



FY 1996

Voluntary Separation

Incentive Payments

Under Public Law 103-226
The Federal Workforce
Restructuring Act of 1994

U.S. Office of Personnel Management
December 31, 1996

THE FEDERAL WORKFORCE RESTRUCTURING ACT OF 1994

U.S. OFFICE OF PERSONNEL MANAGEMENT
FY 1996 REPORT TO CONGRESS

This report describes the use of voluntary separation incentive payments, or "buyouts," used by Federal agencies to reduce the size of the workforce from January 1993 through September 30, 1996. All buyouts reported for non-Defense agencies were paid under the Federal Workforce Restructuring Act of 1994, Public Law 103-226.

This report focuses on FY 1996 buyouts but also provides supplemental data from previous fiscal years for comparison.

This is OPM's third fiscal year report to Congress. OPM also provided a comprehensive analysis of the buyout program to the Congress in May 1996.

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HIGHLIGHTS OF FY 1996 BUYOUT ACTIVITY

- Between January 1993, and September 1996, the Federal workforce was reduced by nearly **255,000** employees -- the Government is now smaller than it has been in over 30 years¹.
- Only about **27,000** employees were involuntarily separated by reduction in force (RIF) during essentially the same period.² That is an average of only **7,200** RIFs per year.
- During that same period, Federal agencies paid **128,467** buyouts. Non-Defense agencies have paid **36,035** buyouts under the Federal Workforce Restructuring Act of 1994. The Department of Defense has paid **92,432** under separate legislation (Public Law 102-484) which expires September 30, 1999.
- Non-Defense agencies paid **3,301** buyouts in FY 1996. These buyouts were approved under the Workforce Restructuring Act but the employee's separation was delayed by the agency past April 1, 1995, in order to ensure continued performance of the agency's mission. All separations for a buyout under this law must be completed by March 31, 1997.
- In FY 1996, **52.6%** of the employees who received buyouts were eligible for regular optional retirement, **39.8%** retired early, and **7.6%** resigned.
- In FY 1996, the average age of an employee taking regular optional retirement with a buyout was **61.3** years. Those retiring early with a buyout averaged **53.3** years, and those who resigned and took a buyout averaged **43.9** years of age.
- In FY 1996, the average grade of an employee taking regular optional retirement with a buyout was **GS-11.8**. Those retiring early with a buyout averaged **GS-11.5**, and those who resigned and took a buyout averaged **GS-9.7**.
- In FY 1996, the average amount of the incentive payment for regular optional retirements was **\$24,833**, for early retirements was **\$24,949**, and for resignations was **\$14,499**.
- Despite significant cuts in the workforce for this period, the representation of women and minorities in the Federal workforce has not been adversely affected.

¹According to OPM's Central Personnel Data File, total Federal on-board employment (not FTEs) stood at 1,933,823 employees at the end of FY 96. The workforce has not been that small since FY 65 when it totalled 1,900,578 employees. These numbers represent all Executive Branch Civilian (non-Postal) employment of all work schedules (full-time/part-time/intermittent) and all tenure groups (permanent and temporary).

²The 27,000 RIF separations took place from FY 1993 through June 30, 1996.

BACKGROUND AND DEVELOPMENT OF THE FEDERAL BUYOUT PROGRAM

The Federal Government has traditionally dealt with workforce reductions by voluntary attrition and reduced hiring. Offering voluntary early retirement has been an effective tool to deal with more significant cuts in workload and funding. But at times when voluntary means fail to get the job done, Federal agencies are forced to use involuntary separations known as reductions in force, or "RIFs." RIFs are costly, disruptive, damaging to morale and productivity, and harmful to diversity of the workforce. For these reasons, agencies generally avoid using RIFs.

On February 10, 1993, President Clinton signed Executive Order 12839 which called for reductions in the size of the Federal workforce by 100,000 positions, mainly in middle management and supervisory areas. The President also called for a reduction in the proportion of supervisors to employees. In late 1993, the National Performance Review (NPR) took that goal a step further and recommended reducing the size of the Federal bureaucracy by a total of 252,000 employees, building a Government that works better and costs less. Cuts were recommended in positions dealing with budgeting, oversight, personnel functions, procurement, and other so-called "overhead" positions. The NPR also supported the reduction in the number of supervisors and managers in Government. The proposed cut of 252,000 included the 100,000 cuts ordered in the Executive Order.

At the same time, voluntary attrition rates -- influenced by a sluggish economy and reduced Federal hiring -- were declining to near record lows. From FY 1983 through FY 1992, the attrition rate in the Federal workforce averaged 7.6 percent annually. In FY 1993, it dropped to a ten year low of 2.9 percent. Governmentwide voluntary early retirement take rates were falling from an average of 25 percent to as low as 4.5 percent. Regular optional retirement rates were off as well.³

In an effort to stimulate stalled attrition, reduce the size of the Government, and avoid involuntary separations and layoffs, the Administration determined that voluntary separation incentive payments, or "buyouts" should be tried. Many private sector models had shown that buyouts can be a less expensive, more humane, and more manageable way to reduce the workforce. The Department of Defense began successfully using buyouts in January 1993, to close military bases and reshape its force structure while minimizing involuntary separations.

In October 1993, the Administration proposed legislation to provide buyout authority to non-Defense agencies to assist in downsizing and streamlining the workforce. The ensuing legislative process further shaped the bill to not only allow for the use of buyouts, but to incorporate safeguards which ensured that:

- 1) buyouts made real and permanent reductions in the size of the Federal Government;
- 2) employees who took buyouts could not return to work in the Government; and
- 3) the buyout program not only saved taxpayer dollars, but paid for itself without any additional appropriation of funds.

³The "take rate" is the percentage of employees eligible for voluntary early retirement who will actually take advantage of early out and retire when it is offered to them.

The resulting legislation approved by Congress is Public Law 103-226, the Federal Workforce Restructuring Act of 1994. On March 30, 1994, the President signed the Workforce Restructuring Act, authorizing the immediate availability of up to \$25,000 to non-Defense federal employees who volunteered to retire, resign, or take voluntary early retirement during periods of major downsizing.

BUYOUT RESULTS TO DATE

The Administration's advance planning allowed over **11,000** non-Defense employees to separate with buyouts during the first 5 weeks buyouts were available. Between March 30, 1994, the date of enactment of the Federal Workforce Restructuring Act of 1994, and September 30, 1996, **36,035** non-Defense employees took buyouts, cutting excess layers of management and reducing overall employment levels to a 30-year low.

The law included annual fiscal year reductions in the overall size of Government (effectively reducing the Executive branch, non-Postal workforce from 2.08 million employees in FY 93 to 1.88 million by FY 1999). To date, buyouts have been a major tool in efforts to achieve a net reduction of nearly **255,000** workers⁴ between January 1993, and September 1996, with only **27,000** involuntary separations over essentially the same period. By 1999, the Federal workforce will have at least 272,900 fewer employees than in 1993.

At least **92,432** Defense employees have separated with buyouts since FY 1993. Combined with **36,035** non-Defense buyouts, **128,467** Executive Branch employees have left the rolls.

The Department of Defense will continue to offer buyouts through FY 1999 under Public Law 102-484. Several other agencies (including the Department of Agriculture, National Aeronautics and Space Administration, the Railroad Retirement Board and RRB Inspector General) received specific authority from the Congress to offer buyouts. In the summer of 1996, the Administration proposed new, targeted buyout legislation for non-Defense agencies. The Congress passed a version of that legislation allowing certain non-defense agencies to use buyouts from October 1, 1996, through December 1997. The President signed Public Law 104-208, enacting targeted buyout authority on October 1, 1996. OPM will be preparing a report on the use of that authority in the future.

BUYOUTS HAVE PROVEN EFFECTIVE AT ENCOURAGING SEPARATIONS

Private sector organizations, state and local governments, the Department of Defense, and non-Defense Federal agencies, have found that buyouts and voluntary retirement incentive programs save money, eliminate disruption, protect diversity, and allow for downsizing with minimal involuntary separations. OPM has long maintained that buyouts are less costly and more effective than RIFs. This has been verified by several recent General Accounting Office (GAO) studies and reports on downsizing prepared for the Congress.

⁴CPDF shows total on Executive Branch non-Postal on board employment stood at 2,188,704 in January 1993. That level dropped to 1,933,823 by September 1996.

In a March 1995 report, GAO explored downsizing strategies utilized by 25 private sector and state government organizations.⁵ Most of these organizations offered monetary incentives to employees who agreed to separate voluntarily. Lump-sum cash payments were often a feature of these separation incentive programs (though most separation incentive packages were more generous than the Federal incentive program). Generally, separation incentive packages in these organizations were based on the organization's severance pay formula and were available to employees who resigned or retired.

As in the private sector, buyouts seem to be a more attractive tool among Federal employees eligible to retire. Only 7.6 percent (252) of FY 1996 non-Defense buyouts were taken by employees who were not eligible to retire and who left employment without an annuity payment (and who are now restricted from returning to work for the Government for a period of 5 years after separating).

By contrast, 92.4 percent of all non-Defense buyouts were taken by employees eligible to separate with an annuity. Buyouts become more attractive when the employee can leave his or her job (despite the 5-year repayment requirement) and still have some income in the form of a monthly annuity payment. However, simply meeting the age and service eligibility requirements for retirement is not a guarantee that an employee will retire. The buyout simply provides an added incentive to an employee who is close to deciding about leaving Government.

⁵GAO report entitled WORKFORCE REDUCTIONS: Downsizing Strategies Used in Selected Organizations. GAO/GGD-95-54. March 1995

BUYOUTS VERSUS RIF -- COSTS AND SAVINGS

It is difficult to compare the cost of a RIF with the cost of a buyout because the two actions are quite dissimilar. In the past, OPM has relied on a 1985 General Accounting Office study to estimate the cost of a typical RIF separation.⁶ Based on GAO's report, these are the costs that could be expected with a typical reduction in force action. In this sample, a GS-9 employee is separated and two other employees downgraded.

| | |
|---|------------------------|
| Personnel Processing | \$4,350 |
| Annual Leave | \$4,244 |
| Appeals | \$2,546 |
| Unemployment | \$1,803 |
| Pay/Grade Retention (for other affected) | \$17,823 |
| Severance Pay | \$7,745 |
| <u>TOTAL</u> | <u>\$38,511</u> |

GAO recently reviewed the cost of buyouts versus reductions in force and GAO's findings agree with OPM's position: buyouts are generally cheaper than RIFs and save more money over a 5-year period. GAO concluded that **buyouts could generate over \$60,000 more in net savings than RIFs** (involving bumping and retreating) for each position vacated over a 5-year period.⁷ When no bumping or retreating takes place, RIFs could generate up to \$22,000 more in net savings over buyouts over a 5-year period. However, GAO also notes that each RIF typically creates AT LEAST one bump or retreat action.

GAO surveyed 34 agencies in May 1995, and found that 9 of those agencies were able to avoid reductions in force through the use of buyouts.⁸ Among those 9 agencies, 8 reported that in FY 1994, they were able to avoid the involuntary separations of as many as 2,800 employees. Among the agencies surveyed, 12 would probably have needed to RIF over 8,000 workers in FY 1995 without buyouts to help them make cuts.

Moreover, in June 1995, the Congressional Budget Office said that, with buyouts, "the Government saves 2 to 5 times the near-term costs by the fifth year and 12 to 33 times by the 30th year."⁹

☞ Additional related costs can take the price tag on a RIF even higher. Relocation and outplacement cost can run roughly \$30,000 and \$5,000 per employee, respectively. For these reasons, agencies must attempt to avoid the use of RIF. Buyouts have proven to be extremely successful at making cuts, saving the taxpayer money, and reducing the size of Government humanely.

⁶ The reduction in force cost estimate (\$38,511) does not represent an "OPM estimate of the average RIF cost." The costs are based on a 1985 General Accounting Office study entitled "Reduction in Force Can Sometimes be More Costly to Agencies Than Attrition and Furlough" (GAO/PEMD-85-6, July 24, 1985). The \$38,511 cost is simply the GAO figures updated to reflect 1997 dollars.

⁷Based on General Accounting Office report: FEDERAL DOWNSIZING: The Costs and Savings of Buyouts Versus Reductions-In-Force. GAO/GGD-96-63 May 1996

⁸From the May 17, 1995, GAO report entitled FEDERAL DOWNSIZING: Observations on Agencies' Implementation of the Buyout Authority. GAO/T-GGD-95-164

⁹ (Budgetary Program Newsletter, June 2, 1995).

STATISTICAL HIGHLIGHTS & OVERVIEW

NON-DEFENSE BUYOUTS PAID:¹⁰

| | |
|--------|--------|
| FY 94 | 14,531 |
| FY 95 | 18,203 |
| FY 96 | 3,301 |
| TOTAL: | 36,035 |

TYPE OF SEPARATION:

| | |
|-----------------------------|-------------------|
| Optional Retirement: | 18,534 |
| Voluntary Early Retirement: | 13,343 |
| Resignation: | 3,168 |
| Other: | 990 ¹¹ |
| TOTAL: | 36,035 |

OVERALL BUYOUT AVERAGES:

| <u>FISCAL YEAR</u> | <u>AGE</u> | <u>GRADE</u> | <u>AMOUNT</u> |
|---|------------|--------------|---------------|
| 94 | 56.8 | 11.0 | \$23,880 |
| 95 | 57.0 | 10.6 | \$23,569 |
| 96 data was not available from CPDF at this time. | | | |
| CUMULATIVE | 56.9 | 10.7 | \$23,670 |

¹⁰Except as noted, buyout totals and numbers represent Executive branch, non-Defense, non-Postal buyouts paid under Public Law 103-226, The Federal Workforce Restructuring Act of 1994, and include buyouts paid under a buyout program established by the Administrative Office of the U.S. Courts under section 3(f) of P.L. 103-226. Buyouts totals include 62 buyouts paid by the Federal Deposit Insurance Corporation under separate authority. These 62 appear in overall counts and demographic data taken from CPDF. This report does not attempt to capture or report on buyouts paid under other buyout laws (i.e., Smithsonian Institution's FY 96 buyout authority).

