Common Characteristics of the Government Fiscal Year 2016

Common Characteristics of the Government

CCOG

2016

This document provides a brief outline of the OPM's Federal employee database, 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 stakeholders, analysts, and the general public access to commonly requested descriptive information.

The data covers the limitations and nature of the Federal employment data that the Office of Personnel Management (OPM) regularly posts on our website. It describes commonly used definitions and their implications. The document also presents 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, the validity and accuracy of inferences drawn from OPM statistics will depend heavily on these four items: (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 OPM Data Analysis Group (DAG).

Coverage

OPM houses a human resources database called the Enterprise Human Resources Integration (EHRI). Production data are typically released every month by agencies to OPM. "Status" data (cross-sections; used for employment analysis) are available one to two months after the end of each month. "Dynamics" data (all personnel actions; used for hiring and retirement analyses) requires more time to become available and usually takes approximately four months from the end of a particular month.

OPM data coverage is often equated to the Federal Executive civilian workforce. The data excludes a few major components of the Executive Branch (most notably the Postal Service and intelligence agencies) and includes some parts or components of both the Legislative and Judicial Branches.   OPM EHRI data also excludes contractors and contract employees. For specific exclusions and inclusions, visit FedData on the OPM's website: http://www.opm.gov/feddata/html/sdminfo.asp.

In addition to *who* is covered under the OPM data, it is helpful to distinguish *what* data is collected. 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 and residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM's data are public information, even some data at the individual level. 5 CFR 293.311 requires OPM to release record level data with certain exclusions.Visit http://www.opm.gov/information-management/freedom-of-information-act/ for more information. Requests for general workforce data can be handled through 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 set of variables that includes work schedule, type of appointment, tenure, and appointment authority. These variables dictates the "type" of employment and have . many levels and definitions. Collectively these variables lead to six types of employment:[1]

- **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 different characteristics. (For example, the employment type affects count and salary statistics, which is the most commonly requested statistic.) 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 FY2016

EMPLOYMENT

EMPLOYMENT TYPE	DEC2015	MAR2016	JUNE2016	SEP2016
ALL	2,065,866	2,067,643	2,095,118	2,097,038
PERMANENT	1,936,117	1,937,879	1,943,618	1,951,334
FULL-TIME	1,962,751	1,958,811	1,990,312	1,990,608
FULL-TIME NON-SEASONAL	1,933,524	1,923,413	1,960,032	1,962,625
FULL-TIME PERMANENT	1,880,863	1,877,781	1,883,765	1,891,763
NON-SEASONAL FULL-TIME PERMANENT	1,856,870	1,847,116	1,857,544	1,868,027

AVERAGE SALARY

EMPLOYMENT TYPE	DEC2015	MAR2016	JUNE2016	SEP2016
ALL	$80,580	$ 81,435	$ 80,950	$81,382
PERMANENT	$81,332	$ 82,184	$ 82,225	$82,509
FULL-TIME	$81,018	$ 82,015	$ 81,403	$81,872
FULL-TIME NON-SEASONAL	$81,451	$ 82,606	$ 81,927	$82,270
FULL-TIME PERMANENT	$81,454	$ 82,425	$ 82,452	$82,707
NON-SEASONAL FULL-TIME PERMANENT	$81,825	$ 82,972	$ 82,959	$83,072

Naturally, the counts descend as the employment type becomes more specific. The broadest definition is all employees. The most restrictive is NSFTP; nonetheless, filtering to NSFTP omits around 230,000 employees, a relatively

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[1] Data are always filtered to only employees currently receiving a paycheck. (in pay status)

small portion of the two million plus employees in total. Salary, on the other hand, rises as the category becomes more specific. This increase is not attributable to part-time and non-seasonal employees working limited hours, because salary statistics are annualized. 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. Employment generally varies from year-to-year depending on a number of factors. Factors that are often overlooked include 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.

