

FEDERAL CIVILIAN WORKFORCE STATISTICS

WORK YEARS AND PERSONNEL COSTS

Fiscal Year 2000



**KAY COLES JAMES
DIRECTOR**

MAY 2002

Federal Civilian Workforce Statistics

Work Years and Personnel Costs

United States Government

Fiscal Year 2000

U.S. Office of Personnel Management
Office of Merit Systems
Oversight and Effectiveness
Office of Workforce Information
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1900 E Street, NW.
Washington, DC 20415-6000



OFFICE OF THE DIRECTOR

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

A Message from the Director

I am pleased to present our report on Work Years and Personnel Costs for Fiscal Year 2000. This publication provides comprehensive data on pay, benefits, and leave for all Executive branch agencies that employ 100 or more Federal civilian employees. It is used by a variety of public and private sector customers including the Office of Management and Budget, Congress, the General Accounting Office, State and local governments, the media, universities, and other researchers to forecast budgets and compare compensation data.

Presently, we are considering eliminating the printed version of this publication since it is available electronically at www.opm.gov/feddata/html/wypc.htm. Before we make that final decision, we would appreciate you letting us know of any adverse impact that may cause for you. This is an effort on our part to stay focused on President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based

If you would like additional information on our civilian workforce or have suggestions for our staff, please contact the Office of Workforce Information at 202-606-2704 or by email at owi@opm.gov.

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

Kay Coles James
Director

Foreword

This is the U.S. Office of Personnel Management (OPM) 23rd annual report; the Office of Management and Budget published prior reports. Data for this survey cover all Federal civilian employees in the Executive Branch working in agencies with 100 or more employees. This survey also includes the U.S. Postal Service. The excluded small agencies represent less than a 10th of a percent of the total work years. Overall, this report achieves 94 percent coverage of worldwide employment when benchmarked against the September 2000 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 2000 (October 1, 1999, through September 30, 2000). The leave data in this report are for leave year 2000, which is essentially calendar year 2000. When comparing cost data (fiscal year) and leave usage data (calendar year), one should note that there is only a 9 month overlap between the fiscal year compensation data and the calendar year leave data.

The paper and electronic version of this publication is published in Adobe Acrobat's Portable Document Format (pdf). The electronic version requires the Acrobat Reader for viewing and printing. You may obtain copies of the Acrobat Reader from Adobe Systems Incorporated World Wide Web Site at: <http://www.adobe.com/prodindex/acrobat/readstep.html>

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

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

Paper copies of recent issues for this publication are available from the National Technical Information Service, 5285 Port Royal Road, Springfield, VA 22161 (telephone: 703-487-4650). You may call 202-606-1350 for detailed tabulations from the 1999 survey. **Email to:** owi@opm.gov



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Survey Highlights

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

Work Years and Pay

- * Total work years (2,788,179) included full-time permanent (2,297,596), full-time temporary (80,071), and part-time and intermittent (274,579) basic work years plus overtime and holiday premium work years (135,933). Basic work years (2,652,246) cover 95 percent of total work years.
- * **Chart 1** shows that 46 percent of the total work years, and 49 percent of direct pay was reported in the General Schedule pay system. The U.S. Postal Service accounted for another 33 percent.
- * Wage Board (230,703 total work years) employment accounted for 8.0 percent of the total work years. Over 97 percent of Wage Board work years were in trades and crafts (224,754).
- * **Chart 2** shows that the Total cost (\$164.7 billion) includes Basic pay (\$119.9 billion or 72.8 percent), Benefit pay (\$33.5 billion or 20.4 percent), Premium pay (\$11.0 billion or 6.7 percent) and Separation pay (\$353 million or 0.2 percent).
- * The U.S. Postal Service pay system accounted for 46 percent of all premium pay (\$5.1 billion of the \$11.0 billion total) and the General Schedule pay system (\$3.4 billion) covered another 31 percent of all premium pay.
- * Based on total work years, the cost per work year was \$59,082; it includes \$46,932 (79 percent) for direct pay (basic plus premium) and \$12,150 (21 percent) for benefit pay.
- * The U.S. Postal Service made up 60 percent (165,687) of part-time and intermittent work years. The Departments of Veterans Affairs and Defense together represented another 6 percent (11,127 and 4,822; respectively) of part-time and intermittent work years.

* The U.S. Postal Service contributed 54 percent (or 73,705) of overtime and holiday work years; while Department of Defense agencies contributed another 16 percent (22,052 work years).

Trends in Non-Postal Work Years

- * Since 1995, decreases occurred in work years for full-time permanent and full-time temporary.
- * Total work years (1.9 million) increased by 22,000 since Fiscal Year (FY) 1999 (mostly intermittent census enumerators in the Department of Commerce -- up 67,000) and decreased by 135,000 since FY 1995.
- * **Basic (full-time permanent, full-time temporary, and part-time/intermittent) work years** (1.8 million) increased by 8,000 since FY 1999, and decreased by 131,000 since FY 1995.
- * Full-time permanent work years (approximately reported 87 percent of total work years), decreased by 28,000 since FY 1999, and decreased by 166,000 since FY 1995.
- * Full-time temporary work years (79,000) decreased by 14,000 since FY 1999, and decreased by 21,000 since FY 1995.
- * Part-time and intermittent work years (109,000) increased by 51,000 (mostly census enumerators in the Department of Commerce) since FY 1999, and increased by 56,000 since FY 1995.
- * **Chart 3** shows that Overtime and Holiday work years (62,000) increased by 14,000 since FY 1999, and decreased by 3,000 since FY 1995.

Survey Highlights (continued)

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

Trends in Basic and Premium Pay

* Wage Board pay system reported a 4.4 percent drop in basic work years since FY 1999, and a 3.7 percent increase in average basic salary.

* Basic pay (72.8 percent of total costs) increased by \$6.4 billion since Fiscal Year (FY) 1999, and by \$15.5 billion since FY 1995.

* Premium pay (6.7 percent of total costs) increased by 2.6 percent since FY 1999 -- mostly due to increases within the U.S. Postal Service (up \$174 million or 3.6 percent).

* **Table 3b** shows that the Average basic pay per work year for all agencies was \$45,195 (up \$2,379 or 5.6 percent since FY 1999).

Agencies

* **Chart 4** shows that 66.0 percent of the total civilian work years occurred in three agencies: Department of Defense (714,404 or 25.6 percent); U.S. Postal Service (917,223 or 32.9 percent); and Department of Veterans Affairs (207,615 or 7.4 percent).

* U.S. Postal Service had the highest amount of premium pay as a percent of basic pay (15.8 percent) during FY 2000.

* The U.S. Postal Service reported a 7,000 decrease in basic work years; and a 5,000 increase in overtime and holiday work years since FY 1999.

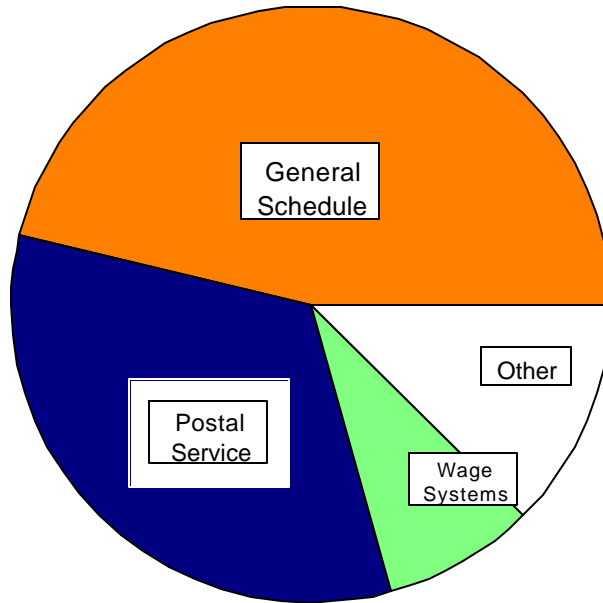
* Defense Agencies reported major changes in work years as follows: full-time permanent (down 22,000 from 680,000 to 658,000); full-time temporary (down 16,000 from 46,000 to 30,000); and part-time and intermittent work years (down 200 from 5,000 to 4,800).

CHART 1

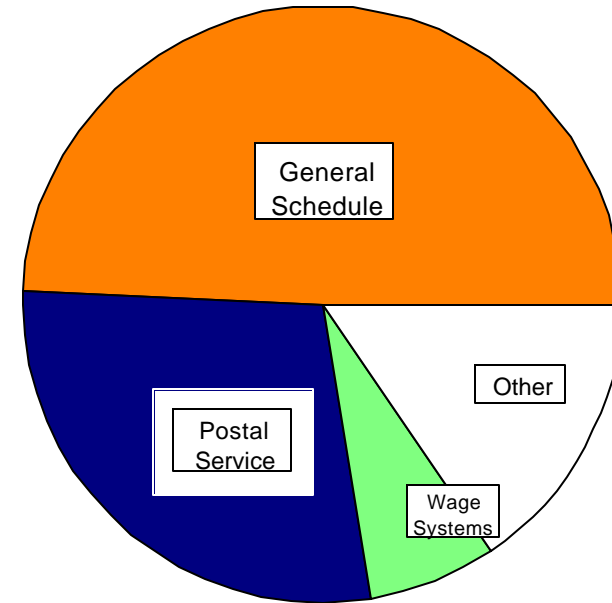
NEARLY HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM

(Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost



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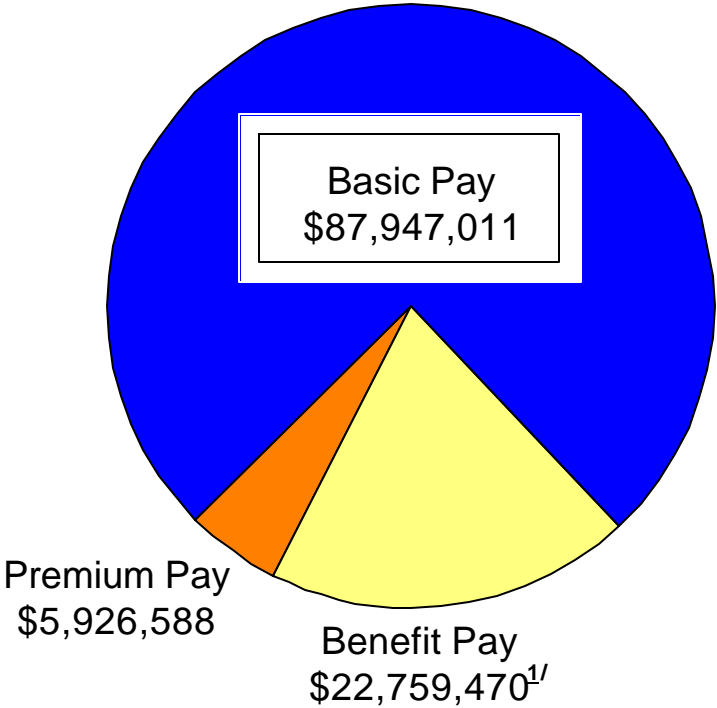
TOTAL WORK YEARS AND DIRECT PAY COSTS BY PAY SYSTEM (Fiscal Year 2000)

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,291,872	46.3	64,466,630	49.3
Postal Service	917,223	32.9	36,981,323	28.3
Wage Board Pay Systems	230,703	8.3	9,005,471	6.9
Other	348,381	12.5	20,401,498	15.5
Total	2,788,179	100.0	130,854,922	100.0

CHART 2
DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS
Fiscal Year 2000

(\$ thousands)

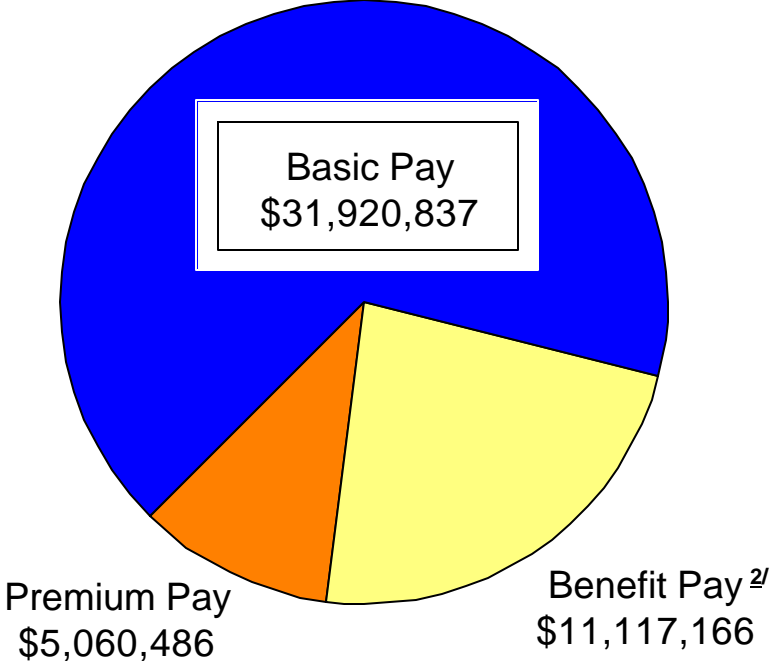
ALL OTHER AGENCIES



Total Payroll Costs: \$116,633,069
(In thousands \$)

^{1/} Includes Separation Pay -- \$352,634

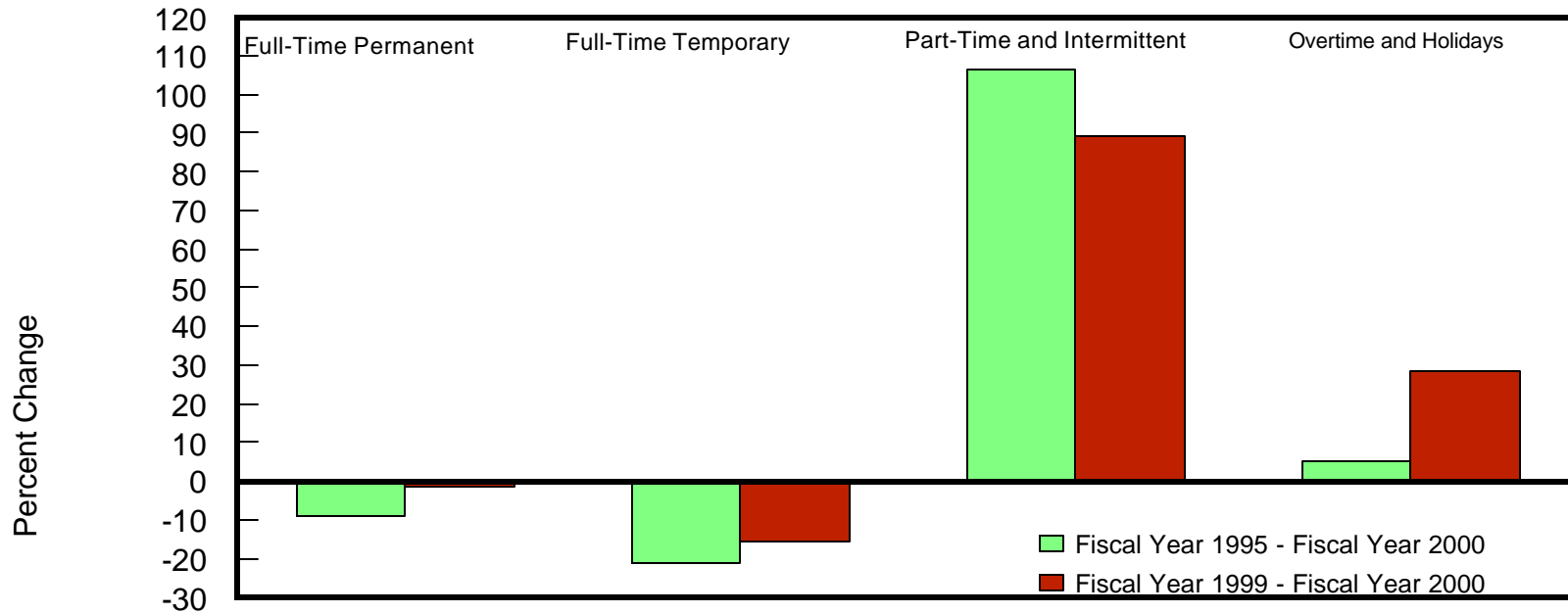
U.S. POSTAL SERVICE



Total Payroll Costs: \$48,098,489
(In thousands \$)

^{2/} Includes Separation Pay -- \$686

CHART 3
FULL-TIME PERMANENT WORK YEARS HAVE DECLINED
9 PERCENT SINCE 1995
(Excluding Postal Service)

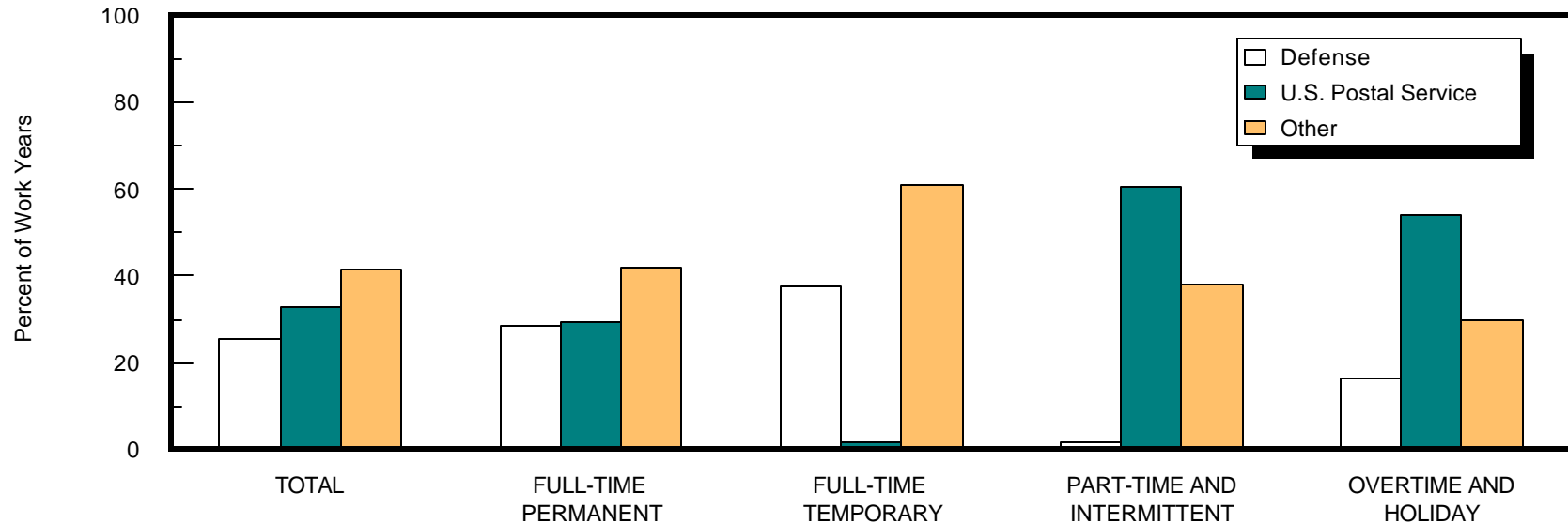


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	Work Years (Excluding Postal Service)			Net Changes	
	Fiscal Year 1995	Fiscal Year 1999	Fiscal Year 2000	Fiscal Year 1995 to Fiscal Year 2000	Fiscal Year 1999 to Fiscal Year 2000
Basic Work Years	1,940,158	1,800,287	1,808,728	-131,430	8,441
Full-time Permanent	1,787,680	1,649,761	1,621,165	-166,515	-28,596
Full-Time Temporary	99,676	93,037	78,671	-21,005	-14,366
Part-Time and Intermittent	52,802	57,489	108,892	56,090	51,403
Overtime and Holidays	65,476	48,463	62,228	-3,248	13,765
Total	2,005,634	1,848,750	1,870,956	-134,678	22,206

CHART 4

DEFENSE ACCOUNTED FOR 37 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 60 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



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Major Agencies	Total (Percent)	Full-Time Permanent (Percent)	Full-Time Temporary (Percent)	Part-Time & Intermittent (Percent)	Overtime & Holiday (Percent)
Department of Defense	25.6	28.6	37.4	1.8	16.2
U.S. Postal Service (USPS)	32.9	29.4	1.7	60.3	54.2
Non-Defense / USPS	41.5	41.9	60.9	37.9	29.6
Department of Veterans Affairs	7.4	7.9	13.5	4.1	3.7
Department of Treasury	5.3	6.1	4.0	0.2	2.4
Department of Justice	4.8	5.2	1.5	1.1	7.1
Department of Agriculture	3.3	3.3	7.6	1.6	3.8
Other	20.7	19.5	34.4	30.9	12.5
Total	100.0%	100.0	100.0	100.0	100.0



**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2000**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	393	392	390	1	1	1	1	
OFFICE OF MANAGEMENT AND BUDGET	524	516	483	16	17	8	8	
OFFICE OF ADMINISTRATION	184	182	178	3	1	2	2	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	175	174	166	2	6	1	1	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,276	1,264	1,217	22	25	12	12	
DEPARTMENT OF STATE	27,908	27,029	25,133	1,128	768	879	831	48
DEPARTMENT OF THE TREASURY	147,849	144,593	140,787	3,201	605	3,256	3,125	131
DEPARTMENT OF DEFENSE, TOTAL	714,404	692,352	657,607	29,923	4,822	22,052	21,077	975
DEPARTMENT OF THE ARMY	234,066	229,919	217,542	10,741	1,636	4,147	3,849	298
DEPARTMENT OF THE NAVY	199,048	185,923	181,762	4,161		13,125	12,828	297
DEPARTMENT OF THE AIR FORCE	164,969	162,675	154,057	7,428	1,190	2,294	2,005	289
OTHER DEFENSE ACTIVITIES	116,321	113,835	104,246	7,593	1,996	2,486	2,395	91
DEPARTMENT OF JUSTICE	132,479	122,774	118,616	1,165	2,993	9,705	8,814	891
DEPARTMENT OF THE INTERIOR	72,209	67,167	54,949	10,136	2,082	5,042	4,764	278
DEPARTMENT OF AGRICULTURE	90,736	85,524	75,070	6,055	4,399	5,212	4,982	230
DEPARTMENT OF COMMERCE	114,799	112,028	34,713	3,665	73,650	2,771	2,656	115
DEPARTMENT OF LABOR	16,428	16,337	15,519	360	458	91	89	2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,307	60,522	54,704	4,483	1,335	785	648	137
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,171	10,113	9,978	61	74	58	58	
DEPARTMENT OF TRANSPORTATION	67,063	65,429	63,875	769	785	1,634	781	853
DEPARTMENT OF ENERGY	15,652	15,304	14,782	335	187	348	336	12
DEPARTMENT OF EDUCATION	4,649	4,574	4,232	265	77	75	75	
DEPARTMENT OF VETERANS AFFAIRS	207,615	202,621	180,714	10,780	11,127	4,994	3,265	1,729
SUBTOTAL EXECUTIVE DEPARTMENTS	1,683,269	1,626,367	1,450,679	72,326	103,362	56,902	51,501	5,401
AMERICAN BATTLE MONUMENTS COMMISSION	374	369	361	8		5	4	1
ARMED FORCES RETIREMENT HOME	780	753	729	8	16	27	16	11
COMMODITY FUTURES TRADING COMMISSION	552	549	509	20	20	3	3	
CONSUMER PRODUCT SAFETY COMMISSION	468	467	445	9	13	1	1	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	608	606	268	333	5	2	2	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,852	2,852	2,776	49	27			
ENVIRONMENTAL PROTECTION AGENCY	17,772	17,670	16,811	217	642	102	98	4
EXPORT-IMPORT BANK OF THE UNITED STATES	411	408	408			3	3	
FARM CREDIT ADMINISTRATION	284	284	280	2	2			
FEDERAL COMMUNICATIONS COMMISSION	1,933	1,925	1,728	167	30	8	7	1
FEDERAL DEPOSIT INSURANCE CORPORATION	7,200	7,147	6,876	102	169	53	48	5
FEDERAL ELECTION COMMISSION	335	332	321	7	4	3	3	
FEDERAL EMERGENCY MANAGEMENT AGENCY	4,881	4,490	2,244	1,103	1,143	391	373	18
FEDERAL HOUSING FINANCE BOARD	109	109	103	3	3			
FEDERAL LABOR RELATIONS AUTHORITY	212	212	194	9	9			
FEDERAL MARITIME COMMISSION	128	128	128					
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	283	280	2	1			
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	94	94	87	3	4			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2000**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL TRADE COMMISSION	995	989	845	103	41	6	6	
GENERAL SERVICES ADMINISTRATION	14,403	14,016	13,751	209	56	387	369	18
BROADCASTING BOARD OF GOVERNORS	2,629	2,443	2,334	81	28	186	142	44
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	263	260	245	3	12	3	2	1
MERIT SYSTEMS PROTECTION BOARD	226	226	213	11	2			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,528	18,374	17,778	292	304	154	143	11
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,502	2,469	2,222	122	125	33	33	
NATIONAL CREDIT UNION ADMINISTRATION	1,009	997	980	5	12	12	12	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	327	327	290	27	10			
NATIONAL ENDOWMENT FOR THE ARTS	153	153	132	16	5			
NATIONAL ENDOWMENT FOR THE HUMANITIES	174	174	158	11	5			
NATIONAL LABOR RELATIONS BOARD	1,877	1,876	1,801	24	51	1	1	
NATIONAL SCIENCE FOUNDATION	1,209	1,207	1,038	139	30	2	2	
NATIONAL TRANSPORTATION SAFETY BOARD	451	440	395	21	24	11	10	1
NUCLEAR REGULATORY COMMISSION	3,096	3,053	2,808	14	231	43	41	2
OFFICE OF PERSONNEL MANAGEMENT	2,893	2,834	2,497	116	221	59	59	
PEACE CORPS	1,067	1,065	1,030		35	2	2	
RAILROAD RETIREMENT BOARD	1,193	1,190	1,166	2	22	3	3	
SECURITIES AND EXCHANGE COMMISSION	2,851	2,840	2,645	127	68	11	11	
SELECTIVE SERVICE SYSTEM	173	170	164	3	3	3	3	
SMALL BUSINESS ADMINISTRATION	4,382	4,262	2,907	1,338	17	120	120	
SMITHSONIAN INSTITUTION	5,003	4,822	4,624	102	96	181	141	40
SMITHSONIAN INSTITUTION	4,203	4,066	3,882	101	83	137	107	30
NATIONAL GALLERY OF ART	800	756	742	1	13	44	34	10
SOCIAL SECURITY ADMINISTRATION	64,785	62,448	59,413	1,276	1,759	2,337	2,330	7
TENNESSEE VALLEY AUTHORITY	14,452	13,297	12,905	140	252	1,155	1,084	71
OVERSEAS PRIVATE INVESTMENT CORPORATION	194	192	176	13	3	2	2	
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,228	2,224	2,116	94	14	4	4	
U.S. INTERNATIONAL TRADE COMMISSION	399	398	378	19	1	1	1	
U.S. POSTAL SERVICE	917,223	843,518	676,431	1,400	165,687	73,705	68,870	4,835
SUBTOTAL INDEPENDENT AGENCIES	1,103,634	1,024,615	845,700	7,723	171,192	79,019	73,949	5,070
TOTAL - ALL AGENCIES	2,788,179	2,652,246	2,297,596	80,071	274,579	135,933	125,462	10,471



