2014 Senior Executive Service Report

August 2015

a New Day for Federal Service

Senior Executive Service

Fiscal Year 2014

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

U.S. Office of Personnel Management
Planning and Policy Analysis
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 basic data, in the form of tables and charts, on the current and historical composition of the Senior Executive Service.

Data

Table 1, Senior Executive Service (SES) Appointments, provides counts and percentages of SES employees broken down by type of appointment for Fiscal Year 2014. Nearly 90% of SES employees are career.

Table 1. Senior Executive Service (SES) Appointments
Statistics restricted to pay plan ES from Fiscal Year 2014 (FY2014)

APPOINTMENT	COUNT	PERCENT
UNSPECIFIED	8	0.10
CAREER (SES PERMANENT)	7,014	89.90
NONCAREER (SES PERMANENT)	682	8.74
LIMITED TERM (SES NON-PERMANENT)	96	1.23
LIMITED EMERGENCY (SES NON-PERMANENT)	2	0.03
ALL	7,802	100.00

Table 2, Senior Executive Service (SES) Appointment Trends, provides counts of SES employees for the last five Fiscal Years broken down by type of appointment.

Table 2. Senior Executive Service (SES) Appointment Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

APPOINTMENT	FY2010	FY2011	FY2012	FY2013	FY2014
UNSPECIFIED	89	96	10	4	8
CAREER (SES PERMANENT)	6,999	7,126	7,199	7,190	7,014
NONCAREER (SES PERMANENT)	672	669	675	625	682
LIMITED TERM (SES NON-PERMANENT)	144	126	117	93	96
LIMITED EMERGENCY (SES NON-PERMANENT)	1	5	3	2	2
ALL	7,905	8,022	8,004	7,914	7,802

Figure 1, Senior Executive Service (SES) Appointment Trends, is a graphical representation of the totals in Table 2.

Figure 1. Senior Executive Service (SES) Appointment Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)
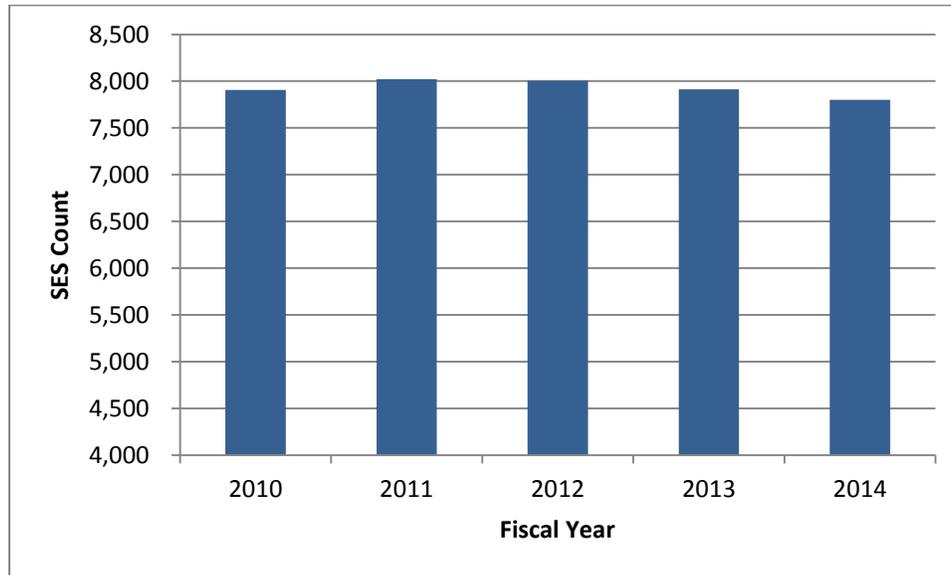

Table 3, Senior Executive Service (SES) Agency, provides counts and percentages of SES employees by agency for all the Cabinet level agencies in Fiscal Year 2014. The table also has a category, "ALL OTHER AGENCIES" which contains all non-Cabinet level agencies. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. Senior Executive Service Agency
Statistics restricted to pay plan ES from Fiscal Year 2014 (FY2014)

