

**STATUS OF TELEWORK
IN THE
FEDERAL GOVERNMENT**

REPORT TO THE CONGRESS



**UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
AUGUST 2009**

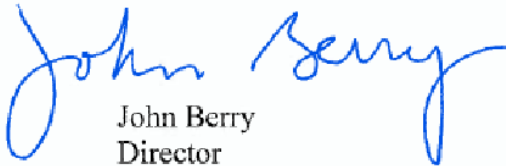
Message from the Director

I am pleased to present the results of the Office of Personnel Management's (OPM) annual Call for Telework Data for calendar year 2008. The report provides an update of telework activity data submitted annually by Executive Departments and agencies. Results provide a longitudinal perspective through a comparison of current and prior year results for all agencies as well as highlights of recent trends within agencies.

Telework clearly has important implications for individuals and even entire communities. Programs have been shown to help individual employees successfully balance the responsibilities of work and family, increase the safety of neighborhoods, and reduce pollution. The potential benefits of a teleworking workforce are now more important than ever: with the cost of gas again on the rise it has become a critical tool in the struggle to balance stretched family budgets; with the threats of new strains of influenza, it provides an effective resource in the face of possible pandemic; as our Nation searches for ways to conserve energy, telework provides a valuable asset toward establishing green workplaces.

The report indicates a steady albeit very slow progress in telework. In a recent Memorandum for Heads of Executive Departments and Agencies, I committed OPM to moving the Federal Telework Program forward through a series of important initiatives. The first of these have been met with the establishment of an expert Advisory Group that draws upon the knowledge of several leaders of high performing telework programs. The results of this group's efforts will be used to help Federal agencies develop strong consistent telework policies and, ultimately, effective telework programs.

We have significant work ahead to develop a strong telework culture. I look forward to our continued collaboration with agencies on this important issue as we move telework forward in the Federal Government.



John Berry
Director

U.S. Office of Personnel Management Telework Call for Data 2009: Results

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Executive Summary

In February 2009, seventy-eight Executive Branch agencies submitted data on their telework programs to the Office of Personnel Management. These data represent telework participation and related activities between January 1 and December 31, 2008.

Agencies have been submitting these reports to OPM since 2001, tracking the progress of telework implementation as the agencies have created and refined their programs and policies. Trends have remained relatively stable over time, with incremental increases and occasional decreases showing overall slow but steady growth.

For 2008, agencies reported that:

- 102,900 employees were teleworking
- 64% of these employees were teleworking relatively frequently (either 1-2 days a week, or 3 or more days per week)
- Almost half of the agencies had not fully integrated telework into their Continuity of Operations (COOP) planning
- Office coverage and management resistance were considered the largest barriers to implementation

Data are reported for each of the agencies, and the large Cabinet-level agencies also report data at the sub-agency level. A closer look at the agency and sub-agency data allows us to break down the overall numbers to identify organizations that have experienced relatively large increases or decreases, either in actual participation or possibly in their capabilities to effectively track participation.

OPM continues to use these results and other information to support agency staff with their telework programs by convening regular meetings of telework coordinators, meeting one-on-one to provide consultation and support, maintaining the comprehensive www.telework.gov website, and connecting agency staff so they can learn from each other's challenges and successes.

The Big Picture: Telework in 2008

- 78 agencies reported a total of 102,900 out of 1,962,975 employees teleworking
 - 5.24% of the total population reported as teleworkers
 - 8.64% of the eligible population reported as teleworkers
- 48 agencies (61%) reported an increase in their overall telework numbers
- 78% of agencies provide formal notice of eligibility to their employees
- 35% track the number of telework requests that are denied; 33 cases were due to performance or conduct issues, 160 were due to type of work
- 38% track the number of agreements that are terminated; 108 of these terminations were based on the employee's decision, 31 were based on the supervisor's decision due to a performance/conduct issue, and 78 were based on a supervisor's decision due to a change in work assignments
- 23% of agencies use electronic tracking to count teleworkers, 83% use telework agreements, 53% use time and attendance (NOTE: agencies may select more than one category due to difference in tracking mechanisms at the sub-agency level, so the total exceeds 100%)
- 44 agencies have fully integrated telework into COOP (56.41%)
- 27 agencies reported cost savings/benefits as a result of telework; of these, the greatest benefit was to morale (24 agencies), then productivity/performance and transportation (22 each), then human capital (21) (note: agencies could select all that apply).
- In terms of major barriers to telework, office coverage was highest (48 agencies), followed by management resistance (38), organizational culture (36), and IT security and IT funding (both at 25) (note: agencies could select all that apply).
- To overcome these barriers, 42 agencies are offering training for managers, 35 are offering training for employees, 29 have increased marketing, and 21 have established or increased budget for IT expenditures (note: agencies could select all that apply).

