OFFICE OF PERSONNEL MANAGEMENT

Federal Funds

General and special funds:

SALARIES AND EXPENSES

(INCLUDING TRANSFER OF TRUST FUNDS)

For necessary expenses to carry out functions of the Office of Personnel Management pursuant to Reorganization Plan Numbered 2 of 1978 and the Civil Service Reform Act of 1978, including services as authorized by 5 U.S.C. 3109, medical examinations performed for veterans by private physicians on a fee basis, rental of conference rooms in the District of Columbia and elsewhere, hire of passenger motor vehicles, not to exceed $2,500 for official reception and representation expenses, and advances for reimbursements to applicable funds of the Office of Personnel Management and the Federal Bureau of Investigation for expenses incurred under Executive Order 10422 of January 9, 1953, as amended; [$88,000,000, of which not to exceed $1,000,000 shall be made available for the establishment of health promotion and disease prevention programs for Federal employees] *payment of per diem and/or subsistence allowances to employees where Voting Rights Act activities require an employee to remain overnight at his or her post of duty; $86,576,000;* and in addition [$102,536,000] *$94,736,000* for administrative expenses, to be transferred from the appropriate trust funds of the Office of Personnel Management without regard to other statutes, including direct procurement of [health benefits] printing *materials for annuitants*, for the retirement and insurance programs, of which [$11,300,000] *$3,500,000* shall be transferred at such times as the Office of Personnel Management deems appropriate, and shall remain available until expended for the costs of automating the retirement recordkeeping systems, together with remaining amounts authorized in previous Acts for the recordkeeping systems: *Provided*, That the provisions of this appropriation shall not affect the authority to use applicable trust funds as provided by section 8348(a)(1)(B) of title 5, United States Code: *Provided further*, That, except as may be consistent with 5 U.S.C. 8902a(f)(1) and (i), no payment may be made from the Employees Health Benefits Fund to any physician, hospital, or other provider of health care services or supplies who is, at the time such services or supplies are provided to an individual covered under chapter 89 of title 5, United States Code, excluded, pursuant to section 1128 or 1128A of the Social Security Act (42 U.S.C. 1320a–7–1320a–7a), from participation in any program under title XVIII of the Social Security Act (42 U.S.C. 1395 et seq.): *Provided further*, That no part of this appropriation shall be available for salaries and expenses of the Legal Examining Unit of the Office of Personnel Management established pursuant to Executive Order 9358 of July 1, 1943, or any successor unit of like purpose: *Provided further*, That the President's Commission on White House Fellows, established by Executive Order 11183 of October 3, 1964, may, during the fiscal year ending September 30, [1996] *1997*, accept donations of money, property, and personal services in connection with the development of a publicity brochure to provide information about the White House Fellows, except that no such donations shall be accepted for travel or reimbursement of travel expenses, or for the salaries of employees of such Commission. *(Independent Agencies Appropriations Act, 1996.)*

Program and Financing (in millions of dollars)

Identification code 24–0100–0–1–805		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
	Direct program:			
00.01	Employment service	53	42	40
00.02	Executive resources	3	2	2
00.03	Retirement and insurance	95	106	106
00.04	Investigations	3	3	3
00.05	Human resources systems	13	12	12
00.06	Merit systems oversight and effectiveness	14	13	13
00.07	Administrative services	20	12	12
00.08	Executive and other services	16	14	14
00.91	Total direct program	217	204	202
01.01	Reimbursable program	24	11	11
10.00	Total obligations	241	215	213
	Budgetary resources available for obligation:			
22.00	New budget authority (gross)	241	215	213
22.30	Unobligated balance expiring	–1		
23.90	Total budgetary resources available for obligation	241	215	213
23.95	New obligations	–241	–215	–213
	New budget authority (gross), detail:			
	Current:			
40.00	Appropriation	111	88	87
	Permanent:			
68.00	Spending authority from offsetting collections: Offsetting collections (cash)	130	127	126
70.00	Total new budget authority (gross)	241	215	213
	Change in unpaid obligations:			
72.40	Unpaid obligations, start of year: Obligated balance: Appropriation	16	31	27
73.10	New obligations	241	215	213
73.20	Total outlays (gross)	–227	–219	–214
73.40	Adjustments in expired accounts			12
74.40	Unpaid obligations, end of year: Obligated balance: Appropriation	31	27	38
	Outlays (gross), detail:			
86.90	Outlays from new current authority	94	77	76
86.93	Outlays from current balances	3	15	12
86.97	Outlays from new permanent authority	130	127	126
87.00	Total outlays (gross)	227	219	214
	Offsets:			
	Against gross budget authority and outlays:			
88.00	Offsetting collections (cash) from: Federal sources	–130	–127	–126
	Net budget authority and outlays:			
89.00	Budget authority	111	88	87
90.00	Outlays	99	92	88

The Office of Personnel Management (OPM) is responsible for personnel management functions which include the following activities:

Employment service.—The Employment Service Program operates a nationwide system of employment information and assists agencies in managing the dynamics of their work force—recruitment, hiring, internal placement, promotion, and downsizing—through broad policy principles, technical assistance, research, automated systems, and examination services. These operations are carried out through a network of Service Centers throughout the country.

Program performance.—The Employment Service's performance management program consists of program goals, customer service standards, and performance measures. It seeks to provide accurate, timely, accessible employment information to job seekers; high quality, cost-effective examining services to agencies; and simple, effective and merit based staffing policies for the Federal government. Surveys conducted in 1995 showed that 87 percent of agency customers rated staffing and recruiting products "4" or better on an increasing 1–5 scale. Surveys of the public on courtesy, timeliness, responsiveness and knowledge found 83 to 95 percent "satisfied" or "very satisfied". An average of 82 percent of users of various automated job information systems indicated they got the information they needed.

Executive resources.—This activity provides governmentwide program leadership, policy direction and technical assistance on all aspects of the Senior Executive Service personnel system and comparable executive systems.

General and special funds—Continued

SALARIES AND EXPENSES—Continued

(INCLUDING TRANSFER OF TRUST FUNDS)—Continued

Retirement and insurance.—This activity administers retirement and insurance programs for Federal employees and retired Federal employees. These programs include the Civil Service Retirement and Disability Fund, the Employees Life Insurance Fund, and the Employees and Retired Employees Health Benefits Funds.

Program performance.—Retirement and insurance programs have measured workloads and outcomes, including using surveys, for some time. Customer service standards and year-end reports on performance were added this past year.

In the retirement area, OPM reduced the time to make a first interim annuity payment from 11.5 days in 1994 to 8 days in 1995. Finalizing an annuity account dropped from 89 days to 79 days for the same period. Adjudication of CSRS annuity claims error rates dropped from 7 percent to 6 percent in those years. Customer surveys revealed that 90 percent of new annuitants were "generally" or "very" satisfied with OPM's processing of their retirement application. Eighty-two percent of those surveyed said OPM did a "good" to "very good" job in providing professional and personalized information about their retirement application. Ninety percent of survivors of deceased retirees applying for benefits were "generally" or "very" satisfied with efforts to streamline paperwork. Seventy-seven percent of established customers said they were "generally" or "very" satisfied with how actions on their accounts were handled, and 83 percent of both new and established beneficiaries felt that OPM was courteous and helpful when reached by telephone.

