

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# **Common Characteristics of the Government Fiscal Year 2013**

**April 2014**

*a New Day for Federal Service*

# Common Characteristics of the Government

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## CCOG

**2013**

*This document provides a brief outline of the OPM's Federal employee databases, from their coverage to their most commonly requested data. Anyone using OPM data is highly encouraged to read through this document.*

**U.S. Office of Personnel Management  
Planning and Policy Analysis  
Data Analysis Group**

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## Purpose

This document serves as an overview of the size and characteristics of the Federal civilian workforce, enabling reporters, external analysts, and the general public access to commonly requested descriptive information.

This document will first cover the limitations and nature of the federal employment data that OPM regularly posts on the web. It will then describe commonly used definitions and outline their implications. Lastly, it presents some basic data, in the form of tables and graphs, to offer some insight into the current and historical composition of the Federal Government.

## Introduction

As a prerequisite to analyzing and interpreting the OPM’s employment data, one must understand (a) the coverage of the OPM’s databases, (b) the various types of employment, (c) the basic trends in Federal employment, and (d) the common practices of the Data Analysis Group (DAG). The validity and accuracy of inferences drawn from OPM statistics will depend heavily on these four items.

## Coverage

The OPM houses a human resources database, the Enterprise Human Resources Integration (EHRI). Production data are typically released every month. “Status” data (cross-sections; used for total employment aggregates) are available one to two months after the end of each month. “Dynamics” data (all personnel actions; used for hiring numbers, retirement figures, etc.) require more time, approximately four months from the end of a particular month, to become production data because of the late actions, cancellations, and corrections, which Status data do not have.

Often, OPM coverage is equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and exclusively civilian, but the data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some pieces of the Legislative Branch. For specific exclusions and inclusions, visit FedData on the OPM’s website: <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/#url=SDM>. One final point about personnel coverage, OPM data do not include contractors.

In addition to *who* the OPM covers, it is also helpful to know *what* the OPM collects. The EHRI contain over 100 different variables, or data elements, for each employee. The vast majority of these elements pertain strictly to employment. Items such as marital status or residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM’s data are public information, even data at the individual level. Certain exclusions apply, however. Visit <http://www.opm.gov/information-management/freedom-of-information-act/> for more information including requesting individualized data. Requests that are not specific to certain employees can be handled through [FedStats@opm.gov](mailto:FedStats@opm.gov). For the complete guide to what elements OPM data include, visit <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/data-policy-guidance/#url=Data-Reporting-Guidance>.

## Types of Employment

Each Federal employee has a particular work schedule, type of appointment, tenure, and appointment authority, among other variables, which dictate the “type” of his or her employment. These variables have many levels and definitions. Collectively, however, they lead to six types of employment.<sup>1</sup>

- All employees: this category includes all Federal employees.
- Permanent (P): this category includes all employees hired with no absolute end date.
- Full-time (FT): this category includes all employees working a 40-hour work week.
- Full-time Non-seasonal (FTNS): this category includes all employees working a 40-hour work week year-round.
- Full-time Permanent (FTP): this category includes all employees working a 40-hour work week with no absolute end date.
- Non-seasonal Full-time Permanent (NSFTP): this category includes all employees working a 40-hour work week year round with no absolute end date.

Each category carries very different characteristics. Most notably, the employment type heavily affects count and salary statistics, which also happen to be the most commonly requested statistics. To understand the magnitude of these differences, see TABLE 1. TYPES OF EMPLOYMENT.

**TABLE 1. TYPES OF EMPLOYMENT**

Statistics for all types of employment from all quarters of FY2013

### EMPLOYMENT

EMPLOYMENT TYPE	DEC2012	MAR2013	JUNE2013	SEP2013
ALL	2,096,311	2,090,381	2,079,964	2,067,262
PERMANENT	1,943,251	1,943,119	1,921,979	1,917,940
FULL-TIME	1,970,221	1,963,599	1,961,090	1,947,469
FULL-TIME NON-SEASONAL	1,938,915	1,924,678	1,933,044	1,917,859
FULL-TIME PERMANENT	1,878,998	1,877,596	1,859,674	1,855,761
NON-SEASONAL FULL-TIME PERMANENT	1,854,266	1,845,282	1,837,038	1,831,723

### AVERAGE SALARY

EMPLOYMENT TYPE	DEC2012	MAR2013	JUNE2013	SEP2013
ALL	\$76,908	\$ 76,910	\$ 77,002	\$77,530
PERMANENT	\$77,870	\$ 77,803	\$ 78,231	\$78,619
FULL-TIME	\$77,833	\$ 77,861	\$ 77,793	\$78,353
FULL-TIME NON-SEASONAL	\$78,263	\$ 78,467	\$ 78,230	\$78,756
FULL-TIME PERMANENT	\$78,331	\$ 78,290	\$ 78,658	\$79,028
NON-SEASONAL FULL-TIME PERMANENT	\$78,683	\$ 78,823	\$ 79,049	\$79,374

Naturally, the counts descend as the employment type becomes more specific. The broadest definition is, of course, All Employees. The most restrictive is NSFTP; nonetheless, filtering to NSFTP omits only around 235,000 employees, a relatively small portion of the two million plus employees in total. Salary, on the other hand, rises as the

<sup>1</sup> Data are always filtered to employees in pay status, meaning only employees currently receiving a paycheck are included.