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	85	1.09
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	110	1.41
DEPARTMENT OF THE AIR FORCE	158	2.03
DEPARTMENT OF LABOR	173	2.22
DEPARTMENT OF STATE	183	2.35
DEPARTMENT OF TRANSPORTATION	227	2.91
DEPARTMENT OF THE INTERIOR	242	3.10
DEPARTMENT OF THE ARMY	281	3.60
DEPARTMENT OF THE NAVY	305	3.91
DEPARTMENT OF AGRICULTURE	344	4.41
DEPARTMENT OF VETERANS AFFAIRS	373	4.78
DEPARTMENT OF COMMERCE	384	4.92
DEPARTMENT OF HEALTH AND HUMAN SERVICES	420	5.38
DEPARTMENT OF ENERGY	462	5.92
DEPARTMENT OF DEFENSE	464	5.95
DEPARTMENT OF THE TREASURY	464	5.95
DEPARTMENT OF HOMELAND SECURITY	598	7.66
DEPARTMENT OF JUSTICE	767	9.83
ALL OTHER AGENCIES	1,762	22.58
ALL	7,802	100.00

Table 4, Senior Executive Service (SES) Agency Trends, provides counts of SES employees broken down by agency for all the 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. Senior Executive Service Agency Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

AGENCY	FY2010	FY2011	FY2012	FY2013	FY2014
DEPARTMENT OF EDUCATION	79	88	78	80	85
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	112	105	104	104	110
DEPARTMENT OF THE AIR FORCE	195	190	181	176	158
DEPARTMENT OF LABOR	171	166	177	169	173
DEPARTMENT OF STATE	173	184	189	190	183
DEPARTMENT OF TRANSPORTATION	214	213	231	221	227
DEPARTMENT OF THE INTERIOR	267	274	270	256	242
DEPARTMENT OF THE ARMY	284	288	266	279	281
DEPARTMENT OF THE NAVY	350	331	318	316	305
DEPARTMENT OF AGRICULTURE	364	350	344	346	344
DEPARTMENT OF VETERANS AFFAIRS	338	373	387	373	373
DEPARTMENT OF COMMERCE	372	371	372	363	384
DEPARTMENT OF HEALTH AND HUMAN SERVICES	454	439	460	443	420
DEPARTMENT OF ENERGY	454	453	471	482	462
DEPARTMENT OF DEFENSE	514	504	478	479	464
DEPARTMENT OF THE TREASURY	466	484	493	474	464
DEPARTMENT OF HOMELAND SECURITY	513	579	614	604	598
DEPARTMENT OF JUSTICE	750	762	749	768	767
ALL OTHER AGENCIES	1,835	1,868	1,822	1,791	1,762
ALL	7,905	8,022	8,004	7,914	7,802

Table 5, Senior Executive Service (SES) Age Trends, lists the age distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2014 (FY2014), at the 25th percentile, 25% of SES employees are younger than 49.4; 75% of SES employees are older than 49.4. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees are younger than 54.5 while 50% of SES employees are older than 54.5 for FY2014. For FY2014 the 75th percentile is 59.4; 75% of SES employees are younger than 59.4, while 25% of SES employees are older than 59.4.

Table 5. Senior Executive Service Age Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2010	54.0	49.0	54.3	59.2
2011	54.1	49.1	54.3	59.2
2012	54.2	49.3	54.3	59.3
2013	54.2	49.3	54.4	59.4
2014	54.3	49.4	54.5	59.4

Figure 2, Senior Executive Service (SES) Age Trends, is a graphical representation of Table 5. Figure 2 shows that the age statistics have been slowly increasing over the last five fiscal years.

