

Review

Report to the Committee on Government Reform, House of Representatives

August 2003

BUDGET ISSUES Franchise Fund Pilot





Highlights of GAO-03-1069, a report to the Committee on Government Reform, House of Representatives

Why GAO Did This Study

Congress is considering the reauthorization of the six franchise fund pilots authorized by the Government Reform Act of 1994. These self-supporting business-like entities were established to provide common administrative services on a fully reimbursable basis. The authorization for most of the pilots will expire at the end of fiscal year 2003. In addition to the suggestion of giving the pilots permanent authorization, there has been some discussion in recent years of expanding the franchise fund concept so that all departments and independent agencies can set up a franchise fund. To provide the context to evaluate franchise fund pilots and fully understand reauthorization issues, GAO agreed to identify the many funds, called intragovernmental revolving funds, that operate with purposes similar to that of franchise funds and to analyze their legal authorities to determine if franchise funds were somehow unique. In addition, we examined the operations and managerial cost accounting processes of the franchise fund pilots at the Departments of the Interior and Commerce. We determined if they had taken into account the criteria suggested by the Office of Management and Budget (OMB), including: (1) adhering to OMB/Chief Financial Officers (CFO) Council's 12 business operating principles, (2)accounting for full cost, and (3)conducting audits of financial statements at the fund level.

www.gao.gov/cgi-bin/getrpt?GAO-03-1069.

To view the full product, including the scope and methodology, click on the link above. For more information, contact Susan J. Irving at (202) 512-9142 or irvings@gao.gov.

BUDGET ISSUES

Franchise Fund Pilot Review

What GAO Found

The six franchise fund pilots are part of a group of 34 intragovernmental revolving (IR) funds that were created to provide the common support services required by many federal agencies. In general, the legal authorities for these 34 funds are very similar. Twelve of the 34 funds—including 5 of the franchise fund pilots—have explicit authority to charge for an operating reserve and/or to retain a reserve for acquisition of capital equipment and financial management improvements.

The franchise fund pilots at the Departments of Interior and Commerce have both (1) taken into account many of the 12 business operating principles, (2) designed their cost accounting processes to set fees to recover the full cost of operations, and (3) progressed toward implementing the main cost accounting standards. The Interior Franchise Fund's (IFF) major business line, GovWorks, provides acquisition services and has seen dramatic growth in revenue and workload since fiscal year 1997. GovWorks expects continuing growth through fiscal year 2007. The IFF has been subject to an audit of its financial statements at the franchise fund level through fiscal year 2002. The Commerce Franchise Fund's (CFF) only business line, Office of Computer Services (OCS), provides information technology infrastructure support services and has had a declining revenue and customer base. However, OCS expects its revenues to remain stable through fiscal year 2005. The CFF was subject to financial audits at the franchise fund level for fiscal years 1997 and 1998, and at the department level for fiscal years 2001 and 2002. No audits were conducted for fiscal years 1999 or 2000.

Longer-term reauthorization (more than 1 or 2 years) would be helpful to the operation of franchise fund pilots, but neither their legal authority nor their operation makes franchise funds unique compared to other IR funds. A primary attraction to the franchise fund label is the explicit ability to retain reserves, and Congress could, and has, given this authority to other IR funds. The explicit authority provisions granted to franchise fund pilots (and a few other IR funds) could be considered case-by-case for individual IR funds. In deciding whether to provide these authorities to any individual fund, Congress could use the same criteria suggested by OMB for franchise fund pilots, including: (1) examining operations against OMB/CFO's 12 business operating principles, (2) determining if managerial cost accounting processes are in place to account for the full unit costs of outputs produced, and (3) considering if annual or periodic independent audits are being conducted at the fund level to ensure the reliability of the fund's financial information. Individual case-by-case authority would also permit Congress to consider and evaluate the agency's commitment and the strength of the IR fund's leadership, which are additional factors that can influence the success of the fund.

