

October 12, 1999

The Honorable Albert Gore, Jr.
President of the Senate
Washington, DC 20510

Dear Mr. President:

The purpose of this letter is to transmit a report on agency programs undertaken in support of Public Law 103-172, the Federal Employees Clean Air Incentives Act (the Clean Air Act). The Clean Air Act is designed to reduce traffic congestion and improve air quality. In support of this goal, Federal agencies may establish employee programs that promote commuting to work by mass transit systems.

As required by Section 2 of the Clean Air Act, the enclosed report provides information on the number of Federal agencies offering programs under this section. Included is a brief description of each program, the extent of employee participation in the respective agency programs, and any related costs to the Government. The report covers agency program activities for combined fiscal years 1998 and 1999.

The 1998 and 1999 biennial report includes 47 agencies reporting with 1,029,133 employees participating in agency-sponsored programs at a total cost of \$100,994,848.

All agency programs are aimed at encouraging commuting by means other than single-occupancy motor vehicles. However, the method of accomplishing this can vary by agency. Therefore, the report groups information submitted by the 47 Federal agencies into 3 specific groups that are mentioned in the legislation. These include: (1) transit fare subsidies (passes, vouchers, or other cash reimbursements), (2) accommodations for bicyclists (bike racks, number of spaces, shower facilities and lockers), and (3) non-monetary incentives (flexitime, flexiplace, work at home, carpool and vanpool parking spaces, executive parking spaces, alternative work schedules, and shuttle parking spaces).

The General Services Administration will continue to keep the Congress fully informed of activities initiated under the Clean Air Act as they develop. I look forward to receiving any comments or questions you or members of Congress have on this report.

If you require additional information, please have a member of your staff contact Mr. David L. Bibb, Deputy Associate Administrator, Office of Governmentwide Policy, Office of Real Property on (202) 501-0856.

Respectfully,

Signed by:

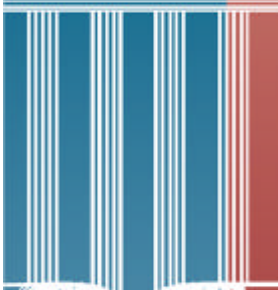
David J. Barram
Administrator

Enclosure

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U.S. General
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FEDERAL EMPLOYEES
CLEAN AIR INCENTIVES ACT
REPORT

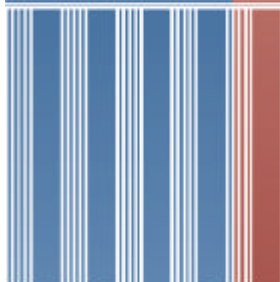
FISCAL YEARS 1998 AND 1999

U.S. General Services Administration
Office of Governmentwide Policy
Office of Real Property
Washington, DC 20405
August 1999

Office of
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IMPORTANT NOTICE TO USERS OF THIS DOCUMENT

The General Services Administration (GS) Clean Air Incentives Act Report for Fiscal Year 1998 and 1999 summarizes the total dollar outlay and the number of employees receiving benefits over a two-year reporting period. The report does not track employee individual benefits. For example, a specific employee that receives a transit subsidy in both 1998 and 1999 is counted twice in the two-year period.

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Note: The General Services Administration (GSA) **Clean Air Incentives Act Report for Fiscal Year 1998 and 1999** summarizes the total dollar outlay and the number of employees receiving benefits over a two-year reporting period. The report does not track employee individual benefits. For example, a specific employee that receives a transit subsidy in both 1998 and 1999 is counted twice in the two-year period.

EXECUTIVE SUMMARY

The Federal Employees Clean Air Incentives Act, dated December 2, 1993 (Public Law 103-172), is designed to improve air quality and reduce traffic congestion by having Federal agencies encourage their employees to commute by means other than single-occupancy vehicles. The legislation permits the head of each agency to establish programs that promote initiatives such as:

- transit passes (including cash reimbursements and vouchers)
- furnishing space, facilities or services to bicyclists
- non-monetary incentives which the agency head may otherwise offer under any other provision of law (alternative work schedules, flexitime, telecommuting, ridesharing, flexiplace, and related parking and shuttle arrangements)

Also, on June 9, 1998, the President signed Public Law 105-178, the Transportation Equity Act for the 21st Century (TEA 21) authorizing highway, highway safety, transit and other surface transportation programs for the next 6 years. The TEA 21 Act reaffirms the importance of mass transit to improve air quality and reduce traffic congestion.

The President designated the General Services Administration (GSA) as lead agency for compiling information that supports these directives. In this capacity GSA has responsibility for facilitating the establishment of program guidance, providing technical advice to agencies, and reporting on these matters to the President and the Congress. GSA compiled information from 47 executive branch departments and agencies for this report. The report provides information and data on Federal agency activities undertaken in support of the Act for fiscal years 1998 and 1999.

The 1998 and 1999 report includes 47 agencies reporting with 1,029,133 employees participating at total cost of \$100,994,848. In the 1996 and 1997 report, 32 Federal agencies reported that approximately 505,000 employees participated and \$61,000,000 was spent on implementing the Act.

The following agencies provided data for the 1998 and 1999 biennial report:

Bureau of Alcohol, Tobacco and Firearms	Federal Communications Commission
Bureau of Engraving and Printing	Federal Trade Commission
Bureau of Public Debt	General Services Administration
Central Intelligence Agency	International Trade Commission
Commodity Futures Trading Commission	Internal Revenue Service
Comptroller of the Currency	Marine Corps
Consumer Product Safety Commission	National Archives and Records Admin
Customs Service	National Endowment for the Arts
Defense Intelligence Agency	National Imagery and Mapping Agency
Defense Logistics Agency	National Labor Relations Board
Defense Supply Center	National Science Foundation
Department of Agriculture	National Security Agency
Department of Commerce	National Transportation Safety Board
Department of Defense	Nuclear Regulatory Commission
Department of Energy	Office of Management and Budget
Department of Health & Human Services	Peace Corps
Department of Justice	Pension Benefit Guaranty Corporation
Department of Labor	Railroad Retirement Board
Department of Transportation	Secret Service
Department of the Treasury	Securities and Exchange Commission
Department of Veterans Affairs	Small Business Administration
Environmental Protection Agency	Social Security Administration
Export-Import Bank of the United States	Tennessee Valley Authority
	United States Mint

OVERVIEW

The 1998 and 1999 report shows that 47 agencies provided 1,029,133 employees with \$100,994,848 in subsidies to encourage them to commute to work by means other than single occupancy vehicles. This compares to the 1996 and 1997 report that shows 32 agencies spent approximately \$61,000,000 to provide 505,000 Federal employees with transit fare subsidies.

