

# Federal Civilian Workforce Statistics



# Work Years and Personnel Costs

## Fiscal Year 1998



**United States Office of  
Personnel Management**

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

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September 1999

**Federal Civilian Workforce Statistics**

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# **Work Years and Personnel Costs**

**United States Government**

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**Fiscal Year 1998**

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

## Foreword

This report is the 21st in an annual series published by the U.S. Office of Personnel Management (OPM); prior reports were published by the Office of Management and Budget. Data for this survey cover all Federal civilian employees in the Executive Branch working in agencies with 100 or more employees. This survey also includes the U.S. Postal Service. The small agencies that are excluded represent less than a 10th of a percent of the total work years. Overall, this report achieves 98 percent coverage of worldwide employment when benchmarked against the September 1998 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 1998 (October 1, 1997, through September 30, 1998). The leave data in this report are for leave year 1998, which is essentially calendar year 1998. 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.

You may call 202-606-1245 for detailed tabulations from the 1998 survey. **Email to:** [owi@opm.gov](mailto:owi@opm.gov)



Paper copies of recent issues for this publication are available from the [National Technical Information Service \(NTIS\)](#).

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## Survey Highlights

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

### Work Years and Pay

\* Total work years (2,732,009) included full-time permanent (2,291,907), full-time temporary (89,736), and part-time and intermittent (223,584) basic work years plus overtime and holiday premium work years (126,782). Basic work years (2,605,227) cover 95 percent of total work years.

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

\* Wage Board (232,940 basic work years) employment accounted for 8.5 percent of the total basic work years. Over 94 percent of Wage Board work years were in trades and crafts (225,307).

\* **Chart 3** shows that the Total cost (\$149.6 billion) includes Basic pay (\$108.8 billion or 73.1 percent), Benefit pay (\$29.8 billion or 20.0 percent), Premium pay (\$10.3 billion or 6.9 percent) and Separation pay (\$781 million or 0.5 percent).

\* The U.S. Postal Service pay system accounted for 46 percent of all premium pay (\$5.0 billion of the \$10.3 billion total) and the General Schedule pay system (\$3.5 billion) covered another 34 percent of all premium pay.

\* Based on total work years, the cost per work year was \$54,740, consisting of \$43,561 (79.6 percent) for direct pay (basic plus premium) and \$11,179 (20.4 percent) for benefit pay.

\* The U.S. Postal Service made up 79 percent (175,931) of part-time and intermittent work years. Veterans Affairs and the Departments of Defense together represented another 7 percent (12,217 and 5,275; respectively).

\* The U.S. Postal Service contributed 57 percent (or 72,240) of overtime and holiday work years; while Defense agencies contributed another 15 percent (19,083 work years).

### Trends in Non-Postal Work Years

\* Since 1993, decreases occurred in work years for full-time permanent, full-time temporary, and part-time and intermittent work schedules.

\* Total work years (1.8 million) decreased by 39,000 since Fiscal Year (FY) 1997 (mostly in the Defense Agencies -- down 33,000) and decreased by 362,000 since FY 1993.

\* Basic (**full-time permanent, full-time temporary, and part-time/intermittent**) work years (1.8 million) decreased by 40,000 since FY 1997, and by 361,000 since FY 1993.

\* Full-time permanent work years (over 89 percent of total work years), show a steady decline -- down 45,000 since FY 1997, and down 317,000 since FY 1993.

\* Full-time temporary work years (88,000 in FY 1998) decreased by 6,000 since FY 1997, and by 23,000 since FY 1993.

\* Part-time and intermittent work years (48,000) decreased by 900 since FY 1997 and by 22,000 since FY 1993.

\* **Chart 2** shows that Overtime and Holiday work years (55,000) in FY 1998 increased by 1,000 since FY 1997, and decreased by 1,000 since FY 1993.

## Survey Highlights (continued)

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

### Trends in Basic and Premium Pay

- \* Wage Board pay system reported a 6.1 percent drop in basic work years and a 3.6 percent increase in average basic salary.
- \* Basic pay (73.1 percent of total costs) increased by \$2.4 billion since Fiscal Year (FY) 1997 and by \$7.9 billion since FY 1993.
- \* Premium pay (6.9 percent of total costs) decreased by 0.3 percent since FY 1997 -- mostly due to slight decreases within the U.S. Postal Service (down \$242 million or 4.9 percent).
- \* **Table 3b** shows that the Average basic pay per work year for all agencies was \$41,744 (up \$1,438 since FY 1997 or 3.6 percent).

### Agencies

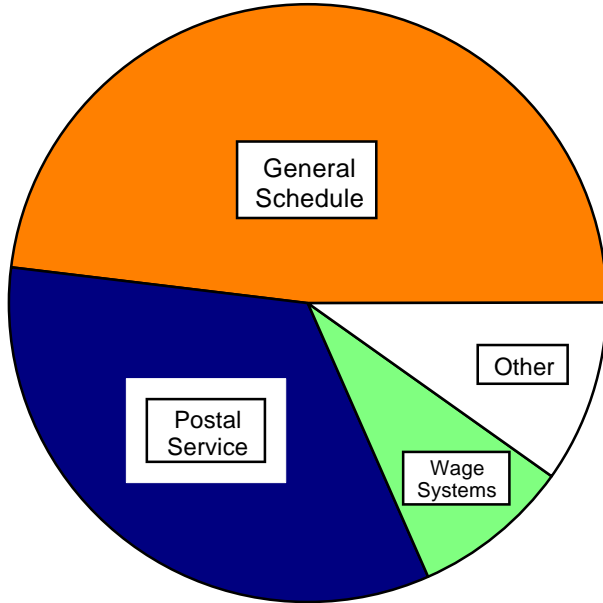
- \* **Chart 4** shows that 67.8 percent of the total civilian work years occurred in three agencies: Department of Defense (730,782 or 26.7 percent); U.S. Postal Service (909,639 or 33.3 percent); and Department of Veterans Affairs (211,779 or 7.8 percent).
- \* Panama Canal Commission had the highest amount of premium pay as a percent of basic pay (17.3 percent) during FY 1998.
- \* The U.S. Postal Service reported a 11,000 increase in basic work years; while overtime and holiday work years increased slightly (up 34) since FY 1997.
- \* Defense Agencies reported major changes in work years as follows: full-time permanent (down 34,000 from 697,000 to 663,000); full-time temporary (up 2,000 from 41,000 to 43,000); and part-time and intermittent work years (down 1000 from 6,000 to 5,000).

CHART 1

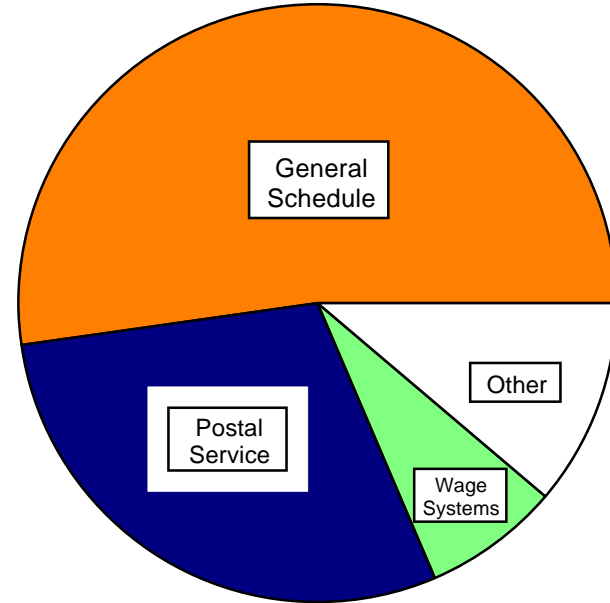
APPROXIMATELY HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM

(Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost

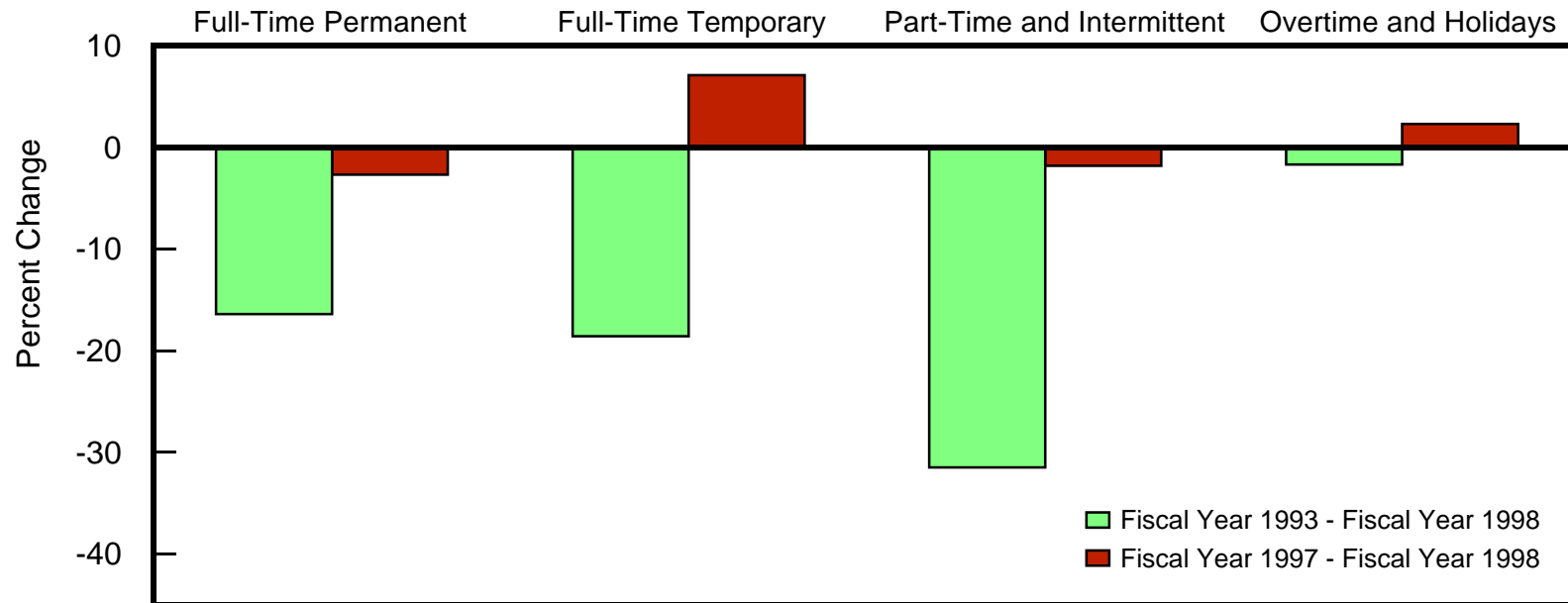


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TOTAL WORK YEARS AND DIRECT PAY COSTS BY PAY SYSTEM (Fiscal Year 1998)

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,315,945	48.2	62,069,523	52.1
Postal Service	909,639	33.3	34,703,974	29.2
Wage Systems	238,730	8.7	8,939,644	7.5
Other	267,695	9.8	13,296,153	11.2
<b>Total</b>	<b>2,732,009</b>	<b>100.0</b>	<b>119,009,294</b>	<b>100.0</b>

**CHART 2**  
**FULL-TIME PERMANENT WORK YEARS HAVE DECLINED**  
**OVER 16 PERCENT SINCE 1993**  
 (Excluding Postal Service)



9

	Work Years (Excluding Postal Service)			Net Changes	
	Fiscal Year 1993	Fiscal Year 1997	Fiscal Year 1998	Fiscal Year 1993 to Fiscal Year 1998	Fiscal Year 1997 to Fiscal Year 1998
<b>Basic Work Years</b>	2,129,221	1,808,085	1,767,828	-361,393	-40,257
Full-Time Permanent	1,948,725	1,677,015	1,631,802	-316,923	-45,213
Full-Time Temporary	111,231	82,542	88,373	-22,858	+5,831
Part-Time and Intermittent	69,265	48,528	47,653	-21,612	-875
<b>Overtime and Holidays</b>	55,601	53,292	54,542	-1,059	+1,250
<b>Total</b>	<b>2,184,822</b>	<b>1,861,377</b>	<b>1,822,370</b>	<b>-362,452</b>	<b>-39,007</b>



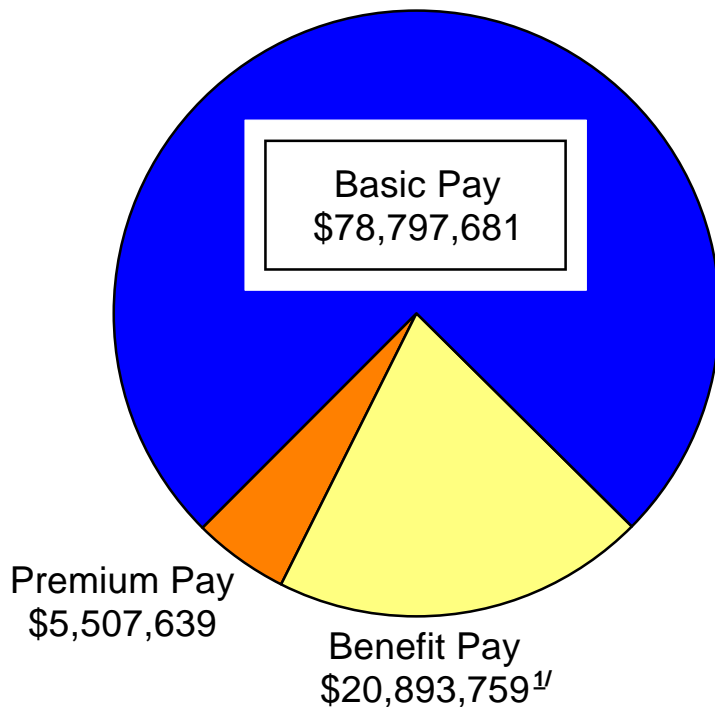
# CHART 3

## DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS

### Fiscal Year 1998

(\$ thousands)

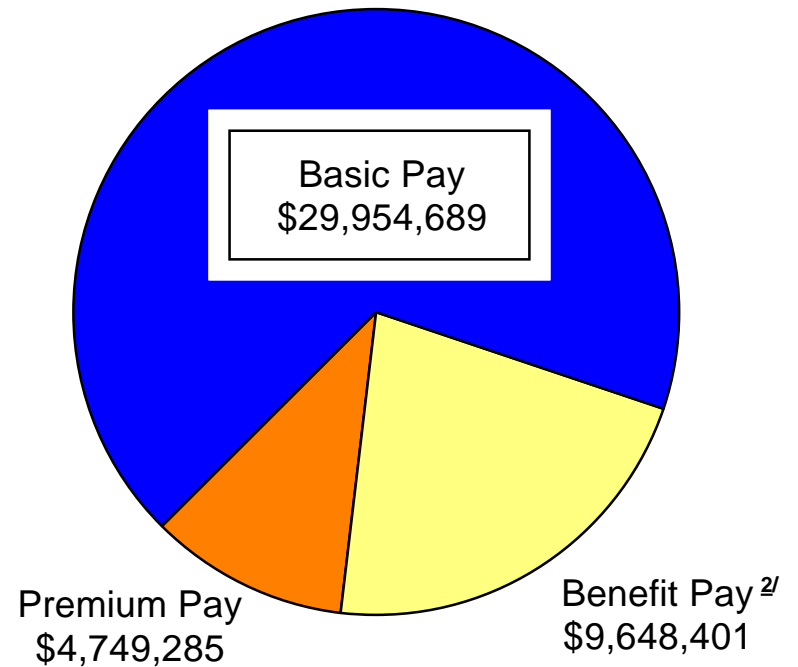
#### ALL OTHER AGENCIES



Total Payroll Costs: \$105,199,079  
(In thousands \$)

<sup>1/</sup> Includes Separation Pay -- \$781,338

#### U.S. POSTAL SERVICE

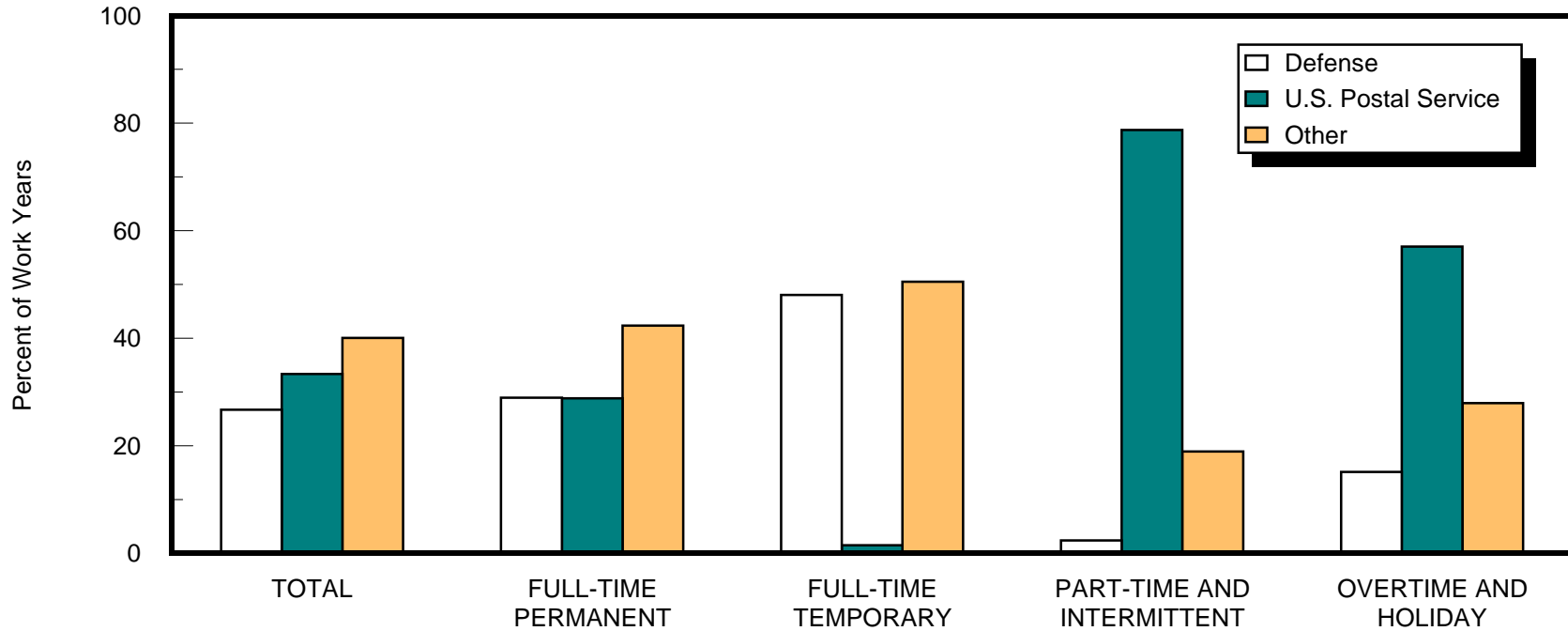


Total Payroll Costs: \$44,352,375  
(In thousands \$)

<sup>2/</sup> Includes Separation Pay -- \$0

## CHART 4

DEFENSE ACCOUNTED FOR 48 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 79 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



Major Agencies	Total (Percent)	Full-Time Permanent (Percent)	Full-Time Temporary (Percent)	Part-Time & Intermittent (Percent)	Overtime & Holiday (Percent)
<b>Department of Defense</b>	<b>26.7</b>	<b>28.9</b>	<b>48.0</b>	<b>2.4</b>	<b>15.1</b>
<b>U.S. Postal Service (USPS)</b>	<b>33.3</b>	<b>28.8</b>	<b>1.5</b>	<b>78.7</b>	<b>57.0</b>
<b>Non-Defense / USPS</b>	<b>40.0</b>	<b>42.3</b>	<b>50.5</b>	<b>18.9</b>	<b>27.9</b>
Department of Veterans Affairs	7.8	8.0	12.0	5.5	3.7
Department of Treasury	5.3	5.9	0.9	2.1	3.2
Department of Justice	4.7	5.0	1.5	0.7	7.8
Department of Agriculture	3.7	3.7	7.1	2.8	3.7
Other	18.5	19.7	29.0	7.8	9.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>



**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1998**

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	391	391	388	2	1			
OFFICE OF MANAGEMENT AND BUDGET	513	504	476	14	14	9	8	1
OFFICE OF ADMINISTRATION	176	173	169		4	3	3	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	155	154	144	5	5	1	1	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>1,235</b>	<b>1,222</b>	<b>1,177</b>	<b>21</b>	<b>24</b>	<b>13</b>	<b>12</b>	<b>1</b>
DEPARTMENT OF STATE	22,801	22,013	20,456	808	749	788	746	42
DEPARTMENT OF THE TREASURY	145,910	141,822	136,367	811	4,644	4,088	3,821	267
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>730,782</b>	<b>711,699</b>	<b>663,375</b>	<b>43,049</b>	<b>5,275</b>	<b>19,083</b>	<b>18,529</b>	<b>554</b>
DEPARTMENT OF THE ARMY	230,149	226,753	215,079	9,776	1,898	3,396	3,125	271
DEPARTMENT OF THE NAVY	204,655	191,988	175,281	16,707		12,667	12,667	
DEPARTMENT OF THE AIR FORCE	175,583	174,379	164,829	8,784	766	1,204	1,046	158
OTHER DEFENSE ACTIVITIES	120,395	118,579	108,186	7,782	2,611	1,816	1,691	125
DEPARTMENT OF JUSTICE	127,147	117,313	114,441	1,319	1,553	9,834	8,938	896
DEPARTMENT OF THE INTERIOR	69,252	67,158	54,525	10,325	2,308	2,094	1,827	267
DEPARTMENT OF AGRICULTURE	102,189	97,551	84,874	6,386	6,291	4,638	4,304	334
DEPARTMENT OF COMMERCE	35,522	34,720	30,221	543	3,956	802	700	102
DEPARTMENT OF LABOR	16,332	16,251	15,450	284	517	81	80	1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,695	57,905	52,175	4,207	1,523	790	649	141
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,923	9,860	9,601	109	150	63	62	1
DEPARTMENT OF TRANSPORTATION	63,368	63,368	61,870	684	814			
DEPARTMENT OF ENERGY	16,657	16,316	15,877	284	155	341	331	10
DEPARTMENT OF EDUCATION	4,546	4,539	4,227	247	65	7	7	
DEPARTMENT OF VETERANS AFFAIRS	211,779	207,066	184,082	10,767	12,217	4,713	2,688	2,025
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,614,903</b>	<b>1,567,581</b>	<b>1,447,541</b>	<b>79,823</b>	<b>40,217</b>	<b>47,322</b>	<b>42,682</b>	<b>4,640</b>
AMERICAN BATTLE MONUMENTS COMMISSION	371	367	359	8		4	2	2
ARMED FORCES RETIREMENT HOME	869	841	805	11	25	28	15	13
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	219	215	193	13	9	4	4	
COMMODITY FUTURES TRADING COMMISSION	559	557	508	17	32	2	2	
CONSUMER PRODUCT SAFETY COMMISSION	462	462	442	7	13			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	532	530	301	12	217	2	2	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,546	2,544	2,504	17	23	2	2	
ENVIRONMENTAL PROTECTION AGENCY	17,178	17,107	16,135	306	666	71	62	9
EXPORT-IMPORT BANK OF THE UNITED STATES	412	409	404	5		3	3	
FARM CREDIT ADMINISTRATION	1,002	299	296		3	703	585	118
FEDERAL COMMUNICATIONS COMMISSION	2,020	2,005	1,652	301	52	15	15	
FEDERAL DEPOSIT INSURANCE CORPORATION	7,860	7,804	7,398	263	143	56	55	1
FEDERAL ELECTION COMMISSION	308	305	298	3	4	3	3	
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,050	4,603	2,218	1,142	1,243	447	431	16
FEDERAL HOUSING FINANCE BOARD	117	117	107	6	4			
FEDERAL LABOR RELATIONS AUTHORITY	209	209	198	7	4			
FEDERAL MARITIME COMMISSION	139	139	138	1				
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	283	277	2	4			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1998**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	103	103	97	2	4			
FEDERAL TRADE COMMISSION	969	965	839	79	47	4	4	
GENERAL SERVICES ADMINISTRATION	14,386	14,113	13,882	159	72	273	253	20
U.S. INFORMATION AGENCY	6,533	6,390	6,259	32	99	143	104	39
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	260	254	227	23	4	6	6	
MERIT SYSTEMS PROTECTION BOARD	236	236	218	9	9			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	19,253	19,109	18,270	470	369	144	133	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,443	2,427	2,091	121	215	16	16	
NATIONAL CREDIT UNION ADMINISTRATION	914	903	892	4	7	11	11	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	304	304	283	15	6			
NATIONAL ENDOWMENT FOR THE ARTS	143	143	127	13	3			
NATIONAL ENDOWMENT FOR THE HUMANITIES	161	161	156	2	3			
NATIONAL LABOR RELATIONS BOARD	1,880	1,880	1,802	22	56			
NATIONAL SCIENCE FOUNDATION	1,192	1,189	1,067	93	29	3	3	
NATIONAL TRANSPORTATION SAFETY BOARD	428	416	362	21	33	12	11	1
NUCLEAR REGULATORY COMMISSION	3,231	3,184	3,015	9	160	47	45	2
OFFICE OF PERSONNEL MANAGEMENT	2,827	2,772	2,363	167	242	55	55	
6 PANAMA CANAL COMMISSION	10,513	9,633	7,858	1,600	175	880	706	174
PEACE CORPS	1,097	1,094	1,031		63	3	3	
RAILROAD RETIREMENT BOARD	1,292	1,286	1,253	3	30	6	6	
SECURITIES AND EXCHANGE COMMISSION	2,789	2,775	2,657	47	71	14	14	
SELECTIVE SERVICE SYSTEM	65	64	62	1	1	1	1	
SMALL BUSINESS ADMINISTRATION	4,520	4,379	2,906	1,453	20	141	141	
<b>SMITHSONIAN INSTITUTION</b>	5,032	4,920	4,667	120	133	112	71	41
SMITHSONIAN INSTITUTION	4,239	4,160	3,926	116	118	79	48	31
NATIONAL GALLERY OF ART	793	760	741	4	15	33	23	10
SOCIAL SECURITY ADMINISTRATION	66,999	64,009	59,782	1,646	2,581	2,990	2,973	17
TENNESSEE VALLEY AUTHORITY	15,441	14,457	13,760	184	513	984	903	81
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	3,015	2,994	2,856	114	24	21	18	3
OVERSEAS PRIVATE INVESTMENT CORPORATION	194	193	177	14	2	1	1	
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,821	2,801	2,679	100	22	20	17	3
U.S. INTERNATIONAL TRADE COMMISSION	374	373	352	14	7	1	1	
U.S. POSTAL SERVICE	909,639	837,399	660,105	1,363	175,931	72,240	67,456	4,784
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,115,871	1,036,424	843,189	9,892	183,343	79,447	74,115	5,332
<b>TOTAL - ALL AGENCIES</b>	2,732,009	2,605,227	2,291,907	89,736	223,584	126,782	116,809	9,973



**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1998**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	100.00%	99.23%	0.51%	0.26%			
OFFICE OF MANAGEMENT AND BUDGET	98.25%	92.79%	2.73%	2.73%	1.75%	1.56%	0.19%
OFFICE OF ADMINISTRATION	98.30%	96.02%		2.27%	1.70%	1.70%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	99.35%	92.90%	3.23%	3.23%	0.65%	0.65%	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	98.95%	95.30%	1.70%	1.94%	1.05%	0.97%	0.08%
DEPARTMENT OF STATE	96.54%	89.72%	3.54%	3.28%	3.46%	3.27%	0.18%
DEPARTMENT OF THE TREASURY	97.20%	93.46%	0.56%	3.18%	2.80%	2.62%	0.18%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	97.39%	90.78%	5.89%	0.72%	2.61%	2.54%	0.08%
DEPARTMENT OF THE ARMY	98.52%	93.45%	4.25%	0.82%	1.48%	1.36%	0.12%
DEPARTMENT OF THE NAVY	93.81%	85.65%	8.16%		6.19%	6.19%	
DEPARTMENT OF THE AIR FORCE	99.31%	93.88%	5.00%	0.44%	0.69%	0.60%	0.09%
OTHER DEFENSE ACTIVITIES	98.49%	89.86%	6.46%	2.17%	1.51%	1.40%	0.10%
DEPARTMENT OF JUSTICE	92.27%	90.01%	1.04%	1.22%	7.73%	7.03%	0.70%
DEPARTMENT OF THE INTERIOR	96.98%	78.73%	14.91%	3.33%	3.02%	2.64%	0.39%
DEPARTMENT OF AGRICULTURE	95.46%	83.06%	6.25%	6.16%	4.54%	4.21%	0.33%
DEPARTMENT OF COMMERCE	97.74%	85.08%	1.53%	11.14%	2.26%	1.97%	0.29%
DEPARTMENT OF LABOR	99.50%	94.60%	1.74%	3.17%	0.50%	0.49%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.65%	88.89%	7.17%	2.59%	1.35%	1.11%	0.24%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99.37%	96.76%	1.10%	1.51%	0.63%	0.62%	0.01%
DEPARTMENT OF TRANSPORTATION	100.00%	97.64%	1.08%	1.28%			
DEPARTMENT OF ENERGY	97.95%	95.32%	1.70%	0.93%	2.05%	1.99%	0.06%
DEPARTMENT OF EDUCATION	99.85%	92.98%	5.43%	1.43%	0.15%	0.15%	
DEPARTMENT OF VETERANS AFFAIRS	97.77%	86.92%	5.08%	5.77%	2.23%	1.27%	0.96%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	97.07%	89.64%	4.94%	2.49%	2.93%	2.64%	0.29%
AMERICAN BATTLE MONUMENTS COMMISSION	98.92%	96.77%	2.16%		1.08%	0.54%	0.54%
ARMED FORCES RETIREMENT HOME	96.78%	92.64%	1.27%	2.88%	3.22%	1.73%	1.50%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	98.17%	88.13%	5.94%	4.11%	1.83%	1.83%	
COMMODITY FUTURES TRADING COMMISSION	99.64%	90.88%	3.04%	5.72%	0.36%	0.36%	
CONSUMER PRODUCT SAFETY COMMISSION	100.00%	95.67%	1.52%	2.81%			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	99.62%	56.58%	2.26%	40.79%	0.38%	0.38%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	99.92%	98.35%	0.67%	0.90%	0.08%	0.08%	
ENVIRONMENTAL PROTECTION AGENCY	99.59%	93.93%	1.78%	3.88%	0.41%	0.36%	0.05%
EXPORT-IMPORT BANK OF THE UNITED STATES	99.27%	98.06%	1.21%		0.73%	0.73%	
FARM CREDIT ADMINISTRATION	29.84%	29.54%		0.30%	70.16%	58.38%	11.78%
FEDERAL COMMUNICATIONS COMMISSION	99.26%	81.78%	14.90%	2.57%	0.74%	0.74%	
FEDERAL DEPOSIT INSURANCE CORPORATION	99.29%	94.12%	3.35%	1.82%	0.71%	0.70%	0.01%
FEDERAL ELECTION COMMISSION	99.03%	96.75%	0.97%	1.30%	0.97%	0.97%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	91.15%	43.92%	22.61%	24.61%	8.85%	8.53%	0.32%
FEDERAL HOUSING FINANCE BOARD	100.00%	91.45%	5.13%	3.42%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	94.74%	3.35%	1.91%			
FEDERAL MARITIME COMMISSION	100.00%	99.28%	0.72%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	100.00%	97.88%	0.71%	1.41%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1998**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	94.17%	1.94%	3.88%			
FEDERAL TRADE COMMISSION	99.59%	86.58%	8.15%	4.85%	0.41%	0.41%	
GENERAL SERVICES ADMINISTRATION	98.10%	96.50%	1.11%	0.50%	1.90%	1.76%	0.14%
U.S. INFORMATION AGENCY	97.81%	95.81%	0.49%	1.52%	2.19%	1.59%	0.60%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	97.69%	87.31%	8.85%	1.54%	2.31%	2.31%	
MERIT SYSTEMS PROTECTION BOARD	100.00%	92.37%	3.81%	3.81%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.25%	94.89%	2.44%	1.92%	0.75%	0.69%	0.06%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	99.35%	85.59%	4.95%	8.80%	0.65%	0.65%	
NATIONAL CREDIT UNION ADMINISTRATION	98.80%	97.59%	0.44%	0.77%	1.20%	1.20%	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	100.00%	93.09%	4.93%	1.97%			
NATIONAL ENDOWMENT FOR THE ARTS	100.00%	88.81%	9.09%	2.10%			
NATIONAL ENDOWMENT FOR THE HUMANITIES	100.00%	96.89%	1.24%	1.86%			
NATIONAL LABOR RELATIONS BOARD	100.00%	95.85%	1.17%	2.98%			
NATIONAL SCIENCE FOUNDATION	99.75%	89.51%	7.80%	2.43%	0.25%	0.25%	
NATIONAL TRANSPORTATION SAFETY BOARD	97.20%	84.58%	4.91%	7.71%	2.80%	2.57%	0.23%
NUCLEAR REGULATORY COMMISSION	98.55%	93.31%	0.28%	4.95%	1.45%	1.39%	0.06%
OFFICE OF PERSONNEL MANAGEMENT	98.05%	83.59%	5.91%	8.56%	1.95%	1.95%	
PANAMA CANAL COMMISSION	91.63%	74.75%	15.22%	1.66%	8.37%	6.72%	1.66%
PEACE CORPS	99.73%	93.98%		5.74%	0.27%	0.27%	
RAILROAD RETIREMENT BOARD	99.54%	96.98%	0.23%	2.32%	0.46%	0.46%	
SECURITIES AND EXCHANGE COMMISSION	99.50%	95.27%	1.69%	2.55%	0.50%	0.50%	
SELECTIVE SERVICE SYSTEM	98.46%	95.38%	1.54%	1.54%	1.54%	1.54%	
SMALL BUSINESS ADMINISTRATION	96.88%	64.29%	32.15%	0.44%	3.12%	3.12%	
<b>SMITHSONIAN INSTITUTION</b>	97.77%	92.75%	2.38%	2.64%	2.23%	1.41%	0.81%
SMITHSONIAN INSTITUTION	98.14%	92.62%	2.74%	2.78%	1.86%	1.13%	0.73%
NATIONAL GALLERY OF ART	95.84%	93.44%	0.50%	1.89%	4.16%	2.90%	1.26%
SOCIAL SECURITY ADMINISTRATION	95.54%	89.23%	2.46%	3.85%	4.46%	4.44%	0.03%
TENNESSEE VALLEY AUTHORITY	93.63%	89.11%	1.19%	3.32%	6.37%	5.85%	0.52%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	99.30%	94.73%	3.78%	0.80%	0.70%	0.60%	0.10%
OVERSEAS PRIVATE INVESTMENT CORPORATION	99.48%	91.24%	7.22%	1.03%	0.52%	0.52%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	99.29%	94.97%	3.54%	0.78%	0.71%	0.60%	0.11%
U.S. INTERNATIONAL TRADE COMMISSION	99.73%	94.12%	3.74%	1.87%	0.27%	0.27%	
U.S. POSTAL SERVICE	92.06%	72.57%	0.15%	19.34%	7.94%	7.42%	0.53%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	92.88%	75.56%	0.89%	16.43%	7.12%	6.64%	0.48%
<b>TOTAL - ALL AGENCIES</b>	95.36%	83.89%	3.28%	8.18%	4.64%	4.28%	0.37%



