

**OFFICIAL TIME USAGE IN THE FEDERAL GOVERNMENT  
FISCAL YEAR 2008 SURVEY RESPONSES**



**U.S. Office of Personnel Management  
March 2009**

OPM issued the call and guidance for reporting Fiscal Year (FY) 2008 official time data in a November 3, 2008 memorandum to Federal departments and agencies. All 61 Executive departments and agencies that have employees represented by labor organizations, as well as the Government Printing Office and U.S. Capitol Police, provided their official time data, increasing the response rate by 15 percent over FY 2007. Responding agencies and departments reported 2,893,922 official time hours used in FY 2008. The average number of official time hours used per bargaining unit employee (HPE) rate was 2.60 percent. The total number of hours reported rose by 3.3 percent over FY 2007, however, among those agencies reporting in both FY 2007 and FY 2008, the increase in hours reported was 2.9 percent.

TOTAL OFFICIAL TIME HOURS FY 2004-2008					
	FY 2008	FY 2007	FY 2006	FY 2005	FY 2004
<b>Total Official Time Hours</b>	2,893,922	2,800,741	2,718,142	3,359,057	3,870,460
<b>Rate (Hours per BU Employee)</b>	2.60	2.69	2.60	3.20	3.70

**Comparison of Hours Reported to Previous Fiscal Year.** The following table shows the hours reported by agency in FY 2007 and FY 2008 and the percentage of change between the two years. The data shows wide variations among agencies, with changes from the previous year ranging from a decrease of 100 percent to increases of more than 200 percent. Many of the agencies showing the widest variation from the previous year, however, have a small number of bargaining unit employees. Thus, modest numerical changes in reported hours translate into significant percentage changes for these agencies.

The agency reporting the most significant change is Department of State. The number of bargaining unit employees increased more than 63 percent. State reported an increase of official time hours of more than 150 percent, however they continue to have one of the lowest hours-per -bargaining unit employee rate at .75. The Environmental Protection Agency (EPA) reported a large increase in its dispute resolution hours for an increase of 10,166 total hours which is a 40 percent increase.

Twenty-two of the 61 agencies, reported reductions in both the number of official time hours used which resulted in a reduction in the number of hours used per bargaining unit employee. Among agencies with 1,000 or more bargaining unit employees, the U.S. Capitol Police had the largest decrease, of 38.3 percent, in official time hours which also reduced their number of hours per employee by more than 40 percent (see discussion in next section).

**OFFICIAL TIME HOURS – FY 2008 vs. FY 2007**

<b>Departments/ Agencies</b>	<b>FY 2008 Official Time Hours</b>	<b>FY 2007 Official Time Hours</b>	<b>% Decrease/ Increase</b>	<b>Departments/ Agencies</b>	<b>FY2008 Official Time Hours</b>	<b>FY 2007 Official Time Hours</b>	<b>% Change</b>
<b>Less than 1,000 bargaining unit employees</b>							
African Development Foundation	0	3	-100.0%	International Trade Commission	0	N/R	N/A
Commodity Futures Trading Commission	391	276	41.7%	Merit Systems Protection Board	44	33	33.3%
Consumer Product Safety Commission	389	585	-33.6%	National Credit Union Association	742	1,308	-43.3%
Corporation for National Service	65	63	3.2%	National Endowment for the Humanities	242	220	9.8%
CSOSA	1,235	2,288	-46.0%	National Gallery of Art	659	365	80.7%
CSOSA - Pre Trial	455	1,441	-68.5%	National Labor Relations Board	13,447	12,742	5.5%
Export-Import Bank	61	19	221.1%	National Mediation Board	0	2	-100%
Federal Election Commission	290	337	-13.9%	National Transportation Safety Board	44	55	-19.6%
Federal Energy Regulatory Commission	507	596	-14.9%	National Science Foundation	1,066	1,161	-8.2%
Federal Trade Commission	1,180	692	70.6%	Overseas Private Investment Corporation	12	138	-91.3%
FMCS	53	18	194.4%	Peace Corps	125	70	78.6%
Holocaust Memorial Museum	0	0	N/A	Railroad Retirement Board	5,030	4,823	4.3%
<b>1,000 to 25,000 bargaining unit employees</b>							
Broadcasting Board of Governors	6,400	5,730	11.7%	Interior	15,885	19,732	-19.5%
Commerce	41,603	36,205	14.9%	Labor	53,621	56,069	-4.4%
Education	6,117	7,105	-13.9%	NASA	15,613	14,340	8.9%
EEOC	15,998	13,135	21.8%	National Archives and Records Administration	6,544	7,053	-7.2%