FIGURE 1. SEASONALITY OF EMPLOYMENT
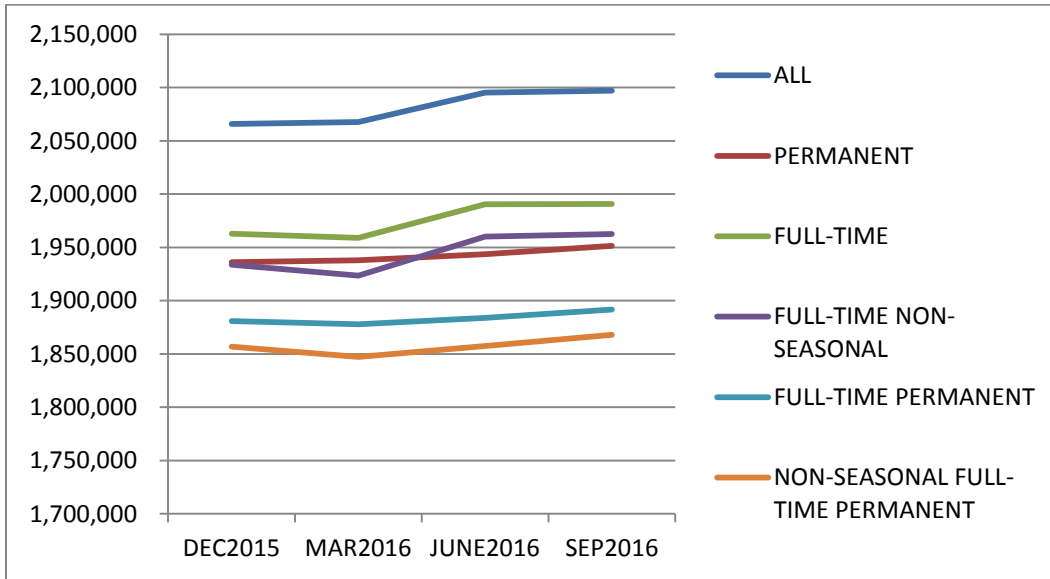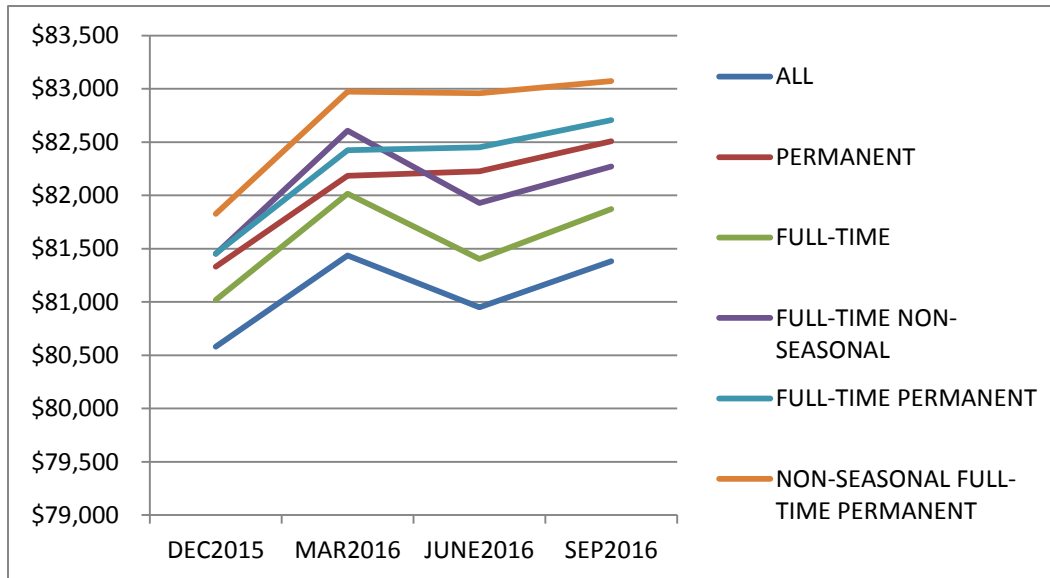Statistics for all types of employment from all quarters of FY2016

FIGURE 2. SEASONALITY OF AVERAGE SALARY

Statistics for all types of employment from all quarters of FY2016

Although these charts examine only one fiscal year, the trends they display persist from year-to-year. As with employment type, observing the quarter from which OPM data came is important in making proper inferences.

Common Practices of DAG

Data Analysis Group (DAG) at OPM is the group responsible for producing 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. There is normally an annual pay increase in January, so NSFTP salaries tend to be the most constant within a year. Because NSFTP salaries offer the most consistency, they tend to show the best quarter-to-quarter comparisons.

The data in the following sections are restricted to NSFTP. DAG always restricts the data to employees in pay status (employees currently receiving a paycheck). Lastly, the data in the section below represent the Fiscal Year Calendar, which, in the Federal Government, ends on the 30th of September. (For example, a column or row may be headed "FY2016,"). For Status data, FY2016 represents the composition of the Federal Government on September 30, 2016. For Dynamics data (only the "Action" Tables and Graphs). FY2016 is the compilation of all personnel actions between October 1, 2015 and September 30, 2016. The methodology repeats for any Fiscal Year.

Data

Framing the Federal Population

To put in context just how large the Federal civilian workforce to the U.S. as a whole, the first data presented in this section compares the Federal population to the total U.S. 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 the fourth quarter since FY2012

POPULATION	FY2012	FY2013	FY2014	FY2015	FY2016
TOTAL U.S. POPULATION*	313,998,379	316,204,908	318,563,456	320,896,618	323,127,513
NSFTP FEDERAL EMPLOYEES	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.893	5.793	5.731	5.760	5.781

The table shows the Federal NSFTP population and the total United States population since 2012[2]. It is important to note that this table considers the entire U.S. population, not simply the labor force or workforce.

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.