**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2000**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	99.75%	99.24%	0.25%	0.25%	0.25%	0.25%	
OFFICE OF MANAGEMENT AND BUDGET	98.47%	92.18%	3.05%	3.24%	1.53%	1.53%	
OFFICE OF ADMINISTRATION	98.91%	96.74%	1.63%	0.54%	1.09%	1.09%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	99.43%	94.86%	1.14%	3.43%	0.57%	0.57%	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	99.06%	95.38%	1.72%	1.96%	0.94%	0.94%	
DEPARTMENT OF STATE	96.85%	90.06%	4.04%	2.75%	3.15%	2.98%	0.17%
DEPARTMENT OF THE TREASURY	97.80%	95.22%	2.17%	0.41%	2.20%	2.11%	0.09%
DEPARTMENT OF DEFENSE, TOTAL	96.91%	92.05%	4.19%	0.67%	3.09%	2.95%	0.14%
DEPARTMENT OF THE ARMY	98.23%	92.94%	4.59%	0.70%	1.77%	1.64%	0.13%
DEPARTMENT OF THE NAVY	93.41%	91.32%	2.09%		6.59%	6.44%	0.15%
DEPARTMENT OF THE AIR FORCE	98.61%	93.39%	4.50%	0.72%	1.39%	1.22%	0.18%
OTHER DEFENSE ACTIVITIES	97.86%	89.62%	6.53%	1.72%	2.14%	2.06%	0.08%
DEPARTMENT OF JUSTICE	92.67%	89.54%	0.88%	2.26%	7.33%	6.65%	0.67%
DEPARTMENT OF THE INTERIOR	93.02%	76.10%	14.04%	2.88%	6.98%	6.60%	0.38%
DEPARTMENT OF AGRICULTURE	94.26%	82.73%	6.67%	4.85%	5.74%	5.49%	0.25%
DEPARTMENT OF COMMERCE	97.59%	30.24%	3.19%	64.16%	2.41%	2.31%	0.10%
DEPARTMENT OF LABOR	99.45%	94.47%	2.19%	2.79%	0.55%	0.54%	0.01%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.72%	89.23%	7.31%	2.18%	1.28%	1.06%	0.22%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	99.43%	98.10%	0.60%	0.73%	0.57%	0.57%	
DEPARTMENT OF TRANSPORTATION	97.56%	95.25%	1.15%	1.17%	2.44%	1.16%	1.27%
DEPARTMENT OF ENERGY	97.78%	94.44%	2.14%	1.19%	2.22%	2.15%	0.08%
DEPARTMENT OF EDUCATION	98.39%	91.03%	5.70%	1.66%	1.61%	1.61%	
DEPARTMENT OF VETERANS AFFAIRS	97.59%	87.04%	5.19%	5.36%	2.41%	1.57%	0.83%
SUBTOTAL EXECUTIVE DEPARTMENTS	96.62%	86.18%	4.30%	6.14%	3.38%	3.06%	0.32%
AMERICAN BATTLE MONUMENTS COMMISSION	98.66%	96.52%	2.14%		1.34%	1.07%	0.27%
ARMED FORCES RETIREMENT HOME	96.54%	93.46%	1.03%	2.05%	3.46%	2.05%	1.41%
COMMODITY FUTURES TRADING COMMISSION	99.46%	92.21%	3.62%	3.62%	0.54%	0.54%	
CONSUMER PRODUCT SAFETY COMMISSION	99.79%	95.09%	1.92%	2.78%	0.21%	0.21%	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	99.67%	44.08%	54.77%	0.82%	0.33%	0.33%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	100.00%	97.34%	1.72%	0.95%			
ENVIRONMENTAL PROTECTION AGENCY	99.43%	94.59%	1.22%	3.61%	0.57%	0.55%	0.02%
EXPORT-IMPORT BANK OF THE UNITED STATES	99.27%	99.27%			0.73%	0.73%	
FARM CREDIT ADMINISTRATION	100.00%	98.59%	0.70%	0.70%			
FEDERAL COMMUNICATIONS COMMISSION	99.59%	89.39%	8.64%	1.55%	0.41%	0.36%	0.05%
FEDERAL DEPOSIT INSURANCE CORPORATION	99.26%	95.50%	1.42%	2.35%	0.74%	0.67%	0.07%
FEDERAL ELECTION COMMISSION	99.10%	95.82%	2.09%	1.19%	0.90%	0.90%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	91.99%	45.97%	22.60%	23.42%	8.01%	7.64%	0.37%
FEDERAL HOUSING FINANCE BOARD	100.00%	94.50%	2.75%	2.75%			
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	91.51%	4.25%	4.25%			
FEDERAL MARITIME COMMISSION	100.00%	100.00%					
FEDERAL MEDIATION AND CONCILIATION SERVICE	100.00%	98.94%	0.71%	0.35%			
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	92.55%	3.19%	4.26%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2000**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL TRADE COMMISSION	99.40%	84.92%	10.35%	4.12%	0.60%	0.60%	
GENERAL SERVICES ADMINISTRATION	97.31%	95.47%	1.45%	0.39%	2.69%	2.56%	0.12%
BROADCASTING BOARD OF GOVERNORS	92.93%	88.78%	3.08%	1.07%	7.07%	5.40%	1.67%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	98.86%	93.16%	1.14%	4.56%	1.14%	0.76%	0.38%
MERIT SYSTEMS PROTECTION BOARD	100.00%	94.25%	4.87%	0.88%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.17%	95.95%	1.58%	1.64%	0.83%	0.77%	0.06%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98.68%	88.81%	4.88%	5.00%	1.32%	1.32%	
NATIONAL CREDIT UNION ADMINISTRATION	98.81%	97.13%	0.50%	1.19%	1.19%	1.19%	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	100.00%	88.69%	8.26%	3.06%			
NATIONAL ENDOWMENT FOR THE ARTS	100.00%	86.27%	10.46%	3.27%			
NATIONAL ENDOWMENT FOR THE HUMANITIES	100.00%	90.80%	6.32%	2.87%			
NATIONAL LABOR RELATIONS BOARD	99.95%	95.95%	1.28%	2.72%	0.05%	0.05%	
NATIONAL SCIENCE FOUNDATION	99.83%	85.86%	11.50%	2.48%	0.17%	0.17%	
NATIONAL TRANSPORTATION SAFETY BOARD	97.56%	87.58%	4.66%	5.32%	2.44%	2.22%	0.22%
NUCLEAR REGULATORY COMMISSION	98.61%	90.70%	0.45%	7.46%	1.39%	1.32%	0.06%
OFFICE OF PERSONNEL MANAGEMENT	97.96%	86.31%	4.01%	7.64%	2.04%	2.04%	
PEACE CORPS	99.81%	96.53%		3.28%	0.19%	0.19%	
RAILROAD RETIREMENT BOARD	99.75%	97.74%	0.17%	1.84%	0.25%	0.25%	
SECURITIES AND EXCHANGE COMMISSION	99.61%	92.77%	4.45%	2.39%	0.39%	0.39%	
SELECTIVE SERVICE SYSTEM	98.27%	94.80%	1.73%	1.73%	1.73%	1.73%	
SMALL BUSINESS ADMINISTRATION	97.26%	66.34%	30.53%	0.39%	2.74%	2.74%	
SMITHSONIAN INSTITUTION	96.38%	92.42%	2.04%	1.92%	3.62%	2.82%	0.80%
SMITHSONIAN INSTITUTION	96.74%	92.36%	2.40%	1.97%	3.26%	2.55%	0.71%
NATIONAL GALLERY OF ART	94.50%	92.75%	0.13%	1.63%	5.50%	4.25%	1.25%
SOCIAL SECURITY ADMINISTRATION	96.39%	91.71%	1.97%	2.72%	3.61%	3.60%	0.01%
TENNESSEE VALLEY AUTHORITY	92.01%	89.30%	0.97%	1.74%	7.99%	7.50%	0.49%
OVERSEAS PRIVATE INVESTMENT CORPORATION	98.97%	90.72%	6.70%	1.55%	1.03%	1.03%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	99.82%	94.97%	4.22%	0.63%	0.18%	0.18%	
U.S. INTERNATIONAL TRADE COMMISSION	99.75%	94.74%	4.76%	0.25%	0.25%	0.25%	
U.S. POSTAL SERVICE	91.96%	73.75%	0.15%	18.06%	8.04%	7.51%	0.53%
SUBTOTAL INDEPENDENT AGENCIES	92.84%	76.63%	0.70%	15.51%	7.16%	6.70%	0.46%
TOTAL - ALL AGENCIES	95.12%	82.40%	2.87%	9.85%	4.88%	4.50%	0.38%



TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	BENEFIT PAY (\$000)	SEPARATION PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	28,157	22,625	98	5,434	
OFFICE OF MANAGEMENT AND BUDGET	48,708	39,441	990	8,277	
OFFICE OF ADMINISTRATION	13,552	10,904	193	2,455	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	17,356	13,586	300	3,470	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	107,773	86,556	1,581	19,636	
DEPARTMENT OF STATE	1,848,870	1,325,525	80,646	434,409	8,290
DEPARTMENT OF THE TREASURY	9,412,791	7,072,502	475,430	1,828,987	35,872
DEPARTMENT OF DEFENSE, TOTAL	40,464,205	31,029,482	1,733,466	7,507,789	193,468
DEPARTMENT OF THE ARMY	12,125,948	9,638,322	427,406	2,028,900	31,320
DEPARTMENT OF THE NAVY	12,356,841	9,093,232	726,494	2,441,988	95,127
DEPARTMENT OF THE AIR FORCE	9,332,350	7,303,603	345,363	1,631,544	51,840
OTHER DEFENSE ACTIVITIES	6,649,066	4,994,325	234,203	1,405,357	15,181
DEPARTMENT OF JUSTICE	9,633,520	6,451,453	872,628	2,309,320	119
DEPARTMENT OF THE INTERIOR	4,043,061	3,050,197	208,508	781,332	3,024
DEPARTMENT OF AGRICULTURE	5,014,686	3,799,202	322,007	892,382	1,095
DEPARTMENT OF COMMERCE	4,724,905	3,881,862	197,889	631,154	14,000
DEPARTMENT OF LABOR	1,205,523	955,355	23,465	226,371	332
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,633,348	3,404,145	149,371	1,079,436	396
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	812,789	648,475	13,118	151,196	
DEPARTMENT OF TRANSPORTATION	7,242,551	5,576,227	398,396	1,267,286	642
DEPARTMENT OF ENERGY	1,368,958	1,078,904	50,158	230,509	9,387
DEPARTMENT OF EDUCATION	369,808	298,861	5,704	65,163	80
DEPARTMENT OF VETERANS AFFAIRS	12,323,270	8,955,089	880,014	2,424,911	63,256
SUBTOTAL EXECUTIVE DEPARTMENTS	103,098,285	77,527,279	5,410,800	19,830,245	329,961
AMERICAN BATTLE MONUMENTS COMMISSION	14,560	10,461	159	3,843	97
ARMED FORCES RETIREMENT HOME	38,649	28,482	2,331	7,786	50
COMMODITY FUTURES TRADING COMMISSION	45,141	36,384	811	7,946	
CONSUMER PRODUCT SAFETY COMMISSION	37,720	31,105	212	6,403	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	101,548	34,984	315	66,249	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	199,663	163,795	91	35,777	
ENVIRONMENTAL PROTECTION AGENCY	1,446,332	1,155,849	32,448	258,027	8
EXPORT-IMPORT BANK OF THE UNITED STATES	34,073	27,197	748	6,110	18
FARM CREDIT ADMINISTRATION	27,700	20,811	2,264	4,625	
FEDERAL COMMUNICATIONS COMMISSION	171,270	138,988	2,322	29,960	
FEDERAL DEPOSIT INSURANCE CORPORATION	668,040	529,950	12,327	124,574	1,189
FEDERAL ELECTION COMMISSION	24,236	19,483	259	4,494	
FEDERAL EMERGENCY MANAGEMENT AGENCY	301,196	226,561	20,806	48,621	5,208
FEDERAL HOUSING FINANCE BOARD	12,979	10,063	684	2,147	85
FEDERAL LABOR RELATIONS AUTHORITY	18,256	15,145	172	2,939	
FEDERAL MARITIME COMMISSION	10,736	9,003		1,733	
FEDERAL MEDIATION AND CONCILIATION SERVICE	25,663	20,419	133	5,106	5
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7,788	6,318	168	1,302	

TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	BENEFIT PAY (\$000)	SEPARATION PAY (\$000)
FEDERAL TRADE COMMISSION	88,780	71,625	1,576	15,326	253
GENERAL SERVICES ADMINISTRATION	1,019,503	771,905	51,323	196,225	50
BROADCASTING BOARD OF GOVERNORS	174,016	133,223	7,823	32,918	52
INTERNATIONAL BOUNDARY AND WATER COMMISSION:					
UNITED STATES AND MEXICO	13,839	10,870	288	2,681	
MERIT SYSTEMS PROTECTION BOARD	20,024	16,657	279	3,088	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,630,543	1,304,159	26,702	293,637	6,045
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	128,032	100,935	3,171	23,926	
NATIONAL CREDIT UNION ADMINISTRATION	91,893	72,159	2,272	17,462	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	25,729	20,980	308	4,441	
NATIONAL ENDOWMENT FOR THE ARTS	12,352	10,190	124	2,038	
NATIONAL ENDOWMENT FOR THE HUMANITIES	13,377	10,790	184	2,403	
NATIONAL LABOR RELATIONS BOARD	155,780	128,387	1,578	25,795	20
NATIONAL SCIENCE FOUNDATION	108,177	87,480	2,560	18,104	33
NATIONAL TRANSPORTATION SAFETY BOARD	40,399	31,674	1,058	7,667	
NUCLEAR REGULATORY COMMISSION	294,153	241,566	6,983	44,201	1,403
OFFICE OF PERSONNEL MANAGEMENT	185,146	145,276	6,620	33,150	100
PEACE CORPS	109,480	48,717	387	60,232	144
RAILROAD RETIREMENT BOARD	82,824	65,787	1,106	13,861	2,070
SECURITIES AND EXCHANGE COMMISSION	246,403	195,070	3,152	48,181	
SELECTIVE SERVICE SYSTEM	9,883	8,018	234	1,631	
SMALL BUSINESS ADMINISTRATION	307,507	237,351	10,266	58,085	1,805
SMITHSONIAN INSTITUTION	291,229	225,551	11,938	53,704	36
SMITHSONIAN INSTITUTION	247,369	192,440	9,205	45,688	36
NATIONAL GALLERY OF ART	43,860	33,111	2,733	8,016	
SOCIAL SECURITY ADMINISTRATION	3,859,924	2,995,108	187,258	677,558	
TENNESSEE VALLEY AUTHORITY	1,099,419	726,431	97,609	271,377	4,002
OVERSEAS PRIVATE INVESTMENT CORPORATION	18,046	13,968	886	3,192	
AGENCY FOR INTERNATIONAL DEVELOPMENT	205,624	166,858	11,952	26,814	
U.S. INTERNATIONAL TRADE COMMISSION	35,108	28,423	628	6,057	
U.S. POSTAL SERVICE	48,098,489	31,920,837	5,060,486	11,116,480	686
SUBTOTAL INDEPENDENT AGENCIES	61,525,500	42,254,013	5,574,693	13,673,435	23,359
TOTAL - ALL AGENCIES	164,731,558	119,867,848	10,987,074	33,523,316	353,320



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY
FISCAL YEAR 2000**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
EXECUTIVE OFFICE OF THE PRESIDENT	80.35%	0.43%	24.02%		71,646	57,570	249	13,827
OFFICE OF MANAGEMENT AND BUDGET	80.97%	2.51%	20.99%		92,954	75,269	1,889	15,796
OFFICE OF ADMINISTRATION	80.46%	1.77%	22.51%		73,652	59,261	1,049	13,342
OFFICE OF THE U.S. TRADE REPRESENTATIVE	78.28%	2.21%	25.54%		99,177	77,634	1,714	19,829
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	80.31%	1.83%	22.69%		84,462	67,834	1,239	15,389
DEPARTMENT OF STATE	71.69%	6.08%	32.77%	0.63%	66,249	47,496	2,890	15,863
DEPARTMENT OF THE TREASURY	75.14%	6.72%	25.86%	0.51%	63,665	47,836	3,216	12,613
DEPARTMENT OF DEFENSE, TOTAL	76.68%	5.59%	24.20%	0.62%	56,641	43,434	2,426	10,780
DEPARTMENT OF THE ARMY	79.49%	4.43%	21.05%	0.32%	51,806	41,178	1,826	8,802
DEPARTMENT OF THE NAVY	73.59%	7.99%	26.86%	1.05%	62,080	45,684	3,650	12,746
DEPARTMENT OF THE AIR FORCE	78.26%	4.73%	22.34%	0.71%	56,570	44,273	2,094	10,204
OTHER DEFENSE ACTIVITIES	75.11%	4.69%	28.14%	0.30%	57,161	42,936	2,013	12,212
DEPARTMENT OF JUSTICE	66.97%	13.53%	35.80%		72,717	48,698	6,587	17,432
DEPARTMENT OF THE INTERIOR	75.44%	6.84%	25.62%	0.10%	55,991	42,241	2,888	10,862
DEPARTMENT OF AGRICULTURE	75.76%	8.48%	23.49%	0.03%	55,267	41,871	3,549	9,847
DEPARTMENT OF COMMERCE	82.16%	5.10%	16.26%	0.36%	41,158	33,814	1,724	5,620
DEPARTMENT OF LABOR	79.25%	2.46%	23.69%	0.03%	73,382	58,154	1,428	13,800
DEPARTMENT OF HEALTH AND HUMAN SERVICES	73.47%	4.39%	31.71%	0.01%	75,576	55,526	2,436	17,614
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	79.78%	2.02%	23.32%		79,912	63,757	1,290	14,865
DEPARTMENT OF TRANSPORTATION	76.99%	7.14%	22.73%	0.01%	107,996	83,149	5,941	18,907
DEPARTMENT OF ENERGY	78.81%	4.65%	21.37%	0.87%	87,462	68,931	3,205	15,327
DEPARTMENT OF EDUCATION	80.82%	1.91%	21.80%	0.03%	79,546	64,285	1,227	14,034
DEPARTMENT OF VETERANS AFFAIRS	72.67%	9.83%	27.08%	0.71%	59,356	43,133	4,239	11,985
SUBTOTAL EXECUTIVE DEPARTMENTS	75.20%	6.98%	25.58%	0.43%	61,249	46,058	3,214	11,977
AMERICAN BATTLE MONUMENTS COMMISSION	71.85%	1.52%	36.74%	0.93%	38,930	27,971	425	10,535
ARMED FORCES RETIREMENT HOME	73.69%	8.18%	27.34%	0.18%	49,550	36,515	2,988	10,046
COMMODITY FUTURES TRADING COMMISSION	80.60%	2.23%	21.84%		81,777	65,913	1,469	14,395
CONSUMER PRODUCT SAFETY COMMISSION	82.46%	0.68%	20.59%		80,598	66,464	453	13,682
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	34.45%	0.90%	189.37%		167,020	57,539	518	108,962
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	82.04%	0.06%	21.84%		70,008	57,432	32	12,545
ENVIRONMENTAL PROTECTION AGENCY	79.92%	2.81%	22.32%		81,383	65,038	1,826	14,519
EXPORT-IMPORT BANK OF THE UNITED STATES	79.82%	2.75%	22.47%	0.07%	82,903	66,173	1,820	14,910
FARM CREDIT ADMINISTRATION	75.13%	10.88%	22.22%		97,535	73,278	7,972	16,285
FEDERAL COMMUNICATIONS COMMISSION	81.15%	1.67%	21.56%		88,603	71,903	1,201	15,499
FEDERAL DEPOSIT INSURANCE CORPORATION	79.33%	2.33%	23.51%	0.22%	92,783	73,604	1,712	17,467
FEDERAL ELECTION COMMISSION	80.39%	1.33%	23.07%		72,346	58,158	773	13,415
FEDERAL EMERGENCY MANAGEMENT AGENCY	75.22%	9.18%	21.46%	2.30%	61,708	46,417	4,263	11,028
FEDERAL HOUSING FINANCE BOARD	77.53%	6.80%	21.34%	0.84%	119,073	92,321	6,275	20,477
FEDERAL LABOR RELATIONS AUTHORITY	82.96%	1.14%	19.41%		86,113	71,439	811	13,863
FEDERAL MARITIME COMMISSION	83.86%		19.25%		83,875	70,336		13,539

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 2000**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
FEDERAL MEDIATION AND CONCILIATION SERVICE	79.57%	0.65%	25.01%	0.02%	90,682	72,152	470	18,060
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	81.12%	2.66%	20.61%		82,851	67,213	1,787	13,851
FEDERAL TRADE COMMISSION	80.68%	2.20%	21.40%	0.35%	89,226	71,985	1,584	15,657
GENERAL SERVICES ADMINISTRATION	75.71%	6.65%	25.42%	0.01%	70,784	53,593	3,563	13,627
BROADCASTING BOARD OF GOVERNORS	76.56%	5.87%	24.71%	0.04%	66,191	50,674	2,976	12,541
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	78.55%	2.65%	24.66%		52,620	41,331	1,095	10,194
MERIT SYSTEMS PROTECTION BOARD	83.19%	1.67%	18.54%		88,602	73,704	1,235	13,664
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	79.98%	2.05%	22.52%	0.46%	88,004	70,389	1,441	16,175
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	78.84%	3.14%	23.70%		51,172	40,342	1,267	9,563
NATIONAL CREDIT UNION ADMINISTRATION	78.53%	3.15%	24.20%		91,073	71,515	2,252	17,306
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	81.54%	1.47%	21.17%		78,682	64,159	942	13,581
NATIONAL ENDOWMENT FOR THE ARTS	82.50%	1.22%	20.00%		80,732	66,601	810	13,320
NATIONAL ENDOWMENT FOR THE HUMANITIES	80.66%	1.71%	22.27%		76,879	62,011	1,057	13,810
NATIONAL LABOR RELATIONS BOARD	82.42%	1.23%	20.09%	0.02%	82,994	68,400	841	13,753
NATIONAL SCIENCE FOUNDATION	80.87%	2.93%	20.70%	0.04%	89,476	72,357	2,117	15,002
NATIONAL TRANSPORTATION SAFETY BOARD	78.40%	3.34%	24.21%		89,576	70,231	2,346	17,000
NUCLEAR REGULATORY COMMISSION	82.12%	2.89%	18.30%	0.58%	95,011	78,025	2,255	14,730
OFFICE OF PERSONNEL MANAGEMENT	78.47%	4.56%	22.82%	0.07%	63,998	50,216	2,288	11,493
PEACE CORPS	44.50%	0.79%	123.64%	0.30%	102,605	45,658	363	56,585
RAILROAD RETIREMENT BOARD	79.43%	1.68%	21.07%	3.15%	69,425	55,144	927	13,354
SECURITIES AND EXCHANGE COMMISSION	79.17%	1.62%	24.70%		86,427	68,422	1,106	16,900
SELECTIVE SERVICE SYSTEM	81.13%	2.92%	20.34%		57,127	46,347	1,353	9,428
SMALL BUSINESS ADMINISTRATION	77.19%	4.33%	24.47%	0.76%	70,175	54,165	2,343	13,667
SMITHSONIAN INSTITUTION	77.45%	5.29%	23.81%	0.02%	58,211	45,083	2,386	10,742
SMITHSONIAN INSTITUTION	77.79%	4.78%	23.74%	0.02%	58,855	45,786	2,190	10,879
NATIONAL GALLERY OF ART	75.49%	8.25%	24.21%		54,825	41,389	3,416	10,020
SOCIAL SECURITY ADMINISTRATION	77.59%	6.25%	22.62%		59,581	46,232	2,890	10,459
TENNESSEE VALLEY AUTHORITY	66.07%	13.44%	37.36%	0.55%	76,074	50,265	6,754	19,055
OVERSEAS PRIVATE INVESTMENT CORPORATION	77.40%	6.34%	22.85%		93,021	72,000	4,567	16,454
AGENCY FOR INTERNATIONAL DEVELOPMENT	81.15%	7.16%	16.07%		92,291	74,891	5,364	12,035
U.S. INTERNATIONAL TRADE COMMISSION	80.96%	2.21%	21.31%		87,990	71,236	1,574	15,180
U.S. POSTAL SERVICE	66.37%	15.85%	34.83%		52,439	34,802	5,517	12,120
SUBTOTAL INDEPENDENT AGENCIES	68.68%	13.19%	32.36%	0.06%	55,748	38,286	5,051	12,411
TOTAL - ALL AGENCIES	72.77%	9.17%	27.97%	0.29%	59,082	42,991	3,941	12,150

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

Basic Pay and Average Basic Salary

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

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

* **Chart 5 and Table 3A** show that the Total basic payroll for Fiscal Year (FY) 2000 was \$119.9 billion (premium pay was an additional \$11.0 billion). Note that Basic Pay plus Premium Pay equals Direct Pay. Approximately 51 percent of basic pay went to General Schedule employees (\$61.1 billion), 26.6 percent to U.S. Postal workers (\$31.9 billion) and 6.8 percent to Wage Board employees (\$8.1 billion). The remaining 16 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 (-4.4 percent), a decrease in basic payroll (-0.9 percent), and an increase in average basic salary (+3.7 percent).

* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$45,195 in FY 2000. In FY 2000, the General Schedule average basic salary was \$48,684.

* **Table 4** shows that total basic cost per work year varied from \$34,651 in the Department of Commerce to \$85,226 in the Department of Transportation.

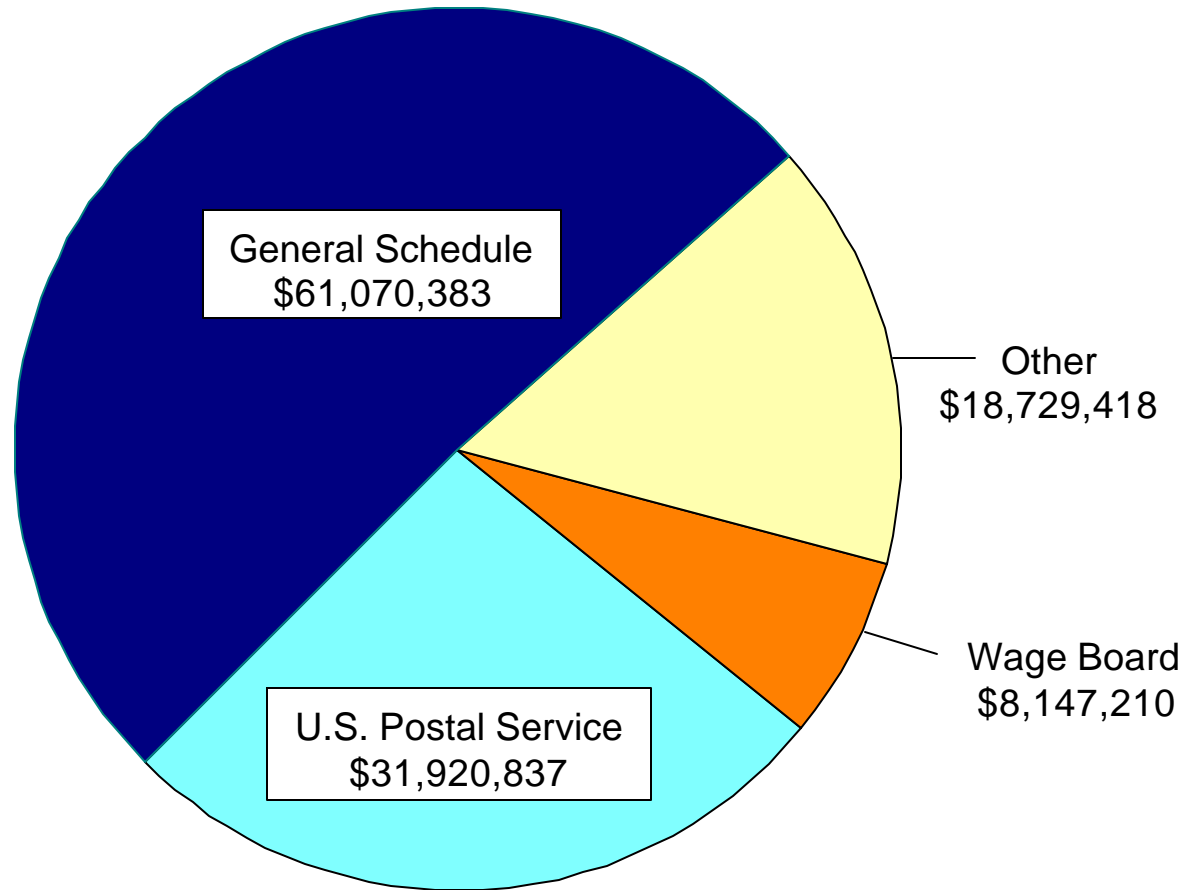
* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 2.5 percent and Nurses (VN) increased by 4.3 percent.

* The smallest average basic salary was reported in the Non-Wage Board pay system -- aliens (\$30,168); and the largest average basic salary was reported in the Senior Executive Service pay system (\$128,390).

CHART 5

Distribution of Basic Pay Costs by Major Pay System Fiscal Year 2000

(\$ thousands)



Total Basic Pay Costs: \$119,867,848
(In thousands \$)

**TABLE 3A
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS
FISCAL YEAR 2000**

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/ YEARS	DIRECT 2/ YEARS	WORK YEARS	BASIC PAY
TOTAL - ALL SYSTEMS	2,652,246	119,867,848	10,987,074	130,854,922	45,195	46,932	100.00%	100.00%
GENERAL SCHEDULE	1,254,426	61,070,383	3,396,247	64,466,630	48,684	49,902	47.30%	50.95%
POSTAL SERVICE	843,518	31,920,837	5,060,486	36,981,323	37,843	40,319	31.80%	26.63%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	46,501	3,044,149	579,341	3,623,490	65,464	76,172	1.75%	2.54%
PHYSICIANS & DENTISTS	11,352	1,121,603	393,258	1,514,861	98,802	133,444	0.43%	0.94%
NURSES	35,149	1,922,546	186,083	2,108,629	54,697	58,220	1.33%	1.60%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	4,484	269,406	19,157	288,563	60,082	64,354	0.17%	0.22%
SENIOR EXECUTIVE SERVICE	7,270	933,398	39,954	973,352	128,390	133,886	0.27%	0.78%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	8,044	486,220	34,370	520,590	60,445	62,586	0.30%	0.41%
WAGE BOARD	216,553	8,147,210	858,261	9,005,471	37,622	39,034	8.16%	6.80%
TVA TRADE & LABOR EMPLOYEES	5,069	237,751	63,239	300,990	46,903	50,595	0.19%	0.20%
TRADES & CRAFTS	211,484	7,909,459	795,022	8,704,481	37,400	38,728	7.97%	6.60%
NON-WAGE BOARD ALIENS	20,726	625,258	17,864	643,122	30,168	30,223	0.78%	0.52%
EXPERTS AND CONSULTANTS	2,100	109,369	2,246	111,615	52,080	52,999	0.08%	0.09%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,595	320,658	13,054	333,712	48,621	50,547	0.25%	0.27%
ALL OTHER	242,029	12,940,960	966,094	13,907,054	53,469	55,462	0.0913	10.80%

1/ BASIC COVERS WORK YEARS AND PAYROLL FOR FULL-TIME PERMANENT/TEMPORARY APPOINTMENTS AND PART-TIME/INTERMITTENT APPOINTMENTS (FULL-TIME EQUIVALENT).