¹¹ "Other" are former employees whose CPDF records indicate they were paid a buyout but did not identify the specific nature of their separation as "regular retirement," "early retirement," or "resignation."

SCOPE AND METHODOLOGY OF THIS REPORT

Section 6 of the buyout law requires OPM to make annual fiscal year reports to Congress on each agency's use of buyouts. These annual reports are due by December 31 of each year.

Section 6 of the law requires OPM to provide the following data with respect to Fiscal Year 1996:

"(1) the number of employees who received a voluntary separation incentive payment under section 3" of this Act.

[We have included that number (3,301) in the report].

"(2) the agency from which each such employee separated."

[We have presented this data in tabular format in the report].

"(3) at the time of separation from service by each such employee--

(A) such employee's grade or pay level; and

(B) the geographic location of such employee's official duty station, by region, State, and city..."

[This data was provided to OPM by each agency and we have included each agency's report in the attachment].

"(4)(A) the number of waivers made (in the repayment upon subsequent employment) by each agency or other authority under section 3 or the amendments made by section 8..."

[OPM did not approve any waivers of repayment in FY 1996].

The Central Personnel Data File (CPDF) is not updated with full fiscal year agency data until nearly 3 months after the statutory reporting date in this law (December 31). In order to provide the data to Congress as required by law, OPM instructed agencies to provide data directly to its Workforce Restructuring Office (separate from their routine submissions of data to CPDF). While agencies received standardized and uniform reporting formats, OPM accepts what agencies are able to provide from their record systems within the time frames required, provided OPM is able to adapt the data to fit the required data report and meet the statutory reporting obligations. OPM acknowledges that compiling data in this manner does not provide completely uniform data, but it does provide data required in the law and allows OPM to discharge its obligation to report to the Congress by December 31 of each year. We have summarized the information required by law into tabular format and have added supplemental data available from CPDF to provide a more usable report.

To provide a broader overview and analysis of the entire buyout program, OPM included buyout data for Defense and non-Defense agencies in this report with respect to FYs 1993, 1994, and 1995. This report reviews buyout activity in non-Defense agencies for FYs 1994 through 1996 and in Defense agencies for FYs 1993 through 1996.

Data relative to the number and type of FY 1996 Defense buyouts was obtained from the Department of Defense, Civilian Personnel Management Division.

Any discrepancies between data from CPDF and from agency reports are acknowledged and attributed to the disparate nature of reporting systems utilized to collect data in time to be included in annual fiscal year reports.

OPM acknowledges differences in buyout totals for the Department of Defense in several areas of this report. There are several reasons for the differences. Buyout data for Defense is drawn from two different sources. Defense data in the table "DEFENSE AND NON-DEFENSE BUYOUT TOTALS" is drawn exclusively from Department of Defense's announced buyout totals. Defense buyout data in the table "BUYOUTS BY TYPE OF SEPARATION -- WHERE TYPE OF SEPARATION IS AVAILABLE" is drawn from CPDF. The type of separation for a significant portion of Defense buyouts paid in FYs 1993 and 1994 cannot be identified due to coding methods used to identify buyouts paid early in the program. DOD's FY 1993 and 1994 numbers are considered to be a more accurate reflection of total buyout use than CPDF while demographic comparisons, average ages/grades, types of separation, etc., are more accurately drawn from CPDF.

The overall average age, average grade, and average amount of FY 1996 non-Defense buyouts were not available from CPDF in time to meet the statutory reporting date. OPM calculated these averages by weighting each agency's reported average against all other agencies.

EXAMPLE: An agency reported an average age of 55 for its 5 early retirement buyouts. The agency's total number of early retirement buyouts was multiplied by the reported average age (5 people x 55 years average age = 275 total years). The resulting number (275) represents the age total for all employees who took an early retirement buyout. That number was combined with all other agencies' age total number. This resulting number (69995) was then divided by the total number of non-Defense early retirement buyouts (1313). The result is an estimated non-Defense early retirement buyout average age of 53.3.

LISTING OF DATA, CHARTS AND TABLES

DEFENSE AND NON-DEFENSE BUYOUT TOTALS (table)

ANNUAL FY BUYOUT TOTALS (chart)
DOD/NON-DOD

CUMULATIVE BUYOUT TOTALS (2 charts)
DOD/NON-DOD

TOTAL: ALL BUYOUTS (chart)
DOD/NON-DOD FY 93 TO FY 96

NON-DOD BUYOUT TOTALS (chart)
FY 94 TO 96

BUYOUTS BY TYPE OF SEPARATION WHERE TYPE OF SEPARATION IS AVAILABLE (table)
DOD/NON-DOD FISCAL YEAR AND CUMULATIVE

CUMULATIVE BUYOUTS (chart)
DOD/NON-DOD JANUARY 93 TO SEPTEMBER 96

FY 96 DOD/NON-DOD BUYOUTS (chart)

FY 95 DOD/NON-DOD BUYOUTS (chart)

FY 94 DOD/NON-DOD BUYOUTS (chart)

FY 93 DOD/NON-DOD BUYOUTS (chart)

CUMULATIVE NON-DOD BUYOUTS (chart)
MARCH 94 TO SEPTEMBER 96

FY 96 NON-DOD BUYOUTS (chart)

NON-DOD BUYOUTS BY TYPE OF SEPARATION (table)

FY 94 DOD/NON-DOD BUYOUTS (chart)

AGENCY BUYOUT PAYMENTS (table)

BUYOUTS BY TYPE OF SEPARATION (chart)
FY 93 TO 96 DOD/NON-DOD

RIF SEPARATIONS BY FISCAL YEAR (table)
ALL AGENCIES

FY 93 THROUGH FY 96 RIF SEPARATIONS (chart)
TOTAL, DOD, AND NON-DOD

COMPARISON OF RIF SEPARATIONS (chart)
DOD VERSUS NON-DOD

TRENDS IN GOVERNMENTWIDE DIVERSITY (chart)
MINORITY VERSUS NON-MINORITY

TRENDS IN GOVERNMENTWIDE DIVERSITY (chart)
MALE VERSUS FEMALE

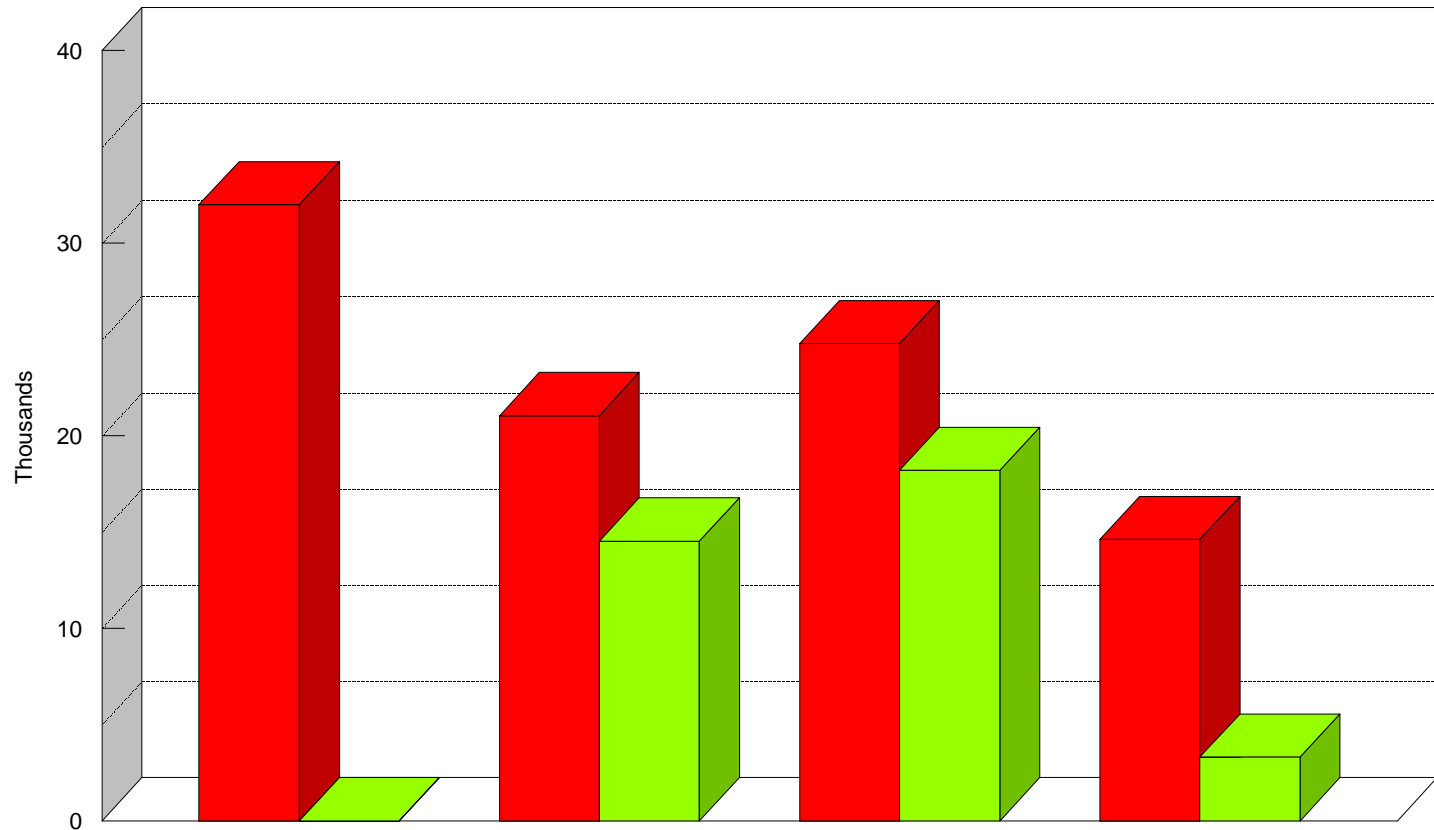
DEFENSE AND NON-DEFENSE BUYOUT TOTALS

| DATA AS OF | FY 93 | FY 94 | FY 95 | FY 96 |
|--------------------|--------------|--------------|---------------|---------------|
| DOD FY | 32000 | 21033 | 24792 | 14607 |
| DOD CUM | 32000 | 53033 | 77825 | 92432 |
| NON-DOD FY | 0 | 14531 | 18203 | 3301 |
| NON-DOD CUM | 0 | 14531 | 32734 | 36035 |
| TOTAL FY | 32000 | 35564 | 42995 | 17908 |
| GRAND TOTAL | 32000 | 67564 | 110559 | 128467 |

*Defense Department buyout totals represent all buyouts paid as reported by DOD.
 Non-Defense buyout totals for FYs 94 and 95 from CPDF. FY 96 is from agency reports.*

ANNUAL FY BUYOUT TOTALS

DOD/NON-DOD

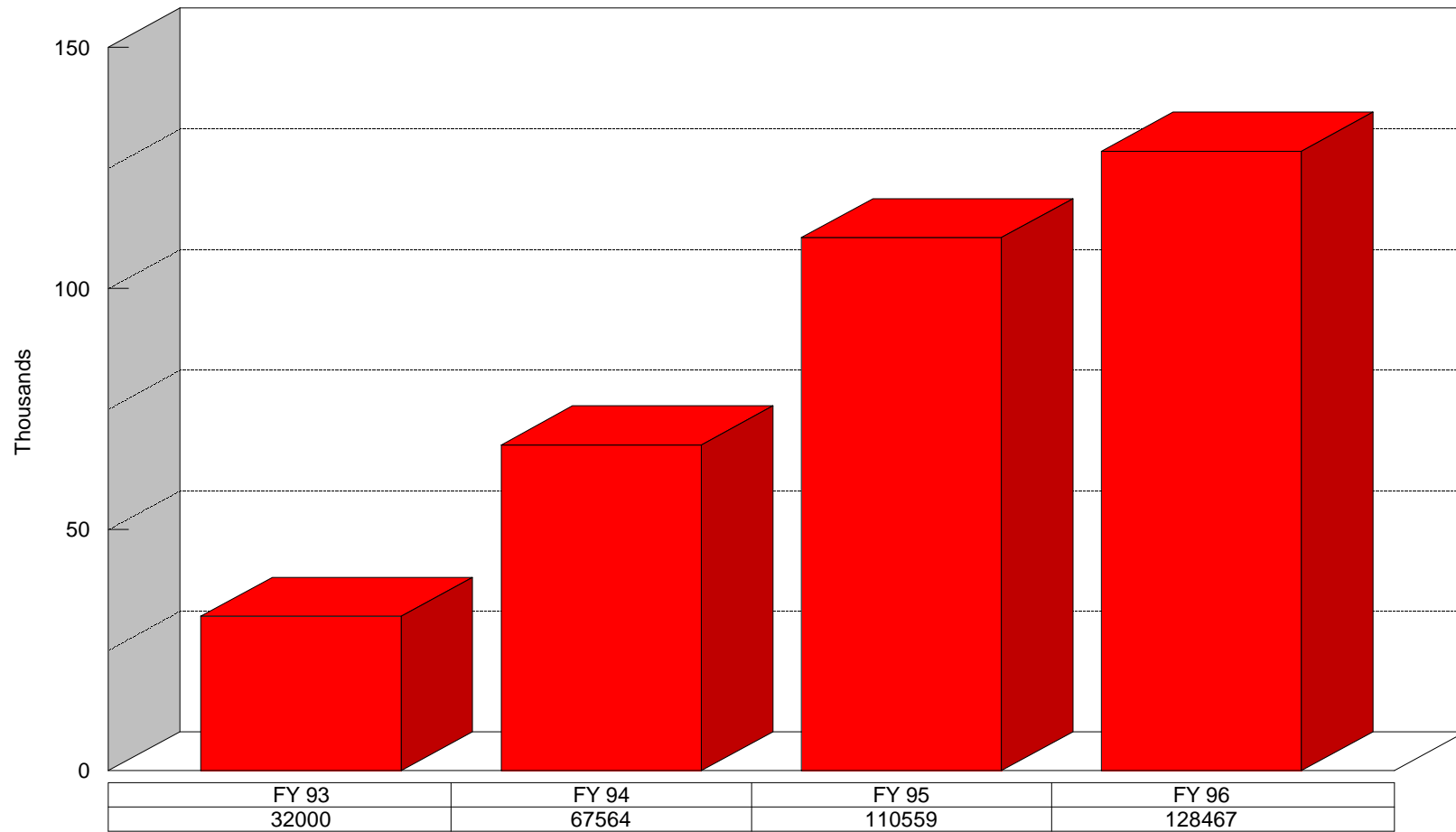


| | FY 93 | FY 94 | FY 95 | FY 96 |
|-----------|-------|-------|-------|-------|
| ■ DOD | 32000 | 21033 | 24792 | 14607 |
| ■ NON-DOD | 0 | 14531 | 18203 | 3301 |

