Senior Executive Service

Fiscal Year 2014 - 2018

This document provides a brief summary of federal employees in Senior Executive Service.

U.S. Office of Personnel Management
Office of Strategy and Innovation
Data Analysis Group

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Purpose

This document presents an overview of the characteristics of the Senior Executive Service (SES), providing the public and analysts access to commonly requested descriptive information.

This document presents data in the form of tables and charts on the current and historical composition of the Senior Executive Service.

Data

The statistics in all tables and charts in this paper are restricted to pay plan ES. If dates are not clearly labeled in the tables and charts, the data is restricted to Fiscal Year 2018.

Table 1. **SES Appointments** provides counts and percentages of SES employees by type of appointment for Fiscal Year (FY) 2018. As of FY 2018, 90.4 percent of SES employees were career[1].

Table 1. SES Appointments

APPOINTMENT	COUNT	PERCENT
CAREER (SES PERMANENT)	7,095	90.4
NONCAREER (SES PERMANENT)	650	8.3
LIMITED TERM (SES NON-PERMANENT)	102	1.3
ALL	7,847	100.0

Table 2. **SES Appointment Trends** provides counts of SES employees for the last five Fiscal Years by type of appointment.

Table 2. SES Appointment Trends

APPOINTMENT	FY2014	FY2015	FY2016	FY2017	FY2018
UNSPECIFIED	8	6	2	1	0
CAREER (SES PERMANENT)	7,014	7,144	7,341	7,349	7,095
NONCAREER (SES PERMANENT)	682	747	736	475	650
LIMITED TERM (SES NON-PERMANENT)	96	84	89	80	102
LIMITED EMERGENCY (SES NON-PERMANENT)	2	1	4	1	0
ALL	7,802	7,982	8,172	7,906	7,847

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[1] The SES data in this report includes some SES that are not covered by 5 U.S.C. 3133.

Figure 1. **SES Appointment Trends** is a graphical representation of the totals in Table 2.
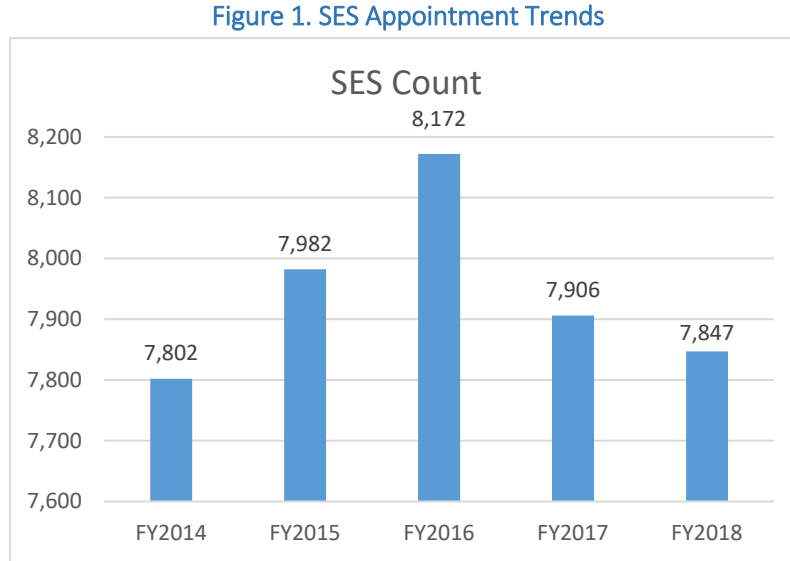
Figure 1. SES Appointment Trends

Table 3. SES Agency provides counts and percentages of SES employees by Cabinet level agencies in Fiscal Year 2018. The table also has a category, "ALL OTHER AGENCIES," which contains all non-Cabinet level agencies. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. SES Agency