Comparisons to 2007

- Overall number of teleworkers increased from 94,643 in 2007 to 102,900 in 2008 (8,257 more teleworkers, an increase of 8.72%)

- Number of eligible employees decreased from 1,242,104 to 1,190,934
- Percent of eligibles teleworking increased from 7.62% to 8.64%
- Percent of total employees teleworking increased from 5.12% to 5.24%
- Frequency of telework rose:
 - Number of employees teleworking 3 or more days/week increased, from 12,286 to 13,365
 - Number of employees teleworking 1-2 days/week increased, from 45,231 to 52,339
 - Number of employees teleworking at least once a month stayed basically the same (37,196 in 2008, 37,126 in 2007)

Specific Agency Information

- The Central Intelligence Agency, Office of Science and Technology Policy (Executive Office of the President), Peace Corps, and United States Holocaust Museum did not report
- Some agencies with substantial increases in total number of teleworkers:
 - Department of Health and Human Services (11,272 to 12,785)
 - Department of Interior (6,624 to 10,759)
 - Department of Transportation (4,511 to 6,705)
 - Department of Veterans Affairs (1,788 to 4,161)
 - General Services Administration (1,727 to 4,754)
 - National Labor Relations Board (224 to 368)
 - Nuclear Regulatory Commission (268 to 442)
 - Patent and Trademark Office (3,612 to 4,395)
- Some agencies with substantial decreases in total number of teleworkers:
 - Department of Commerce (3,966 to 2,979)
 - Department of Defense (17,921 to 16,871)
 - Department of Justice (2,848 to 1,753)
 - Department of State (2,447 to 1,004)
 - Department of Treasury (6,861 to 5,444)
 - Social Security Administration (4,011 to 3,440)
 - U.S. International Trade Commission (149 to 64)
- Some sub-agencies with substantial increases in total number of teleworkers:
 - Department of Commerce, Bureau of the Census (12 to 276)
 - Department of Health and Human Services, Centers for Medicare and Medicaid Services (1,524 to 2,742)
 - Department of Interior, U.S. Geological Survey (4,750 to 8,857)
 - Department of Transportation, Federal Highway Administration (773 to 1,869)

- Some sub-agencies with substantial decreases in total number of teleworkers:
 - Department of Agriculture, Food Safety and Inspection Service (891 to 364)
 - Department of Commerce, National Oceanic and Atmospheric Administration (2,816 to 1,473)
 - Department of Education, Office for Civil Rights (128 to 4)
 - Department of Health and Human Services, Food and Drug Administration (3,813 to 2,670)
 - Department of Justice, Executive Office for US Attorneys (1,362 to 35)
 - Department of Treasury, Office of Comptroller of the Currency (1,660 to 270)

Table 1: Overview of Agency Telework Participation

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Workers	# of Workers		# of Eligible Employees	# of Eligible Employees		% Eligible Working	% Eligible Working		Total Population [*]	Total Population
Agency for International Development	258	226		1,470	1,265		17.55	17.87		1,692	1,513
Board of Governors of the Federal Reserve System	271	194		1,730	1,600		15.66	12.13		2,000	1,900
Central Intelligence Agency	N/R	24		N/R	Not Available		N/R	0.00		N/R	Not Available
Chemical Safety and Hazard Investigation Board	32	10		35	35		91.43	28.57		37	36
Committee for Purchase from People Who Are Blind or Severely Disabled	13	10		29	26		44.83	38.46		29	29
Commodity Futures Trading Commission	5	9		487	443		1.03	2.03		499	455
Consumer Product Safety Commission	203	184		364	317		55.77	58.04		428	387
Corporation for National and Community Service	138	110		537	573		25.70	19.20		552	586
Court Services and Offender Supervision Agency	331	279		723	827		45.78	33.74		1,122	1,165
Defense Nuclear Facilities Safety Board	4	1		2	1		200.00	100		99	87
Department of Agriculture	5,599	5,779		87,432	75,596		6.40	7.64		103,745	100,685
Department of Commerce	2,979	3,966		35,130	26,187		8.48	15.14		35,130	27,568

^{*} Population numbers are submitted by the agencies in the Call for Telework Data