BASIC WORK YEARS ARE DIVIDED INTO BASIC PAYROLL TO PRODUCE "COST PER WORK YEAR".

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

TABLE 3B
BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY
FISCAL YEARS 1999 AND 2000

Selected Pay Systems	Fiscal Year 1999			Fiscal Year 2000			Difference Between FY 99 and FY 00					
	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years	Basic Payroll (\$000)	Average Basic Salary	Basic Work Years		Basic Payroll		Average Salary	
							Difference		Difference		Difference	
	Number	Percent	Number (\$000)	Percent	Number	Percent						
Total, All Systems	2,650,996	113,505,819	\$42,816	2,652,246	119,867,848	\$45,195	1,250	0.1	6,362,029	5.6	\$2,379	5.6
General Schedule	1,284,084	59,207,377	46,109	1,254,426	61,070,383	48,684	(29,658)	-2.3	1,863,006	3.2	2,575	5.6
Postal Service	850,709	30,999,612	36,440	843,518	31,920,837	37,843	(7,191)	-0.9	921,225	3.0	1,403	3.9
Senior Executive Service	7,315	889,682	121,624	7,270	933,398	128,390	(45)	-0.6	43,716	4.9	6,766	5.6
Veterans Affairs												
Physicians & Nurses	46,879	2,937,980	62,672	46,501	3,044,149	65,464	(378)	-0.8	106,169	3.6	2,792	4.5
Physicians & Dentists	11,428	1,094,089	95,738	11,352	1,121,603	98,802	(76)	-0.7	27,514	2.5	3,065	3.2
Nurses	35,451	1,843,891	52,012	35,149	1,922,546	54,697	(302)	-0.9	78,655	4.3	2,685	5.2
Wage Board	226,554	8,217,127	36,270	216,550	8,147,210	37,623	(10,004)	-4.4	(69,917)	-0.9	1,353	3.7
Tennessee Valley Authority												
(TVA) Trade & Labor	5,147	234,201	45,502	5,069	237,751	46,903	(78)	-1.5	3,550	1.5	1,401	3.1
Trades and Crafts (Citizens)	214,567	7,816,769	36,430	211,481	7,909,459	37,400	(3,086)	-1.4	92,690	1.2	970	2.7
Wage Board Aliens *	6,840	166,157	24,292	0	0	0	(6,840)	na	(166,157)	na	(24,292)	na
Non-Wage Board Aliens	19,271	503,341	26,119	20,726	625,258	30,168	1,455	7.6	121,917	24.2	4,049	15.5
All Other	216,184	10,750,700	49,729	263,255	14,126,613	53,661	47,071	21.8	3,375,913	31.4	3,932	7.9

Source: Work Years and Personnel Costs Survey, Fiscal Year (FY) 2000.

* The Wage Board Aliens shown for Fiscal Year 1999 were all employed at the Panama Canal. The Panama Canal Treaty of 1977 terminated on December 31, 1999 and the Government of Panama became responsible for the Panama Canal.

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS
BY WORK SCHEDULE FOR FISCAL YEAR 2000, SELECTED AGENCIES**

AGENCY	TOTAL, ALL PAY SYSTEMS 1/				TOTAL, GENERAL SCHEDULE 1/			
	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME/ INTERMITTENT	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME/ INTERMITTENT
DEPARTMENT OF STATE	\$49,041	\$49,572	\$40,016	\$44,921	\$57,765	\$58,553	\$39,370	\$44,327
DEPARTMENT OF THE TREASURY	\$48,913	\$49,397	\$28,529	\$44,129	\$48,354	\$48,812	\$27,860	\$48,850
DEPARTMENT OF DEFENSE, TOTAL	\$44,817	\$45,658	\$29,008	\$28,301	\$46,350	\$47,090	\$30,121	\$29,440
DEPARTMENT OF THE ARMY	\$41,921	\$42,709	\$27,468	\$32,015	\$44,875	\$45,558	\$29,440	\$33,921
DEPARTMENT OF THE NAVY	\$48,909	\$49,316	\$31,109		\$49,374	\$49,790	\$30,927	
DEPARTMENT OF THE AIR FORCE	\$44,897	\$45,555	\$34,044	\$27,505	\$47,638	\$48,232	\$36,870	\$30,161
OTHER DEFENSE ACTIVITIES	\$43,873	\$45,587	\$25,109	\$25,731	\$43,654	\$45,022	\$24,063	\$23,704
DEPARTMENT OF JUSTICE	\$52,547	\$52,727	\$46,603	\$47,749	\$50,279	\$50,425	\$43,597	\$47,033
DEPARTMENT OF THE INTERIOR	\$45,412	\$48,666	\$31,011	\$29,656	\$47,179	\$49,882	\$27,397	\$29,917
DEPARTMENT OF AGRICULTURE	\$44,423	\$47,680	\$21,761	\$20,024	\$45,242	\$47,611	\$21,582	\$26,524
DEPARTMENT OF COMMERCE	\$34,651	\$55,294	\$36,164	\$24,846	\$54,821	\$56,898	\$33,529	\$29,018
DEPARTMENT OF LABOR	\$58,478	\$60,316	\$20,417	\$26,109	\$57,488	\$58,031	\$45,632	\$38,094
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$56,246	\$56,562	\$54,623	\$48,751	\$55,211	\$56,249	\$30,885	\$47,612
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$64,123	\$64,379	\$33,934	\$54,473	\$61,957	\$62,199	\$34,877	\$48,492
DEPARTMENT OF TRANSPORTATION	\$85,226	\$86,079	\$51,177	\$49,150	\$70,564	\$71,965	\$48,129	\$37,289
DEPARTMENT OF ENERGY	\$70,498	\$70,626	\$75,890	\$50,759	\$69,741	\$70,222	\$57,250	\$49,755
DEPARTMENT OF EDUCATION	\$65,339	\$65,439	\$67,377	\$52,844	\$63,786	\$64,416	\$55,880	\$48,721
DEPARTMENT OF VETERANS AFFAIRS	\$44,196	\$43,811	\$44,013	\$50,624	\$39,336	\$39,671	\$31,786	\$38,439
ENVIRONMENTAL PROTECTION AGENCY	\$65,413	\$66,002	\$33,829	\$60,679	\$64,425	\$64,992	\$31,866	\$60,349
GENERAL SERVICES ADMINISTRATION	\$55,073	\$55,295	\$40,258	\$55,821	\$57,075	\$57,367	\$40,448	\$55,962
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$70,979	\$72,151	\$35,281	\$36,684	\$70,119	\$71,308	\$35,281	\$36,230
SOCIAL SECURITY ADMINISTRATION	\$47,962	\$48,449	\$37,120	\$39,350	\$47,878	\$48,369	\$36,926	\$39,288
TENNESSEE VALLEY AUTHORITY	\$54,631	\$55,491	\$39,757	\$18,845				
U.S. POSTAL SERVICE	\$37,843	\$40,100	\$19,093	\$28,786				
TOTAL - ALL AGENCIES	\$45,195	\$47,498	\$34,020	\$29,178	\$48,684	\$49,577	\$30,215	\$37,121

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 2000

Premium Pay

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

* The \$11.0 billion spent on premium pay in fiscal year 2000 was an increase of 2.6 percent over the previous year. The majority of this increase was due to increases within the U.S. Postal Service (up \$173.9 million or 3.6 percent). 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 (\$6.9 billion) represented 63 percent of total premium pay in FY 2000.

* Total non-Postal premium pay increases were concentrated in three agencies: Department of Transportation (up \$96.7 million from \$301.7 million to \$398.4 million); Department of Commerce (up \$80.7 million from \$117.2 million to \$197.9 million); and Department of the Interior (up \$68.8 million from \$139.7 million to \$208.5 million).

* The Department of Commerce and the Department of the Interior reported sizeable increases in overtime pay (up \$63.0 million and \$51.5 million; respectively), while the Department of Treasury reported the largest decrease in overtime pay (down \$184.6 million from \$480.1 million to \$295.5 million).



TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	98	46	11	13	28		
OFFICE OF MANAGEMENT AND BUDGET	990	439	29				
OFFICE OF ADMINISTRATION	193	87	3				
OFFICE OF THE U.S. TRADE REPRESENTATIVE	300	46					
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,581	618	43	13	28		
DEPARTMENT OF STATE	80,646	29,154	1,514	799	725	3,072	31,431
DEPARTMENT OF THE TREASURY	475,430	295,471	7,431	12,866	39,704	1,800	686
DEPARTMENT OF DEFENSE, TOTAL	1,733,466	953,282	39,159	46,480	47,816	27,162	7,870
DEPARTMENT OF THE ARMY	427,406	204,267	12,744	12,617	10,509	8,764	3,519
DEPARTMENT OF THE NAVY	726,494	510,967	11,901	10,098	29,605	17,835	2,034
DEPARTMENT OF THE AIR FORCE	345,363	123,323	10,041	12,872	4,597	177	83
OTHER DEFENSE ACTIVITIES	234,203	114,725	4,473	10,893	3,105	386	2,234
DEPARTMENT OF JUSTICE	872,628	708,971	38,505	38,403	37,652	3,269	3,894
DEPARTMENT OF THE INTERIOR	208,508	129,225	9,527	8,294	3,489	7,284	258
DEPARTMENT OF AGRICULTURE	322,007	245,897	7,414	18,243	3,190	16,872	764
DEPARTMENT OF COMMERCE	197,889	117,080	6,196	5,295	11,816	419	1,086
DEPARTMENT OF LABOR	23,465	7,814	116	146	338	3	20
DEPARTMENT OF HEALTH AND HUMAN SERVICES	149,371	35,589	5,300	5,621	6,030	38	1,012
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	13,118	3,342	40		4		
DEPARTMENT OF TRANSPORTATION	398,396	95,262	81,414	63,852	56,425	1,027	394
DEPARTMENT OF ENERGY	50,158	21,267	916	232	278	195	39
DEPARTMENT OF EDUCATION	5,704	1,463	23				
DEPARTMENT OF VETERANS AFFAIRS	880,014	182,690	62,670	56,320	78,169	27	95
SUBTOTAL EXECUTIVE DEPARTMENTS	5,410,800	2,826,507	260,225	256,551	285,636	61,168	47,549
AMERICAN BATTLE MONUMENTS COMMISSION	159	27	17	34		9	20
ARMED FORCES RETIREMENT HOME	2,331	917	328	314	243	2	
COMMODITY FUTURES TRADING COMMISSION	811	154	2				
CONSUMER PRODUCT SAFETY COMMISSION	212	67					
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	315	120	2				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	91	80	4				
ENVIRONMENTAL PROTECTION AGENCY	32,448	11,999	244	66	4	58	9
EXPORT-IMPORT BANK OF THE UNITED STATES	748	160	1				
FARM CREDIT ADMINISTRATION	2,264	25	3				
FEDERAL COMMUNICATIONS COMMISSION	2,322	437	54	24	22		
FEDERAL DEPOSIT INSURANCE CORPORATION	12,327	4,574	352	2	17		
FEDERAL ELECTION COMMISSION	259	186	1				
FEDERAL EMERGENCY MANAGEMENT AGENCY	20,806	19,429	757	198	232	8	
FEDERAL HOUSING FINANCE BOARD	684						
FEDERAL LABOR RELATIONS AUTHORITY	172	28					
FEDERAL MARITIME COMMISSION							

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	OVERTIME (\$000)	HOLIDAY (\$000)	SUNDAY (\$000)	NIGHT DIFFERENTIAL (\$000)	HAZARDOUS DUTY (\$000)	POST DIFFERENTIAL (\$000)
FEDERAL MEDIATION AND CONCILIATION SERVICE	133	12	9				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	168	11					
FEDERAL TRADE COMMISSION	1,576	329	2				
GENERAL SERVICES ADMINISTRATION	51,323	17,652	752	497	1,545	173	10
BROADCASTING BOARD OF GOVERNORS	7,823	2,412	2,066	1,163	1,428		430
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	288	99	27	29	11		
MERIT SYSTEMS PROTECTION BOARD	279	29	1				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	26,702	6,808	560	545	501	76	43
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,171	1,465	25	11	19		
NATIONAL CREDIT UNION ADMINISTRATION	2,272	978	37				
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	308	11					
NATIONAL ENDOWMENT FOR THE ARTS	124	4					
NATIONAL ENDOWMENT FOR THE HUMANITIES	184	7					
NATIONAL LABOR RELATIONS BOARD	1,578	55					1
NATIONAL SCIENCE FOUNDATION	2,560	116					48
NATIONAL TRANSPORTATION SAFETY BOARD	1,058	584	45				
NUCLEAR REGULATORY COMMISSION	6,983	2,375	152				
OFFICE OF PERSONNEL MANAGEMENT	6,620	3,086	22		71		
PEACE CORPS	387	76	12	23			
RAILROAD RETIREMENT BOARD	1,106	160	6		20		
SECURITIES AND EXCHANGE COMMISSION	3,152	651	31		2		
SELECTIVE SERVICE SYSTEM	234	19			8		
SMALL BUSINESS ADMINISTRATION	10,266	5,821	282				
SMITHSONIAN INSTITUTION	11,938	6,637	1,206	1,094	633	26	
SMITHSONIAN INSTITUTION	9,205	5,031	915	816	550	26	
NATIONAL GALLERY OF ART	2,733	1,606	291	278	83		
SOCIAL SECURITY ADMINISTRATION	187,258	155,808	357	115	1,175		19
TENNESSEE VALLEY AUTHORITY	97,609	67,554	5,097	2,264	2,649		
OVERSEAS PRIVATE INVESTMENT CORPORATION	886	81					4
AGENCY FOR INTERNATIONAL DEVELOPMENT	11,952	284	5	48	1	530	7,932
U.S. INTERNATIONAL TRADE COMMISSION	628	28	2				
U.S. POSTAL SERVICE	5,060,486	3,754,192	184,546	245,805	474,912		
SUBTOTAL INDEPENDENT AGENCIES	5,574,693	4,065,536	197,007	252,232	483,493	882	8,516
TOTAL - ALL AGENCIES	10,987,074	6,892,661	457,275	508,796	769,157	62,050	56,065

TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	STAFFING 1/ DIFFERENTIAL (\$000)	SUPERVISORY DIFFERENTIAL (\$000)	PHYSICIANS COMPARABILITY ALLOWANCE (\$000)	REMOTE WORK SITE ALLOWANCE (\$000)	CASH AWARDS (\$000)	OTHER PREMIUM PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT						
OFFICE OF MANAGEMENT AND BUDGET					522	
OFFICE OF ADMINISTRATION					103	
OFFICE OF THE U.S. TRADE REPRESENTATIVE					254	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT					879	
DEPARTMENT OF STATE			1,118		6,762	6,071
DEPARTMENT OF THE TREASURY					102,441	15,031
DEPARTMENT OF DEFENSE, TOTAL		691	5,919	632	398,087	206,368
DEPARTMENT OF THE ARMY		522	4,634	508	123,213	46,109
DEPARTMENT OF THE NAVY		58	689		110,128	33,179
DEPARTMENT OF THE AIR FORCE		44	596	124	87,477	106,029
OTHER DEFENSE ACTIVITIES		67			77,269	21,051
DEPARTMENT OF JUSTICE		190	2,914	6	38,811	13
DEPARTMENT OF THE INTERIOR		130			46,178	4,123
DEPARTMENT OF AGRICULTURE		2	20	54	28,748	803
DEPARTMENT OF COMMERCE				179	54,910	908
DEPARTMENT OF LABOR			92		12,870	2,066
DEPARTMENT OF HEALTH AND HUMAN SERVICES			31,688		44,968	19,125
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					9,717	15
DEPARTMENT OF TRANSPORTATION			583		22,630	76,809
DEPARTMENT OF ENERGY		61			26,075	1,095
DEPARTMENT OF EDUCATION					4,161	57
DEPARTMENT OF VETERANS AFFAIRS		34	393,524		51,680	54,805
SUBTOTAL EXECUTIVE DEPARTMENTS		1,108	435,858	871	848,038	387,289
AMERICAN BATTLE MONUMENTS COMMISSION					52	
ARMED FORCES RETIREMENT HOME			124		391	12
COMMODITY FUTURES TRADING COMMISSION					655	
CONSUMER PRODUCT SAFETY COMMISSION					145	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					193	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION					7	
ENVIRONMENTAL PROTECTION AGENCY			134		19,706	228
EXPORT-IMPORT BANK OF THE UNITED STATES					587	
FARM CREDIT ADMINISTRATION					213	2,023
FEDERAL COMMUNICATIONS COMMISSION					1,785	
FEDERAL DEPOSIT INSURANCE CORPORATION					5,467	1,915
FEDERAL ELECTION COMMISSION					72	
FEDERAL EMERGENCY MANAGEMENT AGENCY					182	
FEDERAL HOUSING FINANCE BOARD					684	
FEDERAL LABOR RELATIONS AUTHORITY					144	
FEDERAL MARITIME COMMISSION						

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000**

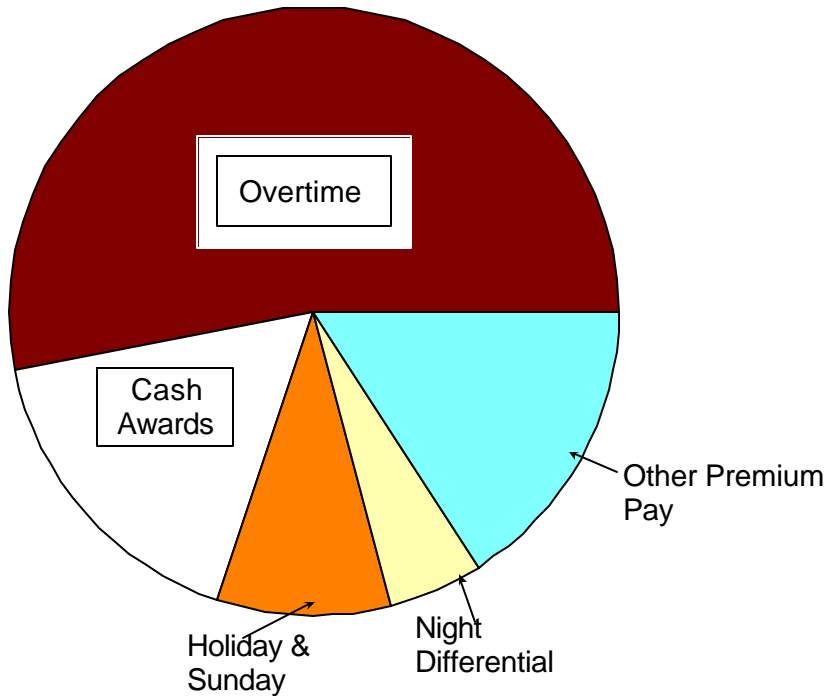
AGENCY	STAFFING 1/ DIFFERENTIAL (\$000)	SUPERVISORY DIFFERENTIAL (\$000)	PHYSICIANS COMPARABILITY ALLOWANCE (\$000)	REMOTE WORK SITE ALLOWANCE (\$000)	CASH AWARDS (\$000)	OTHER PREMIUM PAY (\$000)
FEDERAL MEDIATION AND CONCILIATION SERVICE					112.00	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD					157.00	
FEDERAL TRADE COMMISSION					1245.00	
GENERAL SERVICES ADMINISTRATION					30,694	
BROADCASTING BOARD OF GOVERNORS					312	12
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO					122	
MERIT SYSTEMS PROTECTION BOARD					249	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION		216			17,953	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					1,651	
NATIONAL CREDIT UNION ADMINISTRATION					1,257	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES					297	
NATIONAL ENDOWMENT FOR THE ARTS					120	
NATIONAL ENDOWMENT FOR THE HUMANITIES					177	
NATIONAL LABOR RELATIONS BOARD					1,444	78
NATIONAL SCIENCE FOUNDATION						2,396
NATIONAL TRANSPORTATION SAFETY BOARD					427	2
NUCLEAR REGULATORY COMMISSION					4,456	
OFFICE OF PERSONNEL MANAGEMENT					3,441	
PEACE CORPS			85		191	
RAILROAD RETIREMENT BOARD					920	
SECURITIES AND EXCHANGE COMMISSION					2,468	
SELECTIVE SERVICE SYSTEM					207	
SMALL BUSINESS ADMINISTRATION					4,163	
SMITHSONIAN INSTITUTION		4			2,338	
SMITHSONIAN INSTITUTION		4			1,863	
NATIONAL GALLERY OF ART					475	
SOCIAL SECURITY ADMINISTRATION					29,454	330
TENNESSEE VALLEY AUTHORITY					19,628	417
OVERSEAS PRIVATE INVESTMENT CORPORATION					801	
AGENCY FOR INTERNATIONAL DEVELOPMENT			77		2,992	83
U.S. INTERNATIONAL TRADE COMMISSION					598	
U.S. POSTAL SERVICE					367,914	33,117
SUBTOTAL INDEPENDENT AGENCIES		220	420		525,774	40,613
TOTAL - ALL AGENCIES		1,328	436,278	871	1,374,691	427,902

1/ The Office of Personnel Management's Office of Compensation Administration established this category for agencies to report data after receiving approval; however, no authorization has been granted to dat

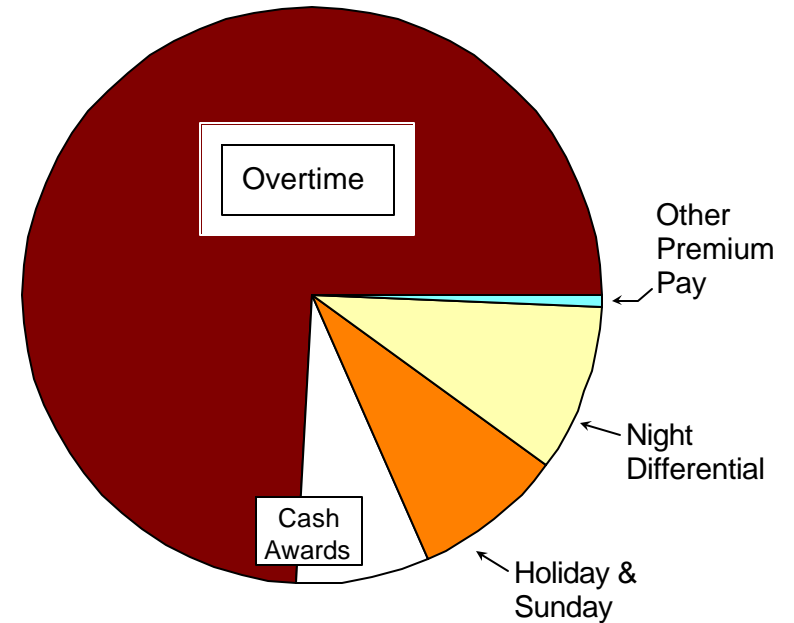
CHART 6

OVERTIME REPRESENTS SIXTY PERCENT OF THE TOTAL PREMIUM PAY DURING FISCAL YEAR 2000

All Other Agencies



U.S. Postal Service



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Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	\$3,138,469	\$3,754,192	53.0	74.2
Holiday	272,729	184,546	4.6	3.6
Sunday	262,991	245,805	4.4	4.9
Night Differential	294,245	474,912	5.0	9.4
Hazardous Duty	62,050	0	1.0	0.0
Post Differential	56,065	0	0.9	0.0
Supervisory Differential	1,328	0	0.0	0.0
Physicians Comparability Allowance	436,278	0	7.4	0.0
Remote Work Site Allowance	871	0	0.0	0.0
Cash Awards	1,006,777	367,914	17.0	7.3
Other	394,785	33,117	6.7	0.6
Total	5,926,588	5,060,486	100.0	100.0

Benefits

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

* **Table 6A** shows that the U.S. Postal Service and Defense agencies accounted for 64 percent of the Federal Government's portion of Employee Health Insurance cost (41.5 and 22.7 percent; respectively).

* Fiscal year 2000 employee benefit pay amounted to \$33.5 billion (excluding \$353.3 million separation pay).

* Benefit pay represented 20.4 percent of total personnel costs -- 28.0 percent of basic costs.

* **Tables 6B and 6C** shows that the major benefits included \$14.4 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$6.5 billion to the Social Security System, and \$7.4 billion for Employee Health Insurance.

* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 42.6 percent of total benefits costs. Health Insurance covered an additional 22.0 percent of total benefits costs.



TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	HEALTH INSURANCE (\$000)	LIFE INSURANCE (\$000)	TOTAL RETIREMENT (\$000)	SOCIAL SECURITY (\$000)	WORKMENS COMPENSATION (\$000)	UNIFORM ALLOWANCE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	5,434	842	36	3,030	1,479		
OFFICE OF MANAGEMENT AND BUDGET	8,277	1,389	57	4,804	1,961		
OFFICE OF ADMINISTRATION	2,455	493	19	1,313	587		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,470	489	18	1,665	655		
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	19,636	3,213	130	10,812	4,682		
DEPARTMENT OF STATE	442,699	48,066	1,939	182,221	63,342	48	
DEPARTMENT OF THE TREASURY	1,864,859	111,413	13,065	1,040,239	328,361	74,200	108
DEPARTMENT OF DEFENSE, TOTAL	7,701,257	1,690,590	168,936	3,352,270	1,419,928	297,277	10,438
DEPARTMENT OF THE ARMY	2,060,220	451,582	13,758	885,766	372,050	103,892	1,552
DEPARTMENT OF THE NAVY	2,537,115	561,052	35,464	1,140,292	473,757	119,576	7,275
DEPARTMENT OF THE AIR FORCE	1,683,384	388,276	11,916	742,559	323,451	65,227	1,475
OTHER DEFENSE ACTIVITIES	1,420,538	289,680	107,798	583,653	250,670	8,582	136
DEPARTMENT OF JUSTICE	2,309,439	399,099	12,360	1,379,031	467,648	8,692	
DEPARTMENT OF THE INTERIOR	784,356	175,901	5,282	359,083	165,929	13,257	5,003
DEPARTMENT OF AGRICULTURE	893,477	239,613	6,658	431,794	195,873		64
DEPARTMENT OF COMMERCE	645,154	103,847	3,402	244,700	261,249		110
DEPARTMENT OF LABOR	226,703	46,519	1,643	110,034	43,873	16,067	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,079,832	145,147	5,370	575,217	195,187	21,164	2,403
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	151,196	29,186	1,141	78,709	28,275	8,029	3
DEPARTMENT OF TRANSPORTATION	1,267,928	213,654	8,231	651,551	223,876	97,139	
DEPARTMENT OF ENERGY	239,896	49,496	1,810	126,295	50,389	206	14
DEPARTMENT OF EDUCATION	65,243	12,544	504	35,785	14,887	1,285	
DEPARTMENT OF VETERANS AFFAIRS	2,488,167	541,716	16,593	1,136,479	539,281	139,248	6,097
SUBTOTAL EXECUTIVE DEPARTMENTS	20,160,206	3,806,791	246,934	9,703,408	3,998,098	676,612	24,240
AMERICAN BATTLE MONUMENTS COMMISSION	3,940	260	5	426	171	62	5
ARMED FORCES RETIREMENT HOME	7,836	2,020	56	3,436	1,663	571	27
COMMODITY FUTURES TRADING COMMISSION	7,946	1,516	53	4,431	1,923		
CONSUMER PRODUCT SAFETY COMMISSION	6,403	1,373	52	3,479	1,377	96	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	66,249	1,572	61	4,310	2,003		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	35,777	7,801	294	19,006	7,827	656	
ENVIRONMENTAL PROTECTION AGENCY	258,035	49,644	1,828	143,292	59,515		7
EXPORT-IMPORT BANK OF THE UNITED STATES	6,128	1,124	44	3,359	1,490		
FARM CREDIT ADMINISTRATION	4,625	930	22	2,577	1,096		
FEDERAL COMMUNICATIONS COMMISSION	29,960	5,621	217	16,499	7,536		
FEDERAL DEPOSIT INSURANCE CORPORATION	125,763	28,439	225	67,505	28,398		
FEDERAL ELECTION COMMISSION	4,494	927	31	2,431	1,105		
FEDERAL EMERGENCY MANAGEMENT AGENCY	53,829	8,924	312	21,912	14,771	1,702	
FEDERAL HOUSING FINANCE BOARD	2,232	303	13	1,282	549		
FEDERAL LABOR RELATIONS AUTHORITY	2,939	580	24	1,674	637	23	
FEDERAL MARITIME COMMISSION	1,733	396	14	978	195		
FEDERAL MEDIATION AND CONCILIATION SERVICE	5,111	811	39	2,519	1,037	670	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1,302	266	9	730	297		

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	TOTAL COST (\$000)	HEALTH INSURANCE (\$000)	LIFE INSURANCE (\$000)	TOTAL RETIREMENT (\$000)	SOCIAL SECURITY (\$000)	WORKMENS COMPENSATION (\$000)	UNIFORM ALLOWANCE (\$000)
FEDERAL TRADE COMMISSION	15,579	2,546	98	8,497	3,612	108	
GENERAL SERVICES ADMINISTRATION	196,275	41,260	1,417	90,596	38,374	16,346	219
BROADCASTING BOARD OF GOVERNORS	32,970	6,212	220	15,345	6,772	870	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,681	839	21	1,258	549		
MERIT SYSTEMS PROTECTION BOARD	3,088	606	28	1,756	617	28	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	299,682	58,836	1,850	155,144	61,763	7,345	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	23,926	6,093	172	11,528	5,158	626	
NATIONAL CREDIT UNION ADMINISTRATION	17,462	2,896	127	9,139	3,910		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	4,441	806	35	2,491	1,052	22	
NATIONAL ENDOWMENT FOR THE ARTS	2,038	371	16	1,175	476		
NATIONAL ENDOWMENT FOR THE HUMANITIES	2,403	435	19	1,316	576	22	
NATIONAL LABOR RELATIONS BOARD	25,815	5,385	195	13,820	4,922	594	
NATIONAL SCIENCE FOUNDATION	18,137	3,161	137	9,788	4,219	116	
NATIONAL TRANSPORTATION SAFETY BOARD	7,667	1,290	56	3,887	1,691	231	
NUCLEAR REGULATORY COMMISSION	45,604	9,153	356	27,200	6,517	706	
OFFICE OF PERSONNEL MANAGEMENT	33,250	7,790	266	16,042	4,553	1,016	
PEACE CORPS	60,376	1,957	76	5,897	2,464	11,005	
RAILROAD RETIREMENT BOARD	15,931	3,489	148	7,364	2,699	70	
SECURITIES AND EXCHANGE COMMISSION	48,181	15,764	3,914	22,892	3,202	2	
SELECTIVE SERVICE SYSTEM	1,631	402	15	858	356		
SMALL BUSINESS ADMINISTRATION	59,890	11,357	416	28,020	18,292		
SMITHSONIAN INSTITUTION	53,740	12,775	399	27,286	12,780		9
SMITHSONIAN INSTITUTION	45,724	10,801	341	23,241	10,864		9
NATIONAL GALLERY OF ART	8,016	1,974	58	4,045	1,916		
SOCIAL SECURITY ADMINISTRATION	677,558	173,162	5,271	326,050	125,699	17,227	14
TENNESSEE VALLEY AUTHORITY	275,379	57,057	1,096	86,471	60,295	65,150	
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,192	337	42	1,887	876		
AGENCY FOR INTERNATIONAL DEVELOPMENT	26,814	6,881	273	11,312	8,348		
U.S. INTERNATIONAL TRADE COMMISSION	6,057	1,117	47	3,323	1,337	92	
U.S. POSTAL SERVICE	11,117,166	3,085,104	194,272	3,524,453	1,949,189	931,230	68,843
SUBTOTAL INDEPENDENT AGENCIES	13,696,794	3,628,782	214,246	4,712,150	2,460,836	1,056,564	69,124
TOTAL - ALL AGENCIES	33,876,636	7,438,786	461,310	14,426,370	6,463,616	1,733,176	93,364

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT						47	
OFFICE OF MANAGEMENT AND BUDGET						66	
OFFICE OF ADMINISTRATION				8		35	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	619					24	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	619			8		172	
DEPARTMENT OF STATE	106,944			350		31,499	8,290
DEPARTMENT OF THE TREASURY	8,309	10,565	5,018	570	1,252	235,887	35,872
DEPARTMENT OF DEFENSE, TOTAL	358,484	51,374	13,490	3,477	1,436	140,089	193,468
DEPARTMENT OF THE ARMY	113,865	42,167	7,425	2,735	315	33,793	31,320
DEPARTMENT OF THE NAVY	104,572						95,127
DEPARTMENT OF THE AIR FORCE	38,772	2,282	5,805		401	51,380	51,840
OTHER DEFENSE ACTIVITIES	101,275	6,925	260	742	720	54,916	15,181
DEPARTMENT OF JUSTICE	25,245		554	3,226	574	12,891	119
DEPARTMENT OF THE INTERIOR	62	27,111	81	125	71	29,427	3,024
DEPARTMENT OF AGRICULTURE	16,676		365	532	508	299	1,095
DEPARTMENT OF COMMERCE	10,184	6,312	104	1,241	5		14,000
DEPARTMENT OF LABOR		705	75	877	40	6,538	332
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,029	10,250	43,225	3,250	203	75,991	396
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		1,303	45	23	10	4,472	
DEPARTMENT OF TRANSPORTATION	22	33,455	57	186		39,115	642
DEPARTMENT OF ENERGY	39	61	483	305	107	1,304	9,387
DEPARTMENT OF EDUCATION		18	18	62		60	80
DEPARTMENT OF VETERANS AFFAIRS		18,522	2,185	1,654	17,299	5,837	63,256
SUBTOTAL EXECUTIVE DEPARTMENTS	527,994	159,676	65,700	15,878	21,505	583,409	329,961
AMERICAN BATTLE MONUMENTS COMMISSION	362					2,552	97
ARMED FORCES RETIREMENT HOME			13				50
COMMODITY FUTURES TRADING COMMISSION			16	7			
CONSUMER PRODUCT SAFETY COMMISSION		11	15				
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	40					58,263	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		75				118	
ENVIRONMENTAL PROTECTION AGENCY	87	903	88	75		2,588	8
EXPORT-IMPORT BANK OF THE UNITED STATES				29		64	18
FARM CREDIT ADMINISTRATION							
FEDERAL COMMUNICATIONS COMMISSION		87					
FEDERAL DEPOSIT INSURANCE CORPORATION					7		1,189
FEDERAL ELECTION COMMISSION							
FEDERAL EMERGENCY MANAGEMENT AGENCY	303					697	5,208
FEDERAL HOUSING FINANCE BOARD							85
FEDERAL LABOR RELATIONS AUTHORITY						1	
FEDERAL MARITIME COMMISSION						150	
FEDERAL MEDIATION AND CONCILIATION SERVICE		30					
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD							5

TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2000

AGENCY	OVERSEAS ALLOWANCE (\$000)	NON-FOREIGN COLA (\$000)	RETENTION ALLOWANCE (\$000)	RECRUITMENT BONUS (\$000)	RELOCATION BONUS (\$000)	OTHER BENEFITS (\$000)	SEPARATION PAY (\$000)
FEDERAL TRADE COMMISSION	9			168		288	253
GENERAL SERVICES ADMINISTRATION	1,227	1,093	76	71	99	5,447	50
BROADCASTING BOARD OF GOVERNORS	776			15		2,708	52
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO			14				
MERIT SYSTEMS PROTECTION BOARD						53	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION				495	224	7,980	6,045
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		61	28			260	
NATIONAL CREDIT UNION ADMINISTRATION	175				49	1,166	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES						35	
NATIONAL ENDOWMENT FOR THE ARTS						35	
NATIONAL ENDOWMENT FOR THE HUMANITIES							
NATIONAL LABOR RELATIONS BOARD		266			580	33	20
NATIONAL SCIENCE FOUNDATION	215				9	459	33
NATIONAL TRANSPORTATION SAFETY BOARD		65	196	30		221	
NUCLEAR REGULATORY COMMISSION			12		257		1,403
OFFICE OF PERSONNEL MANAGEMENT	162					3,321	100
PEACE CORPS	18,445	19,724				664	144
RAILROAD RETIREMENT BOARD						91	2,070
SECURITIES AND EXCHANGE COMMISSION			336	502	25	1,544	
SELECTIVE SERVICE SYSTEM							
SMALL BUSINESS ADMINISTRATION							1,805
SMITHSONIAN INSTITUTION	338		92	15	10		36
SMITHSONIAN INSTITUTION	338		69	15	10		36
NATIONAL GALLERY OF ART			23				
SOCIAL SECURITY ADMINISTRATION		3,979	42	7		26,107	
TENNESSEE VALLEY AUTHORITY						1,308	4,002
OVERSEAS PRIVATE INVESTMENT CORPORATION	2		23	25			
AGENCY FOR INTERNATIONAL DEVELOPMENT							
U.S. INTERNATIONAL TRADE COMMISSION						141	
U.S. POSTAL SERVICE						1,363,389	686
SUBTOTAL INDEPENDENT AGENCIES	22,141	26,294	951	1,439	1,260	1,479,648	23,359
TOTAL - ALL AGENCIES	550,754	185,970	66,651	17,325	22,765	2,063,229	353,320



**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2000**

AGENCY	TOTAL RETIREMENT (\$000)	CIVIL SERVICE RETIREMENT (CSRS) (\$000)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)	FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)	OTHER RETIREMENT (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	3,030	231	2,098	701	
OFFICE OF MANAGEMENT AND BUDGET	4,804	1,293	2,483	1,028	
OFFICE OF ADMINISTRATION	1,313	328	723	262	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,665	434	869	362	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	10,812	2,286	6,173	2,353	
DEPARTMENT OF STATE	182,221	19,578	26,909	30,104	105,630
DEPARTMENT OF THE TREASURY	1,040,239	279,247	501,499	254,224	5,269
DEPARTMENT OF DEFENSE, TOTAL	3,352,270	1,099,634	1,624,240	626,882	1,514
DEPARTMENT OF THE ARMY	885,766	298,861	426,627	160,278	
DEPARTMENT OF THE NAVY	1,140,292	392,828	547,413	200,051	
DEPARTMENT OF THE AIR FORCE	742,559	226,746	372,187	143,611	15
OTHER DEFENSE ACTIVITIES	583,653	181,199	278,013	122,942	1,499
DEPARTMENT OF JUSTICE	1,379,031	149,893	987,727	241,284	127
DEPARTMENT OF THE INTERIOR	359,083	118,753	176,744	63,586	
DEPARTMENT OF AGRICULTURE	431,794	160,297	195,086	75,887	524
DEPARTMENT OF COMMERCE	244,700	65,346	130,701	48,076	577
DEPARTMENT OF LABOR	110,034	42,544	48,660	18,830	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	575,217	104,815	208,519	77,815	184,068
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	78,709	27,845	35,923	12,638	2,303
DEPARTMENT OF TRANSPORTATION	651,551	186,060	358,263	107,228	
DEPARTMENT OF ENERGY	126,295	48,361	54,985	22,949	
DEPARTMENT OF EDUCATION	35,785	12,197	16,889	6,699	
DEPARTMENT OF VETERANS AFFAIRS	1,136,479	277,021	626,308	232,323	827
SUBTOTAL EXECUTIVE DEPARTMENTS	9,703,408	2,591,591	4,992,453	1,818,525	300,839
AMERICAN BATTLE MONUMENTS COMMISSION	426	113	220	93	
ARMED FORCES RETIREMENT HOME	3,436	856	1,893	687	
COMMODITY FUTURES TRADING COMMISSION	4,431	1,192	2,319	920	
CONSUMER PRODUCT SAFETY COMMISSION	3,479	1,454	1,456	569	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4,310	1,011	2,415	884	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	19,006	6,752	8,915	3,339	
ENVIRONMENTAL PROTECTION AGENCY	143,292	36,562	74,648	32,082	
EXPORT-IMPORT BANK OF THE UNITED STATES	3,359	795	1,832	732	
FARM CREDIT ADMINISTRATION	2,577	769	1,254	554	
FEDERAL COMMUNICATIONS COMMISSION	16,499	4,971	8,243	3,285	
FEDERAL DEPOSIT INSURANCE CORPORATION	67,505	15,429	36,933	15,143	
FEDERAL ELECTION COMMISSION	2,431	549	1,365	517	
FEDERAL EMERGENCY MANAGEMENT AGENCY	21,912	5,692	11,826	4,394	
FEDERAL HOUSING FINANCE BOARD	1,282	256	713	313	
FEDERAL LABOR RELATIONS AUTHORITY	1,674	724	682	268	
FEDERAL MARITIME COMMISSION	978	491	145	342	
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,519	695	1,285	539	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	730	257	332	141	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2000**

AGENCY	TOTAL RETIREMENT (\$000)	CIVIL SERVICE RETIREMENT (CSRS) (\$000)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS) (\$000)	FEDERAL EMPLOYEES THRIFT PLAN (FERS) (\$000)	OTHER RETIREMENT (\$000)
FEDERAL TRADE COMMISSION	8,497	2,270	4,604	1,623	
GENERAL SERVICES ADMINISTRATION	90,596	32,909	41,174	16,513	
BROADCASTING BOARD OF GOVERNORS	15,345	3,817	7,473	3,241	814
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1,258	420	595	243	
MERIT SYSTEMS PROTECTION BOARD	1,756	885	613	258	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	155,144	52,688	71,935	30,521	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	11,528	3,923	5,606	1,999	
NATIONAL CREDIT UNION ADMINISTRATION	9,139	2,224	4,872	2,043	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	2,491	748	1,257	486	
NATIONAL ENDOWMENT FOR THE ARTS	1,175	399	570	206	
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,316	349	687	280	
NATIONAL LABOR RELATIONS BOARD	13,820	6,834	5,044	1,942	
NATIONAL SCIENCE FOUNDATION	9,788	3,093	4,743	1,952	
NATIONAL TRANSPORTATION SAFETY BOARD	3,887	1,034	1,998	855	
NUCLEAR REGULATORY COMMISSION	27,200	9,703	12,272	5,225	
OFFICE OF PERSONNEL MANAGEMENT	16,042	6,540	6,866	2,636	
PEACE CORPS	5,897	418	3,934	1,414	131
RAILROAD RETIREMENT BOARD	7,364	3,206	3,301	857	
SECURITIES AND EXCHANGE COMMISSION	22,892	9,063	7,680	6,149	
SELECTIVE SERVICE SYSTEM	858	393	336	129	
SMALL BUSINESS ADMINISTRATION	28,020	8,355	14,028	5,637	
SMITHSONIAN INSTITUTION	27,286	7,080	14,652	5,554	
SMITHSONIAN INSTITUTION	23,241	5,977	12,524	4,740	
NATIONAL GALLERY OF ART	4,045	1,103	2,128	814	
SOCIAL SECURITY ADMINISTRATION	326,050	157,060	123,024	45,966	
TENNESSEE VALLEY AUTHORITY	86,471	696	240	95	85,440
OVERSEAS PRIVATE INVESTMENT CORPORATION	1,887	220	1,181	486	
AGENCY FOR INTERNATIONAL DEVELOPMENT	11,312	3,254	436	4,377	3,245
U.S. INTERNATIONAL TRADE COMMISSION	3,323	1,177	1,540	606	
U.S. POSTAL SERVICE	3,524,453	830,238	1,943,943	750,272	
SUBTOTAL INDEPENDENT AGENCIES	4,712,150	1,226,816	2,439,823	955,881	89,630
TOTAL - ALL AGENCIES	14,426,370	3,820,693	7,438,449	2,776,759	390,469

TABLE 6C
BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE
FISCAL YEAR 2000

BENEFITS (CATEGORIES)	ALL OTHER AGENCIES		U.S. POSTAL SERVICE	
	COSTS (\$000) FY 2000	PERCENT OF BASIC PAYROLL FY 2000	COSTS (\$000) FY 2000	PERCENT OF BASIC PAYROLL FY 2000
TOTAL 1/	\$22,406,836	25.5	\$11,116,480	34.8
-HEALTH INSURANCE	4,353,682	5.0	3,085,104	9.7
-LIFE INSURANCE	267,038	0.3	194,272	0.6
-RETIREMENT 1/	10,901,917	12.4	3,524,453	11.0
-FEDERAL INSURANCE CONTRIBUTIONS ACT (SOCIAL SECURITY)	4,514,427	5.1	1,949,189	6.1
-FEDERAL EMPLOYEES COMPENSATION ACT (FECA)	801,946	0.9	931,230	2.9
-UNIFORM ALLOWANCE	24,521	0.0	68,843	0.2
-OVERSEAS ALLOWANCE	550,754	0.6	NA	NA
-NON-FOREIGN COST OF LIVING ALLOWANCE (COLA)	185,970	0.2	NA	NA
-RETENTION ALLOWANCE	66,651	0.1	NA	NA
-RECRUITMENT BONUS	17,325	0.0	NA	NA
-RELOCATION BONUS	22,765	0.0	NA	NA
-OTHER BENEFITS	699,840	0.8	1,363,389	4.3
SEPARATION PAY 2/	352,634	0.4	686	0.0

1/ INCLUDES THE FEDERAL EMPLOYEES RETIREMENT SYSTEMS (FERS): \$ 7,438,449,000 IN FY 2000.

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 2000.

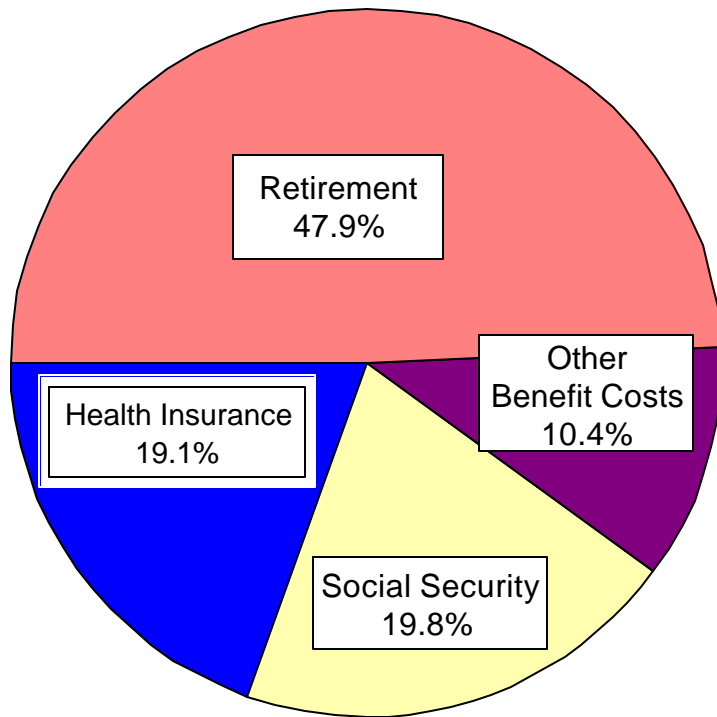
CHART 7

Distribution of Benefit Costs

Fiscal Year 2000

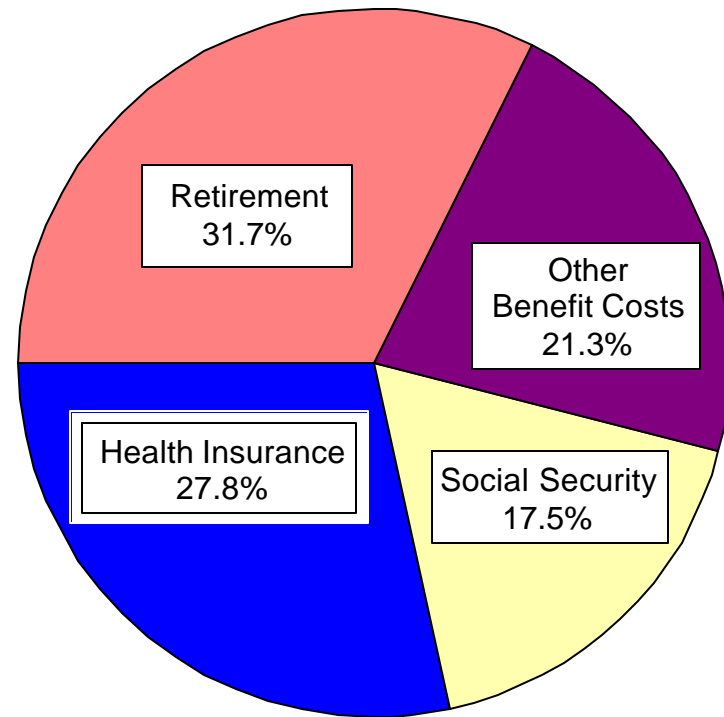
(\$ thousands)

All Other Agencies



Total Benefit Costs^{1/}: \$22,759,470
(In thousands \$)

U.S. Postal Service



Total Benefit Costs^{2/}: \$11,117,166
(In thousands \$)

