

# Federal Civilian Workforce Statistics

# Work Years and Personnel Costs

## Fiscal Year 1997



**United States  
Office of  
Personnel  
Management**

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

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September 1998

**Federal Civilian Workforce Statistics**

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# **Work Years and Personnel Costs**

**United States Government**

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**Fiscal Year 1997**

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 20th 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 excluded small agencies represent less than a 10th of a percent of the total work years. Overall, this report achieves 98 percent coverage of worldwide employment when benchmarked against the September 1997 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 1997 (October 1, 1996, through September 30, 1997). The leave data in this report are for leave year 1997, which is essentially calendar year 1997. 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 1997 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 (2,759,761) included full-time permanent (2,333,818), full-time temporary (83,812), and part-time and intermittent (216,633) basic work years plus overtime and holiday premium work years (125,498). Basic work years (2,634,263) 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 (248,017 basic work years) employment accounted for 9.4 percent of the total basic work years. Over 95 percent of Wage Board work years were in trades and crafts (237,320).

\* **Chart 3** shows that the Total cost (\$145.1 billion) includes Basic pay (\$106.2 billion or 73.2 percent), Benefit pay (\$27.6 billion or 19.0 percent), Premium pay (\$10.3 billion or 7.1 percent) and Separation pay (\$970 million or 0.7 percent).

\* The U.S. Postal Service pay system accounted for 49 percent of all premium pay (\$5.0 billion of the \$10.3 billion total) and the General Schedule pay system (\$3.3 billion) covered another 32 percent of all premium pay.

\* Based on total work years, the cost per work year was \$52,563, consisting of \$42,202 (80 percent) for direct pay (basic plus premium) and \$10,361 (20 percent) for benefit pay.

\* The U.S. Postal Service made up 78 percent (168,105) of part-time and intermittent work years. Veterans Affairs and the Departments of Defense together represented another 9 percent (12,637 and 5,983; respectively).

\* The U.S. Postal Service contributed 58 percent (or 72,206) of overtime and holiday work years; while Defense agencies contributed another 15 percent (18,951 work years).

### Trends in Non-Postal Work Years

\* Since 1992, decreases occurred in work years for full-time permanent, full-time temporary, and part-time and intermittent work schedules.

\* Total work years (1.9 million) decreased by 63,000 since Fiscal Year (FY) 1996 (mostly in the Defense Agencies -- down 34,000) and decreased by 297,000 since FY 1992.

\* Basic (**full-time permanent, full-time temporary, and part-time/intermittent**) work years (1.8 million) decreased by 52,000 since FY 1996, and by 287,000 since FY 1992.

\* Full-time permanent work years (over 90 percent of total work years), show a steady decline -- down 45,000 since FY 1996, and down 227,000 since FY 1992.

\* Full-time temporary work years (83,000 in FY 1997) decreased by 7,000 since FY 1996, and by 41,000 since FY 1992.

\* Part-time and intermittent work years (49,000) decreased by 300 since FY 1996 and by 20,000 since FY 1992.

\* **Chart 2** shows that Overtime and Holiday work years (53,000) in FY 1997 decreased by 11,000 since FY 1996, and by 10,000 since FY 1992.

## Survey Highlights (continued)

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

### Trends in Basic and Premium Pay

- \* Wage Board pay system reported a 6.2 percent drop in basic work years and a 4.4 percent decrease in average basic salary.
- \* Basic pay (73.2 percent of total costs) increased by \$1.2 billion since Fiscal Year (FY) 1996 and by \$8.9 billion since FY 1992.
- \* Premium pay (7.1 percent of total costs) increased by 6.3 percent since FY 1996 -- mostly due to increases within the U.S. Postal Service (up \$635 million or 14.6 percent).
- \* **Table 3b** shows that the Average basic pay per work year for all agencies was \$40,306 (up \$1,161 since FY 1996 or 3.0 percent).

### Agencies

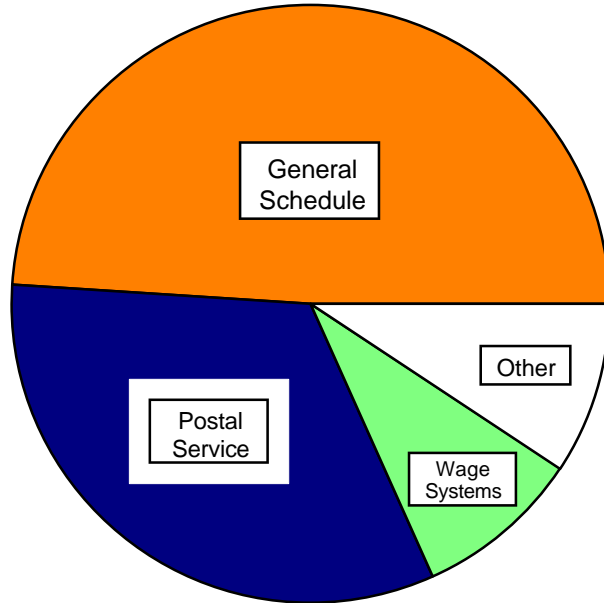
- \* **Chart 4** shows that 68.1 percent of the total civilian work years occurred in three agencies: Department of Defense (763,839 or 27.7 percent); U.S. Postal Service (898,384 or 32.6 percent); and Department of Veterans Affairs (215,673 or 7.8 percent).
- \* Federal Housing Finance Board had the highest amount of premium pay as a percent of basic pay (22.5 percent) during FY 1997.
- \* The U.S. Postal Service reported a 4,000 increase in basic work years; and a 6,000 increase in overtime and holiday work years since FY 1996.
- \* Defense Agencies reported major changes in work years as follows: full-time permanent (down 23,000 from 720,000 to 697,000); full-time temporary (down 6,000 from 47,000 to 41,000); and part-time and intermittent work years (down 300 from 6,300 to 6,000).

## CHART 1

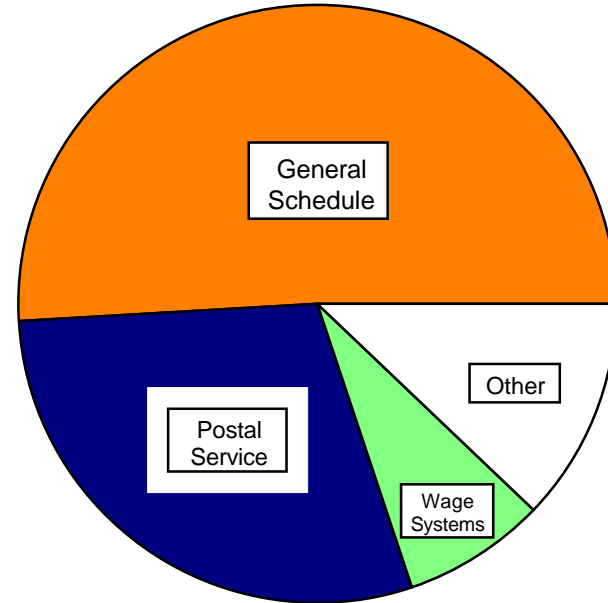
# APPROXIMATELY HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM

(Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost

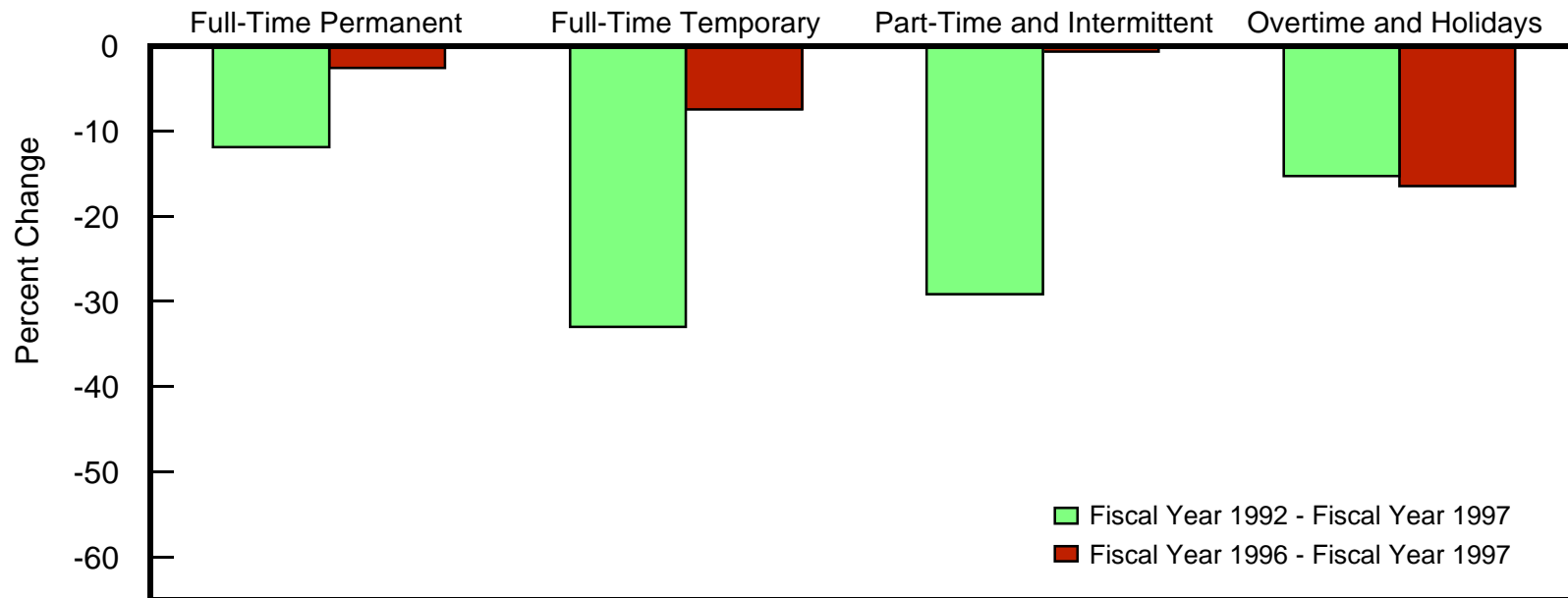


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TOTAL WORK YEARS AND DIRECT PAY COSTS BY PAY SYSTEM (Fiscal Year 1997)

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,353,217	49.0	59,231,248	50.8
Postal Service	898,384	32.6	33,965,161	29.2
Wage Systems	254,007	9.2	9,161,197	7.9
Other	254,153	9.2	14,110,392	12.1
<b>Total</b>	<b>2,759,761</b>	<b>100.0</b>	<b>116,467,998</b>	<b>100.0</b>

**CHART 2**  
**FULL-TIME PERMANENT WORK YEARS HAVE DECLINED**  
**12 PERCENT SINCE 1992**  
 (Excluding Postal Service)



5

	Work Years (Excluding Postal Service)			Net Changes	
	Fiscal Year 1992	Fiscal Year 1996	Fiscal Year 1997	Fiscal Year 1992 to Fiscal Year 1997	Fiscal Year 1996 to Fiscal Year 1997
<b>Basic Work Years</b>	2,095,797	1,860,081	1,808,085	-287,712	-51,996
Full-Time Permanent	1,904,073	1,721,960	1,677,015	-227,058	-44,945
Full-Time Temporary	123,214	89,247	82,542	-40,672	-6,705
Part-Time and Intermittent	68,510	48,874	48,528	-19,982	-346
<b>Overtime and Holidays</b>	62,920	63,812	53,292	-9,628	-10,520
<b>Total</b>	<b>2,158,717</b>	<b>1,923,893</b>	<b>1,861,377</b>	<b>-297,340</b>	<b>-62,516</b>



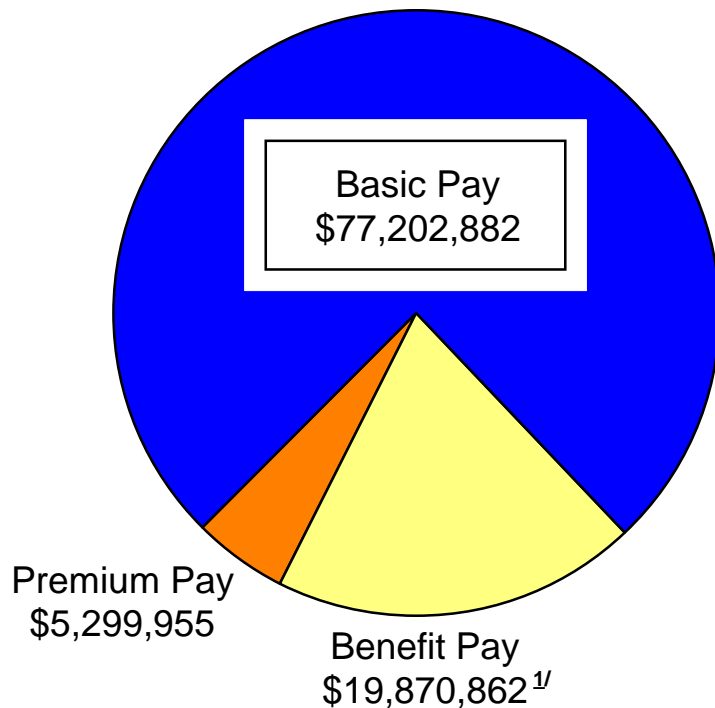
# CHART 3

## DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS

### Fiscal Year 1997

(\$ thousands)

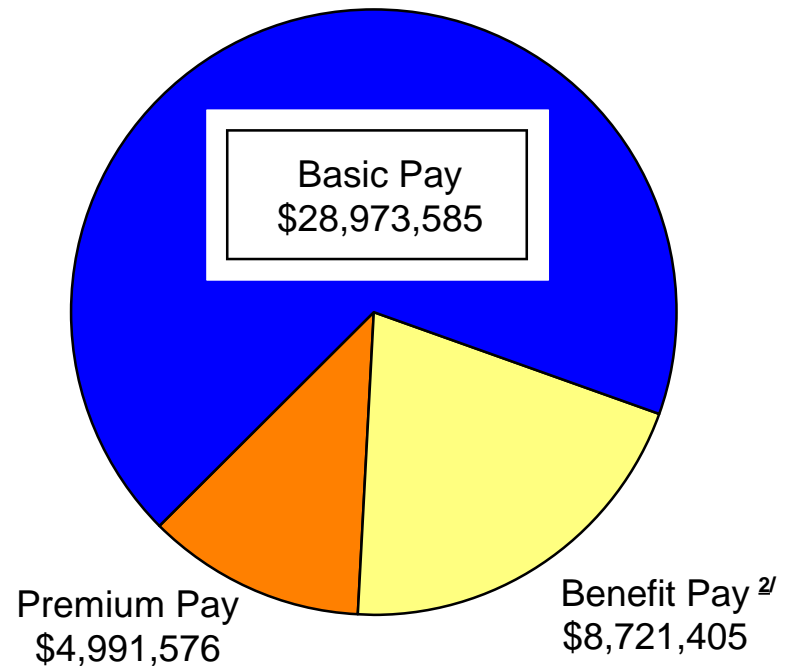
#### ALL OTHER AGENCIES



Total Payroll Costs: \$102,373,699  
(In thousands \$)

<sup>1/</sup> Includes Separation Pay -- \$970,020

#### U.S. POSTAL SERVICE

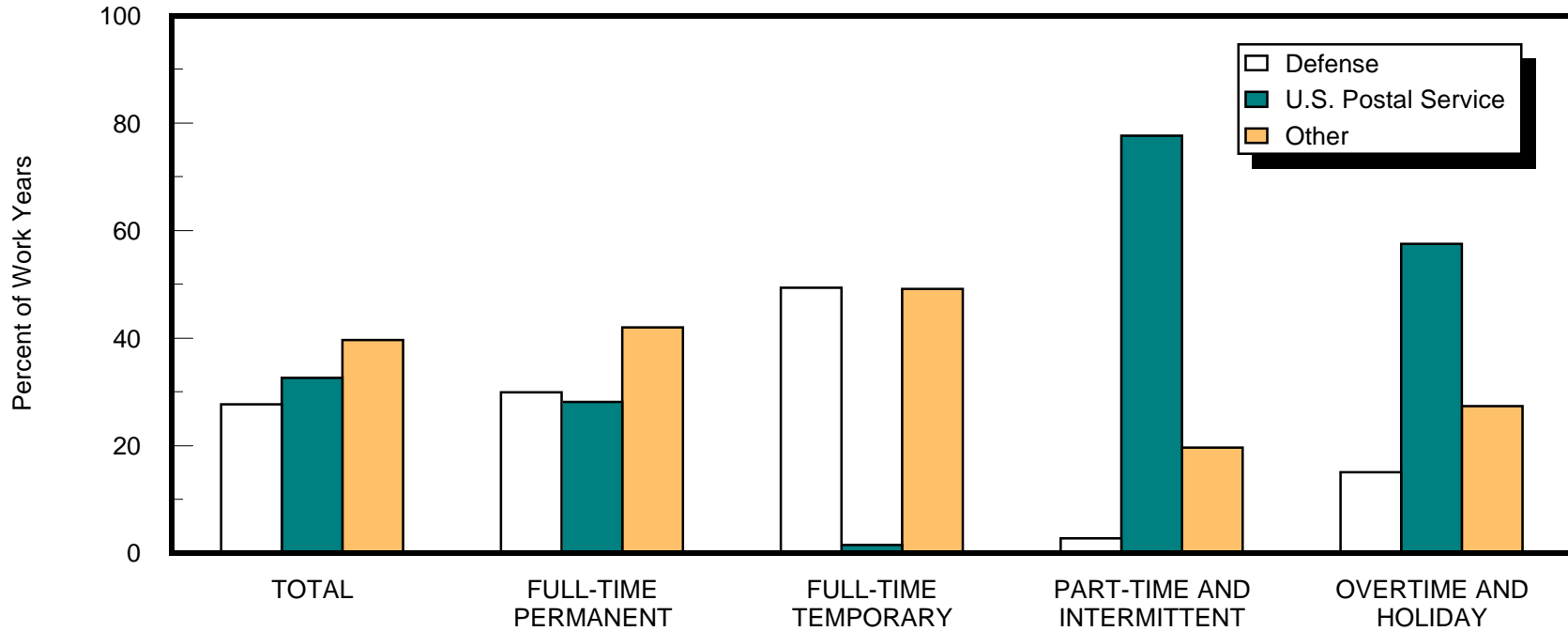


Total Payroll Costs: \$42,687,044  
(In thousands \$)

<sup>2/</sup> Includes Separation Pay -- \$478

## CHART 4

DEFENSE ACCOUNTED FOR 49 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 78 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>27.7</b>	<b>29.9</b>	<b>49.4</b>	<b>2.8</b>	<b>15.1</b>
<b>U.S. Postal Service (USPS)</b>	<b>32.6</b>	<b>28.1</b>	<b>1.5</b>	<b>77.6</b>	<b>57.5</b>
<b>Non-Defense / USPS</b>	<b>39.7</b>	<b>42.0</b>	<b>49.1</b>	<b>19.6</b>	<b>27.4</b>
Department of Veterans Affairs	7.8	8.1	10.9	5.8	3.3
Department of Treasury	5.3	6.0	0.7	2.1	2.6
Department of Justice	4.4	4.6	1.7	1.2	8.8
Department of Agriculture	3.8	3.7	7.7	3.0	3.1
Other	18.4	19.6	28.1	7.5	9.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1997**

AGENCY	TOTAL WORK YEARS	BASIC				PREMIUM		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
WHITE HOUSE OFFICE	383	383	380	2	1			
OFFICE OF MANAGEMENT AND BUDGET	520	512	484	14	14	8	8	
OFFICE OF ADMINISTRATION	179	176	172		4	3	3	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	157	155	145	5	5	2	2	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 1,239 )	( 1,226 )	( 1,181 )	( 21 )	( 24 )	( 13 )	( 13 )	( )
DEPARTMENT OF STATE	22,778	22,121	20,655	811	655	657	621	36
DEPARTMENT OF TREASURY	147,604	144,359	139,301	563	4,495	3,245	3,025	220
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 763,839 )	( 744,888 )	( 697,462 )	( 41,443 )	( 5,983 )	( 18,951 )	( 18,445 )	( 506 )
DEPARTMENT OF ARMY	237,884	233,738	217,329	14,135	2,274	4,146	3,897	249
DEPARTMENT OF NAVY	222,652	211,635	200,849	10,786		11,017	11,017	
DEPARTMENT OF AIR FORCE	181,111	179,974	169,767	8,556	1,651	1,137	967	170
OTHER DEFENSE ACTIVITIES	122,192	119,541	109,517	7,966	2,058	2,651	2,564	87
DEPARTMENT OF JUSTICE	122,052	110,967	106,847	1,461	2,659	11,085	10,324	761
DEPARTMENT OF INTERIOR	68,081	66,251	54,003	9,886	2,362	1,830	1,582	248
DEPARTMENT OF AGRICULTURE	103,985	100,078	87,237	6,433	6,408	3,907	3,629	278
DEPARTMENT OF COMMERCE	33,252	32,568	29,879	377	2,312	684	594	90
DEPARTMENT OF LABOR	15,948	15,872	15,268	164	440	76	74	2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,353	57,569	52,572	3,746	1,251	784	654	130
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11,032	10,963	10,660	143	160	69	69	
DEPARTMENT OF TRANSPORTATION	62,498	62,498	61,124	538	836			
DEPARTMENT OF ENERGY	17,877	17,486	17,016	284	186	391	383	8
DEPARTMENT OF EDUCATION	4,530	4,522	4,230	220	72	8	8	
DEPARTMENT OF VETERANS AFFAIRS	215,673	211,507	189,693	9,177	12,637	4,166	2,263	1,903
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,647,502 )	( 1,601,649 )	( 1,485,947 )	( 75,246 )	( 40,456 )	( 45,853 )	( 41,671 )	( 4,182 )
AMERICAN BATTLE MONUMENTS COMMISSION	372	368	360	8		4	2	2
ARMED FORCES RETIREMENT HOME	898	867	831	10	26	31	18	13
ARMS CONTROL AND DISARMAMENT AGENCY	225	222	196	15	11	3	3	
COMMODITY FUTURES TRADE COMMISSION	555	554	506	23	25	1	1	
CONSUMER PRODUCT SAFETY COMMISSION	462	462	442	9	11			
CORPORATION NATIONAL AND COMMUNITY SERVICE	582	562	350	50	162	20	20	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,586	2,586	2,548	18	20			
ENVIRONMENTAL PROTECTION AGENCY	16,996	16,928	16,169	218	541	68	61	7
EXPORT-IMPORT BANK OF THE U.S.	419	415	400	12	3	4	4	
FARM CREDIT ADMINISTRATION	321	321	306	2	13			
FEDERAL COMMUNICATIONS COMMISSION	2,059	2,036	1,765	215	56	23	22	1
FEDERAL DEPOSIT INSURANCE CORPORATION	9,091	9,018	8,535	364	119	73	72	1
FEDERAL ELECTION COMMISSION	303	300	292	3	5	3	3	
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,638	5,041	2,234	1,133	1,674	597	585	12
FEDERAL HOUSING FINANCE BOARD	113	113	100	7	6			
FEDERAL LABOR RELATIONS AUTHORITY	215	215	200	11	4			
FEDERAL MARITIME COMMISSION	143	143	143					
FEDERAL MEDIATION AND COUNCIL SERVICE	283	283	275	2	6			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY  
FISCAL YEAR 1997**

AGENCY	TOTAL WORK YEARS	BASIC				PREMIUM		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	106	106	97	4	5			
FEDERAL TRADE COMMISSION	933	928	839	48	41	5	5	
GENERAL SERVICES ADMINISTRATION	14,861	14,505	14,242	202	61	356	339	17
U.S. INFORMATION AGENCY	6,797	6,652	6,538	35	79	145	97	48
INTERNATIONAL BOUNDARY AND WATER COMMISSION	250	245	227	12	6	5	5	
MERIT SYSTEMS PROTECTION BOARD	258	258	245	3	10			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	20,214	20,070	19,376	375	319	144	133	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,489	2,470	1,925	55	490	19	19	
NATIONAL CREDIT UNION ADMINISTRATION	954	947	932	11	4	7	7	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 310 )	( 309 )	( 285 )	( 18 )	( 6 )	( 1 )	( 1 )	( )
NATIONAL ENDOWMENT FOR ARTS	149	149	131	15	3			
NATIONAL ENDOWMENT FOR HUMANITIES	161	160	154	3	3	1	1	
NATIONAL LABOR RELATIONS BOARD	1,930	1,929	1,836	28	65	1	1	
NATIONAL SCIENCE FOUNDATION	1,229	1,225	1,106	92	27	4	4	
NATIONAL TRANSPORTATION SAFETY BOARD	384	371	329	19	23	13	12	1
NUCLEAR REGULATORY COMMISSION	3,339	3,294	3,074	11	209	45	45	
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,883	2,821	2,438	133	250	62	60	2
PANAMA CANAL COMMISSION	10,602	9,499	7,842	1,492	165	1,103	946	157
PEACE CORPS	1,097	1,094	1,031		63	3	3	
RAILROAD RETIREMENT BOARD	1,364	1,359	1,325	4	30	5	5	
SECURITIES AND EXCHANGE COMMISSION	2,775	2,775	2,719	56				
SELECTIVE SERVICE SYSTEM	170	169	162	3	4	1	1	
SMALL BUSINESS ADMINISTRATION	4,756	4,532	2,913	1,598	21	224	224	
<b>SMITHSONIAN INSTITUTION</b>	( 4,990 )	( 4,882 )	( 4,638 )	( 129 )	( 115 )	( 108 )	( 70 )	( 38 )
SMITHSONIAN INSTITUTION	4,209	4,131	3,903	126	102	78	49	29
NATIONAL GALLERY OF ART	781	751	735	3	13	30	21	9
SOCIAL SECURITY ADMINISTRATION	68,565	65,217	62,035	282	2,900	3,348	3,332	16
TENNESSEE VALLEY AUTHORITY	16,666	15,680	14,815	426	439	986	967	19
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 3,087 )	( 3,074 )	( 2,926 )	( 121 )	( 27 )	( 13 )	( 12 )	( 1 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	186	185	172	11	2	1	1	
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,901	2,889	2,754	110	25	12	11	1
U.S. INTERNATIONAL TRADE COMMISSION	366	365	340	18	7	1	1	
U.S. POSTAL SERVICE	898,384	826,178	656,803	1,270	168,105	72,206	67,645	4,561
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,111,020 )	( 1,031,388 )	( 846,690 )	( 8,545 )	( 176,153 )	( 79,632 )	( 74,725 )	( 4,907 )
<b>TOTAL - ALL AGENCIES</b>	( 2,759,761 )	( 2,634,263 )	( 2,333,818 )	( 83,812 )	( 216,633 )	( 125,498 )	( 116,409 )	( 9,089 )

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1997**

AGENCY	BASIC				PREMIUM		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
WHITE HOUSE OFFICE	100.00%	99.22%	0.52%	0.26%			
OFFICE OF MANAGEMENT AND BUDGET	98.46%	93.08%	2.69%	2.69%	1.54%	1.54%	
OFFICE OF ADMINISTRATION	98.32%	96.09%		2.23%	1.68%	1.68%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	98.73%	92.36%	3.18%	3.18%	1.27%	1.27%	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 98.95% )	( 95.32% )	( 1.69% )	( 1.94% )	( 1.05% )	( 1.05% )	( )
DEPARTMENT OF STATE	97.12%	90.68%	3.56%	2.88%	2.88%	2.73%	0.16%
DEPARTMENT OF TREASURY	97.80%	94.37%	0.38%	3.05%	2.20%	2.05%	0.15%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 97.52% )	( 91.31% )	( 5.43% )	( 0.78% )	( 2.48% )	( 2.41% )	( 0.07% )
DEPARTMENT OF ARMY	98.26%	91.36%	5.94%	0.96%	1.74%	1.64%	0.10%
DEPARTMENT OF NAVY	95.05%	90.21%	4.84%		4.95%	4.95%	
DEPARTMENT OF AIR FORCE	99.37%	93.74%	4.72%	0.91%	0.63%	0.53%	0.09%
OTHER DEFENSE ACTIVITIES	97.83%	89.63%	6.52%	1.68%	2.17%	2.10%	0.07%
DEPARTMENT OF JUSTICE	90.92%	87.54%	1.20%	2.18%	9.08%	8.46%	0.62%
DEPARTMENT OF INTERIOR	97.31%	79.32%	14.52%	3.47%	2.69%	2.32%	0.36%
DEPARTMENT OF AGRICULTURE	96.24%	83.89%	6.19%	6.16%	3.76%	3.49%	0.27%
DEPARTMENT OF COMMERCE	97.94%	89.86%	1.13%	6.95%	2.06%	1.79%	0.27%
DEPARTMENT OF LABOR	99.52%	95.74%	1.03%	2.76%	0.48%	0.46%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.66%	90.09%	6.42%	2.14%	1.34%	1.12%	0.22%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99.37%	96.63%	1.30%	1.45%	0.63%	0.63%	
DEPARTMENT OF TRANSPORTATION	100.00%	97.80%	0.86%	1.34%			
DEPARTMENT OF ENERGY	97.81%	95.18%	1.59%	1.04%	2.19%	2.14%	0.04%
DEPARTMENT OF EDUCATION	99.82%	93.38%	4.86%	1.59%	0.18%	0.18%	
DEPARTMENT OF VETERANS AFFAIRS	98.07%	87.95%	4.26%	5.86%	1.93%	1.05%	0.88%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 97.22% )	( 90.19% )	( 4.57% )	( 2.46% )	( 2.78% )	( 2.53% )	( 0.25% )
AMERICAN BATTLE MONUMENTS COMMISSION	98.92%	96.77%	2.15%		1.08%	0.54%	0.54%
ARMED FORCES RETIREMENT HOME	96.55%	92.54%	1.11%	2.90%	3.45%	2.00%	1.45%
ARMS CONTROL AND DISARMAMENT AGENCY	98.67%	87.11%	6.67%	4.89%	1.33%	1.33%	
COMMODITY FUTURES TRADE COMMISSION	99.82%	91.17%	4.14%	4.50%	0.18%	0.18%	
CONSUMER PRODUCT SAFETY COMMISSION	100.00%	95.67%	1.95%	2.38%			
CORPORATION NATIONAL AND COMMUNITY SERVICE	96.56%	60.14%	8.59%	27.84%	3.44%	3.44%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	100.00%	98.53%	0.70%	0.77%			
ENVIRONMENTAL PROTECTION AGENCY	99.60%	95.13%	1.28%	3.18%	0.40%	0.36%	0.04%
EXPORT-IMPORT BANK OF THE U.S.	99.05%	95.47%	2.86%	0.72%	0.95%	0.95%	
FARM CREDIT ADMINISTRATION	100.00%	95.33%	0.62%	4.05%			
FEDERAL COMMUNICATIONS COMMISSION	98.88%	85.72%	10.44%	2.72%	1.12%	1.07%	0.05%
FEDERAL DEPOSIT INSURANCE CORPORATION	99.20%	93.88%	4.00%	1.31%	0.80%	0.79%	0.01%
FEDERAL ELECTION COMMISSION	99.01%	96.37%	0.99%	1.65%	0.99%	0.99%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	89.41%	39.62%	20.10%	29.69%	10.59%	10.38%	0.21%
FEDERAL HOUSING FINANCE BOARD	100.00%	88.50%	6.19%	5.31%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	93.02%	5.12%	1.86%			
FEDERAL MARITIME COMMISSION	100.00%	100.00%					
FEDERAL MEDIATION AND COUNCIL SERVICE	100.00%	97.17%	0.71%	2.12%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY  
FISCAL YEAR 1997**