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Workers	# of Workers		# of Eligible Employees	# of Eligible Employees		% Eligible Working	% Eligible Working		Total Population	Total Population
Department of Defense	16,871	17,921		564,562	557,141		2.99	3.22		740,687	673,319
Department of Education	399	589		3,825	3,896		10.43	15.12		3,922	3,902
Department of Energy	758	579		13,231	12,356		5.73	4.69		14,226	13,824
Department of Health and Human Services	12,785	11,272		59,158	64,114		21.61	17.58		65,436	73,998
Department of Homeland Security	1,380	1,310		54,875	28,865		2.51	4.54		177,961	159,319
Department of Housing and Urban Development	1,928	2,089		8,100	8,818		23.80	23.69		8,701	9,334
Department of Interior	10,759	6,624		45,319	45,620		23.74	14.52		64,078	71,657
Department of Justice	1,753	2,848		37,023	46,428		4.73	6.13		108,232	105,896
Department of Labor	1,570	1,419		15,136	15,269		10.37	9.29		15,345	15,432
Department of State	1,004	2,447		14,207	12,438		7.07	19.67		14,221	12,438
Department of Transportation	6,705	4,511		22,528	20,229		29.76	22.30		54,727	53,336
Department of Treasury	5,444	6,861		96,652	95,960		5.63	7.15		97,837	97,252
Department of Veterans Affairs	4,161	1,788		20,455	118,811		20.34	1.50		285,568	258,777
Environmental Protection Agency	5,249	4,669		16,337	15,942		32.13	29.29		16,659	16,320
Equal Employment Opportunity Commission	721	702		1,837	1,848		39.25	37.99		2,202	2,200
Office of Science and Technology Policy (Executive Office of the President)	N/R	18		N/R	59		N/R	30.51		N/R	59
Export-Import Bank of the United States	30	27		290	257		10.34	10.51		365	359
Farm Credit Administration	68	97		264	252		25.76	38.49		264	252

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Tworkers	# of Tworkers		# of Eligible Employees	# of Eligible Employees		% Eligible Tworking	% Eligible Tworking		Total Population	Total Population
Farm Credit System Insurance Corporation	2	0		7	6		28.57	0.00		10	9
Federal Communications Commission	595	396		1,856	1,782		32.06	22.22		1,856	1,783
Federal Deposit Insurance Corporation	1,422	1,644		5,194	4,533		27.38	36.27		5,194	4,533
Federal Election Commission	60	32		363	350		16.53	9.14		363	350
Federal Energy Regulatory Commission	340	208		1,417	1,255		23.99	16.57		1,427	1275
Federal Housing Finance Board	12	25		139	136		8.63	18.38		139	136
Federal Labor Relations Authority	11	N/R		117	N/R		9.40	N/R		117	N/R
Federal Maritime Commission	2	6		115	120		1.74	5.00		115	120
Federal Mediation and Conciliation Service	15	7		231	238		6.49	2.94		248	255
Federal Trade Commission	32	14		1,118	1,106		2.86	1.27		1,123	1,108
General Services Administration	4,754	1,727		10,374	10,355		45.83	16.68		12,090	12,071
Institute of Museum and Library Services	2	3		70	0		2.86	0.00		70	68
Inter-American Foundation	23	25		47	47		48.94	53.19		47	47
International Boundary and Water Commission	0	0		264	225		0.00	0.00		264	250
International Broadcasting Bureau	194	150		1,043	1,774		18.60	8.46		1,743	1,774

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Workers	# of Workers		# of Eligible Employees	# of Eligible Employees		% Eligible Working	% Eligible Working		Total Population	Total Population
Japan-U.S. Friendship Commission	6	3		3	4		200.00	75.00		4	4
Marine Mammal Commission	2	2		12	11		16.67	18.18		12	11
Merit Systems Protection Board	71	61		218	226		32.57	26.99		218	226
National Aeronautics and Space Administration	826	825		18,224	18,017		4.53	4.58		18,393	18,329
National Archives and Records Administration	205	128		2,780	1,086		7.37	11.79		3,254	2,976
National Capital Planning Commission	6	4		38	38		15.79	10.53		42	42
National Council on Disability	5	5		5	8		100.00	62.50		10	11
National Credit Union Administration	42	38		433	428		9.70	8.88		942	947
National Endowment for the Arts	61	63		168	162		36.31	38.89		168	162
National Endowment for the Humanities	40	34		160	168		25.00	20.24		160	168
National Labor Relations Board	368	224		1,640	1,703		22.44	13.15		1,640	1,703
National Mediation Board	18	17		49	49		36.73	34.69		49	49
National Science Foundation	589	663		1,438	1,396		40.96	47.49		1,448	1,406
National Transportation Safety Board	141	101		398	398		35.43	25.38		400	398
Nuclear Regulatory Commission	442	268		3,594	3,149		12.30	8.51		3,946	3,569
Nuclear Waste Technical Review Board	9	10		11	13		81.82	76.92		11	13

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Workers	# of Workers		# of Eligible Employees	# of Eligible Employees		% Eligible Working	% Eligible Working		Total Population	Total Population
Occupational Safety and Health Review Commission	5	6		55	62		9.09	9.68		55	62
Office of Federal Housing Enterprise Oversight	17	35		246	245		6.91	14.29		247	247
Office of Government Ethics	17	17		22	36		77.27	47.22		75	78
Office of National Drug Control Policy	1	1		108	107		0.93	0.93		108	107
Office of Personnel Management	807	774		2,357	3,256		34.24	23.77		4,818	4,855
Office of Special Counsel	32	30		102	100		31.37	30.00		108	106
Overseas Private Investment Corporation	105	104		200	175		52.50	59.43		200	196
Patent and Trademark Office	4,395	3,612		9,004	4,540		48.81	79.56		9,642	9,010
Peace Corps	N/R	74		N/R	644		N/R	11.49		N/R	869
Pension Benefit Guaranty Corporation	133	514		892	888		14.91	57.88		892	888
Railroad Retirement Board	117	130		351	505		33.33	25.74		962	996
Securities and Exchange Commission	1,596	1,509		3,671	3,518		43.48	42.89		3,671	3,518
Selective Service System	41	39		120	127		34.17	30.71		120	127
Small Business Administration	343	334		2,491	5,571		13.77	6.00		2,491	5,571
Smithsonian Institute	37	34		3,000	2,993		1.23	1.14		4,000	3,993
Social Security Administration	3,440	4,011		14,557	14,884		23.63	26.95		63,823	61,965
Trade and Development Agency	2	1		45	38		4.44	2.63		46	40

