(Preliminary) March 2025 Employment Dataset

The March 2025 snapshot should be considered preliminary while OPM works with agencies to ensure data is submitted on time and meets quality standards.

Overview

The Employment dataset represents a snapshot of the Federal workforce as of the last day of the month. OPM collects this information from agencies through the EHRI system and publishes appropriate data for public use through the FedScope website. Each agency is responsible for collecting the data, validating the quality of the data, correcting errors, and submitting the data to EHRI.

EHRI includes data related to Federal civilian employees in the Executive Branch excluding some agencies such as the U.S. Postal Service and intelligence agencies. The Employment dataset only includes Federal employees in an active pay status.

Dataset Notes

- The Employment Raw datasets are separated out in three rows on the OPM Raw Datasets website due to file size. When the three files are combined, it represents the full Employment Raw dataset. All other Employment datasets are in the FedScope Employment Summary data row.

- The March 2025 does not reflect expected Federal workforce reshaping activities. Employees on administrative leave pending resignation, retirement, or release are identified as current employees.

- *REDACTED* values will occur in fields where data suppression is required due to OPM's Data Release Policy (https://www.fedscope.opm.gov/download_Data%20Release%20Policy.pdf). This includes categorizing some Federal employees with duty locations in Maryland, Virginia, and West Virginia under the District of Columbia state category.

- The current FedScope "data cubes" suppress aggregations of 10 or under to adhere to OPM's Data Release Policy. This release of March 2025 summary tables follows this pattern – all aggregations of 10 or under will be categorized as *10_OR_LESS*.

- The summary tables include both the March 2025 and September 2024 snapshots. September 2024 is included for a simple comparison over time.

Employment Raw Data (March_2025_Employment_1.txt, March_2025_Employment_2.txt, March_2025_Employment_3.txt)

Column Number	CSV Column	Data Item	Description
1	AGY	Agency Code	The code representing a high-level employing organization.
2	AGYT	Agency Name	The text description of a high-level employing organization.
3	AGYSUB	Agency Sub element Code	The code representing an administrative subdivision of the agency.
4	AGYSUBT	Agency Sub element Name	The text description of an administrative subdivision of the agency.
5	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
6	AGELVLT	Age Bracket	The range that a given employee's age falls into.
7	EDLVL	Education Level Code	The code representing the highest level of education attained from an accredited institution by the employee.
8	EDLVLT	Education Level Description	A text description of the highest level of education attained from an accredited institution by the employee.
9	LOS	Length of Service	The number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.
10	OCC	Occupational Series Code	The code for the job category that an employee's position falls under based on the duties and required qualifications of the position.
11	OCCT	Occupational Series Description	A text description of the job category that an employee's position falls under based on the duties and required qualifications of the position.
12	OCCFAM	Occupational Group Code	The code for a grouping of similar occupational series.
13	OCCFAMT	Occupational Group Description	A text description for a grouping of similar occupational series.
14	PAYPLAN	Pay Plan Code	The code for the pay system governing pay rates of employees in covered positions.
15	PAYPLANT	Pay Plan Description	A text description of the pay system governing pay rates of employees in covered positions.
16	STEMAGGT	STEM Occupation Category	Text field identifying positions that fall under STEM occupations.

Column Number	CSV Column	Data Item	Description
17	STEMTYPT	STEM Occupation Description	A breakout of the STEM Occupation Category into its components (i.e. Science, Technology, Engineering, and Mathematics).
18	SUPERVIS	Supervisory Status Code	The code indicating the nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.
19	SUPERVIST	Supervisory Status Description	The text description of the nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.
20	TOA	Appointment Type Code	The code indicating the type of appointment an employee is serving under in terms of permanence and competitiveness.
21	TOAT	Appointment Type Description	The text description of the type of appointment an employee is serving under in terms of permanence and competitiveness.
22	WORKSCH	Work Schedule Code	The code indicating the time basis on which an employee is scheduled to work.
23	WORKSCHT	Work Schedule Description	The text description of the time basis on which an employee is scheduled to work.
24	COUNT	Employee Count	Can be used to easily aggregate the dataset. Set at 1 for each row.
25	LOC	Duty Station Locator	The first two characters of the duty location code.
26	STATE	State Code	The code used to represent states within the U.S. for the purpose of identifying the duty station of federal employees.
27	STATET	State Name	The text name of states within the U.S.
28	COUNTRYT	Country Name	The text description of the country of an employee's official duty station.
29	SALARY	Salary	The employee's annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
30	GRD	Grade	The grade (or equivalent) within a pay system used to determine an employee's basic pay rate.

