

Federal Civilian Workforce Statistics



Work Years and Personnel Costs

Fiscal Year 1999



**United States Office of
Personnel Management**

Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-6000

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United States Government

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U.S. Office of Personnel Management
Office of Merit Systems
Oversight and Effectiveness
Office of Workforce Information
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Foreword

This is the U.S. Office of Personnel Management (OPM) 22th 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. **Please note that we used 1998 data for the Panama Canal Commission. This agency did not report since it is no longer under the direction of the U.S. Government as required in the 1977 treaty (effective December 31, 1999).** Overall, this report achieves 98 percent coverage of worldwide employment when benchmarked against the September 1999 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 1999 (October 1, 1998, through September 30, 1999). The leave data in this report are for leave year 1999, which is essentially calendar year 1999. 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>



Paper copies of recent issues for this publication are available from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161 (telephone: 703-487-4650). You may call 202-606-1350 for detailed tabulations from the 1999 survey. **Email to:** owi@opm.gov

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Survey Highlights

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

Work Years and Pay

* Total work years (2,767,963) included full-time permanent (2,324,189), full-time temporary (93,866), and part-time and intermittent (232,941) basic work years plus overtime and holiday premium work years (116,967). Basic work years (2,650,996) cover 96 percent of total work years.

* **Chart 1** shows that 48 percent of the total work years, and half of direct pay was reported in the General Schedule pay system. The U.S. Postal Service accounted for another 33 percent.

* Wage Board (233,309 total work years) employment accounted for 8.0 percent of the total work years. Over 94 percent of Wage Board work years were in trades and crafts (219,647).

* **Chart 2** shows that the Total cost (\$156.1 billion) includes Basic pay (\$113.5 billion or 72.7 percent), Benefit pay (\$31.5 billion or 20.2 percent), Premium pay (\$10.7 billion or 6.9 percent) and Separation pay (\$409 million or 0.3 percent).

* The U.S. Postal Service pay system accounted for 46 percent of all premium pay (\$4.9 billion of the \$10.7 billion total) and the General Schedule pay system (\$3.0 billion) covered another 28 percent of all premium pay.

* Based on total work years, the cost per work year was \$56,390; it includes \$44,876 (80 percent) for direct pay (basic plus premium) and \$11,515 (20 percent) for benefit pay.

* The U.S. Postal Service made up 75 percent (175,452) of part-time and intermittent work years. The Departments of Veterans Affairs and Defense together represented another 7 percent (11,715 and 4,996; respectively) of part-time and intermittent work years.

* The U.S. Postal Service contributed 59 percent (or 68,504) of overtime and holiday work years; while Department of Defense agencies contributed another 8 percent (9,446 work years).

Trends in Non-Postal Work Years

* Since 1994, decreases occurred in work years for full-time permanent, full-time temporary, and part-time and intermittent work schedules.

* Total work years (1.8 million) increased by 26,000 since Fiscal Year (FY) 1998 (mostly in Commerce -- up 12,000) and decreased by 229,000 since FY 1994.

* Basic (**full-time permanent, full-time temporary, and part-time/intermittent**) work years (1.8 million) increased by 32,000 since FY 1998, and decreased by 216,000 since FY 1994.

* Full-time permanent work years (approximately reported 89 percent of total work years), increased by 18,000 since FY 1998, and decreased by 207,000 since FY 1994.

* Full-time temporary work years (93,000) increased by 5,000 since FY 1998, and decreased by 187 since FY 1994.

* Part-time and intermittent work years (57,000) increased by 10,000 since FY 1998, and decreased by 8,000 since FY 1994.

* **Chart 3** shows that Overtime and Holiday work years (48,000) decreased by 6,000 since FY 1998, and decreased by 14,000 since FY 1994.

Survey Highlights (continued)

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

Trends in Basic and Premium Pay

* Wage Board pay system reported a 2.7 percent drop in basic work years since FY 1998, and a 3.6 percent increase in average basic salary.

* Basic pay (72.7 percent of total costs) increased by \$4.8 billion since Fiscal Year (FY) 1998, and by \$10.6 billion since FY 1994.

* Premium pay (6.9 percent of total costs) increased by 4.4 percent since FY 1998 -- mostly due to increases within the U.S. Postal Service (up \$137 million or 2.9 percent).

* **Table 3b** shows that the Average basic pay per work year for all agencies was \$42,816 (up \$1,072 or 2.6 percent since FY 1998).

Agencies

* **Chart 4** shows that 68.0 percent of the total civilian work years occurred in three agencies: Department of Defense (740,154 or 26.7 percent); U.S. Postal Service (919,213 or 33.2 percent); and Department of Veterans Affairs (209,995 or 7.6 percent).

* U.S. Postal Service had the highest amount of premium pay as a percent of basic pay (15.8 percent) during FY 1999.

* The U.S. Postal Service reported a 13,000 increase in basic work years; and a 4,000 decrease in overtime and holiday work years since FY 1998.

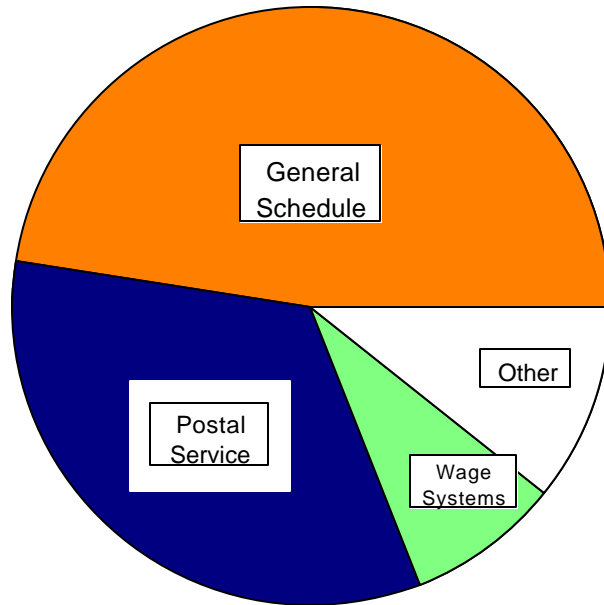
* Defense Agencies reported major changes in work years as follows: full-time permanent (up 17,000 from 663,000 to 680,000); full-time temporary (up 3,000 from 43,000 to 46,000); and part-time and intermittent work years (down 300 from 5,300 to 5,000).

CHART 1

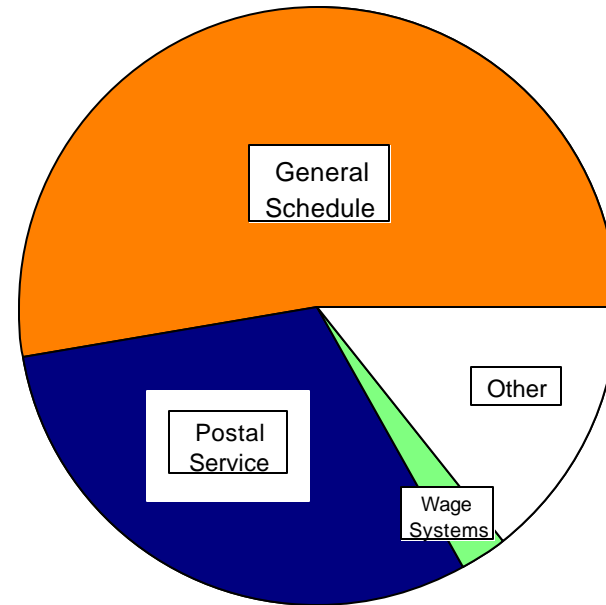
APPROXIMATELY HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM

(Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost



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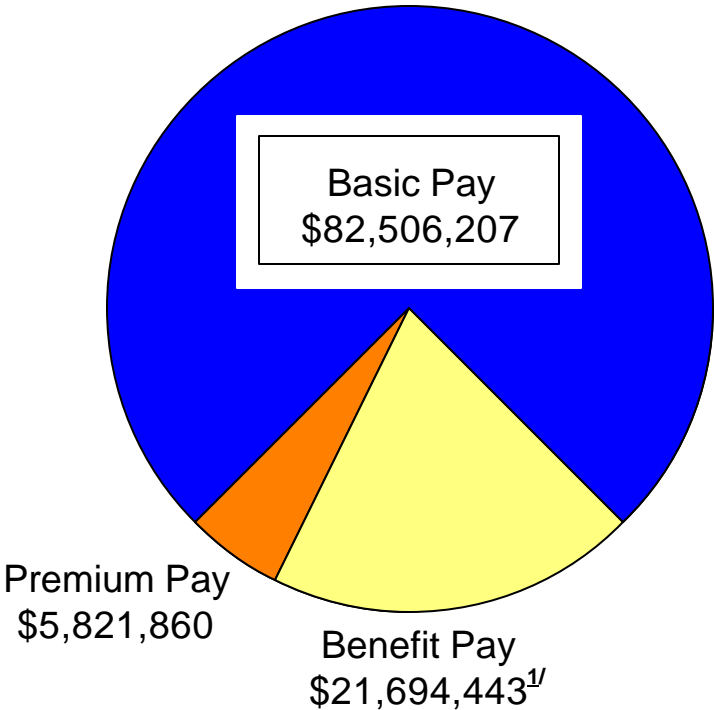
TOTAL WORK YEARS AND DIRECT PAY COSTS BY PAY SYSTEM (Fiscal Year 1999)

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,319,368	48.0	62,218,013	50.0
Postal Service	919,213	33.0	35,886,157	29.0
Wage Board Pay Systems	233,309	8.0	9,128,810	7.0
Other	296,073	11.0	16,981,244	14.0
Total	2,767,963	100.0	124,214,224	100.0

CHART 2
DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS
Fiscal Year 1999

(\$ thousands)

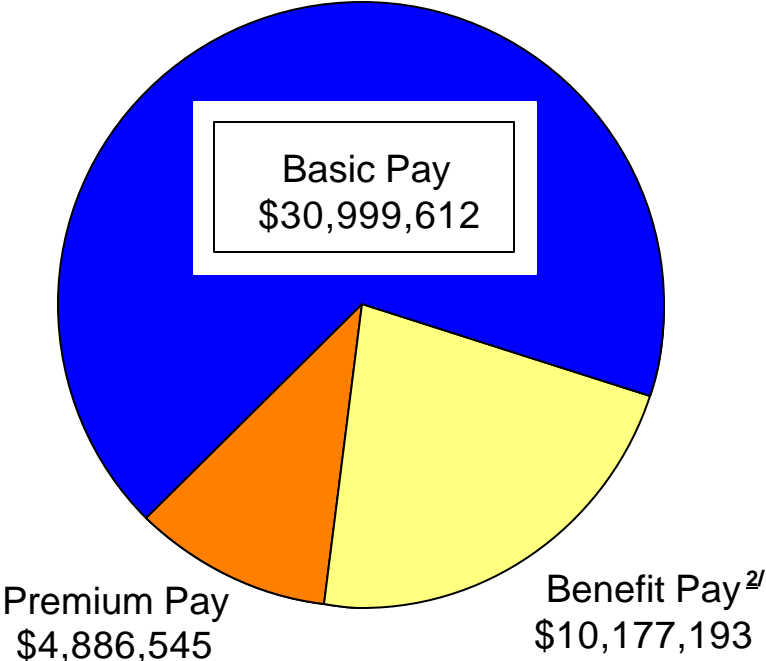
ALL OTHER AGENCIES



Total Payroll Costs: \$110,022,510
(In thousands \$)

^{1/} Includes Separation Pay -- \$408,406

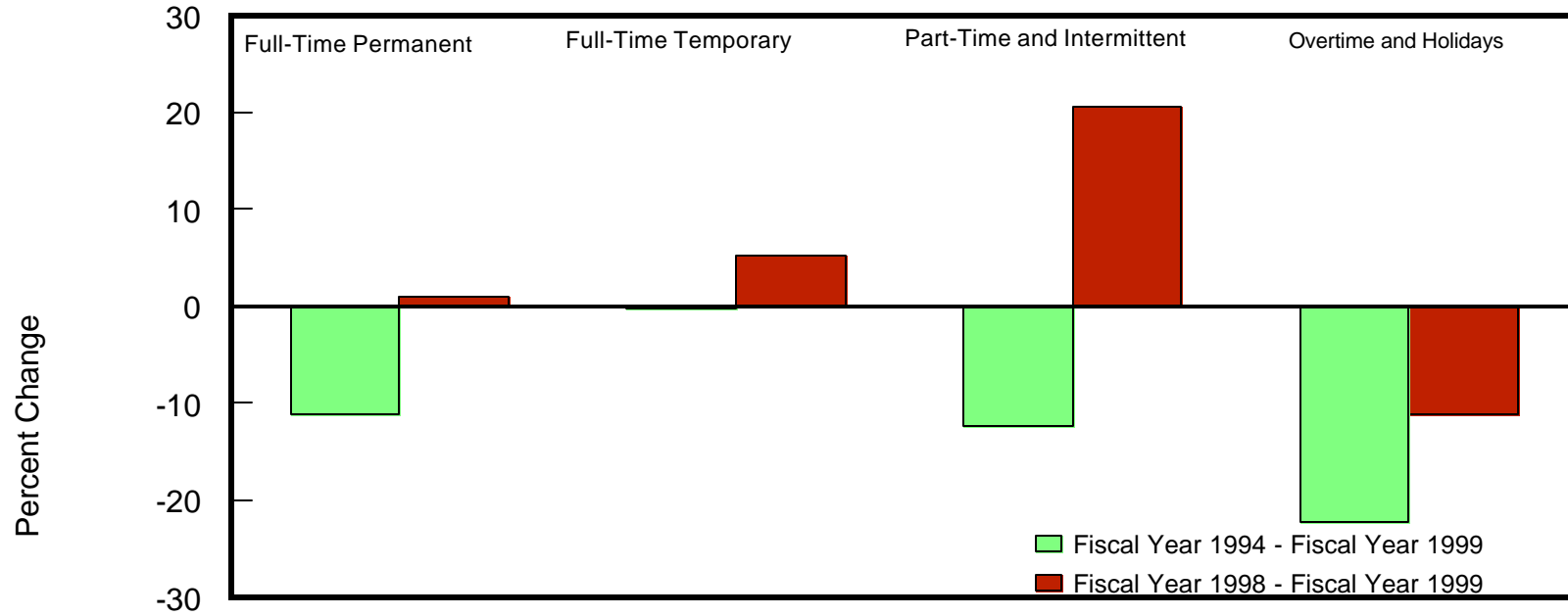
U.S. POSTAL SERVICE



Total Payroll Costs: \$46,063,885
(In thousands \$)

^{2/} Includes Separation Pay -- \$535

CHART 3
FULL-TIME PERMANENT WORK YEARS HAVE DECLINED
11 PERCENT SINCE 1994
(Excluding Postal Service)

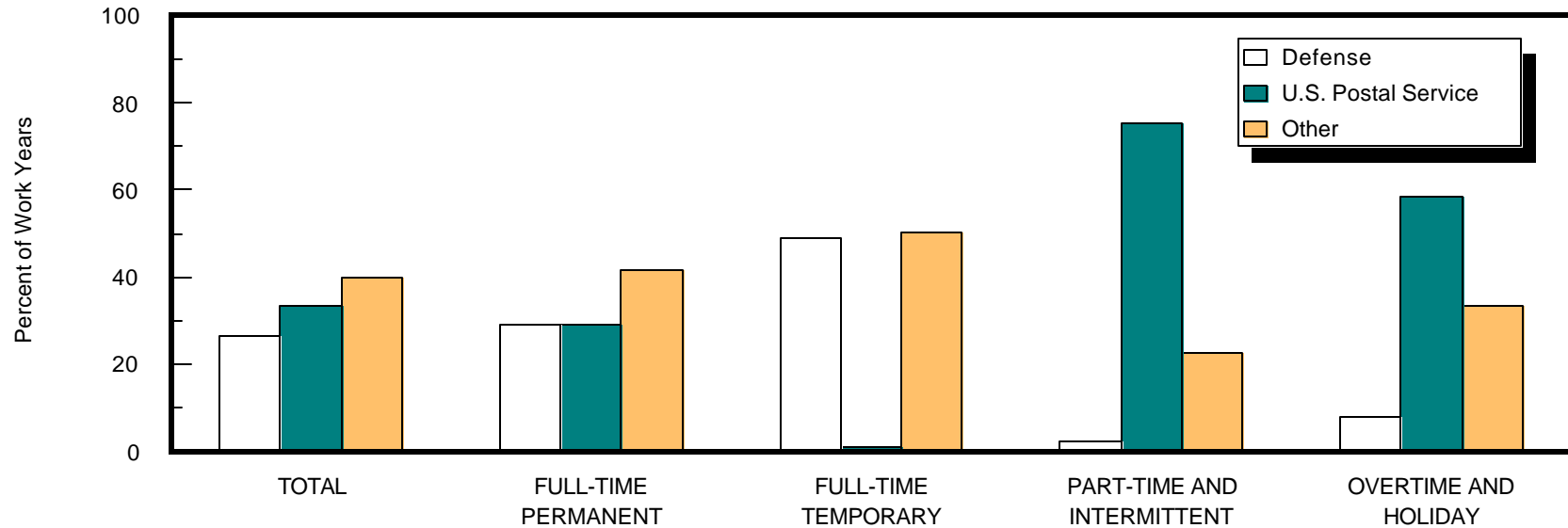


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	Work Years (Excluding Postal Service)			Net Changes	
	Fiscal Year 1994	Fiscal Year 1998	Fiscal Year 1999	Fiscal Year 1994 to Fiscal Year 1999	Fiscal Year 1998 to Fiscal Year 1999
Basic Work Years	2,015,842	1,767,828	1,800,287	-215,555	32,459
Full-time Temporary	1,857,013	1,631,802	1,649,761	-207,252	17,959
Full-Time Temporary	93,224	88,373	93,037	-187	4,664
Part-Time and Intermittent	65,605	47,653	57,489	-8,116	9,836
Overtime and Holidays	62,414	54,542	48,463	-13,951	-6,079
Total	2,078,256	1,822,370	1,848,750	-229,506	26,380

CHART 4

DEFENSE ACCOUNTED FOR 49 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 75 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



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Major Agencies	Total (Percent)	Full-Time Permanent (Percent)	Full-Time Temporary (Percent)	Part-Time & Intermittent (Percent)	Overtime & Holiday (Percent)
Department of Defense	26.7	29.2	48.9	2.1	8.1
U.S. Postal Service (USPS)	33.2	29.0	0.9	75.3	58.6
Non-Defense / USPS	40.1	41.8	50.2	22.6	33.3
Department of Veterans Affairs	7.6	7.9	11.4	5.0	3.8
Department of Treasury	5.3	5.9	1.1	2.1	4.3
Department of Justice	4.7	5.0	0.8	1.5	8.5
Department of Agriculture	3.7	3.6	6.9	2.6	4.3
Other	18.8	19.4	30.0	11.4	12.4
Total	100.0%	100.0	100.0	100.0	100.0



**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 1999**

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	384	383	382		1	1	1	
OFFICE OF MANAGEMENT AND BUDGET	511	503	488		15	8	7	1
OFFICE OF ADMINISTRATION	175	173	170		3	2	2	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	170	169	162		7	1	1	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,240	1,228	1,202		26	12	11	1
DEPARTMENT OF STATE	23,527	22,714	20,978	773	963	813	770	43
DEPARTMENT OF THE TREASURY	147,758	142,774	136,714	1,058	5,002	4,984	4,686	298
DEPARTMENT OF DEFENSE, TOTAL	740,154	730,708	679,851	45,861	4,996	9,446	8,691	755
DEPARTMENT OF THE ARMY	242,687	238,550	227,450	9,230	1,870	4,137	3,848	289
DEPARTMENT OF THE NAVY	203,519	203,519	184,006	19,513				
DEPARTMENT OF THE AIR FORCE	171,854	168,702	158,467	9,147	1,088	3,152	2,802	350
OTHER DEFENSE ACTIVITIES	122,094	119,937	109,928	7,971	2,038	2,157	2,041	116
DEPARTMENT OF JUSTICE	131,265	121,293	116,919	772	3,602	9,972	9,074	898
DEPARTMENT OF THE INTERIOR	69,626	66,520	54,248	10,199	2,073	3,106	2,879	227
DEPARTMENT OF AGRICULTURE	101,473	96,453	83,795	6,513	6,145	5,020	4,718	302
DEPARTMENT OF COMMERCE	47,607	46,418	32,122	1,285	13,011	1,189	1,080	109
DEPARTMENT OF LABOR	16,412	16,319	15,473	377	469	93	91	2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	59,696	58,930	52,360	5,311	1,259	766	634	132
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,028	9,963	9,421	80	462	65	64	1
DEPARTMENT OF TRANSPORTATION	65,258	63,693	62,188	719	786	1,565	802	763
DEPARTMENT OF ENERGY	16,199	15,858	15,374	315	169	341	331	10
DEPARTMENT OF EDUCATION	4,594	4,520	4,194	257	69	74	74	
DEPARTMENT OF VETERANS AFFAIRS	209,995	205,547	183,146	10,686	11,715	4,448	2,586	1,862
SUBTOTAL EXECUTIVE DEPARTMENTS	1,643,592	1,601,710	1,466,783	84,206	50,721	41,882	36,480	5,402
AMERICAN BATTLE MONUMENTS COMMISSION	371	367	358	9		4	3	1
ARMED FORCES RETIREMENT HOME	829	798	770	7	21	31	19	12
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	111	109	102	5	2	2	2	
COMMODITY FUTURES TRADING COMMISSION	567	564	509	19	36	3	3	
CONSUMER PRODUCT SAFETY COMMISSION	467	466	447	4	15	1	1	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	611	609	263	346		2	2	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,596	2,592	2,542	25	25	4	4	
ENVIRONMENTAL PROTECTION AGENCY	18,162	18,110	17,082	241	787	52	52	
EXPORT-IMPORT BANK OF THE UNITED STATES	404	402	400	2		2	2	
FARM CREDIT ADMINISTRATION	292	292	279	4	9			
FEDERAL COMMUNICATIONS COMMISSION	1,924	1,914	1,544	314	56	10	10	
FEDERAL DEPOSIT INSURANCE CORPORATION	7,473	7,429	7,113	148	168	44	43	1
FEDERAL ELECTION COMMISSION	318	314	301	9	4	4	4	
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,723	5,164	2,163	1,186	1,815	559	543	16
FEDERAL HOUSING FINANCE BOARD	116	116	107	4	5			
FEDERAL LABOR RELATIONS AUTHORITY	213	213	197	9	7			
FEDERAL MARITIME COMMISSION	139	139	138	1				
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	280	276	2	2			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 1999**

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	93	93	87	2	4			
FEDERAL TRADE COMMISSION	972	967	835	85	47	5	5	
GENERAL SERVICES ADMINISTRATION	14,259	14,063	13,854	147	62	196	177	19
U.S. INFORMATION AGENCY	6,442	6,301	6,173	31	97	141	102	39
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	263	259	240	6	13	4	3	1
MERIT SYSTEMS PROTECTION BOARD	234	234	211	9	14			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,604	18,469	17,647	429	393	135	124	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,457	2,422	2,140	126	156	35	35	
NATIONAL CREDIT UNION ADMINISTRATION	920	902	888	3	11	18	18	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	314	314	285	22	7			
NATIONAL ENDOWMENT FOR THE ARTS	147	147	129	14	4			
NATIONAL ENDOWMENT FOR THE HUMANITIES	167	167	156	8	3			
NATIONAL LABOR RELATIONS BOARD	1,824	1,823	1,743	16	64	1	1	
NATIONAL SCIENCE FOUNDATION	1,201	1,198	1,049	118	31	3	3	
NATIONAL TRANSPORTATION SAFETY BOARD	453	442	388	23	31	11	10	1
NUCLEAR REGULATORY COMMISSION	3,178	3,141	2,999	7	135	37	35	2
OFFICE OF PERSONNEL MANAGEMENT	2,827	2,768	2,414	138	216	59	59	
6 PANAMA CANAL COMMISSION	10,513	9,633	7,858	1,600	175	880	706	174
PEACE CORPS	1,099	1,097	1,054		43	2	2	
RAILROAD RETIREMENT BOARD	1,259	1,251	1,220	3	28	8	8	
SECURITIES AND EXCHANGE COMMISSION	2,789	2,778	2,653	55	70	11	11	
SELECTIVE SERVICE SYSTEM	163	163	154	4	5			
SMALL BUSINESS ADMINISTRATION	4,889	4,676	3,035	1,624	17	213	213	
SMITHSONIAN INSTITUTION	5,079	4,912	4,703	92	117	167	128	39
SMITHSONIAN INSTITUTION	4,284	4,163	3,972	89	102	121	91	30
NATIONAL GALLERY OF ART	795	749	731	3	15	46	37	9
SOCIAL SECURITY ADMINISTRATION	65,612	62,972	59,619	1,416	1,937	2,640	2,630	10
TENNESSEE VALLEY AUTHORITY	14,725	13,465	12,947	423	95	1,260	1,187	73
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,760	2,736	2,628	88	20	24	24	
OVERSEAS PRIVATE INVESTMENT CORPORATION	155	154	140	12	2	1	1	
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,605	2,582	2,488	76	18	23	23	
U.S. INTERNATIONAL TRADE COMMISSION	393	392	361	29	2	1	1	
U.S. POSTAL SERVICE	919,213	850,709	674,428	829	175,452	68,504	63,812	4,692
SUBTOTAL INDEPENDENT AGENCIES	1,123,131	1,048,058	856,204	9,660	182,194	75,073	69,982	5,091
TOTAL - ALL AGENCIES	2,767,963	2,650,996	2,324,189	93,866	232,941	116,967	106,473	10,494



**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 1999**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	99.74%	99.48%		0.26%	0.26%	0.26%	
OFFICE OF MANAGEMENT AND BUDGET	98.43%	95.50%		2.94%	1.57%	1.37%	0.20%
OFFICE OF ADMINISTRATION	98.86%	97.14%		1.71%	1.14%	1.14%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	99.41%	95.29%		4.12%	0.59%	0.59%	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	99.03%	96.94%		2.10%	0.97%	0.89%	0.08%
DEPARTMENT OF STATE	96.54%	89.17%	3.29%	4.09%	3.46%	3.27%	0.18%
DEPARTMENT OF THE TREASURY	96.63%	92.53%	0.72%	3.39%	3.37%	3.17%	0.20%
DEPARTMENT OF DEFENSE, TOTAL	98.72%	91.85%	6.20%	0.67%	1.28%	1.17%	0.10%
DEPARTMENT OF THE ARMY	98.30%	93.72%	3.80%	0.77%	1.70%	1.59%	0.12%
DEPARTMENT OF THE NAVY	100.00%	90.41%	9.59%				
DEPARTMENT OF THE AIR FORCE	98.17%	92.21%	5.32%	0.63%	1.83%	1.63%	0.20%
OTHER DEFENSE ACTIVITIES	98.23%	90.04%	6.53%	1.67%	1.77%	1.67%	0.10%
DEPARTMENT OF JUSTICE	92.40%	89.07%	0.59%	2.74%	7.60%	6.91%	0.68%
DEPARTMENT OF THE INTERIOR	95.54%	77.91%	14.65%	2.98%	4.46%	4.13%	0.33%
DEPARTMENT OF AGRICULTURE	95.05%	82.58%	6.42%	6.06%	4.95%	4.65%	0.30%
DEPARTMENT OF COMMERCE	97.50%	67.47%	2.70%	27.33%	2.50%	2.27%	0.23%
DEPARTMENT OF LABOR	99.43%	94.28%	2.30%	2.86%	0.57%	0.55%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.72%	87.71%	8.90%	2.11%	1.28%	1.06%	0.22%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99.35%	93.95%	0.80%	4.61%	0.65%	0.64%	0.01%
DEPARTMENT OF TRANSPORTATION	97.60%	95.30%	1.10%	1.20%	2.40%	1.23%	1.17%
DEPARTMENT OF ENERGY	97.89%	94.91%	1.94%	1.04%	2.11%	2.04%	0.06%
DEPARTMENT OF EDUCATION	98.39%	91.29%	5.59%	1.50%	1.61%	1.61%	
DEPARTMENT OF VETERANS AFFAIRS	97.88%	87.21%	5.09%	5.58%	2.12%	1.23%	0.89%
SUBTOTAL EXECUTIVE DEPARTMENTS	97.45%	89.24%	5.12%	3.09%	2.55%	2.22%	0.33%
AMERICAN BATTLE MONUMENTS COMMISSION	98.92%	96.50%	2.43%		1.08%	0.81%	0.27%
ARMED FORCES RETIREMENT HOME	96.26%	92.88%	0.84%	2.53%	3.74%	2.29%	1.45%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	98.20%	91.89%	4.50%	1.80%	1.80%	1.80%	
COMMODITY FUTURES TRADING COMMISSION	99.47%	89.77%	3.35%	6.35%	0.53%	0.53%	
CONSUMER PRODUCT SAFETY COMMISSION	99.79%	95.72%	0.86%	3.21%	0.21%	0.21%	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	99.67%	43.04%	56.63%		0.33%	0.33%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	99.85%	97.92%	0.96%	0.96%	0.15%	0.15%	
ENVIRONMENTAL PROTECTION AGENCY	99.71%	94.05%	1.33%	4.33%	0.29%	0.29%	
EXPORT-IMPORT BANK OF THE UNITED STATES	99.50%	99.01%	0.50%		0.50%	0.50%	
FARM CREDIT ADMINISTRATION	100.00%	95.55%	1.37%	3.08%			
FEDERAL COMMUNICATIONS COMMISSION	99.48%	80.25%	16.32%	2.91%	0.52%	0.52%	
FEDERAL DEPOSIT INSURANCE CORPORATION	99.41%	95.18%	1.98%	2.25%	0.59%	0.58%	0.01%
FEDERAL ELECTION COMMISSION	98.74%	94.65%	2.83%	1.26%	1.26%	1.26%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	90.23%	37.79%	20.72%	31.71%	9.77%	9.49%	0.28%
FEDERAL HOUSING FINANCE BOARD	100.00%	92.24%	3.45%	4.31%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	92.49%	4.23%	3.29%			
FEDERAL MARITIME COMMISSION	100.00%	99.28%	0.72%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	100.00%	98.57%	0.71%				