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	76	1.0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	98	1.3
DEPARTMENT OF THE AIR FORCE	167	2.1
DEPARTMENT OF STATE	170	2.2
DEPARTMENT OF LABOR	174	2.2
DEPARTMENT OF THE INTERIOR	224	2.9
DEPARTMENT OF TRANSPORTATION	236	3.0
DEPARTMENT OF THE ARMY	266	3.4
DEPARTMENT OF AGRICULTURE	312	4.0
DEPARTMENT OF THE NAVY	328	4.2
DEPARTMENT OF VETERANS AFFAIRS	372	4.7
DEPARTMENT OF COMMERCE	421	5.4
DEPARTMENT OF DEFENSE	422	5.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	433	5.5
DEPARTMENT OF ENERGY	445	5.7
DEPARTMENT OF THE TREASURY	445	5.7
DEPARTMENT OF HOMELAND SECURITY	690	8.8
DEPARTMENT OF JUSTICE	813	10.4
ALL OTHER AGENCIES	1,755	22.4
ALL	7,847	100.0

Table 4. **SES Agency Trends** provides counts of SES employees by Cabinet level agencies for the last five fiscal years. The table also has a category, "ALL OTHER AGENCIES," which contains all non-Cabinet level agencies.

Table 4. SES Agency Trends

AGENCY	FY2014	FY2015	FY2016	FY2017	FY2018
DEPARTMENT OF EDUCATION	85	92	86	80	76
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	110	124	117	103	98
DEPARTMENT OF THE AIR FORCE	158	179	182	177	167
DEPARTMENT OF STATE	183	191	204	176	170
DEPARTMENT OF LABOR	173	182	200	185	174
DEPARTMENT OF THE INTERIOR	242	253	258	235	224
DEPARTMENT OF TRANSPORTATION	227	235	231	227	236
DEPARTMENT OF THE ARMY	281	271	261	259	266
DEPARTMENT OF AGRICULTURE	344	357	361	318	312
DEPARTMENT OF THE NAVY	305	318	326	327	328
DEPARTMENT OF VETERANS AFFAIRS	373	355	358	385	372
DEPARTMENT OF COMMERCE	384	406	429	404	421
DEPARTMENT OF DEFENSE	464	473	478	437	422
DEPARTMENT OF HEALTH AND HUMAN SERVICES	420	441	468	447	433
DEPARTMENT OF THE TREASURY	464	461	458	446	445
DEPARTMENT OF ENERGY	462	479	490	466	445
DEPARTMENT OF HOMELAND SECURITY	598	594	639	658	690
DEPARTMENT OF JUSTICE	767	786	824	822	813
ALL OTHER AGENCIES	1,762	1,785	1,802	1,754	1,755
ALL	7,802	7,982	8,172	7,906	7,847

Table 5. **SES Age Trends** lists the age distribution of SES employees for the last five fiscal years. As of FY 2018, 25 percent of SES employees were younger than the age of 49.9 years; 50 percent were younger than the age of 55.0 years; and 75 percent were younger than the age of 59.8 years.

Table 5. SES Age Trends

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2014	54.3	49.4	54.5	59.4
2015	54.3	49.4	54.6	59.5
2016	54.3	49.3	54.6	59.6
2017	54.6	49.8	54.8	59.8
2018	54.6	49.9	55.0	59.8

Figure 2. **SES Age Trends** is a graphical representation of Table 5. Figure 2 shows that the average age for SES employees has been slowly increasing over the last five fiscal years.
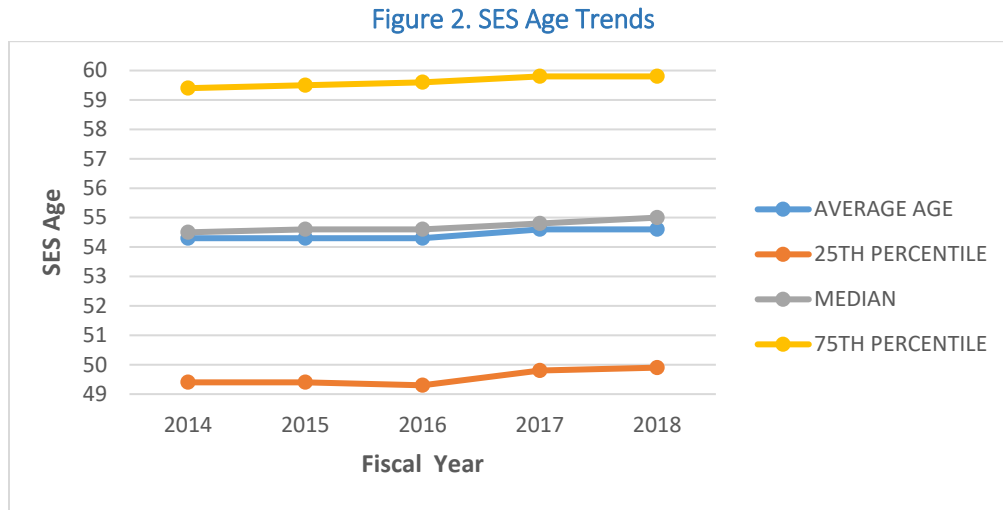

