

Federal Civilian Workforce Statistics

# Work Years and Personnel Costs

Fiscal Year 1996



Theodore Roosevelt Building  
1900 E Street, NW.  
Washington, DC  
20415-0001

**Federal Civilian Workforce Statistics**

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# **Work Years and Personnel Costs**

**United States Government**

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**Fiscal Year 1996**

U.S. Office of Personnel Management  
Office of Merit Systems  
Oversight and Effectiveness  
Office of Workforce Information  
Theodore Roosevelt Building  
1900 E Street, NW.  
Washington, DC 20415-0001

## Foreword

This report is the 19th in an annual series published by the U.S. Office of Personnel Management; prior reports were published by the Office of Management and Budget. Data for this survey cover all Federal civilian employees in the Executive Branch working in agencies with 100 or more employees. This survey also includes the U.S. Postal Service. The excluded small agencies represent less than a 10th of a percent of the total work years. Overall, this report achieves 98 percent coverage of worldwide employment when benchmarked against the September 1996 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.

**Fiscal Years 1993 through 1995 publications are now available to the public in electronic format. You may download copies from our Electronic Bulletin Board Service at 202-606-4800. The electronic versions are published in Adobe Acrobat's Portable Document Format (pdf) and requires the Acrobat Reader for viewing and printing. You may obtain copies of the Acrobat Reader from the topical index online under A for Adobe Acrobat Readers. 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.**

The work years and personnel costs data in this report cover fiscal year 1996 (October 1, 1995, through September 30, 1996). The leave data in this report are for leave year 1996, which is essentially calendar year 1996. 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.

The 1982 through 1995 publications are available from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161 (telephone: 703-487-4650). You may call 202-606-1245 for detailed tabulations from the 1996 survey. **Email to:** owi@opm.gov

# Table of Contents

	Page
<b>Survey Highlights</b> .....	2
<b>Chart 1:</b> Total Work Years and Direct Costs by Pay System .....	4
<b>Chart 2:</b> Total Work Years by Work Schedule (non-Postal) .....	5
<b>Chart 3:</b> Total Payroll by Type .....	6
<b>Chart 4:</b> Work Years Used by Major Agency .....	7
<b>Table 1A:</b> Basic and Premium Work Years Paid For-by Agency .....	8
<b>Table 1B:</b> Basic and Premium Work Years as a Percent of Total Work Years .....	10
<b>Table 2A:</b> Personnel Costs-by Agency .....	12
<b>Table 2B:</b> Personnel Costs as Percent of Basic Pay, Cost Per Work Year .....	14
<b>Basic Pay and Average Basic Salary</b> .....	16
<b>Chart 5:</b> Distribution of Basic Pay Costs by Major Pay System .....	17
<b>Table 3A:</b> Basic and Premium Pay Costs by Pay System, Fiscal Year 1996 .....	18
<b>Table 3B:</b> Basic Work Years and Average Basic Salary, Fiscal Years 1995 and 1996 .....	19
<b>Table 4:</b> Basic Cost Per Work Year for Total and General Schedule Pay Systems .....	20
<b>Premium Pay</b> .....	21
<b>Table 5:</b> Premium Pay Costs by Agency .....	22
<b>Chart 6:</b> Distribution of Premium Pay Costs by Type .....	26
<b>Benefits</b> .....	27
<b>Table 6A:</b> Benefit Costs by Agency .....	28
<b>Table 6B:</b> Retirement Costs by Agency .....	32
<b>Table 6C:</b> Benefit Costs for Fiscal Year 1996 .....	34
<b>Chart 7:</b> Distribution of Benefit Costs by Type .....	35
<b>Supplement I: Table 7 - Work Years and Costs by Work Schedule</b> .....	37
<b>Supplement II: Salary Schedules</b> .....	63
<b>Leave Used and its Value</b> .....	66
<b>Chart 8:</b> Leave Days Used by Type .....	68
<b>Chart 9:</b> Average Leave Days Used by Type .....	69
<b>Table 8A:</b> Leave Days Used and its Value by Agency .....	70
<b>Table 8B:</b> Annual and Sick Days Earned but not used by Agency .....	74
<b>Table 8C:</b> Average Leave Days Used by Agency .....	76
<b>Supplement III: Method of Calculating Average Days of Leave Used per Employee</b> .....	79
<b>Table 8D:</b> Basic Work Years and Adjusted Basic Work Years for Fiscal Year 1996 .....	80
<b>Supplement IV: Survey Instructions</b> .....	83
<b>Supplement V: Glossary - Definitions of Key Terms and Acknowledgments</b> .....	101

## Survey Highlights

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

### Work Years and Pay

\* Total work years (2,811,439) included full-time permanent (2,380,640), full-time temporary (90,711), and part-time and intermittent (210,437) basic work years plus overtime and holiday premium work years (129,651). Basic work years (2,681,788) cover 95 percent of total work years.

\* More than half of the total work years and basic pay was reported in the General Schedule pay system. The U.S. Postal Service accounted for another 32 percent.

**See Chart 1.**

\* Wage Board (264,518 basic work years) employment accounted for 9.9 percent of the total basic work years. Over 95 percent of Wage Board work years were in trades and crafts (253,518).

\* Total cost (\$142.9 billion) includes Basic pay (\$105.0 billion or 73.5 percent), Benefit pay (\$27.5 billion or 19.2 percent), Premium pay (\$9.7 billion or 6.8 percent) and Separation pay (\$754 million or 0.5 percent). **See Chart 3.**

\* The U.S. Postal Service pay system accounted for 45 percent of all premium pay (\$4.4 billion of the \$9.7 billion total) and the General Schedule pay system (\$3.3 billion) covered another 34 percent of all premium pay.

\* Based on total work years, the cost per work year was \$50,832, consisting of \$40,783 (80 percent) for direct pay (basic plus premium) and \$10,049 (20 percent) for benefit pay.

\* The U.S. Postal Service made up 77 percent (161,563) of part-time and intermittent work years. Veterans Affairs and the Departments of Defense together represented another 9 percent (13,438 and 6,339; respectively).

\* The U.S. Postal Service contributed 51 percent (or 65,839) of overtime and holiday work years; while Defense agencies contributed another 18 percent (23,861 work years).

### Trends in Non-Postal Work Years

\* Since 1991, decreases occurred in work years for full-time permanent, full-time temporary, and part-time and intermittent work schedules.

\* Total work years (1.9 million) decreased by 82,000 since Fiscal Year (FY) 1995 (mostly in the Defense Agencies -- down 45,000) and decreased by 276,000 since FY 1991.

\* Basic (**full-time permanent, full-time temporary, and part-time/intermittent**) work years (1.9 million) decreased by 80,000 since FY 1995, and by 272,000 since FY 1991.

\* Full-time permanent work years (over 89 percent of total work years), show a steady decline -- down 66,000 since FY 1995, and down 214,000 since FY 1991.

\* Full-time temporary work years (89,000 in FY 1996) decreased by 10,000 since FY 1995, and by 40,000 since FY 1991.

\* Part-time and intermittent work years (49,000) decreased by 4,000 since FY 1995 and by 19,000 since FY 1991.

\* Overtime and Holiday work years (64,000) in FY 1996 decreased by 2,000 since FY 1995, and by 4,000 since FY 1991. **See Chart 2.**

## Survey Highlights (continued)

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

### Trends in Basic and Premium Pay

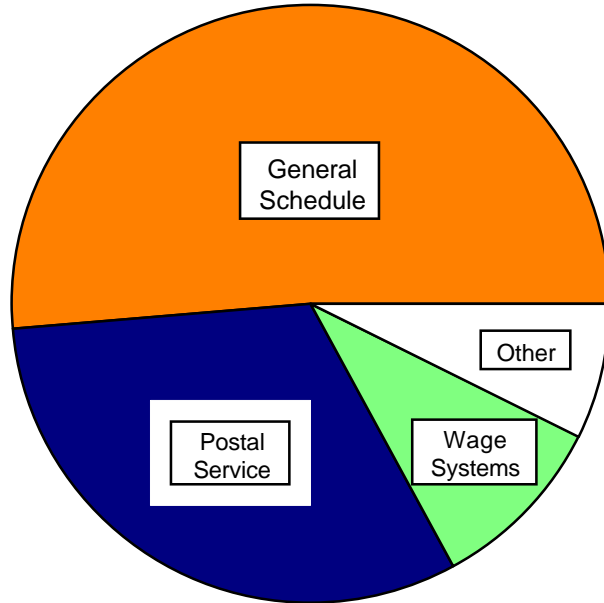
- \* Wage Board pay system reported a 2.8 percent drop in basic work years but a 0.1 percent increase in average basic salary.
- \* Basic pay (73.5 percent of total costs) increased by \$640.7 million since Fiscal Year (FY) 1995 and by \$12.1 billion since FY 1991.
- \* Premium pay (6.8 percent of total costs) decreased by 5.9 percent since FY 1995 -- mostly due to decreases within the U.S. Postal Service (down \$421 million or 8.8 percent).
- \* Average basic pay per work year for all agencies was \$39,145 (up \$1,154 since FY 1995 or 3.0 percent).  
**See Table 3B.**

### Agencies

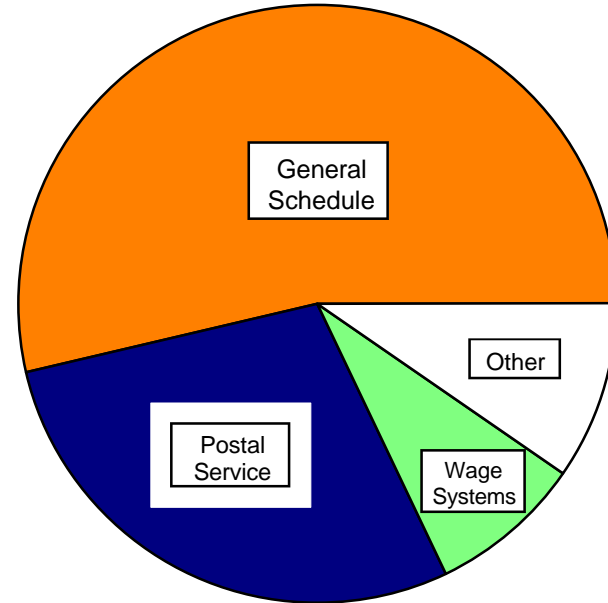
- \* Sixty-eight percent of the total civilian work years occurred in three agencies: Department of Defense (797,851 or 28.4 percent); U.S. Postal Service (887,546 or 31.6 percent); and Department of Veterans Affairs (226,138 or 8.0 percent). **See Chart 4.**
- \* Tennessee Valley Authority had the highest amount of premium pay as a percent of basic pay (22.6 percent) during FY 1996.
- \* The U.S. Postal Service reported a 15,000 increase in basic work years; and a 2,000 increase in overtime and holiday work years since FY 1995.
- \* Defense Agencies reported major changes in work years as follows: full-time permanent (down 46,000 from 766,000 to 720,000); full-time temporary (up 3,000 from 44,000 to 47,000); and part-time and intermittent work years (down 200 from 6,500 to 6,300).

**CHART 1**  
**OVER 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



4

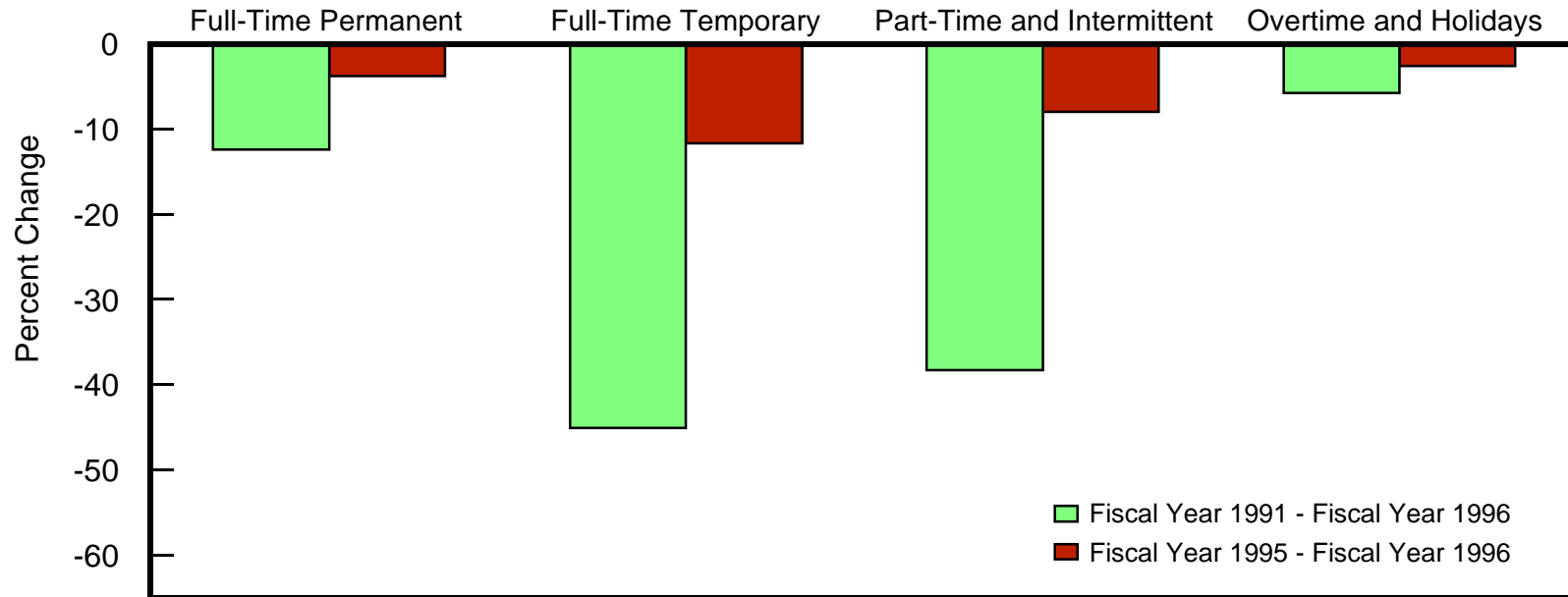
**TOTAL WORK YEARS AND DIRECT PAY COSTS BY PAY SYSTEM (Fiscal Year 1996)**

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,441,670	51.3	61,403,165	53.5
Postal Service	887,546	31.6	32,566,283	28.4
Wage Systems	279,526	9.9	9,704,084	8.5
Other	202,697	7.2	10,983,644	9.6
<b>Total</b>	<b>2,811,439</b>	<b>100.0</b>	<b>114,657,176</b>	<b>100.0</b>

## CHART 2

# FULL-TIME PERMANENT WORK YEARS HAVE DECLINED OVER 12 PERCENT SINCE 1991

(Excluding Postal Service)



9

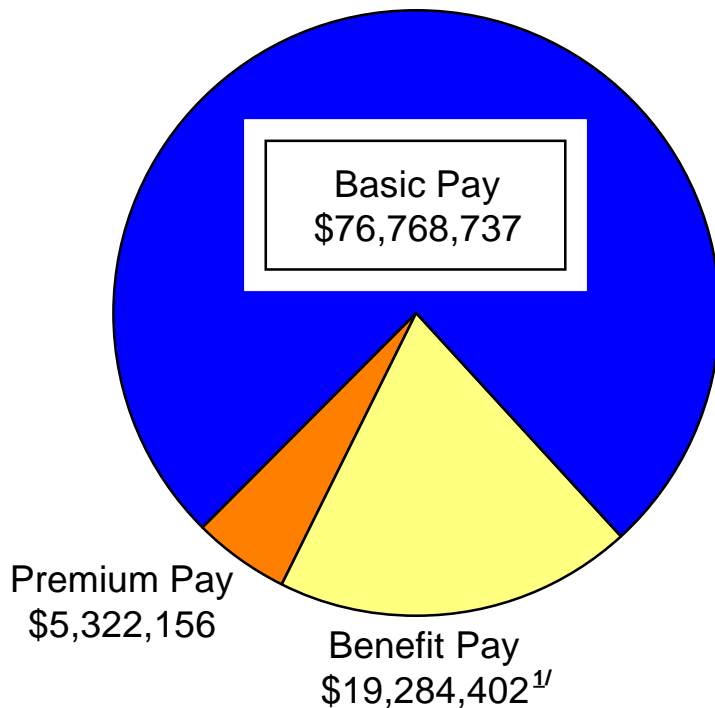
	Work Years (Excluding Postal Service)			Net Changes	
	Fiscal Year 1991	Fiscal Year 1995	Fiscal Year 1996	Fiscal Year 1991 to Fiscal Year 1996	Fiscal Year 1995 to Fiscal Year 1996
<b>Basic Work Years</b>	2,132,533	1,940,158	1,860,081	-272,452	-80,077
Full-Time Permanent	1,935,483	1,787,680	1,721,960	-213,523	-65,720
Full-Time Temporary	129,476	99,676	89,247	-40,299	-10,249
Part-Time and Intermittent	67,574	52,802	48,874	-18,700	-3,928
<b>Overtime and Holidays</b>	67,497	65,476	63,812	-3,685	-1,664
<b>Total</b>	<b>2,200,030</b>	<b>2,005,634</b>	<b>1,923,893</b>	<b>-276,137</b>	<b>-81,741</b>



**CHART 3**  
**DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS**  
**Fiscal Year 1996**

(\$ thousands)

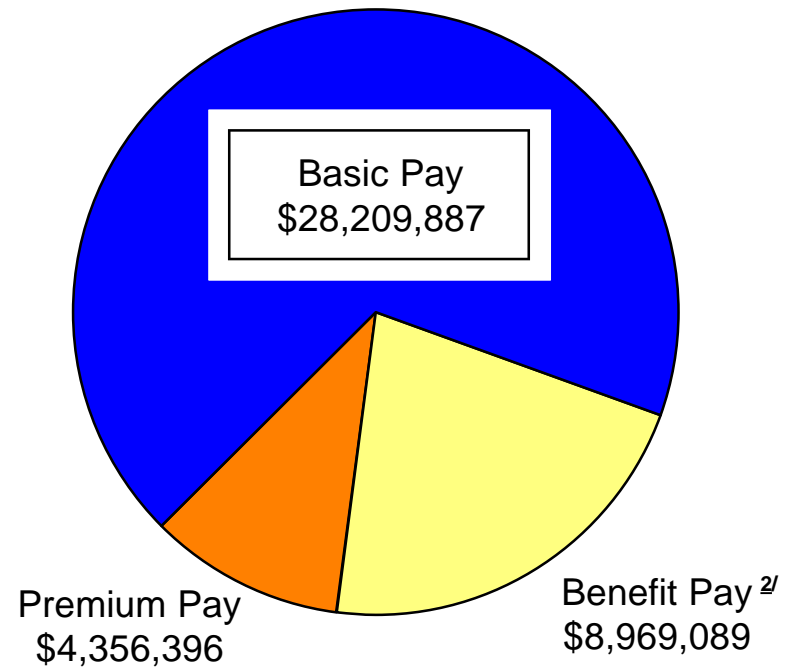
**ALL OTHER AGENCIES**



Total Payroll Costs: \$101,375,295  
(In thousands \$)

<sup>1/</sup> Includes Separation Pay -- \$754,129

**U.S. POSTAL SERVICE**

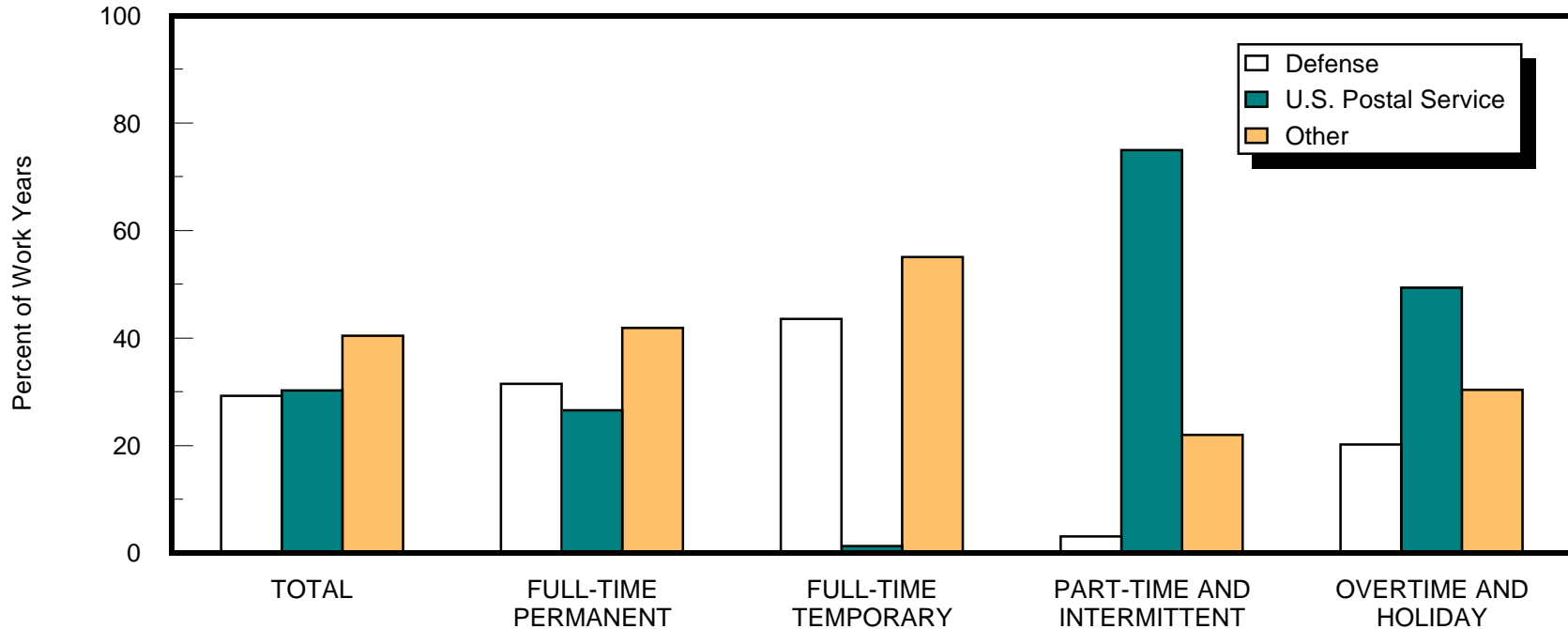


Total Payroll Costs: \$41,535,372  
(In thousands \$)

<sup>2/</sup> Includes Separation Pay -- \$152

## CHART 4

DEFENSE ACCOUNTED FOR 52 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 77 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



Major Agencies	Total (Percent)	Full-Time Permanent (Percent)	Full-Time Temporary (Percent)	Part-Time & Intermittent (Percent)	Overtime & Holiday (Percent)
<b>Department of Defense</b>	<b>28.4</b>	<b>30.3</b>	<b>52.0</b>	<b>3.0</b>	<b>18.4</b>
<b>U.S. Postal Service (USPS)</b>	<b>31.6</b>	<b>27.7</b>	<b>1.6</b>	<b>76.8</b>	<b>50.8</b>
<b>Non-Defense / USPS</b>	<b>40.0</b>	<b>42.0</b>	<b>46.4</b>	<b>20.2</b>	<b>30.8</b>
Department of the Treasury	5.5	6.2	1.0	2.1	2.6
Department of Veterans Affairs	8.0	8.4	10.6	6.4	3.3
Department of Agriculture	3.8	3.8	7.4	3.1	4.3
Department of Health and Human Services	4.2	4.3	1.0	1.0	10.0
Other	18.5	19.3	26.4	7.6	10.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1996**

AGENCY	TOTAL WORK YEARS	BASIC				PREMIUM		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
WHITE HOUSE OFFICE	387	387	384	2	1			
OFFICE OF MANAGEMENT AND BUDGET	530	522	491	16	15	8	8	
OFFICE OF ADMINISTRATION	184	182	176	1	5	2	2	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	162	159	151	1	7	3	3	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 1,263 )	( 1,250 )	( 1,202 )	( 20 )	( 28 )	( 13 )	( 13 )	( )
DEPARTMENT OF STATE	23,189	22,631	21,258	738	635	558	527	31
DEPARTMENT OF TREASURY	155,210	151,883	146,682	694	4,507	3,327	3,114	213
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 797,851 )	( 773,990 )	( 720,485 )	( 47,166 )	( 6,339 )	( 23,861 )	( 23,005 )	( 856 )
DEPARTMENT OF ARMY	242,719	238,120	218,574	17,185	2,361	4,599	4,326	273
DEPARTMENT OF NAVY	241,593	229,391	217,359	12,032		12,202	12,202	
DEPARTMENT OF AIR FORCE	179,778	176,030	165,693	8,565	1,772	3,748	3,319	429
OTHER DEFENSE ACTIVITIES	133,761	130,449	118,859	9,384	2,206	3,312	3,158	154
DEPARTMENT OF JUSTICE	116,791	103,838	101,418	895	1,525	12,953	12,232	721
DEPARTMENT OF INTERIOR	69,787	67,669	55,821	9,539	2,309	2,118	1,872	246
DEPARTMENT OF AGRICULTURE	108,127	102,546	89,334	6,679	6,533	5,581	5,276	305
DEPARTMENT OF COMMERCE	34,035	33,250	30,376	374	2,500	785	688	97
DEPARTMENT OF LABOR	16,059	16,009	15,485	199	325	50	49	1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	57,962	57,217	52,153	3,756	1,308	745	634	111
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11,457	11,401	11,118	198	85	56	56	
DEPARTMENT OF TRANSPORTATION	63,906	62,445	61,116	439	890	1,461	705	756
DEPARTMENT OF ENERGY	19,340	18,896	18,353	308	235	444	435	9
DEPARTMENT OF EDUCATION	4,683	4,679	4,389	213	77	4	4	
DEPARTMENT OF VETERANS AFFAIRS	226,138	221,855	198,816	9,601	13,438	4,283	2,199	2,084
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,704,535 )	( 1,648,309 )	( 1,526,804 )	( 80,799 )	( 40,706 )	( 56,226 )	( 50,796 )	( 5,430 )
AMERICAN BATTLE MONUMENTS COMMISSION	373	369	361	8		4	2	2
ARMED FORCES RETIREMENT HOME	929	903	868	11	24	26	15	11
ARMS CONTROL AND DISARMAMENT AGENCY	220	218	197	10	11	2	2	
COMMODITY FUTURES TRADE COMMISSION	546	544	503	19	22	2	2	
CONSUMER PRODUCT SAFETY COMMISSION	469	469	449	8	12			
CORPORATION NATIONAL AND COMMUNITY SERVICE	538	534	420	5	109	4	4	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,634	2,633	2,591	25	17	1	1	
ENVIRONMENTAL PROTECTION AGENCY	16,321	16,281	15,785	64	432	40	33	7
EXPORT-IMPORT BANK OF THE U.S.	430	429	420	9		1	1	
FARM CREDIT ADMINISTRATION	363	362	353	1	8	1	1	
FEDERAL COMMUNICATIONS COMMISSION	2,151	2,137	1,907	77	153	14	13	1
FEDERAL DEPOSIT INSURANCE CORPORATION	11,889	11,820	8,800	2,872	148	69	68	1
FEDERAL ELECTION COMMISSION	318	317	301	11	5	1	1	
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,340	4,697	2,261	468	1,968	643	634	9
FEDERAL HOUSING FINANCE BOARD	109	109	97	11	1			
FEDERAL LABOR RELATIONS AUTHORITY	211	211	203	5	3			
FEDERAL MARITIME COMMISSION	159	159	159					
FEDERAL MEDIATION AND COUNCIL SERVICE	285	285	280	1	4			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1996**

AGENCY	TOTAL WORK YEARS	BASIC				PREMIUM		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	103	103	97	2	4			
FEDERAL TRADE COMMISSION	943	940	868	44	28	3	3	
GENERAL SERVICES ADMINISTRATION	16,071	15,713	15,405	235	73	358	342	16
U.S. INFORMATION AGENCY	7,379	7,232	7,080	53	99	147	96	51
INTERNATIONAL BOUNDARY AND WATER COMMISSION	242	239	225	12	2	3	3	
MERIT SYSTEMS PROTECTION BOARD	267	267	251	6	10			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	21,250	21,128	20,472	204	452	122	111	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,480	2,454	1,896	6	552	26	26	
NATIONAL CREDIT UNION ADMINISTRATION	930	926	912	9	5	4	4	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 343 )	( 342 )	( 315 )	( 20 )	( 7 )	( 1 )	( 1 )	( )
NATIONAL ENDOWMENT FOR ARTS	169	169	148	17	4			
NATIONAL ENDOWMENT FOR HUMANITIES	174	173	167	3	3	1	1	
NATIONAL LABOR RELATIONS BOARD	1,925	1,925	1,864	24	37			
NATIONAL SCIENCE FOUNDATION	1,267	1,263	1,138	96	29	4	4	
NATIONAL TRANSPORTATION SAFETY BOARD	368	360	318	18	24	8	7	1
NUCLEAR REGULATORY COMMISSION	3,251	3,210	2,989	11	210	41	40	1
U.S. OFFICE OF PERSONNEL MANAGEMENT	3,457	3,390	3,027	143	220	67	66	1
PANAMA CANAL COMMISSION	10,056	9,012	7,465	1,390	157	1,044	893	151
PEACE CORPS	1,126	1,122	1,067		55	4	4	
RAILROAD RETIREMENT BOARD	1,480	1,476	1,436	7	33	4	4	
SECURITIES AND EXCHANGE COMMISSION	2,783	2,767	2,717	50		16	16	
SELECTIVE SERVICE SYSTEM	188	180	173	4	3	8	1	7
SMALL BUSINESS ADMINISTRATION	5,169	4,962	3,445	1,489	28	207	207	
<b>SMITHSONIAN INSTITUTION</b>	( 5,210 )	( 5,072 )	( 4,817 )	( 135 )	( 120 )	( 138 )	( 101 )	( 37 )
SMITHSONIAN INSTITUTION	4,399	4,299	4,060	133	106	100	72	28
NATIONAL GALLERY OF ART	811	773	757	2	14	38	29	9
SOCIAL SECURITY ADMINISTRATION	66,049	64,014	60,946	515	2,553	2,035	2,026	9
TENNESSEE VALLEY AUTHORITY	17,957	16,197	15,533	194	470	1,760	1,303	457
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 4,136 )	( 3,372 )	( 3,192 )	( 131 )	( 49 )	( 764 )	( 760 )	( 4 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	184	183	180		3	1	1	
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,952	3,189	3,012	131	46	763	759	4
U.S. INTERNATIONAL TRADE COMMISSION	380	379	351	25	3	1	1	
U.S. POSTAL SERVICE	887,546	821,707	658,680	1,464	161,563	65,839	61,037	4,802
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,105,641 )	( 1,032,229 )	( 852,634 )	( 9,892 )	( 169,703 )	( 73,412 )	( 67,833 )	( 5,579 )
<b>TOTAL - ALL AGENCIES</b>	( 2,811,439 )	( 2,681,788 )	( 2,380,640 )	( 90,711 )	( 210,437 )	( 129,651 )	( 118,642 )	( 11,009 )