**OFFICIAL TIME HOURS – FY 2008 vs. FY 2007**

Departments/ Agencies	FY 2008 Official Time Hours	FY 2007 Official Time Hours	% Decrease/ Increase	Departments/ Agencies	FY2008 Official Time Hours	FY 2007 Official Time Hours	% Change
				National Labor Relations Board	13,447	12,742	9.8%
Energy	16,903	19,645	-14.0%	Nuclear Regulatory Commission	4,019	3,943	1.9%
Environmental Protection Agency	35,364	25,198	40.3%	Office of Personnel Management	6,170	4,772	29.3%
FCC	1,504	1,598	-5.9%	SEC	3,590	N/R	N/A
FDIC	4,258	4,593	-7.3%	Small Business Administration	3,927	1,230	219.3%
General Services Administration	32,352	31,702	2.1%	Smithsonian	800	700	14.3%
Government Printing Office	6,950	6,897	0.8%	State (includes AFSA unit)	12,314	4,792	157.0%
Housing & Urban Development	33,525	31,823	5.3%	U.S. Capitol Police	2,049	3,321	-38.3%
<b>More than 25,000 bargaining unit employees</b>							
Agriculture	117,934	91,725	28.6%	Social Security Administration	229,141	221,007	3.7%
Defense	331,099	315,092	5.1%	Transportation	167,655	162,421	15.8%
Health & Human Services	25,371	29,106	-12.8%	Treasury	634,191	611,759	3.7%
Homeland Security	87,787	87,847	-0.1%	Veterans Affairs	774,679	822,506	-5.8%
Justice	143,438	132,466	8.3%				
				<b>Government- wide</b>	<b>2,893,922</b>	<b>2,800,747</b>	<b>3.3%<sup>1</sup></b>

**Official Time Rates.** The official time rate also referred to as the Hours Per Employee (HPE) rate, which indicates the average number of official time hours expended per bargaining unit employee, allows for meaningful comparisons of official time usage among agencies. The average FY 2008 government-wide HPE rate was 2.60, representing a 3.3 percent decrease. Ironically, this returns the HPE rate to that of FY 2006 thus continuing the downward trend in the HPE rate observed since FY 2002 after being interrupted by the FY 2007 increase in this rate.

Changes in an agency's official time rate must be viewed together with the number of total official time hours used. For example, the Export-Import Bank reported a 225.5 percent increase in its HPE rate, but it only increased from .19 to .41, which continues

<sup>1</sup> Among all agencies that reported in both FY 2007 and FY 2008, the increase is 2.9 percent.

to be one of the lowest rates among all agencies. At just over 219 percent, the Small Business Administration experienced the largest percentage increase in both total hours and HPE. The agency reported most of the increase within the General Labor-Management category.

Among Departments, Treasury reported the greatest HPE rate at 7.21 while Department of Defense, which employs over 411,000 bargaining unit employees, reported only .80 hours per bargaining unit employee

The National Labor Relations Board continues to report the highest rate among all agencies at 12.18. The EEOC which accomplished significant reductions in FY 2007 experienced a significant increase in FY 2008 returning it to the second highest HPE rate at 10.05.