Figure 2. SES Age Trends

Table 6. **SES Gender** provides counts and percentages of SES employees by gender for Fiscal Year 2018. As of FY 2018, 66.1 percent of SES employees were male.

Table 6. SES Gender

GENDER	COUNT	PERCENT
FEMALE	2,658	33.9
MALE	5,189	66.1
ALL	7,847	100.0

Table 7. **SES Gender Trends** provides counts of SES employees by gender for the last five fiscal years.

Table 7. SES Gender Trends

FISCAL YEAR	FEMALE	MALE	ALL
2014	2,649	5,153	7,802
2015	2,750	5,232	7,982
2016	2,893	5,278	8,172
2017	2,689	5,217	7,906
2018	2,658	5,189	7,847

Figure 3. **SES Gender Trends** is a graphical representation of Table 7.
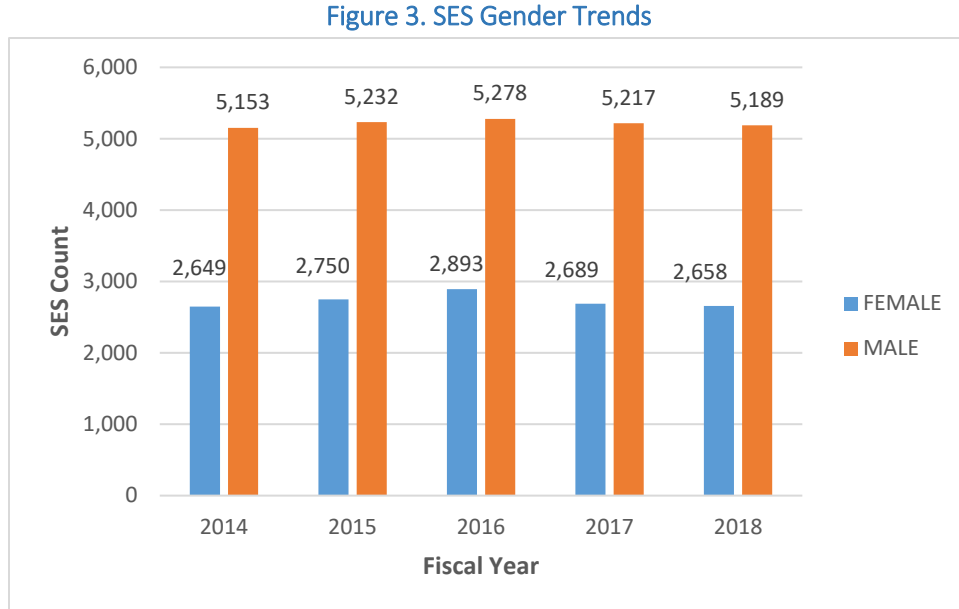

Figure 3. SES Gender Trends

Table 8. **SES Ethnicity and Race** provides counts and percentages of SES employees by ethnicity and race for Fiscal Year 2018.

Table 8. SES Ethnicity and Race

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	3	0.0
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	86	1.1
NOT HISPANIC/LATINO & ASIAN	294	3.8
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	829	10.6
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	17	0.2
NOT HISPANIC/LATINO & WHITE	6,180	78.8
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	73	0.9
HISPANIC/LATINO	218	2.8
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	3	0.0
HISPANIC/LATINO & ASIAN	4	0.1
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	5	0.1
HISPANIC/LATINO & WHITE	121	1.5
HISPANIC/LATINO & OF MORE THAN ONE RACE	14	0.2
ALL	7,847	100.0

Table 9. **SES Ethnicity and Race Trends** provides counts of SES employees by ethnicity and race for the last five fiscal years.

