

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Common Characteristics of the Government

December 2010

a New Day for Federal Service

Common Characteristics of the Government



2010

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

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

*David Wiesman and Samuel Arenberg
Analysts*

Contents

Purpose.....	4
Introduction.....	4
Coverage.....	4
Types of Employment.....	4
Trends in Employment.....	5
Common Practices of DAG.....	5
Data.....	5
Framing the Federal Population.....	5
Commonly Requested Data, Fiscal Year 2010.....	6
Commonly Requested Data, Last Five Fiscal Years.....	7
Additional Details.....	9
Appendix.....	9
TABLE 1. TYPES OF EMPLOYMENT.....	10
FIGURE 1. SEASONALITY OF EMPLOYMENT.....	11
FIGURE 2. SEASONALITY OF SALARY.....	12
TABLE 2. NSFTP POPULATION COMPARISON.....	13
TABLE 3. NSFTP AGENCY.....	14
TABLE 4. NSFTP STATE.....	17
FIGURE 3. NSFTP STATE MAP.....	19
TABLE 5. NSFTP CBSA.....	20
TABLE 6. NSFTP AGE.....	21
TABLE 7. NSFTP GENDER.....	22
TABLE 8. NSFTP ETHNICITY AND RACE.....	23
TABLE 9. NSFTP EDUCATION.....	24
TABLE 10. NSFTP LENGTH OF SERVICE.....	25
TABLE 11. NSFTP SALARY.....	26
TABLE 12. NSFTP OCCUPATIONAL CATEGORY.....	27
TABLE 13. NSFTP VETERANS.....	28
TABLE 14. NSFTP DISABILITY.....	29
TABLE 15. NSFTP GROWTH.....	30
TABLE 16. NSFTP AGENCY TREND.....	31
FIGURE 4. NSFTP EMPLOYMENT TREND.....	34
TABLE 17. NSFTP STATE TREND.....	35
TABLE 18. NSFTP AGE TREND.....	37

FIGURE 5. NSFTP AGE GRAPH38

TABLE 19. NSFTP GENDER TREND39

FIGURE 6. NSFTP GENDER GRAPH.....40

TABLE 20. NSFTP ETHNICITY AND RACE TREND41

FIGURE 7. NSFTP ETHNICITY AND RACE GRAPH.....42

TABLE 21. NSFTP EDUCATION TREND43

FIGURE 8. NSFTP EDUCATION GRAPH44

TABLE 22. NSFTP LENGTH OF SERVICE TREND45

FIGURE 9. NSFTP LENGTH OF SERVICE GRAPH46

TABLE 23. NSFTP SALARY TREND47

FIGURE 10. NSFTP SALARY GRAPH48

TABLE 24. NSFTP OCCUPATIONAL CATEGORY TREND.....49

TABLE 25. NSFTP VETERANS TREND50

FIGURE 11. NSFTP VETERANS GRAPH.....51

TABLE 26. NSFTP DISABILITY TREND.....52

FIGURE 12. NSFTP DISABILITY GRAPH53

TABLE 27. NSFTP GROWTH TREND54

FIGURE 13. NSFTP GROWTH GRAPH55

Purpose

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

This document will first cover the limitations and nature of OPM data. It will then describe commonly used definitions and outline their implications. Lastly, it presents some basic data, in the form of tables and charts, 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 two human resources databases, the Central Personnel Data File (CPDF) and the Enterprise Human Resources Integration (EHRI). Data prior to and including the 2009 fiscal year comes from the CPDF; after the 2009 fiscal year, the EHRI. Production data are typically released every quarter. "Status" data (cross-sections; used for total employment aggregates) are available one to two months after the end of each quarter. "Dynamics" data (all personnel actions; used for hiring numbers, retirement figures, etc.) require more time, approximately four months from the end of the quarter, to become production data because of the late actions, cancellations, and corrections, which Status data do not have.

Often, OPM coverage is equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and exclusively civilian, but the data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some pieces of the Legislative Branch. For specific exclusions and inclusions, visit FedData on the OPM's website: <http://www.opm.gov/feddata/html/cpdfinfo.asp>. One final point about personnel coverage, OPM data do not include contractors.

In addition to *who* the OPM covers, it is also helpful to know *what* the OPM collects. Both the CPDF and EHRI contain over 100 different variables, or data elements, for each employee. The vast majority of these elements pertain strictly to employment. Items such as marital status or residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM's data are public information, even data at the individual level. Certain exclusions apply, however. Visit <http://www.opm.gov/efoia/> 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/feddata/guidance.asp>.

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.

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

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

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

Naturally, the counts descend as the employment type becomes more specific. The broadest definition is, of course, All Employees. The most restrictive is NSFTP; nonetheless, filtering to NSFTP omits only around 250,000 employees, a 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. The increase is actually the result of differences in occupation and qualification. Recognizing the employment category on each OPM data request or report and understanding the differences among these categories is especially important when comparing data that have different employment filters.

Trends in Employment

In addition to the effect of the type of employment, the timing of employment has a strong influence on various statistics. Of course, employment will vary from year to year, depending on a number of factors. Often overlooked is the predictable pattern hiring follows *within* a year. See [FIGURE 1. SEASONALITY OF EMPLOYMENT](#) and [FIGURE 2. SEASONALITY OF SALARY](#) to view the seasonal effects on employment and salary, respectively. Although these charts examine only one fiscal year, the trends they display persist for most fiscal years. As with employment type, observing the quarter from which OPM data came and knowing these typical within-year trends are important in making proper inferences.

Common Practices of DAG

DAG is the group responsible for, among other things, producing official statistics on Federal civilian employment. The way in which DAG approaches most data requests is important to note. Foremost, unless otherwise requested, DAG filters statistics to NSFTP employees. As can be seen in the figures above, NSFTP counts are the least susceptible to seasonal variation, and, keeping in mind there is normally an annual pay increases in January, NSFTP salaries are the most constant within a year. The implication is that NSFTP statistics offer the best quarter-to-quarter comparisons. The data in the following section are restricted to NSFTP. Furthermore, as mentioned above in a footnote, the data are also restricted to employees in pay status (employees receiving a paycheck), a restriction DAG always observes. Lastly, the data in the section below represent the Fiscal Year, which, in the Federal Government, ends on the 30th of September. In many tables, a column or row may be headed “FY2010,” for example. For Status data, FY2010 represents the composition of the Federal Government on September 30, 2010. For Dynamics data (only the “Growth” charts), FY2010 is the compilation of all personnel actions between October 1, 2009 and September 30, 2010. 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. The table shows that the Federal NSFTP population has grown at a faster rate than the U.S. population since 2006.² 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.

Commonly Requested Data, Fiscal Year 2010

Counts by agency are the most common data requests DAG receives. The OPM databases consist of 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. 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 Veterans' Affairs and Homeland Security. The smallest agencies will have missing percentages because, having rounded to only two decimal places, the percentages would have appeared as zero. Regardless, the percentage for many agencies is nearly negligible.

Geography is also frequently requested. Although the OPM databases can provide information as local as county or city, [TABLE 4. NSFTP STATE](#) shows counts and percentages of Federal employees by state. At the bottom is a category for employees located outside the United States as well as an Unspecified category, which typically denotes errors in reporting. This Unspecified category will appear again in many data tables below. California tops the District of Columbia, Virginia, Maryland, and Texas in 2010. It is important to note that the data reflect places of employment, not places of residence.

[FIGURE 3. NSFTP STATE MAP](#) depicts the geographical composition of the Federal workforce within the United States. Figure 3 is a visual representation of the information in Table 4. Naturally, the darker the shade of the purple, the larger the workforce within that state. To reiterate, the data reflect places of employment, not places of residence.

[TABLE 5. 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 955 CBSA in the U.S. The CBSA with the largest number of Federal employees is by far "Washington-Arlington-Alexandria, DC-VA-MD-WV," having over four times the Federal employees than the second largest CBSA, "New York Northern New Jersey-Long Island, NY-NJ-PA."

[TABLE 6. NSFTP AGE](#) illustrates the age distribution of Federal employees. In addition to the average, the quartiles are listed in order. At the 25th percentile, 25% of the Federal workforce is younger than 38.8; 75% of the workforce is older than 38.8. The interpretation is the same for the median, which is simply the 50th percentile, and the 75th percentile.

[TABLE 7. NSFTP GENDER](#) provides counts and percentages broken out by gender. Nearly 57% of the Federal workforce is male. Again, as in Table 4, there is an Unspecified category.

² The U.S. population estimates came from the Census Bureau's February 2011 release: <http://www.census.gov/popest/eval-estimates/eval-est.html>.

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.

In 2006, the Office of Management and Budget switched reporting standards for race; it added an ethnicity indicator (either Hispanic/Latino or Not Hispanic/Latino) and modified the race categories. The result is the categories in [TABLE 8. NSFTP ETHNICITY AND RACE](#). Counts and percentages are included.

The education variable in the OPM databases has over twenty levels. [TABLE 9. 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 collected by agencies. Typically, it is recorded at the time of hire and only at the employees' initiative thereafter. As a result, OPM education statistics should be treated as lower bounds on the true educational attainment of the Federal workforce.

[TABLE 10. NSFTP LENGTH OF SERVICE](#) illustrates the distribution of Federal employees' lengths of service (LOS). In addition to the average, the quartiles are listed in order. A quarter of the Federal workforce has been with the Federal government fewer than 4.7 years (the 25th percentile); 75% has been with the government longer than 4.7 years. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile. It is important to note that LOS is calculated with retirement information for retirement purposes, and, in some cases, LOS will not equal the number of years a particular employee has been in Federal service.

[TABLE 11. NSFTP SALARY](#) illustrates the salary distribution for Federal employees. In addition to the average, the quartiles are listed in order. For the 25th percentile, 25% of the Federal workforce makes less than \$50,431, while 75% makes more. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment.

[TABLE 12. NSFTP OCCUPATIONAL CATEGORY](#) shows salaries categorized by occupational category (informally called PATCO). 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 13. NSFTP VETERANS](#) provides counts and percentages of Federal employees broken out by veteran status. Well over a quarter of the Federal workforce is veterans. In order to match the OPM's Veterans Report, the totals in Table 13 differ slightly from those in other tables. Because of differences in veteran categorization, the Veterans Report excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard.

[TABLE 14. NSFTP DISABILITY](#) provides counts and percentages of Federal employees broken out by disability category. There are five basic groupings of disability status. Together, the Non-targeted, Targeted, and Unlisted Disability categories comprise all employees with a disability. Of the known disabilities, Targeted versus Non-targeted is defined by the EEOC, with Targeted disabilities typically having a greater effect on the quality of life. The Unlisted Disability category captures employees who reported having a disability other than the 61 available choices. The Disability Status Unknown group represents employees who chose not to reveal their disability status. In total, over 7% of Federal employees is known to have a disability.

[TABLE 15. NSFTP GROWTH](#) provides the number of separations and new hires in the 2010 Fiscal Year. Separations represent all employees who left Federal service at any point in FY2010. New hires represent all employees who joined the Federal Government in the 2010 Fiscal Year. New hires outnumbered separations by about 47,000 in FY2010.

Commonly Requested Data, Last Five Fiscal Years

[TABLE 16. NSFTP AGENCY TREND](#) provides counts of Federal employees by agency and fiscal year. Counts of Federal employees by agency and fiscal year are some of the most commonly requested historical data. Veterans Affairs, Homeland Security, and the Federal Deposit Insurance Corporation have shown the largest average growth rate between FY2006 and FY2010.

[FIGURE 4. NSFTP EMPLOYMENT TREND](#) charts the growth of the Federal workforce over the last five years. Again, these counts are restricted to NSFTP employees. The size of the Federal Government grew by approximately 14%, over two hundred thousand employees, from FY2006 to FY2010.

[TABLE 17. NSFTP STATE TREND](#) shows the number of Federal employees by state dating back to FY2006. 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 18. NSFTP AGE TREND](#) illustrates the age distribution of Federal employees for the last five fiscal years. As in Table 6, Table 18 has the average age and the quartiles listed in order with the addition of prior years. To reiterate the interpretation, for the 25th percentile of FY2010, 25% of the Federal workforce is younger than 38.8 years of age; 75% of the workforce is older than 38.8. The interpretation is the same for the median, which again is the 50th percentile, and for the 75th percentile.