**TABLE 2A - PERSONNEL COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>BASIC PAY (\$000)</b>	<b>PREMIUM PAY (\$000)</b>	<b>BENEFIT PAY (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
EXECUTIVE OFFICE OF THE PRESIDENT	26,628	21,612	54	4,962	
OFFICE OF MANAGEMENT AND BUDGET	43,720	35,577	1,123	7,020	
OFFICE OF ADMINISTRATION	11,282	9,109	205	1,968	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	14,425	11,445	181	2,799	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>96,055</b>	<b>77,743</b>	<b>1,563</b>	<b>16,749</b>	
DEPARTMENT OF STATE	1,400,135	1,005,918	61,069	327,200	5,948
DEPARTMENT OF THE TREASURY	8,603,909	6,337,767	564,327	1,647,991	53,824
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>38,759,341</b>	<b>29,575,956</b>	<b>1,579,939</b>	<b>7,095,548</b>	<b>507,898</b>
DEPARTMENT OF THE ARMY	11,343,697	9,044,941	382,896	1,843,345	72,515
DEPARTMENT OF THE NAVY	11,462,866	8,298,507	636,612	2,289,137	238,610
DEPARTMENT OF THE AIR FORCE	9,327,990	7,206,285	315,164	1,741,902	64,639
OTHER DEFENSE ACTIVITIES	6,624,788	5,026,223	245,267	1,221,164	132,134
DEPARTMENT OF JUSTICE	8,202,252	5,565,983	770,124	1,865,402	743
DEPARTMENT OF THE INTERIOR	3,588,483	2,781,821	122,796	671,122	12,744
DEPARTMENT OF AGRICULTURE	5,105,520	3,912,725	288,079	871,521	33,195
DEPARTMENT OF COMMERCE	2,271,652	1,752,500	94,438	410,386	14,328
DEPARTMENT OF LABOR	1,076,876	859,512	19,247	197,702	415
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3,974,337	2,943,782	123,519	905,703	1,333
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	706,383	554,430	10,899	133,535	7,519
DEPARTMENT OF TRANSPORTATION	5,125,521	3,785,165	308,836	1,030,518	1,002
DEPARTMENT OF ENERGY	1,287,624	1,025,304	40,605	207,390	14,325
DEPARTMENT OF EDUCATION	313,521	260,800	1,772	50,835	114
DEPARTMENT OF VETERANS AFFAIRS	11,442,369	8,312,000	868,621	2,188,166	73,582
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>91,857,923</b>	<b>68,673,663</b>	<b>4,854,271</b>	<b>17,603,019</b>	<b>726,970</b>
AMERICAN BATTLE MONUMENTS COMMISSION	14,115	9,970	108	3,808	229
ARMED FORCES RETIREMENT HOME	37,618	28,255	1,988	7,308	67
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	17,807	14,638	304	2,865	
COMMODITY FUTURES TRADING COMMISSION	41,536	33,789	742	7,005	
CONSUMER PRODUCT SAFETY COMMISSION	33,697	28,168	165	5,364	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	35,825	29,436	113	6,254	22
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	167,612	138,892	116	28,604	
ENVIRONMENTAL PROTECTION AGENCY	1,459,853	991,467	42,847	425,532	7
EXPORT-IMPORT BANK OF THE UNITED STATES	31,292	25,347	571	5,331	43
FARM CREDIT ADMINISTRATION	26,998	20,408	2,215	4,294	81
FEDERAL COMMUNICATIONS COMMISSION	152,969	128,158	2,307	22,504	
FEDERAL DEPOSIT INSURANCE CORPORATION	644,064	510,649	22,592	108,678	2,145
FEDERAL ELECTION COMMISSION	20,590	16,581	327	3,682	
FEDERAL EMERGENCY MANAGEMENT AGENCY	272,124	207,732	23,634	40,756	2
FEDERAL HOUSING FINANCE BOARD	11,307	9,273	17	1,964	53
FEDERAL LABOR RELATIONS AUTHORITY	16,545	13,860	179	2,492	14
FEDERAL MARITIME COMMISSION	10,360	8,577	232	1,551	
FEDERAL MEDIATION AND CONCILIATION SERVICE	22,553	18,638	117	3,798	

**TABLE 2A - PERSONNEL COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>BASIC PAY (\$000)</b>	<b>PREMIUM PAY (\$000)</b>	<b>BENEFIT PAY (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7,898	6,474	120	1,304	
FEDERAL TRADE COMMISSION	77,749	63,640	1,173	12,921	15
GENERAL SERVICES ADMINISTRATION	902,065	687,083	40,901	168,164	5,917
U.S. INFORMATION AGENCY	388,694	298,681	13,364	75,617	1,032
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	12,322	9,428	638	2,236	20
MERIT SYSTEMS PROTECTION BOARD	20,457	17,070	294	3,011	82
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,558,860	1,238,409	23,030	267,473	29,948
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	111,804	89,320	2,146	20,275	63
NATIONAL CREDIT UNION ADMINISTRATION	69,164	55,319	1,029	12,816	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	22,280	18,372	276	3,632	
NATIONAL ENDOWMENT FOR THE ARTS	10,830	9,029	104	1,697	
NATIONAL ENDOWMENT FOR THE HUMANITIES	11,450	9,343	172	1,935	
NATIONAL LABOR RELATIONS BOARD	140,653	118,052	133	22,448	20
NATIONAL SCIENCE FOUNDATION	96,454	78,862	1,834	15,710	48
NATIONAL TRANSPORTATION SAFETY BOARD	34,342	27,077	1,241	6,024	
NUCLEAR REGULATORY COMMISSION	287,594	239,625	6,088	39,931	1,950
OFFICE OF PERSONNEL MANAGEMENT	165,338	129,631	4,283	29,350	2,074
PANAMA CANAL COMMISSION	361,696	267,988	46,398	47,047	263
PEACE CORPS	88,349	46,985	377	40,597	390
RAILROAD RETIREMENT BOARD	78,214	63,576	1,142	13,106	390
SECURITIES AND EXCHANGE COMMISSION	215,313	172,119	2,922	40,272	
SELECTIVE SERVICE SYSTEM	3,483	2,852	74	557	
SMALL BUSINESS ADMINISTRATION	277,341	217,124	9,296	50,890	31
<b>SMITHSONIAN INSTITUTION</b>	264,351	208,479	9,183	46,617	72
SMITHSONIAN INSTITUTION	225,260	178,518	6,898	39,772	72
NATIONAL GALLERY OF ART	39,091	29,961	2,285	6,845	
SOCIAL SECURITY ADMINISTRATION	3,682,632	2,814,510	270,868	597,254	
TENNESSEE VALLEY AUTHORITY	1,102,180	729,256	105,433	259,997	7,494
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	230,453	189,007	10,646	28,915	1,885
OVERSEAS PRIVATE INVESTMENT CORPORATION	15,599	12,445	517	2,637	
AGENCY FOR INTERNATIONAL DEVELOPMENT	214,854	176,562	10,129	26,278	1,885
U.S. INTERNATIONAL TRADE COMMISSION	28,550	23,498	342	4,699	11
U.S. POSTAL SERVICE	44,352,375	29,954,689	4,749,285	9,648,401	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	57,597,476	40,000,964	5,401,090	12,141,054	54,368
<b>TOTAL - ALL AGENCIES</b>	149,551,454	108,752,370	10,256,924	29,760,822	781,338





**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY  
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY  
FISCAL YEAR 1998**

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	81.16%	0.25%	22.96%		68,102	55,274	138	12,691
OFFICE OF MANAGEMENT AND BUDGET	81.37%	3.16%	19.73%		85,224	69,351	2,189	13,684
OFFICE OF ADMINISTRATION	80.74%	2.25%	21.61%		64,102	51,756	1,165	11,182
OFFICE OF THE U.S. TRADE REPRESENTATIVE	79.34%	1.58%	24.46%		93,065	73,839	1,168	18,058
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>80.94%</b>	<b>2.01%</b>	<b>21.54%</b>		<b>77,777</b>	<b>62,950</b>	<b>1,266</b>	<b>13,562</b>
DEPARTMENT OF STATE	71.84%	6.07%	32.53%	0.59%	61,407	44,117	2,678	14,611
DEPARTMENT OF THE TREASURY	73.66%	8.90%	26.00%	0.85%	58,967	43,436	3,868	11,663
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>76.31%</b>	<b>5.34%</b>	<b>23.99%</b>	<b>1.72%</b>	<b>53,038</b>	<b>40,472</b>	<b>2,162</b>	<b>10,405</b>
DEPARTMENT OF THE ARMY	79.74%	4.23%	20.38%	0.80%	49,288	39,300	1,664	8,324
DEPARTMENT OF THE NAVY	72.39%	7.67%	27.58%	2.88%	56,011	40,549	3,111	12,351
DEPARTMENT OF THE AIR FORCE	77.25%	4.37%	24.17%	0.90%	53,126	41,042	1,795	10,289
OTHER DEFENSE ACTIVITIES	75.87%	4.88%	24.30%	2.63%	55,025	41,748	2,037	11,240
DEPARTMENT OF JUSTICE	67.86%	13.84%	33.51%	0.01%	64,510	43,776	6,057	14,677
DEPARTMENT OF THE INTERIOR	77.52%	4.41%	24.13%	0.46%	51,818	40,170	1,773	9,875
DEPARTMENT OF AGRICULTURE	76.64%	7.36%	22.27%	0.85%	49,962	38,289	2,819	8,853
DEPARTMENT OF COMMERCE	77.15%	5.39%	23.42%	0.82%	63,951	49,336	2,659	11,956
DEPARTMENT OF LABOR	79.82%	2.24%	23.00%	0.05%	65,937	52,627	1,178	12,131
DEPARTMENT OF HEALTH AND HUMAN SERVICES	74.07%	4.20%	30.77%	0.05%	67,712	50,154	2,104	15,453
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	78.49%	1.97%	24.09%	1.36%	71,186	55,873	1,098	14,215
DEPARTMENT OF TRANSPORTATION	73.85%	8.16%	27.23%	0.03%	80,885	59,733	4,874	16,278
DEPARTMENT OF ENERGY	79.63%	3.96%	20.23%	1.40%	77,302	61,554	2,438	13,311
DEPARTMENT OF EDUCATION	83.18%	0.68%	19.49%	0.04%	68,966	57,369	390	11,207
DEPARTMENT OF VETERANS AFFAIRS	72.64%	10.45%	26.33%	0.89%	54,030	39,248	4,102	10,680
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>74.76%</b>	<b>7.07%</b>	<b>25.63%</b>	<b>1.06%</b>	<b>56,881</b>	<b>42,525</b>	<b>3,006</b>	<b>11,351</b>
AMERICAN BATTLE MONUMENTS COMMISSION	70.63%	1.08%	38.19%	2.30%	38,046	26,873	291	10,881
ARMED FORCES RETIREMENT HOME	75.11%	7.04%	25.86%	0.24%	43,289	32,514	2,288	8,487
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	82.20%	2.08%	19.57%		81,311	66,840	1,388	13,082
COMMODITY FUTURES TRADING COMMISSION	81.35%	2.20%	20.73%		74,304	60,445	1,327	12,531
CONSUMER PRODUCT SAFETY COMMISSION	83.59%	0.59%	19.04%		72,937	60,970	357	11,610
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	82.17%	0.38%	21.25%	0.07%	67,340	55,331	212	11,797
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	82.87%	0.08%	20.59%		65,833	54,553	46	11,235
ENVIRONMENTAL PROTECTION AGENCY	67.92%	4.32%	42.92%		84,984	57,717	2,494	24,772
EXPORT-IMPORT BANK OF THE UNITED STATES	81.00%	2.25%	21.03%	0.17%	75,951	61,522	1,386	13,044
FARM CREDIT ADMINISTRATION	75.59%	10.85%	21.04%	0.40%	26,944	20,367	2,211	4,366
FEDERAL COMMUNICATIONS COMMISSION	83.78%	1.80%	17.56%		75,727	63,445	1,142	11,141
FEDERAL DEPOSIT INSURANCE CORPORATION	79.29%	4.42%	21.28%	0.42%	81,942	64,968	2,874	14,100
FEDERAL ELECTION COMMISSION	80.53%	1.97%	22.21%		66,851	53,834	1,062	11,955
FEDERAL EMERGENCY MANAGEMENT AGENCY	76.34%	11.38%	19.62%		53,886	41,135	4,680	8,071
FEDERAL HOUSING FINANCE BOARD	82.01%	0.18%	21.18%	0.57%	96,641	79,256	145	17,239
FEDERAL LABOR RELATIONS AUTHORITY	83.77%	1.29%	17.98%	0.10%	79,163	66,316	856	11,990

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 1998**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
FEDERAL MARITIME COMMISSION	82.79%	2.70%	18.08%		74,532	61,705	1,669	11,158
FEDERAL MEDIATION AND CONCILIATION SERVICE	82.64%	0.63%	20.38%		79,693	65,859	413	13,420
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	81.97%	1.85%	20.14%		76,680	62,854	1,165	12,660
FEDERAL TRADE COMMISSION	81.85%	1.84%	20.30%	0.02%	80,236	65,676	1,211	13,350
GENERAL SERVICES ADMINISTRATION	76.17%	5.95%	24.48%	0.86%	62,704	47,761	2,843	12,101
U.S. INFORMATION AGENCY	76.84%	4.47%	25.32%	0.35%	59,497	45,719	2,046	11,733
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	76.51%	6.77%	23.72%	0.21%	47,392	36,262	2,454	8,677
MERIT SYSTEMS PROTECTION BOARD	83.44%	1.72%	17.64%	0.48%	86,682	72,331	1,246	13,106
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	79.44%	1.86%	21.60%	2.42%	80,967	64,323	1,196	15,448
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	79.89%	2.40%	22.70%	0.07%	45,765	36,562	878	8,325
NATIONAL CREDIT UNION ADMINISTRATION	79.98%	1.86%	23.17%		75,672	60,524	1,126	14,022
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	82.46%	1.50%	19.77%		73,289	60,434	908	11,947
NATIONAL ENDOWMENT FOR THE ARTS	83.37%	1.15%	18.79%		75,734	63,140	727	11,867
NATIONAL ENDOWMENT FOR THE HUMANITIES	81.60%	1.84%	20.71%		71,118	58,031	1,068	12,019
NATIONAL LABOR RELATIONS BOARD	83.93%	0.11%	19.02%	0.02%	74,815	62,794	71	11,951
NATIONAL SCIENCE FOUNDATION	81.76%	2.33%	19.92%	0.06%	80,918	66,159	1,539	13,220
NATIONAL TRANSPORTATION SAFETY BOARD	78.85%	4.58%	22.25%		80,238	63,264	2,900	14,075
NUCLEAR REGULATORY COMMISSION	83.32%	2.54%	16.66%	0.81%	89,011	74,164	1,884	12,962
OFFICE OF PERSONNEL MANAGEMENT	78.40%	3.30%	22.64%	1.60%	58,485	45,855	1,515	11,116
PANAMA CANAL COMMISSION	74.09%	17.31%	17.56%	0.10%	34,405	25,491	4,413	4,500
PEACE CORPS	53.18%	0.80%	86.40%	0.83%	80,537	42,830	344	37,363
RAILROAD RETIREMENT BOARD	81.28%	1.80%	20.61%	0.61%	60,537	49,207	884	10,446
SECURITIES AND EXCHANGE COMMISSION	79.94%	1.70%	23.40%		77,201	61,714	1,048	14,440
SELECTIVE SERVICE SYSTEM	81.88%	2.59%	19.53%		53,585	43,877	1,138	8,569
SMALL BUSINESS ADMINISTRATION	78.29%	4.28%	23.44%	0.01%	61,359	48,036	2,057	11,266
<b>SMITHSONIAN INSTITUTION</b>	78.86%	4.40%	22.36%	0.03%	52,534	41,431	1,825	9,278
SMITHSONIAN INSTITUTION	79.25%	3.86%	22.28%	0.04%	53,140	42,113	1,627	9,399
NATIONAL GALLERY OF ART	76.64%	7.63%	22.85%		49,295	37,782	2,881	8,632
SOCIAL SECURITY ADMINISTRATION	76.43%	9.62%	21.22%		54,965	42,008	4,043	8,914
TENNESSEE VALLEY AUTHORITY	66.16%	14.46%	35.65%	1.03%	71,380	47,229	6,828	17,323
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	82.02%	5.63%	15.30%	1.00%	76,435	62,689	3,531	10,216
OVERSEAS PRIVATE INVESTMENT CORPORATION	79.78%	4.15%	21.19%		80,407	64,149	2,665	13,593
AGENCY FOR INTERNATIONAL DEVELOPMENT	82.18%	5.74%	14.88%	1.07%	76,162	62,588	3,591	9,983
U.S. INTERNATIONAL TRADE COMMISSION	82.30%	1.46%	20.00%	0.05%	76,337	62,829	914	12,594
U.S. POSTAL SERVICE	67.54%	15.85%	32.21%		48,758	32,930	5,221	10,607
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	69.45%	13.50%	30.35%	0.14%	51,617	35,847	4,840	10,929
<b>TOTAL - ALL AGENCIES</b>	72.72%	9.43%	27.37%	0.72%	54,740	39,807	3,754	11,179

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** shows that the Total basic payroll for Fiscal Year (FY) 1998 was \$109.0 billion (premium pay was an additional \$10.3 billion). Approximately 54 percent of basic pay went to General Schedule employees (\$59.0 billion), 28 percent to U.S. Postal workers (\$30.0 billion) and 8 percent to Wage Board employees (\$8.2 billion). The remaining 11 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 (-6.1 percent), a decrease in basic payroll (-2.7 percent), and an increase in average basic salary (+3.6 percent).

\* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$41,744 in FY 1998. In FY 1998 the General Schedule average basic salary was \$45,642.

\* **Table 4** shows that average basic cost per work year varied from \$35,771 in the U.S. Postal Service to \$64,808 in the National Aeronautics and Space Administration.

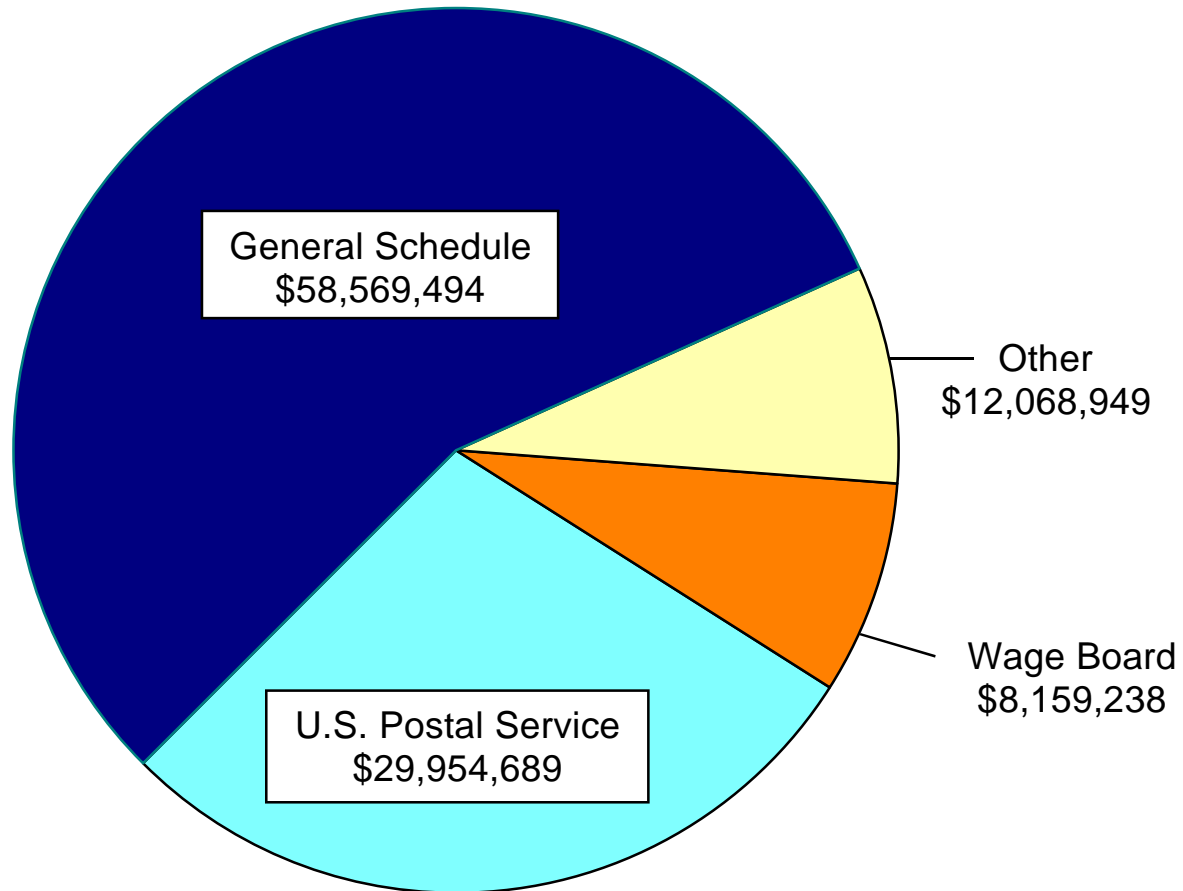
\* The Department of Veterans Affairs pay systems reported average salary increases as follows: Physicians and Dentists (VM) increased by 2.2 percent and Nurses (VN) increased by 2.5 percent.

\* The smallest average basic salary was reported in the Wage Board pay system -- aliens (\$24,289); and the largest average basic salary was reported in the Senior Executive Service pay system (\$123,993).

# CHART 5

## Distribution of Basic Pay Costs by Major Pay System Fiscal Year 1998

(\$ thousands)



Total Basic Pay Costs: \$108,752,370  
(In thousands \$)

**TABLE 3A  
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS  
FISCAL YEAR 1998**

SELECTED PAY SYSTEMS TITLE	WORK YEARS (AT BASIC RATES)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	DIRECT PAY (\$000)	COST PER WORK YEAR		PERCENT DISTRIBUTION	
					BASIC 1/	DIRECT 2/	WORK YEARS	BASIC PAY
TOTAL - ALL SYSTEMS	2,605,227	108,752,370	10,256,924	119,009,294	41,744	43,561	100.00%	100.00%
GENERAL SCHEDULE	1,283,234	58,569,494	3,500,029	62,069,523	45,642	47,167	49.26%	53.86%
POSTAL SERVICE	837,399	29,954,689	4,749,285	34,703,974	35,771	38,151	32.14%	27.54%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	47,042	2,831,279	572,248	3,403,527	60,186	70,774	1.81%	2.60%
PHYSICIANS & DENTISTS	11,366	1,053,341	383,604	1,436,945	92,675	126,425	0.44%	0.97%
NURSES	35,676	1,777,938	188,644	1,966,582	49,836	53,550	1.37%	1.63%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	5,116	260,368	20,399	280,767	50,893	54,880	0.20%	0.24%
SENIOR EXECUTIVE SERVICE	7,108	881,342	27,194	908,536	123,993	127,819	0.27%	0.81%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	8,933	496,038	48,989	545,027	55,529	58,928	0.34%	0.46%
WAGE BOARD	232,940	8,159,238	780,406	8,939,644	35,027	37,447	8.94%	7.50%
TVA TRADE & LABOR EMPLOYEES	5,165	228,680	56,445	285,125	44,275	48,881	0.20%	0.21%
TRADES & CRAFTS	220,935	7,764,419	696,588	8,461,007	35,143	37,553	8.48%	7.14%
WAGE BOARD ALIENS	6,840	166,139	27,373	193,512	24,289	25,496	0.26%	0.15%
NON - WAGE BOARD ALIENS	18,897	508,543	11,583	520,126	26,911	27,124	0.73%	0.47%
EXPERTS AND CONSULTANTS	2,190	107,657	11,868	119,525	49,158	54,478	0.08%	0.10%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,617	297,579	14,071	311,650	44,972	47,006	0.25%	0.27%
ALL OTHER	155,751	6,686,143	520,852	7,206,995	42,928	42,361	5.98%	6.15%

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

2/ Basic Plus Premium (Overtime / Holiday) Work Years are divided into Basic Plus Premium Payroll to produce Direct "Cost Per Work Year".

Source: Work Years and Personnel Costs Survey, Fiscal Year 1998.

**TABLE 3B**  
**BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY**  
**FISCAL YEARS 1997 AND 1998**

Selected Pay Systems	Fiscal Year 1997			Fiscal Year 1998			Difference Between FY 97 and FY 98					
	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years		Basic Payroll		Average Salary	
							Difference		Difference		Difference	
							Number	Percent	Number (\$000)	Percent	Number	Percent
<b>Total, All Systems</b>	<b>2,634,263</b>	<b>106,176,467</b>	<b>\$40,306</b>	<b>2,605,227</b>	<b>108,752,370</b>	<b>\$41,744</b>	<b>-29,036</b>	<b>-1.1</b>	<b>2,575,903</b>	<b>2.4</b>	<b>\$1,438</b>	<b>3.6</b>
<b>General Schedule</b>	1,316,480	55,959,955	42,507	1,283,234	58,569,494	45,642	-33,246	-2.5	2,609,539	4.7	3,135	7.4
<b>Postal Service</b>	826,178	28,973,585	35,069	837,399	29,954,689	35,771	11,221	1.4	981,104	3.4	702	2.0
<b>Senior Executive Service</b>	7,503	863,041	115,026	7,108	881,342	123,993	-395	-5.3	18,301	2.1	8,967	7.8
<b>Veterans Affairs</b>	48,129	2,827,882	58,756	47,042	2,831,279	60,186	-1,087	-2.3	3,397	0.1	1,430	2.4
<b>Medicine &amp; Surgery</b>												
<b>Physicians &amp; Dentists</b>	11,603	1,051,695	90,640	11,366	1,053,341	92,675	-237	-2.0	1,646	0.2	2,035	2.2
<b>Nurses</b>	36,526	1,776,187	48,628	35,676	1,777,938	49,836	-850	-2.3	1,751	0.1	1,208	2.5
<b>Wage Board</b>	248,017	8,383,307	33,801	232,940	8,159,238	35,027	-15,077	-6.1	-224,069	-2.7	1,226	3.6
<b>Tennessee Valley Authority</b>												
<b>(TVA) Trade &amp; Labor</b>	5,407	232,848	43,064	5,165	228,680	44,275	-242	-4.5	-4,168	-1.8	1,211	2.8
<b>Trades and Crafts (Citizens)</b>	237,320	8,042,858	33,890	220,935	7,764,419	35,143	-16,385	-6.9	-278,439	-3.5	1,253	3.7
<b>Wage Board Aliens</b>	5,290	107,601	20,341	6,840	166,139	24,289	1,550	29.3	58,538	54.4	3,949	19.4
<b>Non-Wage Board Aliens</b>	19,617	632,776	32,257	18,897	508,543	26,911	-720	-3.7	-124,233	-19.6	-5,345	-16.6
<b>All Other</b>	168,339	8,535,921	50,707	178,607	7,847,785	43,939	10,268	6.1	-688,136	-8.1	-6,768	-13.4

Source: Work Years and Personnel Costs Survey, Fiscal Year (FY) 1998.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS  
BY WORK SCHEDULE FOR FISCAL YEAR 1998, SELECTED AGENCIES**

AGENCY	TOTAL , ALL PAY SYSTEMS 1/				TOTAL , GENERAL SCHEDULE 1/			
	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT
<b>TOTAL - ALL AGENCIES</b>	\$41,744	\$43,333	\$34,053	\$28,543	\$45,642	\$46,499	\$31,088	\$32,494
DEPARTMENT OF STATE	\$45,697	\$46,268	\$37,938	\$38,455	\$52,254	\$53,657	\$36,691	\$33,963
DEPARTMENT OF TREASURY	\$44,688	\$45,497	\$34,903	\$22,661	\$44,327	\$45,086	\$33,618	\$23,188
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	\$41,557	\$41,976	\$36,464	\$30,390	\$45,935	\$46,485	\$36,914	\$26,824
DEPARTMENT OF ARMY	\$39,889	\$40,589	\$26,900	\$27,447	\$42,645	\$43,365	\$27,975	\$28,969
DEPARTMENT OF NAVY	\$43,224	\$43,224	\$43,225		\$46,145	\$46,150	\$45,955	
DEPARTMENT OF AIR FORCE	\$41,325	\$41,069	\$43,208	\$74,984	\$43,666	\$43,335	\$50,316	\$36,384
OTHER DEFENSE ACTIVITIES	\$42,387	\$44,094	\$26,351	\$19,446	\$57,051	\$60,009	\$26,645	\$20,081
DEPARTMENT OF JUSTICE	\$47,446	\$47,813	\$26,762	\$37,946	\$45,138	\$45,517	\$26,529	\$31,423
DEPARTMENT OF INTERIOR	\$41,422	\$44,510	\$28,277	\$27,287	\$42,969	\$45,529	\$24,549	\$27,446
DEPARTMENT OF AGRICULTURE	\$40,110	\$42,828	\$20,340	\$23,496	\$40,729	\$42,642	\$20,157	\$29,785
DEPARTMENT OF COMMERCE	\$50,475	\$53,758	\$33,484	\$27,729	\$50,552	\$52,316	\$24,119	\$28,935
DEPARTMENT OF LABOR	\$52,890	\$54,220	\$26,930	\$27,387	\$51,991	\$52,389	\$34,891	\$42,616
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$50,838	\$51,838	\$42,345	\$40,062	\$50,703	\$52,167	\$26,267	\$39,576
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$56,230	\$56,397	\$34,330	\$61,440	\$55,286	\$55,564	\$25,091	\$57,971
DEPARTMENT OF TRANSPORTATION	\$59,733	\$60,313	\$38,576	\$33,399	\$58,088	\$58,744	\$34,682	\$31,697
DEPARTMENT OF ENERGY	\$62,840	\$62,903	\$67,014	\$48,768	\$61,716	\$62,030	\$47,825	\$48,291
DEPARTMENT OF EDUCATION	\$57,458	\$57,737	\$55,081	\$48,308	\$56,021	\$56,520	\$49,346	\$44,702
DEPARTMENT OF VETERANS AFFAIRS	\$40,142	\$39,803	\$38,599	\$46,607	\$35,414	\$35,748	\$27,731	\$35,269
ENVIRONMENTAL PROTECTION AGENCY	\$57,957	\$57,005	\$42,755	\$88,006	\$55,260	\$54,188	\$41,041	\$88,458
GENERAL SERVICES ADMINISTRATION	\$48,684	\$48,705	\$42,535	\$58,375	\$50,607	\$50,600	\$43,264	\$72,423
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$64,808	\$66,139	\$46,636	\$22,027	\$63,994	\$65,337	\$46,689	\$21,078
SOCIAL SECURITY ADMINISTRATION	\$43,971	\$44,874	\$26,404	\$34,252	\$43,914	\$44,817	\$26,261	\$34,252
TENNESSEE VALLEY AUTHORITY	\$50,443	\$51,608	\$56,082	\$17,181	NA	NA	NA	NA
U.S. POSTAL SERVICE	\$35,771	\$38,185	\$21,861	\$26,823	NA	NA	NA	NA

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

NA - Not Applicable

Source: Work Years and Personnel Costs Survey, Fiscal Year 1998.

