

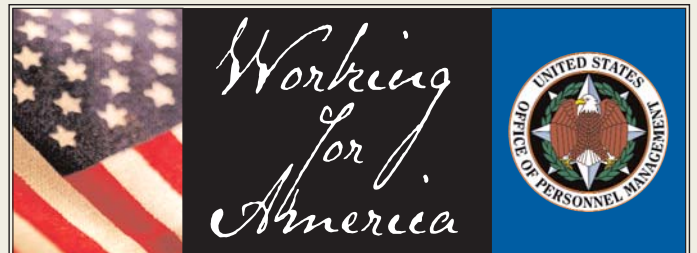


FEDERAL CIVILIAN WORKFORCE STATISTICS

WORK YEARS AND PERSONNEL COSTS

FISCAL YEAR 2001

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Kay Coles James, Director
September 2003

Federal Civilian Workforce Statistics

Work Years and Personnel Costs

United States Government

Fiscal Year 2001

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 20415-6000



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

A Message from the Director

I am pleased to present our report on Work Years and Personnel Costs for Fiscal Year 2001. This publication provides comprehensive data on pay, benefits, and leave for all Executive branch agencies that employ 100 or more Federal civilian employees. It is used by a variety of public and private sector customers including the Office of Management and Budget, Congress, the General Accounting Office, State and local governments, the media, universities, and other researchers to forecast budgets and compare compensation data.

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

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

A handwritten signature in black ink, appearing to read "Kay Coles James".

Kay Coles James
Director

Foreword

This is the U.S. Office of Personnel Management (OPM) 24th annual report; the Office of Management and Budget published prior reports. Data for this survey cover all Federal civilian employees in the Executive Branch working in agencies with 100 or more employees. This survey also includes the U.S. Postal Service. The excluded small agencies represent less than a 10th of a percent of the total work years. Overall, this report achieves 94 percent coverage of worldwide employment when benchmarked against the September 2001 Monthly Report of Federal Civilian Employment. Excluded by law are the Defense Intelligence Agency, the Central Intelligence Agency, and the National Security Agency.

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

The work years and personnel costs data in this report cover fiscal year 2001 (October 1, 2000, through September 30, 2001). The leave data in this report are for leave year 2001, which is essentially calendar year 2001. When comparing cost data (fiscal year) and leave usage data (calendar year), one should note that there is only a 9 month overlap between the fiscal year compensation data and the calendar year leave data.

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

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

Paper copies of recent issues for this publication are available from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161 (telephone: 703-487-4650). You may call 202-606-1350 for detailed tabulations from the 2001 survey. **Email to:** fedstats@opm.gov



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Survey Highlights

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

Work Years and Pay

* Total work years (2,689,932) included full-time permanent (2,280,106), full-time temporary (80,083), and part-time and intermittent (203,324) basic work years plus overtime and holiday premium work years (126,419). Basic work years (2,563,513) cover 95 percent of total work years.

* **Chart 1** shows that 49 percent of the total work years, and 51 percent of direct pay was reported in the General Schedule pay system. The U.S. Postal Service accounted for another 33 percent.

* Wage Board (222,375 total work years) employment accounted for 8.0 percent of the total work years. Over 97 percent of Wage Board work years were in trades and crafts (216,477).

* **Chart 2** shows that the Total cost (\$169.4 billion) includes Basic pay (\$121.1 billion or 71.5 percent), Benefit pay (\$35.9 billion or 21.2 percent), Premium pay (\$12.0 billion or 7.1 percent) and Separation pay (\$347 million or 0.2 percent).

* The U.S. Postal Service pay system accounted for 45 percent of all premium pay (\$5.4 billion of the \$12.0 billion total) and the General Schedule pay system (\$4.2 billion) covered another 35 percent of all premium pay.

* Based on total work years, the cost per work year was \$62,984; it includes \$49,498 (79 percent) for direct pay (basic plus premium) and \$13,486 (21 percent) for benefit pay.

* The U.S. Postal Service made up 80 percent (161,802) of part-time and intermittent work years. The Departments of Veterans Affairs and Defense together represented another 9 percent (11,217 and 5,848, respectively) of part-time and intermittent work years.

* The U.S. Postal Service contributed 54 percent (or 68,028) of overtime and holiday work years; while Department of Defense agencies contributed another 14 percent (17,957 work years).

Trends in Non-Postal Work Years

* Since 1996, decreases occurred in work years for full-time permanent, full-time temporary, part-time and intermittent.

* Total work years (1.8 million) decreased by 80,000 since Fiscal Year (FY) 2000 (mostly intermittent census enumerators in the Department of Commerce -- down 70,000) and decreased by 133,000 since FY 1996.

* **Basic (full-time permanent, full-time temporary, and part-time/intermittent)** work years (1.7 million) increased by 76,000 since FY 2000, and decreased by 127,000 since FY 1996.

* Full-time permanent work years (approximately 90 percent of total work years), decreased by 8,000 since FY 2000, and decreased by 109,000 since FY 1996.

* Full-time temporary work years (79,000) decreased by 26 since FY 2000, and decreased by 11,000 since FY 1996.

* Part-time and intermittent work years (42,000) decreased by 67,000 (mostly census enumerators in the Department of Commerce) since FY 2000, and decreased by 7,000 since FY 1996.

* **Chart 3** shows that Overtime and Holiday work years (58,000) decreased by 4,000 since FY 2000, and decreased by 5,000 since FY 1996.

Survey Highlights (continued)

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

Trends in Basic and Premium Pay

* Wage Board pay system reported a 2.4 percent drop in basic work years since FY 2000, and a 2.9 percent increase in average basic salary.

* Basic pay (71.5 percent of total costs) increased by \$1.3 billion since Fiscal Year (FY) 2000, and by \$7.6 billion since FY 1996.

* Premium pay (7.1 percent of total costs) increased by 9.2 percent since FY 2000 -- mostly due to increases within the Department of Treasury (up \$354 million or 74.5 percent).

* **Table 3b** shows that the Average basic pay per work year for all agencies was \$47,258 (up \$2,063 or 4.6 percent since FY 2000).

Agencies

* **Chart 4** shows that 66.0 percent of the total civilian work years occurred in three agencies: Department of Defense (689,906 or 25.6 percent); U.S. Postal Service (898,544 or 33.4 percent); and Department of Veterans Affairs (212,186 or 7.9 percent).

* U.S. Postal Service had the highest amount of premium pay as a percent of basic pay (16.5 percent) during FY 2001.

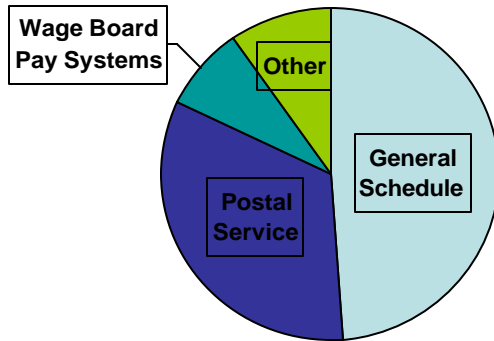
* The U.S. Postal Service reported a 13,000 decrease in basic work years; and a 6,000 decrease in overtime and holiday work years since FY 2000.

* Defense Agencies reported major changes in work years as follows: full-time permanent (down 25,000 from 658,000 to 633,000); full-time temporary (up 3,000 from 30,000 to 33,000); and part-time and intermittent work years (up 1,000 from 4,800 to 5,800).

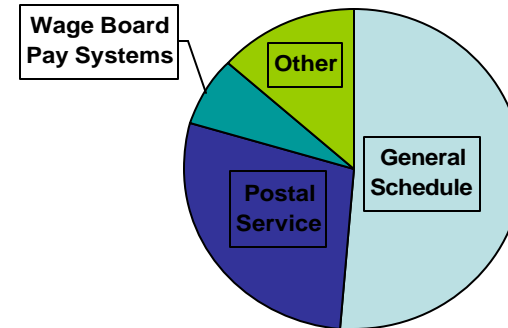
CHART 1

NEARLY HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM (Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost



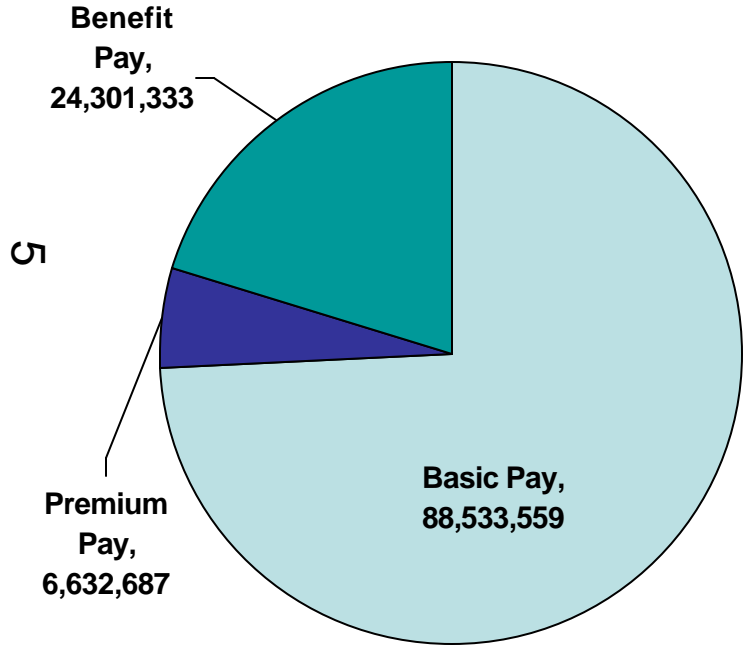
TOTAL WORK YEARS AND DIRECT COSTS BY PAY SYSTEM (Fiscal Year 2001)

| Pay System | Total Work Years | Percent of Total | Direct Cost (\$000) | Percent of Total |
|------------------------|------------------|------------------|---------------------|------------------|
| General Schedule | 1,309,771 | 48.7 | 68,309,846 | 51.3 |
| Postal Service | 898,544 | 33.4 | 37,978,524 | 28.5 |
| Wage Board Pay Systems | 222,375 | 8.3 | 9,079,532 | 6.8 |
| Other | 259,242 | 9.6 | 17,776,868 | 13.4 |
| Total | 2,689,932 | 100.0 | 133,144,770 | 100.0 |

CHART 2
DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS
Fiscal Year 2001

(\$ thousands)

ALL OTHER AGENCIES

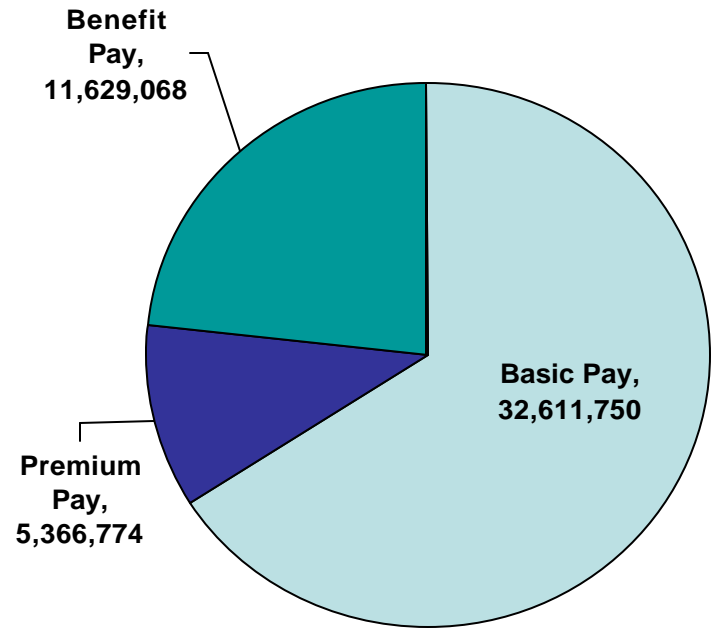


Total Payroll Costs: \$119, 814,194

(In thousands \$)

1/ Includes Separation Pay -- \$346,615

U.S. POSTAL SERVICE

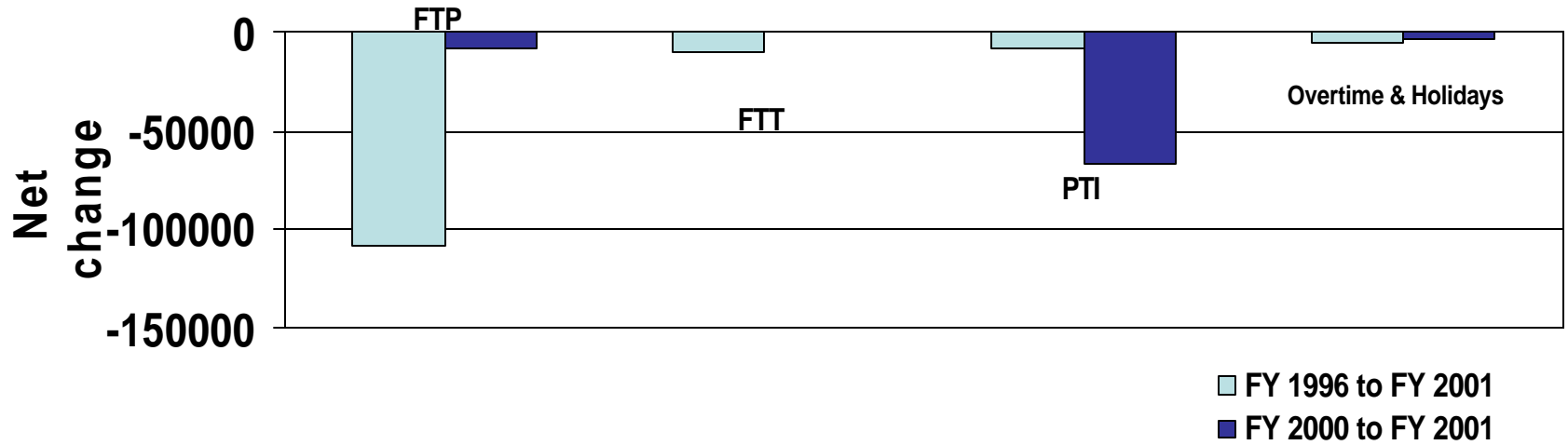


Total Payroll Costs: \$49,608,062

(In thousands \$)

2/ Includes Separation Pay -- \$470

CHART 3
FULL-TIME PERMANENT WORK YEARS HAVE DECLINED 6 PERCENT SINCE 1996
 (Excluding Postal Service)

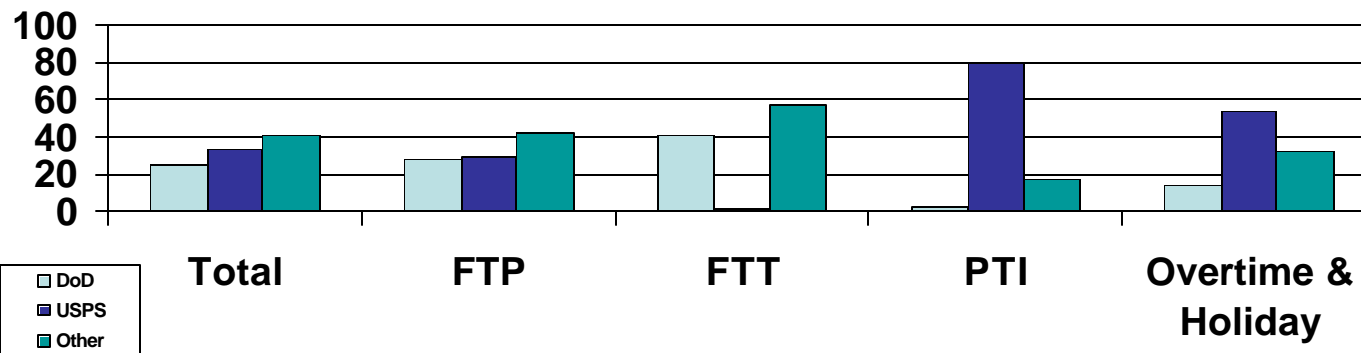


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| | Work Years (Excluding Postal Service) | | | Net Changes | |
|--------------------------|---------------------------------------|------------------|------------------|--------------------|--------------------|
| | FY 1996 | FY 2000 | FY 2001 | FY 1996 to FY 2001 | FY 2000 to FY 2001 |
| Basic Work Years | 1,860,081 | 1,808,728 | 1,732,997 | -127,084 | -75,731 |
| Full-time Permanent | 1,721,960 | 1,621,165 | 1,612,830 | -109,130 | -8,335 |
| Full-time Temporary | 89,247 | 78,671 | 78,645 | -10,602 | -26 |
| Part-time & Intermittent | 48,874 | 108,892 | 41,522 | -7,352 | -67,370 |
| Overtime & Holidays | 63,812 | 62,228 | 58,391 | -5,421 | -3,837 |
| Total | 1,923,893 | 1,870,956 | 1,791,388 | -132,505 | -79,568 |

C HART 4

DEFENSE ACCOUNTED FOR 41.2 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 80 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



| Major Agencies | Total (Percent) | FTP (Percent) | FTT (Percent) | PTI (Percent) | Overtime/Hol. (Percent) |
|-----------------------|-----------------|---------------|---------------|---------------|-------------------------|
| Department of Defense | 25.6 | 27.8 | 41.2 | 2.9 | 14.2 |
| USPS | 33.4 | 29.3 | 1.8 | 79.6 | 53.8 |
| Other | 40.9 | 43.0 | 57.0 | 17.5 | 32.0 |
| VA | 7.9 | 8.1 | 14.3 | 5.5 | 4.1 |
| Treasury | 5.5 | 6.2 | 1.1 | 0.3 | 3.8 |
| Justice | 5.1 | 5.3 | 0.9 | 1.7 | 9.4 |
| Agriculture | 3.9 | 3.8 | 8.9 | 2.5 | 4.8 |
| Other | 18.6 | 19.6 | 31.7 | 7.5 | 9.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |



**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2001**

| AGENCY | TOTAL WORK YEARS | BASIC WORK YEARS | | | | PREMIUM WORK YEARS | | |
|--|---------------------|------------------|------------------------|------------------------|-----------------------------|--------------------|---------------|--------------|
| | | TOTAL | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME & INTERMITTENT | TOTAL | OVERTIME | HOLIDAY |
| EXECUTIVE OFFICE OF THE PRESIDENT | 373 | 369 | 366 | 1 | 2 | 4 | 4 | |
| OFFICE OF MANAGEMENT AND BUDGET | 506 | 498 | 473 | 11 | 14 | 8 | 8 | |
| OFFICE OF ADMINISTRATION | 187 | 183 | 180 | 2 | 1 | 4 | 4 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 161 | 160 | 149 | 8 | 3 | 1 | | 1 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 114 | 113 | 106 | 5 | 2 | 1 | 1 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 1,341 | 1,323 | 1,274 | 27 | 22 | 18 | 17 | 1 |
| DEPARTMENT OF STATE | 28,282 | 27,496 | 25,486 | 1,168 | 842 | 786 | 744 | 42 |
| DEPARTMENT OF THE TREASURY | 147,082 | 142,249 | 140,750 | 920 | 579 | 4,833 | 4,543 | 290 |
| DEPARTMENT OF DEFENSE, TOTAL | 689,906 | 671,949 | 633,070 | 33,031 | 5,848 | 17,957 | 17,016 | 941 |
| DEPARTMENT OF THE ARMY | 222,373 | 218,796 | 208,624 | 8,722 | 1,450 | 3,577 | 3,290 | 287 |
| DEPARTMENT OF THE NAVY | 192,428 | 182,811 | 175,080 | 7,731 | | 9,617 | 9,345 | 272 |
| DEPARTMENT OF THE AIR FORCE | 162,430 | 160,083 | 148,978 | 8,909 | 2,196 | 2,347 | 2,085 | 262 |
| OTHER DEFENSE ACTIVITIES | 112,675 | 110,259 | 100,388 | 7,669 | 2,202 | 2,416 | 2,296 | 120 |
| DEPARTMENT OF JUSTICE | 136,009 | 124,174 | 120,032 | 698 | 3,444 | 11,835 | 10,723 | 1,112 |
| DEPARTMENT OF THE INTERIOR | 73,160 | 68,505 | 55,871 | 10,590 | 2,044 | 4,655 | 4,370 | 285 |
| DEPARTMENT OF AGRICULTURE | 105,608 | 99,527 | 87,331 | 7,103 | 5,093 | 6,081 | 5,737 | 344 |
| DEPARTMENT OF COMMERCE | 37,283 | 36,320 | 32,293 | 625 | 3,402 | 963 | 856 | 107 |
| DEPARTMENT OF LABOR | 16,620 | 16,538 | 15,674 | 239 | 625 | 82 | 81 | 1 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 62,647 | 61,846 | 54,979 | 5,451 | 1,416 | 801 | 654 | 147 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 10,173 | 10,069 | 9,910 | 92 | 67 | 104 | 104 | |
| DEPARTMENT OF TRANSPORTATION | 64,925 | 63,421 | 61,929 | 718 | 774 | 1,504 | 791 | 713 |
| DEPARTMENT OF ENERGY | 15,663 | 15,294 | 14,785 | 321 | 188 | 369 | 356 | 13 |
| DEPARTMENT OF EDUCATION | 4,630 | 4,557 | 4,277 | 199 | 81 | 73 | 73 | |
| DEPARTMENT OF VETERANS AFFAIRS | 212,186 | 206,950 | 184,247 | 11,486 | 11,217 | 5,236 | 3,525 | 1,711 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 1,604,174 | 1,548,895 | 1,440,634 | 72,641 | 35,620 | 55,279 | 49,573 | 5,706 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 378 | 370 | 361 | 9 | | 8 | 8 | |
| ARMED FORCES RETIREMENT HOME | 763 | 735 | 711 | 6 | 18 | 28 | 17 | 11 |
| COMMODITY FUTURES TRADING COMMISSION | 549 | 546 | 503 | 20 | 23 | 3 | 3 | |
| CONSUMER PRODUCT SAFETY COMMISSION | 469 | 468 | 441 | 13 | 14 | 1 | 1 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 599 | 597 | 592 | 2 | 3 | 2 | 2 | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,706 | 2,703 | 2,579 | 109 | 15 | 3 | 3 | |
| ENVIRONMENTAL PROTECTION AGENCY | 17,592 | 17,540 | 16,952 | 132 | 456 | 52 | 52 | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 419 | 417 | 417 | | | 2 | 2 | |
| FARM CREDIT ADMINISTRATION | 279 | 279 | 272 | 5 | 2 | | | |
| FEDERAL COMMUNICATIONS COMMISSION | 1,938 | 1,931 | 1,842 | 59 | 30 | 7 | 7 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 6,742 | 6,707 | 6,460 | 47 | 200 | 35 | 35 | |
| FEDERAL ELECTION COMMISSION | 349 | 346 | 337 | 5 | 4 | 3 | 3 | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 5,320 | 4,815 | 2,419 | 1,002 | 1,394 | 505 | 491 | 14 |
| FEDERAL HOUSING FINANCE BOARD | 105 | 105 | 98 | 4 | 3 | | | |
| FEDERAL LABOR RELATIONS AUTHORITY | 206 | 206 | 191 | 5 | 10 | | | |

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2001**

| AGENCY | TOTAL WORK YEARS | BASIC WORK YEARS | | | | PREMIUM WORK YEARS | | |
|---|---------------------|------------------|------------------------|------------------------|-----------------------------|--------------------|----------|---------|
| | | TOTAL | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME & INTERMITTENT | TOTAL | OVERTIME | HOLIDAY |
| FEDERAL MARITIME COMMISSION | 121 | 121 | 121 | | | | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 284 | 284 | 281 | 1 | 2 | | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 96 | 96 | 88 | 3 | 5 | | | |
| FEDERAL TRADE COMMISSION | 1,014 | 1,010 | 881 | 97 | 32 | 4 | 4 | |
| GENERAL SERVICES ADMINISTRATION | 14,342 | 13,995 | 13,750 | 177 | 68 | 347 | 333 | 14 |
| BROADCASTING BOARD OF GOVERNORS | 2,592 | 2,355 | 2,251 | 79 | 25 | 237 | 139 | 98 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 261 | 258 | 242 | 2 | 14 | 3 | 2 | 1 |
| MERIT SYSTEMS PROTECTION BOARD | 222 | 222 | 209 | 11 | 2 | | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 18,832 | 18,710 | 18,034 | 355 | 321 | 122 | 111 | 11 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,660 | 2,624 | 2,352 | 154 | 118 | 36 | 36 | |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,007 | 1,003 | 982 | 12 | 9 | 4 | 4 | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 320 | 320 | 290 | 25 | 5 | | | |
| NATIONAL ENDOWMENT FOR THE ARTS | 152 | 152 | 134 | 15 | 3 | | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 168 | 168 | 156 | 10 | 2 | | | |
| NATIONAL LABOR RELATIONS BOARD | 1,993 | 1,992 | 1,909 | 34 | 49 | 1 | 1 | |
| NATIONAL SCIENCE FOUNDATION | 1,225 | 1,223 | 1,058 | 122 | 43 | 2 | 2 | |
| NATIONAL TRANSPORTATION SAFETY BOARD | 451 | 440 | 395 | 21 | 24 | 11 | 10 | 1 |
| NUCLEAR REGULATORY COMMISSION | 3,182 | 3,099 | 2,909 | 80 | 110 | 83 | 82 | 1 |
| OFFICE OF PERSONNEL MANAGEMENT | 2,830 | 2,774 | 2,469 | 78 | 227 | 56 | 56 | |
| OFFICE OF SPECIAL COUNSEL | 105 | 105 | 99 | 3 | 3 | | | |
| 6 PEACE CORPS | 1,020 | 1,019 | 975 | | 44 | 1 | 1 | |
| PRESIDIO TRUST | 464 | 435 | 334 | 95 | 6 | 29 | 28 | 1 |
| RAILROAD RETIREMENT BOARD | 1,155 | 1,151 | 1,129 | | 22 | 4 | 4 | |
| SECURITIES AND EXCHANGE COMMISSION | 2,936 | 2,936 | 2,816 | 120 | | | | |
| SELECTIVE SERVICE SYSTEM | 165 | 165 | 161 | 1 | 3 | | | |
| SMALL BUSINESS ADMINISTRATION | 4,244 | 4,056 | 3,362 | 662 | 32 | 188 | 188 | |
| SMITHSONIAN INSTITUTION | 4,973 | 4,804 | 4,621 | 97 | 86 | 169 | 131 | 38 |
| SMITHSONIAN INSTITUTION | 4,174 | 4,041 | 3,877 | 94 | 70 | 133 | 104 | 29 |
| NATIONAL GALLERY OF ART | 799 | 763 | 744 | 3 | 16 | 36 | 27 | 9 |
| SOCIAL SECURITY ADMINISTRATION | 62,805 | 62,748 | 59,527 | 1,121 | 2,100 | 57 | 56 | 1 |
| TENNESSEE VALLEY AUTHORITY | 14,340 | 13,279 | 11,983 | 1,106 | 190 | 1,061 | 988 | 73 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 232 | 225 | 217 | 6 | 2 | 7 | 6 | 1 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 3,197 | 3,176 | 2,946 | 69 | 161 | 21 | 14 | 7 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 188 | 187 | 168 | 14 | 5 | 1 | 1 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 3,009 | 2,989 | 2,778 | 55 | 156 | 20 | 13 | 7 |
| U.S. INTERNATIONAL TRADE COMMISSION | 391 | 389 | 356 | 28 | 5 | 2 | 2 | |
| U.S. POSTAL SERVICE | 898,544 | 830,516 | 667,276 | 1,438 | 161,802 | 68,028 | 63,734 | 4,294 |
| SUBTOTAL INDEPENDENT AGENCIES | 1,084,417 | 1,013,295 | 838,198 | 7,415 | 167,682 | 71,122 | 66,556 | 4,566 |
| TOTAL - ALL AGENCIES | 2,689,932 | 2,563,513 | 2,280,106 | 80,083 | 203,324 | 126,419 | 116,146 | 10,273 |

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2001**



| AGENCY | BASIC WORK YEARS | | | | PREMIUM WORK YEARS | | |
|--|------------------|---------------------|---------------------|--------------------------|--------------------|----------|---------|
| | TOTAL | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME & INTERMITTENT | TOTAL | OVERTIME | HOLIDAY |
| EXECUTIVE OFFICE OF THE PRESIDENT | 98.93% | 98.12% | 0.27% | 0.54% | 1.07% | 1.07% | |
| OFFICE OF MANAGEMENT AND BUDGET | 98.42% | 93.48% | 2.17% | 2.77% | 1.58% | 1.58% | |
| OFFICE OF ADMINISTRATION | 97.86% | 96.26% | 1.07% | 0.53% | 2.14% | 2.14% | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 99.38% | 92.55% | 4.97% | 1.86% | 0.62% | | 0.62% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 99.12% | 92.98% | 4.39% | 1.75% | 0.88% | 0.88% | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 98.66% | 95.00% | 2.01% | 1.64% | 1.34% | 1.27% | 0.07% |
| DEPARTMENT OF STATE | 97.22% | 90.11% | 4.13% | 2.98% | 2.78% | 2.63% | 0.15% |
| DEPARTMENT OF THE TREASURY | 96.71% | 95.69% | 0.63% | 0.39% | 3.29% | 3.09% | 0.20% |
| DEPARTMENT OF DEFENSE, TOTAL | 97.40% | 91.76% | 4.79% | 0.85% | 2.60% | 2.47% | 0.14% |
| DEPARTMENT OF THE ARMY | 98.39% | 93.82% | 3.92% | 0.65% | 1.61% | 1.48% | 0.13% |
| DEPARTMENT OF THE NAVY | 95.00% | 90.98% | 4.02% | | 5.00% | 4.86% | 0.14% |
| DEPARTMENT OF THE AIR FORCE | 98.56% | 91.72% | 5.48% | 1.35% | 1.44% | 1.28% | 0.16% |
| OTHER DEFENSE ACTIVITIES | 97.86% | 89.10% | 6.81% | 1.95% | 2.14% | 2.04% | 0.11% |
| DEPARTMENT OF JUSTICE | 91.30% | 88.25% | 0.51% | 2.53% | 8.70% | 7.88% | 0.82% |
| DEPARTMENT OF THE INTERIOR | 93.64% | 76.37% | 14.48% | 2.79% | 6.36% | 5.97% | 0.39% |
| DEPARTMENT OF AGRICULTURE | 94.24% | 82.69% | 6.73% | 4.82% | 5.76% | 5.43% | 0.33% |
| DEPARTMENT OF COMMERCE | 97.42% | 86.62% | 1.68% | 9.12% | 2.58% | 2.30% | 0.29% |
| DEPARTMENT OF LABOR | 99.51% | 94.31% | 1.44% | 3.76% | 0.49% | 0.49% | 0.01% |
| 01 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 98.72% | 87.76% | 8.70% | 2.26% | 1.28% | 1.04% | 0.23% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 98.98% | 97.41% | 0.90% | 0.66% | 1.02% | 1.02% | |
| DEPARTMENT OF TRANSPORTATION | 97.68% | 95.39% | 1.11% | 1.19% | 2.32% | 1.22% | 1.10% |
| DEPARTMENT OF ENERGY | 97.64% | 94.39% | 2.05% | 1.20% | 2.36% | 2.27% | 0.08% |
| DEPARTMENT OF EDUCATION | 98.42% | 92.38% | 4.30% | 1.75% | 1.58% | 1.58% | |
| DEPARTMENT OF VETERANS AFFAIRS | 97.53% | 86.83% | 5.41% | 5.29% | 2.47% | 1.66% | 0.81% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 96.55% | 89.81% | 4.53% | 2.22% | 3.45% | 3.09% | 0.36% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 97.88% | 95.50% | 2.38% | | 2.12% | 2.12% | |
| ARMED FORCES RETIREMENT HOME | 96.33% | 93.18% | 0.79% | 2.36% | 3.67% | 2.23% | 1.44% |
| COMMODITY FUTURES TRADING COMMISSION | 99.45% | 91.62% | 3.64% | 4.19% | 0.55% | 0.55% | |
| CONSUMER PRODUCT SAFETY COMMISSION | 99.79% | 94.03% | 2.77% | 2.99% | 0.21% | 0.21% | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 99.67% | 98.83% | 0.33% | 0.50% | 0.33% | 0.33% | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 99.89% | 95.31% | 4.03% | 0.55% | 0.11% | 0.11% | |
| ENVIRONMENTAL PROTECTION AGENCY | 99.70% | 96.36% | 0.75% | 2.59% | 0.30% | 0.30% | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 99.52% | 99.52% | | | 0.48% | 0.48% | |
| FARM CREDIT ADMINISTRATION | 100.00% | 97.49% | 1.79% | 0.72% | | | |
| FEDERAL COMMUNICATIONS COMMISSION | 99.64% | 95.05% | 3.04% | 1.55% | 0.36% | 0.36% | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 99.48% | 95.82% | 0.70% | 2.97% | 0.52% | 0.52% | |
| FEDERAL ELECTION COMMISSION | 99.14% | 96.56% | 1.43% | 1.15% | 0.86% | 0.86% | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 90.51% | 45.47% | 18.83% | 26.20% | 9.49% | 9.23% | 0.26% |
| FEDERAL HOUSING FINANCE BOARD | 100.00% | 93.33% | 3.81% | 2.86% | | | |

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2001**

| AGENCY | BASIC WORK YEARS | | | | PREMIUM WORK YEARS | | |
|---|------------------|---------------------|---------------------|--------------------------|--------------------|----------|---------|
| | TOTAL | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME & INTERMITTENT | TOTAL | OVERTIME | HOLIDAY |
| FEDERAL LABOR RELATIONS AUTHORITY | 100.00% | 92.72% | | 2.43% | 4.85% | | |
| FEDERAL MARITIME COMMISSION | 100.00% | 100.00% | | | | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 100.00% | 98.94% | | 0.35% | 0.70% | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 100.00% | 91.67% | | 3.13% | 5.21% | | |
| FEDERAL TRADE COMMISSION | 99.61% | 86.88% | | 9.57% | 3.16% | 0.39% | 0.39% |
| GENERAL SERVICES ADMINISTRATION | 97.58% | 95.87% | | 1.23% | 0.47% | 2.42% | 2.32% |
| BROADCASTING BOARD OF GOVERNORS | 90.86% | 86.84% | | 3.05% | 0.96% | 9.14% | 5.36% |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 98.85% | 92.72% | | 0.77% | 5.36% | 1.15% | 0.77% |
| MERIT SYSTEMS PROTECTION BOARD | 100.00% | 94.14% | | 4.95% | 0.90% | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 99.35% | 95.76% | | 1.89% | 1.70% | 0.65% | 0.59% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 98.65% | 88.42% | | 5.79% | 4.44% | 1.35% | 1.35% |
| NATIONAL CREDIT UNION ADMINISTRATION | 99.60% | 97.52% | | 1.19% | 0.89% | 0.40% | 0.40% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 100.00% | 90.63% | | 7.81% | 1.56% | | |
| NATIONAL ENDOWMENT FOR THE ARTS | 100.00% | 88.16% | | 9.87% | 1.97% | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 100.00% | 92.86% | | 5.95% | 1.19% | | |
| NATIONAL LABOR RELATIONS BOARD | 99.95% | 95.79% | | 1.71% | 2.46% | 0.05% | 0.05% |
| NATIONAL SCIENCE FOUNDATION | 99.84% | 86.37% | | 9.96% | 3.51% | 0.16% | 0.16% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 97.56% | 87.58% | | 4.66% | 5.32% | 2.44% | 2.22% |
| NUCLEAR REGULATORY COMMISSION | 97.39% | 91.42% | | 2.51% | 3.46% | 2.61% | 2.58% |
| OFFICE OF PERSONNEL MANAGEMENT | 98.02% | 87.24% | | 2.76% | 8.02% | 1.98% | 1.98% |
| OFFICE OF SPECIAL COUNSEL | 100.00% | 94.29% | | 2.86% | 2.86% | | |
| 1 PEACE CORPS | 99.90% | 95.59% | | | 4.31% | 0.10% | 0.10% |
| PRESIDIO TRUST | 93.75% | 71.98% | | 20.47% | 1.29% | 6.25% | 6.03% |
| RAILROAD RETIREMENT BOARD | 99.65% | 97.75% | | | 1.90% | 0.35% | 0.35% |
| SECURITIES AND EXCHANGE COMMISSION | 100.00% | 95.91% | | 4.09% | | | |
| SELECTIVE SERVICE SYSTEM | 100.00% | 97.58% | | 0.61% | 1.82% | | |
| SMALL BUSINESS ADMINISTRATION | 95.57% | 79.22% | | 15.60% | 0.75% | 4.43% | 4.43% |
| SMITHSONIAN INSTITUTION | 96.60% | 92.92% | | 1.95% | 1.73% | 3.40% | 2.63% |
| SMITHSONIAN INSTITUTION | 96.81% | 92.88% | | 2.25% | 1.68% | 3.19% | 2.49% |
| NATIONAL GALLERY OF ART | 95.49% | 93.12% | | 0.38% | 2.00% | 4.51% | 3.38% |
| SOCIAL SECURITY ADMINISTRATION | 99.91% | 94.78% | | 1.78% | 3.34% | 0.09% | 0.09% |
| TENNESSEE VALLEY AUTHORITY | 92.60% | 83.56% | | 7.71% | 1.32% | 7.40% | 6.89% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 96.98% | 93.53% | | 2.59% | 0.86% | 3.02% | 2.59% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 99.34% | 92.15% | | 2.16% | 5.04% | 0.66% | 0.44% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 99.47% | 89.36% | | 7.45% | 2.66% | 0.53% | 0.53% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 99.34% | 92.32% | | 1.83% | 5.18% | 0.66% | 0.43% |
| U.S. INTERNATIONAL TRADE COMMISSION | 99.49% | 91.05% | | 7.16% | 1.28% | 0.51% | 0.51% |
| U.S. POSTAL SERVICE | 92.43% | 74.26% | | 0.16% | 18.01% | 7.57% | 7.09% |
| SUBTOTAL INDEPENDENT AGENCIES | 93.44% | 77.29% | | 0.68% | 15.46% | 6.56% | 6.14% |
| TOTAL - ALL AGENCIES | 95.30% | 84.76% | | 2.98% | 7.56% | 4.70% | 4.32% |



TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | TOTAL COST (\$000) | BASIC PAY (\$000) | PREMIUM PAY (\$000) | BENEFIT PAY (\$000) | SEPARATION PAY (\$000) |
|--|------------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------------|
| EXECUTIVE OFFICE OF THE PRESIDENT | 26,544 | 21,352 | 280 | 4,912 | |
| OFFICE OF MANAGEMENT AND BUDGET | 49,145 | 39,288 | 1,257 | 8,600 | |
| OFFICE OF ADMINISTRATION | 14,650 | 11,561 | 324 | 2,765 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 16,906 | 13,067 | 275 | 3,564 | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 10,658 | 8,490 | 189 | 1,979 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 117,903 | 93,758 | 2,325 | 21,820 | |
| DEPARTMENT OF STATE | 1,925,032 | 1,376,105 | 81,778 | 457,608 | 9,541 |
| DEPARTMENT OF THE TREASURY | 10,248,105 | 7,285,283 | 829,704 | 2,074,822 | 58,296 |
| DEPARTMENT OF DEFENSE, TOTAL | 41,788,413 | 31,975,516 | 1,884,779 | 7,704,595 | 223,523 |
| DEPARTMENT OF THE ARMY | 12,527,429 | 9,976,396 | 376,560 | 2,117,754 | 56,719 |
| DEPARTMENT OF THE NAVY | 12,591,463 | 9,310,729 | 792,719 | 2,411,331 | 76,684 |
| DEPARTMENT OF THE AIR FORCE | 9,590,398 | 7,262,377 | 469,046 | 1,798,762 | 60,213 |
| OTHER DEFENSE ACTIVITIES | 7,079,123 | 5,426,014 | 246,454 | 1,376,748 | 29,907 |
| DEPARTMENT OF JUSTICE | 10,816,254 | 6,814,912 | 952,000 | 3,049,342 | |
| DEPARTMENT OF THE INTERIOR | 4,285,350 | 3,239,107 | 207,593 | 838,040 | 610 |
| DEPARTMENT OF AGRICULTURE | 6,025,472 | 4,528,649 | 397,981 | 1,097,997 | 845 |
| DEPARTMENT OF COMMERCE | 2,698,382 | 2,078,378 | 125,298 | 494,483 | 223 |
| DEPARTMENT OF LABOR | 1,268,586 | 1,007,481 | 24,532 | 236,055 | 518 |
| 21 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,263,294 | 2,912,009 | 178,310 | 1,172,423 | 552 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 848,724 | 672,158 | 18,790 | 157,776 | |
| DEPARTMENT OF TRANSPORTATION | 6,349,219 | 4,722,433 | 331,959 | 1,294,732 | 95 |
| DEPARTMENT OF ENERGY | 1,438,627 | 1,122,679 | 65,509 | 242,906 | 7,533 |
| DEPARTMENT OF EDUCATION | 389,995 | 312,996 | 8,945 | 68,053 | 1 |
| DEPARTMENT OF VETERANS AFFAIRS | 13,144,473 | 9,501,000 | 990,978 | 2,623,256 | 29,239 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 105,489,926 | 77,548,706 | 6,098,156 | 21,512,088 | 330,976 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 13,708 | 9,877 | 175 | 3,550 | 106 |
| ARMED FORCES RETIREMENT HOME | 38,934 | 28,326 | 2,380 | 8,195 | 33 |
| COMMODITY FUTURES TRADING COMMISSION | 48,142 | 38,134 | 863 | 9,145 | |
| CONSUMER PRODUCT SAFETY COMMISSION | 39,541 | 32,344 | 202 | 6,995 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 45,165 | 36,395 | 342 | 8,428 | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 204,483 | 166,192 | 1,059 | 37,232 | |
| ENVIRONMENTAL PROTECTION AGENCY | 1,628,000 | 1,232,122 | 9,878 | 385,841 | 159 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 35,710 | 28,650 | 462 | 6,598 | |
| FARM CREDIT ADMINISTRATION | 29,277 | 22,407 | 1,380 | 5,490 | |
| FEDERAL COMMUNICATIONS COMMISSION | 180,486 | 146,438 | 2,423 | 31,625 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 675,443 | 539,205 | 7,873 | 126,837 | 1,528 |
| FEDERAL ELECTION COMMISSION | 27,088 | 21,557 | 438 | 5,093 | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 340,749 | 252,781 | 29,685 | 54,472 | 3,811 |
| FEDERAL HOUSING FINANCE BOARD | 12,653 | 9,850 | 437 | 2,228 | 138 |

TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | TOTAL COST (\$000) | BASIC PAY (\$000) | PREMIUM PAY (\$000) | BENEFIT PAY (\$000) | SEPARATION PAY (\$000) |
|---|------------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------------|
| FEDERAL LABOR RELATIONS AUTHORITY | 19,187 | 15,459 | 389 | 3,339 | |
| FEDERAL MARITIME COMMISSION | 10,890 | 8,931 | 217 | 1,742 | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 26,797 | 21,335 | 120 | 5,342 | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 8,281 | 6,701 | 148 | 1,432 | |
| FEDERAL TRADE COMMISSION | 96,136 | 76,603 | 1,955 | 17,578 | |
| GENERAL SERVICES ADMINISTRATION | 1,072,394 | 807,941 | 57,516 | 206,132 | 805 |
| BROADCASTING BOARD OF GOVERNORS | 187,329 | 133,362 | 9,044 | 43,380 | 1,543 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 14,774 | 11,449 | 460 | 2,865 | |
| MERIT SYSTEMS PROTECTION BOARD | 20,861 | 17,025 | 488 | 3,348 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 1,732,622 | 1,381,193 | 32,388 | 317,719 | 1,322 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 143,222 | 111,201 | 4,108 | 27,741 | 172 |
| NATIONAL CREDIT UNION ADMINISTRATION | 97,828 | 77,492 | 1,656 | 18,680 | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 26,819 | 21,520 | 552 | 4,718 | 29 |
| NATIONAL ENDOWMENT FOR THE ARTS | 13,145 | 10,619 | 350 | 2,176 | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 13,674 | 10,901 | 202 | 2,542 | 29 |
| NATIONAL LABOR RELATIONS BOARD | 169,019 | 138,548 | 1,624 | 28,817 | 30 |
| NATIONAL SCIENCE FOUNDATION | 115,348 | 92,577 | 3,319 | 19,431 | 21 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 40,399 | 31,674 | 1,058 | 7,667 | |
| NUCLEAR REGULATORY COMMISSION | 316,634 | 260,168 | 8,053 | 45,886 | 2,527 |
| OFFICE OF PERSONNEL MANAGEMENT | 189,723 | 149,210 | 6,272 | 34,241 | |
| OFFICE OF SPECIAL COUNSEL | 9,066 | 7,453 | 15 | 1,598 | |
| PEACE CORPS | 116,507 | 50,000 | 411 | 66,000 | 96 |
| PRESIDIO TRUST | 30,521 | 23,350 | 1,291 | 5,880 | |
| RAILROAD RETIREMENT BOARD | 82,452 | 66,948 | 1,226 | 14,278 | |
| SECURITIES AND EXCHANGE COMMISSION | 278,783 | 220,804 | 5,381 | 52,598 | |
| SELECTIVE SERVICE SYSTEM | 10,813 | 8,884 | 147 | 1,782 | |
| SMALL BUSINESS ADMINISTRATION | 313,689 | 239,157 | 14,773 | 57,878 | 1,881 |
| SMITHSONIAN INSTITUTION | 306,722 | 237,160 | 12,061 | 57,473 | 28 |
| SMITHSONIAN INSTITUTION | 260,065 | 201,626 | 9,594 | 48,818 | 27 |
| NATIONAL GALLERY OF ART | 46,657 | 35,534 | 2,467 | 8,655 | 1 |
| SOCIAL SECURITY ADMINISTRATION | 3,983,925 | 3,119,017 | 187,019 | 677,889 | |
| TENNESSEE VALLEY AUTHORITY | 1,153,587 | 748,330 | 108,163 | 295,684 | 1,410 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 15,676 | 12,366 | 296 | 3,014 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 261,513 | 202,404 | 13,719 | 45,390 | |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 18,074 | 14,247 | 835 | 2,992 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 243,439 | 188,157 | 12,884 | 42,398 | |
| U.S. INTERNATIONAL TRADE COMMISSION | 35,469 | 28,555 | 740 | 6,174 | |
| U.S. POSTAL SERVICE | 49,608,062 | 32,611,750 | 5,366,774 | 11,629,068 | 470 |
| SUBTOTAL INDEPENDENT AGENCIES | 63,814,427 | 43,502,845 | 5,898,980 | 14,396,493 | 16,109 |
| TOTAL - ALL AGENCIES | 169,422,256 | 121,145,309 | 11,999,461 | 35,930,401 | 347,085 |



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY
FISCAL YEAR 2001**

| AGENCY | BASIC PAY | PREMIUM PAY | BENEFIT PAY | SEPARATION PAY | COST PER WORK YEAR 1/ | | | |
|--|------------------------|------------------------|------------------------|------------------------|-----------------------|---------------|--------------|---------------|
| | AS PERCENT OF TOTAL | AS PERCENT OF BASIC | AS PERCENT OF BASIC | AS PERCENT OF BASIC | TOTAL | BASIC | PREMIUM | BENEFITS |
| EXECUTIVE OFFICE OF THE PRESIDENT | 80.44% | 1.31% | 23.00% | | 71,164 | 57,244 | 751 | 13,169 |
| OFFICE OF MANAGEMENT AND BUDGET | 79.94% | 3.20% | 21.89% | | 97,125 | 77,644 | 2,484 | 16,996 |
| OFFICE OF ADMINISTRATION | 78.91% | 2.80% | 23.92% | | 78,342 | 61,824 | 1,733 | 14,786 |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 77.29% | 2.10% | 27.27% | | 105,006 | 81,161 | 1,708 | 22,137 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 79.66% | 2.23% | 23.31% | | 93,491 | 74,474 | 1,658 | 17,360 |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 79.52% | 2.48% | 23.27% | | 87,922 | 69,916 | 1,734 | 16,271 |
| DEPARTMENT OF STATE | 71.48% | 5.94% | 33.25% | 0.69% | 68,066 | 48,657 | 2,892 | 16,518 |
| DEPARTMENT OF THE TREASURY | 71.09% | 11.39% | 28.48% | 0.80% | 69,676 | 49,532 | 5,641 | 14,503 |
| DEPARTMENT OF DEFENSE, TOTAL | 76.52% | 5.89% | 24.10% | 0.70% | 60,571 | 46,348 | 2,732 | 11,492 |
| DEPARTMENT OF THE ARMY | 79.64% | 3.77% | 21.23% | 0.57% | 56,335 | 44,863 | 1,693 | 9,778 |
| DEPARTMENT OF THE NAVY | 73.94% | 8.51% | 25.90% | 0.82% | 65,435 | 48,386 | 4,120 | 12,930 |
| DEPARTMENT OF THE AIR FORCE | 75.73% | 6.46% | 24.77% | 0.83% | 59,043 | 44,711 | 2,888 | 11,445 |
| OTHER DEFENSE ACTIVITIES | 76.65% | 4.54% | 25.37% | 0.55% | 62,828 | 48,156 | 2,187 | 12,484 |
| DEPARTMENT OF JUSTICE | 63.01% | 13.97% | 44.75% | | 79,526 | 50,106 | 7,000 | 22,420 |
| DEPARTMENT OF THE INTERIOR | 75.59% | 6.41% | 25.87% | 0.02% | 58,575 | 44,274 | 2,838 | 11,463 |
| DEPARTMENT OF AGRICULTURE | 75.16% | 8.79% | 24.25% | 0.02% | 57,055 | 42,882 | 3,768 | 10,405 |
| DEPARTMENT OF COMMERCE | 77.02% | 6.03% | 23.79% | 0.01% | 72,376 | 55,746 | 3,361 | 13,269 |
| DEPARTMENT OF LABOR | 79.42% | 2.43% | 23.43% | 0.05% | 76,329 | 60,619 | 1,476 | 14,234 |
| 14 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 68.30% | 6.12% | 40.26% | 0.02% | 68,053 | 46,483 | 2,846 | 18,724 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 79.20% | 2.80% | 23.47% | | 83,429 | 66,073 | 1,847 | 15,509 |
| DEPARTMENT OF TRANSPORTATION | 74.38% | 7.03% | 27.42% | | 97,793 | 72,737 | 5,113 | 19,943 |
| DEPARTMENT OF ENERGY | 78.04% | 5.84% | 21.64% | 0.67% | 91,849 | 71,677 | 4,182 | 15,989 |
| DEPARTMENT OF EDUCATION | 80.26% | 2.86% | 21.74% | | 84,232 | 67,602 | 1,932 | 14,698 |
| DEPARTMENT OF VETERANS AFFAIRS | 72.28% | 10.43% | 27.61% | 0.31% | 61,948 | 44,777 | 4,670 | 12,501 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 73.51% | 7.86% | 27.74% | 0.43% | 65,760 | 48,342 | 3,801 | 13,616 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 72.05% | 1.77% | 35.94% | 1.07% | 36,265 | 26,130 | 463 | 9,672 |
| ARMED FORCES RETIREMENT HOME | 72.75% | 8.40% | 28.93% | 0.12% | 51,028 | 37,125 | 3,119 | 10,784 |
| COMMODITY FUTURES TRADING COMMISSION | 79.21% | 2.26% | 23.98% | | 87,690 | 69,461 | 1,572 | 16,658 |
| CONSUMER PRODUCT SAFETY COMMISSION | 81.80% | 0.62% | 21.63% | | 84,309 | 68,964 | 431 | 14,915 |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 80.58% | 0.94% | 23.16% | | 75,401 | 60,760 | 571 | 14,070 |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 81.27% | 0.64% | 22.40% | | 75,567 | 61,416 | 391 | 13,759 |
| ENVIRONMENTAL PROTECTION AGENCY | 75.68% | 0.80% | 31.32% | 0.01% | 92,542 | 70,039 | 562 | 21,942 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 80.23% | 1.61% | 23.03% | | 85,227 | 68,377 | 1,103 | 15,747 |
| FARM CREDIT ADMINISTRATION | 76.53% | 6.16% | 24.50% | | 104,935 | 80,312 | 4,946 | 19,677 |
| FEDERAL COMMUNICATIONS COMMISSION | 81.14% | 1.65% | 21.60% | | 93,130 | 75,561 | 1,250 | 16,318 |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 79.83% | 1.46% | 23.52% | 0.28% | 100,184 | 79,977 | 1,168 | 19,040 |
| FEDERAL ELECTION COMMISSION | 79.58% | 2.03% | 23.63% | | 77,616 | 61,768 | 1,255 | 14,593 |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 74.18% | 11.74% | 21.55% | 1.51% | 64,051 | 47,515 | 5,580 | 10,955 |
| FEDERAL HOUSING FINANCE BOARD | 77.85% | 4.44% | 22.62% | 1.40% | 120,505 | 93,810 | 4,162 | 22,533 |
| FEDERAL LABOR RELATIONS AUTHORITY | 80.57% | 2.52% | 21.60% | | 93,141 | 75,044 | 1,888 | 16,209 |
| FEDERAL MARITIME COMMISSION | 82.01% | 2.43% | 19.51% | | 90,000 | 73,810 | 1,793 | 14,397 |

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 2001**

| AGENCY | BASIC PAY | PREMIUM PAY | BENEFIT PAY | SEPARATION PAY | COST PER WORK YEAR 1/ | | | |
|--|------------------------|------------------------|------------------------|------------------------|-----------------------|--------|---------|----------|
| | AS PERCENT OF TOTAL | AS PERCENT OF BASIC | AS PERCENT OF BASIC | AS PERCENT OF BASIC | TOTAL | BASIC | PREMIUM | BENEFITS |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 79.62% | 0.56% | 25.04% | | 94,356 | 75,123 | 423 | 18,810 |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 80.92% | 2.21% | 21.37% | | 86,260 | 69,802 | 1,542 | 14,917 |
| FEDERAL TRADE COMMISSION | 79.68% | 2.55% | 22.95% | | 94,809 | 75,545 | 1,928 | 17,335 |
| GENERAL SERVICES ADMINISTRATION | 75.34% | 7.12% | 25.51% | 0.10% | 74,773 | 56,334 | 4,010 | 14,429 |
| BROADCASTING BOARD OF GOVERNORS | 71.19% | 6.78% | 32.53% | 1.16% | 72,272 | 51,451 | 3,489 | 17,331 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 77.49% | 4.02% | 25.02% | | 56,605 | 43,866 | 1,762 | 10,977 |
| MERIT SYSTEMS PROTECTION BOARD | 81.61% | 2.87% | 19.67% | | 93,968 | 76,689 | 2,198 | 15,081 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 79.72% | 2.34% | 23.00% | 0.10% | 92,004 | 73,343 | 1,720 | 16,941 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 77.64% | 3.69% | 24.95% | 0.15% | 53,843 | 41,805 | 1,544 | 10,494 |
| NATIONAL CREDIT UNION ADMINISTRATION | 79.21% | 2.14% | 24.11% | | 97,148 | 76,953 | 1,644 | 18,550 |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 80.24% | 2.57% | 21.92% | 0.13% | 83,809 | 67,250 | 1,725 | 14,834 |
| NATIONAL ENDOWMENT FOR THE ARTS | 80.78% | 3.30% | 20.49% | | 86,480 | 69,862 | 2,303 | 14,316 |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 79.72% | 1.85% | 23.32% | 0.27% | 81,393 | 64,887 | 1,202 | 15,304 |
| NATIONAL LABOR RELATIONS BOARD | 81.97% | 1.17% | 20.80% | 0.02% | 84,806 | 69,517 | 815 | 14,474 |
| NATIONAL SCIENCE FOUNDATION | 80.26% | 3.59% | 20.99% | 0.02% | 94,162 | 75,573 | 2,709 | 15,879 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 78.40% | 3.34% | 24.21% | | 89,576 | 70,231 | 2,346 | 17,000 |
| NUCLEAR REGULATORY COMMISSION | 82.17% | 3.10% | 17.64% | 0.97% | 99,508 | 81,762 | 2,531 | 15,215 |
| 51 OFFICE OF PERSONNEL MANAGEMENT | 78.65% | 4.20% | 22.95% | | 67,040 | 52,724 | 2,216 | 12,099 |
| OFFICE OF SPECIAL COUNSEL | 82.21% | 0.20% | 21.44% | | 86,343 | 70,981 | 143 | 15,219 |
| PEACE CORPS | 42.92% | 0.82% | 132.00% | 0.19% | 114,223 | 49,020 | 403 | 64,800 |
| PRESIDIO TRUST | 76.50% | 5.53% | 25.18% | | 65,778 | 50,323 | 2,782 | 12,672 |
| RAILROAD RETIREMENT BOARD | 81.20% | 1.83% | 21.33% | | 71,387 | 57,964 | 1,061 | 12,362 |
| SECURITIES AND EXCHANGE COMMISSION | 79.20% | 2.44% | 23.82% | | 94,953 | 75,206 | 1,833 | 17,915 |
| SELECTIVE SERVICE SYSTEM | 82.16% | 1.65% | 20.06% | | 65,533 | 53,842 | 891 | 10,800 |
| SMALL BUSINESS ADMINISTRATION | 76.24% | 6.18% | 24.20% | 0.79% | 73,914 | 56,352 | 3,481 | 14,081 |
| SMITHSONIAN INSTITUTION | 77.32% | 5.09% | 24.23% | 0.01% | 61,677 | 47,690 | 2,425 | 11,563 |
| SMITHSONIAN INSTITUTION | 77.53% | 4.76% | 24.21% | 0.01% | 62,306 | 48,305 | 2,299 | 11,702 |
| NATIONAL GALLERY OF ART | 76.16% | 6.94% | 24.36% | | 58,394 | 44,473 | 3,088 | 10,834 |
| SOCIAL SECURITY ADMINISTRATION | 78.29% | 6.00% | 21.73% | | 63,433 | 49,662 | 2,978 | 10,794 |
| TENNESSEE VALLEY AUTHORITY | 64.87% | 14.45% | 39.51% | 0.19% | 80,445 | 52,185 | 7,543 | 20,718 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 78.88% | 2.39% | 24.37% | | 67,569 | 53,302 | 1,276 | 12,991 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 77.40% | 6.78% | 22.43% | | 81,799 | 63,311 | 4,291 | 14,198 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 78.83% | 5.86% | 21.00% | | 96,138 | 75,782 | 4,441 | 15,915 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 77.29% | 6.85% | 22.53% | | 80,904 | 62,531 | 4,282 | 14,090 |
| U.S. INTERNATIONAL TRADE COMMISSION | 80.51% | 2.59% | 21.62% | | 90,714 | 73,031 | 1,893 | 15,790 |
| U.S. POSTAL SERVICE | 65.74% | 16.46% | 35.66% | | 55,209 | 36,294 | 5,973 | 12,943 |
| SUBTOTAL INDEPENDENT AGENCIES | 68.17% | 13.56% | 33.09% | 0.04% | 58,847 | 40,116 | 5,440 | 13,291 |
| TOTAL - ALL AGENCIES | 71.50% | 9.91% | 29.66% | 0.29% | 62,984 | 45,037 | 4,461 | 13,486 |

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

Basic Pay and Average Basic Salary

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

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

* **Chart 5 and Table 3A** show that the Total basic payroll for Fiscal Year (FY) 2001 was \$121.1 billion (premium pay was an additional \$12.0 billion). Note that Basic Pay plus Premium Pay equals Direct Pay. Approximately 53 percent of basic pay went to General Schedule employees (\$64.1 billion), 26.9 percent to U.S. Postal workers (\$32.6 billion) and 6.8 percent to Wage Board employees (\$8.2 billion). The remaining 13.3 percent was spread among the many other pay systems.

* **Table 3B** shows that the Wage Board pay system reported a decrease in basic work years (-2.4 percent), an increase in basic payroll (+0.5 percent), and an increase in average basic salary (+2.9 percent).

* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$47,258 in FY 2001. In FY 2001, the General Schedule average basic salary was \$50,436.

* **Table 4** shows that total basic cost per work year varied from \$39,267 in the U.S. Postal Service to \$74,462 in the Department of Transportation.

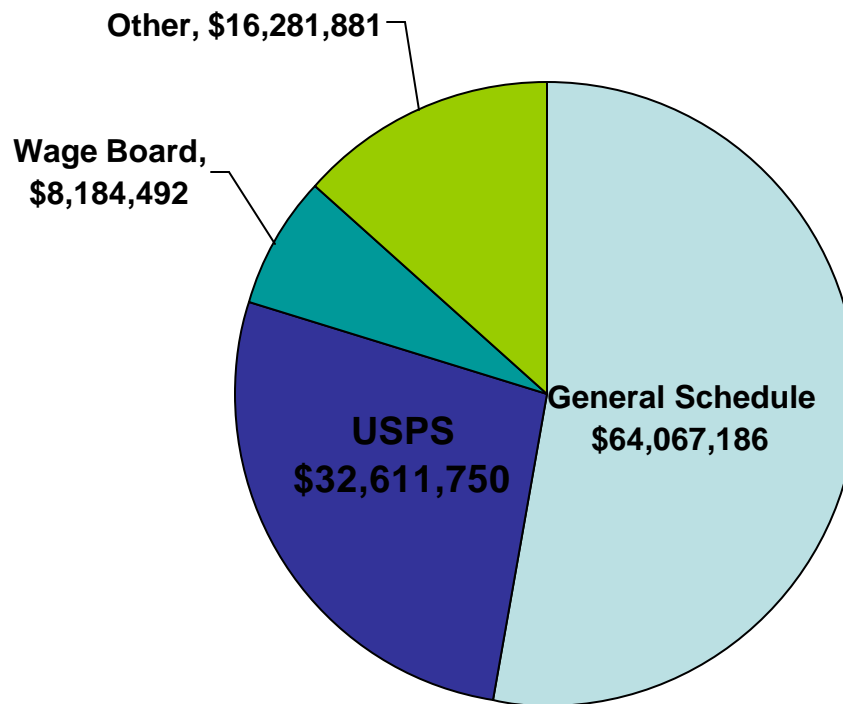
* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 5.4 percent and Nurses (VN) increased by 6.9 percent.

* The smallest average basic salary was reported in the Non-Wage Board pay system -- aliens (\$27,005); and the largest average basic salary was reported in the Senior Executive Service pay system (\$127,859).

Chart 5

Distribution of Basic Pay by Major Pay Systems Fiscal Year 2001

\$ thousands



Total Basic Pay Costs: \$121,145,309

(In Thousands \$)

**TABLE 3A
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS
FISCAL YEAR 2001**

| 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/ WORK YEARS | DIRECT 2/ BASIC PAY | WORK YEARS | BASIC PAY |
| TOTAL - ALL SYSTEMS | 2,563,513 | 121,145,309 | 11,999,461 | 133,144,770 | 47,258 | 49,497 | 100.00% | 100.00% |
| GENERAL SCHEDULE | 1,270,274 | 64,067,186 | 4,242,660 | 68,309,846 | 50,436 | 52,154 | 49.55% | 52.88% |
| POSTAL SERVICE | 830,516 | 32,611,750 | 5,366,774 | 37,978,524 | 39,267 | 42,267 | 32.40% | 26.92% |
| VETERANS AFFAIRS | | | | | | | | |
| PHYSICIANS & NURSES | 47,740 | 3,236,939 | 632,858 | 3,869,797 | 67,803 | 79,135 | 1.86% | 2.67% |
| PHYSICIANS & DENTISTS | 11,676 | 1,181,796 | 425,116 | 1,606,912 | 101,216 | 137,625 | 0.46% | 0.98% |
| NURSES | 36,064 | 2,055,143 | 207,742 | 2,262,885 | 56,986 | 60,789 | 1.41% | 1.70% |
| PUBLIC HEALTH SERVICE COMMISSION | 4,183 | 272,570 | 18,365 | 290,935 | 65,161 | 69,552 | 0.16% | 0.22% |
| CORPS (HEALTH & HUMAN SERVICES ONLY) | | | | | | | | |
| SENIOR EXECUTIVE SERVICE | 7,310 | 934,650 | 49,854 | 984,504 | 127,859 | 134,642 | 0.29% | 0.77% |
| TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES) | 8,002 | 497,958 | 34,665 | 532,623 | 62,229 | 64,482 | 0.31% | 0.41% |
| WAGE BOARD | 211,442 | 8,184,492 | 895,040 | 9,079,532 | 38,708 | 40,830 | 8.25% | 6.76% |
| TVA TRADE & LABOR EMPLOYEES | 5,096 | 248,029 | 73,498 | 321,527 | 48,671 | 54,515 | 0.20% | 0.20% |
| TRADES & CRAFTS | 206,346 | 7,936,463 | 821,542 | 8,758,005 | 38,462 | 40,457 | 8.05% | 6.55% |
| NON-WAGE BOARD ALIENS | 21,065 | 568,855 | 17,051 | 585,906 | 27,005 | 27,096 | 0.82% | 0.47% |
| EXPERTS AND CONSULTANTS | 2,388 | 133,359 | 2,177 | 135,536 | 55,845 | 56,639 | 0.09% | 0.11% |
| TEACHERS IN DEPENDENT SCHOOLS ABROAD | 6,673 | 341,526 | 13,990 | 355,516 | 51,180 | 53,213 | 0.26% | 0.28% |
| ALL OTHER | 153,920 | 10,296,024 | 726,027 | 11,022,051 | 66,892 | 68,936 | 6.00% | 8.50% |

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

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

TABLE 3B
BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY
FISCAL YEARS 2000 AND 2001

| Selected Pay Systems | Fiscal Year 2000 | | | Fiscal Year 2001 | | | Difference Between FY 00 and FY 01 | | | | | |
|-------------------------------------|---------------------|--------------------------|-------------------------|---------------------|--------------------------|-------------------------|------------------------------------|-------------|------------------|------------|----------------|------------|
| | Basic Work Years | Basic Payroll (\$000) | Average Basic Salary | Basic Work Years | Basic Payroll (\$000) | Average Basic Salary | Basic Work Years | | Basic Payroll | | Average Salary | |
| | | | | | | | Difference | | Difference | | Difference | |
| | | | | | | | Number | Percent | Number (\$000) | Percent | Number | Percent |
| Total, All Systems | 2,652,246 | 119,867,848 | \$45,195 | 2,563,513 | 121,145,309 | \$47,258 | (88,733) | -3.4 | 1,277,461 | 1.1 | \$2,063 | 4.6 |
| General Schedule | 1,254,426 | 61,070,383 | 48,684 | 1,270,274 | 64,067,186 | 50,436 | 15,848 | 1.3 | 2,996,803 | 4.9 | 1,752 | 3.6 |
| Postal Service | 843,518 | 31,920,837 | 37,843 | 830,516 | 32,611,750 | 39,267 | (13,002) | -1.5 | 690,913 | 2.2 | 1,424 | 3.8 |
| Senior Executive Service | 7,270 | 933,398 | 128,390 | 7,310 | 934,650 | 127,859 | 40 | 0.6 | 1,252 | 0.1 | (531) | -0.4 |
| Veterans Affairs | | | | | | | | | | | | |
| Physicians & Nurses | 46,501 | 3,044,149 | 65,464 | 47,740 | 3,236,939 | 67,803 | 1,239 | 2.7 | 192,790 | 6.3 | 2,339 | 3.6 |
| Physicians & Dentists | 11,352 | 1,121,603 | 98,802 | 11,676 | 1,181,796 | 101,216 | 324 | 2.9 | 60,193 | 5.4 | 2,414 | 2.4 |
| Nurses | 35,149 | 1,922,546 | 54,697 | 36,064 | 2,055,143 | 56,986 | 915 | 2.6 | 132,597 | 6.9 | 2,289 | 4.2 |
| Wage Board | 216,550 | 8,147,210 | 37,623 | 211,442 | 8,184,492 | 38,708 | (5,108) | -2.4 | 37,282 | 0.5 | 1,085 | 2.9 |
| Tennessee Valley Authority | | | | | | | | | | | | |
| (TVA) Trade & Labor | 5,069 | 237,751 | 46,903 | 5,096 | 248,029 | 48,671 | 27 | 0.5 | 10,278 | 4.3 | 1,768 | 3.8 |
| Trades and Crafts (Citizens) | 211,481 | 7,909,459 | 37,400 | 206,346 | 7,936,463 | 38,462 | (5,135) | -2.4 | 27,004 | 0.3 | 1,062 | 2.8 |
| Non-Wage Board Aliens | 20,726 | 625,258 | 30,168 | 21,065 | 568,855 | 27,005 | 339 | 1.6 | (56,403) | -9.0 | (3,163) | -10.5 |
| All Other | 263,255 | 14,126,613 | 53,661 | 175,166 | 11,541,437 | 65,889 | (88,089) | -33.5 | (2,585,176) | -18.3 | 12,227 | 22.8 |

Source: Work Years and Personnel Costs Survey, Fiscal Year (FY) 2001.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS
BY WORK SCHEDULE FOR FISCAL YEAR 2001, SELECTED AGENCIES**

| AGENCY | TOTAL, ALL PAY SYSTEMS 1/ | | | | TOTAL, GENERAL SCHEDULE 1/ | | | |
|---|---------------------------|------------------------|------------------------|----------------------------|----------------------------|------------------------|------------------------|----------------------------|
| | TOTAL BASIC | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME/ INTERMITTENT | TOTAL BASIC | FULL-TIME PERMANENT | FULL-TIME TEMPORARY | PART-TIME/ INTERMITTENT |
| DEPARTMENT OF STATE | \$50,047 | \$50,537 | \$42,561 | \$45,607 | \$61,016 | \$62,020 | \$43,119 | \$43,782 |
| DEPARTMENT OF THE TREASURY | \$51,215 | \$51,383 | \$23,664 | \$54,183 | \$50,807 | \$50,955 | \$19,670 | \$55,141 |
| DEPARTMENT OF DEFENSE, TOTAL | \$47,586 | \$48,697 | \$30,486 | \$23,935 | \$49,202 | \$50,109 | \$31,403 | \$27,264 |
| DEPARTMENT OF THE ARMY | \$45,597 | \$46,317 | \$30,119 | \$35,115 | \$47,606 | \$48,280 | \$31,386 | \$36,777 |
| DEPARTMENT OF THE NAVY | \$50,931 | \$51,729 | \$32,868 | | \$51,606 | \$51,987 | \$33,892 | |
| DEPARTMENT OF THE AIR FORCE | \$45,366 | \$46,597 | \$32,309 | \$14,847 | \$48,375 | \$49,487 | \$34,494 | \$20,941 |
| OTHER DEFENSE ACTIVITIES | \$49,212 | \$51,472 | \$26,387 | \$25,635 | \$50,371 | \$52,232 | \$26,348 | \$23,652 |
| DEPARTMENT OF JUSTICE | \$54,882 | \$55,856 | \$38,123 | \$24,342 | \$52,565 | \$53,595 | \$28,920 | \$19,941 |
| DEPARTMENT OF THE INTERIOR | \$47,283 | \$50,792 | \$31,886 | \$31,119 | \$49,234 | \$52,094 | \$28,276 | \$31,667 |
| DEPARTMENT OF AGRICULTURE | \$45,502 | \$48,748 | \$22,778 | \$21,528 | \$46,247 | \$48,683 | \$22,590 | \$27,913 |
| DEPARTMENT OF COMMERCE | \$57,224 | \$60,427 | \$40,336 | \$29,922 | \$57,906 | \$60,622 | \$33,725 | \$29,296 |
| DEPARTMENT OF LABOR | \$60,919 | \$63,005 | \$28,628 | \$20,950 | \$60,071 | \$60,792 | \$35,765 | \$39,219 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | \$47,085 | \$47,287 | \$47,003 | \$39,538 | \$44,853 | \$45,767 | \$27,325 | \$38,322 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | \$66,755 | \$67,090 | \$38,467 | \$56,060 | \$65,626 | \$65,988 | \$34,895 | \$53,824 |
| DEPARTMENT OF TRANSPORTATION | \$74,462 | \$75,208 | \$44,667 | \$42,403 | \$60,996 | \$62,176 | \$41,404 | \$33,081 |
| DEPARTMENT OF ENERGY | \$73,406 | \$73,595 | \$77,346 | \$51,867 | \$72,689 | \$73,296 | \$51,185 | \$50,418 |
| DEPARTMENT OF EDUCATION | \$68,685 | \$69,133 | \$65,382 | \$53,136 | \$67,100 | \$67,987 | \$48,407 | \$50,973 |
| DEPARTMENT OF VETERANS AFFAIRS | \$45,910 | \$45,420 | \$46,488 | \$53,362 | \$40,910 | \$41,221 | \$33,532 | \$41,030 |
| ENVIRONMENTAL PROTECTION AGENCY | \$70,246 | \$70,285 | \$47,985 | \$75,241 | \$69,024 | \$113,900 | \$46,659 | \$5,777 |
| GENERAL SERVICES ADMINISTRATION | \$57,731 | \$57,974 | \$39,469 | \$56,162 | \$59,772 | \$60,019 | \$39,424 | \$70,681 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | \$73,821 | \$75,142 | \$37,023 | \$40,312 | \$72,860 | \$74,184 | \$37,023 | \$39,959 |
| SOCIAL SECURITY ADMINISTRATION | \$49,707 | \$50,805 | \$25,988 | \$31,232 | \$49,601 | \$50,710 | \$25,550 | \$31,078 |
| TENNESSEE VALLEY AUTHORITY | \$56,354 | \$57,762 | \$48,223 | \$14,926 | | | | |
| U.S. POSTAL SERVICE | \$39,267 | \$41,471 | \$18,360 | \$30,361 | | | | |
| TOTAL - ALL AGENCIES | \$47,258 | \$49,086 | \$34,531 | \$31,761 | \$50,436 | \$51,766 | \$30,230 | \$26,335 |

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".