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United States General Accounting Office Washington, D.C. 20548

August 22, 2003

The Honorable Tom Davis Chairman The Honorable Henry A. Waxman Ranking Minority Member Committee on Government Reform House of Representatives

In your January 9, 2003, letter you asked us to evaluate the franchise fund pilots authorized by the Government Management Reform Act of 1994 as you consider their reauthorization. To fully understand reauthorization issues, we agreed to (1) examine the universe of intragovernmental revolving (IR) funds¹ (of which franchise funds are a type) and their legal authorities and to determine how these authorities differ, (2) study the operations of selected franchise fund pilots, and (3) identify issues that Congress might consider as it contemplates permanent reauthorization of franchise funds. On July 11, 2003, we briefed committee staff on the results of our work. As agreed with your office, this letter summarizes and transmits the information provided in that briefing.

We used budget data to identify IR funds and reviewed the *U.S. Code* to analyze their legal authorities. We selected the franchise fund pilots at the Departments of the Interior and Commerce for case studies. We determined that GovWorks is the primary component of the Interior franchise fund (IFF) and that the Office of Computer Services (OCS) is the sole component of the Commerce franchise fund (CFF), and our case-study work focused on these two entities. We interviewed agency officials at the department and franchise fund levels, examined a variety of documentation, and did an in-depth review of the managerial cost accounting processes at the franchise fund level. During this review, we examined work done by other auditors and performed limited testing of data reliability but did not conduct audit procedures designed to render an opinion on the franchise funds' financial information. We obtained comments from GovWorks and OCS on a draft of the report relevant to each and incorporated those comments, which were technical in nature,

¹ An IR fund conducts continuing cycles of business-like activity within and between government agencies. It charges for the sale of products or services and uses the proceeds to finance its spending, usually without requirement for annual appropriations.

	where appropriate. Our work was conducted in Washington, D.C., from January through July 2003, in accordance with generally accepted government auditing standards. (See pages 12 to 14.)
Results in Brief	Although longer-term authorization for franchise fund pilots would be helpful to the operation of the funds and their clients, neither their legal authority nor their operation makes franchise funds unique compared to other IR funds. A primary attraction to the franchise fund label is the explicit ability to retain 4 percent of total annual income, and Congress could, and has, given this authority to other IR funds. Since most large agencies already have at least one IR fund, allowing all departments and independent agencies to set up franchise funds is unnecessary. Instead, the explicit authority provisions granted to franchise fund pilots (and a few other IR funds) could be considered case-by-case for individual IR funds. In deciding whether to provide these authorities, Congress could use the same criteria suggested for franchise fund pilots, including: (1) examining operations against the 12 business operating principles established by the Office of Management and Budget (OMB) and the Chief Financial Officers (CFO) Council, (2) determining if managerial cost accounting processes are in place to account for the full unit costs of outputs produced, and (3) considering if annual or periodic independent audits are being conducted at the fund level to ensure the reliability of the fund's financial information. Individual case-by-case authority would also permit Congress to consider and evaluate the agency's commitment and the strength of the IR fund's leadership, which are additional factors that can influence the success of the fund. (See pages 47 and 48.)
Background	Federal agencies are prohibited by law from transferring funds from one agency to another, unless otherwise authorized by law. The Economy Act of 1932 authorizes a federal agency to provide goods or services to another federal agency and generally provides authority for federal agencies to enter into intragovernmental transactions when no other, more specific, authority applies. However, the Economy Act restricts flexibility by requiring the client agency to deobligate fiscal year funds at the end of the period of availability to the extent that these funds have not been obligated by the performing agency. In contrast, where an interagency agreement is based on specific statutory authority other than the Economy Act, an agency is not required to deobligate funds at the end of the period of availability. The specific legal authorities creating IR funds authorize these

funds to enter into intragovernmental transactions and provide more flexibility by allowing the client agency's fiscal year funds to remain obligated, even after the end of the fiscal year, to pay the IR fund for the provision of services which meet a legitimate or bona fide need incurred during the period of availability of the customer agency's appropriation.^{2,3}

The Government Management Reform Act of 1994 authorized OMB to designate six franchise fund pilots. These pilots are a type of IR fund that were established as self-supporting business-like entities providing common administrative services on a fully reimbursable basis. Between May 1996 and January 1997, OMB designated pilots at the Departments of Commerce, Veterans Affairs (VA), Health and Human Services (HHS), the Interior, and the Treasury, and at the Environmental Protection Agency (EPA). As criteria for operation, OMB and the CFO Council defined 12 business operating principles for the franchise fund pilots.⁴ OMB also stressed the importance of accounting for full cost⁵ and suggested that agencies consider the usefulness of audited financial statements at the fund level. The six pilots provide a variety of common services, such as acquisition management, financial management services, and employee assistance programs. They are similar to other business-like entities such as the National Finance Center (NFC) at the Department of Agriculture and the Federal Systems Integration and Management Center (FEDSIM) at the General Services Administration (GSA).