## Premium Pay

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

\* The \$10.3 billion spent on premium pay in fiscal year 1998 was a decrease of 0.3 percent over the previous year. The majority of this decrease was due to decreases within the U.S. Postal Service (down \$242.3 million or 4.9 percent -- mostly in award payments for bargaining unit employees due to a new 4 year collective bargaining contract in FY 1995). This decrease is a result of the unique status of the U.S. Postal Service and the provisions in law which make the Postal Service accountable for all costs associated with collectively-bargained contracts.

\* **Chart 6** shows that overtime pay (\$6.4 billion) represented over 62 percent of total premium pay in FY 1998.

\* Total non-Postal premium pay increases were concentrated in three agencies: Defense Agencies (down \$79.6 million from \$1,659.5 million to \$1,579.9 million); Department of Interior (down \$12.9 million from \$135.7 million to \$122.8 million); and Panama Canal Commission (down \$7.0 million from \$53.4 million to \$46.4 million).

\* The Department of Treasury and Department of Justice reported sizeable increases in overtime pay (up \$55.5 million and \$47.0 million; respectively), while the Other Defense Activities reported the largest decrease in overtime pay (down \$92.8 million from \$208.1 million to \$115.3 million).

\* **Table 2B** shows that agencies with the highest premium pay costs as a percentage of basic pay were: Panama Canal Commission (17.3 percent); U.S. Postal Service (15.9 percent); Tennessee Valley Authority (14.5 percent); and Department of Justice (13.8 percent).





**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1998**

AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	54	9	10	4	31		
OFFICE OF MANAGEMENT AND BUDGET	1,123	401	35				
OFFICE OF ADMINISTRATION	205	120	1		2		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	181	58					
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>1,563</b>	<b>588</b>	<b>46</b>	<b>4</b>	<b>33</b>		
DEPARTMENT OF STATE	61,069	24,666	1,280	591	555	2,668	22,347
DEPARTMENT OF THE TREASURY	564,327	413,100	10,724	11,800	32,368	87	618
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>1,579,939</b>	<b>858,586</b>	<b>40,791</b>	<b>45,611</b>	<b>47,554</b>	<b>22,159</b>	<b>8,876</b>
DEPARTMENT OF THE ARMY	382,896	183,709	11,551	12,336	10,980	5,561	2,497
DEPARTMENT OF THE NAVY	636,612	422,769	12,667	9,292	28,243	16,392	1,862
DEPARTMENT OF THE AIR FORCE	315,164	136,779	11,287	12,753	5,777	152	366
OTHER DEFENSE ACTIVITIES	245,267	115,329	5,286	11,230	2,554	54	4,151
DEPARTMENT OF JUSTICE	770,124	628,793	34,715	31,914	32,699	2,663	2,621
DEPARTMENT OF THE INTERIOR	122,796	71,794	8,423	7,595	3,235	3,217	287
DEPARTMENT OF AGRICULTURE	288,079	209,655	10,616	16,990	9,004	7,310	622
DEPARTMENT OF COMMERCE	94,438	36,804	5,077	4,435	5,157	388	862
DEPARTMENT OF LABOR	19,247	6,805	66	104	243	1	73
DEPARTMENT OF HEALTH AND HUMAN SERVICES	123,519	25,399	5,088	4,208	4,653	14	1,215
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,899	3,202	26				
DEPARTMENT OF TRANSPORTATION	308,836	47,556	51,174	40,732	35,519	893	309
DEPARTMENT OF ENERGY	40,605	18,248	670	148	323	245	18
DEPARTMENT OF EDUCATION	1,772	339	6				
DEPARTMENT OF VETERANS AFFAIRS	868,621	152,763	72,478	63,417	85,692	24	68
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>4,854,271</b>	<b>2,497,710</b>	<b>241,134</b>	<b>227,545</b>	<b>257,002</b>	<b>39,669</b>	<b>37,916</b>
AMERICAN BATTLE MONUMENTS COMMISSION	108	25	19	28		11	15
ARMED FORCES RETIREMENT HOME	1,988	724	332	300	241		
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	304	189	4				
COMMODITY FUTURES TRADING COMMISSION	742	76	3		1		
CONSUMER PRODUCT SAFETY COMMISSION	165	10					
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	113	83	1				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	116	114	2				
ENVIRONMENTAL PROTECTION AGENCY	42,847	6,236	210	3	13	119	36
EXPORT-IMPORT BANK OF THE UNITED STATES	571	155			1		1
FARM CREDIT ADMINISTRATION	2,215	13	4				
FEDERAL COMMUNICATIONS COMMISSION	2,307	755	35	15	15		
FEDERAL DEPOSIT INSURANCE CORPORATION	22,592	4,828	63	2	32		
FEDERAL ELECTION COMMISSION	327	145					
FEDERAL EMERGENCY MANAGEMENT AGENCY	23,634	21,169	621	201	270	5	
FEDERAL HOUSING FINANCE BOARD	17	4					
FEDERAL LABOR RELATIONS AUTHORITY	179	11					

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>
FEDERAL MARITIME COMMISSION	232	1					
FEDERAL MEDIATION AND CONCILIATION SERVICE	117	10					
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	120	7					
FEDERAL TRADE COMMISSION	1,173	203	1		3		2
GENERAL SERVICES ADMINISTRATION	40,901	15,403	647	505	1,507	177	3
U.S. INFORMATION AGENCY	13,364	3,783	2,253	1,317	1,561		3,218
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	638	328	26	23	11		
MERIT SYSTEMS PROTECTION BOARD	294	16	1				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	23,030	5,996	476	578	471	109	99
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,146	625	36	8	17		
NATIONAL CREDIT UNION ADMINISTRATION	1,029	697	4				
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	276	18			1		
NATIONAL ENDOWMENT FOR THE ARTS	104						
NATIONAL ENDOWMENT FOR THE HUMANITIES	172	18			1		
NATIONAL LABOR RELATIONS BOARD	133	15					
NATIONAL SCIENCE FOUNDATION	1,834	130					42
NATIONAL TRANSPORTATION SAFETY BOARD	1,241	584	37		1		
NUCLEAR REGULATORY COMMISSION	6,088	2,411	137	64	49		
OFFICE OF PERSONNEL MANAGEMENT	4,283	2,052	14		69		
PANAMA CANAL COMMISSION	46,398	24,647	3,757	2,437	487		
PEACE CORPS	377	149		15			
RAILROAD RETIREMENT BOARD	1,142	284	4		21		
SECURITIES AND EXCHANGE COMMISSION	2,922	700	9		4		
SELECTIVE SERVICE SYSTEM	74	19			2		
SMALL BUSINESS ADMINISTRATION	9,296	7,077	196		5		
<b>SMITHSONIAN INSTITUTION</b>	9,183	2,902	1,152	1,044	527	1	
SMITHSONIAN INSTITUTION	6,898	1,942	880	802	454	1	
NATIONAL GALLERY OF ART	2,285	960	272	242	73		
SOCIAL SECURITY ADMINISTRATION	270,868	237,057	750	131	1,227		1,001
TENNESSEE VALLEY AUTHORITY	105,433	65,149	5,398	3,012	2,541		
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	10,646	489	189	104	439	495	6,119
OVERSEAS PRIVATE INVESTMENT CORPORATION	517	53					
AGENCY FOR INTERNATIONAL DEVELOPMENT	10,129	436	189	104	439	495	6,119
U.S. INTERNATIONAL TRADE COMMISSION	342	25	3				
U.S. POSTAL SERVICE	4,749,285	3,483,860	173,849	228,645	495,790		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	<b>5,401,090</b>	<b>3,889,174</b>	<b>190,233</b>	<b>238,432</b>	<b>505,306</b>	<b>917</b>	<b>10,536</b>
<b>TOTAL - ALL AGENCIES</b>	<b>10,256,924</b>	<b>6,387,472</b>	<b>431,413</b>	<b>465,981</b>	<b>762,341</b>	<b>40,586</b>	<b>48,452</b>

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

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					687	
OFFICE OF ADMINISTRATION					82	
OFFICE OF THE U.S. TRADE REPRESENTATIVE					123	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>					892	
DEPARTMENT OF STATE			873		3,647	4,442
DEPARTMENT OF THE TREASURY					79,126	16,504
<b>DEPARTMENT OF DEFENSE, TOTAL</b>		413	5,687	6,265	369,069	174,928
DEPARTMENT OF THE ARMY		182	4,444	6,136	131,313	14,187
DEPARTMENT OF THE NAVY		70	634		88,087	56,596
DEPARTMENT OF THE AIR FORCE		61	609	129	77,481	69,770
OTHER DEFENSE ACTIVITIES		100			72,188	34,375
DEPARTMENT OF JUSTICE		248	2,896		33,554	21
DEPARTMENT OF THE INTERIOR		248			20,494	7,503
DEPARTMENT OF AGRICULTURE		1	22	64	26,766	7,029
DEPARTMENT OF COMMERCE				187	34,874	6,654
DEPARTMENT OF LABOR			116		10,406	1,433
DEPARTMENT OF HEALTH AND HUMAN SERVICES		4	26,658		35,339	20,941
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					7,603	68
DEPARTMENT OF TRANSPORTATION			715		14,121	117,817
DEPARTMENT OF ENERGY		34			11,044	9,875
DEPARTMENT OF EDUCATION					633	794
DEPARTMENT OF VETERANS AFFAIRS		78	40		55,689	438,372
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>		1,026	37,007	6,516	702,365	806,381
AMERICAN BATTLE MONUMENTS COMMISSION					10	
ARMED FORCES RETIREMENT HOME			95		280	16
U.S. ARMS CONTROL AND DISARMAMENT AGENCY					111	
COMMODITY FUTURES TRADING COMMISSION					596	66
CONSUMER PRODUCT SAFETY COMMISSION					151	4
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					29	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION						
ENVIRONMENTAL PROTECTION AGENCY			144		1,380	34,706
EXPORT-IMPORT BANK OF THE UNITED STATES					414	
FARM CREDIT ADMINISTRATION					173	2,025
FEDERAL COMMUNICATIONS COMMISSION					1,482	5
FEDERAL DEPOSIT INSURANCE CORPORATION					6,314	11,353
FEDERAL ELECTION COMMISSION					182	
FEDERAL EMERGENCY MANAGEMENT AGENCY					514	854
FEDERAL HOUSING FINANCE BOARD					13	
FEDERAL LABOR RELATIONS AUTHORITY					168	

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

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

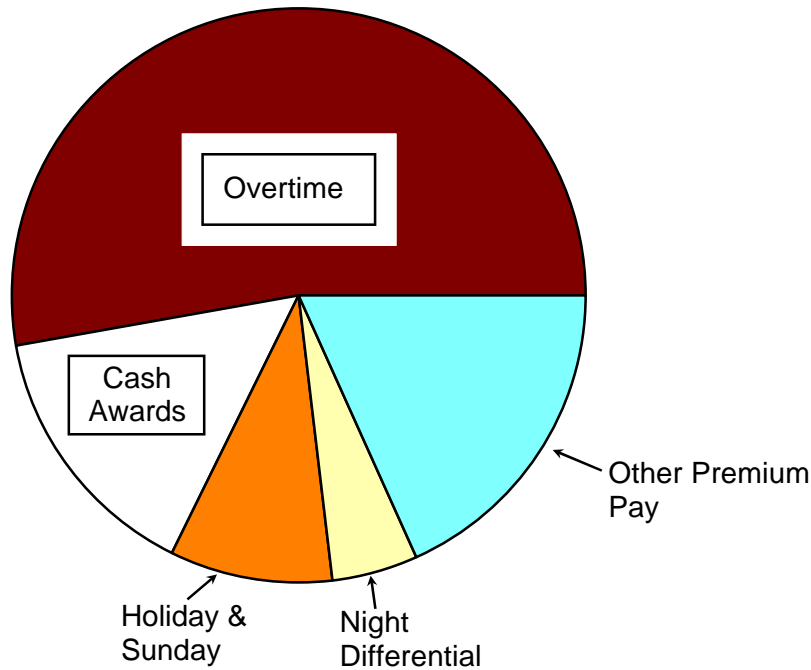
<b>AGENCY</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>	<b>SUPERVISORY DIFFERENTIAL (\$000)</b>	<b>PHYSICIANS COMPARABILITY ALLOWANCE (\$000)</b>	<b>REMOTE WORK SITE ALLOWANCE (\$000)</b>	<b>CASH AWARDS (\$000)</b>	<b>OTHER PREMIUM PAY (\$000)</b>
FEDERAL MARITIME COMMISSION					231	
FEDERAL MEDIATION AND CONCILIATION SERVICE					107	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD					113	
FEDERAL TRADE COMMISSION					964	
GENERAL SERVICES ADMINISTRATION		8			22,651	
U.S. INFORMATION AGENCY					1,232	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO					235	15
MERIT SYSTEMS PROTECTION BOARD					277	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					15,301	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					1,460	
NATIONAL CREDIT UNION ADMINISTRATION					328	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>					255	2
NATIONAL ENDOWMENT FOR THE ARTS					102	2
NATIONAL ENDOWMENT FOR THE HUMANITIES					153	
NATIONAL LABOR RELATIONS BOARD					31	87
NATIONAL SCIENCE FOUNDATION					1,662	
NATIONAL TRANSPORTATION SAFETY BOARD					281	338
NUCLEAR REGULATORY COMMISSION					3,427	
OFFICE OF PERSONNEL MANAGEMENT					2,148	
PANAMA CANAL COMMISSION					4,307	10,763
PEACE CORPS					213	
RAILROAD RETIREMENT BOARD					833	
SECURITIES AND EXCHANGE COMMISSION					2,209	
SELECTIVE SERVICE SYSTEM					53	
SMALL BUSINESS ADMINISTRATION					2,018	
<b>SMITHSONIAN INSTITUTION</b>		4			1,999	1,554
SMITHSONIAN INSTITUTION		4			1,629	1,186
NATIONAL GALLERY OF ART					370	368
SOCIAL SECURITY ADMINISTRATION		1	75		26,521	4,105
TENNESSEE VALLEY AUTHORITY					25,233	4,100
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>			120		2,169	522
OVERSEAS PRIVATE INVESTMENT CORPORATION					464	
AGENCY FOR INTERNATIONAL DEVELOPMENT			120		1,705	522
U.S. INTERNATIONAL TRADE COMMISSION					314	
U.S. POSTAL SERVICE					346,522	20,619
<b>SUBTOTAL INDEPENDENT AGENCIES</b>		13	434		474,911	91,134
<b>TOTAL - ALL AGENCIES</b>		1,039	37,441	6,516	1,178,168	897,515

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

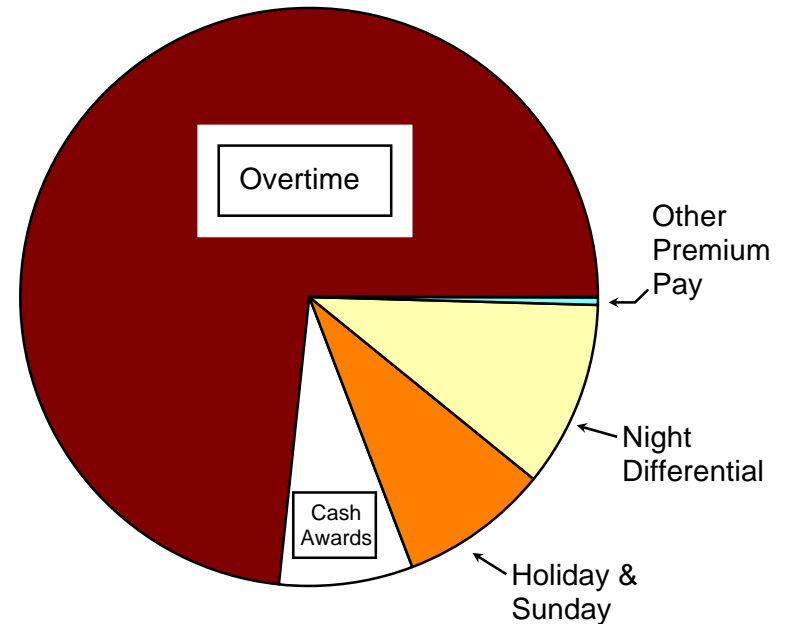
## CHART 6

# OVERTIME REPRESENTS OVER FIFTY PERCENT OF THE TOTAL PREMIUM PAY DURING FISCAL YEAR 1998

**All Other Agencies**



**U.S. Postal Service**



26

Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	\$2,903,612	\$3,483,860	52.7	73.4
Holiday	257,565	173,849	4.7	3.7
Sunday	237,336	228,645	4.3	4.8
Night Differential	266,551	495,790	4.8	10.4
Hazardous Duty	40,586	0	0.7	0.0
Post Differential	48,452	0	1.0	0.0
Supervisory Differential	1,039	0	0.0	0.0
Physicians Comparability Allowance	37,441	0	0.7	0.0
Remote Work Site Allowance	6,516	0	0.1	0.0
Cash Awards	831,646	346,522	15.1	7.3
Other	876,896	20,619	15.9	0.4
<b>Total</b>	<b>5,507,640</b>	<b>4,749,285</b>	<b>100.0</b>	<b>100.0</b>

## Benefits

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

\* **Table 6A** shows that the U.S. Postal Service and Defense agencies accounted for 62.3 percent of the Federal Government's portion of Employee Health Insurance cost (38.6 and 23.7 percent; respectively).

\* Fiscal year 1998 employee benefit pay amounted to \$29.8 billion (excluding \$781.3 million separation pay).

\* Benefit pay represented 19.9 percent of total personnel costs -- 27.4 percent of basic costs.

\* **Tables 6B and 6C** shows that the major benefits included \$13.0 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$5.7 billion to the Social Security System, and \$6.6 billion for Employee Health Insurance.

\* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 42.6 percent of total benefits costs. Health Insurance covered an additional 21.8 percent of total benefits costs.



**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL COST</b> (\$000)	<b>HEALTH INSURANCE</b> (\$000)	<b>LIFE INSURANCE</b> (\$000)	<b>TOTAL RETIREMENT</b> (\$000)	<b>SOCIAL SECURITY</b> (\$000)	<b>WORKMENS COMPENSATION</b> (\$000)	<b>UNIFORM ALLOWANCE</b> (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	4,962	721	37	2,840	1,364		
OFFICE OF MANAGEMENT AND BUDGET	7,020	1,116	54	4,206	1,644		
OFFICE OF ADMINISTRATION	1,968	391	18	1,097	462		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,799	368	17	1,386	492		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>16,749</b>	<b>2,596</b>	<b>126</b>	<b>9,529</b>	<b>3,962</b>		
DEPARTMENT OF STATE	333,148	33,288	1,527	131,179	43,850	4,594	
DEPARTMENT OF THE TREASURY	1,701,815	334,111	12,426	807,128	318,226	72,269	109
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>7,603,446</b>	<b>1,576,380</b>	<b>63,109</b>	<b>3,294,102</b>	<b>1,349,660</b>	<b>164,123</b>	<b>10,125</b>
DEPARTMENT OF THE ARMY	1,915,860	394,827	14,397	812,416	331,012	91,256	2,004
DEPARTMENT OF THE NAVY	2,527,747	497,910	25,725	1,114,727	449,820		6,400
DEPARTMENT OF THE AIR FORCE	1,806,541	429,841	14,311	801,807	343,937	64,774	1,463
OTHER DEFENSE ACTIVITIES	1,353,298	253,802	8,676	565,152	224,891	8,093	258
DEPARTMENT OF JUSTICE	1,866,145	317,736	10,961	1,116,755	376,113	8,223	
DEPARTMENT OF THE INTERIOR	683,866	145,087	5,134	313,694	139,009	13,823	4,929
DEPARTMENT OF AGRICULTURE	904,716	228,959	7,379	428,467	189,178		219
DEPARTMENT OF COMMERCE	424,714	76,738	2,969	194,698	87,003	11,168	34
DEPARTMENT OF LABOR	198,117	38,372	1,584	95,616	36,521	16,744	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	907,036	113,095	4,877	472,120	155,622	22,000	1,891
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	141,054	23,573	1,034	64,150	22,657	7,744	5
DEPARTMENT OF TRANSPORTATION	1,031,520	171,471	7,391	510,144	177,917	96,010	8
DEPARTMENT OF ENERGY	221,715	42,532	1,846	116,728	45,051		24
DEPARTMENT OF EDUCATION	50,949	9,350	432	27,918	11,421	1,266	
DEPARTMENT OF VETERANS AFFAIRS	2,261,748	463,533	16,458	1,044,687	478,185	139,759	6,157
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>18,329,989</b>	<b>3,574,225</b>	<b>137,127</b>	<b>8,617,386</b>	<b>3,430,413</b>	<b>557,723</b>	<b>23,501</b>
AMERICAN BATTLE MONUMENTS COMMISSION	4,037	187	6	314	146	109	5
ARMED FORCES RETIREMENT HOME	7,375	1,768	56	3,211	1,566	622	23
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	2,865	462	25	1,636	739		
COMMODITY FUTURES TRADING COMMISSION	7,005	1,257	51	3,973	1,663		
CONSUMER PRODUCT SAFETY COMMISSION	5,364	1,102	50	3,001	1,063	126	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	6,276	1,135	52	3,426	1,581		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28,604	5,811	265	15,664	5,829	904	
ENVIRONMENTAL PROTECTION AGENCY	425,539	78,445	3,415	239,921	99,190		13
EXPORT-IMPORT BANK OF THE UNITED STATES	5,374	932	43	3,039	1,284		
FARM CREDIT ADMINISTRATION	4,375	781	19	2,475	1,019		
FEDERAL COMMUNICATIONS COMMISSION	22,504	4,494	199	14,047	3,690		
FEDERAL DEPOSIT INSURANCE CORPORATION	110,823	16,530	207	64,581	27,360		
FEDERAL ELECTION COMMISSION	3,682	710	29	1,996	855	21	
FEDERAL EMERGENCY MANAGEMENT AGENCY	40,758	7,077	290	18,081	13,207	1,492	
FEDERAL HOUSING FINANCE BOARD	2,017	261	13	1,209	481		
FEDERAL LABOR RELATIONS AUTHORITY	2,506	480	23	1,445	502	25	
FEDERAL MARITIME COMMISSION	1,551	352	14	886	158		
FEDERAL MEDIATION AND CONCILIATION SERVICE	3,798	683	39	2,193	853		

**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>HEALTH INSURANCE (\$000)</b>	<b>LIFE INSURANCE (\$000)</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>SOCIAL SECURITY (\$000)</b>	<b>WORKMENS COMPENSATION (\$000)</b>	<b>UNIFORM ALLOWANCE (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,304	235	10	759	300		
FEDERAL TRADE COMMISSION	12,936	2,067	90	7,535	2,979	112	
GENERAL SERVICES ADMINISTRATION	174,081	34,590	1,360	78,839	32,570	16,598	68
U.S. INFORMATION AGENCY	76,649	10,715	985	38,861	11,467	65	89
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,256	674	19	1,077	464		2
MERIT SYSTEMS PROTECTION BOARD	3,093	547	30	1,788	646		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	297,421	50,224	1,898	141,930	54,409	6,762	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	20,338	4,797	163	9,784	4,253	704	
NATIONAL CREDIT UNION ADMINISTRATION	12,816	2,200	104	6,797	2,860		
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	3,632	627	31	2,133	816	25	
NATIONAL ENDOWMENT FOR THE ARTS	1,697	301	14	1,014	368		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,935	326	17	1,119	448	25	
NATIONAL LABOR RELATIONS BOARD	22,468	4,581	194	12,491	4,084	855	
NATIONAL SCIENCE FOUNDATION	15,758	2,602	133	8,685	3,432	140	
NATIONAL TRANSPORTATION SAFETY BOARD	6,024	1,008	52	3,182	1,372	29	
NUCLEAR REGULATORY COMMISSION	41,881	7,661	338	25,202	5,552	772	
OFFICE OF PERSONNEL MANAGEMENT	31,424	6,484	253	14,066	3,451	1,192	
PANAMA CANAL COMMISSION	47,310	6,917	189	31,691	911	7,257	16
PEACE CORPS	40,987	1,679	76	5,800	2,299	10,733	
RAILROAD RETIREMENT BOARD	13,496	3,082	124	7,061	2,479	202	1
SECURITIES AND EXCHANGE COMMISSION	40,272	6,205	258	22,718	9,985	292	
SELECTIVE SERVICE SYSTEM	557	133	6	297	121		
SMALL BUSINESS ADMINISTRATION	50,921	9,588	397	24,760	11,404	2,572	
<b>SMITHSONIAN INSTITUTION</b>	46,689	10,540	389	24,203	11,062		10
SMITHSONIAN INSTITUTION	39,844	8,920	333	20,677	9,419		10
NATIONAL GALLERY OF ART	6,845	1,620	56	3,526	1,643		
SOCIAL SECURITY ADMINISTRATION	597,254	146,530	5,243	288,544	105,700	20,734	2,811
TENNESSEE VALLEY AUTHORITY	267,491	57,837	1,521	67,986	61,254	71,351	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	30,800	6,605	319	12,751	8,331		5
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,637	257	9	1,643	709		
AGENCY FOR INTERNATIONAL DEVELOPMENT	28,163	6,348	310	11,108	7,622		5
U.S. INTERNATIONAL TRADE COMMISSION	4,710	821	38	2,670	965	113	
U.S. POSTAL SERVICE	9,648,401	2,568,404	193,917	3,132,779	1,730,341	774,072	76,325
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	12,195,422	3,069,820	212,933	4,355,487	2,234,693	917,879	79,368
<b>TOTAL - ALL AGENCIES</b>	30,542,160	6,646,641	350,186	12,982,402	5,669,068	1,475,602	102,869



**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1998**

<b>AGENCY</b>	<b>OVERSEAS ALLOWANCE (\$000)</b>	<b>NON-FOREIGN COLA (\$000)</b>	<b>RETENTION ALLOWANCE (\$000)</b>	<b>RECRUITMENT BONUS (\$000)</b>	<b>RELOCATION BONUS (\$000)</b>	<b>OTHER BENEFITS (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
EXECUTIVE OFFICE OF THE PRESIDENT							
OFFICE OF MANAGEMENT AND BUDGET							
OFFICE OF ADMINISTRATION							
OFFICE OF THE U.S. TRADE REPRESENTATIVE	536						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>536</b>						
DEPARTMENT OF STATE	88,133					24,629	5,948
DEPARTMENT OF THE TREASURY	12,132	5,595	2,821	209	21	82,944	53,824
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>204,544</b>	<b>42,610</b>	<b>5,912</b>	<b>867</b>	<b>3,607</b>	<b>380,509</b>	<b>507,898</b>
DEPARTMENT OF THE ARMY	105,284	35,703	4,554	834	56	51,002	72,515
DEPARTMENT OF THE NAVY	36,884					157,671	238,610
DEPARTMENT OF THE AIR FORCE	38,893	2,525	779		18	43,554	64,639
OTHER DEFENSE ACTIVITIES	23,483	4,382	579	33	3,533	128,282	132,134
DEPARTMENT OF JUSTICE	18,794		443	402	922	15,053	743
DEPARTMENT OF THE INTERIOR	57	24,598	83	13	69	24,626	12,744
DEPARTMENT OF AGRICULTURE	16,334		104	388	206	287	33,195
DEPARTMENT OF COMMERCE	8,006	27	28	1,381	25	28,309	14,328
DEPARTMENT OF LABOR		691	12	199	134	7,829	415
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,311	11,114	46,662	1,390	49	74,572	1,333
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		1,137	6			13,229	7,519
DEPARTMENT OF TRANSPORTATION	19	28,376		67		39,115	1,002
DEPARTMENT OF ENERGY	44	67	377	51	107	563	14,325
DEPARTMENT OF EDUCATION			7	11		430	114
DEPARTMENT OF VETERANS AFFAIRS		15,642			19,260	4,485	73,582
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>350,374</b>	<b>129,857</b>	<b>56,455</b>	<b>4,978</b>	<b>24,400</b>	<b>696,580</b>	<b>726,970</b>
AMERICAN BATTLE MONUMENTS COMMISSION	435					2,606	229
ARMED FORCES RETIREMENT HOME			12			50	67
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	3						
COMMODITY FUTURES TRADING COMMISSION			9	52			
CONSUMER PRODUCT SAFETY COMMISSION		9	13				
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	35		2		23		22
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		41				90	
ENVIRONMENTAL PROTECTION AGENCY	73	1,218	81	70	14	3,092	7
EXPORT-IMPORT BANK OF THE UNITED STATES			33				43
FARM CREDIT ADMINISTRATION							81
FEDERAL COMMUNICATIONS COMMISSION		74					
FEDERAL DEPOSIT INSURANCE CORPORATION							2,145
FEDERAL ELECTION COMMISSION						71	
FEDERAL EMERGENCY MANAGEMENT AGENCY	226					383	2
FEDERAL HOUSING FINANCE BOARD							53
FEDERAL LABOR RELATIONS AUTHORITY						17	14
FEDERAL MARITIME COMMISSION						141	
FEDERAL MEDIATION AND CONCILIATION SERVICE	30						