In the insurance area, survey respondents indicated that having performance standards was important, and that they were "generally satisfied" with services provided, rating them between 4.0 and 4.4 on an ascending scale of 5. The surveys and measures also revealed areas where service levels need to be improved. Telephone contacts and timeliness and quality of disputed insurance claims decisions were the most prominent areas identified for improvement. OPM is now taking steps to address both of these areas.

Investigations.—This activity focuses on assuring applicant and appointee fitness and suitability.

Human resources systems.—This activity includes: (a) developing and implementing pay and leave administration policy and evaluating the effectiveness of alternative compensation systems; (b) managing employee relations and promoting labor-management partnerships; (c) developing classification policies and systems and designing flexible alternatives to current systems; (d) promoting and providing state-of-the-art data systems for workforce information to support and inform policy decision-making, and providing technical assistance for streamlining personnel recordkeeping and processing procedures; (e) facilitating and supporting Federal work and family programs; and (f) providing policy guidance and management assistance in support of agency human resource development programs.

Merit systems oversight and effectiveness.—This activity includes: (a) direct oversight of human resources management (HRM) in Federal agencies through various methods, including on-site evaluation; (b) assisting agencies in developing merit-based internal HRM accountability systems which support mission accomplishment; (c) assessing the effectiveness of governmentwide HRM policies and programs; (d) testing and evaluating innovative Federal HRM practices and systems, including demonstration projects under 5 U.S.C. Chapter 47; and (e) administering parts of the Voting Rights Act of 1965.

Administrative services.—This activity includes: OPM personnel and equal employment opportunity; security, facilities, telecommunications, publishing, acquisitions, and information resources management to support all OPM programs.

Executive and other services.—This activity includes: executive direction; policy development; legal advice and representation; public affairs; legislative activities; financial management; and the operating expenses of the President's Commission on White House Fellows.

Reimbursable programs.—The OPM performs reimbursable work at the request of other agencies. OPM also provides administrative, information resources management, and executive services to other OPM accounts on a reimbursable basis.

Object Classification (in millions of dollars)

Identification code 24–0100–0–1–805		1995 actual	1996 est.	1997 est.
	Direct obligations:			
	Personnel compensation:			
11.1	Full-time permanent	105	108	108
11.3	Other than full-time permanent	2	2	2
11.5	Other personnel compensation	6	5	5
11.9	Total personnel compensation	113	115	115
12.1	Civilian personnel benefits	23	25	25
21.0	Travel and transportation of persons	2	2	2
23.1	Rental payments to GSA	22	21	21
23.3	Communications, utilities, and miscellaneous charges	14	13	13
24.0	Printing and reproduction	3	3	3
25.1	Advisory and assistance services	6	8	8
25.2	Other services	17	12	10
26.0	Supplies and materials	2	2	2
31.0	Equipment	14	3	3
32.0	Land and structures	1		
99.0	Subtotal, direct obligations	217	204	202
99.0	Reimbursable obligations	24	11	11
99.9	Total obligations	241	215	213

Personnel Summary

Identification code 24–0100–0–1–805		1995 actual	1996 est.	1997 est.
	Direct:			
	Total compensable workyears:			
1001	Full-time equivalent employment	2,641	2,711	2,588
1005	Full-time equivalent of overtime and holiday hours	54	54	54
	Reimbursable:			
2001	Total compensable workyears: Full-time equivalent employment	290	280	275

OFFICE OF INSPECTOR GENERAL

SALARIES AND EXPENSES

(INCLUDING TRANSFER OF TRUST FUNDS)

For necessary expenses of the Office of Inspector General in carrying out the provisions of the Inspector General Act, as amended, including services as authorized by 5 U.S.C. 3109, hire of passenger motor vehicles: [$4,009,000] *$960,000*, and in addition, not to exceed [$6,181,000] *$8,645,000* for administrative expenses to audit the Office of Personnel Management's retirement and insurance programs, to be transferred from the appropriate trust funds of the Office of Personnel Management, as determined by the Inspector General: *Provided*, That the Inspector General is authorized to rent conference rooms in the District of Columbia and elsewhere. *(Independent Agencies Appropriations Act, 1996.)*

Program and Financing (in millions of dollars)

Identification code 24–0400–0–1–805		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Inspector General	10	10	10
10.00	Total obligations	10	10	10
	Budgetary resources available for obligation:			
22.00	New budget authority (gross)	10	10	10

23.95	New obligations	–10	–10	–10
	New budget authority (gross), detail:			
	Current:			
40.00	Appropriation	4	4	1
	Permanent:			
68.00	Spending authority from offsetting collections: Offsetting collections (cash)	6	6	9
70.00	Total new budget authority (gross)	10	10	10
	Change in unpaid obligations:			
72.40	Unpaid obligations, start of year: Obligated balance: Appropriation	2	1	
73.10	New obligations	10	10	10
73.20	Total outlays (gross)	–11	–10	–10
74.40	Unpaid obligations, end of year: Obligated balance: Appropriation	1		
	Outlays (gross), detail:			
86.90	Outlays from new current authority	3	3	1
86.93	Outlays from current balances	2	1	
86.97	Outlays from new permanent authority	6	6	9
87.00	Total outlays (gross)	11	10	10
	Offsets:			
	Against gross budget authority and outlays:			
88.00	Offsetting collections (cash) from: Federal sources	–6	–6	–9
	Net budget authority and outlays:			
89.00	Budget authority	4	4	1
90.00	Outlays	5	4	1

This appropriation provides agencywide audit, investigative, evaluation, inspection, and administrative sanction functions to identify management and administrative deficiencies which may create conditions for fraud, waste and mismanagement. The audits function provides internal agency audit, insurance audit, and contract audit services. Contract audits provide professional advice to agency contracting officials on accounting and financial matters regarding the negotiation, award, administration, repricing, and settlement of contracts. Internal audits review and evaluate all facets of agency operations, including financial statements. Evaluation and inspection services provide detailed technical evaluations of agency operations. Insurance audits review the operations of health and life insurance carriers, health care providers, and insurance subscribers. The investigative function provides for the detection and investigation of improper and illegal activities involving programs, personnel, and operations. Administrative sanctions debar from participation in the health insurance program those health care providers whose conduct may pose a threat to the financial integrity of the program itself or to the well-being of insurance program enrollees. These Inspector General activities resulted in recoveries in excess of $48 million in FY 1995.

Object Classification (in millions of dollars)

Identification code 24–0400–0–1–805		1995 actual	1996 est.	1997 est.
11.1	Personnel compensation: Full-time permanent	6	6	6
12.1	Civilian personnel benefits	1	1	1
23.1	Rental payments to GSA	1	1	1
25.2	Other services	1	1	1
99.5	Below reporting threshold	1	1	1
99.9	Total obligations	10	10	10

Personnel Summary

Identification code 24–0400–0–1–805		1995 actual	1996 est.	1997 est.
	Direct:			
1001	Total compensable workyears: Full-time equivalent employment	98	108	103
	Reimbursable:			
2001	Total compensable workyears: Full-time equivalent employment		3	3

Government Payment for Annuitants, Employees Health Benefits

For payment of Government contributions with respect to retired employees, as [authorized] *required* by chapter 89 of title 5, United States Code, and the Retired Federal Employees Health Benefits Act (74 Stat. 849), as amended, *such sums as may be necessary* [$3,746,337,000 to remain available until expended]. *(Independent Agencies Appropriations Act, 1996.)*

Program and Financing (in millions of dollars)