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**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 1999**

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%	93.55%	2.15%	4.30%			
FEDERAL TRADE COMMISSION	99.49%	85.91%	8.74%	4.84%	0.51%	0.51%	
GENERAL SERVICES ADMINISTRATION	98.63%	97.16%	1.03%	0.43%	1.37%	1.24%	0.13%
U.S. INFORMATION AGENCY	97.81%	95.82%	0.48%	1.51%	2.19%	1.58%	0.61%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	98.48%	91.25%	2.28%	4.94%	1.52%	1.14%	0.38%
MERIT SYSTEMS PROTECTION BOARD	100.00%	90.17%	3.85%	5.98%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.27%	94.86%	2.31%	2.11%	0.73%	0.67%	0.06%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98.58%	87.10%	5.13%	6.35%	1.42%	1.42%	
NATIONAL CREDIT UNION ADMINISTRATION	98.04%	96.52%	0.33%	1.20%	1.96%	1.96%	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	100.00%	90.76%	7.01%	2.23%			
NATIONAL ENDOWMENT FOR THE ARTS	100.00%	87.76%	9.52%	2.72%			
NATIONAL ENDOWMENT FOR THE HUMANITIES	100.00%	93.41%	4.79%	1.80%			
NATIONAL LABOR RELATIONS BOARD	99.95%	95.56%	0.88%	3.51%	0.05%	0.05%	
NATIONAL SCIENCE FOUNDATION	99.75%	87.34%	9.83%	2.58%	0.25%	0.25%	
NATIONAL TRANSPORTATION SAFETY BOARD	97.57%	85.65%	5.08%	6.84%	2.43%	2.21%	0.22%
NUCLEAR REGULATORY COMMISSION	98.84%	94.37%	0.22%	4.25%	1.16%	1.10%	0.06%
OFFICE OF PERSONNEL MANAGEMENT	97.91%	85.39%	4.88%	7.64%	2.09%	2.09%	
PANAMA CANAL COMMISSION	91.63%	74.75%	15.22%	1.66%	8.37%	6.72%	1.66%
PEACE CORPS	99.82%	95.91%		3.91%	0.18%	0.18%	
RAILROAD RETIREMENT BOARD	99.36%	96.90%	0.24%	2.22%	0.64%	0.64%	
SECURITIES AND EXCHANGE COMMISSION	99.61%	95.12%	1.97%	2.51%	0.39%	0.39%	
SELECTIVE SERVICE SYSTEM	100.00%	94.48%	2.45%	3.07%			
SMALL BUSINESS ADMINISTRATION	95.64%	62.08%	33.22%	0.35%	4.36%	4.36%	
SMITHSONIAN INSTITUTION	96.71%	92.60%	1.81%	2.30%	3.29%	2.52%	0.77%
SMITHSONIAN INSTITUTION	97.18%	92.72%	2.08%	2.38%	2.82%	2.12%	0.70%
NATIONAL GALLERY OF ART	94.21%	91.95%	0.38%	1.89%	5.79%	4.65%	1.13%
SOCIAL SECURITY ADMINISTRATION	95.98%	90.87%	2.16%	2.95%	4.02%	4.01%	0.02%
TENNESSEE VALLEY AUTHORITY	91.44%	87.93%	2.87%	0.65%	8.56%	8.06%	0.50%
AGENCY FOR INTERNATIONAL DEVELOPMENT	99.13%	95.22%	3.19%	0.72%	0.87%	0.87%	
OVERSEAS PRIVATE INVESTMENT CORPORATION	99.35%	90.32%	7.74%	1.29%	0.65%	0.65%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	99.12%	95.51%	2.92%	0.69%	0.88%	0.88%	
U.S. INTERNATIONAL TRADE COMMISSION	99.75%	91.86%	7.38%	0.51%	0.25%	0.25%	
U.S. POSTAL SERVICE	92.55%	73.37%	0.09%	19.09%	7.45%	6.94%	0.51%
SUBTOTAL INDEPENDENT AGENCIES	93.32%	76.23%	0.86%	16.22%	6.68%	6.23%	0.45%
TOTAL - ALL AGENCIES	95.77%	83.97%	3.39%	8.42%	4.23%	3.85%	0.38%



TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGENCY	TOTAL COST (\$000)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	BENEFIT PAY (\$000)	SEPARATION PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	26,802	21,581	103	5,118	
OFFICE OF MANAGEMENT AND BUDGET	45,190	36,287	1,345	7,558	
OFFICE OF ADMINISTRATION	11,908	9,606	184	2,118	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	16,038	12,619	184	3,235	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	99,938	80,093	1,816	18,029	
DEPARTMENT OF STATE	1,486,180	1,065,139	66,527	346,949	7,565
DEPARTMENT OF THE TREASURY	9,110,670	6,646,079	656,346	1,781,060	27,185
DEPARTMENT OF DEFENSE, TOTAL	40,107,638	30,637,396	1,816,501	7,344,625	309,116
DEPARTMENT OF THE ARMY	11,979,419	9,603,281	400,894	1,906,276	68,968
DEPARTMENT OF THE NAVY	12,310,868	9,007,878	699,879	2,493,934	109,177
DEPARTMENT OF THE AIR FORCE	9,150,350	7,003,770	415,713	1,686,499	44,368
OTHER DEFENSE ACTIVITIES	6,667,001	5,022,467	300,015	1,257,916	86,603
DEPARTMENT OF JUSTICE	8,900,007	5,988,773	809,583	2,101,531	120
DEPARTMENT OF THE INTERIOR	3,752,912	2,896,653	139,737	715,866	656
DEPARTMENT OF AGRICULTURE	5,282,581	4,033,387	317,480	930,404	1,310
DEPARTMENT OF COMMERCE	2,727,575	2,137,571	117,164	458,412	14,428
DEPARTMENT OF LABOR	1,134,104	901,508	21,574	210,684	338
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,120,675	3,049,125	131,392	939,989	169
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	748,283	598,025	14,228	136,030	
DEPARTMENT OF TRANSPORTATION	5,519,888	4,081,314	301,687	1,136,739	148
DEPARTMENT OF ENERGY	1,308,211	1,043,054	43,620	217,548	3,989
DEPARTMENT OF EDUCATION	342,687	277,742	4,881	59,962	102
DEPARTMENT OF VETERANS AFFAIRS	11,730,025	8,623,014	818,472	2,278,372	10,167
SUBTOTAL EXECUTIVE DEPARTMENTS	96,271,436	71,978,780	5,259,192	18,658,171	375,293
AMERICAN BATTLE MONUMENTS COMMISSION	14,656	10,406	163	3,995	92
ARMED FORCES RETIREMENT HOME	37,453	27,656	2,240	7,506	51
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	9,623	7,684	386	1,553	
COMMODITY FUTURES TRADING COMMISSION	43,827	35,459	793	7,575	
CONSUMER PRODUCT SAFETY COMMISSION	35,455	29,374	191	5,885	5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	87,024	32,081	276	54,667	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	179,245	147,021	1,427	30,722	75
ENVIRONMENTAL PROTECTION AGENCY	1,477,998	1,133,533	20,832	323,589	44
EXPORT-IMPORT BANK OF THE UNITED STATES	31,499	25,458	465	5,475	101
FARM CREDIT ADMINISTRATION	27,031	20,316	2,273	4,442	
FEDERAL COMMUNICATIONS COMMISSION	152,225	124,389	2,133	25,703	
FEDERAL DEPOSIT INSURANCE CORPORATION	645,949	509,425	15,765	118,091	2,668
FEDERAL ELECTION COMMISSION	22,764	18,091	422	4,251	
FEDERAL EMERGENCY MANAGEMENT AGENCY	306,169	228,717	27,487	46,157	3,808
FEDERAL HOUSING FINANCE BOARD	11,930	9,799	42	2,089	
FEDERAL LABOR RELATIONS AUTHORITY	17,466	14,427	316	2,723	
FEDERAL MARITIME COMMISSION	10,748	9,005	31	1,712	
FEDERAL MEDIATION AND CONCILIATION SERVICE	23,560	19,324	112	4,124	

**TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999**

AGENCY	TOTAL COST (\$000)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	BENEFIT PAY (\$000)	SEPARATION PAY (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7,450	6,170	14	1,266	
FEDERAL TRADE COMMISSION	81,922	66,225	1,289	14,240	168
GENERAL SERVICES ADMINISTRATION	957,218	752,460	21,511	183,176	71
U.S. INFORMATION AGENCY	413,765	316,657	14,169	80,365	2,574
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	13,021	10,245	330	2,446	
MERIT SYSTEMS PROTECTION BOARD	19,209	16,047	234	2,928	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,555,731	1,242,404	28,146	273,580	11,601
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	117,844	93,196	3,001	21,599	48
NATIONAL CREDIT UNION ADMINISTRATION	78,832	60,205	3,847	14,780	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	23,739	19,452	286	4,001	
NATIONAL ENDOWMENT FOR THE ARTS	11,487	9,542	99	1,846	
NATIONAL ENDOWMENT FOR THE HUMANITIES	12,252	9,910	187	2,155	
NATIONAL LABOR RELATIONS BOARD	145,026	120,161	1,461	23,381	23
NATIONAL SCIENCE FOUNDATION	101,680	82,565	2,296	16,807	12
NATIONAL TRANSPORTATION SAFETY BOARD	37,888	29,527	1,501	6,860	
NUCLEAR REGULATORY COMMISSION	294,789	243,670	7,639	40,458	3,022
OFFICE OF PERSONNEL MANAGEMENT	172,883	135,419	6,775	30,689	
PANAMA CANAL COMMISSION	361,696	267,988	46,398	47,047	263
PEACE CORPS	120,292	47,810	636	71,603	243
RAILROAD RETIREMENT BOARD	80,137	65,192	1,304	13,625	16
SECURITIES AND EXCHANGE COMMISSION	229,546	182,542	3,404	43,555	45
SELECTIVE SERVICE SYSTEM	9,448	7,824	90	1,534	
SMALL BUSINESS ADMINISTRATION	310,364	236,447	14,491	56,348	3,078
SMITHSONIAN INSTITUTION	277,647	216,432	11,114	50,005	96
SMITHSONIAN INSTITUTION	236,382	185,411	8,211	42,664	96
NATIONAL GALLERY OF ART	41,265	31,021	2,903	7,341	
SOCIAL SECURITY ADMINISTRATION	3,713,597	2,885,158	199,488	628,951	
TENNESSEE VALLEY AUTHORITY	1,139,431	731,735	104,620	298,362	4,714
AGENCY FOR INTERNATIONAL DEVELOPMENT	221,140	183,385	10,892	26,568	295
OVERSEAS PRIVATE INVESTMENT CORPORATION	11,238	10,684	59	495	
AGENCY FOR INTERNATIONAL DEVELOPMENT	209,902	172,701	10,833	26,073	295
U.S. INTERNATIONAL TRADE COMMISSION	32,219	26,253	562	5,404	
U.S. POSTAL SERVICE	46,063,885	30,999,612	4,886,545	10,177,193	535
SUBTOTAL INDEPENDENT AGENCIES	59,715,021	41,446,946	5,447,397	12,787,030	33,648
TOTAL - ALL AGENCIES	156,086,395	113,505,819	10,708,405	31,463,230	408,941



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY
FISCAL YEAR 1999**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
EXECUTIVE OFFICE OF THE PRESIDENT	80.52%	0.48%	23.72%		69,797	56,201	268	13,328
OFFICE OF MANAGEMENT AND BUDGET	80.30%	3.71%	20.83%		88,434	71,012	2,632	14,791
OFFICE OF ADMINISTRATION	80.67%	1.92%	22.05%		68,046	54,891	1,051	12,103
OFFICE OF THE U.S. TRADE REPRESENTATIVE	78.68%	1.46%	25.64%		94,341	74,229	1,082	19,029
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	80.14%	2.27%	22.51%		80,595	64,591	1,465	14,540
DEPARTMENT OF STATE	71.67%	6.25%	32.57%	0.71%	63,169	45,273	2,828	15,068
DEPARTMENT OF THE TREASURY	72.95%	9.88%	26.80%	0.41%	61,659	44,979	4,442	12,238
DEPARTMENT OF DEFENSE, TOTAL	76.39%	5.93%	23.97%	1.01%	54,188	41,393	2,454	10,341
DEPARTMENT OF THE ARMY	80.16%	4.17%	19.85%	0.72%	49,362	39,571	1,652	8,139
DEPARTMENT OF THE NAVY	73.17%	7.77%	27.69%	1.21%	60,490	44,261	3,439	12,791
DEPARTMENT OF THE AIR FORCE	76.54%	5.94%	24.08%	0.63%	53,245	40,754	2,419	10,072
OTHER DEFENSE ACTIVITIES	75.33%	5.97%	25.05%	1.72%	54,605	41,136	2,457	11,012
DEPARTMENT OF JUSTICE	67.29%	13.52%	35.09%		67,802	45,624	6,168	16,011
DEPARTMENT OF THE INTERIOR	77.18%	4.82%	24.71%	0.02%	53,901	41,603	2,007	10,291
DEPARTMENT OF AGRICULTURE	76.35%	7.87%	23.07%	0.03%	52,059	39,748	3,129	9,182
DEPARTMENT OF COMMERCE	78.37%	5.48%	21.45%	0.67%	57,294	44,900	2,461	9,932
DEPARTMENT OF LABOR	79.49%	2.39%	23.37%	0.04%	69,102	54,930	1,315	12,858
DEPARTMENT OF HEALTH AND HUMAN SERVICES	74.00%	4.31%	30.83%	0.01%	69,028	51,078	2,201	15,749
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	79.92%	2.38%	22.75%		74,619	59,636	1,419	13,565
DEPARTMENT OF TRANSPORTATION	73.94%	7.39%	27.85%		84,586	62,541	4,623	17,421
DEPARTMENT OF ENERGY	79.73%	4.18%	20.86%	0.38%	80,759	64,390	2,693	13,676
DEPARTMENT OF EDUCATION	81.05%	1.76%	21.59%	0.04%	74,594	60,458	1,062	13,074
DEPARTMENT OF VETERANS AFFAIRS	73.51%	9.49%	26.42%	0.12%	55,859	41,063	3,898	10,898
SUBTOTAL EXECUTIVE DEPARTMENTS	74.77%	7.31%	25.92%	0.52%	58,574	43,794	3,200	11,580
AMERICAN BATTLE MONUMENTS COMMISSION	71.00%	1.57%	38.39%	0.88%	39,504	28,049	439	11,016
ARMED FORCES RETIREMENT HOME	73.84%	8.10%	27.14%	0.18%	45,179	33,361	2,702	9,116
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	79.85%	5.02%	20.21%		86,694	69,225	3,477	13,991
COMMODITY FUTURES TRADING COMMISSION	80.91%	2.24%	21.36%		77,296	62,538	1,399	13,360
CONSUMER PRODUCT SAFETY COMMISSION	82.85%	0.65%	20.03%	0.02%	75,921	62,899	409	12,612
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	36.86%	0.86%	170.40%		142,429	52,506	452	89,471
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	82.02%	0.97%	20.90%	0.05%	69,047	56,634	550	11,863
ENVIRONMENTAL PROTECTION AGENCY	76.69%	1.84%	28.55%		81,379	62,412	1,147	17,819
EXPORT-IMPORT BANK OF THE UNITED STATES	80.82%	1.83%	21.51%	0.40%	77,968	63,015	1,151	13,802
FARM CREDIT ADMINISTRATION	75.16%	11.19%	21.86%		92,572	69,575	7,784	15,212
FEDERAL COMMUNICATIONS COMMISSION	81.71%	1.71%	20.66%		79,119	64,651	1,109	13,359
FEDERAL DEPOSIT INSURANCE CORPORATION	78.86%	3.09%	23.18%	0.52%	86,438	68,169	2,110	16,159
FEDERAL ELECTION COMMISSION	79.47%	2.33%	23.50%		71,585	56,890	1,327	13,368
FEDERAL EMERGENCY MANAGEMENT AGENCY	74.70%	12.02%	20.18%	1.66%	53,498	39,965	4,803	8,731
FEDERAL HOUSING FINANCE BOARD	82.14%	0.43%	21.32%		102,845	84,474	362	18,009
FEDERAL LABOR RELATIONS AUTHORITY	82.60%	2.19%	18.87%		82,000	67,732	1,484	12,784

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 1999**

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	83.78%	0.34%	19.01%		77,324	64,784	223	12,317
FEDERAL MEDIATION AND CONCILIATION SERVICE	82.02%	0.58%	21.34%		84,143	69,014	400	14,729
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	82.82%	0.23%	20.52%		80,108	66,344	151	13,613
FEDERAL TRADE COMMISSION	80.84%	1.95%	21.50%	0.25%	84,282	68,133	1,326	14,823
GENERAL SERVICES ADMINISTRATION	78.61%	2.86%	24.34%	0.01%	67,131	52,771	1,509	12,851
U.S. INFORMATION AGENCY	76.53%	4.47%	25.38%	0.81%	64,229	49,155	2,199	12,875
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	78.68%	3.22%	23.88%		49,510	38,954	1,255	9,300
MERIT SYSTEMS PROTECTION BOARD	83.54%	1.46%	18.25%		82,090	68,577	1,000	12,513
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	79.86%	2.27%	22.02%	0.93%	83,623	66,782	1,513	15,329
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	79.08%	3.22%	23.18%	0.05%	47,963	37,931	1,221	8,810
NATIONAL CREDIT UNION ADMINISTRATION	76.37%	6.39%	24.55%		85,687	65,440	4,182	16,065
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	81.94%	1.47%	20.57%		75,602	61,949	911	12,742
NATIONAL ENDOWMENT FOR THE ARTS	83.07%	1.04%	19.35%		78,143	64,912	673	12,558
NATIONAL ENDOWMENT FOR THE HUMANITIES	80.88%	1.89%	21.75%		73,365	59,341	1,120	12,904
NATIONAL LABOR RELATIONS BOARD	82.85%	1.22%	19.46%	0.02%	79,510	65,878	801	12,831
NATIONAL SCIENCE FOUNDATION	81.20%	2.78%	20.36%	0.01%	84,663	68,747	1,912	14,004
NATIONAL TRANSPORTATION SAFETY BOARD	77.93%	5.08%	23.23%		83,638	65,181	3,313	15,143
NUCLEAR REGULATORY COMMISSION	82.66%	3.13%	16.60%	1.24%	92,759	76,674	2,404	13,682
OFFICE OF PERSONNEL MANAGEMENT	78.33%	5.00%	22.66%		61,154	47,902	2,397	10,856
PANAMA CANAL COMMISSION	74.09%	17.31%	17.56%	0.10%	34,405	25,491	4,413	4,500
PEACE CORPS	39.74%	1.33%	149.77%	0.51%	109,456	43,503	579	65,374
RAILROAD RETIREMENT BOARD	81.35%	2.00%	20.90%	0.02%	63,651	51,781	1,036	10,835
SECURITIES AND EXCHANGE COMMISSION	79.52%	1.86%	23.86%	0.02%	82,304	65,451	1,221	15,633
SELECTIVE SERVICE SYSTEM	82.81%	1.15%	19.61%		57,963	48,000	552	9,411
SMALL BUSINESS ADMINISTRATION	76.18%	6.13%	23.83%	1.30%	63,482	48,363	2,964	12,155
SMITHSONIAN INSTITUTION	77.95%	5.14%	23.10%	0.04%	54,666	42,613	2,188	9,864
SMITHSONIAN INSTITUTION	78.44%	4.43%	23.01%	0.05%	55,178	43,280	1,917	9,981
NATIONAL GALLERY OF ART	75.18%	9.36%	23.66%		51,906	39,020	3,652	9,234
SOCIAL SECURITY ADMINISTRATION	77.69%	6.91%	21.80%		56,599	43,973	3,040	9,586
TENNESSEE VALLEY AUTHORITY	64.22%	14.30%	40.77%	0.64%	77,381	49,693	7,105	20,582
AGENCY FOR INTERNATIONAL DEVELOPMENT	82.93%	5.94%	14.49%	0.16%	80,123	66,444	3,946	9,733
OVERSEAS PRIVATE INVESTMENT CORPORATION	95.07%	0.55%	4.63%		72,503	68,929	381	3,194
AGENCY FOR INTERNATIONAL DEVELOPMENT	82.28%	6.27%	15.10%	0.17%	80,577	66,296	4,159	10,122
U.S. INTERNATIONAL TRADE COMMISSION	81.48%	2.14%	20.58%		81,982	66,802	1,430	13,751
U.S. POSTAL SERVICE	67.30%	15.76%	32.83%		50,112	33,724	5,316	11,072
SUBTOTAL INDEPENDENT AGENCIES	69.41%	13.14%	30.85%	0.08%	53,168	36,903	4,850	11,415
TOTAL - ALL AGENCIES	72.72%	9.43%	27.72%	0.36%	56,390	41,007	3,869	11,515

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 Salary

[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) 1999 was \$113.5 billion (premium pay was an additional \$10.7 billion). Note that Basic Pay plus Premium Pay equals Direct Pay. Approximately 52 percent of basic pay went to General Schedule employees (\$59.0 billion), 27.3 percent to U.S. Postal workers (\$31.0 billion) and 7.2 percent to Wage Board employees (\$8.2 billion). The remaining 13 percent was spread among the many other pay systems.

* **Table 3B** shows that the Wage Board pay system reported a decrease in basic work years (-2.7 percent), an increase in basic payroll (0.7 percent), and average basic salary (+3.6 percent).

* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$42,816 in FY 1999. In FY 1999, the General Schedule average basic salary was \$46,109.

* **Table 4** shows that total basic cost per work year varied from \$36,440 in the U.S. Postal Service to \$67,270 in the National Aeronautics and Space Administration.

* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 3.9 percent and Nurses (VN) increased by 3.7 percent.

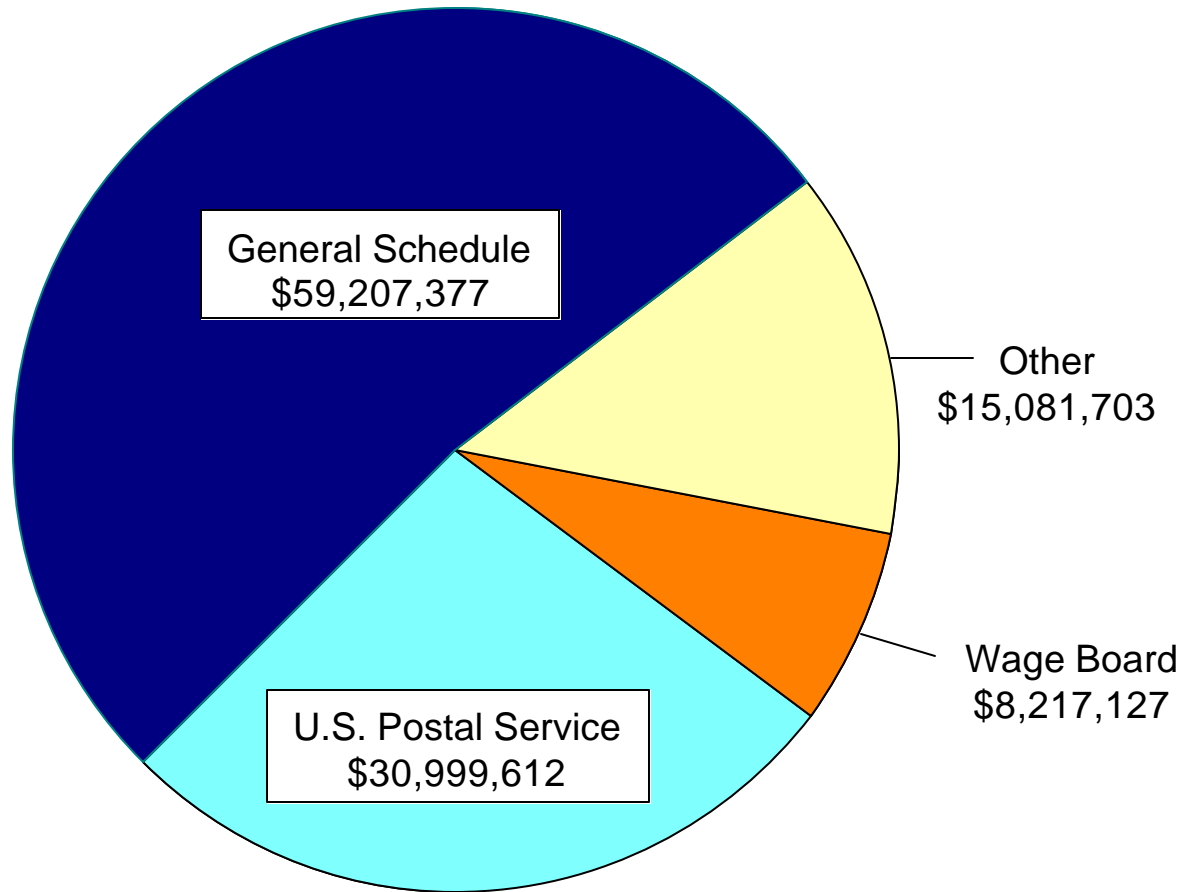
* The smallest average basic salary was reported in the Wage Board pay system -- aliens (\$24,292); and the largest average basic salary was reported in the Senior Executive Service pay system (\$121,624).

CHART 5

Distribution of Basic Pay Costs by Major Pay System

Fiscal Year 1999

(\$ thousands)



Total Basic Pay Costs: \$113,505,819
(In thousands \$)

**TABLE 3A
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS
FISCAL YEAR 1999**

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	2,650,996	113,505,819	10,708,405	124,214,224	42,816	44,876	100.00%	100.00%
GENERAL SCHEDULE	1,284,084	59,207,377	3,010,636	62,218,013	46,109	47,157	48.44%	52.16%
POSTAL SERVICE	850,709	30,999,612	4,886,545	35,886,157	36,440	39,040	32.09%	27.31%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	46,879	2,937,980	561,234	3,499,214	62,672	73,098	1.77%	2.59%
PHYSICIANS & DENTISTS	11,428	1,094,089	391,903	1,485,992	95,738	130,031	0.43%	0.96%
NURSES	35,451	1,843,891	169,331	2,013,222	52,012	55,245	1.34%	1.62%
PUBLIC HEALTH SERVICE COMMISSION	4,982	256,633	19,392	276,025	51,512	55,404	0.19%	0.23%
CORPS (HEALTH & HUMAN SERVICES ONLY)								
SENIOR EXECUTIVE SERVICE	7,315	889,682	111,767	1,001,449	121,624	136,903	0.28%	0.78%
TENNESSEE VALLEY AUTHORITY (TVA)	8,263	493,040	41,540	534,580	59,668	62,182	0.31%	0.43%
(SALARY POLICY EMPLOYEES)								
WAGE BOARD	226,554	8,217,127	911,683	9,128,810	36,270	39,128	8.55%	7.24%
TVA TRADE & LABOR EMPLOYEES	5,147	234,201	63,080	297,281	45,502	48,959	0.19%	0.21%
TRADES & CRAFTS	214,567	7,816,769	821,229	8,637,998	36,430	39,327	8.09%	6.89%
WAGE BOARD ALIENS	6,840	166,157	27,374	193,531	24,292	25,498	0.26%	0.15%
NON - WAGE BOARD ALIENS	19,271	503,341	12,374	515,715	26,119	26,348	0.73%	0.44%
EXPERTS AND CONSULTANTS	2,173	102,087	2,402	104,489	46,980	47,953	0.08%	0.09%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,569	308,705	13,832	322,537	46,994	49,055	0.25%	0.27%
ALL OTHER	194,197	9,590,235	1,137,000	10,727,235	49,384	53,911	7.33%	8.45%

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".

Source: Work Years and Personnel Costs Survey, Fiscal Year 1999.