**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1998**

<b>AGENCY</b>	<b>OVERSEAS ALLOWANCE (\$000)</b>	<b>NON-FOREIGN COLA (\$000)</b>	<b>RETENTION ALLOWANCE (\$000)</b>	<b>RECRUITMENT BONUS (\$000)</b>	<b>RELOCATION BONUS (\$000)</b>	<b>OTHER BENEFITS (\$000)</b>	<b>SEPARATION PAY (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD							
FEDERAL TRADE COMMISSION						138	15
GENERAL SERVICES ADMINISTRATION	719	905	15		23	2,477	5,917
U.S. INFORMATION AGENCY	6,064					7,371	1,032
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO							20
MERIT SYSTEMS PROTECTION BOARD							82
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION			3	191	632	11,424	29,948
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		51	27			496	63
NATIONAL CREDIT UNION ADMINISTRATION		110				745	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>							
NATIONAL ENDOWMENT FOR THE ARTS							
NATIONAL ENDOWMENT FOR THE HUMANITIES							
NATIONAL LABOR RELATIONS BOARD		215				28	20
NATIONAL SCIENCE FOUNDATION	271					5	48
NATIONAL TRANSPORTATION SAFETY BOARD		56	154	63	107	1	
NUCLEAR REGULATORY COMMISSION			12		394		1,950
OFFICE OF PERSONNEL MANAGEMENT	115					3,789	2,074
PANAMA CANAL COMMISSION					19	47	263
PEACE CORPS	19,335	33				642	390
RAILROAD RETIREMENT BOARD						157	390
SECURITIES AND EXCHANGE COMMISSION						814	
SELECTIVE SERVICE SYSTEM							
SMALL BUSINESS ADMINISTRATION						2,169	31
<b>SMITHSONIAN INSTITUTION</b>	350		56	7			72
SMITHSONIAN INSTITUTION	350		56	7			72
NATIONAL GALLERY OF ART							
SOCIAL SECURITY ADMINISTRATION		2,654	12			25,026	
TENNESSEE VALLEY AUTHORITY					48		7,494
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>			4			900	1,885
OVERSEAS PRIVATE INVESTMENT CORPORATION			4			15	
AGENCY FOR INTERNATIONAL DEVELOPMENT						885	1,885
U.S. INTERNATIONAL TRADE COMMISSION						92	11
U.S. POSTAL SERVICE						1,172,563	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	27,656	5,366	433	383	1,293	1,235,743	54,368
<b>TOTAL - ALL AGENCIES</b>	378,566	135,223	56,888	5,361	25,693	1,932,323	781,338



**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
EXECUTIVE OFFICE OF THE PRESIDENT	2,840	231	1,987	622	
OFFICE OF MANAGEMENT AND BUDGET	4,206	1,342	2,038	826	
OFFICE OF ADMINISTRATION	1,097	356	533	208	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,386	463	654	269	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>9,529</b>	<b>2,392</b>	<b>5,212</b>	<b>1,925</b>	
DEPARTMENT OF STATE	131,179	17,622	16,183	19,810	77,564
DEPARTMENT OF THE TREASURY	807,128	275,950	393,341	134,966	2,871
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>3,294,102</b>	<b>1,182,973</b>	<b>1,464,691</b>	<b>629,168</b>	<b>17,270</b>
DEPARTMENT OF THE ARMY	812,416	308,572	366,565	137,279	
DEPARTMENT OF THE NAVY	1,114,727	325,554	549,057	240,116	
DEPARTMENT OF THE AIR FORCE	801,807	290,152	371,387	140,236	32
OTHER DEFENSE ACTIVITIES	565,152	258,695	177,682	111,537	17,238
DEPARTMENT OF JUSTICE	1,116,755	180,704	755,228	180,823	
DEPARTMENT OF THE INTERIOR	313,694	121,249	141,852	50,593	
DEPARTMENT OF AGRICULTURE	428,467	175,750	182,140	69,848	729
DEPARTMENT OF COMMERCE	194,698	65,578	93,853	34,714	553
DEPARTMENT OF LABOR	95,616	42,141	38,838	14,637	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	472,120	98,737	156,378	57,522	159,483
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	64,150	26,860	24,894	9,491	2,905
DEPARTMENT OF TRANSPORTATION	510,144	167,726	263,906	78,512	
DEPARTMENT OF ENERGY	116,728	48,677	47,646	20,405	
DEPARTMENT OF EDUCATION	27,918	10,404	12,651	4,863	
DEPARTMENT OF VETERANS AFFAIRS	1,044,687	292,958	553,382	197,662	685
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>8,617,386</b>	<b>2,707,329</b>	<b>4,144,983</b>	<b>1,503,014</b>	<b>262,060</b>
AMERICAN BATTLE MONUMENTS COMMISSION	314	47	189	78	
ARMED FORCES RETIREMENT HOME	3,211	939	1,694	578	
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1,636	569	768	299	
COMMODITY FUTURES TRADING COMMISSION	3,973	1,260	1,966	747	
CONSUMER PRODUCT SAFETY COMMISSION	3,001	1,573	1,028	400	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3,426	983	1,829	614	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	15,664	6,847	6,333	2,484	
ENVIRONMENTAL PROTECTION AGENCY	239,921	71,828	119,852	48,241	
EXPORT-IMPORT BANK OF THE UNITED STATES	3,039	853	1,562	624	
FARM CREDIT ADMINISTRATION	2,475	778	1,178	519	
FEDERAL COMMUNICATIONS COMMISSION	14,047	4,736	6,658	2,653	
FEDERAL DEPOSIT INSURANCE CORPORATION	64,581	14,711	35,596	14,274	
FEDERAL ELECTION COMMISSION	1,996	586	1,021	389	
FEDERAL EMERGENCY MANAGEMENT AGENCY	18,081	5,985	9,023	3,073	
FEDERAL HOUSING FINANCE BOARD	1,209	281	647	281	
FEDERAL LABOR RELATIONS AUTHORITY	1,445	750	512	183	
FEDERAL MARITIME COMMISSION	886	504	112	270	
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,193	741	1,037	415	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1998**

<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	759	265	344	150	
FEDERAL TRADE COMMISSION	7,535	2,333	3,697	1,432	73
GENERAL SERVICES ADMINISTRATION	78,839	31,163	34,241	13,435	
U.S. INFORMATION AGENCY	38,861	13,322	9,626	5,462	10,451
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1,077	405	477	195	
MERIT SYSTEMS PROTECTION BOARD	1,788	938	596	254	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	141,930	55,010	60,954	25,966	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	9,784	3,842	4,433	1,509	
NATIONAL CREDIT UNION ADMINISTRATION	6,797	1,937	3,403	1,457	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	2,133	785	961	387	
NATIONAL ENDOWMENT FOR THE ARTS	1,014	418	428	168	
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,119	367	533	219	
NATIONAL LABOR RELATIONS BOARD	12,491	6,754	4,000	1,582	155
NATIONAL SCIENCE FOUNDATION	8,685	3,290	3,852	1,543	
NATIONAL TRANSPORTATION SAFETY BOARD	3,182	966	1,597	619	
NUCLEAR REGULATORY COMMISSION	25,202	10,480	10,417	4,305	
OFFICE OF PERSONNEL MANAGEMENT	14,066	6,522	5,451	2,093	
PANAMA CANAL COMMISSION	31,691	6,885	450	167	24,189
PEACE CORPS	5,800	388	3,903	1,390	119
RAILROAD RETIREMENT BOARD	7,061	3,315	3,018	728	
SECURITIES AND EXCHANGE COMMISSION	22,718	4,251	13,274	5,193	
SELECTIVE SERVICE SYSTEM	297	149	108	40	
SMALL BUSINESS ADMINISTRATION	24,760	8,632	11,663	4,465	
<b>SMITHSONIAN INSTITUTION</b>	24,203	7,129	12,462	4,612	
SMITHSONIAN INSTITUTION	20,677	6,033	10,675	3,969	
NATIONAL GALLERY OF ART	3,526	1,096	1,787	643	
SOCIAL SECURITY ADMINISTRATION	288,544	162,533	92,313	33,698	
TENNESSEE VALLEY AUTHORITY	67,986	705	193	88	67,000
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	12,751	3,355	1,306	4,283	3,807
OVERSEAS PRIVATE INVESTMENT CORPORATION	1,643	202	1,039	402	
AGENCY FOR INTERNATIONAL DEVELOPMENT	11,108	3,153	267	3,881	3,807
U.S. INTERNATIONAL TRADE COMMISSION	2,670	1,126	1,085	459	
U.S. POSTAL SERVICE	3,132,779	885,099	1,640,082	607,598	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	4,355,487	1,335,550	2,114,911	799,232	105,794
<b>TOTAL - ALL AGENCIES</b>	12,982,402	4,045,271	6,265,106	2,304,171	367,854

**TABLE 6C**  
**BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE**  
**FISCAL YEAR 1998**

<b>Benefits (Categories)</b>	<b>All Other Agencies</b>		<b>U.S. Postal Service</b>	
	Costs (\$000) Fiscal Year 1998	Percent of Basic Payroll Fiscal Year 1998	Costs (\$000) Fiscal Year 1998	Percent of Basic Payroll Fiscal Year 1998
<b>Total 1/</b>	\$20,112,421	25.5	\$9,648,401	32.2
<b>-Health Insurance</b>	4,078,237	5.2	2,568,404	8.6
<b>-Life Insurance</b>	156,269	0.2	193,917	0.6
<b>-Retirement 1/</b>	9,849,623	12.5	3,132,779	10.5
<b>-Federal Insurance Contributions Act (Social Security)</b>	3,938,727	5.0	1,730,341	5.8
<b>-Federal Employees Compensation Act (FECA)</b>	701,530	0.9	774,072	2.6
<b>-Uniform Allowance</b>	26,544	0.0	76,325	0.3
<b>-Overseas Allowance</b>	378,566	0.5	NA	NA
<b>-Non-Foreign Cost Of Living Allowance (COLA)</b>	135,223	0.2	0	0.0
<b>-Retention Allowance</b>	56,888	0.1	NA	NA
<b>-Recruitment Bonus</b>	5,361	0.0	NA	NA
<b>-Relocation Bonus</b>	25,693	0.0	NA	NA
<b>-Other Benefits</b>	759,760	1.0	1,172,563	3.9
<b>Separation Pay 2/</b>	781,338	1.0	0	0.0

1/ Includes the Federal Employees Retirement Systems (Fers): \$6,265,106,000 in Fiscal Year 1998.

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 1998.

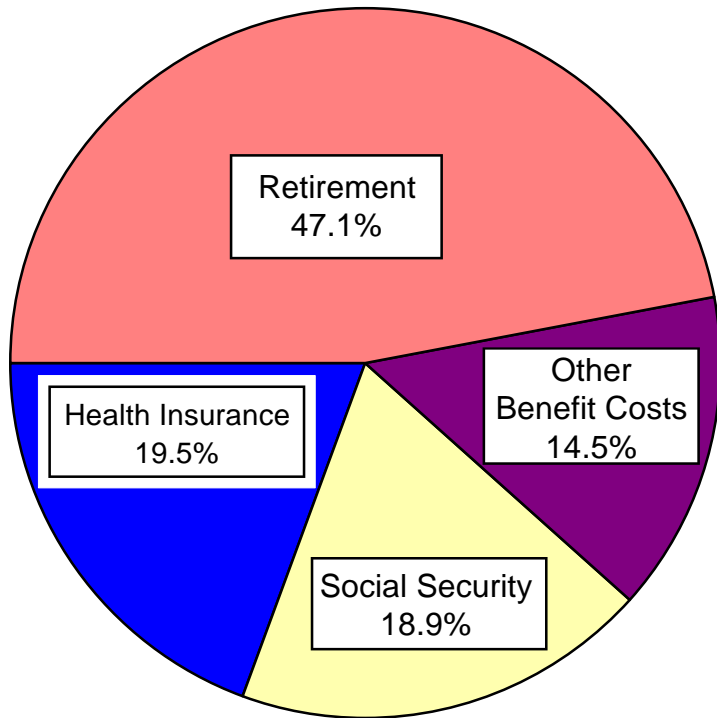
CHART 7

# Distribution of Benefit Costs

Fiscal Year 1998

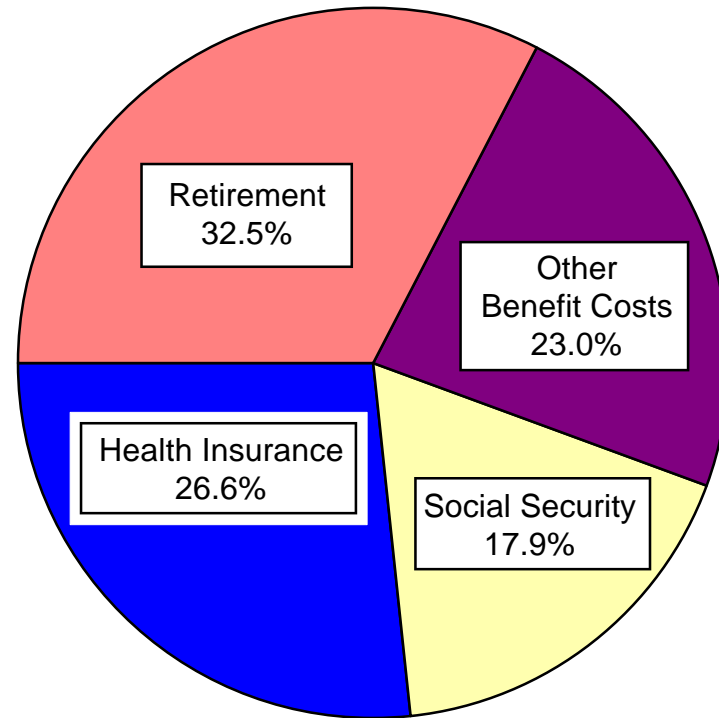
(\$ thousands)

### All Other Agencies



Total Benefit Costs<sup>1/</sup>: \$20,893,759  
(In thousands \$)

### U.S. Postal Service



Total Benefit Costs<sup>2/</sup>: \$9,648,401  
(In thousands \$)

1/ Includes Separation Pay -- \$781,338

2/ Includes Separation Pay -- \$0

## SUPPLEMENT I - TABLE 7

Work Years and Costs by Agency - by Selected Pay Systems  
(Total, Full-Time Permanent, Full-Time Temporary, and Part-Time and Intermittent)

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



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	391	21,612	54	55,412	388	21,432	55,237	98.92%
OFFICE OF MANAGEMENT AND BUDGET	513	35,577	1,123	71,540	476	34,337	72,137	93.56%
OFFICE OF ADMINISTRATION	176	9,109	205	52,920	169	8,904	52,686	95.60%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	155	11,445	181	75,006	144	11,122	77,236	95.66%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>1,235</b>	<b>77,743</b>	<b>1,563</b>	<b>64,215</b>	<b>1,177</b>	<b>75,795</b>	<b>64,397</b>	<b>95.57%</b>
DEPARTMENT OF STATE	22,801	1,005,918	61,069	46,796	20,456	946,461	46,268	88.70%
DEPARTMENT OF THE TREASURY	145,910	6,337,767	564,327	47,304	136,367	6,204,222	45,497	89.89%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>730,782</b>	<b>29,575,956</b>	<b>1,579,939</b>	<b>42,634</b>	<b>663,375</b>	<b>27,845,912</b>	<b>41,976</b>	<b>89.38%</b>
DEPARTMENT OF THE ARMY	230,149	9,044,941	382,896	40,964	215,079	8,729,875	40,589	92.60%
DEPARTMENT OF THE NAVY	204,655	8,298,507	636,612	43,659	175,281	7,576,346	43,224	84.79%
DEPARTMENT OF THE AIR FORCE	175,583	7,206,285	315,164	42,837	164,829	6,769,307	41,069	90.00%
OTHER DEFENSE ACTIVITIES	120,395	5,026,223	245,267	43,785	108,186	4,770,384	44,094	90.49%
DEPARTMENT OF JUSTICE	127,147	5,565,983	770,124	49,833	114,441	5,471,754	47,813	86.36%
DEPARTMENT OF THE INTERIOR	69,252	2,781,821	122,796	41,943	54,525	2,426,886	44,510	83.55%
DEPARTMENT OF AGRICULTURE	102,189	3,912,725	288,079	41,108	84,874	3,635,019	42,828	86.53%
DEPARTMENT OF COMMERCE	35,522	1,752,500	94,438	51,994	30,221	1,624,623	53,758	87.96%
DEPARTMENT OF LABOR	16,332	859,512	19,247	53,806	15,450	837,705	54,220	95.33%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,695	2,943,782	123,519	52,258	52,175	2,704,623	51,838	88.18%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,923	554,430	10,899	56,972	9,601	541,472	56,397	95.78%
DEPARTMENT OF TRANSPORTATION	63,368	3,785,165	308,836	64,607	61,870	3,731,592	60,313	91.15%
DEPARTMENT OF ENERGY	16,657	1,025,304	40,605	63,992	15,877	998,713	62,903	93.70%
DEPARTMENT OF EDUCATION	4,546	260,800	1,772	57,759	4,227	244,055	57,737	92.95%
DEPARTMENT OF VETERANS AFFAIRS	211,779	8,312,000	868,621	43,350	184,082	7,327,000	39,803	79.81%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,614,903</b>	<b>68,673,663</b>	<b>4,854,271</b>	<b>45,531</b>	<b>1,447,541</b>	<b>64,540,037</b>	<b>44,586</b>	<b>87.78%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	371	9,970	108	27,164	359	9,705	27,033	96.30%
ARMED FORCES RETIREMENT HOME	869	28,255	1,988	34,802	805	26,996	33,535	89.26%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	219	14,638	304	68,228	193	12,992	67,316	86.95%
COMMODITY FUTURES TRADING COMMISSION	559	33,789	742	61,773	508	31,258	61,531	90.52%
CONSUMER PRODUCT SAFETY COMMISSION	462	28,168	165	61,327	442	27,231	61,609	96.11%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	532	29,436	113	55,543	301	17,467	58,030	59.11%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,546	138,892	116	54,599	2,504	136,542	54,530	98.23%
ENVIRONMENTAL PROTECTION AGENCY	17,178	991,467	42,847	60,212	16,135	919,772	57,005	88.93%
EXPORT-IMPORT BANK OF THE UNITED STATES	412	25,347	571	62,908	404	24,789	61,359	95.64%
FARM CREDIT ADMINISTRATION	1,002	20,408	2,215	22,578	296	20,264	68,459	89.57%
FEDERAL COMMUNICATIONS COMMISSION	2,020	128,158	2,307	64,587	1,652	111,393	67,429	85.38%
FEDERAL DEPOSIT INSURANCE CORPORATION	7,860	510,649	22,592	67,842	7,398	491,369	66,419	92.15%
FEDERAL ELECTION COMMISSION	308	16,581	327	54,896	298	16,428	55,128	97.16%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,050	207,732	23,634	45,815	2,218	124,418	56,095	53.78%
FEDERAL HOUSING FINANCE BOARD	117	9,273	17	79,402	107	8,623	80,589	92.82%
FEDERAL LABOR RELATIONS AUTHORITY	209	13,860	179	67,172	198	13,114	66,232	93.41%
FEDERAL MARITIME COMMISSION	139	8,577	232	63,374	138	8,529	61,804	96.82%
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	18,638	117	66,272	277	18,223	65,787	97.16%



