

WORKFORCES
and
OPERATING EXPENSES
AS OF
September 30, 1980

Office of Financial Management
Budget Division
Agency for International Development

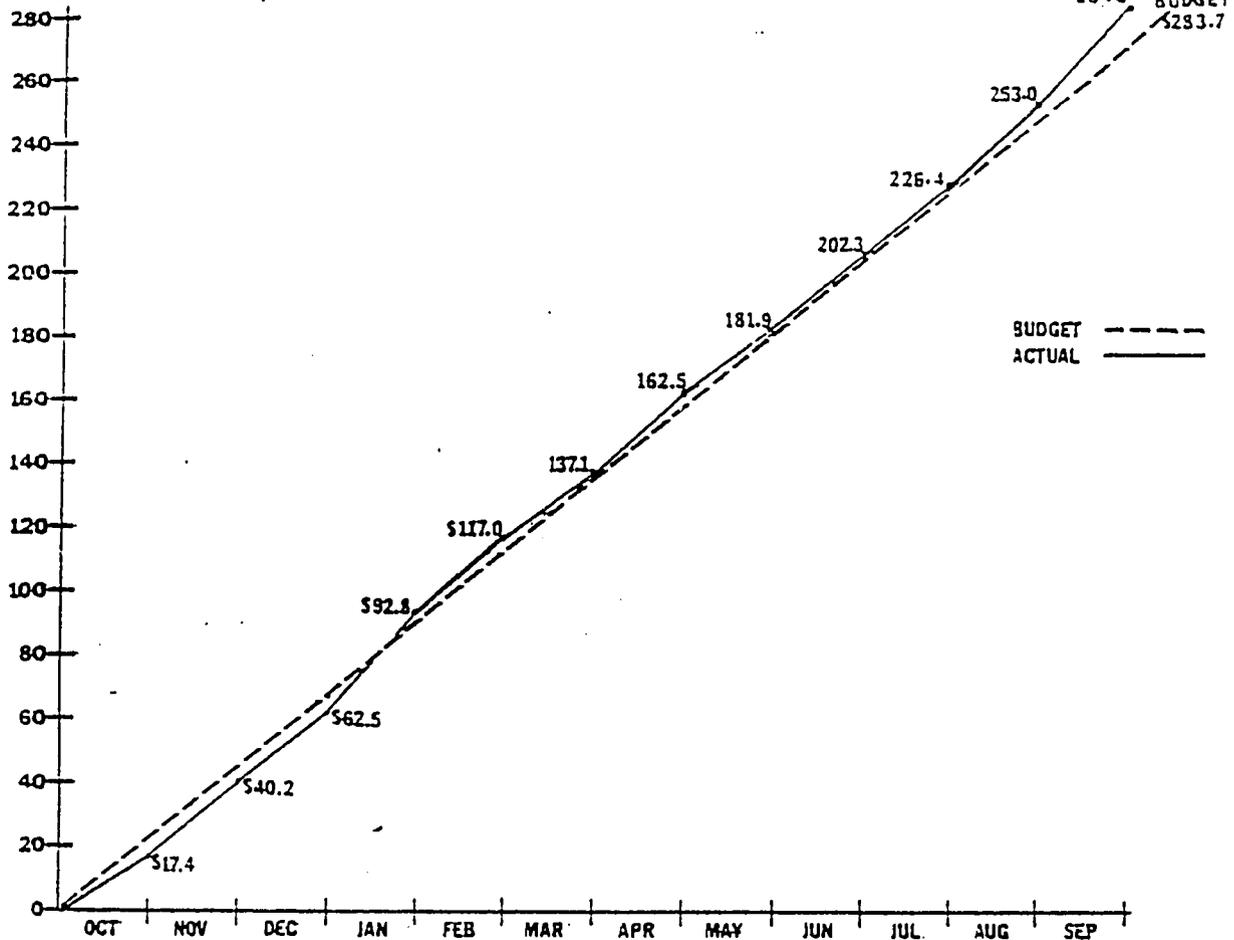
Cumulative worldwide obligations of operating expenses for FY 1980 were on target with projected levels and virtually 100% of the appropriated funding available to the Agency for operating costs were obligated. The Agency complied with all of the legislative and administrative restrictions imposed on the use of operating expense funds for the year, and the limitation on the amount of AID/W operating expenses was fully utilized.

Due to the lack of sufficient appropriated funds in FY 1980 to cover the costs of overseas operations as planned, Trust Fund resources overseas were drawn down by \$1.4 million more than had originally been budgeted. This increase in Trust Funds obligations was offset by \$1.0 million lower than budgeted operating costs for the HIG and Excess Property Programs which are also funded from non-appropriated resources.

At fiscal year end the Agency was 160 FTEPP employees below the OMB ceiling of 5605. The FTEPP employment level increased by 31 during the month of September with 34 foreign national employees and 5 AID/W employees being added to the rolls, while the overseas USDH level dropped by 8 to a level of 1,472.