Transit Fare Subsidies

Thirty-four agencies reported that during the two-year period they spent \$44,902,942 on mass transit subsidies for 262,982 employees. Even though few agencies commented on the benefits of providing transit fares to their employees, a few gave the program high marks. For example, the Commodity Futures Trading Commission reports that the transit subsidy program is a tax-exempt benefit to encourage employees to use public mass transit or authorized commercial vanpools.

The Federal Communications Commission stated that the benefits generated as a result of their transit subsidy program have contributed to the reduction of pollution and the relief of traffic congestion. The program accommodates employees who commute to and from work, as well as special riders, i.e., senior citizens and physically challenged individuals. Additionally, the program has increased employee morale.

Accommodations for Bicyclists

Forty agencies reported that they furnish bicycle accommodations. An estimated 11,058 Federal employees used bicycles to commute to work sometime during the two-year reporting period. Many agencies provide lockers, showers, bicycle racks, and bicycle and motorcycle parking spaces to their employees. Both bicyclists and joggers use the same lockers and shower facilities.

The cost of providing accommodations to bicyclists is not available for all reporting agencies since most agencies do not maintain this type of data. However, 10 agencies indicated that they spent \$449,344 on these accommodations during fiscal years 1998 and 1999. Most costs reported by the agencies are one-time expenditures.

Non-monetary Incentives

During the two-year reporting period, 38 agencies spent \$53,803,162 on non-monetary incentives. A total of 755,093 employees are working on flexitime and alternative work schedules or working at home. These programs promote better working relationships between employer and employee resulting in improved employee morale, increased employee productivity, a reduction in unscheduled leave and the expansion of family-friendly programs.

Thirty-eight agencies offer flexible work hours to their employees. Agencies offer a wide range of flexible working arrangements such as alternate work schedules and flexitime schedules. Under the flexitime schedule, 281,574 employees work an eight and one-half hour day between the hours of 6 o'clock a.m. and six p.m. A total of 447,489 employees work the alternative work schedule with eight 9-1/2 hour days, one 8-1/2 hour day and one day off every other week.

Twenty-five agencies currently offer flexiplace (work-at-home) arrangements. A total of 26,030 employees are currently working at home, hotelling, or working at an off-site office. Eleven agencies reported cost data totaling approximately \$2,601,295 for fiscal years 1998 and 1999. These dollars account for agency provided laptop computers, additional telephone lines, copier services, and office supplies.

Almost every federal agency provides carpool and vanpool parking for their employees. Thirty-four agencies reported spending \$18,331,887 for carpool and vanpool spaces. Thirty-four agencies provided executive parking at a cost of \$25,057,474 during the two-year reporting period. Nine agencies spent \$7,812,506 on shuttle and other parking. Some agencies have programs that include intergovernmental networking systems, transportation management plans, seminars, special events and promotional campaigns. The other agencies provide transportation information updates on the benefits of ridesharing through newsletters, bulletin boards and e-mail notices.

There is a wide range of program activities and employee participation among the agencies. Benefits to the participating agencies and the public include: improvements in employee morale; a potential reduction in agency space requirements resulting in lease cost savings; the reduction of unsafe vehicle emissions; and less traffic congestion. There are indications, based on specific agency reports, that suggest that these efforts reduce the number of commuters using single occupancy vehicles.

TRANSIT FARE SUBSIDY PROGRAMS

Not all agencies provide transit subsidies. Most decisions to participate are based on the availability of funds that can be programmed for this purpose. Some agencies are finding it increasingly difficult to provide subsidies due to budget constraints. This condition has forced many agencies to restrict the transit subsidies allotted to employees.

Thirty-four agencies reported that during the two-year period they spent \$46,742,342 on mass transit subsidies for 262,982 employees. Listed below are the agencies that reported data on transit subsidies for fiscal years 1998 and 1999:

1. **Bureau of Alcohol, Tobacco and Firearms:** Provided subsidies to 827 employees at a cost of \$448,000.
2. **Bureau of Engraving and Printing:** Provided subsidies to 1,822 employees at a cost of \$705,000.
3. **Bureau of Public Debt:** Provided subsidies to 178 employees at a cost of \$56,400.
4. **Central Intelligence Agency:** Provided subsidies by distributing 10,000 passes and vouchers at a cost of \$630,000.
5. **Commodity Futures Trading Commission:** Provided subsidies to 480 employees at a cost of \$345,630.
6. **Comptroller of the Currency:** Provided subsidies to 693 employees at a cost of \$601,803.
7. **Customs Service:** Provided subsidies to 4,371 employees at a cost of \$1,101,492.
8. **Department of Commerce:** Provided subsidies to 5,328 employees at a cost of \$2,500,000.
9. **Department of Energy:** Provided subsidies to 33,600 employees at a cost of \$1,008,000.
10. **Department of Health and Human Services:** Provided subsidies to 3,663 employees at a cost of \$2,185,527.

11. **Department of Justice:** Provided subsidies to 4,805 employees at a cost of \$115,070.
12. **Department of Labor:** Provided subsidies to 6,000 employees at a cost of \$3,200,000.
13. **Department of Transportation:** Provided subsidies to 15,173 employees at a cost of \$10,030,994.
14. **Department of the Treasury:** Provided subsidies to 1,169 employees at a cost of \$896,492.
15. **Department of Veterans Affairs:** Provided subsidies to 308 employees at a cost of \$245,000.
16. **Environmental Protection Agency:** Provided subsidies to 6,080 employees at a cost of \$4,098,906.
17. **Export-Import Bank of the United States:** Provided subsidies to 300 employees at a cost of \$366,240.
18. **Federal Communications Commission:** Provided subsidies to 945 employees at a cost of \$910,920.
19. **Federal Trade Commission:** Provided subsidies to 653 employees at a cost of \$119,470.
20. **International Trade Commission:** Provided subsidies to 203 employees at a cost of \$72,000.
21. **Internal Revenue Service:** Provided subsidies to 156,452 employees at a cost of \$13,994,263.
22. **National Endowment for the Arts:** Provided subsidies to 116 employees at a cost of \$27,840.
23. **National Imagery and Mapping Agency:** Provided subsidies to 268 employees at a cost of \$8,040.
24. **National Labor Relations Board:** Provided subsidies to 118 employees at a cost of \$31,000.

