

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT Washington, DC 20415

August 11, 2005 CPM 2005-15

MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS

FROM: LINDA M. SPRINGER,

DIRECTOR

SUBJECT: 2005 Annual Review of Special Rates

This memorandum announces the 2005 annual review of special rates authorized under 5 U.S.C. 5305 and 5 CFR part 530, subpart C. The Office of Personnel Management (OPM) authorizes special rates for specific occupations, grades, and locations to alleviate existing or likely significant recruitment or retention problems. Under 5 CFR 530.307(a), OPM may, at any time, conduct general or targeted reviews of established special rates to determine whether they should be increased, decreased, or discontinued based on staffing considerations. In addition, an authorized agency official may request OPM conduct a review of one or more special rate schedules. As part of OPM's 2005 annual review, we invite you to request a strategic review of specific special rate schedules covering your employees.

OPM Review and Adjustment of Special Rates

On May 31, 2005, OPM issued interim regulations implementing section 301 of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, October 30, 2004), which amends provisions in 5 U.S.C. chapter 53 relating to the administration of special rates, locality rates, and retained rates. (See opm.gov/oca/compmemo/2005/2005-10.asp.) Under § 530.304(c), a special rate is computed by adding a special rate supplement (i.e., a fixed dollar amount or fixed percentage amount) to an employee's underlying base rate (i.e., a General Schedule (GS) rate or law enforcement officer (LEO) special base rate).

At the time of a GS annual pay adjustment, special rate employees will receive the same adjustment in their underlying GS rate (or LEO special base rate) as other GS employees. However, OPM must make a separate determination as to whether to adjust (increase or decrease) or discontinue a special rate supplement, taking into account the circumstances and factors that led to establishing the special rate schedule. Based on the adjustment of a special rate supplement, the corresponding special rate (i.e., underlying base rate plus supplement) may be increased, reduced, or discontinued.

This year, we are using an exception-based approach for the annual review, which is permitted under the new special rate law and regulations. Under this approach, **agencies do not need to submit a certification form for each special rate schedule.** Instead, agencies must submit information to OPM only if they are requesting a special rate adjustment greater than or less than the January 2006 GS annual pay adjustment under 5 U.S.C. 5303 or similar provision of law. OPM will review such agency submissions and make determinations regarding the appropriate adjustment in the affected special rate schedules. All other special rate schedules will be adjusted by the same percentage as the January 2006 GS pay adjustment.

Attachment 1 provides detailed instructions for requesting an adjustment in a special rate supplement that is greater than or less than the January 2006 GS annual pay adjustment and other information about the new exception-based approach. Attachment 2 provides an index of the current special rate schedules by agency. Agencies must submit requests to OPM to adjust (increase or decrease) or discontinue a special rate supplement by October 15, 2005.

Terminated Special Rates

Under 5 U.S.C. 5305(h) and 5 CFR 530.303(d), an employee's entitlement to a special rate is eliminated if the employee is entitled to a higher rate of basic pay, such as a locality rate under 5 U.S.C. 5304. As a result of the January 2006 pay adjustment, some special rate schedules may be terminated because higher locality rates apply at all steps of each covered grade or certain grades, or steps of a special rate schedule may be discontinued because higher locality rates apply. The termination of special rates will not result in a loss in pay for any covered employees, since all affected employees will receive the higher locality rate to which they are otherwise entitled. OPM will notify agencies of any terminated special rates when we announce the results of the 2005 annual review of special rates.

Discontinued or Decreased Special Rates

When a special rate applicable to a position is discontinued or decreased by OPM, and the employee holding the position is placed in a non-special rate position or a lower-paid special rate position, the employee is entitled to pay retention under 5 CFR 536.301(a)(8). Agencies must follow the rules in 5 CFR 536.304 to determine the employee's pay retention entitlement. (See also the Grade and Pay Retention Examples at http://www.opm.gov/oca/pay/HTML/Grade_PayRetention_EX.asp.)

IT Special Rates

During the 2004 annual review of special rates, the Chief Human Capital Officers (CHCO) Council requested OPM review information technology (IT) special rates in light of the changes in the IT labor market over the last couple of years. OPM convened a working group of agency human resources (HR) and IT officials, analyzed available market recruiting/retention data, and held discussions with the CHCO Council, the Chief Information Officers (CIO) Council, and others in the Federal HR and IT communities regarding pay adjustments for IT employees. We are continuing our review and have been collecting more detailed information from agencies on the recruitment, retention, and pay of IT employees.