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1996**

AGENCY	BASIC				PREMIUM		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
WHITE HOUSE OFFICE	100.00%	99.22%	0.52%	0.26%			
OFFICE OF MANAGEMENT AND BUDGET	98.49%	92.64%	3.02%	2.83%	1.51%	1.51%	
OFFICE OF ADMINISTRATION	98.91%	95.65%	0.54%	2.72%	1.09%	1.09%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	98.15%	93.21%	0.62%	4.32%	1.85%	1.85%	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 98.97% )	( 95.17% )	( 1.58% )	( 2.22% )	( 1.03% )	( 1.03% )	( )
DEPARTMENT OF STATE	97.59%	91.67%	3.18%	2.74%	2.41%	2.27%	0.13%
DEPARTMENT OF TREASURY	97.86%	94.51%	0.45%	2.90%	2.14%	2.01%	0.14%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 97.01% )	( 90.30% )	( 5.91% )	( 0.79% )	( 2.99% )	( 2.88% )	( 0.11% )
DEPARTMENT OF ARMY	98.11%	90.05%	7.08%	0.97%	1.89%	1.78%	0.11%
DEPARTMENT OF NAVY	94.95%	89.97%	4.98%		5.05%	5.05%	
DEPARTMENT OF AIR FORCE	97.92%	92.17%	4.76%	0.99%	2.08%	1.85%	0.24%
OTHER DEFENSE ACTIVITIES	97.52%	88.86%	7.02%	1.65%	2.48%	2.36%	0.12%
DEPARTMENT OF JUSTICE	88.91%	86.84%	0.77%	1.31%	11.09%	10.47%	0.62%
DEPARTMENT OF INTERIOR	96.97%	79.99%	13.67%	3.31%	3.03%	2.68%	0.35%
DEPARTMENT OF AGRICULTURE	94.84%	82.62%	6.18%	6.04%	5.16%	4.88%	0.28%
DEPARTMENT OF COMMERCE	97.69%	89.25%	1.10%	7.35%	2.31%	2.02%	0.29%
DEPARTMENT OF LABOR	99.69%	96.43%	1.24%	2.02%	0.31%	0.31%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.71%	89.98%	6.48%	2.26%	1.29%	1.09%	0.19%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99.51%	97.04%	1.73%	0.74%	0.49%	0.49%	
DEPARTMENT OF TRANSPORTATION	97.71%	95.63%	0.69%	1.39%	2.29%	1.10%	1.18%
DEPARTMENT OF ENERGY	97.70%	94.90%	1.59%	1.22%	2.30%	2.25%	0.05%
DEPARTMENT OF EDUCATION	99.91%	93.72%	4.55%	1.64%	0.09%	0.09%	
DEPARTMENT OF VETERANS AFFAIRS	98.11%	87.92%	4.25%	5.94%	1.89%	0.97%	0.92%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 96.70% )	( 89.57% )	( 4.74% )	( 2.39% )	( 3.30% )	( 2.98% )	( 0.32% )
AMERICAN BATTLE MONUMENTS COMMISSION	98.93%	96.78%	2.14%		1.07%	0.54%	0.54%
ARMED FORCES RETIREMENT HOME	97.20%	93.43%	1.18%	2.58%	2.80%	1.61%	1.18%
ARMS CONTROL AND DISARMAMENT AGENCY	99.09%	89.55%	4.55%	5.00%	0.91%	0.91%	
COMMODITY FUTURES TRADE COMMISSION	99.63%	92.12%	3.48%	4.03%	0.37%	0.37%	
CONSUMER PRODUCT SAFETY COMMISSION	100.00%	95.74%	1.71%	2.56%			
CORPORATION NATIONAL AND COMMUNITY SERVICE	99.26%	78.07%	0.93%	20.26%	0.74%	0.74%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	99.96%	98.37%	0.95%	0.65%	0.04%	0.04%	
ENVIRONMENTAL PROTECTION AGENCY	99.75%	96.72%	0.39%	2.65%	0.25%	0.20%	0.04%
EXPORT-IMPORT BANK OF THE U.S.	99.77%	97.67%	2.09%		0.23%	0.23%	
FARM CREDIT ADMINISTRATION	99.72%	97.25%	0.28%	2.20%	0.28%	0.28%	
FEDERAL COMMUNICATIONS COMMISSION	99.35%	88.66%	3.58%	7.11%	0.65%	0.60%	0.05%
FEDERAL DEPOSIT INSURANCE CORPORATION	99.42%	74.02%	24.16%	1.24%	0.58%	0.57%	0.01%
FEDERAL ELECTION COMMISSION	99.69%	94.65%	3.46%	1.57%	0.31%	0.31%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	87.96%	42.34%	8.76%	36.85%	12.04%	11.87%	0.17%
FEDERAL HOUSING FINANCE BOARD	100.00%	88.99%	10.09%	0.92%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	96.21%	2.37%	1.42%			
FEDERAL MARITIME COMMISSION	100.00%	100.00%					
FEDERAL MEDIATION AND COUNCIL SERVICE	100.00%	98.25%	0.35%	1.40%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1996**

AGENCY	BASIC				PREMIUM		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	94.17%	1.94%	3.88%			
FEDERAL TRADE COMMISSION	99.68%	92.05%	4.67%	2.97%	0.32%	0.32%	
GENERAL SERVICES ADMINISTRATION	97.77%	95.86%	1.46%	0.45%	2.23%	2.13%	0.10%
U.S. INFORMATION AGENCY	98.01%	95.95%	0.72%	1.34%	1.99%	1.30%	0.69%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	98.76%	92.98%	4.96%	0.83%	1.24%	1.24%	
MERIT SYSTEMS PROTECTION BOARD	100.00%	94.01%	2.25%	3.75%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.43%	96.34%	0.96%	2.13%	0.57%	0.52%	0.05%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98.95%	76.45%	0.24%	22.26%	1.05%	1.05%	
NATIONAL CREDIT UNION ADMINISTRATION	99.57%	98.06%	0.97%	0.54%	0.43%	0.43%	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 99.71% )	( 91.84% )	( 5.83% )	( 2.04% )	( 0.29% )	( 0.29% )	( )
NATIONAL ENDOWMENT FOR ARTS	100.00%	87.57%	10.06%	2.37%			
NATIONAL ENDOWMENT FOR HUMANITIES	99.43%	95.98%	1.72%	1.72%	0.57%	0.57%	
NATIONAL LABOR RELATIONS BOARD	100.00%	96.83%	1.25%	1.92%			
NATIONAL SCIENCE FOUNDATION	99.68%	89.82%	7.58%	2.29%	0.32%	0.32%	
NATIONAL TRANSPORTATION SAFETY BOARD	97.83%	86.41%	4.89%	6.52%	2.17%	1.90%	0.27%
NUCLEAR REGULATORY COMMISSION	98.74%	91.94%	0.34%	6.46%	1.26%	1.23%	0.03%
U.S. OFFICE OF PERSONNEL MANAGEMENT	98.06%	87.56%	4.14%	6.36%	1.94%	1.91%	0.03%
PANAMA CANAL COMMISSION	89.62%	74.23%	13.82%	1.56%	10.38%	8.88%	1.50%
PEACE CORPS	99.64%	94.76%		4.88%	0.36%	0.36%	
RAILROAD RETIREMENT BOARD	99.73%	97.03%	0.47%	2.23%	0.27%	0.27%	
SECURITIES AND EXCHANGE COMMISSION	99.43%	97.63%	1.80%		0.57%	0.57%	
SELECTIVE SERVICE SYSTEM	95.74%	92.02%	2.13%	1.60%	0.53%	0.53%	3.72%
SMALL BUSINESS ADMINISTRATION	96.00%	66.65%	28.81%	0.54%	4.14%	4.00%	
<b>SMITHSONIAN INSTITUTION</b>	( 97.35% )	( 92.46% )	( 2.59% )	( 2.30% )	( 2.65% )	( 1.94% )	( 0.71% )
SMITHSONIAN INSTITUTION	97.73%	92.29%	3.02%	2.41%	2.27%	1.64%	0.64%
NATIONAL GALLERY OF ART	95.31%	93.34%	0.25%	1.73%	4.69%	3.58%	1.11%
SOCIAL SECURITY ADMINISTRATION	96.92%	92.27%	0.78%	3.87%	3.08%	3.07%	0.01%
TENNESSEE VALLEY AUTHORITY	90.20%	86.50%	1.08%	2.62%	9.80%	7.26%	2.54%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 81.53% )	( 77.18% )	( 3.17% )	( 1.18% )	( 18.47% )	( 18.38% )	( 0.10% )
OVERSEAS PRIVATE INVESTMENT CORPERATION	99.46%	97.83%		1.63%	0.54%	0.54%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	80.69%	76.21%	3.31%	1.16%	19.31%	19.21%	0.10%
U.S. INTERNATIONAL TRADE COMMISSION	99.74%	92.37%	6.58%	0.79%	0.26%	0.26%	
U.S. POSTAL SERVICE	92.58%	74.21%	0.16%	18.20%	7.42%	6.88%	0.54%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 93.36% )	( 77.12% )	( 0.89% )	( 15.35% )	( 6.64% )	( 6.14% )	( 0.50% )
<b>TOTAL - ALL AGENCIES</b>	( 95.39% )	( 84.68% )	( 3.23% )	( 7.49% )	( 4.61% )	( 4.22% )	( 0.39% )

**TABLE 2A - PERSONNEL COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1996**

AGENCY	TOTAL COST (\$000)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	BENEFIT PAY (\$000)	SEPARATION PAY (\$000)
WHITE HOUSE OFFICE	25,910	21,049	61	4,800	
OFFICE OF MANAGEMENT AND BUDGET	42,951	35,184	1,091	6,676	
OFFICE OF ADMINISTRATION	11,043	9,071	115	1,857	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	14,092	11,284	204	2,604	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 93,996 )	( 76,588 )	( 1,471 )	( 15,937 )	( )
DEPARTMENT OF STATE	1,362,243	978,142	51,327	316,825	15,949
DEPARTMENT OF TREASURY	8,169,001	6,165,737	496,890	1,471,710	34,664
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 39,154,317 )	( 29,823,577 )	( 1,744,733 )	( 7,024,033 )	( 561,974 )
DEPARTMENT OF ARMY	10,918,393	8,630,213	402,874	1,793,835	91,471
DEPARTMENT OF NAVY	12,878,953	9,414,753	742,050	2,417,195	304,955
DEPARTMENT OF AIR FORCE	8,687,246	6,662,330	357,542	1,599,173	68,201
OTHER DEFENSE ACTIVITIES	6,669,725	5,116,281	242,267	1,213,830	97,347
DEPARTMENT OF JUSTICE	6,870,631	4,722,386	649,743	1,497,190	1,312
DEPARTMENT OF INTERIOR	3,439,142	2,647,315	140,838	610,324	40,665
DEPARTMENT OF AGRICULTURE	4,921,615	3,805,971	297,290	811,795	6,559
DEPARTMENT OF COMMERCE	2,043,765	1,610,859	74,216	354,260	4,430
DEPARTMENT OF LABOR	989,864	804,273	13,380	170,844	1,367
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3,320,454	2,569,378	108,028	636,219	6,829
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	714,717	573,100	14,202	123,993	3,422
DEPARTMENT OF TRANSPORTATION	4,724,705	3,449,861	280,490	986,976	7,378
DEPARTMENT OF ENERGY	1,342,447	1,075,783	39,323	209,732	17,609
DEPARTMENT OF EDUCATION	301,463	248,070	3,663	49,254	476
DEPARTMENT OF VETERANS AFFAIRS	11,342,786	8,382,338	824,320	2,133,877	2,251
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 88,697,150 )	( 66,856,790 )	( 4,738,443 )	( 16,397,032 )	( 704,885 )
AMERICAN BATTLE MONUMENTS COMMISSION	15,329	10,891	105	4,272	61
ARMED FORCES RETIREMENT HOME	37,879	28,815	1,879	6,986	199
ARMS CONTROL AND DISARMAMENT AGENCY	16,969	14,214	145	2,610	
COMMODITY FUTURES TRADE COMMISSION	37,465	30,816	630	6,019	
CONSUMER PRODUCT SAFETY COMMISSION	31,386	26,616	14	4,756	
CORPORATION NATIONAL AND COMMUNITY SERVICE	33,319	27,746	260	5,160	153
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	159,718	133,306	58	26,354	
ENVIRONMENTAL PROTECTION AGENCY	1,093,705	902,710	3,821	187,174	
EXPORT-IMPORT BANK OF THE U.S.	30,484	24,701	134	5,432	217
FARM CREDIT ADMINISTRATION	32,426	22,220	2,089	6,236	1,881
FEDERAL COMMUNICATIONS COMMISSION	137,538	114,435	1,988	20,180	935
FEDERAL DEPOSIT INSURANCE CORPORATION	821,477	684,720	42,322	92,146	2,289
FEDERAL ELECTION COMMISSION	18,896	15,329	241	3,326	
FEDERAL EMERGENCY MANAGEMENT AGENCY	252,306	189,356	28,828	34,104	18
FEDERAL HOUSING FINANCE BOARD	8,875	7,169	9	1,578	119
FEDERAL LABOR RELATIONS AUTHORITY	15,973	13,584	163	2,169	57
FEDERAL MARITIME COMMISSION	11,289	9,485		1,653	151
FEDERAL MEDIATION AND COUNCIL SERVICE	22,308	17,919	193	4,162	34



**TABLE 2A - PERSONNEL COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL COST</b> (\$000)	<b>BASIC PAY</b> (\$000)	<b>PREMIUM PAY</b> (\$000)	<b>BENEFIT PAY</b> (\$000)	<b>SEPARATION PAY</b> (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7,013	5,826	72	1,115	
FEDERAL TRADE COMMISSION	72,430	59,649	1,017	11,724	40
GENERAL SERVICES ADMINISTRATION	921,682	697,923	43,989	168,837	10,933
U.S. INFORMATION AGENCY	408,266	314,680	13,545	76,797	3,244
INTERNATIONAL BOUNDARY AND WATER COMMISSION	11,124	8,627	190	2,305	2
MERIT SYSTEMS PROTECTION BOARD	20,866	17,609	211	2,953	93
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,518,843	1,244,087	22,706	251,099	951
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	103,259	82,703	2,594	17,547	415
NATIONAL CREDIT UNION ADMINISTRATION	65,068	52,628	612	11,800	28
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 24,365 )	( 19,615 )	( 208 )	( 3,674 )	( 868 )
NATIONAL ENDOWMENT FOR ARTS	12,394	9,981	16	1,769	628
NATIONAL ENDOWMENT FOR HUMANITIES	11,971	9,634	192	1,905	240
NATIONAL LABOR RELATIONS BOARD	133,613	113,003	1,089	19,477	44
NATIONAL SCIENCE FOUNDATION	92,757	76,138	1,855	14,728	36
NATIONAL TRANSPORTATION SAFETY BOARD	28,314	23,300	487	4,527	
NUCLEAR REGULATORY COMMISSION	272,584	222,572	5,138	44,718	156
U.S. OFFICE OF PERSONNEL MANAGEMENT	187,105	146,676	5,066	30,566	4,797
PANAMA CANAL COMMISSION	354,764	249,851	49,477	55,436	
PEACE CORPS	87,040	45,794	368	40,142	736
RAILROAD RETIREMENT BOARD	79,958	65,475	976	13,387	120
SECURITIES AND EXCHANGE COMMISSION	200,306	160,723	2,673	36,910	
SELECTIVE SERVICE SYSTEM	9,139	7,639	58	1,359	83
SMALL BUSINESS ADMINISTRATION	278,530	211,149	14,526	47,439	5,416
<b>SMITHSONIAN INSTITUTION</b>	( 252,064 )	( 199,797 )	( 8,028 )	( 43,028 )	( 1,211 )
SMITHSONIAN INSTITUTION	215,831	171,843	5,937	36,840	1,211
NATIONAL GALLERY OF ART	36,233	27,954	2,091	6,188	
SOCIAL SECURITY ADMINISTRATION	3,206,554	2,562,642	146,673	496,789	450
TENNESSEE VALLEY AUTHORITY	1,201,717	745,101	168,576	275,709	12,331
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 240,972 )	( 204,917 )	( 8,939 )	( 26,515 )	( 601 )
OVERSEAS PRIVATE INVESTMENT CORPORATION	12,654	9,974	38	2,634	8
AGENCY FOR INTERNATIONAL DEVELOPMENT	228,318	194,943	8,901	23,881	593
U.S. INTERNATIONAL TRADE COMMISSION	28,474	23,203	290	4,406	575
U.S. POSTAL SERVICE	41,535,372	28,209,887	4,356,396	8,968,937	152
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 54,119,521 )	( 38,045,246 )	( 4,938,638 )	( 11,086,241 )	( 49,396 )
<b>TOTAL - ALL AGENCIES</b>	( 142,910,667 )	( 104,978,624 )	( 9,678,552 )	( 27,499,210 )	( 754,281 )



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY;  
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY  
FISCAL YEAR 1996**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEVERANCE 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
WHITE HOUSE OFFICE	81.24%	0.29%	22.80%		66,951	54,390	158	12,403
OFFICE OF MANAGEMENT AND BUDGET	81.92%	3.10%	18.97%		81,040	66,385	2,058	12,596
OFFICE OF ADMINISTRATION	82.14%	1.27%	20.47%		60,016	49,299	625	10,092
OFFICE OF THE U.S. TRADE REPRESENTATIVE	80.07%	1.81%	23.08%		86,988	69,654	1,259	16,074
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 81.48% )	( 1.92% )	( 20.81% )	( )	( 74,423 )	( 60,640 )	( 1,165 )	( 12,618 )
DEPARTMENT OF STATE	71.80%	5.25%	32.39%	1.63%	58,745	42,181	2,213	14,351
DEPARTMENT OF TREASURY	75.48%	8.06%	23.87%	0.56%	52,632	39,725	3,201	9,705
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 76.17% )	( 5.85% )	( 23.55% )	( 1.88% )	( 49,075 )	( 37,380 )	( 2,187 )	( 9,508 )
DEPARTMENT OF ARMY	79.04%	4.67%	20.79%	1.06%	44,984	35,556	1,660	7,767
DEPARTMENT OF NAVY	73.10%	7.88%	25.67%	3.24%	53,308	38,969	3,071	11,268
DEPARTMENT OF AIR FORCE	76.69%	5.37%	24.00%	1.02%	48,322	37,059	1,989	9,275
OTHER DEFENSE ACTIVITIES	76.71%	4.74%	23.72%	1.90%	49,863	38,249	1,811	9,802
DEPARTMENT OF JUSTICE	68.73%	13.76%	31.70%	0.03%	58,828	40,435	5,563	12,831
DEPARTMENT OF INTERIOR	76.98%	5.32%	23.05%	1.54%	49,281	37,934	2,018	9,328
DEPARTMENT OF AGRICULTURE	77.33%	7.81%	21.33%	0.17%	45,517	35,199	2,749	7,568
DEPARTMENT OF COMMERCE	78.82%	4.61%	21.99%	0.28%	60,049	47,329	2,181	10,539
DEPARTMENT OF LABOR	81.25%	1.66%	21.24%	0.17%	61,639	50,082	833	10,724
DEPARTMENT OF HEALTH AND HUMAN SERVICES	77.38%	4.20%	24.76%	0.27%	57,287	44,329	1,864	11,094
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	80.19%	2.48%	21.64%	0.60%	62,383	50,022	1,240	11,121
DEPARTMENT OF TRANSPORTATION	73.02%	8.13%	28.61%	0.21%	73,932	53,983	4,389	15,560
DEPARTMENT OF ENERGY	80.14%	3.66%	19.50%	1.64%	69,413	55,625	2,033	11,755
DEPARTMENT OF EDUCATION	82.29%	1.48%	19.85%	0.19%	64,374	52,972	782	10,619
DEPARTMENT OF VETERANS AFFAIRS	73.90%	9.83%	25.46%	0.03%	50,159	37,067	3,645	9,446
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 75.38% )	( 7.09% )	( 24.53% )	( 1.05% )	( 52,036 )	( 39,223 )	( 2,780 )	( 10,033 )
AMERICAN BATTLE MONUMENTS COMMISSION	71.05%	0.96%	39.23%	0.56%	41,097	29,198	282	11,617
ARMED FORCES RETIREMENT HOME	76.07%	6.52%	24.24%	0.69%	40,774	31,017	2,023	7,734
ARMS CONTROL AND DISARMAMENT AGENCY	83.76%	1.02%	18.36%		77,132	64,609	659	11,864
COMMODITY FUTURES TRADE COMMISSION	82.25%	2.04%	19.53%		68,617	56,440	1,154	11,024
CONSUMER PRODUCT SAFETY COMMISSION	84.80%	0.05%	17.87%		66,921	56,751	30	10,141
CORPORATION NATIONAL AND COMMUNITY SERVICE	83.27%	0.94%	18.60%	0.55%	61,931	51,572	483	9,875
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	83.46%	0.04%	19.77%		60,637	50,610	22	10,005
ENVIRONMENTAL PROTECTION AGENCY	82.54%	0.42%	20.73%		67,012	55,310	234	11,468
EXPORT-IMPORT BANK OF THE U.S.	81.03%	0.54%	21.99%	0.88%	70,893	57,444	312	13,137
FARM CREDIT ADMINISTRATION	68.53%	9.40%	28.06%	8.47%	89,328	61,212	5,755	22,361
FEDERAL COMMUNICATIONS COMMISSION	83.20%	1.74%	17.63%	0.82%	63,941	53,201	924	9,816
FEDERAL DEPOSIT INSURANCE CORPORATION	83.35%	6.18%	13.46%	0.33%	69,096	57,593	3,560	7,943
FEDERAL ELECTION COMMISSION	81.12%	1.57%	21.70%		59,421	48,204	758	10,459
FEDERAL EMERGENCY MANAGEMENT AGENCY	75.05%	15.22%	18.01%	0.01%	47,248	35,460	5,399	6,390
FEDERAL HOUSING FINANCE BOARD	80.78%	0.13%	22.01%	1.66%	81,422	65,771	83	15,569
FEDERAL LABOR RELATIONS AUTHORITY	85.04%	1.20%	15.97%	0.42%	75,701	64,379	773	10,550

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 1996**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEVERANCE 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	84.02%		17.43%	1.59%	71,000	59,654		11,346
FEDERAL MEDIATION AND COUNCIL SERVICE	80.33%	1.08%	23.23%	0.19%	78,274	62,874	677	14,723
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	83.07%	1.24%	19.14%		68,087	56,563	699	10,825
FEDERAL TRADE COMMISSION	82.35%	1.70%	19.65%	0.07%	76,808	63,255	1,078	12,475
GENERAL SERVICES ADMINISTRATION	75.72%	6.30%	24.19%	1.57%	57,351	43,427	2,737	11,186
U.S. INFORMATION AGENCY	77.08%	4.30%	24.40%	1.03%	55,328	42,645	1,836	10,847
INTERNATIONAL BOUNDARY AND WATER COMMISSION	77.55%	2.20%	26.72%	0.02%	45,967	35,649	785	9,533
MERIT SYSTEMS PROTECTION BOARD	84.39%	1.20%	16.77%	0.53%	78,150	65,951	790	11,408
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	81.91%	1.83%	20.18%	0.08%	71,475	58,545	1,069	11,861
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	80.09%	3.14%	21.22%	0.50%	41,637	33,348	1,046	7,243
NATIONAL CREDIT UNION ADMINISTRATION	80.88%	1.16%	22.42%	0.05%	69,966	56,589	658	12,718
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 80.50% )	( 1.06% )	( 18.73% )	( 4.43% )	( 71,035 )	( 57,187 )	( 606 )	( 13,242 )
NATIONAL ENDOWMENT FOR ARTS	80.53%	0.16%	17.72%	6.29%	73,337	59,059	95	14,183
NATIONAL ENDOWMENT FOR HUMANITIES	80.48%	1.99%	19.77%	2.49%	68,799	55,368	1,103	12,328
NATIONAL LABOR RELATIONS BOARD	84.57%	0.96%	17.24%	0.04%	69,409	58,703	566	10,141
NATIONAL SCIENCE FOUNDATION	82.08%	2.44%	19.34%	0.05%	73,210	60,093	1,464	11,653
NATIONAL TRANSPORTATION SAFETY BOARD	82.29%	2.09%	19.43%		76,940	63,315	1,323	12,302
NUCLEAR REGULATORY COMMISSION	81.65%	2.31%	20.09%	0.07%	83,846	68,463	1,580	13,803
U.S. OFFICE OF PERSONNEL MANAGEMENT	78.39%	3.45%	20.84%	3.27%	54,124	42,429	1,465	10,229
PANAMA CANAL COMMISSION	70.43%	19.80%	22.19%		35,279	24,846	4,920	5,513
PEACE CORPS	52.61%	0.80%	87.66%	1.61%	77,300	40,670	327	36,304
RAILROAD RETIREMENT BOARD	81.89%	1.49%	20.45%	0.18%	54,026	44,240	659	9,126
SECURITIES AND EXCHANGE COMMISSION	80.24%	1.66%	22.96%		71,975	57,752	960	13,263
SELECTIVE SERVICE SYSTEM	83.59%	0.76%	17.79%	1.09%	50,492	42,204	320	7,967
SMALL BUSINESS ADMINISTRATION	75.81%	6.88%	22.47%	2.57%	53,812	40,794	2,806	10,212
<b>SMITHSONIAN INSTITUTION</b>	( 79.26% )	( 4.02% )	( 21.54% )	( 0.61% )	( 48,381 )	( 38,349 )	( 1,541 )	( 8,491 )
SMITHSONIAN INSTITUTION	79.62%	3.45%	21.44%	0.70%	49,064	39,064	1,350	8,650
NATIONAL GALLERY OF ART	77.15%	7.48%	22.14%		44,677	34,469	2,578	7,630
SOCIAL SECURITY ADMINISTRATION	79.92%	5.72%	19.39%	0.02%	48,548	38,799	2,221	7,528
TENNESSEE VALLEY AUTHORITY	62.00%	22.62%	37.00%	1.65%	66,922	41,494	9,388	16,041
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 85.04% )	( 4.36% )	( 12.94% )	( 0.29% )	( 58,262 )	( 49,545 )	( 2,161 )	( 6,556 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	78.82%	0.38%	26.41%	0.08%	68,772	54,207	207	14,359
AGENCY FOR INTERNATIONAL DEVELOPMENT	85.38%	4.57%	12.25%	0.30%	57,773	49,328	2,252	6,193
U.S. INTERNATIONAL TRADE COMMISSION	81.49%	1.25%	18.99%	2.48%	74,932	61,061	763	13,108
U.S. POSTAL SERVICE	67.92%	15.44%	31.79%	0.00%	46,798	31,784	4,908	10,105
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 70.30% )	( 12.98% )	( 29.14% )	( 0.13% )	( 48,949 )	( 34,410 )	( 4,467 )	( 10,072 )
<b>TOTAL - ALL AGENCIES</b>	( 73.46% )	( 9.22% )	( 26.20% )	( 0.72% )	( 50,832 )	( 37,340 )	( 3,443 )	( 10,049 )

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.

\* Total basic payroll for Fiscal Year (FY) 1996 was \$105.0 billion (premium pay was an additional \$9.7 billion). Approximately 55 percent of basic pay went to General Schedule employees (\$58.1 billion), 27 percent to U.S. Postal workers (\$28.2 billion) and 8 percent to Wage Board employees (\$8.8 billion). The remaining 10 percent was spread among the many other pay systems. **See Chart 5 and Table 3A.**

\* The Wage Board pay system reported a decrease in basic work years (-2.8 percent), but an increase in basic payroll (+0.1 percent), and average basic salary (+3.0 percent). **See Table 3B.**

\* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$39,145 in FY 1996. In FY 1996 the General Schedule average basic salary was \$41,476.

\* Average basic cost per work year varied from \$34,331 in the U.S. Postal Service to \$58,883 in the National Aeronautics and Space Administration. **See Table 4.**

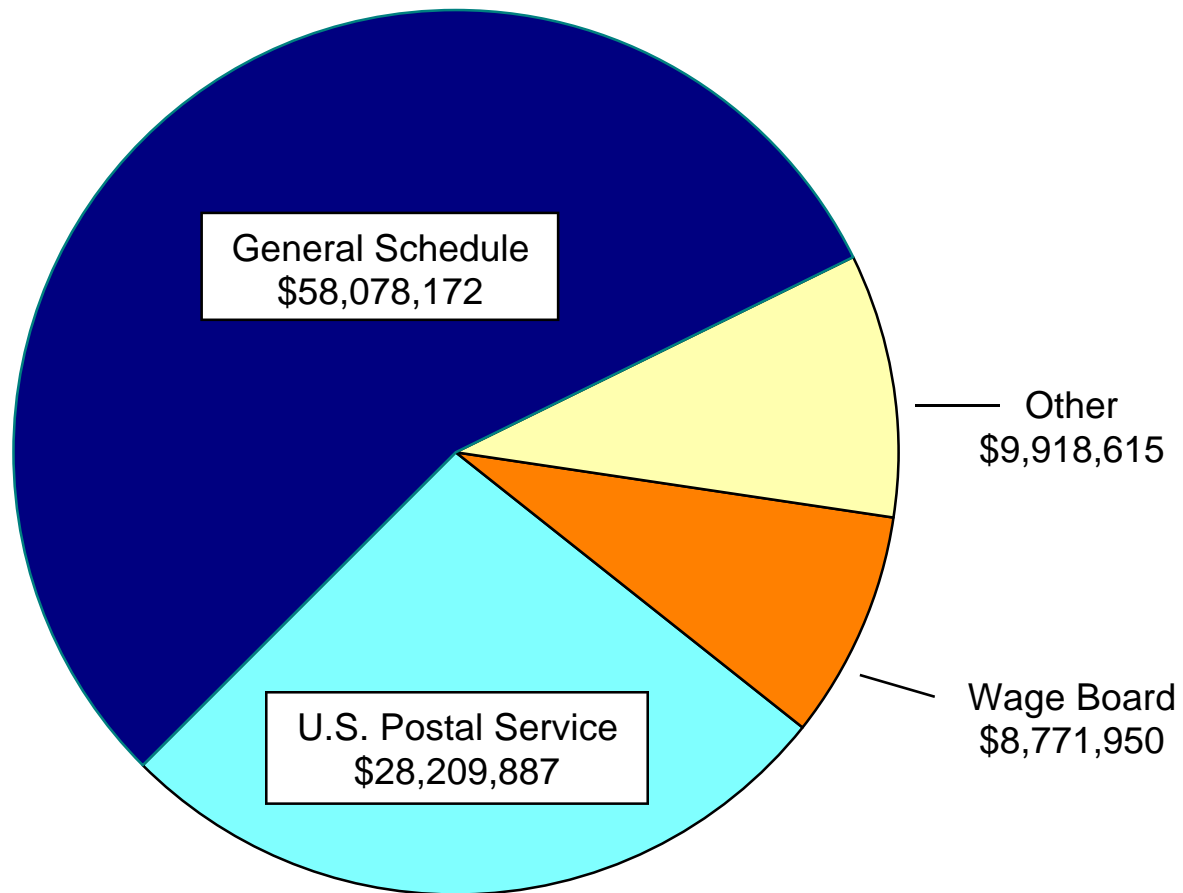
\* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 2.5 percent and Nurses (VN) increased by 1.4 percent.

\* The smallest average basic salary was reported in the Wage Board pay system -- non-U.S. citizens employed in foreign areas (\$21,945); and the largest average basic salary was reported in the Senior Executive Service pay system (\$113,396).

