Common Characteristics of the Government Fiscal Year 2014

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A New Day for the Civil Service

Common Characteristics of the Government

CCOG

2014

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 reporters, external analysts, and the general public access to commonly requested descriptive information.

This document covers the limitations and nature of the federal employment data that the Office of Personnel Management (OPM) regularly posts on the website. It then describes commonly used definitions and outlines 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 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) require more time to be available, 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.

OPM data coverage is often equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and civilian. The data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some parts or components of the Legislative Branch and Judiciary Branch. OPM data also do not include 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* 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 and 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. 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.[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 very different characteristics. Most notably, the employment type 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	DEC2013	MAR2014	JUNE2014	SEP2014
ALL	2,046,261	2,038,038	2,046,718	2,045,707
PERMANENT	1,912,788	1,905,284	1,895,768	1,901,911
FULL-TIME	1,928,899	1,919,991	1,938,105	1,939,174
FULL-TIME NON-SEASONAL	1,899,228	1,882,124	1,910,417	1,912,396
FULL-TIME PERMANENT	1,851,954	1,844,308	1,839,224	1,847,465
NON-SEASONAL FULL-TIME PERMANENT	1,828,092	1,812,544	1,816,252	1,825,762

AVERAGE SALARY

EMPLOYMENT TYPE	DEC2013	MAR2014	JUNE2014	SEP2014
ALL	$78,116	$ 78,798	$ 78,574	$78,960
PERMANENT	$78,898	$ 79,585	$ 79,847	$80,080
FULL-TIME	$78,910	$ 79,605	$ 79,140	$79,482
FULL-TIME NON-SEASONAL	$79,332	$ 80,228	$ 79,594	$79,848
FULL-TIME PERMANENT	$79,268	$ 79,950	$ 80,099	$80,249
NON-SEASONAL FULL-TIME PERMANENT	$79,615	$ 80,497	$ 80,517	$80,564

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 around 220,000 employees, a

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[1] Data are always filtered to employees in pay status, meaning only employees currently receiving a paycheck are included.

relatively 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. 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
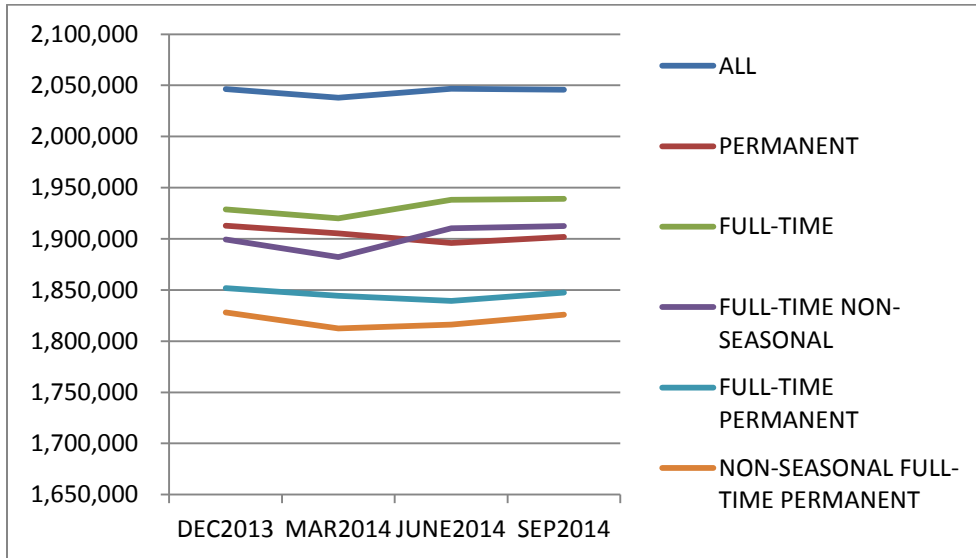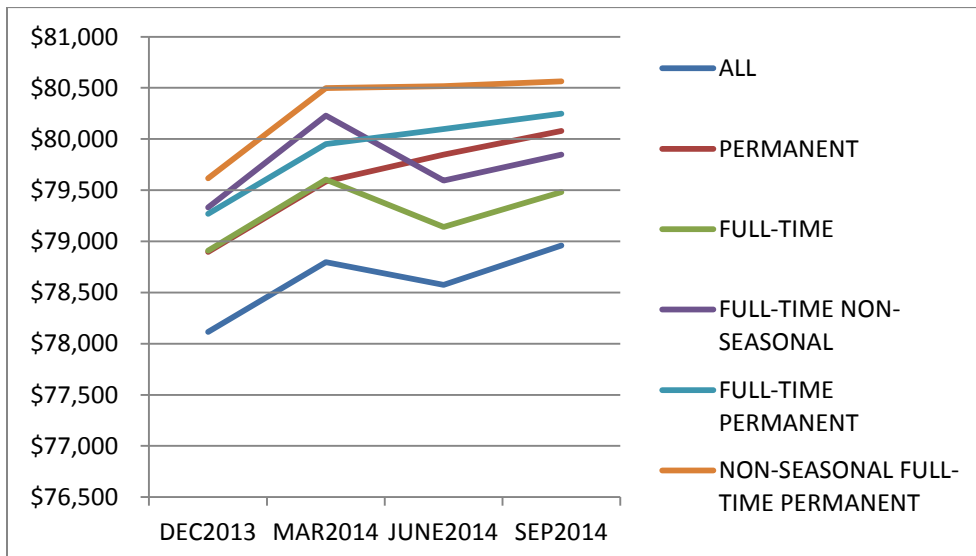Statistics for all types of employment from all quarters of FY2014