We will share the results of our review with the CHCO Council later this year and consult with the CHCO Council and the CIO Council before making any determinations with respect to IT special rates and adjustments for CY 2006.

In January 2006, we will amend IT special rate tables 999A-999F to **delete** the former GS-334 Computer Specialist series designation. The IT special rate schedules will continue to cover the GS-854 Computer Engineer, GS-1550 Computer Scientist, and GS-2210 Information Technology Management occupational series. The job family position classification standard for administrative work in the Information Technology Group, GS-2200, issued in May 2001, canceled the GS-334 Computer Specialist series. By January 2006, agencies should have completed their reclassification actions and classified affected IT positions in the appropriate series. Employees whose positions continue to be classified under the former GS-334 computer specialist series designation in January 2006 will not lose pay, but will be entitled to pay retention under 5 CFR 536.301(a)(8), except for those employees who may not receive a retained rate under 5 CFR 536.102(b), (c), or (e).

We ask agency headquarters to bring any problems encountered in implementing the annual review process to our attention as they arise. You may contact the Pay and Leave Administration Group by telephone at (202) 606-2858, by fax at (202) 606-0824, or by email at pay-performance-policy@opm.gov.

cc: Human Resources Directors

Attachment 1

Attachment 2

2005 REVIEW INSTRUCTIONS

1. General

The Office of Personnel Management (OPM) is conducting the 2005 review of special rates authorized by 5 D.S.C. 5305 and 5 CFR part 530, subpart C. OPM authorizes special rates for specific occupations, grades, and locations to alleviate existing or likely recruitment or retention problems. The special rate schedules applicable to your agency are listed in the index in Attachment 2. Please note that the six schedules for information technology (IT) employees, tables 999A-999F, are listed in the third row of the index and are applicable to all agencies even though they are not shown in the individual agency listings.

2. Deadline

Agencies must submit all annual review materials to OPM by **October 15, 2005**, unless an extension is approved by OPM. Please send your materials to the Pay and Leave Administration Group by fax at (202) 606-0824 or mail to the following address:

Office of Personnel Management
Division for Strategic Human Resources Policy
Center for Pay and Performance Policy
Attn: Special Rates Annual Review Team
1900 E Street, NW., Room 7H31
Washington, DC 20415-8200

3. Agency Reviews

In conducting the annual review of special rates, OPM relies on the reviews conducted by agencies employing special rate employees. In conducting their reviews, agencies must consider the circumstances and factors consistent with OPM's regulations at 5 CFR 530.304 and 530.306.

4. Adjustments Equal to the GS Adjustment

Agencies do not need to submit any documentation to request adjustments in special rate schedules equal to the General Schedule (GS) percentage adjustment in January 2006. In previous years, agencies asking for an adjustment in a special rate schedule that was equal to the GS percentage adjustment were required to submit OPM Short Form 1398, which certified the need for this type of adjustment. As permitted by the new regulations in 5 CFR 530.307, special rate schedules will automatically be adjusted in January 2006 by the GS percentage adjustment without any agency action, unless OPM specifically approves an alternative adjustment.

5. Adjustments Greater Than or Less Than the GS Adjustment

Agencies requesting special rate adjustments that are greater than the January 2006 GS annual pay adjustment must submit additional data in accordance with OPM regulations and the instructions on OPM Form 1397. Staffing data should cover the period from May 30, 2004, through May 28, 2005, if possible. (A copy of OPM Form 1397 is available at opm.gov/oca/compmemo/2000/ssrpage.asp.)

Agencies requesting special rate adjustments that are less than the January 2006 GS annual pay adjustment must submit a written justification and any applicable supporting data in accordance with OPM regulations and the instructions on OPM Form 1397. Such a request may be appropriate if you have determined that special rates are no longer necessary to prevent a serious staffing problem and you wish to phase out special rates by freezing or reducing the special rate supplement. (See also "Requests for Reduction or Termination of Special Rate Schedules.")

6. Requests for Reduction or Termination of Special Rate Schedules

Agencies may request to reduce or terminate special rate schedules or grades of a schedule as part of the annual review process. These types of requests trigger the pay retention provisions of 5 U.S.C. 5363 for eligible employees. Therefore, OPM advises agencies to consider phasing out special rates that are no longer necessary by freezing or reducing special rate supplements without reducing the corresponding special rate. (A special rate supplement may be reduced without triggering pay retention as along as the employee's underlying base rate is increased simultaneously by a sufficient amount to prevent the employee's special rate from being reduced. In other words, if the increase in the underlying base rate exceeds the reduction in the special rate supplement, the employee will still have a net increase in his or her special rate.)