	2008	2007		2008	2007		2008	2007		2008	2007
Agency Name	# of Tworkers	# of Tworkers		# of Eligible Employees	# of Eligible Employees		% Eligible Working	% Eligible Working		Total Population	Total Population
U.S. Access Board	28	20		27	26		103.70	76.92		28	28
U.S. Commission on Civil Rights	7	3		43	45		16.28	6.67		43	45
U.S. International Trade Commission	64	149		379	391		16.89	38.11		379	391
United States Holocaust Memorial Museum	N/R	N/R		N/R	N/R		N/R	N/R		N/R	N/R
TOTAL	102,900	94,643		1,190,934	1,242,104		8.64%	7.62%		1,962,975	1,848,970

Table 2: Telework Frequency

Telework frequency categories shown below are mutually exclusive.

Agency Name	2008 3 days /week	2007 3 days /week	2008 1-2 days /week	2007 1-2 days /week	2008 ≥ 1/month	2007 ≥ 1/month
Agency for International Development	0	0	94	93	164	133
Board of Governors of the Federal Reserve System	43	33	29	60	199	101
Central Intelligence Agency	N/R	8	N/R	8	N/R	8
Chemical Safety and Hazard Investigation Board	0	0	12	0	20	10
Committee for Purchase from the Blind and Severely Disabled	0	0	11	7	1	3
Commodity Futures Trading Commission	5	9	0	0	0	0
Consumer Product Safety Commission	129	97	70	87	4	0
Corporation for National and Community Service	5	3	51	39	82	68
Court Services and Offender Supervision Agency	23	23	257	210	51	46
Defense Nuclear Facilities Safety Board	2	0	2	1	0	0
Department of Agriculture	529	395	2,143	2,163	2,927	3,221
Department of Commerce	90	50	1,566	2,163	1,323	1,753
Department of Defense	2,018	2,071	7,845	7,687	7,008	8,163
Department of Education	48	90	319	267	32	232
Department of Energy	43	25	352	256	363	298
Department of Health and Human Services	585	701	7,409	6,412	4,791	4,159
Department of Homeland Security	252	443	613	445	515	422

Agency Name	2008 3 days /week	2007 3 days /week	2008 1-2 days /week	2007 1-2 days /week	2008 ≥ 1/month	2007 ≥ 1/month
Department of Housing and Urban Development	225	368	1,559	1,360	144	361
Department of Interior	1,688	1,168	5,388	3,294	3,683	2,162
Department of Justice	495	492	789	1,492	469	864
Department of Labor	152	117	534	416	884	886
Department of State	44	0	432	762	528	1,685
Department of Transportation	892	562	1,913	1,749	3,900	2,200
Department of Treasury	1,439	1,665	2,453	2,443	1,552	2,753
Department of Veterans Affairs	1,355	824	1,321	463	1,485	501
Environmental Protection Agency	16	60	3,209	2,721	2,024	1,888
Equal Employment Opportunity Commission	70	20	449	530	202	152
Office of Science and Technology Policy (Executive Office of the President)	N/R	0	N/R	0	N/R	18
Export-Import Bank	1	0	4	2	25	25
Farm Credit Administration	9	8	39	33	20	56
Farm Credit System Insurance Corporation	1	0	0	0	1	0
Federal Communications Commission	18	11	577	385	0	0
Federal Deposit Insurance Corporation	68	99	319	410	1,035	1,135
Federal Election Commission	0	0	33	20	27	12
Federal Energy Regulatory Commission	0	0	238	178	102	30
Federal Housing Finance Board	4	25	7	0	1	0
Federal Labor Relations Authority	1	Not reported	7	Not reported	3	Not reported
Federal Maritime Commission	0	0	0	1	2	5
Federal Mediation and Conciliation Service	10	2	5	5	0	0