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[2] The U.S. population estimates came from the Census Bureau's July release:
https://www.census.gov/data/tables/2016/demo/popest/nation-total.html

Commonly Requested Data, Fiscal Year 2016

Counts by agency are the most common data requests. 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 form the fourth quarter of FY2016

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	3,973	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7,883	0.42
DEPARTMENT OF STATE	10,500	0.56
DEPARTMENT OF ENERGY	14,499	0.78
DEPARTMENT OF LABOR	14,996	0.80
DEPARTMENT OF COMMERCE	35,661	1.91
DEPARTMENT OF THE INTERIOR	49,679	2.66
DEPARTMENT OF TRANSPORTATION	53,992	2.89
DEPARTMENT OF HEALTH AND HUMAN SERVICES	65,431	3.50
DEPARTMENT OF AGRICULTURE	74,465	3.99
DEPARTMENT OF DEFENSE	86,662	4.64
DEPARTMENT OF THE TREASURY	82,556	4.42
DEPARTMENT OF JUSTICE	112,900	6.04
DEPARTMENT OF THE AIR FORCE	158,270	8.47
DEPARTMENT OF HOMELAND SECURITY	169,547	9.08
DEPARTMENT OF THE NAVY	201,543	10.79
DEPARTMENT OF THE ARMY	230,765	12.35
DEPARTMENT OF VETERANS AFFAIRS	333,264	17.84
ALL OTHER AGENCIES	161,441	8.64
ALL	1,868,027	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 the fourth quarter since FY2012

AGENCY	FY2012	FY2013	FY2014	FY2015	FY2016
DEPARTMENT OF EDUCATION	3,899	3,865	3,815	3,862	3,973
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,982	8,547	8,255	8,059	7,883
DEPARTMENT OF STATE	9,761	10,142	10,068	10,121	10,500
DEPARTMENT OF ENERGY	15,041	14,739	14,341	14,443	14,499
DEPARTMENT OF LABOR	15,705	15,354	15,077	15,086	14,996
DEPARTMENT OF COMMERCE	35,013	34,550	34,857	35,249	35,661
DEPARTMENT OF THE INTERIOR	53,156	50,959	49,082	48,798	49,679
DEPARTMENT OF TRANSPORTATION	55,614	54,374	53,684	53,822	53,992
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,168	62,086	62,099	63,324	65,431
DEPARTMENT OF AGRICULTURE	76,785	74,117	72,889	73,663	74,465
DEPARTMENT OF DEFENSE	86,135	85,579	89,547	89,521	86,662
DEPARTMENT OF THE TREASURY	92,397	89,852	86,049	84,050	82,556
DEPARTMENT OF JUSTICE	113,358	112,342	110,427	111,010	112,900
DEPARTMENT OF THE AIR FORCE	161,574	159,499	156,195	156,594	158,270
DEPARTMENT OF HOMELAND SECURITY	169,116	168,348	167,422	166,777	169,547
DEPARTMENT OF THE NAVY	192,500	188,599	187,723	195,815	201,543
DEPARTMENT OF THE ARMY	251,257	241,609	235,951	233,035	230,765
DEPARTMENT OF VETERANS AFFAIRS	285,436	297,528	308,176	324,639	333,264
ALL OTHER AGENCIES	163,414	159,634	160,105	160,626	161,441
ALL	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027

FIGURE 3. NSFTP EMPLOYMENT TREND charts the size of the Federal workforce (NSFTP) over the last five years.

FIGURE 3. NSFTP EMPLOYMENT TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012
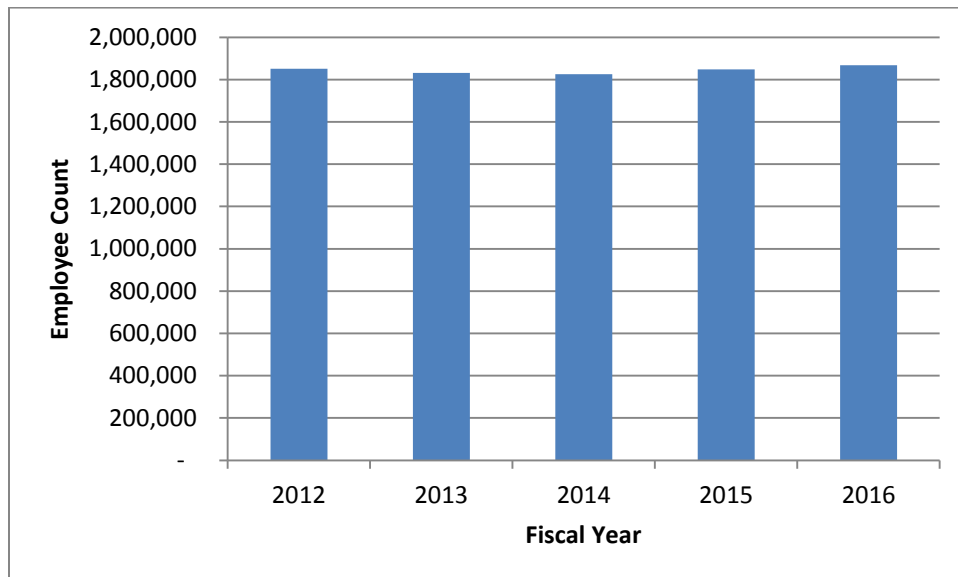
Geography is also a frequently requested data group. TABLE 5. NSFTP STATE shows counts and percentages of Federal employees by state. At the bottom of the table there is an Unspecified category, which denotes errors in reporting. This Unspecified category will appear again in many other data tables. 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 the fourth quarter of FY2016
TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2012.