Table 9. SES Ethnicity and Race Trends

ETHNICITY AND RACE	FY2014	FY2015	FY2016	FY2017	FY2018
UNSPECIFIED	1	1	1	3	3
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	90	99	91	91	86
NOT HISPANIC/LATINO & ASIAN	253	260	291	276	294
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	859	888	897	820	829
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	12	13	18	19	17
NOT HISPANIC/LATINO & WHITE	6,193	6,313	6,435	6,266	6,180
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	50	56	62	67	73
HISPANIC/LATINO	230	230	242	227	218
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2	1	4	2	3
HISPANIC/LATINO & ASIAN	2	2	2	4	4
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	6	6	5	5	5
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	0	0	1	0	0
HISPANIC/LATINO & WHITE	95	101	110	113	121
HISPANIC/LATINO & OF MORE THAN ONE RACE	9	12	13	13	14
ALL	7,802	7,982	8,172	7,906	7,847

Table 10. **SES Education**[2] provides counts and percentages of SES employees by education levels for Fiscal Year 2018.

Table 10. SES Education

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	8	0.1
HIGH SCHOOL DEGREE	410	5.2
SOME COLLEGE	227	2.9
TECHNICAL TRAINING	7	0.1
ASSOCIATES DEGREE	32	0.4
COLLEGE DEGREE	1849	23.6
ADVANCED DEGREE	5311	67.7
UNKNOWN OR UNSPECIFIED	3	0.0
ALL	7847	100.0

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[2] Typically, education level 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 11. **SES Education Trends** provides counts of SES employees by educational level for the last five fiscal years.

Table 11. SES Education Trends

EDUCATION	FY2014	FY2015	FY2016	FY2017	FY2018
NO HIGH SCHOOL DEGREE	4	2	4	5	8
HIGH SCHOOL DEGREE	292	308	349	373	410
SOME COLLEGE	209	213	227	226	227
TECHNICAL TRAINING	7	8	9	9	7
ASSOCIATES DEGREE	35	32	29	30	32
COLLEGE DEGREE	1,805	1,851	1,886	1,848	1,849
ADVANCED DEGREE	5,449	5,567	5,665	5,413	5,311
UNKNOWN OR UNSPECIFIED	1	1	3	2	3
ALL	7,802	7,982	8,172	7,906	7,847

Table 12. **SES Length of Service (LOS) Trends** lists the LOS distribution of SES employees for the last five fiscal years. An employee's LOS is based on all prior federal service, not just their prior SES service. As of FY 2018, 25 percent of SES employees had served less than 13.6 years; 50 percent had served less than 23.4 years; and 75 percent had served less than 30.6 years.

Table 12. SES Length of Service (LOS) Trends

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2014	22.0	12.9	23.8	30.2
2015	21.8	12.6	23.9	30.3
2016	21.8	12.8	23.9	30.3
2017	22.2	13.8	24.0	30.3
2018	22.0	13.6	23.4	30.6