Identification code 24–0206–0–1–551		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Government contribution for annuitants benefits (1959 law)	3,806	3,904	4,182
00.02	Government contribution for annuitants benefits (1960 act)	7	6	5
10.00	Total obligations (object class 13.0)	3,813	3,910	4,187
	Budgetary resources available for obligation:			
21.40	Unobligated balance available, start of year: Uninvested balance	627	1,024	861
22.00	New budget authority (gross)	4,211	3,746	4,059
23.90	Total budgetary resources available for obligation	4,838	4,770	4,920
23.95	New obligations	–3,813	–3,910	–4,187
24.40	Unobligated balance available, end of year: Uninvested balance	1,024	861	733
	New budget authority (gross), detail:			
40.00	Appropriation	4,211	3,746	
40.05	Appropriation (indefinite)			4,059
43.00	Appropriation (total)	4,211	3,746	4,059
70.00	Total new budget authority (gross)	4,211	3,746	4,059
	Change in unpaid obligations:			
72.40	Unpaid obligations, start of year: Obligated balance: Appropriation	307	102	342
73.10	New obligations	3,813	3,910	4,187
73.20	Total outlays (gross)	–4,018	–3,670	–4,066
74.40	Unpaid obligations, end of year: Obligated balance: Appropriation	102	342	464
	Outlays (gross), detail:			
86.90	Outlays from new current authority	3,711	3,404	3,595
86.93	Outlays from current balances	307	266	471
87.00	Total outlays (gross)	4,018	3,670	4,066
	Net budget authority and outlays:			
89.00	Budget authority	4,211	3,746	4,059
90.00	Outlays	4,018	3,670	4,066

This appropriation covers: (1) the Government's share of the cost of health insurance for 1,771,000 annuitants as defined in sections 8901 and 8906 of title 5, United States Code; (2) the Government's share of the cost of health insurance for about 12,000 annuitants (who were retired when the Federal employees health benefits law became effective), as defined in the Retired Federal Employees Health Benefits Act of 1960; and (3) the Government's contribution for payment of administrative expenses incurred by the Office of Personnel Management in administration of the act.

The budget authority for this account recognizes the amounts being remitted by the U.S. Postal Service (USPS) to finance a portion of its post-1971 annuitants' health benefit costs. As of the end of 1995, this group of USPS annuitants totalled 405,000 persons.

Government Payment for Annuitants, Employee Life Insurance

For payment of Government contributions with respect to employees retiring after December 31, 1989, as required by chapter 87 of title 5, United States Code, such sums as may be necessary. *(Independent Agencies Appropriations Act, 1996.)*

General and special funds—Continued

GOVERNMENT PAYMENT FOR ANNUITANTS, EMPLOYEE LIFE INSURANCE—Continued

Program and Financing (in millions of dollars)

Identification code 24–0500–0–1–602	1995 actual	1996 est.	1997 est.
Obligations by program activity:			
10.00 Total obligations (object class 25.2)	22	28	33
Budgetary resources available for obligation:			
21.40 Unobligated balance available, start of year: Uninvested balance	....	4	4
22.00 New budget authority (gross)	26	28	33
23.90 Total budgetary resources available for obligation	26	32	37
23.95 New obligations	–22	–28	–33
24.40 Unobligated balance available, end of year: Uninvested balance	4	4	4
New budget authority (gross), detail:			
40.00 Appropriation	26	28	33
Change in unpaid obligations:			
72.40 Unpaid obligations, start of year: Obligated balance: Appropriation	3	3	3
73.10 New obligations	22	28	33
73.20 Total outlays (gross)	–22	–28	–33
74.40 Unpaid obligations, end of year: Obligated balance: Appropriation	3	3	3
Outlays (gross), detail:			
86.90 Outlays from new current authority	19	25	30
86.93 Outlays from current balances	3	3	3
87.00 Total outlays (gross)	22	28	33
Net budget authority and outlays:			
89.00 Budget authority	26	28	33
90.00 Outlays	22	28	33

This appropriation finances the Government's share of premiums, which is one-third the cost, for Basic life insurance for annuitants retiring after December 31, 1989.

PAYMENT TO CIVIL SERVICE RETIREMENT AND DISABILITY FUND

For financing the unfunded liability of new and increased annuity benefits becoming effective on or after October 20, 1969, as authorized by 5 U.S.C. 8348, and annuities under special Acts to be credited to the Civil Service Retirement and Disability Fund, such sums as may be necessary: *Provided*, That annuities authorized by the Act of May 29, 1944, as amended, and the Act of August 19, 1950, as amended (33 U.S.C. 771–75), may hereafter be paid out of the Civil Service Retirement and Disability Fund. *(Independent Agencies Appropriations Act, 1996.)*

Program and Financing (in millions of dollars)

Identification code 24–0200–0–1–805	1995 actual	1996 est.	1997 est.
Obligations by program activity:			
00.01 Payment of annuities under special acts	1	1	....
00.02 Payment of Government share of retirement costs	7,487	7,716	7,989
00.03 Transfers for interest on unfunded liability and payment of military service annuities	12,164	12,553	12,695
00.05 Spouse equity payment	50	52	52
00.06 Transfer for payment of FERS supplemental liability	234	234	234
10.00 Total obligations	19,935	20,556	20,970
Budgetary resources available for obligation:			
22.00 New budget authority (gross)	19,935	20,556	20,970
23.95 New obligations	–19,935	–20,556	–20,970
New budget authority (gross), detail:			
Current:			
40.05 Appropriation (indefinite)	7,488	7,717	7,989
Permanent:			
60.05 Appropriation (indefinite)	12,447	12,839	12,981
70.00 Total new budget authority (gross)	19,935	20,556	20,970
Change in unpaid obligations:			
73.10 New obligations	19,935	20,556	20,970
73.20 Total outlays (gross)	–19,935	–20,556	–20,970
Outlays (gross), detail:			
86.90 Outlays from new current authority	7,488	7,717	7,989
86.97 Outlays from new permanent authority	12,447	12,839	12,981
87.00 Total outlays (gross)	19,935	20,556	20,970
Net budget authority and outlays:			
89.00 Budget authority	19,935	20,556	20,970
90.00 Outlays	19,935	20,556	20,970

Summary of Budget Authority and Outlays

[In millions of dollars]

Enacted/requested:	1995 actual	1996 est.	1997 est.
Budget Authority	19,935	20,556	20,970
Outlays	19,935	20,556	20,970
Legislative proposal, subject to PAYGO:			
Budget Authority	....	....	–23
Outlays	....	....	–23
Total:			
Budget Authority	19,935	20,556	20,947
Outlays	19,935	20,556	20,947

Payment of annuities under special acts.—These annuities are paid to persons who were employed on the construction of the Panama Canal or their widows and widows of former employees of the Lighthouse Service. The number of recipients is as follows:

	Sept. 30, 1995	Sept. 30, 1996	Sept. 30, 1997
Panama Canal annuitants	2	1	1
Lighthouse Service widows	98	89	80

Payment of Government share of retirement costs.—This payment finances the current year's costs of the unfunded liability created since October 20, 1969 by any statute which authorizes new or liberalized benefits, an extension of retirement coverage, or pay increases.

Transfers for interest on unfunded liability and payment of military service annuities.—This transfer covers interest on the unfunded liability, and annuity disbursements attributable to military service.

Payments for spouse equity.—This payment provides survivor annuities to eligible former spouses of annuitants who died between September 1978 and May 1986 and who did not elect survivor coverage.

