Appendix C—How Full Time Equivalents (FTEs) Were Calculated

(1) FTE allocations represent how the Commission anticipates FTEs will actually be spent during the course of the fiscal year.26 Many factors influence how FTEs are actually employed during the year, including varying rates of attrition, speed of hiring new and replacement staff, the use of part time or temporary employees in lieu of permanent staff, changing Commission priorities, and reorganizations and other activities requiring a reallocation or reassignment of staff. The FTE allocations used in the fee development process have been updated to reflect a number of personnel reassignments made incident to recent reorganizations within the Commission. The impact on the fee development process is negligible since the reorganizations, although resulting in a reassignment of staff and functions, have not significantly changed the type of work the reassigned staff is performing.²⁷

(2) Only the Commission's enforcement, policy and rulemaking, international, and user information activities are covered by the regulatory fee program. ²⁸ Of the Commission's total of 2,271 FTEs, 846 FTEs are directly assigned to the agency's primary operating bureaus to perform enforcement, policy and rulemaking, international, and user information activities. An additional 560 FTEs have been identified by the agency as supporting these feeable activities. ²⁹ The results of our FTE allocations are as follows:

Fee category	FTEs
Mass Media	253
Common Carrier	689

change the classifications to align them more closely with our current organizational structure, we wanted to minimize any adverse impacts to the schedule brought about solely by such a classification change.

²⁸ The regulatory fee program encompasses a total of 1,406 FTEs. The agency's Authorization of Service, Legal Services and Executive Direction Activities cover an additional 865 FTEs. Authorization of Service regulatory costs are recovered pursuant to Section 8 of the Communications Act.

²⁹These support activities include a proportionate share of field operations, engineering and technology and certain general program support staff FTEs.

Fee category	FTEs
Private Radio	103 361
Total	1406

(3) The total of the costs to be offset by regulatory fees in FY 1995 is \$116,400,000. Each fee category was allocated its share of costs based upon the ratio of its FTEs to the total number of FTEs allocated to all regulatory fee categories. The results of this allocation of costs are shown below:

Fee category	FTEs	Percent	Cost allocation (in millions)
Mass Media . Common	253	18.0	\$20.9
Carrier	689	49.0	57.0
Private Radio Cable Serv-	103	7.3	8.5
ices	361	25.7	29.9
Total .	1406	100.0	³⁰ 116.4

³⁰ May not add due to rounding. BILLING CODE 6712-01-M

²⁶ It should be noted that FTE allocations are year-end estimates and thus represent projected work time of on-board staff as well as new and replacement staff yet to be hired.

²⁷The Commission has chosen to retain, for fee determination purposes, the fee classifications (i.e., Private Radio, Common Carrier, Cable Services and Mass Media) contained in 47 U.S.C. Section 159. Although we believe that we have authority to