	0.01%	62,285	46,272	4,186	11,826
DEPARTMENT OF COMMERCE	76.54%	5.20%	25.40%	0.04%	79,228	60,644	3,152	15,432
DEPARTMENT OF LABOR	77.77%	2.67%	25.85%	0.06%	84,984	66,095	1,764	17,126
DEPARTMENT OF HEALTH AND HUMAN SERVICES	72.37%	3.77%	33.82%	0.59%	86,165	62,356	2,353	21,456
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	80.20%	2.34%	22.34%	0.01%	87,570	70,229	1,643	15,698
DEPARTMENT OF HOMELAND SECURITY	76.20%	28.05%	3.18%		34,229	26,083	7,317	829
DEPARTMENT OF TRANSPORTATION	73.71%	7.41%	28.25%		76,404	56,320	4,174	15,911
DEPARTMENT OF ENERGY	77.55%	4.86%	23.46%	0.63%	100,060	77,593	3,774	18,692
DEPARTMENT OF EDUCATION	82.05%	2.15%	19.57%	0.16%	93,334	76,579	1,649	15,106
DEPARTMENT OF VETERANS AFFAIRS	71.55%	10.81%	28.80%	0.14%	68,879	49,285	5,329	14,266
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>73.40%</b>	<b>9.06%</b>	<b>26.63%</b>	<b>0.56%</b>	<b>67,298</b>	<b>49,394</b>	<b>4,475</b>	<b>13,430</b>
AMERICAN BATTLE MONUMENTS COMMISSION	69.09%	1.55%	42.02%	1.16%	45,675	31,558	489	13,628
ARMED FORCES RETIREMENT HOME	72.34%	9.21%	28.92%	0.11%	54,356	39,321	3,621	11,413
COMMODITY FUTURES TRADING COMMISSION	78.81%	2.12%	24.65%	0.12%	111,139	87,587	1,857	21,695
CONSUMER PRODUCT SAFETY COMMISSION	81.15%	0.70%	22.53%		94,432	76,630	534	17,268
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	79.91%	1.34%	23.79%		81,821	65,384	879	15,558
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	81.45%	0.36%	22.40%		85,424	69,582	252	15,590
ENVIRONMENTAL PROTECTION AGENCY	81.21%	0.29%	22.85%		47,605	38,659	110	8,835
EXPORT-IMPORT BANK OF THE UNITED STATES	78.59%	1.78%	25.46%		99,435	78,146	1,394	19,894
FARM CREDIT ADMINISTRATION	81.20%	0.92%	22.23%	0.01%	108,542	88,135	807	19,600
FEDERAL COMMUNICATIONS COMMISSION	81.85%	1.48%	20.69%		104,683	85,685	1,270	17,727
FEDERAL DEPOSIT INSURANCE CORPORATION	79.40%	1.33%	24.35%	0.26%	112,366	89,222	1,189	21,955
FEDERAL ELECTION COMMISSION	79.63%	0.99%	24.58%		86,780	69,107	685	16,989
FEDERAL HOUSING FINANCE BOARD	76.51%	4.21%	23.20%	3.29%	141,932	108,592	4,573	28,767
FEDERAL LABOR RELATIONS AUTHORITY	80.70%	2.37%	21.55%		105,487	85,128	2,016	18,342

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 2003**

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	81.16%	2.97%	20.25%		99,147	80,465	2,388	16,295
FEDERAL MEDIATION AND CONCILIATION SERVICE	79.05%	0.53%	25.97%		104,818	82,857	439	21,521
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	80.34%	2.45%	22.03%		93,637	75,225	1,843	16,569
FEDERAL TRADE COMMISSION	79.62%	2.28%	23.32%		109,560	87,229	1,988	20,343
GENERAL SERVICES ADMINISTRATION	74.52%	6.62%	26.44%	1.14%	87,521	65,222	4,315	17,984
BROADCASTING BOARD OF GOVERNORS	75.11%	6.50%	26.45%	0.19%	77,606	58,289	3,787	15,530
INTERNATIONAL BOUNDARY AND WATER COMMISSION:								
UNITED STATES AND MEXICO	76.91%	3.95%	26.05%	0.02%	61,481	47,283	1,868	12,329
MERIT SYSTEMS PROTECTION BOARD	80.88%	2.74%	20.89%		110,504	89,378	2,452	18,674
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	81.19%	2.53%	20.60%	0.04%	104,090	84,508	2,140	17,442
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	78.29%	2.84%	24.66%	0.23%	59,352	46,469	1,319	11,564
NATIONAL CREDIT UNION ADMINISTRATION	78.28%	3.38%	24.36%		112,011	87,681	2,967	21,363
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	80.97%	1.12%	22.34%	0.03%	93,917	76,046	854	17,017
NATIONAL ENDOWMENT FOR THE ARTS	82.45%	0.24%	21.05%		92,829	76,534	185	16,110
NATIONAL ENDOWMENT FOR THE HUMANITIES	79.62%	1.96%	23.57%	0.07%	94,936	75,590	1,481	17,865
NATIONAL LABOR RELATIONS BOARD	81.38%	1.12%	21.73%	0.02%	97,020	78,958	886	17,176
NATIONAL SCIENCE FOUNDATION	78.69%	4.33%	22.73%	0.02%	107,648	84,711	3,665	19,272
NATIONAL TRANSPORTATION SAFETY BOARD	77.27%	5.18%	24.23%		107,333	82,940	4,293	20,100
NUCLEAR REGULATORY COMMISSION	79.76%	3.74%	21.62%		97,677	77,912	2,917	16,848
OFFICE OF PERSONNEL MANAGEMENT	78.91%	4.06%	22.67%		73,166	57,733	2,341	13,091
OFFICE OF SPECIAL COUNSEL	81.54%	0.37%	22.26%		98,653	80,446	297	17,911
PEACE CORPS	48.01%	2.83%	104.96%	0.50%	119,000	57,131	1,614	60,255
PRESIDIO TRUST	75.36%	3.22%	28.78%	0.70%	79,082	59,593	1,921	17,568
RAILROAD RETIREMENT BOARD	81.09%	1.52%	21.79%	0.01%	84,067	68,165	1,036	14,865
SECURITIES AND EXCHANGE COMMISSION	79.75%	0.60%	24.78%	0.02%	125,762	100,292	599	24,870
SELECTIVE SERVICE SYSTEM	81.26%	1.67%	21.39%		75,012	60,957	1,019	13,037
SMALL BUSINESS ADMINISTRATION	77.54%	4.03%	24.14%	0.79%	85,595	66,372	2,677	16,546
<b>SMITHSONIAN INSTITUTION</b>	76.37%	5.47%	24.98%	0.49%	67,505	51,555	2,818	13,132
SMITHSONIAN INSTITUTION	76.81%	4.64%	24.98%	0.58%	68,098	52,304	2,424	13,369
NATIONAL GALLERY OF ART	73.98%	10.19%	24.97%		64,429	47,667	4,858	11,904
SOCIAL SECURITY ADMINISTRATION	78.56%	4.04%	23.25%		68,581	53,877	2,177	12,527
TENNESSEE VALLEY AUTHORITY	65.37%	19.28%	33.48%	0.21%	86,903	56,811	10,956	19,136
U.S. HOLOCAUST MEMORIAL MUSEUM	76.86%	3.13%	26.97%		79,879	61,397	1,922	16,560
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	77.04%	8.21%	21.59%		63,513	48,932	4,019	10,563
OVERSEAS PRIVATE INVESTMENT CORPORATION	77.22%	4.26%	25.24%		109,248	84,364	3,592	21,291
AGENCY FOR INTERNATIONAL DEVELOPMENT	77.03%	8.51%	21.31%		61,582	47,436	4,037	10,109
U.S. INTERNATIONAL TRADE COMMISSION	80.34%	2.46%	22.02%		104,097	83,629	2,054	18,414
U.S. POSTAL SERVICE	66.77%	13.02%	36.75%		58,891	39,319	5,119	14,453
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	69.35%	10.70%	33.44%	0.04%	62,214	43,148	4,619	14,447
<b>TOTAL - ALL AGENCIES</b>	71.98%	9.61%	28.94%	0.38%	65,431	47,095	4,526	13,809

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) 2003 was \$132.0 billion (premium pay was an additional \$12.7 billion). Note that Basic Pay plus Premium Pay equals Direct Pay. Approximately 53.5 percent of basic pay went to General Schedule employees (\$70.6 billion), 24.9 percent to U.S. Postal workers (\$32.9 billion) and 5.8 percent to Wage Board employees (\$7.6 billion). The remaining 15.8 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 (-11.3 percent), an decrease in basic payroll (+6.8 percent), and an increase in average basic salary (+5.1 percent).

\* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$50,164 in FY 2003. In FY 2003, the average basic salary for employees under the General Schedule was \$54,868.

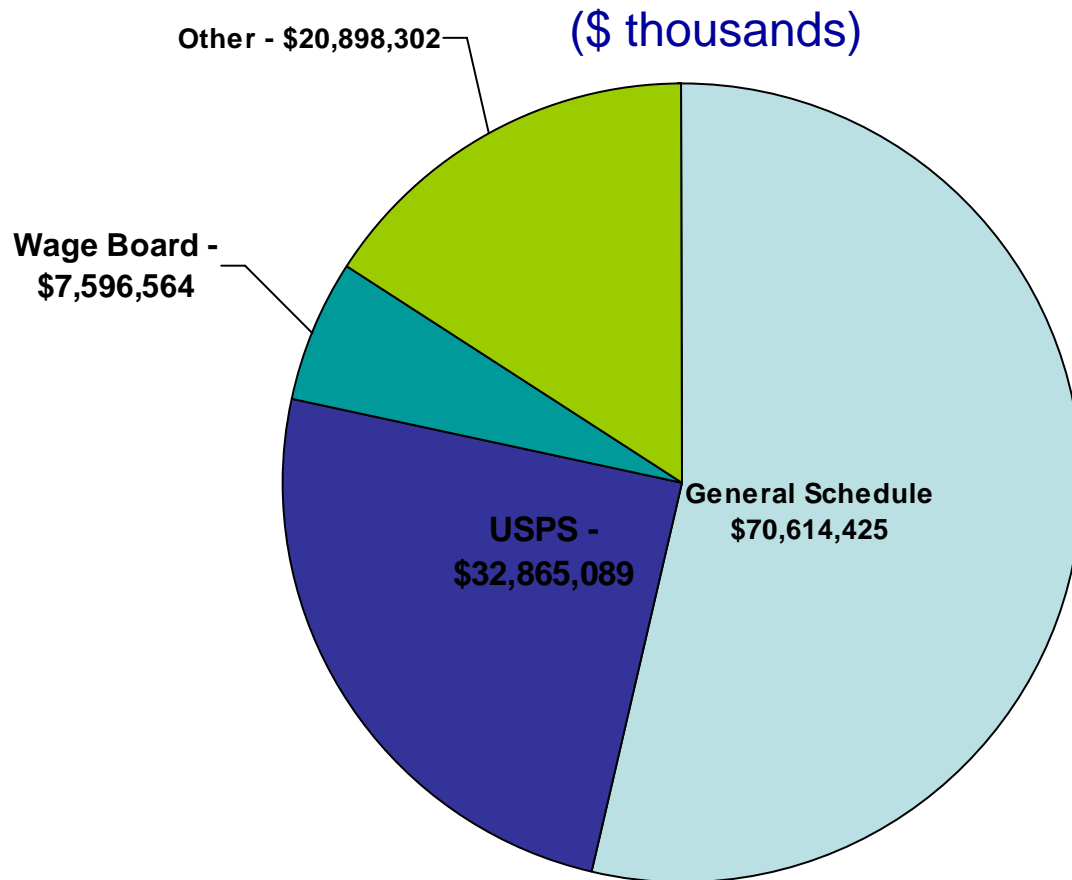
\* **Table 4** shows that total basic cost per work year varied from \$32,759 in Department of Homeland Security to \$85,158 in National Aeronautics and Space Administration.

\* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 5.1 percent and Nurses (VN) increased by 6.9 percent.

\* The smallest average basic salary was reported in the Non-Wage Board Aliens pay system (\$28,996); the largest average basic salary was reported in the Senior Executive Service pay system (\$123,985).

## Chart 5

# Distribution of Basic Pay by Major Pay Systems Fiscal Year 2003



**Total Basic Pay Costs: \$131,974,380**

**(In thousands \$)**

**TABLE 3A  
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS  
FISCAL YEAR 2003**

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/ YEARS	DIRECT 2/ YEARS	WORK YEARS	BASIC PAY
TOTAL - ALL SYSTEMS	2,630,858	131,974,380	12,684,517	144,658,897	50,164	51,622	100.00%	100.00%
GENERAL SCHEDULE	1,286,981	70,614,425	4,973,884	75,588,309	54,868	55,111	48.92%	53.51%
POSTAL SERVICE	777,928	32,865,089	4,279,114	37,144,203	42,247	44,439	29.57%	24.90%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	48,979	3,646,064	732,734	4,378,798	74,441	87,225	1.86%	2.76%
PHYSICIANS & DENTISTS	12,133	1,310,750	483,596	1,794,346	108,032	147,890	0.46%	0.99%
NURSES	36,846	2,335,314	249,138	2,584,452	63,380	67,890	1.40%	1.77%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	4,383	305,749	21,292	327,041	69,758	74,616	0.17%	0.23%
SENIOR EXECUTIVE SERVICE	8,319	1,031,427	51,390	1,082,817	123,984	130,131	0.32%	0.78%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	8,052	550,540	65,116	615,656	68,373	73,811	0.31%	0.42%
WAGE BOARD	183,885	7,596,564	897,636	8,494,200	41,311	43,642	6.99%	5.76%
TVA TRADE & LABOR EMPLOYEES	5,195	271,491	93,969	365,460	52,260	60,457	0.20%	0.21%
TRADES & CRAFTS	178,690	7,325,073	803,667	8,128,740	40,993	43,103	6.79%	5.55%
WAGE BOARD ALIENS								
NON-WAGE BOARD ALIENS	21,940	636,168	26,537	662,705	28,996	29,633	0.83%	0.48%
EXPERTS AND CONSULTANTS	2,065	107,822	2,121	109,943	52,214	53,113	0.08%	0.08%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,807	363,358	11,916	375,274	53,380	55,058	0.26%	0.28%
ALL OTHER	281,519	14,257,174	1,622,777	15,879,951	50,644	53,334	10.70%	10.80%

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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 2002 AND 2003**

Selected Pay Systems	Fiscal Year 2002			Fiscal Year 2003			Difference Between FY 02 and FY 03					
	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years Difference		Basic Payroll Difference		Average Salary Difference	
							Number	Percent	Number (\$000)	Percent	Number	Percent
	Work Years			Work Years								
<b>Total, All Systems</b>	<b>2,598,748</b>	<b>126,954,519</b>	<b>\$48,852</b>	<b>2,630,858</b>	<b>131,974,380</b>	<b>\$50,164</b>	<b>32,110</b>	<b>1.2</b>	<b>5,019,861</b>	<b>4.0</b>	<b>\$1,312</b>	<b>2.7</b>
<b>General Schedule</b>	1,312,494	68,429,108	52,137	1,286,981	70,614,425	\$54,868	(25,513)	-1.9	2,185,317	3.2	2,732	5.2
<b>Postal Service</b>	806,387	32,675,862	40,521	777,928	32,865,089	\$42,247	(28,459)	-3.5	189,227	0.6	1,726	4.3
<b>Senior Executive Service</b>	10,447	992,398	94,994	8,319	1,031,427	\$123,985	(2,128)	-20.4	39,029	3.9	28,991	30.5
<b>Veterans Affairs</b>												
<b>Physicians &amp; Nurses</b>	48,227	3,432,201	71,168	48,979	3,646,064	\$74,441	752	1.6	213,863	6.2	3,273	4.6
<b>Physicians &amp; Dentists</b>	11,925	1,247,373	104,602	12,133	1,310,750	\$108,032	208	1.7	63,377	5.1	3,430	3.3
<b>Nurses</b>	36,302	2,184,828	60,185	36,846	2,335,314	\$63,380	544	1.5	150,486	6.9	3,196	5.3
<b>Wage Board</b>	207,308	8,147,210	39,300	183,885	7,596,564	\$41,312	(23,423)	-11.3	(550,646)	-6.8	2,012	5.1
<b>Tennessee Valley Authority</b>												
<b>(TVA) Trade &amp; Labor</b>	5,293	237,751	44,918	5,195	271,491	\$52,260	(98)	-1.9	33,740	14.2	7,342	16.4
<b>Trades and Crafts (Citizens)</b>	202,015	7,909,459	39,153	178,690	7,325,073	\$40,993	(23,325)	-11.6	(584,386)	-7.4	1,840	4.7
<b>Non-Wage Board Aliens</b>	21,425	565,308	26,385	21,940	636,168	\$28,996	515	2.4	70,860	12.5	2,610	9.9
<b>All Other</b>	192,460	12,595,931	65,447	302,826	15,584,643	\$51,464	110,366	57.3	2,988,712	23.7	(13,983)	-21.4

Source: Work Years and Personnel Costs Survey, Fiscal Year (FY) 2003.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS  
BY WORK SCHEDULE FOR FISCAL YEAR 2003, 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
<b>TOTAL - ALL AGENCIES</b>								
DEPARTMENT OF STATE	\$53,209	\$53,834	\$43,745	\$48,483	\$66,166	\$67,851	\$40,193	\$43,917
DEPARTMENT OF THE TREASURY	\$54,231	\$54,443	\$42,586	\$49,150	\$53,621	\$53,833	\$42,212	\$47,731
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	\$52,190	\$54,088	\$23,546	\$21,245	\$55,749	\$57,268	\$23,951	\$22,790
DEPARTMENT OF THE ARMY	\$46,565	\$49,690	\$695	\$3,994	\$52,490	\$54,713	\$41	\$44
DEPARTMENT OF THE NAVY	\$55,971	\$56,691	\$39,462		\$57,034	\$57,352	\$42,429	
DEPARTMENT OF THE AIR FORCE	\$49,797	\$51,384	\$33,069	\$17,057	\$53,892	\$55,407	\$34,978	\$24,225
OTHER DEFENSE ACTIVITIES	\$59,630	\$61,727	\$29,212	\$51,213	\$62,720	\$64,795	\$26,116	\$48,464
DEPARTMENT OF JUSTICE	\$65,562	\$66,160	\$35,307	\$42,515	\$62,922	\$63,510	\$25,497	\$36,843
DEPARTMENT OF THE INTERIOR	\$51,876	\$55,692	\$34,749	\$34,355	\$53,915	\$56,941	\$31,336	\$34,990
DEPARTMENT OF AGRICULTURE	\$49,537	\$53,027	\$24,123	\$23,749	\$50,207	\$52,959	\$23,859	\$29,717
DEPARTMENT OF COMMERCE	\$62,188	\$69,594	\$44,724	\$17,214	\$65,864	\$68,668	\$31,727	\$33,373
DEPARTMENT OF LABOR	\$66,399	\$68,812	\$22,851	\$23,759	\$65,537	\$66,470	\$31,382	\$40,219
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$63,070	\$66,126	\$44,779	\$83,150	\$67,076	\$67,355	\$47,213	\$87,111
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$72,182	\$72,683	\$39,857	\$49,744	\$71,177	\$71,749	\$33,612	\$43,616
DEPARTMENT OF HOMELAND SECURITY	\$32,759	\$33,723	\$30,481	\$24,011	\$32,432	\$32,789	\$23,095	\$19,263
DEPARTMENT OF TRANSPORTATION	\$58,718	\$65,432	\$4,203	\$31,102	\$71,791	\$72,901	\$60,016	\$41,097
DEPARTMENT OF ENERGY	\$79,487	\$79,596	\$84,937	\$60,756	\$78,433	\$78,969	\$64,415	\$59,911
DEPARTMENT OF EDUCATION	\$77,896	\$78,268	\$76,833	\$60,829	\$76,117	\$76,771	\$68,038	\$59,600
DEPARTMENT OF VETERANS AFFAIRS	\$50,641	\$50,126	\$51,238	\$58,733	\$45,496	\$45,731	\$38,557	\$47,343
ENVIRONMENTAL PROTECTION AGENCY	\$38,788	\$38,794	\$39,361	\$14,219	\$38,230	\$38,238	\$38,737	\$14,219
GENERAL SERVICES ADMINISTRATION	\$66,698	\$67,349	\$38,570	\$48,494	\$68,676	\$69,232	\$38,150	\$63,271
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$85,158	\$86,574	\$56,523	\$39,502	\$84,185	\$85,608	\$56,523	\$38,805
SOCIAL SECURITY ADMINISTRATION	\$55,617	\$55,787	\$65,211	\$44,314	\$55,517	\$55,693	\$64,778	\$44,220
TENNESSEE VALLEY AUTHORITY	\$61,651	\$63,142	\$51,559	\$41,217				
U.S. POSTAL SERVICE	\$42,247	\$44,053	\$44,010	\$33,161				
<b>TOTAL - ALL AGENCIES</b>	\$50,164	\$52,294	\$31,736	\$34,102	\$54,868	\$55,989	\$31,167	\$37,284

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

## 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 \$12.7 billion spent on premium pay in fiscal year 2003 was an increase of 10.1 percent over the previous year. The majority of this increase was due to increases within the Department of Treasury (up \$330.0 million or 46.0 percent). There was a large increase in overtime pay (up \$805.7 million or 11.1 percent).

\* **Chart 6** shows that overtime pay (\$8.0 billion) represented 63.4 percent of total premium pay in FY 2003.

\* Total non-Postal premium pay increases were concentrated in three agencies: Department of Veterans Affairs (up \$120.4 million from \$1,039.0 million to \$1,159.4 million); Department of Health and Human Services (up \$16.4 million from \$138.6 million to \$155.1 million); and Department of State (up \$16.2 million from \$87.6 million to \$103.8 million).

\* The Department of Treasury and the Department of Veterans Affairs reported sizeable increases in overtime pay (up \$377.1 million and \$44.0 million; respectively), while the Department of Justice reported the largest decrease in overtime pay (down \$481.3 million from \$897.5 million to \$416.1 million).