FIGURE 2. SEASONALITY OF AVERAGE SALARY
Statistics for all types of employment from all quarters of FY2014

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 is important in making proper inferences.

Common Practices of DAG

Data Analysis Group (DAG) at OPM 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. 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 30th of September. In many tables, a column or row may be headed "FY2014," for example. For Status data, FY2014 represents the composition of the Federal Government on September 30, 2014. For Dynamics data (only the "Action" Tables and Graphs), FY2014 is the compilation of all personnel actions between October 1, 2013 and September 30, 2014. 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 the fourth quarter since FY2010

AGENCY	FY2010	FY2011	FY2012	FY2013	FY2014
TOTAL U.S. POPULATION*	309,347,057	311,721,632	314,112,078	316,497,531	318,857,056
NSFTP FEDERAL EMPLOYEES	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.921	5.956	5.891	5.787	5.726

The table shows the Federal NSFTP population and the total United States population since 2010[2]. 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.

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[2] 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 and
http://www.census.gov/popest/data/national/totals/2014/index.html

Commonly Requested Data, Fiscal Year 2014

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 form the fourth quarter of FY2014

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	3,815	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,255	0.45
DEPARTMENT OF STATE	10,068	0.55
DEPARTMENT OF ENERGY	14,341	0.79
DEPARTMENT OF LABOR	15,077	0.83
DEPARTMENT OF COMMERCE	34,857	1.91
DEPARTMENT OF THE INTERIOR	49,082	2.69
DEPARTMENT OF TRANSPORTATION	53,684	2.94
DEPARTMENT OF HEALTH AND HUMAN SERVICES	62,099	3.40
DEPARTMENT OF AGRICULTURE	72,889	3.99
DEPARTMENT OF DEFENSE	89,547	4.90
DEPARTMENT OF THE TREASURY	86,049	4.71
DEPARTMENT OF JUSTICE	110,427	6.05
DEPARTMENT OF THE AIR FORCE	156,195	8.56
DEPARTMENT OF HOMELAND SECURITY	167,422	9.17
DEPARTMENT OF THE NAVY	187,723	10.28
DEPARTMENT OF THE ARMY	235,951	12.92
DEPARTMENT OF VETERANS AFFAIRS	308,176	16.88
ALL OTHER AGENCIES	160,105	8.77
ALL	1,825,762	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 FY2010