AGENCY	BASIC				PREMIUM		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	91.51%	3.77%	4.72%			
FEDERAL TRADE COMMISSION	99.46%	89.92%	5.14%	4.39%	0.54%	0.54%	
GENERAL SERVICES ADMINISTRATION	97.60%	95.83%	1.36%	0.41%	2.40%	2.28%	0.11%
U.S. INFORMATION AGENCY	97.87%	96.19%	0.51%	1.16%	2.13%	1.43%	0.71%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	98.00%	90.80%	4.80%	2.40%	2.00%	2.00%	
MERIT SYSTEMS PROTECTION BOARD	100.00%	94.96%	1.16%	3.88%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.29%	95.85%	1.86%	1.58%	0.71%	0.66%	0.05%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	99.24%	77.34%	2.21%	19.69%	0.76%	0.76%	
NATIONAL CREDIT UNION ADMINISTRATION	99.27%	97.69%	1.15%	0.42%	0.73%	0.73%	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 99.68% )	( 91.94% )	( 5.81% )	( 1.94% )	( 0.32% )	( 0.32% )	( )
NATIONAL ENDOWMENT FOR ARTS	100.00%	87.92%	10.07%	2.01%			
NATIONAL ENDOWMENT FOR HUMANITIES	99.38%	95.65%	1.86%	1.86%	0.62%	0.62%	
NATIONAL LABOR RELATIONS BOARD	99.95%	95.13%	1.45%	3.37%	0.05%	0.05%	
NATIONAL SCIENCE FOUNDATION	99.67%	89.99%	7.49%	2.20%	0.33%	0.33%	
NATIONAL TRANSPORTATION SAFETY BOARD	96.61%	85.68%	4.95%	5.99%	3.39%	3.13%	0.26%
NUCLEAR REGULATORY COMMISSION	98.65%	92.06%	0.33%	6.26%	1.41%	1.35%	
U.S. OFFICE OF PERSONNEL MANAGEMENT	97.85%	84.56%	4.61%	8.67%	2.08%	2.08%	0.07%
PANAMA CANAL COMMISSION	89.60%	73.97%	14.07%	1.56%	10.40%	8.92%	1.48%
PEACE CORPS	99.73%	93.98%		5.74%	0.27%	0.27%	
RAILROAD RETIREMENT BOARD	99.63%	97.14%	0.29%	2.20%	0.37%	0.37%	
SECURITIES AND EXCHANGE COMMISSION	100.00%	97.98%	2.02%				
SELECTIVE SERVICE SYSTEM	99.41%	95.29%	1.76%	2.35%	0.59%	0.59%	
SMALL BUSINESS ADMINISTRATION	95.29%	61.25%	33.60%	0.44%	4.71%	4.71%	
<b>SMITHSONIAN INSTITUTION</b>	( 97.84% )	( 92.95% )	( 2.59% )	( 2.30% )	( 2.16% )	( 1.40% )	( 0.76% )
SMITHSONIAN INSTITUTION	98.15%	92.73%	2.99%	2.42%	1.85%	1.16%	0.69%
NATIONAL GALLERY OF ART	96.16%	94.11%	0.38%	1.66%	3.84%	2.69%	1.15%
SOCIAL SECURITY ADMINISTRATION	95.12%	90.48%	0.41%	4.23%	4.88%	4.86%	0.02%
TENNESSEE VALLEY AUTHORITY	94.08%	88.89%	2.56%	2.63%	5.92%	5.80%	0.11%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 99.58% )	( 94.78% )	( 3.92% )	( 0.87% )	( 0.42% )	( 0.39% )	( 0.03% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	99.46%	92.47%	5.91%	1.08%	0.54%	0.54%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	99.59%	94.93%	3.79%	0.86%	0.41%	0.38%	0.03%
U.S. INTERNATIONAL TRADE COMMISSION	99.73%	92.90%	4.92%	1.91%	0.27%	0.27%	
U.S. POSTAL SERVICE	91.96%	73.11%	0.14%	18.71%	8.04%	7.53%	0.51%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 92.83% )	( 76.21% )	( 0.77% )	( 15.86% )	( 7.17% )	( 6.73% )	( 0.44% )
<b>TOTAL - ALL AGENCIES</b>	( 95.45% )	( 84.57% )	( 3.04% )	( 7.85% )	( 4.55% )	( 4.22% )	( 0.33% )

**TABLE 2A - PERSONNEL COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<b>AGENCY</b>	<b>TOTAL COST</b> (\$000)	<b>BASIC PAY</b> (\$000)	<b>PREMIUM PAY</b> (\$000)	<b>BENEFIT PAY</b> (\$000)	<b>SEPARATION PAY</b> (\$000)
WHITE HOUSE OFFICE	26,208	21,282	49	4,877	
OFFICE OF MANAGEMENT AND BUDGET	43,091	35,113	1,109	6,869	
OFFICE OF ADMINISTRATION	11,218	9,163	183	1,872	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	13,876	10,980	240	2,656	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 94,393 )	( 76,538 )	( 1,581 )	( 16,274 )	( )
DEPARTMENT OF STATE	1,319,843	959,407	52,942	290,341	17,153
DEPARTMENT OF TREASURY	8,048,707	6,117,074	494,886	1,386,324	50,423
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 38,295,212 )	( 29,241,570 )	( 1,659,540 )	( 6,917,078 )	( 477,024 )
DEPARTMENT OF ARMY	10,711,945	8,501,500	335,841	1,779,138	95,466
DEPARTMENT OF NAVY	12,353,393	9,021,982	713,255	2,364,246	253,910
DEPARTMENT OF AIR FORCE	8,866,286	6,892,092	306,100	1,629,629	38,465
OTHER DEFENSE ACTIVITIES	6,363,588	4,825,996	304,344	1,144,065	89,183
DEPARTMENT OF JUSTICE	7,541,014	5,141,838	700,495	1,695,178	3,503
DEPARTMENT OF INTERIOR	3,451,005	2,669,976	135,774	616,237	29,018
DEPARTMENT OF AGRICULTURE	4,960,822	3,860,906	248,557	825,365	25,994
DEPARTMENT OF COMMERCE	2,074,375	1,616,056	80,347	355,479	22,493
DEPARTMENT OF LABOR	1,031,861	828,181	20,312	182,880	488
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,035,100	2,898,504	125,845	1,008,176	2,575
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	750,438	586,964	14,679	122,934	25,861
DEPARTMENT OF TRANSPORTATION	4,835,331	3,589,678	290,971	945,587	9,095
DEPARTMENT OF ENERGY	1,318,099	1,054,411	42,060	204,559	17,069
DEPARTMENT OF EDUCATION	306,902	251,730	3,925	50,395	852
DEPARTMENT OF VETERANS AFFAIRS	11,380,045	8,283,841	818,165	2,122,788	155,251
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 89,348,754 )	( 67,100,136 )	( 4,688,498 )	( 16,723,321 )	( 836,799 )
AMERICAN BATTLE MONUMENTS COMMISSION	14,900	10,447	106	4,151	196
ARMED FORCES RETIREMENT HOME	37,746	28,570	2,075	6,998	103
ARMS CONTROL AND DISARMAMENT AGENCY	17,686	14,635	317	2,734	
COMMODITY FUTURES TRADE COMMISSION	39,814	32,662	684	6,468	
CONSUMER PRODUCT SAFETY COMMISSION	32,530	27,365	162	5,003	
CORPORATION NATIONAL AND COMMUNITY SERVICE	34,981	28,584	508	5,799	90
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	163,269	135,595	1,105	26,569	
ENVIRONMENTAL PROTECTION AGENCY	1,195,909	975,081	16,612	204,209	7
EXPORT-IMPORT BANK OF THE U.S.	30,892	24,859	651	5,165	217
FARM CREDIT ADMINISTRATION	29,892	20,984	4,283	4,342	283
FEDERAL COMMUNICATIONS COMMISSION	147,392	122,329	2,438	22,211	414
FEDERAL DEPOSIT INSURANCE CORPORATION	690,221	556,971	28,485	102,392	2,373
FEDERAL ELECTION COMMISSION	19,280	15,693	318	3,269	
FEDERAL EMERGENCY MANAGEMENT AGENCY	274,887	208,311	28,793	37,756	27
FEDERAL HOUSING FINANCE BOARD	11,029	7,669	1,727	1,540	93
FEDERAL LABOR RELATIONS AUTHORITY	16,667	14,055	197	2,373	42
FEDERAL MARITIME COMMISSION	10,136	8,639		1,484	13
FEDERAL MEDIATION AND COUNCIL SERVICE	22,056	18,166	316	3,499	75



**TABLE 2A - PERSONNEL COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<b>AGENCY</b>	<b>TOTAL COST</b> (\$000)	<b>BASIC PAY</b> (\$000)	<b>PREMIUM PAY</b> (\$000)	<b>BENEFIT PAY</b> (\$000)	<b>SEPARATION PAY</b> (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7,756	6,427	85	1,244	
FEDERAL TRADE COMMISSION	74,529	61,203	1,149	12,154	23
GENERAL SERVICES ADMINISTRATION	941,256	693,282	43,503	167,414	37,057
U.S. INFORMATION AGENCY	384,508	294,553	12,990	72,619	4,346
INTERNATIONAL BOUNDARY AND WATER COMMISSION	12,143	9,462	283	2,398	
MERIT SYSTEMS PROTECTION BOARD	18,890	15,743	23	2,779	345
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,558,484	1,248,826	23,666	255,440	30,552
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	107,431	86,671	2,089	18,652	19
NATIONAL CREDIT UNION ADMINISTRATION	68,487	55,411	722	12,354	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 22,278 )	( 18,592 )	( 170 )	( 3,516 )	( )
NATIONAL ENDOWMENT FOR ARTS	11,061	9,366	9	1,686	
NATIONAL ENDOWMENT FOR HUMANITIES	11,217	9,226	161	1,830	
NATIONAL LABOR RELATIONS BOARD	138,715	116,756	1,183	20,746	30
NATIONAL SCIENCE FOUNDATION	94,283	78,122	1,677	14,432	52
NATIONAL TRANSPORTATION SAFETY BOARD	79,432	23,823	1,002	54,607	
NUCLEAR REGULATORY COMMISSION	291,345	236,342	5,931	46,831	2,241
U.S. OFFICE OF PERSONNEL MANAGEMENT	160,323	125,600	4,754	26,174	3,795
PANAMA CANAL COMMISSION	346,155	247,471	53,417	45,267	
PEACE CORPS	88,349	46,985	377	40,597	390
RAILROAD RETIREMENT BOARD	79,092	63,695	697	12,569	2,131
SECURITIES AND EXCHANGE COMMISSION	209,146	167,550	3,130	38,466	
SELECTIVE SERVICE SYSTEM	8,871	7,486	49	1,336	
SMALL BUSINESS ADMINISTRATION	277,135	212,913	15,189	47,539	1,494
<b>SMITHSONIAN INSTITUTION</b>	( 252,619 )	( 199,788 )	( 8,867 )	( 43,458 )	( 506 )
SMITHSONIAN INSTITUTION	215,772	171,324	6,787	37,155	506
NATIONAL GALLERY OF ART	36,847	28,464	2,080	6,303	
SOCIAL SECURITY ADMINISTRATION	3,532,918	2,762,386	241,454	529,078	
TENNESSEE VALLEY AUTHORITY	1,175,463	783,584	88,209	259,402	44,268
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 233,196 )	( 189,625 )	( 10,137 )	( 31,460 )	( 1,974 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	14,249	11,384	417	2,359	89
AGENCY FOR INTERNATIONAL DEVELOPMENT	218,947	178,241	9,720	29,101	1,885
U.S. INTERNATIONAL TRADE COMMISSION	28,111	23,297	346	4,403	65
U.S. POSTAL SERVICE	42,687,044	28,973,585	4,991,576	8,721,405	478
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 55,667,246 )	( 38,999,793 )	( 5,601,452 )	( 10,932,302 )	( 133,699 )
<b>TOTAL - ALL AGENCIES</b>	( 145,110,393 )	( 106,176,467 )	( 10,291,531 )	( 27,671,897 )	( 970,498 )



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY;  
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY  
FISCAL YEAR 1997**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEVERANCE PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
WHITE HOUSE OFFICE	81.20%	0.23%	22.92%		68,428	55,567	128	12,734
OFFICE OF MANAGEMENT AND BUDGET	81.49%	3.16%	19.56%		82,867	67,525	2,133	13,210
OFFICE OF ADMINISTRATION	81.68%	2.00%	20.43%		62,670	51,190	1,022	10,458
OFFICE OF THE U.S. TRADE REPRESENTATIVE	79.13%	2.19%	24.19%		88,382	69,936	1,529	16,917
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>( 81.08% )</b>	<b>( 2.07% )</b>	<b>( 21.26% )</b>	<b>( )</b>	<b>( 76,185 )</b>	<b>( 61,774 )</b>	<b>( 1,276 )</b>	<b>( 13,135 )</b>
DEPARTMENT OF STATE	72.69%	5.52%	30.26%	1.79%	57,944	42,120	2,324	13,500
DEPARTMENT OF TREASURY	76.00%	8.09%	22.66%	0.82%	54,529	41,442	3,353	9,734
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>( 76.36% )</b>	<b>( 5.68% )</b>	<b>( 23.65% )</b>	<b>( 1.63% )</b>	<b>( 50,135 )</b>	<b>( 38,282 )</b>	<b>( 2,173 )</b>	<b>( 9,680 )</b>
DEPARTMENT OF ARMY	79.36%	3.95%	20.93%	1.12%	45,030	35,738	1,412	7,880
DEPARTMENT OF NAVY	73.03%	7.91%	26.21%	2.81%	55,483	40,521	3,203	11,759
DEPARTMENT OF AIR FORCE	77.73%	4.44%	23.64%	0.56%	48,955	38,055	1,690	9,210
OTHER DEFENSE ACTIVITIES	75.84%	6.31%	23.71%	1.85%	52,079	39,495	2,491	10,093
DEPARTMENT OF JUSTICE	68.18%	13.62%	32.97%	0.07%	61,785	42,128	5,739	13,918
DEPARTMENT OF INTERIOR	77.37%	5.09%	23.08%	1.09%	50,690	39,218	1,994	9,478
DEPARTMENT OF AGRICULTURE	77.83%	6.44%	21.38%	0.67%	47,707	37,129	2,390	8,187
DEPARTMENT OF COMMERCE	77.91%	4.97%	22.00%	1.39%	62,383	48,600	2,416	11,367
DEPARTMENT OF LABOR	80.26%	2.45%	22.08%	0.06%	64,702	51,930	1,274	11,498
DEPARTMENT OF HEALTH AND HUMAN SERVICES	71.83%	4.34%	34.78%	0.09%	69,150	49,672	2,157	17,321
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	78.22%	2.50%	20.94%	4.41%	68,024	53,206	1,331	13,488
DEPARTMENT OF TRANSPORTATION	74.24%	8.11%	26.34%	0.25%	77,368	57,437	4,656	15,275
DEPARTMENT OF ENERGY	79.99%	3.99%	19.40%	1.62%	73,732	58,981	2,353	12,397
DEPARTMENT OF EDUCATION	82.02%	1.56%	20.02%	0.34%	67,749	55,570	866	11,313
DEPARTMENT OF VETERANS AFFAIRS	72.79%	9.88%	25.63%	1.87%	52,765	38,409	3,794	10,562
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>( 75.10% )</b>	<b>( 6.99% )</b>	<b>( 24.92% )</b>	<b>( 1.25% )</b>	<b>( 54,233 )</b>	<b>( 40,728 )</b>	<b>( 2,846 )</b>	<b>( 10,659 )</b>
AMERICAN BATTLE MONUMENTS COMMISSION	70.11%	1.01%	39.73%	1.88%	40,054	28,083	285	11,685
ARMED FORCES RETIREMENT HOME	75.69%	7.26%	24.49%	0.36%	42,033	31,815	2,311	7,908
ARMS CONTROL AND DISARMAMENT AGENCY	82.75%	2.17%	18.68%		78,604	65,044	1,409	12,151
COMMODITY FUTURES TRADE COMMISSION	82.04%	2.09%	19.80%		71,737	58,850	1,232	11,654
CONSUMER PRODUCT SAFETY COMMISSION	84.12%	0.59%	18.28%		70,411	59,232	351	10,829
CORPORATION NATIONAL AND COMMUNITY SERVICE	81.71%	1.78%	20.29%	0.31%	60,105	49,113	873	10,119
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	83.05%	0.81%	19.59%		63,136	52,434	427	10,274
ENVIRONMENTAL PROTECTION AGENCY	81.53%	1.70%	20.94%	0.00%	70,364	57,371	977	12,016
EXPORT-IMPORT BANK OF THE U.S.	80.47%	2.62%	20.78%	0.87%	73,728	59,329	1,554	12,845
FARM CREDIT ADMINISTRATION	70.20%	20.41%	20.69%	1.35%	93,121	65,371	13,343	14,408
FEDERAL COMMUNICATIONS COMMISSION	83.00%	1.99%	18.16%	0.34%	71,584	59,412	1,184	10,988
FEDERAL DEPOSIT INSURANCE CORPORATION	80.69%	5.11%	18.38%	0.43%	75,924	61,266	3,133	11,524
FEDERAL ELECTION COMMISSION	81.40%	2.03%	20.83%		63,630	51,792	1,050	10,789
FEDERAL EMERGENCY MANAGEMENT AGENCY	75.78%	13.82%	18.12%	0.01%	48,756	36,948	5,107	6,701
FEDERAL HOUSING FINANCE BOARD	69.53%	22.52%	20.08%	1.21%	97,602	67,867	15,283	14,451
FEDERAL LABOR RELATIONS AUTHORITY	84.33%	1.40%	16.88%	0.30%	77,521	65,372	916	11,233

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 1997**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEVERANCE PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
FEDERAL MARITIME COMMISSION	85.23%		17.18%	0.15%	70,881	60,413		10,469
FEDERAL MEDIATION AND COUNCIL SERVICE	82.36%	1.74%	19.26%	0.41%	77,936	64,191	1,117	12,629
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	82.86%	1.32%	19.36%		73,170	60,632	802	11,736
FEDERAL TRADE COMMISSION	82.12%	1.88%	19.86%	0.04%	79,881	65,598	1,232	13,051
GENERAL SERVICES ADMINISTRATION	73.65%	6.27%	24.15%	5.35%	63,337	46,651	2,927	13,759
U.S. INFORMATION AGENCY	76.61%	4.41%	24.65%	1.48%	56,570	43,336	1,911	11,323
INTERNATIONAL BOUNDARY AND WATER COMMISSION	77.92%	2.99%	25.34%		48,572	37,848	1,132	9,592
MERIT SYSTEMS PROTECTION BOARD	83.34%	0.15%	17.65%	2.19%	73,217	61,019	89	12,109
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	80.13%	1.90%	20.45%	2.45%	77,099	61,780	1,171	14,148
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	80.68%	2.41%	21.52%	0.02%	43,162	34,822	839	7,501
NATIONAL CREDIT UNION ADMINISTRATION	80.91%	1.30%	22.30%		71,789	58,083	757	12,950
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 83.45% )	( 0.91% )	( 18.91% )	( )	( 71,865 )	( 59,974 )	( 548 )	( 11,342 )
NATIONAL ENDOWMENT FOR ARTS	84.68%	0.10%	18.00%		74,235	62,859	60	11,315
NATIONAL ENDOWMENT FOR HUMANITIES	82.25%	1.75%	19.84%		69,671	57,304	1,000	11,366
NATIONAL LABOR RELATIONS BOARD	84.17%	1.01%	17.77%	0.03%	71,873	60,495	613	10,765
NATIONAL SCIENCE FOUNDATION	82.86%	2.15%	18.47%	0.07%	76,715	63,566	1,365	11,785
NATIONAL TRANSPORTATION SAFETY BOARD	79.99%	4.21%	20.81%		77,557	62,039	2,609	12,909
NUCLEAR REGULATORY COMMISSION	81.12%	2.51%	19.81%	0.95%	87,203	70,740	1,775	14,688
U.S. OFFICE OF PERSONNEL MANAGEMENT	78.34%	3.79%	20.84%	3.02%	55,648	43,596	1,650	10,402
PANAMA CANAL COMMISSION	71.49%	21.59%	18.29%		32,650	23,342	5,038	4,270
PEACE CORPS	53.18%	0.80%	86.40%	0.83%	80,537	42,830	344	37,363
RAILROAD RETIREMENT BOARD	80.53%	1.09%	19.73%	3.35%	57,985	46,697	511	10,777
SECURITIES AND EXCHANGE COMMISSION	80.11%	1.87%	22.96%		75,368	60,378	1,128	13,862
SELECTIVE SERVICE SYSTEM	84.39%	0.65%	17.85%		52,182	44,035	288	7,859
SMALL BUSINESS ADMINISTRATION	76.83%	7.13%	22.33%	0.70%	58,271	44,767	3,194	10,310
<b>SMITHSONIAN INSTITUTION</b>	( 79.09% )	( 4.44% )	( 21.75% )	( 0.25% )	( 50,625 )	( 40,038 )	( 1,777 )	( 8,810 )
SMITHSONIAN INSTITUTION	79.40%	3.96%	21.69%	0.30%	51,264	40,704	1,612	8,948
NATIONAL GALLERY OF ART	77.25%	7.31%	22.14%		47,179	36,446	2,663	8,070
SOCIAL SECURITY ADMINISTRATION	78.19%	8.74%	19.15%		51,527	40,289	3,522	7,716
TENNESSEE VALLEY AUTHORITY	66.66%	11.26%	33.10%	5.65%	70,531	47,017	5,293	18,221
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 81.32% )	( 5.35% )	( 16.59% )	( 1.04% )	( 75,541 )	( 61,427 )	( 3,284 )	( 10,831 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	79.89%	3.66%	20.72%	0.78%	76,608	61,204	2,242	13,161
AGENCY FOR INTERNATIONAL DEVELOPMENT	81.41%	5.45%	16.33%	1.06%	75,473	61,441	3,351	10,681
U.S. INTERNATIONAL TRADE COMMISSION	82.88%	1.49%	18.90%	0.28%	76,806	63,653	945	12,208
U.S. POSTAL SERVICE	67.87%	17.23%	30.10%	0.00%	47,515	32,251	5,556	9,708
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 70.12% )	( 14.36% )	( 27.90% )	( 0.34% )	( 50,060 )	( 35,103 )	( 5,042 )	( 9,916 )
<b>TOTAL - ALL AGENCIES</b>	( 73.19% )	( 9.69% )	( 26.02% )	( 0.91% )	( 52,563 )	( 38,473 )	( 3,729 )	( 10,361 )

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) 1997 was \$106.0 billion (premium pay was an additional \$10.3 billion). Approximately 53 percent of basic pay went to General Schedule employees (\$56.0 billion), 27 percent to U.S. Postal workers (\$29.0 billion) and 8 percent to Wage Board employees (\$8.4 billion). The remaining 12 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 (-6.2 percent), a decrease in basic payroll (-4.4 percent), and average basic salary (+1.9 percent).

\* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$40,306 in FY 1997. In FY 1997 the General Schedule average basic salary was \$42,507.

\* **Table 4** shows that average basic cost per work year varied from \$35,069 in the U.S. Postal Service to \$62,224 in the National Aeronautics and Space Administration.

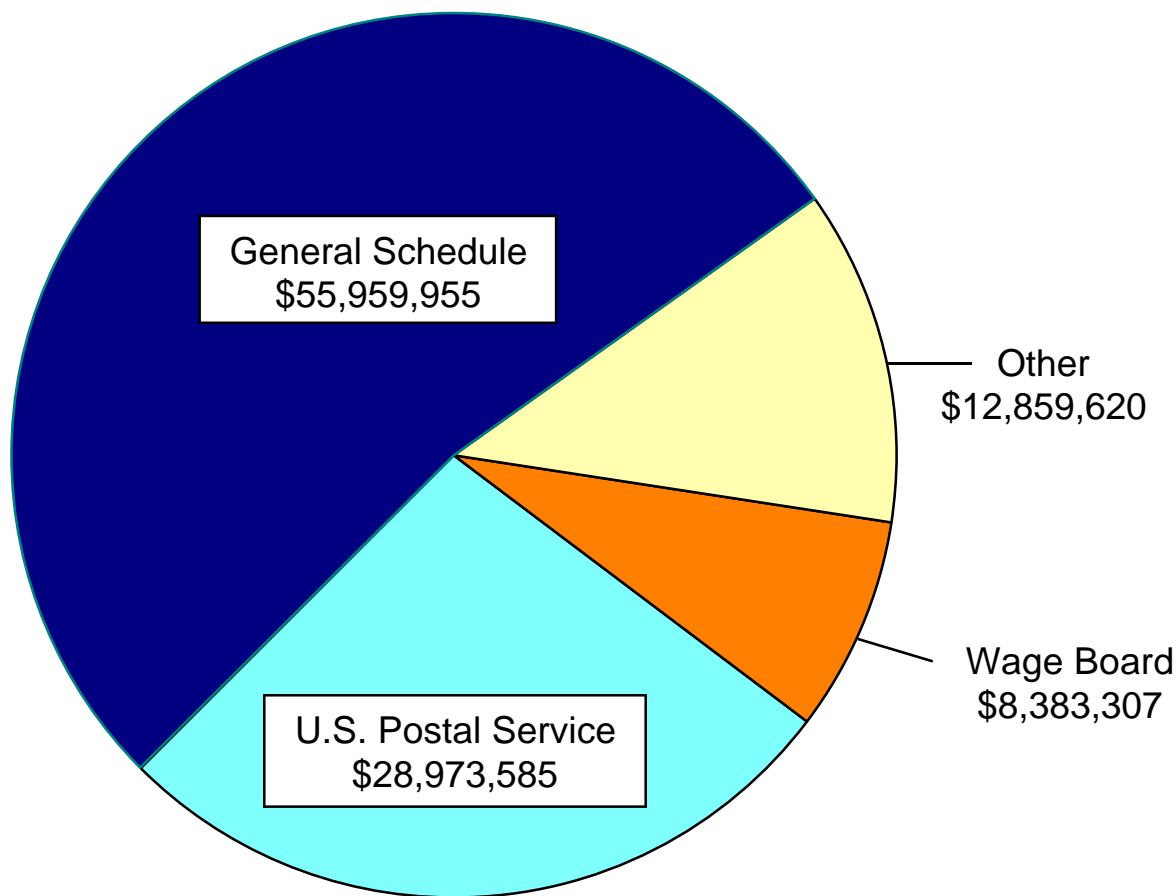
\* The Department of Veterans Affairs pay systems reported basic pay decreases as follows: Physicians and Dentists (VM) decreased by -0.4 percent and Nurses (VN) decreased by -2.4 percent.

\* The smallest average basic salary was reported in the Wage Board pay system -- aliens (\$20,341); and the largest average basic salary was reported in the Senior Executive Service pay system (\$115,026).

# CHART 5

## Distribution of Basic Pay Costs by Major Pay System Fiscal Year 1997

(\$ thousands)



Total Basic Pay Costs: \$106,176,467  
(In thousands \$)

**TABLE 3A  
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS  
FISCAL YEAR 1997**

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	( 2,634,263 )	( 106,176,467 )	( 10,291,531 )	( 116,467,998 )	( 40,306 )	( 42,202 )	( 100.00% )	( 100.00% )
GENERAL SCHEDULE	1,316,480	55,959,955	3,271,293	59,231,248	42,507	43,771	49.98%	52.70%
POSTAL SERVICE	826,178	28,973,585	4,991,576	33,965,161	35,069	37,807	31.36%	27.29%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	( 48,129 )	( 2,827,882 )	( 546,256 )	( 3,374,138 )	( 58,756 )	( 68,788 )	( 1.83% )	( 2.66% )
PHYSICIANS & DENTISTS	11,603	1,051,695	379,616	1,431,311	90,640	123,357	0.44%	0.99%
NURSES	36,526	1,776,187	166,640	1,942,827	48,628	51,881	1.39%	1.67%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	5,269	332,176	19,964	352,140	63,043	66,832	0.20%	0.31%
SENIOR EXECUTIVE SERVICE	7,503	863,041	25,397	888,438	115,026	118,411	0.28%	0.81%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	10,025	544,982	36,698	581,680	54,362	55,990	0.38%	0.51%
WAGE BOARD	( 248,017 )	( 8,383,307 )	( 777,890 )	( 9,161,197 )	( 33,801 )	( 36,067 )	( 9.42% )	( 7.90% )
TVA TRADE & LABOR EMPLOYEES	5,407	232,848	51,511	284,359	43,064	47,157	0.21%	0.22%
TRADES & CRAFTS	237,320	8,042,858	692,212	8,735,070	33,890	36,136	9.01%	7.57%
WAGE BOARD ALIENS	5,290	107,601	34,167	141,768	20,340	22,683	0.20%	0.10%
NON - WAGE BOARD ALIENS	19,617	632,776	10,225	643,001	32,257	32,323	0.74%	0.60%
EXPERTS AND CONSULTANTS	2,421	108,315	3,173	111,488	44,740	46,031	0.09%	0.10%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,760	299,538	13,107	312,645	44,310	46,215	0.26%	0.28%
ALL OTHER	( 143,864 )	( 7,250,910 )	( 595,952 )	( 7,846,862 )	( 50,401 )	( 51,333 )	( 5.46% )	( 6.83% )

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 1997.