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**



AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	84	34	11	15	24		
OFFICE OF MANAGEMENT AND BUDGET	1,328	475	20				
OFFICE OF ADMINISTRATION	253	146			2		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	329	45					
OFFICE OF NATIONAL DRUG CONTROL POLICY	410	19					
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>2,404</b>	<b>719</b>	<b>31</b>	<b>15</b>	<b>26</b>		
DEPARTMENT OF STATE	103,797	31,263	1,623	1,345	943	8,525	39,840
DEPARTMENT OF THE TREASURY	1,048,117	920,224	1,836	4,092	25,667	42	158
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>2,178,348</b>	<b>1,081,742</b>	<b>45,604</b>	<b>67,072</b>	<b>70,706</b>	<b>32,766</b>	<b>10,405</b>
DEPARTMENT OF THE ARMY	436,059	223,737	13,580	15,335	13,500	8,768	6,170
DEPARTMENT OF THE NAVY	990,489	638,130	14,535	10,674	33,734	22,683	201
DEPARTMENT OF THE AIR FORCE	463,494	96,204	9,419	31,594	18,781	275	2,135
OTHER DEFENSE ACTIVITIES	288,306	123,671	8,070	9,469	4,691	1,040	1,899
DEPARTMENT OF JUSTICE	604,000	416,142	60,931	30,467	26,338	3,830	4,951
DEPARTMENT OF THE INTERIOR	243,717	157,998	11,465	9,987	4,505	7,946	231
DEPARTMENT OF AGRICULTURE	451,249	342,415	13,280	18,250	10,759	17,916	1,002
DEPARTMENT OF COMMERCE	116,308	39,633	6,200	5,865	5,830	547	1,355
DEPARTMENT OF LABOR	30,000	8,575	105	126	300		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	155,078	38,839	5,740	6,156	6,149	126	1,403
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	17,061	6,395	23	49	4		
DEPARTMENT OF HOMELAND SECURITY	1,340,748	986,259	117,593	122,867	74,282	808	715
DEPARTMENT OF TRANSPORTATION	371,813	101,155	70,549	60,775	52,916	883	227
DEPARTMENT OF ENERGY	59,414	22,361	1,202	399	467	249	120
DEPARTMENT OF EDUCATION	7,514	1,664	17	5	2		
DEPARTMENT OF VETERANS AFFAIRS	1,159,431	257,676	76,208	67,735	96,947	31	125
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>7,886,595</b>	<b>4,412,341</b>	<b>412,376</b>	<b>395,190</b>	<b>375,815</b>	<b>73,669</b>	<b>60,532</b>
AMERICAN BATTLE MONUMENTS COMMISSION	197	33	19	42	1	16	22
ARMED FORCES RETIREMENT HOME	2,716	1,134	376	389	318	2	
COMMODITY FUTURES TRADING COMMISSION	949	61					
CONSUMER PRODUCT SAFETY COMMISSION	251	25					
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	515	95	3				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	660	97	2				
ENVIRONMENTAL PROTECTION AGENCY	4,117	3,856	142	2	10	77	30
EXPORT-IMPORT BANK OF THE UNITED STATES	555	78	1				5
FARM CREDIT ADMINISTRATION	222	7	4				
FEDERAL COMMUNICATIONS COMMISSION	2,566	294	53	22	21		
FEDERAL DEPOSIT INSURANCE CORPORATION	6,773	2,977	81		4		
FEDERAL ELECTION COMMISSION	243	180	1				
FEDERAL HOUSING FINANCE BOARD	471						
FEDERAL LABOR RELATIONS AUTHORITY	377	3					

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>
FEDERAL MARITIME COMMISSION	308	1					
FEDERAL MEDIATION AND CONCILIATION SERVICE	123	7	14				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	188	6					
FEDERAL TRADE COMMISSION	2,073	182	3				
GENERAL SERVICES ADMINISTRATION	56,923	16,058	496	302	1248	165	
BROADCASTING BOARD OF GOVERNORS	9,736	3,839	2,202	1458	1758	52	
INTERNATIONAL BOUNDARY AND WATER COMMISSION:							
UNITED STATES AND MEXICO	482	69	30	30	13		
MERIT SYSTEMS PROTECTION BOARD	564	10	1				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	40,349	8,638	751	587	394	82	74
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,722	1,391	36	15	26		
NATIONAL CREDIT UNION ADMINISTRATION	2,765	122					
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	258	18					
NATIONAL ENDOWMENT FOR THE ARTS	27	13					
NATIONAL ENDOWMENT FOR THE HUMANITIES	231	5					
NATIONAL LABOR RELATIONS BOARD	1,658	19	5				
NATIONAL SCIENCE FOUNDATION	4,589	94	4				65
NATIONAL TRANSPORTATION SAFETY BOARD	1,846	869	28				
NUCLEAR REGULATORY COMMISSION	10,217	3,285	129	71	84		
OFFICE OF PERSONNEL MANAGEMENT	6,605	2,920	9		85		
OFFICE OF SPECIAL COUNSEL	30		1				
PEACE CORPS	1,756	215	310	62			
PRESIDIO TRUST	680	581	18	17			
RAILROAD RETIREMENT BOARD	1,121	100	1	4	19		
SECURITIES AND EXCHANGE COMMISSION	1,834	306	11	27			
SELECTIVE SERVICE SYSTEM	164	1			7		
SMALL BUSINESS ADMINISTRATION	10,355	6,835	269		10		
<b>SMITHSONIAN INSTITUTION</b>	13,977	8,307	1,359	1,189	823	31	
SMITHSONIAN INSTITUTION	10,081	5,604	1,083	914	694	31	
NATIONAL GALLERY OF ART	3,896	2,703	276	275	129		
SOCIAL SECURITY ADMINISTRATION	142,165	105,450	208	236	1,435		38
TENNESSEE VALLEY AUTHORITY	159,667	92,677	6,000	2,177	2,044		
U.S. HOLOCAUST MEMORIAL MUSEUM	446	171	36	36	12		
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	20,427	2,523	985	386	19	2,085	8,323
OVERSEAS PRIVATE INVESTMENT CORPORATION	740	58	1			3	10
AGENCY FOR INTERNATIONAL DEVELOPMENT	19,687	2,465	984	386	19	2,082	8,313
<b>U.S. INTERNATIONAL TRADE COMMISSION</b>	764	52	4				
U.S. POSTAL SERVICE	4,279,114	3,367,375	131,330	242,237	413,914		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	4,795,518	3,630,961	144,922	249,289	422,245	2,510	8,557
<b>TOTAL - ALL AGENCIES</b>	12,684,517	8,044,021	557,329	644,494	798,086	76,179	69,089

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**

AGENCY	STAFFING 1/ DIFFERENTIAL (\$000)	SUPERVISORY DIFFERENTIAL (\$000)	PHYSICIANS COMPARABILITY ALLOWANCE (\$000)	REMOTE WORK SITE ALLOWANCE (\$000)	CASH AWARDS (\$000)	OTHER PREMIUM PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT					833	
OFFICE OF MANAGEMENT AND BUDGET					105	
OFFICE OF ADMINISTRATION					284	
OFFICE OF THE U.S. TRADE REPRESENTATIVE					391	
OFFICE OF NATIONAL DRUG CONTROL POLICY					1,613	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>						
DEPARTMENT OF STATE			1,353		11,815	7,090
DEPARTMENT OF THE TREASURY		11			94,995	1,092
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,347		10,621	2,400	515,395	340,290
DEPARTMENT OF THE ARMY	644		7,138	199	124,180	22,808
DEPARTMENT OF THE NAVY	588		563	173	205,974	63,234
DEPARTMENT OF THE AIR FORCE	80		2,920	2,028	86,784	213,274
OTHER DEFENSE ACTIVITIES	35				98,457	40,974
DEPARTMENT OF JUSTICE	125		4,437		56,716	63
DEPARTMENT OF THE INTERIOR	125				50,342	1,118
DEPARTMENT OF AGRICULTURE	3		31	36	46,884	673
DEPARTMENT OF COMMERCE				185	55,688	1,005
DEPARTMENT OF LABOR					18,124	2,770
DEPARTMENT OF HEALTH AND HUMAN SERVICES			15,573		59,536	21,556
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					10,588	2
DEPARTMENT OF HOMELAND SECURITY					37,249	975
DEPARTMENT OF TRANSPORTATION			73		17,909	67,326
DEPARTMENT OF ENERGY	17				32,948	1,651
DEPARTMENT OF EDUCATION					5,826	
DEPARTMENT OF VETERANS AFFAIRS	19		479,201		108,826	72,663
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,647		511,289	2,621	1122841.00	518,274
AMERICAN BATTLE MONUMENTS COMMISSION					64	
ARMED FORCES RETIREMENT HOME			160		337	
COMMODITY FUTURES TRADING COMMISSION					888	
CONSUMER PRODUCT SAFETY COMMISSION					224	2
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					417	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION					561	
ENVIRONMENTAL PROTECTION AGENCY						
EXPORT-IMPORT BANK OF THE UNITED STATES					471	
FARM CREDIT ADMINISTRATION					211	
FEDERAL COMMUNICATIONS COMMISSION					2,176	
FEDERAL DEPOSIT INSURANCE CORPORATION					3,666	45
FEDERAL ELECTION COMMISSION					62	
FEDERAL HOUSING FINANCE BOARD					471	
FEDERAL LABOR RELATIONS AUTHORITY					374	

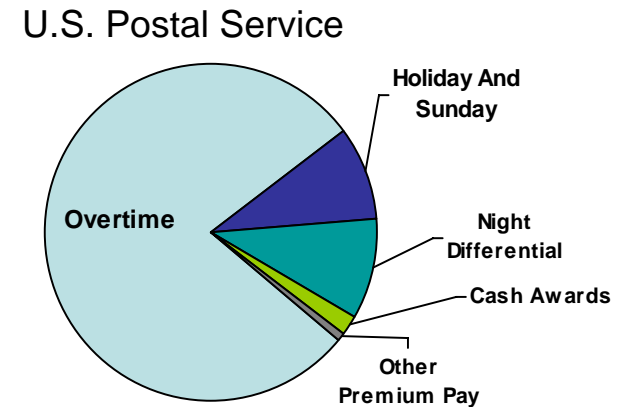
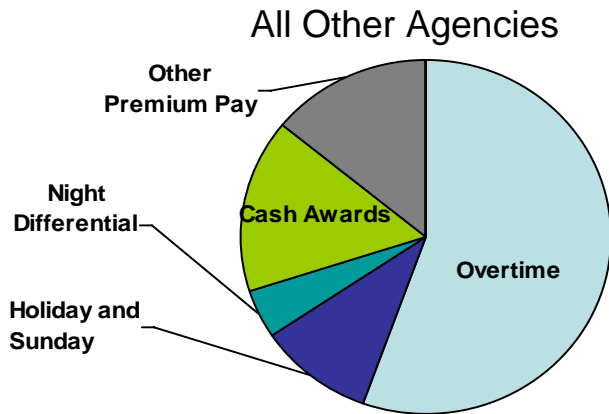
**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**

<b>AGENCY</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>	<b>SUPERVISORY DIFFERENTIAL (\$000)</b>	<b>PHYSICIANS COMPARABILITY ALLOWANCE (\$000)</b>	<b>REMOTE WORK SITE ALLOWANCE (\$000)</b>	<b>CASH AWARDS (\$000)</b>	<b>OTHER PREMIUM PAY (\$000)</b>
FEDERAL MARITIME COMMISSION					307	
FEDERAL MEDIATION AND CONCILIATION SERVICE					102	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD					182	
FEDERAL TRADE COMMISSION					1,888	
GENERAL SERVICES ADMINISTRATION		4			38,650	
BROADCASTING BOARD OF GOVERNORS					427	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO					340	
MERIT SYSTEMS PROTECTION BOARD					553	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION		95	354		29,374	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					2,254	
NATIONAL CREDIT UNION ADMINISTRATION					2,643	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>					240	
NATIONAL ENDOWMENT FOR THE ARTS					14	
NATIONAL ENDOWMENT FOR THE HUMANITIES					226	
NATIONAL LABOR RELATIONS BOARD					1,564	70
NATIONAL SCIENCE FOUNDATION					4,426	
NATIONAL TRANSPORTATION SAFETY BOARD					949	
NUCLEAR REGULATORY COMMISSION					6,648	
OFFICE OF PERSONNEL MANAGEMENT					3,591	
OFFICE OF SPECIAL COUNSEL					29	
PEACE CORPS			108		263	798
PRESIDIO TRUST					64	
RAILROAD RETIREMENT BOARD					997	
SECURITIES AND EXCHANGE COMMISSION					1,490	
SELECTIVE SERVICE SYSTEM					156	
SMALL BUSINESS ADMINISTRATION					3,241	
<b>SMITHSONIAN INSTITUTION</b>		5			2,263	
SMITHSONIAN INSTITUTION		5			1,750	
NATIONAL GALLERY OF ART					513	
SOCIAL SECURITY ADMINISTRATION					34,798	
TENNESSEE VALLEY AUTHORITY					51,914	4,855
U.S. HOLOCAUST MEMORIAL MUSEUM					191	
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>			109		4,235	1,762
OVERSEAS PRIVATE INVESTMENT CORPORATION					668	
AGENCY FOR INTERNATIONAL DEVELOPMENT			109		3,567	1,762
U.S. INTERNATIONAL TRADE COMMISSION					708	
U.S. POSTAL SERVICE					91,465	32,793
<b>SUBTOTAL INDEPENDENT AGENCIES</b>		104	731		295,874	40,325
<b>TOTAL - ALL AGENCIES</b>		1,751	512,020	2,621	1,420,328	558,599



Chart 6

# Overtime Represents Sixty Percent of the Total Premium Pay During Fiscal Year 2003



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Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	4,676,646	3,3679,375	55.6	78.7
Holiday	425,999	131,330	5.1	3.1
Sunday	402,257	242,237	4.8	5.7
Night Differential	384,172	413,914	4.6	9.7
Hazardous Duty	76,179	0	0.9	0.0
Post Differential	69,089	0	0.8	0.0
Supervisory Differential	1,751	0	0.0	0.0
Physicians Comparability Allowance	512,020	0	6.1	0.0
Remote Work Site Allowance	2,621	0	0.0	0.0
Cash Awards	1,358,863	91,465	15.8	2.1
Other	525,806	32,793	6.3	0.8
<b>Total</b>	<b>8,405,403</b>	<b>4,279,114</b>	<b>100.0</b>	<b>100.0</b>

## 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 62 percent of the Federal Government's portion of Employee Health Insurance cost (39.1 and 22.8 percent; respectively).

\* Fiscal year 2003 employee benefit pay amounted to \$38.7 billion (excluding \$506.8 million separation pay).

\* Benefit pay represented 20.8 percent of total personnel costs -- 29.0 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), \$7.3 billion to the Social Security System, and \$10.2 billion for Employee Health Insurance.

\* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 42.3 percent of total benefits costs. Health Insurance covered an additional 26.8 percent of total benefits costs.

**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**



AGENCY	TOTAL COST (\$000)	HEALTH INSURANCE (\$000)	LIFE INSURANCE (\$000)	TOTAL RETIREMENT (\$000)	SOCIAL SECURITY (\$000)	WORKMENS COMPENSATION (\$000)	UNIFORM ALLOWANCE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	6,628	1,252	41	3,502	1,768		
OFFICE OF MANAGEMENT AND BUDGET	10,102	1,860	67	5,588	2,348		
OFFICE OF ADMINISTRATION	3,814	724	28	1,965	961		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,896	725	23	2,132	926		
OFFICE OF NATIONAL DRUG CONTROL POLICY	2,413	368	17	1,242	578		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>26,853</b>	<b>4,929</b>	<b>176</b>	<b>14,429</b>	<b>6,581</b>		
DEPARTMENT OF STATE	565,602	69,914	2,236	222,841	83,043	25	
DEPARTMENT OF THE TREASURY	1,773,833	448,613	11,186	798,727	343,092	41,604	5
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>9,494,951</b>	<b>2,330,089</b>	<b>58,769</b>	<b>3,767,065</b>	<b>1,784,462</b>	<b>448,885</b>	<b>2,741</b>
DEPARTMENT OF THE ARMY	2,529,612	597,814	15,432	1,016,492	456,867	114,046	
DEPARTMENT OF THE NAVY	3,031,916	684,141	17,753	1,179,780	604,785	246,745	992
DEPARTMENT OF THE AIR FORCE	2,284,049	571,569	15,831	975,915	438,243	78,048	1,584
OTHER DEFENSE ACTIVITIES	1,649,374	476,565	9,753	594,878	284,567	10,046	165
DEPARTMENT OF JUSTICE	2,076,440	402,985	9,540	1,210,414	397,346	11,472	
DEPARTMENT OF THE INTERIOR	1,010,453	257,835	6,299	442,552	211,975	13,257	5,584
DEPARTMENT OF AGRICULTURE	1,274,805	386,590	8,579	573,101	279,759		236
DEPARTMENT OF COMMERCE	569,469	132,511	3,640	290,916	127,899		67
DEPARTMENT OF LABOR	291,308	65,556	1,904	137,314	56,914	16,413	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,414,058	210,192	6,610	730,190	251,407	22,695	3,640
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	162,974	39,622	1,262	84,334	36,022		
DEPARTMENT OF HOMELAND SECURITY	151,914	399	9	144	314	40,248	
DEPARTMENT OF TRANSPORTATION	1,417,358	268,828	8,645	736,205	255,031	94,766	
DEPARTMENT OF ENERGY	294,231	71,149	2,041	144,592	60,889	186	15
DEPARTMENT OF EDUCATION	68,838	14,811	509	39,869	11,139	1,656	
DEPARTMENT OF VETERANS AFFAIRS	3,103,995	770,941	19,692	1,388,521	688,863	146,774	6,596
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>23,670,289</b>	<b>5,469,995</b>	<b>140,921</b>	<b>10,567,385</b>	<b>4,588,215</b>	<b>837,981</b>	<b>18,884</b>
AMERICAN BATTLE MONUMENTS COMMISSION	5,492	298	7	1,438	225	60	
ARMED FORCES RETIREMENT HOME	8,560	2,256	63	3,698	1,785	655	19
COMMODITY FUTURES TRADING COMMISSION	11,086	2,021	66	5,546	2,499		
CONSUMER PRODUCT SAFETY COMMISSION	8,116	1,873	59	4,034	1,774	260	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	9,117	2,044	65	4,722	2,249		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	40,751	10,104	321	21,160	9,032		
ENVIRONMENTAL PROTECTION AGENCY	329,219	72,300	2,192	175,949	76,471		5
EXPORT-IMPORT BANK OF THE UNITED STATES	7,918	1,537	51	4,020	1,838		
FARM CREDIT ADMINISTRATION	5,390	1,189	32	2,932	1,234		
FEDERAL COMMUNICATIONS COMMISSION	35,809	8,210	275	20,885	6,165	162	
FEDERAL DEPOSIT INSURANCE CORPORATION	125,057	32,376	226	64,068	27,022		
FEDERAL ELECTION COMMISSION	6,031	1,330	41	3,191	1,469		
FEDERAL HOUSING FINANCE BOARD	2,963	448	15	1,474	658		
FEDERAL LABOR RELATIONS AUTHORITY	3,430	718	24	1,746	717	101	
FEDERAL MARITIME COMMISSION	2,102	536	19	1,100	290		
FEDERAL MEDIATION AND CONCILIATION SERVICE	6,026	1,119	43	2,960	1,306	560	

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**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 2003**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>HEALTH INSURANCE (\$000)</b>	<b>LIFE INSURANCE (\$000)</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>SOCIAL SECURITY (\$000)</b>	<b>WORKMENS COMPENSATION (\$000)</b>	<b>UNIFORM ALLOWANCE (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,690	368	11	875	400		
FEDERAL TRADE COMMISSION	21,218	3,879	131	11,371	4,856	108	
GENERAL SERVICES ADMINISTRATION	237,265	54,028	1,576	102,215	46,789	16,461	
BROADCASTING BOARD OF GOVERNORS	39,927	8,334	241	17,037	8,024	755	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	3,181	1,126	22	1,379	632		
MERIT SYSTEMS PROTECTION BOARD	4,295	924	34	2,223	902	32	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	328,904	75,872	2,211	167,160	70,624	6,121	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32,622	9,724	220	14,897	7,207		
NATIONAL CREDIT UNION ADMINISTRATION	19,910	3,868	139	10,427	4,459		
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	5,139	1,112	37	2,690	1,167	17	
NATIONAL ENDOWMENT FOR THE ARTS	2,352	510	17	1,278	547		
NATIONAL ENDOWMENT FOR THE HUMANITIES	2,787	602	20	1,412	620	17	
NATIONAL LABOR RELATIONS BOARD	32,136	7,460	216	18,096	4,247	606	
NATIONAL SCIENCE FOUNDATION	24,128	4,649	167	12,136	5,547	111	
NATIONAL TRANSPORTATION SAFETY BOARD	8,643	1,740	63	4,458	2,052		
NUCLEAR REGULATORY COMMISSION	59,020	12,979	411	31,610	12,947	19	
OFFICE OF PERSONNEL MANAGEMENT	36,931	10,246	296	17,984	8,169		
OFFICE OF SPECIAL COUNSEL	1,809	334	14	1,005	456		
PEACE CORPS	65,557	2,820	325	7,522	3,892	10,888	
PRESIDIO TRUST	6,219	1,484	128	2,975	1,464		
RAILROAD RETIREMENT BOARD	16,084	4,591	163	7,916	3,061	247	
SECURITIES AND EXCHANGE COMMISSION	76,103	26,584	3,997	36,170	4,889	384	
SELECTIVE SERVICE SYSTEM	2,099	559	18	1,046	458		
SMALL BUSINESS ADMINISTRATION	63,999	14,023	431	29,698	14,101	2,523	
<b>SMITHSONIAN INSTITUTION</b>	65,136	16,943	443	30,748	15,061		10
SMITHSONIAN INSTITUTION	55,589	14,344	377	26,192	12,780		10
NATIONAL GALLERY OF ART	9,547	2,599	66	4,556	2,281		
SOCIAL SECURITY ADMINISTRATION	817,899	243,102	6,071	376,233	159,964		24
TENNESSEE VALLEY AUTHORITY	278,888	89,159	1,187	105,874	71,327		
U.S. HOLOCAUST MEMORIAL MUSEUM	3,842	814	25	2,007	986		
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	53,690	10,069	296	31,711	11,255	38	
OVERSEAS PRIVATE INVESTMENT CORPORATION	4,386	829		2,322	1,091	38	
AGENCY FOR INTERNATIONAL DEVELOPMENT	49,304	9,240	296	29,389	10,164		
<b>U.S. INTERNATIONAL TRADE COMMISSION</b>	6,850	1,424	48	3,586	1,544	2	
U.S. POSTAL SERVICE	12,080,293	4,002,648	194,119	4,205,803	2,067,642	1,480,843	79,684
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	15,000,544	4,749,222	216,539	5,575,775	2,668,856	1,520,953	79,742
<b>TOTAL - ALL AGENCIES</b>	38,697,686	10,224,146	357,636	16,157,589	7,263,652	2,358,934	98,626

**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 2003**

AGENCY	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	STUDENT LOAN REPAYMENT (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT							65	
OFFICE OF MANAGEMENT AND BUDGET							239	
OFFICE OF ADMINISTRATION			26	8			102	
OFFICE OF THE U.S. TRADE REPRESENTATIVE							90	
OFFICE OF NATIONAL DRUG CONTROL POLICY							46	162
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>			26	8			542	162
DEPARTMENT OF STATE	139,409			1,110			35,754	11,270
DEPARTMENT OF THE TREASURY	1,440	7,269	2,038	439	1,796		35,359	82,265
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	403,499	166,252	42,987	10,252	4,582		178,408	341,075
DEPARTMENT OF THE ARMY	153,971	50,480	16,244	5,488	471		17,326	84,981
DEPARTMENT OF THE NAVY	74,283	65,273	2,701	3,946	714		31,380	119,423
DEPARTMENT OF THE AIR FORCE	46,404	2,289	22,423	12	987		69,989	60,755
OTHER DEFENSE ACTIVITIES	128,841	4,095	1,619	806	2,410		59,713	75,916
DEPARTMENT OF JUSTICE	17,592		1,169	1,053	986		22,443	1,440
DEPARTMENT OF THE INTERIOR	40	33,750	307	120	383		37,280	1,071
DEPARTMENT OF AGRICULTURE	21,287		1,209	2,145	1,041		347	511
DEPARTMENT OF COMMERCE	11,860	79	1,031	467	62			937
DEPARTMENT OF LABOR		914	191	782	89	64	10,441	726
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,774	8,947	56,233	5,475	276		92,417	24,202
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1,671		4					59
DEPARTMENT OF HOMELAND SECURITY	18	18		1			110,205	
DEPARTMENT OF TRANSPORTATION	24	35,107	202	411			18,139	
DEPARTMENT OF ENERGY	77	87	2,781	446	677	392	3,194	7,705
DEPARTMENT OF EDUCATION			49	112			133	560
DEPARTMENT OF VETERANS AFFAIRS	82	22,015	125	682			44,384	15,320
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	598,771	230,323	108,326	23,495	9,892	456	588,504	487,141
AMERICAN BATTLE MONUMENTS COMMISSION	692						2,624	148
ARMED FORCES RETIREMENT HOME			14				38	32
COMMODITY FUTURES TRADING COMMISSION			887	14				53
CONSUMER PRODUCT SAFETY COMMISSION		14		7			95	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	35		2					
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		134						
ENVIRONMENTAL PROTECTION AGENCY	664	991					647	
EXPORT-IMPORT BANK OF THE UNITED STATES	2			22			448	
FARM CREDIT ADMINISTRATION								3
FEDERAL COMMUNICATIONS COMMISSION	105			7				
FEDERAL DEPOSIT INSURANCE CORPORATION							32	1,333
FEDERAL ELECTION COMMISSION								
FEDERAL HOUSING FINANCE BOARD								368
FEDERAL LABOR RELATIONS AUTHORITY							124	
FEDERAL MARITIME COMMISSION							157	
FEDERAL MEDIATION AND CONCILIATION SERVICE		38						