AGENCY	FY2010	FY2011	FY2012	FY2013	FY2014
DEPARTMENT OF EDUCATION	4,010	4,066	3,899	3,865	3,815
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,397	9,269	8,982	8,547	8,255
DEPARTMENT OF STATE	8,959	9,443	9,761	10,142	10,068
DEPARTMENT OF ENERGY	15,757	15,548	15,041	14,739	14,341
DEPARTMENT OF LABOR	15,387	15,190	15,705	15,354	15,077
DEPARTMENT OF COMMERCE	33,711	34,501	35,013	34,550	34,857
DEPARTMENT OF THE INTERIOR	53,460	53,393	53,156	50,959	49,082
DEPARTMENT OF TRANSPORTATION	56,151	56,092	55,614	54,374	53,684
DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,946	60,303	61,168	62,086	62,099
DEPARTMENT OF AGRICULTURE	80,510	79,899	76,785	74,117	72,889
DEPARTMENT OF DEFENSE	81,179	85,818	86,135	85,579	89,547
DEPARTMENT OF THE TREASURY	99,868	96,232	92,397	89,852	86,049
DEPARTMENT OF JUSTICE	112,688	112,867	113,358	112,342	110,427
DEPARTMENT OF THE AIR FORCE	158,039	166,338	161,574	159,499	156,195
DEPARTMENT OF HOMELAND SECURITY	161,273	166,210	169,116	168,348	167,422
DEPARTMENT OF THE NAVY	189,389	191,975	192,500	188,599	187,723
DEPARTMENT OF THE ARMY	257,947	255,487	251,257	241,609	235,951
DEPARTMENT OF VETERANS AFFAIRS	268,187	277,461	285,436	297,528	308,176
ALL OTHER AGENCIES	166,861	166,488	163,414	159,634	160,105
ALL	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762

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 the fourth quarter since FY2010
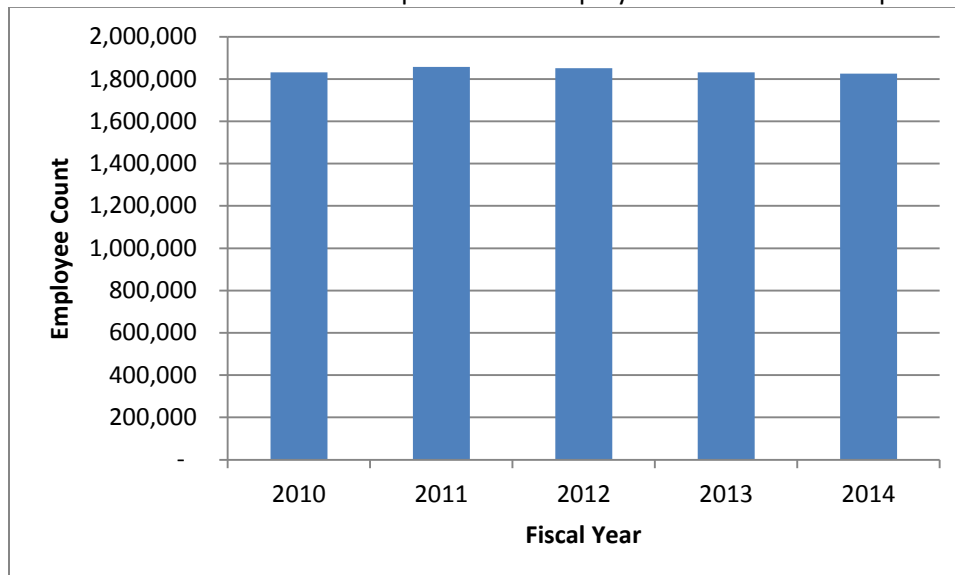
Geography is also frequently requested data. TABLE 5. NSFTP STATE shows counts and percentages of Federal employees by state. At the bottom of the table there is an Unspecified category, which typically denotes errors in reporting. This Unspecified category will appear again in many other data tables. 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 the fourth quarter of FY2014