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	103	6,474	120	64,019	97	6,174	63,649	93.63%
FEDERAL TRADE COMMISSION	969	63,640	1,173	66,886	839	58,188	69,354	89.78%
GENERAL SERVICES ADMINISTRATION	14,386	687,083	40,901	50,604	13,882	676,117	48,705	92.88%
U.S. INFORMATION AGENCY	6,533	298,681	13,364	47,764	6,259	293,241	46,851	93.97%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	260	9,428	638	38,715	227	9,184	40,458	91.24%
MERIT SYSTEMS PROTECTION BOARD	236	17,070	294	73,576	218	15,826	72,596	91.14%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	19,253	1,238,409	23,030	65,519	18,270	1,208,362	66,139	95.79%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,443	89,320	2,146	37,440	2,091	83,266	39,821	91.03%
NATIONAL CREDIT UNION ADMINISTRATION	914	55,319	1,029	61,650	892	54,666	61,285	97.01%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	304	18,372	276	61,342	283	16,972	59,972	91.01%
NATIONAL ENDOWMENT FOR THE ARTS	143	9,029	104	63,867	127	7,830	61,654	85.73%
NATIONAL ENDOWMENT FOR THE HUMANITIES	161	9,343	172	59,099	156	9,142	58,603	96.08%
NATIONAL LABOR RELATIONS BOARD	1,880	118,052	133	62,864	1,802	113,638	63,062	96.15%
NATIONAL SCIENCE FOUNDATION	1,192	78,862	1,834	67,698	1,067	70,521	66,093	87.39%
NATIONAL TRANSPORTATION SAFETY BOARD	428	27,077	1,241	66,164	362	24,768	68,420	87.46%
NUCLEAR REGULATORY COMMISSION	3,231	239,625	6,088	76,049	3,015	235,512	78,113	95.85%
OFFICE OF PERSONNEL MANAGEMENT	2,827	129,631	4,283	47,370	2,363	119,078	50,393	88.92%
PANAMA CANAL COMMISSION	10,513	267,988	46,398	29,904	7,858	241,036	30,674	76.67%
PEACE CORPS	1,097	46,985	377	43,174	1,031	44,776	43,430	94.54%
RAILROAD RETIREMENT BOARD	1,292	63,576	1,142	50,091	1,253	62,148	49,599	96.03%
SECURITIES AND EXCHANGE COMMISSION	2,789	172,119	2,922	62,761	2,657	170,753	64,265	97.55%
SELECTIVE SERVICE SYSTEM	65	2,852	74	45,015	62	2,672	43,097	91.32%
SMALL BUSINESS ADMINISTRATION	4,520	217,124	9,296	50,093	2,906	172,759	59,449	76.30%
<b>SMITHSONIAN INSTITUTION</b>	5,032	208,479	9,183	43,256	4,667	199,525	42,752	91.67%
SMITHSONIAN INSTITUTION	4,239	178,518	6,898	43,741	3,926	170,478	43,423	91.94%
NATIONAL GALLERY OF ART	793	29,961	2,285	40,663	741	29,047	39,200	90.08%
SOCIAL SECURITY ADMINISTRATION	66,999	2,814,510	270,868	46,051	59,782	2,682,644	44,874	86.95%
TENNESSEE VALLEY AUTHORITY	15,441	729,256	105,433	54,057	13,760	710,123	51,608	85.08%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	3,015	189,007	10,646	66,220	2,856	179,912	62,994	90.11%
OVERSEAS PRIVATE INVESTMENT CORPORATION	194	12,445	517	66,814	177	11,762	66,452	90.74%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,821	176,562	10,129	66,179	2,679	168,150	62,766	90.07%
U.S. INTERNATIONAL TRADE COMMISSION	374	23,498	342	63,743	352	22,141	62,901	92.87%
U.S. POSTAL SERVICE	909,639	29,954,689	4,749,285	38,151	660,105	25,205,871	38,185	72.63%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,115,871	40,000,964	5,401,090	40,688	843,189	34,698,986	41,152	76.43%
<b>TOTAL - ALL AGENCIES</b>	2,732,009	108,752,370	10,256,924	43,561	2,291,907	99,314,818	43,333	83.45%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	2	76	38,000	0.35%	1	104	104,000	0.48%
OFFICE OF MANAGEMENT AND BUDGET	14	466	33,286	1.27%	14	774	55,286	2.11%
OFFICE OF ADMINISTRATION		3		0.03%	4	202	50,500	2.17%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	5	152	30,400	1.31%	5	171	34,200	1.47%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>21</b>	<b>697</b>	<b>33,190</b>	<b>0.88%</b>	<b>24</b>	<b>1,251</b>	<b>52,125</b>	<b>1.58%</b>
DEPARTMENT OF STATE	808	30,654	37,938	2.87%	749	28,803	38,455	2.70%
DEPARTMENT OF THE TREASURY	811	28,306	34,903	0.41%	4,644	105,239	22,661	1.52%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>43,049</b>	<b>1,569,738</b>	<b>36,464</b>	<b>5.04%</b>	<b>5,275</b>	<b>160,306</b>	<b>30,390</b>	<b>0.51%</b>
DEPARTMENT OF THE ARMY	9,776	262,971	26,900	2.79%	1,898	52,095	27,447	0.55%
DEPARTMENT OF THE NAVY	16,707	722,161	43,225	8.08%				
DEPARTMENT OF THE AIR FORCE	8,784	379,540	43,208	5.05%	766	57,438	74,984	0.76%
OTHER DEFENSE ACTIVITIES	7,782	205,066	26,351	3.89%	2,611	50,773	19,446	0.96%
DEPARTMENT OF JUSTICE	1,319	35,299	26,762	0.56%	1,553	58,930	37,946	0.93%
DEPARTMENT OF THE INTERIOR	10,325	291,957	28,277	10.05%	2,308	62,978	27,287	2.17%
DEPARTMENT OF AGRICULTURE	6,386	129,894	20,340	3.09%	6,291	147,812	23,496	3.52%
DEPARTMENT OF COMMERCE	543	18,182	33,484	0.98%	3,956	109,695	27,729	5.94%
DEPARTMENT OF LABOR	284	7,648	26,930	0.87%	517	14,159	27,387	1.61%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,207	178,145	42,345	5.81%	1,523	61,014	40,062	1.99%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	109	3,742	34,330	0.66%	150	9,216	61,440	1.63%
DEPARTMENT OF TRANSPORTATION	684	26,386	38,576	0.64%	814	27,187	33,399	0.66%
DEPARTMENT OF ENERGY	284	19,032	67,014	1.79%	155	7,559	48,768	0.71%
DEPARTMENT OF EDUCATION	247	13,605	55,081	5.18%	65	3,140	48,308	1.20%
DEPARTMENT OF VETERANS AFFAIRS	10,767	415,600	38,599	4.53%	12,217	569,400	46,607	6.20%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>79,823</b>	<b>2,768,188</b>	<b>34,679</b>	<b>3.76%</b>	<b>40,217</b>	<b>1,365,438</b>	<b>33,952</b>	<b>1.86%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	8	265	33,125	2.63%				
ARMED FORCES RETIREMENT HOME	11	658	59,818	2.18%	25	601	24,040	1.99%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	13	848	65,231	5.68%	9	798	88,667	5.34%
COMMODITY FUTURES TRADING COMMISSION	17	762	44,824	2.21%	32	1,769	55,281	5.12%
CONSUMER PRODUCT SAFETY COMMISSION	7	498	71,143	1.76%	13	439	33,769	1.55%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	12	575	47,917	1.95%	217	11,394	52,507	38.56%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	17	956	56,235	0.69%	23	1,394	60,609	1.00%
ENVIRONMENTAL PROTECTION AGENCY	306	13,083	42,755	1.26%	666	58,612	88,006	5.67%
EXPORT-IMPORT BANK OF THE UNITED STATES	5	526	105,200	2.03%		32		0.12%
FARM CREDIT ADMINISTRATION					3	144	48,000	0.64%
FEDERAL COMMUNICATIONS COMMISSION	301	2,675	8,887	2.05%	52	14,090	270,962	10.80%
FEDERAL DEPOSIT INSURANCE CORPORATION	263	11,226	42,684	2.11%	143	8,054	56,322	1.51%
FEDERAL ELECTION COMMISSION	3	77	25,667	0.46%	4	76	19,000	0.45%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,142	39,597	34,673	17.11%	1,243	43,717	35,171	18.90%
FEDERAL HOUSING FINANCE BOARD	6	352	58,667	3.79%	4	298	74,500	3.21%
FEDERAL LABOR RELATIONS AUTHORITY	7	577	82,429	4.11%	4	169	42,250	1.20%
FEDERAL MARITIME COMMISSION	1	48	48,000	0.54%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	129	64,500	0.69%	4	286	71,500	1.52%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2	49	24,500	0.74%	4	251	62,750	3.81%
FEDERAL TRADE COMMISSION	79	2,574	32,582	3.97%	47	2,878	61,234	4.44%
GENERAL SERVICES ADMINISTRATION	159	6,763	42,535	0.93%	72	4,203	58,375	0.58%
U.S. INFORMATION AGENCY	32	1,855	57,969	0.59%	99	3,585	36,212	1.15%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	23	82	3,565	0.81%	4	162	40,500	1.61%
MERIT SYSTEMS PROTECTION BOARD	9	498	55,333	2.87%	9	746	82,889	4.30%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	470	21,919	46,636	1.74%	369	8,128	22,027	0.64%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	121	1,712	14,149	1.87%	215	4,342	20,195	4.75%
NATIONAL CREDIT UNION ADMINISTRATION	4	243	60,750	0.43%	7	410	58,571	0.73%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	15	1,160	77,333	6.22%	6	240	40,000	1.29%
NATIONAL ENDOWMENT FOR THE ARTS	13	1,079	83,000	11.81%	3	120	40,000	1.31%
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	81	40,500	0.85%	3	120	40,000	1.26%
NATIONAL LABOR RELATIONS BOARD	22	218	9,909	0.18%	56	4,196	74,929	3.55%
NATIONAL SCIENCE FOUNDATION	93	6,853	73,688	8.49%	29	1,488	51,310	1.84%
NATIONAL TRANSPORTATION SAFETY BOARD	21	1,424	67,810	5.03%	33	885	26,818	3.13%
NUCLEAR REGULATORY COMMISSION	9	516	57,333	0.21%	160	3,597	22,481	1.46%
OFFICE OF PERSONNEL MANAGEMENT	167	4,871	29,168	3.64%	242	5,682	23,479	4.24%
PANAMA CANAL COMMISSION	1,600	25,758	16,099	8.19%	175	1,194	6,823	0.38%
PEACE CORPS					63	2,209	35,063	4.66%
RAILROAD RETIREMENT BOARD	3	74	24,667	0.11%	30	1,354	45,133	2.09%
SECURITIES AND EXCHANGE COMMISSION	47	1,366	29,064	0.78%	71			
SELECTIVE SERVICE SYSTEM	1	82	82,000	2.80%	1	98	98,000	3.35%
SMALL BUSINESS ADMINISTRATION	1,453	40,528	27,893	17.90%	20	3,837	191,850	1.69%
<b>SMITHSONIAN INSTITUTION</b>	120	3,365	28,042	1.55%	133	5,589	42,023	2.57%
SMITHSONIAN INSTITUTION	116	3,275	28,233	1.77%	118	4,765	40,381	2.57%
NATIONAL GALLERY OF ART	4	90	22,500	0.28%	15	824	54,933	2.56%
SOCIAL SECURITY ADMINISTRATION	1,646	43,461	26,404	1.41%	2,581	88,405	34,252	2.87%
TENNESSEE VALLEY AUTHORITY	184	10,319	56,082	1.24%	513	8,814	17,181	1.06%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	114	7,570	66,404	3.79%	24	1,525	63,542	0.76%
OVERSEAS PRIVATE INVESTMENT CORPORATION	14	497	35,500	3.83%	2	186	93,000	1.43%
AGENCY FOR INTERNATIONAL DEVELOPMENT	100	7,073	70,730	3.79%	22	1,339	60,864	0.72%
U.S. INTERNATIONAL TRADE COMMISSION	14	1,008	72,000	4.23%	7	349	49,857	1.46%
U.S. POSTAL SERVICE	1,363	29,797	21,861	0.09%	175,931	4,719,021	26,823	13.60%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	9,892	286,917	29,005	0.63%	183,343	5,015,061	27,353	11.05%
<b>TOTAL - ALL AGENCIES</b>	89,736	3,055,802	34,053	2.57%	223,584	6,381,750	28,543	5.36%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	
OFFICE OF MANAGEMENT AND BUDGET	436	26,652	841	63,057	401	25,528	63,661	92.85%
OFFICE OF ADMINISTRATION	159	8,400	170	53,899	153	8,195	53,562	95.62%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	112	7,087	151	64,625	103	6,794	65,961	93.87%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>707</b>	<b>42,139</b>	<b>1,162</b>	<b>61,246</b>	<b>657</b>	<b>40,517</b>	<b>61,670</b>	<b>93.57%</b>
DEPARTMENT OF STATE	5,142	255,208	9,849	51,547	4,502	241,563	53,657	91.14%
DEPARTMENT OF THE TREASURY	138,428	5,977,595	489,406	46,717	129,840	5,853,981	45,086	90.52%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>473,473</b>	<b>21,565,591</b>	<b>887,569</b>	<b>47,422</b>	<b>446,154</b>	<b>20,739,448</b>	<b>46,485</b>	<b>92.37%</b>
DEPARTMENT OF THE ARMY	170,432	7,176,593	295,766	43,844	160,316	6,952,115	43,365	93.04%
DEPARTMENT OF THE NAVY	122,258	5,641,623	278,945	48,427	119,265	5,504,079	46,150	92.97%
DEPARTMENT OF THE AIR FORCE	109,873	4,766,271	136,425	44,621	102,711	4,450,941	43,335	90.79%
OTHER DEFENSE ACTIVITIES	70,910	3,981,104	176,433	58,631	63,862	3,832,313	60,009	92.18%
DEPARTMENT OF JUSTICE	116,056	4,798,574	743,651	47,755	103,834	4,726,241	45,517	85.28%
DEPARTMENT OF THE INTERIOR	54,339	2,269,227	90,762	43,431	46,138	2,100,614	45,529	89.01%
DEPARTMENT OF AGRICULTURE	96,314	3,734,944	277,954	41,665	82,292	3,509,102	42,642	87.45%
DEPARTMENT OF COMMERCE	24,793	1,219,623	71,766	52,087	22,334	1,168,422	52,316	90.48%
DEPARTMENT OF LABOR	15,989	827,126	18,353	52,879	15,407	807,154	52,389	95.47%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	47,774	2,391,152	92,908	51,996	43,805	2,285,179	52,167	91.99%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,726	534,284	10,364	55,999	9,429	523,916	55,564	96.19%
DEPARTMENT OF TRANSPORTATION	33,458	1,895,518	142,968	60,927	31,804	1,868,288	58,744	91.65%
DEPARTMENT OF ENERGY	14,598	886,676	26,790	62,575	14,045	871,206	62,030	95.37%
DEPARTMENT OF EDUCATION	4,398	245,990	1,511	56,276	4,123	233,030	56,520	94.15%
DEPARTMENT OF VETERANS AFFAIRS	128,899	4,472,564	225,605	36,448	117,812	4,211,560	35,748	89.64%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1,163,387</b>	<b>51,074,072</b>	<b>3,089,456</b>	<b>46,557</b>	<b>1,071,519</b>	<b>49,139,704</b>	<b>45,860</b>	<b>90.72%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	57	2,745	62	49,246	52	2,624	50,462	93.48%
ARMED FORCES RETIREMENT HOME	597	20,161	1,390	36,099	552	19,084	34,572	88.55%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	188	11,130	258	60,574	171	10,342	60,480	90.81%
COMMODITY FUTURES TRADING COMMISSION	530	30,520	673	58,855	483	28,504	59,014	91.38%
CONSUMER PRODUCT SAFETY COMMISSION	446	26,336	165	59,419	429	25,762	60,051	97.21%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	523	28,382	96	54,451	295	16,797	56,939	58.98%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,503	133,689	112	53,456	2,461	131,339	53,368	98.16%
ENVIRONMENTAL PROTECTION AGENCY	16,854	927,487	40,881	57,456	15,855	859,155	54,188	88.72%
EXPORT-IMPORT BANK OF THE UNITED STATES	388	22,684	530	59,830	383	22,552	58,883	97.15%
FEDERAL COMMUNICATIONS COMMISSION	1,959	121,782	2,105	63,240	1,596	105,635	66,187	85.27%
FEDERAL DEPOSIT INSURANCE CORPORATION			3					
FEDERAL ELECTION COMMISSION	300	15,641	327	53,227	290	15,488	53,407	96.99%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,906	140,995	8,614	51,483	2,018	112,617	55,806	75.27%
FEDERAL LABOR RELATIONS AUTHORITY	194	12,089	143	63,052	183	11,343	61,984	92.73%
FEDERAL MARITIME COMMISSION	131	7,594	206	59,542	130	7,546	58,046	96.74%
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	18,214	117	65,468	275	17,960	65,309	97.98%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	93	5,070	53	55,086	87	4,852	55,770	94.71%
FEDERAL TRADE COMMISSION	912	57,484	1,067	64,201	790	53,399	67,594	91.20%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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
GENERAL SERVICES ADMINISTRATION	11,858	591,995	30,218	52,472	11,502	581,999	50,600	93.54%
U.S. INFORMATION AGENCY	2,468	138,967	4,654	58,193	2,339	135,138	57,776	94.09%
MERIT SYSTEMS PROTECTION BOARD	220	15,158	266	70,109	205	14,315	69,829	92.81%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,400	1,170,450	19,928	64,694	17,467	1,141,245	65,337	95.87%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,395	86,396	2,096	36,949	2,044	80,342	39,306	90.79%
NATIONAL CREDIT UNION ADMINISTRATION	874	50,172	1,008	58,558	852	49,529	58,133	96.77%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	288	16,736	254	58,993	269	15,361	57,104	90.41%
NATIONAL ENDOWMENT FOR THE ARTS	136	8,424	98	62,662	121	7,232	59,769	84.86%
NATIONAL ENDOWMENT FOR THE HUMANITIES	152	8,312	156	55,711	148	8,129	54,926	96.00%
NATIONAL LABOR RELATIONS BOARD	1,808	110,267	132	61,061	1,737	106,540	61,336	96.50%
NATIONAL SCIENCE FOUNDATION	795	39,254	1,134	50,803	729	36,315	49,815	89.92%
NATIONAL TRANSPORTATION SAFETY BOARD	411	25,010	1,178	63,718	349	23,230	66,562	88.70%
OFFICE OF PERSONNEL MANAGEMENT	2,752	123,434	3,955	46,290	2,290	112,881	49,293	88.61%
PANAMA CANAL COMMISSION	20	667	50	35,850	17	581	34,176	81.03%
RAILROAD RETIREMENT BOARD	1,263	61,208	1,129	49,356	1,225	59,780	48,800	95.90%
SECURITIES AND EXCHANGE COMMISSION	2,710	163,906	2,514	61,410	2,578	162,540	63,049	97.67%
SELECTIVE SERVICE SYSTEM	65	2,795	74	44,138	62	2,615	42,177	91.15%
SMALL BUSINESS ADMINISTRATION	4,472	211,336	8,645	49,191	2,858	166,971	58,422	75.90%
<b>SMITHSONIAN INSTITUTION</b>	4,077	177,843	6,791	45,287	3,761	170,038	45,211	92.09%
SMITHSONIAN INSTITUTION	3,413	152,190	4,991	46,054	3,147	145,299	46,171	92.44%
NATIONAL GALLERY OF ART	664	25,653	1,800	41,345	614	24,739	40,292	90.11%
SOCIAL SECURITY ADMINISTRATION	66,439	2,788,019	266,759	45,979	59,289	2,657,133	44,817	86.98%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	1,311	75,203	1,482	58,494	1,252	72,673	58,046	94.77%
OVERSEAS PRIVATE INVESTMENT CORPORATION	176	10,512	430	62,170	159	9,897	62,245	90.45%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1,135	64,691	1,052	57,923	1,093	62,776	57,435	95.49%
U.S. INTERNATIONAL TRADE COMMISSION	364	22,464	342	62,654	342	21,107	61,716	92.55%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	151,851	7,453,283	409,411	51,779	137,217	7,055,332	51,417	89.73%
<b>TOTAL - ALL AGENCIES</b>	1,315,945	58,569,494	3,500,029	47,167	1,209,393	56,235,553	46,499	90.60%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	13	398	30,615	1.45%	14	726	51,857	2.64%
OFFICE OF ADMINISTRATION		3		0.04%	4	202	50,500	2.36%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	4	130	32,500	1.80%	5	163	32,600	2.25%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>17</b>	<b>531</b>	<b>31,235</b>	<b>1.23%</b>	<b>23</b>	<b>1,091</b>	<b>47,435</b>	<b>2.52%</b>
DEPARTMENT OF STATE	246	9,026	36,691	3.41%	136	4,619	33,963	1.74%
DEPARTMENT OF THE TREASURY	709	23,835	33,618	0.37%	4,303	99,779	23,188	1.54%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>19,864</b>	<b>733,250</b>	<b>36,914</b>	<b>3.27%</b>	<b>3,463</b>	<b>92,893</b>	<b>26,824</b>	<b>0.41%</b>
DEPARTMENT OF THE ARMY	6,504	181,951	27,975	2.43%	1,468	42,527	28,969	0.57%
DEPARTMENT OF THE NAVY	2,993	137,544	45,955	2.32%				
DEPARTMENT OF THE AIR FORCE	5,810	292,335	50,316	5.96%	632	22,995	36,384	0.47%
OTHER DEFENSE ACTIVITIES	4,557	121,420	26,645	2.92%	1,363	27,371	20,081	0.66%
DEPARTMENT OF JUSTICE	1,105	29,315	26,529	0.53%	1,369	43,018	31,423	0.78%
DEPARTMENT OF THE INTERIOR	5,017	123,162	24,549	5.22%	1,656	45,451	27,446	1.93%
DEPARTMENT OF AGRICULTURE	5,654	113,969	20,157	2.84%	3,756	111,873	29,785	2.79%
DEPARTMENT OF COMMERCE	135	3,256	24,119	0.25%	1,657	47,945	28,935	3.71%
DEPARTMENT OF LABOR	184	6,420	34,891	0.76%	318	13,552	42,616	1.60%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,014	52,902	26,267	2.13%	1,341	53,071	39,576	2.14%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99	2,484	25,091	0.46%	136	7,884	57,971	1.45%
DEPARTMENT OF TRANSPORTATION	330	11,445	34,682	0.56%	498	15,785	31,697	0.77%
DEPARTMENT OF ENERGY	171	8,178	47,825	0.90%	151	7,292	48,291	0.80%
DEPARTMENT OF EDUCATION	211	10,412	49,346	4.21%	57	2,548	44,702	1.03%
DEPARTMENT OF VETERANS AFFAIRS	5,061	140,348	27,731	2.99%	3,421	120,656	35,269	2.57%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>40,800</b>	<b>1,268,002</b>	<b>31,078</b>	<b>2.34%</b>	<b>22,262</b>	<b>666,366</b>	<b>29,933</b>	<b>1.23%</b>
AMERICAN BATTLE MONUMENTS COMMISSION	3	121	40,333	4.31%				
ARMED FORCES RETIREMENT HOME	10	631	63,100	2.93%	18	446	24,778	2.07%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	11	642	58,364	5.64%	2	146	73,000	1.28%
COMMODITY FUTURES TRADING COMMISSION	14	362	25,857	1.16%	31	1,654	53,355	5.30%
CONSUMER PRODUCT SAFETY COMMISSION	4	135	33,750	0.51%	13	439	33,769	1.66%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	11	451	41,000	1.58%	215	11,134	51,786	39.10%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	17	956	56,235	0.71%	23	1,394	60,609	1.04%
ENVIRONMENTAL PROTECTION AGENCY	292	11,984	41,041	1.24%	637	56,348	88,458	5.82%
EXPORT-IMPORT BANK OF THE UNITED STATES	2	100	50,000	0.43%		32		0.14%
FEDERAL COMMUNICATIONS COMMISSION	296	2,057	6,949	1.66%	52	14,090	270,962	11.37%
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL ELECTION COMMISSION	3	77	25,667	0.48%	4	76	19,000	0.48%
FEDERAL EMERGENCY MANAGEMENT AGENCY	704	26,791	38,055	17.91%	42	1,587	37,786	1.06%
FEDERAL LABOR RELATIONS AUTHORITY	7	577	82,429	4.72%	4	169	42,250	1.38%
FEDERAL MARITIME COMMISSION	1	48	48,000	0.62%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	30	30,000	0.16%	4	224	56,000	1.22%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2	47	23,500	0.92%	4	171	42,750	3.34%
FEDERAL TRADE COMMISSION	73	2,554	34,986	4.36%	45	1,531	34,022	2.61%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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
GENERAL SERVICES ADMINISTRATION	144	6,230	43,264	1.00%	52	3,766	72,423	0.61%
U.S. INFORMATION AGENCY	21	1,461	69,571	1.02%	64	2,368	37,000	1.65%
MERIT SYSTEMS PROTECTION BOARD	9	439	48,778	2.85%	6	404	67,333	2.62%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	463	21,617	46,689	1.82%	360	7,588	21,078	0.64%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	121	1,712	14,149	1.93%	215	4,342	20,195	4.91%
NATIONAL CREDIT UNION ADMINISTRATION	4	233	58,250	0.46%	7	410	58,571	0.80%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	15	1,160	77,333	6.83%	4	215	53,750	1.27%
NATIONAL ENDOWMENT FOR THE ARTS	13	1,079	83,000	12.66%	2	113	56,500	1.33%
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	81	40,500	0.96%	2	102	51,000	1.20%
NATIONAL LABOR RELATIONS BOARD	21	148	7,048	0.13%	50	3,579	71,580	3.24%
NATIONAL SCIENCE FOUNDATION	48	2,807	58,479	6.95%	15	132	8,800	0.33%
NATIONAL TRANSPORTATION SAFETY BOARD	17	898	52,824	3.43%	33	882	26,727	3.37%
OFFICE OF PERSONNEL MANAGEMENT	167	4,871	29,168	3.82%	242	5,682	23,479	4.46%
PANAMA CANAL COMMISSION	3	86	28,667	11.99%				
RAILROAD RETIREMENT BOARD	3	74	24,667	0.12%	30	1,354	45,133	2.17%
SECURITIES AND EXCHANGE COMMISSION	47	1,366	29,064	0.82%	71			
SELECTIVE SERVICE SYSTEM	1	82	82,000	2.86%	1	98	98,000	3.42%
SMALL BUSINESS ADMINISTRATION	1,453	40,528	27,893	18.42%	20	3,837	191,850	1.74%
<b>SMITHSONIAN INSTITUTION</b>	94	2,753	29,287	1.49%	120	5,052	42,100	2.74%
SMITHSONIAN INSTITUTION	90	2,663	29,589	1.69%	105	4,228	40,267	2.69%
NATIONAL GALLERY OF ART	4	90	22,500	0.33%	15	824	54,933	3.00%
SOCIAL SECURITY ADMINISTRATION	1,619	42,516	26,261	1.39%	2,580	88,370	34,252	2.89%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	34	1,575	46,324	2.05%	19	955	50,263	1.25%
OVERSEAS PRIVATE INVESTMENT CORPORATION	13	450	34,615	4.11%	3	165	55,000	1.51%
AGENCY FOR INTERNATIONAL DEVELOPMENT	21	1,125	53,571	1.71%	16	790	49,375	1.20%
U.S. INTERNATIONAL TRADE COMMISSION	14	1,008	72,000	4.42%	7	349	49,857	1.53%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	5,749	179,127	31,158	2.28%	4,990	218,824	43,853	2.78%
<b>TOTAL - ALL AGENCIES</b>	46,566	1,447,660	31,088	2.33%	27,275	886,281	32,494	1.43%



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	909,639	29,954,689	4,749,285	38,151	660,105	25,205,871	38,185	72.63%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	909,639	29,954,689	4,749,285	38,151	660,105	25,205,871	38,185	72.63%
<b>TOTAL - ALL AGENCIES</b>	909,639	29,954,689	4,749,285	38,151	660,105	25,205,871	38,185	72.63%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
U.S. POSTAL SERVICE	1,363	29,797	21,861	0.09%	175,931	4,719,021	26,823	13.60%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,363	29,797	21,861	0.09%	175,931	4,719,021	26,823	13.60%
<b>TOTAL - ALL AGENCIES</b>	1,363	29,797	21,861	0.09%	175,931	4,719,021	26,823	13.60%

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	11,366	1,053,341	383,604	126,425	7,363	695,332	94,436	48.39%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	11,366	1,053,341	383,604	126,425	7,363	695,332	94,436	48.39%
<b>TOTAL - ALL AGENCIES</b>	11,366	1,053,341	383,604	126,425	7,363	695,332	94,436	48.39%

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	1,120	94,092	84,011	6.55%	2,883	263,917	91,542	18.37%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,120	94,092	84,011	6.55%	2,883	263,917	91,542	18.37%
<b>TOTAL - ALL AGENCIES</b>	1,120	94,092	84,011	6.55%	2,883	263,917	91,542	18.37%





**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	36,724	1,777,938	188,644	53,550	32,344	1,624,396	50,222	82.60%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	36,724	1,777,938	188,644	53,550	32,344	1,624,396	50,222	82.60%
<b>TOTAL - ALL AGENCIES</b>	36,724	1,777,938	188,644	53,550	32,344	1,624,396	50,222	82.60%

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	1,389	59,306	42,697	3.02%	1,943	94,236	48,500	4.79%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,389	59,306	42,697	3.02%	1,943	94,236	48,500	4.79%
<b>TOTAL - ALL AGENCIES</b>	1,389	59,306	42,697	3.02%	1,943	94,236	48,500	4.79%

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	5,116	260,368	20,399	54,880	5,087	259,095	50,933	92.28%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	5,116	260,368	20,399	54,880	5,087	259,095	50,933	92.28%
<b>TOTAL - ALL AGENCIES</b>	5,116	260,368	20,399	54,880	5,087	259,095	50,933	92.28%

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	28	1,245	44,464	0.44%	1	28	28,000	0.01%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	28	1,245	44,464	0.44%	1	28	28,000	0.01%
<b>TOTAL - ALL AGENCIES</b>	28	1,245	44,464	0.44%	1	28	28,000	0.01%



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	72	8,585	237	122,528	71	8,517	119,958	96.54%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	25	3,055		122,200	25	3,055	122,200	100.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	97	11,640	237	122,443	96	11,572	120,542	97.43%
DEPARTMENT OF STATE	124	15,170		122,339	124	15,170	122,339	100.00%
DEPARTMENT OF THE TREASURY	539	63,978	1,383	121,263	535	63,471	118,637	97.11%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,058	126,630	6,937	126,245	1,052	125,956	119,730	94.30%
DEPARTMENT OF THE ARMY	9	1,124	905	225,444	9	1,124	124,889	55.40%
DEPARTMENT OF THE NAVY	330	40,421	1,322	126,494	329	40,299	122,489	96.54%
DEPARTMENT OF THE AIR FORCE	188	20,821	621	114,053	188	20,821	110,750	97.10%
OTHER DEFENSE ACTIVITIES	531	64,264	4,089	128,725	526	63,712	121,125	93.21%
DEPARTMENT OF JUSTICE	595	72,182	2,089	124,825	586	71,086	121,307	95.71%
DEPARTMENT OF THE INTERIOR	243	28,311	392	118,119	237	27,684	116,810	96.45%
DEPARTMENT OF AGRICULTURE	334	39,252	571	119,231	330	38,755	117,439	97.32%
DEPARTMENT OF COMMERCE	374	44,038	990	120,396	365	43,060	117,973	95.63%
DEPARTMENT OF LABOR	183	21,337	583	119,781	179	20,828	116,358	95.02%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	472	55,632	3,385	125,036	472	55,632	117,864	94.26%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	101	12,088	233	121,990	93	11,081	119,151	89.94%
DEPARTMENT OF TRANSPORTATION	372	43,504	650	118,694	361	42,227	116,972	95.64%
DEPARTMENT OF ENERGY	453	54,434	1,416	123,289	427	51,277	120,087	91.81%
DEPARTMENT OF EDUCATION	82	9,567	203	119,146	79	9,299	117,709	95.18%
DEPARTMENT OF VETERANS AFFAIRS	267	32,281	897	124,262	267	32,239	120,745	97.17%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	5,197	618,404	19,729	122,789	5,107	607,765	119,006	95.24%
AMERICAN BATTLE MONUMENTS COMMISSION	1	122		122,000	1	122	122,000	100.00%
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	21	2,451	46	118,905	19	2,254	118,632	90.27%
COMMODITY FUTURES TRADING COMMISSION	21	2,652		126,286	21	2,639	125,667	99.51%
CONSUMER PRODUCT SAFETY COMMISSION	12	1,440		120,000	12	1,440	120,000	100.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5	554	17	114,200	5	554	110,800	97.02%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	42	5,173		123,167	42	5,173	123,167	100.00%
ENVIRONMENTAL PROTECTION AGENCY	260	60,312	1,898	239,269	254	59,645	234,823	95.88%
FEDERAL COMMUNICATIONS COMMISSION	44	5,338	164	125,045	44	5,327	121,068	96.82%
FEDERAL EMERGENCY MANAGEMENT AGENCY	49	5,567	80	115,245	47	5,366	114,170	95.02%
FEDERAL LABOR RELATIONS AUTHORITY	15	1,771	36	120,467	15	1,771	118,067	98.01%
FEDERAL MARITIME COMMISSION	8	982	26	126,000	8	982	122,750	97.42%
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	362		120,667	2	263	131,500	72.65%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	10	1,197	67	126,400	10	1,197	119,700	94.70%
FEDERAL TRADE COMMISSION	31	3,739	89	123,484	31	3,739	120,613	97.68%
GENERAL SERVICES ADMINISTRATION	107	13,205	550	128,551	107	13,146	122,860	95.57%
U.S. INFORMATION AGENCY	47	5,640	11	120,234	47	5,640	120,000	99.81%
MERIT SYSTEMS PROTECTION BOARD	13	1,570	28	122,923	12	1,511	125,917	94.56%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	388	49,069	1,583	130,546	388	49,069	126,466	96.87%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	14	1,653		118,071	14	1,653	118,071	100.00%
NATIONAL CREDIT UNION ADMINISTRATION	38	4,786	21	126,500	38	4,776	125,684	99.36%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	12	1,524	20	128,667	12	1,524	127,000	98.70%
NATIONAL ENDOWMENT FOR THE ARTS	4	511	4	128,750	4	511	127,750	99.22%
NATIONAL ENDOWMENT FOR THE HUMANITIES	8	1,013	16	128,625	8	1,013	126,625	98.45%
NATIONAL LABOR RELATIONS BOARD	59	6,923		117,339	59	6,923	117,339	100.00%
NATIONAL SCIENCE FOUNDATION	94	11,409	343	125,021	89	10,823	121,607	92.09%
NATIONAL TRANSPORTATION SAFETY BOARD	12	1,421	63	123,667	12	1,421	118,417	95.75%
NUCLEAR REGULATORY COMMISSION	185	23,290	721	129,789	185	23,290	125,892	97.00%
OFFICE OF PERSONNEL MANAGEMENT	39	4,938	226	132,410	39	4,938	126,615	95.62%
RAILROAD RETIREMENT BOARD	13	1,557		119,769	13	1,557	119,769	100.00%
SECURITIES AND EXCHANGE COMMISSION	63	7,658	252	125,556	63	7,658	121,556	96.81%
SELECTIVE SERVICE SYSTEM		45				45		100.00%
SMALL BUSINESS ADMINISTRATION	46	5,691	646	137,761	46	5,691	123,717	89.81%
SOCIAL SECURITY ADMINISTRATION	104	12,232	249	120,010	104	12,232	117,615	98.00%
TENNESSEE VALLEY AUTHORITY	3	360	1	120,333	3	360	120,000	99.72%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	47	5,688	91	122,957	45	5,467	121,489	94.60%
AGENCY FOR INTERNATIONAL DEVELOPMENT	47	5,688	91	122,957	45	5,467	121,489	94.60%
U.S. INTERNATIONAL TRADE COMMISSION	8	979		122,375	8	979	122,375	100.00%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	1,814	251,298	7,228	142,517	1,795	249,175	138,816	96.38%
<b>TOTAL - ALL AGENCIES</b>	7,108	881,342	27,194	127,819	6,998	868,512	124,109	95.59%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	1	68	68,000	0.77%				
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	1	68	68,000	0.57%				
DEPARTMENT OF STATE								
DEPARTMENT OF THE TREASURY	4	507	126,750	0.78%				
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	6	619	103,167	0.46%		55		0.04%
DEPARTMENT OF THE ARMY								
DEPARTMENT OF THE NAVY	1	122	122,000	0.29%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	5	497	99,400	0.73%		55		0.08%
DEPARTMENT OF JUSTICE	8	930	116,250	1.25%	1	166	166,000	0.22%
DEPARTMENT OF THE INTERIOR	6	627	104,500	2.18%				
DEPARTMENT OF AGRICULTURE	4	497	124,250	1.25%				
DEPARTMENT OF COMMERCE	9	978	108,667	2.17%				
DEPARTMENT OF LABOR	2	263	131,500	1.20%	2	246	123,000	1.12%
DEPARTMENT OF HEALTH AND HUMAN SERVICES								
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8	1,007	125,875	8.17%				
DEPARTMENT OF TRANSPORTATION	11	1,277	116,091	2.89%				
DEPARTMENT OF ENERGY	26	3,155	121,346	5.65%		2		
DEPARTMENT OF EDUCATION	3	268	89,333	2.74%				
DEPARTMENT OF VETERANS AFFAIRS		42		0.13%				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	87	10,170	116,897	1.59%	3	469	156,333	0.07%
AMERICAN BATTLE MONUMENTS COMMISSION								
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	2	197	98,500	7.89%				
COMMODITY FUTURES TRADING COMMISSION						13		0.49%
CONSUMER PRODUCT SAFETY COMMISSION								
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION								
ENVIRONMENTAL PROTECTION AGENCY	6	667	111,167	1.07%				
FEDERAL COMMUNICATIONS COMMISSION		11		0.20%				
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	201	100,500	3.56%				
FEDERAL LABOR RELATIONS AUTHORITY								
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	99	99,000	27.35%				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD								
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION		59		0.43%				
U.S. INFORMATION AGENCY								
MERIT SYSTEMS PROTECTION BOARD	1	59	59,000	3.69%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION		10		0.21%				

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

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
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>								
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL ENDOWMENT FOR THE HUMANITIES								
NATIONAL LABOR RELATIONS BOARD								
NATIONAL SCIENCE FOUNDATION	5	586	117,200	4.99%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
OFFICE OF PERSONNEL MANAGEMENT								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION								
TENNESSEE VALLEY AUTHORITY								
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	2	221	110,500	3.82%				
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	221	110,500	3.82%				
U.S. INTERNATIONAL TRADE COMMISSION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	19	2,110	111,053	0.82%		13		0.01%
<b>TOTAL - ALL AGENCIES</b>	107	12,348	115,402	1.36%	3	482	160,667	0.05%



**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

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	9,249	496,038	48,989	58,928	8,592	481,082	55,992	88.27%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	9,249	496,038	48,989	58,928	8,592	481,082	55,992	88.27%
<b>TOTAL - ALL AGENCIES</b>	9,249	496,038	48,989	58,928	8,592	481,082	55,992	88.27%

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	184	10,319	56,082	1.89%	157	4,637	29,535	0.85%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	184	10,319	56,082	1.89%	157	4,637	29,535	0.85%
<b>TOTAL - ALL AGENCIES</b>	184	10,319	56,082	1.89%	157	4,637	29,535	0.85%



**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

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	5,833	228,680	56,445	48,881	5,165	228,680	44,275	80.20%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	5,833	228,680	56,445	48,881	5,165	228,680	44,275	80.20%
<b>TOTAL - ALL AGENCIES</b>	5,833	228,680	56,445	48,881	5,165	228,680	44,275	80.20%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>								
<b>TOTAL - ALL AGENCIES</b>								



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	35	38	36,500	1	35	35,000	47.95%
OFFICE OF ADMINISTRATION	10	259	35	29,400	9	259	28,778	88.10%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2	33	30	31,500	1	33	33,000	52.38%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	14	327	103	30,714	11	327	29,727	76.05%
DEPARTMENT OF STATE	112	1,691	1,282	26,545	71	1,602	22,563	53.88%
DEPARTMENT OF THE TREASURY	3,627	143,259	22,707	45,758	3,338	140,632	42,131	84.74%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	163,244	5,817,220	531,701	38,892	151,434	5,512,810	36,404	86.83%
DEPARTMENT OF THE ARMY	49,681	1,692,995	69,601	35,478	46,300	1,621,734	35,027	92.01%
DEPARTMENT OF THE NAVY	39,854	1,509,568	255,793	44,296	38,147	1,445,008	37,880	81.85%
DEPARTMENT OF THE AIR FORCE	55,941	2,099,350	166,629	40,507	52,562	1,990,066	37,861	87.82%
OTHER DEFENSE ACTIVITIES	17,768	515,307	39,678	31,235	14,425	456,002	31,612	82.16%
DEPARTMENT OF JUSTICE	5,172	205,887	18,148	43,317	5,083	205,388	40,407	91.68%
DEPARTMENT OF THE INTERIOR	9,872	323,197	17,029	34,464	7,428	264,815	35,651	77.84%
DEPARTMENT OF AGRICULTURE	2,721	79,126	8,238	32,107	1,918	62,305	32,484	71.32%
DEPARTMENT OF COMMERCE	660	22,720	2,279	37,877	627	22,003	35,093	88.02%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,780	82,210	4,421	31,162	2,276	73,249	32,183	84.55%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10	325	57	38,200	9	295	32,778	77.23%
DEPARTMENT OF TRANSPORTATION	2,294	81,417	9,638	39,693	1,984	76,437	38,527	83.95%
DEPARTMENT OF ENERGY	531	25,638	3,007	53,945	497	25,587	51,483	89.32%
DEPARTMENT OF EDUCATION	8	216	26	30,250	7	216	30,857	89.26%
DEPARTMENT OF VETERANS AFFAIRS	28,892	795,752	58,432	29,565	24,115	706,323	29,290	82.69%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	219,923	7,578,658	676,965	37,539	198,787	7,091,662	35,675	85.90%
ARMED FORCES RETIREMENT HOME	271	8,094	597	32,070	253	7,912	31,273	91.04%
COMMODITY FUTURES TRADING COMMISSION	4	115	69	46,000	4	115	28,750	62.50%
CONSUMER PRODUCT SAFETY COMMISSION	1	29		29,000	1	29	29,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	30	4	34,000	1	30	30,000	88.24%
ENVIRONMENTAL PROTECTION AGENCY	31	1,042	66	35,742	25	953	38,120	86.01%
EXPORT-IMPORT BANK OF THE UNITED STATES	1	21	6	27,000	1	21	21,000	77.78%
FEDERAL COMMUNICATIONS COMMISSION	13	431	38	36,077	12	431	35,917	91.90%
FEDERAL DEPOSIT INSURANCE CORPORATION	40	1,378	369	43,675	40	1,378	34,450	78.88%
FEDERAL EMERGENCY MANAGEMENT AGENCY	173	6,991	923	45,746	150	6,364	42,427	80.41%
FEDERAL TRADE COMMISSION	15	570	17	39,133	15	570	38,000	97.10%
GENERAL SERVICES ADMINISTRATION	2,400	81,161	6,791	36,647	2,271	80,694	35,532	91.75%
U.S. INFORMATION AGENCY	151	7,258	422	50,861	143	7,258	50,755	94.51%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	121	3,209	344	29,364	94	3,127	33,266	88.01%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	462	18,501	1,519	43,333	415	18,048	43,489	90.15%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	32	996	47	32,594	31	996	32,129	95.49%
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	1	34	2	36,000	1	34	34,000	94.44%
NATIONAL ENDOWMENT FOR THE ARTS	1	34	2	36,000	1	34	34,000	94.44%
NATIONAL LABOR RELATIONS BOARD	7	199	1	28,571	6	175	29,167	87.50%
OFFICE OF PERSONNEL MANAGEMENT	32	977	98	33,594	30	977	32,567	90.88%