**TABLE 3B**  
**BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY**  
**FISCAL YEARS 1996 AND 1997**

Selected Pay Systems	Fiscal Year 1996			Fiscal Year 1997			Difference Between FY 96 and FY 97					
	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years		Basic Payroll		Average Salary	
							Difference		Difference		Difference	
							Number	Percent	Number (\$000)	Percent	Number	Percent
<b>Total, All Systems</b>	( 2,681,788 )	( 104,978,624 )	( \$39,145 )	( 2,634,263 )	( 106,176,467 )	( \$40,306 )	-47,525	-1.8	1,197,843	1.1	\$1,161	3.0
<b>General Schedule</b>	1,400,280	58,078,172	41,476	1,316,480	55,959,955	42,507	-83,800	-6.0	-2,118,217	-3.7	1,031	2.5
<b>Postal Service</b>	821,707	28,209,887	34,331	826,178	28,973,585	35,069	4,471	0.5	763,698	2.7	739	2.2
<b>Senior Executive Service</b>	7,450	844,800	113,396	7,503	863,041	115,026	53	0.7	18,241	2.2	1,630	1.4
<b>Veterans Affairs</b>	( 50,472 )	( 2,875,553 )	( 56,973 )	( 48,129 )	( 2,827,882 )	( 58,756 )	-2,343	-4.6	-47,671	-1.7	1,783	3.1
<b>Medicine &amp; Surgery</b>												
<b>Physicians &amp; Dentists</b>	11,925	1,055,742	88,532	11,603	1,051,695	90,640	-322	-2.7	-4,047	-0.4	2,108	2.4
<b>Nurses</b>	38,547	1,819,811	47,210	36,526	1,776,187	48,628	-2,021	-5.2	-43,624	-2.4	1,418	3.0
<b>Wage Board</b>	( 264,518 )	( 8,771,950 )	( 33,162 )	( 248,017 )	( 8,383,307 )	( 33,801 )	-16,501	-6.2	-388,643	-4.4	639	1.9
<b>Tennessee Valley Authority</b>												
<b>(TVA) Trade &amp; Labor</b>	5,245	217,625	41,492	5,407	232,848	43,064	162	3.1	15,223	7.0	1,572	3.8
<b>Trades and Crafts (Citizens)</b>	253,515	8,427,968	33,245	237,320	8,042,858	33,890	-16,195	-6.4	-385,110	-4.6	646	1.9
<b>Wage Board Aliens</b>	5,758	126,357	21,945	5,290	107,601	20,341	-468	-8.1	-18,756	-14.8	-1,604	-7.3
<b>Non-Wage Board Aliens</b>	12,237	274,934	22,467	19,617	632,776	32,257	7,380	60.3	357,842	130.2	9,789	43.6
<b>All Other</b>	( 125,124 )	( 5,923,328 )	( 47,340 )	( 168,339 )	( 8,535,921 )	( 50,707 )	43,215	34.5	2,612,593	44.1	3,367	7.1

Source: Work Years and Personnel Costs Survey, Fiscal Year 1997.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS  
BY WORK SCHEDULE FOR FISCAL YEAR 1997, SELECTED AGENCIES**

A G E N C Y	TOTAL, ALL PAY SYSTEMS 1/				TOTAL, GENERAL SCHEDULE 1/			
	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME / INTERMITTENT
<b>TOTAL - ALL AGENCIES</b>	( \$40,306 )	( \$41,713 )	( \$32,045 )	( \$28,340 )	( \$42,507 )	( \$43,199 )	( \$29,516 )	( \$34,151 )
DEPARTMENT OF STATE	\$43,371	\$43,812	\$36,154	\$38,403	\$50,350	\$51,399	\$37,145	\$40,179
DEPARTMENT OF TREASURY	\$42,374	\$42,899	\$23,710	\$28,428	\$42,164	\$42,675	\$20,728	\$28,193
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( \$39,256 )	( \$39,664 )	( \$32,487 )	( \$38,664 )	( \$40,821 )	( \$41,214 )	( \$33,083 )	( \$39,004 )
DEPARTMENT OF ARMY	\$36,372	\$37,192	\$25,793	\$23,711	\$38,091	\$38,922	\$26,569	\$24,299
DEPARTMENT OF NAVY	\$42,630	\$42,630	\$42,628	NA	\$44,302	\$44,302	\$44,302	NA
DEPARTMENT OF AIR FORCE	\$38,295	\$38,191	\$37,857	\$51,214	\$40,140	\$39,941	\$44,243	\$38,673
OTHER DEFENSE ACTIVITIES	\$40,371	\$41,410	\$24,867	\$45,119	\$41,405	\$42,125	\$23,581	\$62,881
DEPARTMENT OF JUSTICE	\$46,337	\$46,680	\$26,401	\$43,501	\$44,017	\$44,332	\$24,728	\$42,660
DEPARTMENT OF INTERIOR	\$40,301	\$43,181	\$27,839	\$26,605	\$41,754	\$44,089	\$24,038	\$26,679
DEPARTMENT OF AGRICULTURE	\$38,579	\$41,168	\$19,829	\$22,155	\$39,181	\$40,978	\$19,592	\$28,493
DEPARTMENT OF COMMERCE	\$49,621	\$51,120	\$35,973	\$32,474	\$49,267	\$50,647	\$25,205	\$32,329
DEPARTMENT OF LABOR	\$52,179	\$53,008	\$44,805	\$26,164	\$51,221	\$51,771	\$33,422	\$34,942
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$50,348	\$51,184	\$41,577	\$41,476	\$48,955	\$50,083	\$25,853	\$41,109
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$53,540	\$53,753	\$30,035	\$60,356	\$52,634	\$52,934	\$25,910	\$55,662
DEPARTMENT OF TRANSPORTATION	\$57,437	\$58,035	\$29,833	\$31,471	\$51,869	\$53,204	\$27,765	\$25,961
DEPARTMENT OF ENERGY	\$60,300	\$60,464	\$61,940	\$42,855	\$59,157	\$59,530	\$45,035	\$41,462
DEPARTMENT OF EDUCATION	\$55,668	\$55,882	\$55,155	\$44,681	\$54,186	\$54,584	\$49,508	\$41,905
DEPARTMENT OF VETERANS AFFAIRS	\$39,166	\$38,641	\$40,581	\$46,010	\$34,432	\$34,629	\$29,002	\$34,170
ENVIRONMENTAL PROTECTION AGENCY	\$57,602	\$58,384	\$24,041	\$47,754	\$56,698	\$57,471	\$23,493	\$46,867
GENERAL SERVICES ADMINISTRATION	\$47,796	\$48,169	\$25,728	\$33,918	\$50,215	\$50,645	\$24,973	\$42,974
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$62,224	\$63,284	\$37,403	\$27,013	\$61,310	\$62,390	\$37,336	\$26,463
SOCIAL SECURITY ADMINISTRATION	\$42,357	\$42,792	\$39,638	\$33,303	\$42,323	\$42,760	\$39,638	\$33,305
TENNESSEE VALLEY AUTHORITY	\$49,973	\$50,516	\$57,495	\$24,358	NA	NA	NA	NA
U.S. POSTAL SERVICE	\$35,069	\$37,384	\$21,356	\$26,129	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 1997.

## 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 1997 was an increase of 6.3 percent over the previous year. The majority of this increase was due to increases within the U.S. Postal Service (up \$635.2 million or 14.6 percent -- mostly in award payments for bargaining unit employees due to a new 4 year collective bargaining contract in FY 1995). This increase is a result of the unique status of the U.S. Postal Service and the provisions in law which make the Postal Service accountable for all costs associated with collectively-bargained contracts.

\* **Chart 6** shows that overtime pay (\$6.3 billion) represented over 61 percent of total premium pay in FY 1997.

\* Total non-Postal premium pay increases were concentrated in three agencies: Department of Justice (up \$50.8 million from \$649.7 million to \$700.5 million); Department of Health and Human Services (up \$17.8 million from \$108.0 million to \$125.8 million); and Social Security Administration (up \$94.8 million from \$146.7 million to \$241.5 million).

\* The U.S. Postal Service and Department of Justice reported sizeable increases in overtime pay (up \$370.0 million and \$40.9 million; respectively), while the Department of Agriculture reported the largest decrease in overtime pay (down \$58.9 million from \$232.7 million to \$173.8 million).

\* **Table 2B** shows that agencies with the highest premium pay costs as a percentage of basic pay were: Federal Housing Finance Board (22.5 percent); Panama Canal Commission (21.6 percent); Farm Credit Administration (20.4 percent); U.S. Postal Service (17.2 percent); and Federal Emergency Management Agency (13.8 percent).



**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>
WHITE HOUSE OFFICE	49	7	10		32			
OFFICE OF MANAGEMENT AND BUDGET	1,109	434	14					
OFFICE OF ADMINISTRATION	183	115	2					
OFFICE OF THE U.S. TRADE REPRESENTATIVE	240	100						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	<b>( 1,581 )</b>	<b>( 656 )</b>	<b>( 26 )</b>	<b>( )</b>	<b>( 32 )</b>	<b>( )</b>	<b>( )</b>	<b>( )</b>
DEPARTMENT OF STATE	52,942	19,849	1,018	642	499	2,091	20,957	
DEPARTMENT OF TREASURY	494,886	357,616	8,812	10,901	27,996	143	546	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	<b>( 1,659,540 )</b>	<b>( 1,011,033 )</b>	<b>( 35,296 )</b>	<b>( 33,159 )</b>	<b>( 47,006 )</b>	<b>( 24,085 )</b>	<b>( 8,515 )</b>	<b>( )</b>
DEPARTMENT OF ARMY	335,841	191,965	9,346	10,541	7,810	4,908	2,086	
DEPARTMENT OF NAVY	713,255	481,857	11,859	9,214	33,696	19,021	2,276	
DEPARTMENT OF AIR FORCE	306,100	129,077	10,509	9,034	4,842	140	483	
OTHER DEFENSE ACTIVITIES	304,344	208,134	3,582	4,370	658	16	3,670	
DEPARTMENT OF JUSTICE	700,495	581,760	28,148	30,045	28,348	2,276	1,977	
DEPARTMENT OF INTERIOR	135,774	73,015	7,652	7,929	3,171	2,397	346	
DEPARTMENT OF AGRICULTURE	248,557	173,804	8,402	16,288	8,601	5,079	593	
DEPARTMENT OF COMMERCE	80,347	31,738	4,102	4,563	4,440	376	841	
DEPARTMENT OF LABOR	20,312	6,975	84	123	273	2	84	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	125,845	32,286	4,639	5,411	5,425	21	1,250	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	14,679	5,134	15		4			
DEPARTMENT OF TRANSPORTATION	290,971	45,197	44,545	38,715	33,508	883	245	
DEPARTMENT OF ENERGY	42,060	18,958	578	114	333	252	18	
DEPARTMENT OF EDUCATION	3,925	408	4					
DEPARTMENT OF VETERANS AFFAIRS	818,165	116,652	61,885	61,196	81,249	20	53	
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	<b>( 4,688,498 )</b>	<b>( 2,474,425 )</b>	<b>( 205,180 )</b>	<b>( 209,086 )</b>	<b>( 240,853 )</b>	<b>( 37,625 )</b>	<b>( 35,425 )</b>	<b>( )</b>
AMERICAN BATTLE MONUMENTS COMMISSION	106	10	17	27		11	16	
ARMED FORCES RETIREMENT HOME	2,075	770	318	325	244			
ARMS CONTROL AND DISARMAMENT AGENCY	317	151	2					
COMMODITY FUTURES TRADE COMMISSION	684	39	2		1			
CONSUMER PRODUCT SAFETY COMMISSION	162	11						
CORPORATION NATIONAL AND COMMUNITY SERVICE	508	344	5					
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1,105	67	3					
ENVIRONMENTAL PROTECTION AGENCY	16,612	3,074	81	2	5	49	18	
EXPORT-IMPORT BANK OF THE U.S.	651	162	1		2		5	
FARM CREDIT ADMINISTRATION	4,283	33	4			2,184		
FEDERAL COMMUNICATIONS COMMISSION	2,438	855	32	20	19			
FEDERAL DEPOSIT INSURANCE CORPORATION	28,485	5,874	71	2	40			
FEDERAL ELECTION COMMISSION	318	130	1					
FEDERAL EMERGENCY MANAGEMENT AGENCY	28,793	26,375	436	249	224	6		
FEDERAL HOUSING FINANCE BOARD	1,727	5						
FEDERAL LABOR RELATIONS AUTHORITY	197	20						

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 1997**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>OVERTIME (\$000)</b>	<b>HOLIDAY (\$000)</b>	<b>SUNDAY (\$000)</b>	<b>NIGHT DIFFERENTIAL (\$000)</b>	<b>HAZARDOUS DUTY (\$000)</b>	<b>POST DIFFERENTIAL (\$000)</b>	<b>STAFFING 1/ DIFFERENTIAL (\$000)</b>
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND COUNCIL SERVICE	316							
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	85	6	1					
FEDERAL TRADE COMMISSION	1,149	214	2		1		3	
GENERAL SERVICES ADMINISTRATION	43,503	18,019	591	477	1,470	191	2	
U.S. INFORMATION AGENCY	12,990	3,428	2,107	1,463	1,612		3,366	
INTERNATIONAL BOUNDARY AND WATER COMMISSION	283	221	24	25	13			
MERIT SYSTEMS PROTECTION BOARD	23	17						
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	23,666	5,964	506	485	683	149	78	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,089	717	11	2	12			
NATIONAL CREDIT UNION ADMINISTRATION	722	386	1					
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 170 )	( 29 )	( )	( )	( 1 )	( )	( )	( )
NATIONAL ENDOWMENT FOR ARTS	9							
NATIONAL ENDOWMENT FOR HUMANITIES	161	29			1			
NATIONAL LABOR RELATIONS BOARD	1,183	33						
NATIONAL SCIENCE FOUNDATION	1,677	181					66	
NATIONAL TRANSPORTATION SAFETY BOARD	1,002	580	36					
NUCLEAR REGULATORY COMMISSION	5,931	2,331	106	60	46			
U.S. OFFICE OF PERSONNEL MANAGEMENT	4,754	2,419	14		71			
PANAMA CANAL COMMISSION	53,417	32,294	3,271	2,278	467			
PEACE CORPS	377	149		15				
RAILROAD RETIREMENT BOARD	697	264	1		25			
SECURITIES AND EXCHANGE COMMISSION	3,130	818	10		11			
SELECTIVE SERVICE SYSTEM	49	35	1		4			
SMALL BUSINESS ADMINISTRATION	15,189	10,249	277		2			
<b>SMITHSONIAN INSTITUTION</b>	( 8,867 )	( 2,750 )	( 1,023 )	( 1,253 )	( 496 )	( 1 )	( )	( )
SMITHSONIAN INSTITUTION	6,787	1,900	791	1,016	427	1		
NATIONAL GALLERY OF ART	2,080	850	232	237	69			
SOCIAL SECURITY ADMINISTRATION	241,454	193,741	688	136	1,311		32	
TENNESSEE VALLEY AUTHORITY	88,209	67,232	1,294	3,410	3,848			
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 10,137 )	( 461 )	( 8 )	( 89 )	( 2 )	( 374 )	( 6,246 )	( )
OVERSEAS PRIVATE INVESTMENT CORPERATION	417	51						
AGENCY FOR INTERNATIONAL DEVELOPMENT	9,720	410	8	89	2	374	6,246	
U.S. INTERNATIONAL TRADE COMMISSION	346	29	1					
U.S. POSTAL SERVICE	4,991,576	3,439,291	162,351	209,754	525,028			
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 5,601,452 )	( 3,819,778 )	( 173,297 )	( 220,072 )	( 535,638 )	( 2,965 )	( 9,832 )	( )
<b>TOTAL - ALL AGENCIES</b>	( 10,291,531 )	( 6,294,859 )	( 378,503 )	( 429,158 )	( 776,523 )	( 40,590 )	( 45,257 )	( )

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 1997**

<b>AGENCY</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>
WHITE HOUSE OFFICE					
OFFICE OF MANAGEMENT AND BUDGET				661	
OFFICE OF ADMINISTRATION				66	
OFFICE OF THE U.S. TRADE REPRESENTATIVE				140	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( )	( )	( 867 )	( )
DEPARTMENT OF STATE		823		2,872	4,191
DEPARTMENT OF TREASURY				63,243	25,629
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 13,509 )	( 1,297 )	( 136 )	( 327,873 )	( 157,631 )
DEPARTMENT OF ARMY	13,369			95,816	
DEPARTMENT OF NAVY	34	668		99,192	55,438
DEPARTMENT OF AIR FORCE	83	629	136	75,147	76,020
OTHER DEFENSE ACTIVITIES	23			57,718	26,173
DEPARTMENT OF JUSTICE	200	3,003		23,630	1,108
DEPARTMENT OF INTERIOR	122			32,695	8,447
DEPARTMENT OF AGRICULTURE	2	19	52	23,552	12,165
DEPARTMENT OF COMMERCE			207	27,814	6,266
DEPARTMENT OF LABOR		115		11,509	1,147
DEPARTMENT OF HEALTH AND HUMAN SERVICES	6	26,181		30,651	19,975
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT				9,414	112
DEPARTMENT OF TRANSPORTATION		669		13,073	114,136
DEPARTMENT OF ENERGY	64			12,363	9,380
DEPARTMENT OF EDUCATION				2,426	1,087
DEPARTMENT OF VETERANS AFFAIRS	62	380,932		61,320	54,796
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 13,965 )	( 413,039 )	( 395 )	( 642,435 )	( 416,070 )
AMERICAN BATTLE MONUMENTS COMMISSION				25	
ARMED FORCES RETIREMENT HOME		81		215	122
ARMS CONTROL AND DISARMAMENT AGENCY				164	
COMMODITY FUTURES TRADE COMMISSION				584	58
CONSUMER PRODUCT SAFETY COMMISSION				151	
CORPORATION NATIONAL AND COMMUNITY SERVICE				123	36
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				1,035	
ENVIRONMENTAL PROTECTION AGENCY		48			13,335
EXPORT-IMPORT BANK OF THE U.S.				481	
FARM CREDIT ADMINISTRATION				129	1,933
FEDERAL COMMUNICATIONS COMMISSION				1,512	
FEDERAL DEPOSIT INSURANCE CORPORATION				5,605	16,893
FEDERAL ELECTION COMMISSION				187	
FEDERAL EMERGENCY MANAGEMENT AGENCY				678	825
FEDERAL HOUSING FINANCE BOARD				1,722	
FEDERAL LABOR RELATIONS AUTHORITY				177	

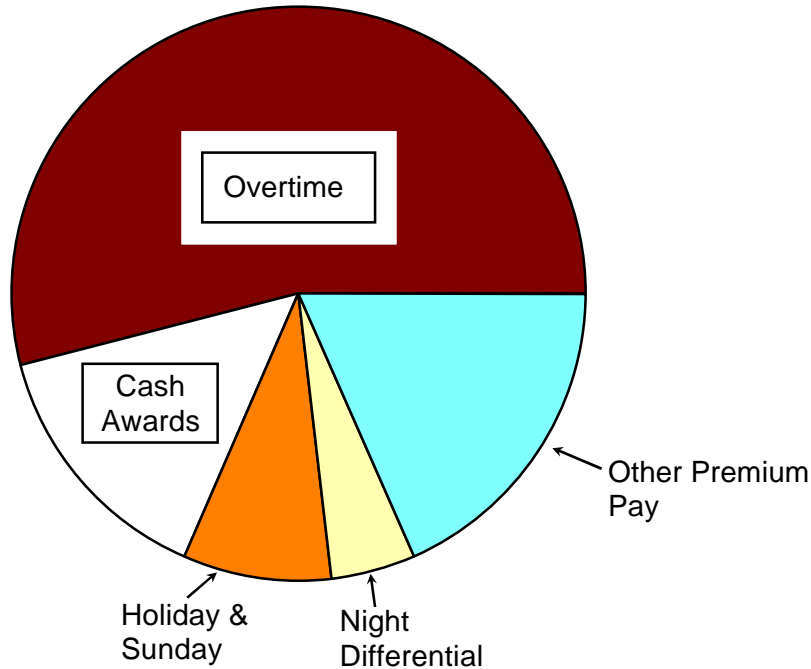
**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1997**

<b>AGENCY</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					
FEDERAL MEDIATION AND COUNCIL SERVICE				115	201
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD				78	
FEDERAL TRADE COMMISSION				929	
GENERAL SERVICES ADMINISTRATION	18			22,735	
U.S. INFORMATION AGENCY				1,014	
INTERNATIONAL BOUNDARY AND WATER COMMISSION					
MERIT SYSTEMS PROTECTION BOARD				6	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION				15,801	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION				1,347	
NATIONAL CREDIT UNION ADMINISTRATION				335	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( 131 )	( 9 )
NATIONAL ENDOWMENT FOR ARTS					9
NATIONAL ENDOWMENT FOR HUMANITIES				131	
NATIONAL LABOR RELATIONS BOARD				1,149	1
NATIONAL SCIENCE FOUNDATION				1,430	
NATIONAL TRANSPORTATION SAFETY BOARD				239	147
NUCLEAR REGULATORY COMMISSION				3,388	
U.S. OFFICE OF PERSONNEL MANAGEMENT				2,250	
PANAMA CANAL COMMISSION				4,693	10,414
PEACE CORPS				213	
RAILROAD RETIREMENT BOARD				407	
SECURITIES AND EXCHANGE COMMISSION				2,291	
SELECTIVE SERVICE SYSTEM				9	
SMALL BUSINESS ADMINISTRATION				4,661	
<b>SMITHSONIAN INSTITUTION</b>	( 4 )	( )	( )	( 1,864 )	( 1,476 )
SMITHSONIAN INSTITUTION	4			1,511	1,137
NATIONAL GALLERY OF ART				353	339
SOCIAL SECURITY ADMINISTRATION		81		45,461	4
TENNESSEE VALLEY AUTHORITY				7,699	4,726
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( 126 )	( )	( 2,399 )	( 432 )
OVERSEAS PRIVATE INVESTMENT CORPERATION				366	
AGENCY FOR INTERNATIONAL DEVELOPMENT		126		2,033	432
U.S. INTERNATIONAL TRADE COMMISSION				316	
U.S. POSTAL SERVICE				635,525	19,627
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 22 )	( 336 )	( )	( 769,273 )	( 70,239 )
<b>TOTAL - ALL AGENCIES</b>	( 13,987 )	( 413,375 )	( 395 )	( 1,412,575 )	( 486,309 )

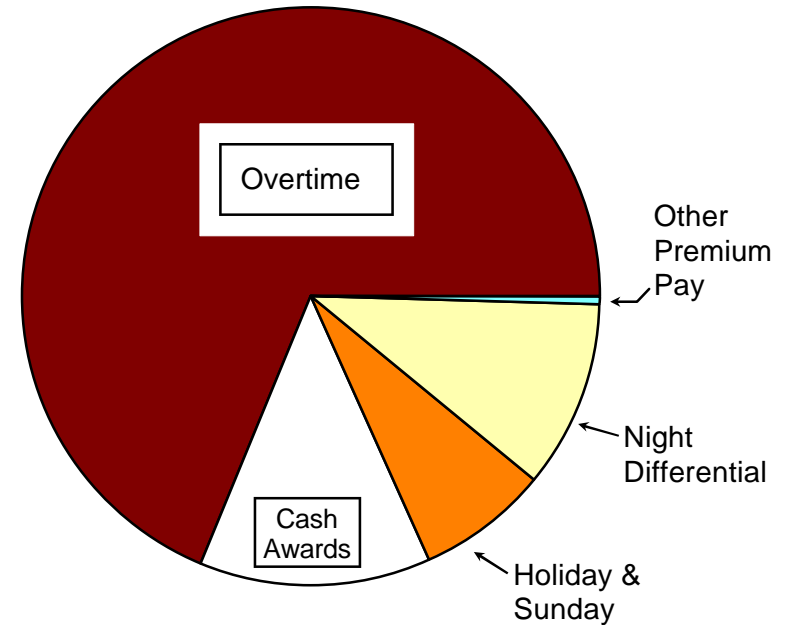
## CHART 6

# OVERTIME REPRESENTS OVER FIFTY PERCENT OF THE TOTAL PREMIUM PAY DURING FISCAL YEAR 1997

**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	\$2,855,568	\$3,439,291	53.9	68.9
Holiday	216,152	162,351	4.1	3.3
Sunday	219,404	209,754	4.1	4.2
Night Differential	251,495	525,028	4.7	10.5
Hazardous Duty	40,590	0	0.8	0.0
Post Differential	45,257	0	0.8	0.0
Supervisory Differential	13,987	0	0.3	0.0
Physicians Comparability Allowance	413,375	0	7.8	0.0
Remote Work Site Allowance	395	0	0.0	0.0
Cash Awards	777,050	635,525	14.7	12.7
Other	466,682	19,627	8.8	0.4
<b>Total</b>	<b>5,299,955</b>	<b>4,991,576</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 62.4 percent of the Federal Government's portion of Employee Health Insurance cost (38.6 and 23.8 percent; respectively).

\* Fiscal year 1997 employee benefit pay amounted to \$27.6 billion (excluding \$970.5 million separation pay).

\* Benefit pay represented 19.0 percent of total personnel costs -- 26.0 percent of basic costs.

\* **Tables 6B and 6C** shows that the major benefits included \$11.9 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$5.3 billion to the Social Security System, and \$6.3 billion for Employee Health Insurance.

\* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 43.2 percent of total benefits costs. Health Insurance covered an additional 23.0 percent of total benefits costs.