STATE	COUNT	PERCENT
ALABAMA	37,717	2.02
ALASKA	10,410	0.56
ARIZONA	37,458	2.01
ARKANSAS	12,662	0.68
CALIFORNIA	152,534	8.17
COLORADO	36,917	1.98
CONNECTICUT	7,972	0.43
DELAWARE	2,934	0.16
DISTRICT OF COLUMBIA	142,218	7.61
FLORIDA	88,764	4.75
GEORGIA	71,622	3.83
HAWAII	23,173	1.24
IDAHO	7,421	0.40
ILLINOIS	45,040	2.41
INDIANA	22,235	1.19
IOWA	7,944	0.43
KANSAS	15,559	0.83
KENTUCKY	22,407	1.20
LOUISIANA	19,161	1.03
MAINE	11,109	0.59
MARYLAND	120,828	6.47
MASSACHUSETTS	25,044	1.34
MICHIGAN	27,456	1.47
MINNESOTA	16,493	0.88
MISSISSIPPI	17,399	0.93
MISSOURI	33,504	1.79
MONTANA	8,545	0.46
NEBRASKA	10,272	0.55
NEVADA	11,947	0.64
NEW HAMPSHIRE	4,391	0.24
NEW JERSEY	24,776	1.33
NEW MEXICO	21,925	1.17
NEW YORK	61,383	3.29
NORTH CAROLINA	42,333	2.27
NORTH DAKOTA	5,499	0.29
OHIO	49,214	2.63
OKLAHOMA	37,431	2.00
OREGON	17,305	0.93
PENNSYLVANIA	62,410	3.34
RHODE ISLAND	6,749	0.36
SOUTH CAROLINA	20,725	1.11
SOUTH DAKOTA	7,435	0.40
TENNESSEE	25,228	1.35
TEXAS	132,617	7.10
UTAH	26,544	1.42
VERMONT	4,756	0.25
VIRGINIA	144,777	7.75
WASHINGTON	53,002	2.84
WEST VIRGINIA	18,464	0.99
WISCONSIN	14,110	0.76
WYOMING	4,853	0.26
OUTSIDE THE U.S.	34,278	1.83
UNSPECIFIED	1,077	0.06
ALL	1,868,027	100.00

TABLE 6. NSFTP STATE TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012

STATE	FY2012	FY2013	FY2014	FY2015	FY2016
ALABAMA	38,986	38,217	37,500	37,516	37,717
ALASKA	11,170	10,583	10,382	10,464	10,410
ARIZONA	37,320	36,752	36,766	37,019	37,458
ARKANSAS	12,864	12,864	12,791	12,756	12,662
CALIFORNIA	150,762	149,086	148,781	150,759	152,534
COLORADO	36,282	35,911	35,791	36,512	36,917
CONNECTICUT	7,762	7,749	7,950	7,969	7,972
DELAWARE	3,031	2,993	3,025	3,024	2,934
DISTRICT OF COLUMBIA	143,537	142,456	140,308	140,604	142,218
FLORIDA	82,915	83,732	84,572	86,918	88,764
GEORGIA	71,486	70,390	70,158	70,474	71,622
HAWAII	23,446	22,653	22,669	23,036	23,173
IDAHO	7,388	7,375	7,323	7,521	7,421
ILLINOIS	45,801	45,139	44,867	44,963	45,040
INDIANA	22,007	21,513	21,507	21,944	22,235
IOWA	7,715	7,837	7,834	8,001	7,944
KANSAS	15,515	15,363	15,286	15,550	15,559
KENTUCKY	23,198	22,416	22,197	22,469	22,407
LOUISIANA	19,307	19,038	18,961	19,003	19,161
MAINE	9,873	9,594	10,093	10,790	11,109
MARYLAND	119,816	119,097	118,906	119,614	120,828
MASSACHUSETTS	24,926	24,927	24,627	25,080	25,044
MICHIGAN	27,693	27,601	27,238	27,367	27,456
MINNESOTA	15,864	16,085	15,853	16,298	16,493
MISSISSIPPI	17,088	17,030	17,189	17,304	17,399
MISSOURI	32,933	32,565	32,740	33,257	33,504
MONTANA	8,637	8,433	8,416	8,463	8,545
NEBRASKA	9,979	9,976	10,087	10,186	10,272
NEVADA	11,102	11,379	11,537	11,684	11,947
NEW HAMPSHIRE	4,069	4,158	4,229	4,375	4,391
NEW JERSEY	24,806	24,605	24,538	24,488	24,776
NEW MEXICO	23,032	22,303	21,823	21,862	21,925
NEW YORK	62,011	61,278	60,866	61,049	61,383
NORTH CAROLINA	39,886	40,122	40,618	41,943	42,333
NORTH DAKOTA	5,409	5,323	5,292	5,402	5,499
OHIO	48,422	48,020	47,814	48,195	49,214
OKLAHOMA	36,382	35,793	35,913	36,328	37,431
OREGON	16,857	16,731	16,721	16,928	17,305
PENNSYLVANIA	63,137	61,607	61,320	61,933	62,410
RHODE ISLAND	6,245	6,207	6,270	6,577	6,749
SOUTH CAROLINA	20,198	20,235	20,414	20,787	20,725
SOUTH DAKOTA	7,261	7,110	7,157	7,227	7,435
TENNESSEE	25,140	25,147	24,930	25,375	25,228
TEXAS	131,580	130,685	130,066	131,376	132,617
UTAH	25,508	25,037	25,012	25,575	26,544
VERMONT	4,234	4,358	4,528	4,623	4,756
VIRGINIA	144,753	143,088	141,913	143,530	144,777
WASHINGTON	50,300	49,411	49,890	52,031	53,002
WEST VIRGINIA	18,093	18,268	18,161	18,290	18,464
WISCONSIN	13,455	13,588	13,673	13,829	14,110
WYOMING	4,818	4,789	4,719	4,788	4,853
OUTSIDE THE U.S.	34,946	33,979	33,484	34,387	34,278
UNSPECIFIED	1,366	1,127	1,057	1,051	1,077
ALL	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027