Termination of a special rate schedule may be appropriate if there are no longer any employees covered by that schedule. In this case, the affected agency or agencies should provide OPM Form 1397 indicating the termination of the schedule and that there are no covered employees.

Any agency contemplating a request for reduction or termination of a special rate schedule with covered employees should contact OPM's Pay and Leave Administration Group by telephone at (202) 606-2858 or by email at pay-performance-policy@opm.gov for additional information and instructions.

7. Certification

The head of each agency must document and certify his or her recommendation for any special rate adjustment not equal to the January 2006 GS annual pay adjustment or to terminate a special rate schedule and submit such certification to OPM on OPM Form 1397. A headquarters official designated to act on behalf of the head of the agency or department may sign the certification.

If there are substantial differences among agency recommendations for a particular special rate schedule, OPM will designate a lead agency (usually the agency with the largest number of covered employees). OPM will be the lead agency for worldwide/nationwide schedules. The lead agency will be responsible for obtaining a consensus from the major agencies involved and submitting a final recommendation for that schedule. We expect each agency covered by a schedule to cooperate with the designated lead agency in attempting to reach a consensus.

8. New Requests Not Part of the Annual Review

Agencies should indicate how requests to establish a new special rate schedule submitted between now and December 31, 2005, relate to the anticipated January 2006 GS adjustment.

9. Effective Date

Adjustments in special rate schedules resulting from this year's annual review will take effect on the same date as the general GS adjustment—i.e., the first day of the first applicable pay period beginning on or after January 1, 2006. If there is no general GS adjustment in 2006, the amount of the special rate adjustment will be zero, unless an adjustment greater than the GS adjustment is requested and approved. Any such adjustment will take effect on the first day of the first applicable pay period beginning on or after January 1, 2006. However, OPM may authorize new schedules and changes in existing special rate schedules at any time during the year if all the required criteria for establishing or adjusting special rates are met.