TABLE 3B
BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY
FISCAL YEARS 1998 AND 1999

Selected Pay Systems	Fiscal Year 1998			Fiscal Year 1999			Difference Between FY 98 and FY 99					
	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years		Basic Payroll		Average Salary	
							Difference		Difference		Difference	
	Number	Percent	Number (\$000)	Percent	Number	Percent						
Total, All Systems	2,605,227	108,752,370	\$41,744	2,650,996	113,505,819	\$42,816	45,769	1.8	4,753,449	4.4	\$1,072	2.6
General Schedule	1,283,234	58,569,494	45,642	1,284,084	59,207,377	46,109	850	0.1	637,883	1.1	467	1.0
Postal Service	837,399	29,954,689	35,771	850,709	30,999,612	36,440	13,310	1.6	1,044,923	3.5	669	1.9
Senior Executive Service	7,108	881,342	123,993	7,315	889,682	121,624	207	2.9	8,340	1.0	-2,369	-1.9
Veterans Affairs	47,042	2,831,279	60,186	46,879	2,937,980	62,672	-163	-0.4	106,701	3.8	2,486	4.1
Medicine & Surgery												
Physicians & Dentists	11,366	1,053,341	92,675	11,428	1,094,089	95,738	62	0.6	40,748	3.9	3,063	3.3
Nurses	35,676	1,777,938	49,836	35,451	1,843,891	52,012	-225	-0.6	65,953	3.7	2,177	4.4
Wage Board	232,940	8,159,238	35,027	226,554	8,217,127	36,270	-6,386	-2.7	57,889	0.7	1,243	3.6
Tennessee Valley Authority												
(TVA) Trade & Labor	5,165	228,680	44,275	5,147	234,201	45,502	-18	-0.4	5,521	2.4	1,228	2.8
Trades and Crafts (Citizens)	220,935	7,764,419	35,144	214,567	7,816,769	36,430	-6,368	-2.9	52,350	0.7	1,287	3.7
Wage Board Aliens	6,840	166,139	24,289	6,840	166,157	24,292	0	0.0	18	0.0	3	0.0
Non-Wage Board Aliens	18,897	508,543	26,911	19,271	503,341	26,119	374	2.0	-5,202	-1.0	-792	-2.9
All Other	178,607	7,847,785	43,939	216,184	10,750,700	49,729	37,577	21.0	2,902,915	37.0	5,791	13.2

Source: Work Years and Personnel Costs Survey, Fiscal Year (FY) 1999.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS
BY WORK SCHEDULE FOR FISCAL YEAR 1999, 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
TOTAL - ALL AGENCIES	\$42,816	\$44,564	\$33,422	\$29,165	\$46,109	\$47,155	\$27,466	\$32,351
DEPARTMENT OF STATE	\$46,894	\$47,549	\$47,342	\$32,259	\$54,052	\$55,525	\$50,363	\$22,670
DEPARTMENT OF TREASURY	\$46,550	\$47,272	\$26,479	\$31,059	\$46,143	\$46,847	\$24,099	\$30,669
DEPARTMENT OF DEFENSE, TOTAL	\$41,928	\$42,567	\$33,419	\$33,103	\$44,514	\$45,275	\$28,980	\$28,365
DEPARTMENT OF ARMY	\$40,257	\$40,903	\$26,538	\$29,349	\$43,107	\$43,715	\$29,438	\$30,806
DEPARTMENT OF NAVY	\$44,261	\$44,261	\$44,257		\$47,450	\$47,475	\$46,456	
DEPARTMENT OF AIR FORCE	\$41,516	\$42,400	\$25,245	\$49,532	\$44,635	\$46,083	\$24,380	\$23,008
OTHER DEFENSE ACTIVITIES	\$41,876	\$43,416	\$24,237	\$27,778	\$43,008	\$44,193	\$22,765	\$29,676
DEPARTMENT OF JUSTICE	\$49,374	\$50,453	\$32,298	\$18,027	\$47,100	\$48,223	\$28,605	\$14,687
DEPARTMENT OF INTERIOR	\$43,546	\$46,673	\$29,917	\$28,750	\$45,184	\$47,805	\$26,092	\$28,999
DEPARTMENT OF AGRICULTURE	\$41,817	\$44,714	\$21,019	\$24,363	\$42,465	\$44,533	\$20,803	\$31,009
DEPARTMENT OF COMMERCE	\$46,050	\$54,848	\$35,198	\$25,402	\$51,951	\$53,885	\$27,133	\$28,405
DEPARTMENT OF LABOR	\$55,243	\$56,898	\$23,631	\$26,060	\$54,306	\$54,820	\$43,059	\$35,947
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$51,741	\$53,838	\$32,432	\$46,014	\$51,223	\$54,117	\$13,566	\$45,078
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$60,025	\$59,701	\$39,150	\$70,245	\$59,064	\$58,797	\$31,211	\$69,117
DEPARTMENT OF TRANSPORTATION	\$64,078	\$64,707	\$39,953	\$36,388	\$55,252	\$56,273	\$37,564	\$29,237
DEPARTMENT OF ENERGY	\$65,775	\$65,872	\$68,895	\$51,095	\$64,837	\$65,242	\$49,971	\$50,325
DEPARTMENT OF EDUCATION	\$61,447	\$61,540	\$62,482	\$51,986	\$59,937	\$60,414	\$53,694	\$48,915
DEPARTMENT OF VETERANS AFFAIRS	\$41,952	\$41,546	\$41,607	\$48,604	\$37,105	\$37,443	\$29,581	\$36,442
ENVIRONMENTAL PROTECTION AGENCY	\$62,592	\$63,612	\$35,191	\$48,823	\$61,731	\$62,731	\$33,736	\$48,296
GENERAL SERVICES ADMINISTRATION	\$53,506	\$53,515	\$46,422	\$68,387	\$55,753	\$55,729	\$47,100	\$92,073
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$67,270	\$68,825	\$41,154	\$25,954	\$66,588	\$68,169	\$41,219	\$25,146
SOCIAL SECURITY ADMINISTRATION	\$45,817	\$46,254	\$32,269	\$42,269	\$45,750	\$46,188	\$32,147	\$42,248
TENNESSEE VALLEY AUTHORITY	\$54,343	\$52,393	\$107,468	\$83,684	NA	NA	NA	NA
U.S. POSTAL SERVICE	\$36,440	\$38,740	\$27,499	\$27,639	NA	NA	NA	NA

1/ Basic covers Work Years and Payroll for Full-Time Permanent / Temporary Appointments and Part-Time / Intermittent Appointments (Full - Time Equivalent). Basic Work Years are divided into Basic Payroll to produce "Cost Per Work Year".

NA - Not Applicable

Source: Work Years and Personnel Costs Survey, Fiscal Year 1999.

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 \$10.7 billion spent on premium pay in fiscal year 1999 was an increase of 4.4 percent over the previous year. The majority of this increase was due to increases within the U.S. Postal Service (up \$137.3 million or 2.9 percent -- mostly in award payments for bargaining unit employees due to a new 4 year collective bargaining contract in FY 1995). This increase is a result of the unique status of the U.S. Postal Service and the provisions in law which make the Postal Service accountable for all costs associated with collectively-bargained contracts.

* **Chart 6** shows that overtime pay (\$6.4 billion) represented 60 percent of total premium pay in FY 1999.

* Total non-Postal premium pay increases were concentrated in three agencies: Department of the Air Force (up \$100.5 million from \$315.2 million to \$415.7 million); Department of Treasury (up \$92.0 million from \$564.3 million to \$656.3 million); and Department of the Navy (up \$63.3 million from \$636.6 million to \$699.9 million).

* The Department of Treasury and the Department of the Navy reported sizeable increases in overtime pay (up \$67.0 million and \$63.9 million; respectively), while the U.S. Postal Service reported the largest decrease in overtime pay (down \$138.1 million from \$3,483.9 million to \$3,345.8 million).



TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	103	51	10	12	30		
OFFICE OF MANAGEMENT AND BUDGET	1,345	412	38				
OFFICE OF ADMINISTRATION	184	110			2		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	184	56					
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,816	629	48	12	32		
DEPARTMENT OF STATE	66,527	26,234	1,362	649	553	2,698	24,794
DEPARTMENT OF THE TREASURY	656,346	480,145	12,416	13,566	37,560	62	1,295
DEPARTMENT OF DEFENSE, TOTAL	1,816,501	909,018	39,622	47,364	47,320	24,886	9,157
DEPARTMENT OF THE ARMY	400,894	189,499	11,881	12,503	10,093	8,227	3,012
DEPARTMENT OF THE NAVY	699,879	486,637	11,692	9,292	28,196	16,392	1,862
DEPARTMENT OF THE AIR FORCE	415,713	124,947	10,186	17,054	6,536	113	1,025
OTHER DEFENSE ACTIVITIES	300,015	107,935	5,863	8,515	2,495	154	3,258
DEPARTMENT OF JUSTICE	809,583	661,789	35,733	34,994	35,215	3,089	3,241
DEPARTMENT OF THE INTERIOR	139,737	77,752	7,236	6,661	3,316	3,507	266
DEPARTMENT OF AGRICULTURE	317,480	237,639	9,878	18,551	9,454	9,369	702
DEPARTMENT OF COMMERCE	117,164	54,240	5,719	4,829	5,790	392	1,005
DEPARTMENT OF LABOR	21,574	7,353	110	132	326	7	29
DEPARTMENT OF HEALTH AND HUMAN SERVICES	131,392	33,724	4,883	5,162	5,541	34	822
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	14,228	3,508	32	1	3		
DEPARTMENT OF TRANSPORTATION	301,687	67,709	53,540	45,393	39,995	861	298
DEPARTMENT OF ENERGY	43,620	19,522	802	176	327	183	17
DEPARTMENT OF EDUCATION	4,881	1,354	6				
DEPARTMENT OF VETERANS AFFAIRS	818,472	142,124	63,032	54,134	77,885	12	67
SUBTOTAL EXECUTIVE DEPARTMENTS	5,259,192	2,722,111	234,371	231,612	263,285	45,100	41,693
AMERICAN BATTLE MONUMENTS COMMISSION	163	21	19	30		12	19
ARMED FORCES RETIREMENT HOME	2,240	933	356	296	235	1	
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	386	98	2				
COMMODITY FUTURES TRADING COMMISSION	793	124	5		1		
CONSUMER PRODUCT SAFETY COMMISSION	191	40					
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	276	107	1				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1,427	245	3		2		
ENVIRONMENTAL PROTECTION AGENCY	20,832	2,828	121	2	35	63	17
EXPORT-IMPORT BANK OF THE UNITED STATES	465	129					
FARM CREDIT ADMINISTRATION	2,273	38	2				
FEDERAL COMMUNICATIONS COMMISSION	2,133	489	34	18	20		
FEDERAL DEPOSIT INSURANCE CORPORATION	15,765	4,089	79	3	28		
FEDERAL ELECTION COMMISSION	422	192					
FEDERAL EMERGENCY MANAGEMENT AGENCY	27,487	25,518	610	202	267	6	
FEDERAL HOUSING FINANCE BOARD	42	3					
FEDERAL LABOR RELATIONS AUTHORITY	316	22					

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
FEDERAL MARITIME COMMISSION	31	1					
FEDERAL MEDIATION AND CONCILIATION SERVICE	112	7	1				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	14	14					
FEDERAL TRADE COMMISSION	1,289	223					12
GENERAL SERVICES ADMINISTRATION	21,511	8,048	683	504	1,454	166	6
U.S. INFORMATION AGENCY	14,169	4,011	2,389	1,397	1,654	22	3,390
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	330	162	28	26	11		
MERIT SYSTEMS PROTECTION BOARD	234	10	1				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	28,146	6,991	489	502	496	89	60
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,001	1,485	30	9	23		
NATIONAL CREDIT UNION ADMINISTRATION	3,847	1,269	7				
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	286	7					
NATIONAL ENDOWMENT FOR THE ARTS	99	3					
NATIONAL ENDOWMENT FOR THE HUMANITIES	187	4					
NATIONAL LABOR RELATIONS BOARD	1,461	59					1
NATIONAL SCIENCE FOUNDATION	2,296	148					43
NATIONAL TRANSPORTATION SAFETY BOARD	1,501	521	50		1		
NUCLEAR REGULATORY COMMISSION	7,639	1,959	104	68	49		
OFFICE OF PERSONNEL MANAGEMENT	6,775	2,929	17		61		
PANAMA CANAL COMMISSION	46,398	24,647	3,757	2,437	487		
PEACE CORPS	636	320		108			
RAILROAD RETIREMENT BOARD	1,304	391	2		21		
SECURITIES AND EXCHANGE COMMISSION	3,404	602	16		2		
SELECTIVE SERVICE SYSTEM	90	12			5		
SMALL BUSINESS ADMINISTRATION	14,491	9,338	374		1		
SMITHSONIAN INSTITUTION	11,114	5,714	1,114	1,056	610	16	
SMITHSONIAN INSTITUTION	8,211	4,043	854	801	529	16	
NATIONAL GALLERY OF ART	2,903	1,671	260	255	81		
SOCIAL SECURITY ADMINISTRATION	199,488	170,157	495	119	1,136		26
TENNESSEE VALLEY AUTHORITY	104,620	74,375	5,151	2,337	1,452		
AGENCY FOR INTERNATIONAL DEVELOPMENT	10,892	391	19	97	461	6,890	2
OVERSEAS PRIVATE INVESTMENT CORPORATION	59	50				2	2
AGENCY FOR INTERNATIONAL DEVELOPMENT	10,833	341	19	97	461	6,888	
U.S. INTERNATIONAL TRADE COMMISSION	562	32	2				
U.S. POSTAL SERVICE	4,886,545	3,345,800	172,668	245,497	486,917		
SUBTOTAL INDEPENDENT AGENCIES	5,447,397	3,694,499	188,633	254,708	495,429	7,265	3,576
TOTAL - ALL AGENCIES	10,708,405	6,417,239	423,052	486,332	758,746	52,365	45,269

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

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						
OFFICE OF MANAGEMENT AND BUDGET					895	
OFFICE OF ADMINISTRATION					72	
OFFICE OF THE U.S. TRADE REPRESENTATIVE					128	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT					1,095	
DEPARTMENT OF STATE			861		4,930	4,446
DEPARTMENT OF THE TREASURY					87,294	24,008
DEPARTMENT OF DEFENSE, TOTAL		714	6,422	259	433,724	298,015
DEPARTMENT OF THE ARMY		447	4,492	151	119,958	40,631
DEPARTMENT OF THE NAVY		52	258		88,087	57,411
DEPARTMENT OF THE AIR FORCE		53	614	106	78,386	176,693
OTHER DEFENSE ACTIVITIES		162	1,058	2	147,293	23,280
DEPARTMENT OF JUSTICE		230	2,920	5	32,336	31
DEPARTMENT OF THE INTERIOR		56			36,713	4,230
DEPARTMENT OF AGRICULTURE		1	20	73	30,243	1,550
DEPARTMENT OF COMMERCE				177	42,133	2,879
DEPARTMENT OF LABOR					11,026	2,509
DEPARTMENT OF HEALTH AND HUMAN SERVICES			25,162		36,698	19,366
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					10,656	28
DEPARTMENT OF TRANSPORTATION			717		14,776	78,398
DEPARTMENT OF ENERGY		40			11,724	10,829
DEPARTMENT OF EDUCATION					3,450	71
DEPARTMENT OF VETERANS AFFAIRS		52	390,400		38,750	52,016
SUBTOTAL EXECUTIVE DEPARTMENTS		1,093	426,584	514	794,453	498,376
AMERICAN BATTLE MONUMENTS COMMISSION					62	
ARMED FORCES RETIREMENT HOME			93		316	10
U.S. ARMS CONTROL AND DISARMAMENT AGENCY					286	
COMMODITY FUTURES TRADING COMMISSION					651	12
CONSUMER PRODUCT SAFETY COMMISSION					150	1
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					168	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION						1,177
ENVIRONMENTAL PROTECTION AGENCY			146		12,997	4,623
EXPORT-IMPORT BANK OF THE UNITED STATES					336	
FARM CREDIT ADMINISTRATION					274	1,959
FEDERAL COMMUNICATIONS COMMISSION					1,572	
FEDERAL DEPOSIT INSURANCE CORPORATION					3,912	7,654
FEDERAL ELECTION COMMISSION					230	
FEDERAL EMERGENCY MANAGEMENT AGENCY					641	243
FEDERAL HOUSING FINANCE BOARD					39	
FEDERAL LABOR RELATIONS AUTHORITY					294	

1/ The Office of Personnel Management's Office of Compensation Policy established this category for agencies to report data after receiving approval; however, since no authorization has been granted to date, these figures may reflect agencies' erroneous reporting.

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

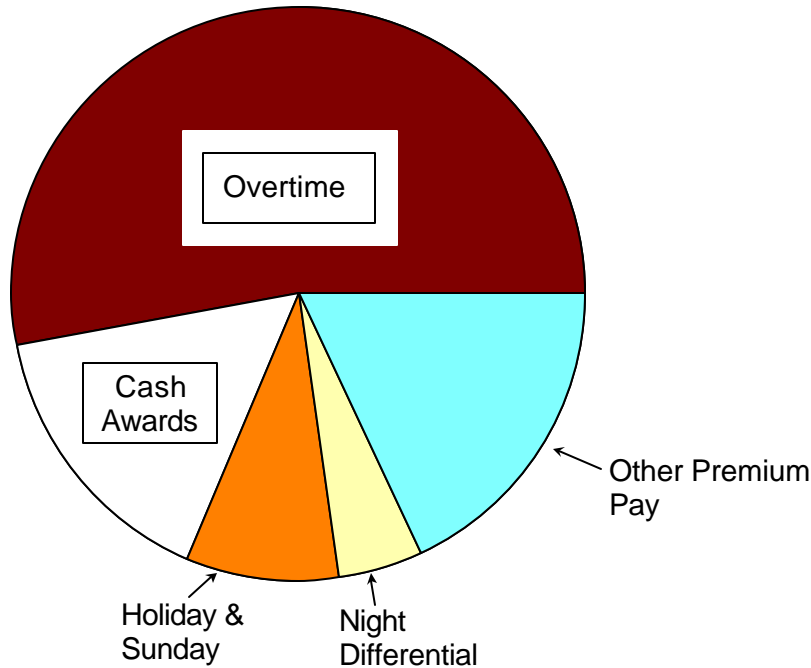
AGENCY	STAFFING 1/ DIFFERENTIAL (\$000)	SUPERVISORY DIFFERENTIAL (\$000)	PHYSICIANS COMPARABILITY ALLOWANCE (\$000)	REMOTE WORK SITE ALLOWANCE (\$000)	CASH AWARDS (\$000)	OTHER PREMIUM PAY (\$000)
FEDERAL MARITIME COMMISSION					30	
FEDERAL MEDIATION AND CONCILIATION SERVICE					104	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD						
FEDERAL TRADE COMMISSION					1,050	
GENERAL SERVICES ADMINISTRATION		1			10,649	
U.S. INFORMATION AGENCY					1,306	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO					94	9
MERIT SYSTEMS PROTECTION BOARD					223	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					19,519	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					1,454	
NATIONAL CREDIT UNION ADMINISTRATION					2,571	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES					278	1
NATIONAL ENDOWMENT FOR THE ARTS					95	1
NATIONAL ENDOWMENT FOR THE HUMANITIES					183	
NATIONAL LABOR RELATIONS BOARD					1,289	112
NATIONAL SCIENCE FOUNDATION					2,105	
NATIONAL TRANSPORTATION SAFETY BOARD					924	5
NUCLEAR REGULATORY COMMISSION					5,459	
OFFICE OF PERSONNEL MANAGEMENT					3,768	
PANAMA CANAL COMMISSION					4,307	10,763
PEACE CORPS					208	
RAILROAD RETIREMENT BOARD					890	
SECURITIES AND EXCHANGE COMMISSION					2,784	
SELECTIVE SERVICE SYSTEM					73	
SMALL BUSINESS ADMINISTRATION					4,778	
SMITHSONIAN INSTITUTION		6			2,132	466
SMITHSONIAN INSTITUTION		6			1,642	320
NATIONAL GALLERY OF ART					490	146
SOCIAL SECURITY ADMINISTRATION					26,666	889
TENNESSEE VALLEY AUTHORITY					20,802	503
AGENCY FOR INTERNATIONAL DEVELOPMENT				90	2,584	358
OVERSEAS PRIVATE INVESTMENT CORPORATION					5	
AGENCY FOR INTERNATIONAL DEVELOPMENT				90	2,579	358
U.S. INTERNATIONAL TRADE COMMISSION					528	
U.S. POSTAL SERVICE					614,694	20,969
SUBTOTAL INDEPENDENT AGENCIES		7	329		753,197	49,754
TOTAL - ALL AGENCIES		1,100	426,913	514	1,548,745	548,130

1/ The Office of Personnel Management's Office of Compensation Policy established this category for agencies to report data after receiving approval; however, since no authorization has been granted to date, these figures may reflect agencies' erroneous reporting.

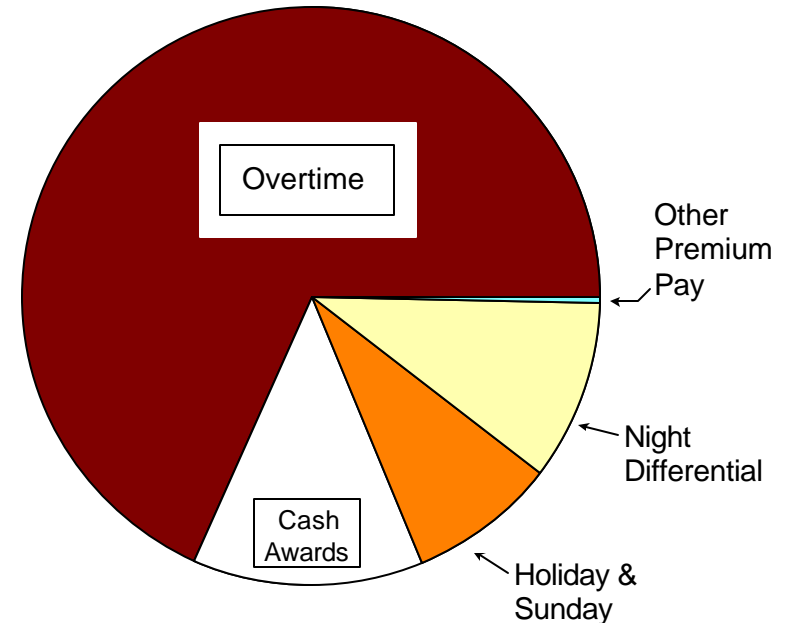
CHART 6

OVERTIME REPRESENTS SIXTY PERCENT OF THE TOTAL PREMIUM PAY DURING FISCAL YEAR 1999

All Other Agencies



U.S. Postal Service



26

Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	\$3,071,439	\$3,345,800	52.8	68.5
Holiday	250,384	172,668	4.3	3.5
Sunday	240,835	245,497	4.1	5.0
Night Differential	271,829	486,917	4.7	10.0
Hazardous Duty	52,365	0	0.9	0.0
Post Differential	45,264	0	0.8	0.0
Supervisory Differential	1,100	0	0.0	0.0
Physicians Comparability Allowance	426,913	0	7.3	0.0
Remote Work Site Allowance	514	0	0.0	0.0
Cash Awards	934,051	614,694	16.0	12.6
Other	527,166	20,969	9.1	0.4
Total	5,821,860	4,886,545	100.0	100.0

Benefits

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

* **Table 6A** shows that the U.S. Postal Service and Defense agencies accounted for 62 percent of the Federal Government's portion of Employee Health Insurance cost (39.2 and 22.8 percent; respectively).

* Fiscal year 1999 employee benefit pay amounted to \$31.5 billion (excluding \$408.9 million separation pay).

* Benefit pay represented 20.2 percent of total personnel costs -- 27.7 percent of basic costs.

* **Tables 6B and 6C** shows that the major benefits included \$13.7 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$6.0 billion to the Social Security System, and \$7.2 billion for Employee Health Insurance.

* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 43.6 percent of total benefits costs. Health Insurance covered an additional 22.9 percent of total benefits costs.



TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

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	5,118	782	36	2,913	1,387		
OFFICE OF MANAGEMENT AND BUDGET	7,558	1,234	54	4,459	1,811		
OFFICE OF ADMINISTRATION	2,118	417	18	1,164	509		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,235	435	18	1,551	568		
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	18,029	2,868	126	10,087	4,275		
DEPARTMENT OF STATE	354,514	37,223	1,656	140,668	49,648	18	
DEPARTMENT OF THE TREASURY	1,808,245	367,634	12,754	878,898	349,215	72,547	112
DEPARTMENT OF DEFENSE, TOTAL	7,653,741	1,645,325	67,018	3,317,027	1,405,376	154,823	10,902
DEPARTMENT OF THE ARMY	1,975,244	422,469	13,680	842,577	349,955	81,800	1,485
DEPARTMENT OF THE NAVY	2,603,111	555,572	30,773	1,135,711	487,363		7,230
DEPARTMENT OF THE AIR FORCE	1,730,867	406,912	13,847	770,863	334,528	66,081	1,929
OTHER DEFENSE ACTIVITIES	1,344,519	260,372	8,718	567,876	233,530	6,942	258
DEPARTMENT OF JUSTICE	2,101,651	366,449	11,402	1,251,809	425,505	8,625	
DEPARTMENT OF THE INTERIOR	716,522	159,758	5,204	332,352	151,218	11,350	4,734
DEPARTMENT OF AGRICULTURE	931,714	249,240	7,381	452,316	202,930		211
DEPARTMENT OF COMMERCE	472,840	90,934	3,217	220,530	116,511	11,086	74
DEPARTMENT OF LABOR	211,022	42,565	1,611	102,495	40,192	15,578	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	940,158	124,858	4,973	500,837	168,938	2,024	1,740
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	136,030	26,235	1,087	69,749	25,438	7,260	3
DEPARTMENT OF TRANSPORTATION	1,136,887	189,741	7,688	567,100	197,148	97,446	8
DEPARTMENT OF ENERGY	221,537	45,963	1,820	120,709	47,173	118	22
DEPARTMENT OF EDUCATION	60,064	11,258	479	33,257	13,474	1,402	
DEPARTMENT OF VETERANS AFFAIRS	2,288,539	504,423	16,505	1,081,028	503,455	136,839	5,797
SUBTOTAL EXECUTIVE DEPARTMENTS	19,033,464	3,861,606	142,795	9,068,775	3,696,221	519,116	23,603
AMERICAN BATTLE MONUMENTS COMMISSION	4,087	191	5	421	158	68	5
ARMED FORCES RETIREMENT HOME	7,557	1,879	55	3,306	1,615	614	25
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1,553	264	14	883	387		
COMMODITY FUTURES TRADING COMMISSION	7,575	1,403	51	4,256	1,850		
CONSUMER PRODUCT SAFETY COMMISSION	5,890	1,217	51	3,206	1,215	137	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	54,667	1,368	56	3,834	1,763		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	30,797	6,489	272	16,314	6,574	787	
ENVIRONMENTAL PROTECTION AGENCY	323,633	47,678	1,888	213,043	59,543		5
EXPORT-IMPORT BANK OF THE UNITED STATES	5,576	987	43	3,087	1,342		
FARM CREDIT ADMINISTRATION	4,442	841	19	2,516	1,066		
FEDERAL COMMUNICATIONS COMMISSION	25,703	4,865	198	14,548	5,817	195	
FEDERAL DEPOSIT INSURANCE CORPORATION	120,759	25,728	201	64,699	27,463		
FEDERAL ELECTION COMMISSION	4,251	822	31	2,220	1,100		
FEDERAL EMERGENCY MANAGEMENT AGENCY	49,965	8,112	301	20,094	15,380	1,594	
FEDERAL HOUSING FINANCE BOARD	2,089	301	13	1,264	511		
FEDERAL LABOR RELATIONS AUTHORITY	2,723	530	24	1,576	583	2	
FEDERAL MARITIME COMMISSION	1,712	381	15	965	195		
FEDERAL MEDIATION AND CONCILIATION SERVICE	4,124	756	39	2,360	941		

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGENCY	TOTAL COST (\$000)	HEALTH INSURANCE (\$000)	LIFE INSURANCE (\$000)	TOTAL RETIREMENT (\$000)	SOCIAL SECURITY (\$000)	WORKMENS COMPENSATION (\$000)	UNIFORM ALLOWANCE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,266	234	9	729	294		
FEDERAL TRADE COMMISSION	14,408	2,294	92	7,984	3,257	107	
GENERAL SERVICES ADMINISTRATION	183,247	37,960	1,334	85,501	34,398	16,280	231
U.S. INFORMATION AGENCY	82,939	11,389	1,047	41,301	12,186	70	94
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,446	749	20	1,166	506		
MERIT SYSTEMS PROTECTION BOARD	2,928	541	28	1,695	607		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	285,181	53,685	1,852	145,850	56,963	7,128	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	21,647	5,402	166	10,509	4,638	706	
NATIONAL CREDIT UNION ADMINISTRATION	14,780	2,384	110	7,542	3,437		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	4,001	697	33	2,293	928	25	
NATIONAL ENDOWMENT FOR THE ARTS	1,846	327	15	1,080	424		
NATIONAL ENDOWMENT FOR THE HUMANITIES	2,155	370	18	1,213	504	25	
NATIONAL LABOR RELATIONS BOARD	23,404	4,837	189	12,745	4,361	636	
NATIONAL SCIENCE FOUNDATION	16,819	2,938	138	9,365	3,858	115	
NATIONAL TRANSPORTATION SAFETY BOARD	6,860	1,185	55	3,571	1,573	100	
NUCLEAR REGULATORY COMMISSION	43,480	8,584	362	24,376	6,090	585	
OFFICE OF PERSONNEL MANAGEMENT	30,689	7,034	254	14,601	3,989	1,208	
PANAMA CANAL COMMISSION	47,310	6,917	189	31,691	911	7,257	16
PEACE CORPS	71,846	1,964	83	6,485	1,644	11,189	
RAILROAD RETIREMENT BOARD	13,641	3,312	139	7,270	2,602	256	
SECURITIES AND EXCHANGE COMMISSION	43,600	8,159	861	23,439	9,409	481	
SELECTIVE SERVICE SYSTEM	1,534	362	15	819	337		
SMALL BUSINESS ADMINISTRATION	59,426	10,922	421	26,904	13,441	2,648	
SMITHSONIAN INSTITUTION	50,101	11,584	393	25,682	11,926		9
SMITHSONIAN INSTITUTION	42,760	9,827	337	21,947	10,140		9
NATIONAL GALLERY OF ART	7,341	1,757	56	3,735	1,786		
SOCIAL SECURITY ADMINISTRATION	628,951	159,485	5,234	307,993	115,969	16,965	20
TENNESSEE VALLEY AUTHORITY	303,076	64,186	1,468	103,222	60,633	66,848	
AGENCY FOR INTERNATIONAL DEVELOPMENT	26,863	6,631	302	11,109	8,083		9
OVERSEAS PRIVATE INVESTMENT CORPORATION	495	48	2	314	130		
AGENCY FOR INTERNATIONAL DEVELOPMENT	26,368	6,583	300	10,795	7,953		9
U.S. INTERNATIONAL TRADE COMMISSION	5,404	970	43	3,004	1,178	105	
U.S. POSTAL SERVICE	10,177,728	2,824,401	195,969	3,356,269	1,842,153	620,013	85,795
SUBTOTAL INDEPENDENT AGENCIES	12,820,678	3,342,618	214,082	4,631,707	2,332,874	756,119	86,209
TOTAL - ALL AGENCIES	31,872,171	7,207,092	357,003	13,710,569	6,033,370	1,275,235	109,812