# CHART 5

## Distribution of Basic Pay Costs by Major Pay System Fiscal Year 1996

(\$ thousands)



Total Basic Pay Costs: \$104,978,624  
(In thousands \$)

**TABLE 3A  
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS  
FISCAL YEAR 1996**

SELECTED PAY SYSTEMS TITLE	WORK YEARS (AT BASIC RATES)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	DIRECT PAY (\$000)	COST PER WORK YEAR		PERCENT DISTRIBUTION	
					BASIC 1/	DIRECT 2/	WORK YEARS	BASIC PAY
TOTAL - ALL SYSTEMS	( 2,681,788 )	( 104,978,624 )	( 9,678,552 )	( 114,657,176 )	( 39,145 )	( 40,782 )	( 100.00% )	( 100.00% )
GENERAL SCHEDULE	1,400,280	58,078,172	3,324,993	61,403,165	41,476	42,592	52.21%	55.32%
POSTAL SERVICE	821,707	28,209,887	4,356,396	32,566,283	34,331	36,693	30.64%	26.87%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	( 50,472 )	( 2,875,553 )	( 557,985 )	( 3,433,538 )	( 56,973 )	( 66,732 )	( 1.88% )	( 2.74% )
PHYSICIANS & DENTISTS	11,925	1,055,742	378,287	1,434,029	88,532	120,254	0.44%	1.01%
NURSES	38,547	1,819,811	179,698	1,999,509	47,210	50,585	1.44%	1.73%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	5,062	254,838	18,871	273,709	50,343	54,071	0.19%	0.24%
SENIOR EXECUTIVE SERVICE	7,450	844,800	17,800	862,600	113,396	115,785	0.28%	0.80%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	10,498	521,683	97,883	619,566	49,694	54,688	0.39%	0.50%
WAGE BOARD	( 264,518 )	( 8,771,950 )	( 932,134 )	( 9,704,084 )	( 33,162 )	( 34,716 )	( 9.86% )	( 8.36% )
TVA TRADE & LABOR EMPLOYEES	5,245	217,625	70,693	288,318	41,492	46,699	0.20%	0.21%
TRADES & CRAFTS	253,515	8,427,968	830,681	9,258,649	33,244	34,717	9.45%	8.03%
WAGE BOARD ALIENS	5,758	126,357	30,760	157,117	21,945	23,570	0.21%	0.12%
NON - WAGE BOARD ALIENS	12,237	274,934	9,384	284,318	22,467	22,742	0.46%	0.26%
EXPERTS AND CONSULTANTS	2,303	106,912	2,886	109,798	46,423	47,635	0.09%	0.10%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,970	289,752	12,200	301,952	41,571	43,291	0.26%	0.28%
ALL OTHER	( 100,291 )	( 4,750,143 )	( 348,020 )	( 5,098,163 )	( 47,364 )	( 48,268 )	( 3.74% )	( 4.52% )

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 1996.

**TABLE 3B**  
**BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY**  
**FISCAL YEARS 1995 AND 1996**

Selected Pay Systems	Fiscal Year 1995			Fiscal Year 1996			Difference Between FY 95 and FY 96					
	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
<b>Total, All Systems</b>	( 2,746,401 )	( 104,337,931 )	( \$37,991 )	( 2,681,788 )	( 104,978,624 )	( \$39,145 )	-64,613	-2.4	640,693	0.6	\$1,154	3.0
<b>General Schedule</b>	1,472,508	58,546,851	39,760	1,400,280	58,078,172	41,476	-72,228	-4.9	-468,679	-0.8	1,716	4.3
<b>Postal Service</b>	806,243	27,379,796	33,960	821,707	28,209,887	34,331	15,464	1.9	830,091	3.0	371	1.1
<b>Senior Executive Service</b>	7,992	902,899	112,975	7,450	844,800	113,396	-542	-6.8	-58,099	-6.4	421	0.4
<b>Veterans Affairs</b>	( 51,077 )	( 2,824,377 )	( 55,297 )	( 50,472 )	( 2,875,553 )	( 56,973 )	-605	-1.2	51,176	1.8	1,677	3.0
<b>Medicine &amp; Surgery</b>												
<b>Physicians &amp; Dentists</b>	11,970	1,030,427	86,084	11,925	1,055,742	88,532	-45	-0.4	25,315	2.5	2,448	2.8
<b>Nurses</b>	39,107	1,793,950	45,873	38,547	1,819,811	47,210	-560	-1.4	25,861	1.4	1,337	2.9
<b>Wage Board</b>	( 272,063 )	( 8,760,633 )	( 32,201 )	( 264,518 )	( 8,771,950 )	( 33,162 )	-7,545	-2.8	11,317	0.1	961	3.0
<b>Tennessee Valley Authority</b>												
<b>(TVA) Trade &amp; Labor</b>	5,210	203,755	39,108	5,245	217,625	41,492	35	0.7	13,870	6.8	2,384	6.1
<b>Trades and Crafts (Citizens)</b>	261,230	8,442,046	32,317	253,515	8,427,968	33,244	-7,715	-3.0	-14,078	-0.2	928	2.9
<b>Wage Board Aliens</b>	5,623	114,832	20,422	5,758	126,357	21,945	135	2.4	11,525	10.0	1,523	7.5
<b>Non-Wage Board Aliens</b>	12,895	284,625	22,073	12,237	274,934	22,467	-658	-5.1	-9,691	-3.4	395	1.8
<b>All Other</b>	( 123,623 )	( 5,638,750 )	( 45,613 )	( 125,124 )	( 5,923,328 )	( 47,340 )	1,501	1.2	284,578	5.1	1,727	3.8

Source: Work Years and Personnel Costs Survey, Fiscal Year 1996.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS  
BY WORK SCHEDULE FOR FISCAL YEAR 1996, SELECTED AGENCIES**

A G E N C Y	TOTAL, ALL PAY SYSTEMS 1/				TOTAL, GENERAL SCHEDULE 1/			
	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT
<b>TOTAL - ALL AGENCIES</b>	( \$39,145 )	( \$40,657 )	( \$27,995 )	( \$26,849 )	( \$41,476 )	( \$42,376 )	( \$25,748 )	( \$27,416 )
DEPARTMENT OF STATE	\$43,221	\$44,051	\$26,374	\$35,014	\$48,077	\$49,551	\$27,123	\$39,727
DEPARTMENT OF TREASURY	\$40,595	\$41,130	\$55,860	\$20,844	\$38,820	\$39,293	\$61,650	\$20,377
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( \$38,532 )	( \$39,586 )	( \$24,341 )	( \$24,361 )	( \$40,342 )	( \$41,314 )	( \$25,527 )	( \$19,523 )
DEPARTMENT OF ARMY	\$36,243	\$37,428	\$23,005	\$22,906	\$38,542	\$39,858	\$22,976	\$23,263
DEPARTMENT OF NAVY	\$41,042	\$41,709	\$29,005	NA	\$42,626	\$42,626	\$42,626	NA
DEPARTMENT OF AIR FORCE	\$37,848	\$38,524	\$25,400	\$34,793	\$39,882	\$41,002	\$24,555	\$16,882
OTHER DEFENSE ACTIVITIES	\$39,221	\$41,153	\$19,842	\$17,539	\$40,555	\$42,135	\$17,811	\$17,380
DEPARTMENT OF JUSTICE	\$45,478	\$45,840	\$25,406	\$33,235	\$43,211	\$43,585	\$23,254	\$30,101
DEPARTMENT OF INTERIOR	\$39,122	\$41,627	\$27,586	\$26,203	\$40,376	\$42,399	\$23,724	\$26,031
DEPARTMENT OF AGRICULTURE	\$37,115	\$39,596	\$19,542	\$21,149	\$37,697	\$39,405	\$19,328	\$27,472
DEPARTMENT OF COMMERCE	\$48,447	\$50,463	\$33,644	\$26,164	\$46,355	\$48,063	\$23,872	\$25,221
DEPARTMENT OF LABOR	\$50,239	\$50,770	\$39,422	\$31,545	\$49,140	\$49,683	\$36,105	\$30,443
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$44,906	\$45,561	\$38,102	\$38,332	\$44,026	\$45,081	\$23,481	\$37,261
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$50,268	\$50,614	\$22,611	\$69,341	\$49,691	\$50,120	\$21,740	\$60,652
DEPARTMENT OF TRANSPORTATION	\$55,246	\$55,774	\$32,030	\$30,460	\$55,738	\$56,248	\$32,586	\$30,481
DEPARTMENT OF ENERGY	\$56,932	\$57,242	\$53,286	\$37,494	\$55,602	\$56,092	\$38,652	\$36,074
DEPARTMENT OF EDUCATION	\$53,018	\$53,143	\$54,296	\$42,338	\$51,619	\$51,903	\$49,210	\$39,956
DEPARTMENT OF VETERANS AFFAIRS	\$37,783	\$37,240	\$39,980	\$44,245	\$33,026	\$33,213	\$28,162	\$32,177
ENVIRONMENTAL PROTECTION AGENCY	\$55,446	\$55,785	\$26,969	\$47,259	\$54,434	\$54,766	\$25,698	\$46,520
GENERAL SERVICES ADMINISTRATION	\$44,417	\$44,769	\$25,651	\$30,630	\$46,864	\$46,997	\$29,200	\$36,467
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$58,883	\$59,919	\$32,608	\$23,852	\$57,599	\$58,639	\$32,642	\$23,438
SOCIAL SECURITY ADMINISTRATION	\$40,033	\$40,501	\$22,639	\$32,356	\$39,993	\$40,464	\$22,478	\$32,352
TENNESSEE VALLEY AUTHORITY	\$46,002	\$47,273	\$22,923	\$13,551	NA	NA	NA	NA
U.S. POSTAL SERVICE	\$34,331	\$36,538	\$21,072	\$25,454	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 1996.

## Premium Pay

\* Premium pay is defined as 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 \$9.7 billion spent on premium pay in fiscal year 1996 was a decrease of 5.9 percent over the previous year. The majority of this decrease was due to decreases within the U.S. Postal Service (down \$421.0 million or 8.8 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.

\* Overtime pay (\$5.9 billion) represented over 61 percent of total premium pay in FY 1996.  
**See Chart 6.**

\* Total non-Postal premium pay increases were concentrated in three agencies: Department of Justice (up \$48.5 million from \$88.5 million to \$649.7 million); Department of Agriculture (up \$52.7 million from \$244.6 million to \$297.3 million); and Social Security Administration (up \$15.1 million from \$131.6 million to \$146.7 million).

\* The U.S. Postal Service and Department of Justice reported sizeable increases in overtime pay (up \$106.2 million and \$81.5 million; respectively), while the Department of Veteran Affairs reported the largest decrease in overtime pay (down \$29.3 million from \$145.6 million to \$115.9 million).

\* Agencies with the highest premium pay costs as a percentage of basic pay were: Tennessee Valley Authority (22.6 percent); Panama Canal Commission (19.8 percent); U.S. Postal Service (15.4 percent); Federal Emergency Management Agency (15.2 percent); and Department of Justice (13.8 percent).  
**See Table 2B.**



**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>
WHITE HOUSE OFFICE	61	18	10		33			
OFFICE OF MANAGEMENT AND BUDGET	1,091	377	22					
OFFICE OF ADMINISTRATION	115	108	4		2			
OFFICE OF THE U.S. TRADE REPRESENTATIVE	204	94						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>( 1,471 )</b>	<b>( 597 )</b>	<b>( 36 )</b>	<b>( )</b>	<b>( 35 )</b>	<b>( )</b>	<b>( )</b>	<b>( )</b>
DEPARTMENT OF STATE	51,327	17,351	901	778	536	1,170	22,023	
DEPARTMENT OF TREASURY	496,890	353,310	8,641	12,706	29,447	16,483	466	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>( 1,744,733 )</b>	<b>( 1,041,604 )</b>	<b>( 37,231 )</b>	<b>( 69,411 )</b>	<b>( 46,778 )</b>	<b>( 25,292 )</b>	<b>( 7,983 )</b>	<b>( )</b>
DEPARTMENT OF ARMY	402,874	203,230	9,601	41,730	9,343	7,476	1,869	
DEPARTMENT OF NAVY	742,050	513,299	11,675	8,971	28,080	15,851	1,897	
DEPARTMENT OF AIR FORCE	357,542	182,692	10,893	9,143	5,098	1,629	727	
OTHER DEFENSE ACTIVITIES	242,267	142,383	5,062	9,567	4,257	336	3,490	
DEPARTMENT OF JUSTICE	649,743	540,906	25,812	27,497	26,180	2,199	2,017	
DEPARTMENT OF INTERIOR	140,838	82,244	7,365	7,725	3,263	3,914	293	
DEPARTMENT OF AGRICULTURE	297,290	232,700	8,956	15,521	8,552	11,261	625	
DEPARTMENT OF COMMERCE	74,216	34,645	4,165	4,505	4,417	356	844	
DEPARTMENT OF LABOR	13,380	5,224	75	99	219		71	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	108,028	28,778	4,074	4,934	4,968	15	1,169	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	14,202	4,160	11	1	5			
DEPARTMENT OF TRANSPORTATION	280,490	47,301	43,941	37,868	33,281	791	263	
DEPARTMENT OF ENERGY	39,323	19,096	547	104	379	177	37	
DEPARTMENT OF EDUCATION	3,663	209	6		89,260			
DEPARTMENT OF VETERANS AFFAIRS	824,320	115,947	67,869	65,463		148	131	
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>( 4,738,443 )</b>	<b>( 2,523,475 )</b>	<b>( 209,594 )</b>	<b>( 246,612 )</b>	<b>( 247,285 )</b>	<b>( 61,806 )</b>	<b>( 35,922 )</b>	<b>( )</b>
AMERICAN BATTLE MONUMENTS COMMISSION	105	9	16	24		15	20	
ARMED FORCES RETIREMENT HOME	1,879	625	341	320	243	1		
ARMS CONTROL AND DISARMAMENT AGENCY	145	109	1					
COMMODITY FUTURES TRADE COMMISSION	630	85	1		1			
CONSUMER PRODUCT SAFETY COMMISSION	14	12	3					
CORPORATION NATIONAL AND COMMUNITY SERVICE	260	179	6					
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	58	50						
ENVIRONMENTAL PROTECTION AGENCY	3,821	1,607	36	6	5	50	24	
EXPORT-IMPORT BANK OF THE U.S.	134	131			48			
FARM CREDIT ADMINISTRATION	2,089	37	3					
FEDERAL COMMUNICATIONS COMMISSION	1,988	524	60	66				
FEDERAL DEPOSIT INSURANCE CORPORATION	42,322	5,133	67	2	37		2	
FEDERAL ELECTION COMMISSION	241	72			1			
FEDERAL EMERGENCY MANAGEMENT AGENCY	28,828	27,661	405	302	257	6		
FEDERAL HOUSING FINANCE BOARD	9	9						
FEDERAL LABOR RELATIONS AUTHORITY	163	8						

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 1996**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND COUNCIL SERVICE	193	20						
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	72	10	1					
FEDERAL TRADE COMMISSION	1,017	122	1		2		1	
GENERAL SERVICES ADMINISTRATION	43,989	19,764	533	468	1,637	183	2	
U.S. INFORMATION AGENCY	13,545	3,448	2,015	1,409	1,662	11	4,432	
INTERNATIONAL BOUNDARY AND WATER COMMISSION	190	132	23	23	11	1		
MERIT SYSTEMS PROTECTION BOARD	211	14						
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	22,706	5,197	490	381	748	208	85	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,594	1,043	12	1	13			
NATIONAL CREDIT UNION ADMINISTRATION	612	228						
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 208 )	( 52 )	( )	( )	( 1 )	( )	( )	( )
NATIONAL ENDOWMENT FOR ARTS	16	16						
NATIONAL ENDOWMENT FOR HUMANITIES	192	36			1			
NATIONAL LABOR RELATIONS BOARD	1,089	12						
NATIONAL SCIENCE FOUNDATION	1,855	201					52	
NATIONAL TRANSPORTATION SAFETY BOARD	487	316	30		1			
NUCLEAR REGULATORY COMMISSION	5,138	2,008	95	57	49			
U.S. OFFICE OF PERSONNEL MANAGEMENT	5,066	3,011	45		77			
PANAMA CANAL COMMISSION	49,477	29,743	3,059	2,193	441			
PEACE CORPS	368	154		8				
RAILROAD RETIREMENT BOARD	976	182	1		21			
SECURITIES AND EXCHANGE COMMISSION	2,673	457	6		12			
SELECTIVE SERVICE SYSTEM	58	49	299		3			
SMALL BUSINESS ADMINISTRATION	14,526	9,568			2			
<b>SMITHSONIAN INSTITUTION</b>	( 8,028 )	( 4,100 )	( 976 )	( 1,095 )	( 543 )	( 1 )	( )	( )
SMITHSONIAN INSTITUTION	5,937	2,910	740	836	458	1		
NATIONAL GALLERY OF ART	2,091	1,190	236	259	85			
SOCIAL SECURITY ADMINISTRATION	146,673	112,809	422	128	1,312		34	
TENNESSEE VALLEY AUTHORITY	168,576	88,492	21,855	2,993	2,691	1		
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 8,939 )	( 598 )	( 10 )	( 135 )	( 2 )	( 152 )	( 7,299 )	( )
OVERSEAS PRIVATE INVESTMENT CORPERATION	38	37	1					
AGENCY FOR INTERNATIONAL DEVELOPMENT	8,901	561	9	135	2	152	7,299	
U.S. INTERNATIONAL TRADE COMMISSION	290	22						
U.S. POSTAL SERVICE	4,356,396	3,068,885	167,609	196,483	519,221			
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 4,938,638 )	( 3,386,888 )	( 198,421 )	( 206,094 )	( 529,041 )	( 629 )	( 11,951 )	( )
<b>TOTAL - ALL AGENCIES</b>	( 9,678,552 )	( 5,910,960 )	( 408,051 )	( 452,706 )	( 776,361 )	( 62,435 )	( 47,873 )	( )

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 1996**

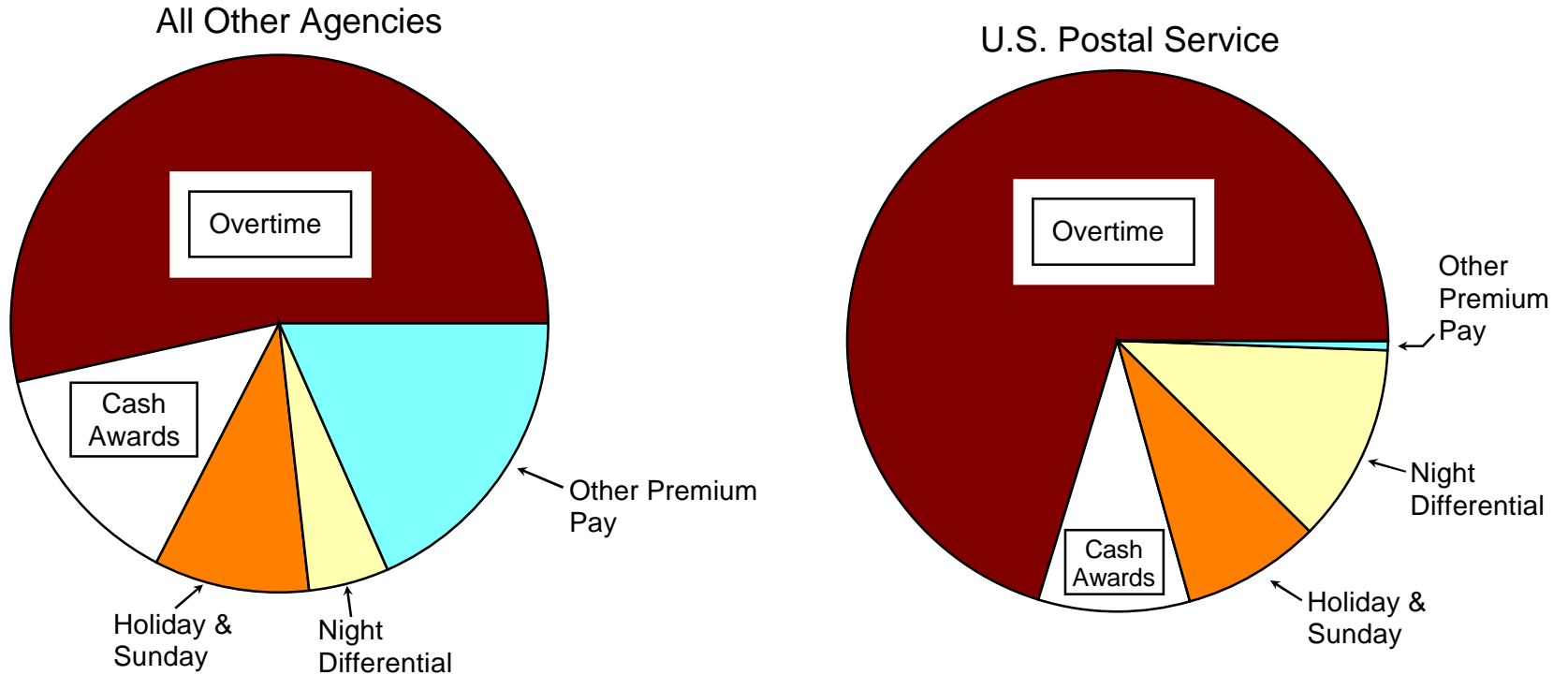
<b>AGENCY</b>	<b>SUPERVISORY DIFFERENTIAL (\$000)</b>	<b>COMPARABILITY ALLOWANCE (\$000)</b>	<b>REMOTE WORK SITE ALLOWANCE (\$000)</b>	<b>CASH AWARDS (\$000)</b>	<b>OTHER PREMIUM PAY (\$000)</b>
WHITE HOUSE OFFICE					
OFFICE OF MANAGEMENT AND BUDGET				692	
OFFICE OF ADMINISTRATION				1	
OFFICE OF THE U.S. TRADE REPRESENTATIVE				110	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( )	( )	( 803 )	( )
DEPARTMENT OF STATE		873		3,232	4,463
DEPARTMENT OF TREASURY	1			61,393	14,443
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 64,468 )	( 1,802 )	( 85 )	( 327,132 )	( 122,947 )
DEPARTMENT OF ARMY	18,298			111,327	
DEPARTMENT OF NAVY	46,036	931		73,148	42,162
DEPARTMENT OF AIR FORCE	98	871	85	77,819	68,487
OTHER DEFENSE ACTIVITIES	36			64,838	12,298
DEPARTMENT OF JUSTICE	222	2,694		20,021	2,195
DEPARTMENT OF INTERIOR	134			27,475	8,425
DEPARTMENT OF AGRICULTURE		18	41	19,576	40
DEPARTMENT OF COMMERCE			252	24,562	470
DEPARTMENT OF LABOR		112		6,733	847
DEPARTMENT OF HEALTH AND HUMAN SERVICES	6	23,102		21,745	19,237
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT				10,025	
DEPARTMENT OF TRANSPORTATION		635		12,461	103,949
DEPARTMENT OF ENERGY	114			17,838	1,031
DEPARTMENT OF EDUCATION				2,377	1,071
DEPARTMENT OF VETERANS AFFAIRS	123	379,320		50,788	55,271
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 65,068 )	( 408,556 )	( 378 )	( 605,358 )	( 334,389 )
AMERICAN BATTLE MONUMENTS COMMISSION				21	
ARMED FORCES RETIREMENT HOME		100		117	132
ARMS CONTROL AND DISARMAMENT AGENCY				35	
COMMODITY FUTURES TRADE COMMISSION				543	
CONSUMER PRODUCT SAFETY COMMISSION				2	
CORPORATION NATIONAL AND COMMUNITY SERVICE	1			77	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				2	
ENVIRONMENTAL PROTECTION AGENCY		95			1,998
EXPORT-IMPORT BANK OF THE U.S.				3	
FARM CREDIT ADMINISTRATION				111	1,938
FEDERAL COMMUNICATIONS COMMISSION				1,290	
FEDERAL DEPOSIT INSURANCE CORPORATION				6,076	31,005
FEDERAL ELECTION COMMISSION				168	
FEDERAL EMERGENCY MANAGEMENT AGENCY				197	
FEDERAL HOUSING FINANCE BOARD					
FEDERAL LABOR RELATIONS AUTHORITY				155	

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>SUPERVISORY DIFFERENTIAL (\$000)</b>	<b>COMPARABILITY ALLOWANCE (\$000)</b>	<b>REMOTE WORK SITE ALLOWANCE (\$000)</b>	<b>CASH AWARDS (\$000)</b>	<b>OTHER PREMIUM PAY (\$000)</b>
FEDERAL MARITIME COMMISSION					
FEDERAL MEDIATION AND COUNCIL SERVICE				173	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD				61	
FEDERAL TRADE COMMISSION				891	
GENERAL SERVICES ADMINISTRATION	50			21,352	
U.S. INFORMATION AGENCY				568	
INTERNATIONAL BOUNDARY AND WATER COMMISSION					
MERIT SYSTEMS PROTECTION BOARD				197	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION				15,597	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION				1,525	
NATIONAL CREDIT UNION ADMINISTRATION				384	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( 155 )	( )
NATIONAL ENDOWMENT FOR ARTS					
NATIONAL ENDOWMENT FOR HUMANITIES				155	
NATIONAL LABOR RELATIONS BOARD				1,077	
NATIONAL SCIENCE FOUNDATION				1,602	
NATIONAL TRANSPORTATION SAFETY BOARD					140
NUCLEAR REGULATORY COMMISSION				2,929	
U.S. OFFICE OF PERSONNEL MANAGEMENT				1,933	
PANAMA CANAL COMMISSION				3,325	10,716
PEACE CORPS				206	
RAILROAD RETIREMENT BOARD				772	
SECURITIES AND EXCHANGE COMMISSION				2,198	
SELECTIVE SERVICE SYSTEM				6	
SMALL BUSINESS ADMINISTRATION				4,657	
<b>SMITHSONIAN INSTITUTION</b>	( 2 )	( )	( )	( 1,311 )	( )
SMITHSONIAN INSTITUTION	2			990	
NATIONAL GALLERY OF ART				321	
SOCIAL SECURITY ADMINISTRATION		100		31,654	214
TENNESSEE VALLEY AUTHORITY				40,181	12,363
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( 131 )	( )	( 189 )	( 423 )
OVERSEAS PRIVATE INVESTMENT CORPERATION					
AGENCY FOR INTERNATIONAL DEVELOPMENT		131		189	423
U.S. INTERNATIONAL TRADE COMMISSION				268	
U.S. POSTAL SERVICE				384,400	19,798
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 53 )	( 426 )	( )	( 526,408 )	( 78,727 )
<b>TOTAL - ALL AGENCIES</b>	( 65,121 )	( 408,982 )	( 378 )	( 1,132,569 )	( 413,116 )

## CHART 6

# OVERTIME REPRESENTS OVER FIFTY PERCENT OF THE TOTAL PREMIUM PAY DURING FISCAL YEAR 1996



26

Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	\$2,842,075	\$3,068,885	53.4	70.4
Holiday	240,442	167,609	4.5	3.9
Sunday	256,223	196,483	4.8	4.5
Night Differential	257,140	519,221	4.8	11.9
Hazardous Duty	62,435	0	1.2	0.0
Post Differential	47,873	0	0.9	0.0
Supervisory Differential	65,121	0	1.2	0.0
Physicians Comparability Allowance	408,982	0	7.7	0.0
Remote Work Site Allowance	378	0	0.0	0.0
Cash Awards	748,169	384,400	14.1	8.8
Other	393,318	19,798	7.4	0.5
<b>Total</b>	<b>5,322,156</b>	<b>4,356,396</b>	<b>100.0</b>	<b>100.0</b>

## Benefits

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

\* The U.S. Postal Service and Defense agencies accounted for 63.9 percent of the Federal Government's portion of Employee Health Insurance cost (37.8 and 26.1 percent; respectively). **See Table 6A.**

\* Fiscal year 1996 employee benefit pay amounted to \$27.5 billion (excluding \$754.3 million separation pay).

\* Benefit pay represented 19.2 percent of total personnel costs -- 26.2 percent of basic costs.

