

The U.S. Office of Personnel Management

Public Data Release Policy

December 2024

The U.S. Office of Personnel Management (OPM) endeavors to make a wide range of workforce information and reports readily available to the public. This document outlines OPM policy governing the release of information concerning Federal civilian employees maintained in the Enterprise Human Resources Integration (EHRI) system, the Central Personnel Data File (CPDF), and in the Official Personnel Folder (OPF/eOPF). The policy is consistent with 5 C.F.R. part 293, OPM's regulation concerning personnel records. OPM releases information in compliance with the Freedom of Information Act and the Privacy Act of 1974.

Individual Record-Level Data

Pursuant to 5 C.F.R. § 293.311, certain information collected and stored in the Enterprise Human Resources Integration (EHRI) database and the Central Personnel Data File (CPDF) concerning Federal employees and former employees will be released to the public at the individual record level with respect to most employees. The categories of information which may generally be released are:

- name
- job title
- grade level
- position description¹
- duty station
- salary

Restrictions on Data when Names are Released

Whenever an employee's name is released, information collected concerning the following data elements will generally be withheld:

- social security number
- date of birth
- disability
- race and national origin
- ethnicity and race

¹ OPM does not release information about whether positions are coded for cybersecurity category/specialty area.

- OPM ERI bridge (a code used to translate previous race and national origin reporting to the new format of race and ethnicity)
- gender
- United States citizenship indicator
- annuitant
- Federal Employees Health Benefits (FEHB) plan
- Federal Employees Group Life Insurance (FEGLI) code
- Federal Employees Retirement System (FERS) coverage
- frozen Civil Service Retirement System service
- retirement system type
- veterans' preference
- degree year
- performance rating level
- current appointment authority
- legal authority code
- dynamics category (broad categories of accessions, separations, and terminations)
- previous retirement coverage indicator

The preceding data elements may also be withheld from release at the individual record level even when the name has been removed to mitigate the risk of identifying the subject individual.

Release of Additional Financial Data

The following Nature of Action (NOA) Codes are generally **releasable**:

- 841- Group Award – 5 U.S.C. Ch 45. (Group Award – 5 U.S.C. Ch 45)
- 842 - Individual Suggestion/Invention Award. (Individual Suggestion/Invention Award)
- 843 - Group Suggestion/Invention Award. (Group Suggestion/Invention Award)
- 844 - Foreign Language Award. (Foreign Language Award)
- 849 - Individual Cash Award Not Rating Based. (Individual Cash Award NRB)
- 878 - Presidential Rank Award.
- 887 - Lump Sum Performance Payment Not Rating Based. (Lump Sum Performance Payment NRB)
- 889 - Group Award – Other than 5 U.S.C. Ch 45. (Group Award – Other than 5 U.S.C. Ch 45)

OPM may withhold salary, bonus, or other related information for any employee (whether or not in a security/sensitive agency or occupation) whose performance rating(s) may be reverse engineered from release of such records. OPM maintains a list

of agencies for which that data is redacted during relevant years.

Restrictions on the Release of Nature of Action (NOA) Codes

The following NOA Codes describing adverse actions are generally **not released**:

- 330 - Removal
- 385 - Termination during prob/trial period. (Termination during prob/trial period)
- 450 - Suspension Not-to-exceed (date). (Suspension NTE (date))
- 452 - Suspension-Indefinite. (Suspension-Indefinite)
- 713 - Change to Lower Grade, Level or Band.
- 888 - Denial of Within Grade Increase. (Denial of WGI)
- 897 - Within-range Reduction. (Pay Reduct)

OPM generally withholds the following NOA Codes under Exemption 6 of the FOIA:

- 840 - Individual Cash Award Rating Based. (Individual Cash Award RB)
- 871 - Exemplary Performance Award (Exemplary Performance Award). Code is for use by the Civilian Intelligence Personnel Management System (CIPMS) (Department of the Air Force, Department of the Army, Department of Defense, and Department of the Navy) only.
- 879 - Senior Executive Service Performance Award. (SES Performance Award)
- 885 - Lump Sum Performance Payment Rating Based – In Lieu of Pay Adjustment. (Lump Sum Performance Payment RB-ILPA)
- 886 - Lump Sum Performance Payment Rating Based – Not in Lieu of Pay Adjustment. (Lump Sum Performance Payment RB-NILPA)

Security/Sensitive Agency Redactions

Additional information is generally withheld based on the security/sensitivity of certain agencies and certain occupations. Pursuant to this policy, the following agencies are collectively referred to as security/sensitive agencies:

- Federal Bureau of Investigation (FBI)
- Drug Enforcement Administration (DEA)
- Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
- Alcohol and Tobacco Tax and Trade Bureau (TTB)
- United States Secret Service (USSS)
- U.S. Customs and Border Protection (CBP)
- U.S. Immigration and Customs Enforcement (ICE)
- Bureau of Prisons (BOP)
- Department of Homeland Security (DHS) – Only office HSOS04, Under Secretary for Intelligence and Analysis & Chief Intelligence Officer
- all U.S. Attorneys' Offices

Responses to requests for record-level data of employees in security/sensitive agencies will generally have identities, duty station location information, and organizational components codes redacted² in the following manner:

- For employees of a security agency, with a duty station in the Washington Core Based Statistical Area (CBSA), duty station location will be listed as “Washington, D.C.”
- For employees of a security agency, with a duty station outside the Washington Core Based Statistical Area (CBSA), the following location-related data elements will be redacted: CBSA, Combined Statistical Area, adjusted basic pay, and locality pay area.

In addition:

- The United States Department of Defense (DOD) has implemented a security-based policy for release of individual-level data on DOD employees. All requests to OPM for information concerning DOD employees that requests data at the individual-record level will be forwarded to DOD for an appropriate response in accordance with DOD’s policy.
- The Internal Revenue Service (IRS) has adopted a Registered Pseudonym Program. Due to this program, OPM will refer requests for names of IRS employees to the IRS for a direct response. Requests for other information concerning IRS employees will be processed by OPM.

Sensitive Occupation Redactions

For employees in the sensitive occupations listed below, the following fields will generally be redacted: Name, duty station, CBSA code, CSA code, locality pay area, adjusted basic pay, and/or organizational component code.

- 0007 – Correctional Officer
- 0082 – United States Marshal
- 0083 – Police
- 0084 – Nuclear Materials Courier
- 0132 – Intelligence
- 0134 – Intelligence Clerk/Aide
- 0401 – General National Resources and Biological Science (United States Department of Homeland Security only)
- 0436 – Plant Protection and Quarantine (although this series has been discontinued, it remains on this list to prevent disclosure of data from the

² As of September 2008, all names of employees in sensitive/security agencies, except U.S. Attorneys’ Offices, are withheld by the agency’s HR service provider, not by OPM.

- period in which it applied)
- 0512 – Internal Revenue Agent
 - 0840 – Nuclear Engineering
 - 0930 – Hearings and Appeals
 - 1169 – Internal Revenue Officer
 - 1171 – Appraising (Property Appraisal and Liquidation Specialist – Internal Revenue Service only)
 - 1801 – General Inspection, Investigation, Enforcement and Compliance
 - 1802 – Compliance Inspection and Support
 - 1805 – Investigative Analysis
 - 1810 – General Investigating
 - 1811 – Criminal Investigating
 - 1812 – Game Law Enforcement (cancelled March 2009 and employees reclassified to 1801 and 1811 – although this series has been discontinued, it remains on this list to prevent disclosure of data from the period in which it applied)
 - 1816 – Immigration Inspection (cancelled March 2009 and employees reclassified to 1895 – although this series has been discontinued, it remains on this list to prevent disclosure of data from the period in which it applied)
 - 1854 – Alcohol, Tobacco, and Firearms Inspection (cancelled March 2009 and employees reclassified to other appropriate but undesignated series – although this series has been discontinued, it remains on this list to prevent disclosure of data from the period in which it applied)
 - 1881 – Customs and Border Protection Interdiction
 - 1884 – Customs Patrol Officer (cancelled March 2009 and employees reclassified to 1801 – although this series has been discontinued, it remains on this list to prevent disclosure of data from the period in which it applied)
 - 1890 – Customs Inspection (cancelled March 2009 and employees reclassified to 1895 – although this series has been discontinued, it remains on this list to prevent disclosure of data from the period in which it applied)
 - 1895 – Customs and Border Protection
 - 1896 – Border Patrol Enforcement

To provide transparency regarding monetary compensation for employees in security/sensitive agencies or sensitive occupations, OPM will provide base pay and a separate total compensation field. The total compensation field will be the sum of adjusted basic pay and all award data elements, including those not otherwise releasable. Due to this change, OPM will no longer provide a separate awards data field for these employees. In addition, OPM may withhold salary, bonus, or other related information for any employee (whether or not in a security/sensitive agency or occupation) whose performance rating(s) may be reverse engineered from release of such records.

Release of Summary-Level Data

Pursuant to the statutes, Executive Orders, and regulations that govern OPM's authorities and responsibilities, OPM periodically issues reports concerning the Federal workforce. OPM will release summary-level data unless it appears that the presentation of that data will permit the identification of individual employees.

OPM makes data available to the public in various downloadable data sets and interactive web-based systems. These data sets and systems currently permit the user to "drill down" through the data only to the level of statewide information. References to Metropolitan Statistical Areas were removed as of March 2004. Although OPM will release summary-level data for all agencies, data for sensitive occupations will not be released for any level below statewide.