[FIGURE 5. NSFTP AGE GRAPH](#) illustrates the data in Table 18. Aside from the 25th percentile which declines slightly, the age statistics are relatively stable over the last five fiscal years.

[TABLE 19. NSFTP GENDER TREND](#) provides counts of Federal employees broken out by gender and fiscal year since FY2006. Although the number of both male and female Federal employees has increased over the past five fiscal years, the male-female ratio has remained right around 58% male and 42% female.

[FIGURE 6. NSFTP GENDER GRAPH](#) illustrates the data in Table 19. Counts of both males and females are increasing over time, while the ratio remains fairly constant.

[TABLE 20. NSFTP ETHNICITY AND RACE TREND](#) provides counts for each ethnicity and race category for the past five fiscal years. “Not Hisp/Latino & White” dominates Federal employment. A visual display is below in Figure 7.

[FIGURE 7. NSFTP ETHNICITY AND RACE GRAPH](#) is a graphical interpretation of the data from Table 20. For ease of viewing, the thirteen categories listed in Table 20 have been rolled into five categories. The groups in Figure 7 equate to the categories used to prior to the introduction of an Ethnicity Indicator in 2006. Also for ease of viewing, the Unspecified category has been discarded.

[TABLE 21. NSFTP EDUCATION TREND](#) contains counts of Federal employees by education level. It is the same as Table 9 with the addition of 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.

[FIGURE 8. NSFTP EDUCATION GRAPH](#) is a graphical interpretation of the data from Table 21, illustrating the trend in education level of Federal employees. Higher levels of education have become more prevalent in the Federal workforce in recent years.

[TABLE 22. NSFTP LENGTH OF SERVICE TREND](#) illustrates the distribution of Federal employees’ lengths of service (LOS) over the last five fiscal years. As with Table 10, Table 22, with the addition of the past five fiscal years, has the average LOS and the quartiles listed in order. Using FY2010 as an example, 25% of the Federal workforce had been on board fewer than 4.7 years; 75% of the workforce had been on board for over 4.7 years. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile.

[FIGURE 9. NSFTP LENGTH OF SERVICE GRAPH](#) illustrates the trend in LOS over the past five years, using the data from Table 22. Each statistic is decreasing, most noticeably the median.

[TABLE 23. NSFTP SALARY TREND](#) illustrates the distribution of Federal employees' salary over the last five fiscal years. Once again, as in Table 11, the calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment.

[FIGURE 10. NSFTP SALARY GRAPH](#) illustrates the data from Table 23. 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.

[TABLE 24. NSFTP OCCUPATIONAL CATEGORY TREND](#) shows the salaries in Table 23 broken out by occupational category for the past five fiscal years. Like Table 12, it offers a more detailed version of Blue Collar versus White Collar occupations. The statistics are interpreted as before and are again based on adjusted basic pay.

[TABLE 25. NSFTP VETERANS TREND](#) provides counts of Federal employees broken out by veteran status for the last five fiscal years. Table 25 shows that Veteran Federal employment has increased in recent years. In order to match the OPM's Veterans Report, the totals in this table differ slightly from those in other tables. Because of differences in veteran categorization, the Veterans Report excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard.

[FIGURE 11. NSFTP VETERANS GRAPH](#) illustrates the data from Table 25. The counts of both veterans and non-veterans are increasing, but the ratio remains fairly constant. Again, like Table 25 and Table 13, the totals here will differ from totals elsewhere in order to match the OPM's Veterans Report.

[TABLE 26. NSFTP DISABILITY TREND](#) provides counts of Federal employees broken out by disability status for the last five fiscal years. Once again, as in Table 14, there are five basic groupings of disability status. Together, the Non-targeted, Targeted, and Unlisted Disability categories comprise all employees with a disability. The Unlisted Disability category captures employees who reported having a disability other than the 61 available choices. The Disability Status Unknown group represents employees who chose not to reveal their disability status.

[FIGURE 12. NSFTP DISABILITY GRAPH](#) is a graphical representation of Table 26; however, it excludes people with no disability for the sake of viewing. Over the past five fiscal years, the Non-targeted Disability category has grown the most.

[TABLE 27. NSFTP GROWTH 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. Beginning in FY2008, new hires outstripped separations.

[FIGURE 13. NSFTP GROWTH GRAPH](#) displays the information from Table 27. New hires have uniformly increased while separations have steadily declined, with exception of FY2010. In FY2010 there was a slight increase in separations compared to a slight decline in new hires.

Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated quarterly: <http://www.fedscope.opm.gov/>. All 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.

Appendix

All of the tables and figures discussed in the Data section appear below.

TABLE 1. TYPES OF EMPLOYMENT

Statistics for all types of employment from all quarters of FY2010

EMPLOYMENT

EMPLOYMENT TYPE	DEC2009	MAR2010	JUN2010	SEP2010
ALL EMPLOYEES	2,045,038	2,109,677	2,065,171	2,113,980
PERMANENT	1,861,361	1,893,176	1,883,056	1,917,984
FULL-TIME	1,917,515	1,987,001	1,934,334	1,982,810
FULL-TIME NON-SEASONAL	1,885,826	1,951,545	1,889,404	1,950,226
FULL-TIME PERMANENT	1,801,086	1,833,170	1,820,754	1,856,733
NON-SEASONAL FULL-TIME PERMANENT	1,777,356	1,805,245	1,784,055	1,831,719

SALARY

EMPLOYMENT TYPE	DEC2009	MAR2010	JUN2010	SEP2010
ALL EMPLOYEES	\$ 72,423	\$ 73,436	\$ 73,916	\$ 74,311
PERMANENT	\$ 73,814	\$ 75,475	\$ 75,260	\$ 75,827
FULL-TIME	\$ 73,408	\$ 74,220	\$ 74,977	\$ 75,280
FULL-TIME NON-SEASONAL	\$ 73,829	\$ 74,780	\$ 75,713	\$ 75,712
FULL-TIME PERMANENT	\$ 74,220	\$ 75,864	\$ 75,707	\$ 76,231
NON-SEASONAL FULL-TIME PERMANENT	\$ 74,544	\$ 76,376	\$ 76,359	\$ 76,586

FIGURE 1. SEASONALITY OF EMPLOYMENT
 Statistics for all types of employment from all quarters of FY2010

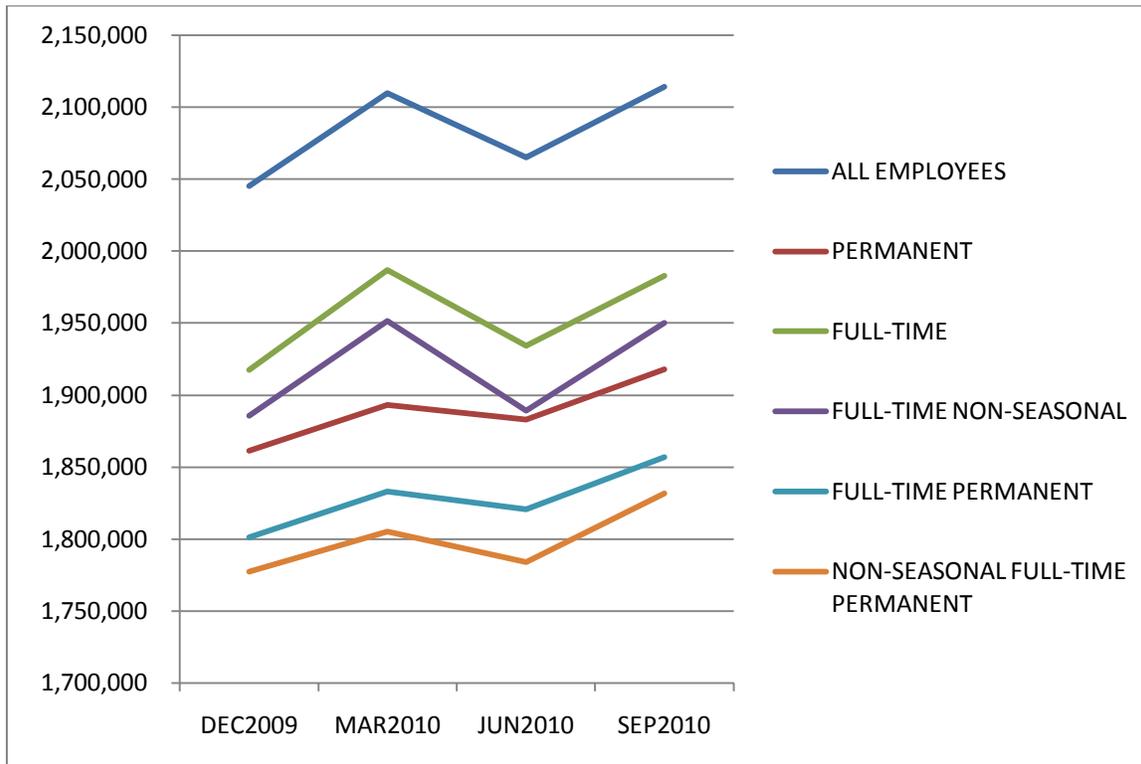


FIGURE 2. SEASONALITY OF SALARY

Statistics for all types of employment from all quarters of FY2010

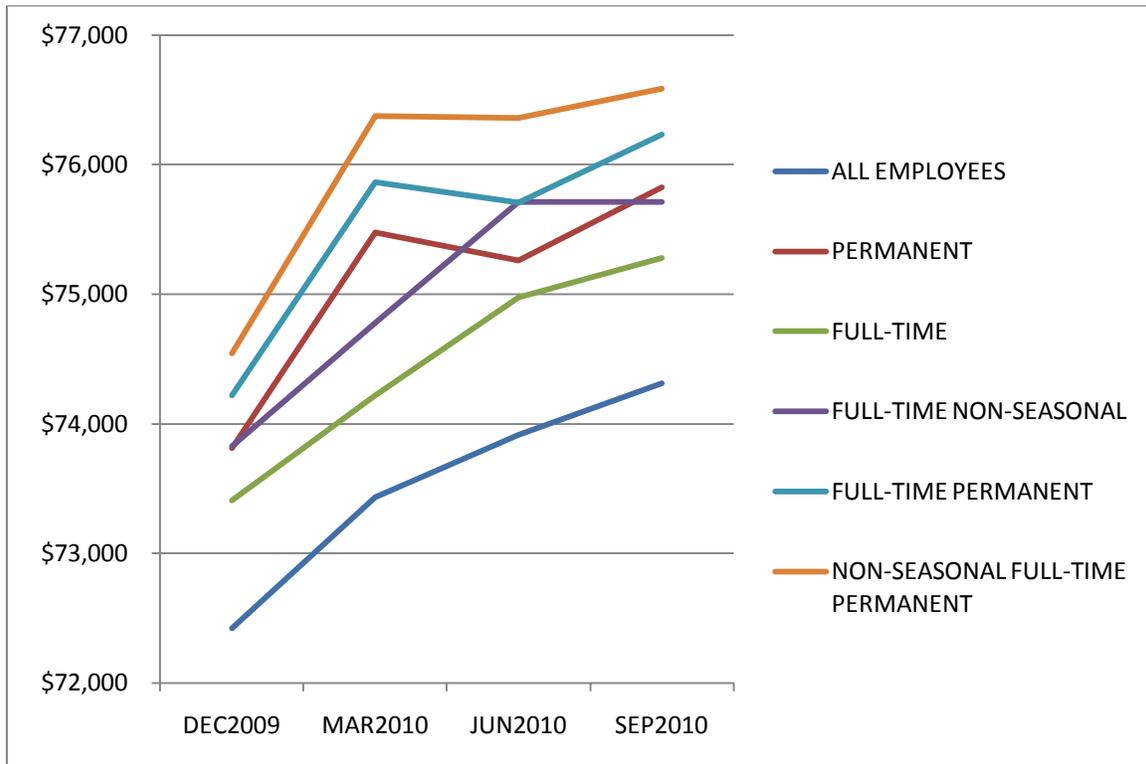


TABLE 2. NSFTP POPULATION COMPARISON

Federal counts restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

POPULATION	FY2006	FY2007	FY2008	FY2009	FY2010
U.S. POPULATION	298,431,771	301,393,632	304,177,401	306,656,290	309,050,816
FEDERAL EMPLOYEES	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719
FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.389	5.369	5.501	5.730	5.927