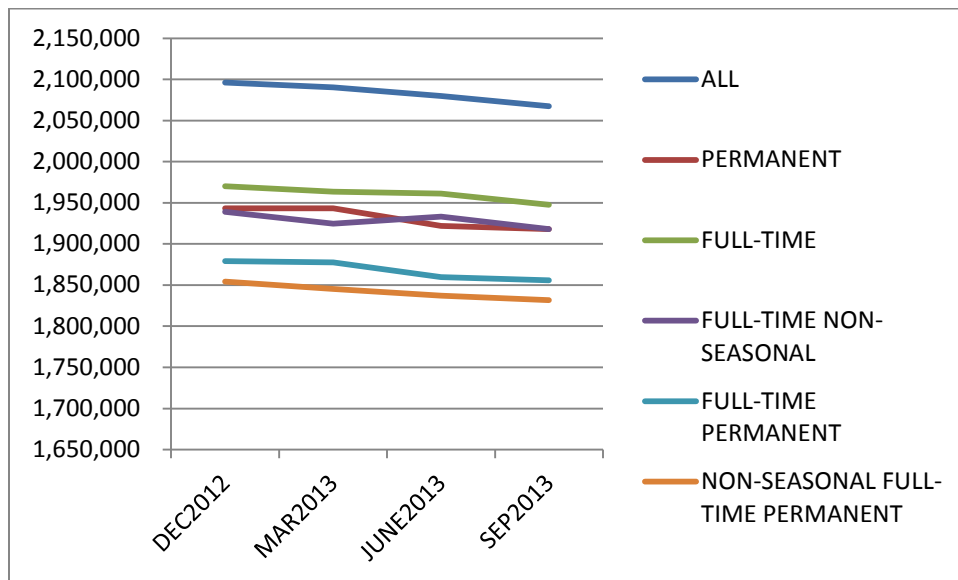
category becomes more specific. This increase is not attributable to part-time and non-seasonal employees working limited hours, because salary statistics are annualized. The increase is actually the result of differences in occupation and qualification. Recognizing the employment category on each OPM data request or report and understanding the differences among these categories is especially important when comparing data that have different employment filters.

### Trends in Employment

In addition to the effect of the type of employment, the timing of employment has a strong influence on various statistics. Of course, employment will vary from year to year, depending on a number of factors. Often overlooked is the predictable pattern hiring follows *within* a year. See FIGURE 1. SEASONALITY OF EMPLOYMENT and FIGURE 2. SEASONALITY OF SALARY to view the seasonal effects on employment and salary, respectively.

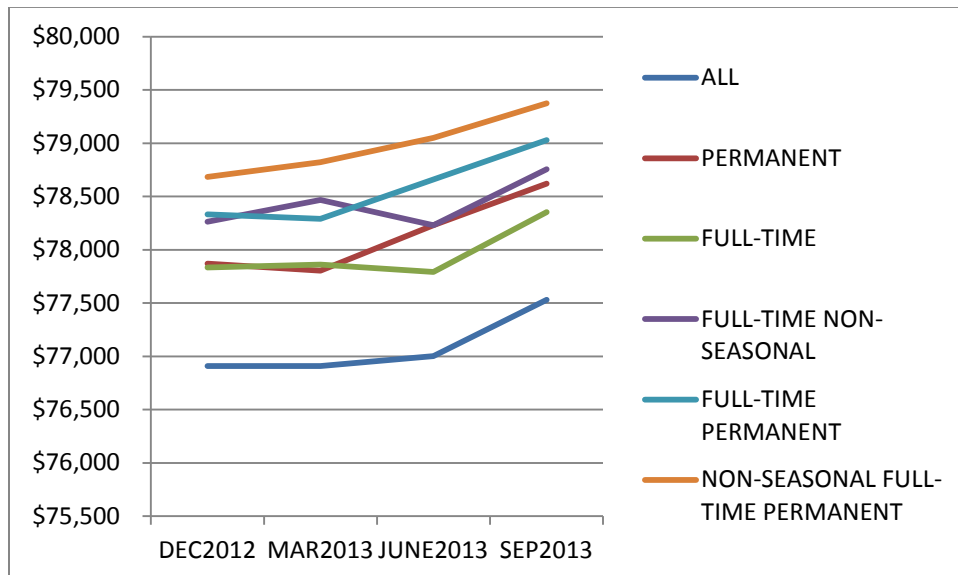
**FIGURE 1. SEASONALITY OF EMPLOYMENT**

Statistics for all types of employment from all quarters of FY2013



**FIGURE 2. SEASONALITY OF AVERAGE SALARY**

Statistics for all types of employment from all quarters of FY2013





Although these charts examine only one fiscal year, the trends they display persist for most fiscal years. As with employment type, observing the quarter from which OPM data came and knowing these typical within-year trends are important in making proper inferences.

## Common Practices of DAG

DAG is the group responsible for, among other things, producing official statistics on Federal civilian employment. The way in which DAG approaches most data requests is important to note. Foremost, unless otherwise requested, DAG filters statistics to NSFTP employees. As can be seen in the figures above, NSFTP counts are the least susceptible to seasonal variation, and, keeping in mind there is normally an annual pay increases in January, NSFTP salaries are the most constant within a year. The implication is that NSFTP statistics offer the best quarter-to-quarter comparisons. The data in the following section are restricted to NSFTP. Furthermore, as mentioned above in a footnote, the data are also restricted to employees in pay status (employees receiving a paycheck), a restriction DAG always observes. Lastly, the data in the section below represent the Fiscal Year, which, in the Federal Government, ends on the 30<sup>th</sup> of September. In many tables, a column or row may be headed “FY2013,” for example. For Status data, FY2013 represents the composition of the Federal Government on September 30, 2013. For Dynamics data (only the “Action” Tables and Graphs), FY2013 is the compilation of all personnel actions between October 1, 2012 and September 30, 2013. The logic repeats for any Fiscal Year.

## Data

### Framing the Federal Population

Context is a good place to start. Just how large is the Federal employee population? To relate the size of the Federal civilian workforce to the U.S. as a whole, the first data presented in this section compare the Federal population to the national population. TABLE 2. NSFTP POPULATION COMPARISON provides some basic statistics.

**TABLE 2. NSFTP POPULATION COMPARISON**

Federal counts restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

AGENCY	FY2009	FY2010	FY2011	FY2012	FY2013
TOTAL U.S. POPULATION*	306,771,529	309,326,225	311,587,816	313,914,040	316,159,818
NSFTP FEDERAL EMPLOYEES	1,757,105	1,831,719	1,856,580	1,850,311	1,831,723
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.728	5.922	5.958	5.894	5.794

The table shows the Federal NSFTP population and the total United States population since 2009<sup>2</sup>. It is important to note that this table considers the entire U.S. population, not simply the labor force or workforce.