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGI(\$000)	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY
EXECUTIVE OFFICE OF THE PRESIDENT							
OFFICE OF MANAGEMENT AND BUDGET							
OFFICE OF ADMINISTRATION				10			
OFFICE OF THE U.S. TRADE REPRESENTATIVE	663						
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	663			10			
DEPARTMENT OF STATE	91,613			473	46	25,604	7,565
DEPARTMENT OF THE TREASURY	14,308	5,623	7,101	217	214	72,437	27,185
DEPARTMENT OF DEFENSE, TOTAL	346,556	46,858	21,583	2,408	788	325,961	309,116
DEPARTMENT OF THE ARMY	116,466	39,320	5,273	1,831	559	30,861	68,968
DEPARTMENT OF THE NAVY	106,135					171,150	109,177
DEPARTMENT OF THE AIR FORCE	27,998	2,460	13,346	54	159	48,322	44,368
OTHER DEFENSE ACTIVITIES	95,957	5,078	2,964	523	70	75,628	86,603
DEPARTMENT OF JUSTICE	23,181		401	488	1,056	12,615	120
DEPARTMENT OF THE INTERIOR	52	25,463	10	58	106	25,561	656
DEPARTMENT OF AGRICULTURE	16,780		243	509	506	288	1,310
DEPARTMENT OF COMMERCE	9,106	794	48	1,804	94	4,214	14,428
DEPARTMENT OF LABOR		724	34	226	27	7,232	338
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,311	10,271	47,281	2,037	147	74,572	169
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		1,217	29	11		5,001	
DEPARTMENT OF TRANSPORTATION	22	30,589	7,824	58		39,115	148
DEPARTMENT OF ENERGY	16	63	303	164	186	1,011	3,989
DEPARTMENT OF EDUCATION		16	11	57		8	102
DEPARTMENT OF VETERANS AFFAIRS		17,214			12,498	613	10,167
SUBTOTAL EXECUTIVE DEPARTMENTS	503,945	138,832	84,868	8,510	15,668	594,232	375,293
AMERICAN BATTLE MONUMENTS COMMISSION	421					2,726	92
ARMED FORCES RETIREMENT HOME			12				51
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	5						
COMMODITY FUTURES TRADING COMMISSION			10	5			
CONSUMER PRODUCT SAFETY COMMISSION		11	13	9	26		5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	38			3		47,605	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		66				220	75
ENVIRONMENTAL PROTECTION AGENCY	79	749	73	174	3	354	44
EXPORT-IMPORT BANK OF THE UNITED STATES			1		15		101
FARM CREDIT ADMINISTRATION							
FEDERAL COMMUNICATIONS COMMISSION		80					
FEDERAL DEPOSIT INSURANCE CORPORATION							2,668
FEDERAL ELECTION COMMISSION						78	
FEDERAL EMERGENCY MANAGEMENT AGENCY	293					383	3,808
FEDERAL HOUSING FINANCE BOARD							
FEDERAL LABOR RELATIONS AUTHORITY						8	
FEDERAL MARITIME COMMISSION						156	
FEDERAL MEDIATION AND CONCILIATION SERVICE	28						

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGI(\$000)	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD							
FEDERAL TRADE COMMISSION	16					490	168
GENERAL SERVICES ADMINISTRATION	1,012	1,002	20	69	29	5,340	71
U.S. INFORMATION AGENCY	6,445					7,833	2,574
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO			5				
MERIT SYSTEMS PROTECTION BOARD						57	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION				272	198	7,632	11,601
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		52	26			100	48
NATIONAL CREDIT UNION ADMINISTRATION		142		205	138	822	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES						25	
NATIONAL ENDOWMENT FOR THE ARTS							
NATIONAL ENDOWMENT FOR THE HUMANITIES						25	
NATIONAL LABOR RELATIONS BOARD		246			367		23
NATIONAL SCIENCE FOUNDATION	158				14	221	12
NATIONAL TRANSPORTATION SAFETY BOARD		64	174	51		87	
NUCLEAR REGULATORY COMMISSION			12		449		3,022
OFFICE OF PERSONNEL MANAGEMENT	139					3,464	
PANAMA CANAL COMMISSION					19	47	263
PEACE CORPS	32,568	16,902				768	243
RAILROAD RETIREMENT BOARD						46	16
SECURITIES AND EXCHANGE COMMISSION			313	59	9	825	45
SELECTIVE SERVICE SYSTEM		1					
SMALL BUSINESS ADMINISTRATION		1,443			569		3,078
SMITHSONIAN INSTITUTION	322		80	9			96
SMITHSONIAN INSTITUTION	322		73	9			96
NATIONAL GALLERY OF ART			7				
SOCIAL SECURITY ADMINISTRATION		3,833	21			19,431	
TENNESSEE VALLEY AUTHORITY						2,005	4,714
AGENCY FOR INTERNATIONAL DEVELOPMENT			1			433	295
OVERSEAS PRIVATE INVESTMENT CORPORATION			1				
AGENCY FOR INTERNATIONAL DEVELOPMENT						433	295
U.S. INTERNATIONAL TRADE COMMISSION						104	
U.S. POSTAL SERVICE						1,252,593	535
SUBTOTAL INDEPENDENT AGENCIES	41,524	24,591	761	856	1,836	1,353,853	33,648
TOTAL - ALL AGENCIES	546,132	163,423	85,629	9,376	17,504	1,948,085	408,941



TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 1999

AGENCY	TOTAL RETIREMENT (\$000)	CIVIL SERVICE RETIREMENT (CSRS) (\$000)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)	FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)	OTHER RETIREMENT (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	2,913	234	1,990	689	
OFFICE OF MANAGEMENT AND BUDGET	4,459	1,255	2,259	945	
OFFICE OF ADMINISTRATION	1,164	326	608	230	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,551	456	763	332	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	10,087	2,271	5,620	2,196	
DEPARTMENT OF STATE	140,668	13,127	19,697	22,643	85,201
DEPARTMENT OF THE TREASURY	878,898	269,178	452,525	152,904	4,291
DEPARTMENT OF DEFENSE, TOTAL	3,317,027	1,174,186	1,544,421	593,774	4,646
DEPARTMENT OF THE ARMY	842,577	301,558	392,267	148,752	
DEPARTMENT OF THE NAVY	1,135,711	395,092	542,547	198,072	
DEPARTMENT OF THE AIR FORCE	770,863	259,906	367,738	143,199	20
OTHER DEFENSE ACTIVITIES	567,876	217,630	241,869	103,751	4,626
DEPARTMENT OF JUSTICE	1,251,809	163,883	874,013	213,913	
DEPARTMENT OF THE INTERIOR	332,352	117,858	157,714	56,780	
DEPARTMENT OF AGRICULTURE	452,316	174,091	199,811	77,736	678
DEPARTMENT OF COMMERCE	220,530	65,200	113,735	41,010	585
DEPARTMENT OF LABOR	102,495	42,193	43,531	16,771	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	500,837	101,731	174,267	65,356	159,483
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	69,749	27,200	29,836	10,573	2,140
DEPARTMENT OF TRANSPORTATION	567,100	172,291	304,113	90,696	
DEPARTMENT OF ENERGY	120,709	48,964	50,145	21,600	
DEPARTMENT OF EDUCATION	33,257	11,774	15,496	5,987	
DEPARTMENT OF VETERANS AFFAIRS	1,081,028	285,237	579,562	215,396	833
SUBTOTAL EXECUTIVE DEPARTMENTS	9,068,775	2,666,913	4,558,866	1,585,139	257,857
AMERICAN BATTLE MONUMENTS COMMISSION	421	138	200	83	
ARMED FORCES RETIREMENT HOME	3,306	873	1,795	638	
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	883	276	433	174	
COMMODITY FUTURES TRADING COMMISSION	4,256	1,182	2,209	865	
CONSUMER PRODUCT SAFETY COMMISSION	3,206	1,494	1,230	482	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3,834	994	2,109	731	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	16,314	6,323	7,185	2,806	
ENVIRONMENTAL PROTECTION AGENCY	213,043	112,577	71,151	29,315	
EXPORT-IMPORT BANK OF THE UNITED STATES	3,087	804	1,638	645	
FARM CREDIT ADMINISTRATION	2,516	745	1,233	538	
FEDERAL COMMUNICATIONS COMMISSION	14,548	4,621	7,103	2,824	
FEDERAL DEPOSIT INSURANCE CORPORATION	64,699	14,921	35,443	14,335	
FEDERAL ELECTION COMMISSION	2,220	565	1,202	453	
FEDERAL EMERGENCY MANAGEMENT AGENCY	20,094	5,817	10,580	3,697	
FEDERAL HOUSING FINANCE BOARD	1,264	275	690	299	
FEDERAL LABOR RELATIONS AUTHORITY	1,576	735	608	233	
FEDERAL MARITIME COMMISSION	965	493	140	332	
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,360	708	1,160	492	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 1999**

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	729	238	341	150	
FEDERAL TRADE COMMISSION	7,984	2,255	4,106	1,623	
GENERAL SERVICES ADMINISTRATION	85,501	31,638	38,555	15,308	
U.S. INFORMATION AGENCY	41,301	14,158	10,231	5,805	11,107
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1,166	411	539	216	
MERIT SYSTEMS PROTECTION BOARD	1,695	850	603	242	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	145,850	52,503	65,273	28,074	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	10,509	3,818	4,924	1,767	
NATIONAL CREDIT UNION ADMINISTRATION	7,542	1,970	3,919	1,653	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	2,293	752	1,100	441	
NATIONAL ENDOWMENT FOR THE ARTS	1,080	405	493	182	
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,213	347	607	259	
NATIONAL LABOR RELATIONS BOARD	12,745	6,749	4,257	1,739	
NATIONAL SCIENCE FOUNDATION	9,365	3,239	4,366	1,760	
NATIONAL TRANSPORTATION SAFETY BOARD	3,571	979	1,844	748	
NUCLEAR REGULATORY COMMISSION	24,376	9,007	10,515	4,854	
OFFICE OF PERSONNEL MANAGEMENT	14,601	6,326	5,949	2,326	
3 PANAMA CANAL COMMISSION	31,691	6,885	450	167	24,189
PEACE CORPS	6,485	355	5,025	952	153
RAILROAD RETIREMENT BOARD	7,270	3,255	3,200	815	
SECURITIES AND EXCHANGE COMMISSION	23,439	4,686	13,073	5,680	
SELECTIVE SERVICE SYSTEM	819	385	312	122	
SMALL BUSINESS ADMINISTRATION	26,904	8,559	13,192	5,153	
SMITHSONIAN INSTITUTION	25,682	6,995	13,579	5,108	
SMITHSONIAN INSTITUTION	21,947	5,925	11,641	4,381	
NATIONAL GALLERY OF ART	3,735	1,070	1,938	727	
SOCIAL SECURITY ADMINISTRATION	307,993	158,687	108,401	40,905	
TENNESSEE VALLEY AUTHORITY	103,222	689	193	86	102,254
AGENCY FOR INTERNATIONAL DEVELOPMENT	11,109	3,035	553	4,195	3,326
OVERSEAS PRIVATE INVESTMENT CORPORATION	314	40	195	79	
AGENCY FOR INTERNATIONAL DEVELOPMENT	10,795	2,995	358	4,116	3,326
U.S. INTERNATIONAL TRADE COMMISSION	3,004	1,170	1,323	511	
U.S. POSTAL SERVICE	3,356,269	851,543	1,823,583	681,143	
SUBTOTAL INDEPENDENT AGENCIES	4,631,707	1,334,678	2,285,515	870,485	141,029
TOTAL - ALL AGENCIES	13,710,569	4,003,862	6,850,001	2,457,820	398,886

TABLE 6C
BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE
FISCAL YEAR 1999

Benefits (Categories)	All Other Agencies		U.S. Postal Service	
	Costs (\$000) Fiscal Year 1999	Percent of Basic Payroll Fiscal Year 1999	Costs (\$000) Fiscal Year 1999	Percent of Basic Payroll Fiscal Year 1999
Total 1/	\$21,286,037	25.8	\$10,177,193	32.8
-Health Insurance	4,382,691	5.3	2,824,401	9.1
-Life Insurance	161,034	0.2	195,969	0.6
-Retirement 1/	10,354,300	12.5	3,356,269	10.8
-Federal Insurance Contributions Act (Social Security)	4,191,217	5.1	1,842,153	5.9
-Federal Employees Compensation Act (FECA)	655,222	0.8	620,013	2.0
-Uniform Allowance	24,017	0.0	85,795	0.3
-Overseas Allowance	546,132	0.7	NA	NA
-Non-Foreign Cost Of Living Allowance (COLA)	163,423	0.2	NA	NA
-Retention Allowance	85,629	0.1	NA	NA
-Recruitment Bonus	9,376	0.0	NA	NA
-Relocation Bonus	17,504	0.0	NA	NA
-Other Benefits	695,492	0.8	1,252,593	4.0
Separation Pay 2/	408,406	0.5	535	0.0

1/ Includes the Federal Employees Retirement Systems (Fers): \$6,850,001,000 in Fiscal Year 1999.

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 1999.

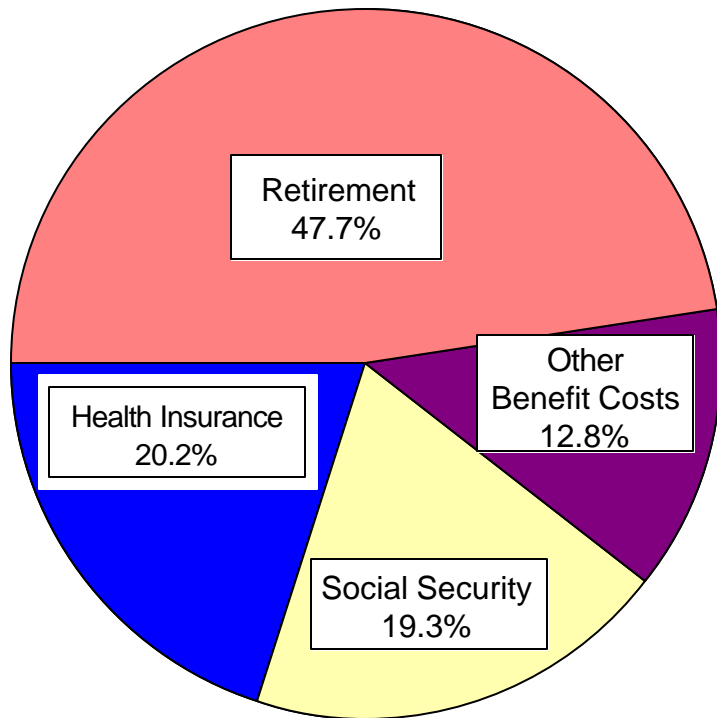
CHART 7

Distribution of Benefit Costs

Fiscal Year 1999

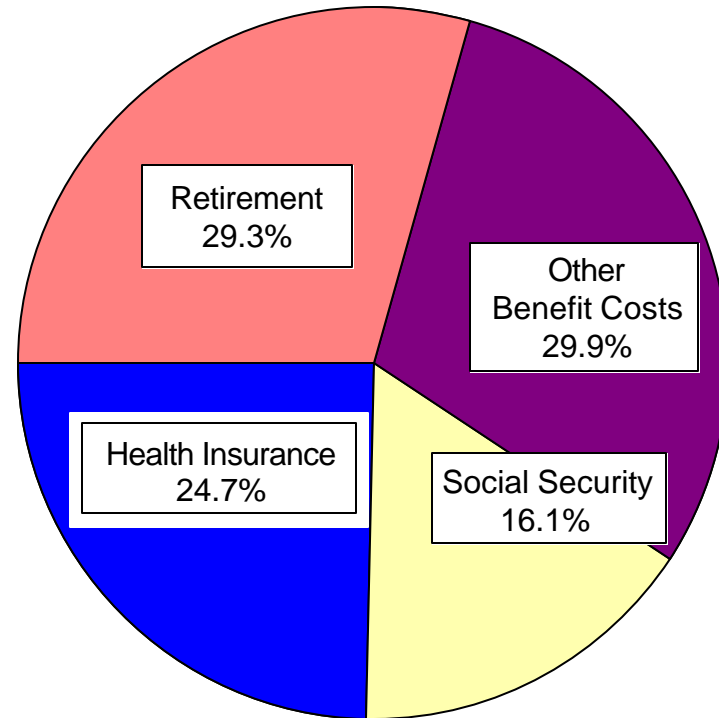
(\$ thousands)

All Other Agencies



Total Benefit Costs^{1/}: \$21,694,443
(In thousands \$)

U.S. Postal Service



Total Benefit Costs^{2/}: \$11,449,175
(In thousands \$)

1/ Includes Separation Pay -- \$408,406

2/ Includes Separation Pay -- \$535

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)

	Page
Pay System	
800 : All Pay Systems (Summary)	38
610 : General Schedule	42
620 : Postal Service	46
630 : V.A. Physicians and Dentists	46
631 : V.A. Nurses	47
650 : Public Health Service Commissioned Corps	47
675 : Senior Executive Service	48
732 : TVA (Salary Policy Employees)	52
733 : TVA (Trade and Labor Employees)	53
740 : Wage Employees (Trades and Crafts)	54
746 : Wage Board Aliens	58
748 : Non-Wage Board Aliens	59
768 : Experts and Consultants	60
772 : Teachers in Dependent Schools Abroad	62



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	384	21,581	103	56,469	382	21,511	56,312	99.20%
OFFICE OF MANAGEMENT AND BUDGET	511	36,287	1,345	73,644	488	35,409	72,559	94.09%
OFFICE OF ADMINISTRATION	175	9,606	184	55,943	170	9,419	55,406	96.21%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	170	12,619	184	75,312	162	12,404	76,568	96.88%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,240	80,093	1,816	66,056	1,202	78,743	65,510	96.13%
DEPARTMENT OF STATE	23,527	1,065,139	66,527	48,101	20,978	997,479	47,549	88.14%
DEPARTMENT OF THE TREASURY	147,758	6,646,079	656,346	49,422	136,714	6,462,706	47,272	88.50%
DEPARTMENT OF DEFENSE, TOTAL	740,154	30,637,396	1,816,501	43,847	679,851	28,939,364	42,567	89.17%
DEPARTMENT OF THE ARMY	242,687	9,603,281	400,894	41,223	227,450	9,303,449	40,903	93.00%
DEPARTMENT OF THE NAVY	203,519	9,007,878	699,879	47,700	184,006	8,144,286	44,261	83.89%
DEPARTMENT OF THE AIR FORCE	171,854	7,003,770	415,713	43,173	158,467	6,718,966	42,400	90.56%
OTHER DEFENSE ACTIVITIES	122,094	5,022,467	300,015	43,593	109,928	4,772,663	43,416	89.67%
DEPARTMENT OF JUSTICE	131,265	5,988,773	809,583	51,791	116,919	5,898,904	50,453	86.77%
DEPARTMENT OF THE INTERIOR	69,626	2,896,653	139,737	43,610	54,248	2,531,926	46,673	83.39%
DEPARTMENT OF AGRICULTURE	101,473	4,033,387	317,480	42,877	83,795	3,746,779	44,714	86.12%
DEPARTMENT OF COMMERCE	47,607	2,137,571	117,164	47,361	32,122	1,761,838	54,848	78.14%
DEPARTMENT OF LABOR	16,412	901,508	21,574	56,244	15,473	880,377	56,898	95.37%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	59,696	3,049,125	131,392	53,279	52,360	2,818,944	53,838	88.63%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,028	598,025	14,228	61,054	9,421	562,440	59,701	91.86%
DEPARTMENT OF TRANSPORTATION	65,258	4,081,314	301,687	67,164	62,188	4,023,987	64,707	91.81%
DEPARTMENT OF ENERGY	16,199	1,043,054	43,620	67,083	15,374	1,012,717	65,872	93.19%
DEPARTMENT OF EDUCATION	4,594	277,742	4,881	61,520	4,194	258,097	61,540	91.32%
DEPARTMENT OF VETERANS AFFAIRS	209,995	8,623,014	818,472	44,961	183,146	7,609,000	41,546	80.59%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,643,592	71,978,780	5,259,192	46,993	1,466,783	67,504,558	46,022	87.40%
AMERICAN BATTLE MONUMENTS COMMISSION	371	10,406	163	28,488	358	10,114	28,251	95.69%
ARMED FORCES RETIREMENT HOME	829	27,656	2,240	36,063	770	26,424	34,317	88.39%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	111	7,684	386	72,703	102	7,107	69,676	88.07%
COMMODITY FUTURES TRADING COMMISSION	567	35,459	793	63,937	509	32,778	64,397	90.42%
CONSUMER PRODUCT SAFETY COMMISSION	467	29,374	191	63,308	447	28,491	63,738	96.37%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	611	32,081	276	52,957	263	16,126	61,316	49.84%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,596	147,021	1,427	57,183	2,542	144,776	56,954	97.53%
ENVIRONMENTAL PROTECTION AGENCY	18,162	1,133,533	20,832	63,559	17,082	1,086,628	63,612	94.13%
EXPORT-IMPORT BANK OF THE UNITED STATES	404	25,458	465	64,166	400	25,279	63,198	97.52%
FARM CREDIT ADMINISTRATION	292	20,316	2,273	77,360	279	19,339	69,315	85.61%
FEDERAL COMMUNICATIONS COMMISSION	1,924	124,389	2,133	65,760	1,544	106,204	68,785	83.94%
FEDERAL DEPOSIT INSURANCE CORPORATION	7,473	509,425	15,765	70,278	7,113	493,303	69,352	93.93%
FEDERAL ELECTION COMMISSION	318	18,091	422	58,217	301	17,685	58,754	95.53%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,723	228,717	27,487	44,767	2,163	126,610	58,534	49.42%
FEDERAL HOUSING FINANCE BOARD	116	9,799	42	84,836	107	9,101	85,056	92.48%
FEDERAL LABOR RELATIONS AUTHORITY	213	14,427	316	69,216	197	13,384	67,939	90.78%
FEDERAL MARITIME COMMISSION	139	9,005	31	65,007	138	8,966	64,971	99.23%
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	19,324	112	69,414	276	18,974	68,746	97.62%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	93	6,170	14	66,495	87	5,871	67,483	94.94%
FEDERAL TRADE COMMISSION	972	66,225	1,289	69,459	835	60,564	72,532	89.71%
GENERAL SERVICES ADMINISTRATION	14,259	752,460	21,511	54,279	13,854	741,396	53,515	95.79%
U.S. INFORMATION AGENCY	6,442	316,657	14,169	51,355	6,173	310,890	50,363	93.97%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	263	10,245	330	40,209	240	9,698	40,408	91.71%
MERIT SYSTEMS PROTECTION BOARD	234	16,047	234	69,577	211	14,666	69,507	90.08%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,604	1,242,404	28,146	68,294	17,647	1,214,549	68,825	95.59%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,457	93,196	3,001	39,152	2,140	87,883	41,067	91.36%
NATIONAL CREDIT UNION ADMINISTRATION	920	60,205	3,847	69,622	888	59,211	66,679	92.44%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	314	19,452	286	62,860	285	17,439	61,189	88.35%
NATIONAL ENDOWMENT FOR THE ARTS	147	9,542	99	65,585	129	8,182	63,426	84.87%
NATIONAL ENDOWMENT FOR THE HUMANITIES	167	9,910	187	60,461	156	9,257	59,340	91.68%
NATIONAL LABOR RELATIONS BOARD	1,824	120,161	1,461	66,679	1,743	115,551	66,294	95.01%
NATIONAL SCIENCE FOUNDATION	1,201	82,565	2,296	70,659	1,049	72,003	68,640	84.85%
NATIONAL TRANSPORTATION SAFETY BOARD	453	29,527	1,501	68,494	388	27,169	70,023	87.56%
NUCLEAR REGULATORY COMMISSION	3,178	243,670	7,639	79,078	2,999	240,015	80,032	95.51%
OFFICE OF PERSONNEL MANAGEMENT	2,827	135,419	6,775	50,299	2,414	125,423	51,957	88.21%
PANAMA CANAL COMMISSION	10,513	267,988	46,398	29,904	7,858	241,036	30,674	76.67%
PEACE CORPS	1,099	47,810	636	44,082	1,054	45,848	43,499	94.64%
RAILROAD RETIREMENT BOARD	1,259	65,192	1,304	52,817	1,220	63,777	52,276	95.91%
SECURITIES AND EXCHANGE COMMISSION	2,789	182,542	3,404	66,671	2,653	180,753	68,132	97.21%
SELECTIVE SERVICE SYSTEM	163	7,824	90	48,552	154	7,266	47,182	91.81%
SMALL BUSINESS ADMINISTRATION	4,889	236,447	14,491	51,327	3,035	187,186	61,676	74.59%
SMITHSONIAN INSTITUTION	5,079	216,432	11,114	44,801	4,703	208,541	44,342	91.65%
SMITHSONIAN INSTITUTION	4,284	185,411	8,211	45,197	3,972	178,369	44,907	92.12%
NATIONAL GALLERY OF ART	795	31,021	2,903	42,672	731	30,172	41,275	88.94%
SOCIAL SECURITY ADMINISTRATION	65,612	2,885,158	199,488	47,013	59,619	2,757,590	46,254	89.40%
TENNESSEE VALLEY AUTHORITY	14,725	731,735	104,620	56,798	12,947	678,326	52,393	81.11%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,760	183,385	10,892	70,390	2,628	175,452	66,763	90.31%
OVERSEAS PRIVATE INVESTMENT CORPORATION	155	10,684	59	69,310	140	9,894	70,671	92.10%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,605	172,701	10,833	70,455	2,488	165,558	66,543	90.21%
U.S. INTERNATIONAL TRADE COMMISSION	393	26,253	562	68,232	361	24,585	68,102	91.68%
U.S. POSTAL SERVICE	919,213	30,999,612	4,886,545	39,040	674,428	26,127,578	38,740	72.81%
SUBTOTAL INDEPENDENT AGENCIES	1,123,131	41,446,946	5,447,397	41,753	856,204	35,991,555	42,036	76.75%
TOTAL - ALL AGENCIES	2,767,963	113,505,819	10,708,405	44,876	2,324,189	103,574,856	44,564	83.38%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	70	70,000	0.32%
OFFICE OF MANAGEMENT AND BUDGET		6		0.02%	15	872	58,133	2.32%
OFFICE OF ADMINISTRATION		2		0.02%	3	185	61,667	1.89%
OFFICE OF THE U.S. TRADE REPRESENTATIVE		15		0.12%	7	200	28,571	1.56%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT		23		0.03%	26	1,327	51,038	1.62%
DEPARTMENT OF STATE	773	36,595	47,342	3.23%	963	31,065	32,259	2.75%
DEPARTMENT OF THE TREASURY	1,058	28,015	26,479	0.38%	5,002	155,358	31,059	2.13%
DEPARTMENT OF DEFENSE, TOTAL	45,861	1,532,647	33,419	4.72%	4,996	165,385	33,103	0.51%
DEPARTMENT OF THE ARMY	9,230	244,950	26,538	2.45%	1,870	54,882	29,349	0.55%
DEPARTMENT OF THE NAVY	19,513	863,592	44,257	8.90%				
DEPARTMENT OF THE AIR FORCE	9,147	230,913	25,245	3.11%	1,088	53,891	49,532	0.73%
OTHER DEFENSE ACTIVITIES	7,971	193,192	24,237	3.63%	2,038	56,612	27,778	1.06%
DEPARTMENT OF JUSTICE	772	24,934	32,298	0.37%	3,602	64,935	18,027	0.96%
DEPARTMENT OF THE INTERIOR	10,199	305,128	29,917	10.05%	2,073	59,599	28,750	1.96%
DEPARTMENT OF AGRICULTURE	6,513	136,896	21,019	3.15%	6,145	149,712	24,363	3.44%
DEPARTMENT OF COMMERCE	1,285	45,229	35,198	2.01%	13,011	330,504	25,402	14.66%
DEPARTMENT OF LABOR	377	8,909	23,631	0.97%	469	12,222	26,060	1.32%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,311	172,249	32,432	5.42%	1,259	57,932	46,014	1.82%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	80	3,132	39,150	0.51%	462	32,453	70,245	5.30%
DEPARTMENT OF TRANSPORTATION	719	28,726	39,953	0.66%	786	28,601	36,388	0.65%
DEPARTMENT OF ENERGY	315	21,702	68,895	2.00%	169	8,635	51,095	0.79%
DEPARTMENT OF EDUCATION	257	16,058	62,482	5.68%	69	3,587	51,986	1.27%
DEPARTMENT OF VETERANS AFFAIRS	10,686	444,614	41,607	4.71%	11,715	569,400	48,604	6.03%
SUBTOTAL EXECUTIVE DEPARTMENTS	84,206	2,804,834	33,309	3.63%	50,721	1,669,388	32,913	2.16%
AMERICAN BATTLE MONUMENTS COMMISSION	9	292	32,444	2.76%				
ARMED FORCES RETIREMENT HOME	7	642	91,714	2.15%	21	590	28,095	1.97%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	5	416	83,200	5.15%	2	161	80,500	2.00%
COMMODITY FUTURES TRADING COMMISSION	19	688	36,211	1.90%	36	1,993	55,361	5.50%
CONSUMER PRODUCT SAFETY COMMISSION	4	410	102,500	1.39%	15	473	31,533	1.60%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	346	15,955	46,113	49.31%				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	25	840	33,600	0.57%	25	1,405	56,200	0.95%
ENVIRONMENTAL PROTECTION AGENCY	241	8,481	35,191	0.73%	787	38,424	48,823	3.33%
EXPORT-IMPORT BANK OF THE UNITED STATES	2	179	89,500	0.69%				
FARM CREDIT ADMINISTRATION	4	358	89,500	1.58%	9	619	68,778	2.74%
FEDERAL COMMUNICATIONS COMMISSION	314	1,504	4,790	1.19%	56	16,681	297,875	13.18%
FEDERAL DEPOSIT INSURANCE CORPORATION	148	6,144	41,514	1.17%	168	9,978	59,393	1.90%
FEDERAL ELECTION COMMISSION	9	305	33,889	1.65%	4	101	25,250	0.55%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,186	43,283	36,495	16.89%	1,815	58,824	32,410	22.96%
FEDERAL HOUSING FINANCE BOARD	4	291	72,750	2.96%	5	407	81,400	4.14%
FEDERAL LABOR RELATIONS AUTHORITY	9	702	78,000	4.76%	7	341	48,714	2.31%
FEDERAL MARITIME COMMISSION	1	39	39,000	0.43%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	237	118,500	1.22%	2	113	56,500	0.58%