- 25. National Science Foundation:** Provided subsidies to 300 employees at a cost of \$85,000.
- 26. National Transportation Safety Board:** Provided subsidies to 300 employees at a cost of \$302,500.
- 27. Nuclear Regulatory Commission:** Provided subsidies to 872 employees at a cost of \$219,744.
- 28. Office of Management and Budget:** Provided subsidies to 15 employees at a cost of \$8,100.
- 29. Peace Corps:** Provided subsidies to 830 employees at a cost of \$219,550.
- 30. Pension Benefit Guaranty Corporation:** Provided subsidies to 980 employees at a cost of \$410,800.
- 31. Secret Service:** Provided subsidies to 741 employees at a cost of \$448,662.
- 32. Securities and Exchange Commission:** Provided subsidies to 3,889 employees at a cost of \$970,907.
- 33. Social Security Administration:** Provided subsidies to 614 employees at a cost of \$55,110.
- 34. United States Mint:** Provided subsidies to 889 employees at a cost of \$323,882.

AGENCY ACCOMMODATIONS FOR BICYCLISTS

The reporting agencies generally provide bicycle racks to accommodate bicycle commuters, and most provide shower facilities and lockers. Bicyclists and joggers share the showers and lockers. The cost of the bicycle accommodations is nominal, weather and seasonal conditions usually govern commuting by bicycle, and most agencies do little or no monitoring of bicycle accommodations. Therefore, the reliability of the reported data is limited.

A total of 11,058 employees normally bike to work. Forty agencies reported that they provided some type of bicycle accommodations. The cost of providing bicycle racks, bicycle and motorcycle parking spaces, showers, and lockers totaled \$449,344. Listed below are the agencies that reported data on bicycle accommodations for fiscal years 1998 and 1999:

1. **Bureau of Alcohol, Tobacco and Firearms:** Provided one bicycle rack. A shower facility with lockers is provided at the headquarters facility. There is no reported cost to the agency for providing the bicycle accommodations.
2. **Bureau of Engraving and Printing:** Provided 10 bicycle racks. Approximately 1,994 employees commute to work by bicycle. There are 57 shower facilities with 2,543 lockers provided for employee use. There is no reported cost to the agency for providing the bicycle accommodations.
3. **Bureau of Public Debt:** Provided 3 bicycle racks. Approximately 69 employees commute to work by bicycle. There are two shower facilities with two lockers provided for employee use. There is no reported cost to the agency for providing the bicycle accommodations.
4. **Central Intelligence Agency:** Provided 7 shower facilities for employee use.
5. **Commodity Futures Trading Commission:** Provided 24 bicycle racks as well as one parking space for a bicycle or motorcycle. Two shower facilities and 36 lockers are provided. The cost to the agency for providing the bicycle accommodations is \$2,160.

6. **Comptroller of the Currency:** Provided 10 bicycle racks. There are 24 employees that commute to work by bicycle. Eight shower facilities and 2 lockers are provided. The cost to the agency for providing the bicycle accommodations is \$2,278.
7. **Consumer Product Safety Commission:** Provided 15 bicycle racks. Eight shower facilities and 78 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
8. **Defense Intelligence Agency:** Provided 3 bicycle racks. The agency reports 137 employees commute to work by bicycle. However, not all ride on the same day. Two shower facilities with 200 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
9. **Defense Logistics Agency:** Provided 50 bicycle racks. The agency reports 39 employees commute to work by bicycle. In addition, 18 shower facilities with 257 lockers are provided. There are 44 parking spaces available. There is no reported cost to the agency for providing the bicycle accommodations.
10. **Defense Supply Center:** Provided 11 shower facilities with 17 lockers. There is no reported cost to the agency for providing the bicycle accommodations.
11. **Department of Commerce:** Provided 93 bicycle racks. The agency reports 145 employees commute to work by bicycle. Five shower facilities and 47 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
12. **Department of Energy:** Provided 8 bicycle racks. One hundred employees commute to work by bicycle but not all on the same day. There is no reported cost to the agency for providing the bicycle accommodations.
13. **Department of Health and Human Services:** Provided 1,001 bicycle racks to 2,890 employees that commute to work by bicycle. Not all bicyclists commute on the same day. The agency reports 180 shower facilities and 1,119 lockers are provided. There are 1,761 bicycle and motorcycle parking spaces available for employee use. The cost to the agency for providing the bicycle accommodations is \$173,681.

- 14. Department of Justice:** Provided 5 bicycle racks. The agency reports 164 employees commute to work by bicycle. There are 2 shower facilities and 2 lockers provided at the DOJ buildings. There is no reported cost to the agency for bicycle accommodations.
- 15. Department of Labor:** Provided 48 bicycle racks. The agency reports 19 shower facilities and 147 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 16. Department of Transportation:** Provided 1,164 bicycle racks. There are 3,428 employees that commute to work by bicycle. Additionally, there are 410 shower facilities and 2,190 lockers provided. Furthermore, 456 parking spaces are available for bicycles and motorcycles. There is no reported cost to the agency for providing bicycle accommodations.
- 17. Department of the Treasury:** Provided 20 bicycle racks and 15 motorcycle parking spaces near the Main Treasury building. Currently 61 employees commute to work by bicycle. However, not all commute on the same day. A total of 6 shower facilities and 20 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 18. Environmental Protection Agency:** EPA has a very active bicycle community with over 535 employees commuting to work by bicycle. EPA provides 265 bicycle racks, 265 lockers, and 5 shower facilities. The agency cost for the accommodations is \$50,000.
- 19. Export-Import Bank of the United States:** Provided 13 bicycle racks. One shower facility with 18 lockers is provided. No cost was reported by the agency for providing these accommodations.
- 20. Federal Communications Commission:** Provided 5 bicycle racks as well as 500 bicycle and motorcycle parking spaces. The cost to the agency for providing the bicycle accommodations is \$370.
- 21. Federal Trade Commission:** Provided 25 bicycle-parking spaces to 25 employees that commute to work by bicycle. There is no reported cost to the agency for providing the bicycle accommodations.