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR 2001

Premium Pay

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

* The \$12.0 billion spent on premium pay in fiscal year 2001 was an increase of 9.2 percent over the previous year. The majority of this increase was due to increases within the Department of Treasury (up \$354.3 million or 74.5 percent). There was a large increase in overtime pay (up \$516.9 million or 376.5 percent).

* **Chart 6** shows that overtime pay (\$7.3 billion) represented 61 percent of total premium pay in FY 2001.

* Total non-Postal premium pay increases were concentrated in three agencies: Department of Veterans Administration (up \$111.0 million from \$880.0 million to \$991.0 million); Department of Justice (up \$79.4 million from \$872.0 million to \$952.0 million); and Department of Agriculture (up \$76.0 million from \$322.0 million to \$398.0 million).

* The Department of Treasury and the Department of Justice reported sizeable increases in overtime pay (up \$516.9 million and \$61.2 million; respectively), while the Department of Commerce reported the largest decrease in overtime pay (down \$65.1 million from \$117.1 million to \$52.0 million).



**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001**

| AGENCY | TOTAL COST (\$000) | OVERTIME (\$000) | HOLIDAY (\$000) | SUNDAY (\$000) | NIGHT DIFFERENTIAL (\$000) | HAZARDOUS DUTY (\$000) | POST DIFFERENTIAL (\$000) |
|--|-----------------------|---------------------|--------------------|-------------------|-------------------------------|---------------------------|------------------------------|
| EXECUTIVE OFFICE OF THE PRESIDENT | 280 | 230 | 12 | 11 | 27 | | |
| OFFICE OF MANAGEMENT AND BUDGET | 1,257 | 433 | 7 | | | | |
| OFFICE OF ADMINISTRATION | 324 | 221 | 2 | | 1 | | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 275 | 29 | 43 | | | | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 189 | 72 | | | | | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 2,325 | 985 | 64 | 11 | 28 | | |
| DEPARTMENT OF STATE | 81,778 | 26,168 | 1,359 | 978 | 825 | 3,351 | 35,667 |
| DEPARTMENT OF THE TREASURY | 829,704 | 654,172 | 6,603 | 12,174 | 43,667 | 2,130 | 326 |
| DEPARTMENT OF DEFENSE, TOTAL | 1,884,779 | 980,555 | 39,257 | 60,476 | 57,035 | 27,700 | 7,764 |
| DEPARTMENT OF THE ARMY | 376,560 | 198,962 | 11,776 | 13,471 | 9,962 | 9,240 | 3,248 |
| DEPARTMENT OF THE NAVY | 792,719 | 513,692 | 11,940 | 10,085 | 30,032 | 17,722 | 2,002 |
| DEPARTMENT OF THE AIR FORCE | 469,046 | 153,939 | 9,269 | 24,082 | 12,267 | 287 | 121 |
| OTHER DEFENSE ACTIVITIES | 246,454 | 113,962 | 6,272 | 12,838 | 4,774 | 451 | 2,393 |
| DEPARTMENT OF JUSTICE | 952,000 | 770,173 | 40,613 | 42,552 | 41,503 | 3,491 | 4,270 |
| DEPARTMENT OF THE INTERIOR | 207,593 | 122,161 | 10,044 | 8,910 | 3,694 | 6,100 | 404 |
| DEPARTMENT OF AGRICULTURE | 397,981 | 298,177 | 11,554 | 22,706 | 10,345 | 14,379 | 890 |
| DEPARTMENT OF COMMERCE | 125,298 | 52,012 | 6,329 | 5,373 | 5,989 | 249 | 1,105 |
| DEPARTMENT OF LABOR | 24,532 | 7,904 | 98 | 122 | 313 | 1 | 20 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 178,310 | 36,731 | 5,429 | 5,907 | 6,214 | 29 | 1,210 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 18,790 | 7,121 | 34 | | 5 | | |
| DEPARTMENT OF TRANSPORTATION | 331,959 | 85,245 | 60,715 | 54,424 | 47,486 | 855 | 307 |
| DEPARTMENT OF ENERGY | 65,509 | 24,909 | 1,022 | 307 | 344 | 206 | 78 |
| DEPARTMENT OF EDUCATION | 8,945 | 1,449 | 29 | | | | |
| DEPARTMENT OF VETERANS AFFAIRS | 990,978 | 216,534 | 65,505 | 59,757 | 85,920 | 41 | 100 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 6,098,156 | 3,283,311 | 248,591 | 273,686 | 303,340 | 58,532 | 52,141 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 175 | 34 | | 52 | | 9 | 20 |
| ARMED FORCES RETIREMENT HOME | 2,380 | 976 | 338 | 310 | 241 | 3 | |
| COMMODITY FUTURES TRADING COMMISSION | 863 | 159 | 2 | | | | |
| CONSUMER PRODUCT SAFETY COMMISSION | 202 | 37 | | | | | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 342 | 114 | 1 | | | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 1,059 | 181 | 2 | | | | |
| ENVIRONMENTAL PROTECTION AGENCY | 9,878 | 3,146 | 101 | 1 | 8 | 55 | 31 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 462 | 127 | | | | | |
| FARM CREDIT ADMINISTRATION | 1,380 | 18 | 5 | | | | |
| FEDERAL COMMUNICATIONS COMMISSION | 2,423 | 401 | 42 | 21 | 21 | | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 7,873 | 3,915 | 38 | 1 | 14 | | 1 |
| FEDERAL ELECTION COMMISSION | 438 | 165 | 1 | | | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 29,685 | 26,906 | 589 | 201 | 359 | 8 | |
| FEDERAL HOUSING FINANCE BOARD | 437 | 2 | | | | | |
| FEDERAL LABOR RELATIONS AUTHORITY | 389 | 14 | | | | | |
| FEDERAL MARITIME COMMISSION | 217 | 2 | | | | | |

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001**

| AGENCY | TOTAL COST (\$000) | OVERTIME (\$000) | HOLIDAY (\$000) | SUNDAY (\$000) | NIGHT DIFFERENTIAL (\$000) | HAZARDOUS DUTY (\$000) | POST DIFFERENTIAL (\$000) |
|--|-----------------------------------|-----------------------------|----------------------------|---------------------------|---|---------------------------------------|--|
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 120 | 6 | 10 | | | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 148 | 9 | | | | | |
| FEDERAL TRADE COMMISSION | 1,955 | 263 | 2 | | | | |
| GENERAL SERVICES ADMINISTRATION | 57,516 | 16,324 | 594 | 467 | 1,426 | 160 | 5 |
| BROADCASTING BOARD OF GOVERNORS | 9,044 | 2,868 | 2,018 | 1,262 | 1,507 | 6 | 421 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 460 | 130 | 26 | 29 | 12 | | |
| MERIT SYSTEMS PROTECTION BOARD | 488 | 18 | | | | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 32,388 | 6,920 | 612 | 542 | 692 | 91 | 14 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 4,108 | 1,596 | 33 | 12 | 22 | | |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,656 | 386 | 3 | | | | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 552 | 10 | | | | | |
| NATIONAL ENDOWMENT FOR THE ARTS | 350 | 6 | | | | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 202 | 4 | | | | | |
| NATIONAL LABOR RELATIONS BOARD | 1,624 | 58 | | | | | |
| NATIONAL SCIENCE FOUNDATION | 3,319 | 112 | | | | | 49 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 1,058 | 584 | 45 | | | | |
| NUCLEAR REGULATORY COMMISSION | 8,053 | 2,665 | 91 | 50 | 51 | | |
| OFFICE OF PERSONNEL MANAGEMENT | 6,272 | 2,832 | 9 | | 80 | | |
| OFFICE OF SPECIAL COUNSEL | 15 | | | | | | |
| PEACE CORPS | 411 | 47 | 5 | 23 | | | |
| PRESIDIO TRUST | 1,291 | 1,093 | 42 | 17 | | | |
| RAILROAD RETIREMENT BOARD | 1,226 | 302 | 15 | | 20 | | |
| SECURITIES AND EXCHANGE COMMISSION | 5,381 | 450 | 13 | | 3 | | |
| SELECTIVE SERVICE SYSTEM | 147 | 3 | | | 9 | | |
| SMALL BUSINESS ADMINISTRATION | 14,773 | 9,804 | 274 | | | | |
| SMITHSONIAN INSTITUTION | 12,061 | 6,429 | 1,240 | 1,102 | 661 | 36 | |
| SMITHSONIAN INSTITUTION | 9,594 | 5,062 | 954 | 828 | 568 | 36 | |
| NATIONAL GALLERY OF ART | 2,467 | 1,367 | 286 | 274 | 93 | | |
| SOCIAL SECURITY ADMINISTRATION | 187,019 | 155,715 | 323 | 112 | 1,304 | | 29 |
| TENNESSEE VALLEY AUTHORITY | 108,163 | 78,803 | 5,432 | 2,182 | 2,031 | | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 296 | 179 | 35 | 35 | 9 | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 13,719 | 857 | 35 | 90 | 3 | 368 | 8,265 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 835 | 50 | | | | | 4 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 12,884 | 807 | 35 | 90 | 3 | 368 | 8,261 |
| U.S. INTERNATIONAL TRADE COMMISSION | 740 | 79 | | | | | |
| U.S. POSTAL SERVICE | 5,366,774 | 3,661,141 | 167,559 | 242,261 | 493,568 | | |
| SUBTOTAL INDEPENDENT AGENCIES | 5,898,980 | 3,985,880 | 179,535 | 248,770 | 502,041 | 736 | 8,835 |
| TOTAL - ALL AGENCIES | 11,999,461 | 7,270,176 | 428,190 | 522,467 | 805,409 | 59,268 | 60,976 |

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

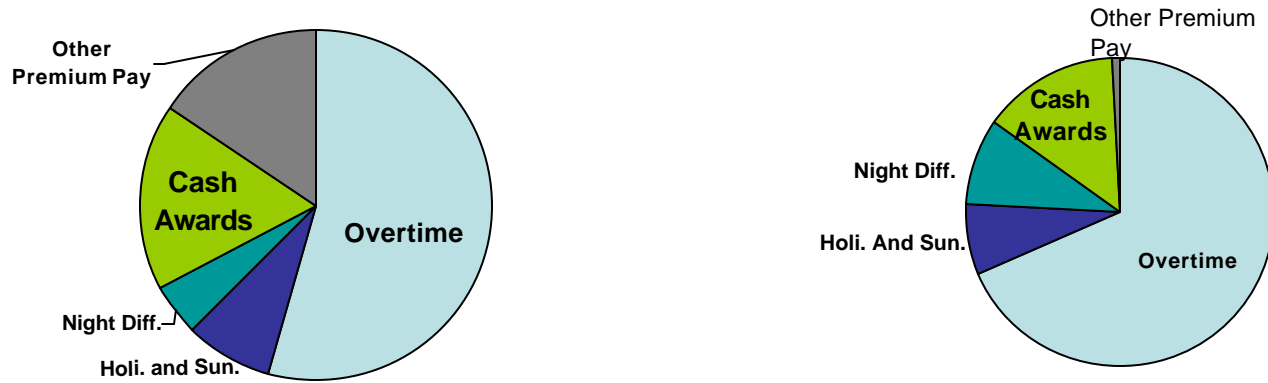
| AGENCY | STAFFING 1/ DIFFERENTIAL (\$000) | SUPERVISORY DIFFERENTIAL (\$000) | PHYSICIANS COMPARABILITY ALLOWANCE (\$000) | REMOTE WORK SITE ALLOWANCE (\$000) | CASH AWARDS (\$000) | OTHER PREMIUM PAY (\$000) |
|--|--|--|--|--|-----------------------------------|---|
| EXECUTIVE OFFICE OF THE PRESIDENT | | | | | | |
| OFFICE OF MANAGEMENT AND BUDGET | | | | | 817 | |
| OFFICE OF ADMINISTRATION | | | | | 100 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | | | | | 203 | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | | | | | 117 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | | | | | 1,237 | |
| DEPARTMENT OF STATE | | | 1,235 | | 5,581 | 6,614 |
| DEPARTMENT OF THE TREASURY | | | | | 108,663 | 1,969 |
| DEPARTMENT OF DEFENSE, TOTAL | | 776 | 8,205 | 577 | 447,906 | 254,528 |
| DEPARTMENT OF THE ARMY | | 567 | 5,471 | 194 | 120,932 | 2,737 |
| DEPARTMENT OF THE NAVY | | 38 | 690 | | 158,973 | 47,545 |
| DEPARTMENT OF THE AIR FORCE | | 82 | 2,044 | 383 | 84,421 | 182,151 |
| OTHER DEFENSE ACTIVITIES | | 89 | | | 83,580 | 22,095 |
| DEPARTMENT OF JUSTICE | | 187 | 4,092 | | 45,078 | 41 |
| DEPARTMENT OF THE INTERIOR | | 108 | | | 54,823 | 1,349 |
| DEPARTMENT OF AGRICULTURE | | 3 | 20 | 51 | 38,849 | 1,007 |
| DEPARTMENT OF COMMERCE | | | | 176 | 53,249 | 816 |
| DEPARTMENT OF LABOR | | | 106 | | 13,822 | 2,146 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | | | 53,409 | | 51,661 | 17,720 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | | | | | 11,630 | |
| DEPARTMENT OF TRANSPORTATION | | | 115 | | 21,843 | 60,969 |
| DEPARTMENT OF ENERGY | | 2,204 | | | 35,819 | 620 |
| DEPARTMENT OF EDUCATION | | | | | 7,467 | |
| DEPARTMENT OF VETERANS AFFAIRS | | 34 | 428,905 | | 74,920 | 59,262 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | | 3,312 | 496,087 | 804 | 971,311 | 407,041 |
| AMERICAN BATTLE MONUMENTS COMMISSION | | | | | 60 | |
| ARMED FORCES RETIREMENT HOME | | | 147 | | 365 | |
| COMMODITY FUTURES TRADING COMMISSION | | | | | 702 | |
| CONSUMER PRODUCT SAFETY COMMISSION | | | | | 165 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | | | | | 227 | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | | | | | 876 | |
| ENVIRONMENTAL PROTECTION AGENCY | | | | | 1,530 | 5,006 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | | | | 335 | |
| FARM CREDIT ADMINISTRATION | | | | | 758 | 599 |
| FEDERAL COMMUNICATIONS COMMISSION | | | | | 1,938 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | | | | | 3,850 | 54 |
| FEDERAL ELECTION COMMISSION | | | | | 272 | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | | | | | 1,622 | |
| FEDERAL HOUSING FINANCE BOARD | | | | | 435 | |
| FEDERAL LABOR RELATIONS AUTHORITY | | | | | 375 | |
| FEDERAL MARITIME COMMISSION | | | | | 215 | |

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001**

| AGENCY | STAFFING 1/ DIFFERENTIAL (\$000) | SUPERVISORY DIFFERENTIAL (\$000) | PHYSICIANS COMPARABILITY ALLOWANCE (\$000) | REMOTE WORK SITE ALLOWANCE (\$000) | CASH AWARDS (\$000) | OTHER PREMIUM PAY (\$000) |
|--|---|---|---|---|------------------------------------|--|
| FEDERAL MEDIATION AND CONCILIATION SERVICE | | | | | 104 | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | | | | | 139 | |
| FEDERAL TRADE COMMISSION | | | | | 1690 | |
| GENERAL SERVICES ADMINISTRATION | | 6 | | | 38,534 | |
| BROADCASTING BOARD OF GOVERNORS | | | | | 962 | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | | | | | 263 | |
| MERIT SYSTEMS PROTECTION BOARD | | | | | 470 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | | | 259 | | 23,258 | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | | | | | 2,445 | |
| NATIONAL CREDIT UNION ADMINISTRATION | | | | | 1,267 | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | | | | | 542 | |
| NATIONAL ENDOWMENT FOR THE ARTS | | | | | 344 | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | | | | | 198 | |
| NATIONAL LABOR RELATIONS BOARD | | | | | 1,496 | 70 |
| NATIONAL SCIENCE FOUNDATION | | | | | 3,158 | |
| NATIONAL TRANSPORTATION SAFETY BOARD | | | | | 427 | 2 |
| NUCLEAR REGULATORY COMMISSION | | | | | 5,196 | |
| OFFICE OF PERSONNEL MANAGEMENT | | | | | 3,196 | 155 |
| OFFICE OF SPECIAL COUNSEL | | | | | 15 | |
| PEACE CORPS | | | 88 | | 248 | |
| PRESIDIO TRUST | | | | | 139 | |
| RAILROAD RETIREMENT BOARD | | | | | 889 | |
| SECURITIES AND EXCHANGE COMMISSION | | | | | 4,279 | 636 |
| SELECTIVE SERVICE SYSTEM | | | | | 135 | |
| SMALL BUSINESS ADMINISTRATION | | | | | 4,695 | |
| SMITHSONIAN INSTITUTION | | 5 | | | 2,588 | |
| SMITHSONIAN INSTITUTION | | 5 | | | 2,141 | |
| NATIONAL GALLERY OF ART | | | | | 447 | |
| SOCIAL SECURITY ADMINISTRATION | | | | | 29,536 | |
| TENNESSEE VALLEY AUTHORITY | | | | | 17,967 | 1,748 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | | | | | 38 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | 126 | | 3,864 | 111 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | | | | | 781 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | 126 | | 3,083 | 111 |
| U.S. INTERNATIONAL TRADE COMMISSION | | | | | 661 | |
| U.S. POSTAL SERVICE | | | | | 761,255 | 40,990 |
| SUBTOTAL INDEPENDENT AGENCIES | | 11 | 620 | | 923,181 | 49,371 |
| TOTAL - ALL AGENCIES | | 3,323 | 496,707 | 804 | 1,895,729 | 456,412 |

Chart 6

Overtime Represents Sixty Percent of the Total Premium Pay During Fiscal Year 2001



| Premium Pay | Total (\$000) | | % of Total | |
|------------------------------------|--------------------|---------------------|--------------------|---------------------|
| | All Other Agencies | U.S. Postal Service | All Other Agencies | U.S. Postal Service |
| Overtime | 3,609,035 | 3,661,141 | 54.4 | 68.2 |
| Holiday | 260,631 | 167,559 | 3.9 | 3.1 |
| Sunday | 280,206 | 242,261 | 4.2 | 4.5 |
| Night Differential | 311,841 | 493,568 | 4.7 | 9.2 |
| Hazardous Duty | 59,268 | 0 | 0.9 | 0.0 |
| Post Differential | 60,976 | 0 | 0.9 | 0.0 |
| Supervisory Differential | 3,323 | 0 | 0.1 | 0.0 |
| Physicians Comparability Allowance | 496,707 | 0 | 7.5 | 0.0 |
| Remote Work Site Allowance | 804 | 0 | 0.0 | 0.0 |
| Cash Awards | 1,134,474 | 761,255 | 17.1 | 14.2 |
| Other | 415,422 | 40,990 | 6.3 | 0.8 |
| Total | 6,632,687 | 5,366,774 | 100.0 | 100.0 |

Benefits

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

* **Table 6A** shows that the U.S. Postal Service and Defense agencies accounted for 59 percent of the Federal Government's portion of Employee Health Insurance cost (38.1 and 20.6 percent; respectively).

* Fiscal year 2001 employee benefit pay amounted to \$35.9 billion (excluding \$347.1 million separation pay).

* Benefit pay represented 21.2 percent of total personnel costs -- 29.7 percent of basic costs.

* **Tables 6B and 6C** shows that the major benefits included \$15.5 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$6.8 billion to the Social Security System, and \$8.8 billion for Employee Health Insurance.

* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 42.8 percent of total benefits costs. Health Insurance covered an additional 24.1 percent of total benefits costs.



TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | TOTAL COST (\$000) | HEALTH INSURANCE (\$000) | LIFE INSURANCE (\$000) | TOTAL RETIREMENT (\$000) | SOCIAL SECURITY (\$000) | WORKMENS' COMPENSATION (\$000) | UNIFORM ALLOWANCE (\$000) |
|--|------------------------------|------------------------------------|----------------------------------|------------------------------------|-----------------------------------|--|-------------------------------------|
| EXECUTIVE OFFICE OF THE PRESIDENT | 4,912 | 832 | 34 | 2,537 | 1,461 | | |
| OFFICE OF MANAGEMENT AND BUDGET | 8,600 | 1,467 | 61 | 4,885 | 2,004 | | |
| OFFICE OF ADMINISTRATION | 2,765 | 546 | 21 | 1,439 | 653 | | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 3,564 | 486 | 18 | 1,652 | 704 | | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 1,979 | 311 | 16 | 1,117 | 500 | | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 21,820 | 3,642 | 150 | 11,630 | 5,322 | | |
| DEPARTMENT OF STATE | 467,149 | 53,391 | 2,028 | 193,828 | 66,972 | 45 | |
| DEPARTMENT OF THE TREASURY | 2,133,118 | 453,137 | 13,685 | 1,064,678 | 355,801 | 56,654 | 105 |
| DEPARTMENT OF DEFENSE, TOTAL | 7,928,118 | 1,800,470 | 68,890 | 3,514,813 | 1,491,216 | 269,088 | 8,658 |
| DEPARTMENT OF THE ARMY | 2,174,473 | 487,619 | 15,114 | 931,169 | 390,826 | 91,053 | 1,438 |
| DEPARTMENT OF THE NAVY | 2,488,015 | 572,771 | 30,885 | 1,132,439 | 496,027 | 94,916 | 5,615 |
| DEPARTMENT OF THE AIR FORCE | 1,858,975 | 436,626 | 13,543 | 804,089 | 352,117 | 75,602 | 1,499 |
| OTHER DEFENSE ACTIVITIES | 1,406,655 | 303,454 | 9,348 | 647,116 | 252,246 | 7,517 | 106 |
| DEPARTMENT OF JUSTICE | 3,049,342 | 737,507 | 14,612 | 1,675,645 | 565,758 | 9,607 | |
| DEPARTMENT OF THE INTERIOR | 838,650 | 195,220 | 5,652 | 388,369 | 176,120 | 8,001 | 5,008 |
| DEPARTMENT OF AGRICULTURE | 1,098,842 | 304,983 | 8,021 | 524,104 | 237,982 | | 256 |
| DEPARTMENT OF COMMERCE | 494,706 | 110,645 | 3,443 | 252,988 | 115,473 | | 84 |
| DEPARTMENT OF LABOR | 236,573 | 51,768 | 1,751 | 108,722 | 47,206 | 15,822 | |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 1,172,975 | 161,933 | 5,914 | 631,971 | 209,662 | 20,224 | 3,421 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 157,776 | 31,895 | 1,202 | 82,307 | 29,210 | 7,566 | |
| DEPARTMENT OF TRANSPORTATION | 1,294,827 | 227,653 | 8,517 | 685,167 | 230,476 | 99,447 | |
| DEPARTMENT OF ENERGY | 250,439 | 50,681 | 1,904 | 132,447 | 52,013 | 1,968 | 32 |
| DEPARTMENT OF EDUCATION | 68,054 | 13,669 | 534 | 37,611 | 15,581 | 472 | |
| DEPARTMENT OF VETERANS AFFAIRS | 2,652,495 | 597,674 | 17,789 | 1,221,822 | 579,795 | 137,388 | 6,257 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 21,843,064 | 4,790,626 | 153,942 | 10,514,472 | 4,173,265 | 626,282 | 23,821 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 3,656 | 245 | 8 | 458 | 191 | 63 | 4 |
| ARMED FORCES RETIREMENT HOME | 8,228 | 2,151 | 61 | 3,560 | 1,688 | 629 | 18 |
| COMMODITY FUTURES TRADING COMMISSION | 9,145 | 1,692 | 57 | 4,685 | 2,028 | | |
| CONSUMER PRODUCT SAFETY COMMISSION | 6,995 | 1,516 | 55 | 3,723 | 1,463 | 92 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 8,428 | 1,709 | 64 | 4,565 | 2,049 | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 37,232 | 8,143 | 301 | 19,640 | 7,920 | 756 | |
| ENVIRONMENTAL PROTECTION AGENCY | 386,000 | 71,210 | 2,536 | 226,535 | 82,408 | | 6 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 6,598 | 1,251 | 46 | 3,609 | 1,611 | | |
| FARM CREDIT ADMINISTRATION | 5,490 | 984 | 29 | 2,803 | 1,148 | 232 | |
| FEDERAL COMMUNICATIONS COMMISSION | 31,625 | 6,327 | 222 | 17,796 | 7,045 | 146 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 128,365 | 29,768 | 259 | 68,869 | 27,941 | | |
| FEDERAL ELECTION COMMISSION | 5,093 | 1,059 | 35 | 2,756 | 1,243 | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 58,283 | 10,024 | 342 | 24,046 | 17,113 | 1,702 | |
| FEDERAL HOUSING FINANCE BOARD | 2,366 | 328 | 15 | 1,323 | 562 | | |
| FEDERAL LABOR RELATIONS AUTHORITY | 3,339 | 617 | 24 | 1,717 | 667 | 104 | |
| FEDERAL MARITIME COMMISSION | 1,742 | 404 | 14 | 979 | 210 | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 5,342 | 879 | 41 | 2,699 | 1,102 | 587 | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 1,432 | 303 | 10 | 795 | 324 | | |

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | TOTAL COST (\$000) | HEALTH INSURANCE (\$000) | LIFE INSURANCE (\$000) | TOTAL RETIREMENT (\$000) | SOCIAL SECURITY (\$000) | WORKMENS' COMPENSATION (\$000) | UNIFORM ALLOWANCE (\$000) |
|--|-----------------------------------|---|---------------------------------------|---|--|---|--|
| FEDERAL TRADE COMMISSION | 17,578 | 2,865 | 109 | 9,512 | 3,976 | 106 | |
| GENERAL SERVICES ADMINISTRATION | 206,937 | 45,267 | 1,503 | 96,554 | 40,721 | 15,928 | 141 |
| BROADCASTING BOARD OF GOVERNORS | 44,923 | 11,734 | 222 | 19,680 | 6,930 | 680 | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 2,865 | 927 | 21 | 1,331 | 569 | | |
| MERIT SYSTEMS PROTECTION BOARD | 3,348 | 737 | 32 | 1,657 | 741 | 31 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 319,041 | 65,737 | 2,020 | 167,459 | 66,372 | 5,880 | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 27,913 | 6,921 | 194 | 12,865 | 5,866 | 1,173 | |
| NATIONAL CREDIT UNION ADMINISTRATION | 18,680 | 3,180 | 137 | 9,999 | 4,193 | | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 4,747 | 900 | 35 | 2,596 | 1,076 | 16 | |
| NATIONAL ENDOWMENT FOR THE ARTS | 2,176 | 414 | 16 | 1,240 | 506 | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 2,571 | 486 | 19 | 1,356 | 570 | 16 | |
| NATIONAL LABOR RELATIONS BOARD | 28,847 | 6,162 | 213 | 15,259 | 5,574 | 667 | |
| NATIONAL SCIENCE FOUNDATION | 19,452 | 3,538 | 147 | 10,294 | 4,583 | 145 | |
| NATIONAL TRANSPORTATION SAFETY BOARD | 7,667 | 1,290 | 56 | 3,887 | 1,691 | 231 | |
| NUCLEAR REGULATORY COMMISSION | 48,413 | 9,697 | 1,621 | 26,831 | 6,781 | 585 | |
| OFFICE OF PERSONNEL MANAGEMENT | 34,241 | 8,298 | 275 | 16,489 | 4,731 | 922 | |
| OFFICE OF SPECIAL COUNSEL | 1,598 | 274 | 13 | 915 | 396 | | |
| PEACE CORPS | 66,096 | 2,097 | 79 | 5,994 | 2,450 | 10,484 | |
| PRESIDIO TRUST | 5,880 | 1,294 | 134 | 2,757 | 1,681 | | |
| RAILROAD RETIREMENT BOARD | 14,278 | 3,676 | 140 | 7,561 | 2,691 | 30 | |
| SECURITIES AND EXCHANGE COMMISSION | 52,598 | 18,317 | 4,006 | 26,173 | 3,665 | 2 | |
| SELECTIVE SERVICE SYSTEM | 1,782 | 460 | 16 | 896 | 402 | | |
| SMALL BUSINESS ADMINISTRATION | 59,759 | 15,326 | 420 | 28,456 | 9,884 | | |
| SMITHSONIAN INSTITUTION | 57,501 | 14,100 | 423 | 29,169 | 13,319 | | 9 |
| SMITHSONIAN INSTITUTION | 48,845 | 11,915 | 360 | 24,795 | 11,318 | | 9 |
| NATIONAL GALLERY OF ART | 8,656 | 2,185 | 63 | 4,374 | 2,001 | | |
| SOCIAL SECURITY ADMINISTRATION | 677,889 | 188,706 | 5,559 | 345,587 | 133,425 | | 24 |
| TENNESSEE VALLEY AUTHORITY | 297,094 | 69,661 | 1,085 | 90,567 | 68,263 | 64,221 | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 3,014 | 644 | 22 | 1,524 | 824 | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 45,390 | 7,625 | 319 | 28,116 | 9,299 | | |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 2,992 | 364 | 44 | 1,683 | 884 | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 42,398 | 7,261 | 275 | 26,433 | 8,415 | | |
| U.S. INTERNATIONAL TRADE COMMISSION | 6,174 | 1,183 | 46 | 3,349 | 1,351 | 57 | |
| U.S. POSTAL SERVICE | 11,629,538 | 3,337,025 | 198,267 | 3,637,188 | 2,031,207 | 984,485 | 72,746 |
| SUBTOTAL INDEPENDENT AGENCIES | 14,412,602 | 3,966,251 | 221,233 | 4,993,223 | 2,589,374 | 1,089,954 | 72,948 |
| TOTAL - ALL AGENCIES | 36,277,486 | 8,760,519 | 375,325 | 15,519,325 | 6,767,961 | 1,716,236 | 96,769 |

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | OVERSEAS ALLOWANCE (\$000) | NON-FOREIGN COLA (\$000) | RETENTION ALLOWANCE (\$000) | RECRUITMENT BONUS (\$000) | RELOCATION BONUS (\$000) | OTHER BENEFITS (\$000) | SEPARATION PAY (\$000) |
|--|---|---|--|--|---|---------------------------------------|---------------------------------------|
| EXECUTIVE OFFICE OF THE PRESIDENT | | | | | | 48 | |
| OFFICE OF MANAGEMENT AND BUDGET | | | | | | 183 | |
| OFFICE OF ADMINISTRATION | | | 20 | 17 | | 69 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 640 | | | | | 64 | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | | | | | | 35 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 640 | | 20 | 17 | | 399 | |
| DEPARTMENT OF STATE | 110,801 | | | 499 | | 30,044 | 9,541 |
| DEPARTMENT OF THE TREASURY | 14,538 | 12,400 | 1,517 | 1,707 | 475 | 100,125 | 58,296 |
| DEPARTMENT OF DEFENSE, TOTAL | 305,089 | 58,899 | 26,948 | 5,674 | 3,136 | 151,714 | 223,523 |
| DEPARTMENT OF THE ARMY | 106,762 | 44,412 | 9,933 | 5,551 | 580 | 33,297 | 56,719 |
| DEPARTMENT OF THE NAVY | 74,872 | | | | | 3,806 | 76,684 |
| DEPARTMENT OF THE AIR FORCE | 36,687 | 5,701 | 16,097 | 12 | 489 | 56,300 | 60,213 |
| OTHER DEFENSE ACTIVITIES | 86,768 | 8,786 | 918 | 111 | 2,067 | 58,311 | 29,907 |
| DEPARTMENT OF JUSTICE | 31,579 | | 908 | 955 | 865 | 11,906 | |
| DEPARTMENT OF THE INTERIOR | 56 | 29,313 | 150 | 91 | 198 | 29,862 | 610 |
| DEPARTMENT OF AGRICULTURE | 19,502 | | 626 | 1,481 | 732 | 310 | 845 |
| DEPARTMENT OF COMMERCE | 10,277 | 168 | 227 | 1,173 | 5 | | 223 |
| DEPARTMENT OF LABOR | | 800 | 113 | 925 | 49 | 8,899 | 518 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 2,173 | 9,577 | 44,499 | 2,918 | 229 | 79,902 | 552 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 1,383 | | 119 | | | 4,094 | |
| DEPARTMENT OF TRANSPORTATION | 2 | 34,805 | 180 | 789 | | 7,696 | 95 |
| DEPARTMENT OF ENERGY | 40 | 65 | 1,198 | 541 | 322 | 1,695 | 7,533 |
| DEPARTMENT OF EDUCATION | | 25 | 57 | 60 | | 44 | 1 |
| DEPARTMENT OF VETERANS AFFAIRS | | 21,651 | 6,485 | 4,143 | 16,889 | 13,363 | 29,239 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 495,440 | 167,703 | 83,027 | 20,956 | 22,900 | 439,654 | 330,976 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 295 | | | | | 2,286 | 106 |
| ARMED FORCES RETIREMENT HOME | | | 14 | | | 74 | 33 |
| COMMODITY FUTURES TRADING COMMISSION | | | 665 | 18 | | | |
| CONSUMER PRODUCT SAFETY COMMISSION | | 12 | 15 | 2 | | 117 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 41 | | | | | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | | 72 | | | | 400 | |
| ENVIRONMENTAL PROTECTION AGENCY | 83 | 1,101 | | | | 1,962 | 159 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | | | 53 | | 28 | |
| FARM CREDIT ADMINISTRATION | | | | | | 294 | |
| FEDERAL COMMUNICATIONS COMMISSION | 89 | | | | | | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | | | | | | | 1,528 |
| FEDERAL ELECTION COMMISSION | | | | | | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 343 | | | | | 902 | 3,811 |
| FEDERAL HOUSING FINANCE BOARD | | | | | | | 138 |
| FEDERAL LABOR RELATIONS AUTHORITY | | | | | | 210 | |
| FEDERAL MARITIME COMMISSION | | | | | | 135 | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | | 34 | | | | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | | | | | | | |

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | OVERSEAS ALLOWANCE (\$000) | NON-FOREIGN COLA (\$000) | RETENTION ALLOWANCE (\$000) | RECRUITMENT BONUS (\$000) | RELOCATION BONUS (\$000) | OTHER BENEFITS (\$000) | SEPARATION PAY (\$000) |
|--|---|---|--|--|---|---------------------------------------|---------------------------------------|
| FEDERAL TRADE COMMISSION | 8 | | | 366 | 10 | 626 | |
| GENERAL SERVICES ADMINISTRATION | 1,103 | 1,247 | 169 | 134 | 87 | 3,278 | 805 |
| BROADCASTING BOARD OF GOVERNORS | 784 | | | 10 | | 3,340 | 1,543 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | | | 17 | | | | |
| MERIT SYSTEMS PROTECTION BOARD | | | | | 41 | 109 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | | | 10 | 911 | 360 | 8,970 | 1,322 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | | 65 | 40 | 26 | | 591 | 172 |
| NATIONAL CREDIT UNION ADMINISTRATION | | 175 | | 38 | 958 | | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | | | | | | 95 | 29 |
| NATIONAL ENDOWMENT FOR THE ARTS | | | | | | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | | | | | | 95 | 29 |
| NATIONAL LABOR RELATIONS BOARD | | 285 | | | 340 | 317 | 30 |
| NATIONAL SCIENCE FOUNDATION | 183 | | | | 38 | 503 | 21 |
| NATIONAL TRANSPORTATION SAFETY BOARD | | 65 | 196 | 30 | | 221 | |
| NUCLEAR REGULATORY COMMISSION | | | 58 | 15 | 298 | | 2,527 |
| OFFICE OF PERSONNEL MANAGEMENT | 152 | | | | | 3,374 | |
| OFFICE OF SPECIAL COUNSEL | | | | | | | |
| PEACE CORPS | 22,190 | 22,044 | | | | 662 | 96 |
| PRESIDIO TRUST | | | | 14 | | | |
| RAILROAD RETIREMENT BOARD | | | | | | 180 | |
| SECURITIES AND EXCHANGE COMMISSION | | | | 435 | | | |
| SELECTIVE SERVICE SYSTEM | | 1 | 7 | | | | |
| SMALL BUSINESS ADMINISTRATION | | 1,138 | | | 1,080 | 1,574 | 1,881 |
| SMITHSONIAN INSTITUTION | 339 | | 108 | 6 | | | 28 |
| SMITHSONIAN INSTITUTION | 339 | | 76 | 6 | | | 27 |
| NATIONAL GALLERY OF ART | | | 32 | | | | 1 |
| SOCIAL SECURITY ADMINISTRATION | | 4,466 | 42 | 8 | 72 | | |
| TENNESSEE VALLEY AUTHORITY | | | | | | 1,887 | 1,410 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 1 | | 16 | 14 | | | |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 1 | | 16 | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | | 14 | | | |
| U.S. INTERNATIONAL TRADE COMMISSION | | | | | | 188 | |
| U.S. POSTAL SERVICE | | | | | | 1,368,150 | 470 |
| SUBTOTAL INDEPENDENT AGENCIES | 25,611 | 30,705 | 1,357 | 2,080 | 3,284 | 1,400,473 | 16,109 |
| TOTAL - ALL AGENCIES | 521,691 | 198,408 | 84,404 | 23,053 | 26,184 | 1,840,526 | 347,085 |



TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2001

| AGENCY | TOTAL RETIREMENT (\$000) | CIVIL SERVICE RETIREMENT (CSRS) (\$000) | FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000) | FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000) | OTHER RETIREMENT (\$000) |
|--|---|--|--|---|---|
| EXECUTIVE OFFICE OF THE PRESIDENT | 2,537 | 225 | 1,992 | 320 | |
| OFFICE OF MANAGEMENT AND BUDGET | 4,885 | 1,283 | 2,556 | 1,046 | |
| OFFICE OF ADMINISTRATION | 1,439 | 336 | 809 | 294 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 1,652 | 370 | 919 | 363 | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 1,117 | 172 | 677 | 268 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 11,630 | 2,386 | 6,953 | 2,291 | |
| DEPARTMENT OF STATE | 193,828 | 19,613 | 29,372 | 32,949 | 111,894 |
| DEPARTMENT OF THE TREASURY | 1,064,678 | 284,520 | 572,649 | 201,074 | 6,435 |
| DEPARTMENT OF DEFENSE, TOTAL | 3,514,813 | 1,110,464 | 1,720,130 | 677,935 | 6,284 |
| DEPARTMENT OF THE ARMY | 931,169 | 290,830 | 466,549 | 173,790 | |
| DEPARTMENT OF THE NAVY | 1,132,439 | 365,001 | 561,540 | 205,898 | |
| DEPARTMENT OF THE AIR FORCE | 804,089 | 233,809 | 410,983 | 159,287 | 10 |
| OTHER DEFENSE ACTIVITIES | 647,116 | 220,824 | 281,058 | 138,960 | 6,274 |
| DEPARTMENT OF JUSTICE | 1,675,645 | 346,703 | 1,028,519 | 300,423 | |
| DEPARTMENT OF THE INTERIOR | 388,369 | 119,728 | 197,819 | 70,822 | |
| DEPARTMENT OF AGRICULTURE | 524,104 | 177,923 | 250,253 | 95,343 | 585 |
| DEPARTMENT OF COMMERCE | 252,988 | 64,492 | 135,260 | 52,647 | 589 |
| DEPARTMENT OF LABOR | 108,722 | 42,372 | 54,620 | 11,730 | |
| 3 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 631,971 | 105,364 | 235,494 | 88,971 | 202,142 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 82,307 | 28,284 | 37,543 | 13,952 | 2,528 |
| DEPARTMENT OF TRANSPORTATION | 685,167 | 185,940 | 384,829 | 114,398 | |
| DEPARTMENT OF ENERGY | 132,447 | 47,996 | 60,202 | 24,249 | |
| DEPARTMENT OF EDUCATION | 37,611 | 12,297 | 18,248 | 7,066 | |
| DEPARTMENT OF VETERANS AFFAIRS | 1,221,822 | 271,558 | 696,694 | 253,567 | 3 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 10,514,472 | 2,817,254 | 5,421,632 | 1,945,126 | 330,460 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 458 | 115 | 249 | 94 | |
| ARMED FORCES RETIREMENT HOME | 3,560 | 844 | 1,989 | 727 | |
| COMMODITY FUTURES TRADING COMMISSION | 4,685 | 1,229 | 2,453 | 1,003 | |
| CONSUMER PRODUCT SAFETY COMMISSION | 3,723 | 1,440 | 1,608 | 675 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 4,565 | 990 | 2,588 | 987 | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 19,640 | 6,656 | 9,270 | 3,714 | |
| ENVIRONMENTAL PROTECTION AGENCY | 226,535 | 183,284 | | 43,251 | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 3,609 | 711 | 2,077 | 821 | |
| FARM CREDIT ADMINISTRATION | 2,803 | 774 | 1,401 | 628 | |
| FEDERAL COMMUNICATIONS COMMISSION | 17,796 | 5,234 | 8,930 | 3,632 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 68,869 | 15,854 | 37,497 | 15,518 | |
| FEDERAL ELECTION COMMISSION | 2,756 | 550 | 1,594 | 612 | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 24,046 | 5,668 | 13,366 | 5,012 | |
| FEDERAL HOUSING FINANCE BOARD | 1,323 | 192 | 798 | 333 | |
| FEDERAL LABOR RELATIONS AUTHORITY | 1,717 | 702 | 728 | 287 | |
| FEDERAL MARITIME COMMISSION | 979 | 465 | 152 | 362 | |

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2001**

| AGENCY | TOTAL RETIREMENT (\$000) | CIVIL SERVICE RETIREMENT (CSRS) (\$000) | FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000) | FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000) | OTHER RETIREMENT (\$000) |
|---|---|--|--|---|---|
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 2,699 | 683 | 1,409 | 607 | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 795 | 262 | 370 | 163 | |
| FEDERAL TRADE COMMISSION | 9,512 | 2,262 | 5,140 | 2,110 | |
| GENERAL SERVICES ADMINISTRATION | 96,554 | 33,347 | 45,173 | 18,034 | |
| BROADCASTING BOARD OF GOVERNORS | 19,680 | 7,284 | 7,670 | 3,363 | 1,363 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 1,331 | 450 | 619 | 262 | |
| MERIT SYSTEMS PROTECTION BOARD | 1,657 | 760 | 631 | 266 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 167,459 | 52,327 | 81,543 | 33,589 | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 12,865 | 3,954 | 6,602 | 2,309 | |
| NATIONAL CREDIT UNION ADMINISTRATION | 9,999 | 2,181 | 5,476 | 2,342 | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 2,596 | 771 | 1,311 | 514 | |
| NATIONAL ENDOWMENT FOR THE ARTS | 1,240 | 409 | 602 | 229 | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 1,356 | 362 | 709 | 285 | |
| NATIONAL LABOR RELATIONS BOARD | 15,259 | 6,876 | 6,068 | 2,315 | |
| NATIONAL SCIENCE FOUNDATION | 10,294 | 3,110 | 5,049 | 2,135 | |
| NATIONAL TRANSPORTATION SAFETY BOARD | 3,887 | 1,034 | 1,998 | 855 | |
| NUCLEAR REGULATORY COMMISSION | 26,831 | 8,976 | 12,472 | 5,383 | |
| OFFICE OF PERSONNEL MANAGEMENT | 16,489 | 6,328 | 7,306 | 2,855 | |
| OFFICE OF SPECIAL COUNSEL | 915 | 233 | 496 | 186 | |
| ⊗ PEACE CORPS | 5,994 | 419 | 3,989 | 1,448 | 138 |
| PRESIDIO TRUST | 2,757 | 207 | 2,167 | 383 | |
| RAILROAD RETIREMENT BOARD | 7,561 | 3,243 | 3,411 | 907 | |
| SECURITIES AND EXCHANGE COMMISSION | 26,173 | 10,321 | 8,605 | 7,247 | |
| SELECTIVE SERVICE SYSTEM | 896 | 411 | 402 | 83 | |
| SMALL BUSINESS ADMINISTRATION | 28,456 | | | 28,456 | |
| SMITHSONIAN INSTITUTION | 29,169 | 7,247 | 15,793 | 6,129 | |
| SMITHSONIAN INSTITUTION | 24,795 | 6,096 | 13,476 | 5,223 | |
| NATIONAL GALLERY OF ART | 4,374 | 1,151 | 2,317 | 906 | |
| SOCIAL SECURITY ADMINISTRATION | 345,587 | 156,825 | 137,481 | 51,281 | |
| TENNESSEE VALLEY AUTHORITY | 90,567 | 666 | 261 | 108 | 89,532 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 1,524 | 157 | 1,119 | 248 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 28,116 | 3,371 | 17,487 | 4,783 | 2,475 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 1,683 | 221 | 1,189 | 273 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 26,433 | 3,150 | 16,298 | 4,510 | 2,475 |
| U.S. INTERNATIONAL TRADE COMMISSION | 3,349 | 1,163 | 1,566 | 620 | |
| U.S. POSTAL SERVICE | 3,637,188 | 801,960 | 2,046,415 | 788,813 | |
| SUBTOTAL INDEPENDENT AGENCIES | 4,993,223 | 1,341,536 | 2,512,729 | 1,045,450 | 93,508 |
| TOTAL - ALL AGENCIES | 15,519,325 | 4,161,176 | 7,941,314 | 2,992,867 | 423,968 |

TABLE 6C
BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE
FISCAL YEAR 2001

| BENEFITS (CATEGORIES) | ALL OTHER AGENCIES | | U.S. POSTAL SERVICE | |
|--|---------------------------|-----------------------------|----------------------------|-----------------------------|
| | COSTS (\$000) | PERCENT OF BASIC PAYROLL | COSTS (\$000) | PERCENT OF BASIC PAYROLL |
| | FY 2001 | FY 2001 | FY 2001 | FY 2001 |
| TOTAL 1/ | \$24,301,333 | 27.4 | \$11,629,068 | 35.7 |
| -HEALTH INSURANCE | 5,423,494 | 6.1 | 3,337,025 | 10.2 |
| -LIFE INSURANCE | 177,058 | 0.2 | 198,267 | 0.6 |
| -RETIREMENT 1/ | 11,882,137 | 13.4 | 3,637,188 | 11.2 |
| -FEDERAL INSURANCE CONTRIBUTIONS ACT (SOCIAL SECURITY) | 4,736,754 | 5.4 | 2,031,207 | 6.2 |
| -FEDERAL EMPLOYEES COMPENSATION ACT (FECA) | 731,751 | 0.8 | 984,485 | 3.0 |
| -UNIFORM ALLOWANCE | 24,023 | 0.0 | 72,746 | 0.2 |
| -OVERSEAS ALLOWANCE | 521,691 | 0.6 | NA | NA |
| -NON-FOREIGN COST OF LIVING ALLOWANCE (COLA) | 198,408 | 0.2 | NA | NA |
| -RETENTION ALLOWANCE | 84,404 | 0.1 | NA | NA |
| -RECRUITMENT BONUS | 23,053 | 0.0 | NA | NA |
| -RELOCATION BONUS | 26,184 | 0.0 | NA | NA |
| -OTHER BENEFITS | 472,376 | 0.5 | 1,368,150 | 4.2 |
| SEPARATION PAY 2/ | 346,615 | 0.4 | 470 | 0.0 |

1/ INCLUDES THE FEDERAL EMPLOYEES RETIREMENT SYSTEMS (FERS): \$ 7,941,314,000 IN FY 2001.

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

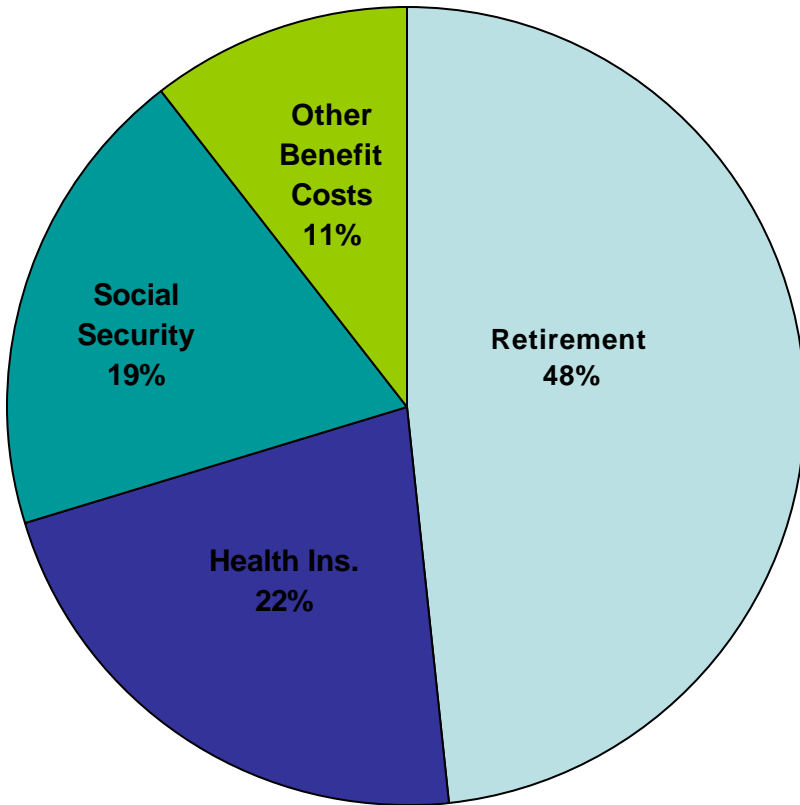
NA - NOT APPLICABLE

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR 2001.

CHART 7
Distribution of Benefit Costs
Fiscal Year 2001

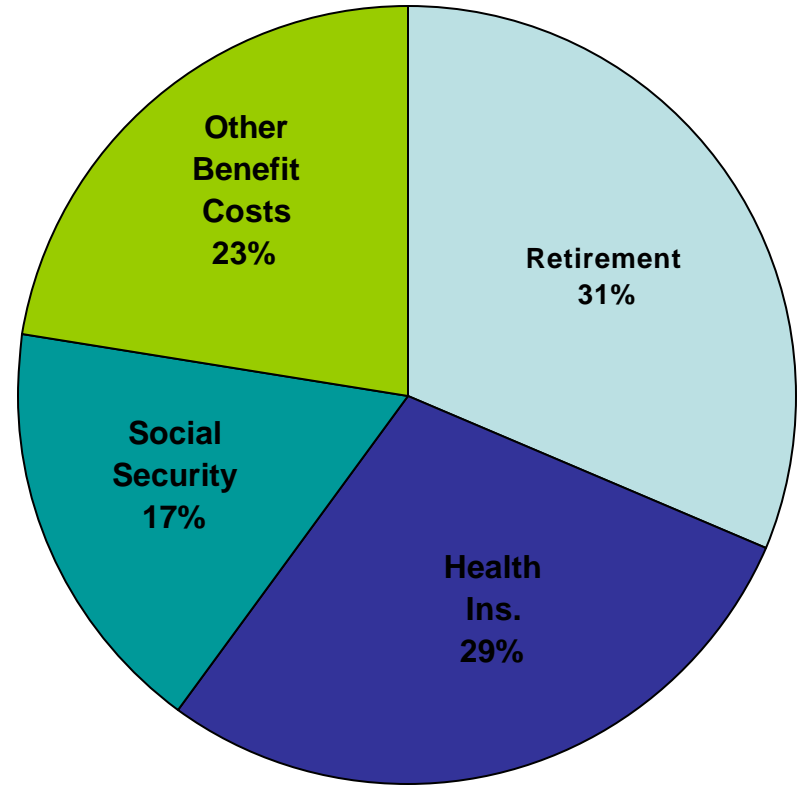
(\$ thousands)

All Other Agencies



Total Benefit Costs : \$24,647,948
(In thousands \$)

U. S. Postal Service



Total Benefit Costs : \$11,629,538
(In thousands \$)

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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 |
|--|------|
| Pay System | |
| 800 : All Pay Systems (Summary) | 38 |
| 610 : General Schedule | 42 |
| 620 : Postal Service | 46 |
| 630 : V.A. Physicians and Dentists | 46 |
| 631 : V.A. Nurses | 47 |
| 650 : Public Health Service Commissioned Corps | 47 |
| 675 : Senior Executive Service | 48 |
| 732 : TVA (Salary Policy Employees) | 52 |
| 733 : TVA (Trade and Labor Employees) | 53 |
| 740 : Wage Employees (Trades and Crafts) | 54 |
| 748 : Non-Wage Board Aliens | 58 |
| 768 : Experts and Consultants | 59 |
| 772 : Teachers in Dependent Schools Abroad | 61 |



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|--|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| EXECUTIVE OFFICE OF THE PRESIDENT | 373 | 21,352 | 280 | 57,995 | 366 | 21,164 | 57,825 | 97.84% |
| OFFICE OF MANAGEMENT AND BUDGET | 506 | 39,288 | 1,257 | 80,128 | 473 | 37,931 | 80,192 | 93.55% |
| OFFICE OF ADMINISTRATION | 187 | 11,561 | 324 | 63,556 | 180 | 11,429 | 63,494 | 96.16% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 161 | 13,067 | 275 | 82,870 | 149 | 12,494 | 83,852 | 93.64% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 114 | 8,490 | 189 | 76,132 | 106 | 8,214 | 77,491 | 94.64% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 1,341 | 93,758 | 2,325 | 71,650 | 1,274 | 91,232 | 71,611 | 94.95% |
| DEPARTMENT OF STATE | 28,282 | 1,376,105 | 81,778 | 51,548 | 25,486 | 1,287,993 | 50,537 | 88.35% |
| DEPARTMENT OF THE TREASURY | 147,082 | 7,285,283 | 829,704 | 55,173 | 140,750 | 7,232,140 | 51,383 | 89.12% |
| DEPARTMENT OF DEFENSE, TOTAL | 689,906 | 31,975,516 | 1,884,779 | 49,080 | 633,070 | 30,828,547 | 48,697 | 91.05% |
| DEPARTMENT OF THE ARMY | 222,373 | 9,976,396 | 376,560 | 46,557 | 208,624 | 9,662,785 | 46,317 | 93.33% |
| DEPARTMENT OF THE NAVY | 192,428 | 9,310,729 | 792,719 | 52,505 | 175,080 | 9,056,626 | 51,729 | 89.64% |
| DEPARTMENT OF THE AIR FORCE | 162,430 | 7,262,377 | 469,046 | 47,598 | 148,978 | 6,941,933 | 46,597 | 89.79% |
| OTHER DEFENSE ACTIVITIES | 112,675 | 5,426,014 | 246,454 | 50,344 | 100,388 | 5,167,203 | 51,472 | 91.09% |
| DEPARTMENT OF JUSTICE | 136,009 | 6,814,912 | 952,000 | 57,106 | 120,032 | 6,704,468 | 55,856 | 86.32% |
| DEPARTMENT OF THE INTERIOR | 73,160 | 3,239,107 | 207,593 | 47,112 | 55,871 | 2,837,823 | 50,792 | 82.33% |
| DEPARTMENT OF AGRICULTURE | 105,608 | 4,528,649 | 397,981 | 46,650 | 87,331 | 4,257,212 | 48,748 | 86.41% |
| DEPARTMENT OF COMMERCE | 37,283 | 2,078,378 | 125,298 | 59,107 | 32,293 | 1,951,372 | 60,427 | 88.55% |
| DEPARTMENT OF LABOR | 16,620 | 1,007,481 | 24,532 | 62,095 | 15,674 | 987,545 | 63,005 | 95.69% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 62,647 | 2,912,009 | 178,310 | 49,329 | 54,979 | 2,599,810 | 47,287 | 84.13% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 10,173 | 672,158 | 18,790 | 67,920 | 9,910 | 664,863 | 67,090 | 96.22% |
| DEPARTMENT OF TRANSPORTATION | 64,925 | 4,722,433 | 331,959 | 77,850 | 61,929 | 4,657,542 | 75,208 | 92.15% |
| DEPARTMENT OF ENERGY | 15,663 | 1,122,679 | 65,509 | 75,860 | 14,785 | 1,088,100 | 73,595 | 91.58% |
| DEPARTMENT OF EDUCATION | 4,630 | 312,996 | 8,945 | 69,534 | 4,277 | 295,681 | 69,133 | 91.84% |
| DEPARTMENT OF VETERANS AFFAIRS | 212,186 | 9,501,000 | 990,978 | 49,447 | 184,247 | 8,368,481 | 45,420 | 79.76% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 1,604,174 | 77,548,706 | 6,098,156 | 52,143 | 1,440,634 | 73,761,577 | 51,201 | 88.18% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 378 | 9,877 | 175 | 26,593 | 361 | 9,466 | 26,222 | 94.17% |
| ARMED FORCES RETIREMENT HOME | 763 | 28,326 | 2,380 | 40,244 | 711 | 27,034 | 38,023 | 88.04% |
| COMMODITY FUTURES TRADING COMMISSION | 549 | 38,134 | 863 | 71,033 | 503 | 35,863 | 71,298 | 91.96% |
| CONSUMER PRODUCT SAFETY COMMISSION | 469 | 32,344 | 202 | 69,394 | 441 | 30,316 | 68,744 | 93.15% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 599 | 36,395 | 342 | 61,331 | 592 | 36,037 | 60,873 | 98.09% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,706 | 166,192 | 1,059 | 61,807 | 2,579 | 160,156 | 62,100 | 95.76% |
| ENVIRONMENTAL PROTECTION AGENCY | 17,592 | 1,232,122 | 9,878 | 70,600 | 16,952 | 1,191,478 | 70,285 | 95.93% |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 419 | 28,650 | 462 | 69,480 | 417 | 28,650 | 68,705 | 98.41% |
| FARM CREDIT ADMINISTRATION | 279 | 22,407 | 1,380 | 85,258 | 272 | 22,029 | 80,989 | 92.61% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,938 | 146,438 | 2,423 | 76,812 | 1,842 | 143,494 | 77,901 | 96.39% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 6,742 | 539,205 | 7,873 | 81,145 | 6,460 | 524,411 | 81,178 | 95.86% |
| FEDERAL ELECTION COMMISSION | 349 | 21,557 | 438 | 63,023 | 337 | 20,985 | 62,270 | 95.41% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 5,320 | 252,781 | 29,685 | 53,095 | 2,419 | 155,035 | 64,091 | 54.89% |
| FEDERAL HOUSING FINANCE BOARD | 105 | 9,850 | 437 | 97,971 | 98 | 9,289 | 94,786 | 90.30% |
| FEDERAL LABOR RELATIONS AUTHORITY | 206 | 15,459 | 389 | 76,932 | 191 | 14,487 | 75,848 | 91.41% |
| FEDERAL MARITIME COMMISSION | 121 | 8,931 | 217 | 75,603 | 121 | 8,917 | 73,694 | 97.47% |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 284 | 21,335 | 120 | 75,546 | 281 | 21,053 | 74,922 | 98.13% |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 96 | 6,701 | 148 | 71,344 | 88 | 6,294 | 71,523 | 91.90% |

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|---|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| FEDERAL TRADE COMMISSION | 1,014 | 76,603 | 1,955 | 77,473 | 881 | 70,092 | 79,560 | 89.22% |
| GENERAL SERVICES ADMINISTRATION | 14,342 | 807,941 | 57,516 | 60,344 | 13,750 | 797,136 | 57,974 | 92.11% |
| BROADCASTING BOARD OF GOVERNORS | 2,592 | 133,362 | 9,044 | 54,941 | 2,251 | 127,683 | 56,723 | 89.66% |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 261 | 11,449 | 460 | 45,628 | 242 | 10,963 | 45,302 | 92.06% |
| MERIT SYSTEMS PROTECTION BOARD | 222 | 17,025 | 488 | 78,887 | 209 | 16,363 | 78,292 | 93.43% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 18,832 | 1,381,193 | 32,388 | 75,063 | 18,034 | 1,355,110 | 75,142 | 95.86% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,660 | 111,201 | 4,108 | 43,349 | 2,352 | 105,109 | 44,689 | 91.15% |
| NATIONAL CREDIT UNION ADMINISTRATION | 1,007 | 77,492 | 1,656 | 78,598 | 982 | 75,949 | 77,341 | 95.96% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 320 | 21,520 | 552 | 68,975 | 290 | 19,658 | 67,786 | 89.06% |
| NATIONAL ENDOWMENT FOR THE ARTS | 152 | 10,619 | 350 | 72,164 | 134 | 8,983 | 67,037 | 81.89% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 168 | 10,901 | 202 | 66,089 | 156 | 10,675 | 68,429 | 96.15% |
| NATIONAL LABOR RELATIONS BOARD | 1,993 | 138,548 | 1,624 | 70,332 | 1,909 | 133,543 | 69,954 | 95.27% |
| NATIONAL SCIENCE FOUNDATION | 1,225 | 92,577 | 3,319 | 78,282 | 1,058 | 80,480 | 76,068 | 83.92% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 451 | 31,674 | 1,058 | 72,576 | 395 | 29,393 | 74,413 | 89.80% |
| NUCLEAR REGULATORY COMMISSION | 3,182 | 260,168 | 8,053 | 84,293 | 2,909 | 256,008 | 88,006 | 95.45% |
| OFFICE OF PERSONNEL MANAGEMENT | 2,830 | 149,210 | 6,272 | 54,941 | 2,469 | 140,205 | 56,786 | 90.17% |
| OFFICE OF SPECIAL COUNSEL | 105 | 7,453 | 15 | 71,124 | 99 | 7,120 | 71,919 | 95.34% |
| 69 PEACE CORPS | 1,020 | 50,000 | 411 | 49,423 | 975 | 46,960 | 48,164 | 93.15% |
| PRESIDIO TRUST | 464 | 23,350 | 1,291 | 53,106 | 334 | 18,840 | 56,407 | 76.46% |
| RAILROAD RETIREMENT BOARD | 1,155 | 66,948 | 1,226 | 59,025 | 1,129 | 65,709 | 58,201 | 96.38% |
| SECURITIES AND EXCHANGE COMMISSION | 2,936 | 220,804 | 5,381 | 77,038 | 2,816 | 217,206 | 77,133 | 96.03% |
| SELECTIVE SERVICE SYSTEM | 165 | 8,884 | 147 | 54,733 | 161 | 8,578 | 53,280 | 94.98% |
| SMALL BUSINESS ADMINISTRATION | 4,244 | 239,157 | 14,773 | 59,833 | 3,362 | 196,495 | 58,446 | 77.38% |
| SMITHSONIAN INSTITUTION | 4,973 | 237,160 | 12,061 | 50,115 | 4,621 | 229,615 | 49,689 | 92.13% |
| SMITHSONIAN INSTITUTION | 4,174 | 201,626 | 9,594 | 50,604 | 3,877 | 195,033 | 50,305 | 92.34% |
| NATIONAL GALLERY OF ART | 799 | 35,534 | 2,467 | 47,561 | 744 | 34,582 | 46,481 | 91.00% |
| SOCIAL SECURITY ADMINISTRATION | 62,805 | 3,119,017 | 187,019 | 52,640 | 59,527 | 3,024,296 | 50,805 | 91.48% |
| TENNESSEE VALLEY AUTHORITY | 14,340 | 748,330 | 108,163 | 59,728 | 11,983 | 692,159 | 57,762 | 80.81% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 232 | 12,366 | 296 | 54,578 | 217 | 11,973 | 55,175 | 94.56% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 3,197 | 202,404 | 13,719 | 67,602 | 2,946 | 187,137 | 63,522 | 86.59% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 188 | 14,247 | 835 | 80,223 | 168 | 13,160 | 78,333 | 87.26% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 3,009 | 188,157 | 12,884 | 66,813 | 2,778 | 173,977 | 62,627 | 86.54% |
| U.S. INTERNATIONAL TRADE COMMISSION | 391 | 28,555 | 740 | 74,923 | 356 | 27,736 | 77,910 | 94.68% |
| U.S. POSTAL SERVICE | 898,544 | 32,611,750 | 5,366,774 | 42,267 | 667,276 | 27,672,807 | 41,471 | 72.86% |
| SUBTOTAL INDEPENDENT AGENCIES | 1,084,417 | 43,502,845 | 5,898,980 | 45,556 | 838,198 | 38,069,317 | 45,418 | 77.06% |
| TOTAL - ALL AGENCIES | 2,689,932 | 121,145,309 | 11,999,461 | 49,497 | 2,280,106 | 111,922,126 | 49,086 | 84.06% |

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | FULL-TIME TEMPORARY (FTT) | | | | PART-TIME AND INTERMITTENT (PTI) | | | |
|--|---------------------------|---------------------------|--------------------------------|------------------------------------|----------------------------------|---------------------------|--------------------------------|------------------------------------|
| | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTT COST AS % OF DIRECT COST | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | PTI COST AS % OF DIRECT COST |
| EXECUTIVE OFFICE OF THE PRESIDENT | 1 | 76 | 76,000 | 0.35% | 2 | 112 | 56,000 | 0.52% |
| OFFICE OF MANAGEMENT AND BUDGET | 11 | 382 | 34,727 | 0.94% | 14 | 975 | 69,643 | 2.40% |
| OFFICE OF ADMINISTRATION | 2 | 68 | 34,000 | 0.57% | 1 | 64 | 64,000 | 0.54% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 8 | 466 | 58,250 | 3.49% | 3 | 107 | 35,667 | 0.80% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 5 | 213 | 42,600 | 2.45% | 2 | 63 | 31,500 | 0.73% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 27 | 1,205 | 44,630 | 1.25% | 22 | 1,321 | 60,045 | 1.37% |
| DEPARTMENT OF STATE | 1,168 | 49,711 | 42,561 | 3.41% | 842 | 38,401 | 45,607 | 2.63% |
| DEPARTMENT OF THE TREASURY | 920 | 21,771 | 23,664 | 0.27% | 579 | 31,372 | 54,183 | 0.39% |
| DEPARTMENT OF DEFENSE, TOTAL | 33,031 | 1,006,999 | 30,486 | 2.97% | 5,848 | 139,970 | 23,935 | 0.41% |
| DEPARTMENT OF THE ARMY | 8,722 | 262,694 | 30,119 | 2.54% | 1,450 | 50,917 | 35,115 | 0.49% |
| DEPARTMENT OF THE NAVY | 7,731 | 254,103 | 32,868 | 2.52% | | | | |
| DEPARTMENT OF THE AIR FORCE | 8,909 | 287,840 | 32,309 | 3.72% | 2,196 | 32,604 | 14,847 | 0.42% |
| OTHER DEFENSE ACTIVITIES | 7,669 | 202,362 | 26,387 | 3.57% | 2,202 | 56,449 | 25,635 | 1.00% |
| DEPARTMENT OF JUSTICE | 698 | 26,610 | 38,123 | 0.34% | 3,444 | 83,834 | 24,342 | 1.08% |
| DEPARTMENT OF THE INTERIOR | 10,590 | 337,676 | 31,886 | 9.80% | 2,044 | 63,608 | 31,119 | 1.85% |
| DEPARTMENT OF AGRICULTURE | 7,103 | 161,793 | 22,778 | 3.28% | 5,093 | 109,644 | 21,528 | 2.23% |
| DEPARTMENT OF COMMERCE | 625 | 25,210 | 40,336 | 1.14% | 3,402 | 101,796 | 29,922 | 4.62% |
| DEPARTMENT OF LABOR | 239 | 6,842 | 28,628 | 0.66% | 625 | 13,094 | 20,950 | 1.27% |
| 40 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 5,451 | 256,213 | 47,003 | 8.29% | 1,416 | 55,986 | 39,538 | 1.81% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 92 | 3,539 | 38,467 | 0.51% | 67 | 3,756 | 56,060 | 0.54% |
| DEPARTMENT OF TRANSPORTATION | 718 | 32,071 | 44,667 | 0.63% | 774 | 32,820 | 42,403 | 0.65% |
| DEPARTMENT OF ENERGY | 321 | 24,828 | 77,346 | 2.09% | 188 | 9,751 | 51,867 | 0.82% |
| DEPARTMENT OF EDUCATION | 199 | 13,011 | 65,382 | 4.04% | 81 | 4,304 | 53,136 | 1.34% |
| DEPARTMENT OF VETERANS AFFAIRS | 11,486 | 533,956 | 46,488 | 5.09% | 11,217 | 598,563 | 53,362 | 5.70% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 72,641 | 2,500,230 | 34,419 | 2.99% | 35,620 | 1,286,899 | 36,129 | 1.54% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 9 | 411 | 45,667 | 4.09% | | | | |
| ARMED FORCES RETIREMENT HOME | 6 | 756 | 126,000 | 2.46% | 18 | 536 | 29,778 | 1.75% |
| COMMODITY FUTURES TRADING COMMISSION | 20 | 1,131 | 56,550 | 2.90% | 23 | 1,140 | 49,565 | 2.92% |
| CONSUMER PRODUCT SAFETY COMMISSION | 13 | 1,338 | 102,923 | 4.11% | 14 | 690 | 49,286 | 2.12% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 2 | 160 | 80,000 | 0.44% | 3 | 198 | 66,000 | 0.54% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 109 | 4,867 | 44,651 | 2.91% | 15 | 1,169 | 77,933 | 0.70% |
| ENVIRONMENTAL PROTECTION AGENCY | 132 | 6,334 | 47,985 | 0.51% | 456 | 34,310 | 75,241 | 2.76% |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | | | | | | | |
| FARM CREDIT ADMINISTRATION | 5 | 224 | 44,800 | 0.94% | 2 | 154 | 77,000 | 0.65% |
| FEDERAL COMMUNICATIONS COMMISSION | 59 | 637 | 10,797 | 0.43% | 30 | 2,307 | 76,900 | 1.55% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 47 | 1,513 | 32,191 | 0.28% | 200 | 13,281 | 66,405 | 2.43% |
| FEDERAL ELECTION COMMISSION | 5 | 322 | 64,400 | 1.46% | 4 | 250 | 62,500 | 1.14% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 1,002 | 42,755 | 42,670 | 15.14% | 1,394 | 54,991 | 39,448 | 19.47% |
| FEDERAL HOUSING FINANCE BOARD | 4 | 366 | 91,500 | 3.56% | 3 | 195 | 65,000 | 1.90% |
| FEDERAL LABOR RELATIONS AUTHORITY | 5 | 537 | 107,400 | 3.39% | 10 | 435 | 43,500 | 2.74% |
| FEDERAL MARITIME COMMISSION | | 14 | | 0.15% | | | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 1 | 147 | 147,000 | 0.69% | 2 | 135 | 67,500 | 0.63% |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 3 | 98 | 32,667 | 1.43% | 5 | 309 | 61,800 | 4.51% |

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 TRADE COMMISSION | 97 | 4,213 | 43,433 | 5.36% | 32 | 2,298 | 71,813 | 2.93% |
| GENERAL SERVICES ADMINISTRATION | 177 | 6,986 | 39,469 | 0.81% | 68 | 3,819 | 56,162 | 0.44% |
| BROADCASTING BOARD OF GOVERNORS | 79 | 4,108 | 52,000 | 2.88% | 25 | 1,571 | 62,840 | 1.10% |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 2 | 82 | 41,000 | 0.69% | 14 | 404 | 28,857 | 3.39% |
| MERIT SYSTEMS PROTECTION BOARD | 11 | 487 | 44,273 | 2.78% | 2 | 175 | 87,500 | 1.00% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 355 | 13,143 | 37,023 | 0.93% | 321 | 12,940 | 40,312 | 0.92% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 154 | 2,958 | 19,208 | 2.57% | 118 | 3,134 | 26,559 | 2.72% |
| NATIONAL CREDIT UNION ADMINISTRATION | 12 | 843 | 70,250 | 1.07% | 9 | 700 | 77,778 | 0.88% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 25 | 1,571 | 62,840 | 7.12% | 5 | 291 | 58,200 | 1.32% |
| NATIONAL ENDOWMENT FOR THE ARTS | 15 | 1,399 | 93,267 | 12.75% | 3 | 237 | 79,000 | 2.16% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 10 | 172 | 17,200 | 1.55% | 2 | 54 | 27,000 | 0.49% |
| NATIONAL LABOR RELATIONS BOARD | 34 | 1,186 | 34,882 | 0.85% | 49 | 3,819 | 77,939 | 2.72% |
| NATIONAL SCIENCE FOUNDATION | 122 | 9,650 | 79,098 | 10.06% | 43 | 2,447 | 56,907 | 2.55% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 21 | 1,476 | 70,286 | 4.51% | 24 | 805 | 33,542 | 2.46% |
| NUCLEAR REGULATORY COMMISSION | 80 | 653 | 8,163 | 0.24% | 110 | 3,507 | 31,882 | 1.31% |
| OFFICE OF PERSONNEL MANAGEMENT | 78 | 2,928 | 37,538 | 1.88% | 227 | 6,077 | 26,771 | 3.91% |
| OFFICE OF SPECIAL COUNSEL | 3 | 193 | 64,333 | 2.58% | 3 | 140 | 46,667 | 1.87% |
| 41 PEACE CORPS | | | | | 44 | 3,040 | 69,091 | 6.03% |
| PRESIDIO TRUST | 95 | 4,027 | 42,389 | 16.34% | 6 | 483 | 80,500 | 1.96% |
| RAILROAD RETIREMENT BOARD | | 26 | | 0.04% | 22 | 1,213 | 55,136 | 1.78% |
| SECURITIES AND EXCHANGE COMMISSION | 120 | 3,598 | 29,983 | 1.59% | | | | |
| SELECTIVE SERVICE SYSTEM | 1 | 47 | 47,000 | 0.52% | 3 | 259 | 86,333 | 2.87% |
| SMALL BUSINESS ADMINISTRATION | 662 | 26,922 | 40,668 | 10.60% | 32 | 15,740 | 491,875 | 6.20% |
| SMITHSONIAN INSTITUTION | 97 | 2,698 | 27,814 | 1.08% | 86 | 4,847 | 56,360 | 1.94% |
| SMITHSONIAN INSTITUTION | 94 | 2,590 | 27,553 | 1.23% | 70 | 4,003 | 57,186 | 1.90% |
| NATIONAL GALLERY OF ART | 3 | 108 | 36,000 | 0.28% | 16 | 844 | 52,750 | 2.22% |
| SOCIAL SECURITY ADMINISTRATION | 1,121 | 29,133 | 25,988 | 0.88% | 2,100 | 65,588 | 31,232 | 1.98% |
| TENNESSEE VALLEY AUTHORITY | 1,106 | 53,335 | 48,223 | 6.23% | 190 | 2,836 | 14,926 | 0.33% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 6 | 262 | 43,667 | 2.07% | 2 | 131 | 65,500 | 1.03% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 69 | 4,608 | 66,783 | 2.13% | 161 | 10,659 | 66,205 | 4.93% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 14 | 807 | 57,643 | 5.35% | 5 | 280 | 56,000 | 1.86% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 55 | 3,801 | 69,109 | 1.89% | 156 | 10,379 | 66,532 | 5.16% |
| U.S. INTERNATIONAL TRADE COMMISSION | 28 | 785 | 28,036 | 2.68% | 5 | 34 | 6,800 | 0.12% |
| U.S. POSTAL SERVICE | 1,438 | 26,402 | 18,360 | 0.07% | 161,802 | 4,912,541 | 30,361 | 12.94% |
| SUBTOTAL INDEPENDENT AGENCIES | 7,415 | 263,930 | 35,594 | 0.53% | 167,682 | 5,169,598 | 30,830 | 10.46% |
| TOTAL - ALL AGENCIES | 80,083 | 2,765,365 | 34,531 | 2.08% | 203,324 | 6,457,818 | 31,761 | 4.85% |