Transfers for payment of FERS supplemental liability.—This transfer covers annual amortization payments to finance supplemental (change in unfunded) liabilities for FERS.

Object Classification (in millions of dollars)

Identification code 24–0200–0–1–805	1995 actual	1996 est.	1997 est.
12.1 Civilian personnel benefits	7,488	7,717	7,989
13.0 Benefits for former personnel	12,447	12,839	12,981
99.9 Total obligations	19,935	20,556	20,970

PAYMENT TO CIVIL SERVICE AND RETIREMENT DISABILITY FUND

(Legislative proposal, subject to PAYGO)

Program and Financing (in millions of dollars)

Identification code 24–0200–4–1–805	1995 actual	1996 est.	1997 est.
Obligations by program activity:			
00.03 Transfers for interest on unfunded liability and payment of military service annuities	....	....	–23
10.00 Total obligations (object class 13.0)	....	....	–23

	Budgetary resources available for obligation:			
22.00	New budget authority (gross)			–23
23.95	New obligations			23
	New budget authority (gross), detail:			
60.05	Appropriation (indefinite)			–23
				–23
	Change in unpaid obligations:			
73.10	New obligations			–23
73.20	Total outlays (gross)			23
	Outlays (gross), detail:			
86.97	Outlays from new permanent authority			–23
87.00	Total outlays (gross)			–23
	Net budget authority and outlays:			
89.00	Budget authority			–23
90.00	Outlays			–23

This schedule reflects the reduction in budget authority and outlays resulting from the proposal to increase employee contributions and delay cost-of-living adjustments.

Intragovernmental funds:

REVOLVING FUND

For reducing any accumulated deficit in the accounts of the revolving fund established under 5 U.S.C. 1304(e), $5,000,000.

Program and Financing (in millions of dollars)

Identification code 24–4571–0–4–805		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Workforce training	34	1	
00.02	Executive resources	17	17	19
00.03	DOD testing	7	7	7
00.04	Employment service	2	13	20
00.05	Investigations	69	78	86
00.06	Human resources systems	43	38	38
00.07	Other programs	1		
10.00	Total obligations	173	154	170
	Budgetary resources available for obligation:			
21.90	Unobligated balance available, start of year: Fund balance	22	50	50
22.00	New budget authority (gross)	201	154	175
23.90	Total budgetary resources available for obligation	223	204	225
23.95	New obligations	–173	–154	–170
24.90	Unobligated balance available, end of year: Fund balance	50	50	55
	New budget authority (gross), detail:			
	Current:			
40.00	Appropriation			5
	Permanent:			
	Spending authority from offsetting collections:			
68.00	Offsetting collections (cash)	201	154	170
68.10	Change in orders on hand from Federal sources			
68.90	Spending authority from offsetting collections (total)	201	154	170
70.00	Total new budget authority (gross)	201	154	175
	Change in unpaid obligations:			
72.95	Unpaid obligations, start of year: Orders on hand from Federal sources	61	61	61
73.10	New obligations	173	154	170
73.20	Total outlays (gross)	–173	–154	–170
74.95	Unpaid obligations, end of year: Orders on hand from Federal sources	61	61	61
	Outlays (gross), detail:			
86.97	Outlays from new permanent authority	173	154	170
87.00	Total outlays (gross)	173	154	170
	Offsets:			
	Against gross budget authority and outlays:			
	Offsetting collections (cash) from:			
88.00	Federal sources	–200	–153	–169
88.40	Non-Federal sources	–1	–1	–1
88.90	Total, offsetting collections (cash)	–201	–154	–170
88.95	Change in orders on hand from Federal sources			
	Net budget authority and outlays:			
89.00	Budget authority			5
90.00	Outlays	–28		

Workforce training.—In July 1995, the Office of Personnel Management (OPM) privatized its workforce training program.

Executive resources.—OPM manages the President's quality awards program and conducts residential and non-residential programs for Federal executives and managers to improve the effectiveness and efficiency of Federal programs.

DOD testing.—OPM conducts military entrance exams for the Department of Defense (DOD).

Employment service.—OPM delivers employment information, examining services, automated staffing, and related human resource management services to Federal agencies nationwide.

Investigations.—OPM conducts National Agency Check and Inquiry cases and background security investigations for Federal agencies on a reimbursable basis. To the extent that OPM is required to pay a fee to the Federal Bureau of Investigation for name and fingerprint checks, agencies are required to reimburse OPM for such fees through the revolving fund.

Human resources systems.—OPM provides training management assistance to agencies in support of their human resource development programs.

WORKLOAD COUNT

	1995 actual	*1996 est.*	*1997 est.*
Participant training days	78,158	75,790	77,340
Test sessions for DOD	43,471	40,000	38,000
Employment inquiries	6,300,000	7,000,000	8,500,000
Automated referral lists	2,000	17,000	20,000
Background security investigations processed	41,799	34,000	34,000
National agency check and inquiry cases	252,424	230,000	230,000

Statement of Operations (in millions of dollars)

Identification code 24–4571–0–4–805		1994 actual	1995 actual	1996 est.	1997 est.
	Workforce training:				
0111	Revenue	39	22		
0112	Expense	–44	–34	–4	
0119	Net income or loss, Workforce training	–5	–12	–4	
	Executive resources:				
0121	Revenue	20	20	19	19
0122	Expense	–18	–18	–17	–18
0129	Net income or loss (–), Executive resources	2	2	2	1
	Department of Defense Testing Program:				
0131	Revenue	7	8	7	7
0132	Expense	–7	–7	–7	–7
0139	Net income or loss (–), DOD testing program		1		
	Employment service:				
0141	Revenue		2	14	22
0142	Expense		–2	–14	–21
0149	Net income or loss (–), Employment service				1
	Investigations Program:				
0151	Revenue	75	90	99	91
0152	Expense	–85	–69	–88	–86
0159	Net income or loss, Investigations program	–10	21	11	5
	Human Resources Systems:				
0161	Revenue	43	45	38	39

Intragovernmental funds—Continued

REVOLVING FUND—Continued

Statement of Operations (in millions of dollars)—Continued

Identification code 24–4571–0–4–805		1994 actual	1995 actual	1996 est.	1997 est.
0162	Expense	–44	–43	–36	–35
0169	Net income or loss (–), Human resources systems	–1	2	2	4
	Other Programs:				
0181	Revenue	1	2		
0182	Expense	–1	–1		
0189	Net income or loss (–), Other programs		1		
0191	Total revenues	185	189	177	178
0192	Total expenses	–199	–174	–166	–167
0199	Net income or loss	–14	15	11	11

Balance Sheet (in millions of dollars)

Identification code 24–4571–0–4–805		1994 actual	1995 actual	1996 est.	1997 est.
	ASSETS:				
	Federal assets:				
1101	Fund balances with Treasury	–38	–11	–11	–11
	Investments in US securities:				
1106	Receivables, net	85	92	90	100
1803	Other Federal assets: Property, plant and equipment, net	25	21	27	28
1999	Total assets	72	102	106	117
	LIABILITIES:				
2101	Federal liabilities: Accounts payable	10	13	11	11
	Non-Federal liabilities:				
2201	Accounts payable	3	4	4	4
2207	Other	100	112	107	107
2999	Total liabilities	113	129	122	122
	NET POSITION:				
3100	Appropriated capital	7	7	7	7
3300	Cumulative results of operations	–49	–34	–23	–12
3999	Total net position	–42	–27	–16	–5
4999	Total liabilities and net position	71	102	106	117