- 22. General Services Administration:** Provided 54 bicycle racks. Eleven shower facilities and 96 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 23. International Trade Commission:** Provided 19 bicycle racks. Fifty employees commute to work by bicycle. Two shower facilities and 18 lockers are provided. The cost to the agency for providing the bicycle accommodations is \$6,658.
- 24. Internal Revenue Service:** Provided 51 bicycle racks. There are 25 shower facilities with 110 lockers provided for employee use. There is no reported cost to the agency for providing the bicycle accommodations.
- 25. Marine Corps Air Bases:** Provided 480 bicycle racks. Shower facilities and lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 26. National Archives at College Park:** Provided 20 bicycle racks.
- 27. National Endowment for the Arts:** Provided 10 bicycle racks for the employees.
- 28. National Imagery and Mapping Agency:** Twelve percent of the bicycle spaces are used on a daily basis. There are a total of 7 locker rooms with showers provided by the agency.
- 29. National Science Foundation:** Currently there is space available for 50 bicyclists. The cost is included in the lease cost. Approximately 30 employees participate.
- 30. National Security Agency:** Provided 20 bicycle racks. Approximately one percent of the employees commute to work by bicycle. Eight bicycle and motorcycle parking spaces are provided. Four shower facilities with four lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 31. National Transportation Safety Board:** Provided 3 bicycle racks. Four employees commute to work by bicycle. One shower facility is provided. Total cost to the agency is \$10,000.
- 32. Nuclear Regulatory Commission:** Provided 2 bicycle racks. Six employees commute to work by bicycle. A total of 2 shower facilities and 265 lockers are provided. There are 6 parking spaces available

to park bicycle and motorcycles. There is no reported cost for the bicycle accommodations.

- 33. Office of Management and Budget:** Provided one bicycle rack. Two shower facilities and 29 lockers are provided. In addition, there are 143 parking spaces available for bicycles and motorcycles. The cost to the agency for providing the parking spaces is \$188,981.
- 34. Peace Corps:** Provided 12 bicycle racks. The agency reports 52 employees commute to work by bicycle. Four shower facilities with 40 lockers are provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 35. Pension Benefit Guaranty Corporation:** Provided 40 bicycle racks. The agency reports 40 employees commute to work by bicycle. There is no reported cost to the agency for providing the bicycle accommodations.
- 36. Railroad Retirement Board:** Provided one bicycle rack. Nine employees commute to work by bicycle. One shower facility with one locker is provided. There is no reported cost to the agency for providing the bicycle accommodations.
- 37. Securities and Exchange Commission:** Provided 108 bicycle racks. Twelve shower facilities and 40 lockers are provided. The cost to the agency for providing the bicycle accommodations is \$13,716.
- 38. Social Security Administration:** Provided 297 bicycle racks. The agency reports 429 employees commute to work by bicycle. There is no reported cost to the agency for providing these accommodations.
- 39. Tennessee Valley Authority:** Provided 6 bicycle racks. Twelve employees commute to work by bicycle. Twelve lockers are provided. The cost to the agency for providing the bicycle accommodations is \$1,500.
- 40. United States Mint:** Provided 42 bicycle racks. The agency reports 24 employees commute to work by bicycle. A total of 10 shower facilities and 1,642 lockers are also provided. There is no reported cost to the agency for these accommodations.

NON-MONETARY INCENTIVES

Many agencies provide non-monetary incentives to employees, such as: flexitime, flexiplace, alternative work schedule, carpools, vanpools, shuttles and executive parking. A total \$53,803,162 was spent during the two-year reporting period by 44 agencies for the non-monetary incentives.

Thirty-eight agencies offer flexible work arrangements to their employees. Agencies offer schedules such as alternative work schedules and flexitime schedules. A total of 281,574 employees work a flexitime schedule. Under this schedule, an employee works an eight and one-half hour shift between the hours of 6 o'clock a.m. and six p.m. A total of 447,489 employees work the alternative work schedule with eight 9-1/2 hour days, one 8-1/2 day and one day off every other week.

Twenty-five agencies currently offer flexiplace (work-at-home) arrangements. A total of 26,030 employees are currently working at home, hotelling, or working at an off-site office. Eleven agencies reported that approximately \$2,601,295 was spent to provide appropriate support systems in fiscal years 1998 and 1999.

Thirty-four agencies spent \$18,331,887 for carpool and vanpool spaces. Additionally, thirty-four agencies provided executive parking at a cost of \$25,057,474 during the two-year reporting period. Nine agencies spent \$7,812,506 on shuttle and other parking. Some agencies have programs that include intergovernmental networking systems, transportation management plans, seminars, special events and promotional campaigns. Other agencies provide transportation information updates on the benefits of ridesharing through newsletters, bulletin boards and e-mail notices.

Listed below are the agencies that reported data on non-monetary incentives:

- 1. Bureau of Alcohol, Tobacco and Firearms:** Provides flexible work arrangements to 949 employees. The agency reports 22 executive parking spaces and 125 carpool and vanpool parking spaces are provided. Employees share the cost of the carpool parking space with the agency. The agency reported a cost of \$484,042 for carpool and vanpool parking and executive parking.

2. **Bureau of Engraving and Printing:** Provides flexible work arrangements to 731 employees. There are 238 employees that work flexitime and 493 employees on alternative work schedules. The agency reports 36 executive parking spaces and 465 carpool and vanpool parking spaces are provided. There are 15 parking spaces set aside for motorcycles. The agency reported a cost of \$481,482 for carpool and vanpool parking and executive parking. In addition, the agency provides a shuttle service to its employees at a cost to the agency of \$18,209.
3. **Bureau of Public Debt:** Provides flexible work arrangements to 1,984 employees. There are 1,118 employees that work flexitime, 44 employees work at home and 822 employees are on an alternative work schedule. The agency reported a cost of \$3,000 for the 44 employees that work at home. Two executive parking spaces and 2 carpool and vanpool parking spaces are provided. The agency reports that \$27,800 was spent for the carpool and vanpool parking. In addition, the agency provides a shuttle service to its employees at a cost of \$1,700.
4. **Central Intelligence Agency:** Due to security reasons, CIA did not report the total number of employees. CIA does, however, provide 641 carpool and vanpool parking spaces.
5. **Commodity Futures Trading Commission:** Provides flexible work arrangements to 578 employees. There are 390 employees that work flexitime and 188 employees on alternative work schedules.
6. **Comptroller of the Currency:** Provides 5,548 employees with the opportunity to participate in flexible work arrangements. There are 5,340 employees that work flexitime, 8 employees work at home and 200 employees are on an alternative work schedule. The agency reported a cost of \$4,800 for 8 employees that work at home. Four carpool and vanpool-parking spaces are provided. The agency spent \$280 for carpool and vanpool parking.
7. **Consumer Product Safety Commission:** Provides flexible work arrangements to 297 employees. There are 79 employees working at home and 218 employees on alternative work schedules. The agency provides 5 shuttle parking spaces, costing the agency \$3,096.