**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 2003**

AGENCY	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	STUDENT LOAN REPAYMENT (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD				36				
FEDERAL TRADE COMMISSION				100	1		772	
GENERAL SERVICES ADMINISTRATION	919	1,435	1,471	66	133		2,379	9,793
BROADCASTING BOARD OF GOVERNORS	1,118			15			4,112	291
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO			19					3
MERIT SYSTEMS PROTECTION BOARD							180	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION			110	646	592	29	4,939	600
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		50	78	5			141	300
NATIONAL CREDIT UNION ADMINISTRATION		144			5		868	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>							108	8
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL ENDOWMENT FOR THE HUMANITIES							108	8
NATIONAL LABOR RELATIONS BOARD		294			394		790	33
NATIONAL SCIENCE FOUNDATION	214			44	62		1,174	24
NATIONAL TRANSPORTATION SAFETY BOARD		104	156	70				
NUCLEAR REGULATORY COMMISSION			82	321	647			4
OFFICE OF PERSONNEL MANAGEMENT		93	7	33			96	7
OFFICE OF SPECIAL COUNSEL								
PEACE CORPS	20,141				29		19,627	313
PRESIDIO TRUST							21	147
RAILROAD RETIREMENT BOARD							96	10
SECURITIES AND EXCHANGE COMMISSION			263	78		1,508	2,166	64
SELECTIVE SERVICE SYSTEM		1	17					
SMALL BUSINESS ADMINISTRATION							1,204	2,019
<b>SMITHSONIAN INSTITUTION</b>	394		154	129	1			1,253
SMITHSONIAN INSTITUTION	394		118	120	1			1,253
NATIONAL GALLERY OF ART			36	9				
SOCIAL SECURITY ADMINISTRATION		4,750	57	15	20		27,663	
TENNESSEE VALLEY AUTHORITY			506		411		8,724	1,700
U.S. HOLOCAUST MEMORIAL MUSEUM							10	
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	4		235	12			70	
OVERSEAS PRIVATE INVESTMENT CORPORATION	1		23	12			70	
AGENCY FOR INTERNATIONAL DEVELOPMENT	3		212					
U.S. INTERNATIONAL TRADE COMMISSION							246	
U.S. POSTAL SERVICE							48,520	1,034
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	24,288	8,048	4,058	1,620	2,295	1,537	128,071	19,540
<b>TOTAL - ALL AGENCIES</b>	623,059	238,371	112,410	25,123	12,187	1,993	717,117	506,843

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**



<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
EXECUTIVE OFFICE OF THE PRESIDENT	3,502	158	2,588	756	
OFFICE OF MANAGEMENT AND BUDGET	5,588	1,022	3,192	1,374	
OFFICE OF ADMINISTRATION	1,965	284	1,239	442	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,132	311	1,292	529	
OFFICE OF NATIONAL DRUG CONTROL POLICY	1,242	118	795	329	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>14,429</b>	<b>1,893</b>	<b>9,106</b>	<b>3,430</b>	
DEPARTMENT OF STATE	222,841	15,835	38,018	40,488	128,500
DEPARTMENT OF THE TREASURY	798,727	180,494	436,376	162,807	19,050
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>3,767,065</b>	<b>994,499</b>	<b>1,963,222</b>	<b>793,888</b>	<b>15,456</b>
DEPARTMENT OF THE ARMY	1,016,492	233,558	575,811	207,123	
DEPARTMENT OF THE NAVY	1,179,780	308,816	628,317	242,647	
DEPARTMENT OF THE AIR FORCE	975,915	220,517	560,853	194,538	7
OTHER DEFENSE ACTIVITIES	594,878	231,608	198,241	149,580	15,449
DEPARTMENT OF JUSTICE	1,210,414	84,812	902,591	223,011	
DEPARTMENT OF THE INTERIOR	442,552	102,724	248,567	91,261	
DEPARTMENT OF AGRICULTURE	573,101	144,535	309,945	118,098	523
DEPARTMENT OF COMMERCE	290,916	51,815	159,351	64,018	15,732
DEPARTMENT OF LABOR	137,314	39,951	69,186	28,177	
34 DEPARTMENT OF HEALTH AND HUMAN SERVICES	730,190	87,683	299,100	115,876	227,531
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	84,334	21,858	43,884	18,592	
DEPARTMENT OF HOMELAND SECURITY	744	50	571	123	
DEPARTMENT OF TRANSPORTATION	736,205	147,606	455,797	132,802	
DEPARTMENT OF ENERGY	144,592	39,511	74,182	30,899	
DEPARTMENT OF EDUCATION	39,869	13,716	18,630	7,523	
DEPARTMENT OF VETERANS AFFAIRS	1,388,521	223,244	847,015	318,262	
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>10,567,385</b>	<b>2,148,333</b>	<b>5,866,435</b>	<b>2,145,825</b>	<b>406,792</b>
AMERICAN BATTLE MONUMENTS COMMISSION	1,438	199	312	126	801
ARMED FORCES RETIREMENT HOME	3,698	806	2,122	770	
COMMODITY FUTURES TRADING COMMISSION	5,546	997	3,225	1,324	
CONSUMER PRODUCT SAFETY COMMISSION	4,034	1,204	2,017	813	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4,722	765	2,870	1,087	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	21,160	5,653	10,970	4,537	
ENVIRONMENTAL PROTECTION AGENCY	175,949	135,800		40,149	
EXPORT-IMPORT BANK OF THE UNITED STATES	4,020	552	2,457	1,011	
FARM CREDIT ADMINISTRATION	2,932	661	1,581	690	
FEDERAL COMMUNICATIONS COMMISSION	20,885	4,617	11,481	4,787	
FEDERAL DEPOSIT INSURANCE CORPORATION	64,068	11,108	37,399	15,561	
FEDERAL ELECTION COMMISSION	3,191	435	1,951	805	
FEDERAL HOUSING FINANCE BOARD	1,474	155	914	405	
FEDERAL LABOR RELATIONS AUTHORITY	1,746	558	844	344	
FEDERAL MARITIME COMMISSION	1,100	406	195	499	
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,960	498	1,713	749	



**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 2003**

AGENCY	TOTAL RETIREMENT (\$000)	CIVIL SERVICE RETIREMENT (CSRS) (\$000)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)	FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)	OTHER RETIREMENT (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	875	233	449	193	
FEDERAL TRADE COMMISSION	11,371	1,946	6,669	2,756	
GENERAL SERVICES ADMINISTRATION	102,215	28,101	52,801	21,313	
BROADCASTING BOARD OF GOVERNORS	17,037	2,733	9,229	3,860	1,215
INTERNATIONAL BOUNDARY AND WATER COMMISSION:					
UNITED STATES AND MEXICO	1,379	378	702	299	
MERIT SYSTEMS PROTECTION BOARD	2,223	770	1,018	435	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	167,160	39,885	89,040	38,235	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	14,897	3,365	8,463	3,069	
NATIONAL CREDIT UNION ADMINISTRATION	10,427	1,844	5,945	2,638	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	2,690	660	1,445	585	
NATIONAL ENDOWMENT FOR THE ARTS	1,278	344	673	261	
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,412	316	772	324	
NATIONAL LABOR RELATIONS BOARD	18,096	7,765	7,302	3,029	
NATIONAL SCIENCE FOUNDATION	12,136	2,485	6,769	2,882	
NATIONAL TRANSPORTATION SAFETY BOARD	4,458	820	2,569	1,069	
NUCLEAR REGULATORY COMMISSION	31,610	7,975	16,756	6,879	
OFFICE OF PERSONNEL MANAGEMENT	17,984	5,359	9,057	3,568	
OFFICE OF SPECIAL COUNSEL	1,005	185	576	244	
35 PEACE CORPS	7,522	358	5,181	1,823	160
PRESIDIO TRUST	2,975	167	1,994	814	
RAILROAD RETIREMENT BOARD	7,916	2,781	4,083	1,052	
SECURITIES AND EXCHANGE COMMISSION	36,170	13,049	12,071	11,050	
SELECTIVE SERVICE SYSTEM	1,046	362	485	199	
SMALL BUSINESS ADMINISTRATION	29,698	6,698	16,450		6,550
<b>SMITHSONIAN INSTITUTION</b>	30,748	5,910	17,960	6,878	
SMITHSONIAN INSTITUTION	26,192	4,931	15,379	5,882	
NATIONAL GALLERY OF ART	4,556	979	2,581	996	
SOCIAL SECURITY ADMINISTRATION	376,233	133,640	176,494	66,099	
TENNESSEE VALLEY AUTHORITY	105,874	594	386	150	104,744
U.S. HOLOCAUST MEMORIAL MUSEUM	2,007	120	1,347	540	
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	31,711	2,801	21,120	6,049	1,741
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,322	213	1,503	606	
AGENCY FOR INTERNATIONAL DEVELOPMENT	29,389	2,588	19,617	5,443	1,741
U.S. INTERNATIONAL TRADE COMMISSION	3,586	987	1,832	767	
U.S. POSTAL SERVICE	4,205,803	1,179,803	2,172,299	853,701	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	5,575,775	1,616,188	2,730,543	1,113,833	115,211
<b>TOTAL - ALL AGENCIES</b>	16,157,589	3,766,414	8,606,084	3,263,088	522,003

**TABLE 6C**  
**BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE**  
**FISCAL YEAR 2003**

<b>BENEFITS (CATEGORIES)</b>	<b>ALL OTHER AGENCIES</b>		<b>U.S. POSTAL SERVICE</b>	
	COSTS (\$000)	PERCENT OF BASIC PAYROLL	COSTS (\$000)	PERCENT OF BASIC PAYROLL
	FY 2003	FY 2003	FY 2003	FY 2003
TOTAL 1/	\$26,111,584	26.3	\$12,079,259	36.8
-HEALTH INSURANCE	6,221,498	6.3	4,002,648	12.2
-LIFE INSURANCE	163,517	0.2	194,119	0.6
-RETIREMENT 1/	11,951,786	12.1	4,205,803	12.8
-FEDERAL INSURANCE CONTRIBUTIONS ACT (SOCIAL SECURITY)	5,196,010	5.2	2,067,642	6.3
-FEDERAL EMPLOYEES COMPENSATION ACT (FECA)	878,091	0.9	1,480,843	4.5
-UNIFORM ALLOWANCE	18,942	0.0	79,684	0.2
-OVERSEAS ALLOWANCE	623,059	0.6	NA	NA
-NON-FOREIGN COST OF LIVING ALLOWANCE (COLA)	238,371	0.2	NA	NA
-RETENTION ALLOWANCE	112,410	0.1	NA	NA
-RECRUITMENT BONUS	25,123	0.0	NA	NA
-RELOCATION BONUS	12,187	0.0	NA	NA
-STUDENT LOAN REPAYMENT	1,993	0.0	NA	NA
-OTHER BENEFITS	668,597	0.7	48,520	0.1
SEPARATION PAY 2/	505,809	0.5	1,034	0.0

1/ INCLUDES THE FEDERAL EMPLOYEES RETIREMENT SYSTEMS (FERS): \$ 8,606,084,000 IN FY 2003.

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

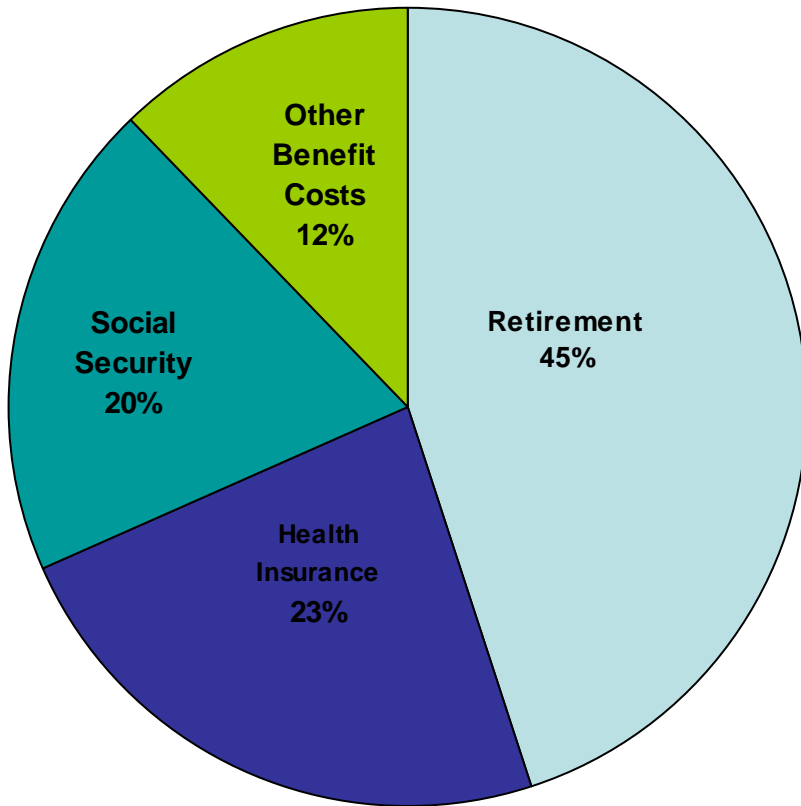
NA - NOT APPLICABLE

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR 2003.

**CHART 7**  
**Distribution of Benefit Costs**  
**Fiscal Year 2003**

(\$ thousands)

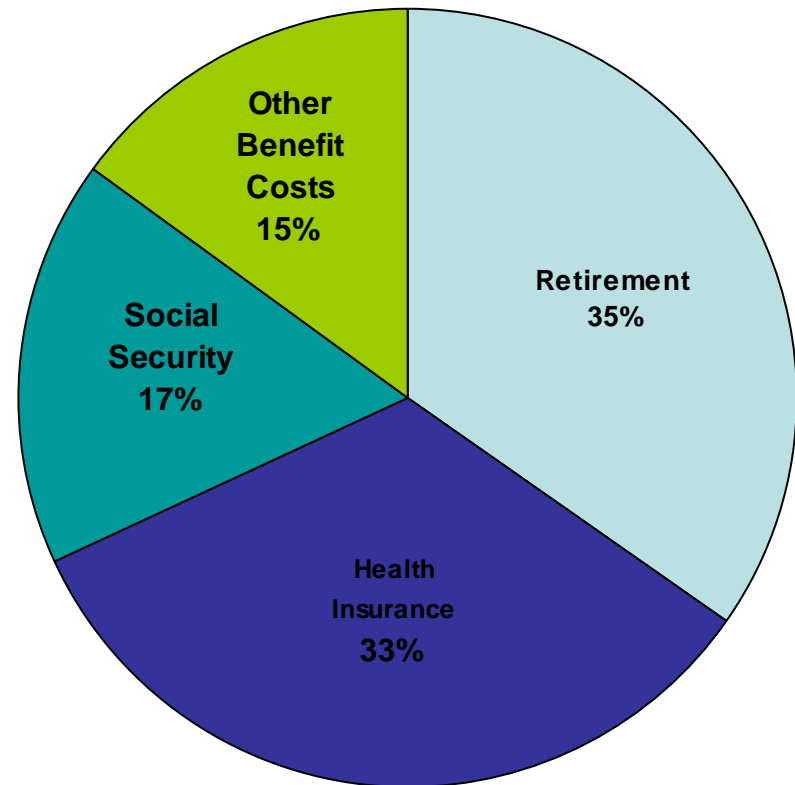
All Other Agencies



Total Benefit Costs : \$26,115,726

(In thousands \$)

U. S. Postal Service



Total Benefit Costs : \$12,079,259

(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).....	40
610 : General Schedule.....	44
620 : Postal Service.....	48
630 : V.A. Physicians and Dentist.....	48
631 : V.A. Nurses.....	49
650 : Public Health Service Commissioned Corps.....	49
675 : Senior Executive Service.....	50
732 : TVA (Salary Policy Employees).....	54
733 : TVA (Trade and Labor Employees).....	55
740 : Wage Employees (Trades and Crafts).....	56
748 : Non-Wage Board Aliens.....	60
768 : Experts and Consultants.....	61
772 : Teachers in Dependent Schools Abroad.....	63