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**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	2	41	20,500	0.66%	4	258	64,500	4.17%
FEDERAL TRADE COMMISSION	85	3,159	37,165	4.68%	47	2,502	53,234	3.71%
GENERAL SERVICES ADMINISTRATION	147	6,824	46,422	0.88%	62	4,240	68,387	0.55%
U.S. INFORMATION AGENCY	31	1,967	63,452	0.59%	97	3,800	39,175	1.15%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	6	146	24,333	1.38%	13	401	30,846	3.79%
MERIT SYSTEMS PROTECTION BOARD	9	390	43,333	2.40%	14	991	70,786	6.09%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	429	17,655	41,154	1.39%	393	10,200	25,954	0.80%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	1,834	14,556	1.91%	156	3,479	22,301	3.62%
NATIONAL CREDIT UNION ADMINISTRATION	3	304	101,333	0.47%	11	690	62,727	1.08%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	22	1,489	67,682	7.54%	7	524	74,857	2.65%
NATIONAL ENDOWMENT FOR THE ARTS	14	1,197	85,500	12.42%	4	163	40,750	1.69%
NATIONAL ENDOWMENT FOR THE HUMANITIES	8	292	36,500	2.89%	3	361	120,333	3.58%
NATIONAL LABOR RELATIONS BOARD	16	595	37,188	0.49%	64	4,015	62,734	3.30%
NATIONAL SCIENCE FOUNDATION	118	8,991	76,195	10.59%	31	1,571	50,677	1.85%
NATIONAL TRANSPORTATION SAFETY BOARD	23	1,458	63,391	4.70%	31	900	29,032	2.90%
NUCLEAR REGULATORY COMMISSION	7	377	53,857	0.15%	135	3,278	24,281	1.30%
OFFICE OF PERSONNEL MANAGEMENT	138	4,530	32,826	3.19%	216	5,466	25,306	3.84%
PANAMA CANAL COMMISSION	1,600	25,758	16,099	8.19%	175	1,194	6,823	0.38%
PEACE CORPS					43	1,962	45,628	4.05%
RAILROAD RETIREMENT BOARD	3	58	19,333	0.09%	28	1,357	48,464	2.04%
SECURITIES AND EXCHANGE COMMISSION	55	1,789	32,527	0.96%	70			
SELECTIVE SERVICE SYSTEM	4	207	51,750	2.62%	5	351	70,200	4.44%
SMALL BUSINESS ADMINISTRATION	1,624	49,222	30,309	19.62%	17	39	2,294	0.02%
SMITHSONIAN INSTITUTION	92	2,655	28,859	1.17%	117	5,236	44,752	2.30%
SMITHSONIAN INSTITUTION	89	2,603	29,247	1.34%	102	4,439	43,520	2.29%
NATIONAL GALLERY OF ART	3	52	17,333	0.15%	15	797	53,133	2.35%
SOCIAL SECURITY ADMINISTRATION	1,416	45,693	32,269	1.48%	1,937	81,875	42,269	2.65%
TENNESSEE VALLEY AUTHORITY	423	45,459	107,468	5.44%	95	7,950	83,684	0.95%
AGENCY FOR INTERNATIONAL DEVELOPMENT	88	6,511	73,989	3.35%	20	1,422	71,100	0.73%
OVERSEAS PRIVATE INVESTMENT CORPORATION	12	612	51,000	5.70%	2	178	89,000	1.66%
AGENCY FOR INTERNATIONAL DEVELOPMENT	76	5,899	77,618	3.21%	18	1,244	69,111	0.68%
U.S. INTERNATIONAL TRADE COMMISSION	29	1,626	56,069	6.06%	2	42	21,000	0.16%
U.S. POSTAL SERVICE	829	22,797	27,499	0.06%	175,452	4,849,237	27,639	13.51%
SUBTOTAL INDEPENDENT AGENCIES	9,660	332,301	34,400	0.71%	182,194	5,123,090	28,119	10.92%
TOTAL - ALL AGENCIES	93,866	3,137,158	33,422	2.53%	232,941	6,793,805	29,165	5.47%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	438	27,715	900	65,331	416	26,848	64,538	93.82%
OFFICE OF ADMINISTRATION	159	8,960	153	57,314	155	8,775	56,613	96.29%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	127	8,072	150	64,740	119	7,863	66,076	95.63%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	724	44,747	1,203	63,467	690	43,486	63,023	94.64%
DEPARTMENT OF STATE	5,457	280,852	10,546	53,399	4,689	260,358	55,525	89.35%
DEPARTMENT OF THE TREASURY	139,861	6,262,584	117,882	45,620	130,153	6,097,278	46,847	95.56%
DEPARTMENT OF DEFENSE, TOTAL	493,878	21,731,078	887,487	45,798	465,513	21,076,095	45,275	93.18%
DEPARTMENT OF THE ARMY	170,878	7,243,452	282,265	44,041	160,736	7,026,614	43,715	93.37%
DEPARTMENT OF THE NAVY	123,095	5,840,874	280,516	49,729	120,105	5,701,971	47,475	93.15%
DEPARTMENT OF THE AIR FORCE	106,793	4,710,071	162,035	45,622	98,541	4,541,091	46,083	93.21%
OTHER DEFENSE ACTIVITIES	93,112	3,936,681	162,671	44,026	86,131	3,806,419	44,193	92.85%
DEPARTMENT OF JUSTICE	119,688	5,177,724	784,043	49,811	105,952	5,109,346	48,223	85.70%
DEPARTMENT OF THE INTERIOR	54,896	2,363,647	119,501	45,234	45,796	2,189,278	47,805	88.17%
DEPARTMENT OF AGRICULTURE	95,622	3,853,219	306,735	43,504	81,259	3,618,722	44,533	86.99%
DEPARTMENT OF COMMERCE	24,612	1,243,029	78,039	53,676	22,119	1,191,874	53,885	90.22%
DEPARTMENT OF LABOR	16,067	867,588	20,925	55,300	15,471	848,119	54,820	95.45%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	48,844	2,470,739	93,851	52,506	43,936	2,377,691	54,117	92.71%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,830	576,764	13,934	60,091	9,251	543,929	58,797	92.08%
DEPARTMENT OF TRANSPORTATION	12,053	660,264	14,892	56,016	11,424	642,862	56,273	95.22%
DEPARTMENT OF ENERGY	14,149	903,380	27,878	65,818	13,560	884,682	65,242	95.00%
DEPARTMENT OF EDUCATION	4,439	261,623	4,609	59,976	4,097	247,515	60,414	92.97%
DEPARTMENT OF VETERANS AFFAIRS	128,403	4,671,132	210,937	38,021	117,437	4,397,241	37,443	90.07%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,167,799	51,323,623	2,691,259	46,254	1,070,657	49,484,990	46,219	91.61%
AMERICAN BATTLE MONUMENTS COMMISSION	56	2,837	99	52,429	51	2,698	52,902	91.89%
ARMED FORCES RETIREMENT HOME	577	19,854	1,511	37,028	535	18,757	35,060	87.79%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	95	5,893	204	64,179	88	5,513	62,648	90.42%
COMMODITY FUTURES TRADING COMMISSION	539	32,207	760	61,163	487	30,105	61,817	91.32%
CONSUMER PRODUCT SAFETY COMMISSION	452	27,597	191	61,478	435	27,077	62,246	97.44%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	144	7,799	276	56,076	137	7,605	55,511	94.18%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,551	142,035	1,147	56,128	2,510	139,790	55,693	97.63%
ENVIRONMENTAL PROTECTION AGENCY	17,865	1,099,621	19,484	62,642	16,812	1,054,640	62,731	94.24%
EXPORT-IMPORT BANK OF THE UNITED STATES	373	22,360	417	61,064	370	22,312	60,303	97.96%
FEDERAL COMMUNICATIONS COMMISSION	1,868	118,301	1,960	64,380	1,494	100,797	67,468	83.82%
FEDERAL ELECTION COMMISSION	310	17,152	422	56,690	293	16,746	57,154	95.29%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,925	147,658	9,479	53,722	1,970	114,901	58,325	73.12%
FEDERAL LABOR RELATIONS AUTHORITY	194	12,155	207	63,722	182	11,561	63,522	93.52%
FEDERAL MARITIME COMMISSION	131	8,009	1	61,145	130	7,970	61,308	99.50%
FEDERAL MEDIATION AND CONCILIATION SERVICE	276	18,841	112	68,670	274	18,726	68,343	98.80%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	84	4,837	14	57,750	78	4,609	59,090	95.01%
FEDERAL TRADE COMMISSION	916	60,731	1,169	67,576	784	55,634	70,962	89.88%
GENERAL SERVICES ADMINISTRATION	12,045	666,801	8,300	56,048	11,779	656,432	55,729	97.23%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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. INFORMATION AGENCY	2,442	147,331	4,934	62,353	2,314	143,272	61,915	94.09%
MERIT SYSTEMS PROTECTION BOARD	218	14,094	190	65,523	199	13,070	65,678	91.50%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,742	1,173,947	24,346	67,540	16,825	1,146,938	68,169	95.71%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,413	90,277	2,947	38,634	2,096	84,964	40,536	91.14%
NATIONAL CREDIT UNION ADMINISTRATION	879	54,598	3,819	66,458	849	53,742	63,300	92.00%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	297	17,577	279	60,121	270	15,750	58,333	88.21%
NATIONAL ENDOWMENT FOR THE ARTS	140	8,767	92	63,279	122	7,413	60,762	83.68%
NATIONAL ENDOWMENT FOR THE HUMANITIES	157	8,810	187	57,306	148	8,337	56,331	92.66%
NATIONAL LABOR RELATIONS BOARD	1,753	113,304	1,227	65,334	1,680	109,422	65,132	95.54%
NATIONAL SCIENCE FOUNDATION	815	43,024	1,215	54,281	738	39,229	53,156	88.68%
NATIONAL TRANSPORTATION SAFETY BOARD	436	27,476	1,420	66,275	375	25,606	68,283	88.61%
OFFICE OF PERSONNEL MANAGEMENT	2,753	129,003	6,318	49,154	2,342	119,007	50,814	87.94%
PANAMA CANAL COMMISSION	20	667	50	35,850	17	581	34,176	81.03%
RAILROAD RETIREMENT BOARD	1,231	62,821	1,259	52,055	1,193	61,406	51,472	95.83%
SECURITIES AND EXCHANGE COMMISSION	2,706	173,014	2,976	65,037	2,570	171,225	66,625	97.29%
SELECTIVE SERVICE SYSTEM	161	7,640	80	47,950	152	7,082	46,592	91.74%
SMALL BUSINESS ADMINISTRATION	4,839	230,775	13,641	50,510	2,985	181,514	60,809	74.26%
SMITHSONIAN INSTITUTION	4,096	185,180	8,297	47,236	3,794	178,381	47,017	92.20%
SMITHSONIAN INSTITUTION	3,426	158,381	5,861	47,940	3,183	152,416	47,884	92.80%
NATIONAL GALLERY OF ART	670	26,799	2,436	43,634	611	25,965	42,496	88.81%
SOCIAL SECURITY ADMINISTRATION	65,069	2,857,027	197,434	46,942	59,107	2,730,047	46,188	89.38%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1,193	72,063	1,431	61,604	1,153	70,398	61,056	95.79%
OVERSEAS PRIVATE INVESTMENT CORPORATION	143	9,213	58	64,832	129	8,672	67,225	93.54%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1,050	62,850	1,373	61,165	1,024	61,726	60,279	96.11%
U.S. INTERNATIONAL TRADE COMMISSION	381	24,501	558	65,772	355	23,558	66,361	94.01%
SUBTOTAL INDEPENDENT AGENCIES	150,845	7,839,007	318,174	54,077	137,423	7,471,065	54,365	91.59%
TOTAL - ALL AGENCIES	1,319,368	59,207,377	3,010,636	47,157	1,208,770	56,999,541	47,155	91.61%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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
OFFICE OF MANAGEMENT AND BUDGET		6		0.02%	15	861	57,400	3.01%
OFFICE OF ADMINISTRATION					3	185	61,667	2.03%
OFFICE OF THE U.S. TRADE REPRESENTATIVE		9		0.11%	7	200	28,571	2.43%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT		15		0.03%	25	1,246	49,840	2.71%
DEPARTMENT OF STATE	325	16,368	50,363	5.62%	182	4,126	22,670	1.42%
DEPARTMENT OF THE TREASURY	826	19,906	24,099	0.31%	4,741	145,400	30,669	2.28%
DEPARTMENT OF DEFENSE, TOTAL	19,236	557,465	28,980	2.46%	3,438	97,518	28,365	0.43%
DEPARTMENT OF THE ARMY	5,835	171,769	29,438	2.28%	1,463	45,069	30,806	0.60%
DEPARTMENT OF THE NAVY	2,990	138,903	46,456	2.27%				
DEPARTMENT OF THE AIR FORCE	6,059	147,721	24,380	3.03%	924	21,259	23,008	0.44%
OTHER DEFENSE ACTIVITIES	4,352	99,072	22,765	2.42%	1,051	31,190	29,676	0.76%
DEPARTMENT OF JUSTICE	714	20,424	28,605	0.34%	3,265	47,954	14,687	0.80%
DEPARTMENT OF THE INTERIOR	5,018	130,928	26,092	5.27%	1,498	43,441	28,999	1.75%
DEPARTMENT OF AGRICULTURE	5,827	121,221	20,803	2.91%	3,653	113,276	31,009	2.72%
DEPARTMENT OF COMMERCE	158	4,287	27,133	0.32%	1,650	46,868	28,405	3.55%
DEPARTMENT OF LABOR	185	7,966	43,059	0.90%	320	11,503	35,947	1.29%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3,197	43,372	13,566	1.69%	1,102	49,676	45,078	1.94%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	71	2,216	31,211	0.38%	443	30,619	69,117	5.18%
DEPARTMENT OF TRANSPORTATION	243	9,128	37,564	1.35%	283	8,274	29,237	1.23%
DEPARTMENT OF ENERGY	207	10,344	49,971	1.11%	166	8,354	50,325	0.90%
DEPARTMENT OF EDUCATION	209	11,222	53,694	4.22%	59	2,886	48,915	1.08%
DEPARTMENT OF VETERANS AFFAIRS	4,978	147,256	29,581	3.02%	3,475	126,635	36,442	2.59%
SUBTOTAL EXECUTIVE DEPARTMENTS	41,194	1,102,103	26,754	2.04%	24,275	736,530	30,341	1.36%
AMERICAN BATTLE MONUMENTS COMMISSION	3	139	46,333	4.73%				
ARMED FORCES RETIREMENT HOME	6	614	102,333	2.87%	17	483	28,412	2.26%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	4	311	77,750	5.10%	1	69	69,000	1.13%
COMMODITY FUTURES TRADING COMMISSION	17	436	25,647	1.32%	33	1,666	50,485	5.05%
CONSUMER PRODUCT SAFETY COMMISSION	1	47	47,000	0.17%	15	473	31,533	1.70%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5	194	38,800	2.40%				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	16	840	52,500	0.59%	25	1,405	56,200	0.98%
ENVIRONMENTAL PROTECTION AGENCY	231	7,793	33,736	0.70%	770	37,188	48,296	3.32%
EXPORT-IMPORT BANK OF THE UNITED STATES	1	48	48,000	0.21%				
FEDERAL COMMUNICATIONS COMMISSION	308	823	2,672	0.68%	56	16,681	297,875	13.87%
FEDERAL ELECTION COMMISSION	9	305	33,889	1.74%	4	101	25,250	0.57%
FEDERAL EMERGENCY MANAGEMENT AGENCY	755	30,256	40,074	19.25%	50	2,501	50,020	1.59%
FEDERAL LABOR RELATIONS AUTHORITY	5	253	50,600	2.05%	7	341	48,714	2.76%
FEDERAL MARITIME COMMISSION	1	39	39,000	0.49%				
FEDERAL MEDIATION AND CONCILIATION SERVICE		2		0.01%	2	113	56,500	0.60%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2	41	20,500	0.85%	4	187	46,750	3.85%
FEDERAL TRADE COMMISSION	81	2,675	33,025	4.32%	46	2,422	52,652	3.91%
GENERAL SERVICES ADMINISTRATION	140	6,594	47,100	0.98%	41	3,775	92,073	0.56%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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. INFORMATION AGENCY	21	1,549	73,762	1.02%	63	2,510	39,841	1.65%
MERIT SYSTEMS PROTECTION BOARD	8	390	48,750	2.73%	11	634	57,636	4.44%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	421	17,353	41,219	1.45%	384	9,656	25,146	0.81%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	1,834	14,556	1.97%	156	3,479	22,301	3.73%
NATIONAL CREDIT UNION ADMINISTRATION	2	166	83,000	0.28%	10	690	69,000	1.18%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	21	1,366	65,048	7.65%	6	461	76,833	2.58%
NATIONAL ENDOWMENT FOR THE ARTS	14	1,197	85,500	13.51%	4	157	39,250	1.77%
NATIONAL ENDOWMENT FOR THE HUMANITIES	7	169	24,143	1.88%	2	304	152,000	3.38%
NATIONAL LABOR RELATIONS BOARD	13	269	20,692	0.23%	59	3,613	61,237	3.15%
NATIONAL SCIENCE FOUNDATION	52	3,112	59,846	7.03%	22	683	31,045	1.54%
NATIONAL TRANSPORTATION SAFETY BOARD	19	976	51,368	3.38%	31	894	28,839	3.09%
OFFICE OF PERSONNEL MANAGEMENT	138	4,530	32,826	3.35%	216	5,466	25,306	4.04%
PANAMA CANAL COMMISSION	3	86	28,667	11.99%				
RAILROAD RETIREMENT BOARD	3	58	19,333	0.09%	28	1,357	48,464	2.12%
SECURITIES AND EXCHANGE COMMISSION	55	1,789	32,527	1.02%	70			
SELECTIVE SERVICE SYSTEM	4	207	51,750	2.68%	5	351	70,200	4.55%
SMALL BUSINESS ADMINISTRATION	1,624	49,222	30,309	20.14%	17	39	2,294	0.02%
SMITHSONIAN INSTITUTION	67	2,076	30,985	1.07%	106	4,723	44,557	2.44%
SMITHSONIAN INSTITUTION	65	2,024	31,138	1.23%	91	3,941	43,308	2.40%
NATIONAL GALLERY OF ART	2	52	26,000	0.18%	15	782	52,133	2.67%
SOCIAL SECURITY ADMINISTRATION	1,407	45,231	32,147	1.48%	1,935	81,749	42,248	2.68%
AGENCY FOR INTERNATIONAL DEVELOPMENT	23	1,030	44,783	1.40%	13	635	48,846	0.86%
OVERSEAS PRIVATE INVESTMENT CORPORATION	11	427	38,818	4.61%	2	114	57,000	1.23%
AGENCY FOR INTERNATIONAL DEVELOPMENT	12	603	50,250	0.94%	11	521	47,364	0.81%
U.S. INTERNATIONAL TRADE COMMISSION	23	901	39,174	3.60%	2	42	21,000	0.17%
SUBTOTAL INDEPENDENT AGENCIES	5,615	183,555	32,690	2.25%	4,205	184,387	43,849	2.26%
TOTAL - ALL AGENCIES	46,809	1,285,673	27,466	2.07%	28,505	922,163	32,351	1.48%



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	919,213	30,999,612	4,886,545	39,040	674,428	26,127,578	38,740	72.81%
SUBTOTAL INDEPENDENT AGENCIES	919,213	30,999,612	4,886,545	39,040	674,428	26,127,578	38,740	72.81%
TOTAL - ALL AGENCIES	919,213	30,999,612	4,886,545	39,040	674,428	26,127,578	38,740	72.81%

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	829	22,797	27,499	0.06%	175,452	4,849,237	27,639	13.51%
SUBTOTAL INDEPENDENT AGENCIES	829	22,797	27,499	0.06%	175,452	4,849,237	27,639	13.51%
TOTAL - ALL AGENCIES	829	22,797	27,499	0.06%	175,452	4,849,237	27,639	13.51%

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	11,428	1,094,089	391,903	130,031	7,366	719,811	97,721	48.44%
SUBTOTAL EXECUTIVE DEPARTMENTS	11,428	1,094,089	391,903	130,031	7,366	719,811	97,721	48.44%
TOTAL - ALL AGENCIES	11,428	1,094,089	391,903	130,031	7,366	719,811	97,721	48.44%

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	1,300	113,777	87,521	7.66%	2,762	260,501	94,316	17.53%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,300	113,777	87,521	7.66%	2,762	260,501	94,316	17.53%
TOTAL - ALL AGENCIES	1,300	113,777	87,521	7.66%	2,762	260,501	94,316	17.53%



**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	36,442	1,843,891	169,331	55,245	32,141	1,684,633	52,414	83.68%
SUBTOTAL EXECUTIVE DEPARTMENTS	36,442	1,843,891	169,331	55,245	32,141	1,684,633	52,414	83.68%
TOTAL - ALL AGENCIES	36,442	1,843,891	169,331	55,245	32,141	1,684,633	52,414	83.68%

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	1,445	65,136	45,077	3.24%	1,865	94,122	50,468	4.68%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,445	65,136	45,077	3.24%	1,865	94,122	50,468	4.68%
TOTAL - ALL AGENCIES	1,445	65,136	45,077	3.24%	1,865	94,122	50,468	4.68%

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	4,982	256,633	19,392	55,404	4,942	255,480	51,696	92.56%
SUBTOTAL EXECUTIVE DEPARTMENTS	4,982	256,633	19,392	55,404	4,942	255,480	51,696	92.56%
TOTAL - ALL AGENCIES	4,982	256,633	19,392	55,404	4,942	255,480	51,696	92.56%

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	39	1,114	28,564	0.40%	1	39	39,000	0.01%
SUBTOTAL EXECUTIVE DEPARTMENTS	39	1,114	28,564	0.40%	1	39	39,000	0.01%
TOTAL - ALL AGENCIES	39	1,114	28,564	0.40%	1	39	39,000	0.01%



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	68	8,206	387	126,368	68	8,206	120,676	95.50%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	27	3,295		122,037	27	3,295	122,037	100.00%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	95	11,501	387	125,137	95	11,501	121,063	96.74%
DEPARTMENT OF STATE	123	15,387		125,098	123	15,387	125,098	100.00%
DEPARTMENT OF THE TREASURY	543	66,304	2,314	126,368	532	65,059	122,291	94.81%
DEPARTMENT OF DEFENSE, TOTAL	1,266	152,529	87,307	189,444	1,257	151,503	120,527	63.17%
DEPARTMENT OF THE ARMY	197	24,213	1,639	131,228	197	24,213	122,909	93.66%
DEPARTMENT OF THE NAVY	342	41,675	2,205	128,304	341	41,553	121,856	94.70%
DEPARTMENT OF THE AIR FORCE	189	21,808	813	119,688	189	21,808	115,386	96.41%
OTHER DEFENSE ACTIVITIES	538	64,833	82,650	274,132	530	63,929	120,621	43.35%
DEPARTMENT OF JUSTICE	609	75,563	1,433	126,430	601	74,701	124,295	97.02%
DEPARTMENT OF THE INTERIOR	233	27,811	536	121,661	226	26,967	119,323	95.13%
DEPARTMENT OF AGRICULTURE	342	41,265	922	123,354	337	40,670	120,682	96.40%
DEPARTMENT OF COMMERCE	383	45,922	966	122,423	371	44,602	120,221	95.12%
DEPARTMENT OF LABOR	187	23,095	479	126,064	182	22,484	123,538	95.38%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	478	56,826	3,479	126,161	478	56,826	118,883	94.23%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	94	11,416	28	121,745	89	10,786	121,191	94.25%
DEPARTMENT OF TRANSPORTATION	379	45,640	1,144	123,441	368	44,389	120,622	94.88%
DEPARTMENT OF ENERGY	425	52,208	1,543	126,473	400	49,109	122,773	91.36%
DEPARTMENT OF EDUCATION	81	9,799	214	123,617	77	9,356	121,506	93.44%
DEPARTMENT OF VETERANS AFFAIRS	265	33,011	1,047	128,521	265	32,968	124,408	96.80%
SUBTOTAL EXECUTIVE DEPARTMENTS	5,408	656,776	101,412	140,197	5,306	644,807	121,524	85.05%
AMERICAN BATTLE MONUMENTS COMMISSION	1	126		126,000	1	126	126,000	100.00%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	11	1,287	182	133,545	10	1,182	118,200	80.46%
COMMODITY FUTURES TRADING COMMISSION	21	2,696	15	129,095	21	2,647	126,048	97.64%
CONSUMER PRODUCT SAFETY COMMISSION	12	1,411		117,583	12	1,411	117,583	100.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4	488		122,000	4	488	122,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	41	4,977	276	128,122	41	4,977	121,390	94.75%
ENVIRONMENTAL PROTECTION AGENCY	263	32,112	1,330	127,156	257	31,494	122,545	94.17%
FEDERAL COMMUNICATIONS COMMISSION	40	5,072	160	130,800	40	5,016	125,400	95.87%
FEDERAL EMERGENCY MANAGEMENT AGENCY	46	5,419		117,804	44	5,231	118,886	96.53%
FEDERAL LABOR RELATIONS AUTHORITY	15	1,823	109	128,800	15	1,823	121,533	94.36%
FEDERAL MARITIME COMMISSION	8	996	30	128,250	8	996	124,500	97.08%
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	483		120,750	2	248	124,000	51.35%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	9	1,136		126,222	9	1,136	126,222	100.00%
FEDERAL TRADE COMMISSION	35	4,193	120	123,229	35	4,193	119,800	97.22%
GENERAL SERVICES ADMINISTRATION	102	12,576	919	132,304	102	12,576	123,294	93.19%
U.S. INFORMATION AGENCY	46	5,980	12	130,261	46	5,980	130,000	99.80%
MERIT SYSTEMS PROTECTION BOARD	13	1,596	44	126,154	13	1,596	122,769	97.32%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	411	50,475	2,233	128,243	411	50,475	122,810	95.76%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	14	1,689	6	121,071	14	1,689	120,643	99.65%
NATIONAL CREDIT UNION ADMINISTRATION	38	5,257	28	139,079	37	5,119	138,351	96.86%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	13	1,525	4	117,615	13	1,517	116,692	99.22%
NATIONAL ENDOWMENT FOR THE ARTS	5	607	4	122,200	5	607	121,400	99.35%
NATIONAL ENDOWMENT FOR THE HUMANITIES	8	918		114,750	8	910	113,750	99.13%
NATIONAL LABOR RELATIONS BOARD	58	6,072	226	108,586	57	5,945	104,298	94.40%
NATIONAL SCIENCE FOUNDATION	90	11,142	717	131,767	86	10,610	123,372	89.47%
NATIONAL TRANSPORTATION SAFETY BOARD	12	1,445	81	127,167	12	1,445	120,417	94.69%
NUCLEAR REGULATORY COMMISSION	167	19,672	1,646	127,653	167	19,672	117,796	92.28%
OFFICE OF PERSONNEL MANAGEMENT	39	5,198	348	142,205	39	5,198	133,282	93.73%
RAILROAD RETIREMENT BOARD	12	1,489	19	125,667	12	1,489	124,083	98.74%
SECURITIES AND EXCHANGE COMMISSION	71	8,961	269	130,000	71	8,961	126,211	97.09%
SELECTIVE SERVICE SYSTEM	1	152	10	162,000	1	152	152,000	93.83%
SMALL BUSINESS ADMINISTRATION	45	5,518	828	141,022	45	5,518	122,622	86.95%
SOCIAL SECURITY ADMINISTRATION	114	13,597	253	121,491	114	13,597	119,272	98.17%
TENNESSEE VALLEY AUTHORITY	1	126		126,000	1	126	126,000	100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	47	5,689	99	123,149	46	5,560	120,870	96.06%
AGENCY FOR INTERNATIONAL DEVELOPMENT	47	5,689	99	123,149	46	5,560	120,870	96.06%
U.S. INTERNATIONAL TRADE COMMISSION	8	1,027	4	128,875	8	1,027	128,375	99.61%
SUBTOTAL INDEPENDENT AGENCIES	1,812	221,405	9,968	127,689	1,794	219,220	122,196	94.75%
TOTAL - ALL AGENCIES	7,315	889,682	111,767	136,903	7,195	875,528	121,686	87.43%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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
OFFICE OF MANAGEMENT AND BUDGET								
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT								
DEPARTMENT OF STATE								
DEPARTMENT OF THE TREASURY	10	1,146	114,600	1.67%	1	99	99,000	0.14%
DEPARTMENT OF DEFENSE, TOTAL	9	1,026	114,000	0.43%				
DEPARTMENT OF THE ARMY								
DEPARTMENT OF THE NAVY	1	122	122,000	0.28%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	8	904	113,000	0.61%				
DEPARTMENT OF JUSTICE	6	666	111,000	0.86%	2	196	98,000	0.25%
DEPARTMENT OF THE INTERIOR	7	844	120,571	2.98%				
DEPARTMENT OF AGRICULTURE	5	595	119,000	1.41%				
DEPARTMENT OF COMMERCE	12	1,320	110,000	2.82%				
DEPARTMENT OF LABOR	2	260	130,000	1.10%	3	351	117,000	1.49%
DEPARTMENT OF HEALTH AND HUMAN SERVICES								
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5	630	126,000	5.51%				
DEPARTMENT OF TRANSPORTATION	11	1,246	113,273	2.66%		5		0.01%
DEPARTMENT OF ENERGY	25	3,099	123,960	5.77%				
DEPARTMENT OF EDUCATION	4	443	110,750	4.42%				
DEPARTMENT OF VETERANS AFFAIRS		43		0.13%				
SUBTOTAL EXECUTIVE DEPARTMENTS	96	11,318	117,896	1.49%	6	651	108,500	0.09%
AMERICAN BATTLE MONUMENTS COMMISSION								
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1	105	105,000	7.15%				
COMMODITY FUTURES TRADING COMMISSION						49		1.81%
CONSUMER PRODUCT SAFETY COMMISSION								
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION								
ENVIRONMENTAL PROTECTION AGENCY	6	618	103,000	1.85%				
FEDERAL COMMUNICATIONS COMMISSION		56		1.07%				
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	188	94,000	3.47%				
FEDERAL LABOR RELATIONS AUTHORITY								
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	235	117,500	48.65%				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD								
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION								
U.S. INFORMATION AGENCY								
MERIT SYSTEMS PROTECTION BOARD								
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION	1	138	138,000	2.61%				