8. **Defense Intelligence Agency:** Provides 311 employees with the opportunity to work alternative work schedules. In addition, 110 executive parking spaces and 276 carpool and vanpool parking spaces are provided.
9. **Defense Logistics Agency:** Provides flexible work arrangements to 16,665 employees. There are 3,594 employees that work flexitime, 6 employees work at home and 13,065 employees are on an alternative work schedule. The agency reported a cost of \$4,170 for the 6 employees that work at home. In addition, 728 executive parking spaces and 196 carpool and vanpool parking spaces are provided.
10. **Defense Supply Center:** Provides 1,974 employees with the opportunity to participate in flexible work arrangements. There are 1,636 employees that work flexitime, and 338 employees on alternative work schedules. In addition, a total of 177 executive parking spaces and 17 carpool and vanpool parking spaces are provided.
11. **Department of Agriculture:** For many years the Department of Agriculture has encouraged employees to commute by means other than single occupancy motor vehicles. To encourage this practice they have provided free or low-cost reserved parking in secure locations for cars and vanpools, established car and vanpool locator information, furnished public transportation schedules, and setup access to the Council of Governments ride sharing information.
12. **Department of Commerce:** Provides flexible work arrangements to 34,858 employees. There are 26 employees that work at home and 34,832 employees on alternative work schedules. In addition, 215 executive parking spaces and 355 carpool and vanpool parking spaces are provided at a cost to the agency of \$671,000.
13. **Department of Defense:** Provides flexible work arrangements to 265,846 employees. There is no reported cost to the agency.
14. **Department of Energy:** Provides 2,950 employees with the opportunity to participate in flexible work arrangements. There are 2,800 employees on alternative work schedules and 150 employees working at home. The agency reported a cost of \$3,600 for the 150 employees that work at home. In addition, a total of 66 executive parking spaces and 399 carpool/vanpool parking spaces are provided.

- 15. Department of Health and Human Services:** Provides 23,744 employees the opportunity to participate in flexible work arrangements. There are 17,618 employees that work flexitime, 1,923 employees work at home and 4,203 employees are on an alternative work schedule. The agency reported a cost of \$96,825 for employees participating in the work at home program. The agency provides 1,350 executive parking spaces, 6,838 carpool and vanpool parking spaces, and 169 outdoor parking spaces. HHS also provides a shuttle service that services 1,144 employees. The agency reported a cost of \$3,456,364 for the parking spaces and shuttle services.
- 16. Department of Justice:** Provides 39,625 employees with the opportunity to participate in flexible work arrangements. There are 37,760 employees that work flexitime, 162 employees work at home, and 1,703 employees are on an alternative work schedule. There are 21,117 executive parking spaces and 5,523 carpool and vanpool parking spaces provided. DOJ also provides a shuttle service. The agency reported a cost \$35,258,105 for the carpool and vanpool parking, executive parking, and shuttle services.
- 17. Department of Labor:** Provides 20,800 employees with the opportunity to participate in flexible work arrangements. There are 19,000 employees on flexitime and 1,800 employees working at home. The agency reports 167 executive parking spaces and 1,315 carpool and vanpool parking spaces are provided.
- 18. Department of Transportation:** Provides flexible working arrangements to 48,300 employees. There are 2,300 employees working at home and 46,000 employees on alternative work schedules. The agency reported a cost of \$88,000 for the 2,300 employees that work at home. There are 755 executive parking spaces and 2,575 carpool and vanpool parking spaces provided. A total cost of \$6,800,000 was spent for the carpool and vanpool parking. The agency also provides a shuttle service to its employees at a cost of \$168,000.
- 19. Department of the Treasury:** Provides 301 employees with the opportunity to participate in flexible work arrangements. There is one employee that works at home and 300 employees on alternative work schedules. Executive parking is offered to senior executive staff members, but is reported to IRS as a Fringe Benefit Reportable Income. There are 105 executive parking spaces provided.

- 20. Environmental Protection Agency:** Provides flexible work arrangements to 3,500 employees. There are 1,165 carpool and vanpool parking spaces provided at a cost of \$866,500. Shuttle services are provided at a cost of \$820,780.
- 21. Export-Import Bank of the United States:** Provides flexible work arrangements to 206 employees. There are 109 employees that work flexitime, 4 work at home, and 93 work on an alternative work schedule.
- 22. Federal Communications Commission:** Provides flexible work arrangements to 1,886 employees. There are 1,839 employees that work flexitime, 30 employees work at home, and 17 employees work on an alternative work schedule. The agency reported spending \$45,200 on flexitime and alternative work schedules. The agency also provides 5 executive parking spaces at a cost of \$20,990.
- 23. Federal Trade Commission:** Provides flexible work arrangements to 825 employees. The agency reports 80 executive parking spaces and 70 carpool and vanpool parking spaces are provided to the employees at a cost of \$310,289.
- 24. General Services Administration:** Provides 15,034 employees with the opportunity to participate in flexible work arrangements. There are 14,234 employees on alternative work schedules and 800 working at home. The agency reported a cost of \$330,000 for employees working at home. There are also 35 executive parking spaces, 417 carpool and vanpool parking spaces, and 20 shuttle parking spaces provided. GSA also provides 3,232 employees with subsidies by offering nontaxable transit and vanpool benefits authorized by the Transportation Equity Act (TEA 21).
- 25. International Trade Commission:** The agency leases vehicle parking spaces at a cost of \$3,960. In addition, garage access cards are distributed at a cost of \$1,680. Six executive parking spaces and 45 carpool and vanpool parking spaces are provided. The agency reported a cost of \$85,482 for the carpool and vanpool parking, executive parking, and shuttle services.

- 26. Internal Revenue Service:** Provides flexible work arrangements to 194,464 employees. There are 145,344 employees that work flexitime, 18,234 employees work at home and 30,886 employees are on an alternative work schedule. The agency reported a cost of \$2,000,000 for employees that work at home. There are 434 executive parking spaces and 571 carpool and vanpool parking spaces provided.
- 27. Marine Corps Air Bases:** Provides 65 parking spaces for carpools and vanpools.
- 28. National Archives and Records Administration:** Provides flexible work arrangements to 3,000 employees. In addition, there are 45 carpool and vanpool parking spaces and one executive parking space.
- 29. National Endowment for the Arts:** Reported that 24 employees work alternative work schedules.
- 30. National Imagery and Mapping Agency:** Due to security reasons, National Imagery and Mapping Agency is reporting by percentages. Most of their employees (90-95%) have the ability to work flex-hours on a daily basis. Work at home is used on case-by-case basis, such as for medical reasons. Participation is limited. In addition, 8.7% of the parking spaces are set aside for carpools and vanpools and 1.4% of the parking spaces are reserved for the senior executives.
- 31. National Labor Relations Board:** Provides 135 employees with the opportunity to work at home.
- 32. National Science Foundation:** Provides flexible work arrangements to 824 employees. There are 800 employees that work flexitime, and 24 employees work at home. Two executive parking spaces are provided at a cost of \$3,840.
- 33. National Security Agency:** Due to security reasons, NSA is reporting in percentages. One percent of employees works flexiplace and 72 percent of employees' work on alternative work schedules. The agency reports 780 executive parking spaces and 455 carpool and vanpool parking spaces are provided.

