



# 2008 Governmentwide Employee Relocation Data



FINAL

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*This bulletin contains employee relocation expenditures by Federal agencies*

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# 2008 Relocations and Projections



*Forty-three (43) Federal agencies (24 CFO Act and 19 non-major) authorized greater than 30,000 relocations of current (transfer) and new hire employees in 2008.*

- ❖ Agencies expect a 5% and 22% increase in authorized relocations for 2009 and 2010, respectively.
- ❖ The variation between the number of authorized relocations and those initiated in 2008 can be explained by the fact that relocations can span several years, many being approved in 2006 or 2007 but not actually initiated until 2008; therefore initiated relocations include both moves authorized in prior years that didn't begin until 2008, and those authorized in 2008 that began that same year.

Agency Relocations Authorized/Initiated 2008 – 2010			
	2008	2009	2010
No. of Relocations Authorized	31,209	32,751	39,975
No. of Relocations Initiated	32,231		

# 2008 Relocation Expenditures



*The total relocation expenditures in 2008 totaled approximately \$1.2B.*

- ❖ These relocation expenditures reflect all agencies governed by the CFO Act as well as 19 other non-major Federal government agencies with relocation expenditures.
- ❖ The relocation expenditures do not correlate to the number of relocations initiated because expenditures are captured as a snapshot, reflective of a specific point in time, and can include on-going relocation expenditures from previous years as well as those costs resulting from recently initiated relocations.
- ❖ CFO Act agencies accounted for 99.7% of relocation expenditures in 2008.

Total Relocations and Associated Expenditures
<b>2008</b>
Relocation Expenditures (\$M)
\$1,198.3

# Agency Relocation and OPM CoS



*OPM provided 2008 Change of Station (CoS) statistics that showed considerable variation when compared to the 2008 relocation totals submitted by the agencies.*

❖ CoS is classified as a change in zip code of greater than 50 miles, independent of government relocation funds provided.

CFO Act Agency Relocations (Authorized/Initiated)			
Agency Name	No. of Authorized Relocations	No. of Initiated Relocations	OPM Reported Change of Station (CoS)
Department of State	6,160	6,160	Not Reported
Department of Defense	5,845	7,573	21,580*
Department of Justice	3,643	3,622	6,024
Department of Agriculture	3,621	3,460	6,918
Department of Homeland Security	2,833	2,812	10,377
Department of the Interior	2,414	2,347	3,815
Department of Health and Human Services	1,642	1,154	1,152
Department of Veteran's Affairs	1,451	1,451	6,481
Department of Transportation	742	739	2,267
Department of Commerce	681	725	705
Social Security Administration	562	562	1,722
National Aeronautical and Space Administration	360	360	220
Department of Energy	307	307	324
Nuclear Regulatory Commission	255	255	162
Environmental Protection Agency	195	195	183
Department of the Treasury	182	185	2,775
Department of Labor	70	70	514
General Services Administration	51	58	266
Department of Housing and Urban Development	24	25	213
Small Business Administration	14	14	168
National Science Foundation	13	13	11
Office of Personnel Management	9	9	136
Department of Education	2	2	34
US Agency for International Development	1	1	Not Reported

*\* DoD is projected to have the highest population of married employees in the Federal government. The OPM CoS number is partially inflated as a result of double counting relocations when a spouse and significant other are both relocated. This also applies to federal employee spouses of military personnel executing CoS.*