Agency Name	2008 3 days /week	2007 3 days /week	2008 1-2 days /week	2007 1-2 days /week	2008 ≥ 1/month	2007 ≥ 1/month
Federal Trade Commission	4	6	28	8	0	0
General Services Administration	244	255	4124	889	386	583
Institute of Museum and Library Services	0	1	0	1	2	1
Inter-American Foundation		0		0		25
International Boundary and Water Commission	0	0	0	0	0	0
International Broadcasting Bureau	0	75	174	75	20	0
Japan US Friendship Commission	3	0	3	3	0	0
Marine Mammal Commission	0	0	1	1	1	1
Merit Systems Protection Board	17	9	45	52	9	0
National Aeronautics and Space Administration	130	121	283	402	413	302
National Archives and Records Administration	8	2	159	102	38	24
National Capital Planning Commission	0	0	4	2	2	2
National Council on Disability	0	0	0	0	5	5
National Credit Union Administration	20	20	21	17	1	1
National Endowment for the Arts	0	0	11	7	50	56
National Endowment for the Humanities	1	1	27	20	12	13
National Labor Relations Board	39	31	142	77	187	116
National Mediation Board	0	0	18	17	0	0
National Science Foundation	7	13	182	220	400	430
National Transportation Safety Board	63	36	72	64	6	1
Nuclear Regulatory Commission	42	26	385	234	15	8

Agency Name	2008 3 days /week	2007 3 days /week	2008 1-2 days /week	2007 1-2 days /week	2008 ≥ 1/month	2007 ≥ 1/month
Nuclear Waste Technical Review Board	0	0	6	9	3	1
Occupational Safety and Health Review Commission	0	0	0	4	5	2
Office of Federal Housing Enterprise Oversight	0	0	6	3	11	32
Office of Government Ethics	1	15	15	1	1	1
Office of National Drug Control Policy	1	1	0	0	0	0
Office of Personnel Management	177	328	439	239	191	207
Office of Special Counsel	3	10	29	20	0	0
Overseas Private Investment Corporation	0	0	29	39	76	65
Patent and Trademark Office	1,944	1,395	2,451	2,194	0	23
Peace Corps	N/R	0	N/R	9	N/R	65
Pension Benefit Guaranty Corporation	4	257	71	257	58	0
Railroad Retirement Board	0	0	106	111	11	19
Securities and Exchange Commission	105	14	470	523	1,021	972
Selective Service System	0	1	39	37	2	1
Small Business Administration	28	50	36	97	279	187
Smithsonian Institute	9	0	10	34	18	0
Social Security Administration	250	243	2,865	3,228	325	540
Trade and Development Agency	0	0	1	1	1	0
U.S. Access Board	1	1	25	15	2	4
United States Commission on Civil Rights	0	0	0	0	7	3
United States Holocaust Memorial Museum	N/R	Not reported	N/R	Not reported	N/R	Not reported
United States International Trade Commission	3	6	13	57	48	86
TOTAL	13,365	12,286	52,339	45,231	37,196	37,126

Table 4: Integration of Telework into COOP Plans

Agency Name	Yes 2008	Yes 2007	Under Consideration 2008	Under Consideration 2007	No 2008	No 2007
Agency for International Development	X	X				
Board of Governors of the Federal Reserve System			X	X		
Central Intelligence Agency	NR	X				
Chemical Safety and Hazard Investigation Board	X	X				
Committee for Purchase from the Blind and Severely Disabled	X	X				
Commodity Futures Trading Commission	X	X				
Consumer Product Safety Commission			X	X		
Corporation for National Service			X	X		
Court Services and Offender Supervision Agency			X	X		
Defense Nuclear Facilities Safety Board	X	X				
Department of Agriculture	X			X		
Department of Commerce	X	X				
Department of Defense			X	X		
Department of Education			X	X		
Department of Energy	X	X				
Department of Health and Human Services	X	X				
Department of Homeland Security			X	X		
Department of Housing and Urban Development		X	X			
Department of Interior			X	X		
Department of Justice	X	X				
Department of Labor	X	X				
Department of State		X	X			

Agency Name	Yes 2008	Yes 2007	Under Consideration 2008	Under Consideration 2007	No 2008	No 2007
Department of Transportation	X	X				
Department of Treasury	X	X				
Department of Veterans Affairs	X	X				
Environmental Protection Agency	X	X				
Equal Employment Opportunity Commission			X	X		
Office of Science and Technology Policy (Executive Office of the President)	NR	X				
Export-Import Bank	X	X				
Farm Credit Administration	X	X				
Farm Credit System Insurance Corporation	X	X				
Federal Communications Commission			X	X		
Federal Deposit Insurance Corporation	X	X				
Federal Election Commission			X	X		
Federal Energy Regulatory Commission			X	X		
Federal Housing Finance Board	X	X				
Federal Labor Relations Authority		NR	X			
Federal Maritime Commission	X	X				
Federal Mediation and Conciliation Service			X	X		
Federal Trade Commission			X	X		
General Services Administration	X	X				
Institute of Museum and Library Services	X	X				
Inter-American Foundation	X	X				
International Boundary and Water Commission	X			X		