The pilots were originally to expire at the end of fiscal year 1999, but the date has been extended three times (the last two times on an annual basis). As of August 2003, authorization for most of the pilots will expire at the end of fiscal year 2003. The Treasury franchise fund is authorized through the end of fiscal year 2004 and the EPA pilot has permanent authorization. In

⁴ See appendix II for a list of the 12 business operating principles.

 $^{^{2}}$ The use of a revolving fund does not change the period of availability of the customer agency's appropriation. It is improper for a customer funded by fiscal year appropriations to place orders in excess of legitimate needs, thereby using the revolving fund to extend the life of the appropriation.

³ This is only one of the differences between the Economy Act of 1932 and the legal authorities for IR funds, but it is the one most important for our discussion. Other differences are mentioned on page 15.

⁵ The Statement of Federal Financial Accounting Standards (SFFAS) No. 4 sets forth basic cost accounting concepts and five main standards for managerial cost accounting by the federal government.

	addition to suggestions of permanent authorization for the pilots, there has been some discussion in recent years of expanding the franchise fund concept governmentwide, that is, allowing all departments and independent agencies to set up franchise funds.
Intragovernmental Revolving Funds and Their Legal Authorities	We identified 58 IR funds with varying titles and purposes. Most IR funds function under the title or label "working capital fund." Examples of other labels include revolving funds, supply funds, and franchise funds. Most large agencies have at least one IR fund, and many have more than one. For example, Interior has a franchise fund pilot and four working capital funds. Intragovernmental revolving funds were created for a variety of purposes, but most frequently, to provide the common support services required by many federal agencies. Examples include photocopying, payroll services, information technology services, and financial management services. We determined that 34 of the 58 IR funds provide common services, while the remaining 24 have very specific purposes of providing goods or services to satisfy needs unique to their agencies. (See pages 22 and 23.)
	The 34 IR funds that provide common services operate under similar legal authorities. These authorities generally specify the means of initial capitalization and allow both internal entities and external agencies to pay the IR funds for services provided, either by reimbursement or in advance (some are required to receive payments in advance). Intragovernmental revolving funds are generally required to charge rates for their services sufficient to recover all operational expenses, although over the long term they are not intended to earn more than is required to break-even. In fact, the legal authorities for IR funds commonly require the return of surplus amounts to the Treasury at the end of the fiscal year. However, some receipts may be carried over to the next fiscal year as unobligated balances, including amounts reserved to cover the costs of annual leave and depreciation. Some additional discretion to carry over unobligated balances is provided to 22 of the 34 IR funds. For example, the head of the agency is allowed to determine the level of funding required to meet the needs of 16 of the IR funds and 6 IR funds are not specifically required to return surpluses to the Treasury. This discretion does not mean that IR funds are allowed to operate with continuing surpluses; over the long term, they are still required to break-even. The remaining 12 of the 34 funds— including 5 of the franchise fund pilots—have explicit authority to retain additional unobligated balances. By statute, the 12 funds are authorized to charge for an operating reserve and/or to retain a reserve for acquisition of capital equipment and financial management improvements. Five of the

	franchise fund pilots have explicit authority for both a "reasonable operating reserve" and "to retain up to 4 percent of total annual income for acquisition of capital equipment and financial management improvements." ⁶ Appendix 3 shows the various authorities by fund. (See pages 24 through 27.)	
Operations of the Franchise Fund Pilots at Interior and Commerce	During our case studies at the Interior and Commerce franchise fund pilots, we found that both have (1) taken into account many of the 12 business operating principles, (2) designed their cost accounting processes to set fees to recover the full cost of operations, and (3) progressed toward implementing the five main cost accounting standards. ⁷ The IFF's major business line, GovWorks, provides acquisition services and has seen dramatic growth in revenue and workload since fiscal year 1997. GovWorks projects continuing growth through fiscal year 2007. The IFF has been subject to an audit of its financial statements at the franchise fund level through fiscal year 2002. The CFF's only business line, OCS, provides information technology infrastructure support services and has had a declining revenue and customer base. However, OCS expects its revenues to remain stable through fiscal year 2005. The CFF was subject to financial audits at the franchise fund level for fiscal years 1997 and 1998, and at the department level for fiscal years 2001 and 2002. No audits were conducted for fiscal years 1999 or 2000. (See pages 28 through 35 for the IFF and pages 36 through 43 for the CFF.)	
Reauthorization Issues	During the course of our work, we identified several reauthorization issues. Franchise fund managers cited the benefits of working under the franchise fund label and perceived the ability to retain 4 percent of total annual income as a benefit of a franchise fund. However, there is not a clear understanding of the relationship between the "4 percent retention" provision and the "operating reserve" provision. Clarification of the	