INDEX TO TITLE 5 SPECIAL RATE TABLES BY AGENCY

Agency AN	Subelem 00	Title AFRICAN DEVELOPMENT FOUNDATION	SPECIAL RATE TABLES 0029 0164
AM	00	AGENCY FOR INTERNATIONAL DEVELOPMENT	0029 0164 0499 0524
	00	ALL FEDERAL GOVERNMENT AGENCIES	999A 999B 999C 999D 999E 999F
AB	00	AMERICAN BATTLE MONUMENTS COMMISSION	0414
ВТ	00	ARCHITECT & TRANS BARRIER COMPLIANCE BD	0029
LA	00	ARCHITECT OF THE CAPITOL	0029 0164 0180 0304 0414 0422
RH	01	ARMED FORCES RETIREMENT HOME-GULFPORT	0290
RH	02	ARMED FORCES RETIREMENT HOME-WASHINGTON	0029 0039 0156 0164 0290 0303 0304 0334 0405 0414 0428
IB	00	BROADCASTING BOARD OF GOVERNORS	0012 0029 0070 0113 0164 0414 0422
DJ	03	BUR OF PRISONS/FEDERAL PRISON SYSTEM	0013 0466
HE	39	CENTERS FOR DISEASE CONTROL & PREVENTION	0417 0531
НВ	00	CMTE FOR PURCH FRM BLIND & OTH SEV HAND	0029
CF	00	COMMISSION OF FINE ARTS	0029
CC	00	COMMISSION ON CIVIL RIGHTS	0029 0070
SK	00	CONSUMER PRODUCT SAFETY COMMISSION	0012 0024 0029 0032 0057 0164 0414 0422
EQ	00	COUNCIL ON ENVIRONMENTAL QUALITY	0029
DD	07	DEFENSE LOGISTICS AGENCY	0105 0556 0562
BF	00	DEFENSE NUCLEAR FACILITIES SAFETY BOARD	0029
AG		DEPARTMENT OF AGRICULTURE	0010 0012 0023 0024 0029 0032 0047 0057 0070 0109 0112 0113 0115 0137 0155 0157 0158 0159 0162 0164 0201 0222 0223 0256
			0304 0305 0382 0414 0417 0422 0479 0484 0490 0499 0524 0564
СМ		DEPARTMENT OF COMMERCE	0010 0012 0023 0024 0029 0032 0047 0057 0070 0071 0072 0113 0141 0159 0164 0223 0304 0305 0310 0311 0312 0414 0419 0422
			0458 0569 0576 0589 980D 983C 983D
DD		DEPARTMENT OF DEFENSE (EXCL MIL DEPTS)	0010 0012 0023 0024 0029 0032 0047 0057 0065 0070 0071 0072 0109 0137 0150 0151 0152 0156 0157 0158 0162 0164 0170 0174
			0198 0223 0282 0302 0304 0305 0402 0414 0422 0428 0484 0556 0567 0589
ED		DEPARTMENT OF EDUCATION	0012 0023 0024 0029 0032 0057 0070 0157 0162 0164
DN	00	DEPARTMENT OF ENERGY	0012 0023 0024 0029 0032 0047 0137 0164 0173 0290 0304 0305
DN	00	DEFARTMENT OF ENERGY	0329 0349 0414 0415 0422 0485 0499 0504
HE		DEPARTMENT OF HEALTH AND HUMAN SERVICES	0012 0023 0024 0029 0032 0039 0047 0057 0070 0071 0112 0113 0138 0157 0158 0162 0164 0168 0187 0269 0270 0271 0275 0290
			0304 0305 0323 0329 0352 0414 0417 0422 0459 0474 0499 0524 983D
HS	00	DEPARTMENT OF HOMELAND SECURITY	0010 0012 0023 0024 0029 0047 0057 0070 0071 0112 0113 0140
		DELITITION TO HOMED WAS GEODINITI	0157 0159 0162 0164 0187 0224 0290 0304 0305 0316 0329 0334 0348 0365 0366 0382 0414 0422 0458 0499 0564 980A 980B 980C
			980D 980E 980F 983A 983B 983C 983D 983E 983F
DJ		DEPARTMENT OF JUSTICE	0010 0012 0013 0023 0024 0029 0032 0047 0057 0070 0071 0112 0113 0124 0126 0128 0152 0157 0158 0162 0164 0187 0190 0214
			0224 0230 0282 0286 0287 0288 0289 0290 0292 0293 0294 0296 0297 0299 0300 0301 0304 0316 0352 0357 0365 0366 0379 0384
			0385 0410 0413 0414 0422 0438 0440 0453 0458 0464 0492 0495 0496 0497 0498 0502 0506 0510 0511 0518 0519 0527 0532 0539
			0540 0541 983A 983D 983E
DL		DEPARTMENT OF LABOR	0012 0023 0024 0029 0032 0047 0057 0070 0071 0112 0113 0137 0157 0158 0159 0162 0164 0304 0305 0352 0414 0417 0422 0499
			0903
ST	00	DEPARTMENT OF STATE	0012 0023 0024 0029 0047 0057 0070 0113 0156 0164 0223 0290 0302 0304 0414 0422 0414 0422 0414 0422 0414 04