STATE	COUNT	PERCENT
ALABAMA	37,500	2.05
ALASKA	10,382	0.57
ARIZONA	36,766	2.01
ARKANSAS	12,791	0.70
CALIFORNIA	148,781	8.15
COLORADO	35,791	1.96
CONNECTICUT	7,950	0.44
DELAWARE	3,025	0.17
DISTRICT OF COLUMBIA	140,308	7.68
FLORIDA	84,572	4.63
GEORGIA	70,158	3.84
HAWAII	22,669	1.24
IDAHO	7,323	0.40
ILLINOIS	44,867	2.46
INDIANA	21,507	1.18
IOWA	7,834	0.43
KANSAS	15,286	0.84
KENTUCKY	22,197	1.22
LOUISIANA	18,961	1.04
MAINE	10,093	0.55
MARYLAND	118,906	6.51
MASSACHUSETTS	24,627	1.35
MICHIGAN	27,238	1.49
MINNESOTA	15,853	0.87
MISSISSIPPI	17,189	0.94
MISSOURI	32,740	1.79
MONTANA	8,416	0.46
NEBRASKA	10,087	0.55
NEVADA	11,537	0.63
NEW HAMPSHIRE	4,229	0.23
NEW JERSEY	24,538	1.34
NEW MEXICO	21,823	1.20
NEW YORK	60,866	3.33
NORTH CAROLINA	40,618	2.22
NORTH DAKOTA	5,292	0.29
OHIO	47,814	2.62
OKLAHOMA	35,913	1.97
OREGON	16,721	0.92
PENNSYLVANIA	61,320	3.36
RHODE ISLAND	6,270	0.34
SOUTH CAROLINA	20,414	1.12
SOUTH DAKOTA	7,157	0.39
TENNESSEE	24,930	1.37
TEXAS	130,066	7.12
UTAH	25,012	1.37
VERMONT	4,528	0.25
VIRGINIA	141,913	7.77
WASHINGTON	49,890	2.73
WEST VIRGINIA	18,161	0.99
WISCONSIN	13,673	0.75
WYOMING	4,719	0.26
OUTSIDE THE U.S.	33,484	1.83
UNSPECIFIED	1,057	0.06
ALL	1,825,762	100.00

TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2010. 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 the fourth quarter since FY2010

STATE	FY2010	FY2011	FY2012	FY2013	FY2014
ALABAMA	38,593	39,832	38,986	38,217	37,500
ALASKA	11,493	11,474	11,170	10,583	10,382
ARIZONA	36,678	37,777	37,320	36,752	36,766
ARKANSAS	12,960	12,837	12,864	12,864	12,791
CALIFORNIA	149,865	151,259	150,762	149,086	148,781
COLORADO	35,420	36,535	36,282	35,911	35,791
CONNECTICUT	7,542	7,731	7,762	7,749	7,950
DELAWARE	2,979	3,029	3,031	2,993	3,025
DISTRICT OF COLUMBIA	144,598	144,037	143,537	142,456	140,308
FLORIDA	81,048	82,574	82,915	83,732	84,572
GEORGIA	71,923	72,499	71,486	70,390	70,158
HAWAII	23,089	23,457	23,446	22,653	22,669
IDAHO	7,413	7,293	7,388	7,375	7,323
ILLINOIS	46,774	46,462	45,801	45,139	44,867
INDIANA	21,588	22,003	22,007	21,513	21,507
IOWA	7,736	7,827	7,715	7,837	7,834
KANSAS	15,413	15,709	15,515	15,363	15,286
KENTUCKY	23,240	23,287	23,198	22,416	22,197
LOUISIANA	18,988	19,387	19,307	19,038	18,961
MAINE	9,980	9,886	9,873	9,594	10,093
MARYLAND	111,410	120,258	119,816	119,097	118,906
MASSACHUSETTS	25,079	25,140	24,926	24,927	24,627
MICHIGAN	26,932	27,619	27,693	27,601	27,238
MINNESOTA	16,062	15,946	15,864	16,085	15,853
MISSISSIPPI	16,737	17,003	17,088	17,030	17,189
MISSOURI	33,866	33,071	32,933	32,565	32,740
MONTANA	8,626	8,711	8,637	8,433	8,416
NEBRASKA	9,500	9,738	9,979	9,976	10,087
NEVADA	10,056	10,419	11,102	11,379	11,537
NEW HAMPSHIRE	3,878	3,962	4,069	4,158	4,229
NEW JERSEY	28,638	25,168	24,806	24,605	24,538
NEW MEXICO	23,414	23,643	23,032	22,303	21,823
NEW YORK	62,325	62,396	62,011	61,278	60,866
NORTH CAROLINA	38,198	39,779	39,886	40,122	40,618
NORTH DAKOTA	5,513	5,454	5,409	5,323	5,292
OHIO	48,604	49,237	48,422	48,020	47,814
OKLAHOMA	35,752	36,435	36,382	35,793	35,913
OREGON	17,312	17,116	16,857	16,731	16,721
PENNSYLVANIA	64,889	64,393	63,137	61,607	61,320
RHODE ISLAND	6,068	6,123	6,245	6,207	6,270
SOUTH CAROLINA	19,468	19,994	20,198	20,235	20,414
SOUTH DAKOTA	7,040	7,161	7,261	7,110	7,157
TENNESSEE	25,283	25,291	25,140	25,147	24,930
TEXAS	128,229	131,066	131,580	130,685	130,066
UTAH	26,599	26,515	25,508	25,037	25,012
VERMONT	3,946	4,107	4,234	4,358	4,528
VIRGINIA	140,907	143,105	144,753	143,088	141,913
WASHINGTON	49,476	50,235	50,300	49,411	49,890
WEST VIRGINIA	17,993	18,092	18,093	18,268	18,161
WISCONSIN	13,059	13,354	13,455	13,588	13,673
WYOMING	4,789	4,851	4,818	4,789	4,719
OUTSIDE THE U.S.	33,864	35,225	34,946	33,979	33,484
UNSPECIFIED	887	1,078	1,366	1,127	1,057
ALL	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762