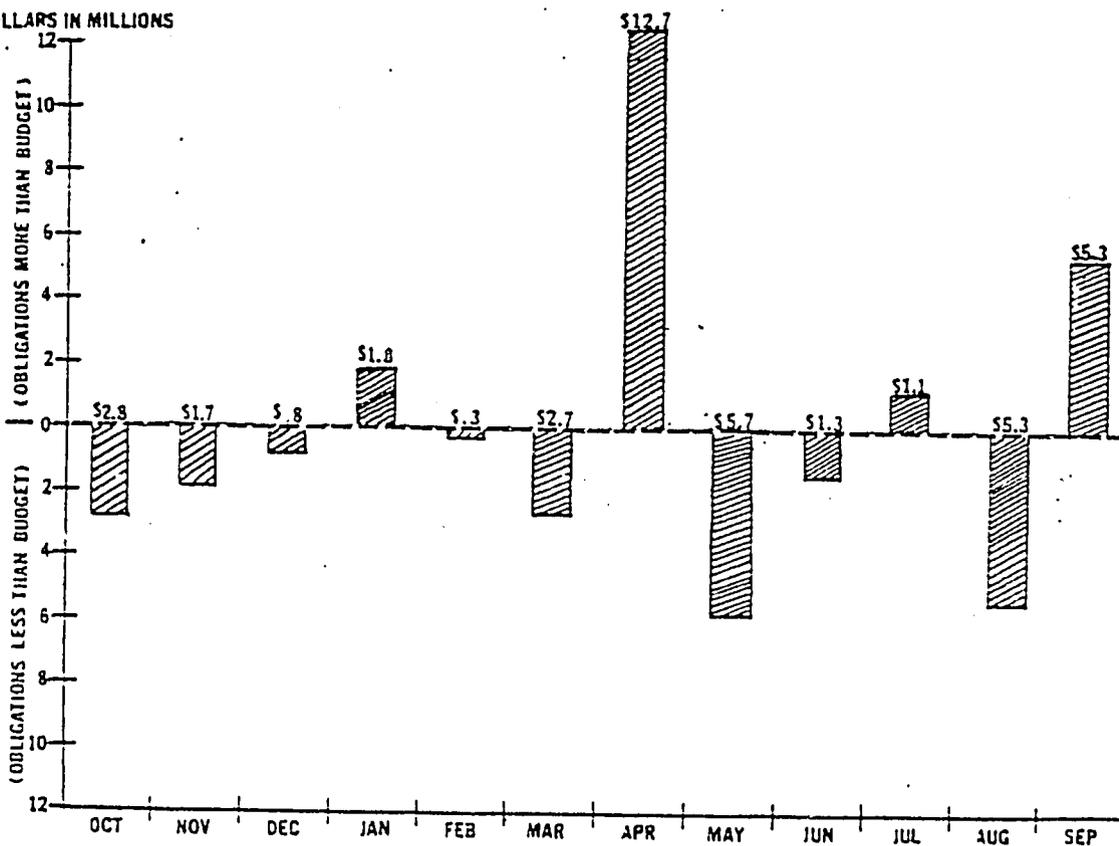
CUMULATIVE WORLDWIDE OBLIGATIONS

DOLLARS IN MILLIONS

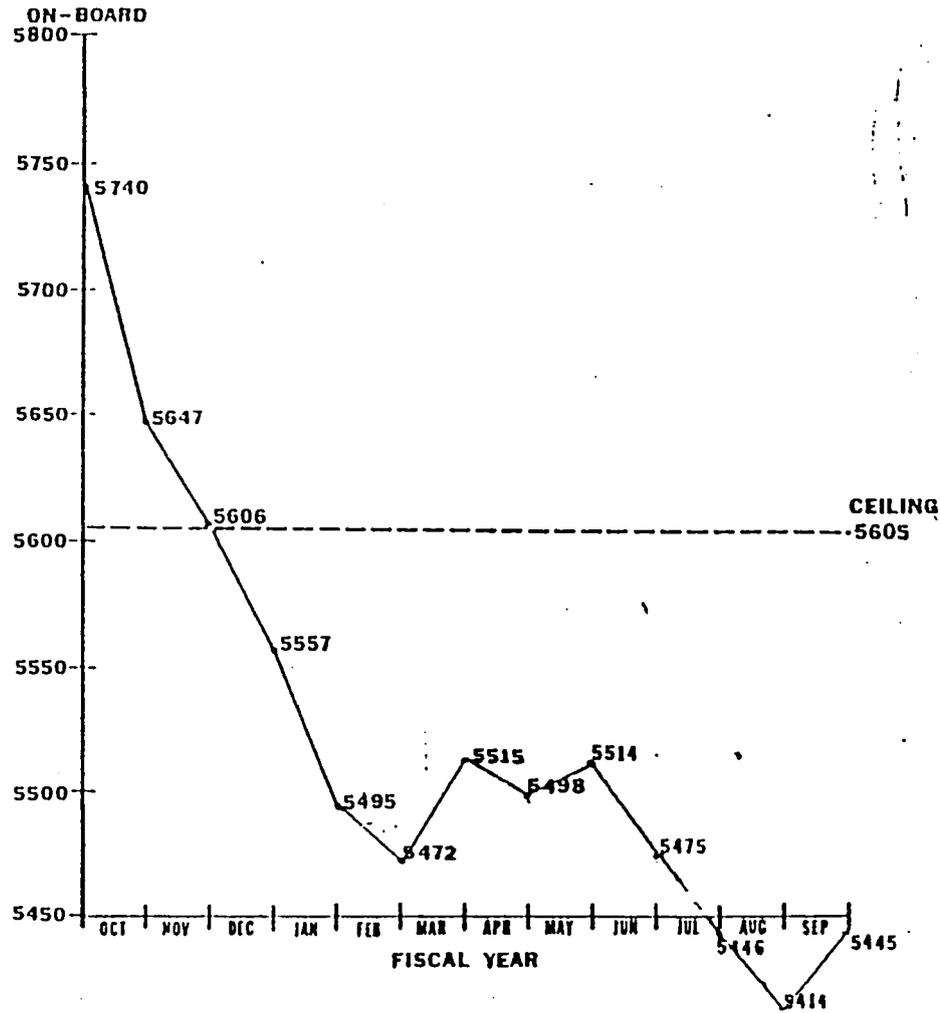


VARIANCE ACTUAL VS BUDGETED

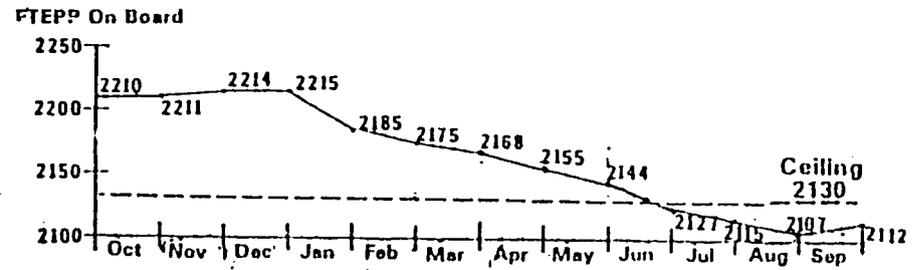
DOLLARS IN MILLIONS



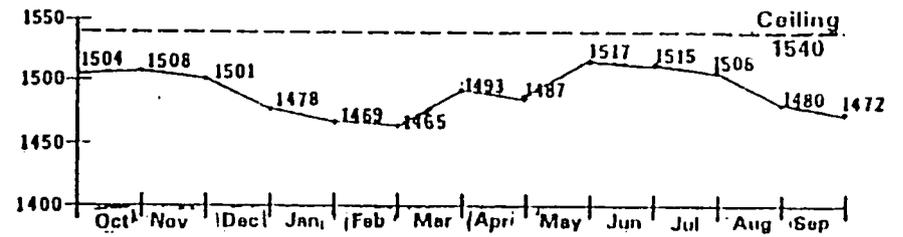
1980 FTEPP WORLDWIDE EMPLOYMENT LEVEL



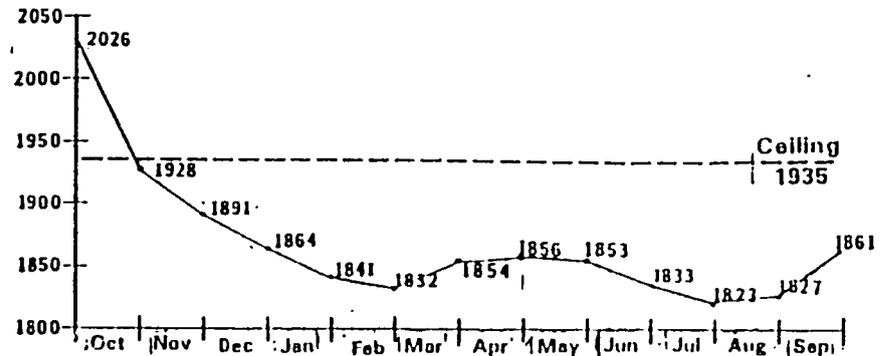
Washington — U.S. Nationals



Overseas — U.S. Nationals



Overseas — Foreign Nationals



AGENCY FOR INTERNATIONAL DEVELOPMENT

FINANCIAL SUMMARY

AS OF SEPTEMBER 30, 1980

AGENCY TOTAL	ANNUAL BUDGET ^{1/}	YEAR-TO-DATE -- (\$ THOUSANDS)			
		BUDGET	ACTUAL	VARIANCE AMOUNT PERCENT	
Personnel-FTEPP	5,605	5,605	5,445	160	2.9
Development Assistance	\$1,247,248	\$1,247,248	\$1,239,840	\$ 7,408	.6
Security Support Assis.	\$2,202,063	\$2,202,063	\$2,158,141	\$ 43,922	2.0
Operating Expenses	\$ 283,727	\$ 283,727	\$ 283,969	\$ (242)	(.1)
<hr/>					
O.E. OVERSEAS COSTS:	<u>\$ 178,881</u>	<u>\$ 178,881</u>	<u>\$ 179,568</u>	<u>\$ (687)</u>	<u>(.4)</u>
FTEPP - USDH	1,540	1,540	1,472	68	4.4
FTEPP - FNDH	1,935	1,935	1,861	74	3.8
Salaries & Benefits - USDH	\$ 61,400	\$ 61,400	\$ 61,037	\$ 363	.6
Mission Costs - Dollar	\$ 84,459	\$ 84,459	\$ 84,323	\$ 136	.2
Mission Costs - Trust Funds	\$ 5,800	\$ 5,800	\$ 7,159	\$ (1,359)	(23.4)
FAAS	\$ 15,961	\$ 15,961	\$ 16,483	\$ (522)	(3.3)
Other	\$ 11,261	\$ 11,261	\$ 10,566	\$ 695	6.2
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O.E. WASHINGTON COSTS:	<u>\$ 104,846</u>	<u>\$ 104,846</u>	<u>\$ 104,401</u>	<u>\$ 445</u>	<u>.4</u>
FTEPP - USDH	2,130	2,130	2,112	18	.9
Salaries & Benefits	\$ 77,900	\$ 77,900	\$ 77,980	\$ (80)	(.1)
Travel	\$ 3,557	\$ 3,557	\$ 3,401	\$ 156	4.4
Contracts	\$ 3,694	\$ 3,694	\$ 3,594	\$ 100	2.7
Overhead	\$ 14,245	\$ 14,245	\$ 14,420	\$ (175)	(1.2)
Other	\$ 5,450	\$ 5,450	\$ 5,006	\$ 444	8.2

Program budget amounts represent current availability under Continuing Resolution Authority.

AGENCY FOR INTERNATIONAL DEVELOPMENT

BUDGET SUMMARY

AS OF SEPTEMBER 30, 1980

(\$ 000)

<u>ORGANIZATION</u>	<u>ANNUAL BUDGET</u>	<u>APPROVED CHANGES</u>	<u>REVISED ANNUAL BUDGET</u>	<u>PERCENT CHANGE</u>
Administrator	\$ 753.7	\$ (30.7)	\$ 723.0	(4.1)
Executive Secretary	427.8	(17.4)	410.4	(4.1)
Legislative Affairs	909.0	(93.4)	815.6	(10.3)
Public Affairs	1,719.8	(87.1)	1,632.7	(5.1)
Equal Opportunity	481.9	(54.2)	427.7	(11.2)
Auditor General	9,667.9	1,005.1	10,673.0	10.4
General Counsel	2,156.5	11.6	2,168.1	.5
Financial Management	8,102.8	(808.6)	7,294.2	(10.0)
Program & Mgmt. Service	20,548.4	(707.2)	19,841.2	(3.4)