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
EXECUTIVE OFFICE OF THE PRESIDENT	416	26,635	84	64,228	414	26,557	64,147	99.39%
OFFICE OF MANAGEMENT AND BUDGET	507	44,567	1,328	90,523	479	43,207	90,203	94.14%
OFFICE OF ADMINISTRATION	219	15,970	253	74,078	212	15,624	73,698	96.31%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	182	16,679	329	93,451	177	16,334	92,282	96.04%
OFFICE OF NATIONAL DRUG CONTROL POLICY	105	9,599	410	95,324	100	9,335	93,350	93.27%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>1,429</b>	<b>113,450</b>	<b>2,404</b>	<b>81,073</b>	<b>1,382</b>	<b>111,057</b>	<b>80,360</b>	<b>95.86%</b>
DEPARTMENT OF STATE	30,137	1,557,206	103,797	55,115	27,006	1,453,846	53,834	87.53%
DEPARTMENT OF THE TREASURY	123,087	6,401,230	1,048,117	60,521	115,800	6,304,481	54,443	84.63%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>662,515</b>	<b>33,600,465</b>	<b>2,178,348</b>	<b>54,005</b>	<b>604,214</b>	<b>32,680,863</b>	<b>54,088</b>	<b>91.34%</b>
DEPARTMENT OF THE ARMY	199,304	9,087,824	436,059	47,786	182,595	9,073,231	49,690	95.27%
DEPARTMENT OF THE NAVY	196,711	10,392,231	990,489	57,865	177,911	10,085,966	56,691	88.61%
DEPARTMENT OF THE AIR FORCE	160,427	7,905,424	463,494	52,167	147,126	7,559,935	51,384	90.33%
OTHER DEFENSE ACTIVITIES	106,073	6,214,986	288,306	61,310	96,582	5,961,731	61,727	91.67%
DEPARTMENT OF JUSTICE	121,982	6,519,895	604,000	58,401	97,088	6,423,387	66,160	90.17%
DEPARTMENT OF THE INTERIOR	76,644	3,702,175	243,717	51,483	58,399	3,252,377	55,692	82.42%
DEPARTMENT OF AGRICULTURE	107,796	4,987,975	451,249	50,458	88,599	4,698,164	53,027	86.38%
DEPARTMENT OF COMMERCE	36,902	2,237,887	116,308	63,796	30,654	2,133,337	69,594	90.62%
DEPARTMENT OF LABOR	17,010	1,124,272	30,000	67,858	16,031	1,103,127	68,812	95.57%
⊕ DEPARTMENT OF HEALTH AND HUMAN SERVICES	65,905	4,109,566	155,078	64,709	54,167	3,581,828	66,126	83.99%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,382	729,115	17,061	71,872	9,920	721,011	72,683	96.63%
DEPARTMENT OF HOMELAND SECURITY	183,237	4,779,385	1,340,748	33,400	115,378	3,890,897	33,723	63.58%
DEPARTMENT OF TRANSPORTATION	89,082	5,017,058	371,813	60,493	75,608	4,947,157	65,432	91.80%
DEPARTMENT OF ENERGY	15,741	1,221,394	59,414	81,368	14,788	1,177,064	79,596	91.90%
DEPARTMENT OF EDUCATION	4,557	348,972	7,514	78,228	4,164	325,909	78,268	91.42%
<b>DEPARTMENT OF VETERANS AFFAIRS</b>	<b>217,579</b>	<b>10,723,286</b>	<b>1,159,431</b>	<b>54,613</b>	<b>188,904</b>	<b>9,469,012</b>	<b>50,126</b>	<b>79.69%</b>
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,762,556</b>	<b>87,059,881</b>	<b>7,886,595</b>	<b>53,869</b>	<b>1,500,720</b>	<b>82,162,460</b>	<b>54,749</b>	<b>86.54%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	403	12,718	197	32,047	384	12,685	33,034	98.22%
ARMED FORCES RETIREMENT HOME	750	29,491	2,716	42,943	694	28,242	40,695	87.69%
COMMODITY FUTURES TRADING COMMISSION	511	44,757	949	89,444	481	43,046	89,493	94.18%
CONSUMER PRODUCT SAFETY COMMISSION	470	36,016	251	77,164	435	33,164	76,239	91.44%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	586	38,315	515	66,263	573	37,789	65,949	97.32%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,614	181,888	660	69,835	2,571	179,249	69,720	98.19%
ENVIRONMENTAL PROTECTION AGENCY	37,261	1,440,472	4,117	38,769	36,096	1,400,302	38,794	96.93%
EXPORT-IMPORT BANK OF THE UNITED STATES	398	31,102	555	79,540	397	31,102	78,343	98.25%
FARM CREDIT ADMINISTRATION	275	24,237	222	88,942	256	23,413	91,457	95.72%
FEDERAL COMMUNICATIONS COMMISSION	2,020	173,084	2,566	86,955	1,923	169,466	88,126	96.48%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,696	508,206	6,773	90,411	5,467	494,726	90,493	96.07%
FEDERAL ELECTION COMMISSION	355	24,533	243	69,792	342	23,886	69,842	96.41%
FEDERAL HOUSING FINANCE BOARD	103	11,185	471	113,165	95	10,356	109,011	88.85%
FEDERAL LABOR RELATIONS AUTHORITY	187	15,919	377	87,144	178	15,254	85,697	93.61%
FEDERAL MARITIME COMMISSION	129	10,380	308	82,853	129	10,380	80,465	97.12%
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	23,200	123	83,296	277	22,905	82,690	98.21%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	102	7,673	188	77,069	91	7,110	78,132	90.45%
FEDERAL TRADE COMMISSION	1,043	90,980	2,073	89,217	916	83,418	91,068	89.65%
GENERAL SERVICES ADMINISTRATION	13,193	860,472	56,923	69,536	12,579	847,189	67,349	92.35%
BROADCASTING BOARD OF GOVERNORS	2,571	149,861	9,736	62,076	2,252	143,609	63,770	89.98%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO								
MERIT SYSTEMS PROTECTION BOARD	230	20,557	564	91,830	225	19,984	88,818	94.62%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,857	1,593,571	40,349	86,648	18,064	1,563,866	86,574	95.71%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,821	131,089	3,722	47,788	2,498	123,736	49,534	91.78%
NATIONAL CREDIT UNION ADMINISTRATION	932	81,719	2,765	90,648	878	74,260	84,579	87.90%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	302	22,966	258	76,901	276	20,423	73,996	87.94%
NATIONAL ENDOWMENT FOR THE ARTS	146	11,174	27	76,719	127	9,251	72,843	82.59%
NATIONAL ENDOWMENT FOR THE HUMANITIES	156	11,792	231	77,071	149	11,172	74,980	92.92%
NATIONAL LABOR RELATIONS BOARD	1,871	147,730	1,658	79,844	1,790	141,400	78,994	94.65%
NATIONAL SCIENCE FOUNDATION	1,252	106,058	4,589	88,376	1,175	99,928	85,045	90.31%
NATIONAL TRANSPORTATION SAFETY BOARD	430	35,664	1,846	87,233	396	34,107	86,129	90.93%
NUCLEAR REGULATORY COMMISSION	3,503	272,926	10,217	80,829	3,032	262,303	86,512	92.64%
OFFICE OF PERSONNEL MANAGEMENT	2,821	162,866	6,605	60,075	2,465	152,124	61,714	89.76%
OFFICE OF SPECIAL COUNSEL	101	8,125	30	80,743	97	7,834	80,763	96.06%
PEACE CORPS	1,088	62,159	1,756	58,745	1,066	59,066	55,409	92.41%
PRESIDIO TRUST	354	21,096	680	61,514	280	18,057	64,489	82.92%
RAILROAD RETIREMENT BOARD	1,082	73,755	1,121	69,201	1,063	72,726	68,416	97.13%
SECURITIES AND EXCHANGE COMMISSION	3,060	306,895	1,834	100,892	2,990	304,382	101,800	98.59%
SELECTIVE SERVICE SYSTEM	161	9,814	164	61,975	159	9,569	60,182	95.90%
SMALL BUSINESS ADMINISTRATION	3,868	256,726	10,355	69,049	3,165	208,979	66,028	78.25%
<b>SMITHSONIAN INSTITUTION</b>	4,960	255,711	13,977	54,373	4,575	247,551	54,110	91.79%
SMITHSONIAN INSTITUTION	4,158	217,482	10,081	54,729	3,857	210,547	54,588	92.52%
NATIONAL GALLERY OF ART	802	38,229	3,896	52,525	718	37,004	51,538	87.84%
SOCIAL SECURITY ADMINISTRATION	65,293	3,517,801	142,165	56,054	61,219	3,415,240	55,787	93.31%
TENNESSEE VALLEY AUTHORITY	14,574	827,968	159,667	67,767	11,775	743,496	63,142	75.28%
U.S. HOLOCAUST MEMORIAL MUSEUM	232	14,244	446	63,319	223	14,032	62,924	95.52%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	5,083	248,722	20,427	52,951	4,835	241,538	49,956	89.74%
OVERSEAS PRIVATE INVESTMENT CORPORATION	206	17,379	740	87,956	175	14,829	84,737	81.84%
AGENCY FOR INTERNATIONAL DEVELOPMENT	4,877	231,343	19,687	51,472	4,660	226,709	48,650	90.31%
U.S. INTERNATIONAL TRADE COMMISSION	372	31,110	764	85,683	364	30,655	84,217	96.18%
U.S. POSTAL SERVICE	835,853	32,865,089	4,279,114	44,439	647,226	28,512,094	44,053	76.76%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,038,305	44,801,049	4,795,518	47,767	836,213	40,006,380	47,842	80.66%
<b>TOTAL - ALL AGENCIES</b>	2,802,290	131,974,380	12,684,517	51,622	2,338,315	122,279,897	52,294	84.53%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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
EXECUTIVE OFFICE OF THE PRESIDENT	1	20	20,000	0.07%	1	58	58,000	0.22%
OFFICE OF MANAGEMENT AND BUDGET	4	163	40,750	0.36%	16	1,197	74,813	2.61%
OFFICE OF ADMINISTRATION	3	239	79,667	1.47%	1	107	107,000	0.66%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1	34	34,000	0.20%	3	311	103,667	1.83%
OFFICE OF NATIONAL DRUG CONTROL POLICY	1	44	44,000	0.44%	4	220	55,000	2.20%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>10</b>	<b>500</b>	<b>50,000</b>	<b>0.43%</b>	<b>25</b>	<b>1,893</b>	<b>75,720</b>	<b>1.63%</b>
DEPARTMENT OF STATE	1,311	57,350	43,745	3.45%	949	46,010	48,483	2.77%
DEPARTMENT OF THE TREASURY	2,011	85,641	42,586	1.15%	226	11,108	49,150	0.15%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>34,024</b>	<b>801,118</b>	<b>23,546</b>	<b>2.24%</b>	<b>5,577</b>	<b>118,484</b>	<b>21,245</b>	<b>0.33%</b>
DEPARTMENT OF THE ARMY	10,793	7,499	695	0.08%	1,776	7,094	3,994	0.07%
DEPARTMENT OF THE NAVY	7,761	306,265	39,462	2.69%				
DEPARTMENT OF THE AIR FORCE	9,190	303,903	33,069	3.63%	2,438	41,586	17,057	0.50%
OTHER DEFENSE ACTIVITIES	6,280	183,451	29,212	2.82%	1,363	69,804	51,213	1.07%
DEPARTMENT OF JUSTICE	525	18,536	35,307	0.26%	1,834	77,972	42,515	1.09%
DEPARTMENT OF THE INTERIOR	10,955	380,676	34,749	9.65%	2,012	69,122	34,355	1.75%
DEPARTMENT OF AGRICULTURE	6,987	168,548	24,123	3.10%	5,106	121,263	23,749	2.23%
DEPARTMENT OF COMMERCE	464	20,752	44,724	0.88%	4,868	83,798	17,214	3.56%
DEPARTMENT OF LABOR	288	6,581	22,851	0.57%	613	14,564	23,759	1.26%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	10,066	450,741	44,779	10.57%	926	76,997	83,150	1.81%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	91	3,627	39,857	0.49%	90	4,477	49,744	0.60%
DEPARTMENT OF HOMELAND SECURITY	24,068	733,618	30,481	11.99%	6,450	154,870	24,011	2.53%
DEPARTMENT OF TRANSPORTATION	8,773	36,871	4,203	0.68%	1,062	33,030	31,102	0.61%
DEPARTMENT OF ENERGY	381	32,361	84,937	2.53%	197	11,969	60,756	0.93%
DEPARTMENT OF EDUCATION	240	18,440	76,833	5.17%	76	4,623	60,829	1.30%
DEPARTMENT OF VETERANS AFFAIRS	11,688	598,867	51,238	5.04%	11,159	655,407	58,733	5.52%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>111,872</b>	<b>3,413,727</b>	<b>30,515</b>	<b>3.60%</b>	<b>41,145</b>	<b>1,483,694</b>	<b>36,060</b>	<b>1.56%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	4	33	8,250	0.26%				
ARMED FORCES RETIREMENT HOME	7	705	100,714	2.19%	16	544	34,000	1.69%
COMMODITY FUTURES TRADING COMMISSION	13	899	69,154	1.97%	16	812	50,750	1.78%
CONSUMER PRODUCT SAFETY COMMISSION	21	1,904	90,667	5.25%	14	948	67,714	2.61%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	7	206	29,429	0.53%	4	320	80,000	0.82%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13	800	61,538	0.44%	26	1,839	70,731	1.01%
ENVIRONMENTAL PROTECTION AGENCY	1,009	39,715	39,361	2.75%	32	455	14,219	0.03%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FARM CREDIT ADMINISTRATION	17	638	37,529	2.61%	2	186	93,000	0.76%
FEDERAL COMMUNICATIONS COMMISSION	25	686	27,440	0.39%	67	2,932	43,761	1.67%
FEDERAL DEPOSIT INSURANCE CORPORATION	34	1,142	33,588	0.22%	170	12,338	72,576	2.40%
FEDERAL ELECTION COMMISSION	6	380	63,333	1.53%	4	267	66,750	1.08%
FEDERAL HOUSING FINANCE BOARD	4	456	114,000	3.91%	4	373	93,250	3.20%
FEDERAL LABOR RELATIONS AUTHORITY	4	397	99,250	2.44%	5	268	53,600	1.64%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	119	119,000	0.51%	2	176	88,000	0.75%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4	87	21,750	1.11%	7	476	68,000	6.06%
FEDERAL TRADE COMMISSION	93	5,194	55,849	5.58%	31	2,368	76,387	2.54%
GENERAL SERVICES ADMINISTRATION	235	9,064	38,570	0.99%	87	4,219	48,494	0.46%
BROADCASTING BOARD OF GOVERNORS	79	4,602	58,253	2.88%	21	1,650	78,571	1.03%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	7	239	34,143	1.88%	8	221	27,625	1.74%
MERIT SYSTEMS PROTECTION BOARD	2	322	161,000	1.52%	3	251	83,667	1.19%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	239	13,509	56,523	0.83%	410	16,196	39,502	0.99%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	197	3,887	19,731	2.88%	98	3,466	35,367	2.57%
NATIONAL CREDIT UNION ADMINISTRATION	35	5,977	170,771	7.07%	17	1,482	87,176	1.75%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	22	2,310	105,000	9.95%	4	233	58,250	1.00%
NATIONAL ENDOWMENT FOR THE ARTS	17	1,779	104,647	15.88%	2	144	72,000	1.29%
NATIONAL ENDOWMENT FOR THE HUMANITIES	5	531	106,200	4.42%	2	89	44,500	0.74%
NATIONAL LABOR RELATIONS BOARD	25	1,709	68,360	1.14%	56	4,621	82,518	3.09%
NATIONAL SCIENCE FOUNDATION	29	3,260	112,414	2.95%	47	2,870	61,064	2.59%
NATIONAL TRANSPORTATION SAFETY BOARD	16	1,033	64,563	2.75%	9	524	58,222	1.40%
NUCLEAR REGULATORY COMMISSION	159	5,610	35,283	1.98%	222	5,013	22,581	1.77%
OFFICE OF PERSONNEL MANAGEMENT	76	4,220	55,526	2.49%	223	6,522	29,247	3.85%
OFFICE OF SPECIAL COUNSEL	1	108	108,000	1.32%	3	183	61,000	2.24%
PEACE CORPS					19	3,093	162,789	4.84%
PRESIDIO TRUST	55	2,683	48,782	12.32%	5	356	71,200	1.63%
RAILROAD RETIREMENT BOARD		2			17	1,027	60,412	1.37%
SECURITIES AND EXCHANGE COMMISSION	70	2,513	35,900	0.81%				
SELECTIVE SERVICE SYSTEM		34		0.34%	2	211	105,500	2.11%
SMALL BUSINESS ADMINISTRATION	580	46,374	79,955	17.36%	17	1,373	80,765	0.51%
<b>SMITHSONIAN INSTITUTION</b>	93	3,273	35,194	1.21%	89	4,887	54,910	1.81%
SMITHSONIAN INSTITUTION	90	3,186	35,400	1.40%	66	3,749	56,803	1.65%
NATIONAL GALLERY OF ART	3	87	29,000	0.21%	23	1,138	49,478	2.70%
SOCIAL SECURITY ADMINISTRATION	601	39,192	65,211	1.07%	1,430	63,369	44,314	1.73%
TENNESSEE VALLEY AUTHORITY	1,572	81,051	51,559	8.21%	83	3,421	41,217	0.35%
U.S. HOLOCAUST MEMORIAL MUSEUM	2	122	61,000	0.83%	1	90	90,000	0.61%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	122	4,625	37,910	1.72%	32	2,559	79,969	0.95%
OVERSEAS PRIVATE INVESTMENT CORPORATION	24	2,089	87,042	11.53%	5	461	92,200	2.54%
AGENCY FOR INTERNATIONAL DEVELOPMENT	98	2,536	25,878	1.01%	27	2,098	77,704	0.84%
U.S. INTERNATIONAL TRADE COMMISSION	4	226	56,500	0.71%	3	229	76,333	0.72%
U.S. POSTAL SERVICE	1,726	75,962	44,010	0.20%	128,976	4,277,033	33,161	11.51%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	7,209	365,268	50,668	0.74%	132,282	4,429,401	33,485	8.93%
<b>TOTAL - ALL AGENCIES</b>	119,091	3,779,495	31,736	2.61%	173,452	5,914,988	34,102	4.09%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
EXECUTIVE OFFICE OF THE PRESIDENT	70	3,718	83	54,300	70	3,718	53,114	97.82%
OFFICE OF MANAGEMENT AND BUDGET	433	34,367	894	81,434	406	33,077	81,470	93.81%
OFFICE OF ADMINISTRATION	202	14,854	189	74,470	196	14,522	74,092	96.54%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	146	12,654	215	88,144	143	12,471	87,210	96.91%
OFFICE OF NATIONAL DRUG CONTROL POLICY	92	7,651	332	86,772	88	7,520	85,455	94.20%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>943</b>	<b>73,244</b>	<b>1,713</b>	<b>79,488</b>	<b>903</b>	<b>71,308</b>	<b>78,968</b>	<b>95.13%</b>
DEPARTMENT OF STATE	7,570	483,541	13,033	65,598	6,845	464,440	67,851	93.53%
DEPARTMENT OF THE TREASURY	118,651	6,096,344	1,031,995	60,078	111,513	6,003,071	53,833	84.21%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>437,196</b>	<b>23,924,936</b>	<b>1,236,771</b>	<b>57,552</b>	<b>409,696</b>	<b>23,462,309</b>	<b>57,268</b>	<b>93.25%</b>
DEPARTMENT OF THE ARMY	144,234	7,420,916	339,895	53,807	135,630	7,420,680	54,713	95.62%
DEPARTMENT OF THE NAVY	114,870	6,369,362	405,537	58,979	109,302	6,268,636	57,352	92.53%
DEPARTMENT OF THE AIR FORCE	104,133	5,558,770	300,170	56,264	96,171	5,328,505	55,407	90.95%
OTHER DEFENSE ACTIVITIES	73,959	4,575,888	191,169	64,455	68,593	4,444,488	64,795	93.23%
DEPARTMENT OF JUSTICE	110,398	5,545,886	601,527	55,684	86,383	5,486,216	63,510	89.24%
DEPARTMENT OF THE INTERIOR	61,073	3,079,221	186,184	53,467	50,147	2,855,398	56,941	87.44%
DEPARTMENT OF AGRICULTURE	102,213	4,784,513	435,748	51,072	85,640	4,535,447	52,959	86.88%
DEPARTMENT OF COMMERCE	25,310	1,618,224	88,801	67,445	22,623	1,553,479	68,668	91.01%
DEPARTMENT OF LABOR	16,647	1,086,269	28,205	66,947	16,050	1,066,842	66,470	95.73%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	49,712	3,294,089	111,125	68,499	46,985	3,164,676	67,355	92.94%
44 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,294	659,246	11,510	72,171	9,104	653,205	71,749	97.38%
DEPARTMENT OF HOMELAND SECURITY	106,265	2,470,243	531,607	28,249	73,928	2,424,028	32,789	80.75%
DEPARTMENT OF TRANSPORTATION	8,643	616,753	12,861	72,847	8,215	598,879	72,901	95.12%
DEPARTMENT OF ENERGY	13,251	1,018,613	39,858	79,879	12,568	992,479	78,969	93.77%
DEPARTMENT OF EDUCATION	4,360	326,085	6,652	76,316	4,031	309,462	76,771	93.00%
DEPARTMENT OF VETERANS AFFAIRS	134,961	5,989,429	351,385	46,983	122,955	5,622,833	45,731	88.68%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,205,544</b>	<b>60,993,392</b>	<b>4,687,262</b>	<b>54,482</b>	<b>1,066,683</b>	<b>59,192,764</b>	<b>55,492</b>	<b>90.12%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	65	3,363	100	53,277	59	3,363	57,000	97.11%
ARMED FORCES RETIREMENT HOME	529	21,560	2,018	44,571	489	20,440	41,800	86.69%
COMMODITY FUTURES TRADING COMMISSION	494	42,414	930	87,741	466	40,920	87,811	94.41%
CONSUMER PRODUCT SAFETY COMMISSION	456	34,020	217	75,081	423	31,575	74,645	92.22%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	112	8,542	78	76,964	112	8,542	76,268	99.10%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,572	176,132	491	68,671	2,531	173,790	68,665	98.40%
ENVIRONMENTAL PROTECTION AGENCY	36,311	1,383,473	4,042	38,212	35,201	1,346,024	38,238	97.01%
EXPORT-IMPORT BANK OF THE UNITED STATES	373	27,948	482	76,220	372	27,948	75,129	98.30%
FEDERAL COMMUNICATIONS COMMISSION	1,963	165,931	2,205	85,653	1,867	162,450	87,011	96.62%
FEDERAL DEPOSIT INSURANCE CORPORATION	43	7,413	2	172,442	43	7,363	171,233	99.30%
FEDERAL ELECTION COMMISSION	347	23,518	234	68,450	334	22,871	68,476	96.29%
FEDERAL LABOR RELATIONS AUTHORITY	174	14,310	283	83,868	165	13,645	82,697	93.50%
FEDERAL MARITIME COMMISSION	123	9,525	230	79,309	123	9,525	77,439	97.64%
FEDERAL MEDIATION AND CONCILIATION SERVICE	277	22,843	123	82,910	274	22,548	82,292	98.18%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	93	6,446	99	70,376	83	5,972	71,952	91.25%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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
FEDERAL TRADE COMMISSION	999	85,512	1,851	87,450	875	78,218	89,392	89.53%
GENERAL SERVICES ADMINISTRATION	11,626	784,071	45,744	71,376	11,165	772,975	69,232	93.15%
BROADCASTING BOARD OF GOVERNORS	1,540	109,243	6,037	74,857	1,464	107,266	73,269	93.05%
MERIT SYSTEMS PROTECTION BOARD	216	18,592	493	88,356	212	18,219	85,939	95.46%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,375	1,535,703	34,812	85,470	17,597	1,506,439	85,608	95.92%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,790	128,540	3,640	47,376	2,468	121,235	49,123	91.72%
NATIONAL CREDIT UNION ADMINISTRATION	894	74,426	2,577	86,133	870	72,624	83,476	94.31%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	284	20,520	197	72,947	263	18,582	70,654	89.69%
NATIONAL ENDOWMENT FOR THE ARTS	140	10,410	17	74,479	123	8,628	70,146	82.75%
NATIONAL ENDOWMENT FOR THE HUMANITIES	144	10,110	180	71,458	140	9,954	71,100	96.73%
NATIONAL LABOR RELATIONS BOARD	1,807	139,030	1,390	77,709	1,731	133,553	77,154	95.11%
NATIONAL SCIENCE FOUNDATION	763	49,655	2,378	68,195	731	48,665	66,573	93.53%
NATIONAL TRANSPORTATION SAFETY BOARD	410	32,856	1,708	84,302	377	31,353	83,164	90.71%
OFFICE OF PERSONNEL MANAGEMENT	2,744	154,969	5,961	58,648	2,401	144,777	60,299	89.96%
OFFICE OF SPECIAL COUNSEL	96	7,293	15	76,125	92	7,085	77,011	96.95%
RAILROAD RETIREMENT BOARD	1,059	71,324	1,087	68,377	1,040	70,295	67,591	97.08%
SECURITIES AND EXCHANGE COMMISSION	2,981	293,184	1,098	98,719	2,911	290,671	99,853	98.77%
SELECTIVE SERVICE SYSTEM	158	9,494	144	61,000	156	9,249	59,288	95.96%
SMALL BUSINESS ADMINISTRATION	3,813	248,345	10,232	67,815	3,111	200,598	64,480	77.58%
<b>SMITHSONIAN INSTITUTION</b>	4,110	224,437	11,160	57,323	3,793	217,117	57,241	92.16%
SMITHSONIAN INSTITUTION	3,425	190,587	7,813	57,927	3,184	184,485	57,941	92.99%
NATIONAL GALLERY OF ART	685	33,850	3,347	54,302	609	32,632	53,583	87.73%
SOCIAL SECURITY ADMINISTRATION	64,762	3,484,885	139,143	55,959	60,760	3,383,911	55,693	93.37%
U.S. HOLOCAUST MEMORIAL MUSEUM	208	12,671	310	62,409	201	12,484	62,109	96.17%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	1,147	86,390	2,657	77,635	1,102	84,089	76,306	94.43%
OVERSEAS PRIVATE INVESTMENT CORPORATION	188	14,937	630	82,803	169	14,004	82,864	89.96%
AGENCY FOR INTERNATIONAL DEVELOPMENT	959	71,453	2,027	76,621	933	70,085	75,118	95.38%
U.S. INTERNATIONAL TRADE COMMISSION	362	29,211	741	82,740	355	28,897	81,400	96.48%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	165,076	9,547,789	284,909	59,565	156,217	9,255,278	59,246	94.13%
<b>TOTAL - ALL AGENCIES</b>	1,371,563	70,614,425	4,973,884	55,111	1,223,803	68,519,350	55,989	90.65%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COST (\$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
EXECUTIVE OFFICE OF THE PRESIDENT								
OFFICE OF MANAGEMENT AND BUDGET	4	99	24,750	0.28%	15	1,191	79,400	3.38%
OFFICE OF ADMINISTRATION	3	233	77,667	1.55%	1	99	99,000	0.66%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1	33	33,000	0.26%	2	150	75,000	1.17%
OFFICE OF NATIONAL DRUG CONTROL POLICY	1	18	18,000	0.23%	3	113	37,667	1.42%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>9</b>	<b>383</b>	<b>42,556</b>	<b>0.51%</b>	<b>21</b>	<b>1,553</b>	<b>73,952</b>	<b>2.07%</b>
DEPARTMENT OF STATE	331	13,304	40,193	2.68%	132	5,797	43,917	1.17%
DEPARTMENT OF THE TREASURY	1,962	82,820	42,212	1.16%	219	10,453	47,731	0.15%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>16,443</b>	<b>393,824</b>	<b>23,951</b>	<b>1.57%</b>	<b>3,019</b>	<b>68,803</b>	<b>22,790</b>	<b>0.27%</b>
DEPARTMENT OF THE ARMY	4,787	194	41		961	42	44	
DEPARTMENT OF THE NAVY	2,374	100,726	42,429	1.49%				
DEPARTMENT OF THE AIR FORCE	5,698	199,306	34,978	3.40%	1,278	30,959	24,225	0.53%
OTHER DEFENSE ACTIVITIES	3,584	93,598	26,116	1.96%	780	37,802	48,464	0.79%
DEPARTMENT OF JUSTICE	443	11,295	25,497	0.18%	1,313	48,375	36,843	0.79%
DEPARTMENT OF THE INTERIOR	5,441	170,498	31,336	5.22%	1,524	53,325	34,990	1.63%
DEPARTMENT OF AGRICULTURE	6,467	154,299	23,859	2.96%	3,189	94,767	29,717	1.82%
DEPARTMENT OF COMMERCE	121	3,839	31,727	0.22%	1,825	60,906	33,373	3.57%
DEPARTMENT OF LABOR	191	5,994	31,382	0.54%	334	13,433	40,219	1.21%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,396	65,909	47,213	1.94%	729	63,504	87,111	1.86%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	85	2,857	33,612	0.43%	73	3,184	43,616	0.47%
DEPARTMENT OF HOMELAND SECURITY	800	18,476	23,095	0.62%	1,440	27,739	19,263	0.92%
DEPARTMENT OF TRANSPORTATION	128	7,682	60,016	1.22%	248	10,192	41,097	1.62%
DEPARTMENT OF ENERGY	229	14,751	64,415	1.39%	190	11,383	59,911	1.08%
DEPARTMENT OF EDUCATION	183	12,451	68,038	3.74%	70	4,172	59,600	1.25%
DEPARTMENT OF VETERANS AFFAIRS	5,106	196,871	38,557	3.10%	3,585	169,725	47,343	2.68%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>39,326</b>	<b>1,154,870</b>	<b>29,367</b>	<b>1.76%</b>	<b>17,890</b>	<b>645,758</b>	<b>36,096</b>	<b>0.98%</b>
AMERICAN BATTLE MONUMENTS COMMISSION								
ARMED FORCES RETIREMENT HOME	6	692	115,333	2.93%	12	428	35,667	1.82%
COMMODITY FUTURES TRADING COMMISSION	12	682	56,833	1.57%	15	812	54,133	1.87%
CONSUMER PRODUCT SAFETY COMMISSION	19	1,497	78,789	4.37%	14	948	67,714	2.77%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	11	503	45,727	0.28%	26	1,839	70,731	1.04%
ENVIRONMENTAL PROTECTION AGENCY	955	36,994	38,737	2.67%	32	455	14,219	0.03%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION	24	549	22,875	0.33%	67	2,932	43,761	1.74%
FEDERAL DEPOSIT INSURANCE CORPORATION		4		0.05%		46		0.62%
FEDERAL ELECTION COMMISSION	6	380	63,333	1.60%	4	267	66,750	1.12%
FEDERAL LABOR RELATIONS AUTHORITY	4	397	99,250	2.72%	5	268	53,600	1.84%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	119	119,000	0.52%	2	176	88,000	0.77%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4	87	21,750	1.33%	6	387	64,500	5.91%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COST (\$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
FEDERAL TRADE COMMISSION	92	5,064	55,043	5.80%	30	2,230	74,333	2.55%
GENERAL SERVICES ADMINISTRATION	193	7,363	38,150	0.89%	59	3,733	63,271	0.45%
BROADCASTING BOARD OF GOVERNORS	11	816	74,182	0.71%	17	1,161	68,294	1.01%
MERIT SYSTEMS PROTECTION BOARD	1	122	122,000	0.64%	3	251	83,667	1.32%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	239	13,509	56,523	0.86%	406	15,755	38,805	1.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	196	3,887	19,832	2.94%	98	3,418	34,878	2.59%
NATIONAL CREDIT UNION ADMINISTRATION	5	320	64,000	0.42%	17	1,482	87,176	1.92%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	19	1,734	91,263	8.37%	2	204	102,000	0.98%
NATIONAL ENDOWMENT FOR THE ARTS	16	1,642	102,625	15.75%	1	140	140,000	1.34%
NATIONAL ENDOWMENT FOR THE HUMANITIES	3	92	30,667	0.89%	1	64	64,000	0.62%
NATIONAL LABOR RELATIONS BOARD	19	884	46,526	0.63%	57	4,593	80,579	3.27%
NATIONAL SCIENCE FOUNDATION	2	81	40,500	0.16%	29	909	31,345	1.75%
NATIONAL TRANSPORTATION SAFETY BOARD	16	1,014	63,375	2.93%	8	489	61,125	1.41%
OFFICE OF PERSONNEL MANAGEMENT	74	3,944	53,297	2.45%	216	6,248	28,926	3.88%
OFFICE OF SPECIAL COUNSEL	1	25	25,000	0.34%	3	183	61,000	2.50%
RAILROAD RETIREMENT BOARD	2	2			17	1,027	60,412	1.42%
SECURITIES AND EXCHANGE COMMISSION	70	2,513	35,900	0.85%				
SELECTIVE SERVICE SYSTEM		34		0.35%	2	211	105,500	2.19%
SMALL BUSINESS ADMINISTRATION	580	46,374	79,955	17.93%	16	1,373	85,813	0.53%
<b>SMITHSONIAN INSTITUTION</b>	74	2,724	36,811	1.16%	85	4,596	54,071	1.95%
SMITHSONIAN INSTITUTION	71	2,640	37,183	1.33%	62	3,462	55,839	1.74%
NATIONAL GALLERY OF ART	3	84	28,000	0.23%	23	1,134	49,304	3.05%
SOCIAL SECURITY ADMINISTRATION	586	37,960	64,778	1.05%	1,425	63,014	44,220	1.74%
U.S. HOLOCAUST MEMORIAL MUSEUM	2	118	59,000	0.91%	1	69	69,000	0.53%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	18	1,297	72,056	1.46%	12	1,004	83,667	1.13%
OVERSEAS PRIVATE INVESTMENT CORPORATION	12	574	47,833	3.69%	5	359	71,800	2.31%
AGENCY FOR INTERNATIONAL DEVELOPMENT	6	723	120,500	0.98%	7	645	92,143	0.88%
U.S. INTERNATIONAL TRADE COMMISSION	3	85	28,333	0.28%	3	229	76,333	0.76%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	3,243	171,774	52,968	1.75%	2,689	120,737	44,900	1.23%
<b>TOTAL - ALL AGENCIES</b>	42,578	1,327,027	31,167	1.76%	20,600	768,048	37,284	1.02%