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."[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 FY2014

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	280,010
NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA	56,284
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	45,013
BALTIMORE-COLUMBIA-TOWSON, MD	42,317
SAN DIEGO-CARLSBAD, CA	33,866
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	32,660
ATLANTA-SANDY SPRINGS-ROSWELL, GA	30,852
LOS ANGELES-LONG BEACH-ANAHEIM, CA	30,326
CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI	28,683
SAN ANTONIO-NEW BRAUNFELS, TX	26,435

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 FY2014 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 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 FY2010

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2014	47.4	38.7	48.6	55.8

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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 FY2010
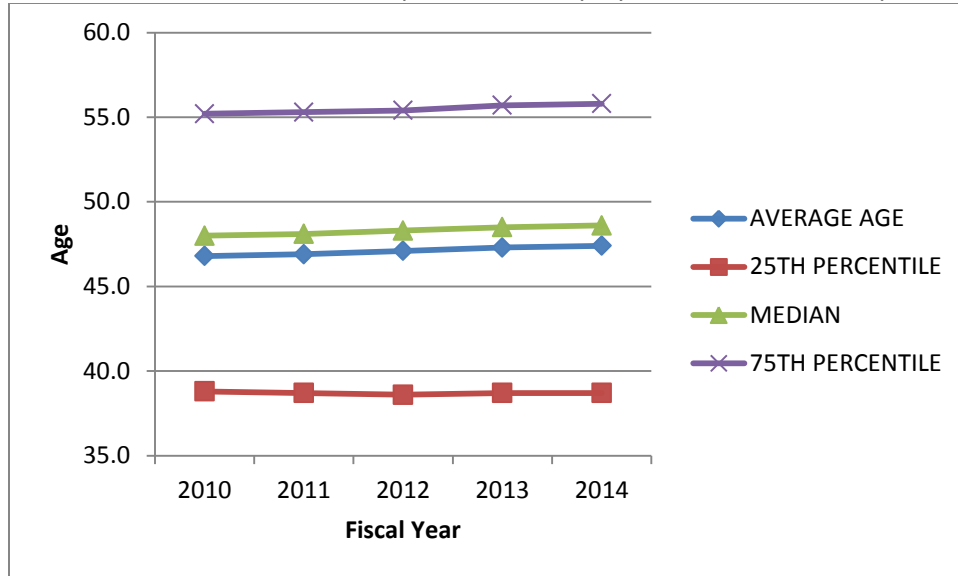

TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

TABLE 9. NSFTP GENDER

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2014

GENDER	COUNT	PERCENT
FEMALE	777,455	42.58
MALE	1,048,305	57.42
ALL	1,825,762	100.00

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2010. 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 FY2010

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	ALL
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
2014	777,455	1,048,305	2	1,825,762

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 the fourth quarter since FY2010
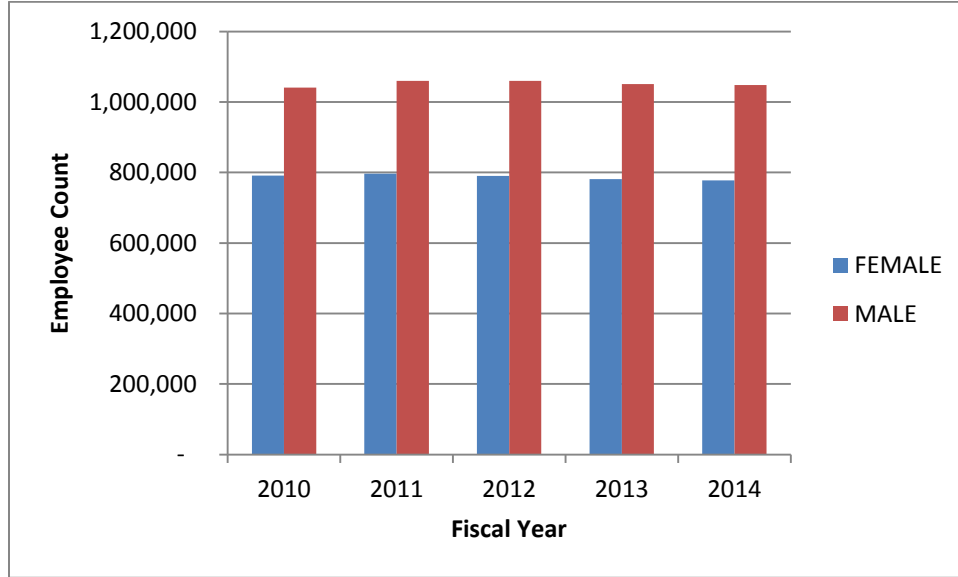
In 2006, the Office of Management and Budget amended the reporting standards for race; it added an ethnicity indicator (either Hispanic/Latino or Not Hispanic/Latino) and modified the race categories. The result is the categories in TABLE 11. NSFTP ETHNICITY AND RACE. Counts and percentages are included.

TABLE 11. NSFTP ETHNICITY AND RACE
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2014

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	378	0.02
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	30,028	1.64
NOT HISPANIC/LATINO & ASIAN	101,741	5.57
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	333,661	18.28
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	8,113	0.44
NOT HISPANIC/LATINO & WHITE	1,177,179	64.48
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	21,775	1.19
HISPANIC/LATINO	105,264	5.77
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	3,073	0.17
HISPANIC/LATINO & ASIAN	750	0.04
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	2,813	0.15
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	410	0.02
HISPANIC/LATINO & WHITE	35,698	1.96
HISPANIC/LATINO & OF MORE THAN ONE RACE	4,879	0.27
ALL	1,825,762	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 FY2010

ETHNICITY AND RACE	FY2010	FY2011	FY2012	FY2013	FY2014
UNSPECIFIED	1,610	1,858	1,061	542	378
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	32,348	32,035	31,471	30,370	30,028
NOT HISPANIC/LATINO & ASIAN	95,064	97,650	99,324	99,755	101,741
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	327,832	332,766	332,875	332,457	333,661
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	6,396	6,966	7,347	7,487	8,113
NOT HISPANIC/LATINO & WHITE	1,208,899	1,220,452	1,209,128	1,190,060	1,177,179
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	12,803	15,294	17,945	19,832	21,775
HISPANIC/LATINO	117,045	115,512	111,747	108,075	105,264
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,077	2,360	2,710	2,868	3,073
HISPANIC/LATINO & ASIAN	467	541	637	698	750
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	1,566	1,854	2,244	2,516	2,813
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	247	287	324	357	410
HISPANIC/LATINO & WHITE	23,151	26,214	29,972	32,672	35,698
HISPANIC/LATINO & OF MORE THAN ONE RACE	2,214	2,791	3,526	4,034	4,879
ALL	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762