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | |
| EXECUTIVE OFFICE OF THE PRESIDENT | 70 | 3,509 | 266 | 53,929 | 66 | 3,410 | 51,667 | 90.33% |
| OFFICE OF MANAGEMENT AND BUDGET | 436 | 30,547 | 811 | 71,922 | 404 | 29,249 | 72,399 | 93.27% |
| OFFICE OF ADMINISTRATION | 175 | 10,931 | 259 | 63,943 | 169 | 10,799 | 63,899 | 96.51% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 133 | 9,825 | 199 | 75,368 | 122 | 9,431 | 77,303 | 94.08% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 102 | 7,049 | 173 | 70,804 | 94 | 6,773 | 72,053 | 93.78% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 916 | 61,861 | 1,708 | 69,398 | 855 | 59,662 | 69,780 | 93.85% |
| DEPARTMENT OF STATE | 6,757 | 398,188 | 9,577 | 60,347 | 6,175 | 382,971 | 62,020 | 93.92% |
| DEPARTMENT OF THE TREASURY | 139,578 | 6,871,285 | 776,016 | 54,789 | 133,999 | 6,827,925 | 50,955 | 89.29% |
| DEPARTMENT OF DEFENSE, TOTAL | 470,043 | 22,726,953 | 1,036,270 | 50,555 | 440,291 | 22,062,371 | 50,109 | 92.84% |
| DEPARTMENT OF THE ARMY | 174,211 | 8,161,137 | 307,743 | 48,613 | 164,212 | 7,928,145 | 48,280 | 93.62% |
| DEPARTMENT OF THE NAVY | 112,604 | 5,676,779 | 310,957 | 53,175 | 107,686 | 5,598,284 | 51,987 | 93.50% |
| DEPARTMENT OF THE AIR FORCE | 102,237 | 4,888,780 | 242,364 | 50,189 | 94,564 | 4,679,728 | 49,487 | 91.20% |
| OTHER DEFENSE ACTIVITIES | 80,991 | 4,000,257 | 175,206 | 51,555 | 73,829 | 3,856,214 | 52,232 | 92.35% |
| DEPARTMENT OF JUSTICE | 124,139 | 5,919,108 | 919,143 | 55,085 | 108,997 | 5,841,667 | 53,595 | 85.43% |
| DEPARTMENT OF THE INTERIOR | 57,691 | 2,672,598 | 158,074 | 49,066 | 47,548 | 2,476,964 | 52,094 | 87.50% |
| DEPARTMENT OF AGRICULTURE | 99,641 | 4,336,184 | 383,520 | 47,367 | 84,406 | 4,109,131 | 48,683 | 87.06% |
| DEPARTMENT OF COMMERCE | 25,386 | 1,427,156 | 95,060 | 59,963 | 22,491 | 1,363,442 | 60,622 | 89.57% |
| DEPARTMENT OF LABOR | 16,279 | 972,555 | 23,250 | 61,171 | 15,679 | 953,160 | 60,792 | 95.72% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 51,395 | 2,276,758 | 135,779 | 46,941 | 47,511 | 2,174,425 | 45,767 | 90.13% |
| 42 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 9,141 | 597,066 | 12,925 | 66,731 | 8,961 | 591,320 | 65,988 | 96.94% |
| DEPARTMENT OF TRANSPORTATION | 12,588 | 761,967 | 18,194 | 61,977 | 11,907 | 740,326 | 62,176 | 94.89% |
| DEPARTMENT OF ENERGY | 13,451 | 961,968 | 40,498 | 74,527 | 12,877 | 943,836 | 73,296 | 94.15% |
| DEPARTMENT OF EDUCATION | 4,452 | 293,965 | 7,912 | 67,807 | 4,173 | 283,709 | 67,987 | 93.98% |
| DEPARTMENT OF VETERANS AFFAIRS | 130,846 | 5,231,132 | 282,134 | 42,136 | 119,250 | 4,915,646 | 41,221 | 89.16% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 1,161,387 | 55,446,883 | 3,898,352 | 51,099 | 1,064,265 | 53,666,893 | 50,426 | 90.43% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 64 | 3,221 | 93 | 51,781 | 57 | 3,079 | 54,018 | 92.91% |
| ARMED FORCES RETIREMENT HOME | 529 | 20,395 | 1,654 | 41,681 | 496 | 19,277 | 38,865 | 87.43% |
| COMMODITY FUTURES TRADING COMMISSION | 523 | 34,917 | 855 | 68,398 | 484 | 33,415 | 69,039 | 93.41% |
| CONSUMER PRODUCT SAFETY COMMISSION | 454 | 30,410 | 202 | 67,427 | 429 | 28,788 | 67,105 | 94.04% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 137 | 9,288 | 80 | 68,380 | 137 | 9,288 | 67,796 | 99.15% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 2,665 | 160,672 | 1,012 | 60,669 | 2,540 | 154,903 | 60,985 | 95.81% |
| ENVIRONMENTAL PROTECTION AGENCY | 17,245 | 1,186,805 | 9,065 | 69,346 | 10,009 | 1,140,024 | 113,900 | 95.33% |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 393 | 25,705 | 415 | 66,463 | 391 | 25,705 | 65,742 | 98.41% |
| FEDERAL COMMUNICATIONS COMMISSION | 1,881 | 139,475 | 2,069 | 75,249 | 1,789 | 137,106 | 76,638 | 96.86% |
| FEDERAL ELECTION COMMISSION | 341 | 20,519 | 438 | 61,457 | 329 | 20,030 | 60,881 | 95.58% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 2,982 | 170,233 | 11,273 | 60,867 | 2,246 | 143,351 | 63,825 | 78.98% |
| FEDERAL LABOR RELATIONS AUTHORITY | 191 | 13,560 | 293 | 72,529 | 176 | 12,588 | 71,523 | 90.87% |
| FEDERAL MARITIME COMMISSION | 114 | 7,997 | 177 | 71,702 | 114 | 7,983 | 70,026 | 97.66% |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 281 | 20,931 | 120 | 74,915 | 279 | 20,789 | 74,513 | 98.76% |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 88 | 5,561 | 62 | 63,898 | 81 | 5,236 | 64,642 | 93.12% |
| FEDERAL TRADE COMMISSION | 963 | 70,727 | 1,723 | 75,234 | 837 | 65,046 | 77,713 | 89.78% |
| GENERAL SERVICES ADMINISTRATION | 12,381 | 724,371 | 45,784 | 62,205 | 11,902 | 714,347 | 60,019 | 92.75% |
| BROADCASTING BOARD OF GOVERNORS | 1,523 | 99,016 | 4,485 | 67,959 | 1,442 | 96,741 | 67,088 | 93.47% |

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | |
| MERIT SYSTEMS PROTECTION BOARD | 205 | 14,866 | 437 | 74,649 | 194 | 14,485 | 74,665 | 94.65% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 18,307 | 1,325,041 | 29,293 | 73,979 | 17,513 | 1,299,191 | 74,184 | 95.93% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 2,616 | 107,946 | 4,032 | 42,805 | 2,309 | 101,854 | 44,112 | 90.96% |
| NATIONAL CREDIT UNION ADMINISTRATION | 966 | 70,761 | 1,619 | 74,928 | 942 | 69,471 | 73,748 | 95.98% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 300 | 19,312 | 462 | 65,913 | 274 | 17,706 | 64,620 | 89.54% |
| NATIONAL ENDOWMENT FOR THE ARTS | 144 | 9,710 | 303 | 69,535 | 127 | 8,137 | 64,071 | 81.26% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 156 | 9,602 | 159 | 62,571 | 147 | 9,569 | 65,095 | 98.03% |
| NATIONAL LABOR RELATIONS BOARD | 1,927 | 132,007 | 1,363 | 69,211 | 1,843 | 127,076 | 68,951 | 95.28% |
| NATIONAL SCIENCE FOUNDATION | 789 | 42,285 | 1,803 | 55,878 | 691 | 39,560 | 57,250 | 89.73% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 434 | 29,555 | 940 | 70,265 | 382 | 27,765 | 72,683 | 91.05% |
| OFFICE OF PERSONNEL MANAGEMENT | 2,765 | 142,610 | 5,668 | 53,627 | 2,405 | 133,605 | 55,553 | 90.10% |
| OFFICE OF SPECIAL COUNSEL | 98 | 6,563 | 13 | 67,102 | 93 | 6,360 | 68,387 | 96.72% |
| RAILROAD RETIREMENT BOARD | 1,132 | 64,850 | 1,196 | 58,345 | 1,106 | 63,611 | 57,514 | 96.31% |
| SECURITIES AND EXCHANGE COMMISSION | 2,855 | 211,454 | 4,945 | 75,796 | 2,735 | 207,856 | 75,999 | 96.05% |
| SELECTIVE SERVICE SYSTEM | 162 | 8,586 | 123 | 53,759 | 158 | 8,280 | 52,405 | 95.07% |
| SMALL BUSINESS ADMINISTRATION | 4,196 | 233,353 | 14,374 | 59,039 | 3,314 | 190,691 | 57,541 | 76.98% |
| SMITHSONIAN INSTITUTION | 4,046 | 204,979 | 8,901 | 52,862 | 3,764 | 198,219 | 52,662 | 92.68% |
| SMITHSONIAN INSTITUTION | 3,372 | 173,868 | 6,828 | 53,587 | 3,138 | 168,009 | 53,540 | 92.98% |
| NATIONAL GALLERY OF ART | 674 | 31,111 | 2,073 | 49,234 | 626 | 30,210 | 48,259 | 91.04% |
| SOCIAL SECURITY ADMINISTRATION | 62,224 | 3,086,366 | 184,326 | 52,563 | 59,021 | 2,992,954 | 50,710 | 91.51% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 212 | 11,598 | 204 | 55,670 | 200 | 11,210 | 56,050 | 94.98% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 1,097 | 75,139 | 2,416 | 70,697 | 1,052 | 73,012 | 69,403 | 94.14% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 171 | 12,179 | 704 | 75,339 | 155 | 11,548 | 74,503 | 89.64% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 926 | 62,960 | 1,712 | 69,840 | 897 | 61,464 | 68,522 | 95.04% |
| U.S. INTERNATIONAL TRADE COMMISSION | 382 | 27,368 | 685 | 73,437 | 348 | 26,681 | 76,670 | 95.11% |
| SUBTOTAL INDEPENDENT AGENCIES | 147,468 | 8,558,442 | 342,600 | 60,359 | 132,082 | 8,247,283 | 62,441 | 92.66% |
| TOTAL - ALL AGENCIES | 1,309,771 | 64,067,186 | 4,242,660 | 52,154 | 1,197,202 | 61,973,838 | 51,766 | 90.72% |

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | FULL-TIME TEMPORARY (FTT) | | | | PART-TIME AND INTERMITTENT (PTI) | | | |
|--|---------------------------|---------------------------|--------------------------------|------------------------------------|----------------------------------|---------------------------|--------------------------------|------------------------------------|
| | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTT COST AS % OF DIRECT COST | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | PTI COST AS % OF DIRECT COST |
| EXECUTIVE OFFICE OF THE PRESIDENT | | 49 | | 1.30% | 1 | 50 | 50,000 | 1.32% |
| OFFICE OF MANAGEMENT AND BUDGET | 11 | 355 | 32,273 | 1.13% | 14 | 943 | 67,357 | 3.01% |
| OFFICE OF ADMINISTRATION | 2 | 68 | 34,000 | 0.61% | 1 | 64 | 64,000 | 0.57% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 7 | 287 | 41,000 | 2.86% | 3 | 107 | 35,667 | 1.07% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 5 | 213 | 42,600 | 2.95% | 2 | 63 | 31,500 | 0.87% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 25 | 972 | 38,880 | 1.53% | 21 | 1,227 | 58,429 | 1.93% |
| DEPARTMENT OF STATE | 227 | 9,788 | 43,119 | 2.40% | 124 | 5,429 | 43,782 | 1.33% |
| DEPARTMENT OF THE TREASURY | 713 | 14,025 | 19,670 | 0.18% | 532 | 29,335 | 55,141 | 0.38% |
| DEPARTMENT OF DEFENSE, TOTAL | 18,151 | 570,004 | 31,403 | 2.40% | 3,469 | 94,578 | 27,264 | 0.40% |
| DEPARTMENT OF THE ARMY | 6,036 | 189,448 | 31,386 | 2.24% | 1,184 | 43,544 | 36,777 | 0.51% |
| DEPARTMENT OF THE NAVY | 2,316 | 78,495 | 33,892 | 1.31% | | | | |
| DEPARTMENT OF THE AIR FORCE | 5,386 | 185,786 | 34,494 | 3.62% | 1,111 | 23,266 | 20,941 | 0.45% |
| OTHER DEFENSE ACTIVITIES | 4,413 | 116,275 | 26,348 | 2.78% | 1,174 | 27,768 | 23,652 | 0.67% |
| DEPARTMENT OF JUSTICE | 612 | 17,699 | 28,920 | 0.26% | 2,996 | 59,742 | 19,941 | 0.87% |
| DEPARTMENT OF THE INTERIOR | 5,213 | 147,405 | 28,276 | 5.21% | 1,523 | 48,229 | 31,667 | 1.70% |
| DEPARTMENT OF AGRICULTURE | 6,401 | 144,597 | 22,590 | 3.06% | 2,954 | 82,456 | 27,913 | 1.75% |
| DEPARTMENT OF COMMERCE | 131 | 4,418 | 33,725 | 0.29% | 2,024 | 59,296 | 29,296 | 3.90% |
| DEPARTMENT OF LABOR | 187 | 6,688 | 35,765 | 0.67% | 324 | 12,707 | 39,219 | 1.28% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 2,020 | 55,197 | 27,325 | 2.29% | 1,230 | 47,136 | 38,322 | 1.95% |
| 44 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 86 | 3,001 | 34,895 | 0.49% | 51 | 2,745 | 53,824 | 0.45% |
| DEPARTMENT OF TRANSPORTATION | 275 | 11,386 | 41,404 | 1.46% | 310 | 10,255 | 33,081 | 1.31% |
| DEPARTMENT OF ENERGY | 173 | 8,855 | 51,185 | 0.88% | 184 | 9,277 | 50,418 | 0.93% |
| DEPARTMENT OF EDUCATION | 135 | 6,535 | 48,407 | 2.16% | 73 | 3,721 | 50,973 | 1.23% |
| DEPARTMENT OF VETERANS AFFAIRS | 5,094 | 170,813 | 33,532 | 3.10% | 3,526 | 144,673 | 41,030 | 2.62% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 39,418 | 1,170,411 | 29,692 | 1.97% | 19,320 | 609,579 | 31,552 | 1.03% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 4 | 142 | 35,500 | 4.28% | | | | |
| ARMED FORCES RETIREMENT HOME | 6 | 742 | 123,667 | 3.37% | 11 | 376 | 34,182 | 1.71% |
| COMMODITY FUTURES TRADING COMMISSION | 14 | 362 | 25,857 | 1.01% | 23 | 1,140 | 49,565 | 3.19% |
| CONSUMER PRODUCT SAFETY COMMISSION | 10 | 932 | 93,200 | 3.04% | 14 | 690 | 49,286 | 2.25% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | | | | | | | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 107 | 4,600 | 42,991 | 2.85% | 15 | 1,169 | 77,933 | 0.72% |
| ENVIRONMENTAL PROTECTION AGENCY | 129 | 6,019 | 46,659 | 0.50% | 7,056 | 40,762 | 5,777 | 3.41% |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | | | | | | | |
| FEDERAL COMMUNICATIONS COMMISSION | 56 | 270 | 4,821 | 0.19% | 29 | 2,099 | 72,379 | 1.48% |
| FEDERAL ELECTION COMMISSION | 5 | 239 | 47,800 | 1.14% | 4 | 250 | 62,500 | 1.19% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 561 | 26,097 | 46,519 | 14.38% | 21 | 785 | 37,381 | 0.43% |
| FEDERAL LABOR RELATIONS AUTHORITY | 5 | 537 | 107,400 | 3.88% | 10 | 435 | 43,500 | 3.14% |
| FEDERAL MARITIME COMMISSION | | 14 | | 0.17% | | | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | | 7 | | 0.03% | 2 | 135 | 67,500 | 0.64% |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 2 | 59 | 29,500 | 1.05% | 5 | 266 | 53,200 | 4.73% |
| FEDERAL TRADE COMMISSION | 92 | 3,527 | 38,337 | 4.87% | 30 | 2,154 | 71,800 | 2.97% |
| GENERAL SERVICES ADMINISTRATION | 170 | 6,702 | 39,424 | 0.87% | 47 | 3,322 | 70,681 | 0.43% |
| BROADCASTING BOARD OF GOVERNORS | 23 | 1,025 | 44,565 | 0.99% | 21 | 1,250 | 59,524 | 1.21% |

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 |
| MERIT SYSTEMS PROTECTION BOARD | 9 | 206 | 22,889 | 1.35% | 2 | 175 | 87,500 | 1.14% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 355 | 13,143 | 37,023 | 0.97% | 318 | 12,707 | 39,959 | 0.94% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 154 | 2,958 | 19,208 | 2.64% | 118 | 3,134 | 26,559 | 2.80% |
| NATIONAL CREDIT UNION ADMINISTRATION | 11 | 590 | 53,636 | 0.82% | 9 | 700 | 77,778 | 0.97% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 22 | 1,365 | 62,045 | 6.90% | 4 | 241 | 60,250 | 1.22% |
| NATIONAL ENDOWMENT FOR THE ARTS | 14 | 1,353 | 96,643 | 13.51% | 3 | 220 | 73,333 | 2.20% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 8 | 12 | 1,500 | 0.12% | 1 | 21 | 21,000 | 0.22% |
| NATIONAL LABOR RELATIONS BOARD | 34 | 1,112 | 32,706 | 0.83% | 49 | 3,819 | 77,939 | 2.86% |
| NATIONAL SCIENCE FOUNDATION | 54 | 2,225 | 41,204 | 5.05% | 42 | 500 | 11,905 | 1.13% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 17 | 988 | 58,118 | 3.24% | 24 | 802 | 33,417 | 2.63% |
| OFFICE OF PERSONNEL MANAGEMENT | 78 | 2,928 | 37,538 | 1.97% | 227 | 6,077 | 26,771 | 4.10% |
| OFFICE OF SPECIAL COUNSEL | 2 | 63 | 31,500 | 0.96% | 3 | 140 | 46,667 | 2.13% |
| RAILROAD RETIREMENT BOARD | | 26 | | 0.04% | 22 | 1,213 | 55,136 | 1.84% |
| SECURITIES AND EXCHANGE COMMISSION | 120 | 3,598 | 29,983 | 1.66% | | | | |
| SELECTIVE SERVICE SYSTEM | 1 | 47 | 47,000 | 0.54% | 3 | 259 | 86,333 | 2.97% |
| SMALL BUSINESS ADMINISTRATION | 662 | 26,922 | 40,668 | 10.87% | 32 | 15,740 | 491,875 | 6.35% |
| SMITHSONIAN INSTITUTION | 72 | 2,293 | 31,847 | 1.07% | 88 | 4,467 | 50,761 | 2.09% |
| SMITHSONIAN INSTITUTION | 70 | 2,235 | 31,929 | 1.24% | 72 | 3,624 | 50,333 | 2.01% |
| NATIONAL GALLERY OF ART | 2 | 58 | 29,000 | 0.17% | 16 | 843 | 52,688 | 2.54% |
| SOCIAL SECURITY ADMINISTRATION | 1,109 | 28,335 | 25,550 | 0.87% | 2,094 | 65,077 | 31,078 | 1.99% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 6 | 262 | 43,667 | 2.22% | 2 | 126 | 63,000 | 1.07% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 28 | 1,254 | 44,786 | 1.62% | 13 | 873 | 67,154 | 1.13% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 10 | 374 | 37,400 | 2.90% | 5 | 257 | 51,400 | 1.99% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 18 | 880 | 48,889 | 1.36% | 8 | 616 | 77,000 | 0.95% |
| U.S. INTERNATIONAL TRADE COMMISSION | 27 | 653 | 24,185 | 2.33% | 5 | 34 | 6,800 | 0.12% |
| SUBTOTAL INDEPENDENT AGENCIES | 3,945 | 140,242 | 35,549 | 1.58% | 10,343 | 170,917 | 16,525 | 1.92% |
| TOTAL - ALL AGENCIES | 43,388 | 1,311,625 | 30,230 | 1.92% | 29,684 | 781,723 | 26,335 | 1.14% |



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | 898,544 | 32,611,750 | 5,366,774 | 42,267 | 667,276 | 27,672,807 | 41,471 | 72.86% |
| SUBTOTAL INDEPENDENT AGENCIES | 898,544 | 32,611,750 | 5,366,774 | 42,267 | 667,276 | 27,672,807 | 41,471 | 72.86% |
| TOTAL - ALL AGENCIES | 898,544 | 32,611,750 | 5,366,774 | 42,267 | 667,276 | 27,672,807 | 41,471 | 72.86% |

| 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 | 1,438 | 26,402 | 18,360 | 0.07% | 161,802 | 4,912,541 | 30,361 | 12.94% |
| SUBTOTAL INDEPENDENT AGENCIES | 1,438 | 26,402 | 18,360 | 0.07% | 161,802 | 4,912,541 | 30,361 | 12.94% |
| TOTAL - ALL AGENCIES | 1,438 | 26,402 | 18,360 | 0.07% | 161,802 | 4,912,541 | 30,361 | 12.94% |

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**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | 11,676 | 1,181,796 | 425,116 | 137,625 | 7,425 | 764,879 | 103,014 | 47.60% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 11,676 | 1,181,796 | 425,116 | 137,625 | 7,425 | 764,879 | 103,014 | 47.60% |
| TOTAL - ALL AGENCIES | 11,676 | 1,181,796 | 425,116 | 137,625 | 7,425 | 764,879 | 103,014 | 47.60% |

| 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 | 1,627 | 152,711 | 93,860 | 9.50% | 2,624 | 264,206 | 100,688 | 16.44% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 1,627 | 152,711 | 93,860 | 9.50% | 2,624 | 264,206 | 100,688 | 16.44% |
| TOTAL - ALL AGENCIES | 1,627 | 152,711 | 93,860 | 9.50% | 2,624 | 264,206 | 100,688 | 16.44% |



**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | 37,225 | 2,055,143 | 207,742 | 60,789 | 32,223 | 1,853,619 | 57,525 | 81.91% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 37,225 | 2,055,143 | 207,742 | 60,789 | 32,223 | 1,853,619 | 57,525 | 81.91% |
| TOTAL - ALL AGENCIES | 37,225 | 2,055,143 | 207,742 | 60,789 | 32,223 | 1,853,619 | 57,525 | 81.91% |

| 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 | 1,869 | 92,107 | 49,281 | 4.07% | 1,972 | 109,417 | 55,485 | 4.84% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 1,869 | 92,107 | 49,281 | 4.07% | 1,972 | 109,417 | 55,485 | 4.84% |
| TOTAL - ALL AGENCIES | 1,869 | 92,107 | 49,281 | 4.07% | 1,972 | 109,417 | 55,485 | 4.84% |

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|---|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 4,183 | 272,570 | 18,365 | 69,552 | 4,148 | 271,519 | 65,458 | 93.33% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 4,183 | 272,570 | 18,365 | 69,552 | 4,148 | 271,519 | 65,458 | 93.33% |
| TOTAL - ALL AGENCIES | 4,183 | 272,570 | 18,365 | 69,552 | 4,148 | 271,519 | 65,458 | 93.33% |

| 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 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 34 | 1,050 | 30,882 | 0.36% | 1 | 1 | 1,000 | |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 34 | 1,050 | 30,882 | 0.36% | 1 | 1 | 1,000 | |
| TOTAL - ALL AGENCIES | 34 | 1,050 | 30,882 | 0.36% | 1 | 1 | 1,000 | |



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | 65 | 8,272 | 393 | 133,308 | 65 | 8,268 | 127,200 | 95.42% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 18 | 2,438 | 48 | 138,111 | 17 | 2,259 | 132,882 | 90.87% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 11 | 1,437 | 17 | 132,182 | 11 | 1,437 | 130,636 | 98.83% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 94 | 12,147 | 458 | 134,096 | 93 | 11,964 | 128,645 | 94.91% |
| DEPARTMENT OF STATE | 138 | 17,756 | 720 | 133,884 | 138 | 17,756 | 128,667 | 96.10% |
| DEPARTMENT OF THE TREASURY | 597 | 76,812 | 4,735 | 136,595 | 576 | 74,285 | 128,967 | 91.09% |
| DEPARTMENT OF DEFENSE, TOTAL | 1,316 | 166,142 | 12,631 | 135,846 | 1,314 | 165,823 | 126,197 | 92.76% |
| DEPARTMENT OF THE ARMY | 222 | 27,935 | 184 | 126,662 | 220 | 27,653 | 125,695 | 98.34% |
| DEPARTMENT OF THE NAVY | 359 | 45,009 | 4,453 | 137,777 | 359 | 45,009 | 125,373 | 91.00% |
| DEPARTMENT OF THE AIR FORCE | 185 | 22,242 | 945 | 125,335 | 185 | 22,242 | 120,227 | 95.92% |
| OTHER DEFENSE ACTIVITIES | 550 | 70,956 | 7,049 | 141,827 | 550 | 70,919 | 128,944 | 90.92% |
| DEPARTMENT OF JUSTICE | 634 | 83,556 | 1,436 | 134,057 | 614 | 81,007 | 131,933 | 95.31% |
| DEPARTMENT OF THE INTERIOR | 227 | 28,932 | 809 | 131,018 | 214 | 27,373 | 127,911 | 92.04% |
| DEPARTMENT OF AGRICULTURE | 331 | 42,388 | 2,135 | 134,511 | 325 | 41,618 | 128,055 | 93.48% |
| DEPARTMENT OF COMMERCE | 358 | 45,526 | 2,274 | 133,520 | 347 | 44,254 | 127,533 | 92.58% |
| DEPARTMENT OF LABOR | 188 | 24,349 | 1,028 | 134,984 | 187 | 24,179 | 129,299 | 95.28% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 414 | 41,456 | 4,520 | 111,053 | 414 | 41,456 | 100,135 | 90.17% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 80 | 9,854 | 130 | 124,800 | 79 | 9,664 | 122,329 | 96.79% |
| DEPARTMENT OF TRANSPORTATION | 387 | 50,373 | 2,418 | 136,411 | 378 | 49,106 | 129,910 | 93.02% |
| DEPARTMENT OF ENERGY | 435 | 56,330 | 2,303 | 134,789 | 405 | 52,375 | 129,321 | 89.33% |
| DEPARTMENT OF EDUCATION | 80 | 10,285 | 582 | 135,838 | 75 | 9,650 | 128,667 | 88.80% |
| DEPARTMENT OF VETERANS AFFAIRS | 274 | 35,860 | 3,106 | 142,212 | 272 | 35,590 | 130,846 | 91.34% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 5,459 | 689,619 | 38,827 | 133,439 | 5,338 | 674,136 | 126,290 | 92.54% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 1 | 134 | | 134,000 | 1 | 134 | 134,000 | 100.00% |
| COMMODITY FUTURES TRADING COMMISSION | 20 | 2,679 | 8 | 134,350 | 16 | 2,159 | 134,938 | 80.35% |
| CONSUMER PRODUCT SAFETY COMMISSION | 12 | 1,551 | | 129,250 | 12 | 1,528 | 127,333 | 98.52% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 3 | 381 | | 127,000 | 3 | 381 | 127,000 | 100.00% |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 39 | 5,079 | 47 | 131,436 | 39 | 5,079 | 130,231 | 99.08% |
| ENVIRONMENTAL PROTECTION AGENCY | 296 | 41,680 | 761 | 143,382 | 294 | 41,314 | 140,524 | 97.34% |
| FEDERAL COMMUNICATIONS COMMISSION | 42 | 5,901 | 337 | 148,524 | 39 | 5,464 | 140,103 | 87.59% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 45 | 5,776 | 203 | 132,867 | 41 | 5,209 | 127,049 | 87.12% |
| FEDERAL LABOR RELATIONS AUTHORITY | 15 | 1,899 | 96 | 133,000 | 15 | 1,899 | 126,600 | 95.19% |
| FEDERAL MARITIME COMMISSION | 7 | 934 | 40 | 139,143 | 7 | 934 | 133,429 | 95.89% |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 2 | 272 | | 136,000 | 1 | 132 | 132,000 | 48.53% |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 7 | 925 | 85 | 144,286 | 7 | 925 | 132,143 | 91.58% |
| FEDERAL TRADE COMMISSION | 34 | 4,473 | 194 | 137,265 | 34 | 4,439 | 130,559 | 95.11% |
| GENERAL SERVICES ADMINISTRATION | 102 | 13,391 | 994 | 141,029 | 101 | 13,249 | 131,178 | 92.10% |
| BROADCASTING BOARD OF GOVERNORS | 13 | 1,878 | 16 | 145,692 | 11 | 1,567 | 142,455 | 82.73% |
| MERIT SYSTEMS PROTECTION BOARD | 14 | 1,815 | 51 | 133,286 | 14 | 1,815 | 129,643 | 97.27% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 396 | 49,634 | 2,747 | 132,275 | 396 | 49,634 | 125,338 | 94.76% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 16 | 2,059 | 28 | 130,438 | 16 | 2,059 | 128,688 | 98.66% |
| NATIONAL CREDIT UNION ADMINISTRATION | 39 | 6,356 | 37 | 163,923 | 38 | 6,198 | 163,105 | 96.95% |

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**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|---|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 15 | 1,872 | 90 | 130,800 | 15 | 1,818 | 121,200 | 92.66% |
| NATIONAL ENDOWMENT FOR THE ARTS | 6 | 759 | 47 | 134,333 | 6 | 713 | 118,833 | 88.46% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 9 | 1,113 | 43 | 128,444 | 9 | 1,105 | 122,778 | 95.59% |
| NATIONAL LABOR RELATIONS BOARD | 58 | 5,993 | 258 | 107,776 | 57 | 5,920 | 103,860 | 94.70% |
| NATIONAL SCIENCE FOUNDATION | 90 | 12,134 | 793 | 143,633 | 78 | 10,156 | 130,205 | 78.56% |
| NATIONAL TRANSPORTATION SAFETY BOARD | 12 | 1,504 | 116 | 135,000 | 12 | 1,504 | 125,333 | 92.84% |
| NUCLEAR REGULATORY COMMISSION | 151 | 21,304 | 1,771 | 152,815 | 151 | 21,304 | 141,086 | 92.33% |
| OFFICE OF PERSONNEL MANAGEMENT | 36 | 5,505 | 505 | 166,944 | 36 | 5,505 | 152,917 | 91.60% |
| OFFICE OF SPECIAL COUNSEL | 6 | 760 | 2 | 127,000 | 6 | 760 | 126,667 | 99.74% |
| RAILROAD RETIREMENT BOARD | 9 | 1,194 | 17 | 134,556 | 9 | 1,194 | 132,667 | 98.60% |
| SECURITIES AND EXCHANGE COMMISSION | 68 | 8,890 | 352 | 135,912 | 68 | 8,890 | 130,735 | 96.19% |
| SELECTIVE SERVICE SYSTEM | 2 | 262 | 24 | 143,000 | 2 | 262 | 131,000 | 91.61% |
| SMALL BUSINESS ADMINISTRATION | 44 | 5,655 | 399 | 137,591 | 44 | 5,655 | 128,523 | 93.41% |
| SOCIAL SECURITY ADMINISTRATION | 125 | 15,874 | 433 | 130,456 | 124 | 15,793 | 127,363 | 96.85% |
| TENNESSEE VALLEY AUTHORITY | 2 | 251 | | 125,500 | 2 | 251 | 125,500 | 100.00% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 29 | 3,682 | 110 | 130,759 | 28 | 3,570 | 127,500 | 94.15% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 29 | 3,682 | 110 | 130,759 | 28 | 3,570 | 127,500 | 94.15% |
| U.S. INTERNATIONAL TRADE COMMISSION | 9 | 1,187 | 55 | 138,000 | 8 | 1,055 | 131,875 | 84.94% |
| 49 SUBTOTAL INDEPENDENT AGENCIES | 1,759 | 232,884 | 10,569 | 138,404 | 1,725 | 227,756 | 132,032 | 93.55% |
| TOTAL - ALL AGENCIES | 7,312 | 934,650 | 49,854 | 134,642 | 7,156 | 913,856 | 127,705 | 92.82% |

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | FULL-TIME TEMPORARY (FTT) | | | | PART-TIME AND INTERMITTENT (PTI) | | | |
|--|---------------------------|--------------------------|--------------------------------|------------------------------------|----------------------------------|---------------------------|--------------------------------|------------------------------------|
| | BASIC WORK YEARS | BASIC COST (\$000) | BASIC COST PER WORK YEAR | FTT COST AS % OF DIRECT COST | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | PTI COST AS % OF DIRECT COST |
| OFFICE OF MANAGEMENT AND BUDGET | | | | | | 4 | | 0.05% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 1 | 179 | 179,000 | 7.20% | | | | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | | | | | | | | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 1 | 179 | 179,000 | 1.42% | | 4 | | 0.03% |
| DEPARTMENT OF STATE | | | | | | | | |
| DEPARTMENT OF THE TREASURY | 20 | 2,527 | 126,350 | 3.10% | | | | |
| DEPARTMENT OF DEFENSE, TOTAL | 2 | 319 | 159,500 | 0.18% | | | | |
| DEPARTMENT OF THE ARMY | 2 | 282 | 141,000 | 1.00% | | | | |
| DEPARTMENT OF THE NAVY | | | | | | | | |
| DEPARTMENT OF THE AIR FORCE | | | | | | | | |
| OTHER DEFENSE ACTIVITIES | | 37 | | 0.05% | | | | |
| DEPARTMENT OF JUSTICE | 18 | 2,332 | 129,556 | 2.74% | 2 | 217 | 108,500 | 0.26% |
| DEPARTMENT OF THE INTERIOR | 13 | 1,559 | 119,923 | 5.24% | | | | |
| DEPARTMENT OF AGRICULTURE | 6 | 770 | 128,333 | 1.73% | | | | |
| DEPARTMENT OF COMMERCE | 10 | 1,272 | 127,200 | 2.66% | | | | |
| DEPARTMENT OF LABOR | | 68 | | 0.27% | 1 | 102 | 102,000 | 0.40% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | | | | | | | | |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 1 | 190 | 190,000 | 1.90% | | | | |
| OS DEPARTMENT OF TRANSPORTATION | 9 | 1,217 | 135,222 | 2.31% | | 50 | | 0.09% |
| DEPARTMENT OF ENERGY | 30 | 3,951 | 131,700 | 6.74% | | 4 | | 0.01% |
| DEPARTMENT OF EDUCATION | 5 | 635 | 127,000 | 5.84% | | | | |
| DEPARTMENT OF VETERANS AFFAIRS | 2 | 270 | 135,000 | 0.69% | | | | |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 116 | 15,110 | 130,259 | 2.07% | 3 | 373 | 124,333 | 0.05% |
| AMERICAN BATTLE MONUMENTS COMMISSION | | | | | | | | |
| COMMODITY FUTURES TRADING COMMISSION | 4 | 520 | 130,000 | 19.35% | | | | |
| CONSUMER PRODUCT SAFETY COMMISSION | | 23 | | 1.48% | | | | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | | | | | | | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | | | | | | | | |
| ENVIRONMENTAL PROTECTION AGENCY | 2 | 301 | 150,500 | 0.71% | | 65 | | 0.15% |
| FEDERAL COMMUNICATIONS COMMISSION | 2 | 229 | 114,500 | 3.67% | 1 | 208 | 208,000 | 3.33% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 4 | 567 | 141,750 | 9.48% | | | | |
| FEDERAL LABOR RELATIONS AUTHORITY | | | | | | | | |
| FEDERAL MARITIME COMMISSION | | | | | | | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 1 | 140 | 140,000 | 51.47% | | | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | | | | | | | | |
| FEDERAL TRADE COMMISSION | | 34 | | 0.73% | | | | |
| GENERAL SERVICES ADMINISTRATION | | 24 | | 0.17% | 1 | 118 | 118,000 | 0.82% |
| BROADCASTING BOARD OF GOVERNORS | 2 | 311 | 155,500 | 16.42% | | | | |
| MERIT SYSTEMS PROTECTION BOARD | | | | | | | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | | | | | | | | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | | | | | | | | |
| NATIONAL CREDIT UNION ADMINISTRATION | 1 | 158 | 158,000 | 2.47% | | | | |