# CFO Act Agency Expenditures



CFO Act Agency Expenditures				
Agency Name	Reported Relocation Costs (\$M)	% of Total Relocation Expenditures	No. of Initiated Relocations	Avg. Relocation Costs (\$K)
Department of Defense	\$320.5	27%	7,573	\$42.33
Department of Justice	\$204.2	17%	3,622	\$56.37
Department of Homeland Security	\$177.9	15%	2,812	\$63.27
Department of State	\$117.2	10%	6,160	\$19.02
Department of Agriculture	\$113.1	9%	3,460	\$32.69
Department of the Interior	\$79.0	7%	2,347	\$33.67
Department of Veteran's Affairs	\$36.4	3%	1,451	\$25.10
Social Security Administration	\$22.8	2%	562	\$40.50
Department of Transportation	\$21.1	2%	739	\$28.62
Department of Health and Human Services	\$20.7	2%	1,154	\$17.94
Department of Commerce	\$19.1	2%	725	\$26.35
Nuclear Regulatory Commission	\$14.1	1%	255	\$55.49
National Aeronautical and Space Administration	\$12.6	1%	360	\$34.98
Department of Energy	\$9.9	1%	307	\$32.43
Department of the Treasury	\$8.7	1%	185	\$47.00
Environmental Protection Agency	\$7.7	1%	195	\$39.38
Department of Labor	\$4.6	<1%	70	\$65.37
General Services Administration	\$2.9	<1%	58	\$51.17
Department of Housing and Urban Development	\$1.2	<1%	25	\$46.44
National Science Foundation	\$.376	<1%	13	\$28.92
Small Business Administration	\$.370	<1%	14	\$26.43
Department of Education	\$.102	<1%	2	\$51.08
Office of Personnel Management	\$.073	<1%	9	\$8.16
US Agency for International Development	\$.022	<1%	1	\$22.64
Non-major Agencies	\$3.5	<1%	132	\$26.80

❖ The expenditures table highlights the total relocation costs per CFO Act agency as well as the percentage of the overall Government relocation expenditures.

❖ Four (4) CFO Act organizations account for 69% of the total relocation budget for 2008.

❖ Eight (8) agencies had expenditures of less than \$5M, each accounting for less than 1% of the total expenditures.

# Agency Expenditure – CONUS/OCONUS



*The majority of CFO Act agencies had expenditures for both “CONUS” and “OCONUS” relocations. Agencies with significant foreign presence, State and DoD, had higher “OCONUS” relocation expenditures.*

CFO Act Agencies - CONUS/OCONUS Expenditure Breakout					
Agency Name	Total Relocation Costs (\$M)	CONUS Expenditures (\$M)	% of Total Relocation Expenditures	OCONUS Expenditures (\$M)	% of Total Relocation Expenditures
Department of Defense	\$320.5	\$267.5	83%	\$52.9	17%
Department of Justice	\$204.2	\$186.1	91%	\$18.0	9%
Department of Homeland Security	\$177.9	\$151.7	85%	\$26.3	15%
Department of State	\$117.2	\$0	0%	\$117.2	100%
Department of Agriculture	\$113.1	\$110.6	98%	\$2.5	2%
Department of the Interior	\$79.0	\$71.7	91%	\$7.3	9%
Department of Veteran's Affairs	\$36.4	\$36.2	99%	\$.261	1%
Social Security Administration	\$22.8	\$22.3	98%	\$.459	2%
Department of Transportation	\$21.1	\$17.9	85%	\$3.2	15%
Department of Health and Human Services	\$20.7	\$16.2	78%	\$4.5	22%
Department of Commerce	\$19.1	\$13.4	70%	\$5.7	30%
Nuclear Regulatory Commission	\$14.1	\$14.1	100%	\$0	0%
National Aeronautical and Space Administration	\$12.6	\$12.4	99%	\$.181	1%
Department of Energy	\$9.9	\$9.8	98%	\$.152	2%
Department of the Treasury	\$8.7	\$7.6	88%	\$1.0	12%
Environmental Protection Agency	\$7.7	\$5.9	78%	\$1.7	22%
Department of Labor	\$4.6	\$4.6	100%	\$0	0%
General Services Administration	\$2.9	\$2.3	79%	\$.628	21%
Department of Housing and Urban Development	\$1.2	\$1.2	100%	\$0	0%
National Science Foundation	\$.376	\$.376	100%	\$0	0%
Small Business Administration	\$.370	\$.211	57%	\$.159	43%
Department of Education	\$.102	\$.102	100%	\$0	0%
Office of Personnel Management	\$.073	\$.073	100%	\$0	0%
US Agency for International Development	\$.022	\$.023	100%	\$0	0%
Non-major Agencies*	\$3.5	\$.889	25%	\$2.7	75%

*\*\*"OCONUS" relocation expenditures made by non-major agencies occurred with the Peace Corps.*

# Expenditure by Category



2008 relocation expenditures were disbursed across 19 cost categories.

