(Preliminary) April 2024-March 2025 Separations Dataset

The April 2024-March 2025 Separations dataset should be considered preliminary while OPM works with agencies to ensure data is submitted on time and meets quality standards.

Overview

The Separations dataset is based on the Dynamics data feeds from agencies. The Dynamics data feed includes all personnel actions processed for Federal civilian employees during a bi-weekly reporting period. The Separations dataset refers specifically to those personnel actions related to separations from an agency (e.g., transfers-out to other agencies, resignations, retirement, RIFs, terminations). 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 Separations dataset only includes Federal employees in an active pay status.

Dataset Notes

- The April 2024-March 2025 Separations dataset 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 April 2024-March 2025 Separations dataset reflects recent Separation code descriptions updates.
    - Separation category Retirement-Disability is now included in SG: Retirement-Other.
    - Separation category Termination or Removal (Discipline/Performance) is now included in SL: Other Separation.
    - Separation category Death is now included in SL: Other Separation.

Separations Raw Data (March_2025_Separations.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	SEP	Separation Code	The code representing the personnel action that resulted in the separation of an employee.
6	SEPT	Separation Description	The text description of the personnel action that resulted in the separation of an employee.
7	EFDATE	Effective Date of Personnel Action	The date (YYYYMM) when a personnel action was made effective.
8	AGELVLT	Age Bracket	The range that a given employee's age falls into.
9	EDLVL	Education Level Code	The code representing the highest level of education attained from an accredited institution by the employee.
10	EDLVLT	Education Level Description	A text description of the highest level of education attained from an accredited institution by the employee.
11	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.
12	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.
13	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.
14	OCCFAM	Occupational Group Code	The code for a grouping of similar occupational series.
15	OCCFAMT	Occupational Group Description	A text description for a grouping of similar occupational series.
16	PAYPLAN	Pay Plan Code	The code for the pay system governing pay rates of employees in covered positions.

Column Number	CSV Column	Data Item	Description
17	PAYPLANT	Pay Plan Description	A text description of the pay system governing pay rates of employees in covered positions.
18	STEMAGGT	STEM Occupation Category	Text field identifying positions that fall under STEM occupations.
19	STEMTYPT	STEM Occupation Description	A breakout of the STEM Occupation Category into its components (i.e. Science, Technology, Engineering, and Mathematics).
20	SUPERVIS	Supervisory Status Code	The code indicating the nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.
21	SUPERVIST	Supervisory Status Description	The text description of the nature of managerial, supervisory, or non-supervisory responsibility assigned to an employee's position.
22	TOA	Appointment Type Code	The code indicating the type of appointment an employee is serving under in terms of permanence and competitiveness.
23	TOAT	Appointment Type Description	The text description of the type of appointment an employee is serving under in terms of permanence and competitiveness.
24	WORKSCH	Work Schedule Code	The code indicating the time basis on which an employee is scheduled to work.
25	WORKSCHT	Work Schedule Description	The text description of the time basis on which an employee is scheduled to work.
26	COUNT	Employee Count	Can be used to easily aggregate the dataset. Set at 1 for each row.
27	LOC	Duty Station Locator	The first two characters of the duty location code.
28	STATE	State Code	The code used to represent states within the U.S. for the purpose of identifying the duty station of federal employees.
29	STATET	State Name	The text name of states within the U.S.
30	COUNTRY	Country Code	The code representing the country of an employee's official duty station.
31	COUNTRYT	Country Name	The text description of the country of an employee's official duty station.
32	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.
33	GRD	Grade	The grade (or equivalent) within a pay system used to determine an employee's basic pay rate.

Separations Summary (Dynamics Separations_202404_to_202503.txt)

Column Number	CSV Column	Data Item	Description
1	EFDATE	Effective Date of Personnel Action	The date (YYYYMM) when a personnel action was made effective.
2	SEP	Separation Code	The code representing the personnel action that resulted in the separation of an employee.
3	SEPT	Separation Description	The text description of the personnel action that resulted in the separation of an employee.
4	SEP_COUNT	Separations Count	The count of Federal employees who had a separation-related personnel action during the time period.

Separations by Agency and Sub Agency (Dynamics Separations by Agency and SubAgency_202404_to_202503.txt)

Column Number	CSV Column	Data Item	Description
1	EFDATE	Effective Date of Personnel Action	The date (YYYYMM) when a personnel action was made effective.
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	SEP	Separation Code	The code representing the personnel action that resulted in the separation of an employee.
7	SEPT	Separation Description	The text description of the personnel action that resulted in the separation of an employee.
8	SEP_COUNT	Separations Count	The count of Federal employees who had a separation-related personnel action during the time period.