1/ Includes Separation Pay -- \$352,634

2/ Includes Separation Pay -- \$686

SUPPLEMENT I - TABLE 7

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

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



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT	393	22,625	98	57,819	390	22,554	57,831	99.26%
OFFICE OF MANAGEMENT AND BUDGET	524	39,441	990	77,158	483	38,006	78,687	94.00%
OFFICE OF ADMINISTRATION	184	10,904	193	60,310	178	10,741	60,343	96.79%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	175	13,586	300	79,349	166	13,381	80,608	96.36%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,276	86,556	1,581	69,073	1,217	84,682	69,583	96.08%
DEPARTMENT OF STATE	27,908	1,325,525	80,646	50,386	25,133	1,245,888	49,572	88.60%
DEPARTMENT OF THE TREASURY	147,849	7,072,502	475,430	51,052	140,787	6,954,482	49,397	92.14%
DEPARTMENT OF DEFENSE, TOTAL	714,404	31,029,482	1,733,466	45,861	657,607	30,024,997	45,658	91.64%
DEPARTMENT OF THE ARMY	234,066	9,638,322	427,406	43,004	217,542	9,290,907	42,709	92.30%
DEPARTMENT OF THE NAVY	199,048	9,093,232	726,494	49,333	181,762	8,963,788	49,316	91.28%
DEPARTMENT OF THE AIR FORCE	164,969	7,303,603	345,363	46,366	154,057	7,017,991	45,555	91.75%
OTHER DEFENSE ACTIVITIES	116,321	4,994,325	234,203	44,949	104,246	4,752,311	45,587	90.89%
DEPARTMENT OF JUSTICE	132,479	6,451,453	872,628	55,285	118,616	6,254,246	52,727	85.39%
DEPARTMENT OF THE INTERIOR	72,209	3,050,197	208,508	45,129	54,949	2,674,126	48,666	82.06%
DEPARTMENT OF AGRICULTURE	90,736	3,799,202	322,007	45,420	75,070	3,579,353	47,680	86.85%
DEPARTMENT OF COMMERCE	114,799	3,881,862	197,889	35,538	34,713	1,919,413	55,294	47.05%
DEPARTMENT OF LABOR	16,428	955,355	23,465	59,582	15,519	936,047	60,316	95.63%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,307	3,404,145	149,371	57,963	54,704	3,094,186	56,562	87.07%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,171	648,475	13,118	65,047	9,978	642,374	64,379	97.10%
DEPARTMENT OF TRANSPORTATION	67,063	5,576,227	398,396	89,090	63,875	5,498,289	86,079	92.03%
DEPARTMENT OF ENERGY	15,652	1,078,904	50,158	72,135	14,782	1,043,989	70,626	92.47%
DEPARTMENT OF EDUCATION	4,649	298,861	5,704	65,512	4,232	276,937	65,439	90.93%
DEPARTMENT OF VETERANS AFFAIRS	207,615	8,955,089	880,014	47,372	180,714	7,917,344	43,811	80.50%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,683,269	77,527,279	5,410,800	49,272	1,450,679	72,061,671	49,674	86.89%
AMERICAN BATTLE MONUMENTS COMMISSION	374	10,461	159	28,396	361	10,213	28,291	96.17%
ARMED FORCES RETIREMENT HOME	780	28,482	2,331	39,504	729	27,283	37,425	88.54%
COMMODITY FUTURES TRADING COMMISSION	552	36,384	811	67,382	509	34,477	67,735	92.69%
CONSUMER PRODUCT SAFETY COMMISSION	468	31,105	212	66,917	445	29,272	65,780	93.47%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	608	34,984	315	58,058	268	8,743	32,623	24.77%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,852	163,795	91	57,464	2,776	160,736	57,902	98.08%
ENVIRONMENTAL PROTECTION AGENCY	17,772	1,155,849	32,448	66,863	16,811	1,109,552	66,002	93.37%
EXPORT-IMPORT BANK OF THE UNITED STATES	411	27,197	748	67,993	408	27,187	66,635	97.29%
FARM CREDIT ADMINISTRATION	284	20,811	2,264	81,250	280	20,559	73,425	89.10%
FEDERAL COMMUNICATIONS COMMISSION	1,933	138,988	2,322	73,104	1,728	136,607	79,055	96.67%
FEDERAL DEPOSIT INSURANCE CORPORATION	7,200	529,950	12,327	75,316	6,876	515,723	75,003	95.10%
FEDERAL ELECTION COMMISSION	335	19,483	259	58,931	321	19,079	59,436	96.64%
FEDERAL EMERGENCY MANAGEMENT AGENCY	4,881	226,561	20,806	50,680	2,244	139,377	62,111	56.34%
FEDERAL HOUSING FINANCE BOARD	109	10,063	684	98,596	103	9,656	93,748	89.85%
FEDERAL LABOR RELATIONS AUTHORITY	212	15,145	172	72,250	194	14,036	72,351	91.64%
FEDERAL MARITIME COMMISSION	128	9,003		70,336	128	8,998	70,297	99.94%
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	20,419	133	72,622	280	20,098	71,779	97.79%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	94	6,318	168	69,000	87	5,929	68,149	91.41%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
FEDERAL TRADE COMMISSION	995	71,625	1,576	73,569	845	64,829	76,721	88.56%
GENERAL SERVICES ADMINISTRATION	14,403	771,905	51,323	57,157	13,751	760,365	55,295	92.36%
BROADCASTING BOARD OF GOVERNORS	2,629	133,223	7,823	53,650	2,334	127,705	54,715	90.54%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	263	10,870	288	42,426	245	10,459	42,690	93.74%
MERIT SYSTEMS PROTECTION BOARD	226	16,657	279	74,938	213	16,428	77,127	97.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,528	1,304,159	26,702	71,830	17,778	1,282,705	72,151	96.38%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,502	100,935	3,171	41,609	2,222	95,881	43,151	92.10%
NATIONAL CREDIT UNION ADMINISTRATION	1,009	72,159	2,272	73,767	980	70,925	72,372	95.29%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	327	20,980	308	65,101	290	18,879	65,100	88.68%
NATIONAL ENDOWMENT FOR THE ARTS	153	10,190	124	67,412	132	8,631	65,386	83.68%
NATIONAL ENDOWMENT FOR THE HUMANITIES	174	10,790	184	63,069	158	10,248	64,861	93.38%
NATIONAL LABOR RELATIONS BOARD	1,877	128,387	1,578	69,241	1,801	123,850	68,767	95.29%
NATIONAL SCIENCE FOUNDATION	1,209	87,480	2,560	74,475	1,038	74,850	72,110	83.13%
NATIONAL TRANSPORTATION SAFETY BOARD	451	31,674	1,058	72,576	395	29,393	74,413	89.80%
NUCLEAR REGULATORY COMMISSION	3,096	241,566	6,983	80,281	2,808	237,937	84,735	95.73%
OFFICE OF PERSONNEL MANAGEMENT	2,893	145,276	6,620	52,505	2,497	135,310	54,189	89.08%
PEACE CORPS	1,067	48,717	387	46,021	1,030	45,831	44,496	93.33%
RAILROAD RETIREMENT BOARD	1,193	65,787	1,106	56,071	1,166	64,614	55,415	96.59%
SECURITIES AND EXCHANGE COMMISSION	2,851	195,070	3,152	69,527	2,645	192,049	72,608	96.89%
SELECTIVE SERVICE SYSTEM	173	8,018	234	47,699	164	7,684	46,854	93.12%
SMALL BUSINESS ADMINISTRATION	4,382	237,351	10,266	56,508	2,907	192,878	66,350	77.89%
SMITHSONIAN INSTITUTION	5,003	225,551	11,938	47,469	4,624	217,841	47,111	91.73%
SMITHSONIAN INSTITUTION	4,203	192,440	9,205	47,976	3,882	185,485	47,781	91.99%
NATIONAL GALLERY OF ART	800	33,111	2,733	44,805	742	32,356	43,606	90.27%
SOCIAL SECURITY ADMINISTRATION	64,785	2,995,108	187,258	49,122	59,413	2,878,527	48,449	90.45%
TENNESSEE VALLEY AUTHORITY	14,452	726,431	97,609	57,019	12,905	716,116	55,491	86.90%
OVERSEAS PRIVATE INVESTMENT CORPORATION	194	13,968	886	76,567	176	13,077	74,301	88.04%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,228	166,858	11,952	80,256	2,116	158,762	75,029	88.79%
U.S. INTERNATIONAL TRADE COMMISSION	399	28,423	628	72,810	378	26,963	71,331	92.81%
U.S. POSTAL SERVICE	917,223	31,920,837	5,060,486	40,319	676,431	27,124,589	40,100	73.35%
SUBTOTAL INDEPENDENT AGENCIES	1,103,634	42,254,013	5,574,693	43,337	845,700	36,985,972	43,734	77.33%
TOTAL - ALL AGENCIES	2,788,179	119,867,848	10,987,074	46,932	2,297,596	109,132,325	47,498	83.40%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT	1	3	3,000	0.01%	1	68	68,000	0.30%
OFFICE OF MANAGEMENT AND BUDGET	16	397	24,813	0.98%	17	1,038	61,059	2.57%
OFFICE OF ADMINISTRATION	3	66	22,000	0.59%	1	97	97,000	0.87%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2	35	17,500	0.25%	6	170	28,333	1.22%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	22	501	22,773	0.57%	25	1,373	54,920	1.56%
DEPARTMENT OF STATE	1,128	45,138	40,016	3.21%	768	34,499	44,921	2.45%
DEPARTMENT OF THE TREASURY	3,201	91,322	28,529	1.21%	605	26,698	44,129	0.35%
DEPARTMENT OF DEFENSE, TOTAL	29,923	868,018	29,008	2.65%	4,822	136,467	28,301	0.42%
DEPARTMENT OF THE ARMY	10,741	295,038	27,468	2.93%	1,636	52,377	32,015	0.52%
DEPARTMENT OF THE NAVY	4,161	129,444	31,109	1.32%				
DEPARTMENT OF THE AIR FORCE	7,428	252,881	34,044	3.31%	1,190	32,731	27,505	0.43%
OTHER DEFENSE ACTIVITIES	7,593	190,655	25,109	3.65%	1,996	51,359	25,731	0.98%
DEPARTMENT OF JUSTICE	1,165	54,293	46,603	0.74%	2,993	142,914	47,749	1.95%
DEPARTMENT OF THE INTERIOR	10,136	314,327	31,011	9.65%	2,082	61,744	29,656	1.89%
DEPARTMENT OF AGRICULTURE	6,055	131,764	21,761	3.20%	4,399	88,085	20,024	2.14%
DEPARTMENT OF COMMERCE	3,665	132,540	36,164	3.25%	73,650	1,829,909	24,846	44.85%
DEPARTMENT OF LABOR	360	7,350	20,417	0.75%	458	11,958	26,109	1.22%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,483	244,876	54,623	6.89%	1,335	65,083	48,751	1.83%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	61	2,070	33,934	0.31%	74	4,031	54,473	0.61%
DEPARTMENT OF TRANSPORTATION	769	39,355	51,177	0.66%	785	38,583	49,150	0.65%
DEPARTMENT OF ENERGY	335	25,423	75,890	2.25%	187	9,492	50,759	0.84%
DEPARTMENT OF EDUCATION	265	17,855	67,377	5.86%	77	4,069	52,844	1.34%
DEPARTMENT OF VETERANS AFFAIRS	10,780	474,456	44,013	4.82%	11,127	563,289	50,624	5.73%
SUBTOTAL EXECUTIVE DEPARTMENTS	72,326	2,448,787	33,858	2.95%	103,362	3,016,821	29,187	3.64%
AMERICAN BATTLE MONUMENTS COMMISSION	8	248	31,000	2.34%				
ARMED FORCES RETIREMENT HOME	8	701	87,625	2.28%	16	498	31,125	1.62%
COMMODITY FUTURES TRADING COMMISSION	20	974	48,700	2.62%	20	933	46,650	2.51%
CONSUMER PRODUCT SAFETY COMMISSION	9	1,177	130,778	3.76%	13	656	50,462	2.09%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	333	25,941	77,901	73.49%	5	300	60,000	0.85%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	49	1,611	32,878	0.98%	27	1,448	53,630	0.88%
ENVIRONMENTAL PROTECTION AGENCY	217	7,341	33,829	0.62%	642	38,956	60,679	3.28%
EXPORT-IMPORT BANK OF THE UNITED STATES		10		0.04%				
FARM CREDIT ADMINISTRATION	2	105	52,500	0.46%	2	147	73,500	0.64%
FEDERAL COMMUNICATIONS COMMISSION	167	346	2,072	0.24%	30	2,035	67,833	1.44%
FEDERAL DEPOSIT INSURANCE CORPORATION	102	3,969	38,912	0.73%	169	10,258	60,698	1.89%
FEDERAL ELECTION COMMISSION	7	172	24,571	0.87%	4	232	58,000	1.18%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,103	43,614	39,541	17.63%	1,143	43,570	38,119	17.61%
FEDERAL HOUSING FINANCE BOARD	3	212	70,667	1.97%	3	195	65,000	1.81%
FEDERAL LABOR RELATIONS AUTHORITY	9	667	74,111	4.35%	9	442	49,111	2.89%
FEDERAL MARITIME COMMISSION		5		0.06%				
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	258	129,000	1.26%	1	63	63,000	0.31%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	3	91	30,333	1.40%	4	298	74,500	4.59%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
FEDERAL TRADE COMMISSION	103	3,931	38,165	5.37%	41	2,865	69,878	3.91%
GENERAL SERVICES ADMINISTRATION	209	8,414	40,258	1.02%	56	3,126	55,821	0.38%
BROADCASTING BOARD OF GOVERNORS	81	4,403	54,358	3.12%	28	1,115	39,821	0.79%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	3	98	32,667	0.88%	12	313	26,083	2.81%
MERIT SYSTEMS PROTECTION BOARD	11	52	4,727	0.31%	2	177	88,500	1.05%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	292	10,302	35,281	0.77%	304	11,152	36,684	0.84%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	122	2,053	16,828	1.97%	125	3,001	24,008	2.88%
NATIONAL CREDIT UNION ADMINISTRATION	5	414	82,800	0.56%	12	820	68,333	1.10%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	27	1,668	61,778	7.84%	10	433	43,300	2.03%
NATIONAL ENDOWMENT FOR THE ARTS	16	1,339	83,688	12.98%	5	220	44,000	2.13%
NATIONAL ENDOWMENT FOR THE HUMANITIES	11	329	29,909	3.00%	5	213	42,600	1.94%
NATIONAL LABOR RELATIONS BOARD	24	802	33,417	0.62%	51	3,735	73,235	2.87%
NATIONAL SCIENCE FOUNDATION	139	10,962	78,863	12.17%	30	1,668	55,600	1.85%
NATIONAL TRANSPORTATION SAFETY BOARD	21	1,476	70,286	4.51%	24	805	33,542	2.46%
NUCLEAR REGULATORY COMMISSION	14	388	27,714	0.16%	231	3,241	14,030	1.30%
OFFICE OF PERSONNEL MANAGEMENT	116	4,143	35,716	2.73%	221	5,823	26,348	3.83%
PEACE CORPS					35	2,886	82,457	5.88%
RAILROAD RETIREMENT BOARD	2	31	15,500	0.05%	22	1,142	51,909	1.71%
SECURITIES AND EXCHANGE COMMISSION	127	3,021	23,787	1.52%	68			
SELECTIVE SERVICE SYSTEM	3	123	41,000	1.49%	3	211	70,333	2.56%
SMALL BUSINESS ADMINISTRATION	1,338	43,296	32,359	17.49%	17	1,177	69,235	0.48%
SMITHSONIAN INSTITUTION	102	2,947	28,892	1.24%	96	4,763	49,615	2.01%
SMITHSONIAN INSTITUTION	101	2,919	28,901	1.45%	83	4,036	48,627	2.00%
NATIONAL GALLERY OF ART	1	28	28,000	0.08%	13	727	55,923	2.03%
SOCIAL SECURITY ADMINISTRATION	1,276	47,365	37,120	1.49%	1,759	69,216	39,350	2.17%
TENNESSEE VALLEY AUTHORITY	140	5,566	39,757	0.68%	252	4,749	18,845	0.58%
OVERSEAS PRIVATE INVESTMENT CORPORATION	13	704	54,154	4.74%	3	187	62,333	1.26%
AGENCY FOR INTERNATIONAL DEVELOPMENT	94	6,994	74,404	3.91%	14	1,102	78,714	0.62%
U.S. INTERNATIONAL TRADE COMMISSION	19	1,365	71,842	4.70%	1	95	95,000	0.33%
U.S. POSTAL SERVICE	1,400	26,730	19,093	0.07%	165,687	4,769,518	28,786	12.90%
SUBTOTAL INDEPENDENT AGENCIES	7,723	274,690	35,568	0.57%	171,192	4,993,351	29,168	10.44%
TOTAL - ALL AGENCIES	80,071	2,723,978	34,020	2.08%	274,579	8,011,545	29,178	6.12%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	449	30,447	915	69,849	409	29,023	70,961	92.54%
OFFICE OF ADMINISTRATION	165	10,137	165	62,436	160	9,974	62,338	96.82%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	133	9,107	221	70,135	124	8,902	71,790	95.43%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	747	49,691	1,301	68,262	693	47,899	69,118	93.93%
DEPARTMENT OF STATE	6,713	372,004	11,665	57,153	6,146	359,869	58,553	93.80%
DEPARTMENT OF THE TREASURY	135,515	6,450,061	330,609	50,036	130,017	6,346,349	48,812	93.59%
DEPARTMENT OF DEFENSE, TOTAL	477,796	21,741,243	874,034	47,332	448,730	21,130,674	47,090	93.44%
DEPARTMENT OF THE ARMY	174,889	7,721,555	296,384	45,846	164,423	7,490,836	45,558	93.43%
DEPARTMENT OF THE NAVY	115,792	5,573,210	265,422	50,423	110,391	5,496,325	49,790	94.14%
DEPARTMENT OF THE AIR FORCE	103,807	4,885,764	152,575	48,536	97,654	4,710,037	48,232	93.48%
OTHER DEFENSE ACTIVITIES	83,308	3,560,714	159,653	44,658	76,262	3,433,476	45,022	92.29%
DEPARTMENT OF JUSTICE	120,864	5,603,677	843,245	53,340	107,770	5,434,264	50,425	84.29%
DEPARTMENT OF THE INTERIOR	56,899	2,509,996	156,763	46,868	46,635	2,326,264	49,882	87.23%
DEPARTMENT OF AGRICULTURE	84,996	3,619,033	308,714	46,211	72,267	3,440,729	47,611	87.60%
DEPARTMENT OF COMMERCE	25,084	1,336,305	86,461	56,720	22,537	1,282,310	56,898	90.13%
DEPARTMENT OF LABOR	16,082	919,409	22,761	58,585	15,488	898,777	58,031	95.39%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	50,064	2,729,172	108,581	56,683	46,637	2,623,294	56,249	92.44%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,057	619,565	12,326	62,831	9,880	614,522	62,199	97.25%
DEPARTMENT OF TRANSPORTATION	12,765	893,336	23,844	71,851	12,054	867,465	71,965	94.58%
DEPARTMENT OF ENERGY	13,561	930,210	32,184	70,968	12,950	909,376	70,222	94.49%
DEPARTMENT OF EDUCATION	4,478	280,978	5,052	63,874	4,137	266,489	64,416	93.17%
DEPARTMENT OF VETERANS AFFAIRS	127,357	4,895,352	245,706	40,367	116,291	4,613,436	39,671	89.74%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,142,231	52,900,341	3,061,945	48,994	1,051,539	51,113,818	48,609	91.34%
AMERICAN BATTLE MONUMENTS COMMISSION	61	3,131	85	52,721	56	3,016	53,857	93.78%
ARMED FORCES RETIREMENT HOME	536	20,409	1,573	41,011	503	19,337	38,443	87.97%
COMMODITY FUTURES TRADING COMMISSION	527	33,202	811	64,541	489	31,885	65,204	93.74%
CONSUMER PRODUCT SAFETY COMMISSION	453	29,214	212	64,958	433	27,753	64,095	94.31%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	148	9,585	83	65,324	148	9,585	64,764	99.14%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,811	158,604	84	56,453	2,735	155,545	56,872	98.02%
ENVIRONMENTAL PROTECTION AGENCY	17,455	1,117,970	25,357	65,501	16,517	1,073,471	64,992	93.89%
EXPORT-IMPORT BANK OF THE UNITED STATES	381	23,911	668	64,512	378	23,901	63,230	97.24%
FEDERAL COMMUNICATIONS COMMISSION	1,874	132,542	1,992	71,790	1,671	130,303	77,979	96.86%
FEDERAL ELECTION COMMISSION	327	18,547	259	57,511	313	18,143	57,965	96.47%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,909	158,393	7,216	56,930	2,057	126,698	61,594	76.50%
FEDERAL LABOR RELATIONS AUTHORITY	191	12,769	130	67,534	179	12,107	67,637	93.86%
FEDERAL MARITIME COMMISSION	121	8,069		66,686	121	8,064	66,645	99.94%
FEDERAL MEDIATION AND CONCILIATION SERVICE	279	19,883	133	71,742	278	19,815	71,277	99.00%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	87	5,212	52	60,506	80	4,909	61,363	93.26%
FEDERAL TRADE COMMISSION	939	65,825	1,387	71,578	797	59,719	74,930	88.85%
GENERAL SERVICES ADMINISTRATION	12,304	685,809	39,275	58,931	11,761	674,688	57,367	93.05%
BROADCASTING BOARD OF GOVERNORS	1,602	97,455	4,963	63,931	1,483	94,476	63,706	92.25%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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
MERIT SYSTEMS PROTECTION BOARD	209	14,580	225	70,837	196	14,373	73,332	97.08%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,845	1,241,605	23,292	70,882	17,115	1,220,434	71,308	96.48%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,458	97,905	3,096	41,091	2,179	92,851	42,612	91.93%
NATIONAL CREDIT UNION ADMINISTRATION	966	65,465	2,200	70,047	939	64,377	68,559	95.14%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	308	18,741	277	61,747	275	17,035	61,945	89.57%
NATIONAL ENDOWMENT FOR THE ARTS	146	9,307	118	64,555	125	7,770	62,160	82.44%
NATIONAL ENDOWMENT FOR THE HUMANITIES	162	9,434	159	59,216	150	9,265	61,767	96.58%
NATIONAL LABOR RELATIONS BOARD	1,808	120,089	1,369	67,178	1,736	115,949	66,791	95.46%
NATIONAL SCIENCE FOUNDATION	810	44,452	1,311	56,498	728	39,986	54,926	87.38%
NATIONAL TRANSPORTATION SAFETY BOARD	434	29,555	940	70,265	382	27,765	72,683	91.05%
OFFICE OF PERSONNEL MANAGEMENT	2,819	138,436	6,082	51,266	2,425	128,470	52,977	88.90%
RAILROAD RETIREMENT BOARD	1,168	63,588	1,080	55,366	1,141	62,415	54,702	96.52%
SECURITIES AND EXCHANGE COMMISSION	2,770	186,117	2,605	68,131	2,564	183,096	71,410	97.02%
SELECTIVE SERVICE SYSTEM	166	7,735	210	47,861	159	7,401	46,547	93.15%
SMALL BUSINESS ADMINISTRATION	4,331	231,183	9,624	55,601	2,856	186,710	65,375	77.54%
SMITHSONIAN INSTITUTION	4,049	193,948	8,768	50,066	3,752	187,234	49,902	92.36%
SMITHSONIAN INSTITUTION	3,375	165,153	6,418	50,836	3,129	159,194	50,877	92.79%
NATIONAL GALLERY OF ART	674	28,795	2,350	46,209	623	28,040	45,008	90.03%
SOCIAL SECURITY ADMINISTRATION	64,208	2,965,082	184,698	49,056	58,908	2,849,345	48,369	90.46%
OVERSEAS PRIVATE INVESTMENT CORPORATION	175	11,873	766	72,223	160	11,254	70,338	89.04%
AGENCY FOR INTERNATIONAL DEVELOPMENT	975	62,183	1,574	65,392	955	61,060	63,937	95.77%
U.S. INTERNATIONAL TRADE COMMISSION	390	27,284	604	71,508	369	25,824	69,984	92.60%
SUBTOTAL INDEPENDENT AGENCIES	148,894	8,120,351	333,001	56,774	136,838	7,788,994	56,921	92.14%
TOTAL - ALL AGENCIES	1,291,872	61,070,383	3,396,247	49,902	1,189,070	58,950,711	49,577	91.44%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	16	397	24,813	1.27%	17	1,027	60,412	3.27%
OFFICE OF ADMINISTRATION	3	66	22,000	0.64%	1	97	97,000	0.94%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2	35	17,500	0.38%	6	170	28,333	1.82%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	21	498	23,714	0.98%	24	1,294	53,917	2.54%
DEPARTMENT OF STATE	181	7,126	39,370	1.86%	113	5,009	44,327	1.31%
DEPARTMENT OF THE TREASURY	2,916	81,241	27,860	1.20%	460	22,471	48,850	0.33%
DEPARTMENT OF DEFENSE, TOTAL	17,213	518,480	30,121	2.29%	3,128	92,089	29,440	0.41%
DEPARTMENT OF THE ARMY	6,377	187,741	29,440	2.34%	1,267	42,978	33,921	0.54%
DEPARTMENT OF THE NAVY	2,486	76,885	30,927	1.32%				
DEPARTMENT OF THE AIR FORCE	4,133	152,382	36,870	3.02%	774	23,345	30,161	0.46%
OTHER DEFENSE ACTIVITIES	4,217	101,472	24,063	2.73%	1,087	25,766	23,704	0.69%
DEPARTMENT OF JUSTICE	1,081	47,128	43,597	0.73%	2,600	122,285	47,033	1.90%
DEPARTMENT OF THE INTERIOR	5,041	138,108	27,397	5.18%	1,525	45,624	29,917	1.71%
DEPARTMENT OF AGRICULTURE	5,381	116,131	21,582	2.96%	2,344	62,173	26,524	1.58%
DEPARTMENT OF COMMERCE	140	4,694	33,529	0.33%	1,699	49,301	29,018	3.47%
DEPARTMENT OF LABOR	185	8,442	45,632	0.90%	320	12,190	38,094	1.29%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,626	50,219	30,885	1.77%	1,169	55,659	47,612	1.96%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	57	1,988	34,877	0.31%	63	3,055	48,492	0.48%
DEPARTMENT OF TRANSPORTATION	302	14,535	48,129	1.58%	304	11,336	37,289	1.24%
DEPARTMENT OF ENERGY	204	11,679	57,250	1.21%	184	9,155	49,755	0.95%
DEPARTMENT OF EDUCATION	200	11,176	55,880	3.91%	68	3,313	48,721	1.16%
DEPARTMENT OF VETERANS AFFAIRS	4,772	151,684	31,786	2.95%	3,388	130,232	38,439	2.53%
SUBTOTAL EXECUTIVE DEPARTMENTS	39,299	1,162,631	29,584	2.08%	17,365	623,892	35,928	1.11%
AMERICAN BATTLE MONUMENTS COMMISSION	3	115	38,333	3.58%				
ARMED FORCES RETIREMENT HOME	7	684	97,714	3.11%	12	388	32,333	1.77%
COMMODITY FUTURES TRADING COMMISSION	16	384	24,000	1.13%	19	933	49,105	2.74%
CONSUMER PRODUCT SAFETY COMMISSION	6	805	134,167	2.74%	13	656	50,462	2.23%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	49	1,611	32,878	1.02%	27	1,448	53,630	0.91%
ENVIRONMENTAL PROTECTION AGENCY	209	6,660	31,866	0.58%	627	37,839	60,349	3.31%
EXPORT-IMPORT BANK OF THE UNITED STATES		10		0.04%				
FEDERAL COMMUNICATIONS COMMISSION	166	303	1,825	0.23%	30	1,936	64,533	1.44%
FEDERAL ELECTION COMMISSION	7	172	24,571	0.91%	4	232	58,000	1.23%
FEDERAL EMERGENCY MANAGEMENT AGENCY	715	30,940	43,273	18.68%	22	755	34,318	0.46%
FEDERAL LABOR RELATIONS AUTHORITY	5	255	51,000	1.98%	7	407	58,143	3.16%
FEDERAL MARITIME COMMISSION		5		0.06%				
FEDERAL MEDIATION AND CONCILIATION SERVICE		5		0.02%	1	63	63,000	0.31%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	3	91	30,333	1.73%	4	212	53,000	4.03%
FEDERAL TRADE COMMISSION	97	3,309	34,113	4.92%	40	2,797	69,925	4.16%
GENERAL SERVICES ADMINISTRATION	203	8,211	40,448	1.13%	52	2,910	55,962	0.40%
BROADCASTING BOARD OF GOVERNORS	35	2,169	61,971	2.12%	22	810	36,818	0.79%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
MERIT SYSTEMS PROTECTION BOARD	11	30	2,727	0.20%	2	177	88,500	1.20%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	292	10,302	35,281	0.81%	300	10,869	36,230	0.86%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	122	2,053	16,828	2.03%	125	3,001	24,008	2.97%
NATIONAL CREDIT UNION ADMINISTRATION	4	268	67,000	0.40%	11	820	74,545	1.21%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	25	1,443	57,720	7.59%	8	263	32,875	1.38%
NATIONAL ENDOWMENT FOR THE ARTS	16	1,339	83,688	14.21%	5	198	39,600	2.10%
NATIONAL ENDOWMENT FOR THE HUMANITIES	9	104	11,556	1.08%	3	65	21,667	0.68%
NATIONAL LABOR RELATIONS BOARD	22	431	19,591	0.35%	49	3,709	75,694	3.05%
NATIONAL SCIENCE FOUNDATION	65	4,139	63,677	9.04%	15	327	21,800	0.71%
NATIONAL TRANSPORTATION SAFETY BOARD	17	988	58,118	3.24%	24	802	33,417	2.63%
OFFICE OF PERSONNEL MANAGEMENT	116	4,143	35,716	2.87%	221	5,823	26,348	4.03%
RAILROAD RETIREMENT BOARD	2	31	15,500	0.05%	22	1,142	51,909	1.77%
SECURITIES AND EXCHANGE COMMISSION	127	3,021	23,787	1.60%	68			
SELECTIVE SERVICE SYSTEM	2	123	61,500	1.55%	3	211	70,333	2.66%
SMALL BUSINESS ADMINISTRATION	1,338	43,296	32,359	17.98%	17	1,177	69,235	0.49%
SMITHSONIAN INSTITUTION	80	2,390	29,875	1.18%	87	4,324	49,701	2.13%
SMITHSONIAN INSTITUTION	79	2,362	29,899	1.38%	74	3,597	48,608	2.10%
NATIONAL GALLERY OF ART	1	28	28,000	0.09%	13	727	55,923	2.33%
SOCIAL SECURITY ADMINISTRATION	1,266	46,748	36,926	1.48%	1,756	68,989	39,288	2.19%
OVERSEAS PRIVATE INVESTMENT CORPORATION	11	472	42,909	3.73%	2	147	73,500	1.16%
AGENCY FOR INTERNATIONAL DEVELOPMENT	7	445	63,571	0.70%	9	678	75,333	1.06%
U.S. INTERNATIONAL TRADE COMMISSION	19	1,365	71,842	4.89%	1	95	95,000	0.34%
SUBTOTAL INDEPENDENT AGENCIES	5,047	177,417	35,153	2.10%	3,600	153,940	42,761	1.82%
TOTAL - ALL AGENCIES	44,367	1,340,546	30,215	2.08%	20,989	779,126	37,121	1.21%



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	917,223	31,920,837	5,060,486	40,319	676,431	27,124,589	40,100	73.35%
SUBTOTAL INDEPENDENT AGENCIES	917,223	31,920,837	5,060,486	40,319	676,431	27,124,589	40,100	73.35%
TOTAL - ALL AGENCIES	917,223	31,920,837	5,060,486	40,319	676,431	27,124,589	40,100	73.35%

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	1,400	26,730	19,093	0.07%	165,687	4,769,518	28,786	12.90%
SUBTOTAL INDEPENDENT AGENCIES	1,400	26,730	19,093	0.07%	165,687	4,769,518	28,786	12.90%
TOTAL - ALL AGENCIES	1,400	26,730	19,093	0.07%	165,687	4,769,518	28,786	12.90%

**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	11,352	1,121,603	393,258	133,444	7,263	737,105	101,488	48.66%
SUBTOTAL EXECUTIVE DEPARTMENTS	11,352	1,121,603	393,258	133,444	7,263	737,105	101,488	48.66%
TOTAL - ALL AGENCIES	11,352	1,121,603	393,258	133,444	7,263	737,105	101,488	48.66%

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	1,424	128,483	90,227	8.48%	2,665	256,015	96,066	16.90%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,424	128,483	90,227	8.48%	2,665	256,015	96,066	16.90%
TOTAL - ALL AGENCIES	1,424	128,483	90,227	8.48%	2,665	256,015	96,066	16.90%



**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	36,218	1,922,546	186,083	58,220	31,739	1,752,900	55,229	83.13%
SUBTOTAL EXECUTIVE DEPARTMENTS	36,218	1,922,546	186,083	58,220	31,739	1,752,900	55,229	83.13%
TOTAL - ALL AGENCIES	36,218	1,922,546	186,083	58,220	31,739	1,752,900	55,229	83.13%

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	1,527	71,690	46,948	3.40%	1,883	97,956	52,021	4.65%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,527	71,690	46,948	3.40%	1,883	97,956	52,021	4.65%
TOTAL - ALL AGENCIES	1,527	71,690	46,948	3.40%	1,883	97,956	52,021	4.65%

**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,484	269,406	19,157	64,354	4,439	268,107	60,398	92.91%
SUBTOTAL EXECUTIVE DEPARTMENTS	4,484	269,406	19,157	64,354	4,439	268,107	60,398	92.91%
TOTAL - ALL AGENCIES	4,484	269,406	19,157	64,354	4,439	268,107	60,398	92.91%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT(PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	44	1,298	29,500	0.45%	1	1	1,000	
SUBTOTAL EXECUTIVE DEPARTMENTS	44	1,298	29,500	0.45%	1	1	1,000	
TOTAL - ALL AGENCIES	44	1,298	29,500	0.45%	1	1	1,000	