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
PANAMA CANAL COMMISSION	205	10,023	1,898	58,151	157	9,094	57,924	76.29%
RAILROAD RETIREMENT BOARD	11	387	13	36,364	11	387	35,182	96.75%
SECURITIES AND EXCHANGE COMMISSION	16	555	156	44,438	16	555	34,688	78.06%
SELECTIVE SERVICE SYSTEM		12				12		100.00%
SMALL BUSINESS ADMINISTRATION	3	97	5	34,000	2	97	48,500	95.10%
<b>SMITHSONIAN INSTITUTION</b>	921	28,989	2,273	33,944	878	28,138	32,048	90.01%
SMITHSONIAN INSTITUTION	793	24,681	1,788	33,378	751	23,830	31,731	90.03%
NATIONAL GALLERY OF ART	128	4,308	485	37,445	127	4,308	33,921	89.88%
SOCIAL SECURITY ADMINISTRATION	456	14,259	3,860	39,735	388	13,279	34,224	73.29%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	1	21	2	23,000	1	21	21,000	91.30%
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	21	2	23,000	1	21	21,000	91.30%
U.S. INTERNATIONAL TRADE COMMISSION	1	55		55,000	1	55	55,000	100.00%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	5,370	185,434	19,520	38,166	4,947	180,750	36,537	88.19%
<b>TOTAL - ALL AGENCIES</b>	225,307	7,764,419	696,588	37,553	203,745	7,272,739	35,695	85.96%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET								
OFFICE OF ADMINISTRATION								
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>								
DEPARTMENT OF STATE	2	58	29,000	1.95%	1	31	31,000	1.04%
DEPARTMENT OF THE TREASURY	75	2,452	32,693	1.48%	10	175	17,500	0.11%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>9,002</b>	<b>259,979</b>	<b>28,880</b>	<b>4.09%</b>	<b>657</b>	<b>44,431</b>	<b>67,627</b>	<b>0.70%</b>
DEPARTMENT OF THE ARMY	2,236	62,561	27,979	3.55%	380	8,700	22,895	0.49%
DEPARTMENT OF THE NAVY	1,707	64,560	37,821	3.66%				
DEPARTMENT OF THE AIR FORCE	2,591	76,288	29,443	3.37%	67	32,996	492,478	1.46%
OTHER DEFENSE ACTIVITIES	2,468	56,570	22,921	10.19%	210	2,735	13,024	0.49%
DEPARTMENT OF JUSTICE	9	230	25,556	0.10%	13	269	20,692	0.12%
DEPARTMENT OF THE INTERIOR	1,866	49,520	26,538	14.56%	309	8,862	28,680	2.60%
DEPARTMENT OF AGRICULTURE	683	14,450	21,157	16.54%	102	2,371	23,245	2.71%
DEPARTMENT OF COMMERCE	21	461	21,952	1.84%	10	256	25,600	1.02%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	269	7,671	28,517	8.85%	61	1,290	21,148	1.49%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					1	30	30,000	7.85%
DEPARTMENT OF TRANSPORTATION	148	4,489	30,331	4.93%	19	491	25,842	0.54%
DEPARTMENT OF ENERGY	2	49	24,500	0.17%		2		0.01%
DEPARTMENT OF EDUCATION								
DEPARTMENT OF VETERANS AFFAIRS	1,550	34,994	22,577	4.10%	2,199	54,435	24,754	6.37%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>13,627</b>	<b>374,353</b>	<b>27,471</b>	<b>4.53%</b>	<b>3,382</b>	<b>112,643</b>	<b>33,307</b>	<b>1.36%</b>
ARMED FORCES RETIREMENT HOME	1	27	27,000	0.31%	7	155	22,143	1.78%
COMMODITY FUTURES TRADING COMMISSION								
CONSUMER PRODUCT SAFETY COMMISSION								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION								
ENVIRONMENTAL PROTECTION AGENCY	5	87	17,400	7.85%		2		0.18%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION								
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	22	627	28,500	7.92%				
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION	15	439	29,267	0.50%	1	28	28,000	0.03%
U.S. INFORMATION AGENCY								
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	24	82	3,417	0				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	8	302	37,750	1.51%	4	151	37,750	0.75%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>								
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL LABOR RELATIONS BOARD					1	24	24,000	12.00%
OFFICE OF PERSONNEL MANAGEMENT								

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1998**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
PANAMA CANAL COMMISSION	29	923	31,828	7.74%	1	6	6,000	0.05%
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
<b>SMITHSONIAN INSTITUTION</b>	23	526	22,870	1.68%	11	325	29,545	1.04%
SMITHSONIAN INSTITUTION	23	526	22,870	1.99%	11	325	29,545	1.23%
NATIONAL GALLERY OF ART								
SOCIAL SECURITY ADMINISTRATION	28	945	33,750	5.22%	1	35	35,000	0.19%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>								
OVERSEAS PRIVATE INVESTMENT CORPORATION								
U.S. INTERNATIONAL TRADE COMMISSION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	155	3,958	25,535	1.93%	26	726	27,923	0.35%
<b>TOTAL - ALL AGENCIES</b>	13,782	378,311	27,450	4.47%	3,408	113,369	33,266	1.34%



**TABLE 7 - PAY SYSTEM 746 - WAGE EMPLOYEES (ALIENS EMPLOYEED IN FOREIGN AREAS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF TRANSPORTATION	1	22	1	23,000				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1</b>	<b>22</b>	<b>1</b>	<b>23,000</b>				
PANAMA CANAL COMMISSION	7,589	166,117	27,372	25,496	5,694	152,658	26,810	78.90%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	<b>7,589</b>	<b>166,117</b>	<b>27,372</b>	<b>25,496</b>	<b>5,694</b>	<b>152,658</b>	<b>26,810</b>	<b>78.90%</b>
<b>TOTAL - ALL AGENCIES</b>	<b>7,590</b>	<b>166,139</b>	<b>27,373</b>	<b>25,496</b>	<b>5,694</b>	<b>152,658</b>	<b>26,810</b>	<b>78.89%</b>

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF TRANSPORTATION	1	22	22,000	95.65%				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>1</b>	<b>22</b>	<b>22,000</b>	<b>95.65%</b>				
PANAMA CANAL COMMISSION	1,015	12,600	12,414	6.51%	130	859	6,608	0.44%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	<b>1,015</b>	<b>12,600</b>	<b>12,414</b>	<b>6.51%</b>	<b>130</b>	<b>859</b>	<b>6,608</b>	<b>0.44%</b>
<b>TOTAL - ALL AGENCIES</b>	<b>1,016</b>	<b>12,622</b>	<b>12,423</b>	<b>6.52%</b>	<b>130</b>	<b>859</b>	<b>6,608</b>	<b>0.44%</b>



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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	7,956	168,531	7,246	22,094	7,637	165,241	21,637	94.01%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	7,572	260,669	300	34,465	7,483	259,607	34,693	99.48%
DEPARTMENT OF THE AIR FORCE	6,701	252,059		37,615	6,701	252,059	37,615	100.00%
OTHER DEFENSE ACTIVITIES	871	8,610	300	10,230	782	7,548	9,652	84.71%
DEPARTMENT OF TRANSPORTATION	7	248	9	36,714	4	157	39,250	61.09%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	15,535	429,448	7,555	28,130	15,124	425,005	28,101	97.25%
AMERICAN BATTLE MONUMENTS COMMISSION	312	6,977	46	22,510	305	6,833	22,403	97.29%
U.S. INFORMATION AGENCY	2,668	61,277	2,988	24,087	2,558	59,880	23,409	93.18%
PEACE CORPS	242	4,619	9	19,124	241	4,619	19,166	99.81%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	419	6,222	985	17,200	405	6,222	15,363	86.33%
AGENCY FOR INTERNATIONAL DEVELOPMENT	419	6,222	985	17,200	405	6,222	15,363	86.33%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	3,641	79,095	4,028	22,830	3,509	77,554	22,101	93.30%
<b>TOTAL - ALL AGENCIES</b>	19,176	508,543	11,583	27,124	18,633	502,559	26,971	96.62%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT(PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF STATE	28	708	25,286	0.40%	104	2,582	24,827	1.47%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	84	1,062	12,643	0.41%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	84	1,062	12,643	11.92%				
DEPARTMENT OF TRANSPORTATION	1	41	41,000	15.95%	2	50	25,000	19.46%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	113	1,811	16,027	0.41%	106	2,632	24,830	0.60%
AMERICAN BATTLE MONUMENTS COMMISSION	5	144	28,800	2.05%				
U.S. INFORMATION AGENCY	10	342	34,200	0.53%	30	1,055	35,167	1.64%
PEACE CORPS								
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>								
AGENCY FOR INTERNATIONAL DEVELOPMENT								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	15	486	32,400	0.58%	30	1,055	35,167	1.27%
<b>TOTAL - ALL AGENCIES</b>	128	2,297	17,945	0.44%	136	3,687	27,110	0.71%



**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

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		8				8		100.00%
OFFICE OF MANAGEMENT AND BUDGET		67	7			19		25.68%
OFFICE OF THE U.S. TRADE REPRESENTATIVE		8						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>		83	7			27		30.00%
DEPARTMENT OF STATE	210	14,503		69,062				
DEPARTMENT OF THE TREASURY	2	203		101,500	1	58	58,000	28.57%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,326	36,415	10,330	35,253	836	22,526	26,945	48.19%
DEPARTMENT OF THE ARMY	33	1,410	16	43,212	13	1,031	79,308	72.30%
DEPARTMENT OF THE AIR FORCE	646	20,861		32,293	206	8,967	43,529	42.98%
OTHER DEFENSE ACTIVITIES	647	14,144	10,314	37,802	617	12,528	20,305	51.22%
DEPARTMENT OF JUSTICE	7	528	4	76,000	1	52	52,000	9.77%
DEPARTMENT OF THE INTERIOR	5	387		77,400				
DEPARTMENT OF AGRICULTURE	1	100		100,000				
DEPARTMENT OF HEALTH AND HUMAN SERVICES	192	14,530	422	77,875	30	1,736	57,867	11.61%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7	670		95,714		12		1.79%
DEPARTMENT OF TRANSPORTATION	1	154		154,000		9		5.84%
DEPARTMENT OF ENERGY	10	982	9	99,100				
DEPARTMENT OF EDUCATION	21	1,669		79,476				
DEPARTMENT OF VETERANS AFFAIRS	3	247		82,333				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	1,785	70,388	10,765	45,464	868	24,393	28,103	0
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	7	662		94,571		1		0.15%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1	69		69,000				
ENVIRONMENTAL PROTECTION AGENCY	33	2,626	2	79,636		19		0.72%
EXPORT-IMPORT BANK OF THE UNITED STATES	1	92		92,000	1	92	92,000	100.00%
FEDERAL COMMUNICATIONS COMMISSION		27						
FEDERAL DEPOSIT INSURANCE CORPORATION	244	30,373	1,087	128,934	243	30,172	124,165	95.91%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	103		103,000		29		28.16%
FEDERAL TRADE COMMISSION	2	138		69,000				
GENERAL SERVICES ADMINISTRATION	1	180	2	182,000		36		19.78%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	389		97,250				
NATIONAL SCIENCE FOUNDATION	10	1,029		102,900				
NATIONAL TRANSPORTATION SAFETY BOARD		39	1					
NUCLEAR REGULATORY COMMISSION	99	886		8,949				
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	6	573	4	96,167				
OVERSEAS PRIVATE INVESTMENT CORPORATION		24	2					
AGENCY FOR INTERNATIONAL DEVELOPMENT	6	549	2	91,833				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	409	37,186	1,096	93,599	244	30,349	124,381	79.28%
<b>TOTAL - ALL AGENCIES</b>	2,194	107,657	11,868	54,478	1,112	54,769	49,253	45.82%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT								
OFFICE OF MANAGEMENT AND BUDGET						48		64.86%
OFFICE OF THE U.S. TRADE REPRESENTATIVE						8		100.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>						56		62.22%
DEPARTMENT OF STATE					210	14,503	69,062	100.00%
DEPARTMENT OF THE TREASURY		66		32.51%	1	79	79,000	38.92%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	396	11,593	29,275	24.80%	90	2,296	25,511	4.91%
DEPARTMENT OF THE ARMY					20	379	18,950	26.58%
DEPARTMENT OF THE AIR FORCE	383	10,917	28,504	52.33%	57	977	17,140	4.68%
OTHER DEFENSE ACTIVITIES	13	676	52,000	2.76%	13	940	72,308	3.84%
DEPARTMENT OF JUSTICE	2	152	76,000	28.57%	4	324	81,000	60.90%
DEPARTMENT OF THE INTERIOR	2	147	73,500	37.98%	3	240	80,000	62.02%
DEPARTMENT OF AGRICULTURE					1	100	100,000	100.00%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	135	10,833	80,244	72.45%	27	1,961	72,630	13.12%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	2	208	104,000	31.04%	5	450	90,000	67.16%
DEPARTMENT OF TRANSPORTATION		9		5.84%	1	136	136,000	88.31%
DEPARTMENT OF ENERGY	8	755	94,375	76.19%	2	227	113,500	22.91%
DEPARTMENT OF EDUCATION	14	1,198	85,571	1	7	471	67,286	28.22%
DEPARTMENT OF VETERANS AFFAIRS	3	223	74,333	90.28%		24		9.72%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	562	25,184	44,811	0	351	20,811	59,291	0
U.S. ARMS CONTROL AND DISARMAMENT AGENCY		9		1.36%	7	652	93,143	98.49%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					1	69	69,000	100.00%
ENVIRONMENTAL PROTECTION AGENCY	4	345	86,250	13.13%	29	2,262	78,000	86.07%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION		27		100.00%				
FEDERAL DEPOSIT INSURANCE CORPORATION		25		0.08%	1	176	176,000	0.56%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	61	61,000	59.22%		13		12.62%
FEDERAL TRADE COMMISSION		17		12.32%	2	121	60,500	87.68%
GENERAL SERVICES ADMINISTRATION		35		19.23%	1	109	109,000	59.89%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					4	389	97,250	100.00%
NATIONAL SCIENCE FOUNDATION					10	1,029	102,900	100.00%
NATIONAL TRANSPORTATION SAFETY BOARD		36		90.00%		3		7.50%
NUCLEAR REGULATORY COMMISSION					99	886	8,949	100.00%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>		24		4.16%	6	549	91,500	95.15%
OVERSEAS PRIVATE INVESTMENT CORPORATION		24		92.31%				
AGENCY FOR INTERNATIONAL DEVELOPMENT					6	549	91,500	99.64%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	5	579	115,800	1.51%	160	6,258	39,113	16.35%
<b>TOTAL - ALL AGENCIES</b>	567	25,763	45,437	21.55%	511	27,125	53,082	22.69%



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1998**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	6,630	297,579	14,071	47,006	5,376	263,905	49,089	84.68%
DEPARTMENT OF THE AIR FORCE	82	3,608	37	44,451	72	3,138	43,583	86.09%
OTHER DEFENSE ACTIVITIES	6,548	293,971	14,034	47,038	5,304	260,767	49,164	84.66%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	6,630	297,579	14,071	47,006	5,376	263,905	49,089	84.68%
<b>TOTAL - ALL AGENCIES</b>	6,630	297,579	14,071	47,006	5,376	263,905	49,089	84.68%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	547	19,180	35,064	6.15%	694	14,494	20,885	4.65%
DEPARTMENT OF THE AIR FORCE					10	470	47,000	12.89%
OTHER DEFENSE ACTIVITIES	547	19,180	35,064	6.23%	684	14,024	20,503	4.55%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	547	19,180	35,064	6.15%	694	14,494	20,885	4.65%
<b>TOTAL - ALL AGENCIES</b>	547	19,180	35,064	6.15%	694	14,494	20,885	4.65%



## SUPPLEMENT II - SALARY SCHEDULES

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

As adjusted by Executive Order 13071, December 29, 1997

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1998)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$12,960	\$13,392	\$13,823	\$14,252	\$14,685	\$14,938	\$15,362	\$15,791	\$15,809	\$16,214
<b>2</b>	14,571	14,918	15,401	15,809	15,985	16,455	16,925	17,395	17,865	18,335
<b>3</b>	15,899	16,429	16,959	17,489	18,019	18,549	19,079	19,609	20,139	20,669
<b>4</b>	17,848	18,443	19,038	19,633	20,228	20,823	21,418	22,013	22,608	23,203
<b>5</b>	19,969	20,635	21,301	21,967	22,633	23,299	23,965	24,631	25,297	25,963
<b>6</b>	22,258	23,000	23,742	24,484	25,226	25,968	26,710	27,452	28,194	28,936
<b>7</b>	24,734	25,558	26,382	27,206	28,030	28,854	29,678	30,502	31,326	32,150
<b>8</b>	27,393	28,306	29,219	30,132	31,045	31,958	32,871	33,784	34,697	35,610
<b>9</b>	30,257	31,266	32,275	33,284	34,293	35,302	36,311	37,320	38,329	39,338
<b>10</b>	33,320	34,431	35,542	36,653	37,764	38,875	39,986	41,097	42,208	43,319
<b>11</b>	36,609	37,829	39,049	40,269	41,489	42,709	43,929	45,149	46,369	47,589
<b>12</b>	43,876	45,339	46,802	48,265	49,728	51,191	52,654	54,117	55,580	57,043
<b>13</b>	52,176	53,915	55,654	57,393	59,132	60,871	62,610	64,349	66,088	67,827
<b>14</b>	61,656	63,711	65,766	67,821	69,876	71,931	73,986	76,041	78,096	80,151
<b>15</b>	72,525	74,943	77,361	79,779	82,197	84,615	87,033	89,451	91,869	94,287

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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, 1998)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
<b>1</b>	\$72,525	\$58,767	\$47,619	\$38,586	\$31,266	\$27,951	\$24,987	\$22,338	\$19,969
<b>2</b>	74,701	60,530	49,048	39,744	32,204	28,790	25,737	23,008	20,568
<b>3</b>	76,942	62,346	50,519	40,936	33,170	29,653	26,509	23,698	21,185
<b>4</b>	79,250	64,216	52,035	42,164	34,165	30,543	27,304	24,409	21,821
<b>5</b>	81,628	66,143	53,596	43,429	35,190	31,459	28,123	25,142	22,475
<b>6</b>	84,076	68,127	55,203	44,732	36,246	32,403	28,967	25,896	23,150
<b>7</b>	86,599	70,171	56,860	46,074	37,333	33,375	29,836	26,673	23,844
<b>8</b>	89,197	72,276	58,565	47,456	38,453	34,376	30,731	27,473	24,559
<b>9</b>	91,873	74,444	60,322	48,880	39,607	35,407	31,653	28,297	25,296
<b>10</b>	94,287	76,678	62,132	50,346	40,795	36,470	32,602	29,146	26,055
<b>11</b>	94,287	78,978	63,996	51,856	42,019	37,564	33,580	30,020	26,837
<b>12</b>	94,287	81,347	65,916	53,412	43,279	38,691	34,588	30,921	27,642
<b>13</b>	94,287	83,788	67,893	55,014	44,578	39,851	35,625	31,849	28,471
<b>14</b>	94,287	86,301	69,930	56,665	45,915	41,047	36,694	32,804	29,325

**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 4, 1998										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
<b>Associate</b>	36,609	37,829	39,049	40,269	41,489	42,709	43,929	45,149	46,369	47,589	1,220
<b>Full</b>	43,876	45,339	46,802	48,265	49,728	51,191	52,654	54,117	55,580	57,043	1,463
<b>Intermediate</b>	52,176	53,915	55,654	57,393	59,132	60,871	62,610	64,349	66,088	67,827	1,739
<b>Senior</b>	61,656	63,711	65,766	67,821	69,876	71,931	73,986	76,041	78,096	80,151	2,055
<b>Chief</b>	72,525	74,943	77,361	79,779	82,197	84,615	87,033	89,451	91,869	94,287	2,418
<b>Executive</b>	78,543	81,161	83,778	86,395	89,013	91,631	94,249	95,764	97,534	100,100	varied
<b>Director</b>	85,059	87,897	90,731	93,566	95,764	97,293	100,074	102,857	105,636		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$99,200
ES-2	103,900
ES-3	108,600
ES-4	114,500
ES-5	118,400
ES-6	118,400

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

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

SENIOR LEVEL (SL & ST)	
Minimum	\$87,030
Maximum	118,400

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

## Leave Used and its Value

The following data on leave usage by Federal civilian employees are estimated from the Office of Personnel Management's Annual Survey of Work Years and Personnel Costs.

**Annual leave** (49.9 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** (22.4 percent of total leave days used) includes the number of days charged to sick leave for active employees and for those scheduled to be retired for disability.

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

**Other Leave for employees covered by 5 U.S.C. 6301** (4.1 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** (2.6 percent of total leave days used) includes all leave used of all types for employees not covered by 5 U.S.C. 6301. This includes leave for: certain part-time and temporary employees (construction), Panama Canal Zone employees, Veterans Affairs physicians, dentists, and nurses, alien employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President.

Leave data represent the "leave year (LY)", which differs from the calendar year by a few days according to the pay period schedules of

the reporting agencies. Since 1997 total leave days used decreased by 3.5 percent to 102,043,861. During this same period, the average number of total leave days used (all types) per employee decreased 1.0 days to 39.2 days. **Chart 8** shows total leave days used by category in leave year 1998.

The value of leave used by employees during leave year 1998 was \$17.3 billion, or 15.9 percent of basic pay. This represented a decrease of \$7 million (0.04 percent) from the value of leave used in LY 1997. The average value per leave day used increased from \$163 in 1997 to \$169 in 1998.

Excluding "Other" leave, average leave usage per year (i.e., annual, sick, holiday, and other leave for employees covered by 5 U.S.C. 6301) decreased 1.0 days between 1997 (40.2 days) and 1998 (39.2 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 1997 to 1998 were: annual leave decreased (0.5 days) to 20.2 days; sick leave decreased (0.2 days) to 9.1 days; holiday leave decreased (0.1 days) to 8.4 days; and other leave for employees covered by 5 U.S.C. 6301 decreased (0.1 days) to 1.6 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 1998 decreased 193,256 days (or 18.1 percent) from the previous year. More than 39.9 million days of annual leave credit were carried over to 1998. The amount of annual leave forfeited by employees due to carry-over limitations was 875,872 days at an estimated loss in value to employees of \$150.6 million in leave year 1998 (versus a loss of \$178.3 million in leave year 1997). Sick leave credited for retirement was 6.6 million days in leave year 1998. This contrasts with 10.0 million days in 1997, 9.2 million days in 1996 and 9.9 million days in 1995. The total number of sick leave days earned was 30,199,875 days (down 167,354 days from leave year 1997). Total sick leave days used were 22,903,593 days (down 712,763 days from leave year 1997). A total of 151.1 million days of sick leave credit were carried over to 1998.

## Leave Used and its Value (continued)

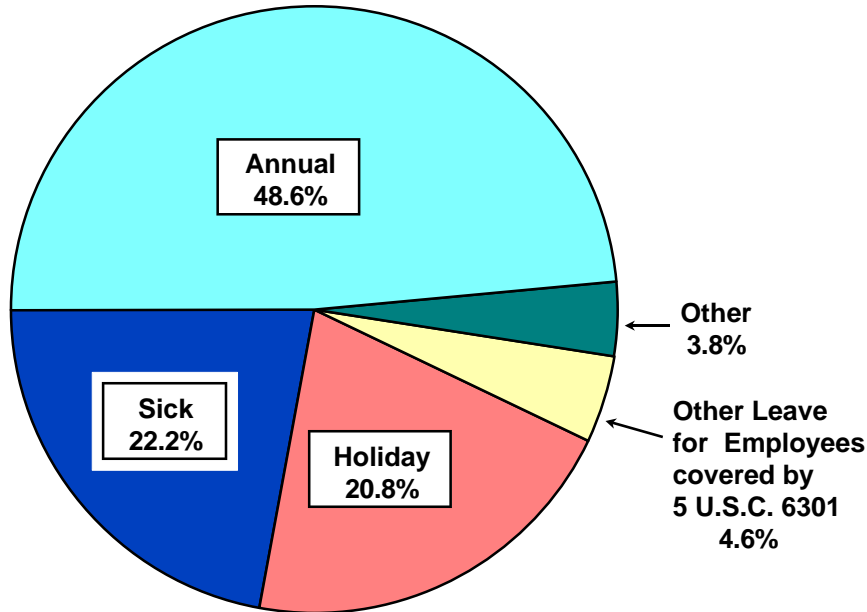
**Tables 8A and 8B** shows that Defense and the U.S. Postal Service, together representing 60 percent of the total employment work years, accounted for 60 percent of annual leave, 59 percent of sick leave, 58 percent of holiday leave, and 60 percent of other leave for employees covered by 5 U.S.C. 6301.

Defense agencies and the Postal Service also accounted for 56 percent of annual leave carried over, 64 percent of sick leave carried over, and 82 percent of sick leave credited for retirement. Defense accounted for 43 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

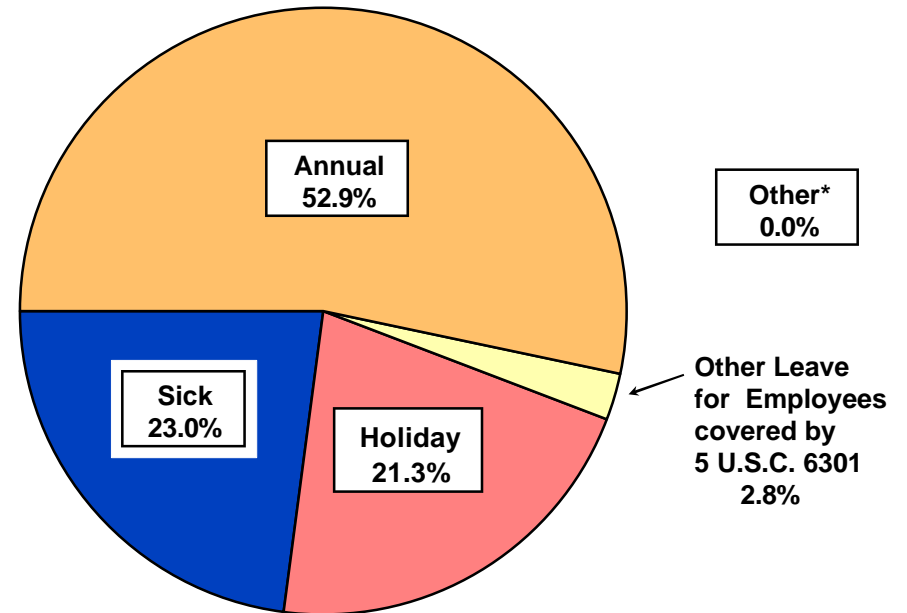
## CHART 8

### TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 1998

All Other Agencies



U.S. Postal Service



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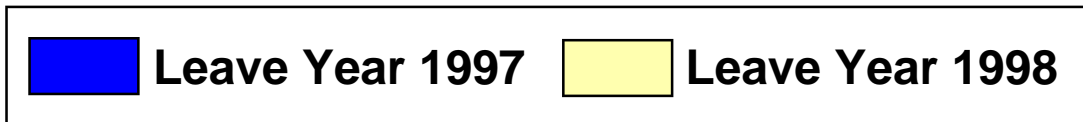
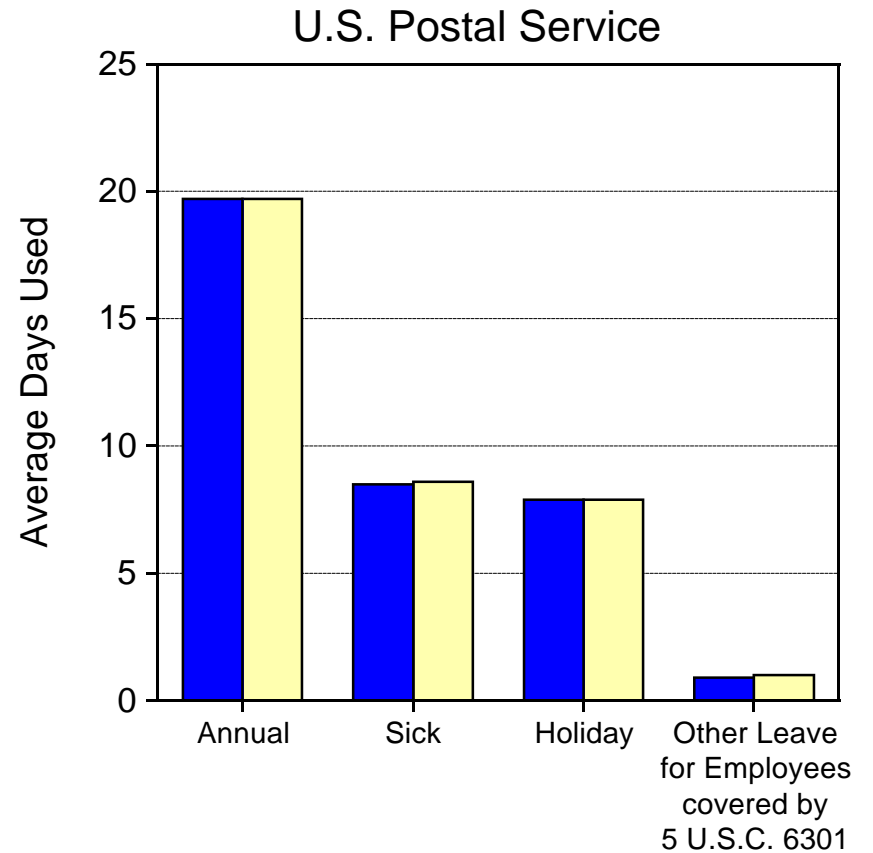
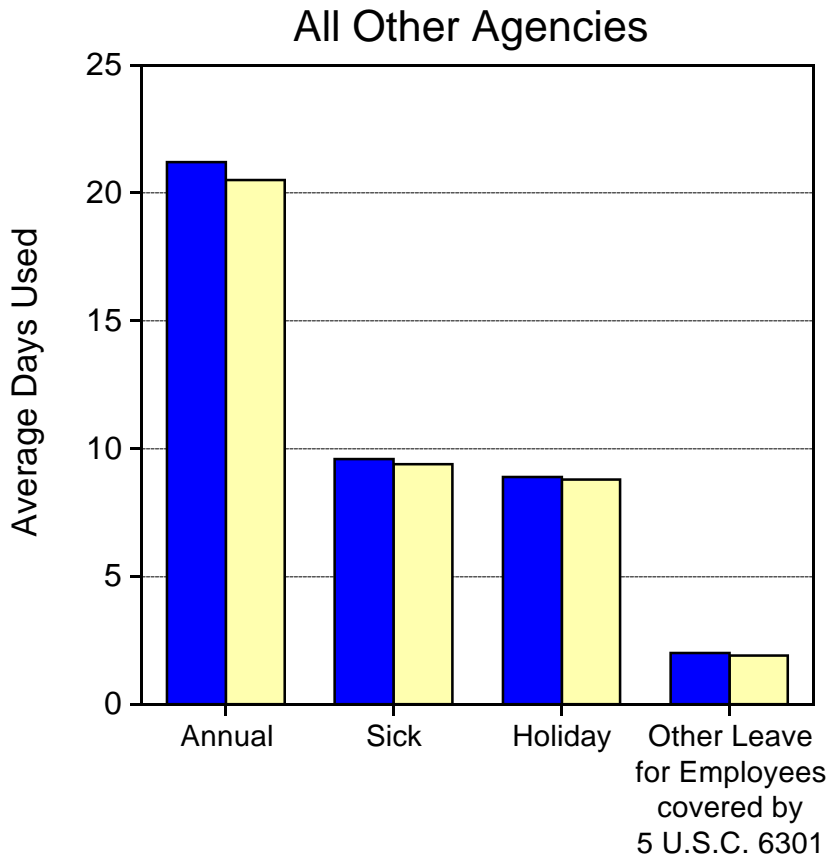
Leave Category	Days Used		Average Days Used	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Annual	34,477,673	16,465,945	20.5	19.7
Sick	15,739,094	7,164,499	9.4	8.6
Holiday	14,778,661	6,614,892	8.8	7.9
Other Leave for Employees covered by 5 U.S.C. 6301	3,260,311	876,744	1.9	1.1
Other *	2,666,042	0	31.5	0.0
<b>Total</b>	<b>70,921,781</b>	<b>31,122,080</b>	<b>40.1</b>	<b>37.2</b>

