

**Table 7-3. PERSONNEL PAY AND BENEFITS**  
(In millions of dollars)

Description	2016 Actual	2017 Estimate	2018 Estimate	Change: 2017 to 2018	
				Dollars	Percent
<b>Civilian Personnel Costs:</b>					
Executive Branch (excluding Postal Service):					
Pay .....	181,206	189,584	195,929	6,345	3.3%
Benefits .....	74,580	77,809	79,908	2,099	2.7%
Subtotal .....	255,786	267,393	275,837	8,444	3.2%
Postal Service:					
Pay .....	36,208	35,853	35,768	-85	-0.2%
Benefits .....	19,051	18,967	18,177	-790	-4.2%
Subtotal .....	55,259	54,820	53,945	-875	-1.6%
Legislative Branch:					
Pay .....	2,036	2,147	2,228	81	3.8%
Benefits .....	614	680	709	29	4.3%
Subtotal .....	2,650	2,827	2,937	110	3.9%
Judicial Branch:					
Pay .....	3,095	3,375	3,418	43	1.3%
Benefits .....	988	1,047	1,073	26	2.5%
Subtotal .....	4,083	4,422	4,491	69	1.6%
<b>Total, Civilian Personnel Costs .....</b>	<b>317,778</b>	<b>329,462</b>	<b>337,210</b>	<b>7,748</b>	<b>2.4%</b>
<b>Military Personnel Costs</b>					
Department of Defense--Military Programs:					
Pay .....	96,160	96,118	97,856	1,738	1.8%
Benefits .....	44,135	44,261	43,693	-568	-1.3%
Subtotal .....	140,295	140,379	141,549	1,170	0.8%
All other Executive Branch uniform personnel:					
Pay .....	3,294	3,317	3,358	41	1.2%
Benefits .....	720	698	698	---	---
Subtotal .....	4,014	4,015	4,056	41	1.0%
<b>Total, Military Personnel Costs .....</b>	<b>144,309</b>	<b>144,394</b>	<b>145,605</b>	<b>1,211</b>	<b>0.8%</b>
<b>Grand total, personnel costs .....</b>	<b>462,087</b>	<b>473,856</b>	<b>482,815</b>	<b>8,959</b>	<b>1.9%</b>
<b>ADDENDUM</b>					
<b>Former Civilian Personnel:</b>					
Pensions .....	83,390	84,326	86,468	2,142	2.5%
Health benefits .....	11,695	12,004	12,984	980	8.2%
Life insurance .....	45	47	48	1	2.1%
Subtotal .....	95,130	96,377	99,500	3,123	3.2%
<b>Former Military Personnel:</b>					
Pensions .....	57,303	57,828	58,771	943	1.6%
Health benefits .....	9,629	9,898	10,413	515	5.2%
Subtotal .....	66,932	67,726	69,184	1,458	2.2%
<b>Total, Former Personnel .....</b>	<b>162,062</b>	<b>164,103</b>	<b>168,684</b>	<b>4,581</b>	<b>2.8%</b>

problems have long tainted the positive contributions of the vast majority of the Federal workforce. Managers spend a disproportionate amount of time addressing these individuals while the rest of the team must work harder to accomplish their mission. Freeing the manag-

ers and employees from the extra burden will allow more time and resources to developing and rewarding the rest of the workforce. Dispelling the myth that it is nearly impossible to hold employees accountable in the Federal government will enhance credibility and respect for the