Agency	Subelem	Title					SPEC	IAL RA	TE TA	BLES				
AF		DEPARTMENT OF THE AIR FORCE	0007	0010	0011	0012	0023	0024	0029	0032	0039	0047	0057	0065
			0070 0157	0071 0162	0072 0164		0109 0174				0137 0220	0143 0224	0153 0230	0156 0238
			0252	0278	0282	0290	0302	0303	0304	0305	0314	0316	0318	0328
				0334 0428	0336 0433		0354 0462	0376 0465	0405 0476	0409 0499	0414 0505	0415 0507	0422 0511	0425 0512
			0513	0517	0520		0528		0558		0566		0593	
			983S	983T										
AR		DEPARTMENT OF THE ARMY		0010	0012 0065	0016	0023			0032 0109		0044 0133	0047 0150	
			0056 0153	0057 0156		0068 0162	0070 0164	0071 0170			0113	0133	0200	0151 0204
			0206 0258	0214 0259	0218 0260	0220 0264	0223 0280	0224			0233 0302	0238 0303	0250 0304	0252 0305
			0314	0316	0318	0319	0323	0328	0329	0334	0336	0337	0338	0339
				0352 0420		0357 0424	0360 0425				0405 0433	0407 0435	0409 0440	0414 0454
			0456	0462	0465	0469	0470	0476	0477	0479	0481	0484	0486	0490
				0501 983Q	0505 983R	0514 983S	0522 983T	0524 983U	0528	0556	0563	0565	0566	0568
INI	1	DEPARTMENT OF THE INTERIOR	0012	0022	0024	0020	0047	0057	0070	0111	0112	0150	0164	0160
IN		DEPARTMENT OF THE INTERIOR	0012	0023		0029 0256			0070 0349		0113 0414	0415	0164 0417	
			0429	0435	0479	0490	0563	983A	983B	983C	983F			
NV		DEPARTMENT OF THE NAVY	0010				0024		0032				0055	
			0058	0065 0137	0066 0139		0071 0150	0072 0151	0105 0156		0108 0158		0113 0164	
			0174	0182	0196	0208	0210	0213	0220	0223	0224	0227	0230	0235
			0238	0252 0329			0290 0351	0302 0352	0303 0360	0304 0375	0305 0377	0316 0378	0323 0394	0324
			0405	0414	0422	0424		0463	0484	0486	0490 983T	0499 983U	0505	
				0556	1	I	ı		Į.	l)				
TR		DEPARTMENT OF THE TREASURY		0012 0112		0024			0047 0159				0071 0224	
				_	0414		0417		0903		0101	0.01	ULL !	0200
TD		DEPARTMENT OF TRANSPORTATION	0012	0023	0024	0029	0032	0047	0057	0070	0113	0140	0157	0158
			0159	0164 983E		0290	0304	0305	0316	0329	0334	0414	0422	0490
							1	1						
VA		DEPARTMENT OF VETERANS AFFAIRS			0029 0414				0113 0538				0162	0164
HU	1	DEDARTMENT OF HOUSING & LIDRAN DEVEL ORMENT	0012	0022	10024	0029	0047	0057	0070	0071	0112	0112	0127	0157
по		DEPARTMENT OF HOUSING & URBAN DEVELOPMENT			0164		0047	0037	0070	0071	0112	0113	0137	0137
EP	00	ENVIRONMENTAL PROTECTION AGENCY	0012	0023	0024	0029	0032	0048	0058	0112	0157	0164	0305	0414
					0524									
EE	00	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		0012	0023	0024	0029	0032	0047	0057	0070	0112	0112	0164
			0458											
EB	00	EXPORT-IMPORT BANK OF THE UNITED STATES	0010	0012	0024	0029	0070	0113	0164	0414	0415	0417	0422	
DJ	02	FEDERAL BUREAU OF INVESTIGATION	0348											
FC	00	FEDERAL COMMUNICATIONS COMMISSION	0012	0023	0024	0029	0057	0070	0113	0164	0304	0422	0484	
					1	0023	0037	0070	0113	0104	0304	0422	0404	
LF	00	FEDERAL ELECTION COMMISSION	0029	0164										
AU	00	FEDERAL LABOR RELATIONS AUTHORITY	0023	0024	0029	0057								
МС	00	FEDERAL MARITIME COMMISSION	0029	0164										
FM	00	FEDERAL MEDIATION AND CONCILIATION SERV	0012	0029	0164									
RS	00	FEDERAL MINE SAFETY & HEALTH REVIEW COMM	0029											
RF	00	FEDERAL RETIREMENT THRIFT INVESTMENT BD	0029	0164										
	1			I			Ι.							
FT	00	FEDERAL TRADE COMMISSION	0012	0024	0029	0057	0070	0112	0164	0458				
HE	36	FOOD AND DRUG ADMINISTRATION	0458											
GS		GENERAL SERVICES ADMINISTRATION	0012			0029			0070			0112		
			0151 0490	0152	0157	0158	0159	0162	0164	0305	0329	0349	0414	0422
18.1	loc			I										
IN	08	GEOLOGICAL SURVEY	0010											