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

### CHART 9

## AVERAGE DAYS USED FOR ANNUAL AND SICK LEAVE, HOLIDAYS, AND OTHER LEAVE IN LEAVE YEARS 1997 & 1998

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**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1998**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	9,792	1,716	4,605	721	1,097	168
OFFICE OF MANAGEMENT AND BUDGET	17,617	5,016	10,153	2,844	3,245	779
OFFICE OF ADMINISTRATION	7,337	1,460	3,683	727	1,886	375
OFFICE OF THE U.S. TRADE REPRESENTATIVE	4,256	939	2,000	465	958	188
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>39,002</b>	<b>9,131</b>	<b>20,441</b>	<b>4,757</b>	<b>7,186</b>	<b>1,510</b>
DEPARTMENT OF STATE	628,420	143,064	268,567	62,038	90,287	18,582
DEPARTMENT OF THE TREASURY	6,223,887	1,078,395	2,979,439	525,227	1,539,651	253,009
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>27,727,973</b>	<b>4,905,791</b>	<b>13,919,947</b>	<b>2,578,741</b>	<b>6,273,049</b>	<b>1,095,699</b>
DEPARTMENT OF THE ARMY	5,876,934	928,410	2,866,399	470,022	1,295,040	195,792
DEPARTMENT OF THE NAVY	9,749,882	1,723,171	5,143,697	940,076	2,250,150	370,311
DEPARTMENT OF THE AIR FORCE	8,721,655	1,400,131	4,147,919	683,902	1,981,634	306,921
OTHER DEFENSE ACTIVITIES	3,379,502	854,079	1,761,932	484,741	746,225	222,675
DEPARTMENT OF JUSTICE	4,813,569	833,634	2,268,182	402,458	1,078,892	180,306
DEPARTMENT OF THE INTERIOR	2,628,045	448,860	1,369,823	235,749	518,402	80,559
DEPARTMENT OF AGRICULTURE	3,778,120	620,319	1,940,025	322,950	766,141	116,005
DEPARTMENT OF COMMERCE	1,356,824	255,454	677,533	129,092	291,082	51,152
DEPARTMENT OF LABOR	705,388	144,059	361,364	76,498	151,566	30,035
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,589,448	311,617	1,032,750	210,223	472,071	87,103
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	437,135	89,549	216,533	44,872	101,499	20,180
DEPARTMENT OF TRANSPORTATION	2,611,101	611,251	1,399,398	333,308	661,824	153,095
DEPARTMENT OF ENERGY	667,975	162,950	357,921	89,047	139,607	32,250
DEPARTMENT OF EDUCATION	294,586	67,108	150,422	35,203	55,960	12,164
DEPARTMENT OF VETERANS AFFAIRS	8,990,306	1,390,834	3,383,815	483,130	1,728,567	217,228
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>62,452,777</b>	<b>11,062,885</b>	<b>30,325,719</b>	<b>5,528,536</b>	<b>13,868,598</b>	<b>2,347,367</b>
AMERICAN BATTLE MONUMENTS COMMISSION	13,009	1,280	1,049	176	218	35
ARMED FORCES RETIREMENT HOME	36,743	4,955	19,490	2,619	10,348	1,357
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	8,405	2,055	4,250	1,009	1,685	395
COMMODITY FUTURES TRADING COMMISSION	21,562	4,435	10,636	2,230	4,480	875
CONSUMER PRODUCT SAFETY COMMISSION	19,677	4,528	10,377	2,372	3,786	898
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	19,690	4,128	9,691	1,991	4,058	803
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	116,885	24,139	58,259	12,199	26,508	5,510
ENVIRONMENTAL PROTECTION AGENCY	725,432	170,514	373,120	90,170	171,458	39,042
EXPORT-IMPORT BANK OF THE UNITED STATES	16,466	3,805	8,408	1,869	3,288	814
FARM CREDIT ADMINISTRATION	12,647	2,973	6,538	1,545	2,390	549
FEDERAL COMMUNICATIONS COMMISSION	84,167	17,721	41,615	8,796	19,174	3,941
FEDERAL DEPOSIT INSURANCE CORPORATION	329,259	70,046	159,705	34,338	77,314	15,913
FEDERAL ELECTION COMMISSION	10,662	2,283	5,089	1,108	2,601	533
FEDERAL EMERGENCY MANAGEMENT AGENCY	147,716	34,565	66,532	12,407	36,416	6,196
FEDERAL HOUSING FINANCE BOARD	4,517	905	2,223	441	966	199
FEDERAL LABOR RELATIONS AUTHORITY	8,333	2,172	4,511	1,230	1,498	356
FEDERAL MARITIME COMMISSION	6,239	1,454	3,182	734	1,488	343
FEDERAL MEDIATION AND CONCILIATION SERVICE	9,712	2,408	4,980	1,259	1,649	392



**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1998**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4,624	1,104	2,326	553	1,035	246
FEDERAL TRADE COMMISSION	37,765	9,686	19,583	5,214	7,751	1,838
GENERAL SERVICES ADMINISTRATION	618,124	113,601	323,321	58,163	129,924	24,345
U.S. INFORMATION AGENCY	290,554	51,420	72,396	17,883	32,046	7,067
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	11,114	1,653	5,044	774	2,026	275
MERIT SYSTEMS PROTECTION BOARD	9,667	2,129	4,909	1,092	1,849	395
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	885,428	217,078	412,819	101,569	191,435	46,620
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	97,271	14,259	47,617	7,124	21,366	3,098
NATIONAL CREDIT UNION ADMINISTRATION	37,196	8,558	19,333	4,348	7,083	1,646
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	13,233	2,846	6,700	1,421	3,156	652
NATIONAL ENDOWMENT FOR THE ARTS	6,209	1,359	3,183	686	1,507	318
NATIONAL ENDOWMENT FOR THE HUMANITIES	7,024	1,487	3,517	735	1,649	334
NATIONAL LABOR RELATIONS BOARD	82,973	17,086	41,021	8,454	18,896	3,878
NATIONAL SCIENCE FOUNDATION	49,591	12,742	28,116	7,224	9,162	2,354
NATIONAL TRANSPORTATION SAFETY BOARD	15,837	4,078	7,641	2,008	3,626	905
NUCLEAR REGULATORY COMMISSION	145,739	38,601	57,390	17,433	25,357	7,702
OFFICE OF PERSONNEL MANAGEMENT	117,711	21,543	59,907	11,405	28,629	4,949
PANAMA CANAL COMMISSION	617	134	328	71	138	28
PEACE CORPS	26,132	6,797	9,698	2,016	4,694	894
RAILROAD RETIREMENT BOARD	62,149	11,769	31,117	6,039	14,505	2,620
SECURITIES AND EXCHANGE COMMISSION	107,042	25,399	49,661	12,228	25,796	5,913
SELECTIVE SERVICE SYSTEM	7,698	1,347	3,913	702	1,885	319
SMALL BUSINESS ADMINISTRATION	189,763	36,246	89,025	17,749	44,626	8,158
<b>SMITHSONIAN INSTITUTION</b>	281,284	44,893	131,208	21,007	66,417	10,037
SMITHSONIAN INSTITUTION	246,608	39,709	115,274	18,635	57,629	8,780
NATIONAL GALLERY OF ART	34,676	5,184	15,934	2,372	8,788	1,257
SOCIAL SECURITY ADMINISTRATION	3,006,632	521,397	1,560,336	271,586	703,973	113,815
TENNESSEE VALLEY AUTHORITY	560,219	106,137	292,160	55,895	126,525	21,859
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	165,121	36,410	58,367	16,817	18,746	4,777
OVERSEAS PRIVATE INVESTMENT CORPORATION	5,617	1,389	2,649	680	1,327	311
AGENCY FOR INTERNATIONAL DEVELOPMENT	159,504	35,021	55,718	16,137	17,419	4,466
U.S. INTERNATIONAL TRADE COMMISSION	15,397	3,810	7,922	2,004	3,339	779
U.S. POSTAL SERVICE	31,122,080	4,515,827	16,465,945	2,398,569	7,164,499	1,022,131
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	39,552,082	6,180,916	20,597,458	3,225,841	9,027,809	1,375,451
<b>TOTAL - ALL AGENCIES</b>	102,043,861	17,252,932	50,943,618	8,759,134	22,903,593	3,724,328

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1998**

AGENCY	HOLIDAY		OTHER LEAVE for employees covered by 5 U.S.C. 6301		OTHER LEAVE for employees not covered by 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	4,065	824	25	3		
OFFICE OF MANAGEMENT AND BUDGET	4,127	1,372	92	21		
OFFICE OF ADMINISTRATION	1,735	352	33	6		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,262	281	36	5		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>11,189</b>	<b>2,829</b>	<b>186</b>	<b>35</b>		
DEPARTMENT OF STATE	266,844	61,796	2,722	648		
DEPARTMENT OF THE TREASURY	1,397,941	246,734	306,856	53,425		
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>5,742,603</b>	<b>957,814</b>	<b>1,613,079</b>	<b>249,418</b>	<b>179,295</b>	<b>24,119</b>
DEPARTMENT OF THE ARMY	1,207,999	191,212	419,456	60,559	88,040	10,825
DEPARTMENT OF THE NAVY	2,047,684	363,194	293,114	47,855	15,237	1,735
DEPARTMENT OF THE AIR FORCE	1,764,856	281,930	793,225	123,899	34,021	3,479
OTHER DEFENSE ACTIVITIES	722,064	121,478	107,284	17,105	41,997	8,080
DEPARTMENT OF JUSTICE	1,198,626	204,267	267,869	46,603		
DEPARTMENT OF THE INTERIOR	519,105	99,854	96,248	15,227	124,467	17,471
DEPARTMENT OF AGRICULTURE	923,657	156,978	148,297	24,386		
DEPARTMENT OF COMMERCE	338,171	65,933	50,038	9,277		
DEPARTMENT OF LABOR	157,606	30,512	34,852	7,014		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	33,245	4,630	51,382	9,661		
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	98,350	20,252	20,753	4,245		
DEPARTMENT OF TRANSPORTATION	490,637	111,142	59,242	13,706		
DEPARTMENT OF ENERGY	159,502	39,236	10,945	2,417		
DEPARTMENT OF EDUCATION	78,347	17,689	9,857	2,052		
DEPARTMENT OF VETERANS AFFAIRS	1,416,794	185,329	293,635	47,539	2,167,495	457,608
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>12,821,428</b>	<b>2,202,166</b>	<b>2,965,775</b>	<b>485,618</b>	<b>2,471,257</b>	<b>499,198</b>
AMERICAN BATTLE MONUMENTS COMMISSION	494	83	16	3	11,232	983
ARMED FORCES RETIREMENT HOME	5,505	793	1,400	186		
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	2,335	606	135	45		
COMMODITY FUTURES TRADING COMMISSION	5,514	1,137	932	193		
CONSUMER PRODUCT SAFETY COMMISSION	5,165	1,202	349	56		
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5,346	1,216	595	118		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28,353	5,952	3,765	478		
ENVIRONMENTAL PROTECTION AGENCY	170,208	39,006	10,646	2,296		
EXPORT-IMPORT BANK OF THE UNITED STATES	4,630	1,094	140	28		
FARM CREDIT ADMINISTRATION	2,875	678	844	201		
FEDERAL COMMUNICATIONS COMMISSION	20,023	4,272	3,355	712		
FEDERAL DEPOSIT INSURANCE CORPORATION	76,631	16,433	15,609	3,362		
FEDERAL ELECTION COMMISSION	2,821	611	151	31		
FEDERAL EMERGENCY MANAGEMENT AGENCY	38,701	14,829	6,067	1,133		
FEDERAL HOUSING FINANCE BOARD	1,130	226	198	39		
FEDERAL LABOR RELATIONS AUTHORITY	2,135	545	189	41		
FEDERAL MARITIME COMMISSION	1,484	358	85	19		
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,754	679	329	78		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1998**

AGENCY	HOLIDAY		OTHER LEAVE for employees covered by 5 U.S.C. 6301		OTHER LEAVE for employees not covered by 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,143	274	120	31		
FEDERAL TRADE COMMISSION	9,838	2,504	593	130		
GENERAL SERVICES ADMINISTRATION	150,504	29,004	14,375	2,089		
U.S. INFORMATION AGENCY	40,610	10,003	812	200	144,690	16,267
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,561	384	1,483	220		
MERIT SYSTEMS PROTECTION BOARD	2,378	520	531	122		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	220,204	55,452	60,970	13,437		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	26,187	3,757	2,101	280		
NATIONAL CREDIT UNION ADMINISTRATION	10,045	2,370	735	194		
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	3,164	743	213	30		
NATIONAL ENDOWMENT FOR THE ARTS	1,395	336	124	19		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,769	407	89	11		
NATIONAL LABOR RELATIONS BOARD	18,554	3,818	4,502	936		
NATIONAL SCIENCE FOUNDATION	11,511	2,958	802	206		
NATIONAL TRANSPORTATION SAFETY BOARD	4,379	1,112	191	53		
NUCLEAR REGULATORY COMMISSION	21,958	8,337	41,034	5,129		
OFFICE OF PERSONNEL MANAGEMENT	27,104	4,834	2,071	355		
PANAMA CANAL COMMISSION	151	35				
PEACE CORPS	11,740	3,887				
RAILROAD RETIREMENT BOARD	14,037	2,645	2,490	465		
SECURITIES AND EXCHANGE COMMISSION	30,525	7,257	950		110	1
SELECTIVE SERVICE SYSTEM	1,670	289	230	37		
SMALL BUSINESS ADMINISTRATION	55,573	10,238	539	101		
<b>SMITHSONIAN INSTITUTION</b>	69,179	11,441	14,480	2,408		
SMITHSONIAN INSTITUTION	61,659	10,333	12,046	1,961		
NATIONAL GALLERY OF ART	7,520	1,108	2,434	447		
SOCIAL SECURITY ADMINISTRATION	669,975	122,197	72,348	13,799		
TENNESSEE VALLEY AUTHORITY	138,375	27,803	3,159	580		
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	24,742	6,846	24,513	6,928	38,753	1,042
OVERSEAS PRIVATE INVESTMENT CORPORATION	1,517	379	124	19		
AGENCY FOR INTERNATIONAL DEVELOPMENT	23,225	6,467	24,389	6,909	38,753	1,042
U.S. INTERNATIONAL TRADE COMMISSION	3,833	957	303	70		
U.S. POSTAL SERVICE	6,614,892	969,583	876,744	125,544		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	8,560,936	1,378,968	1,171,094	182,363	194,785	18,293
<b>TOTAL - ALL AGENCIES</b>	21,393,553	3,583,963	4,137,055	668,016	2,666,042	517,491



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1998**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	4,979	5,084	169	3,750	10,934	62
OFFICE OF MANAGEMENT AND BUDGET	10,575	11,558	330	6,487	42,682	2,149
OFFICE OF ADMINISTRATION	3,774	3,015	57	2,225	11,217	969
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,185	2,038	9	1,416	5,194	1
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>21,513</b>	<b>21,695</b>	<b>565</b>	<b>13,878</b>	<b>70,027</b>	<b>3,181</b>
DEPARTMENT OF STATE	311,615	449,660	19,455	180,594	1,398,643	
DEPARTMENT OF THE TREASURY	3,303,657	2,482,975	33,282	1,961,630	4,438,154	131
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>13,336,088</b>	<b>11,354,762</b>	<b>405,291</b>	<b>7,589,385</b>	<b>38,905,741</b>	<b>3,982,667</b>
DEPARTMENT OF THE ARMY	2,728,080	2,254,250	77,381	1,540,685	8,111,109	701,550
DEPARTMENT OF THE NAVY	4,681,701	3,968,702	119,437	2,648,316	13,233,705	1,562,167
DEPARTMENT OF THE AIR FORCE	3,940,815	3,234,772	152,840	2,236,296	11,137,336	1,131,023
OTHER DEFENSE ACTIVITIES	1,985,492	1,897,038	55,633	1,164,088	6,423,591	587,927
DEPARTMENT OF JUSTICE	2,469,078	2,071,069	48,561	1,544,706	5,164,758	127,893
DEPARTMENT OF THE INTERIOR	1,392,813	1,200,406	24,938	826,111	5,168,174	209,833
DEPARTMENT OF AGRICULTURE	2,107,600	1,886,229	28,681	1,219,290	4,129,701	82
DEPARTMENT OF COMMERCE	737,418	617,133	8,761	434,486	1,249,010	685
DEPARTMENT OF LABOR	367,543	316,501	7,695	211,626	1,078,426	56,497
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,136,046	1,825,280	30,380	678,265	3,371,221	93,787
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	228,646	195,627	4,302	127,047	334,342	
DEPARTMENT OF TRANSPORTATION	1,474,310	1,232,792	20,161	826,245	4,889,308	193,060
DEPARTMENT OF ENERGY	376,605	332,010	6,966	208,746	1,389,352	27,039
DEPARTMENT OF EDUCATION	132,027	164,498	232	76,674	237,045	31
DEPARTMENT OF VETERANS AFFAIRS	3,424,212	1,123,121	38,295	2,034,263	8,057,852	36,066
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>30,797,658</b>	<b>25,252,063</b>	<b>677,000</b>	<b>17,919,068</b>	<b>79,811,727</b>	<b>4,727,771</b>
AMERICAN BATTLE MONUMENTS COMMISSION	1,160	2,619	86	637	5,897	533
ARMED FORCES RETIREMENT HOME	18,400	14,827	318	10,939	37,138	1,741
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	4,568	4,383	184	2,580	16,058	
COMMODITY FUTURES TRADING COMMISSION	11,628	10,413	89	6,941	19,454	
CONSUMER PRODUCT SAFETY COMMISSION	10,920	9,993	251	5,804	38,582	3,530
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	10,935	9,715	211	6,655	16,643	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	59,503	49,279	1,658	32,135	131,215	2,483
ENVIRONMENTAL PROTECTION AGENCY	399,437	349,423	6,024	237,662	1,264,355	33,131
EXPORT-IMPORT BANK OF THE UNITED STATES	8,798	7,965	247	5,049	26,085	667
FARM CREDIT ADMINISTRATION	6,524	6,922	98	3,716	14,705	
FEDERAL COMMUNICATIONS COMMISSION	45,069	40,318	1,216	26,039	71,833	867
FEDERAL DEPOSIT INSURANCE CORPORATION	164,540	142,354	1,019	98,830	307,149	1,127
FEDERAL ELECTION COMMISSION	5,829	4,708	39	3,575	12,128	
FEDERAL EMERGENCY MANAGEMENT AGENCY	76,436	57,647	1,478	48,928	107,294	383
FEDERAL HOUSING FINANCE BOARD	2,418	2,283	103	1,634	3,762	333
FEDERAL LABOR RELATIONS AUTHORITY	4,454	4,979	384	2,637	16,440	373
FEDERAL MARITIME COMMISSION	3,203	3,022	61	1,756	9,684	
FEDERAL MEDIATION AND CONCILIATION SERVICE	5,982	6,151	375	3,569	11,906	

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1998**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2,372	1,840	36	1,269	6,568	1
FEDERAL TRADE COMMISSION	20,677	17,776	1,959	12,593	62,176	1,159
GENERAL SERVICES ADMINISTRATION	328,525	303,868	7,045	180,303	1,002,911	10,512
U.S. INFORMATION AGENCY	72,556	9,219	2,375	41,296	8,271	4,799
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	5,671	5,173	96	3,225	11,807	
MERIT SYSTEMS PROTECTION BOARD	5,379	5,497	110	3,033	10,153	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	496,517	546,731	52,278	258,166	2,722,828	84,868
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	50,546	39,087	431	28,910	135,442	3,695
NATIONAL CREDIT UNION ADMINISTRATION	19,429	18,615	379	11,087	74,342	2,539
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	6,928	5,707	98	3,949	11,283	
NATIONAL ENDOWMENT FOR THE ARTS	3,205	2,600	74	1,843	5,325	
NATIONAL ENDOWMENT FOR THE HUMANITIES	3,723	3,107	24	2,106	5,958	
NATIONAL LABOR RELATIONS BOARD	43,607	36,639	1,759	24,297	71,859	
NATIONAL SCIENCE FOUNDATION	25,090	28,540	856	14,718	90,390	7,815
NATIONAL TRANSPORTATION SAFETY BOARD	8,994	9,573	465	5,552	32,090	1,445
NUCLEAR REGULATORY COMMISSION	67,845	92,949	11,619	37,953	303,731	209,086
OFFICE OF PERSONNEL MANAGEMENT	61,445	56,025	2,229	34,883	163,667	8,656
PANAMA CANAL COMMISSION	282	299		173	947	
PEACE CORPS	13,847	14,526	441	9,535	26,275	
RAILROAD RETIREMENT BOARD	27,343	24,960	112	15,039	102,158	3,026
SECURITIES AND EXCHANGE COMMISSION	4,942	7,832	37,729	10,827	118,597	
SELECTIVE SERVICE SYSTEM	3,801	2,789	98	2,117	8,309	383
SMALL BUSINESS ADMINISTRATION	95,615	74,041	1,086	59,674	258,601	9,327
<b>SMITHSONIAN INSTITUTION</b>	142,080	110,096	2,864	89,162	205,231	560
SMITHSONIAN INSTITUTION	125,423	99,451	2,705	79,368	184,577	560
NATIONAL GALLERY OF ART	16,657	10,645	159	9,794	20,654	
SOCIAL SECURITY ADMINISTRATION	1,519,528	1,145,853		838,152	4,056,983	
TENNESSEE VALLEY AUTHORITY	329,505	316,553	29,247	178,055	1,440,461	53,891
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	58,227	69,876	2,852	32,748	241,871	6,755
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,271	3,453	267	2,315	8,755	
AGENCY FOR INTERNATIONAL DEVELOPMENT	54,956	66,423	2,585	30,433	233,116	6,755
U.S. INTERNATIONAL TRADE COMMISSION	8,249	8,227	806	4,694	27,340	935
U.S. POSTAL SERVICE	16,835,586	10,979,215	27,496	9,866,433	57,956,528	1,445,561
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	21,094,390	14,658,507	198,307	12,266,929	71,261,147	1,900,181
<b>TOTAL - ALL AGENCIES</b>	51,913,561	39,932,265	875,872	30,199,875	151,142,901	6,631,133



**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1998**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
EXECUTIVE OFFICE OF THE PRESIDENT	25.04	11.78	2.81	10.40	0.06	
OFFICE OF MANAGEMENT AND BUDGET	34.95	20.14	6.44	8.19	0.18	
OFFICE OF ADMINISTRATION	42.41	21.29	10.90	10.03	0.19	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	27.64	12.99	6.22	8.19	0.23	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>31.92</b>	<b>16.73</b>	<b>5.88</b>	<b>9.16</b>	<b>0.15</b>	
DEPARTMENT OF STATE	28.55	18.85	6.34	18.73	0.19	
DEPARTMENT OF THE TREASURY	43.89	21.01	10.86	9.86	2.16	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>38.96</b>	<b>19.96</b>	<b>8.99</b>	<b>8.23</b>	<b>2.31</b>	<b>12.64</b>
DEPARTMENT OF THE ARMY	25.92	12.64	5.71	5.33	1.85	
DEPARTMENT OF THE NAVY	50.78	26.79	11.72	10.67	1.53	
DEPARTMENT OF THE AIR FORCE	50.02	24.75	11.82	10.53	4.73	5.02
OTHER DEFENSE ACTIVITIES	28.50	15.85	6.71	6.49	0.96	5.67
DEPARTMENT OF JUSTICE	41.03	19.33	9.20	10.22	2.28	
DEPARTMENT OF THE INTERIOR	39.13	20.40	7.72	7.73	1.43	
DEPARTMENT OF AGRICULTURE	38.73	19.89	7.85	9.47	1.52	
DEPARTMENT OF COMMERCE	39.08	19.51	8.38	9.74	1.44	
DEPARTMENT OF LABOR	43.41	22.24	9.33	9.70	2.14	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	27.45	19.56	8.94	0.63	0.97	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	44.33	21.96	10.29	9.97	2.10	
DEPARTMENT OF TRANSPORTATION	41.21	22.09	10.45	7.74	0.94	
DEPARTMENT OF ENERGY	40.94	21.94	8.56	9.78	0.67	
DEPARTMENT OF EDUCATION	64.90	33.14	12.33	17.26	2.17	
DEPARTMENT OF VETERANS AFFAIRS	43.42	21.15	10.80	8.85	1.83	46.08
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>39.84</b>	<b>20.31</b>	<b>9.29</b>	<b>8.59</b>	<b>1.99</b>	<b>33.34</b>
AMERICAN BATTLE MONUMENTS COMMISSION	35.45	18.40	3.82	8.67	0.28	36.23
ARMED FORCES RETIREMENT HOME	43.69	23.17	12.30	6.55	1.66	
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	39.09	19.77	7.84	10.86	0.63	
COMMODITY FUTURES TRADING COMMISSION	38.71	19.10	8.04	9.90	1.67	
CONSUMER PRODUCT SAFETY COMMISSION	42.59	22.46	8.19	11.18	0.76	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	37.15	18.28	7.66	10.09	1.12	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	45.95	22.90	10.42	11.15	1.48	
ENVIRONMENTAL PROTECTION AGENCY	42.41	21.81	10.02	9.95	0.62	
EXPORT-IMPORT BANK OF THE UNITED STATES	40.26	20.56	8.04	11.32	0.34	
FARM CREDIT ADMINISTRATION	42.30	21.87	7.99	9.62	2.82	
FEDERAL COMMUNICATIONS COMMISSION	41.98	20.76	9.56	9.99	1.67	
FEDERAL DEPOSIT INSURANCE CORPORATION	42.19	20.46	9.91	9.82	2.00	
FEDERAL ELECTION COMMISSION	34.96	16.69	8.53	9.25	0.50	
FEDERAL EMERGENCY MANAGEMENT AGENCY	32.09	14.45	7.91	8.41	1.32	
FEDERAL HOUSING FINANCE BOARD	38.61	19.00	8.26	9.66	1.69	
FEDERAL LABOR RELATIONS AUTHORITY	39.87	21.58	7.17	10.22	0.90	
FEDERAL MARITIME COMMISSION	44.88	22.89	10.71	10.68	0.61	
FEDERAL MEDIATION AND CONCILIATION SERVICE	34.32	17.60	5.83	9.73	1.16	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1998**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	44.89	22.58	10.05	11.10	1.17	
FEDERAL TRADE COMMISSION	39.13	20.29	8.03	10.19	0.61	
GENERAL SERVICES ADMINISTRATION	43.80	22.91	9.21	10.66	1.02	
U.S. INFORMATION AGENCY	45.47	19.09	8.45	10.71	0.21	55.69
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	43.76	19.86	7.98	10.08	5.84	
MERIT SYSTEMS PROTECTION BOARD	40.96	20.80	7.83	10.08	2.25	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	46.34	21.60	10.02	11.52	3.19	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	40.08	19.62	8.80	10.79	0.87	
NATIONAL CREDIT UNION ADMINISTRATION	41.19	21.41	7.84	11.12	0.81	
<b>NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES</b>	43.53	22.04	10.38	10.41	0.70	
NATIONAL ENDOWMENT FOR THE ARTS	43.42	22.26	10.54	9.76	0.87	
NATIONAL ENDOWMENT FOR THE HUMANITIES	43.63	21.84	10.24	10.99	0.55	
NATIONAL LABOR RELATIONS BOARD	44.13	21.82	10.05	9.87	2.39	
NATIONAL SCIENCE FOUNDATION	41.71	23.65	7.71	9.68	0.67	
NATIONAL TRANSPORTATION SAFETY BOARD	38.07	18.37	8.72	10.53	0.46	
NUCLEAR REGULATORY COMMISSION	45.77	18.02	7.96	6.90	12.89	
OFFICE OF PERSONNEL MANAGEMENT	42.46	21.61	10.33	9.78	0.75	
PANAMA CANAL COMMISSION	30.85	16.40	6.90	7.60		
PEACE CORPS	23.89	11.37	5.50	13.76		
RAILROAD RETIREMENT BOARD	48.33	24.20	11.28	10.92	1.94	
SECURITIES AND EXCHANGE COMMISSION	38.57	17.90	9.30	11.00	0.34	
SELECTIVE SERVICE SYSTEM	120.28	61.14	29.45	26.09	3.59	
SMALL BUSINESS ADMINISTRATION	43.33	20.33	10.19	12.69	0.12	
<b>SMITHSONIAN INSTITUTION</b>	57.17	26.67	13.50	14.06	2.94	
SMITHSONIAN INSTITUTION	59.28	27.71	13.85	14.82	2.90	
NATIONAL GALLERY OF ART	45.63	20.97	11.56	9.89	3.20	
SOCIAL SECURITY ADMINISTRATION	46.97	24.38	11.00	10.47	1.13	
TENNESSEE VALLEY AUTHORITY	38.75	20.21	8.75	9.57	0.22	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY</b>	55.15	22.54	7.24	9.56	9.47	95.69
OVERSEAS PRIVATE INVESTMENT CORPORATION	29.10	13.73	6.88	7.86	0.64	
AGENCY FOR INTERNATIONAL DEVELOPMENT	56.95	23.25	7.27	9.69	10.18	95.69
U.S. INTERNATIONAL TRADE COMMISSION	41.28	21.24	8.95	10.28	0.81	
U.S. POSTAL SERVICE	37.17	19.66	8.56	7.90	1.05	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	38.16	20.07	8.80	8.34	1.14	18.74
<b>TOTAL - ALL AGENCIES</b>	39.17	20.21	9.09	8.49	1.64	31.55

## SUPPLEMENT III

### Method of Calculating Average Days of Leave Used per Employee

There are five categories of leave included in the Work Years and Personnel Costs survey: Annual, Sick, Holiday, Other Leave for employees covered by 5 U.S.C. 6301, and "Other Leave" for employees **not** covered by 5 U.S.C. 6301. Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301 apply to employees covered by 5 U.S.C. 6301 (the majority of Federal civilian employees). "Other Leave" is all leave (annual, sick, etc.) used by employees not covered by 5 U.S.C. 6301. These employees include: certain part-time and temporary employees (construction); Panama Canal Zone employees; Department of Veterans Affairs physicians, dentists, and nurses; non-U.S. citizens employed in foreign areas, certain teachers, and executive branch officials appointed or designated by the President.

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

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

The number of days used for Annual, Sick, Holiday, or Other Leave for employees

covered by 5 U.S.C. 6301 are then divided by this adjusted basic work year to determine the average days used per employee.