Figure 4. **SES LOS Trends** is a graphical representation of Table 12. Figure 4 shows that SES LOS has been relatively stable over the last five fiscal years, with the exception of the 25th percentile.
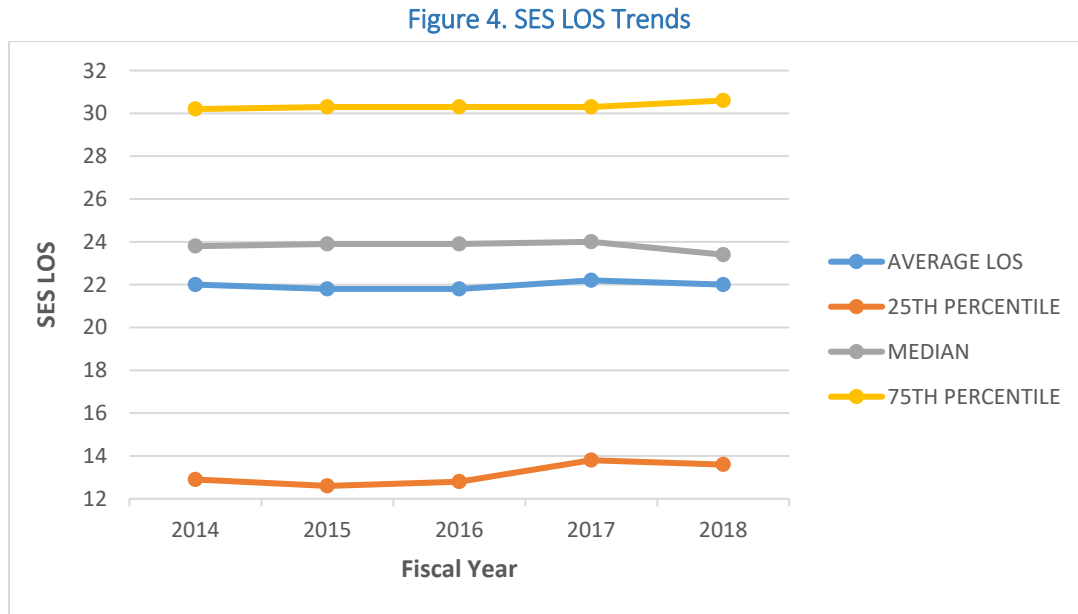

Figure 4. SES LOS Trends

Table 13. **SES Salary Trends** lists the salary distribution of SES employees for the last five fiscal years. As of Fiscal Year 2018, 25 percent of SES employees earned less than $173,000 per year; 50 percent earned less than $179,900 a year; and 75 percent earned less than $187,348 per year.

Table 13. SES Salary Trends

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2014	$168,214	$162,237	$168,766	$177,023
2015	$170,441	$164,430	$171,489	$179,700
2016	$172,574	$166,354	$173,882	$181,816
2017	$175,902	$169,997	$177,400	$185,100
2018	$178,642	$173,000	$179,900	$187,348

Figure 5. **SES Salary Trends** is a graphical representation of Table 13.

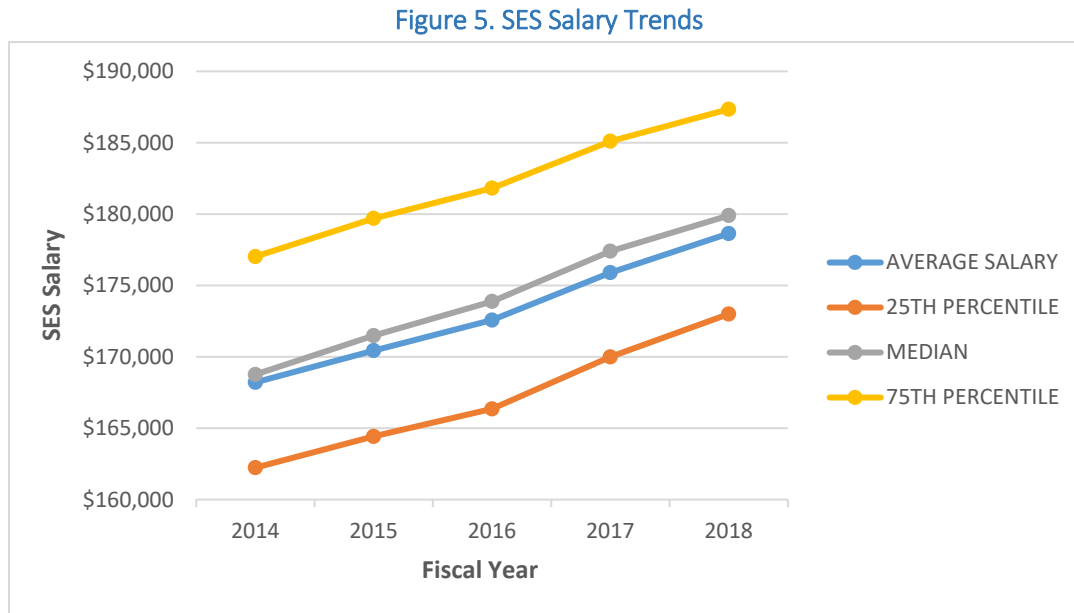Figure 5. SES Salary Trends

Table 14. **SES Action Trends** provides counts of SES employees by separations, new hires, and conversions for the last five fiscal years. Separations and new hires represent all employees who left or joined the SES in a particular fiscal year; respectively. Conversions represent all employees who were converted to the SES in a particular fiscal year.