- 34. National Transportation Safety Board:** Provides flexible work arrangements to 225 employees. There are 50 employees that work flexitime, 25 employees work at home, and 150 employees work on an alternative work schedule. There are also 17 executive parking spaces and 118 carpool and vanpool parking spaces.
- 35. Nuclear Regulatory Commission:** Provides flexible work arrangements for 2,023 employees. There are 21 employees working at home and 2,002 employees on alternative work schedules. Nine executive parking spaces and 125 carpool and vanpool parking spaces are provided.
- 36. Office of Management and Budget:** Provides 7 executive parking spaces and 143 carpool and vanpool parking spaces. The agency reported a cost of \$7,422 for the carpool and vanpool parking.
- 37. Peace Corps:** The Peace Corps recently started a new carpool and vanpool program. Approximately 100 parking spaces will be made available for commuters in fiscal year 2000. The agency currently has 3 executive parking spaces. An adjusted work schedule and flexible arrival policy is available for all employees. However, no records are available on the number of participants.
- 38. Pension Benefit Guaranty Corporation:** Provides flexible work arrangements to 1,585 employees. There are 161 employees that work at home and 1,424 employees on alternative work schedules. In addition, the agency provides 40 executive parking spaces and 120 carpool and vanpool parking spaces at a cost to the agency of \$216,670.
- 39. Railroad Retirement Board:** Provides flexible work arrangements to 1,224 employees. There are 854 employees that work flexitime, 3 employees work at home and 367 employees are on an alternative work schedule. The agency reported spending \$1,200 on employees that work at home.
- 40. Secret Service:** Reports that 23 employees work on alternate work schedules. There are 123 executive parking spaces and 7 carpool and vanpool parking spaces provided. The agency reported a cost of \$708,178 for carpool and vanpool parking.

- 41. Securities and Exchange Commission:** Provides flexible work arrangements to 1,150 employees. There are 672 employees that work flexitime, 20 employees work at home and 458 employees are on alternative work schedule. The agency reported a cost of \$24,500 for the 20 employees that work at home. The agency reports 82 executive parking spaces and 90 carpool and vanpool parking spaces are provided. In addition, the agency provides a shuttle service. The agency reported a cost of \$402,900 for carpool and vanpool parking, executive parking and shuttle services.
- 42. Small Business Administration:** Provides flexible working arrangements to 5,814 employees. There are 2,144 employees that work flexitime, 51 employees working at home and 3,619 employees are on an alternative work schedule. In addition, a total of 51 executive parking spaces and 379 carpool and vanpool parking spaces are provided. The agency reported a cost of \$267,428 for the carpool and vanpool parking and executive parking.
- 43. Social Security Administration:** Provides 52,800 employees with the opportunity to participate in flexible work arrangements. There are 35,277 employees that work flexitime, 23 employees work at home and 17,500 employees that are on an alternative work schedule. There are 184 executive parking spaces and 4,110 carpool and vanpool parking spaces provided.
- 44. Tennessee Valley Authority:** Provides flexible work arrangements to 4,000 employees. Four executive parking spaces and 86 carpool and vanpool parking spaces are provided at a cost to the agency of \$52,499.
- 45. United States Mint:** Provides 890 employees with the opportunity to participate in flexible work arrangements. There are 291 employees on flexitime and 599 employees on alternative work schedules. Forty-one executive parking spaces and 16 carpool and vanpool parking spaces are provided.

Appendix A
TRANSIT FARE SUBSIDY PROGRAMS CHART

AGENCY	TRANSIT FARE SUBSIDIES						
	No. of Employees Participating	Passes	Vouchers	Agency Cost for Passes & Vouchers	Other	Agency Cost for Other	Total Cost for Transit Subsidies
Bureau of Alcohol, Tobacco and Firearms	827		827	\$448,000			\$448,000
Bureau of Engraving and Printing	1,822	1,822		\$705,000			\$705,000
Bureau of Public Debt	178	115	32	\$45,200	31	\$11,200	\$56,400
Central Intelligence Agency **	10,000	10,000		\$630,000			\$630,000
Commodity Futures Trading Commission	480		480	\$345,630			\$345,630
Comptroller of the Currency	693	684	9	\$601,803			\$601,803
Consumer Product Safety Commission							\$0
Customs Service	4,371	4,371		\$1,101,492			\$1,101,492
Defense Intelligence Agency							\$0
Defense Logistics Agency							\$0
Defense Supply Center							\$0
Department of Agriculture ***	Not Available						\$0
Department of Commerce	5,328	5,328		\$2,500,000			\$2,500,000
Department of Defense ****							\$0
Department of Energy	33,600	33,600		\$1,008,000			\$1,008,000
Department of Health & Human Services	3,663	3,247	137	\$2,028,304	279	\$157,223	\$2,185,527
Department of Justice	4,805	4,787		\$109,400	18	\$5,670	\$115,070
Department of Labor	6,000	6,000		\$3,200,000			\$3,200,000
Department of Transportation	15,173	14,810	106	\$9,829,150	257	\$201,844	\$10,030,994
Department of the Treasury	1,169	950		\$526,680	219	\$369,812	\$896,492
Department of Veterans Affairs *****	308		248	\$67,000	60	\$178,000	\$245,000
Environmental Protection Agency	6,080				6,080	\$4,098,906	\$4,098,906
Export-Import Bank	300	289		\$350,400	11	\$15,840	\$366,240
Federal Communications Commission	945				945	\$910,920	\$910,920
Federal Trade Commission	653		653	\$119,470			\$119,470
General Services Administration							\$0
International Trade Commission	203				203	\$72,000	\$72,000
Internal Revenue Service	156,452		156,452	\$13,994,263			\$13,994,263
Marine Corps							\$0
National Archives							\$0
National Endowment for the Arts	116	116		\$27,840			\$27,840
National Imagery and Mapping *	268	268		\$8,040			\$8,040
National Labor Relations Board	118	118		\$31,000			\$31,000
National Science Foundation	300		300	\$85,000			\$85,000
National Security Agency *****							\$0
National Transportation Safety Board	300	300		\$302,500			\$302,500
Nuclear Regulatory Commission	872	872		\$219,744			\$219,744
Office of Management and Budget	15	15		\$8,100			\$8,100
Peace Corps	830	830		\$219,550			\$219,550
Pension Benefit Guaranty Corporation	980	980		\$410,800			\$410,800
Railroad Retirement Board							\$0
Secret Service	741	21	713	\$444,653	7	\$4,009	\$448,662
Securities and Exchange Commission	3,889	2,700	1,146	\$960,437	43	\$10,470	\$970,907
Small Business Administration							\$0
Social Security Administration	614	400		\$1,182	214	\$53,928	\$55,110
Tennessee Valley Authority							\$0
United States Mint	889		889	\$323,882			\$323,882
TOTALS	262,982	92,623	161,992	\$40,652,520	8,367	\$6,089,822	\$44,902,942