Agency Name	Yes 2008	Yes 2007	Under Consideration 2008	Under Consideration 2007	No 2008	No 2007
International Broadcasting Bureau			X	X		
Japan US Friendship Commission	X	X				
Marine Mammal Commission			X	X		
Merit Systems Protection Board			X	X		
National Aeronautics and Space Administration	X	X				
National Archives and Records Administration				X	X	
National Capital Planning Commission			X	X		
National Council on Disability	X	X				
National Credit Union Administration	X	X				
National Endowment for the Arts	X			X		
National Endowment for the Humanities					X	X
National Labor Relations Board			X	X		
National Mediation Board	X	X				
National Science Foundation	X	X				
National Transportation Safety Board			X	X		
Nuclear Regulatory Commission			X	X		
Nuclear Waste Technical Review Board	X	X				
Occupational Safety and Health Review Commission		X	X			
Office of Federal Housing Enterprise Oversight	X	X				
Office of Government Ethics	X	X				
Office of National Drug Control Policy			x	X		

Agency Name	Yes 2008	Yes 2007	Under Consideration 2008	Under Consideration 2007	No 2008	No 2007
Office of Personnel Management	X	X				
Office of Special Counsel	X	X				
Overseas Private Investment Corporation	X	X				
Patent and Trademark Office	X	X				
Peace Corps	NR	X				
Pension Benefit Guaranty Corporation	X	X				
Railroad Retirement Board			X	X		
Securities and Exchange Commission	X	X				
Selective Service System	X	X				
Small Business Administration			X	X		
Smithsonian Institute			X	X		
Social Security Administration				X	X	
Trade and Development Agency	X	X				
U.S. Access Board		X	X			
United States Commission on Civil Rights	X	X				
United States Holocaust Memorial Museum	NR	NR				
United States International Trade Commission			X	X		

Table 5: Sub-Agency Telework Participation

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
Department of Agriculture	Departmental Administration	421	15	69	17	101	101
	Farm and Foreign Agriculture Services	17,446	87	424	85	596	642
	Food Safety and Inspection Service	9,467	51	145	168	364	891
	Food, Nutrition and Consumer Services	1,308	15	281	0	296	266
	Marketing and Regulatory Programs	9,359	89	358	528	975	918
	Natural Resources and Environment	45,657	42	325	1,521	1,888	1,891
	Office of Budget and Program Analyses	51	0	0	0	0	0
	Office of Chief Economist	53	0	0	0	0	0
	Office of Chief Information Officer/Chief Financial Officer	2,045	41	146	68	255	86
	Office of Communications	82	1	1	0	2	2
	Office of Congressional Relations	14	0	0	0	0	0
	Office of Executive Secretariat	20	0	10	0	10	10
	Office of General Counsel	332	0	0	200	200	200
	Office of Homeland Security	14	0	0	0	0	0
	Office of Inspector General	591	0	0	241	241	241
	Office of the Assistant Secretary for Civil Rights	145	0	0	0	0	0
	Office of the Secretary	88	0	0	0	0	0
	Research, Education and Economics	10,625	0	369	37	406	392
	Rural Development	6,027	188	15	62	265	139
Department of Agriculture Total		103,745	529	2,143	2,927	5,599	5,779
Department of Commerce	Bureau of Economic Analysis	470	1	20	28	49	38

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
	Bureau of Industry and Security	NR	NR	NR	NR	NR	NR
	Bureau of the Census	16,270	0	84	192	276	12
	Economic Development	NR	NR	NR	NR	NR	6
	Economics and Statistics Administration	NR	NR	NR	NR	NR	NR
	International Trade Commission	1,361	21	103	222	346	315
	Minority Business Development Agency	80	4	3	0	7	9
	Nat Oceanic and Atmospheric Administration	12,834	53	617	803	1,473	2,816
	Nat Telecommunications and Info Admin	265	1	35	8	44	35
	National Institute of Standards and Tech	2,888	5	643	0	648	672
	National Technical Information Service	NR	NR	NR	NR	NR	NR
	Office of the Inspector General	114	1	27	15	43	NR
	Office of the Secretary	848	4	34	55	93	63
Department of Commerce Total		35,130	90	1,566	1,323	2,979	3,966
Department of Defense	Department of Air Force	148,865	100	107	110	317	140
	Department of Army	265,030	178	200	94	472	880
	Department of Navy	233,753	349	1,935	1681	3,965	3,915
	Other Department of Defense	93,039	1,391	5,603	5,123	12,117	12,986
Department of Defense Total		740,687	2,018	7,845	7,008	16,871	17,921
Department of Education	Advisory Councils and Committees	5	0	0	0	0	3
	EDET-Office of English Language Acquisition	24	0	5	3	8	8
	FC of the Deputy Secretary of Education	6	0	0	0	0	2
	Federal Student Aid	998	15	53	0	68	62
	IMM Office of Sec of Education	95	0	6	0	6	9