**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<b>AGENCY</b>	<b>TOTAL COST (\$000)</b>	<b>HEALTH INSURANCE (\$000)</b>	<b>LIFE INSURANCE (\$000)</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>SOCIAL SECURITY (\$000)</b>	<b>WORKMENS COMPENSATION (\$000)</b>	<b>UNIFORM ALLOWANCE (\$000)</b>
WHITE HOUSE OFFICE	4,877	687	34	2,836	1,320		
OFFICE OF MANAGEMENT AND BUDGET	6,869	1,095	53	4,110	1,611		
OFFICE OF ADMINISTRATION	1,872	378	18	1,036	440		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,656	341	16	1,267	487		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 16,274 )	( 2,501 )	( 121 )	( 9,249 )	( 3,858 )	( )	( )
DEPARTMENT OF STATE	307,494	31,272	1,455	123,637	40,491	4,416	
DEPARTMENT OF TREASURY	1,506,374	337,450	12,114	727,435	295,414	39,309	89
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 7,394,102 )	( 1,508,426 )	( 54,553 )	( 2,909,283 )	( 1,277,329 )	( 156,602 )	( 3,748 )
DEPARTMENT OF ARMY	1,874,604	389,026	14,933	755,055	319,037	93,445	1,313
DEPARTMENT OF NAVY	2,618,156	469,371	16,823	928,271	402,147		1,113
DEPARTMENT OF AIR FORCE	1,668,094	400,973	13,231	720,782	343,178	58,667	1,207
OTHER DEFENSE ACTIVITIES	1,233,248	249,056	9,566	505,175	212,967	4,490	115
DEPARTMENT OF JUSTICE	1,698,681	291,167	10,223	1,011,765	338,899	8,709	
DEPARTMENT OF INTERIOR	645,255	138,098	4,939	281,685	128,663	13,450	4,505
DEPARTMENT OF AGRICULTURE	851,359	224,627	7,321	395,991	179,591		218
DEPARTMENT OF COMMERCE	377,972	71,540	2,814	175,491	76,535	11,091	10
DEPARTMENT OF LABOR	183,368	37,621	1,580	88,176	34,366	17,449	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,010,751	107,858	4,703	439,009	146,399	167,508	1,842
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	148,795	24,872	1,099	59,958	24,325	6,694	5
DEPARTMENT OF TRANSPORTATION	954,682	162,407	7,097	456,647	162,337	90,484	2
DEPARTMENT OF ENERGY	221,628	43,157	1,894	112,263	45,865		22
DEPARTMENT OF EDUCATION	51,247	9,511	442	27,339	11,409	1,661	
DEPARTMENT OF VETERANS AFFAIRS	2,278,039	457,169	16,388	1,004,683	461,371	142,617	6,374
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 17,629,747 )	( 3,445,175 )	( 126,622 )	( 7,813,362 )	( 3,222,994 )	( 659,990 )	( 16,815 )
AMERICAN BATTLE MONUMENTS COMMISSION	4,347	278	6	297	139	80	
ARMED FORCES RETIREMENT HOME	7,101	1,691	55	3,056	1,528	604	
ARMS CONTROL AND DISARMAMENT AGENCY	2,734	470	25	1,540	699		
COMMODITY FUTURES TRADE COMMISSION	6,468	1,188	50	3,663	1,565		
CONSUMER PRODUCT SAFETY COMMISSION	5,003	1,062	49	2,683	996	197	
CORPORATION NATIONAL AND COMMUNITY SERVICE	5,313	1,078	49	3,088	909		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	26,569	5,651	261	14,123	5,588	735	
ENVIRONMENTAL PROTECTION AGENCY	204,216	38,256	1,675	114,707	47,417		7
EXPORT-IMPORT BANK OF THE U.S.	5,382	928	42	2,901	862		
FARM CREDIT ADMINISTRATION	4,625	799	20	2,438	1,037		
FEDERAL COMMUNICATIONS COMMISSION	22,625	4,486	204	13,663	3,778		
FEDERAL DEPOSIT INSURANCE CORPORATION	104,765	2,032	228	69,765	30,366		
FEDERAL ELECTION COMMISSION	3,269	652	27	1,730	777	15	
FEDERAL EMERGENCY MANAGEMENT AGENCY	37,783	6,323	263	15,391	13,607	1,703	
FEDERAL HOUSING FINANCE BOARD	1,697	241	9	1,207	75		
FEDERAL LABOR RELATIONS AUTHORITY	2,415	474	24	1,305	478	30	
FEDERAL MARITIME COMMISSION	1,497	350	15	829	273		
FEDERAL MEDIATION AND COUNCIL SERVICE	3,574	655	38	2,001	793		

**TABLE 6A - BENEFIT COSTS - BY AGENCY  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1997**

<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	1,244	219	9	717	292		
FEDERAL TRADE COMMISSION	12,177	1,974	87	7,074	2,745	147	
GENERAL SERVICES ADMINISTRATION	204,471	33,921	1,346	72,891	32,130	17,082	277
U.S. INFORMATION AGENCY	76,965	10,547	1,147	37,239	11,005	63	25
INTERNATIONAL BOUNDARY AND WATER COMMISSION	2,307	645	18	935	382	299	2
MERIT SYSTEMS PROTECTION BOARD	3,124	544	29	1,606	600		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	285,992	49,949	1,935	134,053	52,712	11,057	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	18,671	4,231	148	8,789	4,089	849	
NATIONAL CREDIT UNION ADMINISTRATION	12,354	2,206	105	6,593	2,791		
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 3,516 )	( 620 )	( 32 )	( 2,042 )	( 797 )	( 25 )	( )
NATIONAL ENDOWMENT FOR ARTS	1,686	300	15	997	374		
NATIONAL ENDOWMENT FOR HUMANITIES	1,830	320	17	1,045	423	25	
NATIONAL LABOR RELATIONS BOARD	20,776	4,428	193	11,086	3,943	427	
NATIONAL SCIENCE FOUNDATION	14,484	2,604	137	7,798	3,341	137	
NATIONAL TRANSPORTATION SAFETY BOARD	4,527	831	44	2,498	979	48	
NUCLEAR REGULATORY COMMISSION	49,072	7,392	351	30,941	6,740	740	
U.S. OFFICE OF PERSONNEL MANAGEMENT	29,969	6,244	248	12,513	3,381	1,224	
PANAMA CANAL COMMISSION	45,267	7,059	200	29,932	973	7,011	12
PEACE CORPS	40,987	1,679	76	5,800	2,299	10,733	
RAILROAD RETIREMENT BOARD	14,700	3,128	117	6,606	2,468	144	
SECURITIES AND EXCHANGE COMMISSION	38,466	5,944	252	21,910	9,347	204	
SELECTIVE SERVICE SYSTEM	1,442	351	15	695	297		
SMALL BUSINESS ADMINISTRATION	49,033	9,045	376	22,300	11,290	2,514	
<b>SMITHSONIAN INSTITUTION</b>	( 43,964 )	( 9,821 )	( 373 )	( 22,414 )	( 10,422 )	( )	( 12 )
SMITHSONIAN INSTITUTION	37,661	8,313	320	19,197	8,905		12
NATIONAL GALLERY OF ART	6,303	1,508	53	3,217	1,517		
SOCIAL SECURITY ADMINISTRATION	529,078	148,758	5,384	266,335	104,916		15
TENNESSEE VALLEY AUTHORITY	303,670	62,942	1,266	69,882	62,093	62,340	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 33,434 )	( 6,542 )	( 317 )	( 15,395 )	( 8,307 )	( )	( 5 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	2,448	194	7	1,464	685		
AGENCY FOR INTERNATIONAL DEVELOPMENT	30,986	6,348	310	13,931	7,622		5
U.S. INTERNATIONAL TRADE COMMISSION	4,468	802	38	2,515	970	58	
U.S. POSTAL SERVICE	10,166,607	2,450,954	187,037	3,048,061	1,653,231	209,894	77,633
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 12,460,148 )	( 2,899,994 )	( 204,320 )	( 4,103,007 )	( 2,103,427 )	( 328,360 )	( 77,988 )
<b>TOTAL - ALL AGENCIES</b>	( 30,106,169 )	( 6,347,670 )	( 331,063 )	( 11,925,618 )	( 5,330,279 )	( 988,350 )	( 94,803 )



**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<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>
WHITE HOUSE OFFICE							
OFFICE OF MANAGEMENT AND BUDGET							
OFFICE OF ADMINISTRATION							
OFFICE OF THE U.S. TRADE REPRESENTATIVE	545						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 545 )	( )	( )	( )	( )	( )	( )
DEPARTMENT OF STATE	69,412					19,658	17,153
DEPARTMENT OF TREASURY	5,771	10,035	20	23		44,050	34,664
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 310,156 )	( 37,693 )	( 4,659 )	( 990 )	( 197 )	( 653,442 )	( 477,024 )
DEPARTMENT OF ARMY	98,182	35,302	3,723	787	101	68,234	95,466
DEPARTMENT OF NAVY	91,211					455,310	253,910
DEPARTMENT OF AIR FORCE	38,586	2,357	305	20	23	50,300	38,465
OTHER DEFENSE ACTIVITIES	82,177	34	631	183	73	79,598	89,183
DEPARTMENT OF JUSTICE	16,828		25	119	326	17,117	3,503
DEPARTMENT OF INTERIOR	54	23,371	15			21,457	29,018
DEPARTMENT OF AGRICULTURE	16,680		85	190	389	273	25,994
DEPARTMENT OF COMMERCE	7,658	77	16	14		10,233	22,493
DEPARTMENT OF LABOR		636	11	30	152	2,859	488
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,246	10,050	51,692	2,722	408	73,739	2,575
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1,161		17	39		4,764	25,861
DEPARTMENT OF TRANSPORTATION	23	27,326	139	10		39,115	9,095
DEPARTMENT OF ENERGY	22	126	400	120	55	635	17,069
DEPARTMENT OF EDUCATION		30				3	852
DEPARTMENT OF VETERANS AFFAIRS		14,493			14,220	5,473	155,251
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 430,011 )	( 123,837 )	( 57,079 )	( 4,257 )	( 15,747 )	( 892,818 )	( 821,040 )
AMERICAN BATTLE MONUMENTS COMMISSION	472					2,879	196
ARMED FORCES RETIREMENT HOME			12			52	103
ARMS CONTROL AND DISARMAMENT AGENCY							
COMMODITY FUTURES TRADE COMMISSION			2				
CONSUMER PRODUCT SAFETY COMMISSION		3	13				
CORPORATION NATIONAL AND COMMUNITY SERVICE		32		4			153
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		35				176	
ENVIRONMENTAL PROTECTION AGENCY	10	571	32	31		1,503	7
EXPORT-IMPORT BANK OF THE U.S.	1		59			372	217
FARM CREDIT ADMINISTRATION						48	283
FEDERAL COMMUNICATIONS COMMISSION	75		5				414
FEDERAL DEPOSIT INSURANCE CORPORATION					1		2,373
FEDERAL ELECTION COMMISSION						68	
FEDERAL EMERGENCY MANAGEMENT AGENCY	222					247	27
FEDERAL HOUSING FINANCE BOARD						46	119
FEDERAL LABOR RELATIONS AUTHORITY						62	42
FEDERAL MARITIME COMMISSION						17	13
FEDERAL MEDIATION AND COUNCIL SERVICE	12						75

**TABLE 6A - BENEFIT COSTS - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**FISCAL YEAR 1997**

<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						7	
FEDERAL TRADE COMMISSION						127	23
GENERAL SERVICES ADMINISTRATION	588	914	21			8,244	37,057
U.S. INFORMATION AGENCY	6,203					6,390	4,346
INTERNATIONAL BOUNDARY AND WATER COMMISSION						24	2
MERIT SYSTEMS PROTECTION BOARD							345
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION			8	68	157	5,501	30,552
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		50	20			476	19
NATIONAL CREDIT UNION ADMINISTRATION		115				544	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( )	( )	( )	( )	( )	( )	( )
NATIONAL ENDOWMENT FOR ARTS							
NATIONAL ENDOWMENT FOR HUMANITIES							
NATIONAL LABOR RELATIONS BOARD		201			468		30
NATIONAL SCIENCE FOUNDATION	267				10	138	52
NATIONAL TRANSPORTATION SAFETY BOARD		60	15	41		11	
NUCLEAR REGULATORY COMMISSION					667		2,241
U.S. OFFICE OF PERSONNEL MANAGEMENT	111					2,453	3,795
PANAMA CANAL COMMISSION					26	54	
PEACE CORPS	19,335	33				642	390
RAILROAD RETIREMENT BOARD						106	2,131
SECURITIES AND EXCHANGE COMMISSION						809	
SELECTIVE SERVICE SYSTEM		1					83
SMALL BUSINESS ADMINISTRATION						2,014	1,494
<b>SMITHSONIAN INSTITUTION</b>	( 370 )	( )	( 29 )	( 17 )	( )	( )	( 506 )
SMITHSONIAN INSTITUTION	370		21	17			506
NATIONAL GALLERY OF ART			8				
SOCIAL SECURITY ADMINISTRATION		3,658	12				
TENNESSEE VALLEY AUTHORITY					879		44,268
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( )	( 1 )	( )	( )	( 893 )	( 1,974 )
OVERSEAS PRIVATE INVESTMENT CORPERATION			1			8	89
AGENCY FOR INTERNATIONAL DEVELOPMENT						885	1,885
U.S. INTERNATIONAL TRADE COMMISSION						20	65
U.S. POSTAL SERVICE						1,094,595	1,445,202
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 27,666 )	( 5,673 )	( 229 )	( 161 )	( 2,208 )	( 1,128,518 )	( 1,578,597 )
<b>TOTAL - ALL AGENCIES</b>	( 458,222 )	( 129,510 )	( 57,308 )	( 4,418 )	( 17,955 )	( 2,021,336 )	( 2,399,637 )

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1997**

<b>AGENCY</b>	<b>TOTAL RETIREMENT (\$000)</b>	<b>CIVIL SERVICE RETIREMENT (CSRS) (\$000)</b>	<b>FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)</b>	<b>FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)</b>	<b>OTHER RETIREMENT (\$000)</b>
WHITE HOUSE OFFICE	2,836	224	2,022	590	
OFFICE OF MANAGEMENT AND BUDGET	4,110	1,149	2,136	825	
OFFICE OF ADMINISTRATION	1,036	306	532	198	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,267	391	633	243	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 9,249 )	( 2,070 )	( 5,323 )	( 1,856 )	( )
DEPARTMENT OF STATE	123,637	12,893	14,936	18,278	77,530
DEPARTMENT OF TREASURY	741,021	229,482	389,046	122,493	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 2,909,283 )	( 1,088,660 )	( 1,329,529 )	( 489,269 )	( 1,825 )
DEPARTMENT OF ARMY	755,055	262,571	365,124	127,360	
DEPARTMENT OF NAVY	928,271	341,100	433,629	153,542	
DEPARTMENT OF AIR FORCE	720,782	245,879	351,056	123,741	106
OTHER DEFENSE ACTIVITIES	505,175	239,110	179,720	84,626	1,719
DEPARTMENT OF JUSTICE	1,011,765	153,877	700,702	157,186	
DEPARTMENT OF INTERIOR	281,685	100,750	135,248	45,687	
DEPARTMENT OF AGRICULTURE	395,991	149,216	181,214	64,897	664
DEPARTMENT OF COMMERCE	175,491	55,436	87,773	31,779	503
DEPARTMENT OF LABOR	88,176	36,669	38,017	13,490	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	439,009	87,631	150,157	51,272	149,949
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	59,958	24,900	25,787	9,271	
DEPARTMENT OF TRANSPORTATION	456,647	138,601	247,302	70,744	
DEPARTMENT OF ENERGY	112,263	41,635	50,555	20,073	
DEPARTMENT OF EDUCATION	27,339	9,408	13,226	4,705	
DEPARTMENT OF VETERANS AFFAIRS	1,004,683	257,018	562,182	185,091	392
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 7,826,948 )	( 2,386,176 )	( 3,925,674 )	( 1,284,235 )	( 230,863 )
AMERICAN BATTLE MONUMENTS COMMISSION	297	42	186	69	
ARMED FORCES RETIREMENT HOME	3,056	824	1,705	527	
ARMS CONTROL AND DISARMAMENT AGENCY	1,540	508	764	268	
COMMODITY FUTURES TRADE COMMISSION	3,663	1,064	1,914	685	
CONSUMER PRODUCT SAFETY COMMISSION	2,683	1,327	989	367	
CORPORATION NATIONAL AND COMMUNITY SERVICE	3,187	839	1,761	587	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	14,123	5,562	6,253	2,308	
ENVIRONMENTAL PROTECTION AGENCY	114,707	32,596	59,310	22,801	
EXPORT-IMPORT BANK OF THE U.S.	2,901	747	1,571	583	
FARM CREDIT ADMINISTRATION	2,438	687	1,234	517	
FEDERAL COMMUNICATIONS COMMISSION	13,663	4,097	7,065	2,501	
FEDERAL DEPOSIT INSURANCE CORPORATION	69,765	12,725	41,669	15,371	
FEDERAL ELECTION COMMISSION	1,730	366	1,004	360	
FEDERAL EMERGENCY MANAGEMENT AGENCY	15,391	5,042	7,780	2,569	
FEDERAL HOUSING FINANCE BOARD	957	177	554	226	
FEDERAL LABOR RELATIONS AUTHORITY	1,305	673	467	165	
FEDERAL MARITIME COMMISSION	829	449	273	107	
FEDERAL MEDIATION AND COUNCIL SERVICE	2,001	657	972	372	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL  
(COSTS IN THOUSANDS)  
FISCAL YEAR 1997**

<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	717	232	345	140	
FEDERAL TRADE COMMISSION	7,074	2,003	3,606	1,391	74
GENERAL SERVICES ADMINISTRATION	72,891	26,597	33,830	12,464	
U.S. INFORMATION AGENCY	37,239	11,915	8,616	5,059	11,649
INTERNATIONAL BOUNDARY AND WATER COMMISSION	979	352	448	179	
MERIT SYSTEMS PROTECTION BOARD	1,606	737	624	245	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	134,053	47,851	61,521	24,681	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	8,789	3,180	4,252	1,357	
NATIONAL CREDIT UNION ADMINISTRATION	6,593	1,663	3,538	1,392	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 2,042 )	( 669 )	( 1,008 )	( 365 )	( )
NATIONAL ENDOWMENT FOR ARTS	997	362	468	167	
NATIONAL ENDOWMENT FOR HUMANITIES	1,045	307	540	198	
NATIONAL LABOR RELATIONS BOARD	11,086	5,676	3,882	1,372	156
NATIONAL SCIENCE FOUNDATION	7,798	2,820	3,500	1,478	
NATIONAL TRANSPORTATION SAFETY BOARD	2,669	796	1,362	511	
NUCLEAR REGULATORY COMMISSION	30,941	8,944	10,173	11,824	
U.S. OFFICE OF PERSONNEL MANAGEMENT	12,513	5,381	5,243	1,889	
PANAMA CANAL COMMISSION	29,932	5,932	446	156	23,398
PEACE CORPS	5,800	388	3,903	1,390	119
RAILROAD RETIREMENT BOARD	6,606	2,750	3,150	706	
SECURITIES AND EXCHANGE COMMISSION	21,910	3,518	13,368	5,024	
SELECTIVE SERVICE SYSTEM	681	341	260	80	
SMALL BUSINESS ADMINISTRATION	22,300	7,236	11,108	3,956	
<b>SMITHSONIAN INSTITUTION</b>	( 22,414 )	( 5,876 )	( 12,324 )	( 4,214 )	( )
SMITHSONIAN INSTITUTION	19,197	4,976	10,583	3,638	
NATIONAL GALLERY OF ART	3,217	900	1,741	576	
SOCIAL SECURITY ADMINISTRATION	266,335	142,186	92,751	31,398	
TENNESSEE VALLEY AUTHORITY	69,882	591	230	91	68,970
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 15,395 )	( 3,311 )	( 4,077 )	( 4,200 )	( 3,807 )
OVERSEAS PRIVATE INVESTMENT CORPORATION	1,464	158	987	319	
AGENCY FOR INTERNATIONAL DEVELOPMENT	13,931	3,153	3,090	3,881	3,807
U.S. INTERNATIONAL TRADE COMMISSION	2,515	943	1,145	427	
U.S. POSTAL SERVICE	3,048,061	906,006	1,590,290	551,765	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 4,103,057 )	( 1,266,276 )	( 2,010,471 )	( 718,137 )	( 108,173 )
<b>TOTAL - ALL AGENCIES</b>	( 11,939,254 )	( 3,654,522 )	( 5,941,468 )	( 2,004,228 )	( 339,036 )

**TABLE 6C**  
**BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE**  
**FISCAL YEAR 1997**

<b>Benefits (Categories)</b>	<b>All Other Agencies</b>		<b>U.S. Postal Service</b>	
	Costs (\$000)	Percent of Basic Payroll	Costs (\$000)	Percent of Basic Payroll
	FY 1997	FY 1997	FY 1997	FY 1997
<b>Total 1/</b>	\$18,900,842	24.5	\$8,721,405	30.1
<b>-Health Insurance</b>	3,881,174	5.0	2,450,954	8.5
<b>-Life Insurance</b>	143,683	0.2	187,037	0.7
<b>-Retirement 1/</b>	8,891,193	11.5	3,048,061	10.5
<b>-Federal Insurance Contributions Act (Social Security)</b>	3,680,364	4.8	1,653,231	5.7
<b>-Federal Employees Compensation Act (FECA)</b>	739,116	1.0	209,894	0.7
<b>-Uniform Allowance</b>	17,125	0.0	77,633	0.3
<b>-Overseas Allowance</b>	466,159	0.6	NA	NA
<b>-Non-Foreign COLA</b>	119,427	0.2	NA	NA
<b>-Retention Allowance</b>	57,411	0.1	NA	NA
<b>-Recruitment Bonus</b>	4,400	0.0	NA	NA
<b>-Relocation Bonus</b>	18,152	0.0	NA	NA
<b>-Other Benefits</b>	882,638	1.1	1,094,595	3.8
<b>Separation Pay 2/</b>	970,020	1.3	478	0.0

1/ Includes the Federal Employees Retirement Systems (FERS): \$5,941,468,000 in FY 1997.

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 1997.

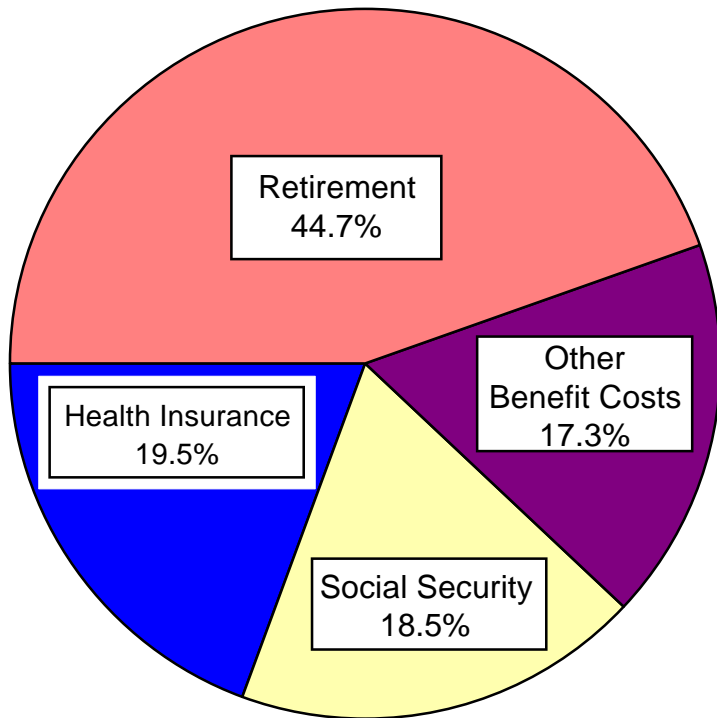
CHART 7

# Distribution of Benefit Costs

Fiscal Year 1997

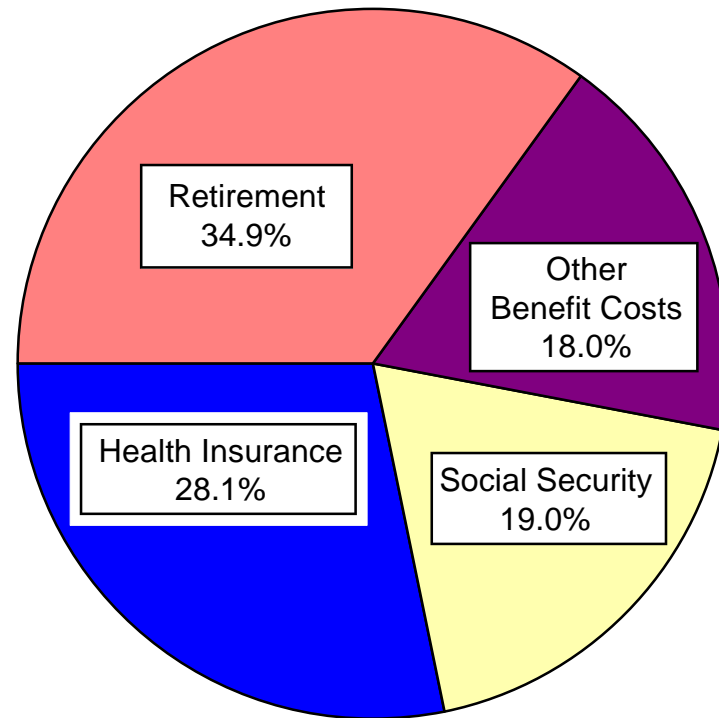
(\$ thousands)

### All Other Agencies



Total Benefit Costs<sup>1/</sup>: \$19,870,862  
(In thousands \$)

### U.S. Postal Service



Total Benefit Costs<sup>2/</sup>: \$8,721,883  
(In thousands \$)

1/ Includes Separation Pay -- \$970,020

2/ Includes Separation Pay -- \$478

## 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 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	BASIC	FTP COST
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
WHITE HOUSE OFFICE	383	21,282	49	55,695	380	21,127	55,597	99.04%
OFFICE OF MANAGEMENT AND BUDGET	520	35,113	1,109	69,658	484	33,723	69,676	93.10%
OFFICE OF ADMINISTRATION	179	9,163	183	52,212	172	8,945	52,006	95.71%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	157	10,980	240	71,465	145	10,650	73,448	94.92%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 1,239 )	( 76,538 )	( 1,581 )	( 63,050 )	( 1,181 )	( 74,445 )	( 63,036 )	( 95.30% )
DEPARTMENT OF STATE	22,778	959,407	52,942	44,444	20,655	904,932	43,812	89.39%
DEPARTMENT OF TREASURY	147,604	6,117,074	494,886	44,795	139,301	5,975,940	42,899	90.38%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 763,839 )	( 29,241,570 )	( 1,659,540 )	( 40,455 )	( 697,462 )	( 27,663,884 )	( 39,664 )	( 89.52% )
DEPARTMENT OF ARMY	237,884	8,501,500	335,841	37,150	217,329	8,083,005	37,192	91.46%
DEPARTMENT OF NAVY	222,652	9,021,982	713,255	43,724	200,849	8,562,192	42,630	87.95%
DEPARTMENT OF AIR FORCE	181,111	6,892,092	306,100	39,745	169,767	6,483,634	38,191	90.07%
OTHER DEFENSE ACTIVITIES	122,192	4,825,996	304,344	41,986	109,517	4,535,053	41,410	88.40%
DEPARTMENT OF JUSTICE	122,052	5,141,838	700,495	47,868	106,847	4,987,596	46,680	85.37%
DEPARTMENT OF INTERIOR	68,081	2,669,976	135,774	41,212	54,003	2,331,920	43,181	83.11%
DEPARTMENT OF AGRICULTURE	103,985	3,860,906	248,557	39,520	87,237	3,591,376	41,168	87.39%
DEPARTMENT OF COMMERCE	33,252	1,616,056	80,347	51,017	29,879	1,527,414	51,120	90.04%
DEPARTMENT OF LABOR	15,948	828,181	20,312	53,204	15,268	809,321	53,008	95.38%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,353	2,898,504	125,845	51,829	52,572	2,690,868	51,184	88.97%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	11,032	586,964	14,679	54,536	10,660	573,012	53,753	95.24%
DEPARTMENT OF TRANSPORTATION	62,498	3,589,678	290,971	62,092	61,124	3,547,318	58,035	91.41%
DEPARTMENT OF ENERGY	17,877	1,054,411	42,060	61,334	17,016	1,028,849	60,464	93.83%
DEPARTMENT OF EDUCATION	4,530	251,730	3,925	56,436	4,230	236,379	55,882	92.46%
DEPARTMENT OF VETERANS AFFAIRS	215,673	8,283,841	818,165	42,203	189,693	7,330,000	38,641	80.53%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,647,502 )	( 67,100,136 )	( 4,688,498 )	( 43,574 )	( 1,485,947 )	( 63,198,809 )	( 42,531 )	( 88.03% )
AMERICAN BATTLE MONUMENTS COMMISSION	372	10,447	106	28,368	360	10,170	28,250	96.37%
ARMED FORCES RETIREMENT HOME	898	28,570	2,075	34,126	831	27,422	32,999	89.48%
ARMS CONTROL AND DISARMAMENT AGENCY	225	14,635	317	66,453	196	12,911	65,872	86.35%
COMMODITY FUTURES TRADE COMMISSION	555	32,662	684	60,083	506	30,109	59,504	90.29%
CONSUMER PRODUCT SAFETY COMMISSION	462	27,365	162	59,582	442	26,513	59,984	96.32%
CORPORATION NATIONAL AND COMMUNITY SERVICE	582	28,584	508	49,986	350	19,543	55,837	67.18%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,586	135,595	1,105	52,862	2,548	133,717	52,479	97.82%
ENVIRONMENTAL PROTECTION AGENCY	16,996	975,081	16,612	58,349	16,169	944,005	58,384	95.19%
EXPORT-IMPORT BANK OF THE U.S.	419	24,859	651	60,883	400	23,702	59,255	92.91%
FARM CREDIT ADMINISTRATION	321	20,984	4,283	78,713	306	20,091	65,657	79.51%
FEDERAL COMMUNICATIONS COMMISSION	2,059	122,329	2,438	60,596	1,765	108,961	61,734	87.33%
FEDERAL DEPOSIT INSURANCE CORPORATION	9,091	556,971	28,485	64,400	8,535	534,319	62,603	91.27%
FEDERAL ELECTION COMMISSION	303	15,693	318	52,842	292	15,556	53,274	97.16%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,638	208,311	28,793	42,055	2,234	120,741	54,047	50.92%
FEDERAL HOUSING FINANCE BOARD	113	7,669	1,727	83,150	100	6,902	69,020	73.46%
FEDERAL LABOR RELATIONS AUTHORITY	215	14,055	197	66,288	200	13,039	65,195	91.49%
FEDERAL MARITIME COMMISSION	143	8,639		60,413	143	8,631	60,357	99.91%
FEDERAL MEDIATION AND COUNCIL SERVICE	283	18,166	316	65,307	275	17,708	64,393	95.81%



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	106	6,427	85	61,434	97	6,052	62,392	92.94%
FEDERAL TRADE COMMISSION	933	61,203	1,149	66,830	839	56,882	67,797	91.23%
GENERAL SERVICES ADMINISTRATION	14,861	693,282	43,503	49,578	14,242	686,016	48,169	93.11%
U.S. INFORMATION AGENCY	6,797	294,553	12,990	45,247	6,538	289,309	44,250	94.07%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	250	9,462	283	38,980	227	8,730	38,458	89.58%
MERIT SYSTEMS PROTECTION BOARD	258	15,743	23	61,109	245	14,724	60,098	93.39%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	20,214	1,248,826	23,666	62,951	19,376	1,226,183	63,284	96.36%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,489	86,671	2,089	35,661	1,925	76,528	39,755	86.22%
NATIONAL CREDIT UNION ADMINISTRATION	954	55,411	722	58,840	932	54,760	58,755	97.55%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 310 )	( 18,592 )	( 170 )	( 60,523 )	( 285 )	( 16,979 )	( 59,575 )	( 90.50% )
NATIONAL ENDOWMENT FOR ARTS	149	9,366	9	62,919	131	7,968	60,824	84.99%
NATIONAL ENDOWMENT FOR HUMANITIES	161	9,226	161	58,304	154	9,011	58,513	95.99%
NATIONAL LABOR RELATIONS BOARD	1,930	116,756	1,183	61,108	1,836	111,901	60,948	94.88%
NATIONAL SCIENCE FOUNDATION	1,229	78,122	1,677	64,930	1,106	70,238	63,506	88.02%
NATIONAL TRANSPORTATION SAFETY BOARD	384	23,823	1,002	64,648	329	21,876	66,492	88.12%
NUCLEAR REGULATORY COMMISSION	3,339	236,342	5,931	72,559	3,074	232,132	75,515	95.81%
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,883	125,600	4,754	45,215	2,438	114,010	46,764	87.46%
PANAMA CANAL COMMISSION	10,602	247,471	53,417	28,380	7,842	222,865	28,419	74.07%
PEACE CORPS	1,097	46,985	377	43,174	1,031	44,776	43,430	94.54%
RAILROAD RETIREMENT BOARD	1,364	63,695	697	47,208	1,325	62,348	47,055	96.83%
SECURITIES AND EXCHANGE COMMISSION	2,775	167,550	3,130	61,506	2,719	166,278	61,154	97.42%
SELECTIVE SERVICE SYSTEM	170	7,486	49	44,324	162	7,175	44,290	95.22%
SMALL BUSINESS ADMINISTRATION	4,756	212,913	15,189	47,961	2,913	163,831	56,241	71.82%
<b>SMITHSONIAN INSTITUTION</b>	( 4,990 )	( 199,788 )	( 8,867 )	( 41,815 )	( 4,638 )	( 191,517 )	( 41,293 )	( 91.79% )
SMITHSONIAN INSTITUTION	4,209	171,324	6,787	42,317	3,903	163,822	41,973	91.98%
NATIONAL GALLERY OF ART	781	28,464	2,080	39,109	735	27,695	37,680	90.67%
SOCIAL SECURITY ADMINISTRATION	68,565	2,762,386	241,454	43,810	62,035	2,654,630	42,792	88.37%
TENNESSEE VALLEY AUTHORITY	16,666	783,584	88,209	52,310	14,815	748,398	50,516	85.85%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 3,087 )	( 189,625 )	( 10,137 )	( 64,711 )	( 2,926 )	( 180,524 )	( 61,697 )	( 90.37% )
OVERSEAS PRIVATE INVESTMENT CORPERATION	186	11,384	417	63,446	172	10,927	63,529	92.59%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,901	178,241	9,720	64,792	2,754	169,597	61,582	90.23%
U.S. INTERNATIONAL TRADE COMMISSION	366	23,297	346	64,598	340	21,393	62,921	90.48%
U.S. POSTAL SERVICE	898,384	28,973,585	4,991,576	37,807	656,803	24,554,118	37,384	72.29%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,111,020 )	( 38,999,793 )	( 5,601,452 )	( 40,144 )	( 846,690 )	( 34,078,213 )	( 40,249 )	( 76.41% )
<b>TOTAL - ALL AGENCIES</b>	( 2,759,761 )	( 106,176,467 )	( 10,291,531 )	( 42,202 )	( 2,333,818 )	( 97,351,467 )	( 41,713 )	( 83.59% )