TABLE 3. NSFTP AGENCY

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

AGENCY	COUNT	PERCENT
AA-ADMIN CONFERENCE OF THE UNITED STATES	10	-
AB-AMERICAN BATTLE MONUMENTS COMMISSION	34	-
AF-DEPARTMENT OF THE AIR FORCE	158,039	8.63
AG-DEPARTMENT OF AGRICULTURE	80,510	4.40
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	353	0.02
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	2,130	0.12
AN-AFRICAN DEVELOPMENT FOUNDATION	23	-
AP-APPALACHIAN REGIONAL COMMISSION	10	-
AR-DEPARTMENT OF THE ARMY	257,947	14.08
AU-FEDERAL LABOR RELATIONS AUTHORITY	125	0.01
AW-ARCTIC RESEARCH COMMISSION	3	-
BD-MERIT SYSTEMS PROTECTION BOARD	210	0.01
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	99	0.01
BG-PENSION BENEFIT GUARANTY CORPORATION	890	0.05
BK-JAMES MADISON MEMORIAL FELLOWSHIP FOUND	3	-
BO-OFFICE OF MANAGEMENT AND BUDGET	472	0.03
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	26	-
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	9	-
BZ-CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATN	2	-
CC-COMMISSION ON CIVIL RIGHTS	31	-
CE-COUNCIL OF ECONOMIC ADVISERS	5	-
CF-COMMISSION OF FINE ARTS	10	-
CM-DEPARTMENT OF COMMERCE	33,711	1.84
CT-COMMODITY FUTURES TRADING COMMISSION	622	0.03
CU-NATIONAL CREDIT UNION ADMINISTRATION	1,051	0.06
DD-OTHER DEPARTMENT OF DEFENSE	81,179	4.43
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	1	-
DJ-DEPARTMENT OF JUSTICE	112,688	6.15
DL-DEPARTMENT OF LABOR	15,387	0.84
DN-DEPARTMENT OF ENERGY	15,757	0.86
EB-EXPORT-IMPORT BANK OF THE UNITED STATES	347	0.02
EC-OFFICE OF ADMINISTRATION	206	0.01
ED-DEPARTMENT OF EDUCATION	4,010	0.22
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,476	0.14
EO-MORRIS K UDALL SCHOLARSHIP...FOUNDATION	4	-
EP-ENVIRONMENTAL PROTECTION AGENCY	16,601	0.91
EQ-COUNCIL ON ENVIR QUAL/OFC OF ENVIR QUAL	3	-
EW-TRADE AND DEVELOPMENT AGENCY	37	-
FC-FEDERAL COMMUNICATIONS COMMISSION	1,708	0.09
FD-FEDERAL DEPOSIT INSURANCE CORPORATION	5,101	0.28
FI-FEDERAL FINANCIAL INST. EXAM. COUNCIL	10	-
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	37	-

AGENCY	COUNT	PERCENT
FK-FARM CREDIT SYSTEM INSURANCE CORPORATION	10	-
FL-FARM CREDIT ADMINISTRATION	273	0.01
FM-FED MEDIATION AND CONCILIATION SERVICE	241	0.01
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	1,228	0.07
FT-FEDERAL TRADE COMMISSION	1,059	0.06
FW-OFFICE OF SPECIAL COUNSEL	92	0.01
GB-OVERSEAS PRIVATE INVESTMENT CORPORATION	184	0.01
GE-BARRY GOLDWATER SCHOL & EXCEL IN ED FOUN	1	-
GG-OFFICE OF GOVERNMENT ETHICS	67	-
GJ-PRESIDIO TRUST	300	0.02
GM-VALLES CALDERA TRUST	17	-
GO-VIETNAM EDUCATION FOUNDATION	5	-
GQ-ELECTION ASSISTANCE COMMISSION	3	-
GS-GENERAL SERVICES ADMINISTRATION	12,554	0.69
GW-INTERNAT BOUNDARY & WATER CMSN: US & MEX	229	0.01
GX-INTERNAT BOUNDARY CMSN: U.S. AND CANADA	5	-
GY-INTERNATIONAL JOINT CMSN: U.S. & CANADA	12	-
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	25	-
HD-U.S. HOLOCAUST MEMORIAL MUSEUM	184	0.01
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	58,946	3.22
HF-FEDERAL HOUSING FINANCE AGENCY	433	0.02
HP-ADV COUNCIL ON HISTORIC PRESERVATION	35	-
HS-DEPARTMENT OF HOMELAND SECURITY	161,273	8.80
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	-
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	9,397	0.51
HW-U.S. INTERAGENCY COUNCIL ON HOMELESSNESS	1	-
IB-BROADCASTING BOARD OF GOVERNORS	1,658	0.09
IF-INTER-AMERICAN FOUNDATION	32	-
IN-DEPARTMENT OF INTERIOR	53,460	2.92
KS-CORP FOR NATIONAL AND COMMUNITY SERVICE	551	0.03
LF-FEDERAL ELECTION COMMISSION	330	0.02
LP-GOVERNMENT PRINTING OFFICE	2,259	0.12
LT-U.S. TAX COURT	113	0.01
MA-MARINE MAMMAL COMMISSION	13	-
MC-FEDERAL MARITIME COMMISSION	119	0.01
MI-MILLENNIUM CHALLENGE CORPORATION	235	0.01
NF-NATIONAL SCIENCE FOUNDATION	1,200	0.07
NK-NATIONAL COUNCIL ON DISABILITY	8	-
NL-NATIONAL LABOR RELATIONS BOARD	1,586	0.09
NM-NATIONAL MEDIATION BOARD	40	-
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	17,190	0.94
NP-NATIONAL CAPITAL PLANNING COMMISSION	39	-
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	2,690	0.15
NS-NATIONAL SECURITY COUNCIL	22	-
NU-NUCLEAR REGULATORY COMMISSION	3,867	0.21

AGENCY	COUNT	PERCENT
NV-DEPARTMENT OF THE NAVY	189,389	10.34
OM-OFFICE OF PERSONNEL MANAGEMENT	4,856	0.27
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	51	-
PU-PEACE CORPS	6	-
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	79	-
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	43	-
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	84	-
RH-ARMED FORCES RETIREMENT HOME	259	0.01
RO-MEDICAID & CHIP PAYMENT & ACCESS COMM	1	-
RR-RAILROAD RETIREMENT BOARD	964	0.05
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	45	-
SB-SMALL BUSINESS ADMINISTRATION	2,327	0.13
SE-SECURITIES AND EXCHANGE COMMISSION	3,611	0.20
SK-CONSUMER PRODUCT SAFETY COMMISSION	467	0.03
SM-SMITHSONIAN INSTITUTION	4,754	0.26
SS-SELECTIVE SERVICE SYSTEM	123	0.01
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	8,959	0.49
SZ-SOCIAL SECURITY ADMINISTRATION	66,666	3.64
TB-NATIONAL TRANSPORTATION SAFETY BOARD	363	0.02
TC-U.S. INTERNATIONAL TRADE COMMISSION	337	0.02
TD-DEPARTMENT OF TRANSPORTATION	56,151	3.07
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	200	0.01
TR-DEPARTMENT OF TREASURY	99,868	5.45
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	14	-
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	4	-
UT-UTAH RECLAMATN MITIGATN & CONSERVTN CMSN	9	-
VA-DEPARTMENT OF VETERANS AFFAIRS	268,187	14.64
ZL-MEDICARE PAYMENT ADVISORY COMMISSION	32	-
ZP-U.S. CMSN ON INTERNATL RELIGIOUS FREEDOM	3	-
ZU-DWIGHT D. EISENHOWER MEMORIAL COMMISSION	1	-
All	1,831,719	100.00

TABLE 4. NSFTP STATE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

STATE	COUNT	PERCENT
01-ALABAMA	38,593	2.11
02-ALASKA	11,493	0.63
04-ARIZONA	36,678	2.00
05-ARKANSAS	12,960	0.71
06-CALIFORNIA	149,865	8.18
08-COLORADO	35,420	1.93
09-CONNECTICUT	7,542	0.41
10-DELAWARE	2,979	0.16
11-DISTRICT OF COLUMBIA	144,598	7.89
12-FLORIDA	81,048	4.42
13-GEORGIA	71,923	3.93
15-HAWAII	23,089	1.26
16-IDAHO	7,413	0.40
17-ILLINOIS	46,774	2.55
18-INDIANA	21,588	1.18
19-IOWA	7,736	0.42
20-KANSAS	15,413	0.84
21-KENTUCKY	23,240	1.27
22-LOUISIANA	18,988	1.04
23-MAINE	9,980	0.54
24-MARYLAND	111,410	6.08
25-MASSACHUSETTS	25,079	1.37
26-MICHIGAN	26,932	1.47
27-MINNESOTA	16,062	0.88
28-MISSISSIPPI	16,737	0.91
29-MISSOURI	33,866	1.85
30-MONTANA	8,626	0.47
31-NEBRASKA	9,500	0.52
32-NEVADA	10,056	0.55
33-NEW HAMPSHIRE	3,878	0.21
34-NEW JERSEY	28,638	1.56
35-NEW MEXICO	23,414	1.28
36-NEW YORK	62,325	3.40
37-NORTH CAROLINA	38,198	2.09
38-NORTH DAKOTA	5,513	0.30
39-OHIO	48,604	2.65
40-OKLAHOMA	35,752	1.95
41-OREGON	17,312	0.95
42-PENNSYLVANIA	64,889	3.54
44-RHODE ISLAND	6,068	0.33
45-SOUTH CAROLINA	19,468	1.06
46-SOUTH DAKOTA	7,040	0.38

STATE	COUNT	PERCENT
47-TENNESSEE	25,283	1.38
48-TEXAS	128,229	7.00
49-UTAH	26,599	1.45
50-VERMONT	3,946	0.22
51-VIRGINIA	140,907	7.69
53-WASHINGTON	49,476	2.70
54-WEST VIRGINIA	17,993	0.98
55-WISCONSIN	13,059	0.71
56-WYOMING	4,789	0.26
OUTSIDE U.S.	33,864	1.85
**-UNSPECIFIED	887	0.05
All	1,831,719	100.00