Personnel Management	13,036.1	2,071.8	15,107.9	15.9
Program & Policy Coord.	8,322.4	(664.7)	7,657.7	(8.0)
Development Support	18,287.8	75.3	18,363.1	.4
Private & Develop. Coop.	6,270.2	(630.0)	5,640.2	(10.1)
BIFAD	972.9	(228.2)	744.7	(23.5)
Small/Disadv. Business	743.6	(160.5)	583.1	(21.6)
Africa	70,010.1	3,772.7	73,782.8	5.4
Asia	35,097.3	1,324.8	36,422.1	3.8
Latin America & Carib.	39,611.3	556.8	40,168.1	1.4
Near East	32,195.3	1,079.1	33,274.4	3.4
Undistributed Costs:	<u>9,765.9</u>	<u>(3,818.9)</u>	<u>5,947.0</u>	<u>(39.1)</u>
TOTAL AID.....	\$279,080.7	\$ 2,596.3	\$281,677.0	.9
ID	3,055.8	(1,312.2)	1,743.6	(42.9)
TDP	<u>-</u>	<u>306.4</u>	<u>306.4</u>	<u>100.0</u>
TOTAL AGENCY.....	<u>\$282,136.5</u>	<u>\$ 1,590.5</u>	<u>\$283,727.0</u>	<u>.6</u>

OBLIGATIONS BY OFFICE
AS OF SEPTEMBER 30, 1980
(\$ 000)

ORGANIZATION	ANNUAL BUDGET	YEAR-TO-DATE				FTEPP PERSONNEL	
		BUDGET	ACTUAL	VARIANCE		YR.- END* CEIL.	MO.- END ACT.
				DOLLARS	%		
Administrator	\$ 723.0	\$ 723.0	\$ 751.3	\$ (28.3)	(3.9)	15	14
Executive Secretary	410.4	410.4	407.2	3.2	.8	14	15
Legislative Affairs	815.6	815.6	837.4	(21.8)	(2.7)	20	19
Public Affairs	1,632.7	1,632.7	1,574.3	58.4	3.6	27	25
Equal Opportunity	427.7	427.7	408.7	19.0	4.5	10	10
Auditor General	10,673.0	10,673.0	10,780.6	(107.6)	(1.0)	184	168
General Counsel	2,168.1	2,163.1	2,215.4	(47.3)	(2.2)	45	47
Financial Management	7,294.2	7,294.2	7,257.0	37.2	.5	170	167
Program & Mgmt. Service	19,841.2	19,841.2	19,837.8	3.4	-	438	419
Personnel Management	15,107.9	15,107.9	15,944.2	(836.3)	(5.5)	304	361
Program & Policy Coord.	7,657.7	7,657.7	7,488.3	169.4	2.2	127	124
Development Support	18,363.1	18,363.1	17,847.0	516.1	2.8	293	313
Private & Develop. Coop.	5,640.2	5,640.2	5,465.2	175.0	3.1	111	104
BIFAD	744.7	744.7	825.0	(80.3)	(10.8)	10	9
Small/Disadv. Business	583.1	583.1	545.3	37.8	6.5	13	14
Africa	73,782.8	73,782.8	73,281.9	500.9	.9	1,252	1,128
Asia	36,422.1	36,422.1	37,335.6	(913.5)	(2.5)	929	932
Latin America & Carib.	40,168.1	40,168.1	39,958.2	209.9	.5	1,007	984
Near East	33,274.4	33,274.4	32,568.5	705.9	2.1	636	592
Indistributed Costs:	<u>5,947.0</u>	<u>5,947.0</u>	<u>6,602.5</u>	<u>(655.5)</u>	<u>(11.0)</u>	<u>-</u>	<u>-</u>
TOTAL AID.....	281,677.0	281,677.0	281,931.4	(254.4)	(.1)	5,605	5,445
DCA	1,743.6	1,743.6	1,789.6	(46.0)	(2.6)	50	51
TDP	<u>306.4</u>	<u>306.4</u>	<u>248.0</u>	<u>58.4</u>	<u>19.1</u>	<u>**</u>	<u>**</u>
TOTAL AGENCY.....	<u>\$283,727.0</u>	<u>\$283,727.0</u>	<u>\$283,969.0</u>	<u>\$ (242.0)</u>	<u>(.1)</u>	<u>5,655</u>	<u>5,496</u>