\* Major benefits included \$11.6 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$5.2 billion to the Social Security System, and \$6.5 billion for Employee Health Insurance. **See Tables 6B and 6C.**

\* Retirement costs continue to be the single most costly type of employee benefit, accounting for 42.0 percent of total benefits costs. Health Insurance covered an additional 23.6 percent of total benefits costs. **See Chart 7.**

**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>HEALTH INSURANCE (\$000)</b>	<b>LIFE INSURANCE (\$000)</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>SOCIAL SECURITY (\$000)</b>	<b>WORKMENS COMPENSATION (\$000)</b>	<b>UNIFORM ALLOWANCE (\$000)</b>
WHITE HOUSE OFFICE	4,800	685	33	2,806	1,276		
OFFICE OF MANAGEMENT AND BUDGET	6,676	1,099	53	3,976	1,548		
OFFICE OF ADMINISTRATION	1,857	383	18	1,026	430		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,604	334	17	1,237	469		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 15,937 )	( 2,501 )	( 121 )	( 9,045 )	( 3,723 )	( )	( )
DEPARTMENT OF STATE	332,774	32,026	1,398	124,234	35,278	4,348	
DEPARTMENT OF TREASURY	1,506,374	337,450	12,114	727,435	295,414	39,309	89
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 7,586,007 )	( 1,694,853 )	( 66,578 )	( 3,101,324 )	( 1,318,144 )	( 169,669 )	( 3,888 )
DEPARTMENT OF ARMY	1,885,306	398,957	14,138	743,462	311,279	98,314	1,406
DEPARTMENT OF NAVY	2,722,150	629,846	29,537	1,127,887	474,503		1,185
DEPARTMENT OF AIR FORCE	1,667,374	398,155	13,022	713,121	312,418	66,089	1,142
OTHER DEFENSE ACTIVITIES	1,311,177	267,895	9,881	516,854	219,944	5,266	155
DEPARTMENT OF JUSTICE	1,498,502	271,564	8,478	880,191	294,796	7,891	
DEPARTMENT OF INTERIOR	650,989	141,801	4,982	274,860	124,962	17,717	4,508
DEPARTMENT OF AGRICULTURE	818,354	227,467	7,274	383,636	176,240		212
DEPARTMENT OF COMMERCE	358,690	72,420	2,790	169,174	73,643	11,155	20
DEPARTMENT OF LABOR	172,211	36,578	1,505	81,321	31,214	15,121	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	643,048	42,202	9,740	298,531	136,710	19,834	2,049
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	127,415	25,461	1,083	57,936	23,737	6,242	4
DEPARTMENT OF TRANSPORTATION	994,354	162,100	6,883	431,425	152,588	89,536	7
DEPARTMENT OF ENERGY	227,341	45,615	1,960	114,920	45,940		24
DEPARTMENT OF EDUCATION	49,730	9,746	442	26,802	10,830	1,306	
DEPARTMENT OF VETERANS AFFAIRS	2,136,128	473,448	16,695	995,635	454,307	144,422	6,717
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 17,101,917 )	( 3,572,731 )	( 141,922 )	( 7,667,424 )	( 3,173,803 )	( 526,550 )	( 17,518 )
AMERICAN BATTLE MONUMENTS COMMISSION	4,333	250	5	274	128	15	1
ARMED FORCES RETIREMENT HOME	7,185	1,734	56	2,993	1,498	610	21
ARMS CONTROL AND DISARMAMENT AGENCY	2,610	457	25	1,466	658		
COMMODITY FUTURES TRADE COMMISSION	6,019	1,151	47	3,391	1,422		
CONSUMER PRODUCT SAFETY COMMISSION	4,756	1,051	48	2,490	984	176	
CORPORATION NATIONAL AND COMMUNITY SERVICE	5,313	1,078	49	3,088	909		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	26,354	5,746	259	13,742	5,391	875	
ENVIRONMENTAL PROTECTION AGENCY	187,174	36,442	1,558	105,035	42,393		2
EXPORT-IMPORT BANK OF THE U.S.	5,649	932	42	2,870	816	52	
FARM CREDIT ADMINISTRATION	8,117	920	21	2,609	1,163	25	
FEDERAL COMMUNICATIONS COMMISSION	21,115	4,383	189	12,162	3,222		
FEDERAL DEPOSIT INSURANCE CORPORATION	94,435	1,696	198	60,254	29,998		
FEDERAL ELECTION COMMISSION	3,326	641	26	1,795	752	40	
FEDERAL EMERGENCY MANAGEMENT AGENCY	34,122	6,031	248	13,914	12,109	1,610	
FEDERAL HOUSING FINANCE BOARD	1,697	241	9	1,207	75		
FEDERAL LABOR RELATIONS AUTHORITY	2,226	455	24	1,241	433		
FEDERAL MARITIME COMMISSION	1,804	372	16	883	292	2	
FEDERAL MEDIATION AND COUNCIL SERVICE	4,196	661	38	1,923	472	684	



**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>HEALTH INSURANCE (\$000)</b>	<b>LIFE INSURANCE (\$000)</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>SOCIAL SECURITY (\$000)</b>	<b>WORKMENS COMPENSATION (\$000)</b>	<b>UNIFORM ALLOWANCE (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,115	203	9	640	263		
FEDERAL TRADE COMMISSION	11,764	1,944	84	6,785	2,649	105	
GENERAL SERVICES ADMINISTRATION	179,770	35,868	1,402	73,430	31,198	17,870	643
U.S. INFORMATION AGENCY	80,041	11,515	1,155	39,145	11,339	77	26
INTERNATIONAL BOUNDARY AND WATER COMMISSION	2,307	645	18	935	382	299	2
MERIT SYSTEMS PROTECTION BOARD	3,046	608	32	1,696	617		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	252,050	52,237	1,981	132,317	51,333	8,594	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	17,962	4,143	143	8,226	3,881	757	
NATIONAL CREDIT UNION ADMINISTRATION	11,828	2,142	101	6,158	2,586		
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 4,542 )	( 679 )	( 33 )	( 2,058 )	( 880 )	( 24 )	( )
NATIONAL ENDOWMENT FOR ARTS	2,397	329	15	1,001	424		
NATIONAL ENDOWMENT FOR HUMANITIES	2,145	350	18	1,057	456	24	
NATIONAL LABOR RELATIONS BOARD	19,521	4,436	189	10,507	3,619	536	
NATIONAL SCIENCE FOUNDATION	14,764	2,581	132	8,023	3,187	151	
NATIONAL TRANSPORTATION SAFETY BOARD	4,527	831	44	2,498	979	48	
NUCLEAR REGULATORY COMMISSION	44,874	7,044	332	29,835	6,848	551	
U.S. OFFICE OF PERSONNEL MANAGEMENT	35,363	7,694	288	14,565	3,823	632	
PANAMA CANAL COMMISSION	55,436	6,591	219	25,471	1,019	12,000	11
PEACE CORPS	40,878	1,654	73	5,610	3,470	10,514	
RAILROAD RETIREMENT BOARD	13,507	3,329	129	6,878	2,568	221	
SECURITIES AND EXCHANGE COMMISSION	36,910	5,884	243	20,714	8,967	197	
SELECTIVE SERVICE SYSTEM	1,442	351	15	695	297		
SMALL BUSINESS ADMINISTRATION	52,855	9,101	373	21,528	11,130	2,411	
<b>SMITHSONIAN INSTITUTION</b>	( 44,239 )	( 10,050 )	( 374 )	( 22,033 )	( 10,148 )	( )	( 17 )
SMITHSONIAN INSTITUTION	38,051	8,523	322	18,912	8,677		17
NATIONAL GALLERY OF ART	6,188	1,527	52	3,121	1,471		
SOCIAL SECURITY ADMINISTRATION	497,239	141,535	10,027	249,519	92,332		15
TENNESSEE VALLEY AUTHORITY	288,040	82,103	1,329	73,386	68,219	49,743	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 27,116 )	( 7,992 )	( 355 )	( 9,117 )	( 8,131 )	( 586 )	( 79 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	2,642	746	9	1,293		586	
AGENCY FOR INTERNATIONAL DEVELOPMENT	24,474	7,246	346	7,824	8,131		79
U.S. INTERNATIONAL TRADE COMMISSION	4,981	835	39	2,491	971	70	
U.S. POSTAL SERVICE	8,969,089	2,460,513	182,379	2,875,458	1,546,940	638,926	79,021
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 11,135,637 )	( 2,926,749 )	( 204,356 )	( 3,881,055 )	( 1,980,491 )	( 748,401 )	( 79,838 )
<b>TOTAL - ALL AGENCIES</b>	( 28,253,491 )	( 6,501,981 )	( 346,399 )	( 11,557,524 )	( 5,158,017 )	( 1,274,951 )	( 97,356 )



**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>OVERSEAS ALLOWANCE (\$000)</b>	<b>NON-FOREIGN COLA (\$000)</b>	<b>RETENTION ALLOWANCE (\$000)</b>	<b>RECRUITMENT BONUS (\$000)</b>	<b>RELOCATION BONUS (\$000)</b>	<b>OTHER BENEFITS (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
OFFICE OF MANAGEMENT AND BUDGET							
OFFICE OF MANAGEMENT AND BUDGET							
OFFICE OF ADMINISTRATION							
OFFICE OF THE U.S. TRADE REPRESENTATIVE	547						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 547 )	( )	( )	( )	( )	( )	( )
DEPARTMENT OF STATE	93,168					26,373	15,949
DEPARTMENT OF TREASURY	5,771	10,035	20	23		44,050	34,664
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 349,089 )	( 36,292 )	( 2,784 )	( 772 )	( 5,196 )	( 275,444 )	( 561,974 )
DEPARTMENT OF ARMY	114,473	32,660	2,333	637	87	76,089	91,471
DEPARTMENT OF NAVY	101,679					52,558	304,955
DEPARTMENT OF AIR FORCE	36,547	1,555	209		8	56,907	68,201
OTHER DEFENSE ACTIVITIES	96,390	2,077	242	135	5,101	89,890	97,347
DEPARTMENT OF JUSTICE	7,243	8,307		52	56	18,612	1,312
DEPARTMENT OF INTERIOR	53	22,581	9		48	18,803	40,665
DEPARTMENT OF AGRICULTURE	220	16,123	73	100	169	281	6,559
DEPARTMENT OF COMMERCE	1,172	6,599	11	22		17,254	4,430
DEPARTMENT OF LABOR		540	5		36	4,524	1,367
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,341	8,984	44,225			71,603	6,829
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		1,222				8,308	3,422
DEPARTMENT OF TRANSPORTATION	23	25,361	233			118,820	7,378
DEPARTMENT OF ENERGY	26	272	113	51	221	590	17,609
DEPARTMENT OF EDUCATION		30				98	476
DEPARTMENT OF VETERANS AFFAIRS		13,979			6,756	21,918	2,251
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 459,106 )	( 150,325 )	( 47,473 )	( 1,020 )	( 12,482 )	( 626,678 )	( 704,885 )
AMERICAN BATTLE MONUMENTS COMMISSION	543					3,056	61
ARMED FORCES RETIREMENT HOME			11			63	199
ARMS CONTROL AND DISARMAMENT AGENCY						4	
COMMODITY FUTURES TRADE COMMISSION			8				
CONSUMER PRODUCT SAFETY COMMISSION			7				
CORPORATION NATIONAL AND COMMUNITY SERVICE		32		4			153
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	36					305	
ENVIRONMENTAL PROTECTION AGENCY	57	494	25		1,168		
EXPORT-IMPORT BANK OF THE U.S.			324			396	217
FARM CREDIT ADMINISTRATION						1,498	1,881
FEDERAL COMMUNICATIONS COMMISSION		224					935
FEDERAL DEPOSIT INSURANCE CORPORATION							2,289
FEDERAL ELECTION COMMISSION						72	
FEDERAL EMERGENCY MANAGEMENT AGENCY	51	141					18
FEDERAL HOUSING FINANCE BOARD						46	119
FEDERAL LABOR RELATIONS AUTHORITY						16	57
FEDERAL MARITIME COMMISSION						88	151
FEDERAL MEDIATION AND COUNCIL SERVICE		9				375	34

**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>OVERSEAS ALLOWANCE (\$000)</b>	<b>NON-FOREIGN COLA (\$000)</b>	<b>RETENTION ALLOWANCE (\$000)</b>	<b>RECRUITMENT BONUS (\$000)</b>	<b>RELOCATION BONUS (\$000)</b>	<b>OTHER BENEFITS (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD							
FEDERAL TRADE COMMISSION						157	40
GENERAL SERVICES ADMINISTRATION	433	1,097	8			6,888	10,933
U.S. INFORMATION AGENCY	6,918					6,622	3,244
INTERNATIONAL BOUNDARY AND WATER COMMISSION						24	2
MERIT SYSTEMS PROTECTION BOARD							93
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION				10	109	4,518	951
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		46				351	415
NATIONAL CREDIT UNION ADMINISTRATION		114				699	28
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( )	( )	( )	868 )
NATIONAL ENDOWMENT FOR ARTS							628
NATIONAL ENDOWMENT FOR HUMANITIES							240
NATIONAL LABOR RELATIONS BOARD		190					44
NATIONAL SCIENCE FOUNDATION	321				62	271	36
NATIONAL TRANSPORTATION SAFETY BOARD		60	15	41		11	
NUCLEAR REGULATORY COMMISSION					108		156
U.S. OFFICE OF PERSONNEL MANAGEMENT	125					3,439	4,797
PANAMA CANAL COMMISSION						10,125	
PEACE CORPS	18,114	85				622	736
RAILROAD RETIREMENT BOARD						262	120
SECURITIES AND EXCHANGE COMMISSION						905	
SELECTIVE SERVICE SYSTEM		1					83
SMALL BUSINESS ADMINISTRATION						2,896	5,416
<b>SMITHSONIAN INSTITUTION</b>	( 343 )	( 25 )	( 34 )	( 4 )	( )	( )	1,211 )
SMITHSONIAN INSTITUTION	343	25	17	4			1,211
NATIONAL GALLERY OF ART			17				
SOCIAL SECURITY ADMINISTRATION		3,361					450
TENNESSEE VALLEY AUTHORITY					929		12,331
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( )	( )	( )	( )	( 255 )	( 601 )
OVERSEAS PRIVATE INVESTMENT CORPERATION							8
AGENCY FOR INTERNATIONAL DEVELOPMENT						255	593
U.S. INTERNATIONAL TRADE COMMISSION							575
U.S. POSTAL SERVICE						1,185,700	152
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 26,941 )	( 5,879 )	( 432 )	( 59 )	( 2,376 )	( 1,229,664 )	( 49,396 )
<b>TOTAL - ALL AGENCIES</b>	( 486,594 )	( 156,204 )	( 47,905 )	( 1,079 )	( 14,858 )	( 1,856,342 )	( 754,281 )

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
WHITE HOUSE OFFICE	2,806	254	1,951	601	
OFFICE OF MANAGEMENT AND BUDGET	3,976	1,186	2,017	773	
OFFICE OF ADMINISTRATION	1,026	306	526	194	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,237	403	608	226	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 9,045 )	( 2,149 )	( 5,102 )	( 1,794 )	( )
DEPARTMENT OF STATE	124,234	10,740	18,471	17,485	77,538
DEPARTMENT OF TREASURY	727,435	226,182	376,103	116,397	8,753
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 3,101,324 )	( 1,230,177 )	( 1,364,385 )	( 475,170 )	( 31,592 )
DEPARTMENT OF ARMY	743,462	278,350	348,998	116,114	
DEPARTMENT OF NAVY	1,127,887	451,908	487,684	188,295	
DEPARTMENT OF AIR FORCE	713,121	250,347	345,083	117,615	76
OTHER DEFENSE ACTIVITIES	516,854	249,572	182,620	53,146	31,516
DEPARTMENT OF JUSTICE	880,191	152,036	596,114	132,041	
DEPARTMENT OF INTERIOR	274,860	103,317	128,768	42,775	
DEPARTMENT OF AGRICULTURE	383,636	151,596	171,597	59,763	680
DEPARTMENT OF COMMERCE	169,174	57,029	82,529	29,084	532
DEPARTMENT OF LABOR	81,321	35,797	33,558	11,966	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	298,531	83,405	9,545	65,814	139,767
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	57,936	24,808	24,549	8,579	
DEPARTMENT OF TRANSPORTATION	431,425	138,492	228,180	64,753	
DEPARTMENT OF ENERGY	114,920	44,558	50,889	19,473	
DEPARTMENT OF EDUCATION	26,802	9,871	12,276	4,285	370
DEPARTMENT OF VETERANS AFFAIRS	995,635	271,921	548,659	172,392	2,663
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 7,667,424 )	( 2,539,929 )	( 3,645,623 )	( 1,219,977 )	( 261,895 )
AMERICAN BATTLE MONUMENTS COMMISSION	274	46	169	59	
ARMED FORCES RETIREMENT HOME	2,993	854	1,652	487	
ARMS CONTROL AND DISARMAMENT AGENCY	1,466	491	734	241	
COMMODITY FUTURES TRADE COMMISSION	3,391	1,083	1,690	618	
CONSUMER PRODUCT SAFETY COMMISSION	2,490	1,248	923	319	
CORPORATION NATIONAL AND COMMUNITY SERVICE	3,088	857	1,706	525	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13,742	5,594	6,009	2,139	
ENVIRONMENTAL PROTECTION AGENCY	105,035	31,111	52,915	21,009	
EXPORT-IMPORT BANK OF THE U.S.	2,870	749	1,540	581	
FARM CREDIT ADMINISTRATION	2,609	724	1,327	558	
FEDERAL COMMUNICATIONS COMMISSION	12,162	4,032	6,018	2,112	
FEDERAL DEPOSIT INSURANCE CORPORATION	60,254	10,328	36,843	13,083	
FEDERAL ELECTION COMMISSION	1,795	489	957	349	
FEDERAL EMERGENCY MANAGEMENT AGENCY	13,914	5,077	6,621	2,216	
FEDERAL HOUSING FINANCE BOARD	1,207	168	520	201	318
FEDERAL LABOR RELATIONS AUTHORITY	1,241	695	403	143	
FEDERAL MARITIME COMMISSION	883	499	279	105	
FEDERAL MEDIATION AND COUNCIL SERVICE	1,923	725	858	340	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1996**

<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	640	194	319	127	
FEDERAL TRADE COMMISSION	6,785	2,002	3,407	1,296	80
GENERAL SERVICES ADMINISTRATION	73,430	28,977	32,634	11,819	
U.S. INFORMATION AGENCY	39,145	12,697	8,889	5,132	12,427
INTERNATIONAL BOUNDARY AND WATER COMMISSION	935	340	443	152	
MERIT SYSTEMS PROTECTION BOARD	1,696	830	621	245	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	132,317	49,555	59,186	23,576	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	8,226	3,091	3,919	1,216	
NATIONAL CREDIT UNION ADMINISTRATION	6,158	1,670	3,237	1,251	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 2,058 )	( 701 )	( 1,015 )	( 342 )	( )
NATIONAL ENDOWMENT FOR ARTS	1,001	372	478	151	
NATIONAL ENDOWMENT FOR HUMANITIES	1,057	329	537	191	
NATIONAL LABOR RELATIONS BOARD	10,507	5,881	3,432	1,194	
NATIONAL SCIENCE FOUNDATION	8,023	2,823	3,879	1,321	
NATIONAL TRANSPORTATION SAFETY BOARD	2,498	752	1,293	453	
NUCLEAR REGULATORY COMMISSION	29,835	8,721	9,731	11,383	
U.S. OFFICE OF PERSONNEL MANAGEMENT	14,565	6,136	6,249	2,180	
PANAMA CANAL COMMISSION	25,471	6,529	411	180	18,351
PEACE CORPS	5,610	398	3,762	1,324	126
RAILROAD RETIREMENT BOARD	6,878	2,838	3,321	719	
SECURITIES AND EXCHANGE COMMISSION	20,714	3,522	12,652	4,540	
SELECTIVE SERVICE SYSTEM	695	364	254	77	
SMALL BUSINESS ADMINISTRATION	21,528	7,381	10,536	3,611	
<b>SMITHSONIAN INSTITUTION</b>	( 22,033 )	( 6,189 )	( 11,906 )	( 3,938 )	( )
SMITHSONIAN INSTITUTION	18,912	5,289	10,219	3,404	
NATIONAL GALLERY OF ART	3,121	900	1,687	534	
SOCIAL SECURITY ADMINISTRATION	249,519	134,336	80,957	34,226	
TENNESSEE VALLEY AUTHORITY	73,386	789	292	107	72,198
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 9,117 )	( 3,300 )	( 1,567 )	( 564 )	( 3,686 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	1,293	136	879	278	
AGENCY FOR INTERNATIONAL DEVELOPMENT	7,824	3,164	688	286	3,686
U.S. INTERNATIONAL TRADE COMMISSION	2,491	913	1,121	419	38
U.S. POSTAL SERVICE	2,875,458	913,450	1,472,860	489,148	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 3,881,055 )	( 1,269,149 )	( 1,859,057 )	( 645,625 )	( 107,224 )
<b>TOTAL - ALL AGENCIES</b>	( 11,557,524 )	( 3,811,227 )	( 5,509,782 )	( 1,867,396 )	( 369,119 )

**TABLE 6C**  
**BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE**  
**FISCAL YEAR 1996**

<b>Benefits (Categories)</b>	<b>All Other Agencies</b>		<b>U.S. Postal Service</b>	
	Costs (\$000)	Percent of Basic Payroll	Costs (\$000)	Percent of Basic Payroll
	FY 1996	FY 1996	FY 1996	FY 1996
<b>Total 1/</b>	\$18,530,273	24.1	\$8,968,937	31.8
<b>-Health Insurance</b>	4,041,468	5.3	2,460,513	8.7
<b>-Life Insurance</b>	164,020	0.2	182,379	0.7
<b>-Retirement 1/</b>	8,682,066	11.3	2,875,458	10.2
<b>-Federal Insurance Contributions Act (Social Security)</b>	3,611,077	4.7	1,546,940	5.5
<b>-Federal Employees Compensation Act (FECA)</b>	636,025	0.8	638,926	2.3
<b>-Uniform Allowance</b>	18,335	0.0	79,021	0.3
<b>-Overseas Allowance</b>	486,594	0.6	NA	NA
<b>-Non-Foreign COLA</b>	156,204	0.2	NA	NA
<b>-Retention Allowance</b>	47,905	0.1	NA	NA
<b>-Recruitment Bonus</b>	1,079	0.0	NA	NA
<b>-Relocation Bonus</b>	14,858	0.0	NA	NA
<b>-Other Benefits</b>	670,642	0.9	1,185,700	4.2
<b>Separation Pay 2/</b>	754,129	1.0	152	0.0

1/ Includes the Federal Employees Retirement Systems (FERS): \$5,509,782,000 in FY 1996.

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 1996.

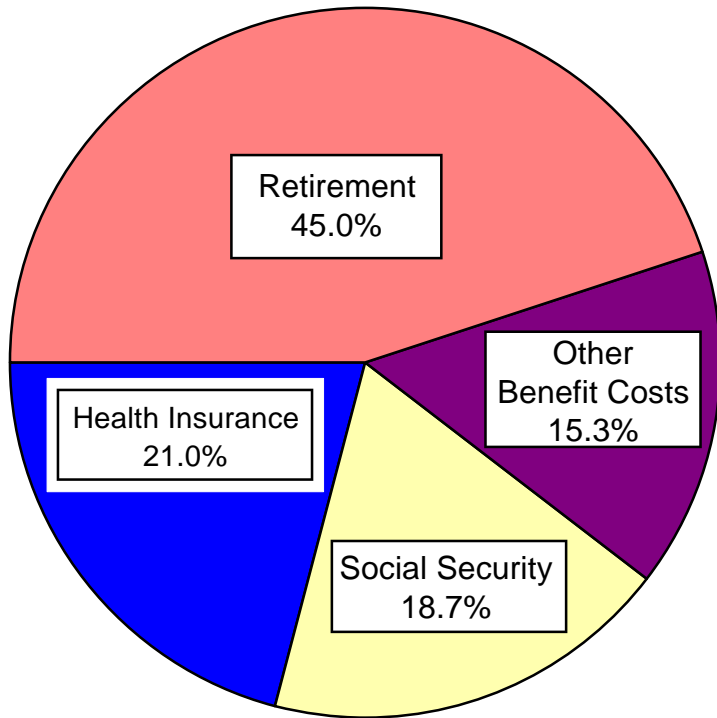
CHART 7

# Distribution of Benefit Costs

Fiscal Year 1996

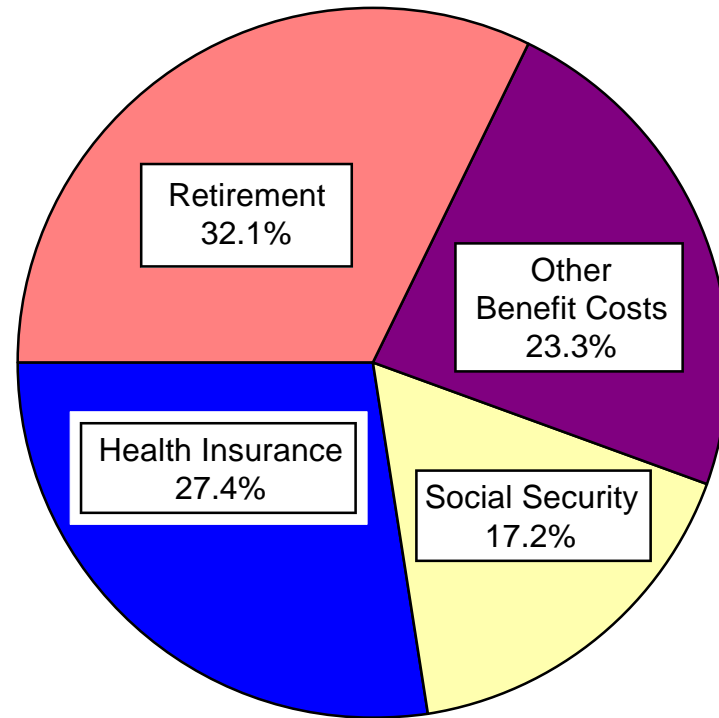
(\$ thousands)

All Other Agencies



Total Benefit Costs<sup>1/</sup>: \$19,284,402  
(In thousands \$)

U.S. Postal Service



Total Benefit Costs<sup>2/</sup>: \$8,969,089  
(In thousands \$)

1/ Includes Separation Pay -- \$754,129

2/ Includes Separation Pay -- \$152

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## 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
<b>Pay System</b>	
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 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	BASIC	FTP COST
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
WHITE HOUSE OFFICE	387	21,049	61	54,548	384	20,903	54,435	99.02%
OFFICE OF MANAGEMENT AND BUDGET	530	35,184	1,091	68,443	491	33,670	68,574	92.82%
OFFICE OF ADMINISTRATION	184	9,071	115	49,924	176	8,809	50,051	95.90%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	162	11,284	204	70,914	151	11,081	73,384	96.46%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 1,263 )	( 76,588 )	( 1,471 )	( 61,804 )	( 1,202 )	( 74,463 )	( 61,949 )	( 95.39% )
DEPARTMENT OF STATE	23,189	978,142	51,327	44,395	21,258	936,444	44,051	90.96%
DEPARTMENT OF TREASURY	155,210	6,165,737	496,890	42,927	146,682	6,033,026	41,130	90.55%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 797,851 )	( 29,823,577 )	( 1,744,733 )	( 39,567 )	( 720,485 )	( 28,521,065 )	( 39,586 )	( 90.35% )
DEPARTMENT OF ARMY	242,719	8,630,213	402,874	37,216	218,574	8,180,786	37,428	90.56%
DEPARTMENT OF NAVY	241,593	9,414,753	742,050	42,041	217,359	9,065,760	41,709	89.26%
DEPARTMENT OF AIR FORCE	179,778	6,662,330	357,542	39,047	165,693	6,383,129	38,524	90.93%
OTHER DEFENSE ACTIVITIES	133,761	5,116,281	242,267	40,061	118,859	4,891,390	41,153	91.28%
DEPARTMENT OF JUSTICE	116,791	4,722,386	649,743	45,998	101,418	4,648,964	45,840	86.54%
DEPARTMENT OF INTERIOR	69,787	2,647,315	140,838	39,952	55,821	2,323,666	41,627	83.34%
DEPARTMENT OF AGRICULTURE	108,127	3,805,971	297,290	37,949	89,334	3,537,283	39,596	86.21%
DEPARTMENT OF COMMERCE	34,035	1,610,859	74,216	49,510	30,376	1,532,867	50,463	90.97%
DEPARTMENT OF LABOR	16,059	804,273	13,380	50,916	15,485	786,176	50,770	96.15%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	57,962	2,569,378	108,028	46,192	52,153	2,376,130	45,561	88.75%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11,457	573,100	14,202	51,261	11,118	562,729	50,614	95.82%
DEPARTMENT OF TRANSPORTATION	63,906	3,449,861	280,490	58,372	61,116	3,408,691	55,774	91.38%
DEPARTMENT OF ENERGY	19,340	1,075,783	39,323	57,658	18,353	1,050,560	57,242	94.21%
DEPARTMENT OF EDUCATION	4,683	248,070	3,663	53,755	4,389	233,245	53,143	92.66%
DEPARTMENT OF VETERANS AFFAIRS	226,138	8,382,338	824,320	40,713	198,816	7,403,928	37,240	80.42%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,704,535 )	( 66,856,790 )	( 4,738,443 )	( 42,003 )	( 1,526,804 )	( 63,354,774 )	( 41,495 )	( 88.49% )
AMERICAN BATTLE MONUMENTS COMMISSION	373	10,891	105	29,480	361	10,634	29,457	96.71%
ARMED FORCES RETIREMENT HOME	929	28,815	1,879	33,040	868	27,796	32,023	90.56%
ARMS CONTROL AND DISARMAMENT AGENCY	220	14,214	145	65,268	197	12,769	64,817	88.93%
COMMODITY FUTURES TRADE COMMISSION	546	30,816	630	57,593	503	28,804	57,264	91.60%
CONSUMER PRODUCT SAFETY COMMISSION	469	26,616	14	56,780	449	25,772	57,399	96.78%
CORPORATION NATIONAL AND COMMUNITY SERVICE	538	27,746	260	52,056	420	22,131	52,693	79.02%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,634	133,306	58	50,632	2,591	131,361	50,699	98.50%
ENVIRONMENTAL PROTECTION AGENCY	16,321	902,710	3,821	55,544	15,785	880,568	55,785	97.14%
EXPORT-IMPORT BANK OF THE U.S.	430	24,701	134	57,756	420	24,244	57,724	97.62%
FARM CREDIT ADMINISTRATION	363	22,220	2,089	66,967	353	21,729	61,555	89.39%
FEDERAL COMMUNICATIONS COMMISSION	2,151	114,435	1,988	54,125	1,907	102,122	53,551	87.72%
FEDERAL DEPOSIT INSURANCE CORPORATION	11,889	684,720	42,322	61,152	8,800	542,161	61,609	74.57%
FEDERAL ELECTION COMMISSION	318	15,329	241	48,962	301	15,089	50,130	96.91%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,340	189,356	28,828	40,858	2,261	117,414	51,930	53.81%
FEDERAL HOUSING FINANCE BOARD	109	7,169	9	65,853	97	6,382	65,794	88.91%
FEDERAL LABOR RELATIONS AUTHORITY	211	13,584	163	65,152	203	13,085	64,458	95.18%
FEDERAL MARITIME COMMISSION	159	9,485		59,654	159	9,485	59,654	100.00%
FEDERAL MEDIATION AND COUNCIL SERVICE	285	17,919	193	63,551	280	17,647	63,025	97.43%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	103	5,826	72	57,262	97	5,526	56,969	93.69%
FEDERAL TRADE COMMISSION	943	59,649	1,017	64,333	868	56,251	64,805	92.72%
GENERAL SERVICES ADMINISTRATION	16,071	697,923	43,989	46,165	15,405	689,659	44,769	92.96%
U.S. INFORMATION AGENCY	7,379	314,680	13,545	44,481	7,080	308,398	43,559	93.96%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	242	8,627	190	36,434	225	8,056	35,804	91.37%
MERIT SYSTEMS PROTECTION BOARD	267	17,609	211	66,742	251	16,506	65,761	92.63%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	21,250	1,244,087	22,706	59,614	20,472	1,226,654	59,919	96.83%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,480	82,703	2,594	34,394	1,896	72,645	38,315	85.17%
NATIONAL CREDIT UNION ADMINISTRATION	930	52,628	612	57,247	912	52,120	57,149	97.90%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 343 )	( 19,615 )	( 208 )	( 57,793 )	( 315 )	( 17,838 )	( 56,629 )	( 89.99% )
NATIONAL ENDOWMENT FOR ARTS	169	9,981	16	59,154	148	8,435	56,993	84.38%
NATIONAL ENDOWMENT FOR HUMANITIES	174	9,634	192	56,471	167	9,403	56,305	95.70%
NATIONAL LABOR RELATIONS BOARD	1,925	113,003	1,089	59,269	1,864	109,370	58,675	95.86%
NATIONAL SCIENCE FOUNDATION	1,267	76,138	1,855	61,557	1,138	68,857	60,507	88.29%
NATIONAL TRANSPORTATION SAFETY BOARD	368	23,300	487	64,639	318	21,446	67,440	90.16%
NUCLEAR REGULATORY COMMISSION	3,251	222,572	5,138	70,043	2,989	218,166	72,990	95.81%
U.S. OFFICE OF PERSONNEL MANAGEMENT	3,457	146,676	5,066	43,894	3,027	137,652	45,475	90.71%
PANAMA CANAL COMMISSION	10,056	249,851	49,477	29,766	7,465	227,972	30,539	76.16%
PEACE CORPS	1,126	45,794	368	40,996	1,067	43,813	41,062	94.91%
RAILROAD RETIREMENT BOARD	1,480	65,475	976	44,899	1,436	64,099	44,637	96.46%
SECURITIES AND EXCHANGE COMMISSION	2,783	160,723	2,673	58,712	2,717	159,687	58,773	97.73%
SELECTIVE SERVICE SYSTEM	188	7,639	58	40,941	173	7,181	41,509	93.30%
SMALL BUSINESS ADMINISTRATION	5,169	211,149	14,526	43,659	3,445	161,740	46,949	71.67%
<b>SMITHSONIAN INSTITUTION</b>	( 5,210 )	( 199,797 )	( 8,028 )	( 39,890 )	( 4,817 )	( 191,926 )	( 39,843 )	( 92.35% )
SMITHSONIAN INSTITUTION	4,399	171,843	5,937	40,414	4,060	164,649	40,554	92.61%
NATIONAL GALLERY OF ART	811	27,954	2,091	37,047	757	27,277	36,033	90.79%
SOCIAL SECURITY ADMINISTRATION	66,049	2,562,642	146,673	41,020	60,946	2,468,378	40,501	91.11%
TENNESSEE VALLEY AUTHORITY	17,957	745,101	168,576	50,881	15,533	734,285	47,273	80.37%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 4,136 )	( 204,917 )	( 8,939 )	( 51,706 )	( 3,192 )	( 194,740 )	( 61,009 )	( 91.06% )
OVERSEAS PRIVATE INVESTMENT CORPERATION	184	9,974	38	54,413	180	9,728	54,044	97.16%
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,952	194,943	8,901	51,580	3,012	185,012	61,425	90.76%
U.S. INTERNATIONAL TRADE COMMISSION	380	23,203	290	61,824	351	21,186	60,359	90.18%
U.S. POSTAL SERVICE	887,546	28,209,887	4,356,396	36,693	658,680	24,066,632	36,538	73.90%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,105,641 )	( 38,045,246 )	( 4,938,638 )	( 38,877 )	( 852,634 )	( 33,359,976 )	( 39,126 )	( 77.61% )
<b>TOTAL - ALL AGENCIES</b>	( 2,811,439 )	( 104,978,624 )	( 9,678,552 )	( 40,782 )	( 2,380,640 )	( 96,789,213 )	( 40,657 )	( 84.42% )