FIGURE 3. NSFTP STATE MAP

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

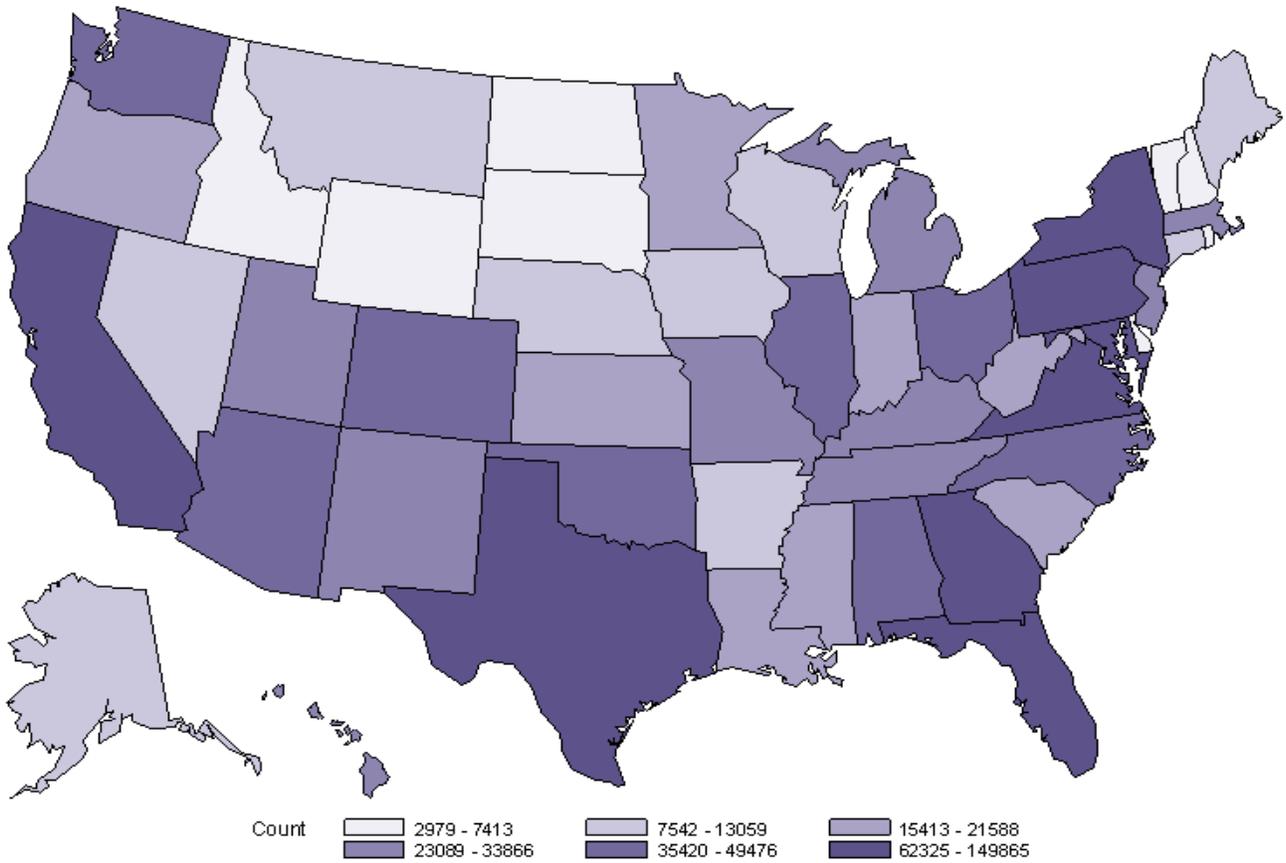


TABLE 5. NSFTP CBSA

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

CORE BASED STATISTICAL AREAS	COUNT
47900-WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	283,233
35620-NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	57,665
47260-VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	43,225
12580-BALTIMORE-TOWSON, MD	38,534
37980-PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	34,490
41740-SAN DIEGO-CARLSBAD-SAN MARCOS, CA	32,915
12060-ATLANTA-SANDY SPRINGS-MARIETTA, GA	32,208
31100-LOS ANGELES-LONG BEACH-SANTA ANA, CA	30,428
16980-CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	29,260
19100-DALLAS-FORT WORTH-ARLINGTON, TX	25,815

TABLE 6. NSFTP AGE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
46.8	38.8	48.0	55.2

TABLE 7. NSFTP GENDER

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

GENDER	COUNT	PERCENT
FEMALE	791,124	43.19
MALE	1,040,594	56.81
UNSPECIFIED	1	0.00
All	1,831,719	100.00

TABLE 8. NSFTP ETHNICITY AND RACE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1,610	0.09
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	32,348	1.77
NOT HISP/LATINO & ASIAN	95,064	5.19
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	327,832	17.90
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	6,396	0.35
NOT HISP/LATINO & WHITE	1,208,899	66.00
NOT HISP/LATINO & OF MORE THAN 1 RACE	12,803	0.70
HISP/LATINO	117,045	6.39
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	2,077	0.11
HISP/LATINO & ASIAN	467	0.03
HISP/LATINO & BLACK/AFRICAN AMERICAN	1,566	0.09
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	247	0.01
HISP/LATINO & WHITE	23,151	1.26
HISP/LATINO & OF MORE THAN ONE RACE	2,214	0.12
All	1,831,719	100.00

TABLE 9. NSFTP EDUCATION

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	12,338	0.67
HIGH SCHOOL DEGREE	491,855	26.85
SOME COLLEGE	283,816	15.49
TECHNICAL TRAINING	55,769	3.04
ASSOCIATES DEGREE	114,673	6.26
COLLEGE DEGREE	482,917	26.36
ADVANCED DEGREE	388,857	21.23
UNKNOWN OR UNSPECIFIED	1,494	0.08
All	1,831,719	100.00

TABLE 10. NSFTP LENGTH OF SERVICE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
14.4	4.7	11.5	23.2

TABLE 11. NSFTP SALARY

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
\$ 76,586	\$ 50,431	\$ 69,550	\$ 95,989

TABLE 12. NSFTP OCCUPATIONAL CATEGORY

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
PROFESSIONAL	451,726	\$ 99,091	\$ 73,396	\$ 92,749	\$ 117,270
ADMINISTRATIVE	709,831	\$ 87,697	\$ 66,749	\$ 83,126	\$ 104,357
TECHNICAL	319,718	\$ 49,669	\$ 40,264	\$ 46,569	\$ 54,875
CLERICAL	95,492	\$ 39,341	\$ 33,603	\$ 37,260	\$ 42,960
OTHER W/COLLAR	73,053	\$ 54,396	\$ 42,792	\$ 51,630	\$ 63,259
BLUE COLLAR	179,773	\$ 52,842	\$ 44,203	\$ 52,175	\$ 60,189
UNSPECIFIED	202	\$ 73,820	\$ 50,439	\$ 65,227	\$ 90,005

TABLE 13. NSFTP VETERANS

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

VETERAN STATUS	COUNT	PERCENT
VETERAN	504,985	28.26
NON-VETERAN	1,281,764	71.74
All	1,786,749	100.00

TABLE 14. NSFTP DISABILITY

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2010

DISABILITY	COUNT	PERCENT
DISABILITY STATUS UNKNOWN	41,960	2.29
NO DISABILITY	1,660,213	90.64
NON-TARGETED DISABILITY	96,311	5.26
TARGETED DISABILITY	17,445	0.95
UNLISTED DISABILITY	15,790	0.86
All	1,831,719	100.00

TABLE 15. NSFTP GROWTH

Personnel actions of non-seasonal full-time permanent employees during FY2010

GROWTH	COUNT
SEPARATIONS	91,093
NEW HIRES	138,155

TABLE 16. NSFTP AGENCY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

AGENCY	FY2006	FY2007	FY2008	FY2009	FY2010
AA-ADMIN CONFERENCE OF THE UNITED STATES	.	.	.	.	10
AB-AMERICAN BATTLE MONUMENTS COMMISSION	52	48	41	38	34
AF-DEPARTMENT OF THE AIR FORCE	148,912	145,987	142,957	148,133	158,039
AG-DEPARTMENT OF AGRICULTURE	80,643	78,993	78,369	78,962	80,510
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	316	325	343	348	353
AI-U.S. INSTITUTE OF PEACE	8	.	.	.	.
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	1,759	1,787	1,865	1,972	2,130
AN-AFRICAN DEVELOPMENT FOUNDATION	20	23	18	17	23
AP-APPALACHIAN REGIONAL COMMISSION	5	6	6	7	10
AR-DEPARTMENT OF THE ARMY	215,344	216,076	225,881	241,329	257,947
AU-FEDERAL LABOR RELATIONS AUTHORITY	129	120	112	114	125
AW-ARCTIC RESEARCH COMMISSION	4	5	4	3	3
BD-MERIT SYSTEMS PROTECTION BOARD	217	213	209	208	210
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	82	85	88	97	99
BG-PENSION BENEFIT GUARANTY CORPORATION	804	805	841	863	890
BK-JAMES MADISON MEMORIAL FELLOWSHIP FOUND	5	5	5	4	3
BO-OFFICE OF MANAGEMENT AND BUDGET	421	425	439	465	472
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	24	26	26	27	26
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	12	11	9	8	9
BZ-CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATN	1	1	1	1	2
CC-COMMISSION ON CIVIL RIGHTS	43	36	38	34	31
CE-COUNCIL OF ECONOMIC ADVISERS	7	5	4	6	5
CF-COMMISSION OF FINE ARTS	8	8	10	10	10
CM-DEPARTMENT OF COMMERCE	31,502	32,177	32,924	33,642	33,711
CT-COMMODITY FUTURES TRADING COMMISSION	435	409	430	525	622
CU-NATIONAL CREDIT UNION ADMINISTRATION	869	883	917	988	1,051
CX-NAT CMSN ON LIBRARIES AND INFO SCIENCE	3	2	.	.	.
DD-OTHER DEPARTMENT OF DEFENSE	69,946	70,111	72,133	76,622	81,179
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	.	2	.	1	1
DJ-DEPARTMENT OF JUSTICE	102,250	102,716	104,282	108,349	112,688
DL-DEPARTMENT OF LABOR	14,323	14,406	14,322	14,762	15,387
DN-DEPARTMENT OF ENERGY	14,333	14,286	14,803	15,134	15,757
EB-EXPORT-IMPORT BANK OF THE UNITED STATES	351	341	337	352	347
EC-OFFICE OF ADMINISTRATION	196	206	209	207	206
ED-DEPARTMENT OF EDUCATION	3,803	3,789	3,825	3,769	4,010
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,052	2,103	2,139	2,300	2,476
EO-MORRIS K UDALL SCHOLARSHIP...FOUNDATION	4	4	4	4	4
EP-ENVIRONMENTAL PROTECTION AGENCY	16,430	16,206	16,221	16,456	16,601
EQ-COUNCIL ON ENVIR QUAL/OFC OF ENVIR QUAL	4	5	6	6	3
EW-TRADE AND DEVELOPMENT AGENCY	45	41	40	42	37
FC-FEDERAL COMMUNICATIONS COMMISSION	1,741	1,709	1,708	1,705	1,708
FD-FEDERAL DEPOSIT INSURANCE CORPORATION	4,125	4,187	4,345	4,853	5,101

AGENCY	FY2006	FY2007	FY2008	FY2009	FY2010
FI-FEDERAL FINANCIAL INST. EXAM. COUNCIL	7	8	7	9	10
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	35	34	31	35	37
FK-FARM CREDIT SYSTEM INSURANCE CORPORATION	9	9	10	10	10
FL-FARM CREDIT ADMINISTRATION	245	243	251	261	273
FM-FED MEDIATION AND CONCILIATION SERVICE	257	250	247	246	241
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	1,062	1,112	1,159	1,223	1,228
FT-FEDERAL TRADE COMMISSION	920	951	975	995	1,059
FW-OFFICE OF SPECIAL COUNSEL	90	83	91	96	92
FY-FEDERAL HOUSING FINANCE BOARD	120	123	127	.	.
GB-OVERSEAS PRIVATE INVESTMENT CORPORATION	177	167	177	186	184
GE-BARRY GOLDWATER SCHOL & EXCEL IN ED FOUN	2	2	1	1	1
GG-OFFICE OF GOVERNMENT ETHICS	73	69	69	65	67
GJ-PRESIDIO TRUST	260	287	300	307	300
GM-VALLES CALDERA TRUST	10	8	10	17	17
GO-VIETNAM EDUCATION FOUNDATION	1	2	2	4	5
GQ-ELECTION ASSISTANCE COMMISSION	2	2	2	2	3
GS-GENERAL SERVICES ADMINISTRATION	11,875	11,738	11,742	12,234	12,554
GW-INTERNAT BOUNDARY & WATER CMSN: US & MEX	218	211	221	235	229
GX-INTERNAT BOUNDARY CMSN: U.S. AND CANADA	4	4	6	6	5
GY-INTERNATIONAL JOINT CMSN: U.S. & CANADA	14	14	13	11	12
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	24	22	24	23	25
HD-U.S. HOLOCAUST MEMORIAL MUSEUM	213	201	190	187	184
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	52,797	52,842	53,325	56,124	58,946
HF-FEDERAL HOUSING FINANCE AGENCY	.	.	.	418	433
HP-ADV COUNCIL ON HISTORIC PRESERVATION	38	39	36	37	35
HS-DEPARTMENT OF HOMELAND SECURITY	128,646	134,850	147,533	157,573	161,273
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	6	4	4	3
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	9,415	9,237	9,445	9,147	9,397
HW-U.S. INTERAGENCY COUNCIL ON HOMELESSNESS	1	1	1	1	1
IB-BROADCASTING BOARD OF GOVERNORS	1,630	1,481	1,653	1,673	1,658
IF-INTER-AMERICAN FOUNDATION	39	38	35	33	32
IN-DEPARTMENT OF INTERIOR	53,152	51,953	51,828	52,796	53,460
KS-CORP FOR NATIONAL AND COMMUNITY SERVICE	485	509	511	505	551
LF-FEDERAL ELECTION COMMISSION	339	323	341	349	330
LP-GOVERNMENT PRINTING OFFICE	2,184	2,255	2,345	2,274	2,259
LT-U.S. TAX COURT	118	118	113	117	113
MA-MARINE MAMMAL COMMISSION	11	10	12	12	13
MC-FEDERAL MARITIME COMMISSION	113	110	111	116	119
MI-MILLENNIUM CHALLENGE CORPORATION	137	138	237	233	235
NF-NATIONAL SCIENCE FOUNDATION	1,087	1,102	1,148	1,180	1,200
NK-NATIONAL COUNCIL ON DISABILITY	10	9	8	9	8
NL-NATIONAL LABOR RELATIONS BOARD	1,713	1,617	1,544	1,538	1,586
NM-NATIONAL MEDIATION BOARD	40	41	42	44	40
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	17,059	16,892	16,923	16,970	17,190
NP-NATIONAL CAPITAL PLANNING COMMISSION	41	34	38	37	39