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
	WHITE HOUSE OFFICE	2	106	53,000	0.50%	1	49	49,000
OFFICE OF MANAGEMENT AND BUDGET	14	604	43,143	1.67%	14	786	56,143	2.17%
OFFICE OF ADMINISTRATION					4	218	54,500	2.33%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	5	134	26,800	1.19%	5	196	39,200	1.75%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 21 )	( 844 )	( 40,190 )	( 1.08% )	( 24 )	( 1,249 )	( 52,042 )	( 1.60% )
DEPARTMENT OF STATE	811	29,321	36,154	2.90%	655	25,154	38,403	2.48%
DEPARTMENT OF TREASURY	563	13,349	23,710	0.20%	4,495	127,785	28,428	1.93%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 41,443 )	( 1,346,359 )	( 32,487 )	( 4.36% )	( 5,983 )	( 231,327 )	( 38,664 )	( 0.75% )
DEPARTMENT OF ARMY	14,135	364,577	25,793	4.13%	2,274	53,918	23,711	0.61%
DEPARTMENT OF NAVY	10,786	459,790	42,628	4.72%				
DEPARTMENT OF AIR FORCE	8,556	323,903	37,857	4.50%	1,651	84,555	51,214	1.17%
OTHER DEFENSE ACTIVITIES	7,966	198,089	24,867	3.86%	2,058	92,854	45,119	1.81%
DEPARTMENT OF JUSTICE	1,461	38,572	26,401	0.66%	2,659	115,670	43,501	1.98%
DEPARTMENT OF INTERIOR	9,886	275,216	27,839	9.81%	2,362	62,840	26,605	2.24%
DEPARTMENT OF AGRICULTURE	6,433	127,561	19,829	3.10%	6,408	141,969	22,155	3.45%
DEPARTMENT OF COMMERCE	377	13,562	35,973	0.80%	2,312	75,080	32,474	4.43%
DEPARTMENT OF LABOR	164	7,348	44,805	0.87%	440	11,512	26,164	1.36%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3,746	155,749	41,577	5.15%	1,251	51,887	41,476	1.72%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	143	4,295	30,035	0.71%	160	9,657	60,356	1.61%
DEPARTMENT OF TRANSPORTATION	538	16,050	29,833	0.41%	836	26,310	31,471	0.68%
DEPARTMENT OF ENERGY	284	17,591	61,940	1.60%	186	7,971	42,855	0.73%
DEPARTMENT OF EDUCATION	220	12,134	55,155	4.75%	72	3,217	44,681	1.26%
DEPARTMENT OF VETERANS AFFAIRS	9,177	372,408	40,581	4.09%	12,637	581,433	46,010	6.39%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 75,246 )	( 2,429,515 )	( 32,288 )	( 3.38% )	( 40,456 )	( 1,471,812 )	( 36,381 )	( 2.05% )
AMERICAN BATTLE MONUMENTS COMMISSION	8	277	34,625	2.62%				
ARMED FORCES RETIREMENT HOME	10	497	49,700	1.62%	26	651	25,038	2.12%
ARMS CONTROL AND DISARMAMENT AGENCY	15	861	57,400	5.76%	11	863	78,455	5.77%
COMMODITY FUTURES TRADE COMMISSION	23	1,166	50,696	3.50%	25	1,387	55,480	4.16%
CONSUMER PRODUCT SAFETY COMMISSION	9	530	58,889	1.93%	11	322	29,273	1.17%
CORPORATION NATIONAL AND COMMUNITY SERVICE	50	940	18,800	3.23%	162	8,101	50,006	27.85%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	18	816	45,333	0.60%	20	1,062	53,100	0.78%
ENVIRONMENTAL PROTECTION AGENCY	218	5,241	24,041	0.53%	541	25,835	47,754	2.61%
EXPORT-IMPORT BANK OF THE U.S.	12	1,001	83,417	3.92%	3	156	52,000	0.61%
FARM CREDIT ADMINISTRATION	2	48	24,000	0.19%	13	845	65,000	3.34%
FEDERAL COMMUNICATIONS COMMISSION	215	2,541	11,819	2.04%	56	10,827	193,339	8.68%
FEDERAL DEPOSIT INSURANCE CORPORATION	364	15,868	43,593	2.71%	119	6,784	57,008	1.16%
FEDERAL ELECTION COMMISSION	3	57	19,000	0.36%	5	80	16,000	0.50%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,133	35,847	31,639	15.12%	1,674	51,723	30,898	21.81%
FEDERAL HOUSING FINANCE BOARD	7	634	90,571	6.75%	6	133	22,167	1.42%
FEDERAL LABOR RELATIONS AUTHORITY	11	877	79,727	6.15%	4	139	34,750	0.98%
FEDERAL MARITIME COMMISSION		8		0.09%				
FEDERAL MEDIATION AND COUNCIL SERVICE	2	36	18,000	0.19%	6	422	70,333	2.28%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	4	108	27,000	1.66%	5	267	53,400
FEDERAL TRADE COMMISSION	48	2,055	42,813	3.30%	41	2,266	55,268	3.63%
GENERAL SERVICES ADMINISTRATION	202	5,197	25,728	0.71%	61	2,069	33,918	0.28%
U.S. INFORMATION AGENCY	35	1,333	38,086	0.43%	79	3,911	49,506	1.27%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	12	686	57,167	7.04%	6	46	7,667	0.47%
MERIT SYSTEMS PROTECTION BOARD	3	192	64,000	1.22%	10	827	82,700	5.25%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	375	14,026	37,403	1.10%	319	8,617	27,013	0.68%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	55	946	17,200	1.07%	490	9,197	18,769	10.36%
NATIONAL CREDIT UNION ADMINISTRATION	11	386	35,091	0.69%	4	265	66,250	0.47%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 18 )	( 1,328 )	( 73,778 )	( 7.08% )	( 6 )	( 285 )	( 47,500 )	( 1.52% )
NATIONAL ENDOWMENT FOR ARTS	15	1,215	81,000	12.96%	3	183	61,000	1.95%
NATIONAL ENDOWMENT FOR HUMANITIES	3	113	37,667	1.20%	3	102	34,000	1.09%
NATIONAL LABOR RELATIONS BOARD	28	983	35,107	0.83%	65	3,872	59,569	3.28%
NATIONAL SCIENCE FOUNDATION	92	6,490	70,543	8.13%	27	1,394	51,630	1.75%
NATIONAL TRANSPORTATION SAFETY BOARD	19	1,339	70,474	5.39%	23	608	26,435	2.45%
NUCLEAR REGULATORY COMMISSION	11	436	39,636	0.18%	209	3,774	18,057	1.56%
U.S. OFFICE OF PERSONNEL MANAGEMENT	133	4,723	35,511	3.62%	250	6,867	27,468	5.27%
PANAMA CANAL COMMISSION	1,492	23,382	15,672	7.77%	165	1,224	7,418	0.41%
PEACE CORPS					63	2,209	35,063	4.66%
RAILROAD RETIREMENT BOARD	4	79	19,750	0.12%	30	1,268	42,267	1.97%
SECURITIES AND EXCHANGE COMMISSION	56	1,272	22,714	0.75%				
SELECTIVE SERVICE SYSTEM	3	62	20,667	0.82%	4	249	62,250	3.30%
SMALL BUSINESS ADMINISTRATION	1,598	47,962	30,014	21.03%	21	1,120	53,333	0.49%
<b>SMITHSONIAN INSTITUTION</b>	( 129 )	( 3,351 )	( 25,977 )	( 1.61% )	( 115 )	( 4,920 )	( 42,783 )	( 2.36% )
SMITHSONIAN INSTITUTION	126	3,287	26,087	1.85%	102	4,215	41,324	2.37%
NATIONAL GALLERY OF ART	3	64	21,333	0.21%	13	705	54,231	2.31%
SOCIAL SECURITY ADMINISTRATION	282	11,178	39,638	0.37%	2,900	96,578	33,303	3.22%
TENNESSEE VALLEY AUTHORITY	426	24,493	57,495	2.81%	439	10,693	24,358	1.23%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 121 )	( 7,412 )	( 61,256 )	( 3.71% )	( 27 )	( 1,689 )	( 62,556 )	( 0.85% )
OVERSEAS PRIVATE INVESTMENT CORPERATION	11	307	27,909	2.60%	2	150	75,000	1.27%
AGENCY FOR INTERNATIONAL DEVELOPMENT	110	7,105	64,591	3.78%	25	1,539	61,560	0.82%
U.S. INTERNATIONAL TRADE COMMISSION	18	1,573	87,389	6.65%	7	331	47,286	1.40%
U.S. POSTAL SERVICE	1,270	27,122	21,356	0.08%	168,105	4,392,345	26,129	12.93%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 8,545 )	( 255,359 )	( 29,884 )	( 0.57% )	( 176,153 )	( 4,666,221 )	( 26,490 )	( 10.46% )
<b>TOTAL - ALL AGENCIES</b>	( 83,812 )	( 2,685,718 )	( 32,045 )	( 2.31% )	( 216,633 )	( 6,139,282 )	( 28,340 )	( 5.27% )

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	440	26,115	786	61,139	407	24,970	61,351	92.82%
OFFICE OF ADMINISTRATION	167	8,585	151	52,311	158	8,367	52,956	95.78%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	106	6,800	184	65,887	99	6,482	65,475	92.81%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 713 )	( 41,500 )	( 1,121 )	( 59,777 )	( 664 )	( 39,819 )	( 59,968 )	( 93.43% )
DEPARTMENT OF STATE	4,998	241,076	7,862	49,808	4,413	226,825	51,399	91.12%
DEPARTMENT OF TREASURY	141,354	5,837,503	450,331	44,483	133,797	5,709,757	42,675	90.81%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 525,430 )	( 21,074,557 )	( 982,620 )	( 41,979 )	( 488,263 )	( 20,123,399 )	( 41,214 )	( 91.23% )
DEPARTMENT OF ARMY	175,501	6,579,724	258,269	38,963	161,433	6,283,253	38,922	91.89%
DEPARTMENT OF NAVY	146,221	6,306,756	319,244	45,315	138,405	6,131,630	44,302	92.54%
DEPARTMENT OF AIR FORCE	112,450	4,487,514	162,761	41,354	104,787	4,185,249	39,941	90.00%
OTHER DEFENSE ACTIVITIES	91,258	3,700,563	242,346	43,206	83,638	3,523,267	42,125	89.36%
DEPARTMENT OF JUSTICE	111,315	4,423,913	679,773	45,849	96,708	4,287,216	44,332	84.00%
DEPARTMENT OF INTERIOR	53,214	2,170,911	97,928	42,636	45,719	2,015,695	44,089	88.84%
DEPARTMENT OF AGRICULTURE	97,933	3,684,986	239,108	40,069	84,568	3,465,442	40,978	88.31%
DEPARTMENT OF COMMERCE	26,195	1,258,564	65,364	50,541	23,664	1,198,519	50,647	90.53%
DEPARTMENT OF LABOR	15,613	795,877	19,547	52,227	15,047	778,994	51,771	95.53%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	47,332	2,287,696	87,248	50,176	43,885	2,197,871	50,083	92.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,832	566,496	14,034	53,594	10,487	555,120	52,934	95.62%
DEPARTMENT OF TRANSPORTATION	12,176	623,979	13,320	52,341	11,422	607,695	53,204	95.35%
DEPARTMENT OF ENERGY	15,794	918,005	28,011	59,897	15,164	902,713	59,530	95.42%
DEPARTMENT OF EDUCATION	4,379	236,902	3,815	54,971	4,124	225,103	54,584	93.51%
DEPARTMENT OF VETERANS AFFAIRS	131,289	4,440,195	219,495	35,492	121,164	4,195,787	34,629	90.04%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,197,854 )	( 48,560,660 )	( 2,908,456 )	( 42,968 )	( 1,098,425 )	( 46,490,136 )	( 42,324 )	( 90.33% )
AMERICAN BATTLE MONUMENTS COMMISSION	59	2,754	65	47,780	54	2,609	48,315	92.55%
ARMED FORCES RETIREMENT HOME	633	20,777	1,470	35,145	587	19,878	33,864	89.35%
ARMS CONTROL AND DISARMAMENT AGENCY	192	10,966	215	58,234	172	10,008	58,186	89.51%
COMMODITY FUTURES TRADE COMMISSION	525	29,397	617	57,170	482	27,510	57,075	91.66%
CONSUMER PRODUCT SAFETY COMMISSION	446	25,606	162	57,776	429	25,109	58,529	97.44%
CORPORATION NATIONAL AND COMMUNITY SERVICE	512	26,951	293	53,211	343	18,752	54,671	68.83%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,541	130,500	965	51,738	2,503	128,622	51,387	97.84%
ENVIRONMENTAL PROTECTION AGENCY	16,703	943,163	15,641	57,403	15,895	913,507	57,471	95.28%
EXPORT-IMPORT BANK OF THE U.S.	402	23,446	615	59,853	390	22,956	58,862	95.41%
FEDERAL COMMUNICATIONS COMMISSION	2,002	115,986	2,218	59,043	1,714	103,239	60,233	87.34%
FEDERAL ELECTION COMMISSION	296	15,008	318	51,777	285	14,871	52,179	97.03%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,677	128,136	7,541	50,682	2,034	109,246	53,710	80.52%
FEDERAL LABOR RELATIONS AUTHORITY	200	12,321	156	62,385	185	11,305	61,108	90.61%
FEDERAL MARITIME COMMISSION	135	7,674		56,844	135	7,666	56,785	99.90%
FEDERAL MEDIATION AND COUNCIL SERVICE	279	17,679	316	64,498	272	17,344	63,765	96.38%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	94	5,017	79	54,213	86	4,727	54,965	92.76%
FEDERAL TRADE COMMISSION	872	55,254	1,010	64,523	786	51,748	65,837	91.97%
GENERAL SERVICES ADMINISTRATION	11,966	588,615	30,633	51,751	11,498	582,319	50,645	94.04%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
U.S. INFORMATION AGENCY	2,473	131,188	4,176	54,737	2,371	127,564	53,802	94.24%
MERIT SYSTEMS PROTECTION BOARD	243	13,970	23	57,584	233	13,291	57,043	94.98%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	19,215	1,171,324	20,191	62,010	18,418	1,149,099	62,390	96.44%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,438	83,630	2,034	35,137	1,874	73,487	39,214	85.79%
NATIONAL CREDIT UNION ADMINISTRATION	914	50,523	708	56,051	892	49,872	55,910	97.35%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 292 )	( 16,756 )	( 158 )	( 57,925 )	( 268 )	( 15,169 )	( 56,601 )	( 89.68% )
NATIONAL ENDOWMENT FOR ARTS	142	8,667	4	61,063	124	7,279	58,702	83.95%
NATIONAL ENDOWMENT FOR HUMANITIES	150	8,089	154	54,953	144	7,890	54,792	95.72%
NATIONAL LABOR RELATIONS BOARD	1,859	108,785	998	59,055	1,773	104,909	59,170	95.56%
NATIONAL SCIENCE FOUNDATION	868	42,876	1,085	50,646	797	39,433	49,477	89.70%
NATIONAL TRANSPORTATION SAFETY BOARD	367	21,947	952	62,395	317	20,532	64,770	89.66%
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,807	119,736	4,337	44,201	2,367	108,146	45,689	87.16%
PANAMA CANAL COMMISSION	14	259	31	20,714	12	220	18,333	75.86%
RAILROAD RETIREMENT BOARD	1,337	61,443	677	46,462	1,298	60,096	46,299	96.74%
SECURITIES AND EXCHANGE COMMISSION	2,677	157,773	2,849	60,001	2,621	156,501	59,710	97.43%
SELECTIVE SERVICE SYSTEM	168	7,277	49	43,607	160	6,966	43,538	95.09%
SMALL BUSINESS ADMINISTRATION	4,708	207,509	14,676	47,193	2,866	158,427	55,278	71.30%
<b>SMITHSONIAN INSTITUTION</b>	( 4,027 )	( 169,596 )	( 6,472 )	( 43,722 )	( 3,723 )	( 162,392 )	( 43,619 )	( 92.23% )
SMITHSONIAN INSTITUTION	3,379	145,517	4,871	44,507	3,119	139,082	44,592	92.48%
NATIONAL GALLERY OF ART	648	24,079	1,601	39,630	604	23,310	38,593	90.77%
SOCIAL SECURITY ADMINISTRATION	68,014	2,738,856	238,357	43,774	61,533	2,631,160	42,760	88.38%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 1,339 )	( 73,360 )	( 1,293 )	( 55,753 )	( 1,281 )	( 71,015 )	( 55,437 )	( 95.13% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	165	9,430	348	59,261	152	9,046	59,513	92.51%
AGENCY FOR INTERNATIONAL DEVELOPMENT	1,174	63,930	945	55,260	1,129	61,969	54,888	95.52%
U.S. INTERNATIONAL TRADE COMMISSION	356	21,737	336	62,003	330	20,353	61,676	92.21%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 154,650 )	( 7,357,795 )	( 361,716 )	( 49,916 )	( 140,984 )	( 7,040,048 )	( 49,935 )	( 91.20% )
<b>TOTAL - ALL AGENCIES</b>	( 1,353,217 )	( 55,959,955 )	( 3,271,293 )	( 43,771 )	( 1,240,073 )	( 53,570,003 )	( 43,199 )	( 90.44% )

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	427	32,846	1.59%	13	718	55,231
OFFICE OF ADMINISTRATION	3				4	218	54,500	2.50%
OFFICE OF THE U.S. TRADE REPRESENTATIVE		134		1.92%	6	184	30,667	2.63%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 16 )	( 561 )	( 35,063 )	( 1.32% )	( 23 )	( 1,120 )	( 48,696 )	( 2.63% )
DEPARTMENT OF STATE	269	9,992	37,145	4.01%	106	4,259	40,179	1.71%
DEPARTMENT OF TREASURY	449	9,307	20,728	0.15%	4,201	118,439	28,193	1.88%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 23,824 )	( 788,159 )	( 33,083 )	( 3.57% )	( 4,179 )	( 162,999 )	( 39,004 )	( 0.74% )
DEPARTMENT OF ARMY	9,600	255,066	26,569	3.73%	1,704	41,405	24,299	0.61%
DEPARTMENT OF NAVY	3,953	175,126	44,302	2.64%				
DEPARTMENT OF AIR FORCE	5,603	247,891	44,243	5.33%	1,406	54,374	38,673	1.17%
OTHER DEFENSE ACTIVITIES	4,668	110,076	23,581	2.79%	1,069	67,220	62,881	1.70%
DEPARTMENT OF JUSTICE	1,410	34,867	24,728	0.68%	2,387	101,830	42,660	2.00%
DEPARTMENT OF INTERIOR	4,608	110,769	24,038	4.88%	1,666	44,447	26,679	1.96%
DEPARTMENT OF AGRICULTURE	5,688	111,440	19,592	2.84%	3,794	108,104	28,493	2.75%
DEPARTMENT OF COMMERCE	112	2,823	25,205	0.21%	1,770	57,222	32,329	4.32%
DEPARTMENT OF LABOR	180	6,016	33,422	0.74%	311	10,867	34,942	1.33%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,781	46,044	25,853	1.94%	1,065	43,781	41,109	1.84%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	134	3,472	25,910	0.60%	142	7,904	55,662	1.36%
DEPARTMENT OF TRANSPORTATION	277	7,691	27,765	1.21%	331	8,593	25,961	1.35%
DEPARTMENT OF ENERGY	172	7,746	45,035	0.82%	182	7,546	41,462	0.80%
DEPARTMENT OF EDUCATION	185	9,159	49,508	3.80%	63	2,640	41,905	1.10%
DEPARTMENT OF VETERANS AFFAIRS	4,214	122,215	29,002	2.62%	3,576	122,193	34,170	2.62%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 43,303 )	( 1,269,700 )	( 29,321 )	( 2.47% )	( 23,773 )	( 800,824 )	( 33,686 )	( 1.56% )
AMERICAN BATTLE MONUMENTS COMMISSION	3	145	48,333	5.14%				
ARMED FORCES RETIREMENT HOME	9	460	51,111	2.07%	17	439	25,824	1.97%
ARMS CONTROL AND DISARMAMENT AGENCY	13	659	50,692	5.89%	4	299	74,750	2.67%
COMMODITY FUTURES TRADE COMMISSION	17	503	29,588	1.68%	25	1,384	55,360	4.61%
CONSUMER PRODUCT SAFETY COMMISSION	6	175	29,167	0.68%	11	322	29,273	1.25%
CORPORATION NATIONAL AND COMMUNITY SERVICE	6	283	47,167	1.04%	160	7,916	49,475	29.06%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	18	816	45,333	0.62%	20	1,062	53,100	0.81%
ENVIRONMENTAL PROTECTION AGENCY	215	5,051	23,493	0.53%	525	24,605	46,867	2.57%
EXPORT-IMPORT BANK OF THE U.S.	6	334	55,667	1.39%	3	156	52,000	0.65%
FEDERAL COMMUNICATIONS COMMISSION	213	2,390	11,221	2.02%	52	10,357	199,173	8.76%
FEDERAL ELECTION COMMISSION	3	57	19,000	0.37%	5	80	16,000	0.52%
FEDERAL EMERGENCY MANAGEMENT AGENCY	478	17,398	36,397	12.82%	42	1,492	35,524	1.10%
FEDERAL LABOR RELATIONS AUTHORITY	11	877	79,727	7.03%	4	139	34,750	1.11%
FEDERAL MARITIME COMMISSION		8		0.10%				
FEDERAL MEDIATION AND COUNCIL SERVICE	2	36	18,000	0.20%	5	299	59,800	1.66%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4	102	25,500	2.00%	4	188	47,000	3.69%
FEDERAL TRADE COMMISSION	42	1,308	31,143	2.32%	40	2,198	54,950	3.91%
GENERAL SERVICES ADMINISTRATION	185	4,620	24,973	0.75%	39	1,676	42,974	0.27%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
	U.S. INFORMATION AGENCY	23	1,013	44,043	0.75%	48	2,611	54,396
MERIT SYSTEMS PROTECTION BOARD	3	176	58,667	1.26%	7	503	71,857	3.59%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	372	13,889	37,336	1.17%	315	8,336	26,463	0.70%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	55	946	17,200	1.10%	490	9,197	18,769	10.74%
NATIONAL CREDIT UNION ADMINISTRATION	11	386	35,091	0.75%	4	265	66,250	0.52%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 18 )	( 1,328 )	( 73,778 )	( 7.85% )	( 5 )	( 259 )	( 51,800 )	( 1.53% )
NATIONAL ENDOWMENT FOR ARTS	15	1,215	81,000	14.01%	3	173	57,667	2.00%
NATIONAL ENDOWMENT FOR HUMANITIES	3	113	37,667	1.37%	2	86	43,000	1.04%
NATIONAL LABOR RELATIONS BOARD	23	313	13,609	0.29%	62	3,563	57,468	3.25%
NATIONAL SCIENCE FOUNDATION	48	2,739	57,063	6.23%	19	704	37,053	1.60%
NATIONAL TRANSPORTATION SAFETY BOARD	14	807	57,643	3.52%	23	608	26,435	2.66%
U.S. OFFICE OF PERSONNEL MANAGEMENT	133	4,723	35,511	3.81%	250	6,867	27,468	5.53%
PANAMA CANAL COMMISSION					2	39	19,500	13.45%
RAILROAD RETIREMENT BOARD	4	79	19,750	0.13%	30	1,268	42,267	2.04%
SECURITIES AND EXCHANGE COMMISSION	56	1,272	22,714	0.79%				
SELECTIVE SERVICE SYSTEM	3	62	20,667	0.85%	4	249	62,250	3.40%
SMALL BUSINESS ADMINISTRATION	1,598	47,962	30,014	21.59%	21	1,120	53,333	0.50%
<b>SMITHSONIAN INSTITUTION</b>	( 102 )	( 2,720 )	( 26,667 )	( 1.54% )	( 105 )	( 4,484 )	( 42,705 )	( 2.55% )
SMITHSONIAN INSTITUTION	99	2,656	26,828	1.77%	92	3,779	41,076	2.51%
NATIONAL GALLERY OF ART	3	64	21,333	0.25%	13	705	54,231	2.75%
SOCIAL SECURITY ADMINISTRATION	282	11,178	39,638	0.38%	2,898	96,518	33,305	3.24%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 33 )	( 1,351 )	( 40,939 )	( 1.81% )	( 19 )	( 994 )	( 52,316 )	( 1.33% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	10	251	25,100	2.57%	2	133	66,500	1.36%
AGENCY FOR INTERNATIONAL DEVELOPMENT	23	1,100	47,826	1.70%	17	861	50,647	1.33%
U.S. INTERNATIONAL TRADE COMMISSION	18	1,053	58,500	4.77%	7	331	47,286	1.50%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 4,027 )	( 127,219 )	( 31,592 )	( 1.65% )	( 5,265 )	( 190,528 )	( 36,188 )	( 2.47% )
<b>TOTAL - ALL AGENCIES</b>	( 47,346 )	( 1,397,480 )	( 29,516 )	( 2.36% )	( 29,061 )	( 992,472 )	( 34,151 )	( 1.68% )

**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
U. S. POSTAL SERVICE	898,384	28,973,585	4,991,576	37,807	656,803	24,554,118	37,384	72.29%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 898,384 )	( 28,973,585 )	( 4,991,576 )	( 37,807 )	( 656,803 )	( 24,554,118 )	( 37,384 )	( 72.29% )
<b>TOTAL - ALL AGENCIES</b>	( 898,384 )	( 28,973,585 )	( 4,991,576 )	( 37,807 )	( 656,803 )	( 24,554,118 )	( 37,384 )	( 72.29% )

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	1,270	27,122	21,356	0.08%	168,105	4,392,345	26,129	12.93%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,270 )	( 27,122 )	( 21,356 )	( 0.08% )	( 168,105 )	( 4,392,345 )	( 26,129 )	( 12.93% )
<b>TOTAL - ALL AGENCIES</b>	( 1,270 )	( 27,122 )	( 21,356 )	( 0.08% )	( 168,105 )	( 4,392,345 )	( 26,129 )	( 12.93% )

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	11,603	1,051,695	379,616	123,357	7,547	695,323	92,132	48.58%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 11,603 )	( 1,051,695 )	( 379,616 )	( 123,357 )	( 7,547 )	( 695,323 )	( 92,132 )	( 48.58% )
<b>TOTAL - ALL AGENCIES</b>	( 11,603 )	( 1,051,695 )	( 379,616 )	( 123,357 )	( 7,547 )	( 695,323 )	( 92,132 )	( 48.58% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	1,010	84,379	83,544	5.90%	3,046	271,993	89,295	19.00%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,010 )	( 84,379 )	( 83,544 )	( 5.90% )	( 3,046 )	( 271,993 )	( 89,295 )	( 19.00% )
<b>TOTAL - ALL AGENCIES</b>	( 1,010 )	( 84,379 )	( 83,544 )	( 5.90% )	( 3,046 )	( 271,993 )	( 89,295 )	( 19.00% )



**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	37,448	1,776,187	166,640	51,881	33,281	1,627,660	48,907	83.78%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 37,448 )	( 1,776,187 )	( 166,640 )	( 51,881 )	( 33,281 )	( 1,627,660 )	( 48,907 )	( 83.78% )
<b>TOTAL - ALL AGENCIES</b>	( 37,448 )	( 1,776,187 )	( 166,640 )	( 51,881 )	( 33,281 )	( 1,627,660 )	( 48,907 )	( 83.78% )

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	1,205	52,538	43,600	2.70%	2,040	95,989	47,053	4.94%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,205 )	( 52,538 )	( 43,600 )	( 2.70% )	( 2,040 )	( 95,989 )	( 47,053 )	( 4.94% )
<b>TOTAL - ALL AGENCIES</b>	( 1,205 )	( 52,538 )	( 43,600 )	( 2.70% )	( 2,040 )	( 95,989 )	( 47,053 )	( 4.94% )

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	5,269	332,176	19,964	66,832	5,224	329,537	63,081	93.58%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 5,269 )	( 332,176 )	( 19,964 )	( 66,832 )	( 5,224 )	( 329,537 )	( 63,081 )	( 93.58% )
<b>TOTAL - ALL AGENCIES</b>	( 5,269 )	( 332,176 )	( 19,964 )	( 66,832 )	( 5,224 )	( 329,537 )	( 63,081 )	( 93.58% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	45	2,639	58,644	0.75%				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 45 )	( 2,639 )	( 58,644 )	( 0.75% )	( )	( )	( )	( )
<b>TOTAL - ALL AGENCIES</b>	( 45 )	( 2,639 )	( 58,644 )	( 0.75% )	( )	( )	( )	( )