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES		8		0.52%				
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL ENDOWMENT FOR THE HUMANITIES		8		0.87%				
NATIONAL LABOR RELATIONS BOARD	1	127	127,000	2.02%				
NATIONAL SCIENCE FOUNDATION	4	526	131,500	4.44%		6		0.05%
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
OFFICE OF PERSONNEL MANAGEMENT								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION								
TENNESSEE VALLEY AUTHORITY								
AGENCY FOR INTERNATIONAL DEVELOPMENT	1	129	129,000	2.23%				
AGENCY FOR INTERNATIONAL DEVELOPMENT	1	129	129,000	2.23%				
U.S. INTERNATIONAL TRADE COMMISSION								
SUBTOTAL INDEPENDENT AGENCIES	18	2,130	118,333	0.92%		55		0.02%
TOTAL - ALL AGENCIES	114	13,448	117,965	1.34%	6	706	117,667	0.07%



**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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	8,597	493,040	41,540	62,182	7,951	453,368	57,020	84.81%
SUBTOTAL INDEPENDENT AGENCIES	8,597	493,040	41,540	62,182	7,951	453,368	57,020	84.81%
TOTAL - ALL AGENCIES	8,597	493,040	41,540	62,182	7,951	453,368	57,020	84.81%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(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	274	36,230	132,226	6.78%	38	3,442	90,579	0.64%
SUBTOTAL INDEPENDENT AGENCIES	274	36,230	132,226	6.78%	38	3,442	90,579	0.64%
TOTAL - ALL AGENCIES	274	36,230	132,226	6.78%	38	3,442	90,579	0.64%



**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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	6,072	234,201	63,080	48,959	4,995	224,832	45,011	75.63%
SUBTOTAL INDEPENDENT AGENCIES	6,072	234,201	63,080	48,959	4,995	224,832	45,011	75.63%
TOTAL - ALL AGENCIES	6,072	234,201	63,080	48,959	4,995	224,832	45,011	75.63%

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	149	9,229	61,940	3.10%	3	140	46,667	0.05%
SUBTOTAL INDEPENDENT AGENCIES	149	9,229	61,940	3.10%	3	140	46,667	0.05%
TOTAL - ALL AGENCIES	149	9,229	61,940	3.10%	3	140	46,667	0.05%



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	2	27	34	30,500	1	27	27,000	44.26%
OFFICE OF ADMINISTRATION	9	228	31	28,778	8	228	28,500	88.03%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2	34	34	34,000	1	34	34,000	50.00%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	13	289	99	29,846	10	289	28,900	74.48%
DEPARTMENT OF STATE	107	2,001	1,338	31,206	68	1,969	28,956	58.97%
DEPARTMENT OF THE TREASURY	4,087	152,476	39,358	46,938	3,363	147,089	43,737	76.68%
DEPARTMENT OF DEFENSE, TOTAL	158,664	5,850,672	659,278	41,030	146,734	5,564,141	37,920	85.47%
DEPARTMENT OF THE ARMY	45,406	1,689,329	67,489	38,691	42,178	1,624,628	38,518	92.48%
DEPARTMENT OF THE NAVY	42,600	1,659,596	296,211	45,911	41,195	1,604,860	38,958	82.06%
DEPARTMENT OF THE AIR FORCE	53,909	1,985,728	258,785	41,635	49,881	1,881,844	37,727	83.84%
OTHER DEFENSE ACTIVITIES	16,749	516,019	36,793	33,006	13,480	452,809	33,591	81.91%
DEPARTMENT OF JUSTICE	5,403	216,872	17,629	43,402	5,188	216,489	41,729	92.32%
DEPARTMENT OF THE INTERIOR	9,538	331,514	2,398	35,009	7,351	272,490	37,068	81.61%
DEPARTMENT OF AGRICULTURE	2,738	79,294	8,323	32,000	1,892	63,296	33,455	72.24%
DEPARTMENT OF COMMERCE	703	23,805	2,641	37,619	648	23,269	35,909	87.99%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,576	78,624	9,343	34,149	2,274	74,894	32,935	85.14%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10	294	51	34,500	8	263	32,875	76.23%
DEPARTMENT OF TRANSPORTATION	2,253	80,744	9,816	40,195	1,946	76,040	39,075	83.97%
DEPARTMENT OF ENERGY	531	26,289	3,696	56,469	490	26,264	53,600	87.59%
DEPARTMENT OF EDUCATION	7	223		31,857	7	223	31,857	100.00%
DEPARTMENT OF VETERANS AFFAIRS	28,043	797,620	43,968	30,011	23,672	712,963	30,118	84.72%
SUBTOTAL EXECUTIVE DEPARTMENTS	214,660	7,640,428	797,839	39,310	193,641	7,179,390	37,076	85.08%
ARMED FORCES RETIREMENT HOME	252	7,800	726	33,833	234	7,666	32,761	89.91%
COMMODITY FUTURES TRADING COMMISSION	1	26	18	44,000	1	26	26,000	59.09%
CONSUMER PRODUCT SAFETY COMMISSION		3				3		100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		9	2			9		81.82%
ENVIRONMENTAL PROTECTION AGENCY	17	585	18	35,471	12	494	41,167	81.92%
EXPORT-IMPORT BANK OF THE UNITED STATES	1	21	1	22,000	1	21	21,000	95.45%
FEDERAL COMMUNICATIONS COMMISSION	10	391	12	40,300	10	391	39,100	97.02%
FEDERAL DEPOSIT INSURANCE CORPORATION	37	1,291	313	43,351	36	1,291	35,861	80.49%
FEDERAL EMERGENCY MANAGEMENT AGENCY	180	7,098	999	44,983	146	6,379	43,692	78.78%
FEDERAL TRADE COMMISSION	14	524		37,429	14	524	37,429	100.00%
GENERAL SERVICES ADMINISTRATION	2,091	72,433	12,292	40,519	1,971	72,154	36,608	85.16%
U.S. INFORMATION AGENCY	149	7,694	447	54,638	141	7,694	54,567	94.51%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	103	3,481	131	35,068	96	3,336	34,750	92.36%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	446	17,588	1,607	43,038	411	17,135	41,691	89.27%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	27	925	45	35,926	27	925	34,259	95.36%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	1	35	3	38,000	1	35	35,000	92.11%
NATIONAL ENDOWMENT FOR THE ARTS	1	35	3	38,000	1	35	35,000	92.11%
NATIONAL LABOR RELATIONS BOARD	7	209	9	31,143	6	184	30,667	84.40%
OFFICE OF PERSONNEL MANAGEMENT	31	978	105	34,935	29	978	33,724	90.30%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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
PANAMA CANAL COMMISSION	205	10,023	1,898	58,151	157	9,094	57,924	76.29%
RAILROAD RETIREMENT BOARD	11	401	26	38,818	11	401	36,455	93.91%
SECURITIES AND EXCHANGE COMMISSION	12	567	159	60,500	12	567	47,250	78.10%
SELECTIVE SERVICE SYSTEM	1	32		32,000	1	32	32,000	100.00%
SMALL BUSINESS ADMINISTRATION	5	154	22	35,200	5	154	30,800	87.50%
SMITHSONIAN INSTITUTION	949	29,684	2,657	34,079	883	28,947	32,783	89.51%
SMITHSONIAN INSTITUTION	823	25,462	2,190	33,599	763	24,740	32,425	89.47%
NATIONAL GALLERY OF ART	126	4,222	467	37,214	120	4,207	35,058	89.72%
SOCIAL SECURITY ADMINISTRATION	423	14,077	1,801	37,537	398	13,946	35,040	87.83%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1	23		23,000	1	23	23,000	100.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	23		23,000	1	23	23,000	100.00%
SUBTOTAL INDEPENDENT AGENCIES	4,974	176,052	23,291	40,077	4,604	172,409	37,448	86.49%
TOTAL - ALL AGENCIES	219,647	7,816,769	821,229	39,327	198,255	7,352,088	37,084	85.11%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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
OFFICE OF MANAGEMENT AND BUDGET								
OFFICE OF ADMINISTRATION								
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT								
DEPARTMENT OF STATE					1	32	32,000	0.96%
DEPARTMENT OF THE TREASURY	195	5,156	26,441	2.69%	9	231	25,667	0.12%
DEPARTMENT OF DEFENSE, TOTAL	8,806	241,148	27,385	3.70%	504	45,383	90,046	0.70%
DEPARTMENT OF THE ARMY	2,090	56,144	26,863	3.20%	351	8,557	24,379	0.49%
DEPARTMENT OF THE NAVY	1,405	54,736	38,958	2.80%				
DEPARTMENT OF THE AIR FORCE	2,688	72,705	27,048	3.24%	71	31,179	439,141	1.39%
OTHER DEFENSE ACTIVITIES	2,623	57,563	21,945	10.41%	82	5,647	68,866	1.02%
DEPARTMENT OF JUSTICE	5	114	22,800	0.05%	12	269	22,417	0.11%
DEPARTMENT OF THE INTERIOR	1,842	50,733	27,542	15.19%	283	8,291	29,297	2.48%
DEPARTMENT OF AGRICULTURE	627	13,805	22,018	15.76%	93	2,193	23,581	2.50%
DEPARTMENT OF COMMERCE	17	358	21,059	1.35%	7	178	25,429	0.67%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	130	3,097	23,823	3.52%	29	633	21,828	0.72%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					1	31	31,000	8.99%
DEPARTMENT OF TRANSPORTATION	145	4,322	29,807	4.77%	16	382	23,875	0.42%
DEPARTMENT OF ENERGY	2	19	9,500	0.06%		6		0.02%
DEPARTMENT OF EDUCATION								
DEPARTMENT OF VETERANS AFFAIRS	1,418	32,101	22,638	3.81%	2,043	52,556	25,725	6.24%
SUBTOTAL EXECUTIVE DEPARTMENTS	13,187	350,853	26,606	4.16%	2,998	110,185	36,753	1.31%
ARMED FORCES RETIREMENT HOME	1	27	27,000	0.32%	4	107	26,750	1.25%
COMMODITY FUTURES TRADING COMMISSION								
CONSUMER PRODUCT SAFETY COMMISSION								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION								
ENVIRONMENTAL PROTECTION AGENCY	3	58	19,333	9.62%	2	33	16,500	5.47%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION								
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	24	719	29,958	8.88%				
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION	7	230	32,857	0.27%	2	49	24,500	0.06%
U.S. INFORMATION AGENCY								
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	6	145	24,167	4.01%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	8	302	37,750	1.57%	4	151	37,750	0.79%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES								
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL LABOR RELATIONS BOARD					1	25	25,000	11.47%
OFFICE OF PERSONNEL MANAGEMENT								

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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
PANAMA CANAL COMMISSION	29	923	31,828	7.74%	1	6	6,000	0.05%
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SMITHSONIAN INSTITUTION	19	449	23,632	1.39%	11	288	26,182	0.89%
SMITHSONIAN INSTITUTION	19	449	23,632	1.62%	10	273	27,300	0.99%
NATIONAL GALLERY OF ART					1	15	15,000	0.32%
SOCIAL SECURITY ADMINISTRATION	4	97	24,250	0.61%	1	34	34,000	0.21%
AGENCY FOR INTERNATIONAL DEVELOPMENT								
OVERSEAS PRIVATE INVESTMENT CORPORATION								
SUBTOTAL INDEPENDENT AGENCIES	101	2,950	29,208	1.48%	26	693	26,654	0.35%
TOTAL - ALL AGENCIES	13,288	353,803	26,626	4.10%	3,024	110,878	36,666	1.28%



**TABLE 7 - PAY SYSTEM 746 - WAGE EMPLOYEES (ALIENS EMPLOYEED IN FOREIGN AREAS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 1999**

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 TRANSPORTATION	1	40	2	42,000				
SUBTOTAL EXECUTIVE DEPARTMENTS	1	40	2	42,000				
PANAMA CANAL COMMISSION	7,589	166,117	27,372	25,496	5,694	152,658	26,810	78.90%
SUBTOTAL INDEPENDENT AGENCIES	7,589	166,117	27,372	25,496	5,694	152,658	26,810	78.90%
TOTAL - ALL AGENCIES	7,590	166,157	27,374	25,498	5,694	152,658	26,810	78.88%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(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 TRANSPORTATION	1	40	40,000	95.24%				
SUBTOTAL EXECUTIVE DEPARTMENTS	1	40	40,000	95.24%				
PANAMA CANAL COMMISSION	1,015	12,600	12,414	6.51%	130	859	6,608	0.44%
SUBTOTAL INDEPENDENT AGENCIES	1,015	12,600	12,414	6.51%	130	859	6,608	0.44%
TOTAL - ALL AGENCIES	1,016	12,640	12,441	6.53%	130	859	6,608	0.44%



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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	8,083	174,780	8,511	22,676	7,754	171,765	22,152	93.71%
DEPARTMENT OF DEFENSE, TOTAL	7,975	246,000	253	30,878	7,900	245,049	31,019	99.51%
DEPARTMENT OF THE AIR FORCE	6,696	224,261		33,492	6,696	224,261	33,492	100.00%
OTHER DEFENSE ACTIVITIES	1,279	21,739	253	17,195	1,204	20,788	17,266	94.53%
DEPARTMENT OF TRANSPORTATION	7	247	6	36,143	4	174	43,500	68.77%
SUBTOTAL EXECUTIVE DEPARTMENTS	16,065	421,027	8,770	26,754	15,658	416,988	26,631	97.02%
AMERICAN BATTLE MONUMENTS COMMISSION	313	7,317	64	23,581	305	7,164	23,489	97.06%
U.S. INFORMATION AGENCY	2,615	64,965	3,170	26,055	2,507	63,483	25,322	93.17%
PEACE CORPS	233	4,338		18,618	227	4,320	19,031	99.59%
AGENCY FOR INTERNATIONAL DEVELOPMENT	347	5,694	370	17,476	328	5,694	17,360	93.90%
AGENCY FOR INTERNATIONAL DEVELOPMENT	347	5,694	370	17,476	328	5,694	17,360	93.90%
SUBTOTAL INDEPENDENT AGENCIES	3,508	82,314	3,604	24,492	3,367	80,661	23,956	93.88%
TOTAL - ALL AGENCIES	19,573	503,341	12,374	26,348	19,025	497,649	26,158	96.50%

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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	24	584	24,333	0.32%	98	2,431	24,806	1.33%
DEPARTMENT OF DEFENSE, TOTAL	71	951	13,394	0.39%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	71	951	13,394	4.32%				
DEPARTMENT OF TRANSPORTATION	1	35	35,000	13.83%	2	38	19,000	15.02%
SUBTOTAL EXECUTIVE DEPARTMENTS	96	1,570	16,354	0.37%	100	2,469	24,690	0.57%
AMERICAN BATTLE MONUMENTS COMMISSION	6	153	25,500	2.07%				
U.S. INFORMATION AGENCY	10	363	36,300	0.53%	29	1,119	38,586	1.64%
PEACE CORPS					5	18	3,600	0.41%
AGENCY FOR INTERNATIONAL DEVELOPMENT								
AGENCY FOR INTERNATIONAL DEVELOPMENT								
SUBTOTAL INDEPENDENT AGENCIES	16	516	32,250	0.60%	34	1,137	33,441	1.32%
TOTAL - ALL AGENCIES	112	2,086	18,625	0.40%	134	3,606	26,910	0.70%



**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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		1				1		100.00%
OFFICE OF MANAGEMENT AND BUDGET	1	91	24	115,000	1	80	80,000	69.57%
OFFICE OF ADMINISTRATION		2						
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1	94	24	118,000	1	81	81,000	68.64%
DEPARTMENT OF STATE	227	16,405		72,269				
DEPARTMENT OF THE TREASURY	2	295		147,500	1	173	173,000	58.64%
DEPARTMENT OF DEFENSE, TOTAL	1,350	30,982	1,328	23,933	830	22,352	26,930	69.18%
DEPARTMENT OF THE ARMY	24	1,595	41	68,167	8	423	52,875	25.86%
DEPARTMENT OF THE AIR FORCE	680	15,571		22,899	197	9,150	46,447	58.76%
OTHER DEFENSE ACTIVITIES	646	13,816	1,287	23,379	625	12,779	20,446	84.61%
DEPARTMENT OF JUSTICE	5	403		80,600				
DEPARTMENT OF THE INTERIOR	4	401	1	100,500				
DEPARTMENT OF AGRICULTURE	1	114		114,000				
DEPARTMENT OF HEALTH AND HUMAN SERVICES	179	13,905	286	79,279	21	1,266	60,286	8.92%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11	1,152		104,727		5		0.43%
DEPARTMENT OF TRANSPORTATION	1	176	6	182,000		11		6.04%
DEPARTMENT OF ENERGY	11	1,113		101,182				
DEPARTMENT OF EDUCATION	20	1,585	2	79,350				
DEPARTMENT OF VETERANS AFFAIRS	3	223		74,333				
SUBTOTAL EXECUTIVE DEPARTMENTS	1,814	66,754	1,623	37,694	852	23,807	27,942	34.82%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	4	320		80,000	3	228	76,000	71.25%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1	69		69,000				
ENVIRONMENTAL PROTECTION AGENCY	15	1,215		81,000				
EXPORT-IMPORT BANK OF THE UNITED STATES	1	75		75,000	1	75	75,000	100.00%
FEDERAL COMMUNICATIONS COMMISSION	1	35	1	36,000				
FEDERAL DEPOSIT INSURANCE CORPORATION	236	30,381	744	131,886	234	30,103	128,645	96.72%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	154	9	81,500				
FEDERAL TRADE COMMISSION	1	84		84,000				
GENERAL SERVICES ADMINISTRATION	2	132		66,000				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	393		98,250				
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	1	45		45,000				
NATIONAL ENDOWMENT FOR THE HUMANITIES	1	45		45,000				
NATIONAL SCIENCE FOUNDATION	8	786		98,250				
NATIONAL TRANSPORTATION SAFETY BOARD		8						
NUCLEAR REGULATORY COMMISSION	80	758		9,475				
SOCIAL SECURITY ADMINISTRATION	1	92		92,000				
AGENCY FOR INTERNATIONAL DEVELOPMENT	7	692	1	99,000				
OVERSEAS PRIVATE INVESTMENT CORPORATION		43						
AGENCY FOR INTERNATIONAL DEVELOPMENT	7	649	1	92,857				
SUBTOTAL INDEPENDENT AGENCIES	364	35,239	755	98,885	238	30,406	127,756	84.48%
TOTAL - ALL AGENCIES	2,179	102,087	2,402	47,953	1,091	54,294	49,765	51.96%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

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								
OFFICE OF MANAGEMENT AND BUDGET						11		9.57%
OFFICE OF ADMINISTRATION		2		100.00%				
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT		2		1.69%		11		9.32%
DEPARTMENT OF STATE					227	16,405	72,269	100.00%
DEPARTMENT OF THE TREASURY	1	93	93,000	31.53%		29		9.83%
DEPARTMENT OF DEFENSE, TOTAL	422	7,063	16,737	21.86%	92	1,567	17,033	4.85%
DEPARTMENT OF THE ARMY	9	851	94,556	52.02%	5	321	64,200	19.62%
DEPARTMENT OF THE AIR FORCE	400	5,516	13,790	35.42%	83	905	10,904	5.81%
OTHER DEFENSE ACTIVITIES	13	696	53,538	4.61%	4	341	85,250	2.26%
DEPARTMENT OF JUSTICE	1	73	73,000	18.11%	4	330	82,500	81.89%
DEPARTMENT OF THE INTERIOR	2	185	92,500	46.02%	2	216	108,000	53.73%
DEPARTMENT OF AGRICULTURE		41		35.96%	1	73	73,000	64.04%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	124	10,225	82,460	72.05%	34	2,414	71,000	17.01%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	2	247	123,500	21.44%	9	900	100,000	78.13%
DEPARTMENT OF TRANSPORTATION					1	165	165,000	90.66%
DEPARTMENT OF ENERGY	9	949	105,444	85.27%	2	164	82,000	14.73%
DEPARTMENT OF EDUCATION	11	950	86,364	59.86%	9	635	70,556	40.01%
DEPARTMENT OF VETERANS AFFAIRS	3	221	73,667	99.10%		2		0.90%
SUBTOTAL EXECUTIVE DEPARTMENTS	575	20,047	34,864	29.32%	381	22,900	60,105	33.49%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY					1	92	92,000	28.75%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					1	69	69,000	100.00%
ENVIRONMENTAL PROTECTION AGENCY		12		0.99%	15	1,203	80,200	99.01%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION	1	35	35,000	97.22%				
FEDERAL DEPOSIT INSURANCE CORPORATION					2	278	139,000	0.89%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	141	70,500	86.50%		13		7.98%
FEDERAL TRADE COMMISSION		4		4.76%	1	80	80,000	95.24%
GENERAL SERVICES ADMINISTRATION					2	132	66,000	100.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					4	393	98,250	100.00%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES					1	45	45,000	100.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES					1	45	45,000	100.00%
NATIONAL SCIENCE FOUNDATION					8	786	98,250	100.00%
NATIONAL TRANSPORTATION SAFETY BOARD		2		25.00%		6		75.00%
NUCLEAR REGULATORY COMMISSION					80	758	9,475	100.00%
SOCIAL SECURITY ADMINISTRATION					1	92	92,000	100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT					7	692	98,857	99.86%
OVERSEAS PRIVATE INVESTMENT CORPORATION						43		100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT					7	649	92,714	99.85%
SUBTOTAL INDEPENDENT AGENCIES	3	194	64,667	0.54%	123	4,639	37,715	12.89%
TOTAL - ALL AGENCIES	578	20,243	35,022	19.37%	504	27,550	54,663	26.37%



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 1999**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	6,575	308,705	13,832	49,055	5,286	272,090	51,474	84.36%
DEPARTMENT OF THE AIR FORCE	79	3,682	38	47,089	69	3,202	46,406	86.08%
OTHER DEFENSE ACTIVITIES	6,496	305,023	13,794	49,079	5,217	268,888	51,541	84.34%
SUBTOTAL EXECUTIVE DEPARTMENTS	6,575	308,705	13,832	49,055	5,286	272,090	51,474	84.36%
TOTAL - ALL AGENCIES	6,575	308,705	13,832	49,055	5,286	272,090	51,474	84.36%

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 DEFENSE, TOTAL	635	22,832	35,956	7.08%	648	13,783	21,270	4.27%
DEPARTMENT OF THE AIR FORCE					10	480	48,000	12.90%
OTHER DEFENSE ACTIVITIES	635	22,832	35,956	7.16%	638	13,303	20,851	4.17%
SUBTOTAL EXECUTIVE DEPARTMENTS	635	22,832	35,956	7.08%	648	13,783	21,270	4.27%
TOTAL - ALL AGENCIES	635	22,832	35,956	7.08%	648	13,783	21,270	4.27%

SUPPLEMENT II - SALARY SCHEDULES

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

As adjusted by Executive Order 13106, December 7, 1998

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,362	\$13,807	\$14,252	\$14,694	\$15,140	\$15,401	\$15,838	\$16,281	\$16,299	\$16,718
2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907
3	15,542	16,182	16,823	17,463	18,104	18,744	19,385	20,025	20,666	21,306
4	17,447	18,166	18,885	19,604	20,323	21,042	21,761	22,480	23,199	23,918
5	19,520	20,325	21,129	21,934	22,739	23,543	24,348	25,153	25,957	26,762
6	21,758	22,655	23,552	24,450	25,347	26,244	27,141	28,039	28,936	29,833
7	24,178	25,175	26,172	27,169	28,166	29,163	30,160	31,157	32,154	33,151
8	26,777	27,881	28,985	30,088	31,192	32,296	33,400	34,503	35,607	36,711
9	29,577	30,797	32,017	33,236	34,456	35,676	36,896	38,115	39,335	40,555
10	32,571	33,914	35,257	36,600	37,943	39,286	40,629	41,972	43,315	44,658
11	35,786	37,262	38,737	40,213	41,688	43,164	44,639	46,115	47,590	49,066
12	42,890	44,659	46,427	48,196	49,965	51,733	53,502	55,271	57,039	58,808
13	51,003	53,106	55,209	57,312	59,415	61,518	63,621	65,724	67,827	69,930
14	60,270	62,755	65,241	67,726	70,211	72,697	75,182	77,667	80,153	82,638
15	70,894	73,817	76,740	79,663	82,586	85,509	88,432	91,355	94,278	97,201

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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, 1999)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$74,773	\$60,589	\$49,095	\$39,782	\$32,235	\$28,817	\$25,761	\$23,030	\$20,588
2	77,016	62,407	50,568	40,975	33,202	29,682	26,534	23,721	21,206
3	79,327	64,279	52,085	42,205	34,198	30,572	27,330	24,433	21,842
4	81,706	66,207	53,647	43,471	35,224	31,489	28,150	25,166	22,497
5	84,158	68,193	55,257	44,775	36,281	32,434	28,994	25,920	23,172
6	86,682	70,239	56,915	46,118	37,369	33,407	29,864	26,698	23,867
7	89,283	72,346	58,622	47,502	38,490	34,409	30,760	27,499	24,583
8	91,961	74,517	60,381	48,927	39,645	35,441	31,683	28,324	25,321
9	94,720	76,752	62,192	50,395	40,834	36,505	32,633	29,174	26,080
10	97,201	79,055	64,058	51,906	42,059	37,600	33,612	30,049	26,863
11	97,201	81,427	65,980	53,464	43,321	38,728	34,621	30,950	27,669
12	97,201	83,869	67,959	55,068	44,621	39,889	35,659	31,879	28,499
13	97,201	86,385	69,998	56,720	45,959	41,086	36,729	32,835	29,354
14	97,201	88,977	72,098	58,421	47,338	42,319	37,831	33,820	30,234

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 3, 1999										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
Associate	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066	1,258
Full	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808	1,508
Intermediate	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930	1,793
Senior	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638	2,119
Chief	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201	2,492
Executive	80,978	83,677	86,375	89,073	91,772	94,472	97,171	98,733	100,558	103,203	varied
Director	87,696	90,622	93,544	96,467	98,733	100,309	103,176	106,046	108,911		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$102,300
ES-2	107,100
ES-3	112,000
ES-4	118,000
ES-5	118,400
ES-6	118,400

EXECUTIVE SCHEDULE	
Level I	\$151,800
Level II	136,700
Level III	125,900
Level IV	118,400
Level V	110,700

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$76,960
AL-3/B	82,880
AL-3/C	88,800
AL-3/D	94,720
AL-3/E	100,640
AL-3/F	106,560
AL-2	112,480
AL-1	118,400

SENIOR LEVEL (SL & ST)	
Minimum	\$89,728
Maximum	118,400

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$118,400
Vice Chair	114,848
Others	111,296

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 (51.4 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 (23.0 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 (19.7 percent of total leave days used) are the aggregate number of Federal holidays paid for but not worked.

Other Leave for employees covered by 5 U.S.C. 6301 (3.5 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), Panama Canal Zone employees, 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 1999, total leave

days used increased by 9.3 percent to 111,504,774. During this same period, the average number of total leave days used (all types) per employee increased 2.9 days to 42.1 days. **Chart 8** shows total leave days used by category in leave year 1999.

The value of leave used by employees during leave year 1999 was \$21.3 billion, or 18.8 percent of basic pay. This represented an increase of \$4 million (23.5 percent) from the value of leave used in LY 1998. The average value per leave day used increased from \$169 in 1998 to \$191 in 1999.

Excluding "Other" leave, average leave usage per year (i.e., annual, sick, holiday, and other leave for employees covered by 5 U.S.C. 6301) increased 3 days between 1998 (39.4 days) and 1999 (42.4 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 1998 to 1999 were: annual leave increased (2.1 days) to 22.3 days; sick leave increased (0.9 days) to 10 days; holiday leave increased (0.1 days) to 8.6 days; and other leave for employees covered by 5 U.S.C. 6301 decreased (0.1 days) to 1.5 days. **See Chart 9 and Supplement III** [Method of Calculating Average Days of Leave Used per Employee].

The number of annual leave days forfeited by Federal employees in leave year 1999 decreased 56,561 days (or 6.5 percent) from the previous year. More than 41.4 million days of annual leave credit were carried over to 1999. The amount of annual leave forfeited by employees due to carry-over limitations was 819,311 days at an estimated loss in value to employees of \$161.6 million in leave year 1999 (versus a loss of \$150.6 million in leave year 1998). Sick leave credited for retirement was 10.8 million days in leave year 1999. This contrasts with 6.6 million days in 1998, 10.0 million days in 1997 and 9.2 million days in 1996. The total number of sick leave days earned was 31,935,715 days (up 1,735,840 days from leave year 1998). Total sick leave days used were 25,696,097 days (up 2,792,504 days from leave year 1998). A total of 145.3 million days of sick leave credit were carried over to 1999.

Leave Used and its Value (continued)

Tables 8A and 8B shows that Defense and the U.S. Postal Service, together representing 60 percent of the total employment work years, accounted for 63 percent of annual leave, 61 percent of sick leave, 60 percent of holiday leave, and 55 percent of other leave for employees covered by 5 U.S.C. 6301. Defense agencies and the Postal Service also accounted for 58 percent of annual leave carried over, 63 percent of sick leave carried over, and 79 percent of sick leave

credited for retirement. Defense accounted for 49 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

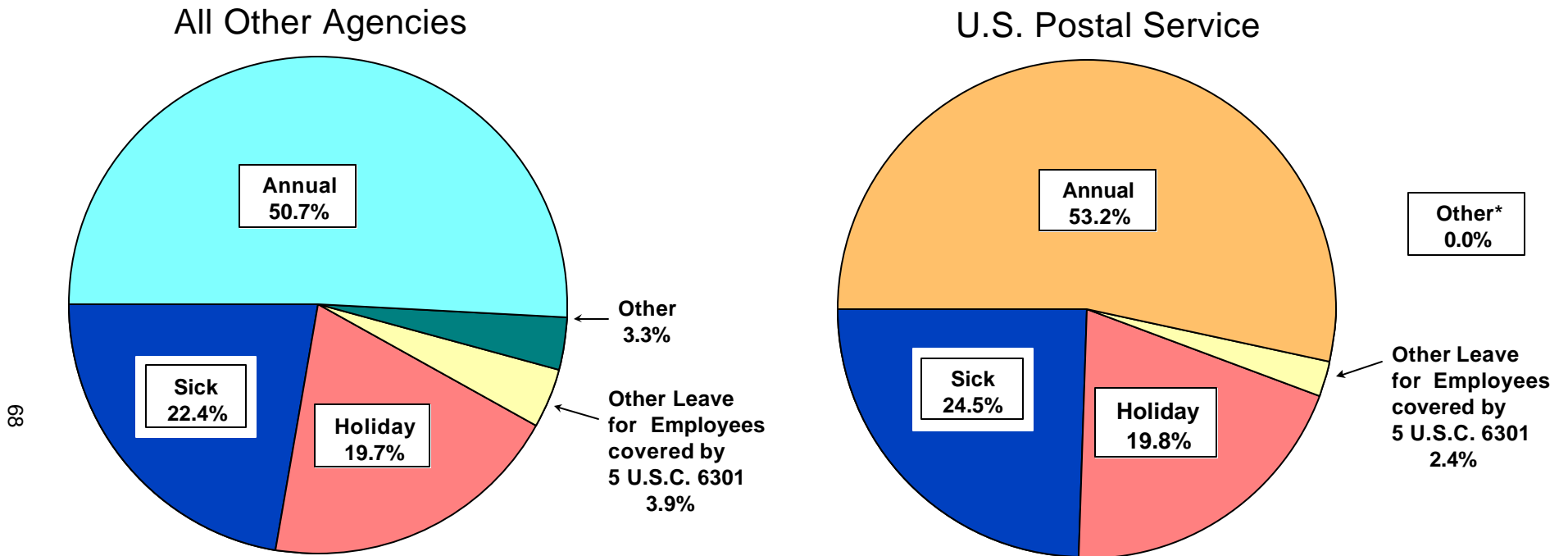
Lump sum payments made at the time of separation were reported separately as well as combined with Total Annual Leave. Of the 26 agencies that reported lump sum data, the total value for lump sum is \$196,127,000.