#### OFFICIAL TIME RATE - FY 2008 vs. FY 2007

Departments/ Agencies	FY 2008 Official Time Rate	FY 2007 Official Time Rate	% Decrease/ Increase	Departments/ Agencies	FY 2008 Official Time Rate	FY 2007 Official Time Rate	% Change
African Development Foundation	0.00	0.38	N/A	Justice	4.63	4.73	-2.2%
Agriculture	2.94	2.72	8.2%	Labor	4.90	5.07	-3.3%
Broadcasting Board of Governors	5.84	5.19	12.7%	Merit Systems Protection Board	0.55	0.39	40.0%
Commerce	2.14	1.65	30.2%	NASA	1.60	1.44	10.7%
Commodity Futures Trading Commission	2.61	2.09	24.7%	National Archives and Records Administration	3.39	3.34	1.7%
Consumer Product Safety Commission	1.21	2.85	-57.6%	National Credit Union Association	0.98	1.73	-43.4%
Corporation for National Service	0.20	0.18	9.5%	National Endowment for the Humanities	2.44	2.34	4.2%
CSOSA	3.54	6.39	-46.0%	National Gallery of Art	1.65	0.91	80.7%
CSOSA - Pre Trial	1.68	5.34	-68.6%	National Labor Relations Board	12.18	11.54	5.5%
Defense	0.80	0.79	1.3%	National Mediation Board	0.00	0.15	N/A
Education	2.38	2.80	-14.8%	National Science Foundation	1.20	1.37	-12.4%
EEOC	10.05	8.32	20.8%	National Transportation Safety Board	0.17	0.22	-23.3%
Energy	2.19	2.96	-26.0%	Nuclear Regulatory Commission	1.45	1.60	-9.3%
Environmental Protection Agency	2.99	2.25	33.2%	Office of Personnel Management	5.67	4.38	29.5%

**OFFICIAL TIME RATE - FY 2008 vs. FY 2007**

<b>Departments/ Agencies</b>	<b>FY 2008 Official Time Rate</b>	<b>FY 2007 Official Time Rate</b>	<b>% Decrease/ Increase</b>	<b>Departments/ Agencies</b>	<b>FY 2008 Official Time Rate</b>	<b>FY 2007 Official Time Rate</b>	<b>% Change</b>
Export-Import Bank	0.84	0.26	225.5%	Overseas Private Investment Corporation	0.12	1.68	-92.7%
FCC	1.28	1.36	-5.4%	Peace Corps	0.36	0.23	53.1%
FDIC	1.25	1.45	-13.4%	Pension Benefit Guarantee Corporation	3.05	N/R	N/A
Federal Election Commission	1.26	1.42	-11.7%	Presidio Trust	2.03	N/R	N/A
Federal Energy Regulatory Commission	0.52	0.61	-14.6%	Railroad Retirement Board	7.13	6.59	8.3%
Federal Trade Commission	3.31	1.99	66.3%	SEC	1.36	N/R	N/A
FMCS	1.77	0.60	194.4%	Small Business Administration	3.40	1.07	218.5%
General Services Administration	4.66	4.97	-6.2%	Smithsonian	0.30	0.28	8.6%
Government Printing Office	3.78	3.85	-1.8%	Social Security Administration	4.63	4.61	0.6%
Health & Human Services	0.99	1.14	-12.8%	State (includes AFSA unit)	0.63	0.46	36.1%
Holocaust Memorial Museum	-	-	N/A	Transportation	5.10	4.50	13.5%
Homeland Security	1.49	1.64	-9.1%	Treasury	7.21	7.13	1.1%
Housing & Urban Development	4.91	4.06	20.9%	U.S. Capitol Police	1.62	2.71	-40.3%
Interior	0.80	1.08	-26.1%	U.S. International Trade Commission	2.28	N/R	N/A
				Veterans Affairs	3.47	4.11	-15.7%
				<b>Grand Total - all agencies</b>	<b>2.60</b>	<b>2.69</b>	<b>-3.3%</b>

**Categories.** Agencies report official time by categories which allow greater analysis of official time use and variations from year to year. The General Labor-Management Relations category again accounted for the greatest share of government-wide official time hours. Agencies reported 2,151,366 hours in this category, representing 74.3 percent of all reported official time hours, a 2.3 percent decrease from FY 2007. As we have noted in previous years, anecdotal information from agencies indicates this category is often used to report hours for activities not specifically identified by union officials or tracked by supervisors. This is particularly prevalent when the union official is on 100 percent official time. The high percentages reported in this category by many agencies, when viewed within the context of total hours reported, indicates an opportunity for some agencies to strengthen the integrity of their data and, perhaps, the management of official time.

