

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

AUG 1 1 2005

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 http://www.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

Attachments

2005 REVIEW INSTRUCTIONS

1. General

The Office of Personnel Management (OPM) is conducting the 2005 review of special rates authorized by 5 U.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 http://www.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 | Subelem | | SPECIAL RATE TABLES |
|--------|---------|--|---|
| AN | 00 | AFRICAN DEVELOPMENT FOUNDATION | 0029 0164 |
| AM | 00 | AGENCY FOR INTERNATIONAL DEVELOPMENT | 0029 0164 0499 0524 |
| A* | 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 |
| 1B | 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 | 1 | 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 |
| CM | | 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 9800 983C 983D |
| DD | 1 | 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 0329 0349 0414 0415 0422 0485 0499 0504 |
| HE | | DEPARTMENT OF HEALTH AND HUMAN SERVICES | |
| nc | | DEFACIMENT OF REALTH AND HOWART 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 9830 |
| HS | 00 | DEPARTMENT OF HOMELAND SECURITY | 0010 0012 0023 0024 0029 0047 0057 0070 0071 0112 0113 0140 |
| | | | 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 |
| | | | 0502 0504 0414 0422 |

| \F | | DEPARTMENT OF THE AIR FORCE | 0007 0010 0011 0012 0023 0024 0029 0032 0039 0047 0057 0065 0070 0071 0072 0105 0109 0113 0133 0134 0137 0143 0153 0156 |
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| | | | 0157 0162 0164 0173 0174 0198 0202 0214 0220 0224 0230 0238 |
| | | | 0252 0278 0282 0290 0302 0303 0304 0305 0314 0316 0318 0328 0329 0334 0336 0352 0354 0376 0405 0409 0414 0415 0422 0425 |
| | | | 0426 0428 0433 0435 0462 0465 0476 0499 0505 0507 0511 0512 |
| | | | 0513 0517 0520 0524 0528 0537 0558 0565 0566 0589 0593 983R 983S 983T |
| | | | 2004 |
| AR | | DEPARTMENT OF THE ARMY | 0056 0057 0065 0068 0070 0071 0072 0109 0113 0133 0150 0151 |
| | | | 0153 0156 0157 0162 0164 0170 0181 0182 0188 0195 0200 0204 0206 0214 0218 0220 0223 0224 0225 0230 0233 0238 0250 0252 |
| | | | 0258 0259 0260 0264 0280 0282 0283 0290 0302 0303 0304 0305 |
| | | | 0314 0316 0318 0319 0323 0328 0329 0334 0336 0337 0338 0339 0350 0352 0354 0357 0360 0394 0397 0399 0405 0407 0409 0414 |
| | | | 0415 0420 0422 0424 0425 0428 0430 0431 0433 0435 0440 0454 |
| | | | 0456 0462 0465 0469 0470 0476 0477 0479 0481 0484 0486 0490 0499 0501 0505 0514 0522 0524 0528 0556 0563 0565 0566 0568 |
| | | | 983P 983Q 983R 983S 983T 983U |
| 15.1 | 1 | IDEPARTMENT OF THE INTERIOR | 0012 0023 0024 0029 0047 0057 0070 0111 0113 0159 0164 0168 |
| IN | - | DEPARTMENT OF THE INTERIOR | 0220 0223 0241 0256 0304 0305 0349 0368 0414 0415 0417 0422 |
| | | | 0429 0435 0479 0490 0563 983A 983B 983C 983F |
| NV | | DEPARTMENT OF THE NAVY | 0010 0012 0022 0023 0024 0029 0032 0039 0046 0047 0055 0057 |
| | | | 0058 0065 0066 0070 0071 0072 0105 0107 0108 0109 0113 0115 0122 0137 0139 0140 0150 0151 0156 0157 0158 0162 0164 0170 |
| | | | 0174 0182 0198 0208 0210 0213 0220 0223 0224 0227 0230 0235 |
| | | | 0238 0252 0276 0282 0290 0302 0303 0304 0305 0316 0323 0324 0328 0329 0334 0346 0351 0352 0360 0375 0377 0378 0394 0402 |
| | | | 0405 0414 0422 0424 0428 0463 0484 0486 0490 0499 0505 0524 |
| | | | 0528 0556 0559 0589 0591 983P 983R 983S 983T 983U |
| TR | I | DEPARTMENT OF THE TREASURY | 0010 0012 0023 0024 0029 0032 0047 0053 0057 0070 0071 0072 0109 0112 0113 0137 0157 0158 0159 0162 0164 0187 0224 0290 |
| | | | 0109 0112 0113 0137 0157 0158 0159 0162 0164 0187 0224 0290 0304 0305 0414 0415 0417 0422 0903 983D |
| | | | |
| TD | | DEPARTMENT OF TRANSPORTATION | 0012 0023 0024 0029 0032 0047 0057 0070 0113 0140 0157 0158 0159 0164 0223 0290 0304 0305 0316 0329 0334 0414 0422 0490 |
| | | | 0524 983E |
| VA | | DEPARTMENT OF VETERANS AFFAIRS | 0010 0024 0029 0032 0057 0112 0113 0117 0137 0158 0162 0164 0305 0370 0414 0422 0458 0499 0538 0543 0546 0552 |
| HU | | DEPTMENT OF HOUSING & URBAN DEVELOPMENT | 0012 0023 0024 0029 0047 0057 0070 0071 0112 0113 0137 0157 0158 0162 0164 0414 |
| EP | 00 | ENVIRONMENTAL PROTECTION AGENCY | 0012 0023 0024 0029 0032 0047 0057 0112 0157 0164 0305 0414 0415 0422 0524 |
| EE | 00 | EQUAL EMPLOYMENT OPPORTUNITY COMMISSION | 0010 0012 0023 0024 0029 0032 0047 0057 0070 0112 0113 0164 |
| 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 |
| LF | 00 | FEDERAL ELECTION COMMISSION | 0029 0164 |
| AU | 00 | FEDERAL LABOR RELATIONS AUTHORITY | 0023 0024 0029 0057 |
| MC | 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 |
| FT | 00 | FEDERAL TRADE COMMISSION | 0012 0024 0029 0057 0070 0112 0164 0458 |
| HE | 36 | FOOD AND DRUG ADMINISTRATION | 0458 |
| | | GENERAL SERVICES ADMINISTRATION | 0012 0023 0024 0029 0047 0057 0070 0071 0105 0112 0113 0150 |
| GS | | | 0151 0152 0157 0158 0159 0162 0164 0305 0329 0349 0414 0423 |