 7 The standards are set forth in SFFAS No. 4.

relationship between these two provisions could avoid different interpretations. (See pages 44 and 45.)

If franchise funds were to be reauthorized, longer term reauthorizations (i.e., more than 1 or 2 years) would be beneficial and might provide less uncertainty for current and potential clients than do annual reauthorizations. Franchise fund managers mentioned other changes that might be helpful. Although the ability to receive payment in advance is sometimes advantageous, the requirement for advance payment reduces the IR funds' flexibility to work with some clients. One franchise fund manager said that additional human capital flexibilities, such as in hiring practices, might be beneficial. (See page 45.)

If the pilots were not reauthorized, many of the services provided would probably continue under other authorities. For example, both GovWorks and OCS operated under different authorities prior to becoming part of their respective franchise fund pilots. OCS officials told us that they would probably continue to operate under the authority of the working capital fund if the CFF pilot did not continue. GovWorks would seek authorization as a working capital fund so that it would not have to operate under the authority of the Economy Act. (See page 46.)

As agreed with your office, unless you announce the contents of this report earlier, we plan no further distribution until 30 days from the date of this letter. At that time, we will provide copies of this report to other interested congressional committees and make copies available to others upon request. In addition, the report will be available at no charge on the GAO Web site at http://www.gao.gov.

If you or your staff have any questions regarding the information in this report, please contact me at (202) 512-9142 or Christine Bonham, Assistant

Director, at (202) 512-9576. Key contributors to this review were Jennifer A. Ashford, Michael S. LaForge, Bill Wright, Hannah R. Laufe, Mark P. Connelly, and Elizabeth Lessman.

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Susan J. Irving Director, Federal Budget Analysis Strategic Issues

Appendix I Franchise Fund Pilot Review

Franchise Fund Pilot Review Briefing for Chairman Davis and Ranking Member Waxman Committee on Government Reform U.S. House of Representatives July 11, 2003



Introduction

- Original expiration extended three times
- Current expiration at end of fiscal year 2003; Treasury franchise fund will expire at end of fiscal year 2004
- Little literature is available regarding franchise fund pilots' operations
- Expanding the franchise fund concept on a governmentwide basis has been discussed in recent years
- In consideration of reauthorization, need to understand the universe of similar types of IR funds and the operation of the pilots











¹ There are other types of revolving funds that share common elements with IR funds, but they are not relevant to our discussion. IR funds are revolving funds whose receipts come primarily from other government accounts.













R funds exist under a variety opening the most common:	of labels, with "working capital fund"
– 28 working capital funds	– 3 supply funds
– 6 revolving funds	– 3 building funds
– 5 franchise funds ⁴	– 13 "other" funds

capital fundsDepartment of Commerce has a franchise fund pilot and 3 working capital funds

⁴ As discussed, the EPA franchise fund is labeled a "working capital fund" and the HHS pilot operates under its "service and supply fund." On the other hand, the Federal Aviation Administration (FAA) has a fund that it labels a "franchise fund." It is not part of the franchise fund pilot program although it operates under similar authority.









⁵ See U.S. General Accounting Office, OPM's Revolving Fund Policy Should Be Clarified and Management Controls Strengthened, GAO/GGD-84-23 (Washington, D.C.: Oct. 13, 1983).