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CUMULATIVE BUYOUT TOTALS

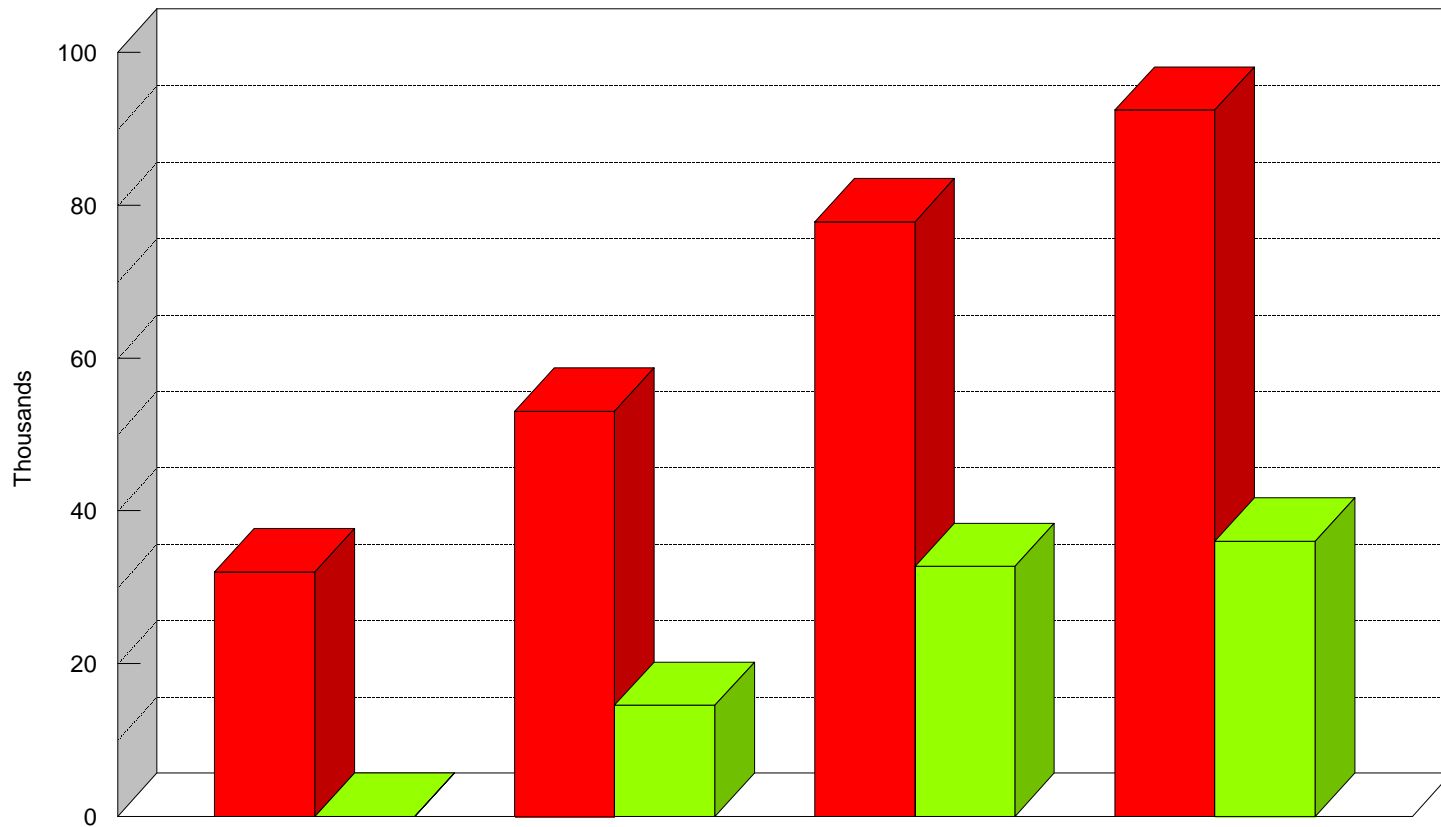
DOD/NON-DOD



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CUMULATIVE BUYOUT TOTALS

DOD/NON-DOD

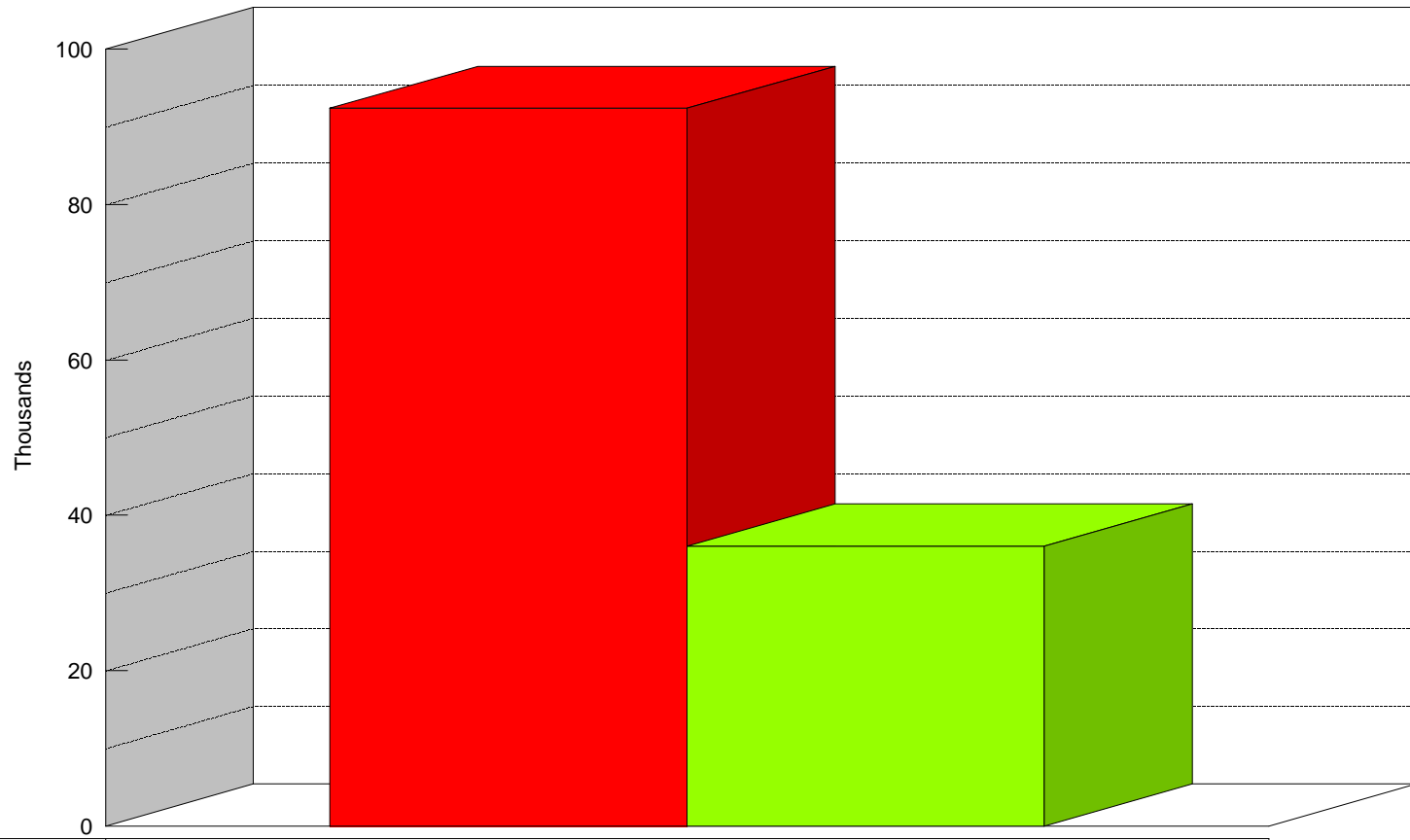


| | | | | |
|-----------|-------|-------|-------|-------|
| | FY 93 | FY 94 | FY 95 | FY 96 |
| ■ DOD | 32000 | 53033 | 77825 | 92432 |
| ■ NON-DOD | 0 | 14531 | 32734 | 36035 |

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TOTAL: ALL BUYOUTS

DOD/NON-DOD FY 93 TO FY 96

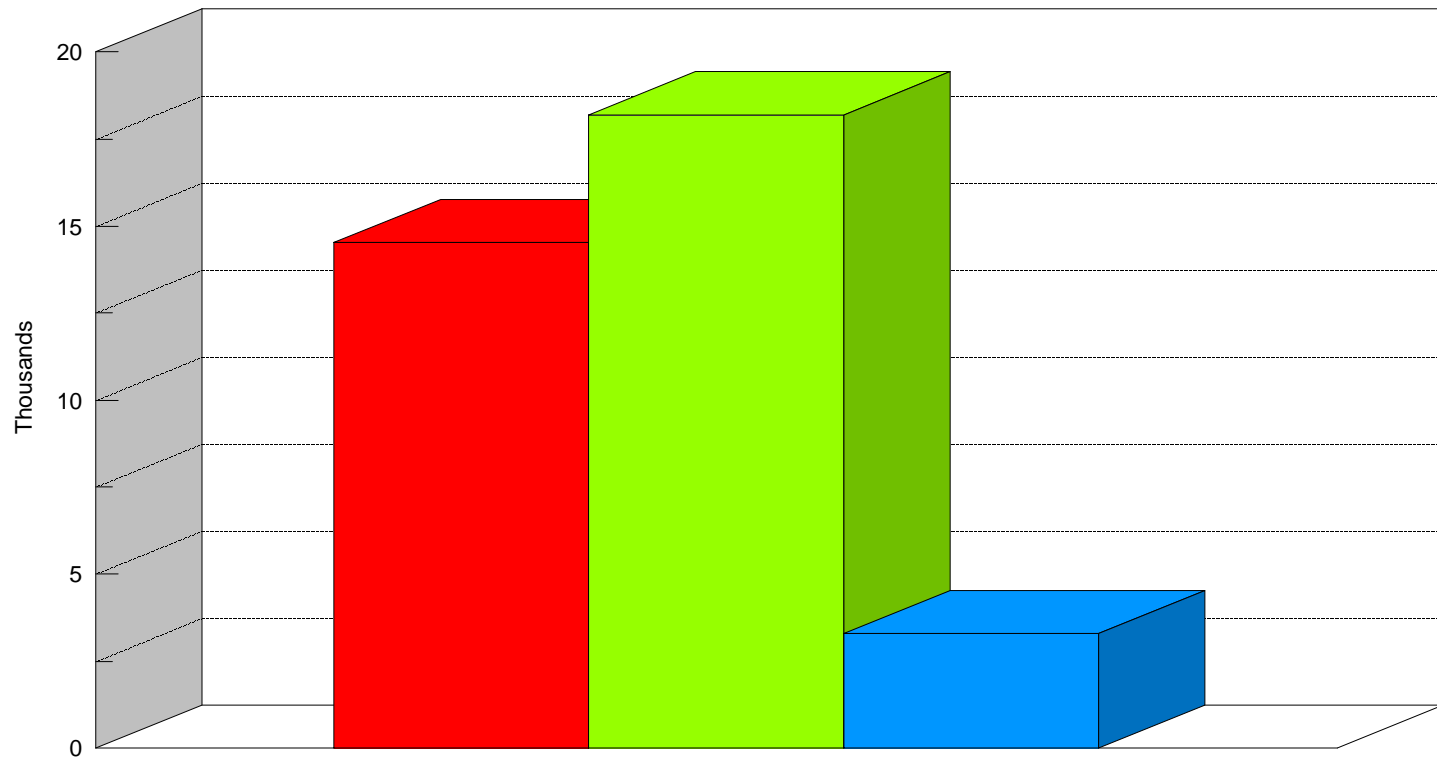


| | |
|-----------|-------|
| ■ DOD | 92432 |
| ■ NON-DOD | 36035 |

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NON-DOD BUYOUT TOTALS

FY 94 to 96



| | |
|--|-------|
| ■ FY 94 | 14531 |
| ■ FY 95 | 18203 |
| ■ FY 96 | 3301 |

FY 94 & 95 totals from CPDF. FY 96 from agency reports

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**BUYOUTS BY TYPE OF SEPARATION
WHERE TYPE OF SEPARATION IS SPECIFIED
DOD/NON-DOD FISCAL YEAR AND CUMULATIVE**