* Adjusted for AID/W lapse rate.

** Positions transferred from AID to TDP included in PDC for FY-80 reporting purposes only.

A/AID
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 582.1	\$ 582.1	\$ 605.9	\$ (23.8)	(4.1)
Travel	38.0	38.0	38.6	(.6)	(1.6)
Entertainment	3.0	3.0	1.8	1.2	40.0
Rents, Utilities, and Other Distributed Costs	<u>99.9</u>	<u>99.9</u>	<u>105.0</u>	<u>(5.1)</u>	<u>(5.1)</u>
TOTAL.....	<u>\$ 723.0</u>	<u>\$ 723.0</u>	<u>\$ 751.3</u>	<u>\$ (28.3)</u>	<u>(3.9)</u>

WORKFORCE

Overtime Hours	750	750	659	91	12.1
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	15	15	14	1	6.7

^{1/}Based on estimated lapse rate.

EXEC. SEC.
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 316.2	\$ 316.2	\$ 310.6	\$ 5.6	1.8
Rents, Utilities, and Other Distributed Costs	<u>94.2</u>	<u>94.2</u>	<u>96.6</u>	<u>(2.4)</u>	<u>(2.6)</u>
TOTAL.....	<u>\$ 410.4</u>	<u>\$ 410.4</u>	<u>\$ 407.2</u>	<u>\$ 3.2</u>	<u>.8</u>

WORKFORCE

Overtime Hours	100	100	118	(18)	(18.0)
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	15	14	15	(1)	(7.1)

^{1/}Based on estimated lapse rate.

LEGISLATIVE AFFAIRS
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 679.4	\$ 679.4	\$ 708.8	\$ (29.4)	(4.3)
Travel	2.0	2.0	1.3	.7	35.0
Entertainment	.1	.1	-	.1	100.0
Rents, Utilities, and Other Distributed Costs	<u>134.1</u>	<u>134.1</u>	<u>127.3</u>	<u>6.8</u>	<u>5.1</u>
TOTAL.....	<u>\$ 815.6</u>	<u>\$ 815.6</u>	<u>\$ 837.4</u>	<u>\$ (21.8)</u>	<u>(2.7)</u>

WORKFORCE

Overtime Hours	185	185	158	27	14.6
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	22	20	19	1	5.0

¹Based on estimated lapse rate.

PUBLIC AFFAIRS
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 1,109.4	\$ 1,109.4	\$ 1,075.3	\$ 34.1	3.1
Travel	18.5	18.5	14.7	3.8	20.6
Contracts	325.0	325.0	303.7	21.3	6.6
Rents, Utilities, and Other Distributed Costs	<u>179.8</u>	<u>179.8</u>	<u>180.6</u>	<u>(.8)</u>	<u>(.5)</u>
TOTAL.....	<u>\$ 1,632.7</u>	<u>\$ 1,632.7</u>	<u>\$ 1,574.3</u>	<u>\$ 58.4</u>	<u>3.6</u>

WORKFORCE

Experts/Consultants Workdays	100	100	-	100	100.0
Overtime Hours	200	200	115	85	42.5
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	29	27	25	2	7.4

^{1/}Based on estimated lapse rate.

EQUAL OPPORTUNITY
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 328.7	\$ 328.7	\$ 310.5	\$ 18.2	5.5
Travel	6.0	6.0	4.7	1.3	21.7
Contracts	26.0	26.0	31.6	(5.6)	(21.5)
Rents, Utilities, and Other Distributed Costs	<u>67.0</u>	<u>67.0</u>	<u>61.9</u>	<u>5.1</u>	<u>7.6</u>
TOTAL.....	<u>\$ 427.7</u>	<u>\$ 427.7</u>	<u>\$ 408.7</u>	<u>\$ 19.0</u>	<u>4.5</u>

WORKFORCE

Experts/Consultants					
Workdays	60	60	-	60	100.0
Overtime Hours	150	150	134	16	10.7
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	11	10	10	-	-

^{1/} Based on estimated lapse rate.

AUDITOR GENERAL
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 3,461.0	\$ 3,461.0	\$ 3,427.5	\$ 33.5	1.0
Travel	268.1	268.1	274.1	(6.0)	(2.2)
Contracts	892.0	892.0	863.2	28.8	3.2
Rents, Utilities, and Other Distributed Costs	<u>607.9</u>	<u>607.9</u>	<u>570.6</u>	<u>37.3</u>	<u>6.1</u>
AID/W TOTAL	<u>\$ 5,229.0</u>	<u>\$ 5,229.0</u>	<u>\$ 5,135.4</u>	<u>\$ 93.6</u>	<u>1.8</u>
Security Devices	\$ 735.0	\$ 735.0	\$ 733.5	\$ 1.5	.2
Security Equipment	1,000.0	1,000.0	999.9	.1	-
Expenses Allocated from Overseas Missions	<u>3,709.0</u>	<u>3,709.0</u>	<u>3,911.8</u>	<u>(202.8)</u>	<u>(5.5)</u>
OVERSEAS Total	<u>\$ 5,444.0</u>	<u>\$ 5,444.0</u>	<u>\$ 5,645.2</u>	<u>\$(201.2)</u>	<u>(3.7)</u>
OFFICE TOTAL.....	<u><u>\$10,673.0</u></u>	<u><u>\$10,673.0</u></u>	<u><u>\$10,780.6</u></u>	<u><u>\$(107.6)</u></u>	<u><u>(1.0)</u></u>
<hr/> WORKFORCE <hr/>					
Overtime Hours	500	500	129	371	74.2
	POSITIONS CEILING	PROJECTED YEAR-END ON-BOARD	^{1/}		
USDH - FTEPP:					
Washington	97	91	86	5	5.5
Overseas Missions	76	67	61	6	9.0
FNDH - FTEPP					
Overseas Missions	<u>26</u>	<u>26</u>	<u>21</u>	<u>5</u>	<u>19.2</u>
TOTAL FTEPP.....	<u><u>199</u></u>	<u><u>184</u></u>	<u><u>168</u></u>	<u><u>16</u></u>	<u><u>8.7</u></u>

^{1/}Based on estimated lapse rate.