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2001**

| AGENCY NAME | FULL-TIME TEMPORARY (FTT) | | | | PART-TIME AND INTERMITTENT (PTI) | | | |
|---|---------------------------|---------------------------|--------------------------------|------------------------------------|----------------------------------|---------------------------|--------------------------------|------------------------------------|
| | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTT COST AS % OF DIRECT COST | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | PTI COST AS % OF DIRECT COST |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | | 46 | | 5.71% | | | | |
| NATIONAL ENDOWMENT FOR THE ARTS | | 46 | | 5.71% | | | | 0.41% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | | | | | | 8 | | 0.69% |
| NATIONAL LABOR RELATIONS BOARD | 1 | 73 | 73,000 | 1.17% | | | | |
| NATIONAL SCIENCE FOUNDATION | 12 | 1,978 | 164,833 | 15.30% | | | | |
| NATIONAL TRANSPORTATION SAFETY BOARD | | | | | | | | |
| NUCLEAR REGULATORY COMMISSION | | | | | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | | | | | | | | |
| OFFICE OF SPECIAL COUNSEL | | | | | | | | |
| RAILROAD RETIREMENT BOARD | | | | | | | | |
| SECURITIES AND EXCHANGE COMMISSION | | | | | | | | |
| SELECTIVE SERVICE SYSTEM | | | | | | | | |
| SMALL BUSINESS ADMINISTRATION | | | | | | | | |
| SOCIAL SECURITY ADMINISTRATION | 1 | 70 | 70,000 | 0.43% | | 11 | | 0.07% |
| TENNESSEE VALLEY AUTHORITY | | | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 1 | 112 | 112,000 | 2.95% | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 1 | 112 | 112,000 | 2.95% | | | | |
| U.S. INTERNATIONAL TRADE COMMISSION | 1 | 132 | 132,000 | 10.63% | | | | |
| 51 SUBTOTAL INDEPENDENT AGENCIES | 32 | 4,718 | 147,438 | 1.94% | 2 | 410 | 205,000 | 0.17% |
| TOTAL - ALL AGENCIES | 149 | 20,007 | 134,275 | 2.03% | 5 | 787 | 157,400 | 0.08% |



**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|--------------------------------------|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| TENNESSEE VALLEY AUTHORITY | 8,260 | 497,958 | 34,665 | 64,482 | 7,088 | 452,510 | 63,842 | 84.96% |
| SUBTOTAL INDEPENDENT AGENCIES | 8,260 | 497,958 | 34,665 | 64,482 | 7,088 | 452,510 | 63,842 | 84.96% |
| TOTAL - ALL AGENCIES | 8,260 | 497,958 | 34,665 | 64,482 | 7,088 | 452,510 | 63,842 | 84.96% |

| 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 | 902 | 44,704 | 49,561 | 8.39% | 12 | 744 | 62,000 | 0.14% |
| SUBTOTAL INDEPENDENT AGENCIES | 902 | 44,704 | 49,561 | 8.39% | 12 | 744 | 62,000 | 0.14% |
| TOTAL - ALL AGENCIES | 902 | 44,704 | 49,561 | 8.39% | 12 | 744 | 62,000 | 0.14% |



**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2001**

| 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 | 5,898 | 248,029 | 73,498 | 54,515 | 4,892 | 239,398 | 48,937 | 74.46% |
| SUBTOTAL INDEPENDENT AGENCIES | 5,898 | 248,029 | 73,498 | 54,515 | 4,892 | 239,398 | 48,937 | 74.46% |
| TOTAL - ALL AGENCIES | 5,898 | 248,029 | 73,498 | 54,515 | 4,892 | 239,398 | 48,937 | 74.46% |

| 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 | 204 | 8,631 | 42,309 | 2.68% | | | | |
| SUBTOTAL INDEPENDENT AGENCIES | 204 | 8,631 | 42,309 | 2.68% | | | | |
| TOTAL - ALL AGENCIES | 204 | 8,631 | 42,309 | 2.68% | | | | |



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | | 10 | 15 | | | 10 | | 40.00% |
| OFFICE OF ADMINISTRATION | 9 | 261 | 65 | 36,222 | 8 | 261 | 32,625 | 80.06% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 9 | 271 | 80 | 39,000 | 8 | 271 | 33,875 | 77.21% |
| DEPARTMENT OF STATE | 98 | 2,086 | 1,277 | 34,316 | 59 | 1,955 | 33,136 | 58.13% |
| DEPARTMENT OF THE TREASURY | 3,790 | 166,464 | 17,908 | 48,647 | 3,418 | 162,300 | 47,484 | 88.03% |
| DEPARTMENT OF DEFENSE, TOTAL | 156,236 | 5,883,396 | 618,567 | 41,616 | 138,246 | 5,590,508 | 40,439 | 85.98% |
| DEPARTMENT OF THE ARMY | 47,906 | 1,785,335 | 68,376 | 38,695 | 44,160 | 1,705,428 | 38,619 | 92.00% |
| DEPARTMENT OF THE NAVY | 43,490 | 1,615,636 | 301,812 | 44,089 | 37,713 | 1,567,687 | 41,569 | 81.76% |
| DEPARTMENT OF THE AIR FORCE | 50,387 | 2,048,009 | 215,708 | 44,927 | 45,336 | 1,946,948 | 42,945 | 86.01% |
| OTHER DEFENSE ACTIVITIES | 14,453 | 434,416 | 32,671 | 32,318 | 11,037 | 370,445 | 33,564 | 79.31% |
| DEPARTMENT OF JUSTICE | 5,676 | 243,830 | 21,649 | 46,772 | 5,380 | 243,473 | 45,255 | 91.71% |
| DEPARTMENT OF THE INTERIOR | 10,024 | 349,660 | 29,440 | 37,819 | 7,297 | 289,726 | 39,705 | 76.42% |
| DEPARTMENT OF AGRICULTURE | 2,801 | 85,064 | 10,461 | 34,104 | 1,874 | 67,599 | 36,072 | 70.77% |
| DEPARTMENT OF COMMERCE | 587 | 21,200 | 2,128 | 39,741 | 547 | 20,922 | 38,249 | 89.69% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 2,443 | 64,606 | 9,223 | 30,221 | 2,117 | 60,596 | 28,624 | 82.08% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 5 | 158 | 36 | 38,800 | 4 | 158 | 39,500 | 81.44% |
| DEPARTMENT OF TRANSPORTATION | 2,116 | 80,210 | 8,996 | 42,158 | 1,879 | 76,679 | 40,808 | 85.96% |
| 54 DEPARTMENT OF ENERGY | 1,475 | 78,318 | 20,318 | 66,872 | 1,318 | 76,911 | 58,354 | 77.97% |
| DEPARTMENT OF EDUCATION | 8 | 242 | 43 | 35,625 | 7 | 242 | 34,571 | 84.91% |
| DEPARTMENT OF VETERANS AFFAIRS | 27,093 | 806,888 | 60,416 | 32,012 | 22,972 | 728,895 | 31,730 | 84.04% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 212,352 | 7,782,122 | 800,462 | 40,417 | 185,118 | 7,319,964 | 39,542 | 85.29% |
| ARMED FORCES RETIREMENT HOME | 232 | 7,931 | 726 | 37,315 | 215 | 7,757 | 36,079 | 89.60% |
| ENVIRONMENTAL PROTECTION AGENCY | 15 | 588 | 15 | 40,200 | 15 | 574 | 38,267 | 95.19% |
| FEDERAL COMMUNICATIONS COMMISSION | 9 | 393 | 17 | 45,556 | 9 | 393 | 43,667 | 95.85% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 33 | 1,498 | 77 | 47,727 | 32 | 1,498 | 46,813 | 95.11% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 169 | 6,920 | 1,199 | 48,041 | 128 | 6,007 | 46,930 | 73.99% |
| FEDERAL TRADE COMMISSION | 8 | 366 | 38 | 50,500 | 8 | 366 | 45,750 | 90.59% |
| GENERAL SERVICES ADMINISTRATION | 1,840 | 69,687 | 10,738 | 43,709 | 1,745 | 69,368 | 39,752 | 86.25% |
| BROADCASTING BOARD OF GOVERNORS | 149 | 7,815 | 2,281 | 67,758 | 128 | 7,727 | 60,367 | 76.54% |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES | 97 | 3,643 | 184 | 39,454 | 94 | 3,577 | 38,053 | 93.47% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 126 | 6,284 | 348 | 52,635 | 125 | 6,284 | 50,272 | 94.75% |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 23 | 852 | 46 | 39,043 | 23 | 852 | 37,043 | 94.88% |
| NATIONAL LABOR RELATIONS BOARD | 5 | 167 | 4 | 34,200 | 5 | 167 | 33,400 | 97.66% |
| OFFICE OF PERSONNEL MANAGEMENT | 28 | 923 | 99 | 36,500 | 26 | 923 | 35,500 | 90.31% |
| RAILROAD RETIREMENT BOARD | 10 | 393 | 13 | 40,600 | 10 | 393 | 39,300 | 96.80% |
| SECURITIES AND EXCHANGE COMMISSION | 13 | 460 | 84 | 41,846 | 13 | 460 | 35,385 | 84.56% |
| SELECTIVE SERVICE SYSTEM | 1 | 36 | | 36,000 | 1 | 36 | 36,000 | 100.00% |
| SMALL BUSINESS ADMINISTRATION | 3 | 149 | | 49,667 | 3 | 149 | 49,667 | 100.00% |
| SMITHSONIAN INSTITUTION | 907 | 31,018 | 2,856 | 37,347 | 838 | 30,307 | 36,166 | 89.47% |
| SMITHSONIAN INSTITUTION | 782 | 26,595 | 2,462 | 37,157 | 720 | 25,935 | 36,021 | 89.26% |
| NATIONAL GALLERY OF ART | 125 | 4,423 | 394 | 38,536 | 118 | 4,372 | 37,051 | 90.76% |

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2001**

| 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 | |
| SOCIAL SECURITY ADMINISTRATION | 429 | 14,241 | 2,179 | 38,275 | 368 | 14,117 | 38,361 | 85.97% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 18 | 681 | 92 | 42,944 | 16 | 681 | 42,563 | 88.10% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 1 | 25 | 4 | 29,000 | 1 | 25 | 25,000 | 86.21% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 1 | 25 | 4 | 29,000 | 1 | 25 | 25,000 | 86.21% |
| SUBTOTAL INDEPENDENT AGENCIES | 4,116 | 154,070 | 21,000 | 42,534 | 3,803 | 151,661 | 39,879 | 86.63% |
| TOTAL - ALL AGENCIES | 216,477 | 7,936,463 | 821,542 | 40,457 | 188,929 | 7,471,896 | 39,549 | 85.32% |

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | | | | | | | | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | | | | | | | | |
| DEPARTMENT OF STATE | 6 | 131 | 21,833 | 3.90% | | | | |
| DEPARTMENT OF THE TREASURY | 170 | 4,062 | 23,894 | 2.20% | 2 | 102 | 51,000 | 0.06% |
| DEPARTMENT OF DEFENSE, TOTAL | 9,594 | 273,798 | 28,538 | 4.21% | 1,382 | 19,090 | 13,813 | 0.29% |
| DEPARTMENT OF THE ARMY | 2,683 | 72,826 | 27,143 | 3.93% | 266 | 7,081 | 26,620 | 0.38% |
| DEPARTMENT OF THE NAVY | 1,414 | 47,949 | 33,910 | 2.50% | | | | |
| DEPARTMENT OF THE AIR FORCE | 2,950 | 93,259 | 31,613 | 4.12% | 976 | 7,802 | 7,994 | 0.34% |
| OTHER DEFENSE ACTIVITIES | 2,547 | 59,764 | 23,464 | 12.80% | 140 | 4,207 | 30,050 | 0.90% |
| DEPARTMENT OF JUSTICE | 5 | 97 | 19,400 | 0.04% | 10 | 260 | 26,000 | 0.10% |
| DEPARTMENT OF THE INTERIOR | 1,786 | 52,416 | 29,348 | 13.83% | 250 | 7,518 | 30,072 | 1.98% |
| DEPARTMENT OF AGRICULTURE | 647 | 15,197 | 23,488 | 15.91% | 92 | 2,268 | 24,652 | 2.37% |
| DEPARTMENT OF COMMERCE | 8 | 161 | 20,125 | 0.69% | 5 | 117 | 23,400 | 0.50% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 159 | 3,391 | 21,327 | 4.59% | 31 | 619 | 19,968 | 0.84% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | | | | | | | | |
| DEPARTMENT OF TRANSPORTATION | 96 | 3,174 | 33,063 | 3.56% | 13 | 357 | 27,462 | 0.40% |
| 56 DEPARTMENT OF ENERGY | 23 | 1,351 | 58,739 | 1.37% | 1 | 56 | 56,000 | 0.06% |
| DEPARTMENT OF EDUCATION | | | | | | | | |
| DEPARTMENT OF VETERANS AFFAIRS | 1,203 | 28,193 | 23,436 | 3.25% | 1,859 | 49,800 | 26,789 | 5.74% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 13,697 | 381,971 | 27,887 | 4.45% | 3,645 | 80,187 | 21,999 | 0.93% |
| ARMED FORCES RETIREMENT HOME | | 14 | | 0.16% | 6 | 160 | 26,667 | 1.85% |
| ENVIRONMENTAL PROTECTION AGENCY | | 14 | | 2.32% | | | | |
| FEDERAL COMMUNICATIONS COMMISSION | | | | | | | | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | | | | | | | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 22 | 808 | 36,727 | 9.95% | 4 | 105 | 26,250 | 1.29% |
| FEDERAL TRADE COMMISSION | | | | | | | | |
| GENERAL SERVICES ADMINISTRATION | 8 | 260 | 32,500 | 0.32% | 2 | 59 | 29,500 | 0.07% |
| BROADCASTING BOARD OF GOVERNORS | 2 | 88 | 44,000 | 0.87% | | | | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES | 2 | 66 | 33,000 | 1.72% | | | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | | | | | | | | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | | | | | | | | |
| NATIONAL LABOR RELATIONS BOARD | | | | | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | | | | | | | | |
| RAILROAD RETIREMENT BOARD | | | | | | | | |
| SECURITIES AND EXCHANGE COMMISSION | | | | | | | | |
| SELECTIVE SERVICE SYSTEM | | | | | | | | |
| SMALL BUSINESS ADMINISTRATION | | | | | | | | |
| SMITHSONIAN INSTITUTION | 20 | 535 | 26,750 | 1.58% | 5 | 176 | 35,200 | 0.52% |
| SMITHSONIAN INSTITUTION | 19 | 485 | 25,526 | 1.67% | 5 | 175 | 35,000 | 0.60% |
| NATIONAL GALLERY OF ART | 1 | 50 | 50,000 | 1.04% | | 1 | | 0.02% |

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2001**

| 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 |
| SOCIAL SECURITY ADMINISTRATION | 2 | 66 | 33,000 | 0.40% | 2 | 58 | 29,000 | 0.35% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | | | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | | | | | | |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | | | | | | | | |
| SUBTOTAL INDEPENDENT AGENCIES | 56 | 1,851 | 33,054 | 1.06% | 19 | 558 | 29,368 | 0.32% |
| TOTAL - ALL AGENCIES | 13,753 | 383,822 | 27,908 | 0 | 3,664 | 80,745 | 22,037 | 0.92% |



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|---------------------------------------|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| DEPARTMENT OF STATE | 10,212 | 212,525 | 8,453 | 21,639 | 9,852 | 209,638 | 21,279 | 94.87% |
| DEPARTMENT OF DEFENSE, TOTAL | 10,196 | 333,081 | 7,357 | 33,389 | 6,779 | 252,565 | 37,257 | 74.19% |
| DEPARTMENT OF THE NAVY | 3,419 | 80,516 | 7,162 | 25,644 | 3 | | | |
| DEPARTMENT OF THE AIR FORCE | 6,411 | 244,388 | | 38,120 | 6,411 | 244,388 | 38,120 | 100.00% |
| OTHER DEFENSE ACTIVITIES | 366 | 8,177 | 195 | 22,874 | 365 | 8,177 | 22,403 | 97.67% |
| DEPARTMENT OF TRANSPORTATION | 6 | 281 | 6 | 47,833 | 4 | 224 | 56,000 | 78.05% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 20,414 | 545,887 | 15,816 | 27,516 | 16,635 | 462,427 | 27,798 | 82.33% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 312 | 6,388 | 82 | 20,737 | 302 | 6,119 | 20,262 | 94.57% |
| BROADCASTING BOARD OF GOVERNORS | 632 | 11,382 | 1,041 | 19,657 | 525 | 11,356 | 21,630 | 91.41% |
| PEACE CORPS | 225 | 4,462 | 14 | 19,893 | 221 | 4,422 | 20,009 | 98.79% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 40 | 736 | 98 | 20,850 | 40 | 736 | 18,400 | 88.25% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 40 | 736 | 98 | 20,850 | 40 | 736 | 18,400 | 88.25% |
| SUBTOTAL INDEPENDENT AGENCIES | 1,209 | 22,968 | 1,235 | 20,019 | 1,088 | 22,633 | 20,802 | 93.51% |
| TOTAL - ALL AGENCIES | 21,623 | 568,855 | 17,051 | 27,096 | 17,723 | 485,060 | 27,369 | 82.79% |

| 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 STATE | 17 | 440 | 25,882 | 0.20% | 94 | 2,447 | 26,032 | 1.11% |
| DEPARTMENT OF DEFENSE, TOTAL | 3,219 | 80,516 | 25,013 | 23.65% | | | | |
| DEPARTMENT OF THE NAVY | 3,219 | 80,516 | 25,013 | 91.83% | | | | |
| DEPARTMENT OF THE AIR FORCE | | | | | | | | |
| OTHER DEFENSE ACTIVITIES | | | | | | | | |
| DEPARTMENT OF TRANSPORTATION | 1 | 35 | 35,000 | 12.20% | 1 | 22 | 22,000 | 7.67% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 3,237 | 80,991 | 25,020 | 14.42% | 95 | 2,469 | 25,989 | 0.44% |
| AMERICAN BATTLE MONUMENTS COMMISSION | 5 | 269 | 53,800 | 4.16% | | | | |
| BROADCASTING BOARD OF GOVERNORS | 1 | 26 | 26,000 | 0.21% | | | | |
| PEACE CORPS | | | | | 4 | 40 | 10,000 | 0.89% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | | | | | | |
| SUBTOTAL INDEPENDENT AGENCIES | 6 | 295 | 49,167 | 1.22% | 4 | 40 | 10,000 | 0.17% |
| TOTAL - ALL AGENCIES | 3,243 | 81,286 | 25,065 | 13.87% | 99 | 2,509 | 25,343 | 0.43% |



**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| AGENCY NAME | ALL EMPLOYEES | | | | FULL-TIME PERMANENT (FTP) | | | |
|---|---------------------|---------------------------|-----------------------------|---------------------------------|---------------------------|---------------------------|--------------------------------|------------------------------------|
| | TOTAL WORK YEARS | BASIC COSTS (\$000) | PREMIUM COSTS (\$000) | DIRECT COST PER WORK YEAR | BASIC WORK YEARS | BASIC COSTS (\$000) | BASIC COST PER WORK YEAR | FTP COST AS % OF DIRECT COST |
| OFFICE OF MANAGEMENT AND BUDGET | 2 | 89 | 38 | 63,500 | 1 | 34 | 34,000 | 26.77% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | | 19 | | | | 19 | | 100.00% |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | | 3 | | | | 3 | | 100.00% |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 2 | 111 | 38 | 74,500 | 1 | 56 | 56,000 | 37.58% |
| DEPARTMENT OF STATE | 282 | 20,403 | | 72,351 | | | | |
| DEPARTMENT OF THE TREASURY | 4 | 376 | | 94,000 | | 25 | | 6.65% |
| DEPARTMENT OF DEFENSE, TOTAL | 1,479 | 49,472 | 1,615 | 34,542 | 1,003 | 40,544 | 40,423 | 79.36% |
| DEPARTMENT OF THE ARMY | 4 | 495 | 6 | 125,250 | 3 | 123 | 41,000 | 24.55% |
| DEPARTMENT OF THE AIR FORCE | 644 | 17,357 | | 26,952 | 190 | 9,429 | 49,626 | 54.32% |
| OTHER DEFENSE ACTIVITIES | 831 | 31,620 | 1,609 | 39,987 | 810 | 30,992 | 38,262 | 93.27% |
| DEPARTMENT OF JUSTICE | 4 | 338 | 1 | 84,750 | | 18 | | 5.31% |
| DEPARTMENT OF THE INTERIOR | 4 | 368 | 15 | 95,750 | | | | |
| DEPARTMENT OF AGRICULTURE | 3 | 298 | | 99,333 | | | | |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 240 | 17,274 | 481 | 73,979 | 4 | 249 | 62,250 | 1.40% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 8 | 696 | | 87,000 | | 10 | | 1.44% |
| DEPARTMENT OF TRANSPORTATION | 4 | 500 | | 125,000 | | 7 | | 1.40% |
| DEPARTMENT OF ENERGY | 12 | 1,211 | | 100,917 | | | | |
| DEPARTMENT OF EDUCATION | 18 | 1,640 | 7 | 91,500 | | | | |
| DEPARTMENT OF VETERANS AFFAIRS | 3 | 264 | | 88,000 | | | | |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 2,061 | 92,840 | 2,119 | 46,074 | 1,007 | 40,853 | 40,569 | 43.02% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | | 45 | | | | 29 | | 64.44% |
| ENVIRONMENTAL PROTECTION AGENCY | 18 | 1,483 | | 82,389 | | | | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | 32 | | | | 32 | | 100.00% |
| FEDERAL COMMUNICATIONS COMMISSION | 1 | 141 | | 141,000 | | 3 | | 2.13% |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 233 | 33,906 | 16 | 145,588 | 233 | 33,906 | 145,519 | 99.95% |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 4 | 429 | 4 | 108,250 | | 4 | | 0.92% |
| FEDERAL TRADE COMMISSION | 1 | 165 | | 165,000 | | | | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | | 97 | | | | 15 | | 15.46% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 3 | 233 | | 77,667 | | | | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | | 37 | | | | 1 | | 2.70% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | | 37 | | | | 1 | | 2.70% |
| NATIONAL SCIENCE FOUNDATION | | 1,550 | | | | | | |
| NATIONAL TRANSPORTATION SAFETY BOARD | | 3 | | | | | | |
| NUCLEAR REGULATORY COMMISSION | 57 | 961 | | 16,860 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 5 | 550 | | 110,000 | | | | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | | 5 | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 8 | 771 | | 96,375 | | 2 | | 0.26% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | | 13 | | | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 8 | 758 | | 94,750 | | 2 | | 0.26% |
| SUBTOTAL INDEPENDENT AGENCIES | 330 | 40,408 | 20 | 122,509 | 233 | 33,992 | 145,888 | 84.08% |
| TOTAL - ALL AGENCIES | 2,393 | 133,359 | 2,177 | 56,639 | 1,241 | 74,901 | 60,355 | 55.26% |

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | | 27 | | 21.26% | | 28 | | 22.05% |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | | | | | | | | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | | | | | | | | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | | 27 | | 18.12% | | 28 | | 18.79% |
| DEPARTMENT OF STATE | | | | | 282 | 20,403 | 72,351 | 100.00% |
| DEPARTMENT OF THE TREASURY | 1 | 100 | 100,000 | 26.60% | 3 | 251 | 83,667 | 66.76% |
| DEPARTMENT OF DEFENSE, TOTAL | 367 | 7,218 | 19,668 | 14.13% | 105 | 1,710 | 16,286 | 3.35% |
| DEPARTMENT OF THE ARMY | 1 | 80 | 80,000 | 15.97% | | 292 | | 58.28% |
| DEPARTMENT OF THE AIR FORCE | 355 | 6,938 | 19,544 | 39.97% | 99 | 990 | 10,000 | 5.70% |
| OTHER DEFENSE ACTIVITIES | 11 | 200 | 18,182 | 0.60% | 6 | 428 | 71,333 | 1.29% |
| DEPARTMENT OF JUSTICE | 1 | 85 | 85,000 | 25.07% | 3 | 235 | 78,333 | 69.32% |
| DEPARTMENT OF THE INTERIOR | 1 | 58 | 58,000 | 15.14% | 3 | 310 | 103,333 | 80.94% |
| DEPARTMENT OF AGRICULTURE | 2 | 165 | 82,500 | 55.37% | 1 | 133 | 133,000 | 44.63% |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 192 | 14,129 | 73,589 | 79.58% | 44 | 2,896 | 65,818 | 16.31% |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 1 | 58 | 58,000 | 8.33% | 7 | 628 | 89,714 | 90.23% |
| DEPARTMENT OF TRANSPORTATION | | 22 | | 4.40% | 4 | 471 | 117,750 | 94.20% |
| DEPARTMENT OF ENERGY | 10 | 1,005 | 100,500 | 82.99% | 2 | 206 | 103,000 | 17.01% |
| DEPARTMENT OF EDUCATION | 12 | 1,174 | 97,833 | 71.28% | 6 | 466 | 77,667 | 28.29% |
| DEPARTMENT OF VETERANS AFFAIRS | 1 | 71 | 71,000 | 26.89% | 2 | 193 | 96,500 | 73.11% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 588 | 24,085 | 40,961 | 25.36% | 462 | 27,902 | 60,394 | 29.38% |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | | 2 | | 4.44% | | 14 | | 31.11% |
| ENVIRONMENTAL PROTECTION AGENCY | | | | | 18 | 1,483 | 82,389 | 100.00% |
| EXPORT-IMPORT BANK OF THE UNITED STATES | | | | | | | | |
| FEDERAL COMMUNICATIONS COMMISSION | 1 | 138 | 138,000 | 97.87% | | | | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | | | | | | | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 3 | 328 | 109,333 | 75.75% | 1 | 97 | 97,000 | 22.40% |
| FEDERAL TRADE COMMISSION | | 21 | | 12.73% | 1 | 144 | 144,000 | 87.27% |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | | | | | | 82 | | 84.54% |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | | | | | 3 | 233 | 77,667 | 100.00% |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | | 27 | | 72.97% | | 9 | | 24.32% |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | | 27 | | 72.97% | | 9 | | 24.32% |
| NATIONAL SCIENCE FOUNDATION | | | | | | 1,550 | | 100.00% |
| NATIONAL TRANSPORTATION SAFETY BOARD | | | | | | 3 | | 100.00% |
| NUCLEAR REGULATORY COMMISSION | | | | | 57 | 961 | 16,860 | 100.00% |
| SOCIAL SECURITY ADMINISTRATION | 1 | 113 | 113,000 | 20.55% | 4 | 437 | 109,250 | 79.45% |
| U.S. HOLOCAUST MEMORIAL MUSEUM | | | | | | 5 | | 100.00% |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | 13 | | 1.69% | 8 | 756 | 94,500 | 98.05% |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | | 13 | | 100.00% | | | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | | | | | 8 | 756 | 94,500 | 99.74% |
| SUBTOTAL INDEPENDENT AGENCIES | 5 | 642 | 128,400 | 1.59% | 92 | 5,774 | 62,761 | 14.28% |
| TOTAL - ALL AGENCIES | 593 | 24,754 | 41,744 | 18.26% | 554 | 33,704 | 60,838 | 24.87% |



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2001**

| 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 | 6,681 | 341,526 | 13,990 | 53,213 | 5,510 | 303,718 | 55,121 | 85.43% |
| DEPARTMENT OF THE AIR FORCE | 75 | 3,795 | 39 | 51,120 | 66 | 3,300 | 50,000 | 86.07% |
| OTHER DEFENSE ACTIVITIES | 6,606 | 337,731 | 13,951 | 53,237 | 5,444 | 300,418 | 55,183 | 85.42% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 6,681 | 341,526 | 13,990 | 53,213 | 5,510 | 303,718 | 55,121 | 85.43% |
| TOTAL - ALL AGENCIES | 6,681 | 341,526 | 13,990 | 53,213 | 5,510 | 303,718 | 55,121 | 85.43% |

| 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 | 573 | 22,068 | 38,513 | 6.21% | 590 | 15,740 | 26,678 | 4.43% |
| DEPARTMENT OF THE AIR FORCE | | | | | 9 | 495 | 55,000 | 12.91% |
| OTHER DEFENSE ACTIVITIES | 573 | 22,068 | 38,513 | 6.27% | 581 | 15,245 | 26,239 | 4.33% |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 573 | 22,068 | 38,513 | 6.21% | 590 | 15,740 | 26,678 | 4.43% |
| TOTAL - ALL AGENCIES | 573 | 22,068 | 38,513 | 6.21% | 590 | 15,740 | 26,678 | 4.43% |

SUPPLEMENT II - SALARY SCHEDULES

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

As adjusted by Executive Order 13182, December 23, 2000

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2001)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| GS-1 | \$14,244 | \$14,719 | \$15,193 | \$15,664 | \$16,139 | \$16,418 | \$16,884 | \$17,356 | \$17,375 | \$17,819 |
| 2 | 16,015 | 16,395 | 16,926 | 17,375 | 17,571 | 18,088 | 18,605 | 19,122 | 19,639 | 20,156 |
| 3 | 17,474 | 18,056 | 18,638 | 19,220 | 19,802 | 20,384 | 20,966 | 21,548 | 22,130 | 22,712 |
| 4 | 19,616 | 20,270 | 20,924 | 21,578 | 22,232 | 22,886 | 23,540 | 24,194 | 24,848 | 25,502 |
| 5 | 21,947 | 22,679 | 23,411 | 24,143 | 24,875 | 25,607 | 26,339 | 27,071 | 27,803 | 28,535 |
| 6 | 24,463 | 25,278 | 26,093 | 26,908 | 27,723 | 28,538 | 29,353 | 30,168 | 30,983 | 31,798 |
| 7 | 27,185 | 28,091 | 28,997 | 29,903 | 30,809 | 31,715 | 32,621 | 33,527 | 34,433 | 35,339 |
| 8 | 30,107 | 31,111 | 32,115 | 33,119 | 34,123 | 35,127 | 36,131 | 37,135 | 38,139 | 39,143 |
| 9 | 33,254 | 34,362 | 35,470 | 36,578 | 37,686 | 38,794 | 39,902 | 41,010 | 42,118 | 43,226 |
| 10 | 36,621 | 37,842 | 39,063 | 40,284 | 41,505 | 42,726 | 43,947 | 45,168 | 46,389 | 47,610 |
| 11 | 40,236 | 41,577 | 42,918 | 44,259 | 45,600 | 46,941 | 48,282 | 49,623 | 50,964 | 52,305 |
| 12 | 48,223 | 49,830 | 51,437 | 53,044 | 54,651 | 56,258 | 57,865 | 59,472 | 61,079 | 62,686 |
| 13 | 57,345 | 59,257 | 61,169 | 63,081 | 64,993 | 66,905 | 68,817 | 70,729 | 72,641 | 74,553 |
| 14 | 67,765 | 70,024 | 72,283 | 74,542 | 76,801 | 79,060 | 81,319 | 83,578 | 85,837 | 88,096 |
| 15 | 79,710 | 82,367 | 85,024 | 87,681 | 90,338 | 92,995 | 95,652 | 98,309 | 100,966 | 103,623 |

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FOREIGN SERVICE STAFF AND OFFICERS SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2001)

| Step | Class 1 | Class 2 | Class 3 | Class 4 | Class 5 | Class 6 | Class 7 | Class 8 | Class 9 |
|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | \$79,710 | \$64,588 | \$52,335 | \$42,407 | \$34,362 | \$30,719 | \$27,462 | \$24,550 | \$21,947 |
| 2 | 82,101 | 66,526 | 53,905 | 43,679 | 35,393 | 31,641 | 28,286 | 25,287 | 22,605 |
| 3 | 84,564 | 68,521 | 55,522 | 44,990 | 36,455 | 32,590 | 29,134 | 26,045 | 23,284 |
| 4 | 87,101 | 70,577 | 57,188 | 46,339 | 37,548 | 33,567 | 30,008 | 26,826 | 23,982 |
| 5 | 89,714 | 72,694 | 58,904 | 47,729 | 38,675 | 34,575 | 30,909 | 27,631 | 24,702 |
| 6 | 92,406 | 74,875 | 60,671 | 49,161 | 39,835 | 35,612 | 31,836 | 28,460 | 25,443 |
| 7 | 95,178 | 77,121 | 62,491 | 50,636 | 41,030 | 36,680 | 32,791 | 29,314 | 26,206 |
| 8 | 98,033 | 79,435 | 64,365 | 52,155 | 42,261 | 37,780 | 33,775 | 30,193 | 26,992 |
| 9 | 100,974 | 81,818 | 66,296 | 53,720 | 43,529 | 38,914 | 34,788 | 31,099 | 27,802 |
| 10 | 103,623 | 84,273 | 68,285 | 55,332 | 44,835 | 40,081 | 35,832 | 32,032 | 28,636 |
| 11 | 103,623 | 86,801 | 70,334 | 56,991 | 46,180 | 41,284 | 36,907 | 32,993 | 29,495 |
| 12 | 103,623 | 89,405 | 72,444 | 58,701 | 47,565 | 42,522 | 38,014 | 33,983 | 30,380 |
| 13 | 103,623 | 92,087 | 74,617 | 60,462 | 48,992 | 43,798 | 39,154 | 35,002 | 31,291 |
| 14 | 103,623 | 94,850 | 76,856 | 62,276 | 50,462 | 45,112 | 40,329 | 36,053 | 32,230 |

VETERANS HEALTH ADMINISTRATION

| Physician and Dentist Schedule | TITLE 38, U.S.C. 7404 - Salary Table effective on the first day of the first applicable pay period beginning on or after January 14, 2001 | | | | | | | | | | Amount of Step Increase |
|--------------------------------|---|--------|--------|---------|---------|---------|---------|---------|---------|---------|-------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| Associate | 40,236 | 41,542 | 42,848 | 44,154 | 45,460 | 46,766 | 48,072 | 49,378 | 50,684 | 51,990 | 1,306 |
| Full | 48,223 | 49,788 | 51,353 | 52,918 | 54,483 | 56,048 | 57,613 | 59,178 | 60,743 | 62,308 | 1,565 |
| Intermediate | 57,345 | 59,206 | 61,067 | 62,928 | 64,789 | 66,650 | 68,511 | 70,372 | 72,233 | 74,094 | 1,861 |
| Senior | 67,765 | 69,964 | 72,163 | 74,362 | 76,561 | 78,760 | 80,959 | 83,158 | 85,357 | 87,556 | 2,199 |
| Chief | 79,710 | 82,297 | 84,884 | 87,471 | 90,058 | 92,645 | 95,232 | 97,819 | 100,406 | 102,993 | 2,587 |
| Executive | 86,324 | 89,202 | 92,078 | 94,954 | 97,831 | 100,710 | 103,586 | 105,252 | 107,197 | 110,017 | varied |
| Director | 93,486 | 96,606 | 99,721 | 102,837 | 105,252 | 106,932 | 109,989 | 113,048 | 116,102 | | varied |

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| SENIOR EXECUTIVE SERVICE (ES) | |
|-------------------------------|-----------|
| ES-1 | \$109,100 |
| ES-2 | 114,200 |
| ES-3 | 119,400 |
| ES-4 | 125,500 |
| ES-5 | 125,700 |
| ES-6 | 125,700 |

| EXECUTIVE SCHEDULE | |
|--------------------|-----------|
| Level I | \$161,200 |
| Level II | 145,100 |
| Level III | 133,700 |
| Level IV | 125,700 |
| Level V | 117,600 |

| ADMINISTRATIVE LAW JUDGES (AL) | |
|--------------------------------|----------|
| AL-3/A | \$82,100 |
| AL-3/B | 88,300 |
| AL-3/C | 94,700 |
| AL-3/D | 101,000 |
| AL-3/E | 107,300 |
| AL-3/F | 113,600 |
| AL-2 | 120,000 |
| AL-1 | 125,700 |

| SENIOR LEVEL (SL & ST) | |
|------------------------|-----------|
| Minimum | \$105,437 |
| Maximum | 133,700 |

| MEMBERS, BOARDS OF CONTRACT APPEALS (CA) | |
|--|-----------|
| Chairman | \$125,700 |
| Vice Chair | 121,929 |
| Others | 118,158 |

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 (49.0 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 (21.4 percent of total leave days used) are the aggregate number of Federal holidays paid for but not worked.