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	75	8,637	283	118,933	73	8,460	115,890	94.84%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	23	2,842		123,565	23	2,842	123,565	100.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 98 )	( 11,479 )	( 283 )	( 120,020 )	( 96 )	( 11,302 )	( 117,729 )	( 96.09% )
DEPARTMENT OF STATE	119	13,995		117,605	119	13,995	117,605	100.00%
DEPARTMENT OF TREASURY	528	60,136	1,126	116,027	524	59,691	113,914	97.44%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 1,316 )	( 143,424 )	( 7,110 )	( 114,388 )	( 1,309 )	( 142,512 )	( 108,871 )	( 94.67% )
DEPARTMENT OF ARMY	230	23,747	890	107,117	230	23,747	103,248	96.39%
DEPARTMENT OF NAVY	332	39,364	1,532	123,181	332	39,364	118,566	96.25%
DEPARTMENT OF AIR FORCE	187	20,434	620	112,588	187	20,434	109,273	97.06%
OTHER DEFENSE ACTIVITIES	567	59,879	4,068	112,781	560	58,967	105,298	92.21%
DEPARTMENT OF JUSTICE	587	69,611	1,203	120,637	579	68,679	118,617	96.99%
DEPARTMENT OF INTERIOR	225	25,808	68	115,004	219	25,141	114,799	97.16%
DEPARTMENT OF AGRICULTURE	339	38,641	559	115,634	334	38,136	114,180	97.29%
DEPARTMENT OF COMMERCE	390	45,002	1,009	117,977	389	44,878	115,368	97.54%
DEPARTMENT OF LABOR	164	18,894	349	117,335	158	18,249	115,500	94.83%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	501	57,080	3,486	120,890	501	57,080	113,932	94.24%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99	11,594	245	119,586	95	11,098	116,821	93.74%
DEPARTMENT OF TRANSPORTATION	377	43,352	759	117,005	369	42,436	115,003	96.20%
DEPARTMENT OF ENERGY	473	55,643	1,780	121,402	448	52,645	117,511	91.68%
DEPARTMENT OF EDUCATION	79	9,110	40	115,823	77	8,898	115,558	97.25%
DEPARTMENT OF VETERANS AFFAIRS	284	33,538	1,130	122,070	284	33,538	118,092	96.74%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 5,481 )	( 625,828 )	( 18,864 )	( 117,623 )	( 5,405 )	( 616,976 )	( 114,149 )	( 95.70% )
AMERICAN BATTLE MONUMENTS COMMISSION	2	227		113,500	2	227	113,500	100.00%
ARMS CONTROL AND DISARMAMENT AGENCY	20	2,351	96	122,350	18	2,149	119,389	87.82%
COMMODITY FUTURES TRADE COMMISSION	22	2,584	5	117,682	21	2,503	119,190	96.68%
CONSUMER PRODUCT SAFETY COMMISSION	12	1,381		115,083	12	1,381	115,083	100.00%
CORPORATION NATIONAL AND COMMUNITY SERVICE	5	560		112,000	5	560	112,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	44	5,066	137	118,250	44	5,066	115,136	97.37%
ENVIRONMENTAL PROTECTION AGENCY	260	29,990	934	118,938	259	29,884	115,382	96.64%
FEDERAL COMMUNICATIONS COMMISSION	39	5,368	185	142,385	37	5,246	141,784	94.47%
FEDERAL EMERGENCY MANAGEMENT AGENCY	48	5,375	116	114,396	47	5,223	111,128	95.12%
FEDERAL LABOR RELATIONS AUTHORITY	15	1,734	41	118,333	15	1,734	115,600	97.69%
FEDERAL MARITIME COMMISSION	8	965		120,625	8	965	120,625	100.00%
FEDERAL MEDIATION AND COUNCIL SERVICE	3	364		121,333	3	364	121,333	100.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	10	1,202	6	120,800	10	1,202	120,200	99.50%
FEDERAL TRADE COMMISSION	33	3,970	115	123,788	33	3,970	120,303	97.18%
GENERAL SERVICES ADMINISTRATION	105	12,775	398	125,457	104	12,672	121,846	96.20%
U.S. INFORMATION AGENCY	57	4,200	14	73,930	57	4,200	73,684	99.67%
MERIT SYSTEMS PROTECTION BOARD	12	1,449		120,750	12	1,433	119,417	98.90%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	492	58,333	1,740	122,100	492	58,333	118,563	97.10%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	15	1,687		112,467	15	1,687	112,467	100.00%
NATIONAL CREDIT UNION ADMINISTRATION	36	4,523	14	126,028	36	4,523	125,639	99.69%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 15 )	( 1,664 )	( 7 )	( 111,400 )	( 15 )	( 1,664 )	( 110,933 )	( 99.58% )
NATIONAL ENDOWMENT FOR ARTS	5	543		108,600	5	543	108,600	100.00%
NATIONAL ENDOWMENT FOR HUMANITIES	10	1,121	7	112,800	10	1,121	112,100	99.38%
NATIONAL LABOR RELATIONS BOARD	61	7,258	182	121,967	57	6,825	119,737	91.73%
NATIONAL SCIENCE FOUNDATION	95	11,097	339	120,379	92	10,720	116,522	93.74%
NATIONAL TRANSPORTATION SAFETY BOARD	10	1,228	49	127,700	10	1,228	122,800	96.16%
NUCLEAR REGULATORY COMMISSION	193	23,298	585	123,746	193	23,298	120,715	97.55%
U.S. OFFICE OF PERSONNEL MANAGEMENT	37	4,647	268	132,838	37	4,647	125,595	94.55%
RAILROAD RETIREMENT BOARD	12	1,408		117,333	12	1,408	117,333	100.00%
SECURITIES AND EXCHANGE COMMISSION	73	8,835	162	123,247	73	8,835	121,027	98.20%
SELECTIVE SERVICE SYSTEM	1	108		108,000	1	108	108,000	100.00%
SMALL BUSINESS ADMINISTRATION	44	5,313	503	132,182	44	5,313	120,750	91.35%
SOCIAL SECURITY ADMINISTRATION	87	9,961	240	117,253	87	9,961	114,494	97.65%
TENNESSEE VALLEY AUTHORITY	3	355		118,333	3	355	118,333	100.00%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 47 )	( 5,501 )	( 109 )	( 119,362 )	( 45 )	( 5,284 )	( 117,422 )	( 94.19% )
AGENCY FOR INTERNATIONAL DEVELOPMENT	47	5,501	109	119,362	45	5,284	117,422	94.19%
U.S. INTERNATIONAL TRADE COMMISSION	8	957	5	120,250	8	957	119,625	99.48%
49 <b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 1,924 )	( 225,734 )	( 6,250 )	( 120,574 )	( 1,907 )	( 223,925 )	( 117,423 )	( 96.53% )
<b>TOTAL - ALL AGENCIES</b>	( 7,503 )	( 863,041 )	( 25,397 )	( 118,411 )	( 7,408 )	( 852,203 )	( 115,038 )	( 95.92% )



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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 FOR ARTS AND HUMANITIES</b>								
NATIONAL ENDOWMENT FOR ARTS								
NATIONAL ENDOWMENT FOR HUMANITIES								
NATIONAL LABOR RELATIONS BOARD	4	433	108,250	5.82%				
NATIONAL SCIENCE FOUNDATION	3	377	125,667	3.30%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
U.S. 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</b>	( 2 )	( 217 )	( 108,500 )	( 3.87% )	( )	( )	( )	( )
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	217	108,500	3.87%				
U.S. INTERNATIONAL TRADE COMMISSION								
<b>29 SUBTOTAL INDEPENDENT AGENCIES</b>	( 17 )	( 1,809 )	( 106,412 )	( 0.78% )	( )	( )	( )	( )
<b>TOTAL - ALL AGENCIES</b>	( 91 )	( 10,264 )	( 112,791 )	( 1.16% )	( 4 )	( 574 )	( 143,500 )	( 0.06% )

**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1997**

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	10,389	544,982	36,698	55,990	9,405	515,195	54,779	88.57%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 10,389 )	( 544,982 )	( 36,698 )	( 55,990 )	( 9,405 )	( 515,195 )	( 54,779 )	( 88.57% )
<b>TOTAL - ALL AGENCIES</b>	( 10,389 )	( 544,982 )	( 36,698 )	( 55,990 )	( 9,405 )	( 515,195 )	( 54,779 )	( 88.57% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	426	24,493	57,495	4.21%	194	5,294	27,289	0.91%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 426 )	( 24,493 )	( 57,495 )	( 4.21% )	( 194 )	( 5,294 )	( 27,289 )	( 0.91% )
<b>TOTAL - ALL AGENCIES</b>	( 426 )	( 24,493 )	( 57,495 )	( 4.21% )	( 194 )	( 5,294 )	( 27,289 )	( 0.91% )

**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	6,030	232,848	51,511	47,157	5,407	232,848	43,064	81.89%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 6,030 )	( 232,848 )	( 51,511 )	( 47,157 )	( 5,407 )	( 232,848 )	( 43,064 )	( 81.89% )
<b>TOTAL - ALL AGENCIES</b>	( 6,030 )	( 232,848 )	( 51,511 )	( 47,157 )	( 5,407 )	( 232,848 )	( 43,064 )	( 81.89% )

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

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	2	34	40	37,000	1	34	34,000	45.95%
OFFICE OF ADMINISTRATION	10	257	32	28,900	9	257	28,556	88.93%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2	41	41	41,000	1	41	41,000	50.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 14 )	( 332 )	( 113 )	( 31,786 )	( 11 )	( 332 )	( 30,182 )	( 74.61% )
DEPARTMENT OF STATE	102	1,735	1,024	27,049	69	1,647	23,870	59.70%
DEPARTMENT OF TREASURY	3,691	148,340	14,916	44,231	3,578	145,128	40,561	88.90%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 178,429 )	( 6,103,576 )	( 531,509 )	( 37,186 )	( 164,276 )	( 5,745,084 )	( 34,972 )	( 86.59% )
DEPARTMENT OF ARMY	52,042	1,730,324	59,414	34,390	47,475	1,631,670	34,369	91.17%
DEPARTMENT OF NAVY	50,151	1,841,650	301,599	42,736	47,255	1,735,298	36,722	80.97%
DEPARTMENT OF AIR FORCE	57,991	1,959,878	128,198	36,007	54,643	1,865,667	34,143	89.35%
OTHER DEFENSE ACTIVITIES	18,245	571,724	42,298	33,654	14,903	512,449	34,386	83.46%
DEPARTMENT OF JUSTICE	5,150	192,315	17,623	40,765	4,869	191,790	39,390	91.36%
DEPARTMENT OF INTERIOR	9,833	313,430	22,645	34,178	7,366	258,074	35,036	76.79%
DEPARTMENT OF AGRICULTURE	2,786	79,673	7,527	31,299	1,977	62,809	31,770	72.03%
DEPARTMENT OF COMMERCE	673	22,582	2,082	36,648	634	21,732	34,278	88.11%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,794	80,736	10,970	32,822	2,361	73,554	31,154	80.21%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	15	509	94	40,200	13	466	35,846	77.28%
DEPARTMENT OF TRANSPORTATION	2,360	78,602	8,380	36,857	2,116	75,157	35,518	86.41%
DEPARTMENT OF ENERGY	539	24,602	3,142	51,473	494	24,365	49,322	87.82%
DEPARTMENT OF EDUCATION	8	207	41	31,000	7	207	29,571	83.47%
DEPARTMENT OF VETERANS AFFAIRS	29,537	804,319	47,793	28,849	25,222	722,352	28,640	84.77%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 235,917 )	( 7,850,626 )	( 667,746 )	( 36,107 )	( 212,982 )	( 7,322,365 )	( 34,380 )	( 85.96% )
ARMED FORCES RETIREMENT HOME	264	7,793	605	31,811	244	7,544	30,918	89.83%
COMMODITY FUTURES TRADE COMMISSION	3	93	62	51,667	3	93	31,000	60.00%
CONSUMER PRODUCT SAFETY COMMISSION	1	23		23,000	1	23	23,000	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	29	3	32,000	1	29	29,000	90.63%
ENVIRONMENTAL PROTECTION AGENCY	17	618	35	38,412	16	595	37,188	91.12%
EXPORT-IMPORT BANK OF THE U.S.	6	105	20	20,833				
FEDERAL COMMUNICATIONS COMMISSION	16	476	35	31,938	15	476	31,733	93.15%
FEDERAL DEPOSIT INSURANCE CORPORATION	42	1,394	380	42,238	42	1,394	33,190	78.58%
FEDERAL EMERGENCY MANAGEMENT AGENCY	157	6,365	900	46,274	152	6,228	40,974	85.73%
FEDERAL TRADE COMMISSION	16	568	24	37,000	15	568	37,867	95.95%
GENERAL SERVICES ADMINISTRATION	2,769	91,337	12,470	37,489	2,639	90,864	34,431	87.53%
U.S. INFORMATION AGENCY	150	7,110	329	49,593	145	7,096	48,938	95.39%
INTERNATIONAL BOUNDARY AND WATER COMMISSION	94	3,838	85	41,734	88	3,612	41,045	92.07%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	504	18,887	1,735	40,917	466	18,750	40,236	90.92%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	34	1,026	54	31,765	33	1,026	31,091	95.00%
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 1 )	( 33 )	( 5 )	( 38,000 )	( 1 )	( 33 )	( 33,000 )	( 86.84% )
NATIONAL ENDOWMENT FOR ARTS	1	33	5	38,000	1	33	33,000	86.84%
NATIONAL LABOR RELATIONS BOARD	7	190	3	27,571	6	167	27,833	86.53%
U.S. OFFICE OF PERSONNEL MANAGEMENT	33	940	148	32,970	30	940	31,333	86.40%



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL	BASIC	PREMIUM	DIRECT	BASIC	BASIC	FTP COST	
	WORK YEARS	COSTS (\$000)	COSTS (\$000)	COST PER WORK YEAR	WORK YEARS	COSTS (\$000)	COST PER WORK YEAR	AS % OF DIRECT COST
PANAMA CANAL COMMISSION	246	7,515	2,171	39,374	192	6,555	34,141	67.67%
RAILROAD RETIREMENT BOARD	11	374	20	35,818	11	374	34,000	94.92%
SECURITIES AND EXCHANGE COMMISSION	24	845	119	40,167	24	845	35,208	87.66%
SELECTIVE SERVICE SYSTEM	1	29		29,000	1	29	29,000	100.00%
SMALL BUSINESS ADMINISTRATION	4	91	10	25,250	3	91	30,333	90.10%
<b>SMITHSONIAN INSTITUTION</b>	( 927 )	( 28,554 )	( 2,277 )	( 33,259 )	( 885 )	( 27,761 )	( 31,368 )	( 90.04% )
SMITHSONIAN INSTITUTION	795	24,169	1,798	32,663	754	23,376	31,003	90.02%
NATIONAL GALLERY OF ART	132	4,385	479	36,848	131	4,385	33,473	90.15%
SOCIAL SECURITY ADMINISTRATION	465	13,569	2,857	35,325	415	13,509	32,552	82.24%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 1 )	( 15 )	( 1 )	( 16,000 )	( 1 )	( 15 )	( 15,000 )	( 93.75% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	15	1	16,000	1	15	15,000	93.75%
U.S. INTERNATIONAL TRADE COMMISSION	2	83	5	44,000	2	83	41,500	94.32%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 5,796 )	( 191,900 )	( 24,353 )	( 37,311 )	( 5,431 )	( 188,700 )	( 34,745 )	( 87.26% )
<b>TOTAL - ALL AGENCIES</b>	( 241,727 )	( 8,042,858 )	( 692,212 )	( 36,136 )	( 218,424 )	( 7,511,397 )	( 34,389 )	( 85.99% )



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)  
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
 FISCAL YEAR 1997**

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	31	956	30,839	9.87%			
RAILROAD RETIREMENT BOARD					4			0.04%
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
<b>SMITHSONIAN INSTITUTION</b>	( 24 )	( 546 )	( 22,750 )	( 1.77% )	( 9 )	( 247 )	( 27,444 )	( 0.80% )
SMITHSONIAN INSTITUTION	24	546	22,750	2.10%	9	247	27,444	0.95%
NATIONAL GALLERY OF ART								
SOCIAL SECURITY ADMINISTRATION					2	60	30,000	0.37%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( )	( )	( )	( )	( )	( )	( )
OVERSEAS PRIVATE INVESTMENT CORPORATION								
U.S. INTERNATIONAL TRADE COMMISSION								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 90 )	( 2,591 )	( 28,789 )	( 1.20% )	( 23 )	( 609 )	( 26,478 )	( 0.28% )
<b>TOTAL - ALL AGENCIES</b>	( 15,279 )	( 416,870 )	( 27,284 )	( 4.77% )	( 3,617 )	( 114,591 )	( 31,681 )	( 1.31% )

**TABLE 7 - PAY SYSTEM 746 - WAGE EMPLOYEES (ALIENS EMPLOYED IN FOREIGN AREAS)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF TRANSPORTATION SUBTOTAL EXECUTIVE DEPARTMENTS	1 ( 1 )	21 ( 21 )	1 ( 1 )	22,000 ( 22,000 )		4 ( 4 )		18.18% ( 18.18% )
PANAMA CANAL COMMISSION SUBTOTAL INDEPENDENT AGENCIES	6,249 ( 6,249 )	107,580 ( 107,580 )	34,166 ( 34,166 )	22,683 ( 22,683 )	4,210 ( 4,210 )	95,137 ( 95,137 )	22,598 ( 22,598 )	67.12% ( 67.12% )
<b>TOTAL - ALL AGENCIES</b>	( 6,250 )	( 107,601 )	( 34,167 )	( 22,683 )	( 4,210 )	( 95,141 )	( 22,599 )	( 67.11% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF TRANSPORTATION SUBTOTAL EXECUTIVE DEPARTMENTS	1 ( 1 )	17 ( 17 )	17,000 ( 17,000 )	77.27% ( 77.27% )				
PANAMA CANAL COMMISSION SUBTOTAL INDEPENDENT AGENCIES	958 ( 958 )	11,599 ( 11,599 )	12,108 ( 12,108 )	8.18% ( 8.18% )	121 ( 121 )	844 ( 844 )	6,975 ( 6,975 )	0.60% ( 0.60% )
<b>TOTAL - ALL AGENCIES</b>	( 959 )	( 11,616 )	( 12,113 )	( 8.19% )	( 121 )	( 844 )	( 6,975 )	( 0.60% )

**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON - WAGE BOARD)  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF STATE	8,186	162,344	6,057	20,572	7,872	159,509	20,263	94.72%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 8,040 )	( 387,834 )	( 433 )	( 48,292 )	( 7,935 )	( 386,015 )	( 48,647 )	( 99.42% )
DEPARTMENT OF AIR FORCE	6,863	356,116		51,889	6,863	356,116	51,889	100.00%
OTHER DEFENSE ACTIVITIES	1,177	31,718	433	27,316	1,072	29,899	27,891	93.00%
DEPARTMENT OF TRANSPORTATION	8	222	4	28,250	3	113	37,667	50.00%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 16,234 )	( 550,400 )	( 6,494 )	( 34,304 )	( 15,810 )	( 545,637 )	( 34,512 )	( 97.98% )
AMERICAN BATTLE MONUMENTS COMMISSION	311	7,466	41	24,138	304	7,334	24,125	97.70%
U.S. INFORMATION AGENCY	2,730	64,972	3,128	24,945	2,599	63,585	24,465	93.37%
PEACE CORPS	242	4,619	9	19,124	241	4,619	19,166	99.81%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 376 )	( 5,319 )	( 553 )	( 15,617 )	( 369 )	( 5,319 )	( 14,415 )	( 90.58% )
AGENCY FOR INTERNATIONAL DEVELOPMENT	376	5,319	553	15,617	369	5,319	14,415	90.58%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 3,659 )	( 82,376 )	( 3,731 )	( 23,533 )	( 3,513 )	( 80,857 )	( 23,017 )	( 93.90% )
<b>TOTAL - ALL AGENCIES</b>	( 19,893 )	( 632,776 )	( 10,225 )	( 32,323 )	( 19,323 )	( 626,494 )	( 32,422 )	( 97.43% )

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AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF STATE	45	874	19,422	0.52%	101	1,961	19,416	1.16%
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 100 )	( 1,819 )	( 18,190 )	( 0.47% )	( )	( )	( )	( )
DEPARTMENT OF AIR FORCE								
OTHER DEFENSE ACTIVITIES	100	1,819	18,190	5.66%				
DEPARTMENT OF TRANSPORTATION	1	22	22,000	9.73%	4	87	21,750	38.50%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 146 )	( 2,715 )	( 18,596 )	( 0.49% )	( 105 )	( 2,048 )	( 19,505 )	( 0.37% )
AMERICAN BATTLE MONUMENTS COMMISSION	5	132	26,400	1.76%				
U.S. INFORMATION AGENCY	11	304	27,636	0.45%	27	1,083	40,111	1.59%
PEACE CORPS								
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( )	( )	( )	( )	( )	( )	( )	( )
AGENCY FOR INTERNATIONAL DEVELOPMENT								
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 16 )	( 436 )	( 27,250 )	( 0.51% )	( 27 )	( 1,083 )	( 40,111 )	( 1.26% )
<b>TOTAL - ALL AGENCIES</b>	( 162 )	( 3,151 )	( 19,451 )	( 0.49% )	( 132 )	( 3,131 )	( 23,720 )	( 0.49% )

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	1	101		101,000			33	32.67%
OFFICE OF THE U.S. TRADE REPRESENTATIVE		10						
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 1 )	( 111 )	( )	( 111,000 )	( )	( 33 )	( )	( 29.73% )
DEPARTMENT OF STATE	195	12,381		63,492				
<b>DEPARTMENT OF TREASURY</b>	( 2 )	( 166 )	( )	( 83,000 )	( 1 )	( 85 )	( 85,000 )	( 51.20% )
DEPARTMENT OF DEFENSE, TOTAL	1,539	42,154	1,298	28,234	906	22,113	24,407	50.89%
DEPARTMENT OF ARMY	79	1,510		19,114				
DEPARTMENT OF AIR FORCE	706	19,974		28,292	210	8,434	40,162	42.22%
OTHER DEFENSE ACTIVITIES	754	20,670	1,298	29,135	696	13,679	19,654	62.27%
DEPARTMENT OF JUSTICE	8	615	6	77,625	1	48	48,000	7.73%
DEPARTMENT OF INTERIOR	4	414		103,500				
DEPARTMENT OF AGRICULTURE	2	166		83,000		2		1.20%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	183	12,878	383	72,464	33	1,653	50,091	12.47%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9	715	3	79,778		2		0.28%
DEPARTMENT OF TRANSPORTATION	1	179		179,000				
DEPARTMENT OF ENERGY	12	1,143	7	95,833				
DEPARTMENT OF EDUCATION	17	1,190		70,000				
DEPARTMENT OF VETERANS AFFAIRS	3	144		48,000				
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 1,975 )	( 72,145 )	( 1,697 )	( 37,388 )	( 941 )	( 23,903 )	( 25,402 )	( 32.37% )
ARMS CONTROL AND DISARMAMENT AGENCY	7	580		82,857				
COMMODITY FUTURES TRADE COMMISSION		6				3		50.00%
CORPORATION NATIONAL AND COMMUNITY SERVICE	1	72		72,000				
ENVIRONMENTAL PROTECTION AGENCY	16	1,310	2	82,000		19		1.45%
EXPORT-IMPORT BANK OF THE U.S.	1	4		4,000	1	4	4,000	100.00%
FEDERAL COMMUNICATIONS COMMISSION		29						
FEDERAL DEPOSIT INSURANCE CORPORATION	262	31,303	1,472	125,095	258	30,855	119,593	94.14%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	78		78,000		20		25.64%
FEDERAL TRADE COMMISSION	1	68		68,000				
GENERAL SERVICES ADMINISTRATION	2	101	2	51,500		4		3.88%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	281		70,250				
NATIONAL CREDIT UNION ADMINISTRATION		11				11		100.00%
NATIONAL SCIENCE FOUNDATION	4	407		101,750				
NATIONAL TRANSPORTATION SAFETY BOARD		6						
NUCLEAR REGULATORY COMMISSION	138	997		7,225				
SECURITIES AND EXCHANGE COMMISSION	1	97		97,000	1	97	97,000	100.00%
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 8 )	( 709 )	( )	( 88,625 )	( )	( )	( )	( )
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	56		56,000				
AGENCY FOR INTERNATIONAL DEVELOPMENT	7	653		93,286				
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 446 )	( 36,059 )	( 1,476 )	( 84,159 )	( 260 )	( 31,013 )	( 119,281 )	( 82.62% )
<b>TOTAL - ALL AGENCIES</b>	( 2,422 )	( 108,315 )	( 3,173 )	( 46,031 )	( 1,201 )	( 54,949 )	( 45,753 )	( 49.29% )

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

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	67.33%
OFFICE OF THE U.S. TRADE REPRESENTATIVE						10		100.00%
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( )	( )	( )	( )	( 1 )	( 78 )	( 78,000 )	( 70.27% )
DEPARTMENT OF STATE					195	12,381	63,492	100.00%
<b>DEPARTMENT OF TREASURY</b>	( )	( 2 )	( )	( 1.20% )	( 1 )	( 79 )	( 79,000 )	( 47.59% )
DEPARTMENT OF DEFENSE, TOTAL	472	17,111	36,252	39.38%	160	2,930	18,313	6.74%
DEPARTMENT OF ARMY	45	863	19,178	57.15%	34	647	19,029	42.85%
DEPARTMENT OF AIR FORCE	370	9,257	25,019	46.35%	126	2,283	18,119	11.43%
OTHER DEFENSE ACTIVITIES	57	6,991	122,649	31.82%				
DEPARTMENT OF JUSTICE	1	75	75,000	12.08%	6	492	82,000	79.23%
DEPARTMENT OF INTERIOR	2	201	100,500	48.55%	2	213	106,500	51.45%
DEPARTMENT OF AGRICULTURE	1	92	92,000	55.42%	1	72	72,000	43.37%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	120	9,157	76,308	69.05%	30	2,068	68,933	15.59%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1	40	40,000	5.57%	8	673	84,125	93.73%
DEPARTMENT OF TRANSPORTATION		8		4.47%	1	171	171,000	95.53%
DEPARTMENT OF ENERGY	8	721	90,125	62.70%	4	422	105,500	36.70%
DEPARTMENT OF EDUCATION	8	667	83,375	56.05%	9	523	58,111	43.95%
DEPARTMENT OF VETERANS AFFAIRS	2	120	60,000	83.33%	1	24	24,000	16.67%
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 615 )	( 28,194 )	( 45,844 )	( 38.18% )	( 418 )	( 20,048 )	( 47,962 )	( 27.15% )
ARMS CONTROL AND DISARMAMENT AGENCY		16		2.76%	7	564	80,571	97.24%
COMMODITY FUTURES TRADE COMMISSION						3		50.00%
CORPORATION NATIONAL AND COMMUNITY SERVICE		2		2.78%	1	70	70,000	97.22%
ENVIRONMENTAL PROTECTION AGENCY	1	63	63,000	4.80%	15	1,228	81,867	93.60%
EXPORT-IMPORT BANK OF THE U.S.								
FEDERAL COMMUNICATIONS COMMISSION		29		100.00%				
FEDERAL DEPOSIT INSURANCE CORPORATION	1	94	94,000	0.29%	3	354	118,000	1.08%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	56	56,000	71.79%		2		2.56%
FEDERAL TRADE COMMISSION					1	68	68,000	100.00%
GENERAL SERVICES ADMINISTRATION	1	48	48,000	46.60%	1	49	49,000	47.57%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					4	281	70,250	100.00%
NATIONAL CREDIT UNION ADMINISTRATION								
NATIONAL SCIENCE FOUNDATION					4	407	101,750	100.00%
NATIONAL TRANSPORTATION SAFETY BOARD		6		100.00%				
NUCLEAR REGULATORY COMMISSION					138	997	7,225	100.00%
SECURITIES AND EXCHANGE COMMISSION								
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 1 )	( 56 )	( 56,000 )	( 7.90% )	( 7 )	( 653 )	( 93,286 )	( 92.10% )
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	56	56,000	100.00%				
AGENCY FOR INTERNATIONAL DEVELOPMENT					7	653	93,286	100.00%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 5 )	( 370 )	( 74,000 )	( 0.99% )	( 181 )	( 4,676 )	( 25,834 )	( 12.46% )
<b>TOTAL - ALL AGENCIES</b>	( 620 )	( 28,564 )	( 46,071 )	( 25.62% )	( 600 )	( 24,802 )	( 41,337 )	( 22.25% )

**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD  
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY  
FISCAL YEAR 1997**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	( 6,765 )	( 299,538 )	( 13,107 )	( 46,215 )	( 5,636 )	( 271,118 )	( 48,105 )	( 86.72% )
DEPARTMENT OF AIR FORCE	83	3,393	35	41,301	73	2,951	40,425	86.09%
OTHER DEFENSE ACTIVITIES	6,682	296,145	13,072	46,276	5,563	268,167	48,205	86.72%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 6,765 )	( 299,538 )	( 13,107 )	( 46,215 )	( 5,636 )	( 271,118 )	( 48,105 )	( 86.72% )
<b>TOTAL - ALL AGENCIES</b>	( 6,765 )	( 299,538 )	( 13,107 )	( 46,215 )	( 5,636 )	( 271,118 )	( 48,105 )	( 86.72% )

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME and INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	( 453 )	( 15,393 )	( 33,980 )	( 4.92% )	( 671 )	( 13,027 )	( 19,414 )	( 4.17% )
DEPARTMENT OF AIR FORCE					10	442	44,200	12.89%
OTHER DEFENSE ACTIVITIES	453	15,393	33,980	4.98%	661	12,585	19,039	4.07%
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 453 )	( 15,393 )	( 33,980 )	( 4.92% )	( 671 )	( 13,027 )	( 19,414 )	( 4.17% )
<b>TOTAL - ALL AGENCIES</b>	( 453 )	( 15,393 )	( 33,980 )	( 4.92% )	( 671 )	( 13,027 )	( 19,414 )	( 4.17% )



## SUPPLEMENT II - SALARY SCHEDULES

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

As adjusted by Executive Order 13033, December 27, 1996

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1997)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$12,669	\$13,091	\$13,512	\$13,932	\$14,355	\$14,602	\$15,017	\$15,436	\$15,454	\$15,844
<b>2</b>	14,243	14,583	15,055	15,454	15,628	16,088	16,548	17,008	17,468	17,928
<b>3</b>	15,542	16,060	16,578	17,096	17,614	18,132	18,650	19,168	19,686	20,204
<b>4</b>	17,447	18,029	18,611	19,193	19,775	20,357	20,939	21,521	22,103	22,685
<b>5</b>	19,520	20,171	20,822	21,473	22,124	22,775	23,426	24,077	24,728	25,379
<b>6</b>	21,758	22,483	23,208	23,933	24,658	25,383	26,108	26,833	27,558	28,283
<b>7</b>	24,178	24,984	25,790	26,596	27,402	28,208	29,014	29,820	30,626	31,432
<b>8</b>	26,777	27,670	28,563	29,456	30,349	31,242	32,135	33,028	33,921	34,814
<b>9</b>	29,577	30,563	31,549	32,535	33,521	34,507	35,493	36,479	37,465	38,451
<b>10</b>	32,571	33,657	34,743	35,829	36,915	38,001	39,087	40,173	41,259	42,345
<b>11</b>	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523
<b>12</b>	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760
<b>13</b>	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303
<b>14</b>	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351
<b>15</b>	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161

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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, 1997)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
<b>1</b>	\$70,894	\$57,446	\$46,548	\$37,718	\$30,563	\$27,322	\$24,425	\$21,835	\$19,520
<b>2</b>	73,021	59,169	47,944	38,850	31,480	28,142	25,158	22,490	20,106
<b>3</b>	75,211	60,944	49,383	40,015	32,424	28,986	25,912	23,165	20,709
<b>4</b>	77,468	62,773	50,864	41,215	33,397	29,855	26,690	23,860	21,330
<b>5</b>	79,792	64,656	52,390	42,452	34,399	30,751	27,491	24,575	21,970
<b>6</b>	82,186	66,596	53,962	43,725	35,431	31,674	28,315	25,313	22,629
<b>7</b>	84,651	68,594	55,581	45,037	36,494	32,624	29,165	26,072	23,308
<b>8</b>	87,191	70,651	57,248	46,388	37,589	33,603	30,040	26,854	24,007
<b>9</b>	89,806	72,771	58,966	47,780	38,716	34,611	30,941	27,660	24,727
<b>10</b>	92,161	74,954	60,735	49,213	39,878	35,649	31,869	28,490	25,469
<b>11</b>	92,161	77,203	62,557	50,690	41,074	36,718	32,825	29,344	26,233
<b>12</b>	92,161	79,519	64,433	52,211	42,306	37,820	33,810	30,225	27,020
<b>13</b>	92,161	81,904	66,366	53,777	43,576	38,955	34,824	31,131	27,831
<b>14</b>	92,161	84,361	68,357	55,390	44,883	40,123	35,869	32,065	28,666

**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 5, 1997										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
<b>Associate</b>	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523	1,193
<b>Full</b>	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760	1,430
<b>Intermediate</b>	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303	1,700
<b>Senior</b>	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351	2,009
<b>Chief</b>	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161	2,363
<b>Executive</b>	76,777	79,336	81,894	84,453	87,012	89,571	92,130	93,611	95,341	97,849	varied
<b>Director</b>	83,147	85,921	88,691	91,462	93,611	95,106	97,824	100,544	103,261		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$97,000
ES-2	101,600
ES-3	106,200
ES-4	111,900
ES-5	115,700
ES-6	115,700

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

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

SENIOR LEVEL (SL & ST)	
Minimum	\$85,703
Maximum	115,700

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

## Leave Used and its Value

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

**Annual leave** (49.8 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** (22.3 percent of total leave days used) includes the number of days charged to sick leave for active employees and for those scheduled to be retired for disability.