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	69	8,544	30	124,261	69	8,544	123,826	99.65%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	25	3,117	58	127,000	25	3,117	124,680	98.17%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	94	11,661	88	124,989	94	11,661	124,053	99.25%
DEPARTMENT OF STATE	176	22,507	202	129,028	176	22,507	127,881	99.11%
DEPARTMENT OF THE TREASURY	576	72,610		126,059	562	70,845	126,059	97.57%
DEPARTMENT OF DEFENSE, TOTAL	1,232	158,796	9,252	136,403	1,220	157,177	128,834	93.53%
DEPARTMENT OF THE ARMY	139	17,161	296	125,590	138	17,096	123,884	97.93%
DEPARTMENT OF THE NAVY	344	43,650	2,897	135,311	343	43,560	126,997	93.58%
DEPARTMENT OF THE AIR FORCE	193	24,593	1,067	132,953	193	24,593	127,425	95.84%
OTHER DEFENSE ACTIVITIES	556	73,392	4,992	140,978	546	71,928	131,736	91.76%
DEPARTMENT OF JUSTICE	624	80,072	852	129,686	616	79,095	128,401	97.74%
DEPARTMENT OF THE INTERIOR	235	29,199	947	128,281	226	28,123	124,438	93.29%
DEPARTMENT OF AGRICULTURE	323	40,390	997	128,133	317	39,668	125,136	95.85%
DEPARTMENT OF COMMERCE	374	46,222	1,688	128,102	361	44,626	123,618	93.15%
DEPARTMENT OF LABOR	188	24,475	521	132,957	183	23,827	130,202	95.32%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	469	57,872	4,353	132,676	469	57,872	123,394	93.00%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	88	10,211	483	121,523	87	10,147	116,632	94.88%
DEPARTMENT OF TRANSPORTATION	398	60,154	2,133	156,500	392	59,197	151,013	95.04%
DEPARTMENT OF ENERGY	425	53,718	1,808	130,649	395	49,841	126,180	89.76%
DEPARTMENT OF EDUCATION	75	9,472	460	132,427	72	9,074	126,028	91.36%
DEPARTMENT OF VETERANS AFFAIRS	259	33,267	300	129,602	259	33,253	128,390	99.06%
SUBTOTAL EXECUTIVE DEPARTMENTS	5,442	698,965	23,996	132,848	5,335	685,252	128,445	94.78%
AMERICAN BATTLE MONUMENTS COMMISSION	1	130		130,000	1	130	130,000	100.00%
COMMODITY FUTURES TRADING COMMISSION	20	2,582		129,100	17	2,230	131,176	86.37%
CONSUMER PRODUCT SAFETY COMMISSION	12	1,519		126,583	12	1,519	126,583	100.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3	402	5	135,667	3	402	134,000	98.77%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	41	5,191	7	126,780	41	5,191	126,610	99.87%
ENVIRONMENTAL PROTECTION AGENCY	286	36,184	7,076	151,259	281	35,563	126,559	82.21%
FEDERAL COMMUNICATIONS COMMISSION	42	5,419	312	136,452	41	5,300	129,268	92.48%
FEDERAL EMERGENCY MANAGEMENT AGENCY	48	5,954	116	126,458	47	5,767	122,702	95.01%
FEDERAL LABOR RELATIONS AUTHORITY	15	1,907	42	129,933	15	1,907	127,133	97.85%
FEDERAL MARITIME COMMISSION	7	934		133,429	7	934	133,429	100.00%
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	536		134,000	2	283	141,500	52.80%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7	896	116	144,571	7	896	128,000	88.54%
FEDERAL TRADE COMMISSION	34	4,390	169	134,088	34	4,390	129,118	96.29%
GENERAL SERVICES ADMINISTRATION	108	13,701	963	135,778	108	13,701	126,861	93.43%
BROADCASTING BOARD OF GOVERNORS	17	2,317	4	136,529	17	2,317	136,294	99.83%
MERIT SYSTEMS PROTECTION BOARD	14	1,785	54	131,357	14	1,763	125,929	95.87%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	395	49,617	2,147	131,048	395	49,617	125,613	95.85%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	14	1,796	14	129,286	14	1,796	128,286	99.23%
NATIONAL CREDIT UNION ADMINISTRATION	39	6,322	72	163,949	38	6,176	162,526	96.59%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	14	1,799	30	130,643	14	1,706	121,857	93.28%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
NATIONAL ENDOWMENT FOR THE ARTS	6	723	5	121,333	6	723	120,500	99.31%
NATIONAL ENDOWMENT FOR THE HUMANITIES	8	1,076	25	137,625	8	983	122,875	89.28%
NATIONAL LABOR RELATIONS BOARD	58	7,440	202	131,759	56	7,214	128,821	94.40%
NATIONAL SCIENCE FOUNDATION	90	12,022	826	142,756	84	11,236	133,762	87.45%
NATIONAL TRANSPORTATION SAFETY BOARD	12	1,504	116	135,000	12	1,504	125,333	92.84%
NUCLEAR REGULATORY COMMISSION	151	20,164	1,643	144,417	151	20,164	133,536	92.47%
OFFICE OF PERSONNEL MANAGEMENT	42	5,674	406	144,762	42	5,674	135,095	93.32%
RAILROAD RETIREMENT BOARD	10	1,289	21	131,000	10	1,289	128,900	98.40%
SECURITIES AND EXCHANGE COMMISSION	65	8,360	419	135,062	65	8,360	128,615	95.23%
SELECTIVE SERVICE SYSTEM	2	249	22	135,500	2	249	124,500	91.88%
SMALL BUSINESS ADMINISTRATION	48	6,056	632	139,333	48	6,056	126,167	90.55%
SOCIAL SECURITY ADMINISTRATION	123	15,157	432	126,740	123	15,157	123,228	97.23%
TENNESSEE VALLEY AUTHORITY	3	337		112,333	3	337	112,333	100.00%
U.S. INTERNATIONAL TRADE COMMISSION	9	1,139	24	129,222	9	1,139	126,556	97.94%
SUBTOTAL INDEPENDENT AGENCIES	1,734	222,772	15,870	137,625	1,713	219,967	128,410	92.17%
TOTAL - ALL AGENCIES	7,270	933,398	39,954	133,886	7,142	916,880	128,379	94.20%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COST (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET								
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT								
DEPARTMENT OF STATE								
DEPARTMENT OF THE TREASURY	14	1,765	126,071	2.43%				
DEPARTMENT OF DEFENSE, TOTAL	12	1,619	134,917	0.96%				
DEPARTMENT OF THE ARMY	1	65	65,000	0.37%				
DEPARTMENT OF THE NAVY	1	90	90,000	0.19%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	10	1,464	146,400	1.87%				
DEPARTMENT OF JUSTICE	6	767	127,833	0.95%	2	210	105,000	0.26%
DEPARTMENT OF THE INTERIOR	9	1,039	115,444	3.45%		37		0.12%
DEPARTMENT OF AGRICULTURE	6	722	120,333	1.74%				
DEPARTMENT OF COMMERCE	13	1,596	122,769	3.33%				
DEPARTMENT OF LABOR	2	276	138,000	1.10%	3	372	124,000	1.49%
DEPARTMENT OF HEALTH AND HUMAN SERVICES								
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1	64	64,000	0.60%				
DEPARTMENT OF TRANSPORTATION	6	957	159,500	1.54%				
DEPARTMENT OF ENERGY	30	3,877	129,233	6.98%				
DEPARTMENT OF EDUCATION	3	398	132,667	4.01%				
DEPARTMENT OF VETERANS AFFAIRS		14		0.04%				
SUBTOTAL EXECUTIVE DEPARTMENTS	102	13,094	128,373	1.81%	5	619	123,800	0.09%
AMERICAN BATTLE MONUMENTS COMMISSION								
COMMODITY FUTURES TRADING COMMISSION	3	352	117,333	13.63%				
CONSUMER PRODUCT SAFETY COMMISSION								
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION								
ENVIRONMENTAL PROTECTION AGENCY	5	621	124,200	1.44%				
FEDERAL COMMUNICATIONS COMMISSION		20		0.35%	1	99	99,000	1.73%
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	187	187,000	3.08%				
FEDERAL LABOR RELATIONS AUTHORITY								
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	253	126,500	47.20%				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD								
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION								
BROADCASTING BOARD OF GOVERNORS								
MERIT SYSTEMS PROTECTION BOARD		22		1.20%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION	1	146	146,000	2.28%				
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES		46		2.52%		47		2.57%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2000**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL ENDOWMENT FOR THE HUMANITIES		46		4.18%	47			4.27%
NATIONAL LABOR RELATIONS BOARD	2	226	113,000	2.96%				
NATIONAL SCIENCE FOUNDATION	6	786	131,000	6.12%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
OFFICE OF PERSONNEL MANAGEMENT								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION								
TENNESSEE VALLEY AUTHORITY								
U.S. INTERNATIONAL TRADE COMMISSION								
SUBTOTAL INDEPENDENT AGENCIES	20	2,659	132,950	1.11%	1	146	146,000	0.06%
TOTAL - ALL AGENCIES	122	15,753	129,123	1.62%	6	765	127,500	0.08%



**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	8,318	486,220	34,370	62,586	7,960	483,038	60,683	92.79%
SUBTOTAL INDEPENDENT AGENCIES	8,318	486,220	34,370	62,586	7,960	483,038	60,683	92.79%
TOTAL - ALL AGENCIES	8,318	486,220	34,370	62,586	7,960	483,038	60,683	92.79%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	14	605	43,214	0.12%	70	2,577	36,814	0.50%
SUBTOTAL INDEPENDENT AGENCIES	14	605	43,214	0.12%	70	2,577	36,814	0.50%
TOTAL - ALL AGENCIES	14	605	43,214	0.12%	70	2,577	36,814	0.50%



**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST	
TENNESSEE VALLEY AUTHORITY	5,949	237,751	63,239	50,595	4,943	232,740	47,085	77.32%
SUBTOTAL INDEPENDENT AGENCIES	5,949	237,751	63,239	50,595	4,943	232,740	47,085	77.32%
TOTAL - ALL AGENCIES	5,949	237,751	63,239	50,595	4,943	232,740	47,085	77.32%

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	125	4,961	39,688	1.65%	1	50	50,000	0.02%
SUBTOTAL INDEPENDENT AGENCIES	125	4,961	39,688	1.65%	1	50	50,000	0.02%
TOTAL - ALL AGENCIES	125	4,961	39,688	1.65%	1	50	50,000	0.20%



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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 ADMINISTRATION	9	270	23	32,556	9	270	30,000	92.15%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1	31	17	48,000	1	31	31,000	64.58%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	10	301	40	34,100	10	301	30,100	88.27%
DEPARTMENT OF STATE	113	2,267	1,459	32,973	66	2,076	31,455	55.72%
DEPARTMENT OF THE TREASURY	4,036	162,612	25,328	46,566	3,450	156,313	45,308	83.17%
DEPARTMENT OF DEFENSE, TOTAL	164,397	5,901,184	604,731	39,574	144,071	5,619,963	39,008	86.38%
DEPARTMENT OF THE ARMY	49,169	1,727,408	72,876	36,614	45,117	1,645,925	36,481	91.43%
DEPARTMENT OF THE NAVY	47,854	1,620,339	311,497	40,369	39,005	1,580,929	40,531	81.84%
DEPARTMENT OF THE AIR FORCE	51,493	2,057,171	180,258	43,451	47,340	1,956,263	41,324	87.43%
OTHER DEFENSE ACTIVITIES	15,881	496,266	40,100	33,774	12,609	436,846	34,646	81.45%
DEPARTMENT OF JUSTICE	5,522	228,083	20,084	44,942	5,239	227,735	43,469	91.77%
DEPARTMENT OF THE INTERIOR	10,110	339,319	30,340	36,564	7,347	281,206	38,275	76.07%
DEPARTMENT OF AGRICULTURE	2,707	78,939	10,737	33,127	1,804	63,009	34,927	70.26%
DEPARTMENT OF COMMERCE	749	25,206	3,413	38,210	681	24,807	36,427	86.68%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,576	81,483	9,333	35,255	2,280	77,652	34,058	85.50%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7	280	32	44,571	7	275	39,286	88.14%
DEPARTMENT OF TRANSPORTATION	2,313	104,581	12,320	50,541	2,032	99,072	48,756	84.75%
DEPARTMENT OF ENERGY	521	26,299	3,555	57,301	480	26,100	54,375	87.43%
DEPARTMENT OF EDUCATION	9	232	52	31,556	7	232	33,143	81.69%
DEPARTMENT OF VETERANS AFFAIRS	27,241	797,184	53,217	31,218	22,958	716,520	31,210	84.26%
SUBTOTAL EXECUTIVE DEPARTMENTS	220,301	7,747,669	774,601	38,685	190,422	7,294,960	38,309	85.60%
ARMED FORCES RETIREMENT HOME	242	8,073	755	36,479	226	7,946	35,159	90.01%
ENVIRONMENTAL PROTECTION AGENCY	16	594	15	38,063	13	518	39,846	85.06%
EXPORT-IMPORT BANK OF THE UNITED STATES	1	16	2	18,000	1	16	16,000	88.89%
FEDERAL COMMUNICATIONS COMMISSION	10	390	18	40,800	10	390	39,000	95.59%
FEDERAL DEPOSIT INSURANCE CORPORATION	34	1,267	269	45,176	33	1,267	38,394	82.49%
FEDERAL EMERGENCY MANAGEMENT AGENCY	166	6,836	624	44,940	132	5,991	45,386	80.31%
FEDERAL TRADE COMMISSION	12	493	20	42,750	12	493	41,083	96.10%
GENERAL SERVICES ADMINISTRATION	1,986	71,987	11,078	41,825	1,880	71,727	38,153	86.35%
BROADCASTING BOARD OF GOVERNORS	135	8,128	728	65,600	127	8,128	64,000	91.78%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	98	3,482	117	36,724	94	3,385	36,011	94.05%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	284	12,654	1,263	49,004	268	12,654	47,216	90.92%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	25	905	57	38,480	25	905	36,200	94.07%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	9	9	1	9	9	9	9	90.00%
NATIONAL ENDOWMENT FOR THE ARTS	9	9	1	9	9	9	9	90.00%
NATIONAL LABOR RELATIONS BOARD	5	167	6	34,600	4	141	35,250	81.50%
OFFICE OF PERSONNEL MANAGEMENT	29	950	129	37,207	27	950	35,185	88.04%
RAILROAD RETIREMENT BOARD	11	413	5	38,000	11	413	37,545	98.80%
SECURITIES AND EXCHANGE COMMISSION	16	593	128	45,063	16	593	37,063	82.25%
SELECTIVE SERVICE SYSTEM	1	34	2	36,000	1	34	34,000	94.44%
SMALL BUSINESS ADMINISTRATION	3	112	10	40,667	3	112	37,333	91.80%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2000**

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
SMITHSONIAN INSTITUTION	923	30,209	3,018	35,999	851	29,566	34,743	88.98%
SMITHSONIAN INSTITUTION	798	25,893	2,635	35,749	732	25,250	34,495	88.51%
NATIONAL GALLERY OF ART	125	4,316	383	37,592	119	4,316	36,269	91.85%
SOCIAL SECURITY ADMINISTRATION	445	14,147	2,128	36,573	382	14,025	36,715	86.18%
OVERSEAS PRIVATE INVESTMENT CORPORATION	1	30	8	38,000	1	30	30,000	78.95%
SUBTOTAL INDEPENDENT AGENCIES	4,443	161,489	20,381	40,934	4,117	159,293	38,692	87.59%
TOTAL - ALL AGENCIES	224,754	7,909,459	795,022	38,729	194,549	7,454,554	38,317	85.64%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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 ADMINISTRATION								
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT								
DEPARTMENT OF STATE	6	157	26,167	4.21%	1	34	34,000	0.91%
DEPARTMENT OF THE TREASURY	230	5,964	25,930	3.17%	12	335	27,917	0.18%
DEPARTMENT OF DEFENSE, TOTAL	9,499	263,067	27,694	4.04%	742	18,154	24,466	0.28%
DEPARTMENT OF THE ARMY	2,858	73,520	25,724	4.08%	321	7,963	24,807	0.44%
DEPARTMENT OF THE NAVY	1,260	39,410	31,278	2.04%				
DEPARTMENT OF THE AIR FORCE	2,824	93,088	32,963	4.16%	333	7,820	23,483	0.35%
OTHER DEFENSE ACTIVITIES	2,557	57,049	22,311	10.64%	88	2,371	26,943	0.44%
DEPARTMENT OF JUSTICE	5	112	22,400	0.05%	10	236	23,600	0.10%
DEPARTMENT OF THE INTERIOR	1,751	49,955	28,529	13.51%	275	8,158	29,665	2.21%
DEPARTMENT OF AGRICULTURE	624	13,921	22,309	15.52%	82	2,009	24,500	2.24%
DEPARTMENT OF COMMERCE	9	194	21,556	0.68%	9	205	22,778	0.72%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	132	3,208	24,303	3.53%	27	623	23,074	0.69%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT						5		1.60%
DEPARTMENT OF TRANSPORTATION	129	5,122	39,705	4.38%	12	387	32,250	0.33%
DEPARTMENT OF ENERGY	5	199	39,800	0.67%				
DEPARTMENT OF EDUCATION								
DEPARTMENT OF VETERANS AFFAIRS	1,385	30,982	22,370	3.64%	1,915	49,682	25,944	5.84%
SUBTOTAL EXECUTIVE DEPARTMENTS	13,775	372,881	27,069	4.38%	3,085	79,828	25,876	0.94%
ARMED FORCES RETIREMENT HOME		17		0.19%	4	110	27,500	1.25%
ENVIRONMENTAL PROTECTION AGENCY	2	48	24,000	7.88%	1	28	28,000	4.60%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION								
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	25	833	33,320	11.17%		12		0.16%
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION	6	203	33,833	0.24%	2	57	28,500	0.07%
BROADCASTING BOARD OF GOVERNORS								
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	3	97	32,333	2.70%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES								
NATIONAL ENDOWMENT FOR THE ARTS								
NATIONAL LABOR RELATIONS BOARD					1	26	26,000	15.03%
OFFICE OF PERSONNEL MANAGEMENT								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2000**

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
SMITHSONIAN INSTITUTION	17	428	25,176	1.29%	7	215	30,714	0.65%
SMITHSONIAN INSTITUTION	17	428	25,176	1.50%	7	215	30,714	0.75%
NATIONAL GALLERY OF ART								
SOCIAL SECURITY ADMINISTRATION	3	93	31,000	0.57%	1	29	29,000	0.18%
OVERSEAS PRIVATE INVESTMENT CORPORATION								
SUBTOTAL INDEPENDENT AGENCIES	56	1,719	30,696	0.95%	16	477	29,813	0.26%
TOTAL - ALL AGENCIES	13,831	374,600	27,084	4.30%	3,101	80,305	25,896	0.92%



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	9,904	217,281	10,096	22,958	9,533	213,836	22,431	94.04%
DEPARTMENT OF DEFENSE, TOTAL	10,096	382,972	6,315	38,559	9,882	382,744	38,731	98.32%
DEPARTMENT OF THE NAVY	3,219	88,634	6,242	29,474	3,022	88,634	29,330	93.42%
DEPARTMENT OF THE AIR FORCE	6,508	285,829		43,920	6,508	285,829	43,920	100.00%
OTHER DEFENSE ACTIVITIES	369	8,509	73	23,257	352	8,281	23,526	96.49%
DEPARTMENT OF TRANSPORTATION	5	321	9	66,000	4	256	64,000	77.58%
SUBTOTAL EXECUTIVE DEPARTMENTS	20,005	600,574	16,420	30,842	19,419	596,836	30,735	96.73%
AMERICAN BATTLE MONUMENTS COMMISSION	311	7,070	74	22,971	303	6,937	22,894	97.10%
BROADCASTING BOARD OF GOVERNORS	648	12,381	1,169	20,910	536	12,292	22,933	90.72%
PEACE CORPS	229	4,365	21	19,153	226	4,350	19,248	99.18%
AGENCY FOR INTERNATIONAL DEVELOPMENT	86	868	180	12,186	86	868	10,093	82.82%
SUBTOTAL INDEPENDENT AGENCIES	1,274	24,684	1,444	20,509	1,151	24,447	21,240	93.57%
TOTAL - ALL AGENCIES	21,279	625,258	17,864	30,223	20,570	621,283	30,203	96.60%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF STATE	18	484	26,889	0.21%	109	2,961	27,165	1.30%
DEPARTMENT OF DEFENSE, TOTAL	17	228	13,412	0.06%				
DEPARTMENT OF THE NAVY								
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	17	228	13,412	2.66%				
DEPARTMENT OF TRANSPORTATION	1	42	42,000	12.73%		23		6.97%
SUBTOTAL EXECUTIVE DEPARTMENTS	36	754	20,944	0.12%	109	2,984	27,376	0.48%
AMERICAN BATTLE MONUMENTS COMMISSION	5	133	26,600	1.86%				
BROADCASTING BOARD OF GOVERNORS	2	36	18,000	0.27%	2	53	26,500	0.39%
PEACE CORPS					2	15	7,500	0.34%
AGENCY FOR INTERNATIONAL DEVELOPMENT								
SUBTOTAL INDEPENDENT AGENCIES	7	169	24,143	0.65%	4	68	17,000	0.26%
TOTAL - ALL AGENCIES	43	923	21,465	0.14%	113	3052	27009	0.47%



**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET	2	68	45	56,500	1	57	57,000	50.44%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	2	68	45	56,500	1	57	57,000	50.44%
DEPARTMENT OF STATE	241	17,407		72,228				
DEPARTMENT OF THE TREASURY	3	224		74,667	1	24	24,000	10.71%
DEPARTMENT OF DEFENSE, TOTAL	1,115	30,021	1,507	28,276	745	21,975	29,497	69.70%
DEPARTMENT OF THE ARMY	10	497	9	50,600	3	123	41,000	24.31%
DEPARTMENT OF THE AIR FORCE	538	16,177		30,069	196	9,494	48,439	58.69%
OTHER DEFENSE ACTIVITIES	567	13,347	1,498	26,182	546	12,358	22,634	83.25%
DEPARTMENT OF JUSTICE	5	471	8	95,800		35		7.31%
DEPARTMENT OF THE INTERIOR	5	405	1	81,200				
DEPARTMENT OF AGRICULTURE	1	83		83,000				
DEPARTMENT OF HEALTH AND HUMAN SERVICES	229	19,450	467	86,974	27	1,923	71,222	9.66%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	12	1,129		94,083		23		2.04%
DEPARTMENT OF TRANSPORTATION	2	384	1	192,500				
DEPARTMENT OF ENERGY	12	1,016	2	84,833				
DEPARTMENT OF EDUCATION	19	1,719		90,474				
DEPARTMENT OF VETERANS AFFAIRS	1	127		127,000				
SUBTOTAL EXECUTIVE DEPARTMENTS	1,645	72,436	1,986	45,241	773	23,980	31,022	32.22%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1	57		57,000		12		21.05%
ENVIRONMENTAL PROTECTION AGENCY	14	1,101		78,643				
FEDERAL COMMUNICATIONS COMMISSION	1	34		34,000		11		32.35%
FEDERAL DEPOSIT INSURANCE CORPORATION	232	32,053	184	138,953	232	32,053	138,159	99.43%
FEDERAL EMERGENCY MANAGEMENT AGENCY	2	229	18	123,500				
FEDERAL TRADE COMMISSION	1	96		96,000				
GENERAL SERVICES ADMINISTRATION	2	159	7	83,000				
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO		19						
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	4	283		70,750				
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	2	135		67,500				
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	135		67,500				
NATIONAL SCIENCE FOUNDATION	11	1,119		101,727				
NATIONAL TRANSPORTATION SAFETY BOARD		3						
NUCLEAR REGULATORY COMMISSION	182	875		4,808				
SOCIAL SECURITY ADMINISTRATION	3	275		91,667				
OVERSEAS PRIVATE INVESTMENT CORPORATION		22						
AGENCY FOR INTERNATIONAL DEVELOPMENT	4	405	6	102,750				
SUBTOTAL INDEPENDENT AGENCIES	459	36,865	215	80,784	232	32,076	138,259	86.50%
TOTAL - ALL AGENCIES	2,106	109,369	2,246	52,999	1,006	56,113	55,778	50.27%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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						11		9.73%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT						11		9.73%
DEPARTMENT OF STATE					241	17,407	72,228	100.00%
DEPARTMENT OF THE TREASURY		40		17.86%	2	160	80,000	71.43%
DEPARTMENT OF DEFENSE, TOTAL	285	6,019	21,119	19.09%	80	2,027	25,338	6.43%
DEPARTMENT OF THE ARMY	1	80	80,000	15.81%	5	294	58,800	58.10%
DEPARTMENT OF THE AIR FORCE	273	5,690	20,842	35.17%	69	993	14,391	6.14%
OTHER DEFENSE ACTIVITIES	11	249	22,636	1.68%	6	740	123,333	4.98%
DEPARTMENT OF JUSTICE	2	196	98,000	40.92%	3	240	80,000	50.10%
DEPARTMENT OF THE INTERIOR	2	123	61,500	30.30%	3	282	94,000	69.46%
DEPARTMENT OF AGRICULTURE		16		19.28%	1	67	67,000	80.72%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	163	14,464	88,736	72.62%	39	3,063	78,538	15.38%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1	135	135,000	11.96%	11	971	88,273	86.01%
DEPARTMENT OF TRANSPORTATION		46		11.95%	2	338	169,000	87.79%
DEPARTMENT OF ENERGY	11	883	80,273	86.74%	1	133	133,000	13.06%
DEPARTMENT OF EDUCATION	11	1,042	94,727	60.62%	8	677	84,625	39.38%
DEPARTMENT OF VETERANS AFFAIRS	1	127	127,000	100.00%				
SUBTOTAL EXECUTIVE DEPARTMENTS	476	23,091	48,511	31.03%	391	25,365	64,872	34.08%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE		3		5.26%	1	42	42,000	73.68%
ENVIRONMENTAL PROTECTION AGENCY		12		1.09%	14	1,089	77,786	98.91%
FEDERAL COMMUNICATIONS COMMISSION	1	23	23,000	67.65%				
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	118	118,000	47.77%	1	111	111,000	44.94%
FEDERAL TRADE COMMISSION		28		29.17%	1	68	68,000	70.83%
GENERAL SERVICES ADMINISTRATION					2	159	79,500	95.78%
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO						19		100.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					4	283	70,750	100.00%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	1	50	50,000	37.04%	1	85	85,000	62.96%
NATIONAL ENDOWMENT FOR THE HUMANITIES	1	50	50,000	37.04%	1	85	85,000	62.96%
NATIONAL SCIENCE FOUNDATION					11	1,119	101,727	100.00%
NATIONAL TRANSPORTATION SAFETY BOARD						3		100.00%
NUCLEAR REGULATORY COMMISSION					182	875	4,808	100.00%
SOCIAL SECURITY ADMINISTRATION	1	77	77,000	28.00%	2	198	99,000	72.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION						22		100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT		48		11.68%	4	357	89,250	86.86%
SUBTOTAL INDEPENDENT AGENCIES	4	359	89,750	0.97%	223	4,430	19,865	11.95%
TOTAL - ALL AGENCIES	480	23,450	48,854	21.01%	614	29,806	48,544	26.70%



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2000**

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	6,602	320,658	13,054	50,547	5,268	281,063	53,353	84.22%
DEPARTMENT OF THE AIR FORCE	78	3,821	39	49,487	68	3,323	48,868	86.09%
OTHER DEFENSE ACTIVITIES	6,524	316,837	13,015	50,560	5,200	277,740	53,412	84.20%
SUBTOTAL EXECUTIVE DEPARTMENTS	6,602	320,658	13,054	50,547	5,268	281,063	53,353	84.22%
TOTAL - ALL AGENCIES	6,602	320,658	13,054	50,547	5,268	281,063	53,353	84.22%

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	661	24,621	37,248	0.0738	666	14,974	22,483	0.0449
DEPARTMENT OF THE AIR FORCE					10	498	49,800	12.90%
OTHER DEFENSE ACTIVITIES	661	24,621	37,248	7.46%	656	14,476	22,067	4.39%
SUBTOTAL EXECUTIVE DEPARTMENTS	661	24,621	37,248	7.38%	666	14,974	22,483	4.49%
TOTAL - ALL AGENCIES	661	24,621	37,248	7.38%	666	14,974	22,483	4.49%

SUPPLEMENT II - SALARY SCHEDULES

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

As adjusted by Executive Order 13144, December 21, 1999

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,870	\$14,332	\$14,794	\$15,252	\$15,715	\$15,986	\$16,440	\$16,900	\$16,918	\$17,351
2	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
3	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
4	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
5	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
6	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
7	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
8	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
9	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
10	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
11	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
12	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
13	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
14	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
15	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

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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, 2000)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$77,614	\$62,890	\$50,960	\$41,292	\$33,459	\$29,911	\$26,740	\$23,905	\$21,370
2	79,942	64,777	52,489	42,531	34,463	30,808	27,542	24,622	22,011
3	82,341	66,720	54,063	43,807	35,497	31,733	28,368	25,361	22,671
4	84,811	68,722	55,685	45,121	36,562	32,685	29,220	26,122	23,352
5	87,355	70,783	57,356	46,475	37,658	33,665	30,096	26,905	24,052
6	89,976	72,907	59,077	47,869	38,788	34,675	30,999	27,712	24,774
7	92,675	75,094	60,849	49,305	39,952	35,715	31,929	28,544	25,517
8	95,455	77,347	62,674	50,784	41,150	36,787	32,887	29,400	26,282
9	98,319	79,667	64,555	52,307	42,385	37,890	33,873	30,282	27,071
10	100,897	82,057	66,491	53,877	43,656	39,027	34,890	31,191	27,883
11	100,897	84,519	68,486	55,493	44,966	40,198	35,936	32,126	28,719
12	100,897	87,054	70,541	57,158	46,315	41,404	37,014	33,090	29,581
13	100,897	89,666	72,657	58,873	47,705	42,646	38,125	34,083	30,469
14	100,897	92,356	74,836	60,639	49,136	43,925	39,269	35,105	31,383

VETERANS HEALTH ADMINISTRATION

Physician and Dentist Schedule	TITLE 38, U.S.C. 7306 - Salary Table effective on the first day of the first applicable pay period beginning on or after January 1, 2000										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
Associate	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932	1,306
Full	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040	1,565
Intermediate	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586	1,861
Senior	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774	2,199
Chief	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897	2,587
Executive	84,055	86,857	89,657	92,458	95,259	98,062	100,863	102,485	104,379	107,125	varied
Director	91,028	94,066	97,099	100,133	102,485	104,121	107,097	110,076	113,050		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$106,200
ES-2	111,200
ES-3	116,300
ES-4	122,200
ES-5	122,400
ES-6	122,400

EXECUTIVE SCHEDULE	
Level I	\$157,000
Level II	141,300
Level III	130,200
Level IV	122,400
Level V	114,500

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$79,900
AL-3/B	86,000
AL-3/C	92,200
AL-3/D	98,300
AL-3/E	104,500
AL-3/F	110,600
AL-2	116,800
AL-1	122,400

SENIOR LEVEL (SL & ST)	
Minimum	\$93,137
Maximum	122,400

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$122,400
Vice Chair	118,728
Others	115,056

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 (50.4 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 (22.7 percent of total leave days used) includes the number of days charged to sick leave for active employees and for those scheduled to be retired for disability.

Holidays (20.2 percent of total leave days used) are the aggregate number of Federal holidays paid for but not worked.

Other Leave for employees covered by 5 U.S.C. 6301 (4.5 percent of total leave days used) includes the aggregate number of days charged to excused absence as defined by 5 CFR 610 and 5 CFR 630. This includes: shore leave (vessel employee), military leave (National Guard and reserve duty), court leave (jury and witness), hazardous weather dismissals, excused absences for registration and voting, civil defense activities, participation in military funerals, blood donations, taking examinations, attending conferences and conventions, representing employee organizations, and leave granted when a field office is closed on a local holiday because Federal work may not be performed. **Also includes excused absence granted as "Time Off Award."**

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

Leave data represent the "leave year (LY)", which differs from the calendar year by a few days according to the pay period schedules of the reporting agencies. In 2000, total leave days used decreased by 3.7 percent to 107,372,717. During this same period, the average number of total leave days used (all types) per employee decreased 1.6 days to 40.5 days. **Chart 8** shows total leave days used by

category in leave year 2000.

The value of leave used by employees during leave year 2000 was \$19.6 billion, or 16.3 percent of basic pay. This represented a decrease of \$2 million (8.2 percent) from the value of leave used in LY 1999. The average value per leave day used decreased from \$191 in 1999 to \$182 in 2000.