TABLE 7. NSFTP Core Based Statistical Areas (CBSA) provides counts of Federal employees by the ten largest (in terms of Federal employee count) 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."[3] There are over 950 CBSA in the U.S.

TABLE 7. NSFTP CBSA

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2016

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	283,511
NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA	56,964
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	47,144
BALTIMORE-COLUMBIA-TOWSON, MD	42,314
SAN DIEGO-CARLSBAD, CA	35,213
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	33,061
ATLANTA-SANDY SPRINGS-ROSWELL, GA	32,397
LOS ANGELES-LONG BEACH-ANAHEIM, CA	30,709
CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI	28,909
SAN ANTONIO-NEW BRAUNFELS, TX	27,391

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 25th percentile of FY2016 is that, 25% of the Federal workforce is younger than 38.3 years of age; 75% of the workforce is older than 38.3. The interpretation is the same for the median, which is the 50th percentile, and for the 75th percentile.

TABLE 8. NSFTP AGE TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2012	47.1	38.6	48.3	55.4
2013	47.3	38.7	48.5	55.7
2014	47.4	38.7	48.6	55.8
2015	47.4	38.4	48.5	55.8
2016	47.4	38.3	48.4	55.9

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[3] 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 the fourth quarter since FY2012
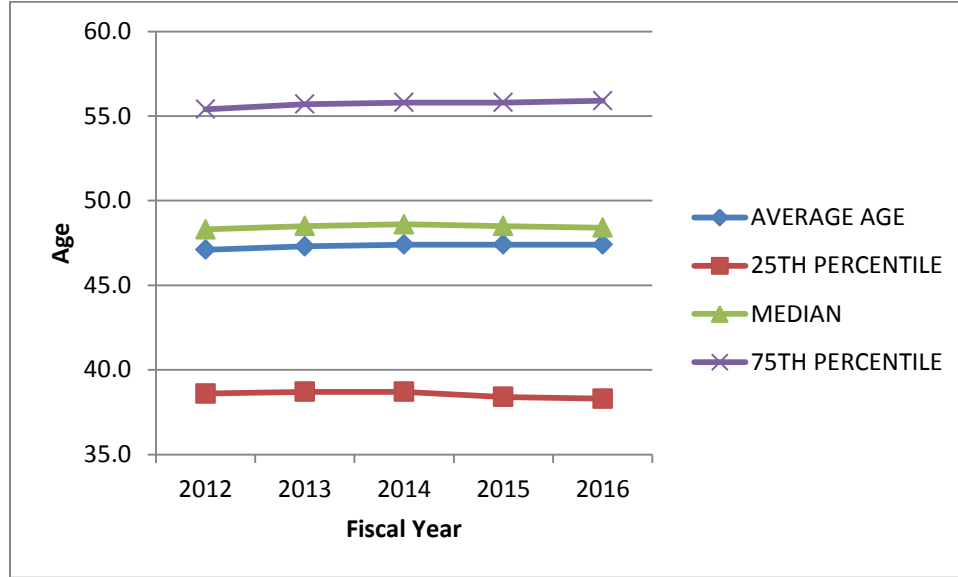

TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

TABLE 9. NSFTP GENDER

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2016

GENDER	COUNT	PERCENT
FEMALE	794,218	42.52
MALE	1,073,680	57.48
ALL	1,868,027	100

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2012. 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 the fourth quarter since FY2012

FISCAL YEAR	FEMALE	MALE	ALL
2012	790,085	1,060,226	1,850,311
2013	781,268	1,050,455	1,831,723
2014	777,455	1,048,305	1,825,762
2015	786,816	1,061,662	1,848,494
2016	794,218	1,073,680	1,868,027