**Holidays** (20.6 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** (3.2 percent of total leave days used) includes all leave used of all types for employees not covered by 5 U.S.C. 6301. This includes leave for: certain part-time and temporary employees (construction), 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 1996 total leave days used decreased by 3.4 percent to 105,776,012. During this same period, the average number of total leave days used (all types) per employee decreased 0.6 days to 40.2 days. **Chart 8** shows total leave days used by category in leave year 1997.

The value of leave used by employees during leave year 1997 was \$17.3 billion, or 16.3 percent of basic pay. This represented an increase of \$52 million (0.3 percent) from the value of leave used in LY 1996. The average value per leave day used increased from \$157 in 1996 to \$163 in 1997.

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 0.5 days between 1996 (40.7 days) and 1997 (40.2 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 1996 to 1997 were: annual leave decreased (0.2 days) to 20.7 days; sick leave remained at 9.3 days; holiday leave remained at 8.5 days; and other leave for employees covered by 5 U.S.C. 6301 decreased (0.3 days) to 1.7 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 1997 decreased 214,241 days (or 16.7 percent) from the previous year. More than 38.5 million days of annual leave credit were carried over to 1997. The amount of annual leave forfeited by employees due to carry-over limitations was 1,069,128 days at an estimated loss in value to employees of \$178.3 million in leave year 1997 (versus a loss of \$203.6 million in leave year 1996). Sick leave credited for retirement was 10.0 million days in leave year 1997. This contrasts with 9.2 million days in 1996, 9.9 million days in 1995 and 13.3 million days in 1994. The total number of sick leave days earned was 30,367,229 days (down 1,129,242 days from leave year 1996). Total sick leave days used were 23,616,356 days (down 471,898 days from leave year 1996). A total of 150.1 million days of sick leave credit were carried over to 1997.

## Leave Used and its Value (continued)

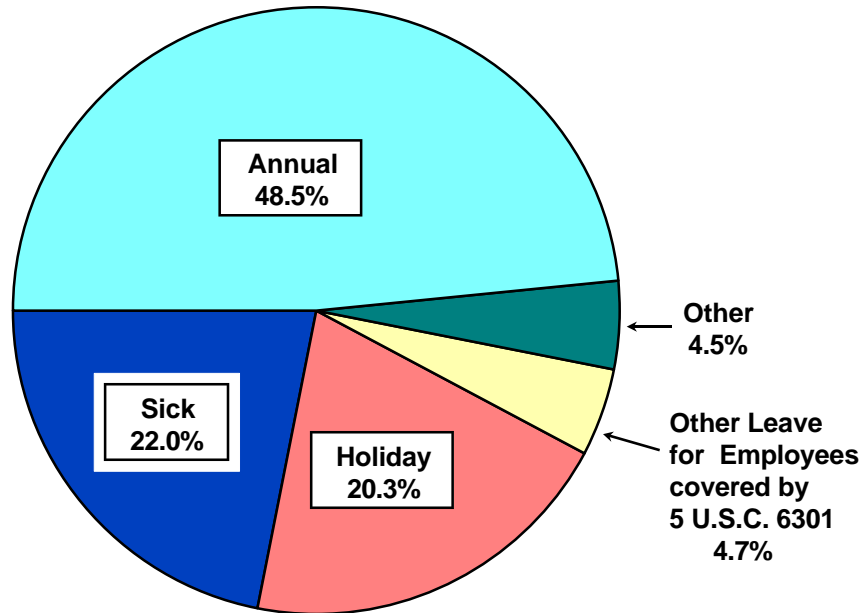
**Tables 8A and 8B** shows that Defense and the U.S. Postal Service, together representing 60 percent of the total employment work years, accounted for 61 percent of annual leave, 60 percent of sick leave, 61 percent of holiday leave, and 56 percent of other leave for employees covered by 5 U.S.C. 6301.

Defense agencies and the Postal Service also accounted for 57 percent of annual leave carried over, 64 percent of sick leave carried over, and 85 percent of sick leave credited for retirement. Defense accounted for 44 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

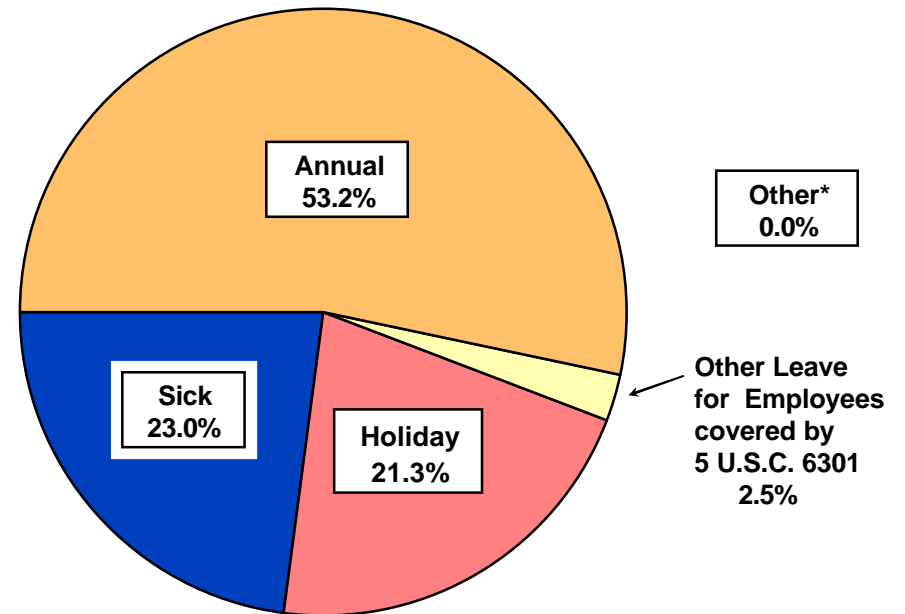
## CHART 8

### TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 1997

All Other Agencies



U.S. Postal Service



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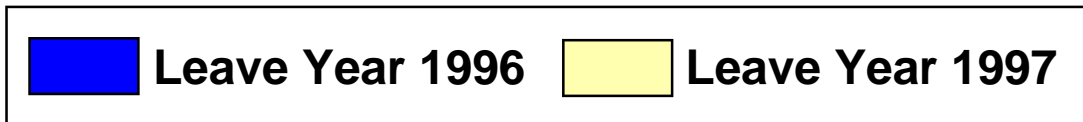
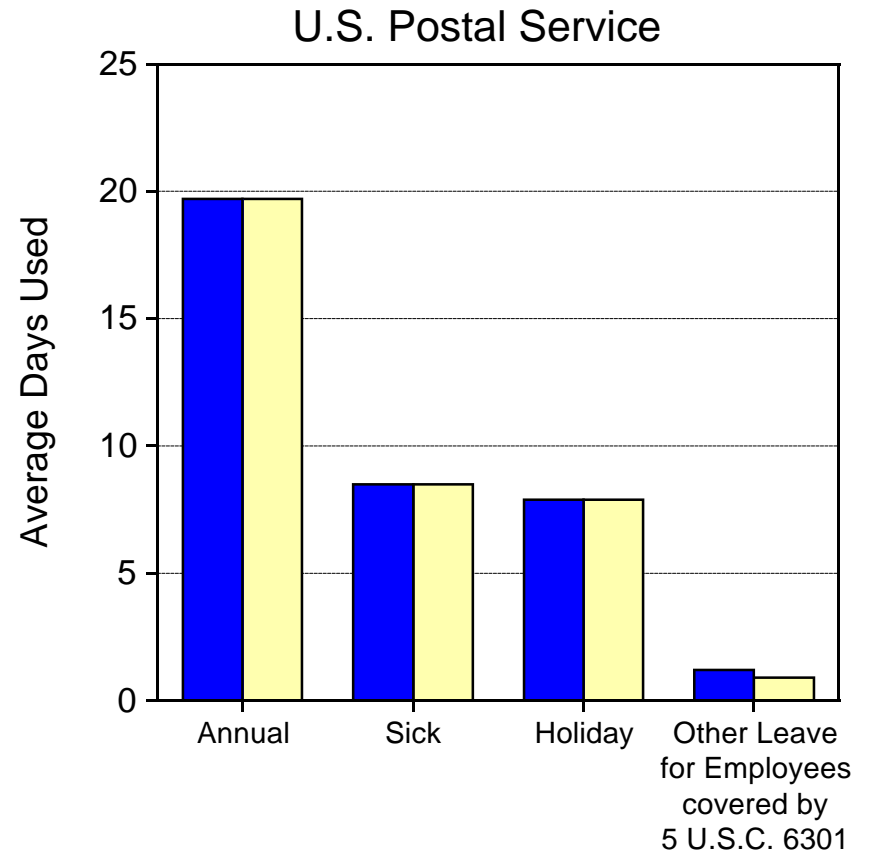
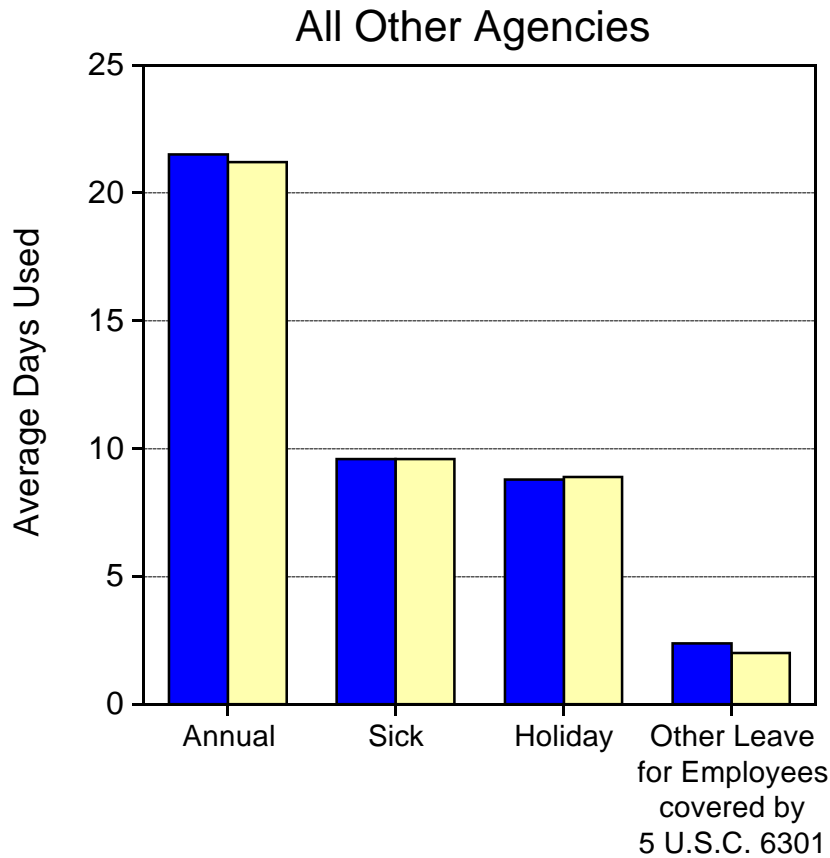
Leave Category	Days Used		Average Days Used	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Annual	36,447,734	16,263,038	21.2	19.7
Sick	16,564,740	7,051,616	9.6	8.5
Holiday	15,257,358	6,510,212	8.9	7.9
Other Leave for Employees covered by 5 U.S.C. 6301	3,500,995	770,144	2.0	0.9
Other *	3,410,175	0	40.1	0.0
<b>Total</b>	<b>75,181,002</b>	<b>30,595,010</b>	<b>41.6</b>	<b>37.0</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 1996 & 1997

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**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1997**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
WHITE HOUSE OFFICE	8,332	1,347	3,999	689	1,200	184
OFFICE OF MANAGEMENT AND BUDGET	18,802	5,170	9,427	2,724	3,571	925
OFFICE OF ADMINISTRATION	7,786	1,580	3,967	843	1,848	343
OFFICE OF THE U.S. TRADE REPRESENTATIVE	5,378	1,507	3,066	886	742	184
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 40,298 )	( 9,604 )	( 20,459 )	( 5,142 )	( 7,361 )	( 1,636 )
DEPARTMENT OF STATE	659,159	146,087	268,024	60,822	92,213	18,642
DEPARTMENT OF TREASURY	6,333,911	1,056,898	2,969,704	504,843	1,569,225	248,207
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 31,575,939 )	( 5,352,994 )	( 15,875,091 )	( 2,774,292 )	( 7,156,796 )	( 1,135,466 )
DEPARTMENT OF ARMY	6,008,786	1,224,398	2,918,823	621,482	1,323,837	243,965
DEPARTMENT OF NAVY	11,847,677	1,983,159	6,401,910	1,100,474	2,739,288	433,395
DEPARTMENT OF AIR FORCE	8,953,318	1,385,359	4,212,973	668,323	2,018,157	301,562
OTHER DEFENSE ACTIVITIES	4,766,158	760,078	2,341,385	384,013	1,075,514	156,544
DEPARTMENT OF JUSTICE	4,505,243	781,428	2,117,277	378,829	982,391	163,123
DEPARTMENT OF INTERIOR	2,713,000	345,200	1,358,264	226,111	511,661	76,679
DEPARTMENT OF AGRICULTURE	3,863,900	614,763	1,946,555	314,540	777,363	114,267
DEPARTMENT OF COMMERCE	1,324,008	251,633	673,186	129,176	281,896	50,315
DEPARTMENT OF LABOR	665,805	132,900	334,452	69,346	144,128	27,900
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,035,647	378,205	1,177,239	229,493	500,029	87,544
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	463,075	93,220	227,297	46,581	110,499	21,392
DEPARTMENT OF TRANSPORTATION	2,569,655	579,911	1,356,892	311,365	642,813	143,718
DEPARTMENT OF ENERGY	592,454	141,817	305,270	74,568	122,824	27,513
DEPARTMENT OF EDUCATION	197,882	42,924	98,487	22,060	43,362	8,896
DEPARTMENT OF VETERANS AFFAIRS	9,185,018	1,384,199	3,399,646	482,977	1,689,500	205,674
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 66,684,696 )	( 11,302,179 )	( 32,107,384 )	( 5,625,003 )	( 14,624,700 )	( 2,329,336 )
AMERICAN BATTLE MONUMENTS COMMISSION	12,252	1,298	1,030	165	229	35
ARMED FORCES RETIREMENT HOME	43,568	5,279	23,537	2,892	10,003	1,177
ARMS CONTROL AND DISARMAMENT AGENCY	8,229	2,027	4,093	1,027	1,647	352
COMMODITY FUTURES TRADE COMMISSION	21,691	4,639	10,644	2,316	4,563	942
CONSUMER PRODUCT SAFETY COMMISSION	20,074	4,503	10,947	2,468	3,760	811
CORPORATION NATIONAL AND COMMUNITY SERVICE	19,171	3,940	9,063	1,856	4,042	760
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	119,868	23,964	59,130	11,968	28,681	5,745
ENVIRONMENTAL PROTECTION AGENCY	697,113	158,242	362,522	84,702	162,016	35,358
EXPORT-IMPORT BANK OF THE U.S.	14,873	3,813	6,717	1,938	3,384	773
FARM CREDIT ADMINISTRATION	12,820	2,932	6,364	1,477	2,566	567
FEDERAL COMMUNICATIONS COMMISSION	86,671	19,172	42,267	9,427	19,316	4,088
FEDERAL DEPOSIT INSURANCE CORPORATION	367,893	77,168	170,341	36,105	86,047	17,562
FEDERAL ELECTION COMMISSION	11,927	2,513	6,001	1,304	2,703	544
FEDERAL EMERGENCY MANAGEMENT AGENCY	142,897	31,762	65,255	12,210	34,203	5,808
FEDERAL HOUSING FINANCE BOARD	4,071	764	2,077	393	998	181
FEDERAL LABOR RELATIONS AUTHORITY	8,578	2,183	4,495	1,191	1,591	381
FEDERAL MARITIME COMMISSION	6,685	1,515	3,604	815	1,391	315
FEDERAL MEDIATION AND COUNCIL SERVICE	9,817	2,413	5,091	1,289	1,527	336



**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1997**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4,601	1,060	2,311	528	1,087	251
FEDERAL TRADE COMMISSION	37,271	9,474	18,846	4,937	7,728	1,831
GENERAL SERVICES ADMINISTRATION	609,615	110,259	311,613	55,891	134,216	24,461
U.S. INFORMATION AGENCY	286,037	50,153	75,512	18,046	32,637	6,942
INTERNATIONAL BOUNDARY AND WATER COMMISSION	9,490	1,438	5,089	771	2,011	305
MERIT SYSTEMS PROTECTION BOARD	9,923	2,392	4,900	1,219	1,785	378
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	873,516	210,981	431,556	108,358	194,723	41,681
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	89,891	13,269	43,864	6,739	19,975	2,777
NATIONAL CREDIT UNION ADMINISTRATION	37,809	8,467	19,346	4,264	7,214	1,582
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 17,594 )	( 3,084 )	( 10,635 )	( 1,559 )	( 3,336 )	( 710 )
NATIONAL ENDOWMENT FOR ARTS	6,583	1,551	3,317	774	1,670	377
NATIONAL ENDOWMENT FOR HUMANITIES	11,011	1,533	7,318	785	1,666	333
NATIONAL LABOR RELATIONS BOARD	85,827	18,090	41,399	8,822	18,780	3,828
NATIONAL SCIENCE FOUNDATION	50,524	12,566	28,148	7,004	9,071	2,255
NATIONAL TRANSPORTATION SAFETY BOARD	13,365	3,372	6,677	1,724	2,462	590
NUCLEAR REGULATORY COMMISSION	149,833	37,762	62,402	17,857	23,602	6,754
U.S. OFFICE OF PERSONNEL MANAGEMENT	118,588	21,034	59,410	10,926	27,955	4,718
PANAMA CANAL COMMISSION	383,351	40,148	371	71	186	26
PEACE CORPS	26,132	6,797	9,698	2,016	4,694	894
RAILROAD RETIREMENT BOARD	61,585	11,024	33,550	6,099	12,415	2,135
SECURITIES AND EXCHANGE COMMISSION	107,338	24,950	49,537	11,794	26,218	5,861
SELECTIVE SERVICE SYSTEM	7,881	1,357	3,911	692	1,836	308
SMALL BUSINESS ADMINISTRATION	188,335	35,006	89,483	17,202	45,048	7,988
<b>SMITHSONIAN INSTITUTION</b>	( 278,865 )	( 44,249 )	( 127,674 )	( 20,443 )	( 65,413 )	( 9,780 )
SMITHSONIAN INSTITUTION	243,748	39,120	111,760	18,149	57,036	8,618
NATIONAL GALLERY OF ART	35,117	5,129	15,914	2,294	8,377	1,162
SOCIAL SECURITY ADMINISTRATION	2,608,006	418,924	1,712,515	281,405	763,742	117,046
TENNESSEE VALLEY AUTHORITY	610,970	114,314	310,783	59,367	135,934	23,112
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 166,216 )	( 37,758 )	( 59,540 )	( 16,502 )	( 18,987 )	( 4,628 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	168,452	32,841	3,088	768	1,111	238
AGENCY FOR INTERNATIONAL DEVELOPMENT	162,017	36,752	56,452	15,734	17,876	4,390
U.S. INTERNATIONAL TRADE COMMISSION	15,247	3,688	7,943	1,966	2,957	676
U.S. POSTAL SERVICE	30,595,010	4,358,147	16,263,038	2,321,541	7,051,616	987,167
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 39,051,018 )	( 5,947,890 )	( 20,582,929 )	( 3,161,286 )	( 8,984,295 )	( 1,334,419 )
<b>TOTAL - ALL AGENCIES</b>	( 105,776,012 )	( 17,259,673 )	( 52,710,772 )	( 8,791,431 )	( 23,616,356 )	( 3,665,391 )

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY**  
**(COSTS IN THOUSANDS)**  
**LEAVE YEAR 1997**

AGENCY	H O L I D A Y		OTHER LEAVE for employees covered by 5 U.S.C. 6301		OTHER LEAVE for employees not covered by 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
WHITE HOUSE OFFICE	3,075	465	58	9		
OFFICE OF MANAGEMENT AND BUDGET	5,474	1,458	330	63		
OFFICE OF ADMINISTRATION	1,915	382	56	12		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,565	435	5	2		
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 12,029 )	( 2,740 )	( 449 )	( 86 )	( )	( )
DEPARTMENT OF STATE	296,596	66,096	2,326	527		
DEPARTMENT OF TREASURY	1,389,676	236,010	405,306	67,838		
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 6,680,932 )	( 1,127,934 )	( 1,640,826 )	( 272,228 )	( 222,294 )	( 43,074 )
DEPARTMENT OF ARMY	1,262,872	268,524	405,715	62,105	97,539	28,322
DEPARTMENT OF NAVY	2,375,790	399,653	303,854	47,642	26,835	1,995
DEPARTMENT OF AIR FORCE	1,897,633	292,463	788,298	119,270	36,257	3,741
OTHER DEFENSE ACTIVITIES	1,144,637	167,294	142,959	43,211	61,663	9,016
DEPARTMENT OF JUSTICE	1,135,359	193,225	270,216	46,251		
DEPARTMENT OF INTERIOR	615,961	10,077	95,049	14,324	132,065	18,009
DEPARTMENT OF AGRICULTURE	938,264	153,827	201,718	32,129		
DEPARTMENT OF COMMERCE	305,082	60,130	63,844	12,012		
DEPARTMENT OF LABOR	146,513	27,654	40,712	8,000		
DEPARTMENT OF HEALTH AND HUMAN SERVICES	40,209	5,573	62,910	11,172	255,260	44,423
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	101,607	20,584	23,672	4,663		
DEPARTMENT OF TRANSPORTATION	509,730	111,288	60,220	13,540		
DEPARTMENT OF ENERGY	157,599	38,246	6,761	1,490		
DEPARTMENT OF EDUCATION	50,510	10,884	5,523	1,084		
DEPARTMENT OF VETERANS AFFAIRS	1,586,100	201,090	272,587	42,933	2,237,185	451,525
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 13,954,138 )	( 2,262,618 )	( 3,151,670 )	( 528,191 )	( 2,846,804 )	( 557,031 )
AMERICAN BATTLE MONUMENTS COMMISSION	537	91	25	4	10,431	1,003
ARMED FORCES RETIREMENT HOME	7,663	905	2,365	305		
ARMS CONTROL AND DISARMAMENT AGENCY	2,371	594	118	54		
COMMODITY FUTURES TRADE COMMISSION	5,401	1,152	1,083	229		
CONSUMER PRODUCT SAFETY COMMISSION	5,142	1,167	225	57		
CORPORATION NATIONAL AND COMMUNITY SERVICE	5,094	1,136	972	188		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28,866	5,812	3,191	439		
ENVIRONMENTAL PROTECTION AGENCY	163,665	36,290	8,910	1,892		
EXPORT-IMPORT BANK OF THE U.S.	4,543	1,061	229	41		
FARM CREDIT ADMINISTRATION	2,985	684	905	204		
FEDERAL COMMUNICATIONS COMMISSION	20,857	4,704	4,231	953		
FEDERAL DEPOSIT INSURANCE CORPORATION	83,318	17,632	28,187	5,869		
FEDERAL ELECTION COMMISSION	3,025	628	198	37		
FEDERAL EMERGENCY MANAGEMENT AGENCY	36,062	12,419	7,377	1,325		
FEDERAL HOUSING FINANCE BOARD	568	110	428	80		
FEDERAL LABOR RELATIONS AUTHORITY	2,327	578	165	33		
FEDERAL MARITIME COMMISSION	1,527	345	163	40		
FEDERAL MEDIATION AND COUNCIL SERVICE	2,804	695	395	93		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY  
(COSTS IN THOUSANDS)  
LEAVE YEAR 1997**

AGENCY	H O L I D A Y		OTHER LEAVE for employees covered by 5 U.S.C. 6301		OTHER LEAVE for employees not covered by 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,147	266	56	15		
FEDERAL TRADE COMMISSION	10,230	2,597	467	109		
GENERAL SERVICES ADMINISTRATION	153,462	27,908	10,324	1,999		
U.S. INFORMATION AGENCY	39,650	9,310	793	186	137,445	15,669
INTERNATIONAL BOUNDARY AND WATER COMMISSION	2,390	362				
MERIT SYSTEMS PROTECTION BOARD	2,301	565	937	230		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	206,397	51,941	40,840	9,001		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	24,518	3,521	1,534	232		
NATIONAL CREDIT UNION ADMINISTRATION	10,435	2,357	814	264		
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 3,204 )	( 758 )	( 419 )	( 57 )	( )	( )
NATIONAL ENDOWMENT FOR ARTS	1,419	362	177	38		
NATIONAL ENDOWMENT FOR HUMANITIES	1,785	396	242	19		
NATIONAL LABOR RELATIONS BOARD	19,461	4,086	6,187	1,354		
NATIONAL SCIENCE FOUNDATION	12,849	3,194	456	113		
NATIONAL TRANSPORTATION SAFETY BOARD	4,173	1,046	53	12		
NUCLEAR REGULATORY COMMISSION	31,904	9,129	31,925	4,022		
U.S. OFFICE OF PERSONNEL MANAGEMENT	30,199	5,221	1,024	169		
PANAMA CANAL COMMISSION	219	44			382,575	40,007
PEACE CORPS	11,740	3,887				
RAILROAD RETIREMENT BOARD	13,311	2,381	2,309	409		
SECURITIES AND EXCHANGE COMMISSION	30,525	7,065	1,028	230	30	
SELECTIVE SERVICE SYSTEM	1,794	301	340	56		
SMALL BUSINESS ADMINISTRATION	53,403	9,736	401	80		
<b>SMITHSONIAN INSTITUTION</b>	( 67,838 )	( 11,135 )	( 17,940 )	( 2,891 )	( )	( )
SMITHSONIAN INSTITUTION	60,232	10,046	14,720	2,307		
NATIONAL GALLERY OF ART	7,606	1,089	3,220	584		
SOCIAL SECURITY ADMINISTRATION	4,781	805	126,968	19,668		
TENNESSEE VALLEY AUTHORITY	146,988	28,494	17,265	3,341		
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 27,567 )	( 7,374 )	( 27,232 )	( 7,721 )	( 32,890 )	( 1,533 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	2,033	495	213	43		
AGENCY FOR INTERNATIONAL DEVELOPMENT	25,534	6,879	27,019	7,678	32,890	1,533
U.S. INTERNATIONAL TRADE COMMISSION	3,950	959	397	87		
U.S. POSTAL SERVICE	6,510,212	939,930	770,144	109,509		
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 7,801,403 )	( 1,220,375 )	( 1,119,020 )	( 173,598 )	( 563,371 )	( 58,212 )
<b>TOTAL - ALL AGENCIES</b>	( 21,767,570 )	( 3,485,733 )	( 4,271,139 )	( 701,875 )	( 3,410,175 )	( 615,243 )