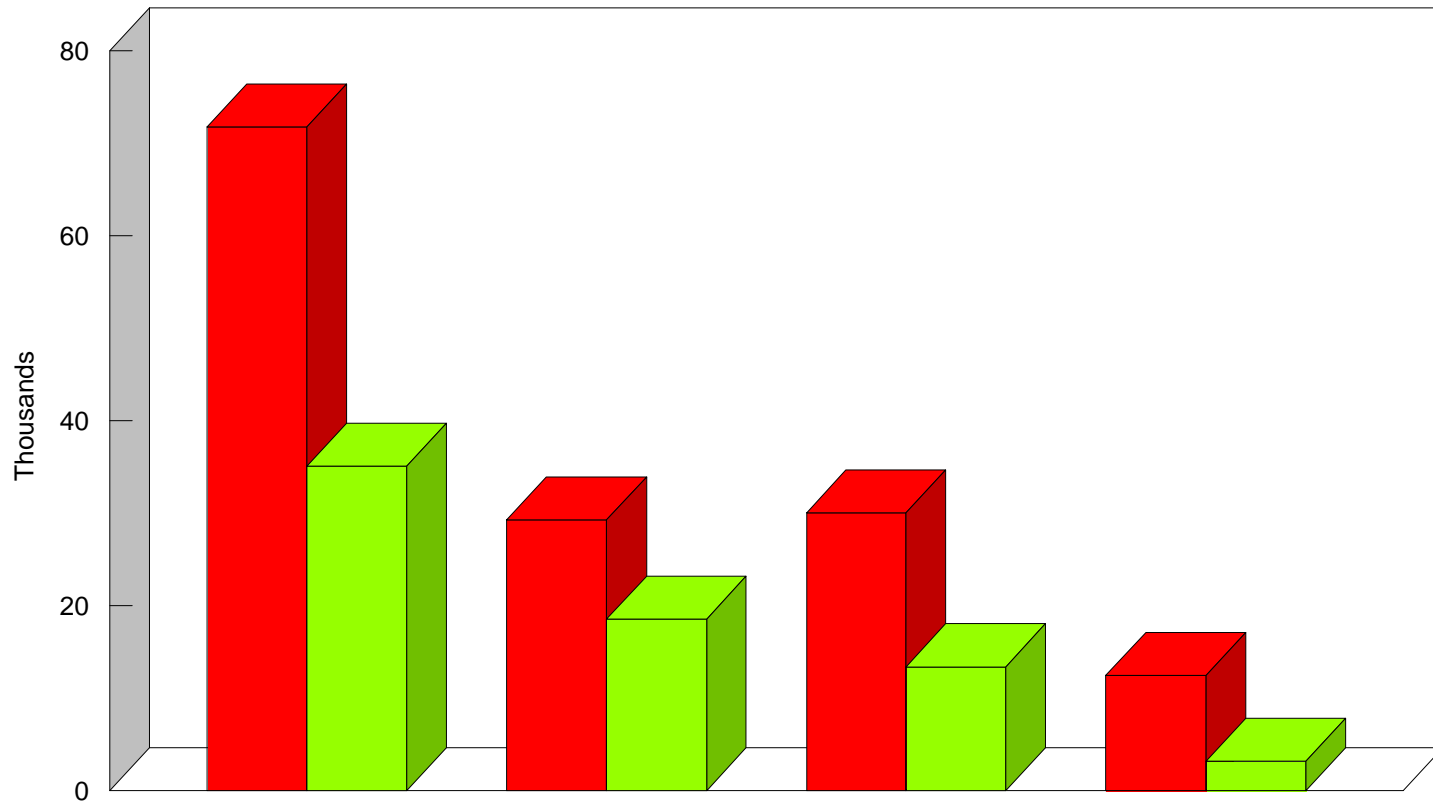
| FY 93 | <u>TOTAL</u> | <u>Total Specified</u> | <u>OPTIONAL</u> | <u>VERA</u> | <u>RESIGN</u> |
|--------------|---------------------|-------------------------------|------------------------|--------------------|----------------------|
| DOD | 32000 | 18263 | 7495 | 8024 | 2744 |
| TOTAL | 32000 | 18263 | 7495 | 8024 | 2744 |
| FY 94 | | | | | |
| DOD | 21033 | 19536 | 9137 | 7099 | 3300 |
| NON-DOD | 14531 | 14088 | 7288 | 5633 | 1167 |
| TOTAL | 35564 | 33624 | 16425 | 12732 | 4467 |
| FY 95 | | | | | |
| DOD | 24792 | 19507 | 6900 | 8613 | 3994 |
| NON-DOD | 18203 | 17656 | 9510 | 6397 | 1749 |
| TOTAL | 42995 | 37163 | 16410 | 15010 | 5743 |
| FY 96 | | | | | |
| DOD | 14607 | 14416 | 5741 | 6289 | 2386 |
| NON-DOD | 3301 | 3301 | 1736 | 1313 | 252 |
| TOTAL | 17908 | 17717 | 7477 | 7602 | 2638 |
| TOTAL | | | | | |
| DOD | 92432 | 71722 | 29273 | 30025 | 12424 |
| NON-DOD | 36035 | 35045 | 18534 | 13343 | 3168 |
| TOTAL | 128467 | 106767 | 47807 | 43368 | 15592 |

* NOTE: Large portions of data on the type of separation for DOD buyouts paid in FYs 1993 and 1994 are not available. Data in this table is from CPDF and shows buyouts where the type of separation is identifiable. Differences in coding methods in DOD components in FYs 93 & 94 account for the differences. For completeness and comparison, we have included the actual buyout number along with the total for buyouts in which the type of separation was available.

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CUMULATIVE BUYOUTS

DOD/NON-DOD (January 93 to September 96)

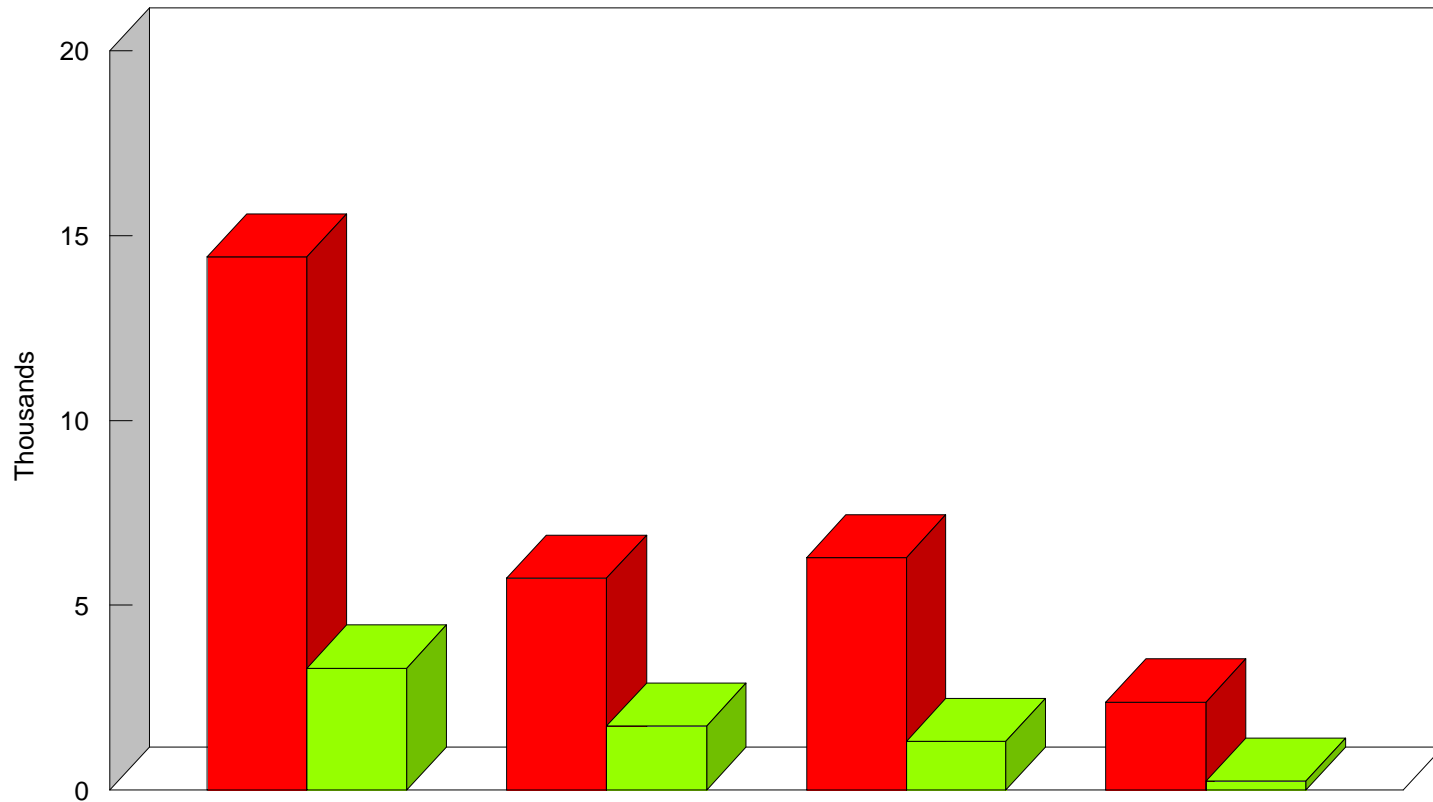


| | Total Specified | OPTIONAL | VERA | RESIGN |
|-----------|-----------------|----------|-------|--------|
| ■ DOD | 71722 | 29273 | 30025 | 12424 |
| ■ NON-DOD | 35045 | 18534 | 13343 | 3168 |

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FY 96 DOD/NON-DOD BUYOUTS

WHERE TYPE OF SEPARATION IS SPECIFIED

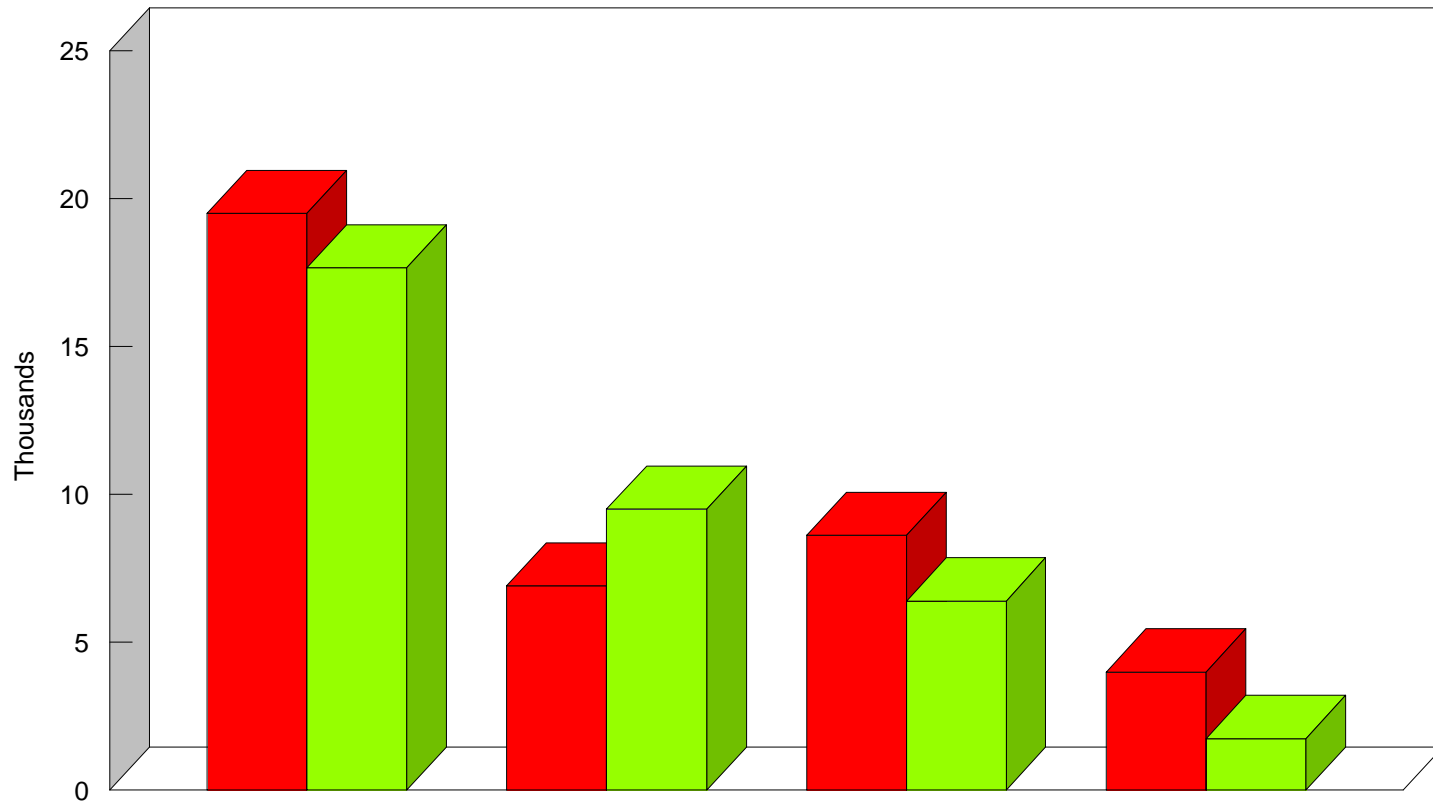


| | | | | |
|-----------|-------|------|------|------|
| ■ DOD | 14416 | 5741 | 6289 | 2386 |
| ■ NON-DOD | 3301 | 1736 | 1313 | 252 |