The OPM houses only Federal civilian employment data. For total population figures, visit the Census Bureau website (the source of some information in Table 2) at <http://www.census.gov/>. For employment information, extending beyond the Federal civilian portion, visit the Bureau of Labor Statistics (BLS) website at <http://www.bls.gov/>. The BLS tracks labor force participation, price indices, and similar information. Census and BLS data are in no way linked to OPM data.

<sup>2</sup> The U.S. population estimates came from the Census Bureau’s July release: [http://www.census.gov/popest/data/historical/2000s/vintage\\_2009/index.html](http://www.census.gov/popest/data/historical/2000s/vintage_2009/index.html) and <http://www.census.gov/popest/data/national/totals/2012/index.html>.



## Commonly Requested Data, Fiscal Year 2013

Counts by agency are the most common data requests DAG receives. The OPM databases consist of about 120 Federal agencies, ranging from single-digit to six-digit employee counts. TABLE 3 NSFTP AGENCY provides the counts and percentages of employees by agency for all the Cabinet level agencies. The table also has a category, "ALL OTHER AGENCIES" which contains all non-cabinet level agencies, a little less than 9% of the federal employment. The percentage is the fraction of agency employees over total Federal employees. Cabinet-level agencies dominate the percentages, particularly the four military branches as well as The Department of Veterans' Affairs, The Department of Homeland Security, and The Department of Justice.

**TABLE 3. NSFTP AGENCY**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	3,865	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,547	0.47
DEPARTMENT OF STATE	10,142	0.55
DEPARTMENT OF ENERGY	14,739	0.80
DEPARTMENT OF LABOR	15,354	0.84
DEPARTMENT OF COMMERCE	34,550	1.89
DEPARTMENT OF THE INTERIOR	50,959	2.78
DEPARTMENT OF TRANSPORTATION	54,374	2.97
DEPARTMENT OF HEALTH AND HUMAN SERVICES	62,086	3.39
DEPARTMENT OF AGRICULTURE	74,117	4.05
DEPARTMENT OF DEFENSE	85,579	4.67
DEPARTMENT OF THE TREASURY	89,852	4.91
DEPARTMENT OF JUSTICE	112,342	6.13
DEPARTMENT OF THE AIR FORCE	159,499	8.71
DEPARTMENT OF HOMELAND SECURITY	168,348	9.19
DEPARTMENT OF THE NAVY	188,599	10.30
DEPARTMENT OF THE ARMY	241,609	13.19
DEPARTMENT OF VETERANS AFFAIRS	297,528	16.24
ALL OTHER AGENCIES	159,634	8.71
ALL	1,831,723	100.00

TABLE 4. NSFTP AGENCY TREND provides counts of Federal employees by Cabinet level agency and fiscal year. The table also has a category, "ALL OTHER AGENCIES" which contains all non-cabinet level agencies. Counts of Federal employees by agency and fiscal year are some of the most commonly requested historical data.

**TABLE 4. NSFTP AGENCY TREND**

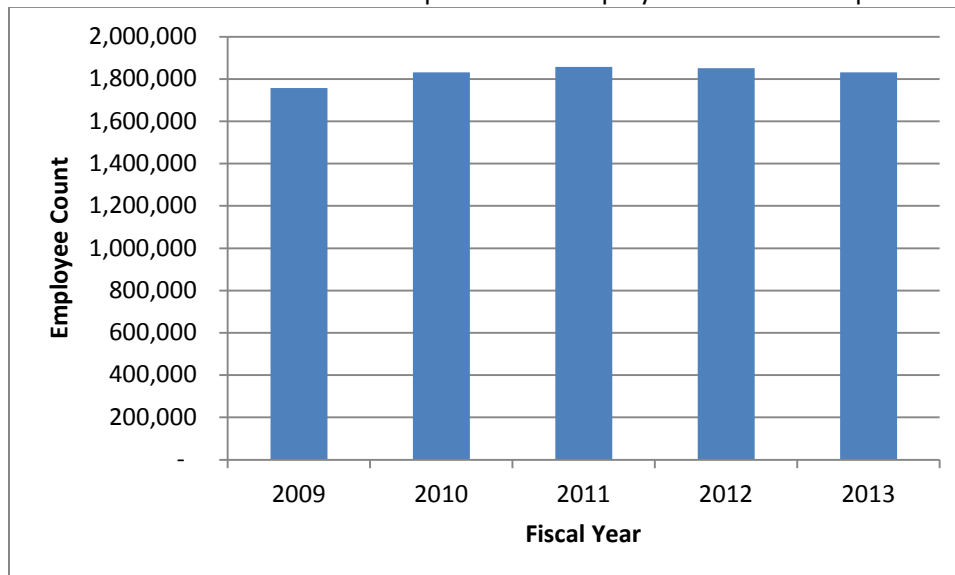
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

AGENCY	FY2009	FY2010	FY2011	FY2012	FY2013
DEPARTMENT OF EDUCATION	3,769	4,010	4,066	3,899	3,865
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,147	9,397	9,269	8,982	8,547
DEPARTMENT OF STATE	8,622	8,959	9,443	9,761	10,142
DEPARTMENT OF ENERGY	15,134	15,757	15,548	15,041	14,739
DEPARTMENT OF LABOR	14,762	15,387	15,190	15,705	15,354
DEPARTMENT OF COMMERCE	33,642	33,711	34,501	35,013	34,550
DEPARTMENT OF THE INTERIOR	52,796	53,460	53,393	53,156	50,959
DEPARTMENT OF TRANSPORTATION	55,433	56,151	56,092	55,614	54,374
DEPARTMENT OF HEALTH AND HUMAN SERVICES	56,124	58,946	60,303	61,168	62,086
DEPARTMENT OF AGRICULTURE	78,962	80,510	79,899	76,785	74,117
DEPARTMENT OF DEFENSE	76,622	81,179	85,818	86,135	85,579
DEPARTMENT OF THE TREASURY	98,361	99,868	96,232	92,397	89,852
DEPARTMENT OF JUSTICE	108,349	112,688	112,867	113,358	112,342
DEPARTMENT OF THE AIR FORCE	148,133	158,039	166,338	161,574	159,499
DEPARTMENT OF HOMELAND SECURITY	157,573	161,273	166,210	169,116	168,348
DEPARTMENT OF THE NAVY	180,913	189,389	191,975	192,500	188,599
DEPARTMENT OF THE ARMY	241,329	257,947	255,487	251,257	241,609
DEPARTMENT OF VETERANS AFFAIRS	255,012	268,187	277,461	285,436	297,528
ALL OTHER AGENCIES	162,422	166,861	166,488	163,414	159,634
ALL	1,757,105	1,831,719	1,856,580	1,850,311	1,831,723

FIGURE 3. NSFTP EMPLOYMENT TREND charts the size of the Federal workforce over the last five years. Again, these counts are restricted to NSFTP employees.