❖ Transportation of Household Goods accounted for 24%, \$290M, of the total relocation expenditures; however, many agencies include costs for Transportation of POVs and Storage of Household Goods in this cost category.

Relocation Cost Category	Number of Agencies	Aggregate Costs for Expense Category (\$M)	Aggregate Relocations Initiated*	Average Cost Per Relocation (Actual Dollars)	Percent of Total Relocation Expenditures
Transportation of Household Goods	31	\$290.0	19,690	\$14,730	24%
Appraised Value Home Sale	19	\$240.8	3,387	\$71,090	20%
Other**	23	\$161.9	NC		14%
Temporary Quarters Expenses	29	\$112.9	NC		9%
Home Sale Assistance	10	\$86.8	NC		7%
Relocation Income Tax Allowance (RITA)	24	\$65.3	32,101	\$2,035	5%
Home Buying Assistance	14	\$56.5	NC		5%
Amended Value Home Sale	15	\$53.7	1,475	\$36,395	4%
Direct Reimbursement Home Sale	21	\$48.4	2,339	\$20,699	4%
Personally Owned Vehicle (POV) Mileage Expenses	21	\$47.4	31,264	\$1,517	4%
Storage of Household Goods	24	\$33.6	NC		3%
Property Management	11	\$20.2	NC		2%
Transportation of Employee and Family	27	\$19.5	24,619	\$792	2%
House Hunting Trips	22	\$17.4	5,613	\$3,094	1%
Miscellaneous Moving Expenses	25	\$13.9	NC		1%
Home Marketing Incentive Payment	13	\$6.3	NC		1%
Transportation of POVs	21	\$4.3	NC		<1%
Lease Termination Expenses	19	\$2.3	NC		<1%
Transportation of Mobile Home or Boat	2	\$.068	NC		<1%

\*\*"Other" expenditures may include FICA, HIT, contractor services, airfreight costs, unattended baggage.



# Residence Transactions



*Federal agencies spent \$493M in residence transactions, with 49% of these monies dedicated as an “Appraised Value Home Sale” relocation expense category.*

- ❖ Amended Value Home Sale to Appraised Value Home Sale ratio is 1:4.5 (22%); this indicates that guaranteed buy-outs occur in approximately every 3 out of 4 relocations, which is costly to the government (approx. 29% in relocation service company fees).
- ❖ Many residence transactions were cancelled by the employee for categories such as Home Sale Assistance and Direct Reimbursement, 503 and 223 respectively.
- ❖ Expenditures in the “Other” category include only the costs specifically listed (by agency) as residence expenditures to include real estate costs and home purchase costs.

2008 Residence Transaction Expenditures	
Residence Transaction	Residence Expenditures (\$M)
Appraised Value Home Sale	\$240.8
Home Sale Assistance	\$86.8
Home Buying Assistance	\$56.5
Amended Value Home Sale	\$53.7
Direct Reimbursement Home Sale	\$48.4
Home Marketing Incentive Payment	\$6.3
Other	\$1.3
<b>Total</b>	<b>\$493.9</b>

# Residence Transactions – Agency Expenditures



*In most residence transaction categories, more than half of the CFO Act agencies had expenditures.*

- ❖ Non-major agencies provided only \$175K in residence expenditures across all categories. Those expenditures came from 3 agencies; the Defense Nuclear Facilities Safety Board (\$22K), the National Archives and Records Administration (\$89K), and the Railroad Retirement Board (\$64K).

**Residence Transaction Respondent Summary (CFO Act)**

Residence Expenditure Category	Amended Value Home Sale (\$M)	Appraised Value Home Sale (\$M)	Direct Reimbursement Home Sale (\$M)	Home Sale Assistance (\$M)	Home Marketing Incentive Payment (\$M)	Home Buying Assistance (\$M)
<b>No. of Agencies with Expenditures</b>	15	18	19	9	13	13
<b>Maximum Expenditure (\$M)</b>	\$18.1	\$59.2	\$23.4	\$51.7	\$2.2	\$29.9