| HE | 37 | IINDIAN 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 | 100 | MERIT SYSTEMS PROTECTION BOARD | 0012 0023 0024 0029 0057 0112 |
| | 100 | INAT CMSN ON LIBRARIES AND INFO SCIENCE | 0029 |
| CX | 100 | INATIONAL AERONAUTICS AND SPACE ADMIN | 0010 0012 0029 0070 0071 0164 0290 0305 0414 0422 0499 0524 |
| NN | - | NATIONAL ARCHIVES AND RECORDS ADMIN | 0023 0024 0029 0057 0071 0164 0414 |
| NQ | 00 | | 0029 |
| NP | 00 | NATIONAL CAPITAL PLANNING COMMISSION | 0029 0164 |
| AH | 01 | NATIONAL ENDOWMENT FOR THE ARTS | |
| AH | 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 |
| во | 00 | OFFICE OF MANAGEMENT AND BUDGET | 0029 0164 |
| QQ | 00 | OFFICE OF NATIONAL DRUG CONTROL POLICY | 0029 |
| OM | 00 | OFFICE OF PERSONNEL MANAGEMENT | 0012 0023 0024 0029 0032 0047 0057 0109 0137 0159 0164 0170 |
| | | | 0282 0304 0349 |
| TS | 00 | OFFICE OF SCIENCE AND TECHNOLOGY POLICY | 0029 |
| FW | 00 | OFFICE OF SPECIAL COUNSEL | 0024 0029 0057 |
| TN | 00 | OFFICE OF THE U.S. TRADE REPRESENTATIVE | 0029 |
| GB | 00 | OVERSEAS PRIVATE INVESTMENT CORPORATION | 0029 |
| СМ | 56 | PATENT AND TRADEMARK OFFICE | 0029 0164 0419 0576 |
| BG | 00 | PENSION BENEFIT GUARANTY CORPORATION | 0029 0137 0164 |
| RR | 00 | RAILROAD RETIREMENT BOARD | 0012 0029 0047 |
| SS | 00 | SELECTIVE SERVICE SYSTEM | 0029 |
| SB | 00 | SMALL BUSINESS ADMINISTRATION | 0012 0024 0029 0047 0057 0070 0071 0113 0157 0162 0164 0414 |
| SM | | SMITHSONIAN INSTITUTION . | 0012 0023 0029 0070 0164 0223 0302 0304 0305 0414 0422 0499 0589 |
| SZ | 00 | SOCIAL SECURITY ADMINISTRATION | 0010 0023 0024 0029 0032 0039 0047 0057 0070 0071 0072 0108 0112 0113 0138 0187 0304 0305 0323 0352 0414 0422 0499 |
| AF | 0B | U.S. AIR FORCE ACADEMY | 0481 |
| AD | 00 | U.S. ARMS CONTROL & DISARMAMENT AGENCY | 0029 |

| AF | U.S. CUSTOMS SERVICE | 0348 |
|----|-------------------------------------|---|
| | | |
| 00 | U.S. HOLOCAUST MEMORIAL COUNCIL | 0029 0164 0414 |
| | | |
| 00 | U.S. INTERNATIONAL TRADE COMMISSION | 0029 0164 |
| | | |
| 00 | U.S. TAX COURT | 0029 0070 0458 |
| | | |
| MC | US ARMY MEDICAL COMMAND | |
| | 00 | 00 U.S. HOLOCAUST MEMORIAL COUNCIL 00 U.S. INTERNATIONAL TRADE COMMISSION 00 U.S. TAX COURT |