FIGURE 5. NSFTP GENDER GRAPH illustrates the data in Table 10. Counts of both males and females 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 the fourth quarter since FY2012
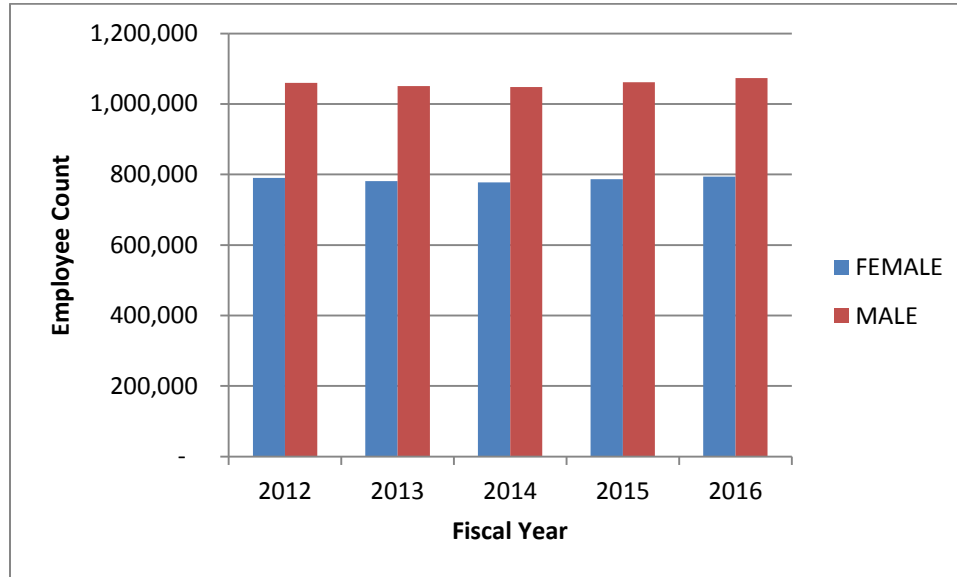
In 2006, the Office of Management and Budget amended the reporting standards for race; it added an ethnicity indicator (either Hispanic/Latino or Not Hispanic/Latino) and modified the race categories. The results of these changes are captured in the categories on TABLE 11. NSFTP ETHNICITY AND RACE. Counts and percentages are included.

TABLE 11. NSFTP ETHNICITY AND RACE
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2016

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	492	0.03
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	30,021	1.61
NOT HISPANIC/LATINO & ASIAN	107,953	5.78
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	346,685	18.56
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	8,899	0.48
NOT HISPANIC/LATINO & WHITE	1,186,356	63.51
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	26,605	1.42
HISPANIC/LATINO	100,818	5.40
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	3,838	0.21
HISPANIC/LATINO & ASIAN	913	0.05
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	3,678	0.20
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	472	0.03
HISPANIC/LATINO & WHITE	44,796	2.40
HISPANIC/LATINO & OF MORE THAN ONE RACE	6,501	0.35
ALL	1,868,027	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 the fourth quarter since FY2012

ETHNICITY AND RACE	FY2012	FY2013	FY2014	FY2015	FY2016
UNSPECIFIED	1,061	542	378	671	492
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	31,471	30,370	30,028	29,942	30,021
NOT HISPANIC/LATINO & ASIAN	99,324	99,755	101,741	104,917	107,953
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	332,875	332,457	333,661	340,463	346,685
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7,347	7,487	8,113	8,574	8,899
NOT HISPANIC/LATINO & WHITE	1,209,128	1,190,060	1,177,179	1,182,715	1,186,356
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	17,945	19,832	21,775	24,183	26,605
HISPANIC/LATINO	111,747	108,075	105,264	103,152	100,818
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,710	2,868	3,073	3,402	3,838
HISPANIC/LATINO & ASIAN	637	698	750	847	913
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	2,244	2,516	2,813	3,263	3,678
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	324	357	410	457	472
HISPANIC/LATINO & WHITE	29,972	32,672	35,698	40,333	44,796
HISPANIC/LATINO & OF MORE THAN ONE RACE	3,526	4,034	4,879	5,575	6,501
ALL	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027

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; over 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 updated 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 the fourth quarter of FY2016

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	8,956	0.48
HIGH SCHOOL DEGREE	453,040	24.25
SOME COLLEGE	248,853	13.32
TECHNICAL TRAINING	67,182	3.60
ASSOCIATES DEGREE	122,393	6.55
COLLEGE DEGREE	508,801	27.24
ADVANCED DEGREE	458,022	24.52
UNKNOWN OR UNSPECIFIED	780	0.04
ALL	1,868,027	100.00

TABLE 14. NSFTP EDUCATION TREND contains counts of Federal employees by education level for the past five fiscal years.