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers	Total Teleworkers
						2008	2007
	Institute of Education Sciences	162	3	16	1	20	59
	National Assessment Governing Board	6	0	1	0	1	3
	National Institute for Literacy	NR	NR	NR	NR	NR	1
	Office of Elem and Sec Ed	211	0	5	0	5	4
	Office of Legis and Congressional Affairs	12	0	0	0	0	4
	Office of Planning, Eval and Policy Develop	122	0	2	0	2	19
	Office of Spec Ed and Rehab Serv	269	2	95	0	97	112
	Office for Civil Rights	588	0	4	0	4	128
	Office of Communications and Outreach	96	0	0	0	0	10
	Office of Innovation and Improvement	86	3	9	4	16	13
	Office of Inspector General	274	4	25	0	29	68
	Office of Management	198	5	35	6	46	5
	Office of Postsecondary Education	214	6	12	0	18	23
	Office of Safe and Drug-Free Schools	44	3	9	2	14	9
	Office of the Chief Financial Officer	177	1	9	2	12	8
	Office of the Chief Information Officer	142	0	3	0	3	2
	Office of the General Counsel	103	2	22	7	31	25
	Office of the Under Secretary	3	0	0	0	0	0
	Office of Vocational and Adult Education	87	4	8	7	19	12
Department of Education Total		3922	48	319	32	399	589
Department of Health and Human Services	Administration for Children and Families	1,257	19	249	71	339	348
	Administration on Aging	106	0	13	2	15	14

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
	Agency for Healthcare Research and Quality	294	0	110	42	152	124
	Agency for Toxic Substances and Disease Reg	NR	NR	NR	NR	0	NR
	Centers for Disease Control and Prevention	9,532	146	1,556	20	1,722	1,037
	Centers for Medicare and Medicaid Services	4,387	59	606	2,077	2,742	1,524
	Food and Drug Administration	9,082	110	1,960	600	2,670	3,813
	Health Resources and Services Admin	1,461	6	275	10	291	256
	Indian Health Service	14,498	40	24	9	73	29
	National Institutes of Health	16,967	145	1,639	1,525	3,309	3,174
	Office of Secretary Health and Human Services	7,332	59	932	335	1,326	953
	Program Support Center	NR	NR	NR	NR	NR	NR
	Substance Abuse and Mental Health Services Admin	520	1	45	100	146	NR
Department of Health and Human Services Total		65,436	585	7,409	4,791	12,785	11,272
Department of Homeland Security	Federal Emergency Management Agency	15,897	23	134	48	205	81
	Federal Law Enforcement Training Center	1,120	1	1	0	2	0
	HQ Components	2,952	1	17	32	50	11
	Office of the Inspector General	564	0	17	52	69	111
	Transportation Security Administration	60,340	29	53	39	121	64
	US Citizenship and Immigration Services	9,575	178	108	62	348	482
	US Coast Guard	7,823	10	219	282	511	454
	US Customs and Border Protection	54,280	10	61	0	71	30

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
	US Immigration and Customs Enforcement	18,783	0	0	0	0	74
	US Secret Service	6,627	0	3	0	3	3
Department of Homeland Security Total		177,961	252	613	515	1,380	1,310
Department of Housing and Urban Development	Administration	666	6	8	5	19	16
	Chief Financial Officer	212	3	31	0	34	30
	Chief Information Officer	253	0	13	4	17	1
	Chief Procurement Officer	119	1	20	1	22	11
	Community Planning and Development	779	8	188	11	207	214
	Congressional and Intergovernmental Relations	0	0	0	0	0	NR
	Departmental Equal Employment Opportunity	22	0	3	1	4	1
	Departmental Operations and Coordination	94	5	33	0	38	32
	Fair Housing and Equal Opportunity	582	15	156	8	179	192
	Field Policy and Management	350	27	20	0	47	39
	General Counsel	660	10	142	0	152	121
	Government National Mortgage Association	59	0	3	1	4	3
	Healthy Homes and Lead Hazard Control	56	0	22	0	22	18
	Housing	3,223	70	518	49	637	623
	Inspector General	NR	NR	NR	NR	0	291
	Labor Relations	NR	NR	NR	NR	0	NR
	Policy Development and Research	124	0	0	0	0	10
	Public Affairs	0	0	0	0	0	0
	Public and Indian Housing	1,449	80	402	64	745	487
	Secretary and Deputy Secretary	53	0	0	0	0	NR