**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
U.S. POSTAL SERVICE	835,853	32,865,089	4,279,114	44,439	647,226	28,512,094	44,053	76.76%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	835,853	32,865,089	4,279,114	44,439	647,226	28,512,094	44,053	76.76%
<b>TOTAL - ALL AGENCIES</b>	835,853	32,865,089	4,279,114	44,439	647,226	28,512,094	44,053	76.76%

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
U.S. POSTAL SERVICE	1,726	75,962	44,010	0.20%	128,976	4,277,033	33,161	11.51%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,726	75,962	44,010	0.20%	128,976	4,277,033	33,161	11.51%
<b>TOTAL - ALL AGENCIES</b>	1,726	75,962	44,010	0.20%	128,976	4,277,033	33,161	11.51%

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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 VETERANS AFFAIRS	12,133	1,310,750	483,596	147,890	7,810	856,517	109,669	47.73%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	12,133	1,310,750	483,596	147,890	7,810	856,517	109,669	47.73%
<b>TOTAL - ALL AGENCIES</b>	12,133	1,310,750	483,596	147,890	7,810	856,517	109,669	47.73%

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 VETERANS AFFAIRS	1,760	178,288	101,300	9.94%	2,563	275,945	107,665	15.38%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,760	178,288	101,300	9.94%	2,563	275,945	107,665	15.38%
<b>TOTAL - ALL AGENCIES</b>	1,760	178,288	101,300	9.94%	2,563	275,945	107,665	15.38%

**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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 VETERANS AFFAIRS	38,068	2,335,314	249,138	67,890	33,061	2,113,349	63,923	81.77%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	38,068	2,335,314	249,138	67,890	33,061	2,113,349	63,923	81.77%
<b>TOTAL - ALL AGENCIES</b>	38,068	2,335,314	249,138	67,890	33,061	2,113,349	63,923	81.77%

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 VETERANS AFFAIRS	1,687	93,608	55,488	3.62%	2,098	128,357	61,181	4.97%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,687	93,608	55,488	3.62%	2,098	128,357	61,181	4.97%
<b>TOTAL - ALL AGENCIES</b>	1,687	93,608	55,488	3.62%	2,098	128,357	61,181	4.97%

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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 HEALTH AND HUMAN SERVICES	4,216	297,688	21,292	75,659	4,171	296,159	71,004	92.85%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	4,216	297,688	21,292	75,659	4,171	296,159	71,004	92.85%
ENVIRONMENTAL PROTECTION AGENCY	167	8,061		48,269	167	8,061	48,269	100.00%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	167	8,061		48,269	167	8,061	48,269	100.00%
<b>TOTAL - ALL AGENCIES</b>	4,383	305,749	21,292	74,616	4,338	304,220	70,129	93.02%

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 HEALTH AND HUMAN SERVICES	45	1,529	33,978	0.48%				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	45	1,529	33,978	0.48%				
ENVIRONMENTAL PROTECTION AGENCY								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>								
<b>TOTAL - ALL AGENCIES</b>	45	1,529	33,978	0.47%				

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
OFFICE OF MANAGEMENT AND BUDGET	71	9,902	433	145,563	71	9,838	138,563	95.19%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	18	2,622	72	149,667	18	2,622	145,667	97.33%
OFFICE OF NATIONAL DRUG CONTROL POLICY	12	1,815	78	157,750	12	1,815	151,250	95.88%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>101</b>	<b>14,339</b>	<b>583</b>	<b>147,743</b>	<b>101</b>	<b>14,275</b>	<b>141,337</b>	<b>95.66%</b>
DEPARTMENT OF STATE	142	19,751	850	145,077	139	19,751	142,094	95.87%
DEPARTMENT OF THE TREASURY	456	62,836	3,794	146,118	444	61,328	138,126	92.04%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>1,413</b>	<b>196,211</b>	<b>11,197</b>	<b>146,786</b>	<b>1,404</b>	<b>195,111</b>	<b>138,968</b>	<b>94.07%</b>
DEPARTMENT OF THE ARMY	242	33,203	283	138,372	235	32,233	137,162	96.26%
DEPARTMENT OF THE NAVY	326	45,034	4,504	151,957	325	44,938	138,271	90.71%
DEPARTMENT OF THE AIR FORCE	172	21,878	1,281	134,645	172	21,878	127,198	94.47%
OTHER DEFENSE ACTIVITIES	673	96,096	5,129	150,409	672	96,062	142,949	94.90%
DEPARTMENT OF JUSTICE	601	85,364	1,084	143,840	596	84,529	141,827	97.78%
DEPARTMENT OF THE INTERIOR	240	32,862	1,293	142,313	231	31,665	137,078	92.71%
DEPARTMENT OF AGRICULTURE	350	48,366	2,110	144,217	347	47,935	138,141	94.97%
DEPARTMENT OF COMMERCE	357	48,868	2,379	143,549	350	47,941	136,974	93.55%
DEPARTMENT OF LABOR	181	25,375	1,530	148,646	179	24,826	138,693	92.27%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	395	843	3,960	12,159	394	811	2,058	16.89%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	89	12,193	100	138,124	86	11,742	136,535	95.52%
DEPARTMENT OF HOMELAND SECURITY	399	40,600	385	102,719	282	24,938	88,433	60.85%
DEPARTMENT OF TRANSPORTATION	407	56,582	2,502	145,170	397	55,453	139,680	93.85%
DEPARTMENT OF ENERGY	702	85,900	2,840	126,410	665	80,971	121,761	91.25%
DEPARTMENT OF EDUCATION	85	11,733	576	144,812	84	11,569	137,726	93.99%
DEPARTMENT OF VETERANS AFFAIRS	297	41,580	3,865	153,013	295	41,370	140,237	91.03%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>6,114</b>	<b>769,064</b>	<b>38,465</b>	<b>132,079</b>	<b>5,893</b>	<b>739,940</b>	<b>125,563</b>	<b>91.63%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	1	142		142,000	1	142	142,000	100.00%
COMMODITY FUTURES TRADING COMMISSION	8	918	10	116,000	8	843	105,375	90.84%
CONSUMER PRODUCT SAFETY COMMISSION	11	1,589	34	147,545	11	1,589	144,455	97.91%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3	396		132,000	3	396	132,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	42	5,740	169	140,690	40	5,459	136,475	92.38%
ENVIRONMENTAL PROTECTION AGENCY	656	43,666	28	66,607	653	43,533	66,666	99.63%
FEDERAL COMMUNICATIONS COMMISSION	44	6,129	352	147,295	43	5,992	139,349	92.45%
FEDERAL LABOR RELATIONS AUTHORITY	13	1,609	94	131,000	13	1,609	123,769	94.48%
FEDERAL MARITIME COMMISSION	6	855	78	155,500	6	855	142,500	91.64%
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	221		110,500	2	221	110,500	100.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	8	1,073	89	145,250	8	1,073	134,125	92.34%
FEDERAL TRADE COMMISSION	36	5,089	208	147,139	35	4,971	142,029	93.85%
GENERAL SERVICES ADMINISTRATION	104	15,015	1,152	155,452	104	14,951	143,760	92.48%
BROADCASTING BOARD OF GOVERNORS	18	2,423	19	135,667	18	2,423	134,611	99.22%
MERIT SYSTEMS PROTECTION BOARD	13	1,710	71	137,000	13	1,710	131,538	96.01%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	404	55,020	4,531	147,403	404	55,020	136,188	92.39%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	13	1,650	49	130,692	13	1,650	126,923	97.12%
NATIONAL CREDIT UNION ADMINISTRATION	38	6,886	188	186,158	8	1,411	176,375	19.95%

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**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	16	2,146	61	137,938	13	1,750	134,615	79.29%
NATIONAL ENDOWMENT FOR THE ARTS	5	669	10	135,800	4	532	133,000	78.35%
NATIONAL ENDOWMENT FOR THE HUMANITIES	11	1,477	51	138,909	9	1,218	135,333	79.71%
NATIONAL LABOR RELATIONS BOARD	57	7,695	268	139,702	57	7,695	135,000	96.63%
NATIONAL SCIENCE FOUNDATION	86	11,390	787	141,593	82	10,853	132,354	89.13%
NATIONAL TRANSPORTATION SAFETY BOARD	12	1,663	122	148,750	12	1,663	138,583	93.17%
NUCLEAR REGULATORY COMMISSION	156	20,844	1,856	145,513	155	20,815	134,290	91.70%
OFFICE OF PERSONNEL MANAGEMENT	45	6,485	366	152,244	45	6,443	143,178	94.04%
OFFICE OF SPECIAL COUNSEL	5	749	15	152,800	5	749	149,800	98.04%
RAILROAD RETIREMENT BOARD	11	1,558	27	144,091	11	1,558	141,636	98.30%
SECURITIES AND EXCHANGE COMMISSION	79	13,711	736	182,873	79	13,711	173,557	94.91%
SELECTIVE SERVICE SYSTEM	2	282	20	151,000	2	282	141,000	93.38%
SMALL BUSINESS ADMINISTRATION	51	8,244	110	163,804	51	8,244	161,647	98.68%
SOCIAL SECURITY ADMINISTRATION	127	17,767	735	145,685	124	17,293	139,460	93.47%
TENNESSEE VALLEY AUTHORITY	3	407		135,667	3	407	135,667	100.00%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	27	3,658	144	140,815	26	3,532	135,846	92.90%
AGENCY FOR INTERNATIONAL DEVELOPMENT	27	3,658	144	140,815	26	3,532	135,846	92.90%
U.S. INTERNATIONAL TRADE COMMISSION	9	1,294	23	146,333	8	1,153	144,125	87.55%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	2,106	248,024	12,342	123,631	2,056	239,996	116,730	92.18%
<b>TOTAL - ALL AGENCIES</b>	8,321	1,031,427	51,390	130,131	8,050	994,211	123,504	91.82%



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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 COST (\$000)	BASIC COST PER WORK YEAR	PTI COST COST PER DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET		64		0.62%				
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
OFFICE OF NATIONAL DRUG CONTROL POLICY								
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>		64		0.43%				
DEPARTMENT OF STATE	1				2			
DEPARTMENT OF THE TREASURY	12	1,508	125,667	2.26%				
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	8	1,100	137,500	0.53%				
DEPARTMENT OF THE ARMY	7	970	138,571	2.90%				
DEPARTMENT OF THE NAVY	1	96	96,000	0.19%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES		34		0.03%				
DEPARTMENT OF JUSTICE	4	621	155,250	0.72%	1	214	214,000	0.25%
DEPARTMENT OF THE INTERIOR	9	1,197	133,000	3.50%				
DEPARTMENT OF AGRICULTURE	3	431	143,667	0.85%				
DEPARTMENT OF COMMERCE	7	927	132,429	1.81%				
DEPARTMENT OF LABOR	1	408	408,000	1.52%	1	141	141,000	0.52%
DEPARTMENT OF HEALTH AND HUMAN SERVICES					1	32	32,000	0.67%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	3	451	150,333	3.67%				
DEPARTMENT OF HOMELAND SECURITY	117	15,662	133,863	38.21%				
DEPARTMENT OF TRANSPORTATION	9	1,074	119,333	1.82%	1	55	55,000	0.09%
DEPARTMENT OF ENERGY	35	4,778	136,514	5.38%	1	151	151,000	0.17%
DEPARTMENT OF EDUCATION	1	164	164,000	1.33%				
DEPARTMENT OF VETERANS AFFAIRS	2	210	105,000	0.46%				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	212	28,531	134,580	3.53%	7	593	84,714	0.07%
AMERICAN BATTLE MONUMENTS COMMISSION								
COMMODITY FUTURES TRADING COMMISSION		75		8.08%				
CONSUMER PRODUCT SAFETY COMMISSION								
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2	281	140,500	4.76%				
ENVIRONMENTAL PROTECTION AGENCY	3	133	44,333	0.30%				
FEDERAL COMMUNICATIONS COMMISSION	1	137	137,000	2.11%				
FEDERAL LABOR RELATIONS AUTHORITY								
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD								
FEDERAL TRADE COMMISSION	1	118	118,000	2.23%				
GENERAL SERVICES ADMINISTRATION		64		0.40%				
BROADCASTING BOARD OF GOVERNORS								
MERIT SYSTEMS PROTECTION BOARD								
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION	30	5,475	182,500	77.40%				

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 2003**

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 COST (\$000)	BASIC COST PER WORK YEAR	PTI COST COST PER DIRECT COST
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	3	396	132,000	17.94%				
NATIONAL ENDOWMENT FOR THE ARTS	1	137	137,000	20.18%				
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	259	129,500	16.95%				
NATIONAL LABOR RELATIONS BOARD								
NATIONAL SCIENCE FOUNDATION	4	537	134,250	4.41%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION	1	29	29,000	0.13%				
OFFICE OF PERSONNEL MANAGEMENT						42		0.61%
OFFICE OF SPECIAL COUNSEL								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION	3	474	158,000	2.56%				
TENNESSEE VALLEY AUTHORITY								
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	1	126	126,000	3.31%				
AGENCY FOR INTERNATIONAL DEVELOPMENT	1	126	126,000	3.31%				
U.S. INTERNATIONAL TRADE COMMISSION	1	141	141,000	10.71%				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	50	7,986	159,720	3.07%		42		0.02%
<b>TOTAL - ALL AGENCIES</b>	262	36,581	139,622	3.38%	7	635	90,714	0.06%

**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 2003**



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	8,341	550,540	65,116	73,811	6,786	481,355	70,934	78.19%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	8,341	550,540	65,116	73,811	6,786	481,355	70,934	78.19%
<b>TOTAL - ALL AGENCIES</b>	8,341	550,540	65,116	73,811	6,786	481,355	70,934	78.19%

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	1,252	68,522	54,730	11.13%	14	663	47,357	0.11%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,252	68,522	54,730	11.13%	14	663	47,357	0.11%
<b>TOTAL - ALL AGENCIES</b>	1,252	68,522	54,730	11.13%	14	663	47,357	0.11%

**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 2003**



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	6,045	271,491	93,969	60,457	4,985	261,722	52,502	71.61%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	6,045	271,491	93,969	60,457	4,985	261,722	52,502	71.61%
<b>TOTAL - ALL AGENCIES</b>	6,045	271,491	93,969	60,457	4,985	261,722	52,502	71.61%

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	210	9,769	46,519	2.67%				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	210	9,769	46,519	2.67%				
<b>TOTAL - ALL AGENCIES</b>	210	9,769	46,519	2.67%				

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
OFFICE OF ADMINISTRATION	10	294	64	35,800	9	294	32,667	82.12%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	10	294	64	35,800	9	294	32,667	82.12%
<b>DEPARTMENT OF STATE</b>	89	2,025	1,552	40,191	47	1,870	39,787	52.28%
DEPARTMENT OF THE TREASURY	3,050	154,963	11,951	54,726	2,925	154,185	52,713	92.37%
DEPARTMENT OF DEFENSE, TOTAL	131,219	5,216,184	605,827	44,369	114,799	4,974,022	43,328	85.43%
DEPARTMENT OF THE ARMY	29,748	1,121,961	67,588	39,988	26,693	1,108,956	41,545	93.22%
DEPARTMENT OF THE NAVY	42,138	1,654,917	345,993	47,485	36,393	1,611,019	44,267	80.51%
DEPARTMENT OF THE AIR FORCE	46,691	2,003,070	150,455	46,123	42,225	1,900,141	45,000	88.23%
OTHER DEFENSE ACTIVITIES	12,642	436,236	41,791	37,813	9,488	353,906	37,300	74.03%
DEPARTMENT OF JUSTICE	5,001	236,200	22,372	51,704	4,740	236,181	49,827	91.34%
DEPARTMENT OF THE INTERIOR	9,658	365,053	29,791	40,883	7,047	303,780	43,108	76.94%
DEPARTMENT OF AGRICULTURE	2,606	87,164	11,057	37,690	1,877	72,270	38,503	73.58%
DEPARTMENT OF COMMERCE	518	20,612	2,049	43,747	473	20,047	42,383	88.46%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,403	83,654	9,539	38,782	2,109	79,265	37,584	85.05%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7	230	60	41,429	6	230	38,333	79.31%
DEPARTMENT OF HOMELAND SECURITY	2,493	81,807	10,781	37,139	2,112	75,391	35,696	81.43%
DEPARTMENT OF TRANSPORTATION	584	29,213	3,067	55,274	512	27,532	53,773	85.29%
DEPARTMENT OF ENERGY	1,441	84,424	13,800	68,164	1,324	82,810	62,545	84.31%
DEPARTMENT OF EDUCATION	7	242	50	41,714	6	242	40,333	82.88%
DEPARTMENT OF VETERANS AFFAIRS	26,191	829,985	63,129	34,100	22,281	753,426	33,815	84.36%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	185,267	7,191,756	785,025	43,056	160,258	6,781,251	42,315	85.01%
ARMED FORCES RETIREMENT HOME	219	7,931	698	39,402	205	7,802	38,059	90.42%
ENVIRONMENTAL PROTECTION AGENCY	28	592	9	21,464	28	592	21,143	98.50%
FEDERAL COMMUNICATIONS COMMISSION	9	392	9	44,556	9	392	43,556	97.76%
FEDERAL DEPOSIT INSURANCE CORPORATION	24	1,181	97	53,250	23	1,181	51,348	92.41%
FEDERAL TRADE COMMISSION	5	229	12	48,200	5	229	45,800	95.02%
GENERAL SERVICES ADMINISTRATION	1,433	60,682	10,027	49,343	1,311	59,263	45,204	83.81%
BROADCASTING BOARD OF GOVERNORS	146	8,965	1,422	71,144	133	8,965	67,406	86.31%
INTERNATIONAL BOUNDARY AND WATER COMMISSION:								
UNITED STATES AND MEXICO	104	4,099	182	41,163	96	3,860	40,208	90.17%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	70	2,407	1,007	48,771	59	2,407	40,797	70.50%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	15	530	25	37,000	15	530	35,333	95.50%
NATIONAL LABOR RELATIONS BOARD	5	180		36,000	4	153	38,250	85.00%
OFFICE OF PERSONNEL MANAGEMENT	20	754	111	43,250	18	729	40,500	84.28%
RAILROAD RETIREMENT BOARD	8	328	7	41,875	8	328	41,000	97.91%
SELECTIVE SERVICE SYSTEM	1	38		38,000	1	38	38,000	100.00%
SMALL BUSINESS ADMINISTRATION	3	137	13	50,000	3	137	45,667	91.33%
SMITHSONIAN INSTITUTION	810	29,559	2,545	39,635	748	28,906	38,644	90.04%
SMITHSONIAN INSTITUTION	694	25,180	1,996	39,159	639	24,534	38,394	90.28%
NATIONAL GALLERY OF ART	116	4,379	549	42,483	109	4,372	40,110	88.72%
SOCIAL SECURITY ADMINISTRATION	394	14,289	2,287	42,071	335	14,036	41,899	84.68%
U.S. HOLOCAUST MEMORIAL MUSEUM	17	725	124	49,941	15	725	48,333	85.39%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 2003**

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
AGENCY FOR INTERNATIONAL DEVELOPMENT		5	3			5		62.50%
OVERSEAS PRIVATE INVESTMENT CORPORATION		5	3			5		62.50%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	3,311	133,023	18,578	45,787	3,016	130,278	43,196	85.93%
<b>TOTAL - ALL AGENCIES</b>	188,588	7,325,073	803,667	43,103	163,283	6,911,823	42,330	85.03%



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 2003**

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 COST (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
AGENCY FOR INTERNATIONAL DEVELOPMENT OVERSEAS PRIVATE INVESTMENT CORPORATION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	71	2,370	33,380	1.56%	11	375	34,091	0.25%
<b>TOTAL - ALL AGENCIES</b>	11,753	321,304	27,338	3.95%	3,654	91,946	25,163	1.13%