GENERAL COUNSEL
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 1,819.0	\$ 1,819.0	\$ 1,845.8	\$ (26.8)	(1.5)
Travel	48.0	48.0	35.6	12.4	25.8
Rents, Utilities, and Other Distributed Costs	<u>301.1</u>	<u>301.1</u>	<u>334.0</u>	<u>(32.9)</u>	<u>(10.9)</u>
TOTAL.....	<u>\$ 2,168.1</u>	<u>\$ 2,168.1</u>	<u>\$ 2,215.4</u>	<u>\$ (47.3)</u>	<u>(2.2)</u>

WORKFORCE

Overtime Hours	600	600	433	167	27.8
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	52	45	47	(2)	(4.4)

¹Based on estimated lapse rate.

FINANCIAL MANAGEMENT
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 4,751.2	\$ 4,751.2	\$ 4,751.7	\$ (.5)	-
Travel	57.0	57.0	56.5	.5	.9
Contracts	1,350.0	1,350.0	1,353.4	(3.4)	(.3)
Entertainment	.1	.1	-	.1	100.0
Rents, Utilities, and Other Distributed Costs	<u>1,135.9</u>	<u>1,135.9</u>	<u>1,095.4</u>	<u>40.5</u>	<u>3.6</u>
TOTAL.....	<u>\$ 7,294.2</u>	<u>\$ 7,294.2</u>	<u>\$ 7,257.0</u>	<u>\$ 37.2</u>	<u>.5</u>

WORKFORCE

Overtime Hours	2,450	2,450	1,943	507	20.7
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	179	170	167	3	1.8

¹Based on estimated lapse rate.

PROGRAM AND MANAGEMENT SERVICES

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$12,882.0	\$12,882.0	\$13,144.6	\$(262.6)	(2.0)
Travel	100.0	100.0	79.9	20.1	20.1
Contracts	163.0	163.0	160.9	2.1	1.3
Data Management	2,640.0	2,640.0	2,633.4	6.6	.3
Entertainment	.1	.1	-	.1	100.0
Rents, Utilities, and Other Distributed Costs	<u>2,767.0</u>	<u>2,767.0</u>	<u>2,826.8</u>	<u>(59.8)</u>	<u>(2.2)</u>
OFFICE TOTAL	\$18,552.1	\$18,552.1	\$18,845.6	\$(293.5)	(1.6)
Excess Property	<u>1,000.0</u>	<u>1,000.0</u>	<u>642.8</u>	<u>357.2</u>	<u>35.7</u>
AID/W TOTAL.....	<u>\$19,552.1</u>	<u>\$19,552.1</u>	<u>\$19,488.4</u>	<u>\$ 63.7</u>	<u>.3</u>
Italian Disaster Relief	189.1	189.1	179.5	9.6	5.1
Excess Property	<u>100.0</u>	<u>100.0</u>	<u>169.9</u>	<u>(69.9)</u>	<u>(6.9)</u>
OVERSEAS TOTAL	<u>\$ 289.1</u>	<u>\$ 289.1</u>	<u>\$ 349.4</u>	<u>\$ (60.3)</u>	<u>(20.9)</u>
TOTAL.....	<u>\$19,841.2</u>	<u>\$19,841.2</u>	<u>\$19,837.8</u>	<u>\$ 3.4</u>	<u>-</u>
<u>WORKFORCE</u>					
Experts/Consultants Workdays	32	32	1	31	96.9
Overtime Hours	18,000	18,000	15,588	2,412	13.4
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD</u> ^{1/}			
USDH - FTEPP:					
Washington	435	431	416	15	3.5
Overseas	4	4	2	2	50.0
FDA - FTEPP:					
Overseas	<u>3</u>	<u>3</u>	<u>1</u>	<u>2</u>	<u>66.7</u>
TOTAL FTEPP.....	<u>442</u>	<u>438</u>	<u>419</u>	<u>19</u>	<u>4.3</u>

^{1/}Based on estimated lapse rate.

PERSONNEL MANAGEMENT
OPERATING EXPENSES REPORT
AS OF SEPTEMBER 30, 1980
(\$ 000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 4,913.9	\$ 4,913.9	\$ 4,679.9	\$ 234.0	4.8
Travel	53.9	53.9	43.1	10.8	20.0
Personnel Support Travel	338.0	338.0	335.8	2.2	.7
Contracts	139.0	139.0	137.7	1.3	.9
Staff Training	500.0	500.0	465.1	34.9	7.0
Rents, Utilities, and Other Distributed Costs	1,008.9	1,008.9	1,013.0	(4.1)	(.4)
OFFICE TOTAL.....	<u>\$ 6,953.7</u>	<u>\$ 6,953.7</u>	<u>\$ 6,674.6</u>	<u>\$ 279.1</u>	<u>4.0</u>
AID/W Complement: Salaries and Benefits	\$ 2,222.6	\$ 2,222.6	\$ 2,620.2	\$ (397.6)	(17.9)
Rents, Utilities, and Other Distributed Costs	380.2	380.2	424.2	(44.0)	(11.6)
COMPLEMENT TOTAL.....	<u>\$ 2,602.8</u>	<u>\$ 2,602.8</u>	<u>\$ 3,044.4</u>	<u>\$ (441.6)</u>	<u>(17.0)</u>
AID/W TOTAL.....	<u>\$ 9,556.5</u>	<u>\$ 9,556.5</u>	<u>\$ 9,719.0</u>	<u>\$ (162.5)</u>	<u>(1.7)</u>
Overseas Complement: Salaries and Benefits	\$ 3,746.4	\$ 3,746.4	\$ 4,431.7	\$ (685.3)	(18.3)
Staff Training	1,355.0	1,355.0	1,346.7	8.3	.6
Personnel Support Travel	450.0	450.0	446.8	3.2	.7
OVERSEAS TOTAL.....	<u>\$ 5,551.4</u>	<u>\$ 5,551.4</u>	<u>\$ 6,225.2</u>	<u>\$ (673.8)</u>	<u>(12.1)</u>
TOTAL.....	<u>\$15,107.9</u>	<u>\$15,107.9</u>	<u>\$15,944.2</u>	<u>\$ (836.3)</u>	<u>(5.5)</u>
<u>WORKFORCE</u>					
Experts/Consultants Workdays	211	211	193	18	8.5
Overtime Hours	3,200	3,200	1,695	1,505	47.0
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP:					
Washington Office	152	151	149	2	1.3
AID/W Complement	60	50	51	(1)	(2.0)
Overseas Complement	128	103	161	(58)	(36.0)
TOTAL FTEPP	<u>340</u>	<u>304</u>	<u>361</u>	<u>(57)</u>	<u>(18.8)</u>

^{1/}Based on estimated lapse rate.