AGENCY	FY2006	FY2007	FY2008	FY2009	FY2010
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	2,504	2,399	2,450	2,556	2,690
NS-NATIONAL SECURITY COUNCIL	30	26	24	21	22
NU-NUCLEAR REGULATORY COMMISSION	3,200	3,409	3,704	3,818	3,867
NV-DEPARTMENT OF THE NAVY	166,729	166,714	172,392	180,913	189,389
OM-OFFICE OF PERSONNEL MANAGEMENT	4,189	4,422	4,400	4,414	4,856
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	50	55	49	49	51
PU-PEACE CORPS	20	17	11	8	6
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	82	77	76	79	79
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	45	45	45	45	43
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	64	63	69	73	84
RH-ARMED FORCES RETIREMENT HOME	290	285	267	256	259
RO-MEDICAID & CHIP PAYMENT & ACCESS COMM	.	.	.	.	1
RR-RAILROAD RETIREMENT BOARD	972	972	942	950	964
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	26	28	33	31	45
SB-SMALL BUSINESS ADMINISTRATION	2,136	2,184	2,260	2,299	2,327
SE-SECURITIES AND EXCHANGE COMMISSION	3,371	3,251	3,360	3,466	3,611
SK-CONSUMER PRODUCT SAFETY COMMISSION	379	373	404	429	467
SM-SMITHSONIAN INSTITUTION	4,691	4,583	4,695	4,774	4,754
SS-SELECTIVE SERVICE SYSTEM	130	128	119	121	123
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	7,473	8,009	8,428	8,622	8,959
SZ-SOCIAL SECURITY ADMINISTRATION	61,394	60,022	61,486	64,696	66,666
TB-NATIONAL TRANSPORTATION SAFETY BOARD	359	352	378	368	363
TC-U.S. INTERNATIONAL TRADE COMMISSION	344	315	327	336	337
TD-DEPARTMENT OF TRANSPORTATION	52,208	52,530	53,549	55,433	56,151
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	192	190	202	210	200
TR-DEPARTMENT OF TREASURY	96,028	94,603	93,961	98,361	99,868
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	15	15	17	15	14
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	3	3	3	4	4
UT-UTAH RECLAMATN MITIGATN & CONSERVTN CMSN	9	10	10	9	9
VA-DEPARTMENT OF VETERANS AFFAIRS	205,291	215,336	236,761	255,012	268,187
ZL-MEDICARE PAYMENT ADVISORY COMMISSION	27	23	26	27	32
ZP-U.S. CMSN ON INTERNATL RELIGIOUS FREEDOM	1	2	2	4	3
ZU-DWIGHT D. EISENHOWER MEMORIAL COMMISSION	.	.	.	.	1
All	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719

FIGURE 4. NSFTP EMPLOYMENT TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

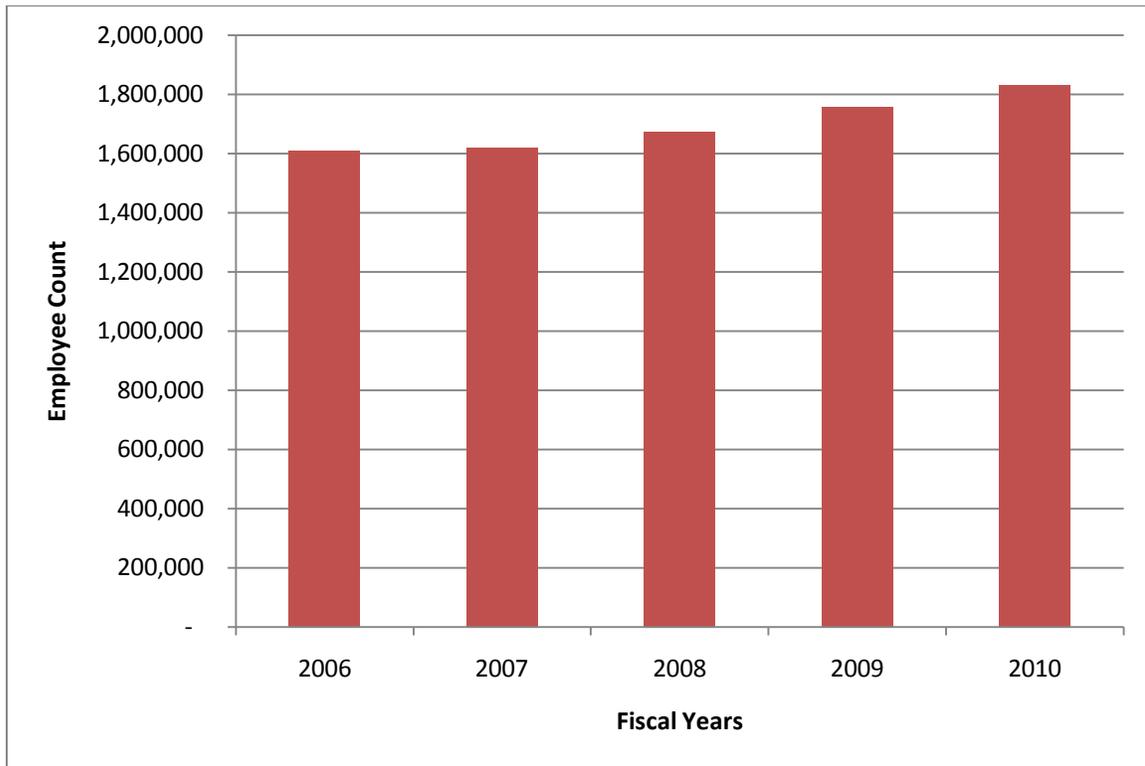


TABLE 17. NSFTP STATE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

STATE	FY2006	FY2007	FY2008	FY2009	FY2010
01-ALABAMA	32,775	32,830	34,213	35,858	38,593
02-ALASKA	10,786	10,552	10,614	10,955	11,493
04-ARIZONA	31,463	31,892	33,596	35,539	36,678
05-ARKANSAS	11,549	11,842	12,097	12,736	12,960
06-CALIFORNIA	131,077	131,760	137,046	144,510	149,865
08-COLORADO	31,940	32,302	32,817	34,404	35,420
09-CONNECTICUT	6,691	6,711	6,989	7,379	7,542
10-DELAWARE	2,702	2,731	2,869	2,942	2,979
11-DISTRICT OF COLUMBIA	128,084	128,870	132,721	138,583	144,598
12-FLORIDA	69,994	70,237	73,162	77,747	81,048
13-GEORGIA	62,431	63,500	65,562	68,892	71,923
15-HAWAII	20,193	19,937	20,748	21,687	23,089
16-IDAHO	6,970	7,062	7,141	7,343	7,413
17-ILLINOIS	42,156	42,519	43,465	45,501	46,774
18-INDIANA	18,139	18,690	19,667	20,865	21,588
19-IOWA	7,137	7,218	7,367	7,576	7,736
20-KANSAS	14,548	13,136	13,535	14,539	15,413
21-KENTUCKY	18,465	18,856	19,612	21,624	23,240
22-LOUISIANA	17,472	17,341	17,710	18,482	18,988
23-MAINE	8,798	9,036	9,312	9,764	9,980
24-MARYLAND	98,482	97,980	99,514	104,748	111,410
25-MASSACHUSETTS	22,719	22,744	22,950	24,201	25,079
26-MICHIGAN	23,141	23,399	24,178	25,712	26,932
27-MINNESOTA	13,978	14,311	14,897	15,445	16,062
28-MISSISSIPPI	15,651	15,488	16,004	16,066	16,737
29-MISSOURI	29,723	30,890	31,568	33,362	33,866
30-MONTANA	8,032	7,982	8,158	8,455	8,626
31-NEBRASKA	8,428	8,370	8,570	9,011	9,500
32-NEVADA	9,003	8,855	9,284	9,820	10,056
33-NEW HAMPSHIRE	3,390	3,555	3,785	3,872	3,878
34-NEW JERSEY	26,888	27,048	27,751	28,463	28,638
35-NEW MEXICO	20,263	20,514	21,182	22,393	23,414
36-NEW YORK	56,639	57,206	58,674	61,024	62,325
37-NORTH CAROLINA	31,532	32,554	34,391	36,298	38,198
38-NORTH DAKOTA	5,012	5,059	5,172	5,298	5,513
39-OHIO	40,948	41,601	43,521	45,923	48,604
40-OKLAHOMA	31,990	31,445	31,740	33,336	35,752
41-OREGON	15,884	15,907	16,248	16,747	17,312
42-PENNSYLVANIA	59,558	59,368	61,695	63,414	64,889
44-RHODE ISLAND	5,527	5,454	5,589	5,902	6,068
45-SOUTH CAROLINA	16,693	16,921	17,764	18,718	19,468
46-SOUTH DAKOTA	6,170	6,193	6,525	6,797	7,040

STATE	FY2006	FY2007	FY2008	FY2009	FY2010
47-TENNESSEE	22,248	22,437	23,533	23,955	25,283
48-TEXAS	106,273	109,199	114,725	121,981	128,229
49-UTAH	25,727	25,253	24,997	25,806	26,599
50-VERMONT	3,261	3,353	3,755	4,012	3,946
51-VIRGINIA	121,969	123,096	127,999	135,012	140,907
53-WASHINGTON	42,899	42,772	44,438	47,038	49,476
54-WEST VIRGINIA	15,722	16,096	16,740	17,436	17,993
55-WISCONSIN	11,110	11,265	11,712	12,268	13,059
56-WYOMING	4,317	4,377	4,489	4,588	4,789
OUTSIDE U.S.	30,419	29,786	30,726	32,240	33,864
**-UNSPECIFIED	1,191	659	732	838	887
All	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719

TABLE 18. NSFTP AGE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	47.0	40.1	48.0	54.7
2007	47.1	39.9	48.1	54.8
2008	46.9	39.5	48.0	54.9
2009	46.8	39.0	48.0	55.0
2010	46.8	38.8	48.0	55.2