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FY 95 DOD/NON-DOD BUYOUTS

WHERE TYPE OF SEPARATION IS SPECIFIED

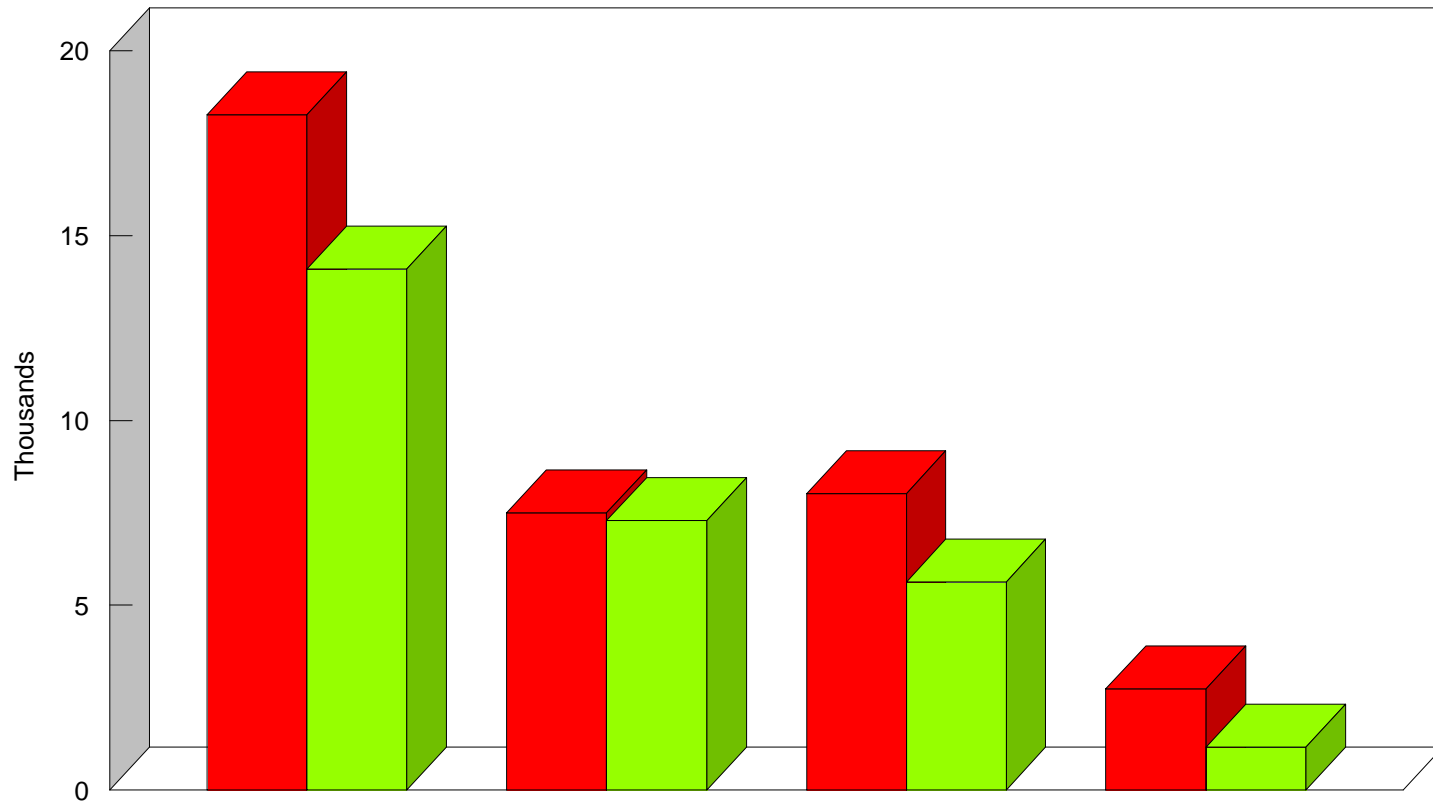


| | Total Specified | OPTIONAL | VERA | RESIGN |
|-----------|-----------------|----------|------|--------|
| ■ DOD | 19507 | 6900 | 8613 | 3994 |
| ■ NON-DOD | 17656 | 9510 | 6397 | 1749 |

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FY 94 DOD/NON-DOD BUYOUTS

WHERE TYPE OF SEPARATION IS SPECIFIED

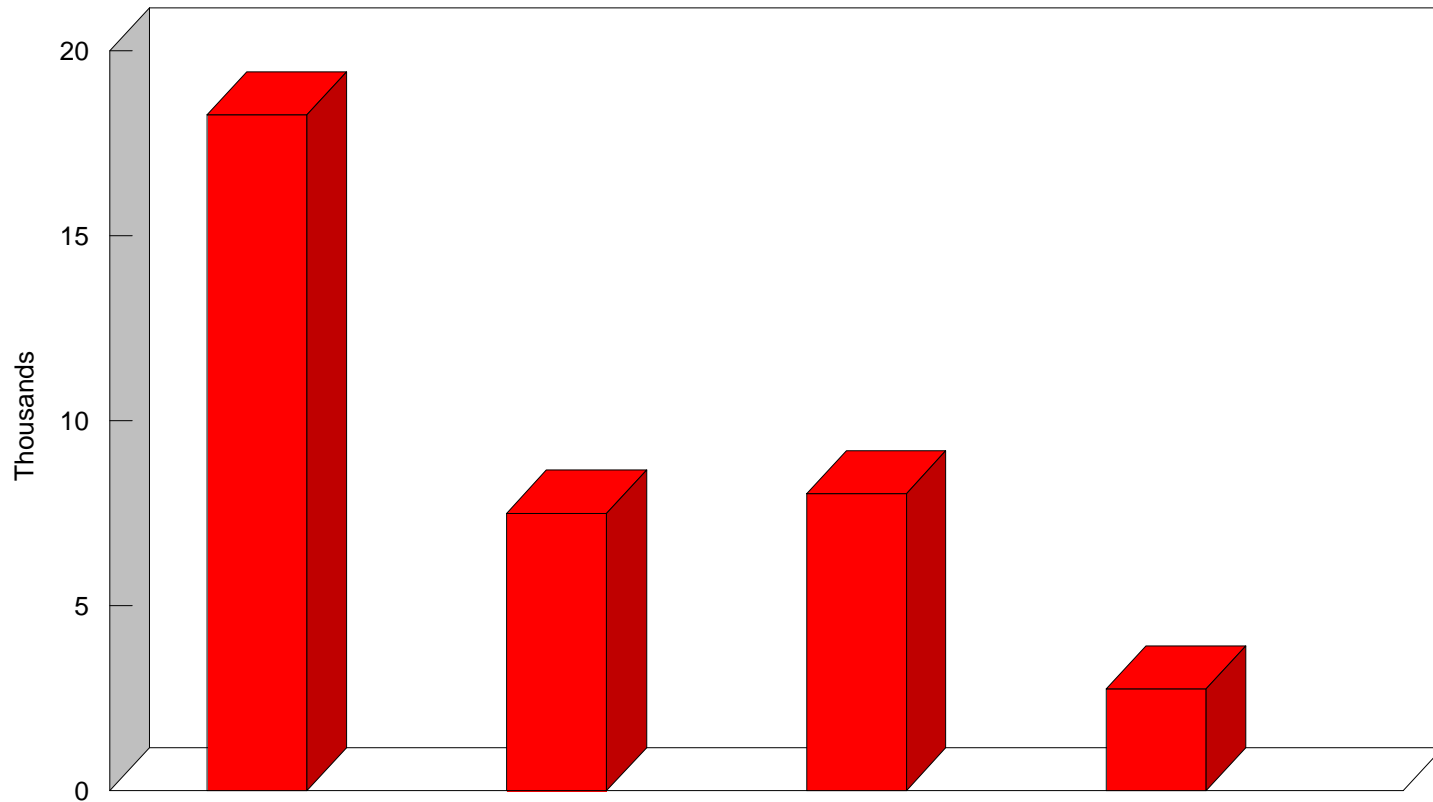


| | | | | |
|--|------------------------|-----------------|-------------|---------------|
| | Total Specified | OPTIONAL | VERA | RESIGN |
| ■ DOD | 18263 | 7495 | 8024 | 2744 |
| ■ NON-DOD | 14088 | 7288 | 5633 | 1167 |

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FY 93 DOD/NON-DOD BUYOUTS

WHERE TYPE OF SEPARATION IS SPECIFIED

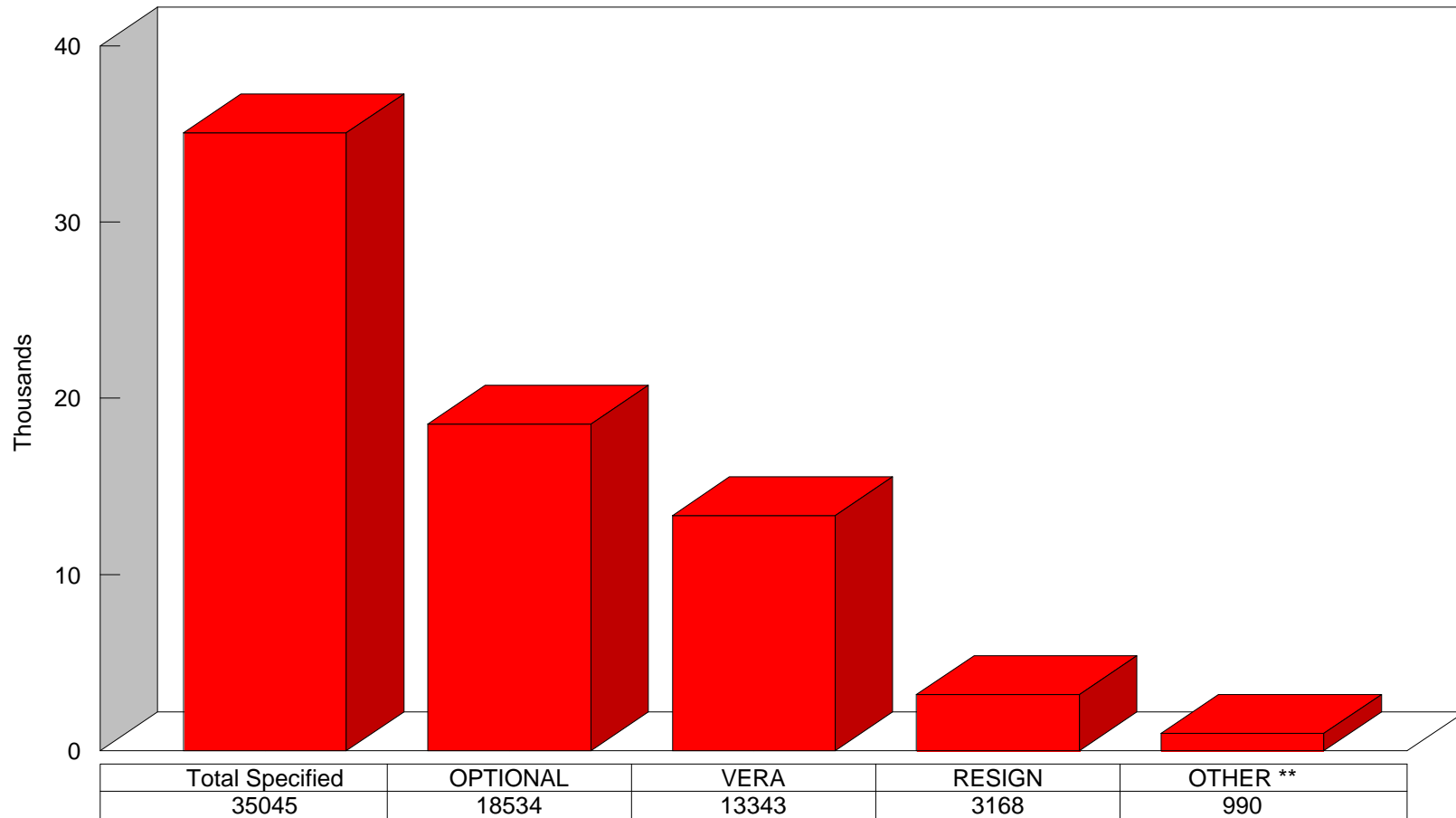


| | | | | |
|-----------|-----------------|----------|------|--------|
| | Total Specified | OPTIONAL | VERA | RESIGN |
| ■ DOD | 18263 | 7495 | 8024 | 2744 |
| ■ NON-DOD | | | | |

December 31, 1996

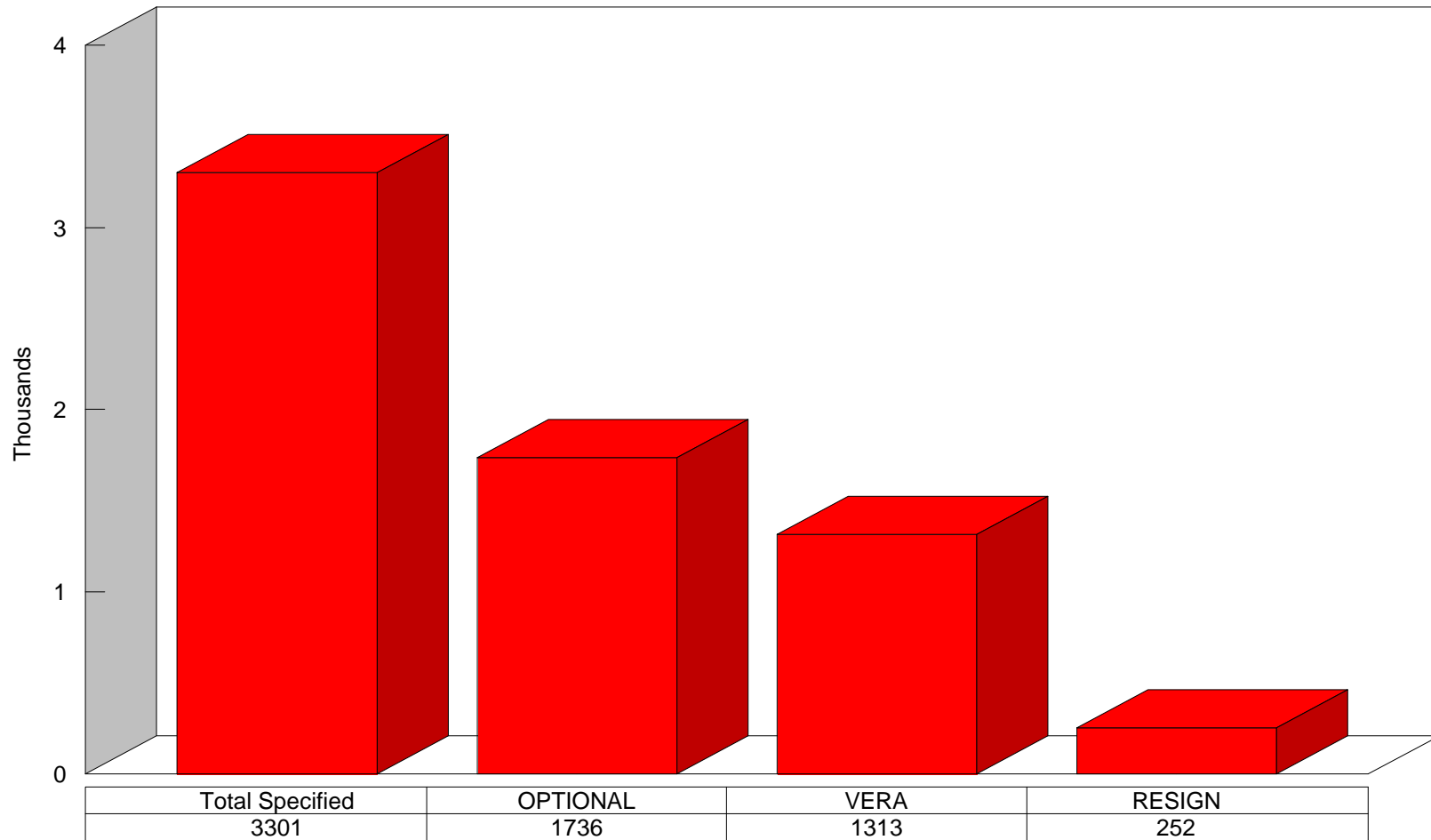
CUMULATIVE NON-DOD BUYOUTS

(March 94 to September 96)