PROGRAM AND POLICY COORDINATION

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 5,253.5	\$ 5,253.5	\$ 5,132.1	\$ 121.4	2.3
Travel	193.8	193.8	170.3	23.5	12.1
Contracts	142.0	142.0	130.1	11.9	8.4
Entertainment	.2	.2	-	.2	100.0
Rents, Utilities, and Other Distributed Costs	<u>899.2</u>	<u>899.2</u>	<u>858.1</u>	<u>41.1</u>	<u>4.6</u>
AID/W TOTAL.....	<u>\$ 6,488.7</u>	<u>\$ 6,488.7</u>	<u>\$ 6,290.6</u>	<u>\$ 198.1</u>	<u>3.1</u>
IAC/DAC - Paris	\$ 924.7	\$ 924.7	\$ 945.7	\$ (21.0)	(2.3)
UNESCO - Paris	161.0	161.0	166.7	(5.7)	(3.6)
Int'l Org. - Geneva	<u>83.3</u>	<u>83.3</u>	<u>85.3</u>	<u>(2.0)</u>	<u>(2.4)</u>
OVERSEAS TOTAL.....	<u>\$ 1,169.0</u>	<u>\$ 1,169.0</u>	<u>\$ 1,197.7</u>	<u>\$ (28.7)</u>	<u>(2.5)</u>
BUREAU TOTAL.....	<u>\$ 7,657.7</u>	<u>\$ 7,657.7</u>	<u>\$ 7,488.3</u>	<u>\$ 169.4</u>	<u>2.2</u>

WORKFORCE

Experts/Consultants Workdays	200	200	19	181	90.5
Overtime Hours	1,100	1,100	1,011	89	8.1
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP:					
Washington	123	113	114	(1)	(.9)
Overseas	12	11	9	2	18.2
FNDH - FTEPP:					
Overseas	<u>3</u>	<u>3</u>	<u>1</u>	<u>2</u>	<u>66.7</u>
TOTAL FTEPP.....	<u>138</u>	<u>127</u>	<u>124</u>	<u>3</u>	<u>2.4</u>

¹Based on estimated lapse rate.

DEVELOPMENT SUPPORT
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$12,016.5	\$12,016.5	\$11,967.9	\$ 48.6	.4
Travel	616.3	616.3	618.8	(2.5)	(.4)
Contracts	238.5	238.5	231.3	7.2	3.0
Entertainment	.4	.4	.4	-	-
Rents, Utilities, and Other Distributed Costs	<u>1,891.4</u>	<u>1,891.4</u>	<u>2,096.8</u>	<u>(205.4)</u>	<u>(10.9)</u>
OFFICE TOTAL.....	\$14,763.1	\$14,763.1	\$14,915.2	\$(152.1)	(1.0)
H.	<u>1,300.0</u>	<u>1,300.0</u>	<u>1,247.7</u>	<u>52.3</u>	<u>4.0</u>
AID/W TOTAL.....	<u>\$16,063.1</u>	<u>\$16,063.1</u>	<u>\$16,162.9</u>	<u>\$ (99.8)</u>	<u>(.6)</u>
Overseas - HIG	<u>2,300.0</u>	<u>2,300.0</u>	<u>1,684.1</u>	<u>615.9</u>	<u>26.8</u>
BUREAU TOTAL.....	<u>\$18,363.1</u>	<u>\$18,363.1</u>	<u>\$17,847.0</u>	<u>\$ 516.1</u>	<u>2.8</u>

WORKFORCE

Experts/Consultants Workdays	468	468	493	(25)	(5.4)
Overtime Hours	900	900	739	161	17.9
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	339	293	313	(20)	(6.8)

^{1/} based on estimated lapse rate and excludes Overseas HIG positions which are allocated to Regional Bureaus.

PRIVATE AND DEVELOPMENT COOPERATION

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 4,065.4	\$ 4,065.4	\$ 3,917.2	\$ 148.2	3.7
Travel	267.3	267.3	253.7	13.6	5.1
Contracts	185.3	185.3	203.8	18.5	10.0
Entertainment	.2	.2	.2	-	-
Rents, Utilities, and Other Distributed Costs	<u>684.7</u>	<u>684.7</u>	<u>672.2</u>	<u>12.5</u>	<u>1.8</u>
AID/W TOTAL.....	<u>\$ 5,202.9</u>	<u>\$ 5,202.9</u>	<u>\$ 5,047.1</u>	<u>\$ 155.8</u>	<u>3.0</u>
Overseas RDP	\$ 308.6	\$ 308.6	\$ 285.6	\$ 23.0	7.5
FFP Office-Rome	<u>128.7</u>	<u>128.7</u>	<u>132.5</u>	<u>(3.8)</u>	<u>(3.0)</u>
OVERSEAS TOTAL.....	<u>\$ 437.3</u>	<u>\$ 437.3</u>	<u>\$ 418.1</u>	<u>\$ 19.2</u>	<u>4.4</u>
BUREAU TOTAL.....	<u>\$ 5,640.2</u>	<u>\$ 5,640.2</u>	<u>\$ 5,465.2</u>	<u>\$ 175.0</u>	<u>3.1</u>

WORKFORCE

Experts/Consultants					
Workdays	80	80	10	70	87.5
Overtime Hours	500	500	320	180	36.0
	POSITIONS CEILING	PROJECTED YEAR-END ON-BOARD ^{1/}			
USDH - FTEPP:					
Washington	106	97	91	6	6.6
Overseas	2	2	2	-	-
FNDH - FTEPP:					
Overseas	<u>0</u>	<u>0</u>	<u>-</u>	<u>-</u>	<u>-</u>
TOTAL FTEPP.....	<u>108</u>	<u>99</u>	<u>93</u>	<u>6</u>	<u>6.1</u>

^{1/}Based on estimated lapse rate.

BIFAD
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 373.7	\$ 373.7	\$ 489.3	\$(115.6)	(30.9)
Travel	263.0	263.0	239.1	23.9	9.1
Contracts	41.0	41.0	40.9	.1	.3
Rents, Utilities, and Other Distributed Costs	<u>67.0</u>	<u>67.0</u>	<u>55.7</u>	<u>11.3</u>	<u>16.9</u>
TOTAL.....	<u>\$ 744.7</u>	<u>\$ 744.7</u>	<u>\$ 825.0</u>	<u>\$ (80.3)</u>	<u>(10.8)</u>

WORKFORCE

Experts/Consultants Workdays	480	480	289	191	39.8
Overtime Hours	900	900	721	179	19.9
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	10	10	9	1	10.0

¹Based on estimated lapse rate.