Object Classification (in millions of dollars)

Identification code 24–4571–0–4–805		1995 actual	1996 est.	1997 est.
	Personnel compensation:			
11.1	Full-time permanent	43	28	15
11.3	Other than full-time permanent	3	4	8
11.5	Other personnel compensation	4	1	
11.9	Total personnel compensation	50	33	23
12.1	Civilian personnel benefits	11	7	5
13.0	Benefits for former personnel	3	7	3
21.0	Travel and transportation of persons	6	4	3
23.1	Rental payments to GSA	9	4	4
23.3	Communications, utilities, and miscellaneous charges	6	5	6
24.0	Printing and reproduction	1	1	1
25.2	Other services	83	90	120
26.0	Supplies and materials	2	1	1
31.0	Equipment	1	2	3
99.0	Subtotal, reimbursable obligations	172	154	169
99.5	Below reporting threshold	1		1
99.9	Total obligations	173	154	170

Personnel Summary

Identification code 24–4571–0–4–805		1995 actual	1996 est.	1997 est.
	Total compensable workyears:			
2001	Full-time equivalent employment	1,190	922	587
2005	Full-time equivalent of overtime and holiday hours	33	15	13

Trust Funds

CIVIL SERVICE RETIREMENT AND DISABILITY FUND

Unavailable Collections (in millions of dollars)

Identification code 24–8135–0–7–602		1995 actual	1996 est.	1997 est.
	Balance, start of year:			
01.99	Balance, start of year	335,694	362,774	390,638
	Receipts:			
02.01	Employee contributions	4,274	4,174	3,958
02.02	Agency contributions	7,731	7,766	7,926
02.03	District of Columbia contributions	89	89	88
02.04	Postal Service agency contributions	2,138	2,433	2,471
02.05	Postal Service supplemental contributions	3,293	3,204	3,354
02.06	Federal Financing Bank interest	1,337	1,829	1,968
02.07	Employee deposits, redeposits and other contributions	135	135	135
02.08	Treasury interest	26,719	27,413	27,773
02.09	General fund payment to the Civil Service Retirement and Disability fund	19,935	20,556	20,970
02.10	Re-employed annuitants salary offset	33	32	32
02.11	Employee contributions, legislative proposal		90	356
02.12	District of Columbia contributions, legislative proposal		1	2
02.13	Treasury interest, legislative proposal			14
02.14	General fund payment to the Civil Service Retirement and Disability fund, legislative proposal			–23
02.99	Total receipts	65,684	67,722	69,024
04.00	Total: Balances and collections	401,378	430,496	459,662
	Appropriation:			
05.01	Civil service retirement and disability fund	–38,604	–39,858	–42,032
05.02	Civil service retirement and disability fund, legislative proposal			278
05.99	Subtotal appropriation	–38,604	–39,858	–41,754
07.99	Total balance, end of year	362,774	390,638	417,908

Program and Financing (in millions of dollars)

Identification code 24–8135–0–7–602		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Annuities	38,086	39,340	41,516
00.02	Refunds and death claims	415	422	429
00.03	Annuities under special acts	1	1	
00.04	Administration	102	95	87
10.00	Total obligations	38,604	39,858	42,032
	Budgetary resources available for obligation:			
22.00	New budget authority (gross)	38,604	39,858	42,032
23.95	New obligations	–38,604	–39,858	–42,032
	New budget authority (gross), detail:			
60.27	Appropriation (trust fund, indefinite)	65,684	67,535	68,691
60.45	Portion precluded from obligation	–27,080	–27,677	–26,659
63.00	Appropriation (total)	38,604	39,858	42,032
70.00	Total new budget authority (gross)	38,604	39,858	42,032
	Change in unpaid obligations:			
	Unpaid obligations, start of year:			
	Obligated balance:			
72.40	Appropriation	28	37	8
72.41	U.S. Securities: Par value	3,187	3,346	3,522
72.99	Total unpaid obligations, start of year	3,215	3,383	3,530
73.10	New obligations	38,604	39,858	42,032
73.20	Total outlays (gross)	–38,435	–39,711	–41,878
	Unpaid obligations, end of year:			
	Obligated balance:			
74.40	Appropriation	37	8	8
74.41	U.S. Securities: Par value	3,346	3,522	3,676
74.99	Total unpaid obligations, end of year	3,383	3,530	3,684
	Outlays (gross), detail:			
86.90	Outlays from new current authority	75	85	84
86.93	Outlays from current balances	8	13	11
86.97	Outlays from new permanent authority	35,137	36,228	38,261
86.98	Outlays from permanent balances	3,215	3,383	3,522
87.00	Total outlays (gross)	38,435	39,711	41,878

		1995	1996	1997
	Net budget authority and outlays:			
89.00	Budget authority	38,604	39,858	42,032
90.00	Outlays	38,435	39,711	41,878

Summary of Budget Authority and Outlays

[In millions of dollars]

	1995 actual	1996 est.	1997 est.
Enacted/requested:			
Budget Authority	38,604	39,858	42,032
Outlays	38,435	39,709	41,878
Legislative proposal, subject to PAYGO:			
Budget Authority			–278
Outlays			–278
Total:			
Budget Authority	38,604	39,858	41,754
Outlays	38,435	39,709	41,600

This fund: (1) pays annuities to retired employees or their survivors; (2) makes refunds to separated employees for amounts withheld and to beneficiaries of employees who died before retirement or before annuities equaled the amount withheld; and (3) pays expenses of the Office of Personnel Management and the Merit Systems Protection Board for administering the program. The fund covers two Federal civilian retirement systems: the Civil Service Retirement System (CSRS) and the Federal Employees' Retirement System (FERS).

CSRS is basically a defined benefit plan, covering Federal employees hired prior to 1984. CSRS participants do not participate in the Social Security system. FERS is a three-tiered pension program that uses Social Security as a base, provides an additional basic benefit, and includes a thrift savings plan. FERS covers employees hired after 1983 and formerly CSRS-covered employees who elected to join FERS.

This schedule reflects the delay of cost-of-living adjustments for CSRS and FERS annuitants until March 1 in 1995 and 1996, as required by P.L. 103–66, The Omnibus Reconciliation Act of 1993. This schedule also reflects the proposal to limit pay increases in 1997.