<b>DEPARTMENT/AGENCY</b>	<b>Bargaining Unit Employees</b>	<b>Term Bargaining</b>	<b>Mid-Term Bargaining</b>	<b>Dispute Resolution</b>	<b>General Labor-Mgmt</b>	<b>2008 Total Hours</b>
African Development Foundation	1	-	-	-	-	-
Agency for International Development	1,960	208	208	936	3,018	4,370
Agriculture	40,122	3,294	1,508	96,839	16,293	117,934
Armed Forces Retirement Home	151	-	-	-	5	5
Broadcasting Board of Governors	1,095	900	450	1,890	3,160	6,400
Commerce	19,399	5,369	1,758	11,584	22,893	41,603
Commission on Civil Rights	15	-	-	-	-	-
Commodity Futures Trading Commission	150	-	-	-	391	391
Consumer Product Safety Commission	321	-	-	24	365	389
Corporation for National Service	326	-	2	13	50	65
CSOSA	349	1,099	24	87	25	1,235
CSOSA - Pre Trial	271	263	6	76	110	455
Defense	411,575	29,799	12,316	96,852	192,132	331,099
Education	2,568	-	183	3,249	2,685	6,117
EEOC	1,592	118	304	3,135	12,442	15,998
Energy	7,719	4,231	422	3,623	8,628	16,903
Environmental Protection Agency	11,822	52	953	10,657	23,702	35,364
Export-Import Bank	73	-	-	20	41	61
FCC	1,171	-	156	762	586	1,504
FDIC	3,397	-	69	557	3,632	4,258
Federal Election Commission	231	-	45	116	130	290
Federal Energy Regulatory Commission	974	-	-	17	490	507
Federal Trade Commission	356	496	577	7	100	1,180
FMCS	30	-	3	32	18	53
General Services Administration	6,941	502	968	9,515	21,367	32,352
Government Printing Office	1,840	948	1,366	4,204	432	6,950
Health & Human Services	25,600	3,632	621	4,957	16,160	25,371
Holocaust Memorial Museum	10	-	-	-	-	-

<b>DEPARTMENT/AGENCY</b>	<b>Bargaining Unit Employees</b>	<b>Term Bargaining</b>	<b>Mid-Term Bargaining</b>	<b>Dispute Resolution</b>	<b>General Labor-Mgmt</b>	<b>2008 Total Hours</b>
Homeland Security	58,871	8,464	5,618	46,935	26,770	87,787
Housing & Urban Development	6,833	2,035	2,482	20,219	8,789	33,525
Interior	19,885	3,366	623	1,458	10,439	15,885
International Boundary & Water Commission: US and Mexico	189	-	-	-	-	-
Justice	31,000	21,141	4,240	14,276	103,781	143,438
Labor	10,934	-	1,316	5,983	46,322	53,621
Merit Systems Protection Board	80	-	-	-	44	44
NASA	9,761	78	995	4,888	9,653	15,613
National Archives and Records Administration	1,929	76	39	1,100	5,329	6,544
National Credit Union Association	756	252	162	73	256	742
National Endowment for the Humanities	99	0	16	68	158	242
National Gallery of Art	400	-	8	9	642	659
National Labor Relations Board	1,104	-	1,539	4,189	7,719	13,447
National Mediation Board	15	-	-	-	-	-
National Science Foundation	891	-	12	73	982	1,066
National Transportation Safety Board	263	-	-	-	44	44
Nuclear Regulatory Commission	2,763	44	1,017	804	2,153	4,019
Office of Personnel Management	1,088	-	584	1,828	3,758	6,170
Overseas Private Investment Corporation	98	-	-	1	11	12
Peace Corps	350	45	10	-	70	125
Pension Benefit Guarantee Corporation	500	-	426	396	703	1,525
Presidio Trust	166	292	-	-	45	337
Railroad Retirement Board	705	249	51	436	4,294	5,030
SEC	2,640	36	50	970	2,534	3,590
Small Business Administration	1,155	294	53	355	3,225	3,927
Smithsonian	2,630	-	-	300	500	800