OFFICE OF SMALL AND DISADVANTAGED BUSINESS UTILIZATION

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 408.4	\$ 408.4	\$ 397.2	\$ 11.2	2.8
Travel	12.5	12.5	12.7	(.2)	(1.6)
Contracts	75.0	75.0	48.4	26.6	35.5
Entertainment	.1	.1	-	.1	100.0
Rents, Utilities, and Other Distributed Costs	<u>87.1</u>	<u>87.1</u>	<u>87.0</u>	<u>.1</u>	<u>.1</u>
TOTAL.....	<u>\$ 583.1</u>	<u>\$ 583.1</u>	<u>\$ 545.3</u>	<u>\$ 37.8</u>	<u>6.5</u>

WORKFORCE

Experts/Consultants Workdays	53	53	-	53	100.0
Overtime Hours	150	150	132	18	12.0
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	15	13	14	(1)	(7.7)

¹Based on estimated lapse rate.

AFRICA BUREAU
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 7,280.3	\$ 7,280.3	\$ 7,199.8	\$ 80.5	1.1
Travel	448.3	448.3	440.1	8.2	1.8
Entertainment	.8	.8	.8	-	-
Rents, Utilities, and Other Distributed Costs	<u>1,317.1</u>	<u>1,317.1</u>	<u>1,316.3</u>	<u>.8</u>	<u>.1</u>
AID/W TOTAL.....	<u>\$ 9,046.5</u>	<u>\$ 9,046.5</u>	<u>\$ 8,957.0</u>	<u>\$ 89.5</u>	<u>1.0</u>
Overseas Missions	\$65,212.5	\$65,212.5	\$64,726.4	\$ 486.1	.8
Afr. Coord. - Paris	115.5	115.5	115.5	-	-
Sahel Coord. - Rome	<u>134.9</u>	<u>134.9</u>	<u>136.1</u>	<u>(1.2)</u>	<u>(.9)</u>
Total.....	\$65,462.9	\$65,462.9	\$64,978.0	\$ 484.9	.8
LE Expenses Allocated to Auditor General	<u>726.6</u>	<u>726.6</u>	<u>653.1</u>	<u>73.5</u>	<u>10.1</u>
Overseas Total.....	<u>\$64,736.3</u>	<u>\$64,736.3</u>	<u>\$64,324.9</u>	<u>\$ 411.4</u>	<u>.6</u>
BUREAU TOTAL.....	<u>\$73,782.8</u>	<u>\$73,782.8</u>	<u>\$73,281.9</u>	<u>\$ 500.9</u>	<u>.9</u>

WORKFORCE

Experts/Consultants Workdays	400	400	97	303	75.8
Overtime Hours	2,300	2,300	1,570	730	31.7
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END^{1/} ON-BOARD</u>			
USDH - FTEPP:					
Washington	220	197	201	(4)	(2.0)
Overseas Missions	588	502	446	57	11.4
IDI's	28	28	20	8	28.6
FNDH - FTEPP:					
Overseas Missions	<u>525</u>	<u>525</u>	<u>461</u>	<u>64</u>	<u>12.2</u>
TOTAL FTEPP.....	<u>1,361</u>	<u>1,252</u>	<u>1,128</u>	<u>125</u>	<u>10.0</u>

^{1/}Based on estimated lapse rate.

ASIA BUREAU

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 4,234.0	\$ 4,234.0	\$ 4,144.4	\$ 89.6	2.1
Travel	271.4	271.4	265.5	5.9	2.2
Entertainment	1.0	1.0	.9	.1	10.0
Rents, Utilities, and ther Distributed Costs	<u>754.8</u>	<u>754.8</u>	<u>778.9</u>	<u>(24.1)</u>	<u>(3.2)</u>
AID/W TOTAL.....	<u>\$ 5,261.2</u>	<u>\$ 5,261.2</u>	<u>\$ 5,189.7</u>	<u>\$ 71.5</u>	<u>1.4</u>
Overseas Missions	\$32,380.1	\$32,380.1	\$33,630.8	\$(1,250.7)	(3.9)
Less - Expenses Allocated to Auditor General	<u>1,219.2</u>	<u>1,219.2</u>	<u>1,484.9</u>	<u>(265.7)</u>	<u>(21.8)</u>
Overseas Total.....	<u>\$31,160.9</u>	<u>\$31,160.9</u>	<u>\$32,145.9</u>	<u>\$ (985.0)</u>	<u>(3.2)</u>
BUREAU TOTAL.....	<u><u>\$36,422.1</u></u>	<u><u>\$36,422.1</u></u>	<u><u>\$37,335.6</u></u>	<u><u>\$ (913.5)</u></u>	<u><u>(2.5)</u></u>

WORKFORCE

Experts/Consultants Workdays	200	200	-	200	100.0
Overtime Hours	1,000	1,000	763	237	23.7
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD</u>	<u>1/</u>		
USDH - FTEPP:					
Washington	127	113	118	(5)	(4.4)
Overseas Missions	280	263	254	9	3.4
IDI's	20	20	14	6	30.0
FNDH - FTEPP:					
Overseas Missions	<u>545</u>	<u>533</u>	<u>546</u>	<u>(13)</u>	<u>(2.4)</u>
TOTAL FTEPP.....	<u><u>960</u></u>	<u><u>929</u></u>	<u><u>932</u></u>	<u><u>(3)</u></u>	<u><u>(.3)</u></u>

Based on estimated lapse rate.

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LATIN AMERICA AND CARIBBEAN

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 4,199.5	\$ 4,199.5	\$ 4,150.0	\$ 49.5	1.2
Travel	160.2	160.2	148.4	11.8	7.4
Entertainment	.4	.4	.2	.2	50.0
Rents, Utilities, and Other Distributed Costs	<u>801.9</u>	<u>801.9</u>	<u>793.5</u>	<u>8.4</u>	<u>1.1</u>
AID/W TOTAL.....	<u>\$ 5,162.0</u>	<u>\$ 5,162.0</u>	<u>\$ 5,092.1</u>	<u>\$ 69.9</u>	<u>1.4</u>
Overseas Missions	\$36,034.0	\$36,034.0	\$35,760.6	\$ 273.4	.8
Less - Expenses Allocated to Auditor General	<u>1,027.9</u>	<u>1,027.9</u>	<u>894.5</u>	<u>133.4</u>	<u>13.0</u>
Overseas Total.....	<u>\$35,006.1</u>	<u>\$35,006.1</u>	<u>\$34,866.1</u>	<u>\$ 140.0</u>	<u>.4</u>
BUREAU TOTAL.....	<u>\$40,168.1</u>	<u>\$40,168.1</u>	<u>\$39,958.2</u>	<u>\$ 209.9</u>	<u>.5</u>

WORKFORCE

Experts/Consultants Workdays	140	140	15	125	89.3
Overtime Hours	1,000	1,000	541	459	45.9
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD</u> ^{1/}			
USDH - FTEPP:					
Washington	128	120	114	6	5.0
Overseas Missions	299	289	274	15	5.2
IDI's	27	27	17	10	37.0
FNDH - FTEPP:					
Overseas Missions	<u>590</u>	<u>571</u>	<u>579</u>	<u>(8)</u>	<u>(1.4)</u>
TOTAL FTEPP.....	<u>1,044</u>	<u>1,007</u>	<u>984</u>	<u>23</u>	<u>2.3</u>

^{1/}Based on estimated lapse rate.