To figure the average days of "Other Leave" used, the total number of leave days used is divided by the basic work years reported in the aforementioned pay codes (630, 631, 650, 746, 748, and 772). This represents an average of all types of leave used by those employees not covered by 5 U.S.C. 6301.

This method of computing average leave days used applies for each agency except Panama Canal Commission. Panama Canal Commission presents a special case because its employees located outside of the U.S. (or the majority of its employees) are not covered by 5 U.S.C. 6301. To determine the average days used for Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301, only General Schedule basic work years (pay code 610) are divided into the number of leave days used. Average "Other Leave" days used is determined by dividing the number of "Other Leave" days used by the remaining basic work years (the total basic work years less the work years reported under the General Schedule).

This exception in the case of Panama Canal Commission affects the average leave days computed for the Independent Agencies total, and for the Executive Branch Agencies total. The basic work years used to compute average "Other Leave" days used include those reported under pay codes 630, 631, 650, 746, 748, and 772, as well as the basic work years of Panama Canal employees located outside the U.S. Basic work years used to obtain average days used for Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301 exclude both those pay codes and Panama Canal employees outside the U.S. from the total basic work year figure.

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





**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS  
FISCAL YEAR 1998**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Total, All Agencies</b>	<b>2,605,227</b>	<b>2,520,715</b>	<b>84,512</b>
<b>Office of the President</b>	<b>1,222</b>	<b>1,222</b>	...
Executive Office of the President	391	391	...
Office of Management and Budget	504	504	...
Office of Administration	173	173	...
Office of U.S. Trade Representative	154	154	...
<b>Departments</b>	<b>1,567,581</b>	<b>1,493,462</b>	<b>74,119</b>
Department of State	22,013	14,244	7,769
Department of the Treasury	141,822	141,822	...
<b>Department of Defense, Total</b>	<b>711,699</b>	<b>697,515</b>	<b>14,184</b>
Department of Army	226,753	226,753	...
Department of Navy	191,988	191,988	...
Department of the Air Force	174,379	167,596	6,783
Other Defense Activities	118,579	111,178	7,401
Department of the Justice	117,313	117,313	...
Department of the Interior	67,158	67,158	...
Department of Agriculture	97,551	97,551	...
Department of Commerce	34,720	34,720	...
Department of Labor	16,251	16,251	...
Department of Health and Human Services	57,905	52,789	5,116
Department of Housing and Urban Development	9,860	9,860	...
Department of Transportation	63,368	63,360	8
Department of Energy	16,316	16,316	...
Department of Education	4,539	4,539	...
Department of Veterans Affairs	207,066	160,024	47,042
<b>Independent Agencies</b>	<b>1,036,424</b>	<b>1,026,031</b>	<b>10,393</b>
American Battle Monuments Commission	367	57	310
Armed Forces Retirement Home	841	841	...
Arms Control and Disarmament Agency	215	215	...
Commodity Future Trading Commission	557	557	...
Consumer Products Safety Commission	462	462	...
Corporation National and Community Service	530	530	...
Equal Employment Opportunity Commission	2,544	2,544	...
Environmental Protection Agency	17,107	17,107	...
Export-Import Bank of the United States	409	409	...
Farm Credit Administration	299	299	...
Federal Communications Commission	2,005	2,005	...
Federal Deposit Insurance Corporation	7,804	7,804	...
Federal Election Commission	305	305	...

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 746, 748, and 772. See Supplement III, page 79.

2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 746, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Panama Canal Zone employees, Department of Veterans Affairs physicians, dentists, nurses, non-U.S. Citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 79.

**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS  
FISCAL YEAR 1998**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Independent Agencies (continued)</b>			
Federal Emergency Management Agency	4,603	4,603	...
Federal Housing Finance Board	117	117	...
Federal Labor Relations Authority	209	209	...
Federal Maritime Commission	139	139	...
Federal Mediation and Conciliation Service	283	283	...
Federal Retirement Thrift Investment Board	103	103	...
Federal Trade Commission	965	965	...
General Services Administration	14,113	14,113	...
U.S. Information Agency	6,390	3,792	2,598
International Boundary and Water Commission: U.S. & Mexico	254	254	...
Merit System Protection Board	236	236	...
National Aeronautics and Space Administration	19,109	19,109	...
National Archives and Records Administration	2,427	2,427	...
National Credit Union Administration	903	903	...
<b>National Foundation on Arts and Humanities</b>	<b>304</b>	<b>304</b>	...
National Endowment for the Arts	143	143	...
National Endowment for the Humanities	161	161	...
National Labor Relations Board	1,880	1,880	...
National Science Foundation	1,189	1,189	...
National Transportation Safety Board	416	416	...
Nuclear Regulatory Commission	3,184	3,184	...
Office of Personnel Management	2,772	2,772	...
Panama Canal Commission	9,633	2,794	6,839
Peace Corps	1,094	853	241
Railroad Retirement Board	1,286	1,286	...
Securities and Exchange Commission	2,775	2,775	...
Selective Service System	64	64	...
Small Business Administration	4,379	4,379	...
<b>Smithsonian Institution</b>	<b>4,920</b>	<b>4,920</b>	...
Smithsonian Institution	4,160	4,160	...
National Gallery of Art	760	760	...
Social Security Administration	64,009	64,009	...
Tennessee Valley Authority	14,457	14,457	...
<b>U.S. International Development Cooperation Agency</b>	<b>2,994</b>	<b>2,589</b>	<b>405</b>
Overseas Private Investment Corporation	193	193	...
Agency for International Development	2,801	2,396	405
U.S. International Trade Commission	373	373	...
U.S. Postal Service	837,399	837,399	...

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 746, 748, and 772. See Supplement III, page 79.

2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 746, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Panama Canal Zone employees, Department of Veterans Affairs physicians, dentists, nurses, non-U.S. Citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 79.

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United States  
**Office of  
 Personnel Management**

Washington, DC 20415-0001

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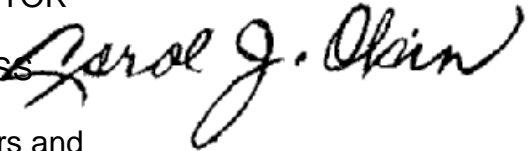
**NOV 10 1998**

**ACTION:** February 13, 1999  
 February 26, 1999



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

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



**SUBJECT:** Fiscal Year 1998 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 1998 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 98 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "1998 actual" column of the Fiscal Year 2000 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 13th. **AGENCIES SHOULD ESTABLISH APPROPRIATE INTERNAL COORDINATION PROCEDURES TO ENSURE THAT THE DATA ARE RECONCILED.** We have added OMB Object Class references on Forms 1351-A and 1351-B to help with this process.

As was required for Fiscal Year 1996, please compute and round to two decimal places all Fiscal Year 1998 work years data reported on Form 1351-A. Also, continue to report "Awards" data as a single category (Code 211. Cash Awards); agencies are to report data in this category for performance bonuses and incentive and other awards. Continue to report separately "Severance Pay" and "Separation Incentive" pay under the Category "Code 400. Total Separation Pay." Instructions for reporting these items are highlighted in the "Instructions for Preparation of Forms," **Attachment 1**. **Please note that each agency is required to submit a separate Form 1351-A for the total agency (summary of all pay systems), and each pay system category listed at Attachment 1 that is preceded by an asterisk.**

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

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

Agencies with 100 or more employees are required to report. **Agencies must submit Fiscal Year 1998 work years and cost data by February 13, 1999. Leave year 1998 data are to be submitted by February 26, 1999.** Send reports to: U.S. Office of Personnel Management, Office of Workforce Information, Statistical Analysis and Services Division, Workforce Information Team (Room 7439), 1900 E Street NW., Washington, DC 20415-0001. Questions concerning this report may be referred to Michael Ambrose, telephone: 202-606-1245, FAX: 202-606-1719, Email: owi@opm.gov.

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

## Attachments



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

### General

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

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

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

If there are any questions regarding interpretations of these instructions, please contact Michael P. Ambrose, Workforce Information Team, at 202-606-1245, Email: owi@opm.gov. Submit reports to the U.S. Office of Personnel Management, Statistical Analysis and Services Division, Room 7439, 1900 E Street NW., Washington, DC 20415-0001.

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

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

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

<b>Code</b>	<b>Pay System Category (Code)</b>
610	* General Schedule (GS and GM)
620	Postal Service schedules--U.S. Postal Service only
630	* Veterans Administration physicians and dentists schedules--Department of Veterans Affairs only
631	* Veterans Administration nurses schedule--Department of Veterans Affairs only
640	Senior Foreign Service (FE)
641	Foreign Service Officers and Staff (FO, FP); Foreign Defense (FD)
650	* Public Health Service Commissioned Corps--Department of Health and Human Services only
675	* Senior Executive Service (ES)
710	Grades related to General Schedule (GG, GH, GN, LG, CZ, VG, VH, TG, CG, PG); <b>also includes:</b> [DA, DG, DP, DS, and DT for Department of Navy only], [DB, DE, DJ, DK for Department of Army], [ND, NG, and NT for the Department of Navy], [ZA, ZP, ZS, and ZT for Department of Commerce], [FG, FM for Department of Transportation (FAA)], [DR for Material Command within the Department of Air Force only], [employees in demonstration projects]

Code	Pay System Category (Code)
716	Foreign Compensation -- Agency for International Development (FC)
720	Administratively Determined (AD)
730	Canal Zone Special Category Positions (SZ)
732	Tennessee Valley Authority (salary policy employees)
733	Tennessee Valley Authority (trade and labor employees)
740	* Wage employees--trades and crafts (U.S. citizens)
746	* Wage employees--(aliens employed in foreign areas)--Panama Canal Commission only
748	* Aliens employed in foreign areas (non-wage board)--Department of Defense, U.S. Information Agency, Volunteers in Service to America, Peace Corps, Agency for International Development, State, American Battle Monuments Commission only
752	U.S. attorneys, assistants--Department of Justice only
768	* Experts and consultants (employees appointed under 5 U.S.C. 3109)
770	Employees on fee, contract, or piecework basis
772	* Teachers in Dependent Schools Abroad
777	Census enumerators
800	<b>Agency Total - Sum of all Pay Systems</b>

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

### Definitions

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

#### Code 100. Basic Work Years and Payroll.

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

Personnel compensation will equal the **gross (direct and reimbursables)** compensation for personal services rendered to the Government, including amounts withheld that are creditable to other funds for the employee's share of retirement and insurance contributions, income taxes, and other purposes. Include Locality-Based Comparability Payments, which first became available in Fiscal Year 1994. Also, continue to include Federal Employees Pay Comparability Act (FEPCA) special pay adjustments for law enforcement officers. Please note that the personnel compensation (both direct and reimbursables) for code 101 **should equal** the figure (both direct and reimbursables) reported to the Office of Management and Budget under object classification 11.1, and the sum of personnel compensation (both direct and reimbursables) for codes 102 and 103 **should equal** the figure (both direct and reimbursables) reported to the Office of Management and Budget under object classification 11.3.

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

Regular salaries and wages paid or to be paid directly to civilian full-time permanent employees and other payments that become part of the employee's basic rate of pay. Includes regular salaries and wages paid to employees while they are taking compensatory time off or are on annual, sick, or other paid leave and lump-sum payments for annual leave upon separation; excludes compensation for overtime or other premium pay (object class 11.5). Includes regular pay of the commissioned officers of the Public Health Service and the

National Oceanic and Atmospheric Administration. Includes seasonal employees with permanent appointments who work the number of hours required by the administrative workweek.

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

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

Entries will represent the work years and related costs for full-time temporary employment. Includes regular pay for full-time employment for a limited period of time that is generally less than a year (e.g., seasonal employment of employees without permanent appointments). Includes regular pay for employees with term appointments. Includes pay for employees whose tenure is without a specific time limitation, but not actually or potentially permanent -- i.e., indefinite appointments. Includes amounts withheld that are creditable to other funds for the employee's share of retirement and insurance contributions, income taxes, and other purposes.

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

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

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

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

**Code 200. Premium Work Years and Pay.**

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

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



**Code 201. Overtime Pay (object class 11.5).**

Report work years and payments above the basic rate for services in excess of the established work period for basic compensation purposes, usually a 40-hour week or an 8-hour day (see 5 U.S.C. 5542 and 5544). Includes annual premium pay for administratively uncontrollable overtime work (5 U.S.C. 5545 (c)(2)) and availability pay for criminal investigators (5 U.S.C. 5545a).

**Code 202. Holiday Pay (object class 11.5).**

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

**Code 203. Sunday Pay (object class 11.5).**

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

**Code 204. Night Differential (object class 11.5).**

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

**Code 205. Hazardous Duty Pay (object class 11.5).**

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

**Code 206. Post Differential (object class 11.5).**

Report payments above the basic rate for service at hardship posts abroad that are based upon conditions of environment differing substantially from those in the contiguous 48 States and the District of Columbia as defined in 5 U.S.C. 5925. Also includes post differentials under 5 U.S.C. 5941 (**see Code 312. Non-Foreign Cost of Living Allowance on Attachment 1 (8)**).

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

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

**Code 208. Supervisory Differential (object class 11.5).**

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

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

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

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

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

**Code 211. Cash Awards.**

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

Include:

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

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

**Code 212. Other (object class 11.5).**

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

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

- (1) The cost for codes 100, 101, 102, and 103 divided by the respective work years should approximate the average basic salary of each pay system category of employee (e.g., Code 610 \* General Schedule--GS and GM; Code 675 \* Senior Executive Service--ES, etc.).

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

Code	Pay System Category	Minimum-----	Maximum
630	Physicians/Dentists--Department of Veterans Affairs only (VA)	\$36,609	\$105,636
675	Senior Executive Services (ES)	\$99,200	\$118,400

- (2) The average basic salaries computed by edit (1) above divided by 260 days should approximate the average daily rate.

- (3) For code 201, overtime costs divided by overtime work years should approximate the annual average overtime rate. This amount normally should not exceed  $1\frac{1}{2}$  times the annual salary rate for GS-10 (step 1) of the General Schedule. Normally it will be considerably less.
- (4) The Work Years and Personnel Report covers **total employment**. Work Years should be benchmarked against the monthly report of Full-Time Equivalency (SF 113-G) summary reports; large differences in report coverage should be explained, since the 113-G report now covers total employment, including those in special employment categories (formerly non-ceiling employees).

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

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

#### **Code 300. Total Cost of Benefits.**

The total cost will represent the agency's aggregate costs for benefits and should equal the sum of codes 301 through 303 plus 308 through 316. This amount (both direct and reimbursables) **will be identical** to the total amount (both direct and reimbursables) reported to the Office of Management and Budget (OMB) under object class 12.1, Personnel Benefits for Civilian Employees, as provided in OMB Circular A-11, 35.5, Object Classification Definitions. Portions of Circular A-11 that relate to overall object class 12 (Personnel Benefits) and to the 12.1 sub-category (Civilian Personnel) are reprinted below:

#### **12.1 Civilian Personnel Benefits**

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

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

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

Includes:

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

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

Allowances -- includes quarters allowances (when paid in cash), special pay that is paid in a lump sum, reimbursements for notary public expenses, and allowances above basic rates of pay for service outside the contiguous 48 States and the District of Columbia to compensate for a substantially higher cost of living at the post of assignment than the cost of living in the District of Columbia (as authorized under 5 U.S.C. 5924 and 5941).

Also includes allowances for separate maintenance, education for dependents, transfers for employees stationed abroad, and personal allowances based upon assignment or position.

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

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

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

**Code 301. Health Insurance (object class 12.1).**

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

**Code 302. Life Insurance (object class 12.1).**

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

**Code 303. Retirement (object class 12.1).**

Report total costs charged to the agency for (1) civil service retirement, (2) any other retirement plan established by the Federal Government (e.g., Foreign Service retirement or the Tennessee Valley Authority Health Plan).

**Please note that codes 304 through 307 are subcategories of code 303.**

**Code 304. Civil Service Retirement System (CSRS) (object class 12.1).**

Report total charges to the agency for costs related to the civil service retirement system.

**Code 305. Federal Employees Basic Benefit (Federal Employees Retirement System (FERS)) (object class 12.1).**

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

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

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

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

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

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

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

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

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

**Code 310. Uniform Allowances (object class 12.1).**

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

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

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

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

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

**Code 313. Retention Allowance (object class 12.1).**

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

**Code 314. Recruitment Bonus (object class 12.1).**

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

**Code 315. Relocation Bonus (object class 12.1).**

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

**Code 316. Other Benefits included in object class 12.1.**

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

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

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

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

Report payments made through the \$25,000 Voluntary Separation Incentive (VSI) Program (i.e., Buyout Bonuses, etc.)

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

Do not include the costs for separation pay (code 400) in the line labeled Total Cost of Benefits (code 300).

Shown below are Governmentwide figures for benefit costs as percentages of basic payroll.

<b>Benefit Code and Title</b>	<b>Cost as Percent of Basic Payroll, Fiscal Year 1997</b>
300 Total cost of benefits (Excludes separation pay) . . . . .	26.01
301 Health Insurance . . . . .	5.96
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI) . . . . .	.31
303 Retirement . . . . .	11.24

Benefit Code and Title	Cost as Percent of Basic Payroll, Fiscal Year 1997
304 Civil Service Retirement . . . . .	3.44
305 Federal Employees Basic Benefit Federal Employees Retirement System (FERS) . . .	5.59
306 Federal Employees Thrift Plan (FERS) . . . . .	1.89
307 Other Retirement Systems . . . . .	.32
308 Federal Insurance Contributions Act (OASDHI) . . . . .	5.02
309 Federal Employees Compensation Act (Payments to Labor Department) . . . . .	.89
310 Uniform Allowances . . . . .	.08
311 Overseas Allowances . . . . .	.43
312 Non-Foreign Cost of Living Allowance (COLA) . . . . .	.11
313 Retention Allowance . . . . .	.05
314 Recruitment Bonus . . . . .	.00
315 Relocation Bonus . . . . .	.02
316 Other benefits included in object class 12.1 . . . . .	1.90
400 Separation Pay . . . . .	.91
Total Benefits plus separation pay . . . . .	26.92

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 1998).**

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

A summary report in the format of Form 1351-C will be prepared for each agency. Items 1 through 4 under "Type of Leave" apply to employees covered by 5 U.S.C. 6301. Item 5 applies to employees **not** covered by 5 U.S.C. 6301. Items are defined as follows:

1. **Annual leave.** Include (1) the number of days paid for but not worked and charged to annual leave or home leave, and (2) the number of days for which lump-sum payments were made at time of separation.
2. **Sick leave.** Include the number of days charged to sick leave by (1) active employees, and (2) those scheduled to be retired for disability.
3. **Holidays.** Include the aggregate number of Federal holidays paid for but not worked.
4. **Other leave for Employees covered by 5 U.S.C. 6301.** Include the aggregate number of days charged to shore leave (vessel employee); military leave (National Guard and reserve duty); court leave (jury and witness); administrative dismissals, such as hazardous weather and hot weather dismissals and when a field office is closed on a local holiday because Federal work may not be properly performed; and other excused absences, such as for registration and voting, civil defense activities, participation in military funerals, blood donations, taking examinations, attending conferences and conventions, and representing employee organizations. **Also include excused absence granted as "Time Off Award."**

5. **Other leave for Employees not covered by 5 U.S.C. 6301.** Report all leave used regardless of type. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction); Panama Canal Zone employees; Veterans Administration physicians, dentists, and nurses; non-U.S. citizen employees in foreign areas; certain teachers; and executive branch officials appointed or designated by the President. (Exclude lump-sum payments for annual leave upon separation.)

The number of days reported as leave used, earned, and forfeited should be based on the amounts accumulated in the leave records (and reports) during the **1998 leave year**. The number of days of leave reported as carried over should relate to employees on board at the end of the leave year. Accumulated sick leave converted to service credit for retirement annuities should be reported for all employees who retired during the leave year.

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

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

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



## SAMPLE AGENCY CONTACT NOTIFICATION LETTER

Agency Name:  
Agency Address:  
Date:

Office of Personnel Management  
Office of Merit Systems Oversight and Effectiveness  
Statistical Analysis and Services Division  
Workforce Information Team  
1900 E Street NW.  
Washington, DC 20415-6000  
Attention: Michael Ambrose, Room 7439  
**Email: mpambros@opm.gov**

Dear Mr. Ambrose:

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

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

Sincerely,

Director of Personnel

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



**WORK YEARS AND PERSONNEL COSTS REPORT  
BASIC AND PREMIUM WORK YEARS AND PAY  
FISCAL YEAR 1998**

<b>1. Agency Name</b>		<b>2. Agency Code</b>		
<b>3. Pay System Name</b>		<b>4. Pay System Code</b>		

CODE	ITEM	OMB OBJECT CLASS	WORK YEARS two decimal places	PERSONNEL COMPENSATION (Thousands)
<b>100</b>	<b>Total - Basic Work Years and Payrolls</b>	11.1/11.3		
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		
<b>200</b>	<b>Total Premium Work Years and Pay</b>	11.5		
201	Overtime Pay	11.5		
202	Holiday Pay	11.5		
203	Sunday Pay	11.5	XXX	
204	Night Differential	11.5	XXX	
205	Hazardous Duty Pay	11.5	XXX	
206	Post Differential	11.5	XXX	
207	Staffing Differential	11.5	XXX	
208	Supervisory Differential	11.5	XXX	
209	Physicians Comparability Allowance	11.5	XXX	
210	Remote Work Site Allowance	11.5	XXX	
211	Cash Awards	11.5	XXX	
212	Other*	11.5	XXX	

\* Identify separately any forms of premium pay included in code 212 that are equal to 100 thousand dollars or more  
OPM Form 1351-A (Rev. 11/97)

**WORK YEARS AND PERSONNEL COSTS REPORT  
COST OF EMPLOYEE'S BENEFITS  
FISCAL YEAR 1998**

69

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

**WORK YEARS AND PERSONNEL COSTS REPORT  
LEAVE EARNED AND USED  
LEAVE YEAR 1998**

1. Agency Name				2. Agency Code		
Type of Leave	Leave Used		Number of Leave Days:			Credited for Retirement
	Number of Days	Value (Thousands)	Earned	Carried Over End of Year	Forfeited End of Year	
1. Annual	(1)	(1)				XX
2. Sick					XX	
3. Holidays			XX	XX	XX	XX
4. Other Leave for employees covered by 5 U.S.C. 6301			XX	XX	XX	XX
5. Other Leave <sup>2</sup> for employees not covered by 5 U.S.C. 6301						

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

<sup>2</sup>Leave granted to employees not covered by chapter 63 of title 5, U.S. Code, regardless of type of leave. Specify categories of employees for whom this type of leave is reported.

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## SUPPLEMENT V - GLOSSARY

### Definitions of Key Terms

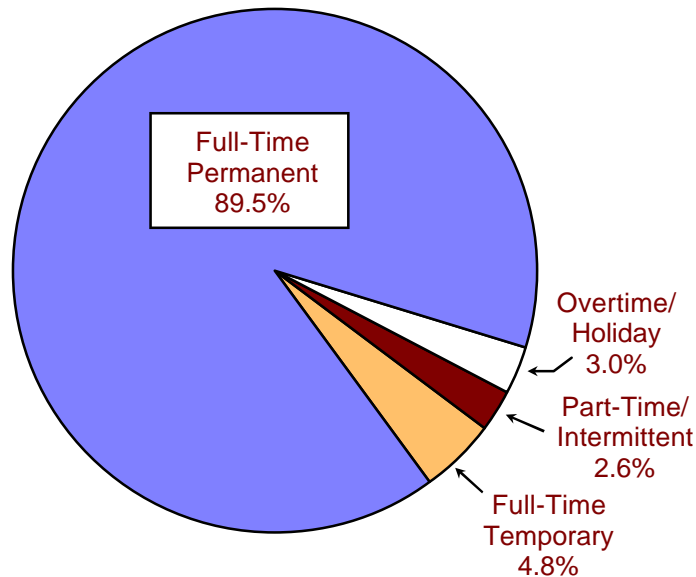
	Page
<b>Components of Work Years</b> .....	<b>102</b>
<b>Components of Personnel Costs</b> .....	<b>103</b>

### ACKNOWLEDGMENTS

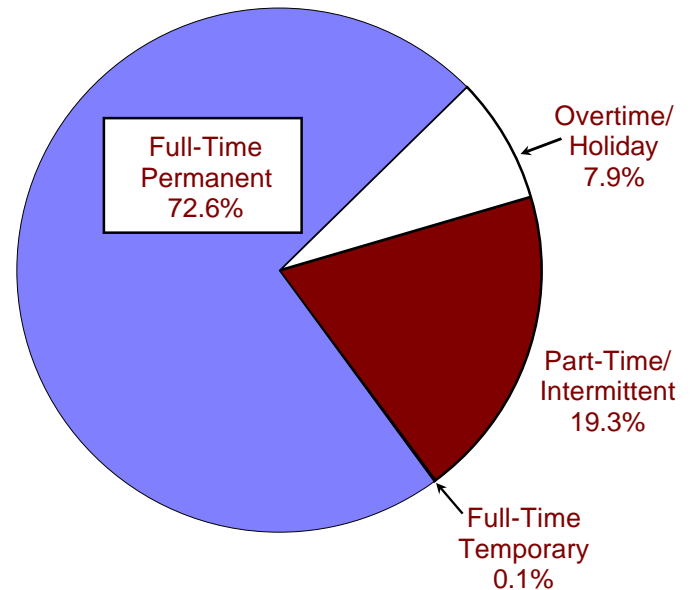
The project manager for this report is statistician Michael P. Ambrose (telephone: 202-606-1245; Email: mpambros@opm.gov). The survey and publication were prepared under the direction of Kelly Croft, Assistant Director for Workforce Information and Acting Chief, Statistical Analysis and Services Division, by the Workforce Information Team, Charlie F. Taylor, Leader. We also recognize the contributions of Carol Goodroe of the Agency Administrative Systems Branch, Retirement and Insurance Service, as well as British Morrison, and Carolyn Harris of the Workforce Information Team.

# COMPONENTS OF WORK YEARS

All Other Agencies



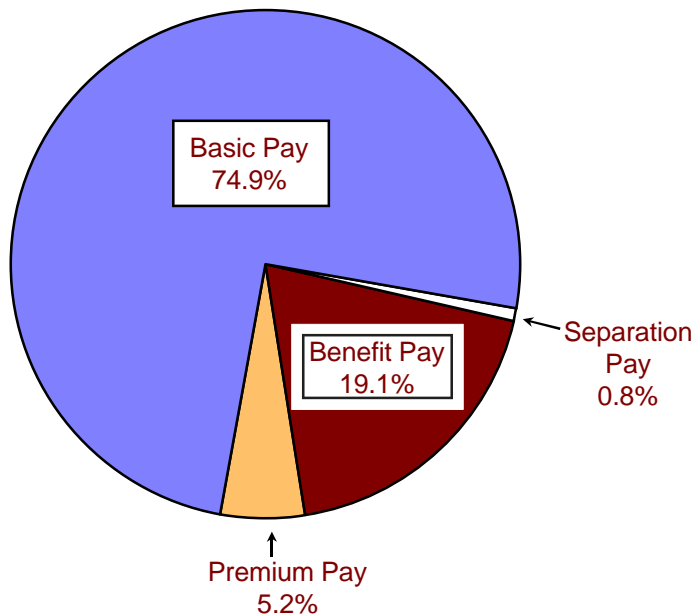
U.S. Postal Service



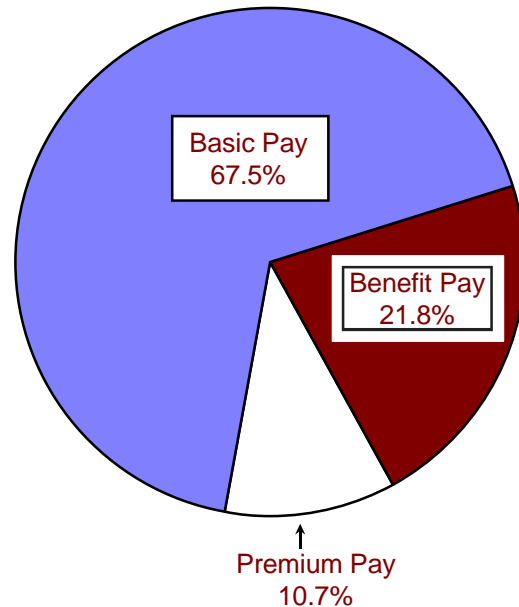
- **Full-Time Permanent** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the competitive Service with career and career-conditional appointments, employees in an Excepted Service and Senior Executive Service with career and noncareer appointments; that work a 40 hour work week or 2,080 hours in a work year *(See Supplement IV, pages 87 and 88).*
- **Full-Time Temporary** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees with permanent appointments that work for a limited period of time that is generally less than a year *(See Supplement IV, page 88).*
- **Part-Time Employment** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees with appointments that require work on a prearranged schedule of fewer hours or days of work than prescribed for full-time employees in the same group *(See Supplement IV, page 88).*
- **Intermittent Employment** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents appointments on an irregular or occasional basis, with hours or days of work not based on a prearranged schedule *(See Supplement IV, page 88).*
- **Overtime and Holiday** (identified by Office of Management and Budget (OMB) Object Class 11.5) represents work in excess of the established work period, usually a 40 hour week or 8 hour day and work for services of 8 hours or less on holidays or days treated as holidays *(See Supplement IV, page 89).*
- **Basic Work Years** (identified by Office of Management and Budget (OMB) Object Classes 11.1 and 11.3) represents work years under full-time permanent, full-time temporary, and part-time and intermittent work schedules *(See Supplement IV, page 87).*
- **Total Work Years** (identified by Office of Management and Budget (OMB) Object Classes 11.1, 11.3, and 11.5) represent basic (Object Classes 11.1 and 11.3) and premium (overtime and holiday, Object Class 11.5) work years.

# COMPONENTS OF PERSONNEL COSTS

All Other Agencies



U.S. Postal Service



- **Basic Pay** (identified by Office of Management and Budget (OMB) Object Classes 11.1 and 11.3) represents the aggregate personnel compensation for full-time permanent, full-time temporary, and part-time/intermittent appointments *(See Supplement IV, page 87)*.
- **Premium Pay** (identified by Office of Management and Budget (OMB) Object Class 11.5) represents personnel compensation for the following premium pay categories: Overtime, Holiday, Sunday, Night Differential, Hazardous Duty, Post Differential, Staffing Differential, Supervisory Differential, Physicians Comparability Allowance, Remote Work Site Allowance, Cash Awards, and Other *(See Supplement IV, pages 88-90)*.
- **Benefit Pay** (identified by Office of Management and Budget (OMB) Object Class 12.1) represents personnel compensation for the following benefit pay categories: Health Insurance, Life Insurance, Retirement, Social Security, Workers' Compensation, Uniform Allowances, Overseas Allowances, Non-Foreign COLA, Retention Allowance, Recruitment Bonus, Relocation Bonus, and Other *(See Supplement IV, pages 91-94)*.
- **Separation Pay** (identified by Office of Management and Budget (OMB) Object Class 13.0) represents personnel compensation to involuntarily separated employees and payments made through the \$25,000 Voluntary Separation Incentive (VSI) Program (i.e., Buyout Bonuses, etc.) *(See Supplement IV, page 94)*.
- **Direct Pay** (identified by Office of Management and Budget (OMB) Object Classes 11.1, 11.3, and 11.5) represents basic (Object Classes 11.1 and 11.3) plus premium (Object Class 11.5) pay.
- **Total Pay** (identified by Office of Management and Budget (OMB) Object Classes 11.1, 11.3, 11.5, 12.1, and 13.0) represents basic (Object Classes 11.1 and 11.3), premium (Object Class 11.5), benefit (Object Class 12.1), and separation (Object Class 13.0) pay.

# NOTES