TABLE 14. NSFTP EDUCATION TREND
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012

EDUCATION	FY2012	FY2013	FY2014	FY2015	FY2016
NO HIGH SCHOOL DEGREE	10,651	9,947	9,531	9,051	8,956
HIGH SCHOOL DEGREE	480,537	465,706	461,379	455,400	453,040
SOME COLLEGE	272,635	261,793	254,349	250,816	248,853
TECHNICAL TRAINING	69,534	68,678	67,908	68,253	67,182
ASSOCIATES DEGREE	116,902	116,546	116,787	120,058	122,393
COLLEGE DEGREE	494,234	492,871	492,276	501,462	508,801
ADVANCED DEGREE	405,264	415,992	423,171	442,906	458,022
UNKNOWN OR UNSPECIFIED	554	190	361	548	780
ALL	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027

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 FY2016 as an example, 25% of the Federal workforce had been on board fewer than 5.8 years; 75% of the workforce had been on board for over 5.8 years. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile.

TABLE 15. NSFTP LENGTH OF SERVICE TREND
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2012	13.8	4.5	10.5	22.7
2013	13.9	5.0	10.9	22.5
2014	13.9	5.4	11.0	22.2
2015	13.7	5.6	10.8	20.9
2016	13.5	5.8	10.7	20.0

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 the fourth quarter since FY2012
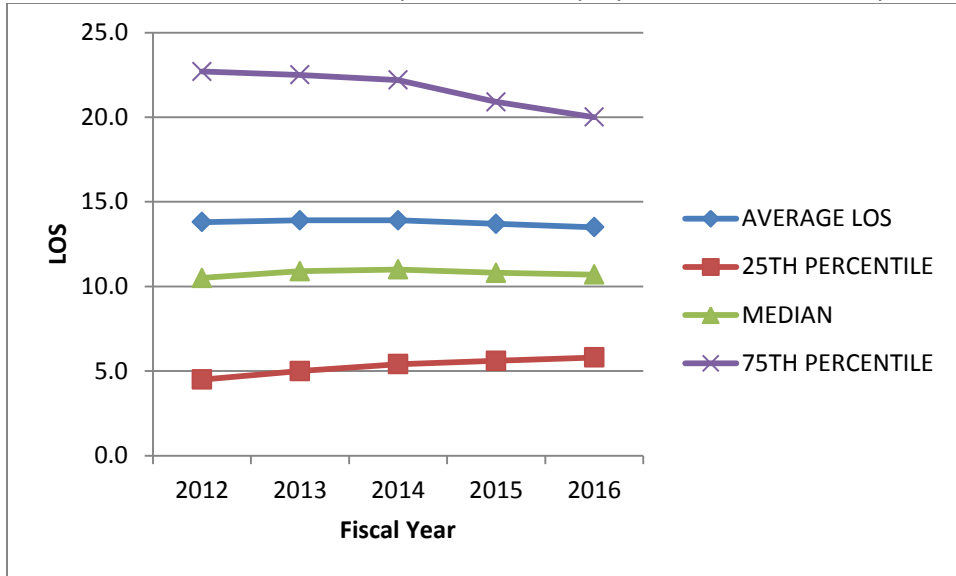

TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees' salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2016 for the 25th percentile, 25% of the Federal workforce makes less than $54,617, while 75% makes more. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile.

TABLE 16. NSFTP SALARY TREND
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2012	$ 78,467	$ 52,102	$72,714	$ 97,936
2013	$ 79,374	$ 52,679	$73,736	$ 98,187
2014	$ 80,564	$ 53,380	$75,376	$ 99,354
2015	$ 81,666	$ 53,782	$76,298	$ 101,127
2016	$ 83,072	$ 54,617	$77,490	$ 103,130

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 cost of living adjustment.

FIGURE 7. NSFTP SALARY GRAPH

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2012
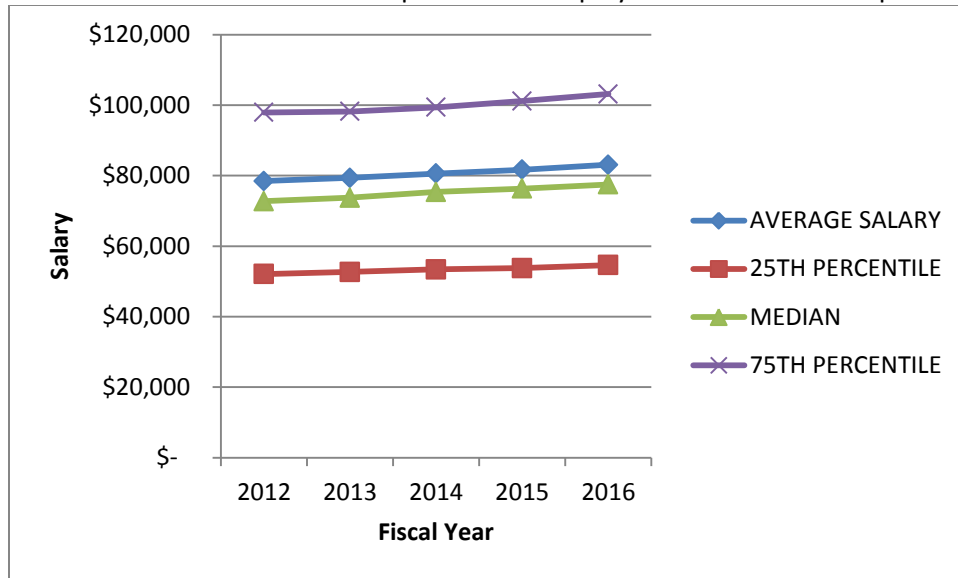
TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation 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 the fourth quarter of FY2012