Interior Franchise Fund: Implementation of Business Principles <u>Principle 1: Services</u>-provide only common administrative support services GovWorks: Provides acquisition services OMB defines procurement as <u>inherently governmental</u> in nature Some clients do not have a procurement office; others choose to use GovWorks rather than their own procurement office Supports project from contract initiation to contract close-out and helps client choose appropriate vendor to perform work Principle 2: Organization-clearly defined organizational structure GovWorks: Separate organizational coding structure in general ledger accounting system for transactions



Interior Franchise Fund: Implementation of Business					
Principles (cont.)					
Principle 4: Self-sustaining/Full Cost Recovery—fees established to recover full cost					
• GovWorks:					
 Management reports and financial statements indicate the collection of revenues in excess of what would normally be considered full costs, as permitted by law 					
 Design of the managerial costing processes identifies full (direct and indirect) costs of operations 					
 Service fees are set at a fixed percentage of contract amounts in order to recover the full cost of operations, including support services provided by MMS and overhead allocated by the Department of the Interior; however, 					
 Has not regularly calculated the unit costs of outputs, i.e., actual unit cost per contract dollar awarded, which could be useful as a measure of performance 					


	Principles (cont.)
ca	<u>le 7: Adjustments to Business Dynamics</u> –ability to adjust pacity and resources up and down <u>ovWorks:</u>
_	Experienced dramatic growth in revenue and workload since fiscal year 1997 and projected through fiscal year 2007
_	Actively marketing in print and electronic media using the "GovWorks" brand name in its franchise awareness program
—	Has hired new staff to meet increasing workloads and has developed training
—	Reviewing core business processes and documenting procedures to facilitate consistent delivery of services

	Principles (cont.)
Ca	 <u>le 8: Surge Capacity</u>-resources to provide for peak business periods, apital investments, and new starts for Works: Legal requirement for advance payments allows cash flow for hiring of additional employees as needed Flexibility limited by constraints on using private contractors to perform inherently governmental acquisition management Combined reserve balance as of June 2003 is about \$6.3 million Desired "operating reserve" would total \$16 million, and would include funds intended to: Pay for ordinary/necessary operating costs that may be incurred Offset any future short-term operating losses Replace <u>existing</u> capital equipment/software Pay employees' annual leave earned since business line inception Cover costs of shutting-down business line (if ever necessary) Desired "reserve for improvements" would total \$3 million, and would include funds intended for improvements in the financial, procurement, and business management systems

mu	rior Franchise Fund: Implementation of Business
	Principles (cont.)
eli	ple 9: Cessation of Activity–reasonable notice to customer before minating service ovWorks:
-	No elimination of service has occurred; clients reportedly not affected by movement of NBC services to working capital fund Franchise fund management has the freedom to not enter into additional contracts with clients Operating reserve includes funds intended to cover 1 year of costs to perform shut-down if service is eliminated Believes that if the franchise fund was not reauthorized, it could continue successful operations if it were authorized as a working capital fund; would not want to operate under the authority of the Economy Act
• G	 <u>ple 10: Voluntary Exit</u>-customers should be able to exit ovWorks: Procurement contracts are discrete, customers can leave at contract's end Has many return clients but does not document whether all customers return



Commerce Franchise Fund: Implementation of Business Principles <u>Principle 1: Services</u>-provide only common administrative support services OCS: Provides information technology infrastructure support services Uses subcontractors to provide some services such as disaster data recovery, computer maintenance, and technical support Principle 2: Organization-clearly defined organizational structure OCS: Separate organizational coding structure in general ledger accounting system for transactions Is the only business line in the franchise fund and its internal management reports clearly lay out its revenues and types of costs





















Appendix II 12 Business Operating Principles

OMB Description			
The enterprise should only provide common administrative support services.			
The organization would have a clearly defined organizational structure including readily identifiable delineation of responsibilities and functions and separately identifiable units for the purpose of accumulating and reporting revenues and costs. The funds of the organization must be separate and identifiable and not commingled with another organization.			
The provision of services should be on a fully competitive basis. The organization's operation should not be "sheltered" or be a monopoly.			
The operation should be self-sustaining. Fees will be established to recover the "full costs," as defined by standards issued in accordance with FASAB (the Federal Accounting Standards Advisory Board).			
The organization must have a comprehensive set of performance measures to assess each service that is being offered.			
Cost and performance benchmarks against other "competitors" are maintained and evaluated.			
The ability to adjust capacity and resources up or down as business rises or falls, or as other conditions dictate, if necessary.			
Resources to provide for "surge" capacity and peak business periods, capital investments, and new starts should be available.			
The organization should specify that prior to curtailing or eliminating a service, the provider will give notice within a reasonable and mutually agreed time frame so the customer may obtain services elsewhere. Notice will also be given within a reasonable and mutually agreeable timeframe to the provider when the customer elects to obtain services elsewhere.			
Customers should be able to "exit" and go elsewhere for services after appropriate notification to the service provider and be permitted to choose other providers to obtain needed service.			
Full Time Equivalents (FTEs) would be accounted for in a manner consistent with the Federal Workforce Restructuring Act and OMB requirements, such as Circular A-11.			
Capitalization of franchises, administrative service, or other cross-servicing operations should include the appropriate FTE commensurate with the level of effort the operation has committed to perform.			