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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
	WHITE HOUSE OFFICE	2	88	44,000	0.42%	1	58	58,000
OFFICE OF MANAGEMENT AND BUDGET	16	671	41,938	1.85%	15	843	56,200	2.32%
OFFICE OF ADMINISTRATION	1	27	27,000	0.29%	5	235	47,000	2.56%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1	28	28,000	0.24%	7	175	25,000	1.52%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 20 )	( 814 )	( 40,700 )	( 1.04% )	( 28 )	( 1,311 )	( 46,821 )	( 1.68% )
DEPARTMENT OF STATE	738	19,464	26,374	1.89%	635	22,234	35,014	2.16%
DEPARTMENT OF TREASURY	694	38,767	55,860	0.58%	4,507	93,944	20,844	1.41%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 47,166 )	( 1,148,087 )	( 24,341 )	( 3.64% )	( 6,339 )	( 154,425 )	( 24,361 )	( 0.49% )
DEPARTMENT OF ARMY	17,185	395,345	23,005	4.38%	2,361	54,082	22,906	0.60%
DEPARTMENT OF NAVY	12,032	348,993	29,005	3.44%				
DEPARTMENT OF AIR FORCE	8,565	217,548	25,400	3.10%	1,772	61,653	34,793	0.88%
OTHER DEFENSE ACTIVITIES	9,384	186,201	19,842	3.47%	2,206	38,690	17,539	0.72%
DEPARTMENT OF JUSTICE	895	22,738	25,406	0.42%	1,525	50,684	33,235	0.94%
DEPARTMENT OF INTERIOR	9,539	263,146	27,586	9.44%	2,309	60,503	26,203	2.17%
DEPARTMENT OF AGRICULTURE	6,679	130,520	19,542	3.18%	6,533	138,168	21,149	3.37%
DEPARTMENT OF COMMERCE	374	12,583	33,644	0.75%	2,500	65,409	26,164	3.88%
DEPARTMENT OF LABOR	199	7,845	39,422	0.96%	325	10,252	31,545	1.25%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3,756	143,110	38,102	5.35%	1,308	50,138	38,332	1.87%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	198	4,477	22,611	0.76%	85	5,894	69,341	1.00%
DEPARTMENT OF TRANSPORTATION	439	14,061	32,030	0.38%	890	27,109	30,460	0.73%
DEPARTMENT OF ENERGY	308	16,412	53,286	1.47%	235	8,811	37,494	0.79%
DEPARTMENT OF EDUCATION	213	11,565	54,296	4.59%	77	3,260	42,338	1.30%
DEPARTMENT OF VETERANS AFFAIRS	9,601	383,851	39,980	4.17%	13,438	594,559	44,245	6.46%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 80,799 )	( 2,216,626 )	( 27,434 )	( 3.10% )	( 40,706 )	( 1,285,390 )	( 31,577 )	( 1.80% )
AMERICAN BATTLE MONUMENTS COMMISSION	8	257	32,125	2.34%				
ARMED FORCES RETIREMENT HOME	11	414	37,636	1.35%	24	605	25,208	1.97%
ARMS CONTROL AND DISARMAMENT AGENCY	10	576	57,600	4.01%	11	869	79,000	6.05%
COMMODITY FUTURES TRADE COMMISSION	19	884	46,526	2.81%	22	1,128	51,273	3.59%
CONSUMER PRODUCT SAFETY COMMISSION	8	380	47,500	1.43%	12	464	38,667	1.74%
CORPORATION NATIONAL AND COMMUNITY SERVICE	5	317	63,400	1.13%	109	5,298	48,606	18.92%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	25	1,071	42,840	0.80%	17	874	51,412	0.66%
ENVIRONMENTAL PROTECTION AGENCY	64	1,726	26,969	0.19%	432	20,416	47,259	2.25%
EXPORT-IMPORT BANK OF THE U.S.	9	457	50,778	1.84%				
FARM CREDIT ADMINISTRATION	1	64	64,000	0.26%	8	427	53,375	1.76%
FEDERAL COMMUNICATIONS COMMISSION	77	4,120	53,506	3.54%	153	8,193	53,549	7.04%
FEDERAL DEPOSIT INSURANCE CORPORATION	2,872	134,595	46,865	18.51%	148	7,964	53,811	1.10%
FEDERAL ELECTION COMMISSION	11	79	7,182	0.51%	5	161	32,200	1.03%
FEDERAL EMERGENCY MANAGEMENT AGENCY	468	15,212	32,504	6.97%	1,968	56,730	28,826	26.00%
FEDERAL HOUSING FINANCE BOARD	11	645	58,636	8.99%	1	142	142,000	1.98%
FEDERAL LABOR RELATIONS AUTHORITY	5	304	60,800	2.21%	3	195	65,000	1.42%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND COUNCIL SERVICE	1	11	11,000	0.06%	4	261	65,250	1.44%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	65	32,500	1.10%	4	235	58,750
FEDERAL TRADE COMMISSION	44	1,434	32,591	2.36%	28	1,964	70,143	3.24%
GENERAL SERVICES ADMINISTRATION	235	6,028	25,651	0.81%	73	2,236	30,630	0.30%
U.S. INFORMATION AGENCY	53	2,434	45,925	0.74%	99	3,848	38,869	1.17%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	12	407	33,917	4.62%	2	164	82,000	1.86%
MERIT SYSTEMS PROTECTION BOARD	6	327	54,500	1.84%	10	776	77,600	4.35%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	204	6,652	32,608	0.53%	452	10,781	23,852	0.85%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	6	104	17,333	0.12%	552	9,954	18,033	11.67%
NATIONAL CREDIT UNION ADMINISTRATION	9	242	26,889	0.45%	5	266	53,200	0.50%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 20 )	( 1,475 )	( 73,750 )	( 7.44% )	( 7 )	( 302 )	( 43,143 )	( 1.52% )
NATIONAL ENDOWMENT FOR ARTS	17	1,347	79,235	13.47%	4	199	49,750	1.99%
NATIONAL ENDOWMENT FOR HUMANITIES	3	128	42,667	1.30%	3	103	34,333	1.05%
NATIONAL LABOR RELATIONS BOARD	24	530	22,083	0.46%	37	3,103	83,865	2.72%
NATIONAL SCIENCE FOUNDATION	96	5,936	61,833	7.61%	29	1,345	46,379	1.72%
NATIONAL TRANSPORTATION SAFETY BOARD	18	1,229	68,278	5.17%	24	625	26,042	2.63%
NUCLEAR REGULATORY COMMISSION	11	457	41,545	0.20%	210	3,949	18,805	1.73%
U.S. OFFICE OF PERSONNEL MANAGEMENT	143	3,774	26,392	2.49%	220	5,250	23,864	3.46%
PANAMA CANAL COMMISSION	1,390	20,511	14,756	6.85%	157	1,368	8,713	0.46%
PEACE CORPS					55	1,981	36,018	4.29%
RAILROAD RETIREMENT BOARD	7	106	15,143	0.16%	33	1,270	38,485	1.91%
SECURITIES AND EXCHANGE COMMISSION	50	1,036	20,720	0.63%				
SELECTIVE SERVICE SYSTEM	4	249	62,250	3.24%	3	209	69,667	2.72%
SMALL BUSINESS ADMINISTRATION	1,489	48,262	32,412	21.39%	28	1,147	40,964	0.51%
<b>SMITHSONIAN INSTITUTION</b>	( 135 )	( 3,061 )	( 22,674 )	( 1.47% )	( 120 )	( 4,810 )	( 40,083 )	( 2.31% )
SMITHSONIAN INSTITUTION	133	3,025	22,744	1.70%	106	4,169	39,330	2.35%
NATIONAL GALLERY OF ART	2	36	18,000	0.12%	14	641	45,786	2.13%
SOCIAL SECURITY ADMINISTRATION	515	11,659	22,639	0.43%	2,553	82,605	32,356	3.05%
TENNESSEE VALLEY AUTHORITY	194	4,447	22,923	0.49%	470	6,369	13,551	0.70%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 131 )	( 7,757 )	( 59,214 )	( 3.63% )	( 49 )	( 2,420 )	( 49,388 )	( 1.13% )
OVERSEAS PRIVATE INVESTMENT CORPERATION					3	246	82,000	2.46%
AGENCY FOR INTERNATIONAL DEVELOPMENT	131	7,757	59,214	3.81%	46	2,174	47,261	1.07%
U.S. INTERNATIONAL TRADE COMMISSION	25	1,837	73,480	7.82%	3	180	60,000	0.77%
U.S. POSTAL SERVICE	1,464	30,850	21,072	0.09%	161,563	4,112,405	25,454	12.63%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 9,892 )	( 321,981 )	( 32,550 )	( 0.75% )	( 169,703 )	( 4,363,289 )	( 25,711 )	( 10.15% )
<b>TOTAL - ALL AGENCIES</b>	( 90,711 )	( 2,539,421 )	( 27,995 )	( 2.21% )	( 210,437 )	( 5,649,990 )	( 26,849 )	( 4.93% )

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	450	26,456	745	60,447	415	25,190	60,699	92.61%
OFFICE OF ADMINISTRATION	167	8,382	77	50,653	160	8,120	50,750	95.99%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	114	7,019	137	62,772	106	6,822	64,358	95.33%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 731 )	( 41,857 )	( 959 )	( 58,572 )	( 681 )	( 40,132 )	( 58,931 )	( 93.73% )
DEPARTMENT OF STATE	5,120	237,691	6,974	47,786	4,547	225,310	49,551	92.09%
DEPARTMENT OF TREASURY	146,963	5,602,022	427,148	41,025	139,513	5,481,925	39,293	90.92%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 549,491 )	( 21,729,444 )	( 949,828 )	( 41,273 )	( 507,159 )	( 20,952,818 )	( 41,314 )	( 92.39% )
DEPARTMENT OF ARMY	178,536	6,763,550	283,268	39,470	161,773	6,447,955	39,858	91.50%
DEPARTMENT OF NAVY	156,005	6,482,527	320,418	43,607	147,646	6,293,609	42,626	92.51%
DEPARTMENT OF AIR FORCE	114,860	4,519,388	171,683	40,842	106,324	4,359,467	41,002	92.93%
OTHER DEFENSE ACTIVITIES	100,090	3,963,979	174,459	41,347	91,416	3,851,787	42,135	93.07%
DEPARTMENT OF JUSTICE	106,336	4,049,716	627,342	43,984	91,552	3,990,300	43,585	85.32%
DEPARTMENT OF INTERIOR	54,819	2,156,524	100,002	41,163	47,429	2,010,929	42,399	89.12%
DEPARTMENT OF AGRICULTURE	101,776	3,633,655	286,581	38,518	86,611	3,412,932	39,405	87.06%
DEPARTMENT OF COMMERCE	27,240	1,233,364	60,072	47,483	24,625	1,183,556	48,063	91.50%
DEPARTMENT OF LABOR	15,719	770,128	12,895	49,814	15,177	754,034	49,683	96.30%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	47,231	2,054,232	72,394	45,026	43,655	1,968,000	45,081	92.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11,324	560,015	13,876	50,679	11,005	551,569	50,120	96.11%
DEPARTMENT OF TRANSPORTATION	60,900	3,323,361	270,879	59,019	58,417	3,285,843	56,248	91.42%
DEPARTMENT OF ENERGY	17,162	935,224	28,562	56,158	16,381	918,846	56,092	95.34%
DEPARTMENT OF EDUCATION	4,533	233,783	3,362	52,315	4,285	222,405	51,903	93.78%
DEPARTMENT OF VETERANS AFFAIRS	137,414	4,460,805	213,988	34,020	127,070	4,220,356	33,213	90.28%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,286,028 )	( 50,979,964 )	( 3,073,903 )	( 42,032 )	( 1,177,426 )	( 49,178,823 )	( 41,768 )	( 90.98% )
AMERICAN BATTLE MONUMENTS COMMISSION	59	2,500	82	43,763	54	2,371	43,907	91.83%
ARMED FORCES RETIREMENT HOME	655	20,691	1,394	33,718	614	19,930	32,459	90.24%
ARMS CONTROL AND DISARMAMENT AGENCY	187	10,296	145	55,834	170	9,537	56,100	91.34%
COMMODITY FUTURES TRADE COMMISSION	516	27,674	570	54,736	478	26,178	54,766	92.69%
CONSUMER PRODUCT SAFETY COMMISSION	454	24,941	14	54,967	437	24,359	55,741	97.61%
CORPORATION NATIONAL AND COMMUNITY SERVICE	529	26,693	260	50,951	413	21,332	51,651	79.15%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,588	127,999	53	49,479	2,550	126,638	49,662	98.90%
ENVIRONMENTAL PROTECTION AGENCY	15,982	867,781	3,679	54,528	15,458	846,577	54,766	97.14%
EXPORT-IMPORT BANK OF THE U.S.	430	24,701	134	57,756	420	24,244	57,724	97.62%
FEDERAL COMMUNICATIONS COMMISSION	2,079	108,017	1,907	52,873	1,842	96,341	52,302	87.64%
FEDERAL ELECTION COMMISSION	311	14,519	241	47,460	294	14,279	48,568	96.74%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,571	118,635	8,099	49,294	2,053	105,837	51,552	83.51%
FEDERAL LABOR RELATIONS AUTHORITY	191	11,320	128	59,937	185	11,045	59,703	96.48%
FEDERAL MARITIME COMMISSION	150	8,444		56,293	150	8,444	56,293	100.00%
FEDERAL MEDIATION AND COUNCIL SERVICE	282	17,449	193	62,560	277	17,177	62,011	97.36%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	91	4,476	11	49,308	86	4,265	49,593	95.05%
FEDERAL TRADE COMMISSION	891	54,436	920	62,128	813	51,262	63,053	92.60%
GENERAL SERVICES ADMINISTRATION	12,475	575,347	29,555	48,489	12,167	571,808	46,997	94.53%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST	
U.S. INFORMATION AGENCY	2,849	143,451	3,816	51,691	2,713	139,414	51,387	94.67%
MERIT SYSTEMS PROTECTION BOARD	250	15,632	175	63,228	237	14,883	62,797	94.15%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	20,267	1,162,284	19,818	58,326	19,530	1,145,223	58,639	96.88%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,428	79,926	2,492	33,945	1,845	69,869	37,869	84.77%
NATIONAL CREDIT UNION ADMINISTRATION	890	47,901	605	54,501	872	47,393	54,350	97.71%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 326 )	( 17,757 )	( 201 )	( 55,086 )	( 298 )	( 16,044 )	( 53,839 )	( 89.34% )
NATIONAL ENDOWMENT FOR ARTS	162	9,264	10	57,247	141	7,731	54,830	83.36%
NATIONAL ENDOWMENT FOR HUMANITIES	164	8,493	191	52,951	157	8,313	52,949	95.73%
NATIONAL LABOR RELATIONS BOARD	1,853	105,627	899	57,488	1,799	102,813	57,150	96.51%
NATIONAL SCIENCE FOUNDATION	868	38,863	1,170	46,121	802	36,481	45,488	91.13%
NATIONAL TRANSPORTATION SAFETY BOARD	355	20,676	437	59,473	308	19,347	62,815	91.64%
U.S. OFFICE OF PERSONNEL MANAGEMENT	3,381	141,053	4,704	43,111	2,953	132,029	44,710	90.58%
PANAMA CANAL COMMISSION	18	804	29	46,278	17	779	45,824	93.52%
RAILROAD RETIREMENT BOARD	1,451	63,150	964	44,186	1,407	61,774	43,905	96.35%
SECURITIES AND EXCHANGE COMMISSION	2,675	151,255	2,303	57,405	2,609	150,226	57,580	97.83%
SELECTIVE SERVICE SYSTEM	178	7,318	58	41,438	171	6,997	40,918	94.86%
SMALL BUSINESS ADMINISTRATION	5,126	205,891	14,256	42,947	3,396	156,482	46,078	71.08%
<b>SMITHSONIAN INSTITUTION</b>	( 4,169 )	( 168,864 )	( 5,887 )	( 41,917 )	( 3,844 )	( 161,867 )	( 42,109 )	( 92.63% )
SMITHSONIAN INSTITUTION	3,507	145,422	4,282	42,687	3,228	139,098	43,091	92.92%
NATIONAL GALLERY OF ART	662	23,442	1,605	37,835	616	22,769	36,963	90.91%
SOCIAL SECURITY ADMINISTRATION	65,516	2,540,101	144,216	40,972	60,451	2,446,073	40,464	91.12%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 1,506 )	( 78,269 )	( 435 )	( 52,260 )	( 1,425 )	( 75,097 )	( 52,700 )	( 95.42% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	163	9,126	38	56,221	159	8,901	55,981	97.13%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1,343	69,143	397	51,780	1,266	66,196	52,288	95.19%
U.S. INTERNATIONAL TRADE COMMISSION	364	21,610	281	60,140	341	20,244	59,367	92.48%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 154,911 )	( 7,056,351 )	( 250,131 )	( 47,166 )	( 143,479 )	( 6,784,659 )	( 47,287 )	( 92.86% )
<b>TOTAL - ALL AGENCIES</b>	( 1,441,670 )	( 58,078,172 )	( 3,324,993 )	( 42,592 )	( 1,321,586 )	( 56,003,614 )	( 42,376 )	( 91.21% )

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	13	456	35,077	1.68%	15	810	54,000	2.98%
OFFICE OF ADMINISTRATION	1	27	27,000	0.32%	5	235	47,000	2.78%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1	28	28,000	0.39%	6	169	28,167	2.36%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 15 )	( 511 )	( 34,067 )	( 1.19% )	( 26 )	( 1,214 )	( 46,692 )	( 2.84% )
DEPARTMENT OF STATE	269	7,296	27,123	2.98%	128	5,085	39,727	2.08%
DEPARTMENT OF TREASURY	543	33,476	61,650	0.56%	4,251	86,621	20,377	1.44%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 27,027 )	( 689,926 )	( 25,527 )	( 3.04% )	( 4,441 )	( 86,700 )	( 19,523 )	( 0.38% )
DEPARTMENT OF ARMY	11,966	274,931	22,976	3.90%	1,748	40,664	23,263	0.58%
DEPARTMENT OF NAVY	4,432	188,918	42,626	2.78%				
DEPARTMENT OF AIR FORCE	5,452	133,872	24,555	2.85%	1,543	26,049	16,882	0.56%
OTHER DEFENSE ACTIVITIES	5,177	92,205	17,811	2.23%	1,150	19,987	17,380	0.48%
DEPARTMENT OF JUSTICE	849	19,743	23,254	0.42%	1,318	39,673	30,101	0.85%
DEPARTMENT OF INTERIOR	4,387	104,075	23,724	4.61%	1,595	41,520	26,031	1.84%
DEPARTMENT OF AGRICULTURE	5,885	113,748	19,328	2.90%	3,894	106,975	27,472	2.73%
DEPARTMENT OF COMMERCE	133	3,175	23,872	0.25%	1,849	46,633	25,221	3.61%
DEPARTMENT OF LABOR	181	6,535	36,105	0.83%	314	9,559	30,443	1.22%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,865	43,792	23,481	2.06%	1,139	42,440	37,261	2.00%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	196	4,261	21,740	0.74%	69	4,185	60,652	0.73%
DEPARTMENT OF TRANSPORTATION	331	10,786	32,586	0.30%	877	26,732	30,481	0.74%
DEPARTMENT OF ENERGY	210	8,117	38,652	0.84%	229	8,261	36,074	0.86%
DEPARTMENT OF EDUCATION	176	8,661	49,210	3.65%	68	2,717	39,956	1.15%
DEPARTMENT OF VETERANS AFFAIRS	4,234	119,240	28,162	2.55%	3,767	121,209	32,177	2.59%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 46,286 )	( 1,172,831 )	( 25,339 )	( 2.17% )	( 23,939 )	( 628,310 )	( 26,246 )	( 1.16% )
AMERICAN BATTLE MONUMENTS COMMISSION	3	129	43,000	5.00%				
ARMED FORCES RETIREMENT HOME	9	365	40,556	1.65%	15	396	26,400	1.79%
ARMS CONTROL AND DISARMAMENT AGENCY	9	429	47,667	4.11%	6	330	55,000	3.16%
COMMODITY FUTURES TRADE COMMISSION	15	368	24,533	1.30%	22	1,128	51,273	3.99%
CONSUMER PRODUCT SAFETY COMMISSION	5	118	23,600	0.47%	12	464	38,667	1.86%
CORPORATION NATIONAL AND COMMUNITY SERVICE	4	112	28,000	0.42%	108	5,249	48,602	19.47%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	20	487	24,350	0.38%	17	874	51,412	0.68%
ENVIRONMENTAL PROTECTION AGENCY	63	1,619	25,698	0.19%	421	19,585	46,520	2.25%
EXPORT-IMPORT BANK OF THE U.S.	9	457	50,778	1.84%				
FEDERAL COMMUNICATIONS COMMISSION	76	3,964	52,158	3.61%	147	7,712	52,463	7.02%
FEDERAL ELECTION COMMISSION	11	79	7,182	0.54%	5	161	32,200	1.09%
FEDERAL EMERGENCY MANAGEMENT AGENCY	333	11,643	34,964	9.19%	38	1,155	30,395	0.91%
FEDERAL LABOR RELATIONS AUTHORITY	3	80	26,667	0.70%	3	195	65,000	1.70%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND COUNCIL SERVICE	1	11	11,000	0.06%	4	261	65,250	1.48%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1	64	64,000	1.43%	4	147	36,750	3.28%
FEDERAL TRADE COMMISSION	43	1,343	31,233	2.43%	33	1,831	55,485	3.31%
GENERAL SERVICES ADMINISTRATION	65	1,898	29,200	0.31%	45	1,641	36,467	0.27%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	32	1,643	51,344	1.12%	68	2,394	35,206	1.63%
MERIT SYSTEMS PROTECTION BOARD	5	204	40,800	1.29%	8	545	68,125	3.45%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	201	6,561	32,642	0.56%	448	10,500	23,438	0.89%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	6	104	17,333	0.13%	552	9,953	18,031	12.08%
NATIONAL CREDIT UNION ADMINISTRATION	9	242	26,889	0.50%	5	266	53,200	0.55%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 20 )	( 1,438 )	( 71,900 )	( 8.01% )	( 7 )	( 275 )	( 39,286 )	( 1.53% )
NATIONAL ENDOWMENT FOR ARTS	17	1,347	79,235	14.52%	4	186	46,500	2.01%
NATIONAL ENDOWMENT FOR HUMANITIES	3	91	30,333	1.05%	3	89	29,667	1.02%
NATIONAL LABOR RELATIONS BOARD	20	42	2,100	0.04%	34	2,772	81,529	2.60%
NATIONAL SCIENCE FOUNDATION	45	2,023	44,956	5.05%	17	359	21,118	0.90%
NATIONAL TRANSPORTATION SAFETY BOARD	15	738	49,200	3.50%	24	591	24,625	2.80%
U.S. OFFICE OF PERSONNEL MANAGEMENT	143	3,774	26,392	2.59%	220	5,250	23,864	3.60%
PANAMA CANAL COMMISSION		12		1.44%	1	13	13,000	1.56%
RAILROAD RETIREMENT BOARD	7	106	15,143	0.17%	33	1,270	38,485	1.98%
SECURITIES AND EXCHANGE COMMISSION	50	1,029	20,580	0.67%				
SELECTIVE SERVICE SYSTEM	3	112	37,333	1.52%	3	209	69,667	2.83%
SMALL BUSINESS ADMINISTRATION	1,489	48,262	32,412	21.92%	28	1,147	40,964	0.52%
<b>SMITHSONIAN INSTITUTION</b>	( 114 )	( 2,575 )	( 22,588 )	( 1.47% )	( 111 )	( 4,422 )	( 39,838 )	( 2.53% )
SMITHSONIAN INSTITUTION	112	2,539	22,670	1.70%	97	3,785	39,021	2.53%
NATIONAL GALLERY OF ART	2	36	18,000	0.14%	14	637	45,500	2.54%
SOCIAL SECURITY ADMINISTRATION	513	11,531	22,478	0.43%	2,550	82,497	32,352	3.07%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 36 )	( 1,518 )	( 42,167 )	( 1.93% )	( 39 )	( 1,654 )	( 42,410 )	( 2.10% )
OVERSEAS PRIVATE INVESTMENT CORPERATION					3	225	75,000	2.46%
AGENCY FOR INTERNATIONAL DEVELOPMENT	36	1,518	42,167	2.18%	36	1,429	39,694	2.05%
U.S. INTERNATIONAL TRADE COMMISSION	19	1,186	62,421	5.42%	3	180	60,000	0.82%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 3,397 )	( 106,266 )	( 31,282 )	( 1.45% )	( 5,031 )	( 165,426 )	( 32,881 )	( 2.26% )
<b>TOTAL - ALL AGENCIES</b>	( 49,698 )	( 1,279,608 )	( 25,748 )	( 2.08% )	( 28,996 )	( 794,950 )	( 27,416 )	( 1.29% )



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	887,546	28,209,887	4,356,396	36,693	658,680	24,066,632	36,538	73.90%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 887,546 )	( 28,209,887 )	( 4,356,396 )	( 36,693 )	( 658,680 )	( 24,066,632 )	( 36,538 )	( 73.90% )
<b>TOTAL - ALL AGENCIES</b>	( 887,546 )	( 28,209,887 )	( 4,356,396 )	( 36,693 )	( 658,680 )	( 24,066,632 )	( 36,538 )	( 73.90% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
U. S. POSTAL SERVICE	1,464	30,850	21,072	0.09%	161,563	4,112,405	25,454	12.63%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,464 )	( 30,850 )	( 21,072 )	( 0.09% )	( 161,563 )	( 4,112,405 )	( 25,454 )	( 12.63% )
<b>TOTAL - ALL AGENCIES</b>	( 1,464 )	( 30,850 )	( 21,072 )	( 0.09% )	( 161,563 )	( 4,112,405 )	( 25,454 )	( 12.63% )

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	11,925	1,055,742	378,287	120,254	7,694	695,986	90,458	48.53%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 11,925 )	( 1,055,742 )	( 378,287 )	( 120,254 )	( 7,694 )	( 695,986 )	( 90,458 )	( 48.53% )
<b>TOTAL - ALL AGENCIES</b>	( 11,925 )	( 1,055,742 )	( 378,287 )	( 120,254 )	( 7,694 )	( 695,986 )	( 90,458 )	( 48.53% )

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	1,045	84,227	80,600	5.87%	3,186	275,529	86,481	19.21%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,045 )	( 84,227 )	( 80,600 )	( 5.87% )	( 3,186 )	( 275,529 )	( 86,481 )	( 19.21% )
<b>TOTAL - ALL AGENCIES</b>	( 1,045 )	( 84,227 )	( 80,600 )	( 5.87% )	( 3,186 )	( 275,529 )	( 86,481 )	( 19.21% )

**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	39,528	1,819,811	179,698	50,585	34,704	1,651,192	47,579	82.58%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 39,528 )	( 1,819,811 )	( 179,698 )	( 50,585 )	( 34,704 )	( 1,651,192 )	( 47,579 )	( 82.58% )
<b>TOTAL - ALL AGENCIES</b>	( 39,528 )	( 1,819,811 )	( 179,698 )	( 50,585 )	( 34,704 )	( 1,651,192 )	( 47,579 )	( 82.58% )

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	1,469	60,103	40,914	3.01%	2,374	108,516	45,710	5.43%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,469 )	( 60,103 )	( 40,914 )	( 3.01% )	( 2,374 )	( 108,516 )	( 45,710 )	( 5.43% )
<b>TOTAL - ALL AGENCIES</b>	( 1,469 )	( 60,103 )	( 40,914 )	( 3.01% )	( 2,374 )	( 108,516 )	( 45,710 )	( 5.43% )

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	5,062	254,838	18,871	54,071	5,006	253,378	50,615	92.57%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 5,062 )	( 254,838 )	( 18,871 )	( 54,071 )	( 5,006 )	( 253,378 )	( 50,615 )	( 92.57% )
<b>TOTAL - ALL AGENCIES</b>	( 5,062 )	( 254,838 )	( 18,871 )	( 54,071 )	( 5,006 )	( 253,378 )	( 50,615 )	( 92.57% )

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	55	1,432	26,036	0.52%	1	28	28,000	0.01%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 55 )	( 1,432 )	( 26,036 )	( 0.52% )	( 1 )	( 28 )	( 28,000 )	( 0.01% )
<b>TOTAL - ALL AGENCIES</b>	( 55 )	( 1,432 )	( 26,036 )	( 0.52% )	( 1 )	( 28 )	( 28,000 )	( 0.01% )