FIGURE 5. NSFTP AGE GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

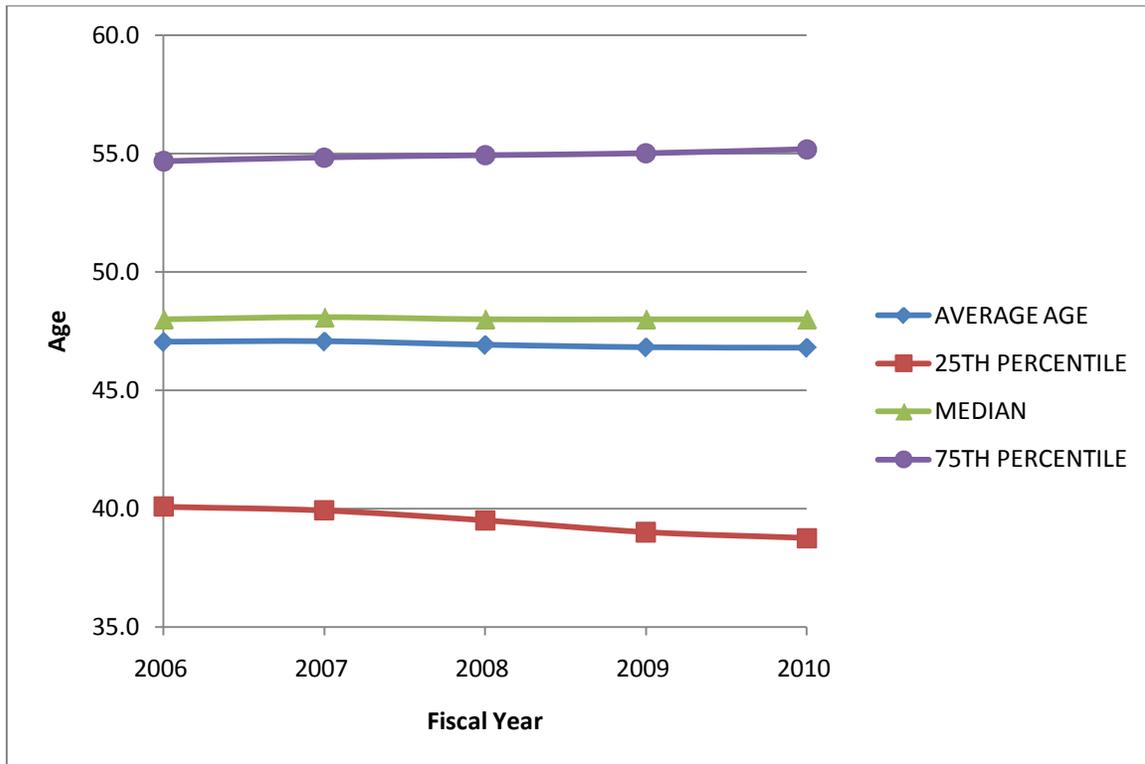


TABLE 19. NSFTP GENDER TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	All
2006	692,179	915,957	21	1,608,157
2007	697,592	920,546	21	1,618,159
2008	725,428	947,808	13	1,673,249
2009	763,181	993,921	3	1,757,105
2010	791,124	1,040,594	1	1,831,719

FIGURE 6. NSFTP GENDER GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

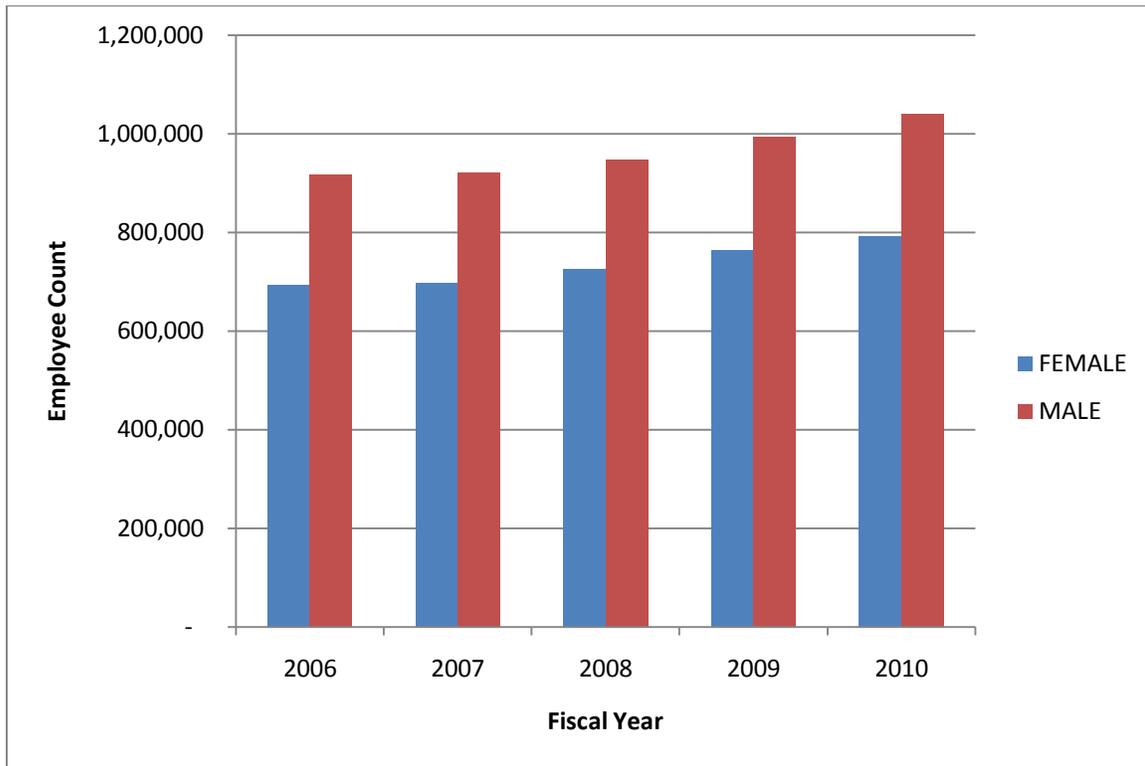


TABLE 20. NSFTP ETHNICITY AND RACE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

ETHNICITY & RACE	FY2006	FY2007	FY2008	FY2009	FY2010
UNSPECIFIED	951	1,290	1,121	3,109	1,610
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	30,308	30,130	31,088	32,018	32,348
NOT HISP/LATINO & ASIAN	79,981	81,128	84,843	89,794	95,064
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	285,376	288,838	301,507	314,332	327,832
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	3,141	3,930	4,751	5,619	6,396
NOT HISP/LATINO & WHITE	1,085,883	1,084,113	1,112,030	1,163,780	1,208,899
NOT HISP/LATINO & OF MORE THAN 1 RACE	819	3,135	5,559	8,680	12,803
HISP/LATINO	120,134	118,665	120,980	122,734	117,045
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	106	548	883	1,335	2,077
HISP/LATINO & ASIAN	30	124	224	317	467
HISP/LATINO & BLACK/AFRICAN AMERICAN	73	407	774	1,159	1,566
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	25	77	135	205	247
HISP/LATINO & WHITE	1,222	5,299	8,548	12,706	23,151
HISP/LATINO & OF MORE THAN ONE RACE	108	475	806	1,317	2,214
All	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719

FIGURE 7. NSFTP ETHNICITY AND RACE GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

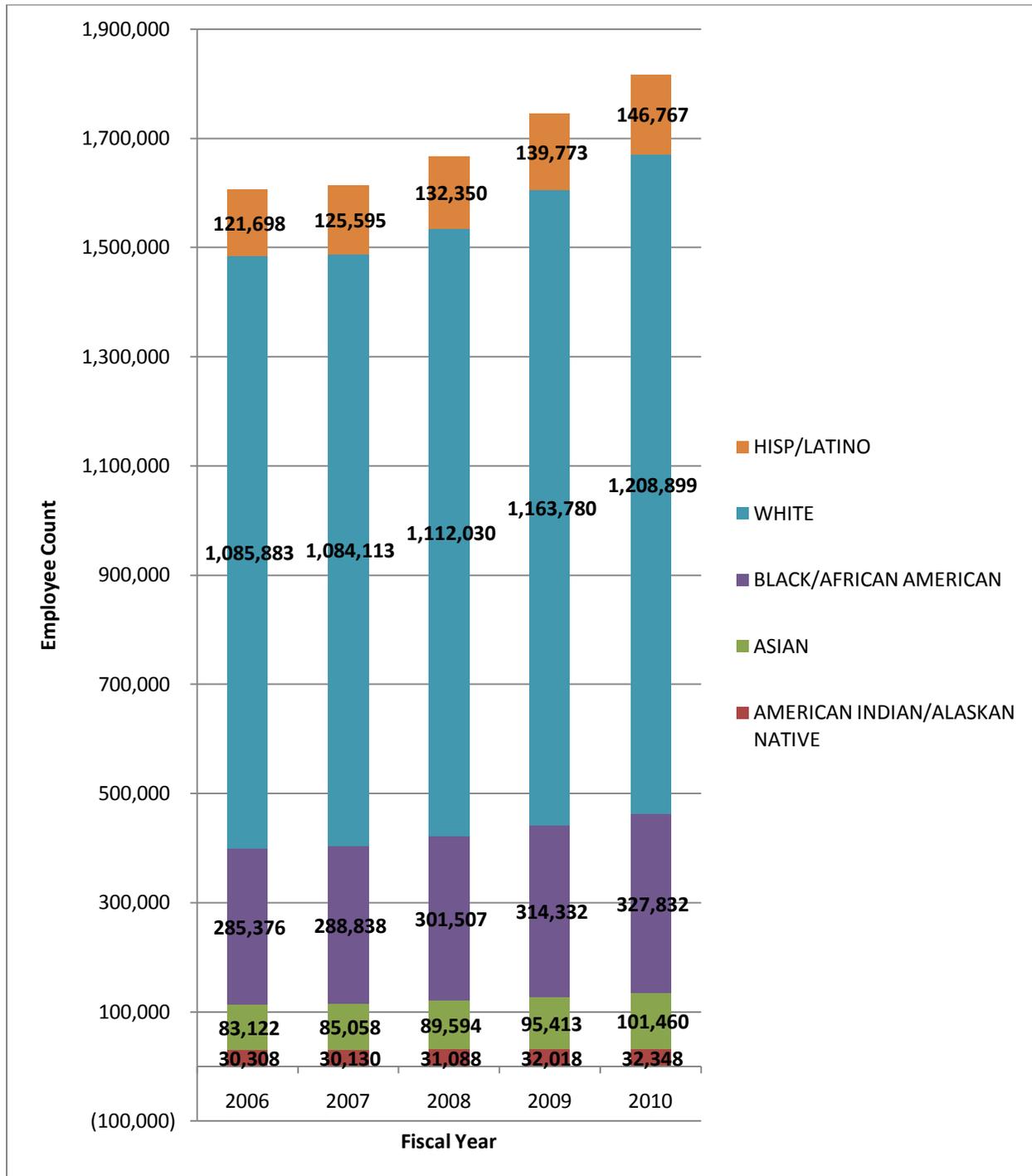


TABLE 21. NSFTP EDUCATION TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

EDUCATION	FY2006	FY2007	FY2008	FY2009	FY2010
NO HIGH SCHOOL DEGREE	14,588	13,654	13,284	12,925	12,338
HIGH SCHOOL DEGREE	454,387	442,360	459,699	476,009	491,855
SOME COLLEGE	278,424	269,546	278,836	282,467	283,816
TECHNICAL TRAINING	53,563	52,615	54,253	55,238	55,769
ASSOCIATES DEGREE	95,897	96,531	103,400	109,772	114,673
COLLEGE DEGREE	400,824	403,550	426,256	456,313	482,917
ADVANCED DEGREE	309,412	338,661	336,413	363,128	388,857
UNKNOWN OR UNSPECIFIED	1,062	1,242	1,108	1,253	1,494
All	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719