Figure 2. Senior Executive Service (SES) Age Trends
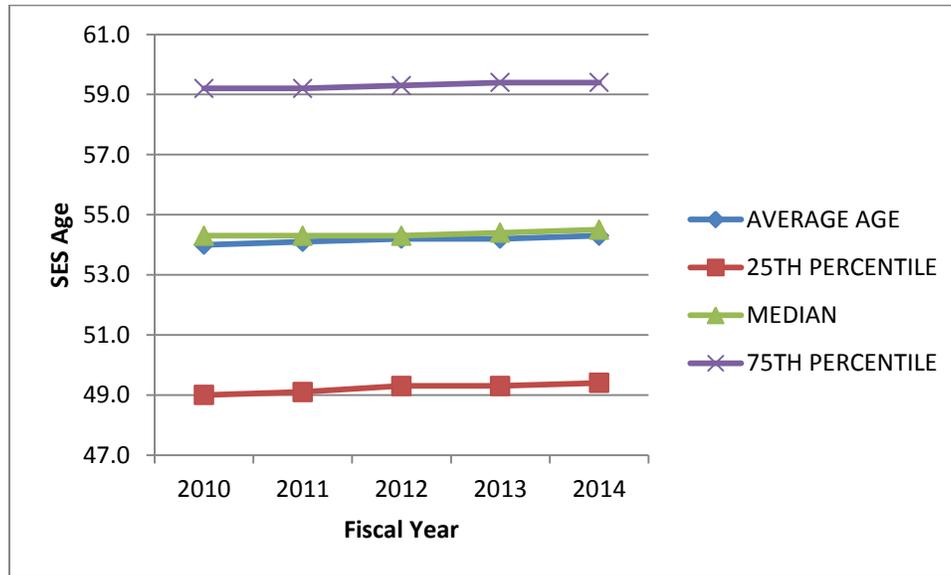Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

Table 6, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2014. Over 66% of SES employees are male.

Table 6. Senior Executive Service (SES) Gender
Statistics restricted to pay plan ES from Fiscal Year 2014 (FY2014)

GENDER	COUNT	PERCENT
FEMALE	2,649	33.95
MALE	5,153	66.05
ALL	7,802	100.00

Table 7, Senior Executive Service (SES) Gender Trends, provides counts of SES employees for the last five fiscal years broken down by gender.

Table 7. Senior Executive Service (SES) Gender Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

FISCAL YEAR	FEMALE	MALE	ALL
2010	2,480	5,425	7,905
2011	2,593	5,429	8,022
2012	2,678	5,326	8,004
2013	2,666	5,248	7,914
2014	2,649	5,153	7,802

Figure 3, Senior Executive Service (SES) Gender Trends, is a graphical representation of Table 7.

Figure 3. Senior Executive Service (SES) Gender Trends
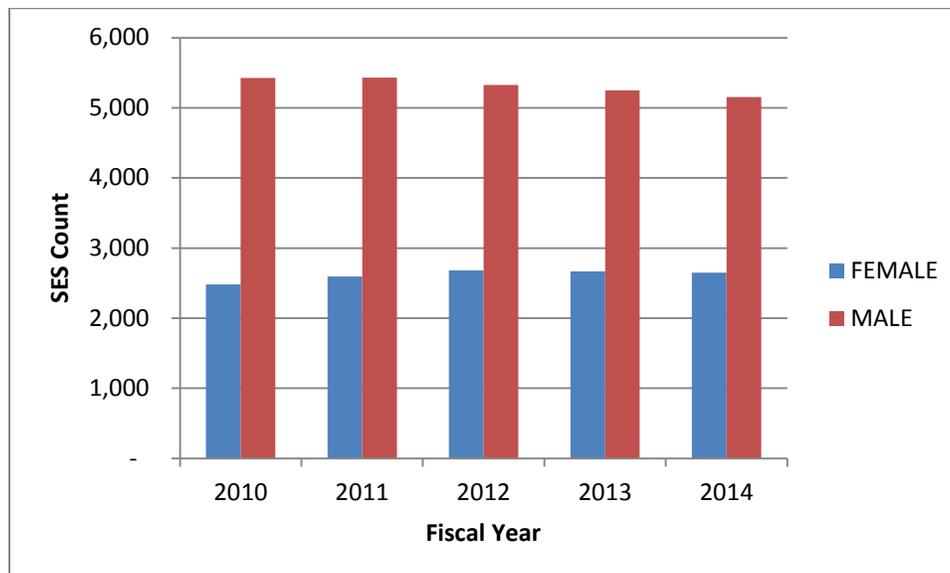Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

Table 8, Senior Executive Service (SES) Ethnicity and Race, provides counts and percentages of SES employees broken down by ethnicity and race for Fiscal Year 2014.