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1997**

A G E N C Y	A N N U A L			S I C K		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDIT FOR RETIREMENT
WHITE HOUSE OFFICE	4,304	4,443	261	3,126	11,655	3,864
OFFICE OF MANAGEMENT AND BUDGET	10,112	12,204	275	6,099	43,141	11,949
OFFICE OF ADMINISTRATION	3,780	3,329	87	2,218	11,882	2,817
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,001	3,744	94	1,717	13,640	7,456
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 21,197 )	( 23,720 )	( 717 )	( 13,160 )	( 80,318 )	( 26,086 )
DEPARTMENT OF STATE	311,668	448,430	19,195	178,585	1,398,966	
DEPARTMENT OF TREASURY	3,306,273	2,461,061	24,806	1,970,862	4,429,163	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 13,737,866 )	( 11,290,989 )	( 473,578 )	( 8,171,772 )	( 39,483,860 )	( 7,219,760 )
DEPARTMENT OF ARMY	2,496,237	2,016,017	74,419	1,536,936	8,307,504	1,051,781
DEPARTMENT OF NAVY	5,340,074	4,052,322	155,810	3,001,331	13,485,720	2,995,250
DEPARTMENT OF AIR FORCE	4,024,739	3,312,465	163,103	2,295,421	11,299,688	1,232,988
OTHER DEFENSE ACTIVITIES	1,876,816	1,910,185	80,246	1,338,084	6,390,948	1,939,741
DEPARTMENT OF JUSTICE	2,342,459	1,964,213	46,275	1,462,145	4,932,845	69,551
DEPARTMENT OF INTERIOR	1,313,106	1,235,578	24,491	776,689	5,084,126	250,522
DEPARTMENT OF AGRICULTURE	2,141,262	1,904,405	25,187	1,238,669	4,210,607	1,214
DEPARTMENT OF COMMERCE	696,016	614,052	8,102	401,077	1,231,556	2,096
DEPARTMENT OF LABOR	348,906	304,182	5,618	198,771	1,033,430	81,074
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,171,493	993,402	73,290	689,980	3,320,934	107,997
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	238,492	201,889	2,837	132,251	349,262	651
DEPARTMENT OF TRANSPORTATION	1,449,299	1,237,206	19,389	816,735	4,901,047	214,220
DEPARTMENT OF ENERGY	325,667	308,607	6,176	183,728	1,221,622	71,816
DEPARTMENT OF EDUCATION	99,388	86,909	1,725	57,980	230,019	6,836
DEPARTMENT OF VETERANS AFFAIRS	3,325,660	1,141,169	37,096	1,974,815	7,994,576	76,474
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 30,807,555 )	( 24,192,092 )	( 767,765 )	( 18,254,059 )	( 79,822,013 )	( 8,102,211 )
AMERICAN BATTLE MONUMENTS COMMISSION	1,244	2,477	143	648	6,173	300
ARMED FORCES RETIREMENT HOME	19,452	17,310	394	11,669	42,802	678
ARMS CONTROL AND DISARMAMENT AGENCY	4,577	4,269	131	2,619	15,655	295
COMMODITY FUTURES TRADE COMMISSION	11,582	9,947	63	6,811	18,589	529
CONSUMER PRODUCT SAFETY COMMISSION	10,992	9,899	218	5,829	38,971	2,070
CORPORATION NATIONAL AND COMMUNITY SERVICE	10,696	9,165	299	6,473	15,710	929
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	60,726	50,058	1,244	32,612	129,513	4,809
ENVIRONMENTAL PROTECTION AGENCY	386,360	342,266	4,789	228,567	1,231,218	27,983
EXPORT-IMPORT BANK OF THE U.S.	9,032	8,101	173	4,986	25,387	1,526
FARM CREDIT ADMINISTRATION	6,786	6,918	130	3,867	16,475	184
FEDERAL COMMUNICATIONS COMMISSION	46,062	41,453	896	27,025	72,827	730
FEDERAL DEPOSIT INSURANCE CORPORATION	178,606	149,783	841	108,104	322,568	326
FEDERAL ELECTION COMMISSION	5,980	4,586	17	3,618	12,158	
FEDERAL EMERGENCY MANAGEMENT AGENCY	72,944	55,082	1,308	46,983	103,661	965
FEDERAL HOUSING FINANCE BOARD	2,255	2,223	16	1,417	3,928	
FEDERAL LABOR RELATIONS AUTHORITY	4,664	4,756	230	2,685	16,589	1,387
FEDERAL MARITIME COMMISSION	3,184	2,886	38	1,718	9,458	694
FEDERAL MEDIATION AND COUNCIL SERVICE	6,034	6,166	357	3,561	12,628	

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY  
LEAVE YEAR 1997**

A G E N C Y	A N N U A L			S I C K		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDIT FOR RETIREMENT
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2,443	1,871	14	1,292	6,411	289
FEDERAL TRADE COMMISSION	20,308	18,228	1,060	12,032	61,782	3,053
GENERAL SERVICES ADMINISTRATION	333,848	300,212	4,146	179,769	972,109	52,257
U.S. INFORMATION AGENCY	74,146	10,287	2,225	49,663	3,484	5,735
INTERNATIONAL BOUNDARY AND WATER COMMISSION	5,358	5,272	91	3,047	22,448	394
MERIT SYSTEMS PROTECTION BOARD	5,413	5,528	103	2,965	9,585	941
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	404,341	550,771	5,709	265,116	2,744,091	80,883
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	47,431	38,468	371	27,102	134,249	721
NATIONAL CREDIT UNION ADMINISTRATION	20,287	18,872	552	11,675	75,028	1,899
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 6,872 )	( 6,006 )	( 110 )	( 3,882 )	( 14,493 )	( 87 )
NATIONAL ENDOWMENT FOR ARTS	3,267	2,802	25	1,877	5,526	87
NATIONAL ENDOWMENT FOR HUMANITIES	3,605	3,204	85	2,005	8,967	
NATIONAL LABOR RELATIONS BOARD	44,774	37,019	1,813	25,109	74,767	
NATIONAL SCIENCE FOUNDATION	25,473	30,463	1,046	14,769	92,974	4,141
NATIONAL TRANSPORTATION SAFETY BOARD	8,134	8,955	484	4,884	30,721	105
NUCLEAR REGULATORY COMMISSION	68,371	76,349	9,544	37,972	287,274	114,441
U.S. OFFICE OF PERSONNEL MANAGEMENT	62,296	57,391	1,926	35,213	164,699	3,285
PANAMA CANAL COMMISSION	327	423		248	997	
PEACE CORPS	13,847	14,526	441	9,535	26,275	
RAILROAD RETIREMENT BOARD	29,307	24,898	50	16,129	102,987	5,707
SECURITIES AND EXCHANGE COMMISSION	5,038	7,878	36,408	11,818	117,518	
SELECTIVE SERVICE SYSTEM	3,841	2,978	34	2,148	8,283	782
SMALL BUSINESS ADMINISTRATION	94,463	81,199	801	57,320	253,895	12,277
<b>SMITHSONIAN INSTITUTION</b>	( 139,729 )	( 109,043 )	( 3,020 )	( 87,554 )	( 202,945 )	( 913 )
SMITHSONIAN INSTITUTION	122,999	98,201	2,853	77,786	182,646	913
NATIONAL GALLERY OF ART	16,730	10,842	167	9,768	20,299	
SOCIAL SECURITY ADMINISTRATION	1,650,014	1,203,392	159,846	916,563	4,165,642	173,190
TENNESSEE VALLEY AUTHORITY	355,789	317,106	29,989	193,794	1,331,452	70,108
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 61,031 )	( 80,190 )	( 3,148 )	( 34,430 )	( 249,924 )	( 30,102 )
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,475	2,979	115	2,420	8,066	318
AGENCY FOR INTERNATIONAL DEVELOPMENT	57,556	77,211	3,033	32,010	241,858	29,784
U.S. INTERNATIONAL TRADE COMMISSION	8,218	7,870	316	4,684	27,021	796
U.S. POSTAL SERVICE	16,527,686	10,548,287	26,112	9,592,105	56,915,014	1,248,859
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 20,859,961 )	( 14,290,827 )	( 300,646 )	( 12,100,010 )	( 70,190,378 )	( 1,854,370 )
<b>TOTAL - ALL AGENCIES</b>	( 51,688,713 )	( 38,506,639 )	( 1,069,128 )	( 30,367,229 )	( 150,092,709 )	( 9,982,667 )

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**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1997**

**AVERAGE DAYS USED**

AGENCY	TOTAL	ANNUAL	SICK	HOLIDAY	Other Leave for	Other Leave for
					employees covered by 5 U.S.C. 6301	employees NOT covered by 5 U.S.C. 6301
WHITE HOUSE OFFICE	21.75	10.44	3.13	8.03	0.15	
OFFICE OF MANAGEMENT AND BUDGET	36.72	18.41	6.97	10.69	0.64	
OFFICE OF ADMINISTRATION	44.24	22.54	10.50	10.88	0.32	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	34.70	19.78	4.79	10.10	0.03	
<b>SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT</b>	( 32.87 )	( 16.69 )	( 6.00 )	( 9.81 )	( 0.37 )	( )
DEPARTMENT OF STATE	29.80	19.00	6.54	21.03	0.16	
DEPARTMENT OF TREASURY	43.88	20.57	10.87	9.63	2.81	
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	( 42.39 )	( 21.74 )	( 9.80 )	( 9.15 )	( 2.25 )	( 15.02 )
DEPARTMENT OF ARMY	25.71	12.49	5.66	5.40	1.74	
DEPARTMENT OF NAVY	55.98	30.25	12.94	11.23	1.44	
DEPARTMENT OF AIR FORCE	49.75	24.35	11.66	10.97	4.56	5.22
OTHER DEFENSE ACTIVITIES	39.87	20.96	9.63	10.25	1.28	7.86
DEPARTMENT OF JUSTICE	40.60	19.08	8.85	10.23	2.44	
DEPARTMENT OF INTERIOR	40.95	20.50	7.72	9.30	1.43	
DEPARTMENT OF AGRICULTURE	38.61	19.45	7.77	9.38	2.02	
DEPARTMENT OF COMMERCE	40.65	20.67	8.66	9.37	1.96	
DEPARTMENT OF LABOR	41.95	21.07	9.08	9.23	2.57	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	35.36	22.51	9.56	0.77	1.20	48.45
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	42.24	20.73	10.08	9.27	2.16	
DEPARTMENT OF TRANSPORTATION	41.12	21.71	10.29	8.16	0.96	
DEPARTMENT OF ENERGY	33.88	17.46	7.02	9.01	0.39	
DEPARTMENT OF EDUCATION	43.76	21.78	9.59	11.17	1.22	
DEPARTMENT OF VETERANS AFFAIRS	43.43	20.81	10.34	9.71	1.67	46.48
<b>SUBTOTAL EXECUTIVE DEPARTMENTS</b>	( 41.64 )	( 21.05 )	( 9.59 )	( 9.15 )	( 2.07 )	( 37.35 )
AMERICAN BATTLE MONUMENTS COMMISSION	33.29	17.46	3.88	9.10	0.42	33.76
ARMED FORCES RETIREMENT HOME	50.25	27.15	11.54	8.84	2.73	
ARMS CONTROL AND DISARMAMENT AGENCY	37.07	18.44	7.42	10.68	0.53	
COMMODITY FUTURES TRADE COMMISSION	39.15	19.21	8.24	9.75	1.95	
CONSUMER PRODUCT SAFETY COMMISSION	43.45	23.69	8.14	11.13	0.49	
CORPORATION NATIONAL AND COMMUNITY SERVICE	34.11	16.13	7.19	9.06	1.73	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	46.35	22.87	11.09	11.16	1.23	
ENVIRONMENTAL PROTECTION AGENCY	41.18	21.42	9.57	9.67	0.53	
EXPORT-IMPORT BANK OF THE U.S.	35.84	16.19	8.15	10.95	0.55	
FARM CREDIT ADMINISTRATION	39.94	19.83	7.99	9.30	2.82	
FEDERAL COMMUNICATIONS COMMISSION	42.57	20.76	9.49	10.24	2.08	
FEDERAL DEPOSIT INSURANCE CORPORATION	40.80	18.89	9.54	9.24	3.13	
FEDERAL ELECTION COMMISSION	39.76	20.00	9.01	10.08	0.66	
FEDERAL EMERGENCY MANAGEMENT AGENCY	28.35	12.94	6.78	7.15	1.46	
FEDERAL HOUSING FINANCE BOARD	36.03	18.38	8.83	5.03	3.79	
FEDERAL LABOR RELATIONS AUTHORITY	39.90	20.91	7.40	10.82	0.77	
FEDERAL MARITIME COMMISSION	46.75	25.20	9.73	10.68	1.14	
FEDERAL MEDIATION AND COUNCIL SERVICE	34.69	17.99	5.40	9.91	1.40	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY  
LEAVE YEAR 1997**

A G E N C Y	A V E R A G E   D A Y S   U S E D				Other Leave for employees covered by 5 U.S.C. 6301	Other Leave for employees NOT covered by 5 U.S.C. 6301
	TOTAL	ANNUAL	SICK	HOLIDAY		
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	43.41	21.80	10.25	10.82	0.53	
FEDERAL TRADE COMMISSION	40.16	20.31	8.33	11.02	0.50	
GENERAL SERVICES ADMINISTRATION	42.03	21.48	9.25	10.58	0.71	
U.S. INFORMATION AGENCY	43.00	18.81	8.13	9.88	0.20	52.12
INTERNATIONAL BOUNDARY AND WATER COMMISSION	38.73	20.77	8.21	9.76		
MERIT SYSTEMS PROTECTION BOARD	38.46	18.99	6.92	8.92	3.63	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	43.52	21.50	9.70	10.28	2.03	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	36.39	17.76	8.09	9.93	0.62	
NATIONAL CREDIT UNION ADMINISTRATION	39.93	20.43	7.62	11.02	0.86	
<b>NATIONAL FOUNDATION FOR ARTS AND HUMANITIES</b>	( 56.94 )	( 34.42 )	( 10.80 )	( 10.37 )	( 1.36 )	( )
NATIONAL ENDOWMENT FOR ARTS	44.18	22.26	11.21	9.52	1.19	
NATIONAL ENDOWMENT FOR HUMANITIES	68.82	45.74	10.41	11.16	1.51	
NATIONAL LABOR RELATIONS BOARD	44.49	21.46	9.74	10.09	3.21	
NATIONAL SCIENCE FOUNDATION	41.24	22.98	7.40	10.49	0.37	
NATIONAL TRANSPORTATION SAFETY BOARD	36.02	18.00	6.64	11.25	0.14	
NUCLEAR REGULATORY COMMISSION	45.49	18.94	7.17	9.69	9.69	
U.S. OFFICE OF PERSONNEL MANAGEMENT	42.04	21.06	9.91	10.71	0.36	
PANAMA CANAL COMMISSION	40.36	26.50	13.29	15.64		40.33
PEACE CORPS	23.89	11.37	5.50	13.76		
RAILROAD RETIREMENT BOARD	45.32	24.69	9.14	9.79	1.70	
SECURITIES AND EXCHANGE COMMISSION	38.68	17.85	9.45	11.00	0.37	
SELECTIVE SERVICE SYSTEM	46.63	23.14	10.86	10.62	2.01	
SMALL BUSINESS ADMINISTRATION	41.56	19.74	9.94	11.78	0.09	
<b>SMITHSONIAN INSTITUTION</b>	( 57.12 )	( 26.15 )	( 13.40 )	( 13.90 )	( 3.67 )	( )
SMITHSONIAN INSTITUTION	59.00	27.05	13.81	14.58	3.56	
NATIONAL GALLERY OF ART	46.76	21.19	11.15	10.13	4.29	
SOCIAL SECURITY ADMINISTRATION	39.99	26.26	11.71	0.07	1.95	
TENNESSEE VALLEY AUTHORITY	38.96	19.82	8.67	9.37	1.10	
<b>U.S. INTERNATIONAL DEVELOPMENT COOPERATION</b>	( 54.07 )	( 22.01 )	( 7.02 )	( 10.19 )	( 10.07 )	( 89.13 )
OVERSEAS PRIVATE INVESTMENT CORPERATION	34.84	16.69	6.01	10.99	1.15	
AGENCY FOR INTERNATIONAL DEVELOPMENT	55.30	22.40	7.09	10.13	10.72	89.13
U.S. INTERNATIONAL TRADE COMMISSION	41.77	21.76	8.10	10.82	1.09	
U.S. POSTAL SERVICE	37.03	19.68	8.54	7.88	0.93	
<b>SUBTOTAL INDEPENDENT AGENCIES</b>	( 37.86 )	( 20.13 )	( 8.79 )	( 7.63 )	( 1.09 )	( 63.69 )
<b>TOTAL - ALL AGENCIES</b>	( 40.15 )	( 20.68 )	( 9.26 )	( 8.54 )	( 1.68 )	( 40.09 )



## 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 1997**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
<b>Total, All Agencies</b>	<b>2,634,263</b>	<b>2,549,198</b>	<b>85,065</b>
<b>Office of the President</b>	<b>1,226</b>	<b>1,226</b>	...
White House Office	383	383	...
Office of Management and Budget	512	512	...
Office of Administration	176	176	...
Office of U.S. Trade Representative	155	155	...
<b>Departments</b>	<b>1,601,649</b>	<b>1,525,429</b>	<b>76,220</b>
Department of State	22,121	14,103	8,018
Department of the Treasury	144,359	144,359	...
<b>Department of Defense, Total</b>	<b>744,888</b>	<b>730,093</b>	<b>14,795</b>
Department of Army	233,738	233,738	...
Department of Navy	211,635	211,635	...
Department of the Air Force	179,974	173,028	6,946
Other Defense Activities	119,541	111,692	7,849
Department of Justice	110,967	110,967	...
Department of the Interior	66,251	66,251	...
Department of Agriculture	100,078	100,078	...
Department of Commerce	32,568	32,568	...
Department of Labor	15,872	15,872	...
Department of Health and Human Services	57,569	52,300	5,269
Department of Housing and Urban Development	10,963	10,963	...
Department of Transportation	62,498	62,489	9
Department of Energy	17,486	17,486	...
Department of Education	4,522	4,522	...
Department of Veterans Affairs	211,507	163,378	48,129
<b>Independent Agencies</b>	<b>1,031,388</b>	<b>1,022,543</b>	<b>8,845</b>
American Battle Monuments Commission	368	59	309
Armed Forces Retirement Home	867	867	...
Arms Control and Disarmament Agency	222	222	...
Commodity Future Trading Commission	554	554	...
Consumer Products Safety Commission	462	462	...
Corporation National and Community Service	562	562	...
Equal Employment Opportunity Commission	2,586	2,586	...
Environmental Protection Agency	16,928	16,928	...
Export-Import Bank of the United States	415	415	...
Farm Credit Administration	321	321	...
Federal Communications Commission	2,036	2,036	...
Federal Deposit Insurance Corporation	9,018	9,018	...
Federal Election Commission	300	300	...

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 1997**

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	5,041	5,041	...
Federal Housing Finance Board	113	113	...
Federal Labor Relations Authority	215	215	...
Federal Maritime Commission	143	143	...
Federal Mediation and Conciliation Service	283	283	...
Federal Retirement Thrift Investment Board	106	106	...
Federal Trade Commission	928	928	...
General Services Administration	14,505	14,505	...
U.S. Information Agency	6,652	4,015	2,637
International Boundary and Water Commission Mexico-U.S.	245	245	...
Merit System Protection Board	258	258	...
National Aeronautics and Space Administration	20,070	20,070	...
National Archives and Records Administration	2,470	2,470	...
National Credit Union Administration	947	947	...
<b>National Foundation on Arts and Humanities</b>	<b>309</b>	<b>309</b>	...
National Endowment for the Arts	149	149	...
National Endowment for the Humanities	160	160	...
National Labor Relations Board	1,929	1,929	...
National Science Foundation	1,225	1,225	...
National Transportation Safety Board	371	371	...
Nuclear Regulatory Commission	3,294	3,294	...
Office of Personnel Management	2,821	2,821	...
Panama Canal Commission	9,499	4,210	5,289
Peace Corps	1,094	853	241
Railroad Retirement Board	1,359	1,359	...
Securities and Exchange Commission	2,775	2,775	...
Selective Service System	169	169	...
Small Business Administration	4,532	4,532	...
<b>Smithsonian Institution</b>	<b>4,882</b>	<b>4,882</b>	...
National Gallery of Art	4,131	4,131	...
Smithsonian Institution	751	751	...
Social Security Administration	65,217	65,217	...
Tennessee Valley Authority	15,680	15,680	...
<b>U.S. International Development Cooperation Agency</b>	<b>3,074</b>	<b>2,705</b>	<b>369</b>
Overseas Private Investment Corporation	185	185	...
Agency for International Development	2,889	2,520	369
U.S. International Trade Commission	365	365	...
U.S. Postal Service	826,178	826,178	...

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

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

## SUPPLEMENT IV - SURVEY INSTRUCTIONS

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United States  
**Office of  
 Personnel Management**

Washington, DC 20415-0001

In Reply Refer To:

Your Reference:

**NOV 20 1997**

ACTION: February 13, 1998  
 March 20, 1998

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 1997 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 1997 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 97 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "1997 actual" column of the Fiscal Year 1999 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 1995, please compute and round to two decimal places all Fiscal Year 1997 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 1997 work years and cost data by February 13, 1998. Leave year 1997 data are to be submitted by March 20, 1998.** 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. **Please NOTE:** If reports are in WordPerfect, Lotus, Excel, or Adobe Acrobat (PDF) format they may be sent electronically via the bulletin board service (BBS), dial-in number: 202-606-4800. Send Email to michael.ambrose@bbs.opm.gov or mpambros@opm.gov with the reports file as an attachment.

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

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

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

<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], [ZA, ZP, and ZT for Department of Commerce/ National Technical Information Service], [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. 5546(a)).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Code 211. Cash Awards.**

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

Include:

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

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

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

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

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

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

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

Code	Pay System Category	Minimum-----Maximum
630	Physicians/Dentists--Department of Veterans Affairs only (VA)	\$35,786      \$103,261
675	Senior Executive Services (ES)	\$97,000      \$115,700

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

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

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

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

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

The total cost will represent the agency's aggregate costs for benefits and should equal the sum of codes 301 through 303 plus 308 through 316. This amount (both direct and reimbursables) **will be identical** to the total amount (both direct and reimbursables) reported to the Office of Management and Budget (OMB) under object class 12.1, Personnel Benefits for Civilian Employees, as provided in OMB Circular A-11, 35.5, 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 1996</b>
300 Total cost of benefits (Excludes separation pay) . . . . .	26.19
301 Health Insurance . . . . .	6.19
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI) . . . . .	.33
303 Retirement . . . . .	11.01

Benefit Code and Title	Cost as Percent of Basic Payroll, Fiscal Year 1996
304 Civil Service Retirement . . . . .	3.63
305 Federal Employees Basic Benefit Federal Employees Retirement System (FERS) . .	5.25
306 Federal Employees Thrift Plan (FERS) . . . . .	1.78
307 Other Retirement Systems . . . . .	.35
308 Federal Insurance Contributions Act (OASDHI) . . . . .	4.91
309 Federal Employees Compensation Act (Payments to Labor Department) . . . . .	1.21
310 Uniform Allowances . . . . .	.09
311 Overseas Allowances . . . . .	.46
312 Non-Foreign Cost of Living Allowance (COLA) . . . . .	.15
313 Retention Allowance . . . . .	.05
314 Recruitment Bonus . . . . .	.00
315 Relocation Bonus . . . . .	.02
316 Other benefits included in object class 12.1 . . . . .	1.77
400 Separation Pay . . . . .	.72
Total Benefits plus separation pay . . . . .	26.91

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 1997).**

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 **1997 leave year**. The number of days of leave reported as carried over should relate to employees on board at the end of the leave year. Accumulated sick leave converted to service credit for retirement annuities should be reported for all employees who retired during the leave year.

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

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

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



## SAMPLE AGENCY CONTACT NOTIFICATION LETTER

Agency Name:  
Agency Address:  
Date:

Office of Personnel Management  
Office of Merit Systems Oversight and Effectiveness  
Statistical Analysis and Services Division  
Workforce Information Team  
1900 E Street NW.  
Washington, DC 20415-0001  
Attention: Michael Ambrose, Room 7439  
**Email: mpambros@opm.gov**

Dear Mr. Ambrose:

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

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

Sincerely,


Director of Personnel

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

**WORK YEARS AND PERSONNEL COSTS REPORT  
BASIC AND PREMIUM WORK YEARS AND PAY  
FISCAL YEAR 1997**

1. Agency Name	2. Agency Code
----------------	----------------

3. Pay System Name	4. Pay System Code
--------------------	--------------------

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

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

**WORK YEARS AND PERSONNEL COSTS REPORT  
COST OF EMPLOYEE'S BENEFITS  
FISCAL YEAR 1997**

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

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**WORK YEARS AND PERSONNEL COSTS REPORT  
LEAVE EARNED AND USED  
LEAVE YEAR 1997**

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

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

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

## SUPPLEMENT V - GLOSSARY

### Definitions of Key Terms

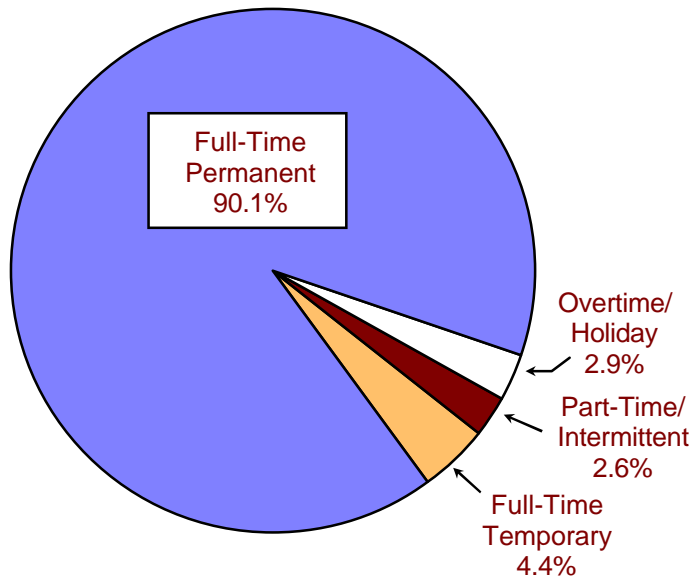
	Page
Components of Work Years .....	102
Components of Personnel Costs .....	103

### ACKNOWLEDGMENTS

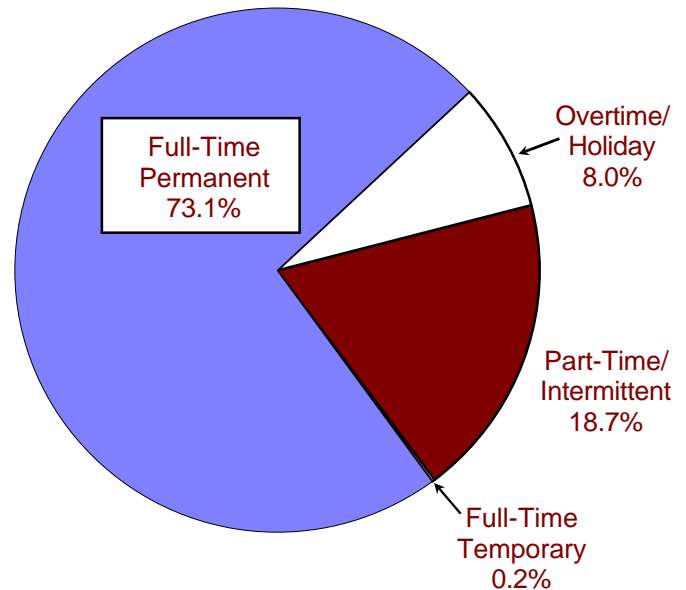
The project manager for this report is statistician Michael P. Ambrose (telephone: 202-606-1245; Email: mpambros@opm.gov). The survey and publication were prepared under the direction of Andrew P. Klugh, Assistant Director for Workforce Information and Acting Chief, Statistical Analysis and Services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

# COMPONENTS OF WORK YEARS

All Other Agencies



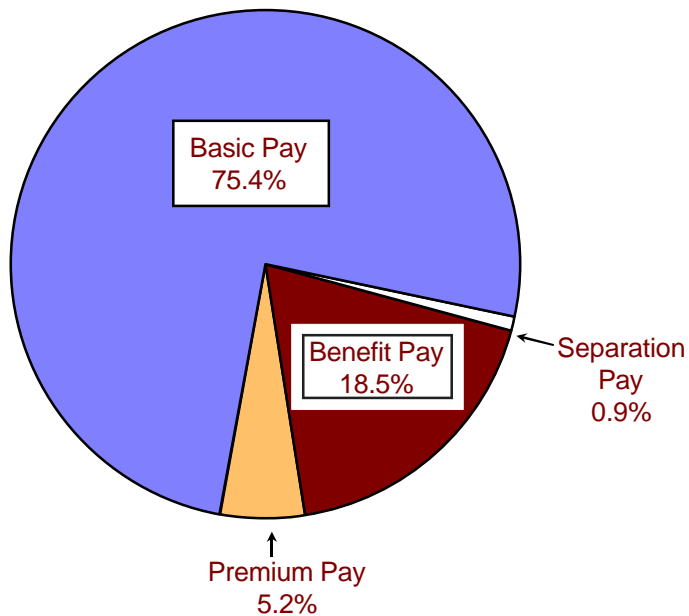
U.S. Postal Service



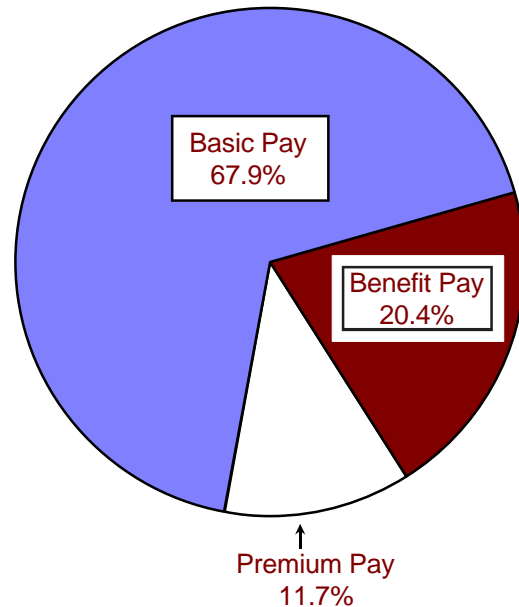
- **Full-Time Permanent** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the competitive Service with career and career-conditional appointments, employees in an Excepted Service and Senior Executive Service with career and noncareer appointments; that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