Lump Sum Payments

Agency	(\$ 000)	% of Total
Department of State	4,829	2.46%
Department of Defense Agencies	6,146	3.13%
Department of Labor	4,385	2.24%
Department of Veterans Affairs	59,380	30.28%
National Aeronautics & Space Administration	6,818	3.48%
National Science Foundation	1,028	0.52%
National Regulatory Commission	14,718	7.50%
Securities & Exchange Commission	1,290	0.66%
Tennessee Valley Authority	6,607	3.37%
Agency for International Development	2,318	1.18%
United States Postal Service	89,090	45.42%
Others	482	0.25%
Total	196,127	100.00%

CHART 8

TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 1999



Leave Category	Days Used		Average Days Used	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Annual	40,318,669	17,000,331	23.5	20.0
Sick	17,854,986	7,841,111	10.4	9.2
Holiday	15,656,423	6,342,428	9.1	7.5
Other Leave for Employees covered by 5 U.S.C. 6301	3,110,862	779,709	1.8	0.9
Other *	2,600,255	0	30.8	0.0
Total	79,541,195	31,963,579	44.2	37.6

* Includes all types of leave used by employees not covered by Chapter 63, 5 United States Code, except United States Postal Service.

CHART 9

AVERAGE DAYS USED FOR ANNUAL AND SICK LEAVE, HOLIDAYS, AND OTHER LEAVE IN LEAVE YEARS 1998 & 1999

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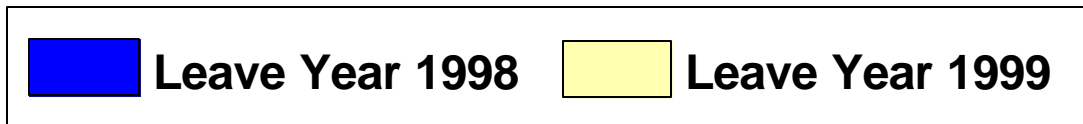
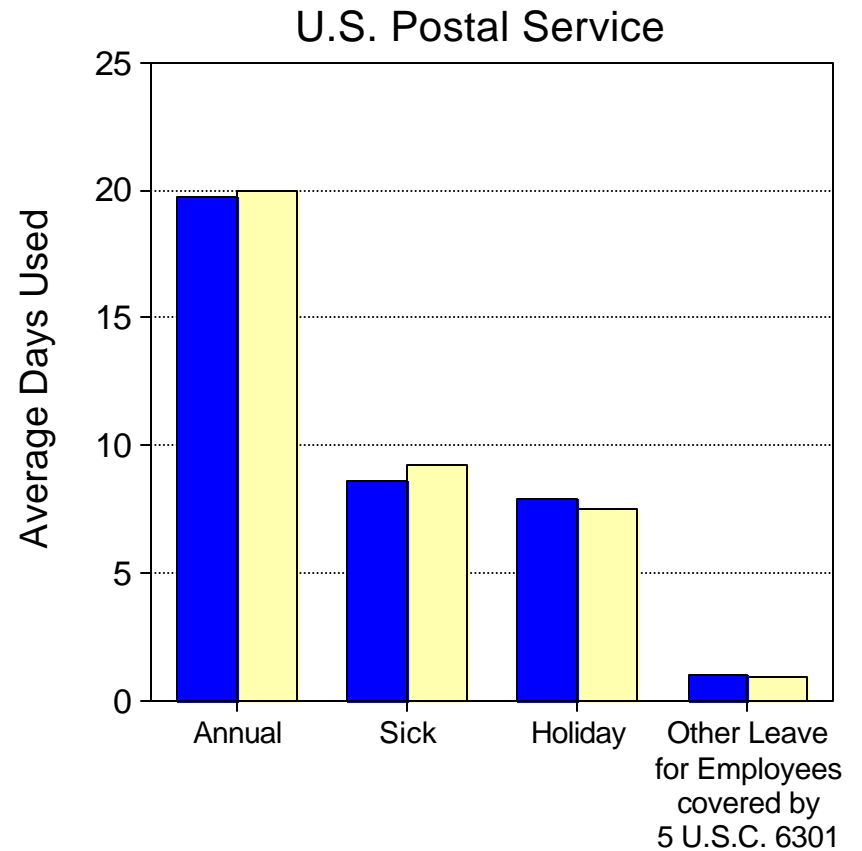
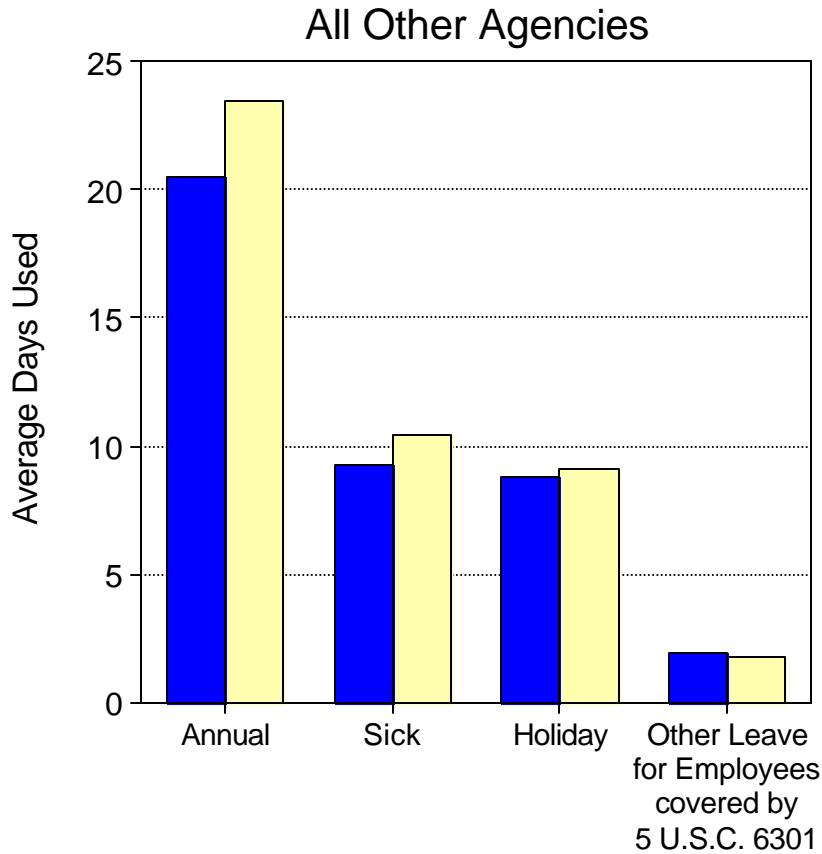




TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 1999

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	10,148	1,964	4,647	802	1,202	203
OFFICE OF MANAGEMENT AND BUDGET	19,580	5,751	10,757	3,310	3,153	832
OFFICE OF ADMINISTRATION	8,140	1,713	3,896	840	2,208	437
OFFICE OF THE U.S. TRADE REPRESENTATIVE	6,225	1,833	3,373	1,012	1,084	291
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	44,093	11,261	22,673	5,964	7,647	1,763
DEPARTMENT OF STATE	676,245	162,156	292,564	71,423	101,734	22,298
DEPARTMENT OF THE TREASURY	6,277,723	1,166,053	3,026,279	571,091	1,581,464	279,792
DEPARTMENT OF DEFENSE, TOTAL	35,354,322	8,251,513	19,124,030	4,737,150	7,814,947	1,964,488
DEPARTMENT OF THE ARMY	10,835,253	1,950,918	6,336,261	1,102,854	2,134,061	344,184
DEPARTMENT OF THE NAVY	10,048,446	1,839,262	5,415,918	1,016,275	2,359,017	409,107
DEPARTMENT OF THE AIR FORCE	9,275,675	1,539,907	4,637,944	786,902	2,073,797	333,074
OTHER DEFENSE ACTIVITIES	5,194,948	2,921,426	2,733,907	1,831,119	1,248,072	878,123
DEPARTMENT OF JUSTICE	4,983,094	904,839	2,358,804	436,476	1,176,304	207,246
DEPARTMENT OF THE INTERIOR	2,782,297	468,021	1,402,007	246,415	574,901	90,682
DEPARTMENT OF AGRICULTURE	3,771,229	667,228	1,930,146	345,723	795,341	131,121
DEPARTMENT OF COMMERCE	1,470,365	289,534	712,695	141,890	330,406	61,108
DEPARTMENT OF LABOR	720,285	154,575	370,700	82,406	162,599	34,017
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,609,106	334,624	1,041,312	224,454	482,489	94,511
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	444,747	98,709	221,028	49,428	106,527	23,241
DEPARTMENT OF TRANSPORTATION	2,629,402	676,493	1,406,111	368,541	683,964	175,992
DEPARTMENT OF ENERGY	680,540	175,497	359,839	94,525	144,149	35,364
DEPARTMENT OF EDUCATION	207,030	47,811	102,160	24,561	50,056	11,231
DEPARTMENT OF VETERANS AFFAIRS	8,809,989	1,430,341	3,382,366	511,817	1,771,188	234,465
SUBTOTAL EXECUTIVE DEPARTMENTS	70,416,374	14,827,394	35,730,041	7,905,900	15,776,069	3,365,556
AMERICAN BATTLE MONUMENTS COMMISSION	12,136	1,210	1,012	177	324	52
ARMED FORCES RETIREMENT HOME	39,225	5,450	21,114	2,943	11,345	1,508
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1,162	380	667	158		97
COMMODITY FUTURES TRADING COMMISSION	22,400	4,669	10,932	2,266	5,101	1,063
CONSUMER PRODUCT SAFETY COMMISSION	19,673	4,715	10,457	2,435	4,304	1,069
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	21,674	4,611	10,253	2,181	4,812	949
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	121,289	25,076	62,701	12,664	27,767	5,721
ENVIRONMENTAL PROTECTION AGENCY	747,700	185,471	383,076	97,302	182,281	43,749
EXPORT-IMPORT BANK OF THE UNITED STATES	15,482	3,734	8,201	1,833	3,098	776
FARM CREDIT ADMINISTRATION	12,472	3,033	6,445	1,582	2,269	531
FEDERAL COMMUNICATIONS COMMISSION	86,421	18,501	41,466	8,801	19,315	4,117
FEDERAL DEPOSIT INSURANCE CORPORATION	324,382	67,816	155,530	32,526	79,026	16,329
FEDERAL ELECTION COMMISSION	8,440	1,832	4,222	944	2,408	500
FEDERAL EMERGENCY MANAGEMENT AGENCY	147,763	35,902	68,456	13,448	37,284	6,838
FEDERAL HOUSING FINANCE BOARD	4,717	937	2,133	430	1,022	195
FEDERAL LABOR RELATIONS AUTHORITY	8,684	2,297	4,435	1,227	1,816	444
FEDERAL MARITIME COMMISSION	6,368	1,537	3,253	785	1,430	345
FEDERAL MEDIATION AND CONCILIATION SERVICE	9,842	2,466	5,161	1,320	1,806	407

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 1999

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4,088	1,023	2,238	512	861	224
FEDERAL TRADE COMMISSION	40,211	10,756	20,463	5,596	8,488	2,185
GENERAL SERVICES ADMINISTRATION	605,682	112,823	318,465	58,977	137,760	25,604
U.S. INFORMATION AGENCY	307,987	54,505	76,740	18,956	33,969	7,491
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	11,284	1,762	5,617	901	2,244	326
MERIT SYSTEMS PROTECTION BOARD	9,770	1,819	5,031	915	1,675	311
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	829,384	219,110	405,749	112,838	148,162	35,155
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98,502	14,744	50,561	7,640	21,852	3,248
NATIONAL CREDIT UNION ADMINISTRATION	39,785	9,584	22,308	5,036	7,202	1,821
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	13,465	2,840	6,572	1,370	3,205	636
NATIONAL ENDOWMENT FOR THE ARTS	6,211	1,342	2,878	620	1,617	328
NATIONAL ENDOWMENT FOR THE HUMANITIES	7,254	1,498	3,694	750	1,588	308
NATIONAL LABOR RELATIONS BOARD	82,752	17,505	39,417	8,317	18,628	3,975
NATIONAL SCIENCE FOUNDATION	48,624	13,027	26,172	7,012	9,914	2,656
NATIONAL TRANSPORTATION SAFETY BOARD	15,537	4,120	8,013	2,180	2,950	726
NUCLEAR REGULATORY COMMISSION	101,774	37,189	61,696	2,403	25,272	9,846
OFFICE OF PERSONNEL MANAGEMENT	116,749	22,246	58,282	11,535	28,633	5,165
PANAMA CANAL COMMISSION	617	134	328	71	138	28
PEACE CORPS	21,287	4,176	10,859	2,116	5,065	969
RAILROAD RETIREMENT BOARD	60,340	12,026	30,245	6,122	14,192	2,757
SECURITIES AND EXCHANGE COMMISSION	116,263	33,878	55,082	14,226	28,609	7,011
SELECTIVE SERVICE SYSTEM	7,772	1,424	3,830	717	2,051	364
SMALL BUSINESS ADMINISTRATION	194,405	29,656	92,102	19,216	49,332	
SMITHSONIAN INSTITUTION	292,211	49,322	132,595	22,307	70,641	11,396
SMITHSONIAN INSTITUTION	256,945	43,619	116,982	19,796	61,996	10,061
NATIONAL GALLERY OF ART	35,266	5,703	15,613	2,511	8,645	1,335
SOCIAL SECURITY ADMINISTRATION	3,009,112	535,034	1,528,282	277,874	755,264	129,292
TENNESSEE VALLEY AUTHORITY	597,948	121,420	322,683	66,595	111,150	20,682
AGENCY FOR INTERNATIONAL DEVELOPMENT	120,663	32,016	47,078	13,546	18,240	4,851
OVERSEAS PRIVATE INVESTMENT CORPORATION	4,310	1,133	2,093	569	933	237
AGENCY FOR INTERNATIONAL DEVELOPMENT	116,353	30,883	44,985	12,977	17,307	4,614
U.S. INTERNATIONAL TRADE COMMISSION	16,876	4,400	8,774	2,326	3,459	876
U.S. POSTAL SERVICE	31,963,579	4,737,484	17,000,331	2,526,185	7,841,111	1,142,455
SUBTOTAL INDEPENDENT AGENCIES	41,044,307	6,477,241	21,566,286	3,396,553	9,912,381	1,506,407
TOTAL - ALL AGENCIES	111,504,774	21,315,896	57,319,000	11,308,417	25,696,097	4,873,726

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 1999

AGENCY	HOLIDAY		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)
EXECUTIVE OFFICE OF THE PRESIDENT	2,698	432	262	42	1,339	485
OFFICE OF MANAGEMENT AND BUDGET	4,998	1,405	612	173	60	31
OFFICE OF ADMINISTRATION	1,780	384	256	52		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,571	465	164	48	33	17
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	11,047	2,686	1,294	315	1,432	533
DEPARTMENT OF STATE	278,600	67,591	3,347	844		
DEPARTMENT OF THE TREASURY	1,409,672	266,986	260,308	48,184		
DEPARTMENT OF DEFENSE, TOTAL	6,881,451	1,192,494	1,380,144	334,457	153,750	22,924
DEPARTMENT OF THE ARMY	2,219,764	374,988	78,483	120,661	66,684	8,231
DEPARTMENT OF THE NAVY	1,943,051	358,612	318,542	54,179	11,918	1,089
DEPARTMENT OF THE AIR FORCE	1,694,656	280,039	840,309	136,119	28,969	3,773
OTHER DEFENSE ACTIVITIES	1,023,980	178,855	142,810	23,498	46,179	9,831
DEPARTMENT OF JUSTICE	1,193,967	214,644	254,019	46,473		
DEPARTMENT OF THE INTERIOR	572,080	96,997	101,103	16,126	132,206	17,801
DEPARTMENT OF AGRICULTURE	917,156	167,407	128,586	22,977		
DEPARTMENT OF COMMERCE	374,291	76,085	52,973	10,451		
DEPARTMENT OF LABOR	141,624	28,488	45,362	9,664		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	34,017	4,871	51,288	10,788		
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99,976	22,272	17,216	3,768		
DEPARTMENT OF TRANSPORTATION	463,862	112,658	75,465	19,302		
DEPARTMENT OF ENERGY	162,965	42,266	13,535	3,318	52	24
DEPARTMENT OF EDUCATION	47,079	10,355	7,735	1,664		
DEPARTMENT OF VETERANS AFFAIRS	1,236,098	169,191	282,769	47,387	2,137,568	467,481
SUBTOTAL EXECUTIVE DEPARTMENTS	13,812,838	2,472,305	2,673,850	575,403	2,423,576	508,230
AMERICAN BATTLE MONUMENTS COMMISSION	520	89			10,280	892
ARMED FORCES RETIREMENT HOME	5,177	781	1,589	218		
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	450	124	45	1		
COMMODITY FUTURES TRADING COMMISSION	5,483	1,148	884	192		
CONSUMER PRODUCT SAFETY COMMISSION	4,744	1,143	168	68		
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5,935	1,346	674	135		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28,473	6,056	2,348	635		
ENVIRONMENTAL PROTECTION AGENCY	166,158	40,587	16,185	3,833		
EXPORT-IMPORT BANK OF THE UNITED STATES	4,174	1,030	9	95		
FARM CREDIT ADMINISTRATION	2,913	715	845	205		
FEDERAL COMMUNICATIONS COMMISSION	20,142	4,365	5,498	1,218		
FEDERAL DEPOSIT INSURANCE CORPORATION	75,570	15,961	14,256	3,000		
FEDERAL ELECTION COMMISSION	1,624	352	186	36		
FEDERAL EMERGENCY MANAGEMENT AGENCY	37,121	14,640	4,902	976		
FEDERAL HOUSING FINANCE BOARD	1,145	233	417	79		
FEDERAL LABOR RELATIONS AUTHORITY	2,131	555	302	71		
FEDERAL MARITIME COMMISSION	1,347	325	338	82		
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,718	702	157	37		

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 1999

AGENCY	HOLIDAY		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)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	962	239	27	48		
FEDERAL TRADE COMMISSION	9,582	2,560	1,678	415		
GENERAL SERVICES ADMINISTRATION	137,742	25,806	11,715	2,436		
U.S. INFORMATION AGENCY	43,047	10,603	860	212	153,371	17,243
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,704	417	719	118		
MERIT SYSTEMS PROTECTION BOARD	2,277	441	787	152		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	185,835	48,550	89,638	22,567		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	24,342	3,643	1,747	213		
NATIONAL CREDIT UNION ADMINISTRATION	9,793	2,544	482	183		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	3,160	727	528	107		
NATIONAL ENDOWMENT FOR THE ARTS	1,516	355	200	39		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,644	372	328	68		
NATIONAL LABOR RELATIONS BOARD	18,572	3,910	6,135	1,303		
NATIONAL SCIENCE FOUNDATION	11,579	3,102	959	257		
NATIONAL TRANSPORTATION SAFETY BOARD	4,175	1,105	399	109		
NUCLEAR REGULATORY COMMISSION	626	24,388	14,180	552		
OFFICE OF PERSONNEL MANAGEMENT	27,279	5,083	2,555	463		
PANAMA CANAL COMMISSION	151	35				
PEACE CORPS	5,337	1,086	26	5		
RAILROAD RETIREMENT BOARD	13,116	2,604	2,787	543		
SECURITIES AND EXCHANGE COMMISSION	30,558	7,696	1,914	4,943	100	2
SELECTIVE SERVICE SYSTEM	1,550	283	341	60		
SMALL BUSINESS ADMINISTRATION	52,420	10,334	551	106		
SMITHSONIAN INSTITUTION	70,724	12,375	18,251	3,244		
SMITHSONIAN INSTITUTION	63,120	11,175	14,847	2,587		
NATIONAL GALLERY OF ART	7,604	1,200	3,404	657		
SOCIAL SECURITY ADMINISTRATION	627,527	110,869	98,039	16,999		
TENNESSEE VALLEY AUTHORITY	152,834	31,775	11,281	2,368		
AGENCY FOR INTERNATIONAL DEVELOPMENT	22,495	6,516	21,354	6,428	11,496	675
OVERSEAS PRIVATE INVESTMENT CORPORATION	1,004	258	280	69		
AGENCY FOR INTERNATIONAL DEVELOPMENT	21,491	6,258	21,074	6,359	11,496	675
U.S. INTERNATIONAL TRADE COMMISSION	3,943	1,020	700	178		
U.S. POSTAL SERVICE	6,342,428	955,532	779,709	113,312		
SUBTOTAL INDEPENDENT AGENCIES	8,174,966	1,363,399	1,215,427	192,070	175,247	18,812
TOTAL - ALL AGENCIES	21,998,851	3,838,390	3,890,571	767,788	2,600,255	527,575



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 1999**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	4,744	3,576	150	3,557	10,045	679
OFFICE OF MANAGEMENT AND BUDGET	10,766	11,610	438	6,700	43,092	1,286
OFFICE OF ADMINISTRATION	3,907	3,108	164	2,345	10,864	434
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,515	3,915	115	2,107	15,110	642
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	22,932	22,209	867	14,709	79,111	3,041
DEPARTMENT OF STATE	337,179	378,972	22,841	202,378	1,398,642	
DEPARTMENT OF THE TREASURY	3,323,239	2,498,523	32,604	1,976,064	4,400,809	121,753
DEPARTMENT OF DEFENSE, TOTAL	16,918,980	13,056,453	404,619	8,854,622	33,599,571	6,399,037
DEPARTMENT OF THE ARMY	5,723,306	4,447,636	124,057	2,475,064	3,539,357	1,830,706
DEPARTMENT OF THE NAVY	4,748,973	3,605,956	123,591	2,643,431	12,826,385	2,104,257
DEPARTMENT OF THE AIR FORCE	4,001,760	3,020,091	113,236	2,269,855	10,403,125	1,635,995
OTHER DEFENSE ACTIVITIES	2,444,941	1,982,770	43,735	1,466,272	6,830,704	828,079
DEPARTMENT OF JUSTICE	2,553,314	2,146,817	51,982	1,585,852	5,245,705	109,499
DEPARTMENT OF THE INTERIOR	1,459,535	1,197,426	22,775	863,504	5,215,020	190,950
DEPARTMENT OF AGRICULTURE	2,093,405	1,871,900	27,275	1,208,931	4,072,147	382
DEPARTMENT OF COMMERCE	789,406	628,545	8,313	484,822	1,264,898	1,108
DEPARTMENT OF LABOR	368,921	312,080	6,865	213,116	1,067,588	51,822
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,137,305	1,871,651	31,625	682,625	3,409,863	3,475
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	232,489	196,222	3,666	130,572	341,376	281
DEPARTMENT OF TRANSPORTATION	1,465,927	1,218,293	18,860	819,643	4,837,814	195,594
DEPARTMENT OF ENERGY	369,929	345,420	6,138	205,186	1,467,367	122,081
DEPARTMENT OF EDUCATION	105,432	84,038	1,849	61,735	243,535	4,226
DEPARTMENT OF VETERANS AFFAIRS	3,375,265	1,076,255	37,380	1,995,407	7,930,800	52,139
SUBTOTAL EXECUTIVE DEPARTMENTS	34,530,326	26,882,595	676,792	19,284,457	74,495,135	7,252,347
AMERICAN BATTLE MONUMENTS COMMISSION	1,242	2,492	147	646	5,946	
ARMED FORCES RETIREMENT HOME	18,768	14,193	366	11,122	35,025	3,100
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1					
COMMODITY FUTURES TRADING COMMISSION	11,510	10,347	102	6,994	19,825	
CONSUMER PRODUCT SAFETY COMMISSION	11,072	9,726	421	5,820	37,529	3,520
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	11,950	9,708	313	7,474	16,565	842
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	64,109	52,352	1,679	35,267	137,501	3,610
ENVIRONMENTAL PROTECTION AGENCY	402,836	347,220	5,002	239,492	1,282,981	
EXPORT-IMPORT BANK OF THE UNITED STATES	8,692	7,586	293	4,789	24,725	2,260
FARM CREDIT ADMINISTRATION	6,616	6,619	74	3,771	14,153	
FEDERAL COMMUNICATIONS COMMISSION	44,839	40,027	1,360	25,774	72,159	210
FEDERAL DEPOSIT INSURANCE CORPORATION	163,384	139,030	3,563	98,319	303,006	897
FEDERAL ELECTION COMMISSION	4,831			3,029		309
FEDERAL EMERGENCY MANAGEMENT AGENCY	75,472	60,092	1,319	47,834	110,187	
FEDERAL HOUSING FINANCE BOARD	2,453	2,515	80	1,455	4,570	128
FEDERAL LABOR RELATIONS AUTHORITY	4,687	4,568	90	2,814	16,757	554
FEDERAL MARITIME COMMISSION	3,067	2,832		1,659	9,465	79
FEDERAL MEDIATION AND CONCILIATION SERVICE	6,130	6,395	349	3,670	11,997	866

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 1999**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2,295	1,739	29	1,158	5,874	346
FEDERAL TRADE COMMISSION	21,848	17,823	780	13,375	64,105	696
GENERAL SERVICES ADMINISTRATION	330,239	306,677	9,482	179,349	1,025,240	21,549
U.S. INFORMATION AGENCY	76,909	9,772	2,518	43,774	8,767	5,087
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	5,880	5,572	59	3,408	11,731	178
MERIT SYSTEMS PROTECTION BOARD	5,246	5,574	79	2,902	10,197	216
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	426,897	385,433	19,561	242,373	1,946,134	91,352
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	52,398	40,479	427	29,499	138,417	4,541
NATIONAL CREDIT UNION ADMINISTRATION	20,875	19,810	279	12,056	78,187	1,164
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	7,117	5,399	107	4,100	11,195	
NATIONAL ENDOWMENT FOR THE ARTS	3,241	2,365	89	1,931	5,248	
NATIONAL ENDOWMENT FOR THE HUMANITIES	3,876	3,034	18	2,169	5,947	
NATIONAL LABOR RELATIONS BOARD	42,969	35,333	1,673	23,887	71,433	
NATIONAL SCIENCE FOUNDATION	24,781	27,479	795	14,763	89,069	6,242
NATIONAL TRANSPORTATION SAFETY BOARD	8,989	9,396	370	5,553	32,249	1,924
NUCLEAR REGULATORY COMMISSION	524,768	79,033	14,455	295,498	316,964	185,374
OFFICE OF PERSONNEL MANAGEMENT	61,322	56,366	2,152	34,944	165,360	12,435
PANAMA CANAL COMMISSION	282	299		173	947	
PEACE CORPS	14,408	12,239	461	9,839	17,665	
RAILROAD RETIREMENT BOARD	28,248	22,643	36	15,340	99,182	1,885
SECURITIES AND EXCHANGE COMMISSION	32,747	43,121	612	25,142	118,081	
SELECTIVE SERVICE SYSTEM	3,884	2,681	60	2,148	7,619	641
SMALL BUSINESS ADMINISTRATION	97,125	80,353	988		252,488	8,372
SMITHSONIAN INSTITUTION	145,054	110,406	3,447	91,390	208,453	732
SMITHSONIAN INSTITUTION	128,435	99,876	3,253	81,676	188,222	732
NATIONAL GALLERY OF ART	16,619	10,530	194	9,714	20,231	
SOCIAL SECURITY ADMINISTRATION	1,548,868	1,087,334	8,870	855,326	3,903,574	167,172
TENNESSEE VALLEY AUTHORITY	318,215	306,044	27,611	165,490	1,520,282	855,415
AGENCY FOR INTERNATIONAL DEVELOPMENT	54,635	63,051	2,702	30,457	221,708	8,608
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,838			1,914		
AGENCY FOR INTERNATIONAL DEVELOPMENT	51,797	63,051	2,702	28,543	221,708	8,608
U.S. INTERNATIONAL TRADE COMMISSION	9,292	7,789	313	5,385	29,177	431
U.S. POSTAL SERVICE	17,036,356	11,077,941	28,628	10,029,291	58,260,695	2,153,458
SUBTOTAL INDEPENDENT AGENCIES	21,743,306	14,535,488	141,652	12,636,549	70,717,184	3,544,193
TOTAL - ALL AGENCIES	56,296,564	41,440,292	819,311	31,935,715	145,291,430	10,799,581