Table 8. Senior Executive Service Ethnicity and Race
Statistics restricted to pay plan ES from Fiscal Year 2014 (FY2014)

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1	0.01
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	90	1.15
NOT HISPANIC/LATINO & ASIAN	253	3.24
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	859	11.01
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	12	0.15
NOT HISPANIC/LATINO & WHITE	6,193	79.38
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	50	0.64
HISPANIC/LATINO	230	2.95
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2	0.03
HISPANIC/LATINO & ASIAN	2	0.03
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	6	0.08
HISPANIC/LATINO & WHITE	95	1.22
HISPANIC/LATINO & OF MORE THAN ONE RACE	9	0.12
ALL	7,802	100.00

Table 9, Senior Executive Service (SES) Ethnicity and Race Trends, provides counts of SES employees for the last five fiscal years broken down by ethnicity and race.

Table 9. Senior Executive Service (SES) Ethnicity and Race Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

ETHNICITY AND RACE	FY2010	FY2011	FY2012	FY2013	FY2014
UNSPECIFIED	14	5	3	3	1
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	93	90	91	92	90
NOT HISPANIC/LATINO & ASIAN	229	242	251	241	253
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	752	794	829	849	859
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7	10	12	10	12
NOT HISPANIC/LATINO & WHITE	6,477	6,515	6,444	6,341	6,193
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	32	39	46	55	50
HISPANIC/LATINO	242	261	254	238	230
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1	1	1	1	2
HISPANIC/LATINO & ASIAN	1		1	1	2
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	3	4	3	4	6
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	1	1	1	
HISPANIC/LATINO & WHITE	47	56	64	71	95
HISPANIC/LATINO & OF MORE THAN ONE RACE	6	4	4	7	9
ALL	7,905	8,022	8,004	7,914	7,802

Table 10, Senior Executive Service (SES) Education, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2014. The education variable in the OPM databases has over twenty levels. Table 10 shows a common grouping of those levels. 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 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 10. Senior Executive Service (SES) Education
Statistics restricted to pay plan ES from for Fiscal Year 2014 (FY2014)

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	4	0.05
HIGH SCHOOL DEGREE	292	3.74
SOME COLLEGE	209	2.68
TECHNICAL TRAINING	7	0.09
ASSOCIATES DEGREE	35	0.45
COLLEGE DEGREE	1,805	23.14
ADVANCED DEGREE	5,449	69.84
UNKNOWN OR UNSPECIFIED	1	0.01
ALL	7,802	100.00

Table 11, Senior Executive Service (SES) Education Trends, provides counts of SES employees for the last five fiscal years broken down by education level. Just as Table 10, the education variable in the OPM databases has over twenty levels. Table 11 shows a common grouping of those levels. It is important to note that education is not an element regularly collected by agencies. Typically, it is recorded at the time of initial hire into the federal Government 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 11. Senior Executive Service (SES) Education Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

EDUCATION	FY2010	FY2011	FY2012	FY2013	FY2014
NO HIGH SCHOOL DEGREE	4	5	6	4	4
HIGH SCHOOL DEGREE	285	288	277	292	292
SOME COLLEGE	216	236	224	220	209
TECHNICAL TRAINING	4	5	2	4	7
ASSOCIATES DEGREE	40	36	39	35	35
COLLEGE DEGREE	1,946	1,885	1,895	1,828	1,805
ADVANCED DEGREE	5,400	5,561	5,556	5,528	5,449
UNKNOWN OR UNSPECIFIED	10	6	5	3	1
ALL	7,905	8,022	8,004	7,914	7,802

Table 12, Senior Executive Service (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. In addition to the average, the quartiles are listed in order. For Fiscal Year 2014 (FY2014), at the 25th percentile, 25% of SES employees have served less than 12.9 years ; 75% of SES employees have served more than 12.9 years. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees have served less than 23.8, while 50% of SES employees have served more than 23.8 years, for FY2014.   For FY2014 the 75th percentile is 30.2; 75% of SES employees have served less than 30.2 years, while 25% of SES employees have served more than 30.2 years.

Table 12. Senior Executive Service (SES) Length of Service (LOS) Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2010	22.2	13.6	24.0	31.2
2011	22.0	13.0	23.8	30.9
2012	22.0	12.9	23.6	30.4
2013	22.0	13.2	23.8	30.2
2014	22.0	12.9	23.8	30.2

Figure 4, Senior Executive Service (SES) Length of Service (LOS) Trends, is a graphical representation of Table 12. Figure 4 shows that the LOS statistics are relatively stable over the last five fiscal years with the exception of the 25th percentile which shows a decrease.