**FIGURE 3. NSFTP EMPLOYMENT TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009



Geography is also frequently requested data. TABLE 5. NSFTP STATE shows counts and percentages of Federal employees by state. At the bottom of the table there is an Unspecified category, which typically denotes errors in reporting. This Unspecified category will appear again in many other data tables. It is important to note that the data reflect places of employment, not places of residence.

**TABLE 5. NSFTP STATE**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

STATE	COUNT	PERCENT
ALABAMA	38,217	2.09
ALASKA	10,583	0.58
ARIZONA	36,752	2.01
ARKANSAS	12,864	0.70
CALIFORNIA	149,086	8.14
COLORADO	35,911	1.96
CONNECTICUT	7,749	0.42
DELAWARE	2,993	0.16
DISTRICT OF COLUMBIA	142,456	7.78
FLORIDA	83,732	4.57
GEORGIA	70,390	3.84
HAWAII	22,653	1.24
IDAHO	7,375	0.40
ILLINOIS	45,139	2.46
INDIANA	21,513	1.17
IOWA	7,837	0.43
KANSAS	15,363	0.84
KENTUCKY	22,416	1.22
LOUISIANA	19,038	1.04
MAINE	9,594	0.52
MARYLAND	119,097	6.50
MASSACHUSETTS	24,927	1.36
MICHIGAN	27,601	1.51
MINNESOTA	16,085	0.88
MISSISSIPPI	17,030	0.93
MISSOURI	32,565	1.78
MONTANA	8,433	0.46
NEBRASKA	9,976	0.54
NEVADA	11,379	0.62
NEW HAMPSHIRE	4,158	0.23
NEW JERSEY	24,605	1.34
NEW MEXICO	22,303	1.22
NEW YORK	61,278	3.35
NORTH CAROLINA	40,122	2.19
NORTH DAKOTA	5,323	0.29
OHIO	48,020	2.62
OKLAHOMA	35,793	1.95
OREGON	16,731	0.91
PENNSYLVANIA	61,607	3.36
RHODE ISLAND	6,207	0.34
SOUTH CAROLINA	20,235	1.10
SOUTH DAKOTA	7,110	0.39
TENNESSEE	25,147	1.37
TEXAS	130,685	7.13
UTAH	25,037	1.37
VERMONT	4,358	0.24
VIRGINIA	143,088	7.81
WASHINGTON	49,411	2.70
WEST VIRGINIA	18,268	1.00
WISCONSIN	13,588	0.74
WYOMING	4,789	0.26
OUTSIDE THE U.S.	33,979	1.86
UNSPECIFIED	1,127	0.06
ALL	1,831,723	100.00

TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2009. It is important to note that the data reflects places of employment, not places of residence. Federal employee counts by state and fiscal year are very commonly requested.

**TABLE 6. NSFTP STATE TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

STATE	FY2009	FY2010	FY2011	FY2012	FY2013
ALABAMA	35,858	38,593	39,832	38,986	38,217
ALASKA	10,955	11,493	11,474	11,170	10,583
ARIZONA	35,539	36,678	37,777	37,320	36,752
ARKANSAS	12,736	12,960	12,837	12,864	12,864
CALIFORNIA	144,510	149,865	151,259	150,762	149,086
COLORADO	34,404	35,420	36,535	36,282	35,911
CONNECTICUT	7,379	7,542	7,731	7,762	7,749
DELAWARE	2,942	2,979	3,029	3,031	2,993
DISTRICT OF COLUMBIA	138,583	144,598	144,037	143,537	142,456
FLORIDA	77,747	81,048	82,574	82,915	83,732
GEORGIA	68,892	71,923	72,499	71,486	70,390
HAWAII	21,687	23,089	23,457	23,446	22,653
IDAHO	7,343	7,413	7,293	7,388	7,375
ILLINOIS	45,501	46,774	46,462	45,801	45,139
INDIANA	20,865	21,588	22,003	22,007	21,513
IOWA	7,576	7,736	7,827	7,715	7,837
KANSAS	14,539	15,413	15,709	15,515	15,363
KENTUCKY	21,624	23,240	23,287	23,198	22,416
LOUISIANA	18,482	18,988	19,387	19,307	19,038
MAINE	9,764	9,980	9,886	9,873	9,594
MARYLAND	104,748	111,410	120,258	119,816	119,097
MASSACHUSETTS	24,201	25,079	25,140	24,926	24,927
MICHIGAN	25,712	26,932	27,619	27,693	27,601
MINNESOTA	15,445	16,062	15,946	15,864	16,085
MISSISSIPPI	16,066	16,737	17,003	17,088	17,030
MISSOURI	33,362	33,866	33,071	32,933	32,565
MONTANA	8,455	8,626	8,711	8,637	8,433
NEBRASKA	9,011	9,500	9,738	9,979	9,976
NEVADA	9,820	10,056	10,419	11,102	11,379
NEW HAMPSHIRE	3,872	3,878	3,962	4,069	4,158
NEW JERSEY	28,463	28,638	25,168	24,806	24,605
NEW MEXICO	22,393	23,414	23,643	23,032	22,303
NEW YORK	61,024	62,325	62,396	62,011	61,278
NORTH CAROLINA	36,298	38,198	39,779	39,886	40,122
NORTH DAKOTA	5,298	5,513	5,454	5,409	5,323
OHIO	45,923	48,604	49,237	48,422	48,020
OKLAHOMA	33,336	35,752	36,435	36,382	35,793
OREGON	16,747	17,312	17,116	16,857	16,731
PENNSYLVANIA	63,414	64,889	64,393	63,137	61,607
RHODE ISLAND	5,902	6,068	6,123	6,245	6,207
SOUTH CAROLINA	18,718	19,468	19,994	20,198	20,235
SOUTH DAKOTA	6,797	7,040	7,161	7,261	7,110
TENNESSEE	23,955	25,283	25,291	25,140	25,147
TEXAS	121,981	128,229	131,066	131,580	130,685
UTAH	25,806	26,599	26,515	25,508	25,037
VERMONT	4,012	3,946	4,107	4,234	4,358
VIRGINIA	135,012	140,907	143,105	144,753	143,088
WASHINGTON	47,038	49,476	50,235	50,300	49,411
WEST VIRGINIA	17,436	17,993	18,092	18,093	18,268
WISCONSIN	12,268	13,059	13,354	13,455	13,588
WYOMING	4,588	4,789	4,851	4,818	4,789
OUTSIDE THE U.S.	32,240	33,864	35,225	34,946	33,979
UNSPECIFIED	838	887	1,078	1,366	1,127
ALL	1,757,105	1,831,719	1,856,580	1,850,311	1,831,723