Employment by Agency and Sub Agency (Status Employment by Agency and SubAgency_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	AGY	Agency Code	The code representing a high-level employing organization.
3	AGYT	Agency Name	The text description of a high-level employing organization.
4	AGYSUB	Agency Sub element Code	The code representing an administrative subdivision of the agency.
5	AGYSUBT	Agency Sub element Name	The text description of an administrative subdivision of the agency.
6	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
7	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
8	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Series (Status Employment by Occupation_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	OCCFAM	Occupational Group Code	The code for a grouping of similar occupational series.
3	OCCFAMT	Occupational Group Description	A text description for a grouping of similar occupational series.
4	OCC	Occupational Series Code	The code for the job category that an employee's position falls under based on the duties and required qualifications of the position.

Column Number	CSV Column	Data Item	Description
5	OCCT	Occupational Series Description	A text description of the job category that an employee's position falls under based on the duties and required qualifications of the position.
6	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
7	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
8	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Pay Plan and Grade (Status Employment by Pay Plan and Grade_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	PAYPLAN	Pay Plan Code	The code for the pay system governing pay rates of employees in covered positions.
3	GRD	Grade	The grade (or equivalent) within a pay system used to determine an employee's basic pay rate.
4	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
5	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
6	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Duty Location (Status Employment by Duty Location_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	LOC	Duty Station Locator	The first two characters of the duty location code.
3	STATE	State Code	The code used to represent states within the U.S. for the purpose of identifying the duty station of federal employees.
4	STATET	State Name	The text name of states within the U.S.
5	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
6	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
7	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Education Level (Status Employment by Education Level_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	EDLVL	Education Level Code	The code representing the highest level of education attained from an accredited institution by the employee.
3	EDLVLT	Education Level Description	A text description of the highest level of education attained from an accredited institution by the employee.
4	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
5	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.

Column Number	CSV Column	Data Item	Description
6	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Age Level (Status Employment by Age Level_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	AGELVLT	Age Bracket	The range that a given employee's age falls into.
3	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
4	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
5	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Appointment Type (Status Employment by Appointment Type_020503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	TOA	Appointment Type Code	The code indicating the type of appointment an employee is serving under in terms of permanence and competitiveness.
3	TOAT	Appointment Type Description	The text description of the type of appointment an employee is serving under in terms of permanence and competitiveness.

Column Number	CSV Column	Data Item	Description
4	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
5	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
6	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Agency, Sub Agency, Pay Plan, Grade, and Series (Status Employment by Agency_PayPlan_Grade_Series_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	AGY	Agency Code	The code representing a high-level employing organization.
3	AGYT	Agency Name	The text description of a high-level employing organization.
4	AGYSUB	Agency Sub element Code	The code representing an administrative subdivision of the agency.
5	AGYSUBT	Agency Sub element Name	The text description of an administrative subdivision of the agency.
6	OCC	Occupational Series Code	The code for the job category that an employee's position falls under based on the duties and required qualifications of the position.
7	OCCT	Occupational Series Description	A text description of the job category that an employee's position falls under based on the duties and required qualifications of the position.
8	PAYPLAN	Pay Plan Code	The code for the pay system governing pay rates of employees in covered positions.
9	GRD	Grade	The grade (or equivalent) within a pay system used to determine an employee's basic pay rate.
10	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.

Column Number	CSV Column	Data Item	Description
11	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.
12	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.

Employment by Agency, Sub Agency, and Duty Location (Status Employment by Agency and Duty Location_202503_and_202409.txt)

Column Number	CSV Column	Data Item	Description
1	DATECODE	Status File Date	The date (YYYYMM) of the snapshot of the Federal workforce (the last day of the month).
2	AGY	Agency Code	The code representing a high-level employing organization.
3	AGYT	Agency Name	The text description of a high-level employing organization.
4	AGYSUB	Agency Sub element Code	The code representing an administrative subdivision of the agency.
5	AGYSUBT	Agency Sub element Name	The text description of an administrative subdivision of the agency.
6	LOC	Duty Station Locator	The first two characters of the duty location code.
7	STATE	State Code	The code used to represent states within the U.S. for the purpose of identifying the duty station of federal employees.
8	STATET	State Name	The text name of states within the U.S.
9	EMPCOUNT	Employee Count	The count of Federal employees in the Status Employment snapshot.
10	AVGSAL	Average Employee Salary	The average employee annualized adjusted basic pay. Adjusted basic pay is the sum of an employee's rate of basic pay and any locality comparability payment and/or special pay adjustment for law enforcement officers.

Column Number	CSV Column	Data Item	Description
11	AVGLOS	Average Employee Length of Service	The average number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation. Calculated by dividing length of service months by 12.