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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 STATE	10,071	230,434	11,719	24,045	9,690	226,953	23,421	93.72%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	11,069	375,161	13,276	35,092	7,389	277,524	37,559	71.45%
DEPARTMENT OF THE NAVY	3,594	97,064	12,655	30,528				
DEPARTMENT OF THE AIR FORCE	6,337	249,233		39,330	6,337	249,233	39,330	100.00%
OTHER DEFENSE ACTIVITIES	1,138	28,864	621	25,909	1,052	28,291	26,893	95.95%
DEPARTMENT OF TRANSPORTATION	4	300	6	76,500	4	288	72,000	94.12%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	21,144	605,895	25,001	29,838	17,083	504,765	29,548	80.01%
AMERICAN BATTLE MONUMENTS COMMISSION	336	9,071	97	27,286	323	9,038	27,981	98.58%
BROADCASTING BOARD OF GOVERNORS	575	12,881	1,104	24,322	477	12,881	27,004	92.11%
PEACE CORPS	208	4,815	38	23,332	208	4,815	23,149	99.22%
AGENCY FOR INTERNATIONAL DEVELOPMENT	101	3,506	297	37,653	99	3,506	35,414	92.19%
AGENCY FOR INTERNATIONAL DEVELOPMENT	101	3,506	297	37,653	99	3,506	35,414	92.19%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,220	30,273	1,536	26,073	1,107	30,240	27,317	95.07%
<b>TOTAL - ALL AGENCIES</b>	22,364	636,168	26,537	29,633	18,190	535,005	29,412	80.73%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT(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 STATE	27	791	29,296	0.33%	91	2,690	29,560	1.11%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	3,564	97,064	27,235	24.99%	64	573	8,953	0.15%
DEPARTMENT OF THE NAVY	3,564	97,064	27,235	88.47%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES					64	573	8,953	1.94%
DEPARTMENT OF TRANSPORTATION						12		3.92%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	3,591	97,855	27,250	15.51%	155	3,275	21,129	0.52%
AMERICAN BATTLE MONUMENTS COMMISSION	4	33	8,250	0.36%				
BROADCASTING BOARD OF GOVERNORS								
PEACE CORPS								
AGENCY FOR INTERNATIONAL DEVELOPMENT								
AGENCY FOR INTERNATIONAL DEVELOPMENT								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	4	33	8,250	0.10%				
<b>TOTAL - ALL AGENCIES</b>	3,595	97,888	27,229	14.77%	155	3,275	21,129	0.49%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
OFFICE OF MANAGEMENT AND BUDGET		6						
OFFICE OF ADMINISTRATION		14						
OFFICE OF NATIONAL DRUG CONTROL POLICY	1	133		133,000				
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	1	153		153,000				
DEPARTMENT OF STATE	363	26,286		72,413				
DEPARTMENT OF THE TREASURY	1	131		131,000				
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,255	34,258	1,829	28,755	735	24,013	32,671	66.54%
DEPARTMENT OF THE AIR FORCE	684	19,484		28,485	193	10,729	55,591	55.07%
OTHER DEFENSE ACTIVITIES	571	14,774	1,829	29,077	542	13,284	24,509	80.01%
DEPARTMENT OF JUSTICE	3	329	4	111,000		28		8.41%
DEPARTMENT OF THE INTERIOR	2	194		97,000				
DEPARTMENT OF AGRICULTURE	7	674	8	97,429		39		5.72%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	101	9,916	116	99,327	25	2,109	84,360	21.02%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10	992		99,200		1		0.10%
DEPARTMENT OF HOMELAND SECURITY	6	378		63,000		8		2.12%
DEPARTMENT OF TRANSPORTATION	5	683		136,600		6		0.88%
DEPARTMENT OF ENERGY	5	585	3	117,600				
DEPARTMENT OF EDUCATION	14	1,411	6	101,214				
DEPARTMENT OF VETERANS AFFAIRS	2	187		93,500				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,774	76,024	1,966	43,963	760	26,204	34,479	33.60%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	2	139		69,500		5		3.60%
ENVIRONMENTAL PROTECTION AGENCY	51	2,588		50,745				
EXPORT-IMPORT BANK OF THE UNITED STATES		73				73		100.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	155	24,309	135	157,703	155	24,289	156,703	99.37%
FEDERAL TRADE COMMISSION	1	150	3	153,000				
BROADCASTING BOARD OF GOVERNORS	3	286		95,333	3	286	95,333	100.00%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO		13				13		100.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	441		110,250				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		48						
NATIONAL SCIENCE FOUNDATION	12	1,366	14	115,000				
NUCLEAR REGULATORY COMMISSION	56	1,070		19,107				
OFFICE OF PERSONNEL MANAGEMENT		8						
SOCIAL SECURITY ADMINISTRATION	3	290		96,667				
U.S. HOLOCAUST MEMORIAL MUSEUM		21						
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	8	843	3	105,750	1	68	68,000	8.04%
OVERSEAS PRIVATE INVESTMENT CORPORATION		26						
AGENCY FOR INTERNATIONAL DEVELOPMENT	8	817	3	102,500	1	68	68,000	8.29%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	295	31,645	155	107,797	159	24,734	155,560	77.78%
<b>TOTAL - ALL AGENCIES</b>	2,070	107,822	2,121	53,113	919	50,938	55,428	46.33%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**

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 COST (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET						6		100.00%
OFFICE OF ADMINISTRATION		6		42.86%		8		57.14%
OFFICE OF NATIONAL DRUG CONTROL POLICY		26		19.55%	1	107	107,000	80.45%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>		32		20.92%	1	121	121,000	79.08%
DEPARTMENT OF STATE					363	26,286	72,413	100.00%
DEPARTMENT OF THE TREASURY		2		1.53%	1	129	129,000	98.47%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	388	7,662	19,747	21.23%	127	2,583	20,339	7.16%
DEPARTMENT OF THE AIR FORCE	376	7,442	19,793	38.20%	115	1,313	11,417	6.74%
OTHER DEFENSE ACTIVITIES	12	220	18,333	1.33%	12	1,270	105,833	7.65%
DEPARTMENT OF JUSTICE					3	301	100,333	90.39%
DEPARTMENT OF THE INTERIOR	1	103	103,000	53.09%	1	91	91,000	46.91%
DEPARTMENT OF AGRICULTURE	1	112	112,000	16.42%	6	523	87,167	76.69%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	42	4,225	100,595	42.12%	34	3,582	105,353	35.71%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1	166	166,000	16.73%	9	825	91,667	83.17%
DEPARTMENT OF HOMELAND SECURITY	3	193	64,333	51.06%	3	177	59,000	46.83%
DEPARTMENT OF TRANSPORTATION	2	191	95,500	27.96%	3	486	162,000	71.16%
DEPARTMENT OF ENERGY	4	504	126,000	85.71%	1	81	81,000	13.78%
DEPARTMENT OF EDUCATION	12	1,202	100,167	84.83%	2	209	104,500	14.75%
DEPARTMENT OF VETERANS AFFAIRS		8		4.28%	2	179	89,500	95.72%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	454	14,368	31,648	18.42%	555	35,452	63,877	45.46%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					2	134	67,000	96.40%
ENVIRONMENTAL PROTECTION AGENCY	51	2,588	50,745	100.00%				
EXPORT-IMPORT BANK OF THE UNITED STATES						20		0.08%
FEDERAL DEPOSIT INSURANCE CORPORATION					1	138	138,000	90.20%
FEDERAL TRADE COMMISSION		12		7.84%				
BROADCASTING BOARD OF GOVERNORS								
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO					4	441	110,250	100.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION						48		100.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					12	1,366	113,833	98.99%
NATIONAL SCIENCE FOUNDATION					56	1,070	19,107	100.00%
NUCLEAR REGULATORY COMMISSION						8		100.00%
OFFICE OF PERSONNEL MANAGEMENT					3	290	96,667	100.00%
SOCIAL SECURITY ADMINISTRATION						21		100.00%
U.S. HOLOCAUST MEMORIAL MUSEUM					7	714	102,000	84.40%
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>		61		7.21%		26		100.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION					7	688	98,286	83.90%
AGENCY FOR INTERNATIONAL DEVELOPMENT		61		7.44%				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	51	2,661	52,176	8.37%	85	4,250	50,000	13.36%
<b>TOTAL - ALL AGENCIES</b>	505	17,061	33,784	15.52%	641	39,823	62,126	36.22%

**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 2003**



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
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	6,816	363,358	11,916	55,058	6,141	327,811	53,381	87.35%
DEPARTMENT OF THE AIR FORCE	77	4,318	44	56,649	67	3,755	56,045	86.08%
OTHER DEFENSE ACTIVITIES	6,739	359,040	11,872	55,040	6,074	324,056	53,351	87.37%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	6,816	363,358	11,916	55,058	6,141	327,811	53,381	87.35%
<b>TOTAL - ALL AGENCIES</b>	6,816	363,358	11,916	55,058	6,141	327,811	53,381	87.35%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT (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
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	413	22,026	53,332	5.87%	253	13,521	53,443	3.60%
DEPARTMENT OF THE AIR FORCE					10	563	56,300	12.91%
OTHER DEFENSE ACTIVITIES	413	22,026	53,332	5.94%	243	12,958	53,325	3.49%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	413	22,026	53,332	5.87%	253	13,521	53,443	3.60%
<b>TOTAL - ALL AGENCIES</b>	413	22,026	53,332	5.87%	253	13,521	53,443	3.60%

## SUPPLEMENT II - SALARY SCHEDULES

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<b>The Foreign Service.....</b>	<b>66</b>
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<b>The Senior Executive Service.....</b>	<b>67</b>
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**SCHEDULE OF ANNUAL RATES BY GRADE  
GENERAL SCHEDULE (GS)**

As adjusted by Executive Order 13332, December 30, 2003

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
<b>2</b>	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
<b>3</b>	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
<b>4</b>	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
<b>5</b>	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
<b>6</b>	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
<b>7</b>	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
<b>8</b>	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
<b>9</b>	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
<b>10</b>	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
<b>11</b>	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
<b>12</b>	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
<b>13</b>	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
<b>14</b>	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
<b>15</b>	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

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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, 2004)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
<b>1</b>	\$87,439	\$70,851	\$57,410	\$46,519	\$37,694	\$33,697	\$30,124	\$26,930	\$24,075
<b>2</b>	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
<b>3</b>	92,764	75,166	60,906	49,352	39,990	35,749	31,959	28,570	25,541
<b>4</b>	95,547	77,421	62,733	50,833	41,189	36,822	31,917	29,427	26,307
<b>5</b>	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
<b>6</b>	101,366	82,136	66,554	53,928	43,698	39,064	34,922	31,219	27,910
<b>7</b>	104,407	84,600	68,551	55,546	45,009	40,236	35,970	32,156	28,747
<b>8</b>	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
<b>9</b>	110,765	89,752	72,725	58,929	47,750	42,686	38,160	34,114	30,497
<b>10</b>	113,674	92,444	74,907	60,697	49,182	43,967	39,305	35,138	31,412
<b>11</b>	113,674	95,218	77,154	62,518	50,658	45,286	40,484	36,192	32,355
<b>12</b>	113,674	98,074	79,469	64,393	52,177	46,645	41,699	37,277	33,325
<b>13</b>	113,674	101,017	81,853	66,325	53,743	48,044	42,950	38,396	34,325
<b>14</b>	113,674	104,047	84,309	68,315	55,355	49,485	44,238	39,548	35,355

**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 12, 2003										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
Associate	42,976	44,409	45,842	47,275	48,708	50,141	51,574	53,007	54,440	55,873	1,433
Full	51,508	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	1,717
Intermediate	61,251	63,293	65,335	67,377	69,419	71,461	73,503	75,545	77,587	79,629	2,042
Senior	72,381	74,794	77,207	79,620	82,033	84,446	86,859	89,272	91,685	94,098	2,413
Chief	85,140	87,978	90,816	93,654	96,492	99,330	102,168	105,006	107,844	110,682	2,838
Executive	92,204	95,278	98,350	101,422	104,495	107,570	110,642	112,421	114,499	117,511	varied
Director	99,853	103,187	106,514	109,842	112,421	114,216	117,481	120,749	124,011		varied

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SENIOR EXECUTIVE SERVICE (ES)		
	Min	Max
Agencies with a certified SES	\$104,927	\$158,100
Agencies without a certified SES	104,927	\$145,600

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$91,200
AL-3/B	98,100
AL-3/C	105,200
AL-3/D	112,200
AL-3/E	119,200
AL-3/F	126,100
AL-2	133,300
AL-1	136,900

SENIOR LEVEL (SL & ST)	
Minimum	\$104,927
Maximum	136,900

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$136,900
Vice Chair	132,793
Others	128,686

EXECUTIVE SCHEDULE	
Level I	\$175,700
Level II	158,100
Level III	145,600
Level IV	136,900
Level V	128,200

## 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** (48.4 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** (22.3 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** (21.0 percent of total leave days used) are the aggregate number of Federal holidays paid for but not worked.

**Time-Off Awards** (0.2 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** (5.7 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 2003, total leave days used decreased by 1.7 percent to

107,911,104. During this same period, the average number of total leave days used (all types) per employee decreased 1.2 days to 41.0 days. **Chart 8** shows total leave days used by category in leave year 2003.

The value of leave used by employees during leave year 2003 was \$22.2 billion, or 16.8 percent of basic pay. This represented an increase of nearly \$1,137 billion (5.4 percent) from the value of leave used in LY 2002. The average value per leave day used increased from \$192 in 2002 to \$206 in 2003.

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) decreased 1.2 days between 2002 (42.6 days) and 2003 (41.4 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 2002 to 2003 were: annual leave decreased (1.4 days) to 20.5 days; sick leave decreased (0.1 days) to 9.4 days; holiday leave decreased (0.3 days) to 8.9 days; time-off leave increased (0.1 days) to 0.1 days; and other leave for employees covered by 5 U.S.C. 6301 increased (0.5 days) to 2.4 days. **See Chart 9 and Supplement III** [Method of Calculating Average Days of Leave Used per Employee].

More than 40.4 million days of annual leave credit were carried over to 2003. The number of annual leave days forfeited by Federal employees in leave year 2003 increased 144,132 days (or 25.2 percent) from the previous year. The amount of annual leave forfeited by employees due to carry-over limitations was 40,366,263 days at an estimated loss in value to employees of \$147.6 million in leave year 2003 (versus a loss of \$517.5 million in leave year 2002).

Sick leave credited for retirement was 5.5 million days in leave year 2003. This contrasts with 4.9 million days in 2002, 4.3 million days in 2001 and 4.6 million days in 2000. The total number of sick leave days earned was 32,146,416 days (up 599,003 days from leave year 2002). Total sick leave days used were 24,031,134 days (up 68,843 days from leave year 2002). A total of 150.3 million days of sick leave credit were carried over to 2003.



## Leave Used and Its Value (continued)

**Tables 8A and 8B** show that Defense and the U.S. Postal Service, together representing 53 percent of the total employment work years, accounted for 57 percent of annual leave, 52 percent of sick leave, 56 percent of holiday leave, and 51 percent of other leave for employees covered by 5 U.S.C. 6301. Defense agencies and the Postal Service also accounted for 54 percent of annual leave carried over, 64 percent of sick leave carried over, and 76 percent of sick leave

credited for retirement. Defense accounted for 46 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 65 agencies that reported lump sum data, the total value for lump sum is \$455,332,000.

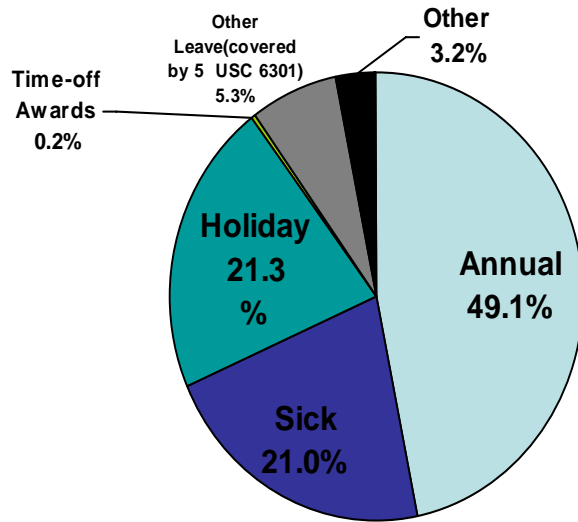
## Lump Sum Payments

Department of State	10,692	2.60
Department of the Army	70,956	17.26
Department of the Navy	60,516	14.72
DoD Agencies	26,303	6.40
Department of Justice	15,443	3.76
Department of Interior	21,177	5.15
Department of Agriculture	6,548	1.59
Department of Energy	14,760	3.59
Department of Veteran Affairs	57,403	13.96
NASA	6,699	1.63
U.S. Postal Service	104,905	25.51
Social Security Administration	15,752	3.83
Others	44,178	9.70
<b>Total</b>	<b>455,332</b>	<b>100.00</b>

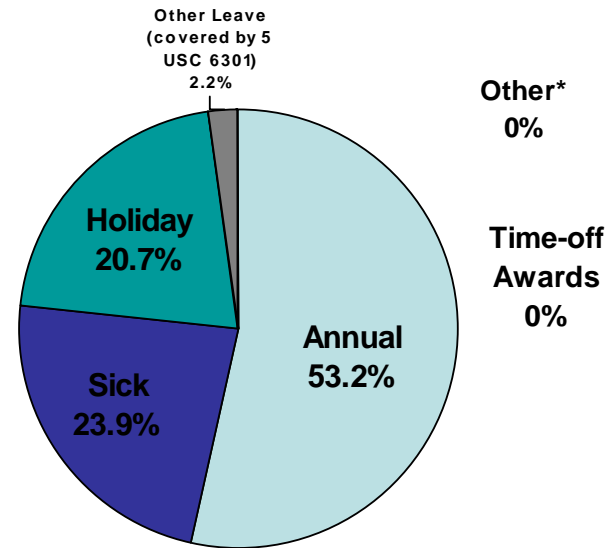
**CHART 8**

**TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 2003**

**All Other Agencies**



**U.S. Postal Service**

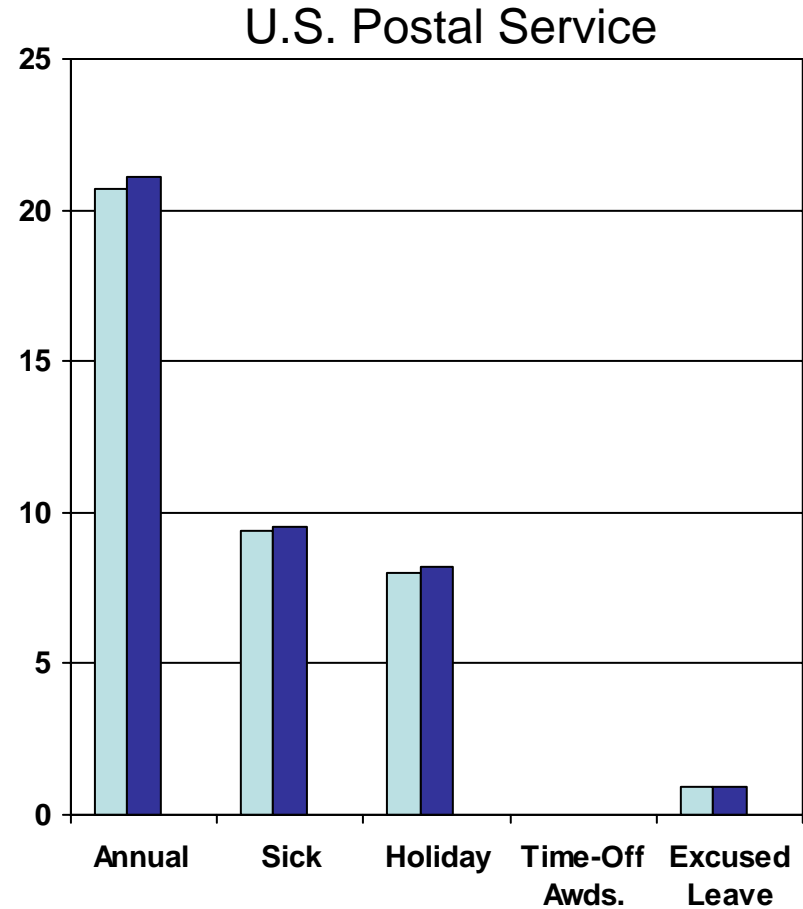
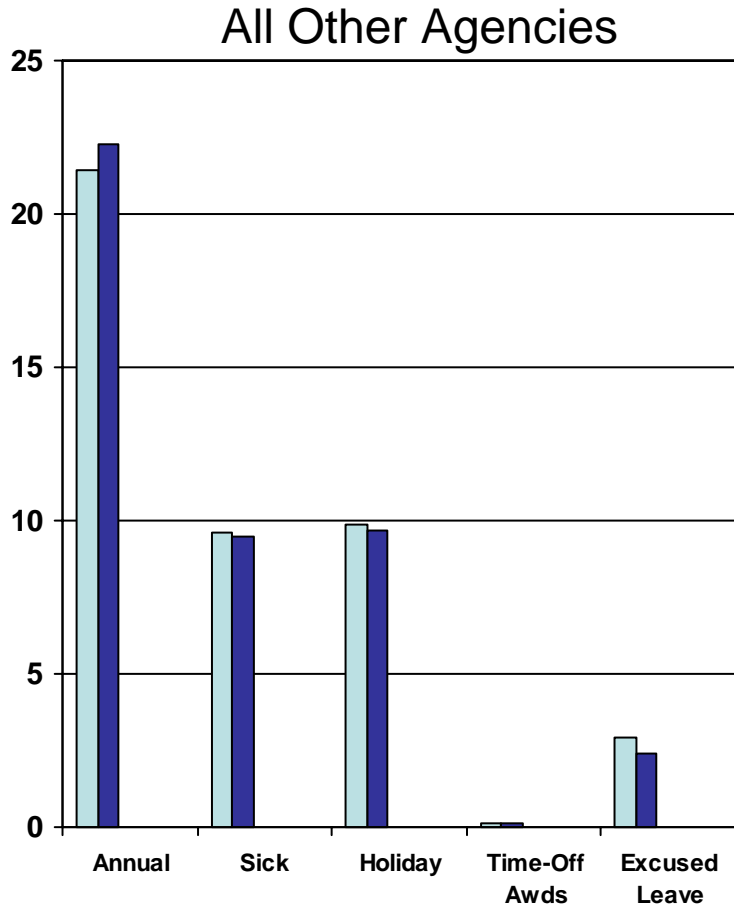


Leave Category	Days Used		Average Days Used	
	All Other Agencies	US Postal Service	All Other Agencies	US Postal Service
Annual	36,650,966	15,625,025	20.7	20.1
Sick	17,130,685	6,900,449	9.7	8.9
Holiday	16,580,094	6,125,565	9.4	7.9
Time-Off Awards	269,848	0	0.1	0.0
Other Leave for Emp. Covered by 5 USC 6301	5,482,486	667,819	3.1	0.9
Other	2,478,167	0	31.9	0.0
<b>Total</b>	<b>78,592,246</b>	<b>29,318,858</b>	<b>44.4</b>	<b>37.7</b>