TABLE 7. NSFTP CBSA provides counts of Federal employees by the ten largest (in terms of Federal employee count) Core Based Statistical Areas (CBSAs) in the U.S. A CBSA is defined as “a geographic area having at least one urban area of population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.”<sup>3</sup> There are over 950 CBSA in the U.S.

**TABLE 7. NSFTP CBSA**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	283,012
NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA	56,718
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	45,014
BALTIMORE-COLUMBIA-TOWSON, MD	42,849
SAN DIEGO-CARLSBAD, CA	33,913
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	32,964
ATLANTA-SANDY SPRINGS-ROSWELL, GA	30,880
LOS ANGELES-LONG BEACH-ANAHEIM, CA	30,091
CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI	28,736
SAN ANTONIO-NEW BRAUNFELS, TX	26,532

TABLE 8. NSFTP AGE TREND illustrates the age distribution of Federal employees for the last five fiscal years the average age and the quartiles listed in order. The interpretation, for the 25<sup>th</sup> percentile of FY2013 is that, 25% of the Federal workforce is younger than 38.7 years of age; 75% of the workforce is older than 38.7. The interpretation is the same for the median, which is the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 8. NSFTP AGE TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2009	46.8	39.0	48.0	55.0
2010	46.8	38.8	48.0	55.2
2011	46.9	38.7	48.1	55.3
2012	47.1	38.6	48.3	55.4
2013	47.3	38.7	48.5	55.7

<sup>3</sup> Definition from the OPM’s Guide to Data Standards found here: <http://www.opm.gov/feddata/guidance.asp>. This guide is best source of detailed information about specific data elements in the OPM databases.

FIGURE 4. NSFTP AGE GRAPH illustrates the data in Table 8. The age statistics are relatively stable over the last five fiscal years.

**FIGURE 4. NSFTP AGE GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

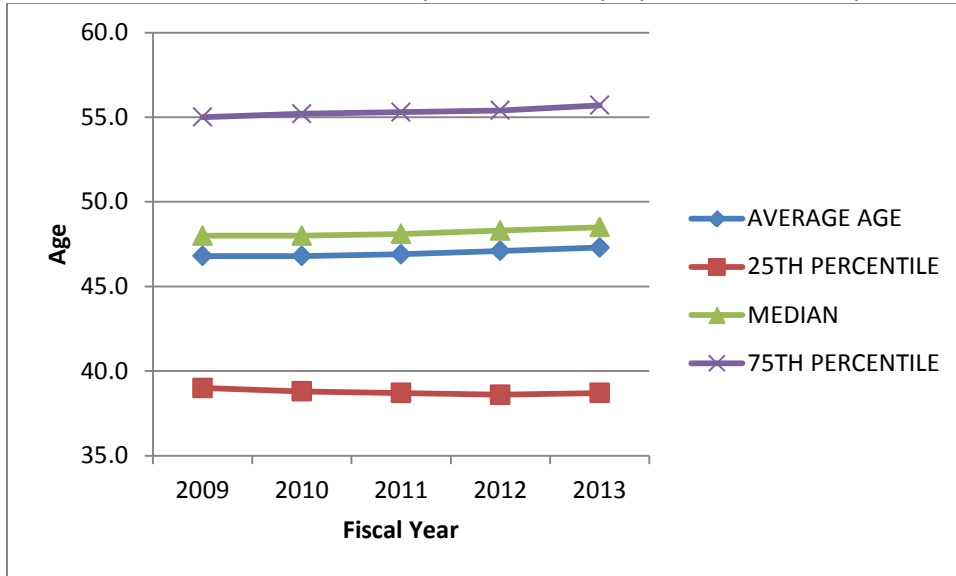


TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

**TABLE 9. NSFTP GENDER**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2013

GENDER	COUNT	PERCENT
FEMALE	781,268	42.65
MALE	1,050,455	57.35
ALL	1,831,723	100.00

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2009. The male-female ratio has remained about the same over the past five fiscal years.