Note: The General Services Administration (GSA) Clean Air Incentives Act Report for Fiscal Year 1998 and 1999 summarizes the total dollar outlay and the number of employees receiving benefits over a two-year reporting period. The report does not track employee individual benefits. For example, a specific employee that receives a transit subsidy in both 1998 and 1999 is counted twice in the two-year period.

Appendix B ACCOMMODATIONS FOR BICYCLISTS CHART

AGENCY	ACCOMMODATIONS FOR BICYCLISTS						
	No. of Employees Participating	Bicycle Racks	Parking Spaces	Showers	Lockers	Other	Total Cost for Bicycle
Bureau of Alcohol, Tobacco and Firearms	Not Available	1					
Bureau of Engraving and Printing	1,994	10		57	2,543		
Bureau of Public Debt	69	3		2	2		
Central Intelligence Agency **	Undisclosed			7			
Commodity Futures Trading Commission	63	24	1	2	36		\$2,160
Comptroller of the Currency	24	10		8	2		\$2,278
Consumer Product Safety Commission	Not Available	15		8	78		
Customs Service							
Defense Intelligence Agency	137	3		2	200		
Defense Logistics Agency	39	50	44	18	257		
Defense Supply Center	Not Available			11	17		
Department of Agriculture ***	Not Available						
Department of Commerce	145	93		5	47		
Department of Defense ****	Undisclosed						
Department of Energy	100	8					
Department of Health & Human Services	2,890	1,001	1,761	180	1,119	20	\$173,681
Department of Justice	164	5		2	2		
Department of Labor	Not Available	48		19	147		
Department of Transportation	3,428	1,164	456	410	2,190		
Department of the Treasury	61	20		6	20	15	
Department of Veterans Affairs *****							
Environmental Protection Agency	535	265		5	265		\$50,000
Export-Import Bank	Not Available	13		1	18		
Federal Communications Commission	522	5	500				\$370
Federal Trade Commission	25		25				
General Services Administration	Not Available	54		11	96		
International Trade Commission	50	19		2	18		\$6,658
Internal Revenue Service	186	51		25	110		
Marine Corps	Not Available	480					
National Archives	20	20					
National Endowment for the Arts	Not Available	10					
National Imagery and Mapping *	Undisclosed	12%		7			
National Labor Relations Board	Not Available						
National Science Foundation	30	50					
National Security Agency *****	1%	20	8	4	4		
National Transportation Safety Board	4	3		1			\$10,000
Nuclear Regulatory Commission	6	2		2	265	6	
Office of Management and Budget	Not Available	1	143	2	29		\$188,981
Peace Corps	52	12		4	40		
Pension Benefit Guaranty Corporation	40	40					
Railroad Retirement Board	9	1		1	1		
Secret Service							
Securities and Exchange Commission	Not Available	108		12	40		\$13,716
Small Business Administration							
Social Security Administration	429	297					
Tennessee Valley Authority	12	6			12		\$1,500
United States Mint	24	42		10	1,642	4	
TOTALS	11,058	3,954	2,938	824	9,200	45	\$449,344

Note: The General Services Administration (GSA) Clean Air Incentives Act Report for Fiscal Year 1998 and 1999 summarizes the total dollar outlay and the number of employees receiving benefits over a two-year reporting period. The report does not track employee individual benefits. For example, a specific employee that receives a transit subsidy in both 1998 and 1999 is counted twice in the two-year period.

Appendix C
NON-MONETARY INCENTIVES CHART

To view data click on HTML link entitled Appendix C.

APPENDIX D	GRAND TOTALS	
AGENCY	Total Employees Participating	Total Agency Cost
Bureau of Alcohol, Tobacco and Firearms	1,776	\$932,067
Bureau of Engraving and Printing	4,547	\$1,204,691
Bureau of Public Debt	2,231	\$84,200
Central Intelligence Agency **	10,000	\$630,000
Commodity Futures Trading Commission	1,121	\$347,790
Comptroller of the Currency	6,265	\$609,161
Consumer Product Safety Commission	297	\$3,096
Customs Service	4,371	\$1,101,492
Defense Intelligence Agency	448	\$0
Defense Logistics Agency	16,704	\$4,170
Defense Supply Center	1,974	\$0
Department of Agriculture ***	0	\$0
Department of Commerce	40,331	\$3,171,000
Department of Defense ****	265,846	\$0
Department of Energy	36,650	\$1,011,600
Department of Health & Human Services	30,297	\$5,985,883
Department of Justice	44,594	\$35,373,175
Department of Labor	26,800	\$3,200,000
Department of Transportation	66,901	\$17,086,994
Department of the Treasury	1,531	\$896,492
Department of Veterans Affairs *****	308	\$245,000
Environmental Protection Agency	10,115	\$5,836,186
Export-Import Bank	506	\$366,240
Federal Communications Commission	3,353	\$977,480
Federal Trade Commission	1,503	\$429,759
General Services Administration	15,034	\$330,000
International Trade Commission	253	\$164,140
Internal Revenue Service	351,102	\$15,994,263
Marine Corps	0	\$0
National Archives	3,020	\$0
National Endowment for the Arts	140	\$27,840
National Imagery and Mapping *	268	\$8,040
National Labor Relations Board	253	\$31,000
National Science Foundation	1,154	\$88,840
National Security Agency *****	0	\$0
National Transportation Safety Board	529	\$312,500
Nuclear Regulatory Commission	2,901	\$219,744
Office of Management and Budget	15	\$204,503
Peace Corps	882	\$219,550
Pension Benefit Guaranty Corporation	2,605	\$627,470
Railroad Retirement Board	1,233	\$1,200
Secret Service	764	\$1,156,840
Securities and Exchange Commission	5,039	\$1,412,023
Small Business Administration	5,814	\$267,428
Social Security Administration	53,843	\$55,110
Tennessee Valley Authority	4,012	\$53,999
United States Mint	1,803	\$323,882
TOTALS	1,029,133	\$100,994,848

Note: The General Services Administration (GSA) **Clean Air Incentives Act Report for Fiscal Year 1998 and 1999** summarizes the total dollar outlay and the number of employees receiving benefits over a two-year reporting period. The report does not track employee individual benefits. For example, a specific employee that receives a transit subsidy in both 1998 and 1999 is counted twice in the two-year period.