	1995 actual	1996 est.	1997 est.
Active employees	2,668,000	2,629,000	2,590,000
Annuitants:			
Employees	1,704,000	1,716,000	1,728,000
Survivors	607,000	621,000	633,000
Total, annuitants	2,311,000	2,337,000	2,361,000

Status of Funds (in millions of dollars)

Identification code 24–8135–0–7–602		1995 actual	1996 est.	1997 est.
	Unexpended balance, start of year:			
0100	Treasury balance	28	37	8
	U.S. Securities:			
0101	Par value	338,889	366,126	394,071
0102	Unrealized discounts	–7	–6	–7
0199	Total balance, start of year	338,909	366,157	394,072
	Cash income during the year:			
	Governmental receipts:			
0200	Employee contributions, Civil Service Retirement and Disability Fund	4,274	4,174	3,958
0202	District of Columbia contributions	89	89	88
0203	Employee deposits, redeposits, and voluntary contributions	135	135	135
0204	Employee Contributions, Civil Service Retirement Disability Fund		90	356
0205	District of Columbia contributions, Civil Service Retirement and Disability Fund		1	2
	Intragovernmental transactions:			
0240	Agency contributions, Civil Service Retirement and Disability Fund	7,731	7,766	7,926
0242	Postal Service agency contributions, Civil Service Retirement and Disability Fund	2,138	2,433	2,471
0243	Postal Service supplemental contributions, Civil Service Retirement and Disability Fund	3,293	3,204	3,354
0244	Federal Financing Bank interest, Civil Service Retirement and Disability Fund	1,337	1,337	1,337
0245	Treasury interest, Civil Service Retirement and Disability Fund	26,719	27,809	28,420
0246	Treasury Interest, Civil Service Retirement and Disability Fund			14
0247	General fund payment to the Civil Service Retirement and Disability Fund	19,935	20,556	20,970
0248	General Fund payment to the Civil Service Retirement and Disability Fund			–23
0249	Foreign Service receipts, Civil Service Retirement and Disability Fund			
0250	Re-employed annuitant salary offset, Civil Service Retirement and Disability Fund	33	32	32
0297	Income under present law	65,684	67,535	68,691
0298	Income under proposed legislation		91	349
0299	Total cash income	65,684	67,626	69,040
	Cash outgo during year:			
0501	Payment of claims to retired employees	–31,718	–32,949	–34,634
0502	Payment of alternative annuity refunds	–353	–21	–4
0503	Payment of Annuities, COLA Delay			278
0504	Payment to widows of former employes of the Lighthouse Service	–1		
0505	Payment of claims to survivor annuitants	–5,863	–6,221	–6,717
0506	Lump sum payments to estates or beneficiaries of deceased annuitants and employees	–107	–114	–121
0507	Refunds to living separated employees	–306	–308	–307
0508	Administration	–88	–98	–95
0597	Outgo under present law (–)	–38,435	–39,711	–41,878
0598	Outgo under proposed legislation (–)			278
0599	Total cash outgo (–)	–38,435	–39,711	–41,600
	Unexpended balance, end of year:			
0700	Uninvested balance	37	8	8
	U.S. Securities:			
0701	Par value	366,126	394,071	421,511
0702	Unrealized discounts	–6	–7	–7
0799	Total balance, end of year	366,157	394,072	421,512

Object Classification (in millions of dollars)

Identification code 24–8135–0–7–602		1995 actual	1996 est.	1997 est.
25.2	Other services	102	95	87
42.0	Insurance claims and indemnities	38,087	39,341	41,517
44.0	Refunds and death claims	415	422	428
99.9	Total obligations	38,604	39,858	42,032

Civil Service Retirement and Disability Fund

(Legislative proposal, subject to PAYGO)

Program and Financing (in millions of dollars)

Identification code 24–8135–4–7–602		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Annuities			–278
10.00	Total obligations (object class 42.0)			–278
	Budgetary resources available for obligation:			
22.00	New budget authority (gross)			–278
23.95	New obligations			278
	New budget authority (gross), detail:			
60.27	Appropriation (trust fund, indefinite)			349
60.45	Portion precluded from obligation			–627
63.00	Appropriation (total)			–278
70.00	Total new budget authority (gross)			–278
	Change in unpaid obligations:			
73.10	New obligations			–278
73.20	Total outlays (gross)			278
	Outlays (gross), detail:			
86.97	Outlays from new permanent authority			–278
87.00	Total outlays (gross)			–278
	Net budget authority and outlays:			
89.00	Budget authority			–278
90.00	Outlays			–278

CIVIL SERVICE RETIREMENT AND DISABILITY FUND—Continued

This schedule reflects the changes in budget authority and outlays resulting from the proposal to delay cost-of-living adjustments and increase employee contributions.

EMPLOYEES LIFE INSURANCE FUND

Program and Financing (in millions of dollars)

Identification code 24–8424–0–8–602		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
	Gross premium payments:			
00.01	Regular program	982	998	1,021
00.02	Optional program	612	629	663
00.03	Beneficial program	3	3	3
00.91	Total gross payments	1,597	1,630	1,687
02.01	Administration	1	1	1
10.00	Total reimbursable obligations (object class 25.2)	1,598	1,631	1,688
	Budgetary resources available for obligation:			
	Unobligated balance available, start of year:			
21.90	Uninvested balance	538	536	536
	U.S. Securities:			
21.91	Par value	14,929	15,839	16,820
21.92	Unrealized discounts	–223	–215	–175
21.99	Total unobligated balance, start of year	15,245	16,160	17,181
22.00	New budget authority (gross)	2,514	2,652	2,622
23.90	Total budgetary resources available for obligation	17,758	18,812	19,803
23.95	New obligations	–1,598	–1,631	–1,688
	Unobligated balance available, end of year:			
24.90	Uninvested balance	536	536	533
	U.S. Securities:			
24.91	Par value	15,839	16,820	17,757
24.92	Unrealized discounts	–215	–175	–175
24.99	Total unobligated balance, end of year	16,160	17,181	18,115
	New budget authority (gross), detail:			
	Spending authority from offsetting collections:			
68.00	Offsetting collections (cash)	2,496	2,648	2,618
68.10	Change in orders on hand from Federal sources	18	4	4
68.90	Spending authority from offsetting collections (total)	2,514	2,652	2,622
70.00	Total new budget authority (gross)	2,514	2,652	2,622
	Change in unpaid obligations:			
72.95	Unpaid obligations, start of year: Orders on hand from Federal sources	651	669	673
73.10	New obligations	1,598	1,631	1,688
73.20	Total outlays (gross)	–1,580	–1,627	–1,684
74.95	Unpaid obligations, end of year: Orders on hand from Federal sources	669	673	677
	Outlays (gross), detail:			
86.90	Outlays from new current authority	1	1	1
86.97	Outlays from new permanent authority	1,579	1,626	1,683
87.00	Total outlays (gross)	1,580	1,627	1,684
	Offsets:			
	Against gross budget authority and outlays:			
	Offsetting collections (cash) from:			
88.00	Agency contributions	–342	–366	–379
88.20	Interest on U.S. securities	–1,086	–1,133	–1,065
	Non-Federal sources:			
88.40	Regular program	–485	–509	–528
88.40	Optional program	–582	–640	–646
88.40	Beneficial Program	–1	....	....
88.90	Total, offsetting collections (cash)	–2,496	–2,648	–2,618
88.95	Change in orders on hand from Federal sources	–18	–4	–4
	Net budget authority and outlays:			
89.00	Budget authority	....	....	....
90.00	Outlays	–916	–1,021	–934

This fund finances payments to private insurance companies for Federal employees' group life insurance and expenses of the Office of Personnel Management in administering the program.

Budget program.—The status of the basic (regular and optional) life insurance program on September 30 is as follows:

Life insurance in force (in billions of dollars):	*1995 actual*	*1996 est.*	*1997 est.*
On active employees [1]	315	312	310
On retired employees	38	40	42
Total	353	352	352
Number of participants (in thousands):			
Active employees	2,460	2,421	2,385
Annuitants	1,558	1,567	1,575
Total	4,018	3,988	3,960

[1] Excludes amount of accidental death and dismemberment insurance.