Excluding "Other" leave, average leave usage per year (i.e., annual, sick, holiday, and other leave for employees covered by 5 U.S.C. 6301) decreased 1.6 days between 1999 (42.4 days) and 2000 (40.8 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 1999 to 2000 were: annual leave decreased (1.3 days) to 21.0 days; sick leave decreased (0.5 days) to 9.5 days; holiday leave decreased (0.2 days) to 8.4 days; and other leave for employees covered by 5 U.S.C. 6301 increased (0.4 days) to 1.9 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 2000 decreased 255,540 days (or 31.2 percent) from the previous year. More than 40.4 million days of annual leave credit were carried over to 2000. The amount of annual leave forfeited by employees due to carry-over limitations was 563,771 days at an estimated loss in value to employees of \$103.2 million in leave year 2000 (versus a loss of \$161.6 million in leave year 1999). Sick leave credited for retirement was 4.6 million days in leave year 2000. This contrasts with 10.8 million days in 1999, 6.6 million days in 1998 and 10.0 million days in 1997. The total number of sick leave days earned was 31,929,157 days (down 6,558 days from leave year 1999). Total sick leave days used were 24,406,999 days (down 1,289,098 days from leave year 1999). A total of 165.0 million days of sick leave credit were carried over to 2000.

Leave Used and Its Value (continued)

Tables 8A and 8B shows that Defense and the U.S. Postal Service, together representing 59 percent of the total employment work years, accounted for 60 percent of annual leave, 58 percent of sick leave, 58 percent of holiday leave, and 55 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, 62 percent of sick leave

carried over, and 76 percent of sick leave credited for retirement. Defense accounted for 37 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

Lump sum payments made at the time of separation were reported separately as well as combined with Total Annual Leave. Of the 49 agencies that reported lump sum data, the total value for lump sum is \$285,655,000.

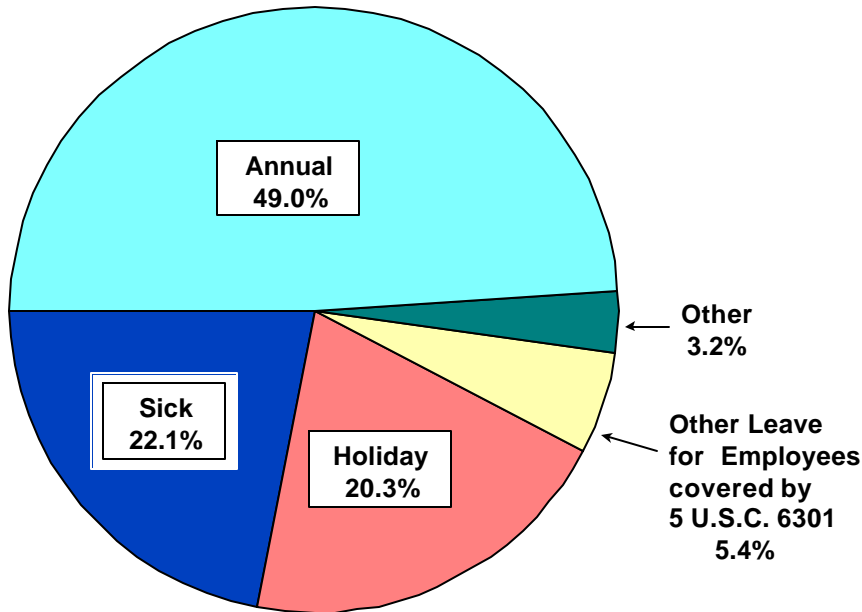
Lump Sum Payments

Agency	(\$000)	% of Total
Department of State	5,067	1.77%
DoD Agencies	67,171	23.51%
Department of Labor	5,295	1.85%
Department of Veterans Affairs	66,632	23.33%
Department of the Treasury	5,466	1.91%
Department of Justice	13,054	4.57%
Department of Agriculture	7,371	2.58%
Department of Commerce	3,751	1.31%
Department of Energy	10,383	3.63%
Broadcasting Board of Governors	1,092	0.38%
Securities & Exchange Commission	1,207	0.42%
Tennessee Valley Authority	4,863	1.70%
Agency for International Development	1,922	0.67%
Postal Service	84,855	29.71%
Others	7,526	2.63%
Total	285,655	100.00%

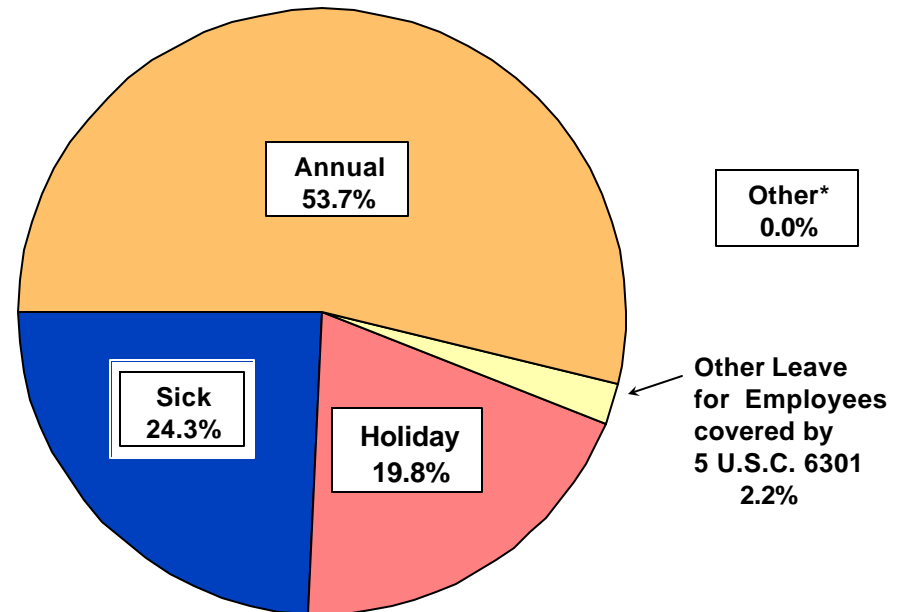
CHART 8

TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 2000

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	36,802,766	17,334,714	21.3	20.6
Sick	16,558,708	7,848,291	9.6	9.3
Holiday	15,253,299	6,388,646	8.8	7.6
Other Leave for Employees covered by 5 U.S.C. 6301	4,058,482	725,548	2.3	0.9
Other *	2,402,263	0	30.7	0.0
Total	75,075,518	32,297,199	41.5	38.3

* 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 1999 & 2000

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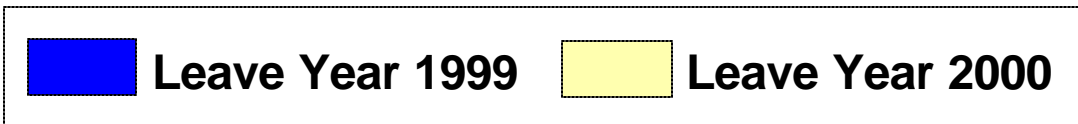
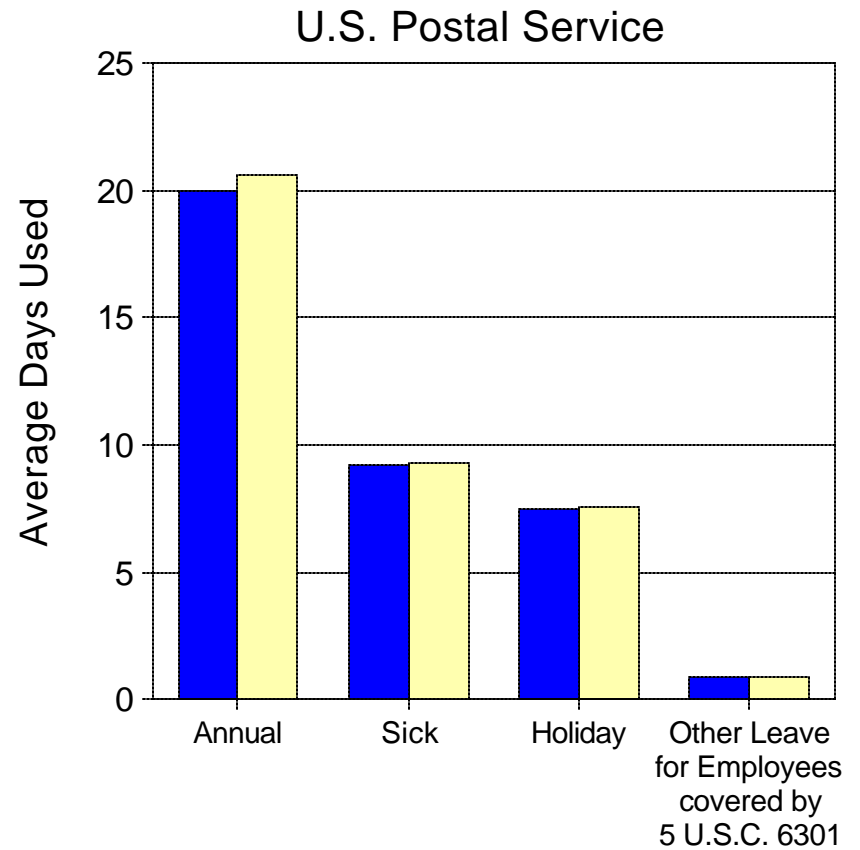
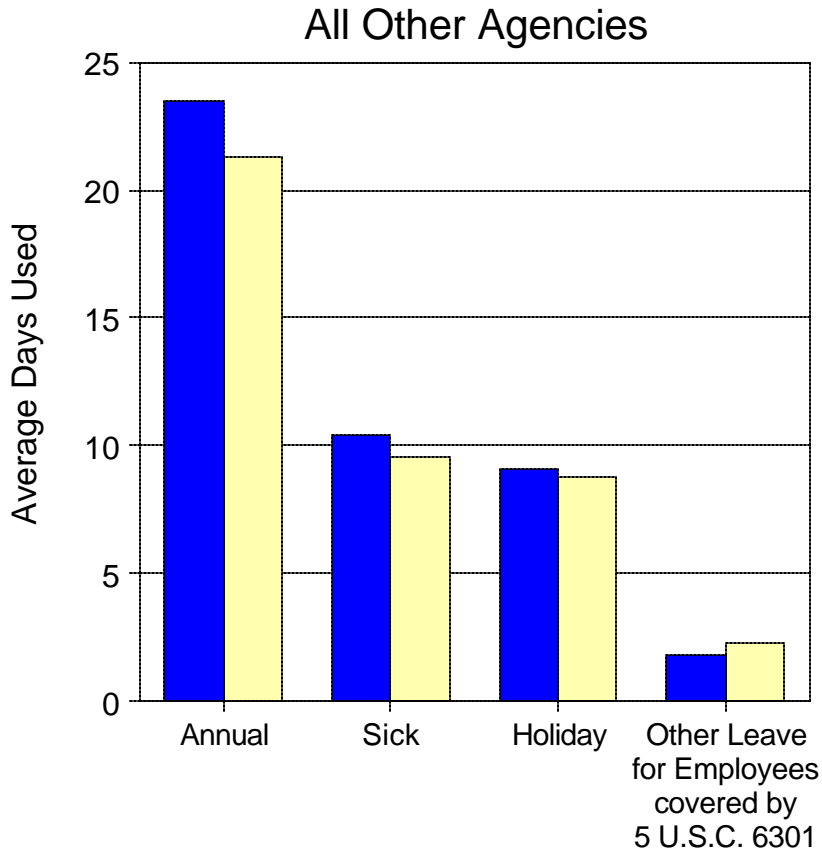




TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2000

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	9,361	1,848	4,239	747	1,144	202
OFFICE OF MANAGEMENT AND BUDGET	19,947	6,180	11,290	3,629	3,539	1,020
OFFICE OF ADMINISTRATION	7,590	1,756	3,892	919	1,680	363
OFFICE OF THE U.S. TRADE REPRESENTATIVE	6,353	1,980	3,726	1,191	1,025	287
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	43,251	11,764	23,147	6,486	7,388	1,872
DEPARTMENT OF STATE	837,873	206,206	367,330	88,716	128,720	30,138
DEPARTMENT OF THE TREASURY	6,529,884	1,215,803	3,188,080	609,135	1,614,054	285,108
DEPARTMENT OF DEFENSE, TOTAL	29,687,059	5,545,191	15,239,326	2,885,670	6,368,464	1,146,243
DEPARTMENT OF THE ARMY	10,311,198	1,872,699	5,191,750	962,041	2,122,359	384,950
DEPARTMENT OF THE NAVY	7,945,027	1,570,653	4,201,844	847,095	1,780,744	335,113
DEPARTMENT OF THE AIR FORCE	7,367,609	1,348,954	3,732,544	677,351	1,541,976	264,660
OTHER DEFENSE ACTIVITIES	4,063,225	752,885	2,113,188	399,183	923,385	161,520
DEPARTMENT OF JUSTICE	5,251,174	971,104	2,511,028	475,280	1,247,593	226,373
DEPARTMENT OF THE INTERIOR	2,891,351	527,265	1,431,077	269,233	572,817	98,673
DEPARTMENT OF AGRICULTURE	3,976,705	698,145	2,066,316	371,671	832,247	139,484
DEPARTMENT OF COMMERCE	1,526,879	302,280	753,322	151,432	351,088	66,055
DEPARTMENT OF LABOR	775,608	176,183	392,480	92,808	174,713	38,928
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,825,394	402,074	1,008,117	225,872	516,092	105,965
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	475,198	106,657	233,795	53,027	112,109	24,671
DEPARTMENT OF TRANSPORTATION	2,774,906	783,157	1,468,239	421,505	737,225	209,109
DEPARTMENT OF ENERGY	677,498	184,377	357,371	98,791	142,535	36,853
DEPARTMENT OF EDUCATION	222,587	57,032	105,559	27,577	51,452	12,820
DEPARTMENT OF VETERANS AFFAIRS	9,167,553	1,569,250	3,466,768	555,372	1,809,439	252,982
SUBTOTAL EXECUTIVE DEPARTMENTS	66,619,669	12,744,724	32,588,808	6,326,089	14,658,548	2,673,402
AMERICAN BATTLE MONUMENTS COMMISSION	21,299	1,943	1,605	308	247	46
ARMED FORCES RETIREMENT HOME	34,108	5,115	18,981	2,831	8,853	1,281
COMMODITY FUTURES TRADING COMMISSION	23,356	4,861	11,328	2,365	5,336	1,098
CONSUMER PRODUCT SAFETY COMMISSION	20,344	5,144	10,790	2,580	4,472	1,125
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	24,146	5,139	11,415	2,497	5,535	1,149
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	129,811	29,065	68,515	14,607	30,668	7,284
ENVIRONMENTAL PROTECTION AGENCY	778,529	206,611	395,418	107,095	189,131	48,807
EXPORT-IMPORT BANK OF THE UNITED STATES	15,746	3,900	8,100	1,913	3,285	844
FARM CREDIT ADMINISTRATION	13,839	3,392	6,749	1,668	2,508	604
FEDERAL COMMUNICATIONS COMMISSION	93,952	20,150	45,610	9,784	21,567	4,631
FEDERAL DEPOSIT INSURANCE CORPORATION	331,728	70,011	161,040	34,191	79,668	16,719
FEDERAL ELECTION COMMISSION	14,272	2,887	6,613	1,354	3,451	676
FEDERAL EMERGENCY MANAGEMENT AGENCY	160,817	31,459	75,369	15,158	40,053	7,548
FEDERAL HOUSING FINANCE BOARD	4,447	929	1,898	403	932	191
FEDERAL LABOR RELATIONS AUTHORITY	9,531	2,765	4,671	1,419	2,019	559
FEDERAL MARITIME COMMISSION	6,072	1,585	2,996	783	1,302	340
FEDERAL MEDIATION AND CONCILIATION SERVICE	10,471	2,675	5,478	1,415	1,943	496
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	4,395	1,153	2,207	552	1,167	280

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2000

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL TRADE COMMISSION	43,518	12,321	21,257	6,147	8,893	2,407
GENERAL SERVICES ADMINISTRATION	639,078	129,670	338,635	66,312	144,573	29,429
BROADCASTING BOARD OF GOVERNORS	105,386	26,953	41,794	11,156	19,671	4,818
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	11,097	1,774	5,682	941	2,230	329
MERIT SYSTEMS PROTECTION BOARD	9,720	1,888	4,941	962	1,776	340
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	885,284	240,190	413,649	116,392	152,497	35,404
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	107,538	16,914	54,699	8,637	24,795	3,861
NATIONAL CREDIT UNION ADMINISTRATION	43,776	11,139	25,087	5,957	7,670	2,006
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	14,544	3,010	6,882	1,441	3,393	687
NATIONAL ENDOWMENT FOR THE ARTS	6,835	1,408	3,219	670	1,627	331
NATIONAL ENDOWMENT FOR THE HUMANITIES	7,709	1,602	3,663	771	1,766	356
NATIONAL LABOR RELATIONS BOARD	89,504	18,976	43,597	9,258	19,640	4,236
NATIONAL SCIENCE FOUNDATION	50,861	14,359	26,398	7,453	10,258	2,896
NATIONAL TRANSPORTATION SAFETY BOARD	17,253	4,966	8,550	2,530	3,720	1,015
NUCLEAR REGULATORY COMMISSION	109,182	22,705	64,003	2,582	26,826	1,082
OFFICE OF PERSONNEL MANAGEMENT	123,903	25,102	61,100	12,847	29,827	5,734
PEACE CORPS	26,301	5,183	11,622	2,309	5,206	988
RAILROAD RETIREMENT BOARD	58,505	12,522	29,415	6,360	14,058	2,981
SECURITIES AND EXCHANGE COMMISSION	117,588	31,676	58,082	16,020	27,846	7,145
SELECTIVE SERVICE SYSTEM	7,917	1,562	3,810	765	1,784	338
SMALL BUSINESS ADMINISTRATION	179,564	37,134	87,203	18,353	44,754	9,006
SMITHSONIAN INSTITUTION	299,295	50,527	139,232	23,864	71,807	11,755
SMITHSONIAN INSTITUTION	261,854	44,409	122,515	21,156	62,640	10,281
NATIONAL GALLERY OF ART	37,441	6,118	16,717	2,708	9,167	1,474
SOCIAL SECURITY ADMINISTRATION	3,076,648	577,913	1,525,147	292,843	732,009	132,633
TENNESSEE VALLEY AUTHORITY	529,936	111,424	294,050	62,880	103,948	20,117
OVERSEAS PRIVATE INVESTMENT CORPORATION	8,141	2,324	4,083	1,194	1,599	428
AGENCY FOR INTERNATIONAL DEVELOPMENT	143,070	62,936	74,179	17,977	28,149	6,776
U.S. INTERNATIONAL TRADE COMMISSION	18,126	5,004	8,931	2,522	3,706	978
U.S. POSTAL SERVICE	32,297,199	4,974,643	17,334,714	2,679,548	7,848,291	1,192,532
SUBTOTAL INDEPENDENT AGENCIES	40,709,797	6,801,599	21,525,525	3,578,173	9,741,063	1,573,599
TOTAL - ALL AGENCIES	107,372,717	19,558,087	54,137,480	9,910,748	24,406,999	4,248,873

TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2000

AGENCY	HOLIDAY		OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301		OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	2,618	425	35	5	1,325	469
OFFICE OF MANAGEMENT AND BUDGET	4,940	1,466	119	33	59	32
OFFICE OF ADMINISTRATION	1,902	443	116	31		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,559	480	5	2	38	20
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	11,019	2,814	275	71	1,422	521
DEPARTMENT OF STATE	337,961	86,339	3,862	1,013		
DEPARTMENT OF THE TREASURY	1,407,410	261,479	320,340	60,081		
DEPARTMENT OF DEFENSE, TOTAL	6,164,225	1,135,368	1,884,006	371,424	31,038	6,486
DEPARTMENT OF THE ARMY	2,142,875	383,112	854,037	142,544	177	52
DEPARTMENT OF THE NAVY	1,683,281	333,837	276,164	54,348	2,994	260
DEPARTMENT OF THE AIR FORCE	1,506,228	264,216	586,687	142,678	174	49
OTHER DEFENSE ACTIVITIES	831,841	154,203	167,118	31,854	27,693	6,125
DEPARTMENT OF JUSTICE	1,230,814	220,766	261,739	48,685		
DEPARTMENT OF THE INTERIOR	630,733	117,453	123,333	21,671	133,391	20,235
DEPARTMENT OF AGRICULTURE	913,443	158,425	164,699	28,565		
DEPARTMENT OF COMMERCE	344,709	68,663	77,760	16,130		
DEPARTMENT OF LABOR	178,962	37,679	29,453	6,768		
71 DEPARTMENT OF HEALTH AND HUMAN SERVICES	31,424	4,781	269,761	65,456		
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	100,275	22,459	29,019	6,500		
DEPARTMENT OF TRANSPORTATION	468,169	124,103	101,273	28,440		
DEPARTMENT OF ENERGY	160,121	43,856	17,471	4,877		
DEPARTMENT OF EDUCATION	51,949	13,274	13,627	3,361		
DEPARTMENT OF VETERANS AFFAIRS	1,389,034	200,731	285,930	51,093	2,216,382	509,072
SUBTOTAL EXECUTIVE DEPARTMENTS	13,409,229	2,495,376	3,582,273	714,064	2,380,811	535,793
AMERICAN BATTLE MONUMENTS COMMISSION	500	91	66	15	18,881	1,483
ARMED FORCES RETIREMENT HOME	4,738	758	1,536	245		
COMMODITY FUTURES TRADING COMMISSION	5,369	1,122	1,323	276		
CONSUMER PRODUCT SAFETY COMMISSION	4,842	1,227	240	212		
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5,995	1,244	1,201	249		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28,559	6,416	2,069	758		
ENVIRONMENTAL PROTECTION AGENCY	163,593	42,718	30,387	7,991		
EXPORT-IMPORT BANK OF THE UNITED STATES	4,337	1,107	24	36		
FARM CREDIT ADMINISTRATION	2,764	676	1,818	444		
FEDERAL COMMUNICATIONS COMMISSION	20,032	4,291	6,743	1,444		
FEDERAL DEPOSIT INSURANCE CORPORATION	69,923	14,674	21,097	4,427		
FEDERAL ELECTION COMMISSION	3,304	673	904	184		
FEDERAL EMERGENCY MANAGEMENT AGENCY	36,790	7,094	8,605	1,659		
FEDERAL HOUSING FINANCE BOARD	960	199	657	136		
FEDERAL LABOR RELATIONS AUTHORITY	2,329	649	512	138		
FEDERAL MARITIME COMMISSION	1,231	321	543	141		
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,786	698	264	66		
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	954	245	67	76		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2000**

AGENCY	HOLIDAY		OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301		OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL TRADE COMMISSION	10,991	3,108	2,377	659		
GENERAL SERVICES ADMINISTRATION	140,435	30,151	15,435	3,778		
BROADCASTING BOARD OF GOVERNORS	39,795	9,789	4,126	1,190		
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	2,530	400	655	104		
MERIT SYSTEMS PROTECTION BOARD	2,152	420	851	166		
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	183,926	50,641	135,212	37,753		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	25,867	4,064	2,177	352		
NATIONAL CREDIT UNION ADMINISTRATION	10,321	2,882	698	294		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	3,148	650	1,121	232		
NATIONAL ENDOWMENT FOR THE ARTS	1,488	304	501	103		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,660	346	620	129		
NATIONAL LABOR RELATIONS BOARD	19,620	4,095	6,647	1,387		
NATIONAL SCIENCE FOUNDATION	11,682	3,298	2,523	712		
NATIONAL TRANSPORTATION SAFETY BOARD	4,172	1,189	811	232		
NUCLEAR REGULATORY COMMISSION	454	18,319	17,899	722		
OFFICE OF PERSONNEL MANAGEMENT	27,670	5,433	5,306	1,088		
PEACE CORPS	7,489	1,491	1,984	395		
RAILROAD RETIREMENT BOARD	11,724	2,473	3,308	708		
SECURITIES AND EXCHANGE COMMISSION	31,660	8,511				
SELECTIVE SERVICE SYSTEM	1,750	349	573	110		
SMALL BUSINESS ADMINISTRATION	39,238	8,057	8,369	1,718		
SMITHSONIAN INSTITUTION	69,841	11,800	18,415	3,108		
SMITHSONIAN INSTITUTION	62,230	10,525	14,469	2,447		
NATIONAL GALLERY OF ART	7,611	1,275	3,946	661		
SOCIAL SECURITY ADMINISTRATION	683,709	127,492	135,783	24,945		
TENNESSEE VALLEY AUTHORITY	119,860	25,783	12,078	2,644		
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,051	587	408	115		
AGENCY FOR INTERNATIONAL DEVELOPMENT	19,615	4,995	19,978	6,140	1,149	27,048
U.S. INTERNATIONAL TRADE COMMISSION	4,345	1,200	1,144	304		
U.S. POSTAL SERVICE	6,388,646	992,028	725,548	110,535		
SUBTOTAL INDEPENDENT AGENCIES	8,221,697	1,403,408	1,201,482	217,888	20,030	28,531
TOTAL - ALL AGENCIES	21,641,945	3,901,598	4,784,030	932,023	2,402,263	564,845



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2000**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	4,636	3,162	182	3,523	8,770	795
OFFICE OF MANAGEMENT AND BUDGET	11,061	10,940	314	6,812	42,613	1,275
OFFICE OF ADMINISTRATION	4,048	3,225	78	2,463	11,133	195
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,554	3,691	153	2,144	14,365	943
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	23,299	21,018	727	14,942	76,881	3,208
DEPARTMENT OF STATE	389,937	506,932	17,699	228,468	1,603,501	
DEPARTMENT OF THE TREASURY	3,455,774	2,468,426	26,404	2,019,976	13,795,556	
DEPARTMENT OF DEFENSE, TOTAL	14,999,255	12,154,208	207,253	8,432,722	44,223,635	1,953,755
DEPARTMENT OF THE ARMY	5,198,454	4,312,757	68,203	2,904,101	16,760,094	639,603
DEPARTMENT OF THE NAVY	4,166,415	3,349,743	63,497	2,306,226	12,099,321	498,817
DEPARTMENT OF THE AIR FORCE	3,589,425	2,823,502	50,973	2,027,939	9,796,024	517,518
OTHER DEFENSE ACTIVITIES	2,044,961	1,668,206	24,580	1,194,456	5,568,196	297,817
DEPARTMENT OF JUSTICE	2,701,409	2,170,889	45,705	1,656,177	5,237,709	101,570
DEPARTMENT OF THE INTERIOR	1,474,595	1,202,941	21,251	873,691	5,283,360	161,621
DEPARTMENT OF AGRICULTURE	2,165,051	1,852,124	22,852	1,247,838	3,979,893	382
DEPARTMENT OF COMMERCE	804,593	624,724	6,960	491,988	1,241,720	1,108
DEPARTMENT OF LABOR	388,790	312,694	5,948	221,663	1,067,236	64,134
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,201,401	1,783,842	28,866	726,484	3,457,367	3,614
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	241,704	197,816	3,264	135,535	346,214	281
DEPARTMENT OF TRANSPORTATION	1,536,738	1,215,184	15,991	850,981	4,782,144	202,554
DEPARTMENT OF ENERGY	379,608	339,344	7,633	210,803	1,368,895	63,084
DEPARTMENT OF EDUCATION	106,272	83,773	1,836	62,074	249,834	4,987
DEPARTMENT OF VETERANS AFFAIRS	3,441,332	1,017,685	36,071	2,058,394	7,768,394	65,671
SUBTOTAL EXECUTIVE DEPARTMENTS	33,286,459	25,930,582	447,733	19,216,794	94,405,458	2,622,761
AMERICAN BATTLE MONUMENTS COMMISSION	1,722	2,210	126	696	6,603	
ARMED FORCES RETIREMENT HOME	17,218	13,404	298	10,107	32,789	2,064
COMMODITY FUTURES TRADING COMMISSION	11,873	10,170	117	7,154	19,744	98
CONSUMER PRODUCT SAFETY COMMISSION	11,528	9,659	303	6,129	37,553	2,404
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	12,544	10,189	338	8,079	17,472	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	66,013	49,440	1,307	35,685	134,345	4,525
ENVIRONMENTAL PROTECTION AGENCY	414,276	345,978	4,766	242,034	1,298,329	37,140
EXPORT-IMPORT BANK OF THE UNITED STATES	8,882	7,232	173	4,962	23,149	1,557
FARM CREDIT ADMINISTRATION	6,611	6,662	81	3,707	13,237	
FEDERAL COMMUNICATIONS COMMISSION	46,879	39,572	821	26,717	72,105	
FEDERAL DEPOSIT INSURANCE CORPORATION	159,515	132,840	690	94,427	289,786	897
FEDERAL ELECTION COMMISSION	6,930	4,652		4,352	8,113	370
FEDERAL EMERGENCY MANAGEMENT AGENCY	79,199	61,038	847	49,208	108,655	
FEDERAL HOUSING FINANCE BOARD	2,035	2,201	60	1,237	4,254	128
FEDERAL LABOR RELATIONS AUTHORITY	4,646	4,264	125	2,765	16,708	183
FEDERAL MARITIME COMMISSION	2,870	2,609	87	1,533	9,178	161
FEDERAL MEDIATION AND CONCILIATION SERVICE	6,245	6,318	363	3,746	12,338	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2,260	1,848	60	1,218	5,927	