DEPARTMENT/AGENCY	Bargaining Unit Employees	Term Bargaining	Mid-Term Bargaining	Dispute Resolution	General Labor-Mgmt	2008 Total Hours
Social Security Administration	49,464	322	1,647	15,750	211,422	229,141
State (includes AFSA unit)	19,500	1,397	1,418	2,060	7,439	12,314
Transportation	36,850	6,124	1,335	12,934	167,655	188,048
Treasury	87,954	5,627	12,559	21,088	594,917	634,191
U.S. Capitol Police	1,267	329	251	1,001	468	2,049
U.S. International Trade Commission	1,960	208	208	936	3,108	4,460
Veterans Affairs	223,508	28,560	26,672	120,163	599,284	774,679
<b>Grand Total - all agencies</b>	<b>1,115,667</b>	<b>129,847</b>	<b>85,267</b>	<b>527,442</b>	<b>2,151,366</b>	<b>2,893,922</b>

**Cost.** Costs were estimated based on September 2008 wage data provided through the Central Personnel Data File (CPDF). We estimate each agency's official time wage costs by multiplying the reported official time hours by each agency's average bargaining unit employee hourly wage plus fringe benefits. In comparing those agencies that reported in both FY 2007 and FY 2008, we find the cost of official time hours increased by 5.97 percent. This increase follows general government-wide wage increases.

DEPARTMENT/AGENCY	FY 08 Cost	FY 07 Cost	DEPARTMENT/AGENCY	FY 08 Cost	FY 07 Cost
Agency for International Development	\$274,302	N/R	Interior	538,929\$	\$647,462
			Justice	5,401,108	4,819,2434,
Agriculture	\$3,725,576	\$2,837,373	Labor	\$2,553,118	\$2,573,402
Armed Forces Retirement Home	\$139	N/R	Merit Systems Protection Board	\$3,729	\$2,702
Broadcasting Board of Governors	\$339,728	\$292,757	NASA	\$1,052,839	\$930,053
Commerce	\$2,051,189	\$1,705,678	National Archives and Records Administration	\$225,693	\$232,943
Commission on Civil Rights	\$0	N/R	National Credit Union Association	\$41,414	\$69,375
Commodity Futures Trading Commission	\$29,730	\$20,055	National Endowment for the Humanities	\$12,422	\$11,257
Consumer Product Safety Commission	\$21,580	\$32,783	National Gallery of Art	\$22,304	\$11,952
Corporation for National Service	\$2,797	\$2,614	National Labor Relations Board	\$772,632	\$701,903
CSOSA	\$54,994	\$97,343	National Mediation Board	\$0	\$63
CSOSA - Pre Trial	\$20,247	\$61,307	National Science Foundation	\$67,920	\$70,087
Defense	\$12,141,699	\$11,286,005	National Transportation Safety Board	\$2,966	\$3,556
Education	\$355,290	\$391,380	Nuclear Regulatory Commission	\$263,865	\$248,625