**TABLE 10. NSFTP GENDER TREND**

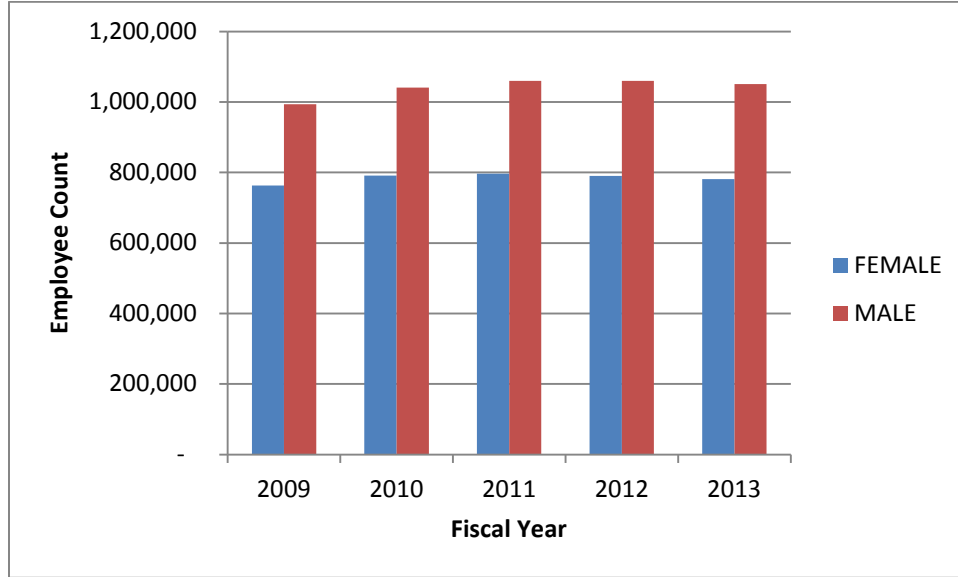
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	ALL
2009	763,181	993,921	3	1,757,105
2010	791,124	1,040,594	1	1,831,719
2011	796,627	1,059,952	1	1,856,580
2012	790,085	1,060,226	-	1,850,311
2013	781,268	1,050,455	-	1,831,723

FIGURE 5. NSFTP GENDER GRAPH illustrates the data in Table 10. Counts of both males and females for the most part have been increasing over time, while the ratio remains fairly constant

**FIGURE 5. NSFTP GENDER GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009



In 2006, the Office of Management and Budget switched reporting standards for race; it added an ethnicity indicator (either Hispanic/Latino or Not Hispanic/Latino) and modified the race categories. The result is the categories in TABLE 11. NSFTP ETHNICITY AND RACE. Counts and percentages are included.

**TABLE 11. NSFTP ETHNICITY AND RACE**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	542	0.03
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	30,370	1.66
NOT HISPANIC/LATINO & ASIAN	99,755	5.45
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	332,457	18.15
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7,487	0.41
NOT HISPANIC/LATINO & WHITE	1,190,060	64.97
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	19,832	1.08
HISPANIC/LATINO	108,075	5.90
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,868	0.16
HISPANIC/LATINO & ASIAN	698	0.04
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	2,516	0.14
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	357	0.02
HISPANIC/LATINO & WHITE	32,672	1.78
HISPANIC/LATINO & OF MORE THAN ONE RACE	4,034	0.22
ALL	1,831,723	100.00



TABLE 12. NSFTP ETHNICITY AND RACE TREND provides counts for each ethnicity and race category for the past five fiscal years.

**TABLE 12. NSFTP ETHNICITY AND RACE TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

ETHNICITY AND RACE	FY2009	FY2010	FY2011	FY2012	FY2013
UNSPECIFIED	3,109	1,610	1,858	1,061	542
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	32,018	32,348	32,035	31,471	30,370
NOT HISPANIC/LATINO & ASIAN	89,794	95,064	97,650	99,324	99,755
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	314,332	327,832	332,766	332,875	332,457
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	5,619	6,396	6,966	7,347	7,487
NOT HISPANIC/LATINO & WHITE	1,163,780	1,208,899	1,220,452	1,209,128	1,190,060
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	8,680	12,803	15,294	17,945	19,832
HISPANIC/LATINO	122,734	117,045	115,512	111,747	108,075
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1,335	2,077	2,360	2,710	2,868
HISPANIC/LATINO & ASIAN	317	467	541	637	698
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	1,159	1,566	1,854	2,244	2,516
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	205	247	287	324	357
HISPANIC/LATINO & WHITE	12,706	23,151	26,214	29,972	32,672
HISPANIC/LATINO & OF MORE THAN ONE RACE	1,317	2,214	2,791	3,526	4,034
ALL	1,757,105	1,831,719	1,856,580	1,850,311	1,831,723

The education variable in the OPM databases has over twenty levels. TABLE 13. NSFTP EDUCATION shows a common grouping of those levels. Over 99% of Federal employees have obtained at least a high school degree; nearly half, at least a college degree. It is important to note that education is not an element regularly updated by agencies. Typically, it is recorded at the time of hire and only at the employees' initiative thereafter. As a result, OPM education statistics should be treated as lower bounds on the true educational attainment of the Federal workforce.

**TABLE 13. NSFTP EDUCATION**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	9,947	0.54
HIGH SCHOOL DEGREE	465,706	25.42
SOME COLLEGE	261,793	14.29
TECHNICAL TRAINING	68,678	3.75
ASSOCIATES DEGREE	116,546	6.36
COLLEGE DEGREE	492,871	26.91
ADVANCED DEGREE	415,992	22.71
UNKNOWN OR UNSPECIFIED	190	0.01
ALL	1,831,723	100.00

TABLE 14. NSFTP EDUCATION TREND contains counts of Federal employees by education level for the past five fiscal years. It is important to reiterate that education level is recorded at the time of hire and is only updated at the employees' initiative thereafter. As a result, OPM educational attainment statistics should be treated as lower bounds on the true education of the Federal workforce.

**TABLE 14. NSFTP EDUCATION TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

EDUCATION	FY2009	FY2010	FY2011	FY2012	FY2013
NO HIGH SCHOOL DEGREE	12,925	12,338	11,446	10,651	9,947
HIGH SCHOOL DEGREE	476,009	491,855	491,951	480,537	465,706
SOME COLLEGE	282,467	283,816	281,178	272,635	261,793
TECHNICAL TRAINING	70,603	71,055	70,719	69,534	68,678
ASSOCIATES DEGREE	109,772	114,673	116,487	116,902	116,546
COLLEGE DEGREE	456,313	482,917	492,196	494,234	492,871
ADVANCED DEGREE	347,763	373,571	391,856	405,264	415,992
UNKNOWN OR UNSPECIFIED	1,253	1,494	747	554	190
ALL	1,757,105	1,831,719	1,856,580	1,850,311	1,831,723

TABLE 15. NSFTP LENGTH OF SERVICE TREND illustrates the distribution of Federal employees' lengths of service (LOS) over the last five fiscal years. Table 15, has the average LOS and the quartiles listed in order. Using FY2013 as an example, 25% of the Federal workforce had been on board fewer than 5.0 years; 75% of the workforce had been on board for over 5.0 years. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 15. NSFTP LENGTH OF SERVICE TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2009	15.1	5.5	13.3	23.8
2010	14.4	4.7	11.5	23.2
2011	13.8	4.2	10.5	22.8
2012	13.8	4.5	10.5	22.7
2013	13.9	5.0	10.9	22.5

FIGURE 6. NSFTP LENGTH OF SERVICE GRAPH illustrates the trend in LOS over the past five years, using the data from Table 15.