December 31, 1996

FY 96 NON-DOD BUYOUTS



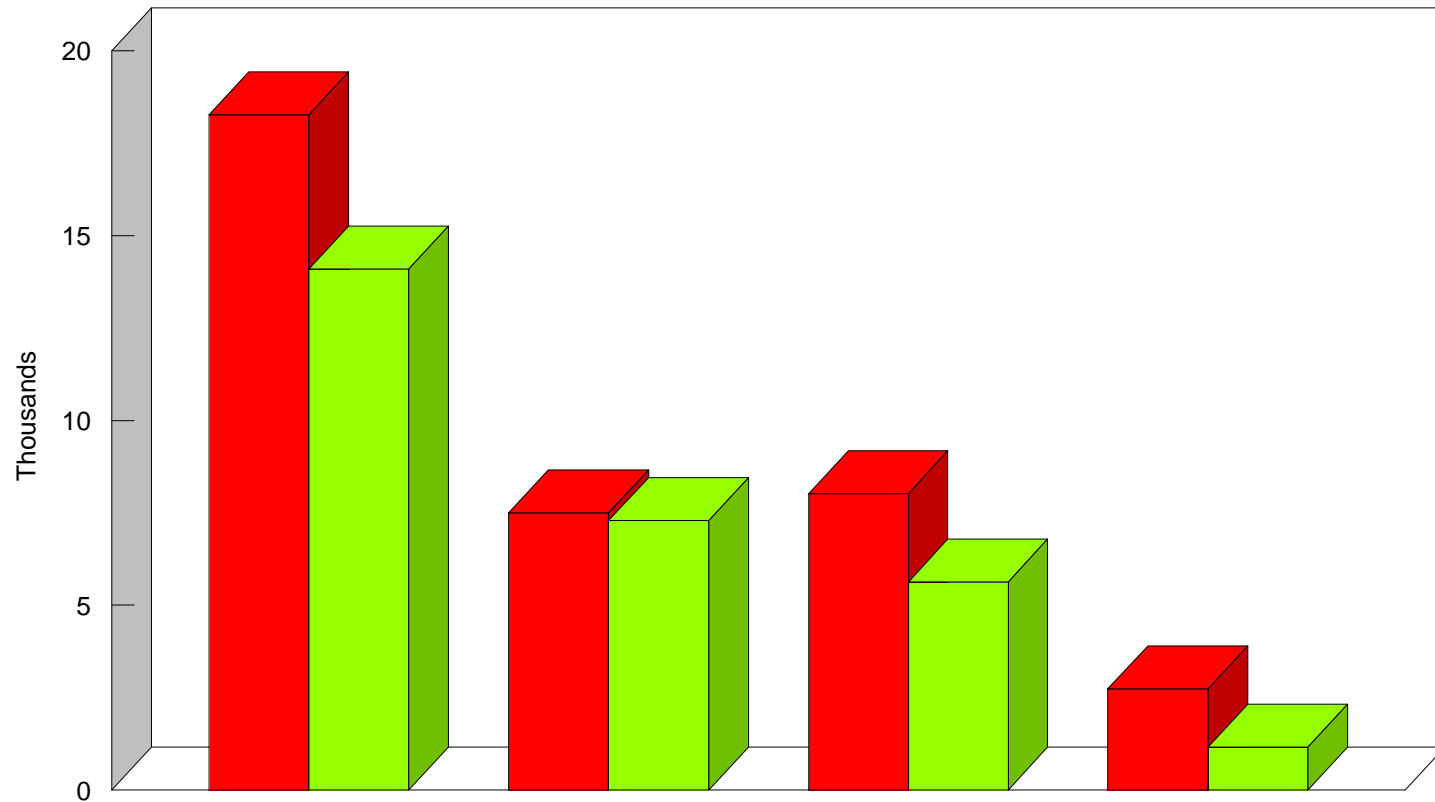
December 31, 1996

| NON-DEFENSE BUYOUTS | | | | | | | | | | | | | | | |
|--|------------|-----------------|--------------|--------|-----------|---------|-----------------|--------------|--------|-----------|---------|-----------------|--------------|--------|-----------|
| BY TYPE OF SEPARATION IN FY 1994, FY 1995, AND CUMULATIVE | | | | | | | | | | | | | | | |
| All data from CPDF. Data on cumulative buyouts reflects FY 94 and FY 95 cumulative data. | | | | | | | | | | | | | | | |
| AGENCY | CUMULATIVE | | | | | FY 94 | | | | | FY 95 | | | | |
| | BUYOUTS | OPTIONAL RETIRE | EARLY RETIRE | RESIGN | OTHER *** | BUYOUTS | OPTIONAL RETIRE | EARLY RETIRE | RESIGN | OTHER *** | BUYOUTS | OPTIONAL RETIRE | EARLY RETIRE | RESIGN | OTHER *** |
| AGRICULTURE | 5450 | 2431 | 2068 | 584 | 367 | 3070 | 1425 | 1216 | 274 | 155 | 2380 | 1006 | 852 | 310 | 212 |
| COMMERCE | 1247 | 661 | 388 | 178 | 20 | 186 | 121 | 27 | 35 | 3 | 1061 | 540 | 361 | 143 | 17 |
| EDUCATION | 482 | 249 | 227 | 3 | 3 | 365 | 188 | 175 | 0 | 2 | 117 | 61 | 52 | 3 | 1 |
| ENERGY | 1283 | 608 | 581 | 91 | 3 | 547 | 260 | 272 | 14 | 1 | 736 | 348 | 309 | 77 | 2 |
| HEALTH AND HUMAN SERVICES | 2451 | 1420 | 908 | 121 | 2 | 106 | 73 | 26 | 6 | 1 | 2345 | 1347 | 882 | 115 | 1 |
| HOUSING AND URBAN DEVELOPMENT | 1018 | 614 | 327 | 66 | 11 | 151 | 105 | 40 | 5 | 1 | 867 | 509 | 287 | 61 | 10 |
| INTERIOR | 5348 | 2395 | 2185 | 641 | 127 | 2951 | 1368 | 1243 | 277 | 63 | 2397 | 1027 | 942 | 364 | 64 |
| JUSTICE | 851 | 373 | 321 | 129 | 28 | 435 | 207 | 170 | 39 | 19 | 416 | 166 | 151 | 90 | 9 |
| LABOR | 362 | 217 | 121 | 9 | 15 | 68 | 44 | 23 | 0 | 1 | 294 | 173 | 98 | 9 | 14 |
| STATE | 428 | 359 | 65 | 3 | 1 | 136 | 128 | 6 | 2 | 0 | 292 | 231 | 59 | 1 | 0 |
| TRANSPORTATION | 3571 | 2040 | 1251 | 265 | 15 | 2645 | 1396 | 1010 | 228 | 11 | 926 | 644 | 241 | 37 | 4 |
| TREASURY | 512 | 206 | 226 | 43 | 37 | 92 | 44 | 41 | 7 | 0 | 420 | 162 | 185 | 36 | 37 |
| VETERANS AFFAIRS** | 2247 | 1107 | 967 | 89 | 55 | 1654 | 834 | 694 | 57 | 40 | 593 | 273 | 273 | 32 | 15 |
| CONSUMER PRODUCT SAFETY COMMISSION | 17 | 14 | 3 | 0 | 0 | 17 | 14 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 39 | 0 | 0 | 0 | 39 | 0 | 0 | 0 | 0 | 0 | 39 | 0 | 0 | 0 | 39 |
| ENVIRONMENTAL PROTECTION AGENCY | 496 | 282 | 190 | 15 | 9 | 0 | 0 | 0 | 0 | 0 | 496 | 282 | 190 | 15 | 9 |
| EXPORT-IMPORT BANK | 14 | 6 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 14 | 6 | 6 | 1 | 1 |
| FARM CREDIT ADMINISTRATION | 31 | 14 | 4 | 13 | 0 | 16 | 11 | 0 | 5 | 0 | 15 | 3 | 4 | 8 | 0 |
| FEDERAL COMMUNICATIONS COMMISSION | 90 | 46 | 33 | 5 | 6 | 6 | 5 | 1 | 0 | 0 | 84 | 41 | 32 | 5 | 6 |
| FEDERAL DEPOSIT INSURANCE CORPORATION * | 62 | 18 | 4 | 39 | 1 | 62 | 18 | 4 | 39 | 1 | 0 | 0 | 0 | 0 | 0 |
| FEDERAL LABOR RELATIONS AUTHORITY | 5 | 1 | 2 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 4 | 1 | 1 | 1 | 1 |
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 7 | 2 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 2 | 4 | 0 | 1 |
| FEDERAL TRADE COMMISSION | 67 | 27 | 39 | 0 | 1 | 52 | 26 | 26 | 0 | 0 | 15 | 1 | 13 | 0 | 1 |
| GENERAL SERVICES ADMINISTRATION | 2186 | 1174 | 810 | 160 | 42 | 192 | 53 | 87 | 37 | 15 | 1994 | 1121 | 723 | 123 | 27 |
| INTER-AMERICAN FOUNDATION | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION (US/MEX) | 26 | 15 | 11 | 0 | 0 | 10 | 10 | 0 | 0 | 0 | 16 | 5 | 11 | 0 | 0 |
| INTERNATIONAL JOINT COMMISSION | 2 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| INTERSTATE COMMERCE COMMISSION | 103 | 55 | 44 | 2 | 2 | 54 | 41 | 13 | 0 | 0 | 49 | 14 | 31 | 2 | 2 |
| MERIT SYSTEMS PROTECTION BOARD | 11 | 9 | 2 | 0 | 0 | 5 | 4 | 1 | 0 | 0 | 6 | 5 | 1 | 0 | 0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 2648 | 1674 | 721 | 248 | 5 | 1178 | 711 | 392 | 72 | 3 | 1470 | 963 | 329 | 176 | 2 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 114 | 72 | 18 | 14 | 10 | 16 | 7 | 6 | 0 | 3 | 98 | 65 | 12 | 14 | 7 |
| NATIONAL COMMISSION FOR EMPLOYMENT POLICY | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| NATIONAL CREDIT UNION ADMINISTRATION | 8 | 3 | 4 | 1 | 0 | 2 | 0 | 1 | 1 | 0 | 6 | 3 | 3 | 0 | 0 |
| NATIONAL ENDOWMENT FOR THE ARTS & HUMANITIES | 15 | 4 | 6 | 0 | 5 | 7 | 0 | 2 | 0 | 5 | 8 | 4 | 4 | 0 | 0 |

| | | | | | | | | | | | | | | | |
|---|--------------|--------------|--------------|-------------|------------|--------------|-------------|-------------|-------------|------------|--------------|-------------|-------------|-------------|------------|
| NATIONAL LABOR RELATIONS BOARD | 26 | 6 | 18 | 1 | 1 | 6 | 2 | 3 | 0 | 1 | 20 | 4 | 15 | 1 | 0 |
| NUCLEAR REGULATORY COMMISSION | 45 | 21 | 22 | 0 | 2 | 14 | 8 | 4 | 0 | 2 | 31 | 13 | 18 | 0 | 0 |
| OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 |
| OFFICE OF GOVERNMENT ETHICS | 3 | 0 | 3 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| OFFICE OF MANAGEMENT AND BUDGET | 8 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 3 | 4 | 1 | 0 |
| OFFICE OF PERSONNEL MANAGEMENT | 406 | 140 | 158 | 82 | 26 | 144 | 38 | 68 | 25 | 13 | 262 | 102 | 90 | 57 | 13 |
| OFFICE OF SPECIAL COUNSEL | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 |
| PENSION BENEFIT GUARANTY CORPORATION | 29 | 15 | 11 | 1 | 2 | 24 | 13 | 8 | 1 | 2 | 5 | 2 | 3 | 0 | 0 |
| RAILROAD RETIREMENT BOARD | 81 | 31 | 39 | 11 | 0 | 30 | 15 | 12 | 3 | 0 | 51 | 16 | 27 | 8 | 0 |
| SELECTIVE SERVICE ADMINISTRATION | 16 | 8 | 5 | 3 | 0 | 10 | 6 | 2 | 2 | 0 | 6 | 2 | 3 | 1 | 0 |
| SMALL BUSINESS ADMINISTRATION | 342 | 202 | 104 | 28 | 8 | 0 | 0 | 0 | 0 | 0 | 342 | 202 | 104 | 28 | 8 |
| SMITHSONIAN INSTITUTION | 209 | 132 | 48 | 20 | 9 | 20 | 15 | 1 | 3 | 1 | 189 | 117 | 47 | 17 | 8 |
| SOCIAL SECURITY | 19 | 13 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 13 | 6 | 0 | 1 |
| U.S. INFORMATION AGENCY | 353 | 106 | 65 | 48 | 134 | 256 | 75 | 46 | 35 | 100 | 97 | 31 | 19 | 13 | 34 |
| TOTAL | 32734 | 16776 | 12023 | 2916 | 990 | 14531 | 7266 | 5626 | 1167 | 443 | 18203 | 9510 | 6397 | 1749 | 547 |
| * Although FDIC's buyouts are not covered by P.L. 103-226, the agency's buyouts are reported by CPDF. FDIC buyout totals and averages are not included here because they are not comparable to P.L. 103-226 buyouts. Totals are included to provide uniform data, as FDIC employees are included in other Governmentwide buyout averages taken from CPDF. | | | | | | | | | | | | | | | |
| ** 29 VA buyouts in FY 94 were not coded in a manner that provided a type of separation. These 29 are included in the FY 94 total and the cumulative total. | | | | | | | | | | | | | | | |
| *** "OTHER" are former employees whose CPDF records indicate they were paid a buyout but did not identify the specific nature of their separation as "regular retirement," "early retirement," or "resignation." | | | | | | | | | | | | | | | |