CHART 9

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

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 Leave Year 2001

 Leave Year 2002

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 2003**



AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	10,611	2,351	4,440	896	1,143	224
OFFICE OF MANAGEMENT AND BUDGET	19,386	6,947	9,892	3,657	2,829	941
OFFICE OF ADMINISTRATION	8,752	2,537	4,255	1,270	1,682	456
OFFICE OF THE U.S. TRADE REPRESENTATIVE	6,638	2,365	3,369	1,228	943	294
OFFICE OF NATIONAL DRUG CONTROL POLICY	4,291	1,521	2,046	738	708	239
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>49,678</b>	<b>15,721</b>	<b>24,002</b>	<b>7,789</b>	<b>7,305</b>	<b>2,154</b>
DEPARTMENT OF STATE	968,557	278,185	373,499	111,510	135,545	36,683
DEPARTMENT OF THE TREASURY	5,346,151	1,073,148	2,502,462	508,570	1,323,081	254,791
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>28,667,400</b>	<b>5,899,111</b>	<b>13,897,911</b>	<b>3,036,851</b>	<b>5,638,878</b>	<b>1,236,769</b>
DEPARTMENT OF THE ARMY	10,097,296	1,801,025	4,807,603	1,031,962	2,005,146	401,330
DEPARTMENT OF THE NAVY	7,673,702	1,844,922	3,846,929	904,213	1,624,198	434,221
DEPARTMENT OF THE AIR FORCE	7,473,568	1,504,012	3,486,426	716,730	1,387,068	271,028
OTHER DEFENSE ACTIVITIES	3,422,834	749,152	1,756,953	383,946	622,466	130,190
DEPARTMENT OF JUSTICE	4,308,462	925,044	1,999,948	432,307	968,226	202,769
DEPARTMENT OF THE INTERIOR	3,093,074	656,854	1,459,459	318,450	626,765	127,698
DEPARTMENT OF AGRICULTURE	4,069,654	788,828	2,006,078	393,353	838,238	154,804
DEPARTMENT OF COMMERCE	1,449,453	309,174	687,743	144,053	311,161	65,167
DEPARTMENT OF LABOR	818,940	218,156	361,197	99,049	252,312	65,051
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,000,046	507,088	1,065,662	286,602	518,134	127,749
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	493,578	114,342	231,791	54,045	115,011	26,456
DEPARTMENT OF HOMELAND SECURITY	4,769,375	979,012	2,160,028	357,191	1,299,299	349,512
DEPARTMENT OF TRANSPORTATION	4,295,455	1,136,031	2,102,661	575,253	1,273,517	312,317
DEPARTMENT OF ENERGY	710,928	224,053	352,829	113,925	142,031	42,499
DEPARTMENT OF EDUCATION	222,357	69,049	100,908	31,693	51,431	15,694
DEPARTMENT OF VETERANS AFFAIRS	9,179,802	1,813,316	3,443,576	627,922	1,842,639	300,291
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>70,393,232</b>	<b>14,991,391</b>	<b>32,745,752</b>	<b>7,090,774</b>	<b>15,336,268</b>	<b>3,318,250</b>
AMERICAN BATTLE MONUMENTS COMMISSION	20,621	2,412	1,122	248	379	79
ARMED FORCES RETIREMENT HOME	22,279	3,767	12,293	2,073	5,396	863
COMMODITY FUTURES TRADING COMMISSION	23,196	4,440	10,286	1,951	4,730	926
CONSUMER PRODUCT SAFETY COMMISSION	22,006	6,506	10,145	3,046	4,332	1,261
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	24,321	5,398	10,742	2,298	5,508	1,141
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	129,167	35,877	60,495	16,883	31,072	8,528
ENVIRONMENTAL PROTECTION AGENCY	748,548	232,097	381,139	120,709	185,727	56,541
EXPORT-IMPORT BANK OF THE UNITED STATES	17,375	4,858	8,631	2,195	3,250	998
FARM CREDIT ADMINISTRATION	13,394	2,909	6,283	1,370	2,363	513
FEDERAL COMMUNICATIONS COMMISSION	105,192	19,572	44,740	8,382	22,107	4,176
FEDERAL DEPOSIT INSURANCE CORPORATION	251,026	52,487	120,973	25,074	54,442	11,570
FEDERAL ELECTION COMMISSION	16,502	3,652	6,977	1,519	3,797	855
FEDERAL HOUSING FINANCE BOARD	4,426	727	1,939	311	898	146
FEDERAL LABOR RELATIONS AUTHORITY	8,856	2,971	4,131	1,399	1,860	619
FEDERAL MARITIME COMMISSION	5,761	2,145	2,630	990	1,179	444
FEDERAL MEDIATION AND CONCILIATION SERVICE	10,721	2,404	5,318	1,158	2,005	481

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 2003**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	6,054	1,467	3,214	631	1,286	384
FEDERAL TRADE COMMISSION	46,365	16,066	21,109	7,415	9,584	3,246
GENERAL SERVICES ADMINISTRATION	643,881	154,890	324,251	73,979	134,986	34,512
BROADCASTING BOARD OF GOVERNORS	104,515	30,836	38,042	11,756	18,296	5,189
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	12,427	2,268	5,851	1,089	2,594	461
MERIT SYSTEMS PROTECTION BOARD	9,816	1,538	4,656	696	1,900	325
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	907,855	291,369	421,984	139,734	152,356	45,673
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	120,889	21,061	58,869	9,952	26,886	4,846
NATIONAL CREDIT UNION ADMINISTRATION	42,733	12,410	24,027	6,321	7,646	2,375
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	14,322	3,072	6,537	1,362	3,153	691
NATIONAL ENDOWMENT FOR THE ARTS	6,978	1,376	3,157	604	1,599	339
NATIONAL ENDOWMENT FOR THE HUMANITIES	7,344	1,696	3,380	758	1,554	352
NATIONAL LABOR RELATIONS BOARD	90,508	28,270	42,878	13,628	19,158	5,799
NATIONAL SCIENCE FOUNDATION	74,949	23,987	25,677	8,391	11,537	3,344
NATIONAL TRANSPORTATION SAFETY BOARD	19,590	6,661	9,096	3,136	4,028	1,357
NUCLEAR REGULATORY COMMISSION	133,909	47,323	61,420	22,198	25,708	8,635
OFFICE OF PERSONNEL MANAGEMENT	123,487	92,392	59,141	12,747	27,153	6,475
OFFICE OF SPECIAL COUNSEL	4,341	1,109	1,924	485	893	235
PEACE CORPS	30,922	6,444	11,933	2,460	6,196	1,291
PRESIDIO TRUST	15,547	3,698	6,453	1,565	3,271	756
RAILROAD RETIREMENT BOARD	55,120	13,646	28,939	7,289	12,960	3,108
SECURITIES AND EXCHANGE COMMISSION	138,955	53,589	59,518	23,271	30,015	11,293
SELECTIVE SERVICE SYSTEM	8,526	2,070	3,669	881	2,377	585
SMALL BUSINESS ADMINISTRATION	162,442	36,242	75,940	17,120	37,607	8,356
<b>SMITHSONIAN INSTITUTION</b>	214,976	39,376	95,944	17,809	48,723	8,723
SMITHSONIAN INSTITUTION	178,690	32,851	80,119	14,958	40,315	7,225
NATIONAL GALLERY OF ART	36,286	6,525	15,825	2,851	8,408	1,498
SOCIAL SECURITY ADMINISTRATION	3,057,020	681,146	1,452,792	329,959	729,404	157,822
TENNESSEE VALLEY AUTHORITY	550,213	130,510	282,689	68,479	116,988	25,814
U.S. HOLOCAUST MEMORIAL MUSEUM	10,102	2,544	4,268	1,084	2,218	538
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	109,649	170,040	54,610	11,396	17,856	3,902
OVERSEAS PRIVATE INVESTMENT CORPORATION	8,793	2,952	3,934	1,343	1,582	498
AGENCY FOR INTERNATIONAL DEVELOPMENT	100,856	167,088	50,676	10,053	16,274	3,404
U.S. INTERNATIONAL TRADE COMMISSION	16,832	5,654	7,937	2,719	3,288	1,076
U.S. POSTAL SERVICE	29,318,858	4,954,179	15,625,025	2,646,155	6,900,449	1,154,405
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	37,468,194	7,216,079	19,506,237	3,633,313	8,687,561	1,590,357
<b>TOTAL - ALL AGENCIES</b>	107,911,104	22,223,191	52,275,991	10,731,876	24,031,134	4,910,761

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 2003**

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	3,284	609			584	110	1,160	512
OFFICE OF MANAGEMENT AND BUDGET	5,213	1,827			1,390	486	62	36
OFFICE OF ADMINISTRATION	2,341	674			474	137		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,946	694			317	113	63	36
OFFICE OF NATIONAL DRUG CONTROL POLICY	1,126	391			348	117	63	36
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>13,910</b>	<b>4,195</b>			<b>3,113</b>	<b>963</b>	<b>1,348</b>	<b>620</b>
DEPARTMENT OF STATE	454,261	128,420			5,252	1,572		
DEPARTMENT OF THE TREASURY	1,158,469	237,678			362,139	72,109		
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>6,621,181</b>	<b>1,111,728</b>			<b>2,457,573</b>	<b>501,122</b>	<b>51,857</b>	<b>12,641</b>
DEPARTMENT OF THE ARMY	2,303,417	183,835			980,959	183,835	171	63
DEPARTMENT OF THE NAVY	1,826,534	419,926			353,111	80,634	22,930	5,928
DEPARTMENT OF THE AIR FORCE	1,687,834	335,497			912,178	180,724	62	33
OTHER DEFENSE ACTIVITIES	803,396	172,470			211,325	55,929	28,694	6,617
DEPARTMENT OF JUSTICE	1,001,510	222,825	25,012	5,004	313,766	62,139		
DEPARTMENT OF THE INTERIOR	714,995	154,949	15,276	2,991	128,215	27,455	148,364	25,311
DEPARTMENT OF AGRICULTURE	972,117	191,237	7,218	1,451	246,003	47,983		
DEPARTMENT OF COMMERCE	322,050	72,810	1,864	404	126,635	26,740		
DEPARTMENT OF LABOR	180,569	47,368	3,157	874	21,705	5,814		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	36,517	5,935	4,899	1,365	374,834	85,437		
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	104,277	24,159	1,750	388	40,749	9,294		
DEPARTMENT OF HOMELAND SECURITY	818,287	177,501	147,066	23,352	344,695	71,456		
DEPARTMENT OF TRANSPORTATION	677,708	190,380			241,569	58,081		
DEPARTMENT OF ENERGY	176,780	55,289	5,466	1,615	33,721	10,672	101	53
DEPARTMENT OF EDUCATION	53,730	16,645	1,638	498	14,650	4,519		
DEPARTMENT OF VETERANS AFFAIRS	1,315,005	219,354	26,347	211	296,287	60,038	2,255,948	605,500
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>14,607,456</b>	<b>2,856,278</b>	<b>239,693</b>	<b>38,153</b>	<b>5,007,793</b>	<b>1,044,431</b>	<b>2,456,270</b>	<b>643,505</b>
AMERICAN BATTLE MONUMENTS COMMISSION	501	115	12	4	16	4	18,591	1,962
ARMED FORCES RETIREMENT HOME	3,900	714			690	117		
COMMODITY FUTURES TRADING COMMISSION	5,211	1,002	86	17	2,883	544		
CONSUMER PRODUCT SAFETY COMMISSION	5,985	1,738	14	3	1,530	458		
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5,699	1,463			2,372	496		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	31,276	8,702	1,299	366	5,025	1,398		
ENVIRONMENTAL PROTECTION AGENCY	162,387	49,342			19,295	5,505		
EXPORT-IMPORT BANK OF THE UNITED STATES	4,473	1,361			1,021	304		
FARM CREDIT ADMINISTRATION	2,764	606	18	5	1,966	415		
FEDERAL COMMUNICATIONS COMMISSION	21,274	3,931	3,736	674	13,335	2,409		
FEDERAL DEPOSIT INSURANCE CORPORATION	55,054	11,685	17	5	20,540	4,153		
FEDERAL ELECTION COMMISSION	3,612	806	11	2	2,105	470		
FEDERAL HOUSING FINANCE BOARD	978	164			611	106		
FEDERAL LABOR RELATIONS AUTHORITY	2,224	737	28	10	613	206		
FEDERAL MARITIME COMMISSION	1,307	468			645	243		
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,841	647			557	118		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 2003**

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 RETIREMENT THRIFT INVESTMENT BOARD	1,134	331			420	121		
FEDERAL TRADE COMMISSION	12,481	4,294	266	105	2,925	1,006		
GENERAL SERVICES ADMINISTRATION	159,307	40,534			25,337	5,865		
BROADCASTING BOARD OF GOVERNORS	43,364	12,265			4,813	1,626		
INTERNATIONAL BOUNDARY AND WATER COMMISSION:								
UNITED STATES AND MEXICO	2,619	470	248	44	1,115	204		
MERIT SYSTEMS PROTECTION BOARD	2,164	341	85	13	1,011	163		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	206,483	66,341	6,588	2,394	120,444	37,227		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32,176	5,791			2,958	472		
NATIONAL CREDIT UNION ADMINISTRATION	10,409	3,485			651	229		
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	3,061	711	36	10	1,535	298		
NATIONAL ENDOWMENT FOR THE ARTS	1,513	330	8	2	701	101		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,548	381	28	8	834	197		
NATIONAL LABOR RELATIONS BOARD	22,852	7,020	957	329	4,663	1,494		
NATIONAL SCIENCE FOUNDATION	13,460	4,370	124	40	24,151	7,842		
NATIONAL TRANSPORTATION SAFETY BOARD	5,128	1,722			1,338	446		
NUCLEAR REGULATORY COMMISSION	37,758	13,301	173	58	8,850	3,131		
OFFICE OF PERSONNEL MANAGEMENT	30,922	71,656			6,271	1,514		
OFFICE OF SPECIAL COUNSEL	965	245	67	19	492	125		
PEACE CORPS	8,784	1,855	25	5	3,984	833		
PRESIDIO TRUST	4,173	1,004	18	4	1,632	369		
RAILROAD RETIREMENT BOARD	11,837	2,936	32	9	1,352	304		
SECURITIES AND EXCHANGE COMMISSION	39,019	15,185	1,054	430	9,349	3,410		
SELECTIVE SERVICE SYSTEM	1,912	462	166	39	402	103		
SMALL BUSINESS ADMINISTRATION	35,960	7,898	1,001	225	11,934	2,643		
<b>SMITHSONIAN INSTITUTION</b>	47,966	8,727	1,279	240	21,064	3,877		
SMITHSONIAN INSTITUTION	40,380	7,357	1,054	198	16,822	3,113		
NATIONAL GALLERY OF ART	7,586	1,370	225	42	4,242	764		
SOCIAL SECURITY ADMINISTRATION	749,815	164,401	3,574	685	121,435	28,279		
TENNESSEE VALLEY AUTHORITY	135,106	32,557	8,909	2,304	6,521	1,356		
U.S. HOLOCAUST MEMORIAL MUSEUM	2,444	637	197	47	975	238		
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	23,582	5,222			11,643	2,490	1,958	147,030
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,390	825			887	286		
AGENCY FOR INTERNATIONAL DEVELOPMENT	21,192	4,397			10,756	2,204	1,958	147,030
U.S. INTERNATIONAL TRADE COMMISSION	4,361	1,447	135	42	1,111	370		
U.S. POSTAL SERVICE	6,125,565	1,043,059			667,819	110,560		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	8,084,293	1,601,748	30,155	8,128	1,139,399	233,541	20,549	148,992
<b>TOTAL - ALL AGENCIES</b>	22,705,659	4,462,221	269,848	46,281	6,150,305	1,278,935	2,478,167	793,117

TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 2003



AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	4,845	3,777	198	3,924	8,098	327
OFFICE OF MANAGEMENT AND BUDGET	10,291	10,687	363	6,242	39,778	2,393
OFFICE OF ADMINISTRATION	4,455	3,613	74	2,749	10,253	732
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,808	4,143	212	2,298	14,068	1,709
OFFICE OF NATIONAL DRUG CONTROL POLICY	2,104	2,007	29	1,310	5,548	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>25,503</b>	<b>24,227</b>	<b>876</b>	<b>16,523</b>	<b>77,745</b>	<b>5,161</b>
DEPARTMENT OF STATE	407,385	446,313	19,858	248,618	1,631,233	
DEPARTMENT OF THE TREASURY	2,763,706	1,829,314	13,855	1,611,646	2,965,006	14,744
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>14,092,403</b>	<b>11,539,749</b>	<b>333,043</b>	<b>7,880,352</b>	<b>39,924,705</b>	<b>2,185,281</b>
DEPARTMENT OF THE ARMY	4,870,581	4,185,289	76,855	2,770,941	15,492,647	857,321
DEPARTMENT OF THE NAVY	3,894,173	3,202,780	67,854	2,197,980	11,315,824	644,717
DEPARTMENT OF THE AIR FORCE	3,572,378	2,648,346	161,757	2,059,529	8,807,446	459,336
OTHER DEFENSE ACTIVITIES	1,755,271	1,503,334	26,577	851,902	4,308,788	223,907
DEPARTMENT OF JUSTICE	2,162,565	1,827,297	40,665	1,296,320	4,485,312	85,283
DEPARTMENT OF THE INTERIOR	1,563,968	1,252,449	20,250	930,371	5,386,339	234,103
DEPARTMENT OF AGRICULTURE	2,180,377	1,832,264	24,320	1,279,416	3,842,223	479
DEPARTMENT OF COMMERCE	737,562	614,357	7,454	428,822	1,198,275	474
DEPARTMENT OF LABOR	370,879	305,817	6,973	321,446	1,043,309	17,064
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,248,823	1,886,117	40,634	761,500	3,496,554	49,584
7/ DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	243,936	192,265	2,768	135,778	324,923	1,225
DEPARTMENT OF HOMELAND SECURITY	2,547,918	1,837,017	31,245	1,808,087	3,103,606	23,796
DEPARTMENT OF TRANSPORTATION	2,414,660	1,709,913	22,819	1,605,457	5,114,912	227,583
DEPARTMENT OF ENERGY	364,657	327,274	6,910	201,021	1,417,745	61,172
DEPARTMENT OF EDUCATION	105,187	78,957	1,349	60,402	238,586	11,142
DEPARTMENT OF VETERANS AFFAIRS	3,552,769	1,048,150	36,396	2,119,544	7,671,226	53,366
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>34,756,795</b>	<b>26,727,253</b>	<b>608,539</b>	<b>20,688,780</b>	<b>81,843,954</b>	<b>2,965,296</b>
AMERICAN BATTLE MONUMENTS COMMISSION	1,743	4,951	111	727	5,701	793
ARMED FORCES RETIREMENT HOME	12,474	10,049	280	7,526	25,633	452
COMMODITY FUTURES TRADING COMMISSION	11,196	9,725	184	6,748	19,338	143
CONSUMER PRODUCT SAFETY COMMISSION	11,170	9,423	246	6,305	36,165	2,075
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	11,728	9,375	178	8,006	17,045	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	63,148	49,135	1,171	35,102	135,878	6,594
ENVIRONMENTAL PROTECTION AGENCY	414,295	356,552	5,987	236,679	1,337,172	51,859
EXPORT-IMPORT BANK OF THE UNITED STATES	8,388	7,047	129	4,830	22,587	1,650
FARM CREDIT ADMINISTRATION	6,569	6,268	60	3,595	12,420	923
FEDERAL COMMUNICATIONS COMMISSION	47,668	40,325	1,107	27,425	73,342	662
FEDERAL DEPOSIT INSURANCE CORPORATION	127,100	109,474	881	71,145	231,950	1,014
FEDERAL ELECTION COMMISSION	7,385	5,253	73	4,603	9,474	665
FEDERAL HOUSING FINANCE BOARD	2,136	1,906	54	1,268	4,036	840
FEDERAL LABOR RELATIONS AUTHORITY	4,341	3,887	58	2,483	14,739	443
FEDERAL MARITIME COMMISSION	2,881	2,672		1,557	10,326	38
FEDERAL MEDIATION AND CONCILIATION SERVICE	6,164	6,425	395	3,693	14,220	



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 2003**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2301	1860	37	1233	5171	499
FEDERAL TRADE COMMISSION	22,990	18,394	584	14,132	68,986	2,205
GENERAL SERVICES ADMINISTRATION	336,478	291,644	7,327	175,183	1,002,576	67,085
BROADCASTING BOARD OF GOVERNORS	41,148	35,718	1,327	23,593	120,056	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	5,969	5,622	76	3,349	11,415	343
MERIT SYSTEMS PROTECTION BOARD	4,998	4,693	180	2,801	9,286	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	435,188	357,706	16,071	245,349	1,896,921	30,448
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	59,047	42,759	408	34,058	145,736	
NATIONAL CREDIT UNION ADMINISTRATION	21,249	19,747	390	11,551	80,320	3,424
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	6,840	5,718	97	3,936	10,682	
NATIONAL ENDOWMENT FOR THE ARTS	3,259	2,843	39	1,929	4,575	
NATIONAL ENDOWMENT FOR THE HUMANITIES	3,581	2,875	58	2,007	6,107	
NATIONAL LABOR RELATIONS BOARD	44,971	36,672	440	25,797	147,190	7,437
NATIONAL SCIENCE FOUNDATION	26,488	25,547	860	16,198	84,146	3,297
NATIONAL TRANSPORTATION SAFETY BOARD	9,617	8,436	215	5,702	32,448	970
NUCLEAR REGULATORY COMMISSION	69,819	66,614	1,839	39,904	275,327	76,835
OFFICE OF PERSONNEL MANAGEMENT	61,647	52,343	955	33,307	151,527	8,557
OFFICE OF SPECIAL COUNSEL	2,083	1,594	26	1,244	2,835	1,143
PEACE CORPS	16,103	11,367	390	11,146	17,020	
PRESIDIO TRUST	6,774	5,370	73	4,464	10,789	
RAILROAD RETIREMENT BOARD	24,724	21,705	20	13,254	91,675	4,048
SECURITIES AND EXCHANGE COMMISSION	67,418	54,180	975	42,966	146,020	1,482
SELECTIVE SERVICE SYSTEM	3,988	2,839	70	2,163	7,807	43
SMALL BUSINESS ADMINISTRATION	80,986	67,359	1,472	46,022	124,678	
<b>SMITHSONIAN INSTITUTION</b>	103,164	77,231	2,704	61,911	141,879	
SMITHSONIAN INSTITUTION	86,072	66,462	2,528	52,088	121,267	
NATIONAL GALLERY OF ART	17,092	10,769	176	9,823	20,612	
SOCIAL SECURITY ADMINISTRATION	1,520,462	1,057,996	5,576	864,725	3,695,098	183,709
TENNESSEE VALLEY AUTHORITY	292,426	281,993	22,723	165,646	1,333,531	78,734
U.S. HOLOCAUST MEMORIAL MUSEUM	4,795	3,546	71	3,091	9,186	324
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	62,214	93,812	1,953	30,574	98,529	1,147
OVERSEAS PRIVATE INVESTMENT CORPORATION	4,152	3,386	72	2,749	10,134	441
AGENCY FOR INTERNATIONAL DEVELOPMENT	58,062	90,426	1,881	27,825	88,395	706
U.S. INTERNATIONAL TRADE COMMISSION	8,569	7,615	311	4,804	27,248	2,730
U.S. POSTAL SERVICE	15,079,908	10,322,236	29,500	9,131,318	56,712,198	1,955,611
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	19,160,750	13,614,783	107,584	11,441,113	68,430,306	2,498,222
<b>TOTAL - ALL AGENCIES</b>	53,943,048	40,366,263	716,999	32,146,416	150,352,005	5,468,679

TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 2003



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	25.51	10.67	2.75	7.89			1.40	
OFFICE OF MANAGEMENT AND BUDGET	38.85	19.82	5.67	10.45			2.79	
OFFICE OF ADMINISTRATION	40.52	19.70	7.79	10.84			2.19	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	36.67	18.61	5.21	10.75			1.75	
OFFICE OF NATIONAL DRUG CONTROL POLICY	40.87	19.49	6.74	10.72			3.31	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	35.06	16.94	5.16	9.82			2.20	
DEPARTMENT OF STATE	33.09	19.20	6.97	23.35			0.27	
DEPARTMENT OF THE TREASURY	45.29	21.20	11.21	9.81			3.07	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	44.53	22.20	9.01	10.58			3.93	2.91
DEPARTMENT OF THE ARMY	51.74	24.63	10.27	11.80			5.03	
DEPARTMENT OF THE NAVY	41.33	21.12	8.92	10.03			1.94	6.43
DEPARTMENT OF THE AIR FORCE	47.08	22.89	9.11	11.08			5.99	0.01
OTHER DEFENSE ACTIVITIES	32.84	18.23	6.46	8.34			2.19	3.66
DEPARTMENT OF JUSTICE	43.32	20.11	9.74	10.07	0.25		3.16	
DEPARTMENT OF THE INTERIOR	43.34	20.45	8.78	10.02	0.21		1.80	
DEPARTMENT OF AGRICULTURE	40.42	19.92	8.32	9.65	0.07		2.44	
DEPARTMENT OF COMMERCE	40.28	19.11	8.65	8.95	0.05		3.52	
DEPARTMENT OF LABOR	48.37	21.33	14.90	10.66	0.19		1.28	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	30.69	17.49	8.50	0.60	0.08		6.15	
78 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	48.86	22.95	11.39	10.32	0.17		4.03	
DEPARTMENT OF HOMELAND SECURITY	32.69	14.81	8.91	5.61	1.01		2.36	
DEPARTMENT OF TRANSPORTATION	50.27	24.61	14.91	7.93			2.83	
DEPARTMENT OF ENERGY	46.27	22.96	9.24	11.50	0.36		2.19	
DEPARTMENT OF EDUCATION	49.63	22.52	11.48	11.99	0.37		3.27	
DEPARTMENT OF VETERANS AFFAIRS	43.35	21.16	11.32	8.08	0.16		1.82	46.06
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	42.57	20.82	9.75	9.29	0.15		3.18	30.39
AMERICAN BATTLE MONUMENTS COMMISSION	53.15	18.39	6.21	8.21	0.20		0.26	56.85
ARMED FORCES RETIREMENT HOME	31.07	17.15	7.53	5.44			0.96	
COMMODITY FUTURES TRADING COMMISSION	45.48	20.17	9.27	10.22	0.17		5.65	
CONSUMER PRODUCT SAFETY COMMISSION	46.82	21.59	9.22	12.73	0.03		3.26	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	41.65	18.39	9.43	9.76			4.06	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	49.49	23.18	11.90	11.98	0.50		1.93	
ENVIRONMENTAL PROTECTION AGENCY	20.16	10.31	5.02	4.39			0.52	
EXPORT-IMPORT BANK OF THE UNITED STATES	43.77	21.74	8.19	11.27			2.57	
FARM CREDIT ADMINISTRATION	48.71	22.85	8.59	10.05	0.07		7.15	
FEDERAL COMMUNICATIONS COMMISSION	52.20	22.20	10.97	10.56	1.85		6.62	
FEDERAL DEPOSIT INSURANCE CORPORATION	44.26	21.33	9.60	9.71			3.62	
FEDERAL ELECTION COMMISSION	46.88	19.82	10.79	10.26	0.03		5.98	
FEDERAL HOUSING FINANCE BOARD	42.97	18.83	8.72	9.50			5.93	
FEDERAL LABOR RELATIONS AUTHORITY	47.36	22.09	9.95	11.89	0.15		3.28	
FEDERAL MARITIME COMMISSION	44.66	20.39	9.14	10.13			5.00	
FEDERAL MEDIATION AND CONCILIATION SERVICE	38.29	18.99	7.16	10.15			1.99	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 2003**

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	59.35	31.51	12.61	11.12				4.12	
FEDERAL TRADE COMMISSION	44.58	20.30	9.22	12.00	0.26			2.81	
GENERAL SERVICES ADMINISTRATION	49.91	25.13	10.46	12.35				1.96	
BROADCASTING BOARD OF GOVERNORS	44.44	20.29	9.76	23.13				2.57	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	48.54	22.86	10.13	10.23	0.97			4.36	
MERIT SYSTEMS PROTECTION BOARD	42.68	20.24	8.26	9.41	0.37			4.40	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	48.51	22.55	8.14	11.03	0.35			6.44	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	43.28	21.08	9.63	11.52				1.06	
NATIONAL CREDIT UNION ADMINISTRATION	45.95	25.84	8.22	11.19				0.70	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	47.42	21.65	10.44	10.14	0.12			5.08	
NATIONAL ENDOWMENT FOR THE ARTS	47.79	21.62	10.95	10.36	0.05			4.80	
NATIONAL ENDOWMENT FOR THE HUMANITIES	47.08	21.67	9.96	9.92	0.18			5.35	
NATIONAL LABOR RELATIONS BOARD	48.37	22.92	10.24	12.21	0.51			2.49	
NATIONAL SCIENCE FOUNDATION	59.91	20.53	9.22	10.76	0.10			19.31	
NATIONAL TRANSPORTATION SAFETY BOARD	46.53	21.61	9.57	12.18				3.18	
NUCLEAR REGULATORY COMMISSION	39.23	18.00	7.53	11.06	0.05			2.59	
OFFICE OF PERSONNEL MANAGEMENT	44.68	21.40	9.82	11.19				2.27	
OFFICE OF SPECIAL COUNSEL	42.98	19.05	8.84	9.55	0.66			4.87	
PEACE CORPS	28.50	13.61	7.06	10.02	0.03			4.54	
PRESIDIO TRUST	45.73	18.98	9.62	12.27	0.05			4.80	
RAILROAD RETIREMENT BOARD	51.04	26.80	12.00	10.96	0.03			1.25	
SECURITIES AND EXCHANGE COMMISSION	45.41	19.45	9.81	12.75	0.34			3.06	
SELECTIVE SERVICE SYSTEM	52.96	22.79	14.76	11.88	1.03			2.50	
SMALL BUSINESS ADMINISTRATION	43.18	20.19	10.00	9.56	0.27			3.17	
<b>SMITHSONIAN INSTITUTION</b>	45.19	20.17	10.24	10.08	0.27			4.43	
SMITHSONIAN INSTITUTION	44.53	19.96	10.05	10.06	0.26			4.19	
NATIONAL GALLERY OF ART	48.77	21.27	11.30	10.20	0.30			5.70	
SOCIAL SECURITY ADMINISTRATION	48.33	22.97	11.53	11.85	0.06			1.92	
TENNESSEE VALLEY AUTHORITY	40.97	21.05	8.71	10.06	0.66			0.49	
U.S. HOLOCAUST MEMORIAL MUSEUM	44.70	18.88	9.81	10.81	0.87			4.31	
<b>AGENCY FOR INTERNATIONAL DEVELOPMENT</b>	21.98	11.17	3.65	4.82				2.38	19.78
OVERSEAS PRIVATE INVESTMENT CORPORATION	43.10	19.28	7.75	11.72				4.35	
AGENCY FOR INTERNATIONAL DEVELOPMENT	21.08	10.81	3.47	4.52				2.30	19.78
U.S. INTERNATIONAL TRADE COMMISSION	45.37	21.39	8.86	11.75	0.36			2.99	
U.S. POSTAL SERVICE	37.69	20.09	8.87	7.87				0.86	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	38.4	20.02	8.92	8.3	0.03			1.17	16.08
<b>TOTAL - ALL AGENCIES</b>	41.02	20.51	9.43	8.91	0.11			2.41	30.18

## 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 2003**



Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Total, All Agencies</b>	<b>2,630,858</b>	<b>2,548,749</b>	<b>82,109</b>
<b>Office of the President</b>	<b>1,417</b>	<b>1,417</b>	
Executive Office of the President	416	416	
Office of Management and Budget	499	499	
Office of Administration	216	216	
Office of the U.S. Trade Representative	181	181	
Office of National Drug Control Policy	105	105	
<b>Departments</b>	<b>1,653,737</b>	<b>1,572,906</b>	<b>80,831</b>
Department of State	29,266	19,458	9,808
Department of the Treasury	118,037	118,037	
<b>Department of Defense, Total</b>	<b>643,815</b>	<b>625,991</b>	<b>17,824</b>
Department of Army	195,164	195,164	
Department of Navy	185,672	182,108	<b>3,564</b>
Department of the Air Force	158,754	152,340	6,414
Other Defense Activities	104,225	96,379	7,846
Department of Justice	99,447	99,447	
Department of the Interior	71,366	71,366	
Department of Agriculture	100,692	100,692	
Department of Commerce	35,986	35,986	
Department of Labor	16,932	16,932	
Department of Health and Human Services	65,159	60,943	4,216
Department of Housing and Urban Development	10,101	10,101	
Department of Homeland Security	145,896	145,896	
Department of Transportation	85,443	85,439	4
Department of Energy	15,366	15,366	
Department of Education	4,480	4,480	
Department of Veterans Affairs	211,751	162,772	48,979
<b>Independent Agencies</b>	<b>975,704</b>	<b>974,426</b>	<b>1,278</b>
American Battle Monuments Commission	388	61	327
Armed Forces Retirement Home	717	717	
Commodity Futures Trading Commission	510	510	
Consumer Products Safety Commission	470	470	
Corporation for National and Community Service	584	584	
Equal Employment Opportunity Commission	2,610	2,610	
Environmental Protection Agency	37,137	36,970	<b>167</b>
Export-Import Bank of the United States	397	397	
Farm Credit Administration	275	275	
Federal Communications Commission	2,015	2,015	
Federal Deposit Insurance Corporation	5,671	5,671	
Federal Election Commission	352	352	

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 79.

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 79.

**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS  
FISCAL YEAR 2003**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Independent Agencies (continued)</b>			
Federal Housing Finance Board	103	103	
Federal Labor Relations Authority	187	187	
Federal Maritime Commission	129	129	
Federal Mediation and Conciliation Service	280	280	
Federal Retirement Thrift Investment Board	102	102	
Federal Trade Commission	1,040	1,040	
General Services Administration	12,901	12,901	
Broadcasting Board of Governors	2,352	1,875	477
International Boundary and Water Commission: U.S. & Mexico	256	256	
Merit Systems Protection Board	230	230	
National Aeronautics and Space Administration	18,713	18,713	
National Archives and Records Administration	2,793	2,793	
National Credit Union Administration	930	930	
<b>National Foundation on the Arts and the Humanities</b>	<b>302</b>	<b>302</b>	
National Endowment for the Arts	146	146	
National Endowment for the Humanities	156	156	
National Labor Relations Board	1,871	1,871	
National Science Foundation	1,251	1,251	
National Transportation Safety Board	421	421	
Nuclear Regulatory Commission	3,413	3,413	
Office of Personnel Management	2,764	2,764	
Office of Special Counsel	101	101	
Peace Corps	1,085	877	208
Presidio Trust	340	340	
Railroad Retirement Board	1,080	1,080	
Securities and Exchange Commission	3,060	3,060	
Selective Service System	161	161	
Small Business Administration	3,762	3,762	
Smithsonian Institution	4,757	4,757	
Smithsonian Institution	4,013	4,013	
National Gallery of Art	744	744	
Social Security Administration	63,250	63,250	
Tennessee Valley Authority	13,430	13,430	
U.S. Holocaust Memorial Museum	226	226	
<b>Agency for International Development</b>	<b>4,989</b>	<b>4,890</b>	<b>99</b>
Overseas Private Investment Corporation	204	204	
Agency for International Development	4,785	4,686	99
U.S. International Trade Commission	371	371	
U.S. Postal Service	777,928	777,928	

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 79.

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 79.

## SUPPLEMENT IV - SURVEY INSTRUCTIONS

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ACTION:



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

FROM: GARY A. LUKOWSKI, Ph.D., Manager  
for Workforce Information and Planning Group  
Center for Workforce Planning and Policy Analysis

SUBJECT: Fiscal Year 2003 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 2003 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 2003 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "2003 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 March 31, 2004. 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 2003 work years and cost data, as well as Leave Year 2003 data, by March 31, 2004. Send reports to: U.S. Office of Personnel Management, Center for Workforce Planning and Policy Analysis, Workforce Information and Planning Group, (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, or Email: fedstats@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**



**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 Information and Planning Group, at 202-606-1350, Email: [fedstats@opm.gov](mailto:fedstats@opm.gov). Submit reports to the U.S. Office of Personnel Management, Workforce Information and Planning Group, 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).

<b>Code</b>	<b>Pay System Category</b>
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)

<b>Code</b>	<b>Pay System Category (Code)</b>
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); <b>also includes:</b> [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, EE, EF, EG, EH and EI)
770	Employees on fee, contract, or piecework basis
772	* Teachers in Dependent Schools Abroad
777	Census enumerators
800	<b>Agency Total - Sum of all Pay Systems</b>

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 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. This code includes regular salary and wages paid while the employees are on paid leave, i.e., annual, sick, or compensatory leave; as well as terminal leave payments. This code includes regular pay of the commissioned officers of the Public Health Service and the National Oceanic and Atmospheric Administration. It also 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 non-career 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

## Attachment 1 (3)

that is generally less than a year (e.g., seasonal employment of persons without permanent appointments). This code includes regular pay for employees with term appointments. 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, temporary, or 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.

**Temporary Employment (object class 11.3)** – Regular pay with appointments that require work on a limited period of time that is generally less than a year. (Such as, full-time temporary employees, seasonal employees without permanent appointments, term appointments, and indefinite appointments.)

**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:

## Attachment 1 (4)

- 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 are 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 non-overtime 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 non-overtime 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: Non-foreign 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, gain-shares, 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 lump-sum cash awards to employees.
- Referral bonuses – awards granted on the basis of a federal employee referring another federal employee for employment.

**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)**.

## Attachment 1 (6)

Also, do not include time-off awards granted (5 U.S.C. 4502(e)); report time-off 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. (Such as stand-by pay and premium pay in lieu of overtime and special pay that is paid periodically during the year. As well as, royalties to Federal scientists and inventors which may last up to 17 years and may be paid after the employee left Federal Service or to the employee's beneficiary.)

### 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	\$42,976	\$124,011
675	Senior Executive Services (ES)	\$116,500	\$142,500

Note: The minimum and maximum salaries (excluding locality pay) shown are those for calendar year 2003. If locality pay is included, the minimum ES rate would still be \$116,500 (in areas where locality pay does not apply) and the maximum ES rate would be \$142,500. The maximum rate for SES employees are capped on locality adjusted pay.

- (1) The average basic salaries computed by edit (1) above divided by 260 days 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 agency-wide 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, 83.7, Object Classification Definitions. Portions of Circular A-11 that relate to overall object class 12 (Personnel Benefits) and to the 12.1 sub-category (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.

## Attachment 1 (8)

Student Loan Repayments - Payment to the loan holder to repay an employee's student loan as a recruitment incentive. (5 U.S.C. 5379)

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 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 315.5 Student Loan Repayment (object class 12.1).**

Report agency costs for payments to repay an employee's student loan as a recruitment incentive.

**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.

<b>Benefit Code and Title</b>	<b>Cost as Percent of Basic Payroll, Fiscal Year 2002</b>
300 Total Cost of Benefits (excludes separation pay) .....	29.9
301 Health Insurance .....	7.4
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI).....	.3
303 Retirement.....	12.6
304 Civil Service Retirement System (CSRS) .....	3.0
305 Federal Employees Basic Benefit - Federal Employees Retirement System (FERS) ..	6.8
306 Federal Employees Thrift Plan (FERS).....	2.4
307 Other Retirement Systems.....	.4
308 Federal Insurance Contributions Act Taxes (OASDHI)	5.5
309 Federal Employees Compensation Act (FECA) (Payments to Department of Labor).....	1.8
310 Uniform Allowances.....	.1
311 Overseas Allowances (including overseas COLA) ...	.4
312 Non-Foreign Cost of Living Allowance (COLA).....	.1
313 Retention Allowance .....	.1
314 Recruitment Bonus.....	.0
315 Relocation Bonus .....	.0
316 Other benefits included in Object Class 12.1.....	1.6
400 Total Separation Pay.....	.3
Total Benefits Plus Separation Pay .....	30.2

## **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:

<b>Supervisory Official Primarily Responsible for Agencywide Report Number</b>	<b>Phone Number</b>	<b>Working-Level Contact</b>	<b>Phone Number</b>	<b>FAX</b>
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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 2003

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	<b>Total Basic Work Years and Payroll</b>	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	<b>Total Premium Work Years and Pay</b>	11.5		
201	Overtime Pay (Report separately for the 5 categories listed below.)	11.5	XXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXX
	- 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	
	- Referral Bonuses	11.5	XXX	
	- Other Awards	11.5	XXX	
212	Other*	11.5	XXX	

\* 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 2003**

1. Agency Name			2. Agency Code	
CODE	ITEM	OMB OBJECT CLASS	COST (Thousands)	For Agency Edit Check: COST AS PERCENT OF BASIC PAYROLL
<b>300</b>	<b>Total Cost of Benefits</b>	12.1		
<b>301</b>	Health Insurance	12.1		
	- Federal Employees Health Benefits Act			
	- Other			
<b>302</b>	Life Insurance – Federal Employees Group Life Insurance (FEGLI)	12.1		
<b>303</b>	Retirement	12.1		
<b>304</b>	- Civil Service Retirement System (CSRS)	12.1		
<b>305</b>	- Federal Employees Retirement System (FERS) Basic Benefit	12.1		
<b>306</b>	- Federal Employees Thrift Plan (FERS)	12.1		
<b>307</b>	- Other Retirement Systems (specify)	12.1		
<b>308</b>	Federal Insurance Contributions Act Taxes (OASDHI)	12.1		
<b>309</b>	Federal Employees Compensation Act (FECA) Payments to Department of Labor	12.1		
<b>310</b>	Uniform Allowances	12.1		
<b>311</b>	Overseas Allowances (including overseas cost of living allowance (COLA))	12.1		
<b>312</b>	Non-Foreign COLA	12.1		
<b>313</b>	Retention Allowance	12.1		
<b>314</b>	Recruitment Bonus	12.1		
<b>315</b>	Relocation Bonus	12.1		
<b>315.5</b>	Student Loan Repayment	12.1		
<b>316</b>	Other Benefits included in Object Class 12.1	12.1		
<b>400</b>	Total Separation Pay (includes severance pay and separation incentive)	13.0		
	- Severance Pay			
	- Separation Incentive (i.e., "Buyout Bonus")			
	<b>Total Benefits Plus Separation Pay (Sum of Codes 300 and 400)</b>	12.1 & 13.0		

**WORK YEARS AND PERSONNEL COSTS REPORT  
LEAVE EARNED AND USED  
LEAVE YEAR 2003**

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 <sup>3</sup> for Employees not Covered by 5 U.S.C. 6301						

<sup>1</sup> Includes lump-sum payments for annual leave paid to separating employees.

<sup>2</sup> Lump-sum payments shown separately.

<sup>3</sup> 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

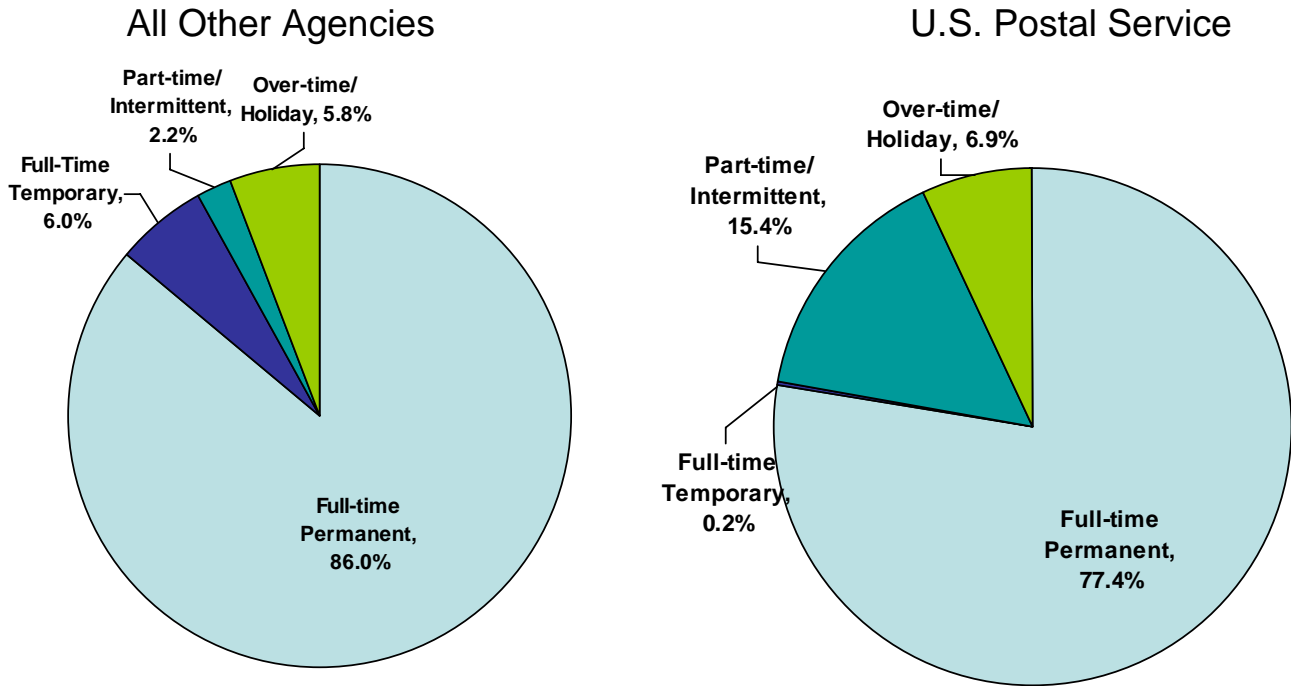
### Definitions of Key Terms

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### ACKNOWLEDGMENTS

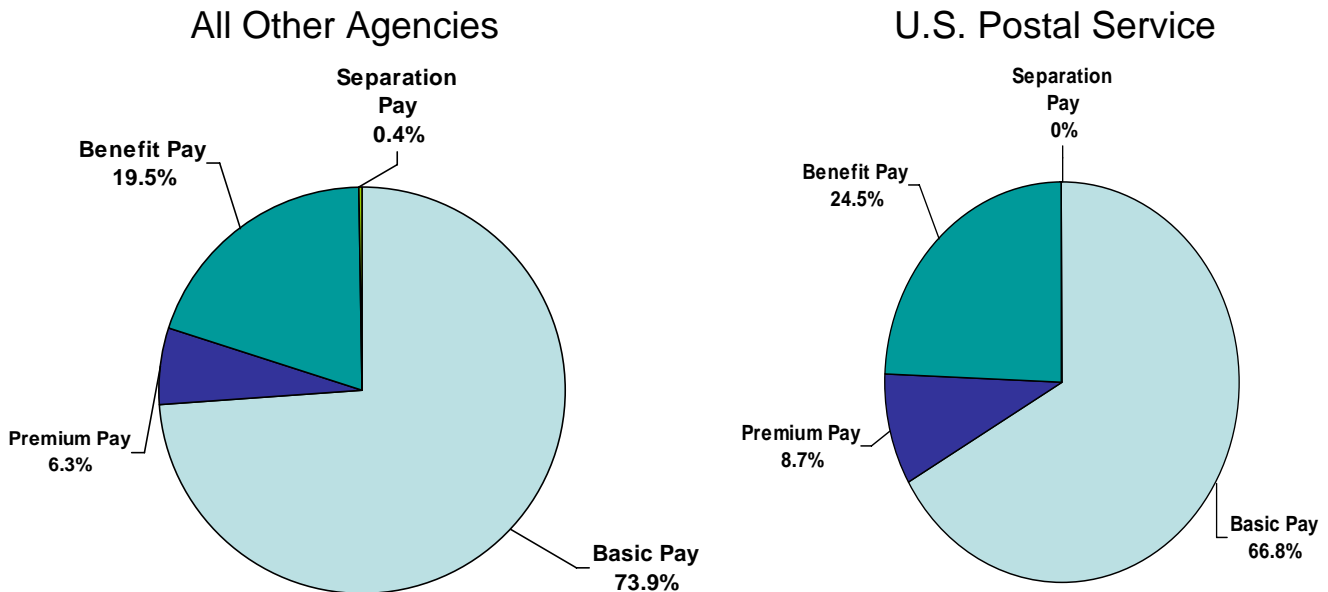
The project manager for this report is statistician British Morrison (telephone: 202-606-1350; Email: bvmorris@opm.gov). The survey and publication were completed under the direction of Nancy Kichak, Deputy Associate Director, Center for Workforce Planning and Policy Analysis. We also recognize the contributions 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



- **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



- **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 IV, 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

## Costs

This publication contains Executive Branch statistics on work years expended, payroll costs by pay system, premium pay costs, fringe benefit expenses, types of leave used and its value, and other compensation items.

The following editions (**Adobe Acrobat PDF Files**) are available:

Work Years and Personnel Costs:			
<a href="#">Fiscal Year 2000</a> (768KB)	<a href="#">Fiscal Year 1999</a> (594KB)	<a href="#">Fiscal Year 1998</a> (584KB)	<a href="#">Fiscal Year 1997</a> (978KB)
<a href="#">Fiscal Year 1996</a> (629KB)			

Accessible versions:

Zipped Lotus 1-2-3 and WordPerfect 5.1 DOS Files:			
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