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	75	8,441	297	116,507	73	8,241	112,890	94.31%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	26	2,949		113,423	26	2,949	113,423	100.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 101 )	( 11,390 )	( 297 )	( 115,713 )	( 99 )	( 11,190 )	( 113,030 )	( 95.75% )
DEPARTMENT OF STATE	128	14,713		114,945	128	14,713	114,945	100.00%
DEPARTMENT OF TREASURY	544	59,771	989	111,691	542	59,526	109,827	97.97%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 1,103 )	( 125,595 )	( 4,818 )	( 118,235 )	( 1,001 )	( 114,295 )	( 114,181 )	( 87.64% )
DEPARTMENT OF ARMY	9	1,023	861	209,333	9	1,023	113,667	54.30%
DEPARTMENT OF NAVY	345	40,092	1,585	120,803	344	39,976	116,209	95.92%
DEPARTMENT OF AIR FORCE	192	20,444	564	109,417	192	20,444	106,479	97.32%
OTHER DEFENSE ACTIVITIES	557	64,036	1,808	118,212	456	52,852	115,904	80.27%
DEPARTMENT OF JUSTICE	583	66,903	457	115,540	577	66,330	114,957	98.47%
DEPARTMENT OF INTERIOR	237	26,414	6	111,477	232	25,930	111,767	98.15%
DEPARTMENT OF AGRICULTURE	343	37,945	485	112,041	337	37,275	110,608	96.99%
DEPARTMENT OF COMMERCE	408	45,843	689	114,049	406	45,620	112,365	98.04%
DEPARTMENT OF LABOR	168	18,786	159	112,768	165	18,475	111,970	97.52%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	513	56,818	2,852	116,316	513	56,818	110,756	95.22%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	100	11,252	231	114,830	98	11,038	112,633	96.12%
DEPARTMENT OF TRANSPORTATION	371	41,756	729	114,515	369	41,452	112,336	97.57%
DEPARTMENT OF ENERGY	518	59,709	484	116,203	493	56,588	114,783	94.01%
DEPARTMENT OF EDUCATION	77	8,675	231	115,662	74	8,383	113,284	94.13%
DEPARTMENT OF VETERANS AFFAIRS	295	33,041	879	114,983	295	33,041	112,003	97.41%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 5,388 )	( 607,221 )	( 13,009 )	( 115,113 )	( 5,230 )	( 589,484 )	( 112,712 )	( 95.04% )
AMERICAN BATTLE MONUMENTS COMMISSION	2	215		107,500	2	215	107,500	100.00%
ARMS CONTROL AND DISARMAMENT AGENCY	20	2,418		120,900	19	2,272	119,579	93.96%
COMMODITY FUTURES TRADE COMMISSION	22	2,646		120,273	21	2,537	120,810	95.88%
CONSUMER PRODUCT SAFETY COMMISSION	11	1,293		117,545	11	1,293	117,545	100.00%
CORPORATION NATIONAL AND COMMUNITY SERVICE	5	558		111,600	5	558	111,600	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	40	4,653		116,325	40	4,653	116,325	100.00%
ENVIRONMENTAL PROTECTION AGENCY	256	28,819	130	113,082	256	28,738	112,258	99.27%
FEDERAL COMMUNICATIONS COMMISSION	48	5,312	148	113,750	47	5,210	110,851	95.42%
FEDERAL EMERGENCY MANAGEMENT AGENCY	49	5,258	98	109,306	48	5,162	107,542	96.38%
FEDERAL LABOR RELATIONS AUTHORITY	16	1,857	35	118,250	16	1,857	116,063	98.15%
FEDERAL MARITIME COMMISSION	9	1,041		115,667	9	1,041	115,667	100.00%
FEDERAL MEDIATION AND COUNCIL SERVICE	2	347		173,500	2	347	173,500	100.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	10	1,138	61	119,900	10	1,138	113,800	94.91%
FEDERAL TRADE COMMISSION	34	3,956	86	118,882	33	3,865	117,121	95.62%
GENERAL SERVICES ADMINISTRATION	115	13,467	479	121,270	115	13,444	116,904	96.40%
U.S. INFORMATION AGENCY	39	4,216		108,103	39	4,216	108,103	100.00%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	1	112		112,000	1	112	112,000	100.00%
MERIT SYSTEMS PROTECTION BOARD	14	1,623	36	118,500	14	1,623	115,929	97.83%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	518	61,874	1,026	121,429	518	61,874	119,448	98.37%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	14	1,583	31	115,286	14	1,583	113,071	98.08%
NATIONAL CREDIT UNION ADMINISTRATION	37	4,368	8	118,270	37	4,368	118,054	99.82%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 15 )	( 1,680 )	( 1 )	( 112,067 )	( 15 )	( 1,643 )	( 109,533 )	( 97.74% )
NATIONAL ENDOWMENT FOR ARTS	5	553		110,600	5	553	110,600	100.00%
NATIONAL ENDOWMENT FOR HUMANITIES	10	1,127	1	112,800	10	1,090	109,000	96.63%
NATIONAL LABOR RELATIONS BOARD	62	6,612	188	109,677	59	6,303	106,831	92.69%
NATIONAL SCIENCE FOUNDATION	102	11,727	379	118,686	99	11,337	114,515	93.65%
NATIONAL TRANSPORTATION SAFETY BOARD	11	1,278	44	120,182	11	1,278	116,182	96.67%
NUCLEAR REGULATORY COMMISSION	182	21,482	695	121,852	182	21,482	118,033	96.87%
U.S. OFFICE OF PERSONNEL MANAGEMENT	34	4,254	260	132,765	34	4,254	125,118	94.24%
RAILROAD RETIREMENT BOARD	13	1,464	6	113,077	13	1,464	112,615	99.59%
SECURITIES AND EXCHANGE COMMISSION	79	8,615	293	112,759	79	8,615	109,051	96.71%
SELECTIVE SERVICE SYSTEM	2	226		113,000	1	89	89,000	39.38%
SMALL BUSINESS ADMINISTRATION	44	5,135	260	122,614	44	5,135	116,705	95.18%
SOCIAL SECURITY ADMINISTRATION	93	9,737	208	106,935	93	9,737	104,699	97.91%
TENNESSEE VALLEY AUTHORITY	3	355		118,333	3	355	118,333	100.00%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 52 )	( 6,061 )	( 16 )	( 116,865 )	( 51 )	( 5,946 )	( 116,588 )	( 97.84% )
AGENCY FOR INTERNATIONAL DEVELOPMENT	52	6,061	16	116,865	51	5,946	116,588	97.84%
U.S. INTERNATIONAL TRADE COMMISSION	7	809	6	116,429	7	809	115,571	99.26%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,961 )	( 226,189 )	( 4,494 )	( 117,635 )	( 1,948 )	( 224,553 )	( 115,274 )	( 97.34% )
<b>TOTAL - ALL AGENCIES</b>	( 7,450 )	( 844,800 )	( 17,800 )	( 115,785 )	( 7,277 )	( 825,227 )	( 113,402 )	( 95.67% )



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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 AERONAUTICS AND SPACE ADMINISTRATION							
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION								
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( 37 )	( )	( 2.20% )	( )	( )	( )	( )
NATIONAL ENDOWMENT FOR ARTS								
NATIONAL ENDOWMENT FOR HUMANITIES		37		3.28%				
NATIONAL LABOR RELATIONS BOARD	3	309	103,000	4.54%				
NATIONAL SCIENCE FOUNDATION	3	390	130,000	3.22%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
U.S. OFFICE OF PERSONNEL MANAGEMENT								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM	1	137	137,000	60.62%				
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION								
TENNESSEE VALLEY AUTHORITY								
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 1 )	( 115 )	( 115,000 )	( 1.89% )	( )	( )	( )	( )
AGENCY FOR INTERNATIONAL DEVELOPMENT	1	115	115,000	1.89%				
U.S. INTERNATIONAL TRADE COMMISSION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 12 )	( 1,545 )	( 128,750 )	( 0.67% )	( 1 )	( 91 )	( 91,000 )	( 0.04% )
<b>TOTAL - ALL AGENCIES</b>	( 158 )	( 18,154 )	( 114,899 )	( 2.10% )	( 15 )	( 1,419 )	( 94,600 )	( 0.16% )

**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1996**

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	11,329	521,683	97,883	54,688	10,285	516,305	50,200	83.33%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 11,329 )	( 521,683 )	( 97,883 )	( 54,688 )	( 10,285 )	( 516,305 )	( 50,200 )	( 83.33% )
<b>TOTAL - ALL AGENCIES</b>	( 11,329 )	( 521,683 )	( 97,883 )	( 54,688 )	( 10,285 )	( 516,305 )	( 50,200 )	( 83.33% )

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	194	4,447	22,923	0.72%	19	931	49,000	0.15%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 194 )	( 4,447 )	( 22,923 )	( 0.72% )	( 19 )	( 931 )	( 49,000 )	( 0.15% )
<b>TOTAL - ALL AGENCIES</b>	( 194 )	( 4,447 )	( 22,923 )	( 0.72% )	( 19 )	( 931 )	( 49,000 )	( 0.15% )

**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1996**

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	6,174	217,625	70,693	46,699	5,245	217,625	41,492	75.48%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 6,174 )	( 217,625 )	( 70,693 )	( 46,699 )	( 5,245 )	( 217,625 )	( 41,492 )	( 75.48% )
<b>TOTAL - ALL AGENCIES</b>	( 6,174 )	( 217,625 )	( 70,693 )	( 46,699 )	( 5,245 )	( 217,625 )	( 41,492 )	( 75.48% )

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								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( )	( )	( )	( )	( )	( )	( )	( )
<b>TOTAL - ALL AGENCIES</b>	( )	( )	( )	( )	( )	( )	( )	( )



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	2	33	49	41,000	1	33	33,000	40.24%
OFFICE OF ADMINISTRATION	11	265	37	27,455	10	265	26,500	87.75%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3	63	52	38,333	2	63	31,500	54.78%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 16 )	( 361 )	( 138 )	( 31,188 )	( 13 )	( 361 )	( 27,769 )	( 72.34% )
DEPARTMENT OF STATE	101	1,632	883	24,901	73	1,593	21,822	63.34%
DEPARTMENT OF TREASURY	4,305	154,869	27,108	42,271	3,827	151,506	39,589	83.26%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 200,013 )	( 6,455,044 )	( 651,135 )	( 35,529 )	( 175,412 )	( 6,043,928 )	( 34,456 )	( 85.05% )
DEPARTMENT OF ARMY	53,824	1,692,209	102,392	33,342	48,142	1,580,445	32,829	88.07%
DEPARTMENT OF NAVY	64,040	2,079,163	327,129	37,575	54,289	1,949,528	35,910	81.02%
DEPARTMENT OF AIR FORCE	60,936	2,083,722	170,417	36,992	55,940	1,975,016	35,306	87.62%
OTHER DEFENSE ACTIVITIES	21,213	599,950	51,197	30,696	17,041	538,939	31,626	82.77%
DEPARTMENT OF JUSTICE	5,054	180,381	20,704	39,787	4,706	179,864	38,220	89.45%
DEPARTMENT OF INTERIOR	9,837	305,796	23,516	33,477	7,462	254,211	34,067	77.19%
DEPARTMENT OF AGRICULTURE	3,030	79,436	8,781	29,115	2,016	62,122	30,814	70.42%
DEPARTMENT OF COMMERCE	740	23,382	1,914	34,184	681	22,747	33,402	89.92%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,819	79,578	10,364	31,906	2,425	73,203	30,187	81.39%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	16	532	95	39,188	14	495	35,357	78.95%
DEPARTMENT OF TRANSPORTATION	2,582	84,450	8,877	36,145	2,326	81,267	34,939	87.08%
DEPARTMENT OF ENERGY	559	24,648	3,023	49,501	513	24,330	47,427	87.93%
DEPARTMENT OF EDUCATION	8	199	40	29,875	7	199	28,429	83.26%
DEPARTMENT OF VETERANS AFFAIRS	31,244	828,860	48,558	28,083	26,746	747,816	27,960	85.23%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 260,308 )	( 8,218,807 )	( 804,998 )	( 34,666 )	( 226,208 )	( 7,643,281 )	( 33,789 )	( 84.70% )
ARMED FORCES RETIREMENT HOME	274	8,124	486	31,423	254	7,866	30,969	91.36%
COMMODITY FUTURES TRADE COMMISSION	4	89	60	37,250	3	89	29,667	59.73%
CONSUMER PRODUCT SAFETY COMMISSION	1	27		27,000	1	27	27,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2	64	5	34,500	1	50	50,000	72.46%
ENVIRONMENTAL PROTECTION AGENCY	24	843	11	35,583	24	833	34,708	97.54%
FEDERAL COMMUNICATIONS COMMISSION	19	550	36	30,842	18	550	30,556	93.86%
FEDERAL DEPOSIT INSURANCE CORPORATION	52	1,578	519	40,327	50	1,569	31,380	74.82%
FEDERAL EMERGENCY MANAGEMENT AGENCY	180	6,455	1,230	42,694	159	6,391	40,195	83.16%
FEDERAL TRADE COMMISSION	17	560	42	35,412	16	560	35,000	93.02%
GENERAL SERVICES ADMINISTRATION	3,291	104,786	13,953	36,080	3,105	103,909	33,465	87.51%
U.S. INFORMATION AGENCY	160	7,493	445	49,613	152	7,480	49,211	94.23%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	98	2,732	45	28,337	97	2,705	27,887	97.41%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	462	19,648	1,862	46,558	424	19,557	46,125	90.92%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	36	1,070	71	31,694	35	1,070	30,571	93.78%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 1 )	( 33 )	( 6 )	( 39,000 )	( 1 )	( 33 )	( 33,000 )	( 84.62% )
NATIONAL ENDOWMENT FOR ARTS	1	33	6	39,000	1	33	33,000	84.62%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
NATIONAL LABOR RELATIONS BOARD	6	171	2	28,833	5	149	29,800	86.13%
U.S. OFFICE OF PERSONNEL MANAGEMENT	36	1,031	100	31,417	34	1,031	30,324	91.16%
PANAMA CANAL COMMISSION	209	10,008	2,291	58,847	175	9,900	56,571	80.49%
RAILROAD RETIREMENT BOARD	12	391	6	33,083	12	391	32,583	98.49%
SECURITIES AND EXCHANGE COMMISSION	28	834	77	32,536	28	827	29,536	90.78%
SELECTIVE SERVICE SYSTEM	1	28		28,000	1	28	28,000	100.00%
SMALL BUSINESS ADMINISTRATION	5	123	10	26,600	4	123	30,750	92.48%
<b>SMITHSONIAN INSTITUTION</b>	( 1,005 )	( 29,444 )	( 2,036 )	( 31,323 )	( 943 )	( 28,814 )	( 30,556 )	( 91.53% )
SMITHSONIAN INSTITUTION	856	24,932	1,550	30,937	802	24,306	30,307	91.78%
NATIONAL GALLERY OF ART	149	4,512	486	33,544	141	4,508	31,972	90.20%
SOCIAL SECURITY ADMINISTRATION	436	12,585	2,249	34,023	400	12,515	31,288	84.37%
U.S. INTERNATIONAL TRADE COMMISSION	3	133	3	45,333	3	133	44,333	97.79%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 6,362 )	( 208,800 )	( 25,545 )	( 36,835 )	( 5,945 )	( 206,600 )	( 34,752 )	( 88.16% )
<b>TOTAL - ALL AGENCIES</b>	( 266,686 )	( 8,427,968 )	( 830,681 )	( 34,717 )	( 232,166 )	( 7,850,242 )	( 33,813 )	( 84.79% )

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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								
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( )	( )	( )	( )	( )	( )	( )
DEPARTMENT OF STATE	1	12	12,000	0.48%	1	27	27,000	1.07%
DEPARTMENT OF TREASURY	117	3,180	27,179	1.75%	12	183	15,250	0.10%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 13,654 )	( 365,314 )	( 26,755 )	( 5.14% )	( 699 )	( 45,802 )	( 65,525 )	( 0.64% )
DEPARTMENT OF ARMY	4,074	99,768	24,489	5.56%	554	11,996	21,653	0.67%
DEPARTMENT OF NAVY	3,610	129,635	35,910	5.39%				
DEPARTMENT OF AIR FORCE	2,771	75,282	27,168	3.34%	116	33,424	288,138	1.48%
OTHER DEFENSE ACTIVITIES	3,199	60,629	18,952	9.31%	29	382	13,172	0.06%
DEPARTMENT OF JUSTICE	12	320	26,667	0.16%	9	197	21,889	0.10%
DEPARTMENT OF INTERIOR	1,621	40,915	25,241	12.42%	372	10,670	28,683	3.24%
DEPARTMENT OF AGRICULTURE	703	14,536	20,677	16.48%	124	2,778	22,403	3.15%
DEPARTMENT OF COMMERCE	23	493	21,435	1.95%	6	142	23,667	0.56%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	182	5,421	29,786	6.03%	49	954	19,469	1.06%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		8		1.28%	1	29	29,000	4.63%
DEPARTMENT OF TRANSPORTATION	105	2,961	28,200	3.17%	9	222	24,667	0.24%
DEPARTMENT OF ENERGY	10	317	31,700	1.15%		1		0.00%
DEPARTMENT OF EDUCATION								
DEPARTMENT OF VETERANS AFFAIRS	1,073	24,420	22,759	2.78%	2,480	56,624	22,832	6.45%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 17,501 )	( 457,897 )	( 26,164 )	( 5.07% )	( 3,762 )	( 117,629 )	( 31,268 )	( 1.30% )
ARMED FORCES RETIREMENT HOME	2	49	24,500	0.57%	9	209	23,222	2.43%
COMMODITY FUTURES TRADE COMMISSION								
CONSUMER PRODUCT SAFETY COMMISSION								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	14	14,000	20.29%				
ENVIRONMENTAL PROTECTION AGENCY						10		1.17%
FEDERAL COMMUNICATIONS COMMISSION								
FEDERAL DEPOSIT INSURANCE CORPORATION		9		0.43%				
FEDERAL EMERGENCY MANAGEMENT AGENCY	3	64	21,333	0.83%				
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION	25	825	33,000	0.69%	2	52	26,000	0.04%
U.S. INFORMATION AGENCY					1	13	13,000	0.16%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	1	25	25,000	0.90%		2		0.07%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	3	91	30,333	0.42%				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( )	( )	( )	( )	( )
NATIONAL ENDOWMENT FOR ARTS								

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1996**

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 LABOR RELATIONS BOARD					1	22	22,000
U.S. OFFICE OF PERSONNEL MANAGEMENT								
PANAMA CANAL COMMISSION	4	79	19,750	0.64%	5	29	5,800	0.24%
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION		7		0.77%				
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
<b>SMITHSONIAN INSTITUTION</b>	( 18 )	( 414 )	( 23,000 )	( 1.32% )	( 8 )	( 216 )	( 27,000 )	( 0.69% )
SMITHSONIAN INSTITUTION	18	414	23,000	1.56%	8	212	26,500	0.80%
NATIONAL GALLERY OF ART						4		0.08%
SOCIAL SECURITY ADMINISTRATION	1	18	18,000	0.12%	2	52	26,000	0.35%
U.S. INTERNATIONAL TRADE COMMISSION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 58 )	( 1,595 )	( 27,500 )	( 0.68% )	( 28 )	( 605 )	( 21,607 )	( 0.26% )
<b>TOTAL - ALL AGENCIES</b>	( 17,559 )	( 459,492 )	( 26,168 )	( 4.96% )	( 3,790 )	( 118,234 )	( 31,196 )	( 1.28% )

**TABLE 7 - PAY SYSTEM 746 - WAGE EMPLOYEES (ALIENS EMPLOYED IN FOREIGN AREAS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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 SUBTOTAL EXECUTIVE DEPARTMENTS	1 ( 1 )	21 ( 21 )	1 ( 1 )	22,000 ( 22,000 )		2 ( 2 )		9.09% ( 9.09% )
PANAMA CANAL COMMISSION SUBTOTAL INDEPENDENT AGENCIES	6,665 ( 6,665 )	126,336 ( 126,336 )	30,759 ( 30,759 )	23,570 ( 23,570 )	4,704 ( 4,704 )	111,522 ( 111,522 )	23,708 ( 23,708 )	70.99% ( 70.99% )
<b>TOTAL - ALL AGENCIES</b>	( 6,666 )	( 126,357 )	( 30,760 )	( 23,570 )	( 4,704 )	( 111,524 )	( 23,708 )	( 70.98% )

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 TRANSPORTATION SUBTOTAL EXECUTIVE DEPARTMENTS	1 ( 1 )	19 ( 19 )	19,000 ( 19,000 )	86.36% ( 86.36% )				
PANAMA CANAL COMMISSION SUBTOTAL INDEPENDENT AGENCIES	1,028 ( 1,028 )	14,643 ( 14,643 )	14,244 ( 14,244 )	9.32% ( 9.32% )	25 ( 25 )	171 ( 171 )	6,840 ( 6,840 )	0.11% ( 0.11% )
<b>TOTAL - ALL AGENCIES</b>	( 1,029 )	( 14,662 )	( 14,249 )	( 9.33% )	( 25 )	( 171 )	( 6,840 )	( 0.11% )

**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON - WAGE BOARD)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
DEPARTMENT OF STATE	8,408	181,836	5,994	22,339	8,121	179,410	22,092	95.52%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 195 )	( 4,220 )	( 109 )	( 22,200 )	( 150 )	( 3,708 )	( 24,720 )	( 85.65% )
OTHER DEFENSE ACTIVITIES	195	4,220	109	22,200	150	3,708	24,720	85.65%
DEPARTMENT OF TRANSPORTATION	8	217	4	27,625	4	127	31,750	57.47%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 8,611 )	( 186,273 )	( 6,107 )	( 22,341 )	( 8,275 )	( 183,245 )	( 22,144 )	( 95.25% )
AMERICAN BATTLE MONUMENTS COMMISSION	312	8,175	23	26,276	305	8,047	26,384	98.16%
U.S. INFORMATION AGENCY	2,987	71,332	2,652	24,769	2,870	69,537	24,229	93.99%
NATIONAL TRANSPORTATION SAFETY BOARD		9						
PEACE CORPS	251	4,618	7	18,426	248	4,526	18,250	97.86%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 341 )	( 4,527 )	( 595 )	( 15,021 )	( 307 )	( 4,527 )	( 14,746 )	( 88.38% )
AGENCY FOR INTERNATIONAL DEVELOPMENT	341	4,527	595	15,021	307	4,527	14,746	88.38%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 3,891 )	( 88,661 )	( 3,277 )	( 23,628 )	( 3,730 )	( 86,637 )	( 23,227 )	( 94.23% )
<b>TOTAL - ALL AGENCIES</b>	( 12,502 )	( 274,934 )	( 9,384 )	( 22,742 )	( 12,005 )	( 269,882 )	( 22,481 )	( 94.92% )

59

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC	BASIC	BASIC	FTT COST	BASIC	BASIC	BASIC	PTI COST
	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
DEPARTMENT OF STATE	43	747	17,372	0.40%	96	1,679	17,490	0.89%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( )	( )	( )	( )	( 42 )	( 512 )	( 12,190 )	( 11.83% )
OTHER DEFENSE ACTIVITIES					42	512	12,190	11.83%
DEPARTMENT OF TRANSPORTATION					4	90	22,500	40.72%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 43 )	( 747 )	( 17,372 )	( 0.39% )	( 142 )	( 2,281 )	( 16,063 )	( 1.19% )
AMERICAN BATTLE MONUMENTS COMMISSION	5	128	25,600	1.56%				
U.S. INFORMATION AGENCY	17	612	36,000	0.83%	23	1,183	51,435	1.60%
NATIONAL TRANSPORTATION SAFETY BOARD						9		100.00%
PEACE CORPS					2	92	46,000	1.99%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( )	( )	( )	( )	( )	( )	( )
AGENCY FOR INTERNATIONAL DEVELOPMENT								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 22 )	( 740 )	( 33,636 )	( 0.80% )	( 25 )	( 1,284 )	( 51,360 )	( 1.40% )
<b>TOTAL - ALL AGENCIES</b>	( 65 )	( 1,487 )	( 22,877 )	( 0.52% )	( 167 )	( 3,565 )	( 21,347 )	( 1.25% )

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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
WHITE HOUSE OFFICE			4					
OFFICE OF MANAGEMENT AND BUDGET			48					
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( 52 )	( )	( )	( )	( )	( )	( )
DEPARTMENT OF STATE	148	9,000		60,811				
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 1,415 )	( 39,939 )	( 110 )	( 28,303 )	( 610 )	( 23,706 )	( 38,862 )	( 59.19% )
DEPARTMENT OF ARMY	24	910		37,917				
DEPARTMENT OF AIR FORCE	657	18,835		28,668	214	8,719	40,743	46.29%
OTHER DEFENSE ACTIVITIES	734	20,194	110	27,662	396	14,987	37,846	73.81%
DEPARTMENT OF JUSTICE	6	522	7	88,167		29		5.48%
DEPARTMENT OF INTERIOR	4	318		79,500				
DEPARTMENT OF AGRICULTURE	1	85		85,000		1		1.18%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	181	11,776	272	66,564	32	862	26,938	7.15%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	4	414		103,500				
DEPARTMENT OF TRANSPORTATION		56						
DEPARTMENT OF ENERGY	18	1,458	5	81,278		4		0.27%
DEPARTMENT OF EDUCATION	12	781		65,083				
DEPARTMENT OF VETERANS AFFAIRS	2	148		74,000				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,791 )	( 64,497 )	( 394 )	( 36,232 )	( 642 )	( 24,602 )	( 38,321 )	( 37.91% )
ARMS CONTROL AND DISARMAMENT AGENCY	5	540		108,000				
CORPORATION NATIONAL AND COMMUNITY SERVICE		21						
ENVIRONMENTAL PROTECTION AGENCY	8	663		82,875				
FEDERAL COMMUNICATIONS COMMISSION	1	77		77,000				
FEDERAL DEPOSIT INSURANCE CORPORATION	333	37,864	2,488	121,177	317	36,250	114,353	89.83%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	105		52,500				
FEDERAL TRADE COMMISSION	1	144		144,000		9		6.25%
GENERAL SERVICES ADMINISTRATION	6	264		44,000		6		2.27%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	281		70,250				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		1						
NATIONAL CREDIT UNION ADMINISTRATION		6				6		100.00%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( 14 )	( )	( )	( )	( )	( )	( )
NATIONAL ENDOWMENT FOR HUMANITIES		14						
NATIONAL SCIENCE FOUNDATION	7	624		89,143				
NATIONAL TRANSPORTATION SAFETY BOARD		12						
NUCLEAR REGULATORY COMMISSION	138	1,014		7,348				
SECURITIES AND EXCHANGE COMMISSION	1	19		19,000	1	19	19,000	100.00%
SOCIAL SECURITY ADMINISTRATION	3	219		73,000	1	53	53,000	24.20%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 5 )	( 495 )	( 4 )	( 99,800 )	( )	( )	( )	( )
AGENCY FOR INTERNATIONAL DEVELOPMENT	5	495	4	99,800				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 514 )	( 42,363 )	( 2,492 )	( 87,267 )	( 319 )	( 36,343 )	( 113,928 )	( 81.02% )
<b>TOTAL - ALL AGENCIES</b>	( 2,305 )	( 106,912 )	( 2,886 )	( 47,635 )	( 961 )	( 60,945 )	( 63,418 )	( 55.51% )

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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
WHITE HOUSE OFFICE		4		100.00%				
OFFICE OF MANAGEMENT AND BUDGET		15		31.25%		33		68.75%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( 19 )	( )	( 36.54% )	( )	( 33 )	( )	( 63.46% )
DEPARTMENT OF STATE					148	9,000	60,811	100.00%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 682 )	( 13,863 )	( 20,327 )	( 34.62% )	( 121 )	( 2,370 )	( 19,587 )	( 5.92% )
DEPARTMENT OF ARMY	4	262	65,500	28.79%	20	648	32,400	71.21%
DEPARTMENT OF AIR FORCE	342	8,394	24,544	44.57%	101	1,722	17,050	9.14%
OTHER DEFENSE ACTIVITIES	336	5,207	15,497	25.65%				
DEPARTMENT OF JUSTICE		17		3.21%	6	476	79,333	89.98%
DEPARTMENT OF INTERIOR	1	67	67,000	21.07%	3	251	83,667	78.93%
DEPARTMENT OF AGRICULTURE		3		3.53%	1	81	81,000	95.29%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	123	9,283	75,472	77.05%	26	1,631	62,731	13.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					4	414	103,500	100.00%
DEPARTMENT OF TRANSPORTATION		15		26.79%		41		73.21%
DEPARTMENT OF ENERGY	12	914	76,167	62.47%	6	540	90,000	36.91%
DEPARTMENT OF EDUCATION	4	319	79,750	40.85%	8	462	57,750	59.15%
DEPARTMENT OF VETERANS AFFAIRS	2	140	70,000	94.59%		8		5.41%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 824 )	( 24,621 )	( 29,880 )	( 37.94% )	( 323 )	( 15,274 )	( 47,288 )	( 23.54% )
ARMS CONTROL AND DISARMAMENT AGENCY		2		0.37%	5	538	107,600	99.63%
CORPORATION NATIONAL AND COMMUNITY SERVICE						21		100.00%
ENVIRONMENTAL PROTECTION AGENCY		26		3.92%	8	637	79,625	96.08%
FEDERAL COMMUNICATIONS COMMISSION					1	77	77,000	100.00%
FEDERAL DEPOSIT INSURANCE CORPORATION	14	1,400	100,000	3.47%	2	214	107,000	0.53%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	62	62,000	59.05%	1	43	43,000	40.95%
FEDERAL TRADE COMMISSION		22		15.28%	1	113	113,000	78.47%
GENERAL SERVICES ADMINISTRATION		27		10.23%	6	231	38,500	87.50%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					4	281	70,250	100.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION						1		100.00%
NATIONAL CREDIT UNION ADMINISTRATION								
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( )	( )	( 14 )	( )	( 100.00% )
NATIONAL ENDOWMENT FOR HUMANITIES						14		100.00%
NATIONAL SCIENCE FOUNDATION					7	624	89,143	100.00%
NATIONAL TRANSPORTATION SAFETY BOARD		7		58.33%		5		41.67%
NUCLEAR REGULATORY COMMISSION					138	1,014	7,348	100.00%
SECURITIES AND EXCHANGE COMMISSION								
SOCIAL SECURITY ADMINISTRATION	1	110	110,000	50.23%	1	56	56,000	25.57%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( 7 )	( )	( 1.40% )	( 5 )	( 488 )	( 97,600 )	( 97.80% )
AGENCY FOR INTERNATIONAL DEVELOPMENT		7		1.40%	5	488	97,600	97.80%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 16 )	( 1,663 )	( 103,938 )	( 3.71% )	( 179 )	( 4,357 )	( 24,341 )	( 9.71% )
<b>TOTAL - ALL AGENCIES</b>	( 840 )	( 26,303 )	( 31,313 )	( 23.96% )	( 502 )	( 19,664 )	( 39,171 )	( 17.91% )



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1996**

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	( 6,975 )	( 289,752 )	( 12,200 )	( 43,291 )	( 6,027 )	( 267,925 )	( 44,454 )	( 88.73% )
DEPARTMENT OF AIR FORCE	86	3,510	36	41,233	75	3,052	40,693	86.07%
OTHER DEFENSE ACTIVITIES	6,889	286,242	12,164	43,316	5,952	264,873	44,502	88.76%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 6,975 )	( 289,752 )	( 12,200 )	( 43,291 )	( 6,027 )	( 267,925 )	( 44,454 )	( 88.73% )
<b>TOTAL - ALL AGENCIES</b>	( 6,975 )	( 289,752 )	( 12,200 )	( 43,291 )	( 6,027 )	( 267,925 )	( 44,454 )	( 88.73% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	( 363 )	( 11,790 )	( 32,479 )	( 3.90% )	( 580 )	( 10,037 )	( 17,305 )	( 3.32% )
DEPARTMENT OF AIR FORCE					11	458	41,636	12.92%
OTHER DEFENSE ACTIVITIES	363	11,790	32,479	3.95%	569	9,579	16,835	3.21%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 363 )	( 11,790 )	( 32,479 )	( 3.90% )	( 580 )	( 10,037 )	( 17,305 )	( 3.32% )
<b>TOTAL - ALL AGENCIES</b>	( 363 )	( 11,790 )	( 32,479 )	( 3.90% )	( 580 )	( 10,037 )	( 17,305 )	( 3.32% )

## SUPPLEMENT II - SALARY SCHEDULES

	Page
The General Schedule .....	64
The Foreign Service .....	64
The Department of Medicine and Surgery, Veterans Administration .....	65
The Senior Executive Service .....	65
The Executive Service .....	65