**FIGURE 6. NSFTP LENGTH OF SERVICE GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

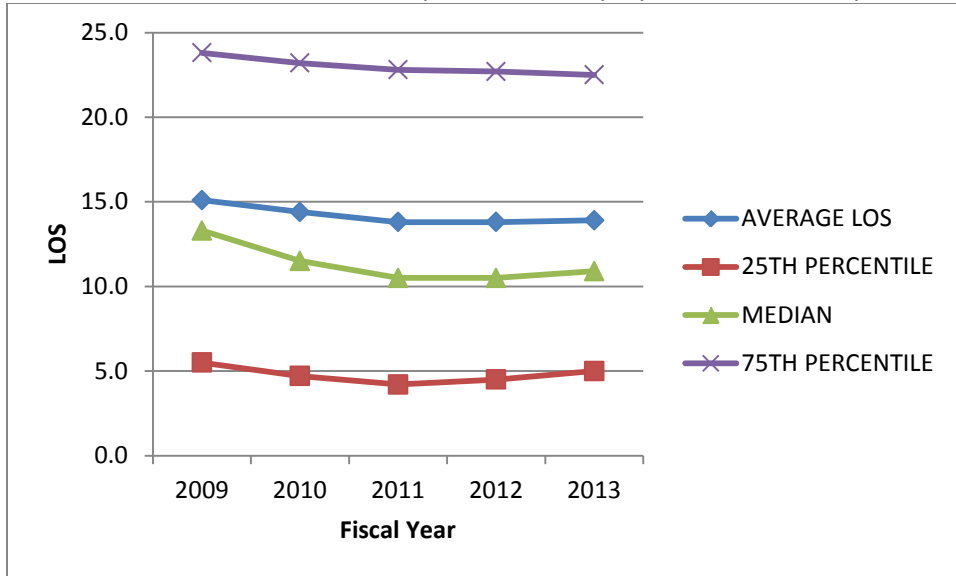


TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees’ salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2013 for the 25<sup>th</sup> percentile, 25% of the Federal workforce makes less than \$52,679, while 75% makes more. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 16. NSFTP SALARY TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2009	\$ 74,368	\$ 49,127	\$67,613	\$ 93,620
2010	\$ 76,586	\$ 50,431	\$69,550	\$ 95,989
2011	\$ 77,505	\$ 51,445	\$71,102	\$ 97,309
2012	\$ 78,467	\$ 52,102	\$72,714	\$ 97,936
2013	\$ 79,374	\$ 52,679	\$73,736	\$ 98,187

FIGURE 7. NSFTP SALARY GRAPH illustrates the data from Table 16. Apparent from the graph, each statistic is increasing. A portion of this increase is attributable to the annual raise typically given each year for the cost of living adjustment.

**FIGURE 7. NSFTP SALARY GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

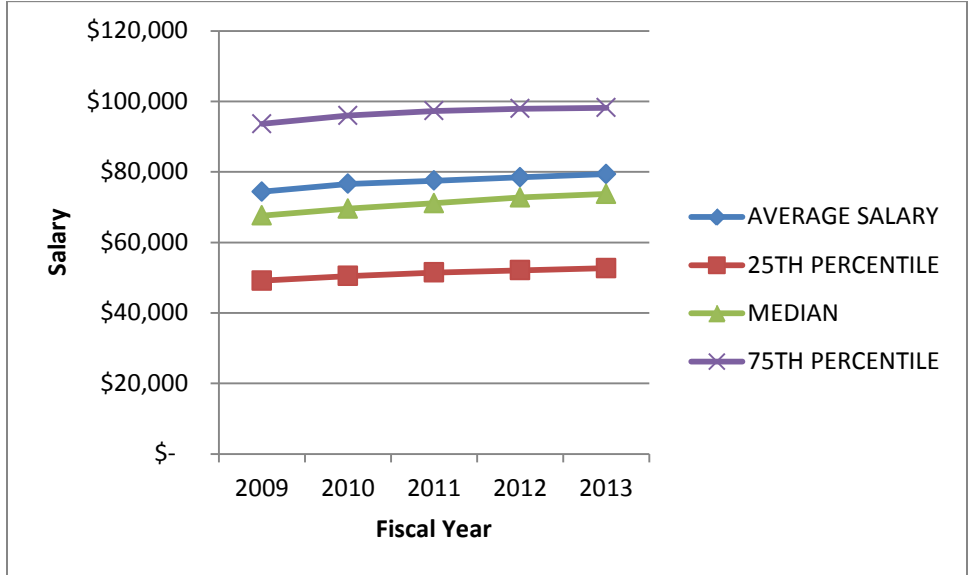


TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation is by far the largest determinant of these categories, but other data elements do come into play. The statistics are interpreted as before and are again based on adjusted basic pay.

**TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2013

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2009	PROFESSIONAL	430,432	\$ 96,678	\$ 71,526	\$91,123	\$ 114,569
	ADMINISTRATIVE	673,533	\$ 85,294	\$ 64,306	\$81,133	\$ 101,844
	TECHNICAL	309,480	\$ 48,811	\$ 39,834	\$45,931	\$ 53,647
	CLERICAL	98,340	\$ 38,301	\$ 32,824	\$36,196	\$ 41,873
	OTHER WHITE COLLAR	68,808	\$ 52,232	\$ 42,170	\$49,553	\$ 60,170
	BLUE COLLAR	176,145	\$ 51,759	\$ 43,326	\$51,132	\$ 59,062
	UNSPECIFIED	367	\$ 60,594	\$ 38,666	\$53,813	\$ 78,098
2010	PROFESSIONAL	451,985	\$ 99,091	\$ 73,396	\$92,749	\$ 117,270
	ADMINISTRATIVE	710,519	\$ 87,697	\$ 66,749	\$83,126	\$ 104,357
	TECHNICAL	320,181	\$ 49,669	\$ 40,264	\$46,569	\$ 54,875
	CLERICAL	95,696	\$ 39,341	\$ 33,603	\$37,260	\$ 42,960
	OTHER WHITE COLLAR	73,091	\$ 54,396	\$ 42,792	\$51,630	\$ 63,259
	BLUE COLLAR	180,023	\$ 52,842	\$ 44,203	\$52,175	\$ 60,189
	UNSPECIFIED	224	\$ 73,820	\$ 50,439	\$65,227	\$ 90,005
2011	PROFESSIONAL	461,473	\$ 99,910	\$ 74,039	\$93,197	\$ 117,957
	ADMINISTRATIVE	728,141	\$ 88,537	\$ 67,614	\$84,308	\$ 105,211
	TECHNICAL	319,628	\$ 49,900	\$ 40,706	\$46,763	\$ 54,875
	CLERICAL	92,430	\$ 39,446	\$ 34,039	\$37,482	\$ 43,017
	OTHER WHITE COLLAR	74,807	\$ 55,785	\$ 43,738	\$52,995	\$ 68,809
	BLUE COLLAR	179,908	\$ 52,968	\$ 44,265	\$52,238	\$ 60,252
	UNSPECIFIED	193	\$ 75,871	\$ 50,431	\$69,188	\$ 92,732
2012	PROFESSIONAL	466,211	\$ 100,718	\$ 74,628	\$94,049	\$ 118,481
	ADMINISTRATIVE	729,451	\$ 89,454	\$ 68,809	\$84,863	\$ 106,358
	TECHNICAL	312,972	\$ 50,195	\$ 40,767	\$47,105	\$ 55,083
	CLERICAL	90,506	\$ 39,647	\$ 34,294	\$37,576	\$ 43,050
	OTHER WHITE COLLAR	73,755	\$ 57,322	\$ 43,964	\$54,412	\$ 71,102
	BLUE COLLAR	177,252	\$ 53,198	\$ 44,474	\$52,363	\$ 60,460
	UNSPECIFIED	164	\$ 75,887	\$ 49,138	\$68,888	\$ 93,186
2013	PROFESSIONAL	469,456	\$ 101,521	\$ 74,958	\$94,583	\$ 119,238
	ADMINISTRATIVE	724,633	\$ 90,181	\$ 69,409	\$85,343	\$ 106,369
	TECHNICAL	306,983	\$ 50,369	\$ 41,188	\$47,254	\$ 55,187
	CLERICAL	86,138	\$ 39,848	\$ 34,445	\$37,724	\$ 43,158
	OTHER WHITE COLLAR	71,445	\$ 59,256	\$ 45,376	\$55,844	\$ 73,396
	BLUE COLLAR	172,967	\$ 53,448	\$ 44,779	\$52,624	\$ 60,878
	UNSPECIFIED	101	\$ 72,377	\$ 48,334	\$65,393	\$ 82,624

TABLE 18. NSFTP ACTION TREND provides the number of separations and new hires for the past five fiscal years. Separations represent all employees who left Federal service at any point in a particular fiscal year. New hires represent all employees who joined the Federal Government in a particular fiscal year.

**TABLE 18. NSFTP ACTION TREND**

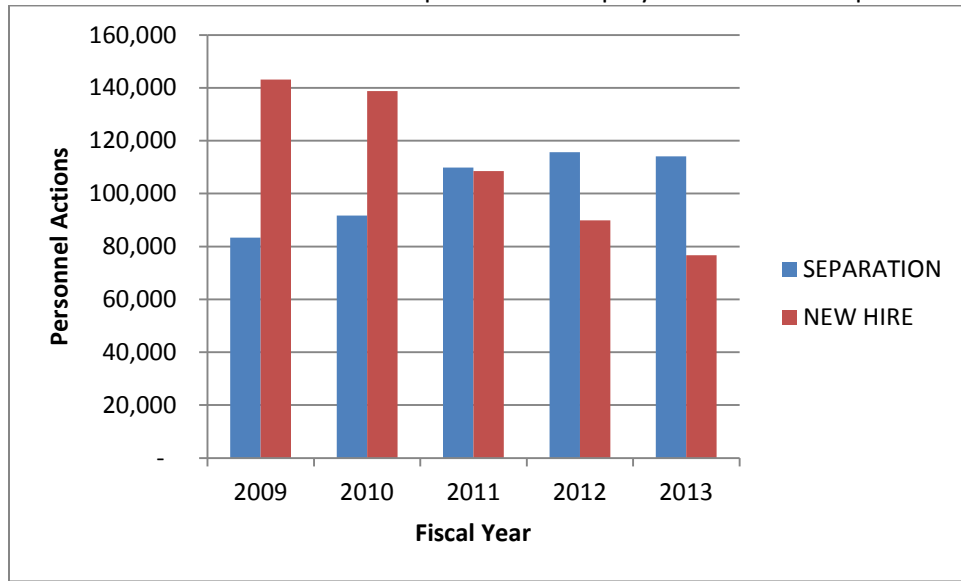
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009

ACTION	FY2009	FY2010	FY2011	FY2012	FY2013
SEPARATION	83,317	91,735	109,782	115,624	114,104
NEW HIRE	143,168	138,783	108,464	89,870	76,654

FIGURE 8. NSFTP ACTION GRAPH displays the information from Table 18.

**FIGURE 8. NSFTP ACTION GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2009



## Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated quarterly: <http://www.fedscope.opm.gov/>. Many of the tables and figures above can be replicated in FedScope, with the option for much more detail. The tool is best operated in Internet Explorer. For all other inquiries, contact DAG through FedStats at [FedStats@opm.gov](mailto:FedStats@opm.gov).



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