Appendix E
FEDERAL EMPLOYEES CLEAN AIR INCENTIVES CHART

To view data click on HTML link entitled Appendix E.

Appendix F

REPORTING AGENCIES AND RELATED CONTACT PERSONS

The following agencies provided data for the 1998 and 1999 biennial report. The following Executive Agencies/contact persons submitted the information included in this report:

Bureau of Alcohol, Tobacco and Firearms

Tammy Lyon 202-927-8850 Fax: 202-927-4137

Bureau of Engraving and Printing

James Stephens 202-874-3506 Fax: 202-874-3529

Bureau of Public Debt

Steve Longacre 304-480-6530 Fax: 304-480-6537

Central Intelligence Agency

Lois Raphael 703-874-4802 Fax: 703-874-4802

Commodity Futures Trading Commission

Karen Dyson 202-418-5175 Fax: 202-418-5133

Comptroller of the Currency

Tammy Wiseman 202-874-7435 Fax: 202-874-5352

Consumer Product Safety Commission

Mauna Kammer 301-504-0075 Fax: 301-504-7027

Customs Service

Debra Palmer 202-927-1609 Fax: 202-927-1179

Defense Intelligence Agency

Michael Mathis 202-231-2911 Fax: 202-231-2926

Defense Logistics Agency

Major Cynthia Martin 703-767-6254 Fax: 703-767-6093

Defense Supply Center

Frank Leaming 804-279-3431 Fax: 804-279-6489

Department of Agriculture

Jan Crowder 202-720-7275 Fax: 202-690-3596

Department of Commerce

Norman Meltzer 202-482-3989 Fax: 202-482-1969

Department of Defense

Kenneth Smith 703-697-5472 Fax: 703-697-9768

Department of Energy

Linda Sye 202-586-5710 Fax: 202-586-1937

Department of Health & Human Services

Ken Combs 202-619-2018 Fax: 202-619-1407

Department of Justice

Rebecca Edmonds 202-616-3607 Fax: 202-307-1874

Department of Labor

Brenda Butler 202-219-5710 x117 Fax: 202-501-6924

Department of Transportation

Carol Sutton 202-366-2093 Fax: 202-493-2006

Department of the Treasury

Les Smith 202-622-0989 Fax: 202-622-1698

Department of Veterans Affairs

Dean Miller 202-565-4173 Fax: 202-565-5115

Environmental Protection Agency

Melvin Joppy 202-260-6232 Fax: 202-260-3676

Export-Import Bank of the United States

Joyce Stone 202-565-3336 Fax: 202-565-2859

Federal Communications Commission

Ginger Weasenforth 202-418-0340 Fax: 202-418-2979

Federal Trade Commission

Sandy Bolden 202-326-2406 Fax: 202-326-3529

General Services Administration

Dan Cooper 202-219-0273 Fax: 202-208-5298

International Trade Commission

Gary Stanford 202-205-2747 Fax: 202-205-2337

Internal Revenue Service

Sonny Pinkos 703-605-1171 Fax: 703-605-1197

Marine Corps

Peggy Booth 252-466-2013 Fax: 252-466-3241

National Archives and Records Administration

Gary Marino 301-713-6470 Fax: 301-713-6851

National Endowment for the Arts

Murray Welsh 202-682-5462 Fax: 202-682-5676

National Imagery and Mapping Agency

Barbara Horton 301-227-2330 Fax: 301-227-2463

National Labor Relations Board

Gloria Joseph 202-273-3890 Fax: 202-273-2928

National Science Foundation

Veronica Bankins 703-306-1122 Fax: 703-306-0870

National Security Agency

Carol Bounds 301-688-7565 Fax: 301-688-3086

National Transportation Safety Board

Barbara Bush 202-314-6221 Fax: 202-314-6203

Nuclear Regulatory Commission

Valeria Wilson 301-415-7435 Fax: 301-415-5400

Office of Management and Budget

Clarence Crawford 202-395-3060 Fax: 202-395-3174

Peace Corps

Michael Kole 202-692-1126 Fax: 202-692-1121

Pension Benefit Guaranty Corporation

Janet Smith 202-326-4150 Fax: 202-326-4153

Railroad Retirement Board

Henry Valiulis 312-751-4520

Fax: 312-751-4923

Secret Service

Donnell Ogden 202-435-5825

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Securities and Exchange Commission

Bonnie Westbrook 202-942-4003

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Small Business Administration

Lou Emma Jones 202-205-6633

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Social Security Administration

Andria Childs 410-965-6789

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Tennessee Valley Authority

David Gentry 423-632-3892

Fax: 423-632-2212

United States Mint

Michael Green 202-216-4145

Fax: 202-216-1297

Appendix G

REFERENCES

1. Federal Employees Clean Air Incentives Act, Public Law No. 103-172, 107 Stat. 1995 (1993) (codified as 5 U.S.C. § 7905).
2. Transportation Equity Act for the 21st Century, Public Law No. 105-178.
3. Federal Employees Flexible and Compressed Work Schedules Act of 1982, permanent authority, Public Law No. 99-196, 99 Stat. 1350 (1985).
4. Executive Order 12191, 45 Fed. Reg. 7997 (1980).
5. Treasury, Postal Service, and General Government Appropriation Act, 1995, Public Law No. 103-329, 108 Stat. 2382 (1994).
6. 41 C.F.R., Sec. 101-6.300 et seq. (Revised July 1, 1996).
7. Federal Property and Administrative Services Act of 1949, as amended, Public Law No. 152, Ch. 288, 63 Stat. 377 (1949).
8. Executive Order 10579, 19 Fed. Reg. 7925 (1954).
9. 41 C.F.R., Sec. 101-20.104 (Revised July 1, 1996).
10. Energy Policy Act of 1992, Public Law No. 102-486, 106 Stat. 2776 (1992).