DEPARTMENT/AGENCY	FY 08 Cost	FY 07 Cost	DEPARTMENT/AGENCY	FY 08 Cost	FY 07 Cost
EEOC	\$781,160	\$632,146	Office of Personnel Management	\$273,130	\$202,608
Energy	\$981,303	\$1,103,076	Overseas Private Investment Corporation	\$669	\$7,670
Environmental Protection Agency	\$2,131,330	\$1,470,405	Peace Corps	\$5,416	\$2,722
Export-Import Bank	\$2,408	\$715	Pension Benefit Guarantee Corporation	\$79,977	N/R
FCC	\$98,273	\$100,277	Presidio Trust	\$12,655	N/R
FDIC	\$272,534	\$290,220	Railroad Retirement Board	\$232,405	\$212,832
Federal Election Commission	\$14,588	\$16,428	SEC	\$296,288	N/R
Federal Energy Regulatory Commission	\$29,434	\$33,438	Small Business Administration	\$200,313	\$60,894
Federal Trade Commission	\$52,513	\$29,011	Smithsonian	\$27,087	\$22,953
FMCS	\$1,987	\$643	Social Security Administration	\$9,190,073	\$8,701,283
General Services Administration	\$1,595,486	\$1,502,161	State (includes AFSA unit)	\$606,131	\$229,303
Government Printing Office	\$285,141	\$265,823	Transportation	\$11,801,306	\$10,242,307
Health & Human Services	\$1,181,762	\$1,297,616	Treasury	\$25,402,860	\$23,970,831
Holocaust Memorial Museum	\$0	0	U.S. Capitol Police	\$81,796	\$151,534
Homeland Security	\$3,346,755	\$3,285,399	U.S. International Trade Commission	\$280,985	N/R
Housing & Urban Development	\$1,792,687	\$1,666,839	Veterans Affairs	\$29,970,114	\$30,489,047
			<b>Grand Total -all agencies</b>	<b>\$120,730,471</b>	<b>\$113,038,094</b>

**Conclusion.** The FY 2008 increase in use of official time hours is similar to that observed in FY 2007 while the number of hours per employee has returned to the same level reported in FY 2006.

There are favorable trends among many agencies that should not be overlooked. Several agencies have been making major strides in managing and recording the use of official time, often resulting in a reduction of the hours used. We continue to have concerns that the large percentage of hours reported under the General Labor-Management category may not accurately reflect the purposes for which official time is actually being used. This may indicate a need for better understanding among supervisors and union officials of the activities that are included in each category. This is especially reflective of agencies that employ full time union officials. This may also serve as a viable opportunity for agencies to address the reporting requirements when they negotiate future collective bargaining agreements.

For further information regarding this report, please contact the Center for Workforce Relations and Accountability Policy at (202) 606-2930 or [CWRAP@OPM.gov](mailto:CWRAP@OPM.gov).

## Appendix A

### ***Definitions and Terminology***

**Official Time** means all time, regardless of agency nomenclature, granted to an employee by the agency to perform representational functions under 5 U.S.C. Chapter 71 or by collective bargaining agreement when the employee would otherwise be in a duty status.

**Official Time Reporting Categories**— agencies are being asked to report four categories of official time use.

- Term Negotiations— this category for reporting official time hours refers to time used by union representatives to prepare for and negotiate a basic collective bargaining agreement or its successor.
- Mid-Term Negotiations— this category for reporting official time hours refers to time used to bargain over issues raised during the life of a term agreement.
- Dispute Resolution— this category for reporting official time hours refers to time used to process grievances up to and including arbitrations and to process appeals of bargaining unit employees to the various administrative agencies such as the MSPB, FLRA and EEOC and, as necessary, to the courts.
- General Labor-Management Relations— this category for reporting official time hours refers to time used for activities not included in the above three categories. Examples of such activities include: meetings between labor and management officials to discuss general conditions of employment, labor-management committee meetings, labor relations training for union representatives, and union participation in formal meetings and investigative interviews.

**Representational Functions** refers to activities undertaken by employees acting on behalf of the labor organization or fulfilling the organization's responsibility to represent bargaining unit employees in accordance with 5 U.S.C. Chapter 71 or a collective bargaining agreement.