Time-Off Awards (0.2 percent of total leave days used) includes the number of hours granted for time off from duty without loss of pay or charge to leave as an award in recognition of superior accomplishments or other personal contributions to the quality of Government operations.

Other Leave for employees covered by 5 U.S.C. 6301 (5.1 percent of total leave days used) includes the aggregate number of days charged to excused absence as defined by 5 CFR 610 and 5 CFR 630. This includes: shore leave (vessel employee), military leave (National Guard and reserve duty), court leave (jury and witness), hazardous weather dismissals, excused absences for registration and voting, civil defense activities, participation in military funerals, blood donations, taking examinations, attending conferences and conventions, representing employee organizations, and leave granted when a field office is closed on a local holiday because Federal work may not be performed. **Also includes excused absence granted as "Time Off Award."**

Other Leave for employees not covered by 5 U.S.C. 6301 (2.2 percent of total leave days used) includes all leave used of all types for employees not covered by 5 U.S.C. 6301. This includes leave for: certain part-time and temporary employees (construction), Veterans Affairs physicians, dentists, and nurses, alien employees in foreign areas, and certain teachers.

Leave data represent the "leave year (LY)", which differs from the calendar year by a few days

according to the pay period schedules of the reporting agencies. In 2001, total leave days used decreased by 0.02 percent to 107,356,583. During this same period, the average number of total leave days used (all types) per employee increased 1.4 days to 41.9 days. **Chart 8** shows total leave days used by category in leave year 2001.

The value of leave used by employees during leave year 2001 was \$20.4 billion, or 16.8 percent of basic pay. This represented an increase of \$815,000 (4.2 percent) from the value of leave used in LY 2000. The average value per leave day used increased from \$182 in 2000 to \$190 in 2001.

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 1.5 days between 2000 (40.8 days) and 2001 (42.3 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 2000 to 2001 were: annual leave increased (0.2 days) to 21.2 days; sick leave remained 9.5 days; holiday leave increased (0.9 days) to 9.3 days; time-off leave was 0.1 days; and other leave for employees covered by 5 U.S.C. 6301 increased (0.3 days) to 2.2 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 2001 increased 264,477 days (or 46.9 percent) from the previous year. More than 40.6 million days of annual leave credit were carried over to 2001. The amount of annual leave forfeited by employees due to carry-over limitations was 828,248 days at an estimated loss in value to employees of \$160.3 million in leave year 2001 (versus a loss of \$103.2 million in leave year 2000). Sick leave credited for retirement was 4.3 million days in leave year 2001. This contrasts with 4.6 million days in 2000, 10.8 million days in 1999 and 6.6 million days in 1998. The total number of sick leave days earned was 30,910,929 days (down 1,018,228 days from leave year 2000). Total sick leave days used were 23,640,027 days (down 766,972 days from leave year 2000). A total of 155.1 million days of sick leave credit were carried over to 2001.

Leave Used and Its Value (continued)

Tables 8A and 8B show that Defense and the U.S. Postal Service, together representing 59 percent of the total employment work years, accounted for 61 percent of annual leave, 59 percent of sick leave, 59 percent of holiday leave, and 57 percent of other leave for employees covered by 5 U.S.C. 6301. Defense agencies and the Postal Service also accounted for 57 percent of annual leave carried over, 66 percent of sick leave

carried over, and 77 percent of sick leave credited for retirement. Defense accounted for 25 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

Lump sum payments made at the time of separation were reported separately as well as combined with Total Annual Leave. Of the 67 agencies that reported lump sum data, the total value for lump sum is \$375,879,000.

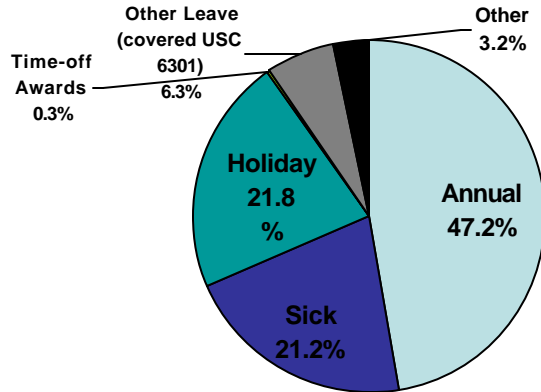
Lump Sum Payments

| Agency | (\$000) | % of Total |
|--------------------------------|----------------|---------------|
| Department of State | 11,445 | 3.04 |
| DoD Agencies | 118,573 | 31.55 |
| Department of Labor | 10,261 | 2.73 |
| Department of Veterans Affairs | 56,287 | 14.97 |
| Department of Treasury | 6,477 | 1.72 |
| Department of Justice | 13,734 | 3.65 |
| Department of Agriculture | 7,277 | 1.94 |
| Department of Commerce | 4,036 | 1.07 |
| Department of Energy | 4,332 | 1.15 |
| Department of the Interior | 10,623 | 2.83 |
| Tennessee Valley Authority | 4,695 | 1.25 |
| U.S. Postal Service | 95,032 | 25.28 |
| Others | 25,337 | 6.74 |
| Total | 375,879 | 100.00 |

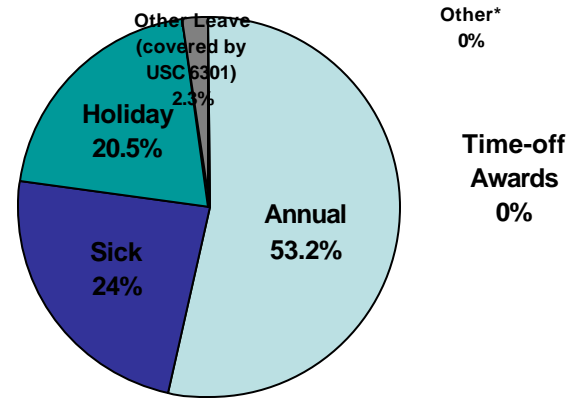
CHART 8

TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 2001

All Other Agencies



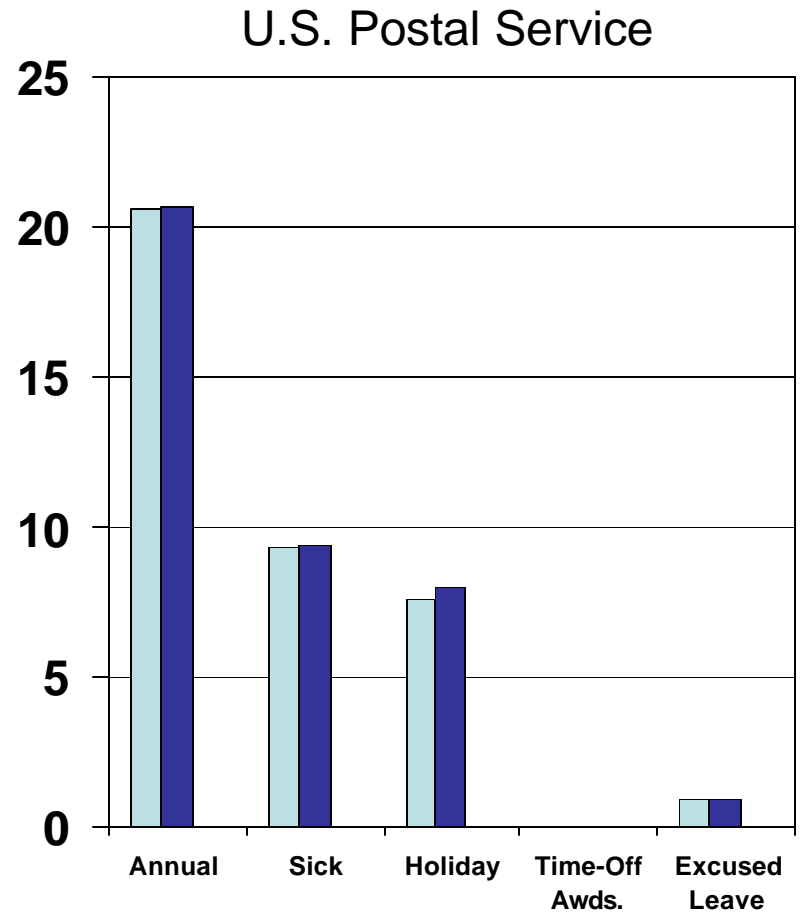
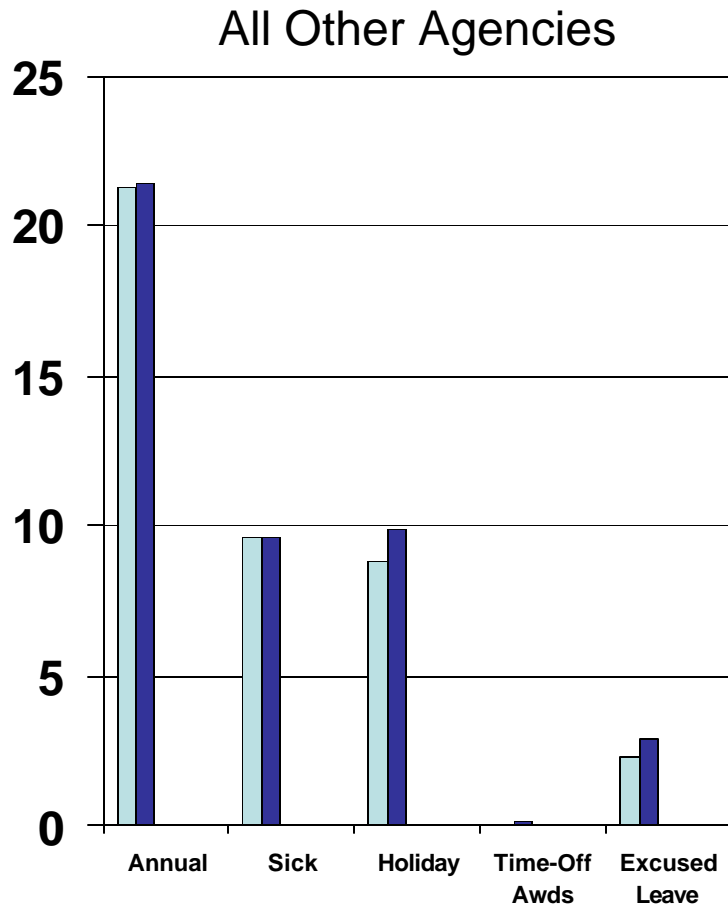
U.S. Postal



| Leave Category | Days Used | | Average Days Used | |
|--|--------------------|-------------------|--------------------|-------------------|
| | All Other Agencies | US Postal Service | All Other Agencies | US Postal Service |
| Annual | 35,416,953 | 17,219,570 | 21.4 | 20.7 |
| Sick | 15,872,365 | 7,767,662 | 9.6 | 9.4 |
| Holiday | 16,350,925 | 6,631,033 | 9.9 | 8.0 |
| Time-Off Awards | 206,755 | 0 | 0.1 | 0.0 |
| Other Leave for Emp. Covered by 5 USC 6301 | 4,748,934 | 733,236 | 2.9 | 0.9 |
| Other | 2,409,150 | 0 | 30.2 | 0.0 |
| Total | 75,005,082 | 32,351,501 | 43.3 | 39.0 |

CHART 9

AVERAGE DAYS USED FOR ANNUAL AND SICK LEAVE, HOLIDAYS, TIME-OFF AWARDS, AND OTHER LEAVE IN LEAVE YEARS 2000 & 2001



Leave Year 2000

Leave Year 2001



**LE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2001**

| AGENCY | TOTAL | | ANNUAL | | SICK | |
|--|-------------------|-------------------|-------------------|------------------|-------------------|------------------|
| | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) |
| EXECUTIVE OFFICE OF THE PRESIDENT | 9,364 | 1,910 | 4,121 | 766 | 682 | 127 |
| OFFICE OF MANAGEMENT AND BUDGET | 19,455 | 6,295 | 10,287 | 3,449 | 3,256 | 992 |
| OFFICE OF ADMINISTRATION | 7,503 | 1,397 | 3,743 | 952 | 1,496 | 405 |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 6,525 | 2,145 | 3,511 | 1,192 | 936 | 284 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 6,525 | 2,145 | 3,511 | 1,192 | 936 | 284 |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 49,372 | 13,892 | 25,173 | 7,551 | 7,306 | 2,092 |
| DEPARTMENT OF STATE | 872,960 | 230,817 | 354,570 | 97,991 | 125,585 | 30,732 |
| DEPARTMENT OF THE TREASURY | 6,618,620 | 1,276,966 | 3,077,048 | 605,330 | 1,584,992 | 293,452 |
| DEPARTMENT OF DEFENSE, TOTAL | 30,291,700 | 6,051,803 | 14,830,337 | 3,132,067 | 6,155,851 | 1,146,574 |
| DEPARTMENT OF THE ARMY | 10,413,964 | 1,969,629 | 5,137,456 | 1,001,654 | 2,048,649 | 372,144 |
| DEPARTMENT OF THE NAVY | 7,955,981 | 1,642,796 | 4,009,906 | 847,887 | 1,674,837 | 329,980 |
| DEPARTMENT OF THE AIR FORCE | 7,396,160 | 1,367,501 | 3,417,835 | 647,851 | 1,422,983 | 255,389 |
| OTHER DEFENSE ACTIVITIES | 4,525,595 | 1,071,877 | 2,265,140 | 634,675 | 1,009,382 | 189,061 |
| DEPARTMENT OF JUSTICE | 5,238,045 | 1,013,809 | 2,416,039 | 471,813 | 1,209,652 | 228,513 |
| DEPARTMENT OF THE INTERIOR | 2,863,167 | 544,908 | 1,393,186 | 273,921 | 563,773 | 101,950 |
| DEPARTMENT OF AGRICULTURE | 4,022,501 | 735,965 | 2,004,580 | 371,606 | 811,999 | 140,457 |
| DEPARTMENT OF COMMERCE | 1,401,266 | 297,994 | 687,604 | 144,565 | 306,976 | 62,441 |
| DEPARTMENT OF LABOR | 775,552 | 183,307 | 378,202 | 93,406 | 168,532 | 39,327 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 1,682,778 | 385,510 | 1,075,923 | 255,117 | 495,125 | 106,974 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 470,073 | 108,865 | 227,527 | 52,968 | 110,455 | 25,376 |
| DEPARTMENT OF TRANSPORTATION | 2,749,506 | 816,928 | 1,416,999 | 429,329 | 712,554 | 214,090 |
| DEPARTMENT OF ENERGY | 691,170 | 196,492 | 348,811 | 101,211 | 140,267 | 38,054 |
| DEPARTMENT OF EDUCATION | 213,736 | 57,520 | 102,692 | 28,243 | 49,620 | 12,926 |
| DEPARTMENT OF VETERANS AFFAIRS | 9,194,192 | 1,545,303 | 3,355,016 | 557,286 | 1,758,702 | 257,477 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 67,085,266 | 13,446,187 | 31,668,534 | 6,614,853 | 14,194,083 | 2,698,343 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 20,071 | 1,719 | 1,194 | 240 | 397 | 76 |
| ARMED FORCES RETIREMENT HOME | 29,308 | 4,658 | 15,958 | 2,533 | 7,381 | 1,109 |
| COMMODITY FUTURES TRADING COMMISSION | 26,948 | 6,013 | 10,787 | 2,367 | 4,922 | 1,102 |
| CONSUMER PRODUCT SAFETY COMMISSION | 19,337 | 5,051 | 9,349 | 2,430 | 4,355 | 1,132 |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 23,314 | 5,182 | 10,817 | 2,345 | 5,310 | 1,125 |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 135,555 | 31,501 | 63,713 | 14,444 | 30,608 | 7,328 |
| ENVIRONMENTAL PROTECTION AGENCY | 234,421 | 65,142 | 35,474 | 10,661 | 12,855 | 3,586 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 16,300 | 4,085 | 8,046 | 1,885 | 3,522 | 935 |
| FARM CREDIT ADMINISTRATION | 12,751 | 2,875 | 6,044 | 1,348 | 2,225 | 503 |
| FEDERAL COMMUNICATIONS COMMISSION | 94,206 | 19,814 | 44,048 | 9,216 | 20,015 | 4,254 |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 298,770 | 62,311 | 143,405 | 29,754 | 70,700 | 14,699 |
| FEDERAL ELECTION COMMISSION | 14,160 | 3,033 | 6,498 | 1,393 | 3,306 | 711 |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 165,057 | 39,988 | 73,167 | 15,220 | 39,477 | 7,707 |
| FEDERAL HOUSING FINANCE BOARD | 4,447 | 929 | 1,898 | 403 | 932 | 191 |
| FEDERAL LABOR RELATIONS AUTHORITY | 9,156 | 2,616 | 4,357 | 1,360 | 1,723 | 491 |
| FEDERAL MARITIME COMMISSION | 5,654 | 1,606 | 2,730 | 776 | 1,113 | 316 |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 10,519 | 2,689 | 5,231 | 1,332 | 2,061 | 544 |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 4,701 | 1,164 | 2,435 | 555 | 1,072 | 288 |

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2001

| AGENCY | TOTAL | | ANNUAL | | SICK | |
|---|-------------|------------------|------------|------------------|------------|------------------|
| | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) |
| FEDERAL TRADE COMMISSION | 42,661 | 12,712 | 20,830 | 6,396 | 8,658 | 2,426 |
| GENERAL SERVICES ADMINISTRATION | 606,803 | 131,219 | 302,706 | 65,466 | 135,818 | 28,584 |
| BROADCASTING BOARD OF GOVERNORS | 105,796 | 28,306 | 42,870 | 11,061 | 17,926 | 4,592 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 11,839 | 1,959 | 5,331 | 910 | 2,305 | 355 |
| MERIT SYSTEMS PROTECTION BOARD | 9,772 | 1,875 | 4,689 | 897 | 1,831 | 358 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 909,525 | 261,841 | 429,887 | 128,168 | 149,954 | 39,848 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 112,426 | 18,288 | 53,949 | 8,977 | 25,589 | 4,073 |
| NATIONAL CREDIT UNION ADMINISTRATION | 44,330 | 12,260 | 24,479 | 6,331 | 7,965 | 2,300 |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 13,869 | 3,112 | 6,720 | 1,499 | 3,307 | 712 |
| NATIONAL ENDOWMENT FOR THE ARTS | 6,406 | 1,451 | 3,045 | 703 | 1,550 | 333 |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 7,463 | 1,661 | 3,675 | 796 | 1,757 | 379 |
| NATIONAL LABOR RELATIONS BOARD | 94,110 | 20,177 | 44,235 | 9,409 | 21,004 | 4,574 |
| NATIONAL SCIENCE FOUNDATION | 49,932 | 14,599 | 25,098 | 7,338 | 10,336 | 3,022 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 17,253 | 4,966 | 8,550 | 2,530 | 3,720 | 1,015 |
| NUCLEAR REGULATORY COMMISSION | 93,537 | 70,444 | 58,688 | 2,335 | 24,947 | 992 |
| OFFICE OF PERSONNEL MANAGEMENT | 200,245 | 41,299 | 100,966 | 21,707 | 51,127 | 9,980 |
| OFFICE OF SPECIAL COUNSEL | 4,463 | 990 | 2,138 | 474 | 890 | 200 |
| 70 PEACE CORPS | 25,611 | 5,337 | 10,690 | 2,223 | 5,149 | 1,052 |
| PRESIDIO TRUST | 19,554 | 4,116 | 6,767 | 1,466 | 3,950 | 785 |
| RAILROAD RETIREMENT BOARD | 52,594 | 11,685 | 26,919 | 6,068 | 12,191 | 2,610 |
| SECURITIES AND EXCHANGE COMMISSION | 115,487 | 34,933 | 54,798 | 16,904 | 27,266 | 7,889 |
| SELECTIVE SERVICE SYSTEM | 8,041 | 1,685 | 3,998 | 864 | 1,948 | 392 |
| SMALL BUSINESS ADMINISTRATION | 174,874 | 37,591 | 81,558 | 17,901 | 40,916 | 8,567 |
| SMITHSONIAN INSTITUTION | 294,102 | 52,477 | 132,198 | 23,668 | 68,136 | 11,822 |
| SMITHSONIAN INSTITUTION | 257,627 | 46,307 | 116,104 | 20,950 | 59,418 | 10,376 |
| NATIONAL GALLERY OF ART | 36,475 | 6,170 | 16,094 | 2,718 | 8,718 | 1,446 |
| SOCIAL SECURITY ADMINISTRATION | 2,977,538 | 586,805 | 1,464,094 | 295,698 | 705,240 | 133,878 |
| TENNESSEE VALLEY AUTHORITY | 571,624 | 130,906 | 298,540 | 68,468 | 105,632 | 24,152 |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 9,299 | 2,040 | 4,235 | 948 | 2,021 | 410 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 164,043 | 26,242 | 55,096 | 12,032 | 17,876 | 4,067 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 7,279 | 2,214 | 3,636 | 1,125 | 1,438 | 421 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 156,764 | 24,028 | 51,460 | 10,907 | 16,438 | 3,646 |
| U.S. INTERNATIONAL TRADE COMMISSION | 16,441 | 4,756 | 8,066 | 2,377 | 3,300 | 909 |
| U.S. POSTAL SERVICE | 32,351,501 | 5,129,912 | 17,219,570 | 2,742,556 | 7,767,662 | 1,215,779 |
| SUBTOTAL INDEPENDENT AGENCIES | 40,221,945 | 6,912,908 | 20,942,816 | 3,562,933 | 9,438,638 | 1,561,440 |
| TOTAL - ALL AGENCIES | 107,356,583 | 20,372,987 | 52,636,523 | 10,185,337 | 23,640,027 | 4,261,875 |

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2001

| AGENCY | HOLIDAY | | TIME-OFF AWARDS | | OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301 | | OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301 | | |
|--|-------------------|------------------|-----------------|---------------|--|------------------|--|------------------|----------------|
| | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | |
| EXECUTIVE OFFICE OF THE PRESIDENT | 3,001 | 512 | | | 72 | 418 | | 1,142 | 433 |
| OFFICE OF MANAGEMENT AND BUDGET | 5,397 | 1,685 | | | | 469 | 144 | 46 | 25 |
| OFFICE OF ADMINISTRATION | 2,096 | | | | | 168 | 40 | | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 1,868 | 597 | | | 50 | 170 | | 40 | 22 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 1,868 | 597 | | | 50 | 170 | | 40 | 22 |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 14,230 | 3,391 | | | 172 | 1,395 | 184 | 1,268 | 502 |
| DEPARTMENT OF STATE | 387,962 | 100,815 | | | | 4,843 | 1,279 | | |
| DEPARTMENT OF THE TREASURY | 1,461,157 | 283,099 | | | | 495,423 | 95,085 | | |
| DEPARTMENT OF DEFENSE, TOTAL | 6,864,770 | 1,332,040 | | | | 2,410,561 | 434,545 | 30,181 | 6,577 |
| DEPARTMENT OF THE ARMY | 2,336,637 | 441,835 | | | | 891,074 | 153,952 | 148 | 44 |
| DEPARTMENT OF THE NAVY | 1,874,664 | 389,056 | | | | 393,550 | 75,582 | 3,024 | 291 |
| DEPARTMENT OF THE AIR FORCE | 1,626,936 | 297,295 | | | | 928,306 | 166,937 | 100 | 29 |
| OTHER DEFENSE ACTIVITIES | 1,026,533 | 203,854 | | | | 197,631 | 38,074 | 26,909 | 6,213 |
| DEPARTMENT OF JUSTICE | 1,229,913 | 241,369 | | | | 382,441 | 72,114 | | |
| DEPARTMENT OF THE INTERIOR | 653,936 | 126,685 | | | | 118,656 | 21,423 | 133,616 | 20,929 |
| DEPARTMENT OF AGRICULTURE | 955,065 | 177,759 | | | | 250,857 | 46,143 | | |
| DEPARTMENT OF COMMERCE | 321,503 | 72,845 | | | | 85,183 | 18,143 | | |
| DEPARTMENT OF LABOR | 183,079 | 39,847 | 1,760 | 387 | | 43,979 | 10,340 | | |
| 71 DEPARTMENT OF HEALTH AND HUMAN SERVICES | 35,361 | 5,488 | 14,981 | 3,667 | | 61,388 | 14,264 | | |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 100,470 | 23,226 | | | | 31,621 | 7,295 | | |
| DEPARTMENT OF TRANSPORTATION | 527,306 | 146,024 | | | | 92,647 | 27,485 | | |
| DEPARTMENT OF ENERGY | 179,581 | 51,092 | 5,513 | 1,451 | | 16,998 | 4,684 | | |
| DEPARTMENT OF EDUCATION | 51,468 | 13,852 | | | | 9,956 | 2,499 | | |
| DEPARTMENT OF VETERANS AFFAIRS | 1,441,402 | 218,009 | 177,768 | 1,421 | | 293,809 | 53,502 | 2,167,495 | 457,608 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 14,392,973 | 2,832,150 | 200,022 | 6,926 | | 4,298,362 | 808,801 | 2,331,292 | 485,114 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 636 | 126 | | | | 38 | 8 | 17,806 | 1,269 |
| ARMED FORCES RETIREMENT HOME | 5,073 | 864 | | | | 896 | 152 | | |
| COMMODITY FUTURES TRADING COMMISSION | 5,259 | 1,173 | | | | 5,980 | 1,371 | | |
| CONSUMER PRODUCT SAFETY COMMISSION | 5,232 | 1,397 | | | | 401 | 92 | | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 5,734 | 1,415 | | | | 1,453 | 297 | | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 35,028 | 8,345 | | | | 6,206 | 1,384 | | |
| ENVIRONMENTAL PROTECTION AGENCY | 162,864 | 44,798 | | | | 23,228 | 6,097 | | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 4,542 | 1,219 | | | | 190 | 46 | | |
| FARM CREDIT ADMINISTRATION | 2,682 | 609 | | | | 1,800 | 415 | | |
| FEDERAL COMMUNICATIONS COMMISSION | 20,534 | 4,312 | | | | 9,609 | 2,032 | | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 65,018 | 13,775 | | | | 19,647 | 4,083 | | |
| FEDERAL ELECTION COMMISSION | 3,345 | 713 | | | | 1,011 | 216 | | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 38,980 | 14,216 | | | | 13,433 | 2,845 | | |
| FEDERAL HOUSING FINANCE BOARD | 960 | 199 | | | | 657 | 136 | | |
| FEDERAL LABOR RELATIONS AUTHORITY | 2,214 | 645 | 467 | 17 | | 395 | 103 | | |
| FEDERAL MARITIME COMMISSION | 1,229 | 349 | | | | 582 | 165 | | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 2,829 | 720 | | | | 398 | 93 | | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 1,070 | 289 | | | | 124 | 32 | | |

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2001

| AGENCY | HOLIDAY | | TIME-OFF AWARDS | | OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301 | | OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301 | |
|---|------------|---------------|-----------------|---------------|--|---------------|--|---------------|
| | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) | DAYS | VALUE (\$000) |
| FEDERAL TRADE COMMISSION | 11,488 | 3,410 | 224 | 74 | 1,461 | 406 | | |
| GENERAL SERVICES ADMINISTRATION | 151,862 | 34,160 | | | 16,417 | 3,009 | | |
| BROADCASTING BOARD OF GOVERNORS | 40,467 | 10,284 | | | 4,533 | 2,369 | | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 2,597 | 423 | | | 1,606 | 271 | | |
| MERIT SYSTEMS PROTECTION BOARD | 2,260 | 440 | | | 992 | 180 | | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 205,896 | 59,421 | | | 123,788 | 34,404 | | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 30,003 | 4,881 | | | 2,885 | 357 | | |
| NATIONAL CREDIT UNION ADMINISTRATION | 11,051 | 3,409 | | | 835 | 220 | | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 3,068 | 728 | | | 774 | 173 | | |
| NATIONAL ENDOWMENT FOR THE ARTS | 1,489 | 348 | | | 322 | 67 | | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 1,579 | 380 | | | 452 | 106 | | |
| NATIONAL LABOR RELATIONS BOARD | 20,430 | 4,390 | | | 8,441 | 1,804 | | |
| NATIONAL SCIENCE FOUNDATION | 13,122 | 3,837 | 176 | 51 | 1,200 | 351 | | |
| NATIONAL TRANSPORTATION SAFETY BOARD | 4,172 | 1,189 | | | 811 | 232 | | |
| NUCLEAR REGULATORY COMMISSION | 1,669 | 66,393 | 10 | 397 | 8,223 | 327 | | |
| OFFICE OF PERSONNEL MANAGEMENT | 41,310 | 8,220 | 50 | 14 | 6,792 | 1,378 | | |
| OFFICE OF SPECIAL COUNSEL | 1,074 | 237 | | | 361 | 79 | | |
| 72 PEACE CORPS | 7,191 | 1,520 | | | 2,581 | 542 | | |
| PRESIDIO TRUST | 5,461 | 1,149 | | | 3,376 | 716 | | |
| RAILROAD RETIREMENT BOARD | 11,436 | 2,556 | | | 2,048 | 451 | | |
| SECURITIES AND EXCHANGE COMMISSION | 33,423 | 10,140 | | | | | | |
| SELECTIVE SERVICE SYSTEM | 1,720 | 362 | | | 375 | 67 | | |
| SMALL BUSINESS ADMINISTRATION | 40,058 | 8,506 | | | 12,342 | 2,617 | | |
| SMITHSONIAN INSTITUTION | 69,768 | 12,673 | | | 24,000 | 4,314 | | |
| SMITHSONIAN INSTITUTION | 62,126 | 11,403 | | | 19,979 | 3,578 | | |
| NATIONAL GALLERY OF ART | 7,642 | 1,270 | | | 4,021 | 736 | | |
| SOCIAL SECURITY ADMINISTRATION | 693,521 | 135,648 | | | 114,683 | 21,581 | | |
| TENNESSEE VALLEY AUTHORITY | 148,445 | 33,941 | 5,806 | 1,327 | 13,201 | 3,018 | | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 2,263 | 519 | | | 780 | 163 | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 22,471 | 5,075 | | | 9,816 | 2,122 | 58,784 | 2,946 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 2,014 | 606 | | | 191 | 62 | | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 20,457 | 4,469 | | | 9,625 | 2,060 | 58,784 | 2,946 |
| U.S. INTERNATIONAL TRADE COMMISSION | 4,267 | 1,242 | | | 808 | 228 | | |
| U.S. POSTAL SERVICE | 6,631,033 | 1,057,300 | | | 733,236 | 114,277 | | |
| SUBTOTAL INDEPENDENT AGENCIES | 8,574,755 | 1,567,217 | 6,733 | 1,880 | 1,182,413 | 215,223 | 76,590 | 4,215 |
| TOTAL - ALL AGENCIES | 22,981,958 | 4,402,758 | 206,755 | 8,978 | 5,482,170 | 1,024,208 | 2,409,150 | 489,831 |



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2001**

| AGENCY | ANNUAL | | | SICK | | |
|--|-------------------|-------------------|----------------|-------------------|-------------------|-------------------------|
| | EARNED | CARRIED OVER | FORFEITED | EARNED | CARRIED OVER | CREDITED FOR RETIREMENT |
| EXECUTIVE OFFICE OF THE PRESIDENT | 4,353 | 2,989 | 64 | 3,453 | 6,396 | 1,063 |
| OFFICE OF MANAGEMENT AND BUDGET | 10,543 | 11,003 | 332 | 6,471 | 41,830 | 2,438 |
| OFFICE OF ADMINISTRATION | 3,954 | 3,458 | 191 | 2,409 | 11,065 | 1,300 |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 3,517 | 3,764 | 100 | 2,148 | 13,863 | 494 |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 3,517 | 3,764 | 100 | 2,148 | 13,863 | 494 |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 25,884 | 24,978 | 787 | 16,629 | 87,017 | 5,789 |
| DEPARTMENT OF STATE | 381,169 | 509,522 | 18,736 | 222,875 | 1,619,254 | |
| DEPARTMENT OF THE TREASURY | 3,381,009 | 2,443,826 | 30,037 | 2,006,627 | 4,232,050 | 4,074 |
| DEPARTMENT OF DEFENSE, TOTAL | 14,735,159 | 12,520,391 | 209,117 | 8,380,863 | 44,987,247 | 1,849,236 |
| DEPARTMENT OF THE ARMY | 4,990,168 | 4,320,707 | 72,143 | 2,793,330 | 16,496,330 | 650,158 |
| DEPARTMENT OF THE NAVY | 4,044,323 | 3,400,698 | 68,706 | 2,326,785 | 12,164,840 | 493,336 |
| DEPARTMENT OF THE AIR FORCE | 3,402,737 | 2,741,318 | 36,400 | 1,931,576 | 9,535,866 | 454,328 |
| OTHER DEFENSE ACTIVITIES | 2,297,931 | 2,057,668 | 31,868 | 1,329,172 | 6,790,211 | 251,414 |
| DEPARTMENT OF JUSTICE | 2,668,257 | 2,233,883 | 56,667 | 1,626,962 | 5,255,099 | 93,906 |
| DEPARTMENT OF THE INTERIOR | 1,453,821 | 1,227,376 | 25,539 | 865,283 | 5,366,773 | 166,364 |
| DEPARTMENT OF AGRICULTURE | 2,139,357 | 1,835,135 | 21,142 | 1,248,162 | 3,940,838 | 382 |
| DEPARTMENT OF COMMERCE | 731,757 | 614,068 | 6,230 | 431,770 | 1,205,506 | 12 |
| DEPARTMENT OF LABOR | 376,546 | 319,302 | 6,224 | 216,480 | 1,088,560 | 58,323 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 1,179,958 | 2,195,526 | 113,535 | 696,531 | 3,496,554 | 3,802 |
| 73 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 234,573 | 195,735 | 2,927 | 131,003 | 338,791 | 1,017 |
| DEPARTMENT OF TRANSPORTATION | 1,507,031 | 1,230,616 | 18,970 | 833,880 | 4,747,182 | 180,043 |
| DEPARTMENT OF ENERGY | 367,144 | 339,369 | 7,146 | 205,225 | 1,453,509 | 57,766 |
| DEPARTMENT OF EDUCATION | 101,954 | 82,288 | 1,518 | 59,297 | 248,632 | 7,406 |
| DEPARTMENT OF VETERANS AFFAIRS | 3,447,323 | 1,040,047 | 36,922 | 2,054,912 | 7,785,284 | 48,812 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 32,705,058 | 26,787,084 | 554,710 | 18,979,870 | 85,765,279 | 2,471,143 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 1,807 | 4,717 | 101 | 785 | 6,288 | 356 |
| ARMED FORCES RETIREMENT HOME | 16,018 | 13,059 | 248 | 9,452 | 32,167 | 1,145 |
| COMMODITY FUTURES TRADING COMMISSION | 11,338 | 9,946 | 80 | 6,718 | 19,752 | 952 |
| CONSUMER PRODUCT SAFETY COMMISSION | 10,895 | 9,541 | 355 | 5,719 | 36,557 | 2,014 |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 11,780 | 9,763 | 223 | 7,962 | 17,565 | 391 |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 66,132 | 51,414 | 1,118 | 37,079 | 274,625 | 2,070 |
| ENVIRONMENTAL PROTECTION AGENCY | 38,233 | 32,950 | 436 | 23,004 | 117,578 | 48,800 |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 8,494 | 6,988 | 122 | 4,881 | 22,326 | 2,334 |
| FARM CREDIT ADMINISTRATION | 6,313 | 6,380 | 59 | 3,484 | 12,482 | 143 |
| FEDERAL COMMUNICATIONS COMMISSION | 45,900 | 39,700 | 982 | 26,357 | 69,830 | 528 |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 146,687 | 124,699 | 771 | 84,586 | 275,722 | 111 |
| FEDERAL ELECTION COMMISSION | 6,854 | 4,687 | 21 | 4,308 | 8,226 | 370 |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 80,916 | 60,614 | 2,348 | 50,757 | 107,325 | 493 |
| FEDERAL HOUSING FINANCE BOARD | 2,035 | 2,201 | 60 | 1,237 | 4,254 | 17 |
| FEDERAL LABOR RELATIONS AUTHORITY | 4,378 | 4,167 | 87 | 2,553 | 16,022 | 1,355 |
| FEDERAL MARITIME COMMISSION | 2,873 | 2,570 | 76 | 1,577 | 9,675 | 246 |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 6,131 | 6,447 | 360 | 3,666 | 13,101 | 866 |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | 2,278 | 1,974 | 27 | 1,195 | 6,090 | |