Financing.—Non-Postal Service employees and all retirees under 65 pay two-thirds of the premium costs for Basic coverage; agencies pay the remaining third. Optional and certain post-retirement Basic coverages are paid entirely by enrollees. The status of the reserves at the end of the year is as follows:

Held in reserve (in millions of dollars):	*1995 actual*	*1996 est.*	*1997 est.*
Contingency reserve	0	0	0
Beneficial association program reserve	1	1	1
U.S. Treasury reserve	15,839	16,789	17,724
Total reserves	15,840	16,790	17,725

Excess income from the program over benefit payments and other expenses is deposited in the Employees Life Insurance Fund. The operations of the insurer for the regular and optional programs are as follows:

Contingency reserve (in millions of dollars):	*1995 actual*	*1996 est.*	*1997 est.*
Contingency reserve, beginning of year	0	0	0
Income:			
Premiums received	1,592	1,628	1,676
Interest	19	22	25
Total income	1,611	1,650	1,701
Outgo:			
Claims paid	1,572	1,610	1,660
Expenses	39	40	41
Total outgo	1,611	1,650	1,701
Contingency reserve, end of year	0	0	0

Statement of Operations (in millions of dollars)

Identification code 24–8424–0–8–602		1994 actual	1995 actual	1996 est.	1997 est.
0101	Revenue	2,507	2,580	2,634	2,615
0102	Expense	–1,402	–1,598	–1,631	–1,688
0109	Net income or loss (–)	1,105	982	1,003	927

Balance Sheet (in millions of dollars)

Identification code 24–8424–0–8–602		1994 actual	1995 actual	1996 est.	1997 est.
	ASSETS:				
	Federal assets:				
1101	Fund balances with Treasury	2	....	....	....
	Investments in US securities:				
1102	Treasury securities, par	14,965	15,961	16,899	17,836
1106	Receivables, net	392	398	467	464
1107	Advances and prepayments	....	....	....	....
1801	Other Federal assets: Cash and other monetary assets	1	1	1	1
1999	Total assets	15,360	16,360	17,367	18,301
	LIABILITIES:				
	Non-Federal liabilities:				
2201	Accounts payable	114	132	136	143
2206	Pension and other actuarial liabilities	19,977	19,685	20,669	21,702
2999	Total liabilities	20,091	19,817	20,805	21,845

	NET POSITION:				
3300	Cumulative results of operations	–4,731	–3,457	–3,438	–3,544
3999	Total net position	–4,731	–3,457	–3,438	–3,544
4999	Total liabilities and net position	15,360	16,360	17,367	18,301

EMPLOYEES AND RETIRED EMPLOYEES HEALTH BENEFITS FUNDS

Program and Financing (in millions of dollars)

Identification code 24–9981–0–8–551		1995 actual	1996 est.	1997 est.
	Obligations by program activity:			
00.01	Benefit payments	15,336	15,632	16,273
00.02	Payments from OPM contingency reserve	157	180	200
00.03	Government payment for annuitants (1960 act)	7	6	5
00.04	Administration	15	16	18
10.00	Total obligations (object class 25.6)	15,515	15,834	16,496
	Budgetary resources available for obligation:			
21.91	Unobligated balance available, start of year: U.S. Securities: Par value	6,017	6,309	6,286
22.00	New budget authority (gross)	15,807	15,811	16,765
23.90	Total budgetary resources available for obligation	21,824	22,120	23,051
23.95	New obligations	–15,515	–15,834	–16,496
24.91	Unobligated balance available, end of year: U.S. Securities Par value	6,309	6,286	6,555
	New budget authority (gross), detail:			
	Spending authority from offsetting collections:			
68.00	Offsetting collections (cash)	16,210	15,940	16,711
68.10	Change in orders on hand from Federal sources	–403	–129	54
68.90	Spending authority from offsetting collections (total)	15,807	15,811	16,765
70.00	Total new budget authority (gross)	15,807	15,811	16,765
	Change in unpaid obligations:			
	Unpaid obligations, start of year:			
	Obligated balance:			
72.90	Fund balance	13	17	17
	U.S. Securities:			
72.91	Par value	1,556	1,580	1,680
72.92	Unrealized discounts	–96	–93	–93
72.95	Orders on hand from Federal sources	1,650	1,247	1,118
72.99	Total unpaid obligations, start of year	3,123	2,751	2,722
73.10	New obligations	15,515	15,834	16,496
73.20	Total outlays (gross)	–15,886	–15,864	–16,507
	Unpaid obligations, end of year:			
	Obligated balance:			
	Fund balance:			
74.90	Uninvested balance	17	17	17
	U.S. Securities:			
74.91	Par value	1,580	1,680	1,615
74.92	Unrealized discounts	–93	–93	–93
74.95	Orders on hand from Federal sources	1,247	1,118	1,172
74.99	Total unpaid obligations, end of year	2,751	2,722	2,711
	Outlays (gross), detail:			
86.90	Outlays from new current authority	15	16	18
86.97	Outlays from new permanent authority	15,468	15,719	16,489
86.98	Outlays from permanent balances	403	129	
87.00	Total outlays (gross)	15,886	15,864	16,507
	Offsets:			
	Against gross budget authority and outlays:			
	Offsetting collections (cash) from:			
	Federal sources:			
88.00	Agency contributions	–7,004	–6,950	–7,231
88.00	Government contributions for annuitants	–4,761	–4,520	–4,843
88.20	Interest on U.S. securities	–399	–436	–405
	Non-Federal sources:			
88.40	Employee salary withholdings	–2,147	–2,143	–2,233
88.40	Annuity withholdings	–1,814	–1,811	–1,923
88.40	Contributions from D.C. Government	–85	–80	–76
88.90	Total, offsetting collections (cash)	–16,210	–15,940	–16,711
88.95	Change in orders on hand from Federal sources	403	129	–54
	Net budget authority and outlays:			
89.00	Budget authority			
90.00	Outlays	–324	–76	–204

Status of Funds (in millions of dollars)

Identification code 24–9981–0–8–551		1995 actual	1996 est.	1997 est.
	Unexpended balance, start of year:			
0100	Treasury balance	13	17	17
	U.S. Securities:			
0101	Par value	7,573	7,890	7,966
0102	Unrealized discounts	–96	–93	–93
0199	Total balance, start of year	7,490	7,814	7,890
	Cash income during the year:			
	Offsetting collections:			
0280	Contributions from Employing Agencies	4,562	4,338	4,506
0281	Contributions from Postal Service for Active Employees	2,442	2,612	2,725
0282	Contributions from Postal Service for Annuitants	743	602	690
0283	Government Payment for Annuitant Health Benefits	4,018	3,918	4,153
0284	Interest Earned	399	436	405
0285	Contributions from DC Government	85	80	76
0286	Contributions from Active Employees	2,147	2,143	2,233
0287	Contributions from Annuitants	1,814	1,811	1,923
0299	Total cash income	16,210	15,940	16,711
	Cash outgo during year:			
0501	Benefit Payments	–15,714	–15,668	–16,289
0502	Payments to Carriers from OPM Contingency Reserve	–157	–180	–200
0503	Administration	–15	–16	–18
0599	Total cash outgo (–)	–15,886	–15,864	–16,507
	Unexpended balance, end of year:			
0700	Uninvested balance	17	17	17
	U.S. Securities:			
0701	Par value	7,890	7,966	8,170
0702	Unrealized discounts	–93	–93	–93
0799	Total balance, end of year	7,814	7,890	8,094

This display combines the Federal Employees Health Benefits (FEHB) fund and the Retired Employees Health Benefit (REHB) fund.