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2014	PROFESSIONAL	471,252	$ 103,192	$ 76,446	$ 95,875	$ 120,440
	ADMINISTRATIVE	722,014	$ 91,362	$ 70,941	$ 87,143	$ 107,434
	TECHNICAL	313,395	$ 50,510	$ 41,122	$ 47,347	$ 55,495
	CLERICAL	76,123	$ 40,458	$ 34,793	$ 38,935	$ 44,654
	OTHER WHITE COLLAR	70,109	$ 60,968	$ 47,015	$ 57,853	$ 76,446
	BLUE COLLAR	172,786	$ 53,813	$ 44,766	$ 53,135	$ 61,379
	UNSPECIFIED	83	$ 77,178	$ 45,648	$ 58,656	$ 104,911
2015	PROFESSIONAL	483,706	$ 104,658	$ 77,213	$ 96,878	$ 121,685
	ADMINISTRATIVE	728,890	$ 92,379	$ 71,651	$ 88,849	$ 108,507
	TECHNICAL	312,009	$ 51,028	$ 41,523	$ 47,900	$ 56,152
	CLERICAL	78,725	$ 40,583	$ 35,005	$ 39,171	$ 44,425
	OTHER WHITE COLLAR	70,785	$ 62,536	$ 47,367	$ 58,562	$ 77,213
	BLUE COLLAR	174,269	$ 54,183	$ 44,850	$ 53,427	$ 61,796
	UNSPECIFIED	110	$ 102,038	$ 51,437	$ 84,017	$ 158,388
2016	PROFESSIONAL	493,338	$ 106,348	$ 78,114	$ 98,289	$ 123,641
	ADMINISTRATIVE	739,848	$ 93,675	$ 72,451	$ 90,020	$ 110,323
	TECHNICAL	311,267	$ 51,713	$ 42,004	$ 48,496	$ 56,980
	CLERICAL	78,586	$ 41,139	$ 35,549	$ 39,627	$ 44,787
	OTHER WHITE COLLAR	71,393	$ 63,251	$ 47,289	$ 58,759	$ 80,040
	BLUE COLLAR	173,457	$ 55,039	$ 45,601	$ 54,241	$ 62,902
	UNSPECIFIED	138	$ 117,651	$ 64,650	$ 134,695	$ 169,962

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 the fourth quarter since FY2012

ACTION	FY2012	FY2013	FY2014	FY2015	FY2016
SEPARATION	115,681	114,689	119,268	116,580	115,162
NEW HIRE	89,907	76,932	92,298	122,746	128,374

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 the fourth quarter since FY2012
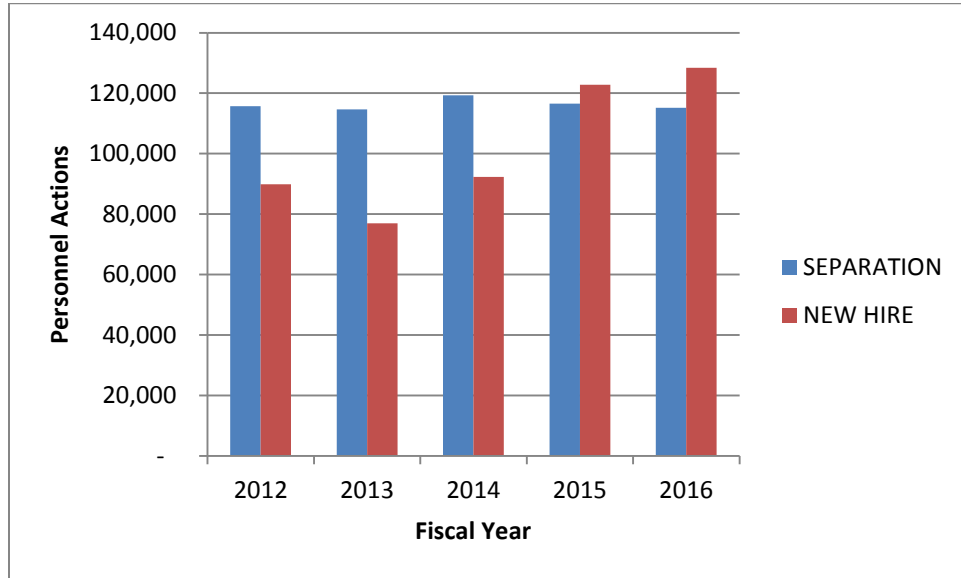
Additional Details

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 utilized via Internet Explorer. For all other inquiries, contact DAG through FedStats at FedStats@opm.gov.

U.S. Office of Personnel Management

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