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 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 FY2014

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	9,531	0.52
HIGH SCHOOL DEGREE	461,379	25.27
SOME COLLEGE	254,349	13.93
TECHNICAL TRAINING	67,908	3.72
ASSOCIATES DEGREE	116,787	6.40
COLLEGE DEGREE	492,276	26.96
ADVANCED DEGREE	423,171	23.18
UNKNOWN OR UNSPECIFIED	361	0.02
ALL	1,825,762	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 the fourth quarter since FY2010

EDUCATION	FY2010	FY2011	FY2012	FY2013	FY2014
NO HIGH SCHOOL DEGREE	12,338	11,446	10,651	9,947	9,531
HIGH SCHOOL DEGREE	491,855	491,951	480,537	465,706	461,379
SOME COLLEGE	283,816	281,178	272,635	261,793	254,349
TECHNICAL TRAINING	71,055	70,719	69,534	68,678	67,908
ASSOCIATES DEGREE	114,673	116,487	116,902	116,546	116,787
COLLEGE DEGREE	482,917	492,196	494,234	492,871	492,276
ADVANCED DEGREE	373,571	391,856	405,264	415,992	423,171
UNKNOWN OR UNSPECIFIED	1,494	747	554	190	361
ALL	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762

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 FY2014 as an example, 25% of the Federal workforce had been on board fewer than 5.4 years; 75% of the workforce had been on board for over 5.4 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 FY2010

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2014	13.9	5.4	11.0	22.2

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 FY2010
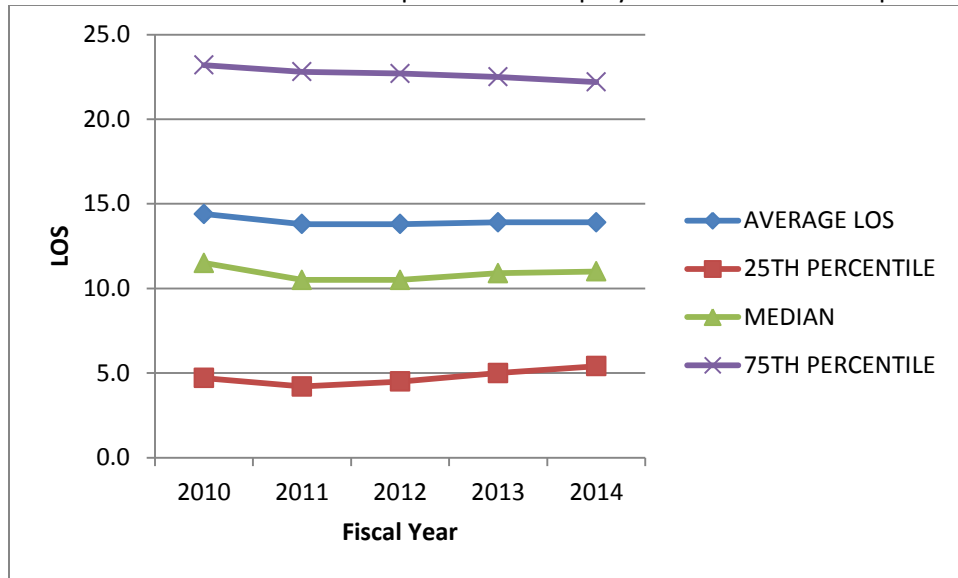

TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees' salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2014 for the 25th percentile, 25% of the Federal workforce makes less than $53,380, 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 FY2010

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2014	$ 80,564	$ 53,380	$75,376	$ 99,354