Table 14. SES Action Trends

ACTIONS	DYNAMICS	FY2014	FY2015	FY2016	FY2017	FY2018
SEPARATIONS	QUIT	241	229	228	825	245
	DISCHARGE	2	9	2	15	5
	MISCELLANEOUS TERMINATION	9	7	9	19	8
	RETIREMENT	632	573	587	647	615
	DEATH	6	8	8	15	7
	OTHER SEPARATION	0	4	1	1	2
NEW HIRES	NEW HIRE - COMP - TEMP/LIMITED APPT	0	0	0	0	0
	NEW HIRE - SES APPT	358	387	328	568	365
	NEW HIRE - EXCEPTED APPOINTMENT	1	0	0	1	0
COVERSIONS	CONVERSION - EXCEPTED	0	1	0	0	0
	CONVERSION - SES	687	898	947	981	739

Figure 6. **SES Action Trends** is a graphical representation of Table 14.

Figure 6. SES Action Trends
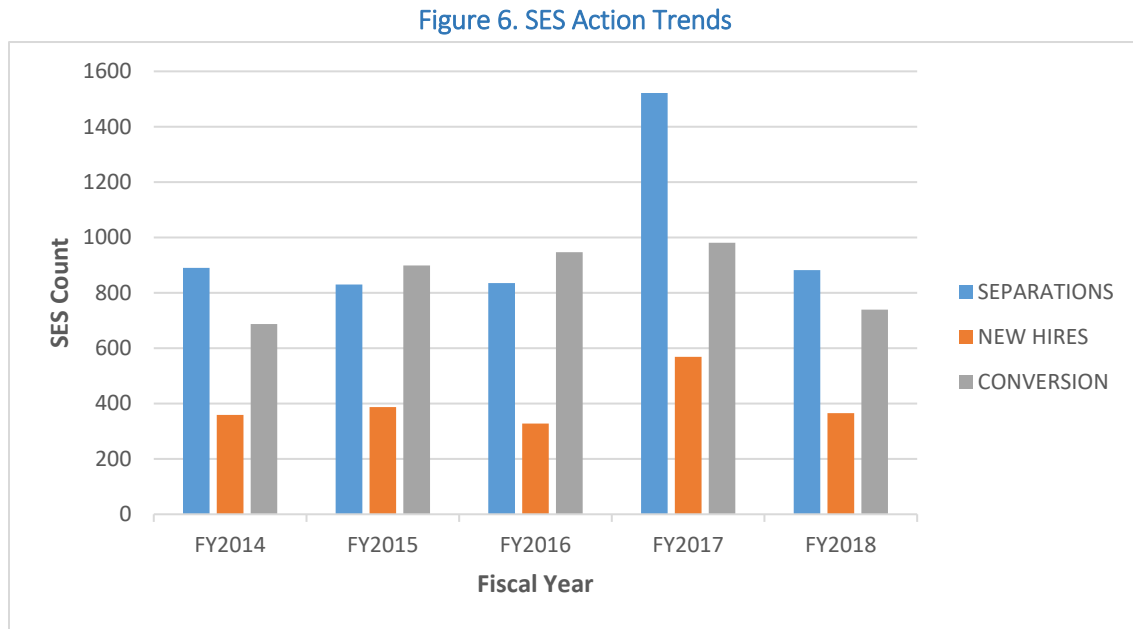
Additional Details

More information can be found within OPM's free online data tool, FedScope, located at http://www.fedscope.opm.gov/. Many of the tables and figures above can be replicated in FedScope, with the option for much more detail. This tool is best utilized using Internet Explorer.

For further inquiries, please contact the Data Analysis Group (DAG) at FedStats@opm.gov.