**Appendix B**

<b>Department/ Agency</b>	<b>2008 BU Employees</b>	<b>Term Bargaining</b>	<b>Mid-Term Bargaining</b>	<b>Dispute Resolution</b>	<b>General Labor- Mgmt</b>	<b>2008 Total Hours<sup>2</sup></b>	<b>Hours per B/U employee</b>	<b>Hourly Rate</b>	<b>Salary Cost</b>	<b>Salary + Benefits Cost</b>
African Development Foundation	1	-	-	-	-	-	-	29.30	\$0	\$0
Agency for International Development	1,960	208	208	936	3,018	4,370	2.23	46.07	\$201,323	\$274,302
Agriculture	40,122	3,294	1,508	96,839	16,293	117,934	2.94	23.19	\$2,734,368	\$3,725,576
Armed Forces Retirement Home	151	-	-	-	5	5	0.03	20.40	\$102	\$139
Broadcasting Board of Governors	1,095	900	450	1,890	3,160	6,400	5.84	38.96	\$249,342	\$339,728
Commerce	19,399	5,369	1,758	11,584	22,893	41,603	2.14	36.19	\$1,505,460	\$2,051,189
Commission on Civil Rights	15	-	-	-	-	-	-	30.72	\$0	\$0
Commodity Futures Trading Commission	150	-	-	-	391	391	2.61	55.81	\$21,820	\$29,730
Consumer Product Safety Commission	321	-	-	24	365	389	1.21	40.77	\$15,839	\$21,580
Corporation for National Service	326	-	2	13	50	65	0.20	31.82	\$2,053	\$2,797
CSOSA	349	1,099	24	87	25	1,235	3.54	32.70	\$40,362	\$54,994
CSOSA - Pre Trial	271	263	6	76	110	455	1.68	32.70	\$14,860	\$20,247
Defense	411,575	29,799	12,316	96,852	192,132	331,099	0.80	26.91	\$8,911,339	\$12,141,699
Education	2,568	-	183	3,249	2,685	6,117	2.38	42.63	\$260,764	\$355,290
EEOC	1,592	118	304	3,135	12,442	15,998	10.05	35.84	\$573,328	\$781,160
Energy	7,719	4,231	422	3,623	8,628	16,903	2.19	42.61	\$720,222	\$981,303

<sup>2</sup> Numbers may not total due to rounding.

**Appendix B**

<b>Department/ Agency</b>	<b>2008 BU Employees</b>	<b>Term Bargaining</b>	<b>Mid-Term Bargaining</b>	<b>Dispute Resolution</b>	<b>General Labor- Mgmt</b>	<b>2008 Total Hours<sup>2</sup></b>	<b>Hours per B/U employee</b>	<b>Hourly Rate</b>	<b>Salary Cost</b>	<b>Salary + Benefits Cost</b>
Environmental Protection Agency	11,822	52	953	10,657	23,702	35,364	2.99	44.23	\$1,564,279	\$2,131,330
Export-Import Bank	73	-	-	20	41	61	0.84	28.98	\$1,768	\$2,408
FCC	1,171	-	156	762	586	1,504	1.28	47.97	\$72,127	\$98,273
FDIC	3,397	-	69	557	3,632	4,258	1.25	46.98	\$200,025	\$272,534
Federal Election Commission	231	-	45	116	130	290	1.26	36.92	\$10,707	\$14,588
Federal Energy Regulatory Commission	974	-	-	17	490	507	0.52	42.61	\$21,603	\$29,434
Federal Trade Commission	356	496	577	7	100	1,180	3.31	32.66	\$38,542	\$52,513
FMCS	30	-	3	32	18	53	1.77	27.52	\$1,459	\$1,987
General Services Administration	6,941	502	968	9,515	21,367	32,352	4.66	36.20	\$1,170,999	\$1,595,486
Government Printing Office	1,840	948	1,366	4,204	432	6,950	3.78	30.11	\$209,278	\$285,141
Health & Human Services	25,600	3,632	621	4,957	16,160	25,371	0.99	34.19	\$867,349	\$1,181,762
Holocaust Memorial Museum	10	-	-	-	-	-	-	26.64	\$0	\$0
Homeland Security	58,871	8,464	5,618	46,935	26,770	87,787	1.49	27.98	\$2,456,334	\$3,346,755
Housing & Urban Development	6,833	2,035	2,482	20,219	8,789	33,525	4.91	39.25	\$1,315,734	\$1,792,687
Interior	19,885	3,366	623	1,458	10,439	15,885	0.80	24.90	\$395,544	\$538,929
International Boundary & Water Comm: US & Mexico	189	-	-	-	-	-	-	21.30	\$0	\$0
Justice	31,000	21,141	4,240	14,276	103,781	143,438	4.63	27.64	\$3,964,116	\$5,401,108