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2000**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
FEDERAL TRADE COMMISSION	21,735	17,823	670	13,485	65,774	606
GENERAL SERVICES ADMINISTRATION	345,662	301,717	6,842	184,155	950,511	35,986
BROADCASTING BOARD OF GOVERNORS	42,541	37,954	984	24,369	123,702	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	5,905	5,431	53	3,374	11,487	
MERIT SYSTEMS PROTECTION BOARD	5,273	5,169	105	2,878	9,701	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	437,244	366,598	15,571	248,800	1,875,603	29,616
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	55,921	40,597	504	31,939	142,376	4,073
NATIONAL CREDIT UNION ADMINISTRATION	22,235	19,819	319	13,003	80,331	2,708
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	7,255	5,465	89	4,224	11,088	
NATIONAL ENDOWMENT FOR THE ARTS	3,341	2,420	41	1,971	5,286	
NATIONAL ENDOWMENT FOR THE HUMANITIES	3,914	3,045	48	2,253	5,802	
NATIONAL LABOR RELATIONS BOARD	46,373	35,703	1,618	26,582	71,501	
NATIONAL SCIENCE FOUNDATION	25,579	26,558	840	15,191	87,005	4,493
NATIONAL TRANSPORTATION SAFETY BOARD	9,283	9,272	374	5,633	32,890	1,102
NUCLEAR REGULATORY COMMISSION	67,273	81,722	13,441	38,176	332,327	72,111
OFFICE OF PERSONNEL MANAGEMENT	62,137	55,004	1,923	35,604	163,830	10,687
PEACE CORPS	14,475	11,054	265	9,848	16,927	96
RAILROAD RETIREMENT BOARD	26,452	20,996	41	14,351	95,527	8,340
SECURITIES AND EXCHANGE COMMISSION	59,394	45,593	570	38,817	120,477	2,093
SELECTIVE SERVICE SYSTEM	3,926	2,875	8	2,141	8,519	62
SMALL BUSINESS ADMINISTRATION	91,564	73,715	1,003	53,132	139,072	
SMITHSONIAN INSTITUTION	147,835	108,033	2,761	92,978	203,703	732
SMITHSONIAN INSTITUTION	130,284	97,311	2,533	82,775	183,310	732
NATIONAL GALLERY OF ART	17,551	10,722	228	10,203	20,393	
SOCIAL SECURITY ADMINISTRATION	1,530,879	1,078,586	4,746	851,507	3,856,016	147,581
TENNESSEE VALLEY AUTHORITY	309,780	292,601	25,048	169,701	1,478,994	80,847
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,879	3,114	227	2,515	9,106	792
AGENCY FOR INTERNATIONAL DEVELOPMENT	88,310	120,815	3,126	47,479	305,782	5,293
U.S. INTERNATIONAL TRADE COMMISSION	9,004	7,522	190	5,204	28,617	743
U.S. POSTAL SERVICE	16,963,535	10,967,432	23,431	10,258,579	58,178,432	1,535,434
SUBTOTAL INDEPENDENT AGENCIES	21,264,695	14,451,454	115,311	12,697,421	70,509,583	1,992,922
TOTAL - ALL AGENCIES	54,574,453	40,403,054	563,771	31,929,157	164,991,922	4,618,891



**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2000**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301	OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301
EXECUTIVE OFFICE OF THE PRESIDENT	23.88	10.81	2.92	6.68	0.09	
OFFICE OF MANAGEMENT AND BUDGET	38.66	21.88	6.86	9.57	0.23	
OFFICE OF ADMINISTRATION	41.70	21.38	9.23	10.45	0.64	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	36.51	21.41	5.89	8.96	0.03	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	34.22	18.31	5.84	8.72	0.22	
DEPARTMENT OF STATE	31.00	21.15	7.41	19.46	0.22	
DEPARTMENT OF THE TREASURY	45.16	22.05	11.16	9.73	2.22	
DEPARTMENT OF DEFENSE, TOTAL	42.88	22.55	9.42	9.12	2.79	1.88
DEPARTMENT OF THE ARMY	44.85	22.58	9.23	9.32	3.71	
DEPARTMENT OF THE NAVY	42.73	22.97	9.74	9.20	1.51	0.99
DEPARTMENT OF THE AIR FORCE	45.29	23.91	9.88	9.65	3.76	0.03
OTHER DEFENSE ACTIVITIES	35.69	19.76	8.63	7.78	1.56	4.02
DEPARTMENT OF JUSTICE	42.77	20.45	10.16	10.03	2.13	
DEPARTMENT OF THE INTERIOR	43.05	21.31	8.53	9.39	1.84	
DEPARTMENT OF AGRICULTURE	46.50	24.16	9.73	10.68	1.93	
DEPARTMENT OF COMMERCE	13.63	6.72	3.13	3.08	0.69	
DEPARTMENT OF LABOR	47.48	24.02	10.69	10.95	1.80	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	30.16	17.99	9.21	0.56	4.81	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	46.99	23.12	11.09	9.92	2.87	
DEPARTMENT OF TRANSPORTATION	42.41	22.44	11.27	7.16	1.55	
DEPARTMENT OF ENERGY	44.27	23.35	9.31	10.46	1.14	
DEPARTMENT OF EDUCATION	48.66	23.08	11.25	11.36	2.98	
DEPARTMENT OF VETERANS AFFAIRS	45.24	22.21	11.59	8.90	1.83	47.66
SUBTOTAL EXECUTIVE DEPARTMENTS	40.96	21.04	9.46	8.66	2.31	30.86
AMERICAN BATTLE MONUMENTS COMMISSION	57.72	26.31	4.05	8.20	1.08	61.30
ARMED FORCES RETIREMENT HOME	45.30	25.21	11.76	6.29	2.04	
COMMODITY FUTURES TRADING COMMISSION	42.54	20.63	9.72	9.78	2.41	
CONSUMER PRODUCT SAFETY COMMISSION	43.56	23.10	9.58	10.37	0.51	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	39.84	18.84	9.13	9.89	1.98	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	45.52	24.02	10.75	10.01	0.73	
ENVIRONMENTAL PROTECTION AGENCY	44.06	22.38	10.70	9.26	1.72	
EXPORT-IMPORT BANK OF THE UNITED STATES	38.59	19.85	8.05	10.63	0.06	
FARM CREDIT ADMINISTRATION	48.73	23.76	8.83	9.73	6.40	
FEDERAL COMMUNICATIONS COMMISSION	48.81	23.69	11.20	10.41	3.50	
FEDERAL DEPOSIT INSURANCE CORPORATION	46.41	22.53	11.15	9.78	2.95	
FEDERAL ELECTION COMMISSION	42.99	19.92	10.39	9.95	2.72	
FEDERAL EMERGENCY MANAGEMENT AGENCY	35.82	16.79	8.92	8.19	1.92	
FEDERAL HOUSING FINANCE BOARD	40.80	17.41	8.55	8.81	6.03	
FEDERAL LABOR RELATIONS AUTHORITY	44.96	22.03	9.52	10.99	2.42	
FEDERAL MARITIME COMMISSION	47.44	23.41	10.17	9.62	4.24	
FEDERAL MEDIATION AND CONCILIATION SERVICE	37.00	19.36	6.87	9.84	0.93	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	46.76	23.48	12.41	10.15	0.71	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2000**

AGENCY	AVERAGE DAYS USED					
	TOTAL	ANNUAL	SICK	HOLIDAY	OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301	OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301
FEDERAL TRADE COMMISSION	44.00	21.49	8.99	11.11	2.40	
GENERAL SERVICES ADMINISTRATION	45.60	24.16	10.31	10.02	1.10	
BROADCASTING BOARD OF GOVERNORS	43.14	21.96	10.34	20.91	2.17	
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	42.68	21.85	8.58	9.73	2.52	
MERIT SYSTEMS PROTECTION BOARD	43.01	21.86	7.86	9.52	3.77	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	48.18	22.51	8.30	10.01	7.36	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	43.56	22.15	10.04	10.48	0.88	
NATIONAL CREDIT UNION ADMINISTRATION	43.91	25.16	7.69	10.35	0.70	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	44.48	21.05	10.38	9.63	3.43	
NATIONAL ENDOWMENT FOR THE ARTS	44.67	21.04	10.63	9.73	3.27	
NATIONAL ENDOWMENT FOR THE HUMANITIES	44.30	21.05	10.15	9.54	3.56	
NATIONAL LABOR RELATIONS BOARD	47.71	23.24	10.47	10.46	3.54	
NATIONAL SCIENCE FOUNDATION	42.14	21.87	8.50	9.68	2.09	
NATIONAL TRANSPORTATION SAFETY BOARD	39.21	19.43	8.45	9.48	1.84	
NUCLEAR REGULATORY COMMISSION	35.76	20.96	8.79	0.15	5.86	
OFFICE OF PERSONNEL MANAGEMENT	43.72	21.56	10.52	9.76	1.87	
PEACE CORPS	24.70	13.89	6.22	8.95	2.37	
RAILROAD RETIREMENT BOARD	49.16	24.72	11.81	9.85	2.78	
SECURITIES AND EXCHANGE COMMISSION	41.40	20.45	9.80	11.15		
SELECTIVE SERVICE SYSTEM	46.57	22.41	10.49	10.29	3.37	
SMALL BUSINESS ADMINISTRATION	42.13	20.46	10.50	9.21	1.96	
SMITHSONIAN INSTITUTION	62.07	28.87	14.89	14.48	3.82	
SMITHSONIAN INSTITUTION	64.40	30.13	15.41	15.30	3.56	
NATIONAL GALLERY OF ART	49.53	22.11	12.13	10.07	5.22	
SOCIAL SECURITY ADMINISTRATION	49.27	24.42	11.72	10.95	2.17	
TENNESSEE VALLEY AUTHORITY	39.85	22.11	7.82	9.01	0.91	
OVERSEAS PRIVATE INVESTMENT CORPORATION	42.40	21.27	8.33	10.68	2.13	
AGENCY FOR INTERNATIONAL DEVELOPMENT	64.33	34.70	13.17	9.17	9.34	13.36
U.S. INTERNATIONAL TRADE COMMISSION	45.54	22.44	9.31	10.92	2.87	
U.S. POSTAL SERVICE	38.29	20.55	9.30	7.57	0.86	
SUBTOTAL INDEPENDENT AGENCIES	39.73	21.03	9.52	8.03	1.17	17.24
TOTAL - ALL AGENCIES	40.48	21.03	9.48	8.41	1.86	30.68

SUPPLEMENT III

Method of Calculating Average Days of Leave Used per Employee

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

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

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

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

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

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

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

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



**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2000**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Total, All Agencies	2,652,246	2,573,940	78,306
Office of the President	1,264	1,264	...
Executive Office of the President	392	392	...
Office of Management and Budget	516	516	...
Office of Administration	182	182	...
Office of U.S. Trade Representative	174	174	...
Departments	1,626,367	1,549,223	77,144
Department of State	27,029	17,369	9,660
Department of the Treasury	144,593	144,593	...
Department of Defense, Total	692,352	675,858	16,494
Department of Army	229,919	229,919	...
Department of Navy	185,923	182,901	3,022
Department of the Air Force	162,675	156,089	6,586
Other Defense Activities	113,835	106,949	6,886
Department of the Justice	122,774	122,774	...
Department of the Interior	67,167	67,167	...
Department of Agriculture	85,524	85,524	...
Department of Commerce	112,028	112,028	...
Department of Labor	16,337	16,337	...
Department of Health and Human Services	60,522	56,038	4,484
Department of Housing and Urban Development	10,113	10,113	...
Department of Transportation	65,429	65,424	5
Department of Energy	15,304	15,304	...
Department of Education	4,574	4,574	...
Department of Veterans Affairs	202,621	156,120	46,501
Independent Agencies	1,024,615	1,023,453	1,162
American Battle Monuments Commission	369	61	308
Armed Forces Retirement Home	753	753	...
Commodity Future Trading Commission	549	549	...
Consumer Products Safety Commission	467	467	...
Corporation National and Community Service	606	606	...
Equal Employment Opportunity Commission	2,852	2,852	...
Environmental Protection Agency	17,670	17,670	...
Export-Import Bank of the United States	408	408	...
Farm Credit Administration	284	284	...
Federal Communications Commission	1,925	1,925	...
Federal Deposit Insurance Corporation	7,147	7,147	...
Federal Election Commission	332	332	...

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

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

**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2000**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Independent Agencies (continued)			
Federal Emergency Management Agency	4,490	4,490	...
Federal Housing Finance Board	109	109	...
Federal Labor Relations Authority	212	212	...
Federal Maritime Commission	128	128	...
Federal Mediation and Conciliation Service	283	283	...
Federal Retirement Thrift Investment Board	94	94	...
Federal Trade Commission	989	989	...
General Services Administration	14,016	14,016	...
Broadcasting Board of Governors	2,443	1,903	540
International Boundary and Water Commission: U.S. & Mexico	260	260	...
Merit System Protection Board	226	226	...
National Aeronautics and Space Administration	18,374	18,374	...
National Archives and Records Administration	2,469	2,469	...
National Credit Union Administration	997	997	...
National Foundation on Arts and Humanities	327	327	...
National Endowment for the Arts	153	153	...
National Endowment for the Humanities	174	174	...
National Labor Relations Board	1,876	1,876	...
National Science Foundation	1,207	1,207	...
National Transportation Safety Board	440	440	...
Nuclear Regulatory Commission	3,053	3,053	...
Office of Personnel Management	2,834	2,834	...
Peace Corps	1,065	837	228
Railroad Retirement Board	1,190	1,190	...
Securities and Exchange Commission	2,840	2,840	...
Selective Service System	170	170	...
Small Business Administration	4,262	4,262	...
Smithsonian Institution	4,822	4,822	...
Smithsonian Institution	4,066	4,066	...
National Gallery of Art	756	756	...
Social Security Administration	62,448	62,448	...
Tennessee Valley Authority	13,297	13,297	...
Overseas Private Investment Corporation	192	192	...
Agency for International Development	2,224	2,138	86
U.S. International Trade Commission	398	398	...
U.S. Postal Service	843,518	843,518	...

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

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

SUPPLEMENT IV - SURVEY INSTRUCTIONS

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United States
**Office of
Personnel Management**

Washington, DC 20415-0001



In Reply Refer To: Your Reference:

ACTION: March 30, 2001

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

FROM: KELLY CROFT
ASSISTANT DIRECTOR FOR WORKFORCE INFORMATION
OFFICE OF MERIT SYSTEMS OVERSIGHT
AND EFFECTIVENESS

SUBJECT: Fiscal Year 2000 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 2000 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 2000 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "2000 actual" column of the Fiscal Year 2002 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 March 30. 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.

Please compute and round to two decimal places all Fiscal Year 2000 work years data reported on Form 1351-A. Also, 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. 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 2000 work years and cost data, as well as Leave Year 2000 data by March 30, 2001. Send reports to: U.S. Office of Personnel Management, Office of Workforce Information, Workforce Statistics Division, (Room 7439), 1900 E Street NW., Washington, DC 20415-6000. Questions concerning this report may be referred to British Morrison at 202-606-1350, FAX: 202-606-1719, Email: owi@opm.gov.

Data for this report are derived from agency payroll and accounting systems as well as from personnel systems. Assistant Secretaries and Administrators are requested to exercise overall responsibility to ensure that the required reports are accurate and are submitted on time. The data you provide will be used in 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, as used on the agency's Monthly Report of Federal Civilian Employment (Standard Form 113A). Agency guidance and reporting instructions are available @opm.gov/feddata/guidance.htm.

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

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

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

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

Code	Pay System Category (Code)
610	* General Schedule (GS and GM)
620	Postal Service schedules--U.S. Postal Service only
630	* Veterans Administration physicians and dentists schedules--Department of Veterans Affairs only
631	* Veterans Administration nurses schedule--Department of Veterans Affairs only
640	Senior Foreign Service (FE)
641	Foreign Service Officers and Staff (FO, FP); Foreign Defense (FD)
650	* Public Health Service Commissioned Corps--Department of Health and Human Services only
675	* Senior Executive Service (ES)

Attachment 1(1)

Code	Pay System Category (Code)
710	Grades related to General Schedule (GG, GH, GN, CZ, CG, PG); also includes: [DA, DG, DP, DS, and DT for Department of Navy only], [DB, DE, DJ, DK for Department of Army], [NC, ND, NG, NO, NR, and NT for the Department of Navy], [ZA, ZP, ZS, and ZT for Department of Commerce], [FG, FM for Department of Transportation (FAA)], [DR for Material Command within the Department of Air Force only], [employees in demonstration projects], [NH, NJ, NK for Department of Defense]
716	Foreign Compensation -- Agency for International Development (FC)
720	Administratively Determined (AD)
732	Tennessee Valley Authority (salary policy employees)
733	Tennessee Valley Authority (trade and labor employees)
740	* Wage employees--trades and crafts (U.S. citizens)
748	* Aliens employed in foreign areas (non-wage board)--Department of Defense, 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	Agency Total - Sum of all Pay Systems

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

Definitions

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

Code 100. 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,

Attachment 1 (2)

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

Code 101. Full-Time Permanent 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 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.

Attachment 1(3)

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). [No Totals Required.]

Note: Overtime pay no longer includes Availability pay for law enforcement officers, annual premium pay for regularly scheduled standby duty, (5 U.S.C. 5545 (c)(1), and administratively uncontrollable overtime pay. Report these categories separately.

Overtime pay (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)).

Administratively uncontrollable overtime pay (Includes annual premium pay for administratively uncontrollable overtime work (5 U.S.C. 5545 (c)(2)))

Availability pay for law enforcement officers (availability pay for criminal investigators (5 U.S.C. 5545a). Also includes all overtime pay for firefighters compensated under 5 U.S.C. 5545b who are subject to special pay computation and overtime rules. (For these firefighters overtime pay is payable for hours in excess of 53 per week, or 106 hours biweekly.)

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Code 202. Holiday Pay (object class 11.5).

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

Code 203. Sunday Pay (object class 11.5).

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

Code 204. Night Differential (object class 11.5).

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

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

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

Code 206. Post Differential (object class 11.5).

Report payments above the basic rate for service at hardship posts abroad that are based upon conditions of environment differing substantially from those in the contiguous 48 States and the District of Columbia as defined in 5 U.S.C. 5925. Also includes post differentials under 5 U.S.C. 5941 (see **Code 312. Non-Foreign Cost of Living Allowance on Attachment 1 (9)**).

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).

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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. 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.,

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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 (VA) Veterans Affairs only	\$37,744	\$108,911
675	Senior Executive Services (ES)	\$102,300	\$118,400

Note: The minimum and maximum salaries shown are those for calendar year 2000.

- (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 113G 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)

Attachment 1 (7)

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

Attachment 1 (8)

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.

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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).

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Code 313. Retention Allowance (object class 12.1).

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

Code 314. Recruitment Bonus (object class 12.1).

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

Code 315. Relocation Bonus (object class 12.1).

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

Code 316. Other Benefits included in object class 12.1.

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

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

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

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

Report payments made through the \$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.

Attachment 1 (11)

**Cost as Percent
of Basic Payroll, Fiscal Year 1999**

Benefit Code and Title

300	Total cost of benefits (Excludes separation pay)	27.5
301	Health Insurance.....	6.1
302	Life Insurance - Federal Employees Group Life Insurance (FEGLI).....	.3
303	Retirement	11.9
304	Civil Service Retirement	3.72
305	Federal Employees Basic Benefit Federal Employees Retirement System (FERS).....	5.76
306	Federal Employees Thrift Plan (FERS).....	2.12
307	Other Retirement Systems.....	.34
308	Federal Insurance Contributions Act (OASDHI)	5.2
309	Federal Employees Compensation Act (Payments to Labor Department).....	1.4
310	Uniform Allowances1
311	Overseas Allowances.....	.3
312	Non-Foreign Cost of Living Allowance (COLA)1
313	Retention Allowance1
314	Recruitment Bonus0
315	Relocation Bonus.....	.0
316	Other benefits included in object class 12.1.....	1.8
400	Separation Pay.....	1.0
	Total Benefits plus separation pay.....	28.1

The percentage for an individual agency can be expected to vary from the Governmentwide averages shown depending upon the composition of its labor force (e.g., proportion of temporaries), and the geographic location of its duty station (e.g., proportion of employees stationed outside United States). Please indicate in the transmittal letter the reasons for significant variations from the percentages shown.

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Instructions for Office of Personnel Management (OPM) Form 1351-C: Leave Earned and Used (Leave Year 2000).

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; report "Lump-sum data" separately as well as combined with Total Annual data.
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 "Other Paid Time-Off Awards."**
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); Veterans Administration physicians, dentists, and nurses; non-U.S. citizen employees in foreign areas; and certain teachers. (Exclude lump-sum payments for annual leave upon separation.)

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 **2000 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.

Attachment 1 (13)

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

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

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

SAMPLE AGENCY CONTACT NOTIFICATION LETTER

Agency Name:
Agency Address:
Date:

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

Dear Ms. Morrison:

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

Supervisory Official Primarily Responsible for Agencywide Report	Phone Number	Working-Level Contact	Phone Number	FAX Number
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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 2000

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)
100	Total – Basic Work Years and Payrolls	11.1/11.3		
101	Full-Time Permanent Appointments	11.1		
102	Full-Time Temporary Appointments	11.3		
103	Part-Time and Intermittent Appointments (Full-Time Equivalent (FTE))	11.3		
200	Total Premium Work Years and Pay	11.5		
201	Report separately for the 4 categories listed below.	11.5	XXX XXX	XXX XXX
	- Overtime pay	11.5		
	- Availability pay for law enforcement officers	11.5		
	- Annual premium pay for regularly scheduled standby duty	11.5		
	- Administratively uncontrollable overtime pay	11.5		
202	Holiday Pay	11.5		
203	Sunday Pay	11.5	XXX	
204	Night Differential	11.5	XXX	
205	Hazardous Duty Pay	11.5	XXX	
206	Post Differential	11.5	XXX	
207	Staffing Differential	11.5	XXX	XXX
208	Supervisory Differential	11.5	XXX	
209	Physicians Comparability Allowance	11.5	XXX	
210	Remote Work Site Allowance	11.5	XXX	
211	Cash Awards	11.5	XXX	
212	Other*	11.5	XXX	

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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 2000**

1. Agency Name			2. Agency Code	
CODE	ITEM	OMB OBJECT CLASS	COST (Thousands)	For Agency Edit Check: COST AS PERCENT OF BASIC PAYROLL
300	Total - Cost of Benefits	12.1		
301	Health Insurance	12.1		
	- Federal Employees Health Benefits Act			
	- Other			
302	Life Insurance – Federal Employees Group Life Insurance (FEGLI)	12.1		
303	Retirement	12.1		
304	- Civil Service Retirement System (CSRS)	12.1		
305	- Federal Employees 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")			
	Total Benefits Plus Separation Pay (Sum of Codes 300 and 400)	12.1 & 13.0		

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**WORK YEARS AND PERSONNEL COSTS REPORT
LEAVE EARNED AND USED
LEAVE YEAR 2000**

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

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

² Lump-sum payments shown separately.

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

SUPPLEMENT V - GLOSSARY

Definitions of Key Terms

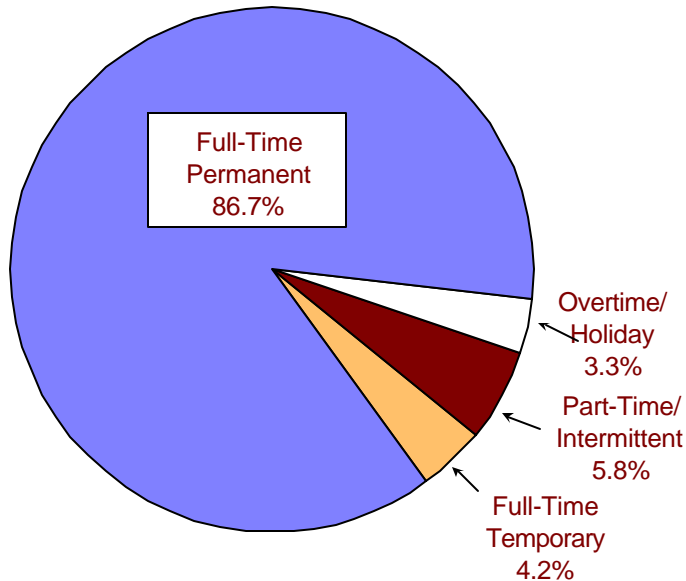
	Page
Components of Work Years	105
Components of Personnel Costs	106

ACKNOWLEDGMENTS

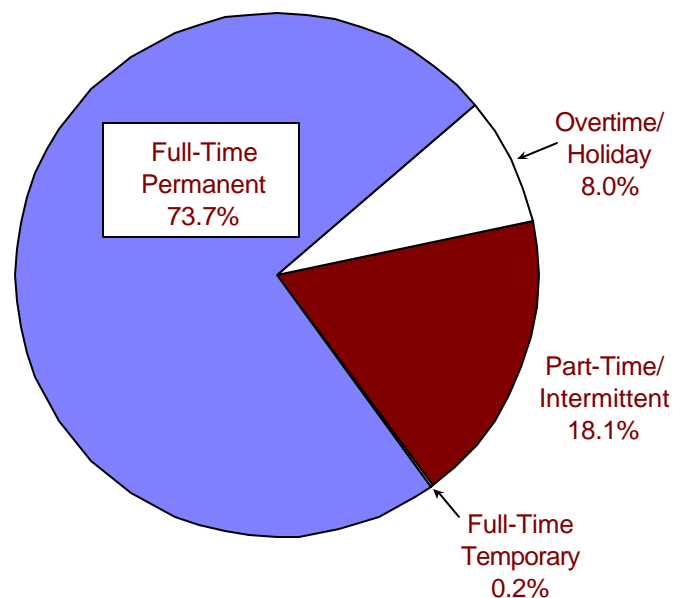
The project manager for this report is statistician British Morrison (telephone: 202-606-1350; Email: bvmorris@opm.gov). The survey and publication were prepared under the direction of Charlie F. Taylor, Acting Assistant Director for Workforce Information. We also recognize the contributions of Carol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

COMPONENTS OF WORK YEARS

All Other Agencies



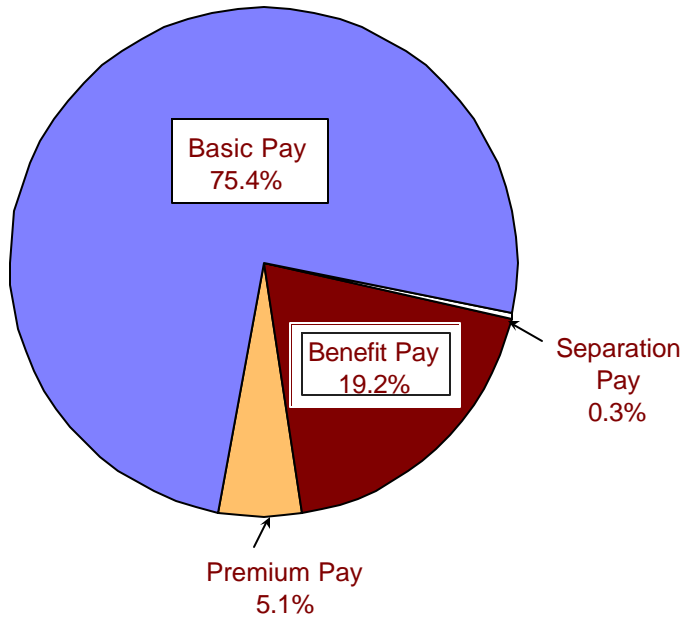
U.S. Postal Service



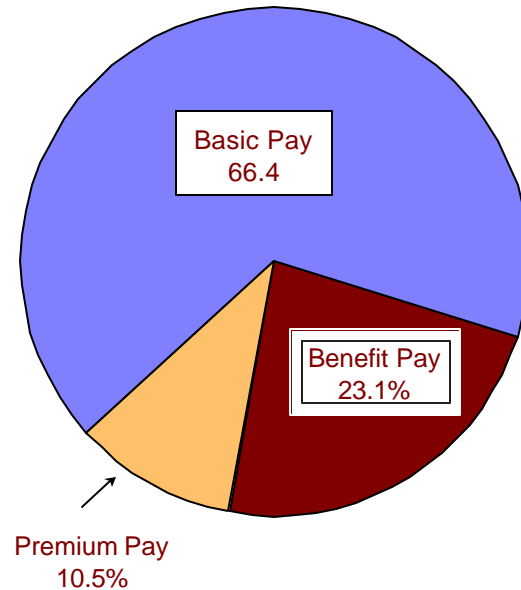
- **Full-Time Permanent** (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the competitive Service with career and career-conditional appointments, employees in an Excepted Service and Senior Executive Service with career and noncareer appointments; that work a 40 hour work week or 2,080 hours in a work year *(See Supplement IV, page 87)*.
- **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 87)*.
- **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 88)*.
- **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 86)*.
- **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, pages 86 and 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 91-95*).
- **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 95*).
- **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

Arms Control & Disarmament Agency moved to Department of State.

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

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