FY 94 DOD/NON-DOD BUYOUTS

WHERE TYPE OF SEPARATION IS SPECIFIED



| | | | | |
|-----------|-----------------|----------|------|--------|
| | Total Specified | OPTIONAL | VERA | RESIGN |
| ■ DOD | 18263 | 7495 | 8024 | 2744 |
| ■ NON-DOD | 14088 | 7288 | 5633 | 1167 |

December 31, 1996

AGENCY BUYOUT PAYMENTS FY 1996

Buyouts under the Federal Workforce Restructuring Act of 1994, Public Law 103-226

THE FOLLOWING AGENCIES REPORTED USING BUYOUTS IN FISCAL YEAR 1996

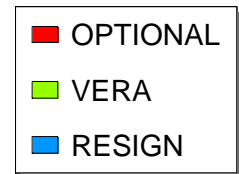
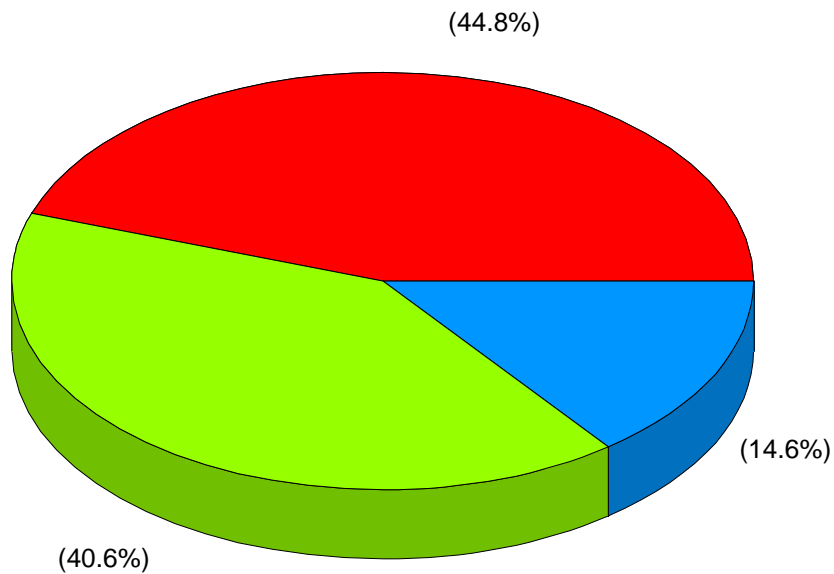
| AGENCY | TOTAL | EARLY RETIREMENTS | | | | REGULAR OPTIONAL RETIREMENT | | | | RESIGNATIONS | | | |
|--|-------|-------------------|---------|-----------|-------------|-----------------------------|---------|-----------|-------------|--------------|---------|-----------|-------------|
| | | VSIPS | AVG AGE | AVG GRADE | AVG AMOUNT | VSIPS | AVG AGE | AVG GRADE | AVG AMOUNT | VSIPS | AVG AGE | AVG GRADE | AVG AMOUNT |
| <i>Data covers 10/1/95 through 9/30/96</i> | | | | | | | | | | | | | |
| AGRICULTURE | 83 | 42 | 54.05 | 13.4 | \$25,000.00 | 36 | 59.2 | 13.8 | \$24,708.00 | 5 | 41.2 | 11.9 | \$18,369.00 |
| COMMERCE | 173 | 66 | 53.00 | 11 | \$24,712.00 | 101 | 60 | 12 | \$24,963.00 | 6 | 44 | 9 | \$13,476.00 |
| EDUCATION | 86 | 37 | 53.00 | 12 | \$25,000.00 | 48 | 61 | 14 | \$25,000.00 | 1 | 50 | 14 | \$25,000.00 |
| ENERGY | 697 | 293 | 54.00 | 11.6 | \$24,961.00 | 334 | 62 | 12.2 | \$24,880.00 | 70 | 45 | 10.2 | \$15,417.00 |
| HEALTH AND HUMAN SERVICES | 259 | 116 | 54.00 | 11.3 | \$25,000.00 | 137 | 63 | 11.8 | \$24,847.00 | 6 | 47 | 7.6 | \$20,467.00 |
| HOUSING AND URBAN DEVELOPMENT | 127 | 43 | 53.50 | 12.8 | \$25,000.00 | 82 | 62.7 | 11.9 | \$24,876.00 | 2 | 39.7 | 9.5 | \$20,523.00 |
| INTERIOR | 819 | 350 | 52.78 | 11.25 | \$24,955.00 | 422 | 59.67 | 11.44 | \$24,873.00 | 47 | 44.52 | 9.13 | \$15,054.00 |
| JUSTICE | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| LABOR | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| STATE | 68 | 18 | 51.00 | 12.4 | \$25,000.00 | 50 | 61.9 | 11.6 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| TRANSPORTATION | 269 | 87 | 52.85 | 11.44 | \$25,000.00 | 159 | 62.32 | 11.53 | \$24,752.00 | 23 | 45.74 | 9.53 | \$15,516.00 |
| TREASURY | 18 | 8 | 54.13 | 10.13 | \$25,000.00 | 9 | 60.78 | 12.11 | \$25,000.00 | 1 | 48 | 2 | \$14,135.00 |
| VETERANS AFFAIRS | 17 | 6 | 53.67 | 10.67 | \$25,000.00 | 10 | 61.7 | 9.9 | \$25,000.00 | 1 | 40 | 15 | \$25,000.00 |
| AFRICAN DEVELOPMENT FOUNDATION | 1 | 0 | 0.00 | 0 | \$0.00 | 1 | 55 | 11 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| ARMS CONTROL AND DISARMAMENT AGENCY | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| COMMODITY FUTURES TRADING COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| ENVIRONMENTAL PROTECTION AGENCY | 84 | 27 | 56.70 | 13.6 | \$25,000.00 | 56 | 60.9 | 13.8 | \$25,000.00 | 1 | 40 | 14 | \$25,000.00 |
| FEDERAL COMMUNICATIONS COMMISSION | 11 | 5 | 53.00 | 7.5 | \$25,000.00 | 5 | 59.8 | 9 | \$25,000.00 | 1 | 41 | 14 | \$22,742.72 |
| FARM CREDIT ADMINISTRATION * | 3 | 1 | 59.00 | n/a | \$25,000.00 | 2 | 62 | n/a | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| FEDERAL ENERGY REGULATORY COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| FEDERAL HOUSING FINANCE BOARD | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| FEDERAL LABOR RELATIONS AUTHORITY | 1 | 1 | 48.00 | 15 | \$25,000.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| FEDERAL MARITIME COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |

| | | | | | | | | | | | | | |
|--|-----|-----|-------|-------|-------------|-----|-------|-------|-------------|----|------|------|-------------|
| FEDERAL MEDIATION AND CONCILIATION SERVICE | 9 | 6 | 53.10 | 10.8 | \$25,000.00 | 3 | 68.3 | 10.3 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| FEDERAL TRADE COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| GENERAL SERVICES ADMINISTRATION | 486 | 173 | 53.17 | 10.91 | \$24,882.00 | 228 | 62.34 | 10.84 | \$24,512.00 | 85 | 42.5 | 9.59 | \$12,137.00 |
| INTER-AMERICAN FOUNDATION | 5 | 3 | 56.00 | 13 | \$25,000.00 | 2 | 62 | 13 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| INTERNATIONAL BOUNDARY AND WATER COMMISSION (US/MEX) | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| INTERNATIONAL JOINT COMMISSION ** | 4 | 1 | 52.00 | n/a | \$25,000.00 | 3 | 62 | 12 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| MERIT SYSTEMS PROTECTION BOARD | 3 | 0 | 0.00 | 0 | \$0.00 | 3 | 57 | 15 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 10 | 0 | 0.00 | 0 | \$0.00 | 10 | 60 | 15 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL CREDIT UNION ADMINISTRATION *** | 1 | 0 | 0.00 | 0 | \$0.00 | 1 | 65 | n/a | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL ENDOWMENT FOR THE ARTS | 3 | 2 | 2.00 | 49 | \$25,000.00 | 1 | 73 | 11 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL LABOR RELATIONS BOARD | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL SCIENCE FOUNDATION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| NATIONAL TRANSPORTATION SAFETY BOARD | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 0.00 | 0 | \$0.00 | 1 | 66 | 13 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| OFFICE OF GOVERNMENT ETHICS | 2 | 0 | 0.00 | 0 | \$0.00 | 2 | 57.8 | 16 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| OFFICE OF MANAGEMENT AND BUDGET | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| OFFICE OF PERSONNEL MANAGEMENT | 11 | 5 | 55.00 | 13 | \$25,000.00 | 6 | 61 | 11.75 | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| OVERSEAS PRIVATE INVESTMENT CORPORATION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| PEACE CORPS | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |

| | | | | | | | | | | | | | |
|--|-------------|-------------|--------------|--------------|--------------------|-------------|--------------|--------------|--------------------|------------|--------------|-------------|--------------------|
| PENSION BENEFIT GUARANTY CORPORATION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| RAILROAD RETIREMENT BOARD | 26 | 15 | 51.00 | 11 | \$25,000.00 | 9 | 60 | 11 | \$25,000.00 | 2 | 33 | 11 | \$7,430.00 |
| SECURITIES AND EXCHANGE COMMISSION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| SELECTIVE SERVICE ADMINISTRATION **** | 3 | 2 | 52.00 | 10.5 | \$25,000.00 | 1 | 55 | n/a | \$25,000.00 | 0 | 0 | 0 | \$0.00 |
| SMALL BUSINESS ADMINISTRATION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| SMITHSONIAN INSTITUTION | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| U.S. COURTS | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| U.S. INFORMATION AGENCY | 21 | 6 | 58.00 | 13 | \$25,000.00 | 14 | 59 | 7 | \$25,000.00 | 1 | 38 | 12 | \$15,283.00 |
| U.S. SOLDIERS' & AIRMENS' HOME | 0 | 0 | 0.00 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 | 0 | 0 | 0 | \$0.00 |
| FY 1996 TOTAL | 3301 | 1313 | 53.31 | 11.52 | \$24,949.28 | 1736 | 61.31 | 11.76 | \$24,833.09 | 252 | 43.89 | 9.72 | \$14,499.25 |
| FOOTNOTES: | | | | | | | | | | | | | |
| * Farm Credit Administration reported an average grade of VH 39 | | | | | | | | | | | | | |
| ** International Joint Commission reported an average grade of AD-00 | | | | | | | | | | | | | |
| *** National Credit Union Administration reported an average grade of CU-12 | | | | | | | | | | | | | |
| **** Selective Service Administration reported an average grade of ES-04 | | | | | | | | | | | | | |
| Because of the variety and number of differing pay grade systems, this report reflects only average GS grades. | | | | | | | | | | | | | |

BUYOUTS BY TYPE OF SEPARATION

FY 93 TO 96 DOD/NON-DOD



WHERE TYPE OF SEPARATION IS SPECIFIED

December 31, 1996

RIF SEPARATIONS BY FISCAL YEAR

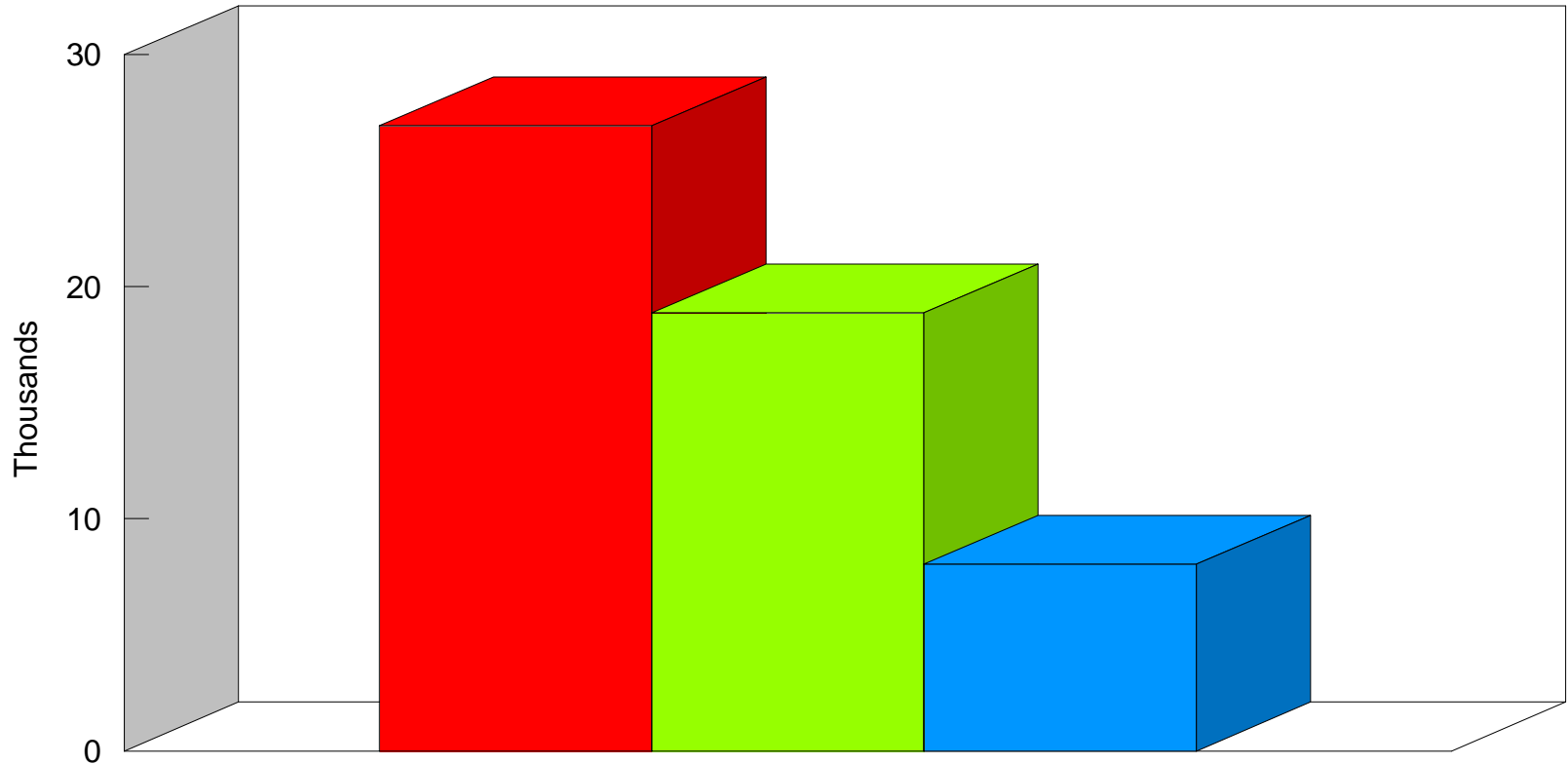
ALL AGENCIES

| | TOTAL | DOD | NON-DOD |
|---------------------|--------------|------------|----------------|
| FY 88 | 3261 | 2101 | 1160 |
| FY 89 | 2052 | 867 | 1185 |
| FY 90 | 2567 | 1434 | 1133 |
| FY 91 | 6524 | 5750 | 774 |
| FY 92 | 4439 | 3636 | 803 |
| FY 93 | 4340 | 3271 | 1069 |
| FY 94 | 8685 | 5807 | 2878 |
| FY 95 | 7352 | 5935 | 1417 |
| FY 96 ** | 6549 | 3864 | 2685 |
| | | | |
| ALL YEARS | 45769 | 32665 | 13104 |
| | | | |
| 1993 TO PRES | 26926 | 18877 | 8049 |