Source: OMB and the CFO Council

^aWe did not examine these principles in our case study of the Interior and Commerce franchise fund pilots.

Authority to Retain Unobligated Balances— Franchise Pilots and Comparable IR Funds

	Department/ agency	Fund name/bureau	Secretarial discretion to retain unobligated balances ^a	Explicit authority to retain operating reserve	Explicit authority to retain up to 4% of total annual income	Other explicit authority to retain balances
1	Commerce	Franchise fund, Departmental Management		Х	Х	
2	Interior	Franchise fund, Minerals Management Service		Х	Х	
3	Treasury	Franchise fund, Departmental Offices		Х	Х	
4	VA	Franchise fund, Departmental Administration		Х	Х	
5	EPA	Working capital fund (WCF)		Х	Х	
6	Transportation	Administrative services franchise fund, FAA		Х	Х	
7	Commerce	WCF, Census		Х		
8	Homeland Security	WCF, Departmental Management		Х		
9	Justice	WCF, General Administration			Х	Х
10	CIA	Central services WCF			Х	
11	Labor	WCF, Departmental Management				Х
12	National Archives and Records Administration	Records center revolving fund				X
13	Agriculture	WCF, Executive Operations	Х			
14	Commerce	WCF, Departmental Management	Х			
15	Commerce	WCF, National Institute of Standards and Technology	Х			
16	Defense—Military	Buildings maintenance fund	Х			
17	Energy	WCF, Departmental Administration	Х			
18	HHS⁵	HHS service and supply fund, Program Support Center	Х			
19	Housing and Urban Development	WCF, Management and Administration	Х			
20	State	WCF, Administration of Foreign Affairs	Х			
21	Interior	WCF, Bureau of Reclamation	Х			
22	Interior	WCF, Departmental Management	Х			
23	Interior	WCF, United States Geological Survey	Х			
24	Treasury	WCF, Departmental Offices	Х			

Appendix III Authority to Retain Unobligated Balances— Franchise Pilots and Comparable IR Funds

(Continued From	Previous Page)
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	Department/ agency	Fund name/bureau	Secretarial discretion to retain unobligated balances ^a	Explicit authority to retain operating reserve	Explicit authority to retain up to 4% of total annual income	Other explicit authority to retain balances
25	Transportation	Transportation Administrative Service Center, Office of the Secretary	Х			
26	VA	Supply fund, Departmental Administration	Х			
27	Equal Employment Opportunity Commission	Education, technical assistance and training revolving fund	Х			
28	GSA	WCF, General Activities	Х			
29	GSA	Federal buildings fund, Real Property Activities	Х			
30	GSA	General supply fund, Supply and Technology Activities	Х			
31	GSA	Information technology fund (FEDSIM), Supply and Technology Activities	Х			
32	International Assistance Programs	WCF, Agency for International Development	Х			
33	Legislative Branch	Fedlink program and Federal research program, Library of Congress	Х			
34	Office of Personnel Management	Revolving fund	Х			
Total			22	8	8	3

Source: GAO analysis

Note: Shading highlights franchise fund pilots.

^aMost of these funds are required to deposit in miscelleneous receipts of the Treasury amounts in excess of the needs fo the fund; however, in some cases this requirement is not specifically stipulated.

^bThe HHS franchise fund pilot operates under the statutory authority for the HHS Service and Supply Fund, which is not required to return excess to the Treasury. There is no explicit authority specifying an operating reserve or the retention of up to 4 percent of total annual income, although HHS franchise fund officials believe that they are allowed this authority according to Chief Financial Officers Council, *Federal Franchise Pilots: Pilot Program Implementation Guide* (Washington, D.C.: April 1996).

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