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

As adjusted by Executive Order 12984, December 28, 1995

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$12,384	\$12,797	\$13,208	\$13,619	\$14,032	\$14,274	\$14,679	\$15,089	\$15,107	\$15,489
<b>2</b>	13,923	14,255	14,717	15,107	15,274	15,723	16,172	16,621	17,070	17,519
<b>3</b>	15,193	15,699	16,205	16,711	17,217	17,723	18,229	18,735	19,241	19,747
<b>4</b>	17,055	17,624	18,193	18,762	19,331	19,900	20,469	21,038	21,607	22,176
<b>5</b>	19,081	19,717	20,353	20,989	21,625	22,261	22,897	23,533	24,169	24,805
<b>6</b>	21,269	21,978	22,687	23,396	24,105	24,814	25,523	26,232	26,941	27,650
<b>7</b>	23,634	24,422	25,210	25,998	26,786	27,574	28,362	29,150	29,938	30,726
<b>8</b>	26,175	27,048	27,921	28,794	29,667	30,540	31,413	32,286	33,159	34,032
<b>9</b>	28,912	29,876	30,840	31,804	32,768	33,732	34,696	35,660	36,624	37,588
<b>10</b>	31,839	32,900	33,961	35,022	36,083	37,144	38,205	39,266	40,327	41,388
<b>11</b>	34,981	36,147	37,313	38,479	39,645	40,811	41,977	43,143	44,309	45,475
<b>12</b>	41,926	43,324	44,722	46,120	47,518	48,916	50,314	51,712	53,110	54,508
<b>13</b>	49,856	51,518	53,180	54,842	56,504	58,166	59,828	61,490	63,152	64,814
<b>14</b>	58,915	60,879	62,843	64,807	66,771	68,735	70,699	72,663	74,627	76,591
<b>15</b>	69,300	71,610	73,920	76,230	78,540	80,850	83,160	85,470	87,780	90,090

64

**FOREIGN SERVICE STAFF AND OFFICERS SCHEDULE**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1996)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
<b>1</b>	\$69,300	\$56,154	\$45,502	\$36,870	\$29,876	\$26,708	\$23,876	\$21,344	\$19,081
<b>2</b>	71,379	57,839	46,867	37,976	30,772	27,509	24,592	21,984	19,653
<b>3</b>	73,520	59,574	48,273	39,115	31,695	28,335	25,330	22,644	20,243
<b>4</b>	75,726	61,361	49,721	40,289	32,646	29,185	26,090	23,323	20,850
<b>5</b>	77,998	63,202	51,213	41,498	33,626	30,060	26,873	24,023	21,476
<b>6</b>	80,338	65,098	52,749	42,742	34,634	30,962	27,679	24,744	22,120
<b>7</b>	82,748	67,051	54,332	44,025	35,674	31,891	28,509	25,486	22,784
<b>8</b>	85,230	69,062	55,962	45,345	36,744	32,847	29,364	26,250	23,467
<b>9</b>	87,787	71,134	57,641	46,706	37,846	33,833	30,245	27,038	24,171
<b>10</b>	90,090	73,268	59,370	48,107	38,981	34,848	31,153	27,849	24,896
<b>11</b>	90,090	75,466	61,151	49,550	40,151	35,893	32,087	28,685	25,643
<b>12</b>	90,090	77,730	62,985	51,037	41,355	36,970	33,050	29,545	26,413
<b>13</b>	90,090	80,062	64,875	52,568	42,596	38,079	34,041	30,431	27,205
<b>14</b>	90,090	82,464	66,821	54,145	43,874	39,222	35,063	31,344	28,021

**VETERANS HEALTH ADMINISTRATION**

Physician and Dentist Schedule	TITLE 38, U.S.C. 7306 - Salary Table effective on the first day of the first applicable pay period beginning on or after January 1, 1996										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
<b>Associate</b>	34,981	36,147	37,313	38,479	39,645	40,811	41,977	43,143	44,309	45,475	1,166
<b>Full</b>	41,926	43,324	44,722	46,120	47,518	48,916	50,314	51,712	53,110	54,508	1,398
<b>Intermediate</b>	49,856	51,518	53,180	54,842	56,504	58,166	59,828	61,490	63,152	64,814	1,662
<b>Senior</b>	58,915	60,879	62,843	64,807	66,771	68,735	70,699	72,663	74,627	76,591	1,964
<b>Chief</b>	69,300	71,610	73,920	76,230	78,540	80,850	83,160	85,470	87,780	90,090	2,310
<b>Executive</b>	75,051	77,552	80,053	82,554	85,056	87,557	90,059	91,506	93,197	95,649	varied
<b>Director</b>	81,278	83,988	86,697	89,406	91,506	92,968	95,625	98,283	100,939		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$94,800
ES-2	99,300
ES-3	103,800
ES-4	109,400
ES-5	114,000
ES-6	115,700

EXECUTIVE SCHEDULE	
Level I	\$148,400
Level II	133,600
Level III	123,100
Level IV	115,700
Level V	108,200

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$75,205
AL-3/B	80,990
AL-3/C	86,775
AL-3/D	92,560
AL-3/E	98,345
AL-3/F	104,130
AL-2	109,915
AL-1	115,700

SENIOR LEVEL (SL & ST)	
Minimum	\$83,160
Maximum	115,700

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$115,700
Vice Chair	112,229
Others	108,758

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

**Sick leave** (22.0 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** (20.2 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** (4.8 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** (3.3 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, certain teachers, and executive branch officials appointed or designated by the President.

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. Since 1995 total leave days used decreased by 1.4 percent to 109,448,712. During this same period, the average number of total leave days used (all types) per employee increased 0.4 days to 40.8 days. **See Chart 8.**

The value of leave used by employees during leave year 1996 was \$17.2 billion, or 16.4 percent of basic pay. This represented an increase of \$554 million (3.3 percent) from the value of leave used in LY 1995. The average value per leave day used increased from \$150 in 1995 to \$157 in 1995.

Excluding "Other" leave, average leave usage per year (i.e., annual, sick, holiday, and other leave for employees covered by 5 U.S.C. 6301) increased 0.3 days between 1995 (40.4 days) and 1996 (40.7 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 1995 to 1996 were: annual leave increased (0.8 days) to 20.9 days; sick leave increased (0.5 days) to 9.3 days; holiday leave increased (0.1 days) to 8.5 days; and other leave for employees covered by 5 U.S.C. 6301 decreased (1.0 days) to 2.0 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 1996 decreased 370,068 days (or 22.4 percent) from the previous year. More than 39.3 million days of annual leave credit were carried over to 1996. The amount of annual leave forfeited by employees due to carry-over limitations was 1,283,369 days at an estimated loss in value to employees of \$203.6 million in leave year 1996 (versus a loss of \$247.7 million in leave year 1995). Sick leave credited for retirement was 9.2 million days in leave year 1996. This contrasts with 9.9 million days in 1995, 13.3 million days in 1994 and 6.8 million days in 1993. The total number of sick leave days earned was 31,496,471 days (down 434,094 days from leave year 1995). Total sick leave days used were 24,088,254 days (up 551,821 days from leave year 1995). A total of 155.4 million days of sick leave credit were carried over to 1996.

## Leave Used and its Value (continued)

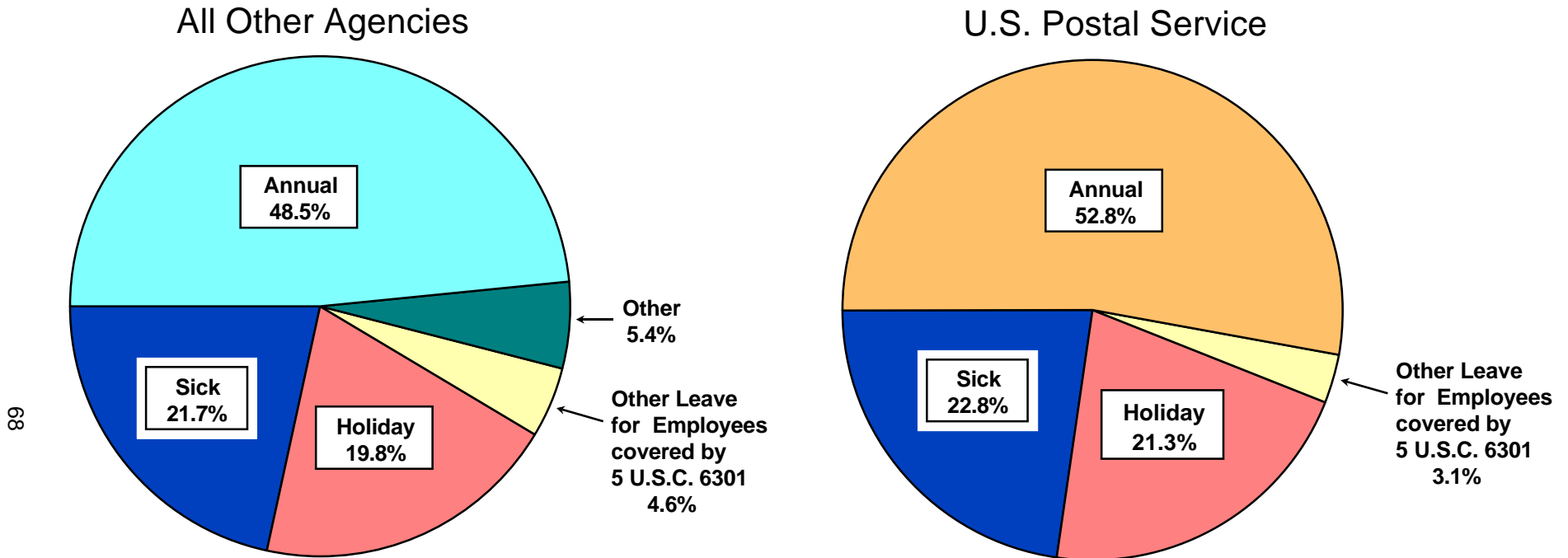
Defense and the U.S. Postal Service, together representing 60 percent of the total employment work years, accounted for 61 percent of annual leave, 60 percent of sick leave, 61 percent of holiday leave, and 41 percent of other leave for employees covered by 5 U.S.C. 6301. Defense agencies and the

Postal Service also accounted for 56 percent of annual leave carried over, 65 percent of sick leave carried over, and 76 percent of sick leave credited for retirement. Defense accounted for 44 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

**See Tables 8A and 8B.**

## CHART 8

### TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 1996



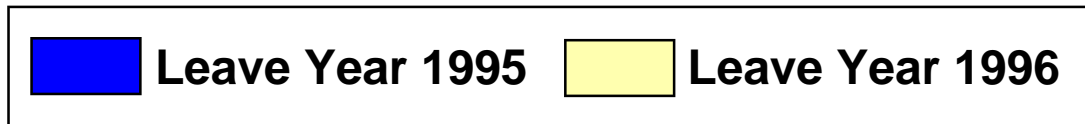
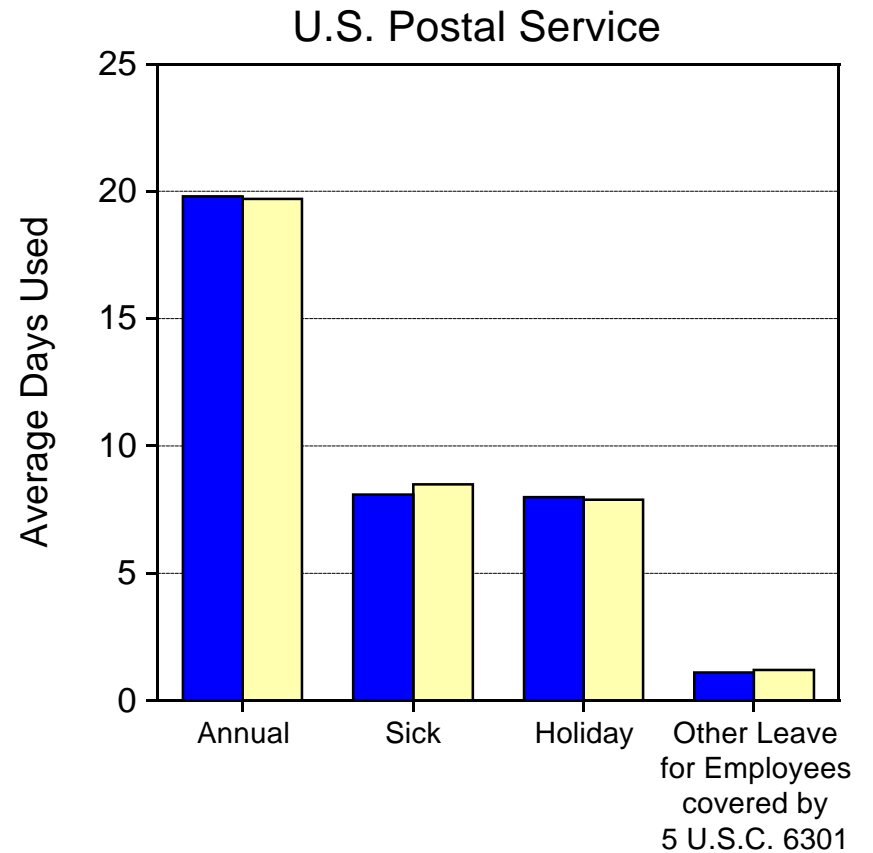
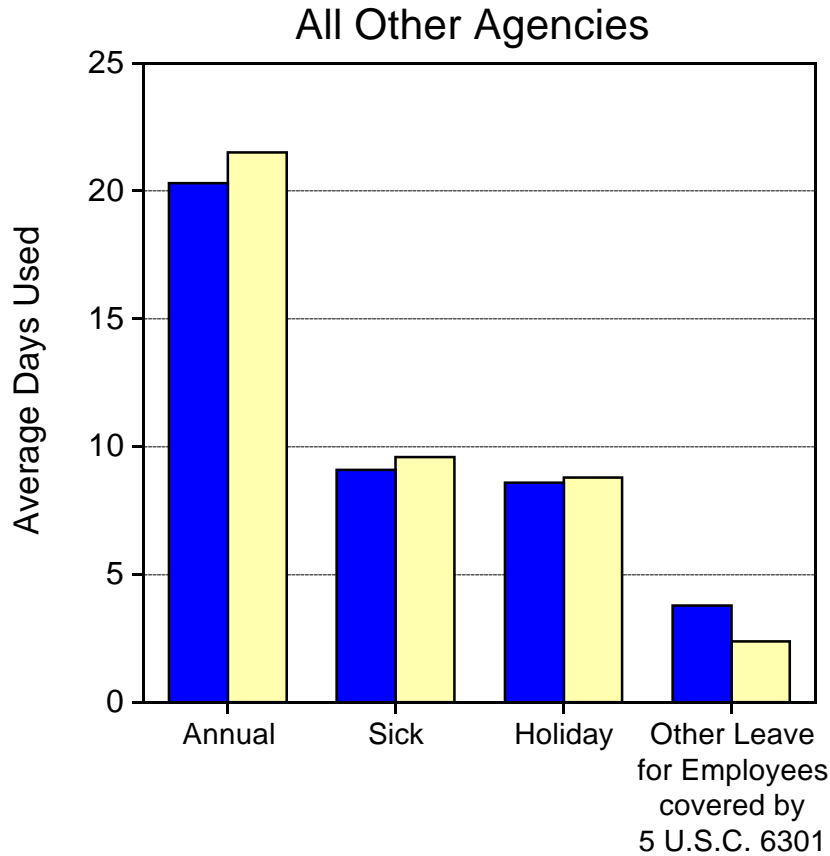
Leave Category	Days Used		Average Days Used	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Annual	38,178,248	16,214,809	21.5	19.7
Sick	17,106,094	6,982,160	9.6	8.5
Holiday	15,607,085	6,524,014	8.8	7.9
Other Leave for Employees covered by 5 U.S.C. 6301	4,285,245	950,836	2.4	1.2
Other *	3,600,221	0	44.7	0.0
<b>Total</b>	<b>78,776,893</b>	<b>30,671,819</b>	<b>42.4</b>	<b>37.3</b>

\* 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 YEAR '95 & '96**

69





**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**LEAVE YEAR 1996**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
WHITE HOUSE OFFICE	8,236	1,279	4,317	694	1,121	173
OFFICE OF MANAGEMENT AND BUDGET	18,648	4,980	10,340	2,888	3,039	734
OFFICE OF ADMINISTRATION	8,017	1,549	4,180	829	1,924	355
OFFICE OF THE U.S. TRADE REPRESENTATIVE	5,652	1,528	3,231	897	963	237
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 40,553 )	( 9,336 )	( 22,068 )	( 5,308 )	( 7,047 )	( 1,499 )
DEPARTMENT OF STATE	677,544	144,911	282,081	61,709	94,149	18,176
DEPARTMENT OF TREASURY	6,663,525	1,081,324	3,148,274	519,622	1,639,567	251,157
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 33,537,564 )	( 5,225,324 )	( 16,908,903 )	( 2,657,839 )	( 7,489,403 )	( 1,092,283 )
DEPARTMENT OF ARMY	10,295,805	1,614,007	5,214,600	798,789	2,171,932	302,412
DEPARTMENT OF NAVY	11,845,872	1,924,945	6,164,183	1,017,100	2,771,319	431,827
DEPARTMENT OF AIR FORCE	6,596,227	977,091	3,197,845	487,024	1,436,448	205,018
OTHER DEFENSE ACTIVITIES	4,799,660	709,281	2,332,275	354,926	1,109,704	153,026
DEPARTMENT OF JUSTICE	4,362,944	752,612	2,118,169	375,099	926,046	151,455
DEPARTMENT OF INTERIOR	2,780,414	432,757	1,455,148	233,167	525,992	76,270
DEPARTMENT OF AGRICULTURE	4,019,430	614,985	2,062,105	319,292	802,879	112,895
DEPARTMENT OF COMMERCE	1,445,334	265,375	717,447	132,678	278,415	47,839
DEPARTMENT OF LABOR	716,693	138,950	376,842	75,237	156,783	29,282
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,045,483	368,206	1,061,989	197,664	527,335	89,355
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	539,007	103,506	266,423	51,926	124,098	22,813
DEPARTMENT OF TRANSPORTATION	2,579,045	559,518	1,366,624	300,873	638,506	136,441
DEPARTMENT OF ENERGY	787,818	175,451	401,968	91,062	160,243	33,216
DEPARTMENT OF EDUCATION	219,449	45,282	105,345	22,144	46,398	9,229
DEPARTMENT OF VETERANS AFFAIRS	10,234,326	1,493,052	3,897,146	535,657	1,893,589	222,115
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 70,608,576 )	( 11,401,253 )	( 34,168,464 )	( 5,573,969 )	( 15,303,403 )	( 2,292,526 )
AMERICAN BATTLE MONUMENTS COMMISSION	12,962	1,262	1,388	205	315	45
ARMED FORCES RETIREMENT HOME	50,351	6,355	28,926	3,724	9,663	1,170
ARMS CONTROL AND DISARMAMENT AGENCY	10,215	2,392	4,482	1,106	1,658	335
COMMODITY FUTURES TRADE COMMISSION	22,871	4,753	10,857	2,309	4,684	940
CONSUMER PRODUCT SAFETY COMMISSION	21,371	4,697	11,247	2,498	4,069	854
CORPORATION NATIONAL AND COMMUNITY SERVICE	19,588	4,011	9,369	1,865	3,800	699
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	126,185	25,324	65,916	13,443	29,495	5,674
ENVIRONMENTAL PROTECTION AGENCY	484,892	105,995	196,580	44,134	98,312	20,629
EXPORT-IMPORT BANK OF THE U.S.	17,585	3,970	9,200	2,110	3,675	780
FARM CREDIT ADMINISTRATION	14,960	3,322	7,143	1,610	3,160	674
FEDERAL COMMUNICATIONS COMMISSION	90,588	18,714	42,985	8,976	18,368	3,571
FEDERAL DEPOSIT INSURANCE CORPORATION	460,265	94,584	203,542	42,238	111,747	22,420
FEDERAL ELECTION COMMISSION	12,877	2,588	5,874	1,214	2,892	556
FEDERAL EMERGENCY MANAGEMENT AGENCY	126,860	31,495	58,889	11,861	27,394	4,847
FEDERAL HOUSING FINANCE BOARD	3,977	920	1,896	439	816	188
FEDERAL LABOR RELATIONS AUTHORITY	9,017	2,265	4,588	1,185	1,616	383
FEDERAL MARITIME COMMISSION	7,977	1,763	3,649	806	2,085	461
FEDERAL MEDIATION AND COUNCIL SERVICE	9,889	2,380	5,834	1,442	1,633	352

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**LEAVE YEAR 1996**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4,956	1,108	2,198	510	1,087	220
FEDERAL TRADE COMMISSION	39,708	9,786	19,590	4,958	7,660	1,754
GENERAL SERVICES ADMINISTRATION	661,508	117,698	329,248	56,704	141,160	27,577
U.S. INFORMATION AGENCY	331,009	52,035	84,203	19,213	35,380	7,160
INTERNATIONAL BOUNDARY AND WATER COMMISSION	9,910	1,367	5,292	731	2,098	289
MERIT SYSTEMS PROTECTION BOARD	12,915	3,527	5,977	1,402	2,394	474
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	902,540	229,731	438,309	129,207	187,075	38,288
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98,296	13,891	43,569	6,834	18,627	2,629
NATIONAL CREDIT UNION ADMINISTRATION	36,180	8,094	19,289	4,411	6,586	1,413
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 17,805 )	( 3,824 )	( 8,895 )	( 1,927 )	( 3,859 )	( 793 )
NATIONAL ENDOWMENT FOR ARTS	8,401	1,818	3,729	814	2,337	467
NATIONAL ENDOWMENT FOR HUMANITIES	9,404	2,006	5,166	1,113	1,522	326
NATIONAL LABOR RELATIONS BOARD	88,284	17,966	43,868	9,052	18,933	3,731
NATIONAL SCIENCE FOUNDATION	54,736	12,834	27,633	6,479	9,616	2,255
NATIONAL TRANSPORTATION SAFETY BOARD	13,989	3,382	6,776	1,684	2,584	581
NUCLEAR REGULATORY COMMISSION	127,402	34,012	64,370	17,957	24,526	6,842
U.S. OFFICE OF PERSONNEL MANAGEMENT	145,552	26,010	70,679	13,902	35,453	5,585
PANAMA CANAL COMMISSION	377,511	38,559	263	44	195	27
PEACE CORPS	24,161	4,627	11,146	2,226	4,663	834
RAILROAD RETIREMENT BOARD	63,923	10,842	33,550	5,826	14,389	2,316
SECURITIES AND EXCHANGE COMMISSION	117,709	26,431	53,081	12,195	26,887	5,811
SELECTIVE SERVICE SYSTEM	8,989	1,500	4,460	768	2,092	326
SMALL BUSINESS ADMINISTRATION	196,609	34,770	94,927	17,435	45,653	7,525
<b>SMITHSONIAN INSTITUTION</b>	( 225,912 )	( 33,822 )	( 104,458 )	( 15,825 )	( 50,177 )	( 7,001 )
SMITHSONIAN INSTITUTION	187,515	28,425	87,503	13,468	41,262	5,828
NATIONAL GALLERY OF ART	38,397	5,397	16,955	2,357	8,915	1,173
SOCIAL SECURITY ADMINISTRATION	2,374,752	370,447	1,460,313	232,083	719,906	107,776
TENNESSEE VALLEY AUTHORITY	515,615	94,078	295,037	55,501	83,281	13,605
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 157,403 )	( 40,794 )	( 78,561 )	( 21,126 )	( 22,701 )	( 5,178 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	139,770	25,556	1,896	460	577	124
AGENCY FOR INTERNATIONAL DEVELOPMENT	154,930	40,210	76,665	20,666	22,124	5,054
U.S. INTERNATIONAL TRADE COMMISSION	17,960	4,116	9,659	2,234	3,280	716
U.S. POSTAL SERVICE	30,671,819	4,285,434	16,214,809	2,270,396	6,982,160	959,023
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 38,799,583 )	( 5,797,475 )	( 20,202,525 )	( 3,051,795 )	( 8,777,804 )	( 1,274,307 )
<b>TOTAL - ALL AGENCIES</b>	( 109,448,712 )	( 17,208,064 )	( 54,393,057 )	( 8,631,072 )	( 24,088,254 )	( 3,568,332 )

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**LEAVE YEAR 1996**

AGENCY	H O L I D A Y		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)
WHITE HOUSE OFFICE	2,716	401	82	11		
OFFICE OF MANAGEMENT AND BUDGET	5,111	1,320	158	38		
OFFICE OF ADMINISTRATION	1,817	348	96	17		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,456	394	2			
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 11,100 )	( 2,463 )	( 338 )	( 66 )	( )	( )
DEPARTMENT OF STATE	299,800	64,701	1,514	325		
DEPARTMENT OF TREASURY	1,453,208	239,822	422,476	70,723		
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 7,022,774 )	( 987,585 )	( 1,912,850 )	( 458,293 )	( 203,634 )	( 29,324 )
DEPARTMENT OF ARMY	2,196,411	256,875	712,862	255,931		
DEPARTMENT OF NAVY	2,322,776	378,095	486,743	85,279	100,851	12,644
DEPARTMENT OF AIR FORCE	1,438,301	198,373	500,860	84,562	22,773	2,114
OTHER DEFENSE ACTIVITIES	1,065,286	154,242	212,385	32,521	80,010	14,566
DEPARTMENT OF JUSTICE	1,065,888	180,750	252,841	45,308		
DEPARTMENT OF INTERIOR	567,502	89,938	105,116	16,369	126,656	17,013
DEPARTMENT OF AGRICULTURE	964,881	152,278	189,565	30,520		
DEPARTMENT OF COMMERCE	313,024	59,077	136,448	25,781		
DEPARTMENT OF LABOR	146,587	27,221	36,481	7,210		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	33,467	4,552	167,432	32,212	255,260	44,423
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	112,745	21,765	35,741	7,002		
DEPARTMENT OF TRANSPORTATION	456,571	96,319	117,344	25,885		
DEPARTMENT OF ENERGY	185,701	41,798	39,906	9,375		
DEPARTMENT OF EDUCATION	47,151	9,726	20,555	4,183		
DEPARTMENT OF VETERANS AFFAIRS	1,665,056	203,856	311,199	49,850	2,467,336	481,574
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 14,334,355 )	( 2,179,388 )	( 3,749,468 )	( 783,036 )	( 3,052,886 )	( 572,334 )
AMERICAN BATTLE MONUMENTS COMMISSION	624	89	39	7	10,596	916
ARMED FORCES RETIREMENT HOME	8,033	970	3,729	491		
ARMS CONTROL AND DISARMAMENT AGENCY	2,870	701	1,205	250		
COMMODITY FUTURES TRADE COMMISSION	5,434	1,114	1,896	390		
CONSUMER PRODUCT SAFETY COMMISSION	4,600	1,014	1,455	331		
CORPORATION NATIONAL AND COMMUNITY SERVICE	5,026	1,166	1,393	281		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	26,310	5,290	4,464	917		
ENVIRONMENTAL PROTECTION AGENCY	155,952	33,391	34,048	7,841		
EXPORT-IMPORT BANK OF THE U.S.	4,250	970	460	110		
FARM CREDIT ADMINISTRATION	3,295	733	1,362	305		
FEDERAL COMMUNICATIONS COMMISSION	20,720	4,367	8,515	1,800		
FEDERAL DEPOSIT INSURANCE CORPORATION	101,018	21,026	43,958	8,900		
FEDERAL ELECTION COMMISSION	2,713	541	1,398	277		
FEDERAL EMERGENCY MANAGEMENT AGENCY	31,880	13,100	8,697	1,687		
FEDERAL HOUSING FINANCE BOARD	1,265	293				
FEDERAL LABOR RELATIONS AUTHORITY	2,206	542	607	155		
FEDERAL MARITIME COMMISSION	1,548	342	695	154		
FEDERAL MEDIATION AND COUNCIL SERVICE	2,341	563	81	23		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**LEAVE YEAR 1996**

AGENCY	H O L I D A Y		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	1,170	271	501	107		
FEDERAL TRADE COMMISSION	9,435	2,335	3,023	739		
GENERAL SERVICES ADMINISTRATION	152,626	26,523	38,474	6,894		
U.S. INFORMATION AGENCY	51,222	9,782	1,024	195	159,180	15,685
INTERNATIONAL BOUNDARY AND WATER COMMISSION	2,400	331	120	16		
MERIT SYSTEMS PROTECTION BOARD	2,764	1,245	1,780	406		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	206,948	47,165	70,208	15,071		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32,260	3,825	3,840	603		
NATIONAL CREDIT UNION ADMINISTRATION	9,450	2,089	855	181		
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 3,685 )	( 805 )	( 1,366 )	( 299 )	( )	( )
NATIONAL ENDOWMENT FOR ARTS	1,785	416	550	121		
NATIONAL ENDOWMENT FOR HUMANITIES	1,900	389	816	178		
NATIONAL LABOR RELATIONS BOARD	19,408	3,945	6,075	1,238		
NATIONAL SCIENCE FOUNDATION	12,168	2,853	5,319	1,247		
NATIONAL TRANSPORTATION SAFETY BOARD	3,518	854	1,111	263		
NUCLEAR REGULATORY COMMISSION	32,244	8,995	6,262	218		
U.S. OFFICE OF PERSONNEL MANAGEMENT	30,698	5,009	8,722	1,514		
PANAMA CANAL COMMISSION	222	41			376,831	38,447
PEACE CORPS	8,352	1,567				
RAILROAD RETIREMENT BOARD	12,835	2,180	3,149	520		
SECURITIES AND EXCHANGE COMMISSION	30,437	6,800	7,274	1,625	30	
SELECTIVE SERVICE SYSTEM	1,726	281	711	125		
SMALL BUSINESS ADMINISTRATION	55,549	9,724	480	86		
<b>SMITHSONIAN INSTITUTION</b>	( 49,219 )	( 7,478 )	( 22,058 )	( 3,518 )	( )	( )
SMITHSONIAN INSTITUTION	41,655	6,435	17,095	2,694		
NATIONAL GALLERY OF ART	7,564	1,043	4,963	824		
SOCIAL SECURITY ADMINISTRATION	2,955	494	191,578	30,094		
TENNESSEE VALLEY AUTHORITY	118,766	21,854	18,531	3,118		
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 27,932 )	( 7,111 )	( 27,511 )	( 7,246 )	( 698 )	( 133 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	1,022	239	306	73		
AGENCY FOR INTERNATIONAL DEVELOPMENT	26,910	6,872	27,205	7,173	698	133
U.S. INTERNATIONAL TRADE COMMISSION	3,556	835	1,465	331		
U.S. POSTAL SERVICE	6,524,014	924,189	950,836	131,826		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 7,785,644 )	( 1,184,793 )	( 1,486,275 )	( 231,399 )	( 547,335 )	( 55,181 )
<b>TOTAL - ALL AGENCIES</b>	( 22,131,099 )	( 3,366,644 )	( 5,236,081 )	( 1,014,501 )	( 3,600,221 )	( 627,515 )