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 the fourth quarter since FY2010
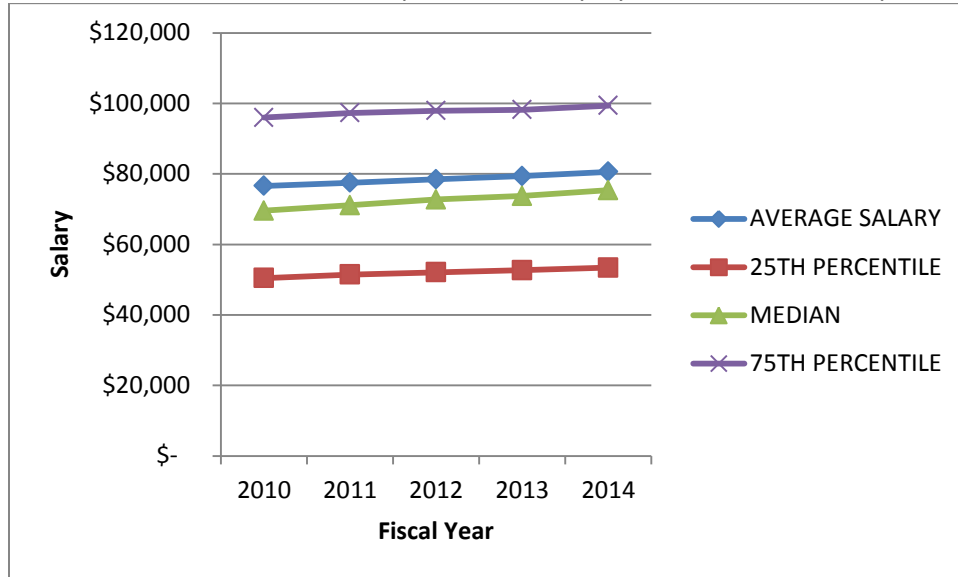
TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation 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 FY2014

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
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

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 FY2010

ACTION	FY2010	FY2011	FY2012	FY2013	FY2014
SEPARATION	91,735	109,782	115,681	114,642	118,636
NEW HIRE	138,783	108,464	89,907	76,885	91,964

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 FY2010
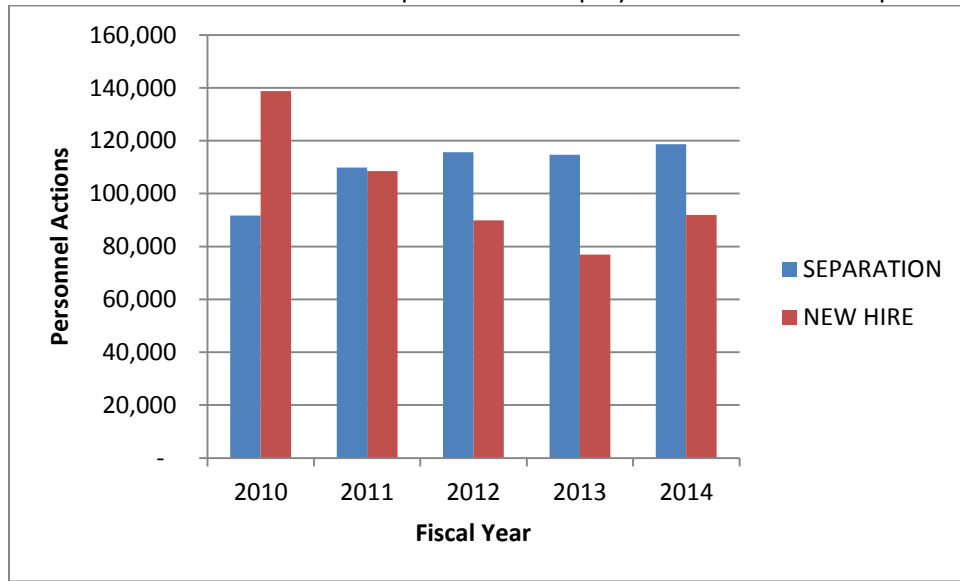
Additional Details

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.

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