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
Department of Housing and Urban Development Total		8,701	225	1,559	144	1,928	2,089
Department of Interior	Bureau of Indian Affairs	9,028	NR	NR	NR	NR	2
	Bureau of Land Management	9,715	53	89	74	216	212
	Bureau of Reclamation	5,197	31	70	198	299	373
	Minerals Management Service	1,614	11	8	16	35	301
	National Business Center	1,223	17	16	20	53	40
	National Park Service	18,049	111	160	167	438	373
	Office of Surface Mining	530	NR	NR	NR	0	73
	Office of the Inspector General	246	5	18	40	63	37
	Office of the Secretary	916	32	210	11	253	26
	Office of the Solicitor	413	32	12	19	63	156
	US Fish and Wildlife Service	8,573	107	275	100	482	281
	US Geological Survey	8,574	1,289	4,530	3,038	8,857	4,750
Department of Interior Total		64,078	1,688	5,388	3,683	10,759	6,624
Department of Justice	Alcohol, Tobacco, Firearms and Explosives	5,035	363	36	103	502	504
	Antitrust Division	580	0	5	14	19	52
	Bureau of Prisons/Federal Prison System	36,446	55	155	0	210	113
	Civil Division	1,298	0	129	11	140	147
	Civil Rights Division	652	2	32	5	39	42
	Community Oriented Policing Service	1,040	1	18	2	21	26
	Criminal Division	690	2	8	5	15	7
	Drug Enforcement Administration	9,201	1	17	5	23	59
	Environment and Natural Resources Division	669	0	58	5	63	62
	Exec Office of US Attorneys	11,262	9	14	12	35	1,362

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
	Executive Office for Immigration Review	1,228	1	101	0	102	88
	Federal Bureau of Investigation	31,600	22	24	0	46	35
	Office of Justice Programs	660	0	80	81	161	126
	Office of the Inspector General	405	2	13	118	133	15
	Offices Boards and Divisions	881	7	63	75	145	133
	Tax Division	489	1	22	15	38	24
	US Marshals Service	4,841	10	14	18	42	33
	US Trustee Program	1,255	19	0	0	19	20
Department of Justice Total		108,232	495	789	469	1,753	2,848
Department of Labor	Adjudicatory Boards	112	2	28	12	42	0
	Bureau of International Labor Affairs	81	0	1	7	8	6
	Bureau of Labor Statistics	2,363	21	92	119	232	234
	Employee Benefits Security Administration	859	9	51	74	134	151
	Employment and Training Administration	924	4	48	74	126	107
	Employment Standards Administration	3,985	68	155	216	439	341
	Mine Safety and Health Administration	2,372	6	14	25	45	42
	Occupational Safety and Health Administration	2,070	28	50	145	223	231
	Office of Administrative Law Judges	141	0	1	0	1	0
	Office of Disability Employment Policy	44	0	1	4	5	2
	Office of Public Affairs	57	0	1	0	1	NR
	Office of the Assistant Secretary for Administration and Management	661	7	15	62	84	66
	Office of the Assistant Secretary for Policy	35	0	4	5	9	8

Agency Name	Sub-Agency Name	Population	3 or more days per week	1-2 days per week	At least 1 day per month	Total Teleworkers 2008	Total Teleworkers 2007
	Office of the Chief Financial Officer	88	0	1	1	2	2
	Office of the Inspector General	403	3	9	44	56	37
	Office of the Secretary	258	0	2	22	24	60
	Office of the Solicitor	600	3	55	70	128	116
	Veterans Employment and Training Services	239	1	2	1	4	9
	Women's Bureau	53	0	4	3	7	7
Department of Labor Total		15,345	152	534	884	1,570	1,419
Department of Transportation	Federal Aviation Administration	45,729	169	493	1,270	1,932	1,631
	Federal Highway Administration	2,883	195	239	1,435	1,869	773
	Federal Motor Carrier Safety Administration	1,059	2	144	66	212	137
	Federal Railroad Administration	817	343	107	189	639	526
	Federal Transit Administration	506	24	210	0	234	135
	Maritime Administration	763	29	134	85	248	141
	National Highway Traffic Safety Administration	606	8	110	393	511	128
	Office of Inspector General	407	0	10	75	85	189
	Office of Secretary of Transportation	621	30	19	118	167	200
	Pipeline/Hazardous Materials Safety Administration	360	29	171	131	331	232
	Research and Innovative Technology Administration	696	61	189	126	376	341
	St. Lawrence Seaway Dev Corp	136	0	7	11	18	11
	Surface Transportation Board	144	2	80	1	83	67
Department of Transportation Total		54,727	892	1,913	3,900	6,705	4,511

Department of Treasury	Alcohol and Tobacco Tax and Trade Bureau	527	137	111	89	337	302
	Bureau of Engraving and Printing	1,958	5	19	36	60	NR
	Bureau of Public Debt	1,977	1	27	0	28	20
	Departmental Offices	1,450	45	15	16	76	31
	Financial Crimes Enforcement Network	297	0	9	NR	9	35
	Financial Management Service	1,916	10	134	0	144	135
	Internal Revenue Service	82,741	955	1357	728	3,040	3,097
	Office of Comptroller of Currency	3,131	0	17	253	270	1,660
	Office of Inspector General	107	0	14	22	36	9
	Office of Inspector General for Tax Administration	790	283	80	275	638	683
	Office of Thrift Supervision	1,074	0	645	115	760	849
	US Mint	1,869	3	25	18	46	40
Department of Treasury Total		97,837	1,439	2,453	1,552	5,444	6,861



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