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NEAR EAST BUREAU
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 5,318.9	\$ 5,318.9	\$ 5,089.2	\$ 229.7	4.3
Travel	246.6	246.6	223.5	23.1	9.4
Entertainment	.9	.9	.9	-	-
Rents, Utilities, and Other Distributed Costs	<u>936.0</u>	<u>936.0</u>	<u>909.1</u>	<u>26.9</u>	<u>2.9</u>
AID/W TOTAL.....	<u>\$ 6,502.4</u>	<u>\$ 6,502.4</u>	<u>\$ 6,222.7</u>	<u>\$ 279.7</u>	<u>4.3</u>
Overseas Missions	\$27,507.3	\$27,507.3	\$27,225.1	\$ 282.2	1.0
Less - Expenses Allocated to Auditor General	<u>735.3</u>	<u>735.3</u>	<u>879.3</u>	<u>(144.0)</u>	<u>(19.6)</u>
Overseas Total.....	<u>\$26,772.0</u>	<u>\$26,772.0</u>	<u>\$26,345.8</u>	<u>\$ 426.2</u>	<u>1.6</u>
BUREAU TOTAL.....	<u><u>\$33,274.4</u></u>	<u><u>\$33,274.4</u></u>	<u><u>\$32,568.5</u></u>	<u><u>\$ 705.9</u></u>	<u><u>2.1</u></u>

WORKFORCE

Experts/Consultants Workdays	250	250	98	152	60.8
Overtime Hours	1,200	1,200	1,046	154	12.8
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD</u> ^{1/}			
USDH - FTEPP:					
Washington	157	140	130	10	7.1
Overseas Missions	238	218	206	12	5.5
IDI's	5	5	5	-	-
FNDH - FTEPP:					
Overseas Missions	<u>273</u>	<u>273</u>	<u>251</u>	<u>22</u>	<u>8.1</u>
TOTAL FTEPP.....	<u><u>673</u></u>	<u><u>636</u></u>	<u><u>592</u></u>	<u><u>44</u></u>	<u><u>6.9</u></u>

^{1/}Based on estimated lapse rate.

UNDISTRIBUTED COSTS
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE AMOUNT	PERCENT
Taxis	\$ 35.0	\$ 35.0	\$ 35.0	\$ -	-
Rents, Utilities, and Other Distributed Costs	-	-	-	-	-
Other Misc. Costs	-	-	269.3	(269.3)	(100.0)
TOTAL AID/W.....	<u>\$ 35.0</u>	<u>\$ 35.0</u>	<u>\$ 304.3</u>	<u>\$ (269.3)</u>	<u>(769.4)</u>
BEC	\$ 701.6	\$ 701.6	\$ 701.6	\$ -	-
M7 PERS. Prop.	646.0	646.0	510.5	135.5	21.0
636 (c)	1,985.0	1,985.0	1,985.0	-	-
636 (d)	1,000.0	1,000.0	1,000.0	-	-
APO Mail	288.0	288.0	288.0	-	-
HHE Storage	700.0	700.0	700.0	-	-
Other Misc. Costs	591.4	591.4	1,113.1	(521.7)	(88.2)
TOTAL OVERSEAS.....	<u>\$5,912.0</u>	<u>\$5,912.0</u>	<u>\$6,298.2</u>	<u>\$ (386.2)</u>	<u>(6.5)</u>
TOTAL.....	<u>\$5,947.0</u>	<u>\$5,947.0</u>	<u>\$6,602.5</u>	<u>\$ (655.5)</u>	<u>(11.0)</u>

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IDCA
 OPERATING EXPENSES REPORT
 AS OF SEPTEMBER 30, 1980
 (\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE		VARIANCE	
		BUDGET	ACTUAL	AMOUNT	PERCENT
Salaries and Benefits	\$ 1,529.3	\$ 1,529.3	\$ 1,599.6	\$ (70.3)	(4.6)
Travel	101.6	101.6	100.3	1.3	1.3
Contracts	110.7	110.7	89.3	21.4	19.3
Entertainment	2.0	2.0	.4	1.6	80.0
Rents, Utilities, and Other Distributed Costs	-	-	-	-	-
JTAL.....	<u>\$ 1,743.6</u>	<u>\$ 1,743.6</u>	<u>\$ 1,789.6</u>	<u>\$ (46.0)</u>	<u>(2.6)</u>

WORKFORCE

Experts/Consultants					
Workdays	500	500	274	226	45.2
Overtime Hours	800	800	716	84	10.5
	<u>POSITIONS CEILING</u>	<u>PROJECTED YEAR-END ON-BOARD^{1/}</u>			
USDH - FTEPP: Washington	56	50	51	(1)	(2.0)

¹ Based on estimated lapse rate.

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TRADE and DEVELOPMENT PROGRAM

OPERATING EXPENSES REPORT

AS OF SEPTEMBER 30, 1980

(\$000)

EXPENSES	ANNUAL BUDGET	YEAR TO DATE			
		BUDGET	ACTUAL	VARIANCE	
				AMOUNT	PERCENT
Salaries and Benefits	\$ 155.0	\$ 155.0	\$ 154.0	\$ 1.0	.7
Travel	11.5	11.5	9.6	1.9	16.5
Contracts	6.9	6.9	-	6.9	100.0
Rents, Utilities, and Other Distributed Costs	<u>30.2</u>	<u>30.2</u>	<u>17.0</u>	<u>13.2</u>	<u>43.7</u>
AID/W TOTAL.....	<u>\$ 203.6</u>	<u>\$ 203.6</u>	<u>\$ 180.6</u>	<u>\$ 23.0</u>	<u>11.3</u>
Overseas Offices	<u>\$ 102.8</u>	<u>\$ 102.8</u>	<u>\$ 67.4</u>	<u>\$ 35.4</u>	<u>34.4</u>
OFFICE TOTAL.....	<u>\$ 306.4</u>	<u>\$ 306.4</u>	<u>\$ 248.0</u>	<u>\$ 58.4</u>	<u>19.1</u>

WORKFORCE

	POSITIONS CEILING	PROJECTED YEAR-END ON-BOARD ^{1/}			
USDH - FTEPP:					
Washington	12	10	9	1	10.0
Overseas	8	1	1	-	-
FNDH - FTEPP:					
Overseas Missions	<u>3</u>	<u>1</u>	<u>1</u>	<u>-</u>	<u>-</u>
TOTAL FTEPP.....	<u>23</u>	<u>12</u>	<u>11</u>	<u>1</u>	<u>8.3</u>

¹ Based on estimated lapse rate.