Agency	Subelem	Title	SPECIAL RATE TABLES
HE	37	INDIAN HEALTH SERVICE	0001 0316 0372 0467 0473 0487 0531 0536
AH	03	INSTITUTE OF MUSEUM & LIBRARY SERVICES	0029
IF	00	INTER-AMERICAN FOUNDATION	0029
TR	93	INTERNAL REVENUE SERVICE	0442 0443 0444 0446 0447 0448 0449 0450 0451
LC	00	LIBRARY OF CONGRESS	0029 0164 0304
BD	00	MERIT SYSTEMS PROTECTION BOARD	0012 0023 0024 0029 0057 0112
CX	00	NAT CMSN ON LIBRARIES AND INFO SCIENCE	0029
NN		NATIONAL AERONAUTICS AND SPACE ADMIN	0010 0012 0029 0070 0071 0164 0290 0305 0414 0422 0499 0524
NQ	00	NATIONAL ARCHIVES AND RECORDS ADMIN	0023 0024 0029 0057 0071 0164 0414
NP	00	NATIONAL CAPITAL PLANNING COMMISSION	0029
АН	01	NATIONAL ENDOWMENT FOR THE ARTS	0029 0164
АН	02	NATIONAL ENDOWMENT FOR THE HUMANITIES	0029 0164
SM	01	NATIONAL GALLERY OF ART	0029 0164 0414
HE	38	NATIONAL INSTITUTES OF HEALTH	0424
NL	00	NATIONAL LABOR RELATIONS BOARD	0012 0023 0024 0029 0047 0057 0070 0113 0164
NM	00	NATIONAL MEDIATION BOARD	0029
IN	10	NATIONAL PARK SERVICE	0416
NF	00	NATIONAL SCIENCE FOUNDATION	0029 0164 0414
NS	00	NATIONAL SECURITY COUNCIL	0029
ТВ	00	NATIONAL TRANSPORTATION SAFETY BOARD	0029 0047 0057 0070 0112 0113 0164 0414 0415 0422 0458 0499 0589
OS	00	OCCUPATIONAL SAFETY & HLTH REVIEW COMM	0029 0112
EC	00	OFFICE OF ADMINISTRATION	0029 0164
GG	00	OFFICE OF GOVERNMENT ETHICS	0029
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ВО	00	OFFICE OF MANAGEMENT AND BUDGET	0029 0164
BO QQ	00	OFFICE OF MANAGEMENT AND BUDGET OFFICE OF NATIONAL DRUG CONTROL AGENCY	0029 0164 0029
QQ	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170
QQ OM	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0159 0164 0170 0170
QQ OM TS	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029
QQ OM TS	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL	00029
QQ OM TS FW	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349
QQ OM TS FW TN	00 00 00 00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0024 0029 0057 0029
QQ OM TS FW TN GB	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE	0029 0021 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0024 0029
QQ OM TS FW TN GB CM	00	OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE PENSION BENEFIT GUARANTY CORPORATION	0029 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0024 0029
QQ OM TS FW TN GB CM BG RR	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE PENSION BENEFIT GUARANTY CORPORATION RAILROAD RETIREMENT BOARD	0029 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0024 0029 0057 0029
QQ OM TS FW TN GB CM BG RR	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE PENSION BENEFIT GUARANTY CORPORATION RAILROAD RETIREMENT BOARD SELECTIVE SERVICE SYSTEM	0029 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0029 0029 0029 0029 0029 0029 0029 0029 0029 0029 0029 0029 00137 0164 0012 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0414 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 0057 0057 0070 0071 0113 0157 0162 0164 0414 0057
QQ OM TS FW TN GB CM BG RR SS	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE PENSION BENEFIT GUARANTY CORPORATION RAILROAD RETIREMENT BOARD SELECTIVE SERVICE SYSTEM SMALL BUSINESS ADMINISTRATION	0029 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0047 0029
QQ OM TS FW TN GB CM BG RR SS	00	OFFICE OF NATIONAL DRUG CONTROL AGENCY OFFICE OF PERSONNEL MANAGEMENT OFFICE OF SCIENCE AND TECHNOLOGY POLICY OFFICE OF SPECIAL COUNSEL OFFICE OF THE U.S. TRADE REPRESENTATIVE OVERSEAS PRIVATE INVESTMENT CORPORATION PATENT AND TRADEMARK OFFICE PENSION BENEFIT GUARANTY CORPORATION RAILROAD RETIREMENT BOARD SELECTIVE SERVICE SYSTEM SMALL BUSINESS ADMINISTRATION SMITHSONIAN INSTITUTION	0029 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 0282 0304 0349 0029 0032 0039 0047 0057 0070 0071 0072 0109 0010 0023 0024 0029 0032 0039 0047 0057 0070 0071 0072 0109 0010 0023 0024 0029 0032 0039 0047 0057 0070 0071 0072 0109 0010 0023 0024 0029 0032 0039 0047 0057 0070 0071 0072 0109 0029 0029 0029 0032 0039 0047 0057 0070 0071 0072 0109 0029 0029 0029 0032 0039 0047 0057 0070 0071 0072 0109 0029 0029 0029 0032 0039 0047 0057 0070 0071 0072 0109 0029 0029 0029 0029 0032 0039 0047 0057 0070 0071 0072 0109 0029 0029 0029 0029 0032 0039 0047 0057 0057 0070 0071 0072 0109 0029

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