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1996**

A G E N C Y	A N N U A L			S I C K		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDIT FOR RETIREMENT
WHITE HOUSE OFFICE	4,420	4,997	319	3,171	12,233	4,364
OFFICE OF MANAGEMENT AND BUDGET	10,466	12,518	262	6,323	43,706	16,184
OFFICE OF ADMINISTRATION	3,989	3,576	72	2,358	12,052	8
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,066	3,755	87	1,758	13,923	1,476
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 21,941 )	( 24,846 )	( 740 )	( 13,610 )	( 81,914 )	( 22,032 )
DEPARTMENT OF STATE	316,553	485,956	17,799	181,399	1,398,967	
DEPARTMENT OF TREASURY	3,455,562	2,593,755	27,241	2,062,708	4,692,199	666
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 15,598,042 )	( 11,823,972 )	( 562,025 )	( 9,027,481 )	( 45,316,159 )	( 6,025,998 )
DEPARTMENT OF ARMY	4,785,398	3,097,301	137,792	2,742,122	12,926,377	1,215,498
DEPARTMENT OF NAVY	5,778,244	4,365,148	203,233	3,100,237	16,617,438	1,818,884
DEPARTMENT OF AIR FORCE	3,062,292	2,366,961	139,153	1,721,685	9,131,459	749,662
OTHER DEFENSE ACTIVITIES	1,972,108	1,994,562	81,847	1,463,437	6,640,885	2,241,954
DEPARTMENT OF JUSTICE	2,217,620	1,943,350	83,836	1,370,281	4,879,699	103,619
DEPARTMENT OF INTERIOR	1,385,262	1,274,513	22,815	815,333	5,089,002	221,402
DEPARTMENT OF AGRICULTURE	2,188,517	1,986,577	90,994	1,272,067	4,320,753	597
DEPARTMENT OF COMMERCE	703,382	654,120	12,834	404,305	1,234,335	2,488
DEPARTMENT OF LABOR	356,911	306,268	6,255	201,429	1,038,838	34,749
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,038,363	995,669	70,819	740,322	3,301,776	154,595
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	262,760	231,255	3,301	146,395	379,684	
DEPARTMENT OF TRANSPORTATION	1,446,235	1,229,568	18,090	811,019	4,904,059	231,727
DEPARTMENT OF ENERGY	421,814	377,194	6,597	238,597	1,513,155	137,585
DEPARTMENT OF EDUCATION	102,417	87,885	1,680	59,754	224,233	22,250
DEPARTMENT OF VETERANS AFFAIRS	3,630,219	1,195,034	38,456	2,164,053	8,220,457	110,851
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 33,123,657 )	( 25,185,116 )	( 962,742 )	( 19,495,143 )	( 86,513,316 )	( 7,046,527 )
AMERICAN BATTLE MONUMENTS COMMISSION	1,399	2,618	71	729	6,125	387
ARMED FORCES RETIREMENT HOME	18,633	16,683	821	9,123	40,181	5,263
ARMS CONTROL AND DISARMAMENT AGENCY	4,757	4,277	127	2,624	15,598	274
COMMODITY FUTURES TRADE COMMISSION	11,679	10,062	131	6,789	18,698	567
CONSUMER PRODUCT SAFETY COMMISSION	11,671	10,224	106	5,757	38,129	749
CORPORATION NATIONAL AND COMMUNITY SERVICE	10,297	9,584	1,108	6,347	15,375	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	65,311	51,551	1,200	33,330	130,879	4,802
ENVIRONMENTAL PROTECTION AGENCY	246,773	229,976	17,997	145,852	769,468	32,909
EXPORT-IMPORT BANK OF THE U.S.	9,503	8,444	274	5,247	25,354	2,180
FARM CREDIT ADMINISTRATION	7,518	7,662	107	4,305	17,931	753
FEDERAL COMMUNICATIONS COMMISSION	44,903	42,931	4,068	26,401	71,083	
FEDERAL DEPOSIT INSURANCE CORPORATION	214,094	174,171	1,501	131,051	365,546	608
FEDERAL ELECTION COMMISSION	5,860	4,751	6	3,551	11,897	
FEDERAL EMERGENCY MANAGEMENT AGENCY	63,430	54,987	1,599	39,074	102,928	283
FEDERAL HOUSING FINANCE BOARD	2,246	1,873	24	1,371	4,831	
FEDERAL LABOR RELATIONS AUTHORITY	4,809	4,824	276	2,708	17,773	1,451
FEDERAL MARITIME COMMISSION	3,524	3,497	84	1,897	10,538	694
FEDERAL MEDIATION AND COUNCIL SERVICE	6,418	6,715	291	3,636	13,854	720

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1996**

A G E N C Y	A N N U A L			S I C K		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDIT FOR RETIREMENT
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2,317	1,787	37	1,308	5,964	17
FEDERAL TRADE COMMISSION	20,379	18,280	768	12,050	62,571	1,133
GENERAL SERVICES ADMINISTRATION	362,758	304,246	6,304	185,535	985,889	120,333
U.S. INFORMATION AGENCY	94,539	8,180	2,156	61,395	8,801	4,660
INTERNATIONAL BOUNDARY AND WATER COMMISSION	5,351	5,236	91	3,075	22,172	394
MERIT SYSTEMS PROTECTION BOARD	6,585	5,903	334	3,627	10,940	258
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	510,643	591,426	41,405	294,290	2,742,626	228,742
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	45,200	37,027	202	25,340	128,907	1,102
NATIONAL CREDIT UNION ADMINISTRATION	20,198	18,512	277	11,657	73,729	1,884
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 7,883 )	( 6,854 )	( 129 )	( 4,224 )	( 15,310 )	( 1,308 )
NATIONAL ENDOWMENT FOR ARTS	3,895	3,504	97	2,292	6,674	416
NATIONAL ENDOWMENT FOR HUMANITIES	3,988	3,350	32	1,932	8,636	892
NATIONAL LABOR RELATIONS BOARD	44,805	39,971	2,319	24,966	76,979	638
NATIONAL SCIENCE FOUNDATION	26,303	31,487	1,096	15,447	93,081	3,635
NATIONAL TRANSPORTATION SAFETY BOARD	7,782	7,900	300	4,641	28,490	1,498
NUCLEAR REGULATORY COMMISSION	69,558	76,098	9,512	38,645	286,895	
U.S. OFFICE OF PERSONNEL MANAGEMENT	73,243	60,611	1,735	41,604	172,608	12,850
PANAMA CANAL COMMISSION	471	438		245	1,343	
PEACE CORPS	14,018	15,290	531	9,705	28,055	
RAILROAD RETIREMENT BOARD	31,322	26,776	88	17,322	107,680	4,353
SECURITIES AND EXCHANGE COMMISSION	2,890	7,606	34,984	9,426	114,913	39
SELECTIVE SERVICE SYSTEM	4,037	3,114	11	2,268	8,778	1,390
SMALL BUSINESS ADMINISTRATION	96,329	82,993	1,135	59,827	255,211	7,060
<b>SMITHSONIAN INSTITUTION</b>	( 105,740 )	( 89,317 )	( 2,576 )	( 63,569 )	( 153,488 )	( 886 )
SMITHSONIAN INSTITUTION	89,039	77,309	1,840	53,784	132,842	886
NATIONAL GALLERY OF ART	16,701	12,008	736	9,785	20,646	
SOCIAL SECURITY ADMINISTRATION	1,568,869	1,333,121	131,257	868,102	4,133,432	145,743
TENNESSEE VALLEY AUTHORITY	377,432	363,532	23,274	208,048	1,428,012	479,334
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 67,356 )	( 89,861 )	( 3,506 )	( 38,191 )	( 259,540 )	( 51,625 )
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,234	2,840	83	2,180	7,735	973
AGENCY FOR INTERNATIONAL DEVELOPMENT	64,122	87,021	3,423	36,011	251,805	50,652
U.S. INTERNATIONAL TRADE COMMISSION	8,160	8,202	207	4,647	26,711	1,867
U.S. POSTAL SERVICE	16,398,631	10,224,923	25,862	9,548,772	55,921,877	1,020,546
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 20,705,624 )	( 14,103,521 )	( 319,887 )	( 11,987,718 )	( 68,830,190 )	( 2,142,935 )
<b>TOTAL - ALL AGENCIES</b>	( 53,851,222 )	( 39,313,483 )	( 1,283,369 )	( 31,496,471 )	( 155,425,420 )	( 9,211,494 )

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1996**

**AVERAGE DAYS USED**

A G E N C Y	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for	
					employees covered by 5 U.S.C. 6301	employees NOT covered by 5 U.S.C. 6301
WHITE HOUSE OFFICE	21.28	11.16	2.90	7.02	0.21	
OFFICE OF MANAGEMENT AND BUDGET	35.72	19.81	5.82	9.79	0.30	
OFFICE OF ADMINISTRATION	44.05	22.97	10.57	9.98	0.53	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	35.55	20.32	6.06	9.16	0.01	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 32.44 )	( 17.65 )	( 5.64 )	( 8.88 )	( 0.27 )	( )
DEPARTMENT OF STATE	29.94	19.63	6.55	20.86	0.11	
DEPARTMENT OF TREASURY	43.87	20.73	10.79	9.57	2.78	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 43.33 )	( 22.05 )	( 9.77 )	( 9.16 )	( 2.49 )	( 28.43 )
DEPARTMENT OF ARMY	43.24	21.90	9.12	9.22	2.99	
DEPARTMENT OF NAVY	51.64	26.87	12.08	10.13	2.12	
DEPARTMENT OF AIR FORCE	37.47	18.18	8.16	8.17	2.85	264.80
OTHER DEFENSE ACTIVITIES	36.79	18.90	8.99	8.63	1.72	11.31
DEPARTMENT OF JUSTICE	42.02	20.40	8.92	10.26	2.43	
DEPARTMENT OF INTERIOR	41.09	21.50	7.77	8.39	1.55	
DEPARTMENT OF AGRICULTURE	39.20	20.11	7.83	9.41	1.85	
DEPARTMENT OF COMMERCE	43.47	21.58	8.37	9.41	4.10	
DEPARTMENT OF LABOR	44.77	23.54	9.79	9.16	2.28	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	35.75	20.36	10.11	0.64	3.21	50.43
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	47.28	23.37	10.88	9.89	3.13	
DEPARTMENT OF TRANSPORTATION	41.30	21.89	10.23	7.31	1.88	
DEPARTMENT OF ENERGY	41.69	21.27	8.48	9.83	2.11	
DEPARTMENT OF EDUCATION	46.90	22.51	9.92	10.08	4.39	
DEPARTMENT OF VETERANS AFFAIRS	46.13	22.74	11.05	9.72	1.82	48.89
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 42.84 )	( 21.66 )	( 9.70 )	( 9.09 )	( 2.38 )	( 43.02 )
AMERICAN BATTLE MONUMENTS COMMISSION	35.13	23.53	5.34	10.58	0.66	34.18
ARMED FORCES RETIREMENT HOME	55.76	32.03	10.70	8.90	4.13	
ARMS CONTROL AND DISARMAMENT AGENCY	46.86	20.56	7.61	13.17	5.53	
COMMODITY FUTURES TRADE COMMISSION	42.04	19.96	8.61	9.99	3.49	
CONSUMER PRODUCT SAFETY COMMISSION	45.57	23.98	8.68	9.81	3.10	
CORPORATION NATIONAL AND COMMUNITY SERVICE	36.68	17.54	7.12	9.41	2.61	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	47.92	25.03	11.20	9.99	1.70	
ENVIRONMENTAL PROTECTION AGENCY	29.78	12.07	6.04	9.58	2.09	
EXPORT-IMPORT BANK OF THE U.S.	40.99	21.45	8.57	9.91	1.07	
FARM CREDIT ADMINISTRATION	41.33	19.73	8.73	9.10	3.76	
FEDERAL COMMUNICATIONS COMMISSION	42.39	20.11	8.60	9.70	3.98	
FEDERAL DEPOSIT INSURANCE CORPORATION	38.94	17.22	9.45	8.55	3.72	
FEDERAL ELECTION COMMISSION	40.62	18.53	9.12	8.56	4.41	
FEDERAL EMERGENCY MANAGEMENT AGENCY	27.01	12.54	5.83	6.79	1.85	
FEDERAL HOUSING FINANCE BOARD	36.49	17.39	7.49	11.61		
FEDERAL LABOR RELATIONS AUTHORITY	42.73	21.74	7.66	10.45	2.88	
FEDERAL MARITIME COMMISSION	50.17	22.95	13.11	9.74	4.37	
FEDERAL MEDIATION AND COUNCIL SERVICE	34.70	20.47	5.73	8.21	0.28	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1996**

A G E N C Y	A V E R A G E   D A Y S   U S E D				Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
	TOTAL	ANNUAL	SICK	HOLIDAY		
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	48.12	21.34	10.55	11.36	4.86	
FEDERAL TRADE COMMISSION	42.24	20.84	8.15	10.04	3.22	
GENERAL SERVICES ADMINISTRATION	42.10	20.95	8.98	9.71	2.45	
U.S. INFORMATION AGENCY	45.77	19.48	8.19	11.85	0.24	54.70
INTERNATIONAL BOUNDARY AND WATER COMMISSION	41.46	22.14	8.78	10.04	0.50	
MERIT SYSTEMS PROTECTION BOARD	48.37	22.39	8.97	10.35	6.67	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	42.72	20.75	8.85	9.79	3.32	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	40.06	17.75	7.59	13.15	1.56	
NATIONAL CREDIT UNION ADMINISTRATION	39.07	20.83	7.11	10.21	0.92	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 52.06 )	( 26.01 )	( 11.28 )	( 10.77 )	( 3.99 )	( )
NATIONAL ENDOWMENT FOR ARTS	49.71	22.07	13.83	10.56	3.25	
NATIONAL ENDOWMENT FOR HUMANITIES	54.36	29.86	8.80	10.98	4.72	
NATIONAL LABOR RELATIONS BOARD	45.86	22.79	9.84	10.08	3.16	
NATIONAL SCIENCE FOUNDATION	43.34	21.88	7.61	9.63	4.21	
NATIONAL TRANSPORTATION SAFETY BOARD	38.86	18.82	7.18	9.77	3.09	
NUCLEAR REGULATORY COMMISSION	39.69	20.05	7.64	10.04	1.95	
U.S. OFFICE OF PERSONNEL MANAGEMENT	42.94	20.85	10.46	9.06	2.57	
PANAMA CANAL COMMISSION	41.89	14.61	10.83	12.33		41.90
PEACE CORPS	21.53	12.78	5.35	9.58		
RAILROAD RETIREMENT BOARD	43.31	22.73	9.75	8.70	2.13	
SECURITIES AND EXCHANGE COMMISSION	42.54	19.18	9.72	11.00	2.63	
SELECTIVE SERVICE SYSTEM	49.94	24.78	11.62	9.59	3.95	
SMALL BUSINESS ADMINISTRATION	39.62	19.13	9.20	11.19	0.10	
<b>SMITHSONIAN INSTITUTION</b>	( 44.54 )	( 20.60 )	( 9.89 )	( 9.70 )	( 4.35 )	( )
SMITHSONIAN INSTITUTION	43.62	20.35	9.60	9.69	3.98	
NATIONAL GALLERY OF ART	49.67	21.93	11.53	9.79	6.42	
SOCIAL SECURITY ADMINISTRATION	37.10	22.81	11.25	0.05	2.99	
TENNESSEE VALLEY AUTHORITY	31.83	18.22	5.14	7.33	1.14	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 46.68 )	( 25.63 )	( 7.41 )	( 9.11 )	( 8.98 )	( 2.27 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	20.77	10.36	3.15	5.58	1.67	
AGENCY FOR INTERNATIONAL DEVELOPMENT	48.17	26.60	7.68	9.34	9.44	2.27
U.S. INTERNATIONAL TRADE COMMISSION	47.39	25.49	8.65	9.38	3.87	
U.S. POSTAL SERVICE	37.33	19.73	8.50	7.94	1.16	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 37.59 )	( 19.75 )	( 8.58 )	( 7.61 )	( 1.45 )	( 57.41 )
<b>TOTAL - ALL AGENCIES</b>	( 40.81 )	( 20.91 )	( 9.26 )	( 8.51 )	( 2.01 )	( 44.72 )



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## 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:

<b>Pay Code</b>	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 1996**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Total, All Agencies</b>	<b>2,681,788</b>	<b>2,601,289</b>	<b>80,499</b>
<b>Office of the President</b>	<b>1,250</b>	<b>1,250</b>	...
White House Office	387	387	...
Office of Management and Budget	522	522	...
Office of Administration	182	182	...
Office of U.S. Trade Representative	159	159	...
<b>Departments</b>	<b>1,648,309</b>	<b>1,577,344</b>	<b>70,965</b>
Department of State	22,631	14,371	8,260
Department of the Treasury	151,883	151,883	...
<b>Department of Defense, Total</b>	<b>773,990</b>	<b>766,828</b>	<b>7,162</b>
Department of Army	238,120	238,120	...
Department of Navy	229,391	229,391	...
Department of the Air Force	176,030	175,944	86
Other Defense Activities	130,449	123,373	7,076
Department of Justice	103,838	103,838	...
Department of the Interior	67,669	67,669	...
Department of Agriculture	102,546	102,546	...
Department of Commerce	33,250	33,250	...
Department of Labor	16,009	16,009	...
Department of Health and Human Services	57,217	52,155	5,062
Department of Housing and Urban Development	11,401	11,401	...
Department of Transportation	62,445	62,436	9
Department of Energy	18,896	18,896	...
Department of Education	4,679	4,679	...
Department of Veterans Affairs	221,855	171,383	50,472
<b>Independent Agencies</b>	<b>1,032,229</b>	<b>1,022,695</b>	<b>9,534</b>
American Battle Monuments Commission	369	59	310
Armed Forces Retirement Home	903	903	...
Arms Control and Disarmament Agency	218	218	...
Commodity Future Trading Commission	544	544	...
Consumer Products Safety Commission	469	469	...
Corporation National and Community Service	534	534	...
Equal Employment Opportunity Commission	2,633	2,633	...
Environmental Protection Agency	16,281	16,281	...
Export-Import Bank of the United States	429	429	...
Farm Credit Administration	362	362	...
Federal Communications Commission	2,137	2,137	...
Federal Deposit Insurance Corporation	11,820	11,820	...
Federal Election Commission	317	317	...

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 1996**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Independent Agencies (continued)</b>			
Federal Emergency Management Agency	4,697	4,697	...
Federal Housing Finance Board	109	109	...
Federal Labor Relations Authority	211	211	...
Federal Maritime Commission	159	159	...
Federal Mediation and Conciliation Service	285	285	...
Federal Retirement Thrift Investment Board	103	103	...
Federal Trade Commission	940	940	...
General Services Administration	15,713	15,713	...
U.S. Information Agency	7,232	4,322	2,910
International Boundary and Water Commission Mexico-U.S.	239	239	...
Merit System Protection Board	267	267	...
National Aeronautics and Space Administration	21,128	21,128	...
National Archives and Records Administration	2,454	2,454	...
National Credit Union Administration	926	926	...
<b>National Foundation on Arts and Humanities</b>	<b>342</b>	<b>342</b>	...
National Endowment for the Arts	169	169	...
National Endowment for the Humanities	173	173	...
National Labor Relations Board	1,925	1,925	...
National Science Foundation	1,263	1,263	...
National Transportation Safety Board	360	360	...
Nuclear Regulatory Commission	3,210	3,210	...
Office of Personnel Management	3,390	3,390	...
Panama Canal Commission	9,012	3,255	5,757
Peace Corps	1,122	872	250
Railroad Retirement Board	1,476	1,476	...
Securities and Exchange Commission	2,767	2,767	...
Selective Service System	180	180	...
Small Business Administration	4,962	4,962	...
<b>Smithsonian Institution</b>	<b>5,072</b>	<b>5,072</b>	...
National Gallery of Art	4,299	4,299	...
Smithsonian Institution	773	773	...
Social Security Administration	64,014	64,014	...
Tennessee Valley Authority	16,197	16,197	...
<b>U.S. International Development Cooperation Agency</b>	<b>3,372</b>	<b>3,065</b>	<b>307</b>
Overseas Private Investment Corporation	183	183	...
Agency for International Development	3,189	2,882	307
U.S. International Trade Commission	379	379	...
U.S. Postal Service	821,707	821,707	...

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.

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## SUPPLEMENT IV - SURVEY INSTRUCTIONS

	Page
<b>Memorandum to Agencies</b> .....	<b>84</b>
<b>Instructions for Preparing Report</b> .....	<b>86</b>
<b>Work Years and Personnel Costs Report Forms</b> .....	<b>98</b>



United States  
**Office of  
Personnel Management**

Washington, DC 20415-0001


In Reply Refer To:

Your Reference:

ACTION: February 14, 1997  
March 21, 1997

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

FROM: OFFICE OF PERSONNEL MANAGEMENT

 SUBJECT: FISCAL YEAR 1996 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 1996 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 96 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "1996 actual" column of the Fiscal Year 1998 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 February 14th. 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 for Fiscal Year 1995, please compute and round to two decimal places all Fiscal Year 1996 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 1996 work years and cost data by February 14, 1997. Leave year 1996 data are to be submitted by March 21, 1997.** 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 Michael Ambrose, telephone: 202-606-1245, FAX: 202-606-1719, Email: [owi@opm.gov](mailto: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 in accordance with FIRMR 201-45.6 and 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 Michael P. Ambrose, Workforce Information Team, at 202-606-1245, Email: [owi@opm.gov](mailto: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. **Please NOTE: If reports are in WordPerfect, Lotus, Excel, or Adobe Acrobat (PDF) format they may be sent electronically via the bulletin board service (BBS), dial-in number: 202-606-4800. Send Email to [michael.ambrose@bbs.opm.gov](mailto:michael.ambrose@bbs.opm.gov) or [mpambros@opm.gov](mailto:mpambros@opm.gov) with the reports file as an attachment.**

#### 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); <b>also includes:</b> [DA, DG, DP, DS, and DT for Department of Navy only], [ZA, ZP, and ZT for Department of Commerce/National Technical Information Service], [FG, FM for Department of Transportation (FAA)]

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)
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
770	Employees on fee, contract, or piecework basis
772	* Teachers in Dependent Schools Abroad
777	Census enumerators
800	<b>Agency Total - Sum of all Pay Systems</b>

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

### Definitions

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

#### **Code 100. 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. **Include Locality-Based Comparability Payments, which first became available in Fiscal Year 1994. Also, continue to include Federal Employees Pay Comparability Act (FEPCA) special pay adjustments for law enforcement officers. 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 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; excludes compensation for overtime or other

premium pay (object class 11.5). 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. 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. Includes amounts withheld that are creditable to other funds for the employee's share of retirement and insurance contributions, income taxes, and other purposes.

### **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 and on-call 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).**

**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. 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. 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. 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)	\$34,981	\$100,939
675	Senior Executive Services (ES)	\$94,800	\$115,700

- (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  $1\frac{1}{2}$  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, 35.4, 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.

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.

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 made (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.

<b>Benefit Code and Title</b>	<b>Cost as Percent of Basic Payroll, Fiscal Year 1995</b>
300 Total cost of benefits (Excludes separation pay) . . . . .	25.26
301 Health Insurance . . . . .	6.25
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI) . . . . .	.31
303 Retirement . . . . .	10.28
304 Civil Service Retirement . . . . .	3.61
305 Federal Employees Basic Benefit Federal Employees Retirement System (FERS) .	4.83
306 Federal Employees Thrift Plan (FERS) . . . . .	1.59
307 Other Retirement Systems . . . . .	.25

308	Federal Insurance Contributions Act (OASDHI) . . . . .	4.74
309	Federal Employees Compensation Act (Payments to Labor Department) . . . . .	1.48
310	Uniform Allowances . . . . .	.09
311	Overseas Allowances . . . . .	.44
312	Non-Foreign Cost of Living Allowance (COLA) . . . . .	.13
313	Retention Allowance . . . . .	.04
314	Recruitment Bonus . . . . .	.00
315	Relocation Bonus . . . . .	.00
316	Other benefits included in object class 12.1 . . . . .	1.50
400	Separation Pay . . . . .	1.25
	Total Benefits plus separation pay . . . . .	26.51

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 1996).**

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.
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 excused absence granted as "Time Off Award."**
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 **1996 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 20415-0001  
 Attention: Michael Ambrose, Room 7439  
**Email: mpambros@opm.gov**

Dear Mr. Ambrose:

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

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

Sincerely,

Director of 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 1996**

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)
<b>100</b>	<b>Total - Basic Work Years and Payrolls</b>	11.1/11.3		
<b>101</b>	Full-Time Permanent Appointments	11.1		
<b>102</b>	Full-Time Temporary Appointments	11.3		
<b>103</b>	Part-Time and Intermittent Appointments (Full-Time Equivalent (FTE))	11.3		
<b>200</b>	<b>Total Premium Work Years and Pay</b>	11.5		
<b>201</b>	Overtime Pay	11.5		
<b>202</b>	Holiday Pay	11.5		
<b>203</b>	Sunday Pay	11.5	XXX	
<b>204</b>	Night Differential	11.5	XXX	
<b>205</b>	Hazardous Duty Pay	11.5	XXX	
<b>206</b>	Post Differential	11.5	XXX	
<b>207</b>	Staffing Differential	11.5	XXX	
<b>208</b>	Supervisory Differential	11.5	XXX	
<b>209</b>	Physicians Comparability Allowance	11.5	XXX	
<b>210</b>	Remote Work Site Allowance	11.5	XXX	
<b>211</b>	Cash Awards	11.5	XXX	
<b>212</b>	Other*	11.5	XXX	

86

\* 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 1996**

1. Agency Name			2. Agency Code	
CODE	ITEM	OMB OBJECT CLASS	COST (Thousands)	For Agency Edit Check: COST AS PERCENT OF BASIC PAYROLL
300	<b>Total - Cost of Benefits</b>	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 (FERS))	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")			
	<b>Total Benefits Plus Separation Pay (Sum of Codes 300 and 400)</b>	12.1 & 13.0		

66

**WORK YEARS AND PERSONNEL COSTS REPORT  
LEAVE EARNED AND USED  
LEAVE YEAR 1996**

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. Annual	(1)	(1)				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 <sup>2</sup> for employees not covered by 5 U.S.C. 6301						

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

<sup>2</sup>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

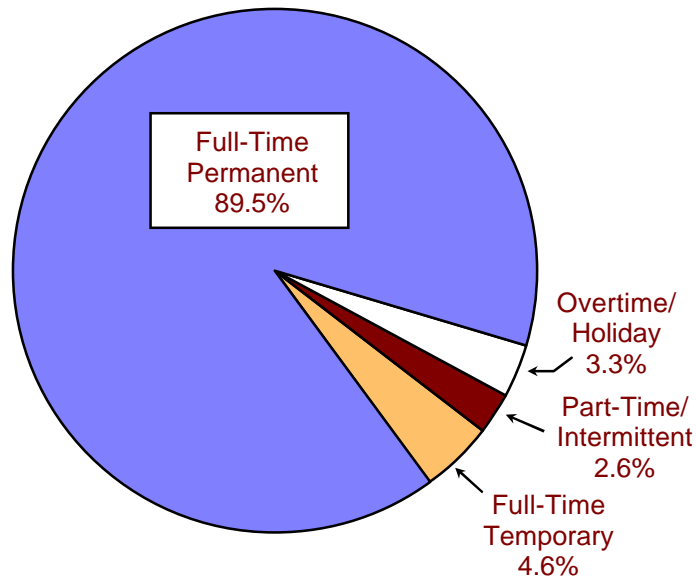
### ACKNOWLEDGMENTS

The project manager for this report is statistician Michael P. Ambrose (telephone: 202-606-1245; Email: mpambros@opm.gov). The survey and publication were prepared under the direction of Andrew P. Klugh, Assistant Director for Workforce Information and Acting Chief, Statistical Analysis and Services Division, by the Workforce Information Team, Charlie F. Taylor, Leader. We also recognize the contributions of Carol Goodroe of the Macon Data Processing Center, Office of Information Technology, as well as Carolyn Harris and August Parker of the Workforce Information Team.

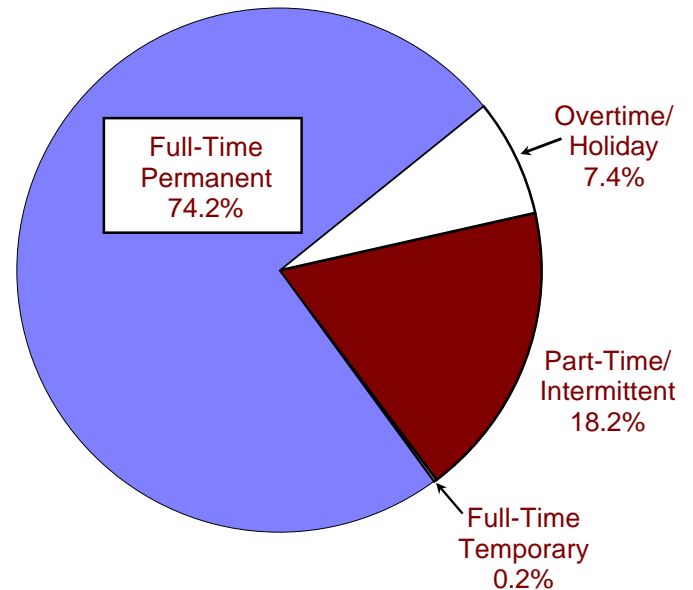


# COMPONENTS OF WORK YEARS

All Other Agencies



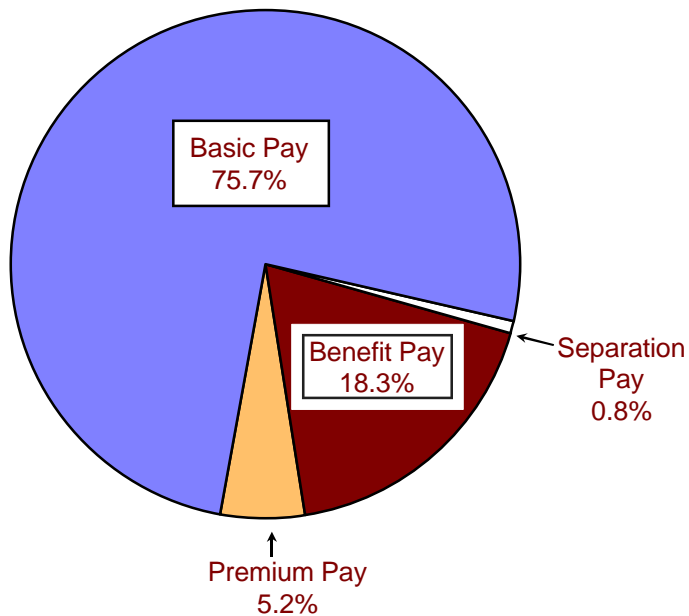
U.S. Postal Service



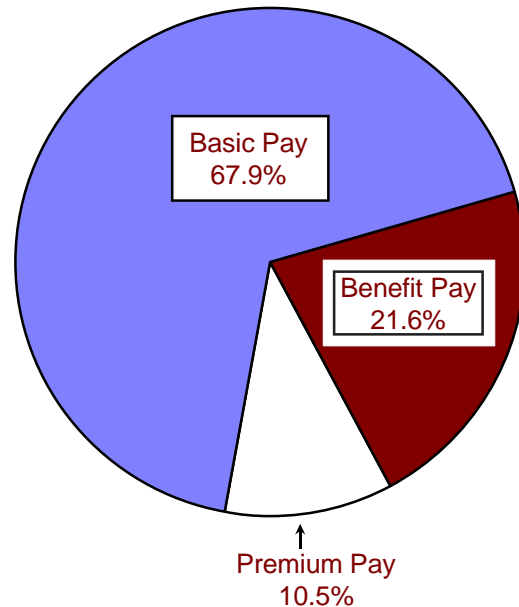
- **Full-Time Permanent** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the competitive Service with career and career-conditional appointments, employees in an Excepted Service and Senior Executive Service with career and noncareer appointments; that 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