Appendix B

Department/ Agency	2008 BU Employees	Term Bargaining	Mid-Term Bargaining	Dispute Resolution	General Labor- Mgmt	2008 Total Hours <sup>2</sup>	Hours per B/U employee	Hourly Rate	Salary Cost	Salary + Benefits Cost
Labor	10,934	-	1,316	5,983	46,322	53,621	4.90	34.95	\$1,873,848	\$2,553,118
Merit Systems Protection Board	80	-	-	-	44	44	0.55	62.20	\$2,737	\$3,729
NASA	9,761	78	995	4,888	9,653	15,613	1.60	49.49	\$772,726	\$1,052,839
National Archives and Records Administration	1,929	76	39	1,100	5,329	6,544	3.39	25.31	\$165,646	\$225,693
National Credit Union Association	756	252	162	73	256	742	0.98	40.96	\$30,395	\$41,414
National Endowment for the Humanities	99	-	16	68	158	242	2.44	37.75	\$9,117	\$12,422
National Gallery of Art	400	-	8	9	642	659	1.65	24.85	\$16,370	\$22,304
National Labor Relations Board	1,104	-	1,539	4,189	7,719	13,447	12.18	42.17	\$567,069	\$772,632
National Mediation Board	15	-	-	-	-	-	-	33.54	\$0	\$0
National Science Foundation	891	-	12	73	982	1,066	1.20	46.76	\$49,849	\$67,920
National Transportation Safety Board	263	-	-	-	44	44	0.17	49.47	\$2,177	\$2,966
Nuclear Regulatory Commission	2,763	44	1,017	804	2,153	4,019	1.45	48.19	\$193,663	\$263,865
Office of Personnel Management	1,088	-	584	1,828	3,758	6,170	5.67	32.49	\$200,462	\$273,130
Overseas Private Investment Corporation	98	-	-	1	11	12	0.12	40.94	\$491	\$669
Peace Corps	350	45	10	-	70	125	0.36	31.80	\$3,975	\$5,416
Pension Benefit Guarantee Corp.	500	-	426	396	703	1,525	3.05	38.49	\$58,699	\$79,977

Appendix B

Department/ Agency	2008 BU Employees	Term Bargaining	Mid-Term Bargaining	Dispute Resolution	General Labor- Mgmt	2008 Total Hours <sup>2</sup>	Hours per B/U employee	Hourly Rate	Salary Cost	Salary + Benefits Cost
Presidio Trust	166	292	-	-	45	337	2.03	27.60	\$9,288	\$12,655
Railroad Retirement Board	705	249	51	436	4,294	5,030	7.13	33.91	\$170,573	\$232,405
SEC	2,640	36	50	970	2,534	3,590	1.36	60.57	\$217,459	\$296,288
Small Business Administration	1,155	294	53	355	3,225	3,927	3.40	37.44	\$147,018	\$200,313
Smithsonian	2,630	-	-	300	500	800	0.30	24.85	\$19,880	\$27,087
Social Security Administration	49,464	322	1,647	15,750	211,422	229,141	4.63	29.44	\$6,745,008	\$9,190,073
State (includes AFSA unit)	16,326	1,397	1,418	2,060	7,439	12,314	0.75	36.13	\$444,867	\$606,131
Transportation	36,850	6,124	1,335	12,934	167,655	188,048	5.10	46.06	\$8,661,509	\$11,801,306
Treasury	87,954	5,627	12,559	21,088	594,917	634,191	7.21	29.40	\$18,644,301	\$25,402,860
U.S. Capitol Police	1,267	329	251	1,001	468	2,049	1.62	29.30	\$60,034	\$81,796
U.S. International Trade Commission	1,960	208	208	936	3,108	4,460	2.28	46.24	\$206,228	\$280,985
Veterans Affairs	223,508	28,560	26,672	120,163	599,284	774,679	3.47	28.39	\$21,996,414	\$29,970,114
<b>Grand Total - all agencies</b>	<b>1,115,667</b>	<b>129,847</b>	<b>85,267</b>	<b>527,442</b>	<b>2,151,366</b>	<b>2,893,922</b>	<b>2.59</b>		<b>\$88,609,520</b>	<b>\$120,730,471</b>