Figure 4. Senior Executive Service (SES) Length of Service (LOS) Trends
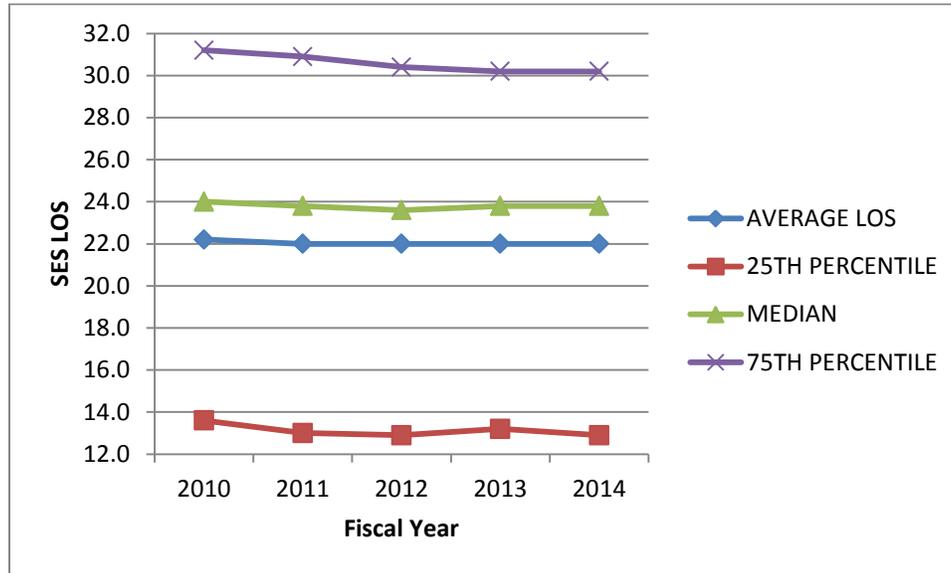Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

Table 13. Senior Executive Service (SES) Salary Trends, lists the Salary distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2014 (FY2014), at the 25th percentile, 25% of SES employees earn less than $162,237 a year; 75% of SES employees earn more than $162,237 a year. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees earn less than $168,766 a year, while 50% of SES employees earn more than $168,766 a year, for FY2014.   For FY2014 the 75th percentile is $177,023; 75% of SES employees earn less than $177,023 a year, while 25% of SES employees earn more than $177,023 a year.

Table 13. Senior Executive Service (SES) Salary Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2010	$ 167,037	$ 161,617	$167,989	$ 177,000
2011	$ 166,561	$ 160,920	$167,020	$ 176,179
2012	$ 166,025	$ 160,000	$165,800	$ 175,013
2013	$ 165,645	$ 159,609	$165,300	$ 174,730
2014	$ 168,214	$ 162,237	$168,766	$ 177,023

Figure 5, Senior Executive Service (SES) Salary Trends, is a graphical representation of Table 13. Figure 5 shows the statistics have decreased since Fiscal year 2010 with a recent increase in 2014.

Figure 5. Senior Executive Service (SES) Salary Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)
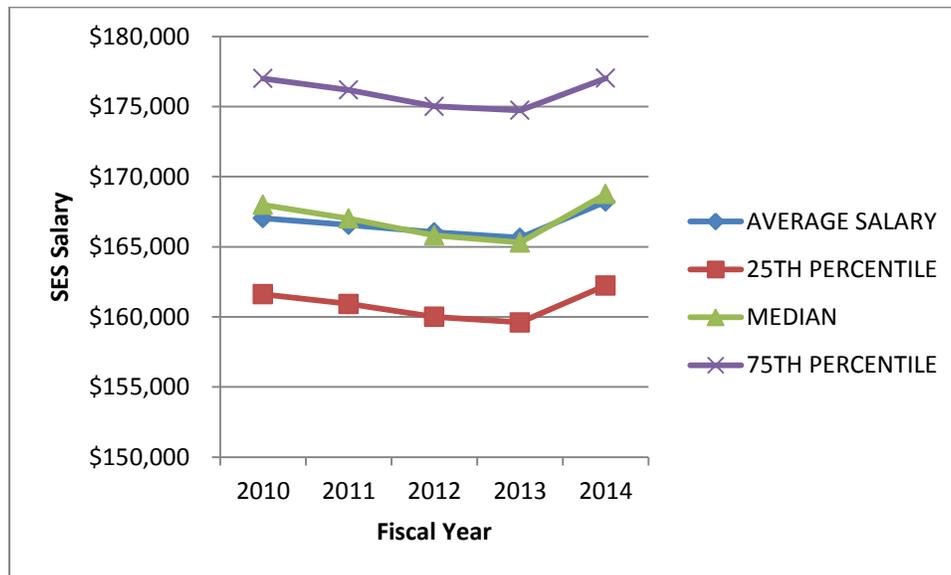