FIGURE 8. NSFTP EDUCATION GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

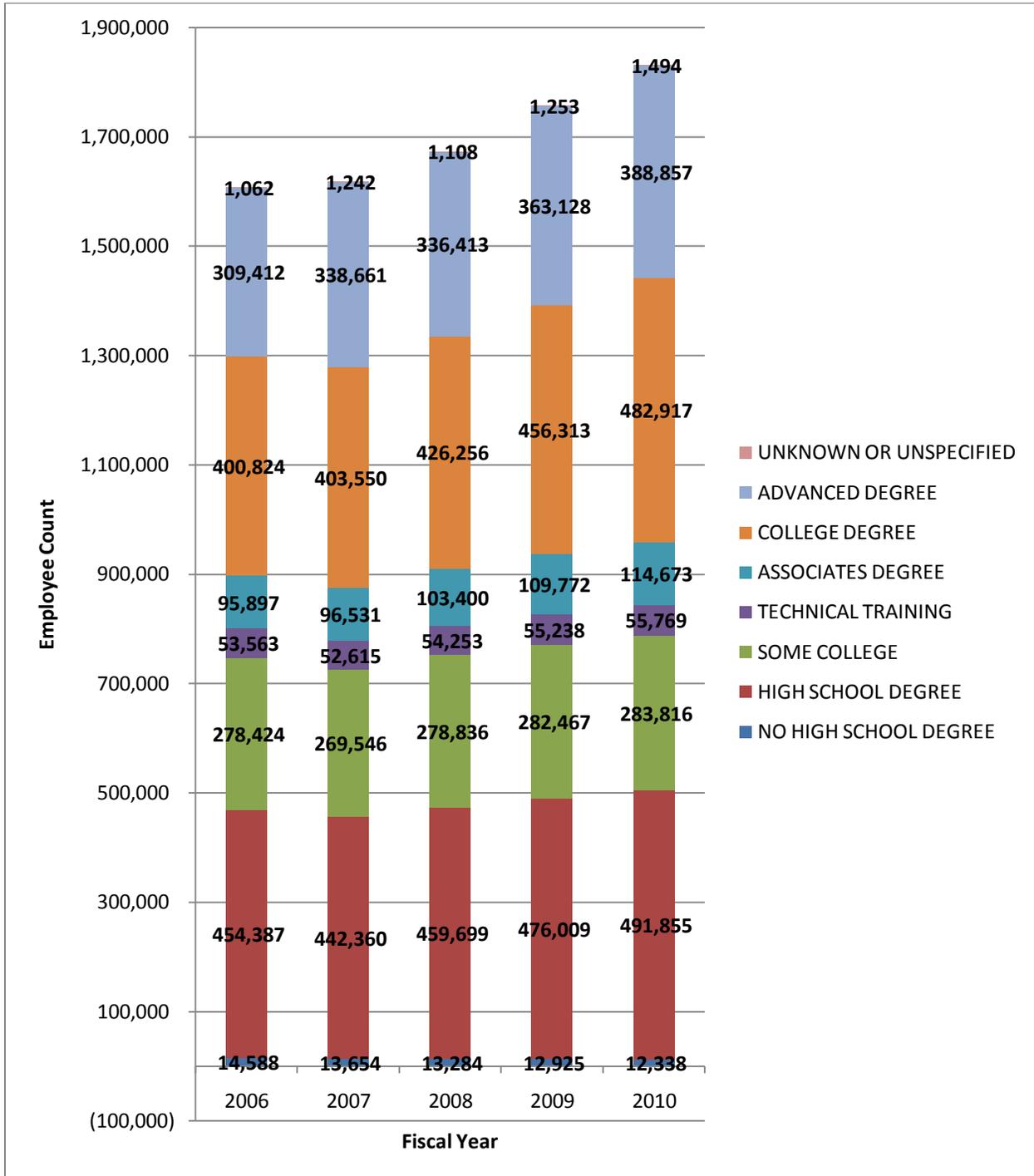


TABLE 22. NSFTP LENGTH OF SERVICE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	16.4	6.7	16.7	24.5
2007	16.2	6.3	16.3	24.3
2008	15.6	6.0	15.1	24.0
2009	15.1	5.5	13.3	23.8
2010	14.4	4.7	11.5	23.2

FIGURE 9. NSFTP LENGTH OF SERVICE GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

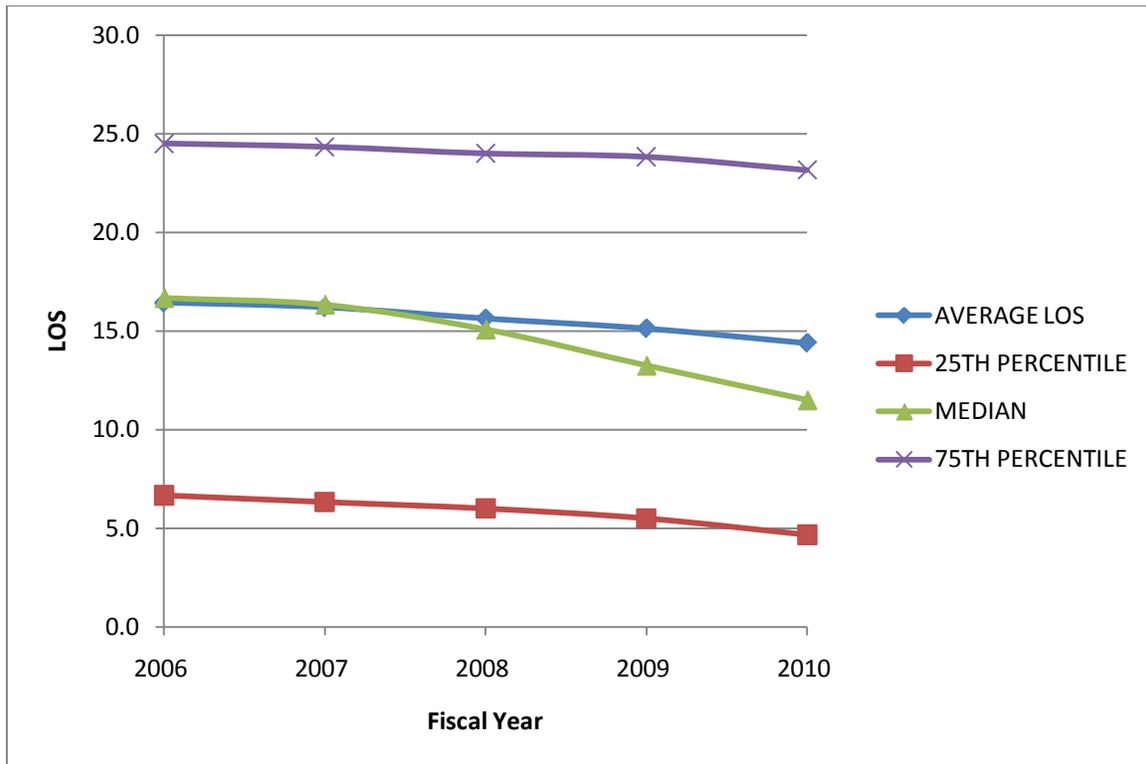


TABLE 23. NSFTP SALARY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	\$ 66,708	\$ 44,664	\$ 60,920	\$ 83,958
2007	\$ 68,994	\$ 45,934	\$ 62,913	\$ 86,707
2008	\$ 71,414	\$ 47,193	\$ 65,031	\$ 89,842
2009	\$ 74,368	\$ 49,127	\$ 67,613	\$ 93,620
2010	\$ 76,586	\$ 50,431	\$ 69,550	\$ 95,989

FIGURE 10. NSFTP SALARY GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

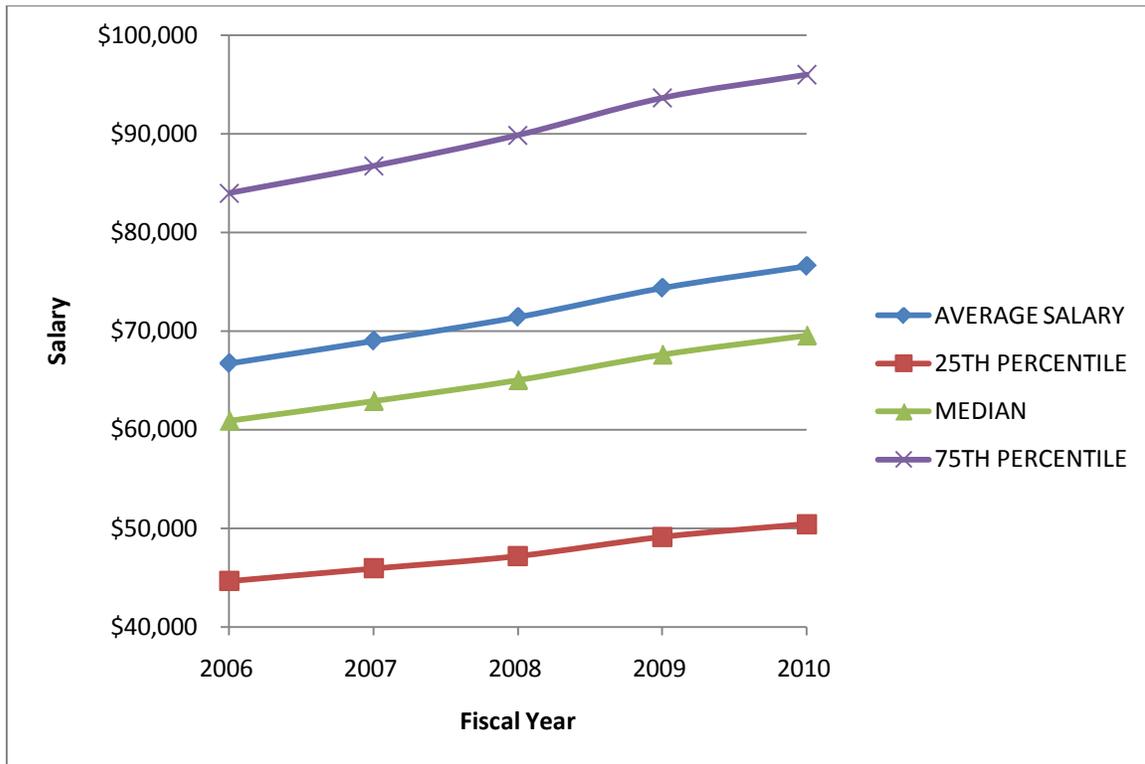


TABLE 24. NSFTP OCCUPATIONAL CATEGORY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	PROFESSIONAL	381,054	\$ 86,013	\$ 66,011	\$ 83,192	\$ 101,860
	ADMINISTRATIVE	593,751	\$ 78,109	\$ 59,701	\$ 74,608	\$ 91,771
	TECHNICAL	287,616	\$ 45,364	\$ 37,457	\$ 42,898	\$ 49,585
	CLERICAL	110,318	\$ 35,055	\$ 29,922	\$ 32,944	\$ 38,213
	OTHER W/COLLAR	56,811	\$ 47,887	\$ 38,487	\$ 46,353	\$ 55,437
	BLUE COLLAR	176,684	\$ 47,318	\$ 39,820	\$ 46,853	\$ 53,657
	UNSPECIFIED	142	\$ 67,572	\$ 54,272	\$ 64,903	\$ 76,543
2007	PROFESSIONAL	385,620	\$ 90,307	\$ 67,646	\$ 85,470	\$ 106,331
	ADMINISTRATIVE	605,157	\$ 79,838	\$ 61,068	\$ 76,103	\$ 94,449
	TECHNICAL	287,901	\$ 46,241	\$ 38,135	\$ 43,788	\$ 50,645
	CLERICAL	103,930	\$ 35,912	\$ 30,961	\$ 33,746	\$ 39,098
	OTHER W/COLLAR	59,358	\$ 48,867	\$ 39,327	\$ 46,646	\$ 56,439
	BLUE COLLAR	174,612	\$ 48,409	\$ 40,905	\$ 47,918	\$ 55,013
	UNSPECIFIED	294	\$ 58,739	\$ 41,823	\$ 51,515	\$ 68,706
2008	PROFESSIONAL	400,659	\$ 93,709	\$ 69,764	\$ 88,372	\$ 110,584
	ADMINISTRATIVE	633,338	\$ 82,293	\$ 62,496	\$ 78,381	\$ 98,033
	TECHNICAL	297,111	\$ 47,304	\$ 38,658	\$ 44,857	\$ 51,809
	CLERICAL	102,112	\$ 36,733	\$ 31,367	\$ 34,677	\$ 39,963
	OTHER W/COLLAR	63,310	\$ 50,371	\$ 40,577	\$ 47,864	\$ 58,206
	BLUE COLLAR	175,717	\$ 49,874	\$ 41,761	\$ 49,358	\$ 56,829
	UNSPECIFIED	285	\$ 64,341	\$ 46,487	\$ 57,027	\$ 75,901
2009	PROFESSIONAL	430,188	\$ 96,678	\$ 71,526	\$ 91,123	\$ 114,570
	ADMINISTRATIVE	672,875	\$ 85,294	\$ 64,306	\$ 81,133	\$ 101,844
	TECHNICAL	309,162	\$ 48,811	\$ 39,834	\$ 45,931	\$ 53,647
	CLERICAL	98,167	\$ 38,301	\$ 32,824	\$ 36,196	\$ 41,873
	OTHER W/COLLAR	68,783	\$ 52,232	\$ 42,170	\$ 49,553	\$ 60,170
	BLUE COLLAR	176,057	\$ 51,759	\$ 43,326	\$ 51,132	\$ 59,062
	UNSPECIFIED	309	\$ 60,594	\$ 38,666	\$ 53,813	\$ 78,098
2010	PROFESSIONAL	451,726	\$ 99,091	\$ 73,396	\$ 92,749	\$ 117,270
	ADMINISTRATIVE	709,831	\$ 87,697	\$ 66,749	\$ 83,126	\$ 104,357
	TECHNICAL	319,718	\$ 49,669	\$ 40,264	\$ 46,569	\$ 54,875
	CLERICAL	95,492	\$ 39,341	\$ 33,603	\$ 37,260	\$ 42,960
	OTHER W/COLLAR	73,053	\$ 54,396	\$ 42,792	\$ 51,630	\$ 63,259
	BLUE COLLAR	179,773	\$ 52,842	\$ 44,203	\$ 52,175	\$ 60,189
	UNSPECIFIED	202	\$ 73,820	\$ 50,439	\$ 65,227	\$ 90,005