** Through June 30, 1996

FY 93 THROUGH FY 96 RIF SEPARATIONS

TOTAL, DOD, AND NON-DOD

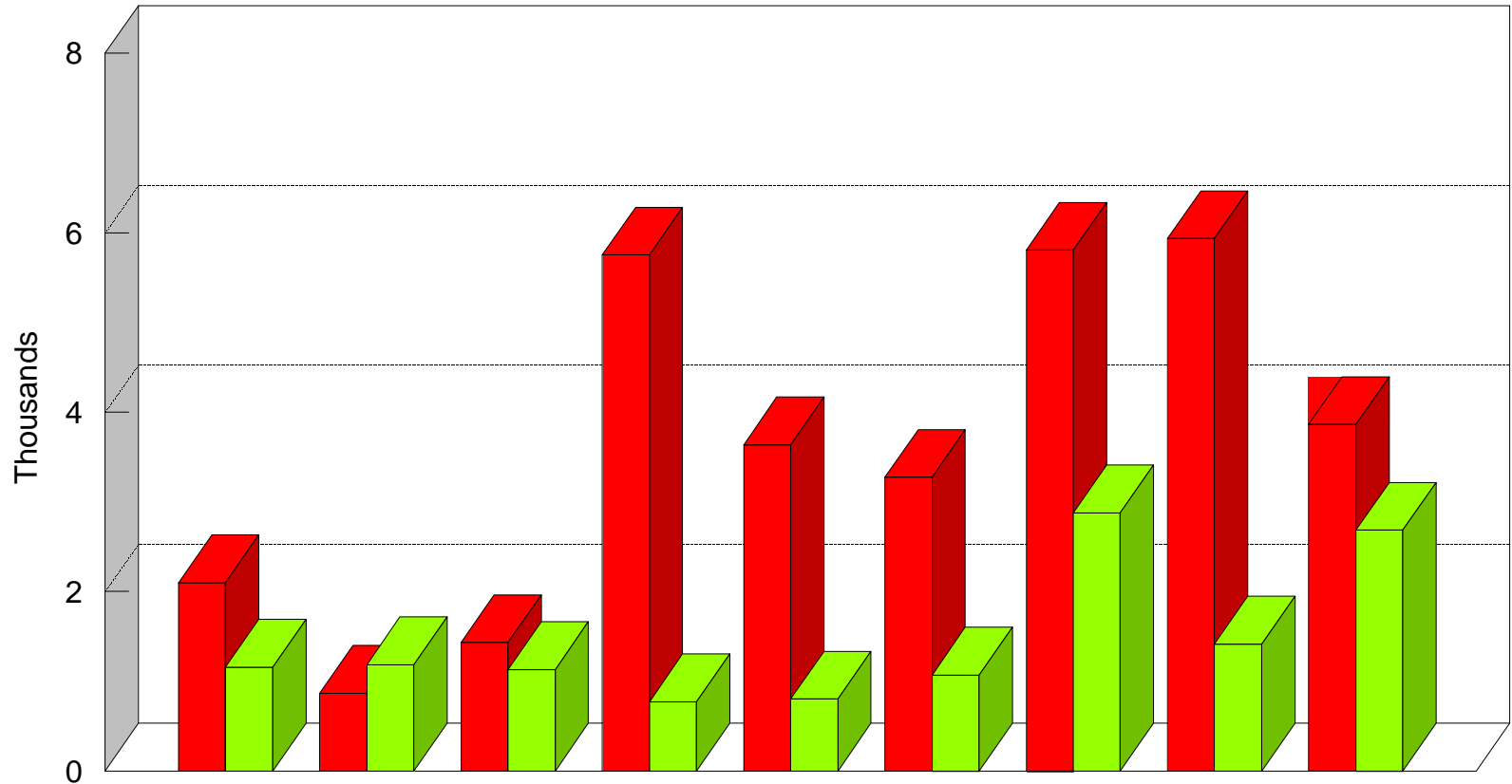


| | TOTAL |
|-----------|-------|
| ■ TOTAL | 26926 |
| ■ DOD | 18877 |
| ■ NON-DOD | 8049 |

** Through June 30, 1996

COMPARISON OF RIF SEPARATIONS

DOD versus NON-DOD

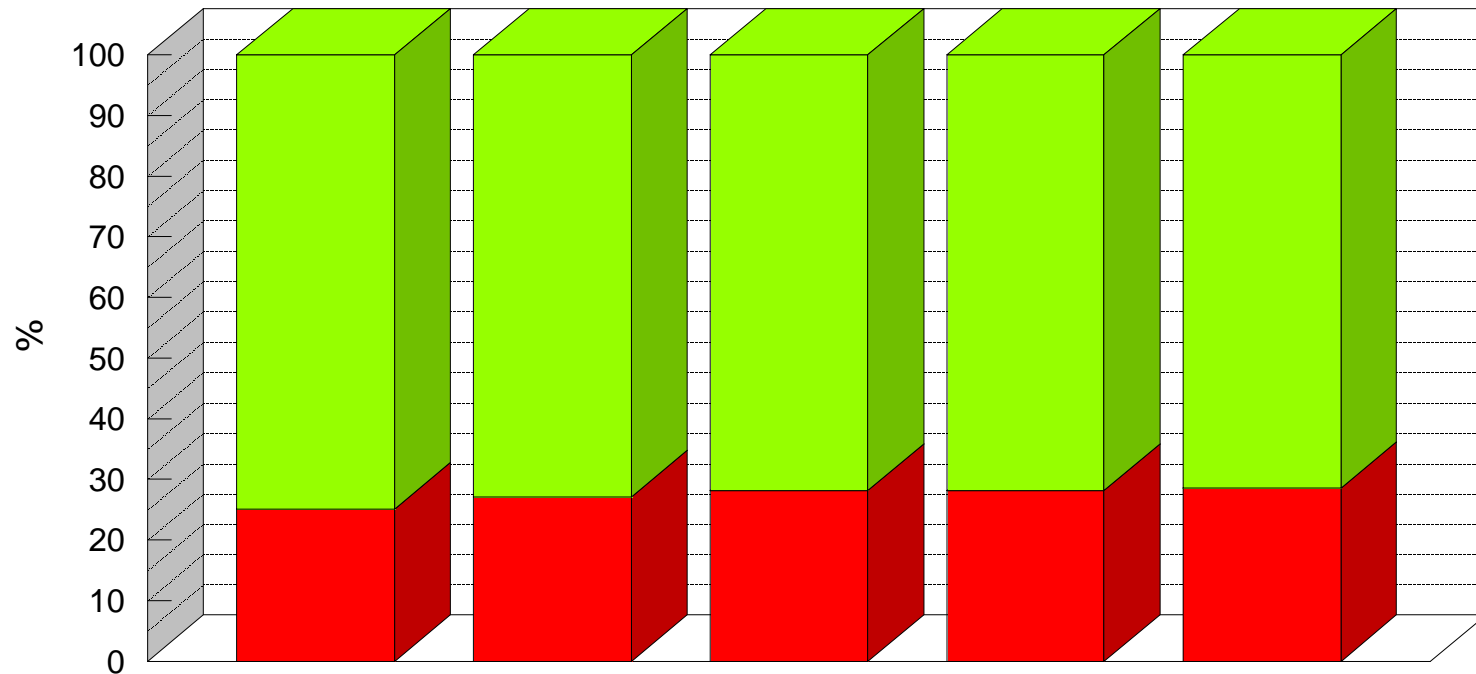


| Fiscal Year | FY 88 | FY 89 | FY 90 | FY 91 | FY 92 | FY 93 | FY 94 | FY 95 | FY 96 ** |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
| ■ DOD | 2101 | 867 | 1434 | 5750 | 3636 | 3271 | 5807 | 5935 | 3864 |
| ■ non-DOD | 1160 | 1185 | 1133 | 774 | 803 | 1069 | 2878 | 1417 | 2685 |

** Through June 30, 1996

TRENDS IN GOVERNMENTWIDE DIVERSITY

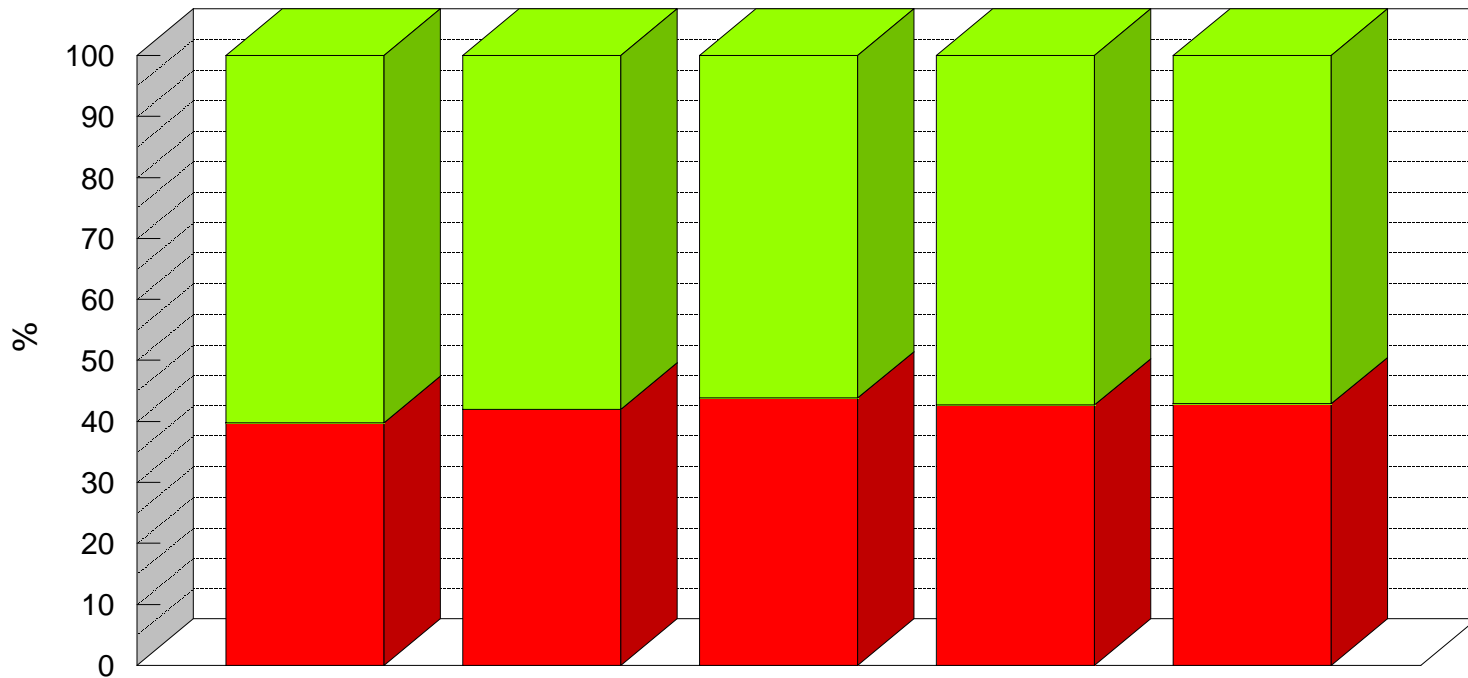
MINORITY VERSUS NON-MINORITY



| | FY 1984 | FY 1988 | FY 1992 | FY 1994 | FY 1995 |
|----------------|---------|---------|---------|---------|---------|
| ■ MINORITY | 25.1% | 27.1% | 28.2% | 28.2% | 28.5% |
| ■ NON-MINORITY | 74.9% | 72.9% | 71.8% | 71.8% | 71.5% |

TRENDS IN GOVERNMENTWIDE DIVERSITY

MALE VERSUS FEMALE



| | FY 1984 | FY 1988 | FY 1992 | FY 1994 | FY 1995 |
|----------|---------|---------|---------|---------|---------|
| ■ FEMALE | 39.8% | 42.0% | 43.8% | 42.7% | 42.9% |
| ■ MALE | 60.2% | 58.0% | 56.2% | 57.3% | 57.1% |

INDIVIDUAL AGENCY DATA SUBMISSIONS

Public Law 103-226 requires OPM to provide to the Congress data specific to each buyout paid. Because of the number of buyouts paid, this data is quite voluminous and difficult to analyze. Generally, the data is relatively unusable in its raw form. OPM includes that data in its annual report to Congress but relies on this consolidated summary report to assist in analysis of the program and to provide easy-to-use information on the program. The detailed raw data required by statute is not provided in this report.