Table 14, Senior Executive Service (SES) Action Trends, provides counts of SES employees broken down by separations, new hires, and conversions, for the last five fiscal years. Separations represent all employees who left the SES at any point in a particular Fiscal Year. New hires represent all employees who joined the SES in a particular Fiscal Year. Conversions represent all employees who were converted to the SES in a particular Fiscal Year.

Table 14. Senior Executive Service (SES) Action Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)

ACTIONS	DYNAMICS	FY2010	FY2011	FY2012	FY2013	FY2014
SEPARATIONS	QUIT	134	211	223	256	241
	DISCHARGE	6	4	5	7	2
	REDUCTION IN FORCE (RIF)	1				
	MISCELLANEOUS TERMINATION	10	10	11	13	9
	RETIREMENT	509	590	608	606	632
	DEATH	8	7	12	12	6
	OTHER SEPARATION	3			3	
NEW HIRES	NEW HIRE - COMP - TEMP/LIMITED APPT				1	
	NEW HIRE - SES APPT	408	388	277	300	357
	NEW HIRE - EXCEPTED APPOINTMENT					1
COVERSIONS	CONVERSION - EXCEPTED		1	1		
	CONVERSION - SES	697	800	791	755	683

Figure 6, Senior Executive Service (SES) Action Trends, is a graphical representation of Table 14.

Figure 6. Senior Executive Service (SES) Action Trends
Statistics restricted to pay plan ES from Fiscal Years 2010 to 2014 (FY2010-FY2014)
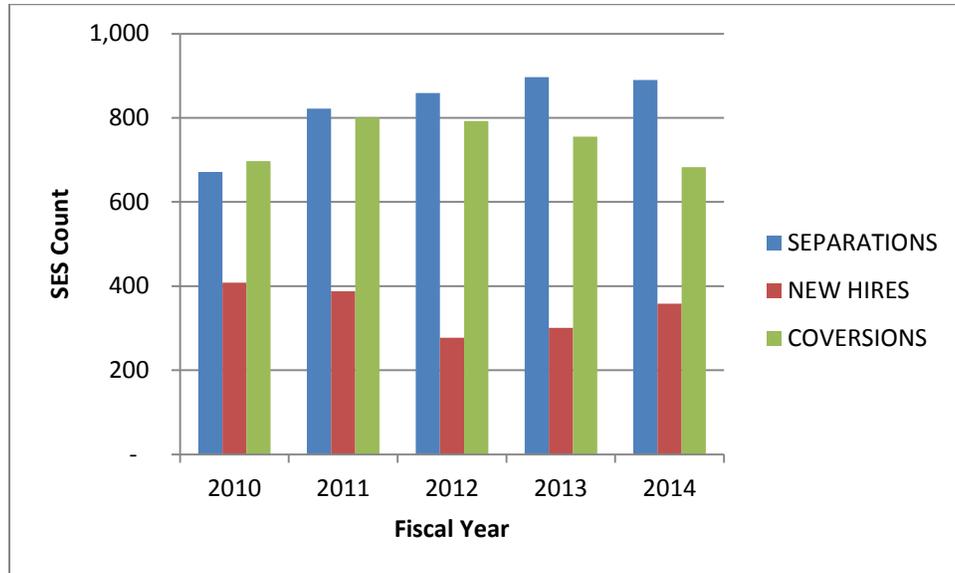
Additional Details

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 Data Analysis Group (DAG) through FedStats at FedStats@opm.gov.