The FEHB fund provides for the cost of health benefits for: (1) active employees; (2) employees who retired after June 1960, or their survivors; (3) those annuitants transferred from the REHB program as authorized by Public Law 93–246; and (4) the related expenses of the Office of Personnel Management (OPM) in administering the program.

The REHB fund, created by the Retired Employees Health Benefits Act of 1960, provides for: (1) the cost of health benefits for retired employees and survivors who enroll in a Government-sponsored uniform health benefits plan; (2) the contribution to retired employees and survivors who retain or purchase private health insurance; and (3) expenses of OPM in administering the program.

Budget program.—The balance of the EHB fund is available for payments without fiscal year limitation. Numbers of participants at the end of each fiscal year are as follows:

	1995 actual	1996 est.	1997 est.
Active employees	2,282,000	2,254,000	2,225,000
Annuitants	1,771,000	1,794,000	1,815,000
Total	4,053,000	4,048,000	4,040,000

In determining a biweekly subscription rate to cover program costs, one percent is added for administrative expense and three percent is added for a contingency reserve held by OPM for each carrier. OPM is authorized to transfer unused administrative reserve funds to the contingency reserve.

In accordance with P.L. 103–66, this schedule includes the following adjustments: (1) the ''Phantom Big 6'' formula for determining the maximum Government contribution toward FEHB premiums has been extended through the 1996 contract year; (2) in contract years 1997 and 1998, the average premium for the indemnity plan in the ''Phantom Big 6'' formula will be modified to account for the average premium

EMPLOYEES AND RETIRED EMPLOYEES HEALTH BENEFITS FUNDS—Continued

increase in the remaining "Big 5" plans minus one percentage point; (3) beginning in the 1999 contract year, the maximum government contribution will be 60 percent of the average of the premiums for the remaining "Big 5" plans; (4) Medicare Part B fee limits have been applied to all FEHB annuitants; and (5) the Postal Service will make additional payments of $116 million per year for fiscal years 1996, 1997, and 1998 to cover the cost of past retiree health benefits.

The REHB fund is available without fiscal year limitation. The amounts contributed by the Government are paid into the fund from annual appropriations. The number of participants at the end of each fiscal year are as follows:

	1995 actual	1996 est.	1997 est.
Uniform plan	2,610	2,000	1,000
Private plans	9,173	8,000	7,000
Total	11,783	10,000	8,000

Financing.—The funds are financed by: (1) withholdings from active employees and annuitants; (2) agency contributions for active employees, appropriated to agencies; (3) Government contributions for annuitants appropriated to OPM; and (4) contributions made by the United States Postal Service in accordance with the provisions of Public Law 101–508 and Public Law 103–66.

Operating results.—Funds made available to carriers but not used to pay claims in the current period are carried forward as special reserves for use in subsequent periods.

OPM maintains a contingency reserve, funded by employee and Government contributions, that may be used to defray future cost increases or provide increased benefits. OPM makes payments to carriers from this reserve whenever carrier-held reserves fall below levels prescribed by OPM regulations or when carriers can demonstrate good cause such as unexpected claims experience or variations from expected community rates.

Statement of Operations (in millions of dollars)

Identification code 24–9981–0–8–551		1994 actual	1995 actual	1996 est.	1997 est.
0101	Revenue	16,189	16,178	15,841	16,776
0102	Expense	–15,218	–15,886	–15,864	–16,507
0109	Net income or loss (–)	971	292	–23	269

Balance Sheet (in millions of dollars)

Identification code 24–9981–0–8–551		1994 actual	1995 actual	1996 est.	1997 est.
	ASSETS:				
	Federal assets:				
1101	Fund balances with Treasury	13	17	17	17
	Investments in US securities:				
1102	Treasury securities, par	7,573	7,890	7,966	8,170
	Receivables, net:				
1106	Receivables, net	1,545	1,130	1,002	1,057
1106	Receivables, net	11	28	28	28
1801	Other Federal assets: Original Discount	–96	–93	–93	–93
1999	Total assets	9,046	8,972	8,920	9,179
	LIABILITIES:				
2101	Federal liabilities: Accounts payable	582	351	235	119
	Non-Federal liabilities:				
2201	Accounts payable	2,446	2,311	2,398	2,504
2207	Other	1	1	1	1
2999	Total liabilities	3,029	2,663	2,634	2,624
	NET POSITION:				
3300	Cumulative results of operations	6,017	6,309	6,286	6,555
3999	Total net position	6,017	6,309	6,286	6,555
4999	Total liabilities and net position	9,046	8,972	8,920	9,179

GENERAL PROVISIONS

[Section 1. Section 1104 of title 5, United States Code, is amended—

(1) in subsection (a)—

(A) in paragraph (2)—

(i) by inserting after "title" the following: ", the cost of which examinations shall be reimbursed by payments from the agencies employing such judges to the revolving fund established under section 1304(e)"; and

(ii) by striking the semicolon at the end of paragraph (2) and inserting in lieu thereof a period; and

(B) by striking the matter following paragraph (2) through "principles."; and

(2) in subsection (b) by adding at the end the following new paragraph:

"(4) At the request of the head of an agency to whom a function has been delegated under subsection (a)(2), the Office may provide assistance to the agency in performing such function. Such assistance shall, to the extent determined appropriate by the Director of the Office, be performed on a reimbursable basis through the revolving fund established under section 1304(e).".]

[SEC. 2. Subparagraph (B) of section 8348(a)(1) of title 5, United States Code, is amended—

(1) by inserting "in making an allotment or assignment made by an individual under section 8345(h) or 8465(b) of this title," after "law),"; and

(2) by striking "title 26;" and inserting "title 26 or section 8345(k) or 8469 of this title;".

SEC. 3. Section 4(a) of the Federal Workforce Restructuring Act of 1994 (Public Law 103–226; 108 Stat. 111) is amended—

(1) by deleting "FISCAL YEARS 1994 AND 1995" and inserting in lieu thereof: "VOLUNTARY SEPARATION INCENTIVE PAYMENTS.—"; and

(2) in paragraph (1)(A) by striking "and before October 1, 1995,".

SEC. 4. Title 5, United States Code, is amended—

(1) in the second section designated as section 3329 (as added by section 4431(a) of Public Law 102–484)—

(A) by redesignating such section as section 3330; and

(B) by adding at the end thereof the following new subsection:

"(f) The Office may, to the extent it determines appropriate, charge such fees to agencies for services provided under this section and for related Federal employment information. The Office shall retain such fees to pay the costs of providing such services and information."; and

(2) in the table of sections for chapter 33 by amending the second item relating to section 3329 to read as follows:

"3330. Government-wide list of vacant positions.".]

[SEC. 5. Section 1 under the subheading "General Provision" under the heading "Office of Personnel Management" under title IV of the Treasury, Postal Service and General Government Appropriations Act, 1992 (Public Law 102–141; 105 Stat. 861; 5 U.S.C. 5941 note), as amended by section 532 of the Treasury, Postal Service and General Government Appropriations Act, 1995 (Public Law 103–329; 108 Stat. 2413), is further amended by striking "1996" both places it appears and inserting in lieu thereof "1998".]

SEC. 1. The first sentence of section 1304(e)(1) of title 5, United States Code, is amended by inserting after "basis" the following: ", including personnel management services performed at the request of individual agencies (which would otherwise be the responsibility of such agencies), or at the request of nonappropriated fund instrumentalities". (Independent Agencies Appropriations Act, 1996.)