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2001**

| AGENCY | ANNUAL | | | SICK | | |
|---|------------|--------------|-----------|------------|--------------|-------------------------|
| | EARNED | CARRIED OVER | FORFEITED | EARNED | CARRIED OVER | CREDITED FOR RETIREMENT |
| FEDERAL TRADE COMMISSION | 21,283 | 17,601 | 851 | 13,240 | 66,168 | 1,722 |
| GENERAL SERVICES ADMINISTRATION | 329,762 | 297,194 | 8,488 | 177,147 | 1,032,420 | 31,545 |
| BROADCASTING BOARD OF GOVERNORS | 40,325 | 36,134 | 1,701 | 23,050 | 122,073 | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 5,802 | 5,420 | 82 | 3,306 | 11,583 | 296 |
| MERIT SYSTEMS PROTECTION BOARD | 5,283 | 5,281 | 246 | 2,913 | 9,210 | 362 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 427,121 | 363,389 | 13,421 | 244,293 | 1,878,047 | 29,380 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 56,546 | 41,265 | 387 | 32,690 | 142,986 | 4,290 |
| NATIONAL CREDIT UNION ADMINISTRATION | 21,223 | 19,808 | 222 | 12,451 | 82,155 | 2,009 |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 6,849 | 5,526 | 40 | 3,981 | 10,910 | |
| NATIONAL ENDOWMENT FOR THE ARTS | 3,200 | 2,494 | 21 | 1,906 | 5,130 | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 3,649 | 3,032 | 19 | 2,075 | 5,780 | |
| NATIONAL LABOR RELATIONS BOARD | 46,332 | 36,303 | 757 | 27,077 | 73,162 | 597 |
| NATIONAL SCIENCE FOUNDATION | 25,506 | 26,055 | 827 | 15,645 | 86,772 | 1,767 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 9,283 | 9,272 | 374 | 5,633 | 32,890 | 1,102 |
| NUCLEAR REGULATORY COMMISSION | 63,522 | 70,142 | 20,524 | 35,570 | 276,090 | 74,645 |
| OFFICE OF PERSONNEL MANAGEMENT | 106,052 | 57,263 | 1,972 | 60,882 | 158,185 | 12,400 |
| OFFICE OF SPECIAL COUNSEL | 2,299 | 1,691 | 16 | 1,370 | 3,127 | 735 |
| PEACE CORPS | 13,316 | 10,596 | 256 | 9,119 | 15,990 | |
| PRESIDIO TRUST | 7,715 | 5,607 | 84 | 5,994 | 10,697 | |
| RAILROAD RETIREMENT BOARD | 25,258 | 21,845 | 54 | 13,625 | 93,786 | 1,601 |
| SECURITIES AND EXCHANGE COMMISSION | 59,329 | 47,418 | 788 | 38,717 | 128,771 | |
| SELECTIVE SERVICE SYSTEM | 3,847 | 2,730 | 9 | 2,084 | 8,354 | 211 |
| SMALL BUSINESS ADMINISTRATION | 87,706 | 71,659 | 1,108 | 51,331 | 133,478 | |
| SMITHSONIAN INSTITUTION | 142,403 | 105,672 | 2,579 | 89,736 | 197,076 | 461 |
| SMITHSONIAN INSTITUTION | 125,418 | 94,872 | 2,421 | 79,886 | 176,450 | 461 |
| NATIONAL GALLERY OF ART | 16,985 | 10,800 | 158 | 9,850 | 20,626 | |
| SOCIAL SECURITY ADMINISTRATION | 1,474,260 | 1,079,404 | 4,344 | 827,313 | 3,837,503 | 138,935 |
| TENNESSEE VALLEY AUTHORITY | 319,199 | 297,676 | 24,898 | 177,550 | 1,512,415 | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 4,375 | 3,268 | 117 | 2,878 | 8,408 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 60,921 | 96,945 | 1,798 | 29,014 | 97,430 | 1,091 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 3,595 | 3,082 | 152 | 2,353 | 9,506 | 150 |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 57,326 | 93,863 | 1,646 | 26,661 | 87,924 | 941 |
| U.S. INTERNATIONAL TRADE COMMISSION | 8,374 | 7,467 | 256 | 4,837 | 28,055 | 1,959 |
| U.S. POSTAL SERVICE | 16,941,018 | 10,671,056 | 179,078 | 9,727,664 | 58,138,301 | 1,446,451 |
| SUBTOTAL INDEPENDENT AGENCIES | 20,783,971 | 13,805,504 | 272,751 | 11,914,430 | 69,245,627 | 1,813,750 |
| TOTAL - ALL AGENCIES | 53,514,913 | 40,617,566 | 828,248 | 30,910,929 | 155,097,923 | 4,290,682 |



**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2001**

| AGENCY | AVERAGE DAYS USED | | | | | | |
|--|-------------------|--------------|-------------|--------------|-----------------|--|--|
| | TOTAL | ANNUAL | SICK | HOLIDAY | TIME-OFF AWARDS | OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301 | OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301 |
| EXECUTIVE OFFICE OF THE PRESIDENT | 25.38 | 11.17 | 1.85 | 8.13 | | 1.13 | |
| OFFICE OF MANAGEMENT AND BUDGET | 39.07 | 20.66 | 6.54 | 10.84 | | 0.94 | |
| OFFICE OF ADMINISTRATION | 41.00 | 20.45 | 8.17 | 11.45 | | 0.92 | |
| OFFICE OF THE U.S. TRADE REPRESENTATIVE | 40.78 | 21.94 | 5.85 | 11.68 | | 1.06 | |
| OFFICE OF NATIONAL DRUG CONTROL POLICY | 57.74 | 31.07 | 8.28 | 16.53 | | 1.50 | |
| SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT | 37.32 | 19.03 | 5.52 | 10.76 | | 1.05 | |
| DEPARTMENT OF STATE | 31.75 | 20.22 | 7.16 | 22.13 | | 0.28 | |
| DEPARTMENT OF THE TREASURY | 46.53 | 21.63 | 11.14 | 10.27 | | 3.48 | |
| DEPARTMENT OF DEFENSE, TOTAL | 45.08 | 22.63 | 9.39 | 10.48 | | 3.68 | 1.81 |
| DEPARTMENT OF THE ARMY | 47.60 | 23.48 | 9.36 | 10.68 | | 4.07 | |
| DEPARTMENT OF THE NAVY | 43.52 | 22.33 | 9.33 | 10.44 | | 2.19 | 0.94 |
| DEPARTMENT OF THE AIR FORCE | 46.20 | 22.25 | 9.26 | 10.59 | | 6.04 | 0.02 |
| OTHER DEFENSE ACTIVITIES | 41.05 | 21.93 | 9.77 | 9.94 | | 1.91 | 3.86 |
| DEPARTMENT OF JUSTICE | 42.18 | 19.46 | 9.74 | 9.90 | | 3.08 | |
| DEPARTMENT OF THE INTERIOR | 41.80 | 20.34 | 8.23 | 9.55 | | 1.73 | |
| DEPARTMENT OF AGRICULTURE | 40.42 | 20.14 | 8.16 | 9.60 | | 2.52 | |
| DEPARTMENT OF COMMERCE | 38.58 | 18.93 | 8.45 | 8.85 | | 2.35 | |
| DEPARTMENT OF LABOR | 46.90 | 22.87 | 10.19 | 11.07 | 0.11 | 2.66 | |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 27.21 | 18.66 | 8.59 | 0.61 | 0.26 | 1.06 | |
| 7 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 46.69 | 22.60 | 10.97 | 9.98 | | 3.14 | |
| DEPARTMENT OF TRANSPORTATION | 43.35 | 22.34 | 11.24 | 8.32 | | 1.46 | |
| DEPARTMENT OF ENERGY | 45.19 | 22.81 | 9.17 | 11.74 | 0.36 | 1.11 | |
| DEPARTMENT OF EDUCATION | 46.90 | 22.54 | 10.89 | 11.29 | | 2.18 | |
| DEPARTMENT OF VETERANS AFFAIRS | 44.43 | 21.07 | 11.05 | 9.05 | 1.12 | 1.85 | 45.4 |
| SUBTOTAL EXECUTIVE DEPARTMENTS | 43.31 | 21.54 | 9.65 | 9.79 | 0.14 | 2.92 | 29.67 |
| AMERICAN BATTLE MONUMENTS COMMISSION | 54.25 | 18.95 | 6.30 | 10.10 | | 0.60 | 58 |
| ARMED FORCES RETIREMENT HOME | 39.87 | 21.71 | 10.04 | 6.90 | | 1.22 | |
| COMMODITY FUTURES TRADING COMMISSION | 49.36 | 19.76 | 9.01 | 9.63 | | 10.95 | |
| CONSUMER PRODUCT SAFETY COMMISSION | 41.32 | 19.98 | 9.31 | 11.18 | | 0.86 | |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 39.05 | 18.12 | 8.89 | 9.60 | | 2.43 | |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 50.15 | 23.57 | 11.32 | 12.96 | | 2.30 | |
| ENVIRONMENTAL PROTECTION AGENCY | 13.36 | 2.02 | 0.73 | 9.29 | | 1.32 | |
| EXPORT-IMPORT BANK OF THE UNITED STATES | 39.09 | 19.29 | 8.45 | 10.89 | | 0.46 | |
| FARM CREDIT ADMINISTRATION | 45.70 | 21.66 | 7.97 | 9.61 | | 6.45 | |
| FEDERAL COMMUNICATIONS COMMISSION | 48.79 | 22.81 | 10.37 | 10.63 | | 4.98 | |
| FEDERAL DEPOSIT INSURANCE CORPORATION | 44.55 | 21.38 | 10.54 | 9.69 | | 2.93 | |
| FEDERAL ELECTION COMMISSION | 40.92 | 18.78 | 9.55 | 9.67 | | 2.92 | |
| FEDERAL EMERGENCY MANAGEMENT AGENCY | 34.28 | 15.20 | 8.20 | 8.10 | | 2.79 | |
| FEDERAL HOUSING FINANCE BOARD | 42.35 | 18.08 | 8.88 | 9.14 | | 6.26 | |
| FEDERAL LABOR RELATIONS AUTHORITY | 44.45 | 21.15 | 8.36 | 10.75 | 2.27 | 1.92 | |
| FEDERAL MARITIME COMMISSION | 46.73 | 22.56 | 9.20 | 10.16 | | 4.81 | |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 37.04 | 18.42 | 7.26 | 9.96 | | 1.40 | |
| FEDERAL RETIREMENT THRIFT INVESTMENT BOARD | | 23.48 | 12.41 | 10.15 | 0.71 | | |

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2001**

| AGENCY | AVERAGE DAYS USED | | | | | | |
|---|-------------------|--------|-------|---------|-----------------|--|--|
| | TOTAL | ANNUAL | SICK | HOLIDAY | TIME-OFF AWARDS | OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301 | OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301 |
| FEDERAL TRADE COMMISSION | 42.24 | 20.62 | 8.57 | 11.37 | 0.22 | 1.45 | |
| GENERAL SERVICES ADMINISTRATION | 43.63 | 21.63 | 9.70 | 10.85 | | 1.17 | |
| BROADCASTING BOARD OF GOVERNORS | 44.92 | 23.44 | 9.80 | 22.13 | | 2.48 | |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO | 45.89 | 20.66 | 8.93 | 10.07 | | 6.22 | |
| MERIT SYSTEMS PROTECTION BOARD | 44.02 | 21.12 | 8.25 | 10.18 | | 4.47 | |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 48.61 | 22.98 | 8.01 | 11.00 | | 6.62 | |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 42.85 | 20.56 | 9.75 | 11.43 | | 1.10 | |
| NATIONAL CREDIT UNION ADMINISTRATION | 44.20 | 24.41 | 7.94 | 11.02 | | 0.83 | |
| NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES | 43.34 | 21.00 | 10.33 | 9.59 | | 2.42 | |
| NATIONAL ENDOWMENT FOR THE ARTS | 42.14 | 20.03 | 10.20 | 9.80 | | 2.12 | |
| NATIONAL ENDOWMENT FOR THE HUMANITIES | 44.42 | 21.88 | 10.46 | 9.40 | | 2.69 | |
| NATIONAL LABOR RELATIONS BOARD | 47.24 | 22.21 | 10.54 | 10.26 | | 4.24 | |
| NATIONAL SCIENCE FOUNDATION | 40.83 | 20.52 | 8.45 | 10.73 | 0.14 | 0.98 | |
| NATIONAL TRANSPORTATION SAFETY BOARD | 39.21 | 19.43 | 8.45 | 9.48 | | 1.84 | |
| NUCLEAR REGULATORY COMMISSION | 30.18 | 18.94 | 8.05 | 0.54 | | 2.65 | |
| OFFICE OF PERSONNEL MANAGEMENT | 72.19 | 36.40 | 18.43 | 14.89 | 0.02 | 2.45 | |
| OFFICE OF SPECIAL COUNSEL | 42.50 | 20.36 | 8.48 | 10.23 | | 3.44 | |
| PEACE CORPS | 25.13 | 13.46 | 6.48 | 9.06 | | 3.25 | |
| 76 PRESIDIO TRUST | 44.95 | 15.56 | 9.08 | 12.55 | | 7.76 | |
| RAILROAD RETIREMENT BOARD | 45.69 | 23.39 | 10.59 | 9.94 | | 1.78 | |
| SECURITIES AND EXCHANGE COMMISSION | 39.33 | 18.66 | 9.29 | 11.38 | | | |
| SELECTIVE SERVICE SYSTEM | 48.73 | 24.23 | 11.81 | 10.42 | | 2.27 | |
| SMALL BUSINESS ADMINISTRATION | 43.11 | 20.11 | 10.09 | 9.88 | | 3.04 | |
| SMITHSONIAN INSTITUTION | 61.22 | 27.52 | 14.18 | 14.52 | | 5.00 | |
| SMITHSONIAN INSTITUTION | 63.75 | 28.73 | 14.70 | 15.37 | | 4.94 | |
| NATIONAL GALLERY OF ART | 47.80 | 21.09 | 11.43 | 10.02 | | 5.27 | |
| SOCIAL SECURITY ADMINISTRATION | 47.45 | 23.33 | 11.24 | 11.05 | | 1.83 | |
| TENNESSEE VALLEY AUTHORITY | 43.05 | 22.48 | 7.95 | 11.18 | 0.44 | 0.99 | |
| U.S. HOLOCAUST MEMORIAL MUSEUM | 41.33 | 18.82 | 8.98 | 10.06 | | 3.47 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 51.65 | 17.57 | 5.70 | 7.17 | | 3.13 | |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 38.93 | 19.44 | 7.69 | 10.77 | | 1.02 | |
| AGENCY FOR INTERNATIONAL DEVELOPMENT | 52.45 | 17.45 | 5.57 | 6.94 | | 3.26 | |
| U.S. INTERNATIONAL TRADE COMMISSION | 42.26 | 20.74 | 8.48 | 10.97 | | 2.08 | |
| U.S. POSTAL SERVICE | 38.95 | 20.73 | 9.35 | 7.98 | | 0.88 | |
| SUBTOTAL INDEPENDENT AGENCIES | 39.69 | 20.69 | 9.32 | 8.47 | 0.01 | 1.17 | 69.75 |
| TOTAL - ALL AGENCIES | 41.88 | 21.19 | 9.52 | 9.25 | 0.08 | 2.21 | 30.24 |

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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); Department of Veterans Affairs physicians, dentists, and nurses; non-U.S. citizens employed in foreign areas, certain teachers, and executive branch officials appointed or designated by the President.

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

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

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

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

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

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

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



**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2001**

| Agency | Basic Work Years | Adjusted Basic Work Years 1/ | Basic Work Years for "Other" Employees 2/ |
|--|-------------------------|-------------------------------------|--|
| Total, All Agencies | 2,563,513 | 2,483,852 | 79,661 |
| Office of the President | 1,323 | 1,323 | ... |
| Executive Office of the President | 369 | 369 | |
| Office of Management and Budget | 498 | 498 | |
| Office of Administration | 183 | 183 | |
| Office of the U.S. Trade Representative | 160 | 160 | |
| Office of National Drug Control Policy | 113 | 113 | |
| Departments | 1,548,895 | 1,470,332 | 78,563 |
| Department of State | 27,496 | 17,533 | 9,963 |
| Department of the Treasury | 142,249 | 142,249 | |
| Department of Defense, Total | 671,949 | 655,278 | 16,671 |
| Department of Army | 218,796 | 218,796 | |
| Department of Navy | 182,811 | 179,589 | 3,222 |
| Department of the Air Force | 160,083 | 153,597 | 6,486 |
| Other Defense Activities | 110,259 | 103,296 | 6,963 |
| Department of Justice | 124,174 | 124,174 | |
| Department of the Interior | 68,505 | 68,505 | |
| Department of Agriculture | 99,527 | 99,527 | |
| Department of Commerce | 36,320 | 36,320 | |
| Department of Labor | 16,538 | 16,538 | |
| Department of Health and Human Services | 61,846 | 57,663 | 4,183 |
| Department of Housing and Urban Development | 10,069 | 10,069 | |
| Department of Transportation | 63,421 | 63,415 | 6 |
| Department of Energy | 15,294 | 15,294 | |
| Department of Education | 4,557 | 4,557 | |
| Department of Veterans Affairs | 206,950 | 159,210 | 47,740 |
| Independent Agencies | 1,013,295 | 1,012,197 | 1,098 |
| American Battle Monuments Commission | 370 | 63 | 307 |
| Armed Forces Retirement Home | 735 | 735 | |
| Commodity Futures Trading Commission | 546 | 546 | |
| Consumer Products Safety Commission | 468 | 468 | |
| Corporation for National and Community Service | 597 | 597 | |
| Equal Employment Opportunity Commission | 2,703 | 2,703 | |
| Environmental Protection Agency | 17,540 | 17,540 | |
| Export-Import Bank of the United States | 417 | 417 | |
| Farm Credit Administration | 279 | 279 | |
| Federal Communications Commission | 1,931 | 1,931 | |
| Federal Deposit Insurance Corporation | 6,707 | 6,707 | |
| Federal Election Commission | 346 | 346 | |

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 748, and 772. See Supplement III, page 79.

2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Department of Veterans Affairs physicians, dentists, nurses, non-U.S. citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 79.

**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2001**

| Agency | Basic Work Years | Adjusted Basic Work Years 1/ | Basic Work Years for "Other" Employees 2/ |
|--|---------------------|---------------------------------|--|
| Independent Agencies (continued) | | | |
| Federal Emergency Management Agency | 4,815 | 4,815 | |
| Federal Housing Finance Board | 105 | 105 | |
| Federal Labor Relations Authority | 206 | 206 | |
| Federal Maritime Commission | 121 | 121 | |
| Federal Mediation and Conciliation Service | 284 | 284 | |
| Federal Retirement Thrift Investment Board | 96 | 96 | |
| Federal Trade Commission | 1,010 | 1,010 | |
| General Services Administration | 13,995 | 13,995 | |
| Broadcasting Board of Governors | 2,355 | 1,829 | 526 |
| International Boundary and Water Commission: U.S. & Mexico | 258 | 258 | |
| Merit Systems Protection Board | 222 | 222 | |
| National Aeronautics and Space Administration | 18,710 | 18,710 | |
| National Archives and Records Administration | 2,624 | 2,624 | |
| National Credit Union Administration | 1,003 | 1,003 | |
| National Foundation on the Arts and the Humanities | 320 | 320 | |
| National Endowment for the Arts | 152 | 152 | |
| National Endowment for the Humanities | 168 | 168 | |
| National Labor Relations Board | 1,992 | 1,992 | |
| National Science Foundation | 1,223 | 1,223 | |
| National Transportation Safety Board | 440 | 440 | |
| Nuclear Regulatory Commission | 3,099 | 3,099 | |
| Office of Personnel Management | 2,774 | 2,774 | |
| Office of Special Counsel | 105 | 105 | |
| Peace Corps | 1,019 | 794 | 225 |
| Presidio Trust | 435 | 435 | |
| Railroad Retirement Board | 1,151 | 1,151 | |
| Securities and Exchange Commission | 2,936 | 2,936 | |
| Selective Service System | 165 | 165 | |
| Small Business Administration | 4,056 | 4,056 | |
| Smithsonian Institution | 4,804 | 4,804 | |
| Smithsonian Institution | 4,041 | 4,041 | |
| National Gallery of Art | 763 | 763 | |
| Social Security Administration | 62,748 | 62,748 | |
| Tennessee Valley Authority | 13,279 | 13,279 | |
| U.S. Holocaust Memorial Museum | 225 | 225 | |
| Agency for International Development | 3,176 | 3,136 | 40 |
| Overseas Private Investment Corporation | 187 | 187 | |
| Agency for International Development | 2,989 | 2,949 | 40 |
| U.S. International Trade Commission | 389 | 389 | |
| U.S. Postal Service | 830,516 | 830,516 | |

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 748, and 772. See Supplement III, page 79.


2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Department of Veterans Affairs physicians, dentists, nurses, non-U.S. citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 79.

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SUPPLEMENT IV - SURVEY INSTRUCTIONS

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ACTION: February 28, 2002

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

FROM: RHONDA K. DIAZ
ACTING DIRECTOR
FOR WORKFORCE INFORMATION
OFFICE OF MERIT SYSTEMS
OVERSIGHT AND EFFECTIVENESS

SUBJECT: Fiscal Year 2001 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 2001 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 2001 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "2001 actual" column of the Fiscal Year 2003 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 28, 2002. Agencies should establish appropriate internal coordination procedures to ensure that the data are reconciled. We have added references on Forms 1351-A and 1351-B to help with this process.

Please note that overtime pay (Code 201) is now separated into five distinct reportable categories that are as follows:

- Availability pay for criminal investigators;
- Overtime pay for firefighters;
- Annual premium pay for regularly scheduled standby duty;
- Administratively uncontrollable overtime pay; and
- Other overtime pay.

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

Agencies with 100 or more employees are required to report. Agencies must submit Fiscal Year 2001 work years and cost data, as well as Leave Year 2001 data, by February 28, 2002. Send reports to: U.S. Office of Personnel Management, Office of Workforce Information, Workforce Statistics Division, (Room 7439), 1900 E Street NW., Washington, DC 20415-6000. Questions concerning this report may be referred to British Morrison at 202-606-1350, FAX: 202-606-1719, Email: owi@opm.gov.

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

Attachments



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

General

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

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

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

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

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

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

A separate Form 1351-A is to be prepared for (1) the total agency (summary of all pay systems--enter Code 800 in item 4), (2) each pay system category below preceded by an asterisk, and (3) 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 |
|-------------|--|
| 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) |

| Code | Pay System Category (Code) |
|-------------|--|
| 710 | Grades related to General Schedule (GG, GH, GN, CZ, CG, MG, PG); also includes: [DA, DG, DP, DS, and DT for Department of Navy], [DB, DE, DJ, DK for Department of Defense], [NC, ND, NG, NO, NP, NR, and NT for the Department of Navy], [ZA, ZP, ZS, and ZT for Department of Commerce], [FG, FM for Federal Aviation Administration within the Department of Transportation], [DR for Material Command within the Department of Air Force], and [NH, NJ, NK for Department of Defense] |
| 716 | Foreign Compensation -- Agency for International Development (FC) |
| 720 | Administratively Determined (AD) |
| 732 | Tennessee Valley Authority (salary policy employees) |
| 733 | Tennessee Valley Authority (trade and labor employees) |
| 740 | * Wage employees--trades and crafts (U.S. citizens) |
| 748 | * Aliens employed in foreign areas (non-wage board)--Department of Defense, Broadcasting Board of Governors, Volunteers in Service to America, Peace Corps, Agency for International Development, State, American Battle Monuments Commission only |
| 752 | U.S. attorneys, assistants--Department of Justice only |
| 768 | * Experts and consultants (employees appointed under 5 U.S.C. 3109) (ED and EF) |
| 770 | Employees on fee, contract, or piecework basis |
| 772 | * Teachers in Dependent Schools Abroad |
| 777 | Census enumerators |
| 800 | Agency Total - Sum of all Pay Systems |

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

Definitions

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

Code 100. Total Basic Work Years and Payroll.

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

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.

Attachment 1 (2)

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

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

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

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

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

Entries will represent the work years and related costs for fulltime temporary employment. Includes regular pay for fulltime employment for a limited period of time that is generally less than a year (e.g., seasonal employment of employees without permanent appointments). Includes regular pay for employees with term appointments. Includes pay for employees whose tenure is without a specific time limitation, but not actually or potentially permanent -- i.e., indefinite appointments.

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

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

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

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

Code 200. Total Premium Work Years and Pay.

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

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

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

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

- Administratively uncontrollable overtime pay (5 U.S.C. 5545 (c)(2));
- Availability pay for criminal investigators (5 U.S.C. 5545a);
- Overtime pay for firefighters compensated under 5 U.S.C. 5545b who are subject to special pay computation and overtime rules. (For these firefighters, overtime pay is payable for hours in excess of 53 per week, or 106 hours biweekly.) ;
- Annual premium pay for regularly scheduled standby duty; and

- Other overtime pay.

Code 202. Holiday Pay (object class 11.5).

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

Code 203. Sunday Pay (object class 11.5).

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

Code 204. Night Differential (object class 11.5).

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

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

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

Code 206. Post Differential (object class 11.5).

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

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

Code 208. Supervisory Differential (object class 11.5).

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

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

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

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

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

Code 211. Cash Awards (object class 11.5).

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

Include:

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

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

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

Code 212. Other (object class 11.5).

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

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

Attachment 1 (6)

should approximate the average basic salary of each pay system category of employee (e.g., Code 610 (General Schedule--GS and GM); Code 675 (Senior Executive Service--ES, etc.)).

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

| Code | Pay System Category | Minimum-----Maximum | |
|-------------|---|----------------------------|-----------|
| 630 | Physicians/Dentists—Department of (VA) Veterans Affairs only | \$40,236 | \$116,102 |
| 675 | Senior Executive Services (ES) | \$109,100 | \$125,700 |

Note: The minimum and maximum salaries (excluding locality pay) shown are those for calendar year 2001. If locality pay is included, the minimum ES rate would still be \$109,000 (in areas where locality pay does not apply) and the maximum ES rate would be \$133,700.

- (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.
- (4) The Work Years and Personnel Report covers **total employment**. Work Years should be benchmarked against the monthly report of Full-Time Equivalency (SF 113-G) summary reports; large differences in report coverage should be explained, since the 113-G report now covers total employment, including those in special employment categories (formerly non-ceiling employees).

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

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

Code 300. Total Cost of Benefits.

The total cost will represent the agency's aggregate costs for benefits and should equal the sum of codes 301 through 303 plus 308 through 316. This amount (both

direct and reimbursables) **will be identical** to the total amount (both direct and reimbursables) reported to the Office of Management and Budget (OMB) under object class 12.1, Personnel Benefits for Civilian Employees, as provided in OMB Circular A-11, 35.5, Object Classification Definitions. Portions of Circular A11 that relate to overall object class 12 (Personnel Benefits) and to the 12.1 subcategory (Civilian Personnel) are reprinted below:

12.1 Civilian Personnel Benefits

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

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

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

Includes:

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

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

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

Attachment 1 (8)

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

Payments to other funds -- includes employer's share of employee retirement, life insurance, health insurance and benefits, accident compensation (e.g., payments to the Office of Workers Compensation), Federal Insurance Contribution Act taxes, and other such payments. Includes agency \$80 payments to the civil service retirement fund for currently employed Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) personnel, as required under the Federal Workforce Restructuring Act of 1994 (5 U.S.C. 2101). Also includes agency payments to finance fiduciary insurance costs of the Federal Retirement Thrift Investment Board.

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

Code 301. Health Insurance (object class 12.1).

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

Code 302. Life Insurance (object class 12.1).

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

Code 303. Retirement (object class 12.1).

Report total costs charged to the agency for (1) civil service retirement, (2) any other retirement plan established by the Federal Government (e.g., Foreign Service retirement or the Tennessee Valley Authority Retirement 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 Retirement System (FERS) Basic Benefit (object class 12.1).

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

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

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

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

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

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

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

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

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

Code 310. Uniform Allowances (object class 12.1).

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

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

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

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

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

Code 313. Retention Allowance (object class 12.1).

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

Code 314. Recruitment Bonus (object class 12.1).

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

Code 315. Relocation Bonus (object class 12.1).

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

Code 316. Other Benefits included in Object Class 12.1.

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

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

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

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

Report payments made through the Voluntary Separation Incentive (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.

Attachment 1 (11)

| Benefit Code and Title | Cost as Percent of Basic Payroll, Fiscal Year 2000 |
|--|---|
| 300 Total Cost of Benefits (excludes separation pay)..... | 27.7 |
| 301 Health Insurance | 6.3 |
| 302 Life Insurance - Federal Employees Group Life Insurance (FEGLI) | .3 |
| 303 Retirement..... | 12.1 |
| 304 Civil Service Retirement System (CSRS) | 3.5 |
| 305 Federal Employees Basic Benefit - Federal Employees Retirement System (FERS)... | 6.0 |
| 306 Federal Employees Thrift Plan (FERS)..... | 2.2 |
| 307 Other Retirement Systems | .4 |
| 308 Federal Insurance Contributions Act Taxes (OASDHI) | 5.3 |
| 309 Federal Employees Compensation Act (FECA) (Payments to Department of Labor) | 1.1 |
| 310 Uniform Allowances..... | .1 |
| 311 Overseas Allowances (including overseas COLA).... | .5 |
| 312 Non-Foreign Cost of Living Allowance (COLA) | .1 |
| 313 Retention Allowance | .1 |
| 314 Recruitment Bonus..... | .0 |
| 315 Relocation Bonus | .0 |
| 316 Other benefits included in Object Class 12.1..... | 1.7 |
| 400 Total Separation Pay..... | .4 |
| Total Benefits Plus Separation Pay..... | 28.1 |

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 2001).**

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

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

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

Attachment 1(13)

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 2001 leave year. The number of days of leave reported as carried over should relate to employees on board at the end of the leave year.

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

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

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

SAMPLE AGENCY CONTACT NOTIFICATION LETTER

Agency Name:
Agency Address:
Date:

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

Dear Ms. Morrison:

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

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

These staff members should be able to answer any questions you would have on the Work Years and Personnel Costs Report.

Sincerely,

Director of Human Resources

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



**WORK YEARS AND PERSONNEL COSTS REPORT
BASIC AND PREMIUM WORK YEARS AND PAY
FISCAL YEAR 2001**

| | | | | |
|-------------------------------|--|--|---------------------------|--|
| 1. Agency Name | | | 2. Agency Code | |
| 3. Pay System Category | | | 4. Pay System Code | |

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

100

* 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 BENEFITS
FISCAL YEAR 2001**

| 1. Agency Name | | | 2. Agency Code | |
|----------------|--|------------------|------------------|---|
| CODE | ITEM | OMB OBJECT CLASS | COST (Thousands) | For Agency Edit Check: COST AS PERCENT OF BASIC PAYROLL |
| 300 | Total Cost of Benefits | 12.1 | | |
| 301 | Health Insurance | 12.1 | | |
| | - Federal Employees Health Benefits Act | | | |
| | - Other | | | |
| 302 | Life Insurance – Federal Employees Group Life Insurance (FEGLI) | 12.1 | | |
| 303 | Retirement | 12.1 | | |
| 304 | - Civil Service Retirement System (CSRS) | 12.1 | | |
| 305 | - Federal Employees Retirement System (FERS) Basic Benefit | 12.1 | | |
| 306 | - Federal Employees Thrift Plan (FERS) | 12.1 | | |
| 307 | - Other Retirement Systems (specify) | 12.1 | | |
| 308 | Federal Insurance Contributions Act Taxes (OASDHI) | 12.1 | | |
| 09 | Federal Employees Compensation Act (FECA) Payments to Department of Labor | 12.1 | | |
| 310 | Uniform Allowances | 12.1 | | |
| 311 | Overseas Allowances (including overseas cost of living allowance (COLA)) | 12.1 | | |
| 312 | Non-Foreign COLA | 12.1 | | |
| 313 | Retention Allowance | 12.1 | | |
| 314 | Recruitment Bonus | 12.1 | | |
| 315 | Relocation Bonus | 12.1 | | |
| 316 | Other Benefits included in Object Class 12.1 | 12.1 | | |
| 400 | Total Separation Pay (includes severance pay and separation incentive) | 13.0 | | |
| | - Severance Pay | | | |
| | - Separation Incentive (i.e., "Buyout Bonus") | | | |
| | Total Benefits Plus Separation Pay (Sum of Codes 300 and 400) | 12.1 & 13.0 | | |

101

**WORK YEARS AND PERSONNEL COSTS REPORT
LEAVE EARNED AND USED
LEAVE YEAR 2001**

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

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

² Lump-sum payments shown separately.

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

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SUPPLEMENT V - GLOSSARY

Definitions of Key Terms

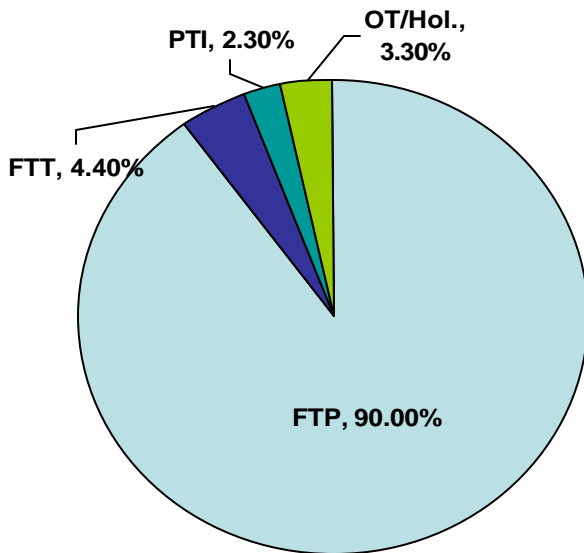
| | Page |
|--|------------|
| Components of Work Years | 105 |
| Components of Personnel Costs | 106 |

ACKNOWLEDGMENTS

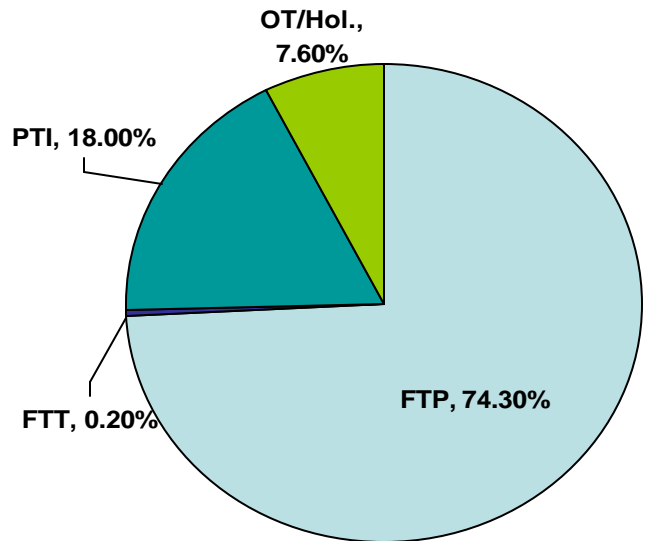
The project manager for this report is statistician British Morrison (telephone: 202-606-1350; Email: bvmorris@opm.gov). The survey and publication were completed under the direction of Rhonda K. Diaz, Acting Director for Workforce Information. We also recognize the contributions of Carol Goodroe of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

COMPONENTS OF WORK YEARS

All Other Agencies



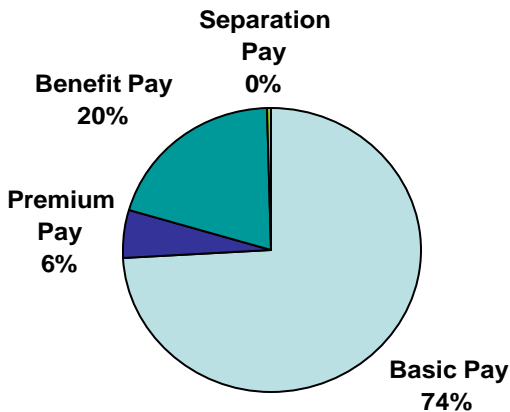
U.S. Postal Service



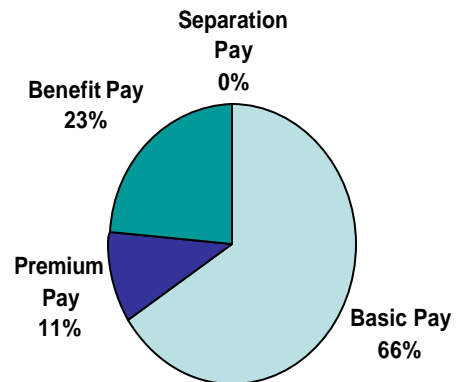
- Full-time Permanent (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the Competitive Service with career and career-conditional appointments, employees in the Excepted Service and Senior Executive Service with career appointments; that work a 40 hour work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

COMPONENTS OF PERSONNEL COSTS

All Other Agencies



U.S. Postal Service



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

NOTES

Arms Control & Disarmament Agency moved to Department of State.

The Panama Canal Treaty of 1977 terminated on December 31, 1999 and the Government of Panama became responsible for the Panama Canal. Panama Canal Commission still exists but has less than 100 employees so no longer needs to report.

U.S. Information Agency became the Broadcasting Board of Governors.



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Work Years and Personnel

[Federal Employment Statistics](#)

Monday September 29th, 2003

Costs

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

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

| Work Years and Personnel Costs: | | | |
|---|---|---|---|
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