**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 1999**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
EXECUTIVE OFFICE OF THE PRESIDENT	26.50	12.13	3.14	7.04	0.68	
OFFICE OF MANAGEMENT AND BUDGET	38.93	21.39	6.27	9.94	1.22	
OFFICE OF ADMINISTRATION	47.05	22.52	12.76	10.29	1.48	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	36.83	19.96	6.41	9.30	0.97	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	35.91	18.46	6.23	9.00	1.05	
DEPARTMENT OF STATE	29.77	19.72	6.86	18.78	0.23	
DEPARTMENT OF THE TREASURY	43.97	21.20	11.08	9.87	1.82	
DEPARTMENT OF DEFENSE, TOTAL	48.38	26.70	10.91	9.61	1.93	10.57
DEPARTMENT OF THE ARMY	45.42	26.56	8.95	9.31	0.33	
DEPARTMENT OF THE NAVY	49.37	26.61	11.59	9.55	1.57	
DEPARTMENT OF THE AIR FORCE	54.98	28.64	12.81	10.47	5.19	4.28
OTHER DEFENSE ACTIVITIES	43.31	24.37	11.13	9.13	1.27	5.95
DEPARTMENT OF JUSTICE	41.08	19.45	9.70	9.84	2.09	
DEPARTMENT OF THE INTERIOR	41.83	21.08	8.64	8.60	1.52	
DEPARTMENT OF AGRICULTURE	39.10	20.01	8.25	9.51	1.33	
DEPARTMENT OF COMMERCE	31.68	15.35	7.12	8.06	1.14	
DEPARTMENT OF LABOR	44.14	22.72	9.96	8.68	2.78	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	27.31	19.30	8.94	0.63	0.95	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	44.64	22.18	10.69	10.03	1.73	
DEPARTMENT OF TRANSPORTATION	41.28	22.08	10.74	7.28	1.18	
DEPARTMENT OF ENERGY	42.91	22.69	9.09	10.28	0.85	
DEPARTMENT OF EDUCATION	45.80	22.60	11.07	10.42	1.71	
DEPARTMENT OF VETERANS AFFAIRS	42.86	21.32	11.16	7.79	1.78	45.60
SUBTOTAL EXECUTIVE DEPARTMENTS	43.96	23.39	10.33	9.04	1.75	32.63
AMERICAN BATTLE MONUMENTS COMMISSION	33.07	18.07	5.79	9.29		33.05
ARMED FORCES RETIREMENT HOME	49.15	26.46	14.22	6.49	1.99	
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	10.66	6.12		4.13	0.41	
COMMODITY FUTURES TRADING COMMISSION	39.72	19.38	9.04	9.72	1.57	
CONSUMER PRODUCT SAFETY COMMISSION	42.22	22.44	9.24	10.18	0.36	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	35.59	16.84	7.90	9.75	1.11	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	46.79	24.19	10.71	10.98	0.91	
ENVIRONMENTAL PROTECTION AGENCY	41.29	21.15	10.07	9.17	0.89	
EXPORT-IMPORT BANK OF THE UNITED STATES	38.51	20.40	7.71	10.38	0.02	
FARM CREDIT ADMINISTRATION	42.71	22.07	7.77	9.98	2.89	
FEDERAL COMMUNICATIONS COMMISSION	45.15	21.66	10.09	10.52	2.87	
FEDERAL DEPOSIT INSURANCE CORPORATION	43.66	20.94	10.64	10.17	1.92	
FEDERAL ELECTION COMMISSION	26.88	13.45	7.67	5.17	0.59	
FEDERAL EMERGENCY MANAGEMENT AGENCY	28.61	13.26	7.22	7.19	0.95	
FEDERAL HOUSING FINANCE BOARD	40.66	18.39	8.81	9.87	3.59	
FEDERAL LABOR RELATIONS AUTHORITY	40.77	20.82	8.53	10.00	1.42	
FEDERAL MARITIME COMMISSION	45.81	23.40	10.29	9.69	2.43	
FEDERAL MEDIATION AND CONCILIATION SERVICE	35.15	18.43	6.45	9.71	0.56	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 1999**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	43.96	24.06	9.26	10.34	0.29	
FEDERAL TRADE COMMISSION	41.58	21.16	8.78	9.91	1.74	
GENERAL SERVICES ADMINISTRATION	43.07	22.65	9.80	9.79	0.83	
U.S. INFORMATION AGENCY	48.88	20.44	9.05	11.46	0.23	60.24
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	43.57	21.69	8.66	10.44	2.78	
MERIT SYSTEMS PROTECTION BOARD	41.75	21.50	7.16	9.73	3.36	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	44.91	21.97	8.02	10.06	4.85	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	40.67	20.88	9.02	10.05	0.72	
NATIONAL CREDIT UNION ADMINISTRATION	44.11	24.73	7.98	10.86	0.53	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	42.88	20.93	10.21	10.06	1.68	
NATIONAL ENDOWMENT FOR THE ARTS	42.25	19.58	11.00	10.31	1.36	
NATIONAL ENDOWMENT FOR THE HUMANITIES	43.44	22.12	9.51	9.84	1.96	
NATIONAL LABOR RELATIONS BOARD	45.39	21.62	10.22	10.19	3.37	
NATIONAL SCIENCE FOUNDATION	40.59	21.85	8.28	9.67	0.80	
NATIONAL TRANSPORTATION SAFETY BOARD	35.15	18.13	6.67	9.45	0.90	
NUCLEAR REGULATORY COMMISSION	257.75	155.67	64.37	1.59	36.12	
OFFICE OF PERSONNEL MANAGEMENT	42.18	21.06	10.34	9.86	0.92	
PANAMA CANAL COMMISSION	30.85	16.40	6.90	7.55		
PEACE CORPS	19.40	12.55	5.86	6.17	0.03	
RAILROAD RETIREMENT BOARD	48.23	24.18	11.34	10.48	2.23	
SECURITIES AND EXCHANGE COMMISSION	41.85	19.83	10.30	11.00	0.69	
SELECTIVE SERVICE SYSTEM	47.68	23.50	12.58	9.51	2.09	
SMALL BUSINESS ADMINISTRATION	41.58	19.70	10.55	11.21	0.12	
SMITHSONIAN INSTITUTION	59.49	26.99	14.38	14.40	3.72	
SMITHSONIAN INSTITUTION	61.72	28.10	14.89	15.16	3.57	
NATIONAL GALLERY OF ART	47.08	20.85	11.54	10.15	4.54	
SOCIAL SECURITY ADMINISTRATION	47.78	24.27	11.99	9.97	1.56	
TENNESSEE VALLEY AUTHORITY	44.41	23.96	8.25	11.35	0.84	
AGENCY FOR INTERNATIONAL DEVELOPMENT	44.10	19.55	7.57	9.34	8.87	35.05
OVERSEAS PRIVATE INVESTMENT CORPORATION	27.99	13.59	6.06	6.52	1.82	
AGENCY FOR INTERNATIONAL DEVELOPMENT	45.06	19.96	7.68	9.53	9.35	35.05
U.S. INTERNATIONAL TRADE COMMISSION	43.05	22.38	8.82	10.06	1.79	
U.S. POSTAL SERVICE	37.57	19.98	9.22	7.46	0.92	
SUBTOTAL INDEPENDENT AGENCIES	39.16	20.78	9.55	7.88	1.17	17.09
TOTAL - ALL AGENCIES	42.06	22.33	10.01	8.57	1.52	30.76

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); Panama Canal Zone employees; 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
	746 - Wage Board aliens employed in foreign areas
	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 aforementioned pay codes (630, 631, 650, 746, 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 except Panama Canal Commission. Panama Canal Commission presents a special case because its employees located outside of the U.S. (or the majority of its employees) are not covered by 5 U.S.C. 6301. 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).

This exception in the case of Panama Canal Commission affects the average leave days computed for the Independent Agencies total, and for the Executive Branch Agencies total. The basic work years used to compute average "Other Leave" days used include those reported under pay codes 630, 631, 650, 746, 748, and 772, as well as the basic work years of Panama Canal employees located outside the U.S. 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 both those pay codes and Panama Canal employees outside the U.S. 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 1999**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Total, All Agencies	2,650,996	2,566,455	84,541
Office of the President	1,228	1,228	...
Executive Office of the President	383	383	...
Office of Management and Budget	503	503	...
Office of Administration	173	173	...
Office of U.S. Trade Representative	169	169	...
Departments	1,601,710	1,527,425	74,285
Department of State	22,714	14,838	7,876
Department of the Treasury	142,774	142,774	...
Department of Defense, Total	730,708	716,168	14,540
Department of Army	238,550	238,550	...
Department of Navy	203,519	203,519	...
Department of the Air Force	168,702	161,927	6,775
Other Defense Activities	119,937	112,172	7,765
Department of the Justice	121,293	121,293	...
Department of the Interior	66,520	66,520	...
Department of Agriculture	96,453	96,453	...
Department of Commerce	46,418	46,418	...
Department of Labor	16,319	16,319	...
Department of Health and Human Services	58,930	53,948	4,982
Department of Housing and Urban Development	9,963	9,963	...
Department of Transportation	63,693	63,685	8
Department of Energy	15,858	15,858	...
Department of Education	4,520	4,520	...
Department of Veterans Affairs	205,547	158,668	46,879
Independent Agencies	1,048,058	1,037,802	10,256
American Battle Monuments Commission	367	56	311
Armed Forces Retirement Home	798	798	...
Arms Control and Disarmament Agency	109	109	...
Commodity Future Trading Commission	564	564	...
Consumer Products Safety Commission	466	466	...
Corporation National and Community Service	609	609	...
Equal Employment Opportunity Commission	2,592	2,592	...
Environmental Protection Agency	18,110	18,110	...
Export-Import Bank of the United States	402	402	...
Farm Credit Administration	292	292	...
Federal Communications Commission	1,914	1,914	...
Federal Deposit Insurance Corporation	7,429	7,429	...
Federal Election Commission	314	314	...

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, 746, 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, 746, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Panama Canal Zone employees, 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 1999**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Independent Agencies (continued)			
Federal Emergency Management Agency	5,164	5,164	...
Federal Housing Finance Board	116	116	...
Federal Labor Relations Authority	213	213	...
Federal Maritime Commission	139	139	...
Federal Mediation and Conciliation Service	280	280	...
Federal Retirement Thrift Investment Board	93	93	...
Federal Trade Commission	967	967	...
General Services Administration	14,063	14,063	...
U.S. Information Agency	6,301	3,755	2,546
International Boundary and Water Commission: U.S. & Mexico	259	259	...
Merit System Protection Board	234	234	...
National Aeronautics and Space Administration	18,469	18,469	...
National Archives and Records Administration	2,422	2,422	...
National Credit Union Administration	902	902	...
National Foundation on Arts and Humanities	314	314	...
National Endowment for the Arts	147	147	...
National Endowment for the Humanities	167	167	...
National Labor Relations Board	1,823	1,823	...
National Science Foundation	1,198	1,198	...
National Transportation Safety Board	442	442	...
Nuclear Regulatory Commission	3,141	3,141	...
Office of Personnel Management	2,768	2,768	...
Panama Canal Commission	9,633	2,794	6,839
Peace Corps	1,097	865	232
Railroad Retirement Board	1,251	1,251	...
Securities and Exchange Commission	2,778	2,778	...
Selective Service System	163	163	...
Small Business Administration	4,676	4,676	...
Smithsonian Institution	4,912	4,912	...
Smithsonian Institution	4,163	4,163	...
National Gallery of Art	749	749	...
Social Security Administration	62,972	62,972	...
Tennessee Valley Authority	13,465	13,465	...
Agency for International Development	2,736	2,408	328
Overseas Private Investment Corporation	154	154	...
Agency for International Development	2,582	2,254	328
U.S. International Trade Commission	392	392	...
U.S. Postal Service	850,709	850,709	...

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, 746, 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, 746, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Panama Canal Zone employees, 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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United States
**Office of
Personnel Management**

Washington, DC 20415-0001

In Reply Refer To:

Your Reference:



FEB 7 2000

ACTION: March 3, 2000

MEMORANDUM FOR: ASSISTANT SECRETARIES FOR ADMINISTRATION AND
ASSISTANT ADMINISTRATORS FOR MANAGEMENT

FROM: CAROL J. OKIN, ASSOCIATE DIRECTOR
OFFICE OF MERIT SYSTEMS *Carol J. Okin*
OVERSIGHT AND EFFECTIVENESS

SUBJECT: Fiscal Year 1999 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 1999 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 99 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "1999 actual" column of the Fiscal Year 2001 President's Budget which reflect 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 3rd. **AGENCIES SHOULD ESTABLISH APPROPRIATE INTERNAL COORDINATION PROCEDURES TO ENSURE THAT THE DATA ARE RECONCILED.** We have added OMB Object Class references on Forms 1351-A and 1351-B to help with this process.

As was required beginning Fiscal Year 1996, please compute and round to two decimal places all Fiscal Year 1999 work years data reported on Form 1351-A. Also, continue to report "Awards" data as a single category (Code 211. Cash Awards); agencies are to report data in this category for performance bonuses and incentive and other awards. Continue to report separately "Severance Pay" and "Separation Incentive" pay under the Category "Code 400. Total Separation Pay." Instructions for reporting these items are highlighted in the "Instructions for Preparation of Forms," **Attachment 1**. **Please note that each agency is required to submit a separate Form 1351-A for the total agency (summary of all pay systems), and each pay system category listed at Attachment 1 that is preceded by an asterisk.**

For the remaining pay categories listed at **Attachment 1**, agencies should report a separate Form 1351-A only for a pay category that comprises 10 or more percent of its total work years or compensation.

The work years and cost data requested in the attachments identify the various components of **basic pay** (object class 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 1999 work years and cost data, as well as Leave year 1999 data by March 3, 2000.** Send reports to: U.S. Office of Personnel Management, Office of Workforce Information, Statistical Analysis and Services Division, Workforce Information Team (Room 7439), 1900 E Street NW., Washington, DC 20415-0001. Questions concerning this report may be referred to Charlie Taylor at 202-606-1990 or British Morrison at 202-606-1350, FAX: 202-606-1719, Email: owi@opm.gov.

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

Attachments



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 Personnel Benefits;
- (3) **OPM Form 1351-C (Attachment 5):** Leave Earned and Used.

Item 2 of each form is the Agency Code; show here the 4-character code assigned for reporting purposes (see Operating Manual, The Guide to Personnel Data Standards, formerly FPM supplement 292-1) as used on the agency's Monthly Report of Federal Civilian Employment (Standard Form 113-A).

If there are any questions regarding interpretations of these instructions, please contact Robert Beeman, Workforce Information Team, at 202-606-2956, Email: owi@opm.gov. Submit reports to the U.S. Office of Personnel Management, Statistical Analysis and Services Division, Room 7439, 1900 E Street NW., Washington, DC 20415-0001.

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.

Form 1351-A is to be prepared for (1) the total agency (summary of all pay systems--enter Code 800 in item 4), (2) for each pay system category below preceded by an asterisk, and (3) for each of the pay system categories listed below which comprise 10 or more percent of an agency's total work years and total pay.

Code	Pay System Category (Code)
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)
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, LG, CZ, VG, VH, TG, CG, PG); also includes: [DA, DG, DP, DS, and DT for Department of Navy only], [DB, DE, DJ, DK for Department of Army], [ND, NG, and NT for the Department of Navy], [ZA, ZP, ZS, and ZT for Department of Commerce], [FG, FM for Department of Transportation (FAA)], [DR for Material Command within the Department of Air Force only], [employees in demonstration projects]
716	Foreign Compensation -- Agency for International Development (FC)
720	Administratively Determined (AD)
730	Canal Zone Special Category Positions (SZ)
732	Tennessee Valley Authority (salary policy employees)
733	Tennessee Valley Authority (trade and labor employees)

Code	Pay System Category (Code)
740	* Wage employees--trades and crafts (U.S. citizens)
746	* Wage employees--(aliens employed in foreign areas)--Panama Canal Commission only
748	* Aliens employed in foreign areas (non-wage board)--Department of Defense, U.S. Information Agency, 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)
770	Employees on fee, contract, or piecework basis
772	* Teachers in Dependent Schools Abroad
777	Census enumerators
800	Agency Total - Sum of all Pay Systems

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

Definitions

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

Code 100. 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.

Personnel compensation will equal the **gross (direct and reimbursables)** compensation for personal services rendered to the Government, including amounts withheld that are creditable to other funds for the employee's share of retirement and insurance contributions, income taxes, and other purposes. Exclude overtime pay and other premium pay and cash awards. (See codes 200-212.) Include locality-based comparability payments, as well as special geographic pay adjustments for law enforcement officers in the San Francisco, Los Angeles, New York, and Boston areas. Includes regular salaries and wages paid to employees while they are taking compensatory time off or are on annual, sick, or other paid leave and lump-sum payments for annual leave upon separation. Also include all nonovertime 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 Appointment (object class 11.1).

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

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

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

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

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

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

Code 200. 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 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). Includes annual premium pay for administratively uncontrollable overtime work (5 U.S.C. 5545 (c)(2)) and availability pay for criminal investigators (5 U.S.C. 5545a). Also includes all overtime pay for firefighters compensated under 5 U.S.C. 5545b who are subject to special pay computation and overtime rules. (For these firefighters overtime pay is payable for hours in excess of 53 per week, or 106 hours biweekly.)

Code 202. Holiday Pay (object class 11.5).

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

Code 203. Sunday Pay (object class 11.5).

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

Code 204. Night Differential (object class 11.5).

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

Code 205. Hazardous Duty Pay (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 post differentials under 5 U.S.C. 5941 (see **Code 312. Non-Foreign Cost of Living Allowance on Attachment 1 (8)**).

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

Report payments above the basic rate to retain employees in selected grades and/or occupation groups (Sec. 209, Public Law 101-509).

Code 208. Supervisory Differential (object class 11.5).

Report payments above the basic rates for General Schedule supervisors who supervise employees in other 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.

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

Include:

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

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

Code 212. Other (object class 11.5).

Report payments above the basic rates for any other premium pay, such as annual premium pay for regularly scheduled standby duty (5 U.S.C. 5545 (c)(1)). Does not include administratively uncontrollable overtime pay (see Code 201).

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 Work Years, 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 Veterans Affairs only (VA)	\$37,744	\$108,911
675	Senior Executive Services (ES)	\$102,300	\$118,400

Note: The minimum and maximum salaries shown are those for calendar year 1999.

- (2) 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. This amount normally should not exceed 1½ times the annual salary rate for GS-10 (step 1) of the General Schedule. Normally it will be considerably less.
- (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 Personnel Benefits.

An agencywide report using OPM Form 1351-B is requested. In the column labeled Cost, show the aggregate cost during the fiscal year for the given benefit. In the next column show the percentage that the cost of the given benefit is of basic payroll (i.e., compensation amount reported in code 100). Carry the division to 5 places, multiply by 100, and round to 2 decimal places. The following code numbers and entries will be shown:

Code 300. Total Cost of Benefits.

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

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. 5724a. Also includes reimbursement of amounts equal to income taxes incurred by transferred

employees for moving or storage expenses under 5 U.S.C. 5724b and contractual charges for relocation services under 5 U.S.C. 5724c. 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 \$80 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 Health Plan).

Please note that codes 304 through 307 are subcategories 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 Basic Benefit (Federal Employees Retirement System (FERS)) (object class 12.1).

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

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

Code 314. Recruitment Bonus (object class 12.1).

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

Code 315. Relocation Bonus (object class 12.1).

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

Code 316. Other Benefits included in object class 12.1.

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

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

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

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

Report payments made through the \$25,000 Voluntary Separation Incentive (VSI) Program (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 Governmentwide figures for benefit costs as percentages of basic payroll.

Benefit Code and Title	Cost as Percent of Basic Payroll, Fiscal Year 1998
300 Total cost of benefits (Excludes separation pay) . . .	25.5
301 Health Insurance	5.2
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI)2
303 Retirement	12.5
304 Civil Service Retirement	3.44
305 Federal Employees Basic Benefit Federal Employees Retirement System (FERS) .	5.59
306 Federal Employees Thrift Plan (FERS)	1.89
307 Other Retirement Systems32
308 Federal Insurance Contributions Act (OASDHI) . . .	5.0
309 Federal Employees Compensation Act (Payments to Labor Department)9
310 Uniform Allowances0
311 Overseas Allowances5
312 Non-Foreign Cost of Living Allowance (COLA)1
313 Retention Allowance1
314 Recruitment Bonus0
315 Relocation Bonus0
316 Other benefits included in object class 12.1	1.0
400 Separation Pay	1.0
Total Benefits plus separation pay	26.5

The percentage for an individual agency can be expected to vary from the Governmentwide 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 1999).**

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 4 under "Type of Leave" apply to employees covered by 5 U.S.C. 6301. Item 5 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 data.
2. **Sick leave.** Include the number of days charged to sick leave by (1) active employees, and (2) those scheduled to be retired for disability.
3. **Holidays.** Include the aggregate number of Federal holidays paid for but not worked.
4. **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. **Also include "Time-Off Awards."**
5. **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); Panama Canal Zone employees; Veterans Administration physicians, dentists, and nurses; non-U.S. citizen employees in foreign areas; certain teachers; and executive branch officials appointed or designated by the President. (Exclude lump-sum payments for annual leave upon separation.)

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 **1999 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. Accumulated sick leave converted to service credit for retirement annuities should be reported for all employees who retired during 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
Statistical Analysis and Services Division
Workforce Information Team
1900 E Street NW.
Washington, DC 20415-6000
Attention: Robert Beeman, Room 7439
Email: rhbeeman@opm.gov

Dear Mr. Beeman:

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

Supervisory Official Primarily Responsible for Agencywide Report	Phone Number	Working-Level Contact	Phone Number	FAX Number
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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 Personnel

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 1999**

1. Agency Name			2. Agency Code	
3. Pay System Name			4. Pay System Code	
CODE	ITEM	OMB OBJECT CLASS	WORK YEARS two decimal places	PERSONNEL COMPENSATION (Thousands)
100	Total - Basic Work Years and Payrolls	11.1/11.3		
101	Full-Time Permanent Appointments	11.1		
102	Full-Time Temporary Appointments	11.3		
103	Part-Time and Intermittent Appointments (Full-Time Equivalent (FTE))	11.3		
200	Total Premium Work Years and Pay	11.5		
201	Overtime Pay	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	
208	Supervisory Differential	11.5	XXX	
209	Physicians Comparability Allowance	11.5	XXX	
210	Remote Work Site Allowance	11.5	XXX	
211	Cash Awards	11.5	XXX	
212	Other*	11.5	XXX	

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

**WORK YEARS AND PERSONNEL COSTS REPORT
COST OF EMPLOYEE'S BENEFITS
FISCAL YEAR 1999**

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

**WORK YEARS AND PERSONNEL COSTS REPORT
LEAVE EARNED AND USED
LEAVE YEAR 1999**

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. Other Leave for employees covered by 5 U.S.C. 6301			XX	XX	XX	XX
5. Other Leave ³ for employees not covered by 5 U.S.C. 6301						

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

² Lump-sum payments shown separately.

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

SUPPLEMENT V - GLOSSARY

Definitions of Key Terms

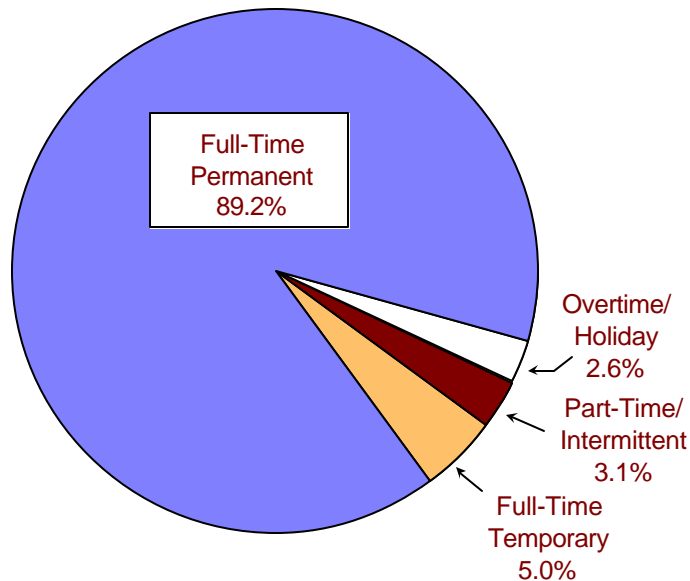
	Page
Components of Work Years	102
Components of Personnel Costs	103

ACKNOWLEDGMENTS

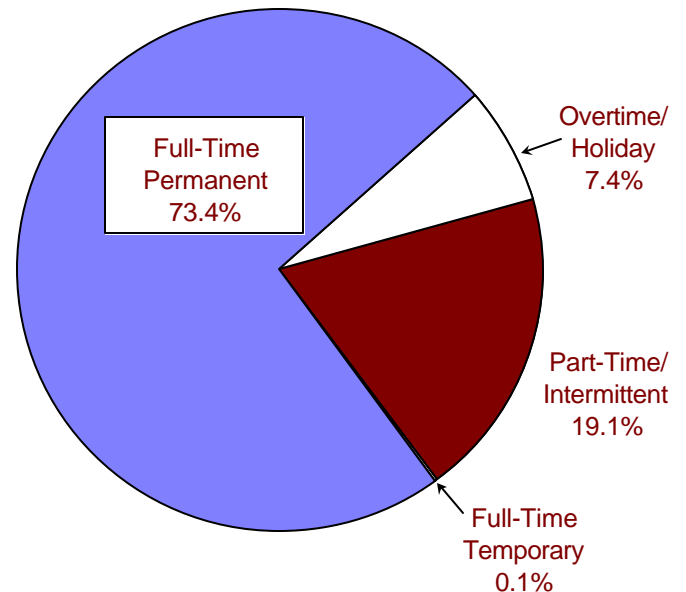
The project manager for this report is statistician British Morrison (telephone: 202-606-1350; Email: bvmorris@opm.gov). The survey and publication were prepared under the direction of Kelly Croft, Assistant Director for Workforce Information and Charlie F. Taylor, Chief of Workforce Statistic Division. We also recognize the contributions of Carol Goodroe of the Agency Administrative Systems Branch, Retirement and Insurance Service, as well as Michael P. Ambrose and Carolyn Harris of the Workforce Information Team.

COMPONENTS OF WORK YEARS

All Other Agencies



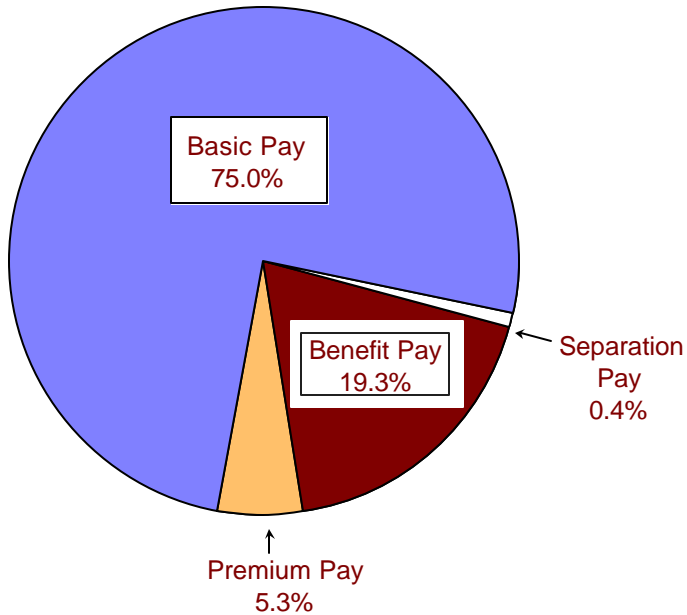
U.S. Postal Service



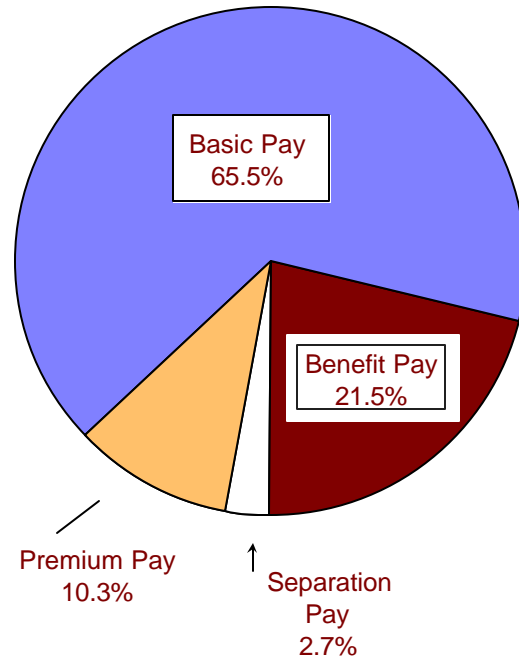
- **Full-Time Permanent** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the competitive Service with career and career-conditional appointments, employees in an Excepted Service and Senior Executive Service with career and noncareer appointments; that work a 40 hour work week or 2,080 hours in a work year *(See Supplement IV, pages 87 and 88).*
- **Full-Time Temporary** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees with permanent appointments that work for a limited period of time that is generally less than a year *(See Supplement IV, page 88).*
- **Part-Time Employment** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees with appointments that require work on a prearranged 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 Office of Management and Budget (OMB) Object Class 11.3) represents appointments on an irregular or occasional basis, with hours or days of work not based on a prearranged schedule *(See Supplement IV, page 88).*
- **Overtime and Holiday** (identified by Office of Management and Budget (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 89).*
- **Basic Work Years** (identified by Office of Management and Budget (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 87).*
- **Total Work Years** (identified by Office of Management and Budget (OMB) Object Classes 11.1, 11.3, and 11.5) represent basic (Object Classes 11.1 and 11.3) and premium (overtime and holiday, Object Class 11.5) work years.

COMPONENTS OF PERSONNEL COSTS

All Other Agencies



U.S. Postal Service



- **Basic Pay** (identified by Office of Management and Budget (OMB) Object Classes 11.1 and 11.3) represents the aggregate personnel compensation for full-time permanent, full-time temporary, and part-time/intermittent appointments *(See Supplement IV, page 87)*.
- **Premium Pay** (identified by Office of Management and Budget (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 Office of Management and Budget (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 91-94)*.
- **Separation Pay** (identified by Office of Management and Budget (OMB) Object Class 13.0) 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 94)*.
- **Direct Pay** (identified by Office of Management and Budget (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 Office of Management and Budget (OMB) Object Classes 11.1, 11.3, 11.5, 12.1, and 13.0) represents basic (Object Classes 11.1 and 11.3), premium (Object Class 11.5), benefit (Object Class 12.1), and separation (Object Class 13.0) pay.

NOTES