TABLE 25. NSFTP VETERANS TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

FISCAL YEAR	VETERAN	NON-VETERAN	All
2006	426,324	1,136,510	1,562,834
2007	430,743	1,141,468	1,572,211
2008	446,826	1,180,597	1,627,423
2009	474,811	1,238,465	1,713,276
2010	504,985	1,281,764	1,786,749

FIGURE 11. NSFTP VETERANS GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

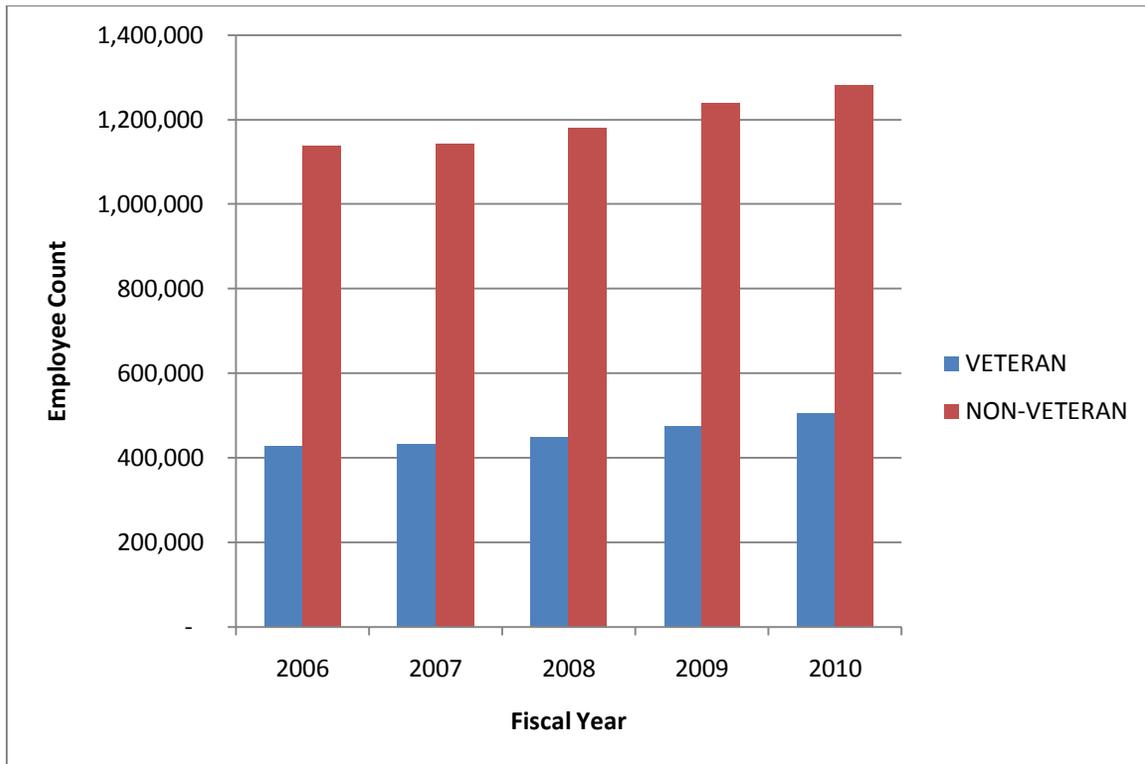


TABLE 26. NSFTP DISABILITY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

DISABILITY	FY2006	FY2007	FY2008	FY2009	FY2010
TARGETED DISABILITY	16,048	15,910	16,030	16,560	17,445
NON-TARGETED DISABILITY	81,766	82,732	85,176	90,694	96,311
UNLISTED DISABILITY	11,963	12,609	13,448	14,496	15,790
NO DISABILITY	1,457,843	1,467,789	1,519,124	1,594,549	1,660,213
DISABILITY STATUS UNKNOWN	40,537	39,119	39,471	40,806	41,960
All	1,608,157	1,618,159	1,673,249	1,757,105	1,831,719

FIGURE 12. NSFTP DISABILITY GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

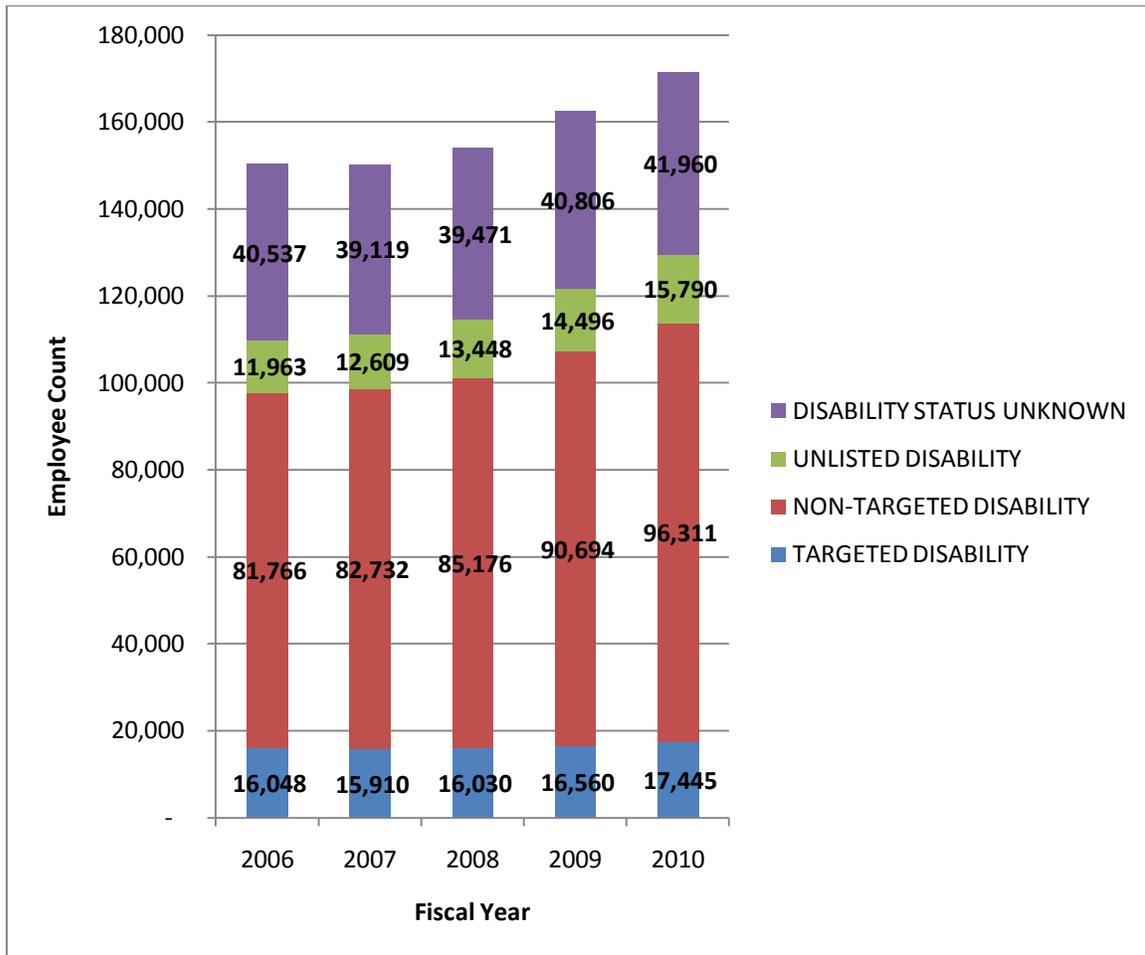


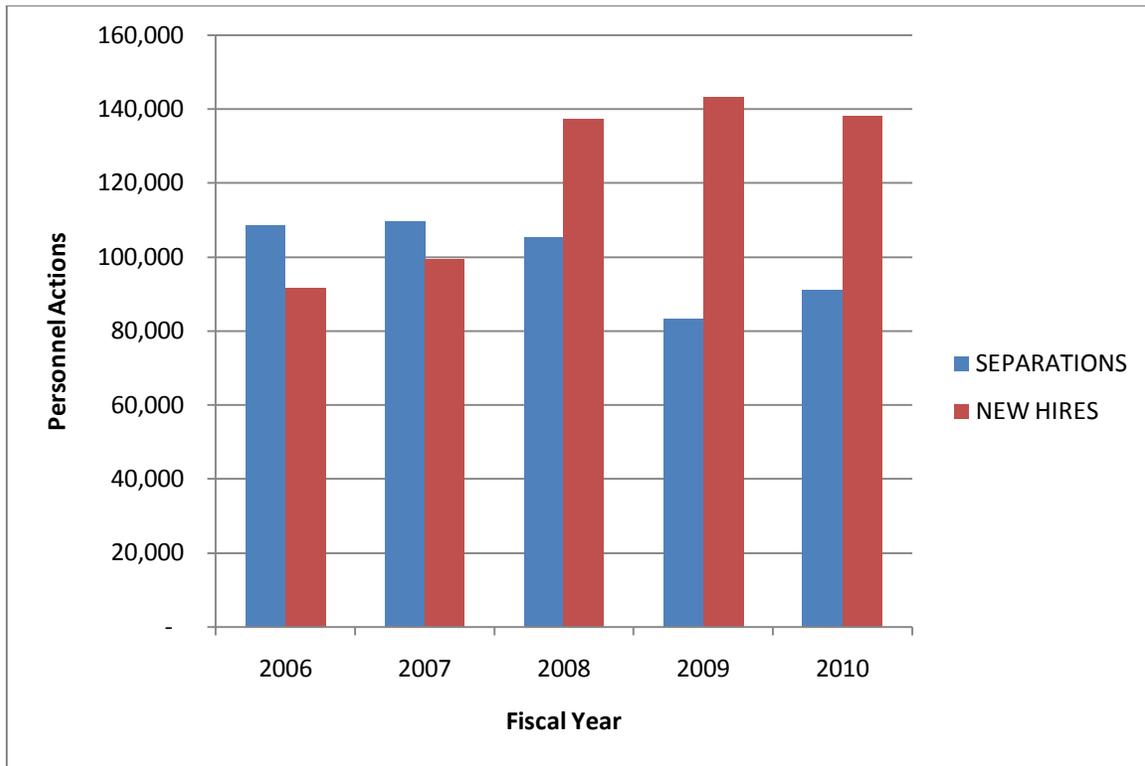
TABLE 27. NSFTP GROWTH TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2006

GROWTH	FY2006	FY2007	FY2008	FY2009	FY2010
SEPARATIONS	108,631	109,403	105,340	83,287	91,093
NEW HIRES	91,654	99,564	137,153	143,126	138,155

FIGURE 13. NSFTP GROWTH GRAPH

Personnel actions restricted to non-seasonal full-time permanent employees since FY2006





UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
Planning & Policy Analysis
1900 E Street, NW
Washington, DC 20415