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## 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 covers the limitations and nature of the federal employment data that the Office of Personnel Management (OPM) regularly posts on the website. It then describes commonly used definitions and outlines their implications. Lastly, it presents some basic data, in the form of tables and graphs, 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 a human resources database, the Enterprise Human Resources Integration (EHRI). Production data are typically released every month. “Status” data (cross-sections; used for employment analysis) are available one to two months after the end of each month. “Dynamics” data (all personnel actions; used for hiring and retirement analyses) require more time to be available, approximately four months from the end of a particular month, to become production data because of the late actions, cancellations, and corrections, which Status data do not have.

OPM data coverage is often equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and civilian. The data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some parts or components of the Legislative Branch and Judiciary Branch. OPM data also do not include contractors and contract employees. For specific exclusions and inclusions, visit FedData on the OPM’s website: <http://www.opm.gov/feddata/html/sdminfo.asp>.

In addition to *who* the OPM covers, it is also helpful to know *what* the OPM collects. The 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 and residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM’s data are public information. Certain exclusions apply, however. Visit <http://www.opm.gov/information-management/freedom-of-information-act/> for more information. Requests that are not specific to certain employees can be handled through [FedStats@opm.gov](mailto:FedStats@opm.gov). For the complete guide to what elements OPM data include, visit <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/data-policy-guidance/#url=Data-Reporting-Guidance>.

## 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.<sup>1</sup>

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

- All employees: this category includes all Federal employees.
- Permanent (P): this category includes all employees hired with no absolute end date.
- 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 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.

**TABLE 1. TYPES OF EMPLOYMENT**

Statistics for all types of employment from all quarters of FY2015

**EMPLOYMENT**

EMPLOYMENT TYPE	DEC2014	MAR2015	JUNE2015	SEP2015
ALL	2,038,005	2,042,528	2,057,522	2,058,924
PERMANENT	1,909,506	1,912,958	1,906,652	1,914,741
FULL-TIME	1,927,840	1,930,095	1,948,954	1,956,331
FULL-TIME NON-SEASONAL	1,900,387	1,894,964	1,920,465	1,929,112
FULL-TIME PERMANENT	1,850,095	1,852,769	1,847,201	1,860,702
NON-SEASONAL FULL-TIME PERMANENT	1,828,217	1,822,710	1,823,534	1,838,352

**AVERAGE SALARY**

EMPLOYMENT TYPE	DEC2014	MAR2015	JUNE2015	SEP2015
ALL	\$79,447	\$ 80,037	\$ 79,481	\$79,958
PERMANENT	\$80,213	\$ 80,835	\$ 80,849	\$81,143
FULL-TIME	\$80,076	\$ 80,729	\$ 80,094	\$80,431
FULL-TIME NON-SEASONAL	\$80,471	\$ 81,304	\$ 80,568	\$80,806
FULL-TIME PERMANENT	\$80,494	\$ 81,126	\$ 81,111	\$81,248
NON-SEASONAL FULL-TIME PERMANENT	\$80,814	\$ 81,649	\$ 81,548	\$81,578

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 around 220,000 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. 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.

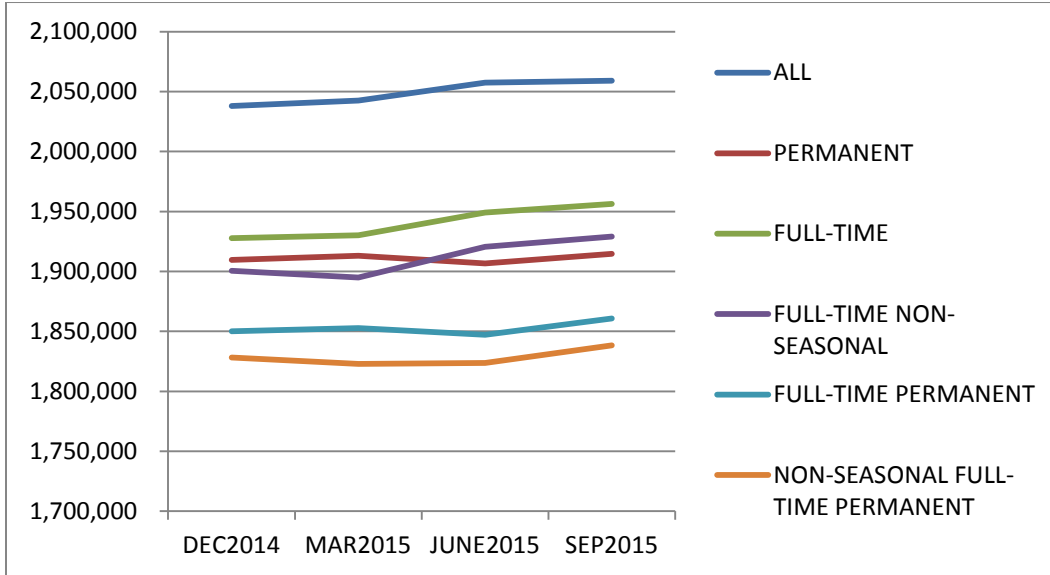
**Trends in Employment**

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.

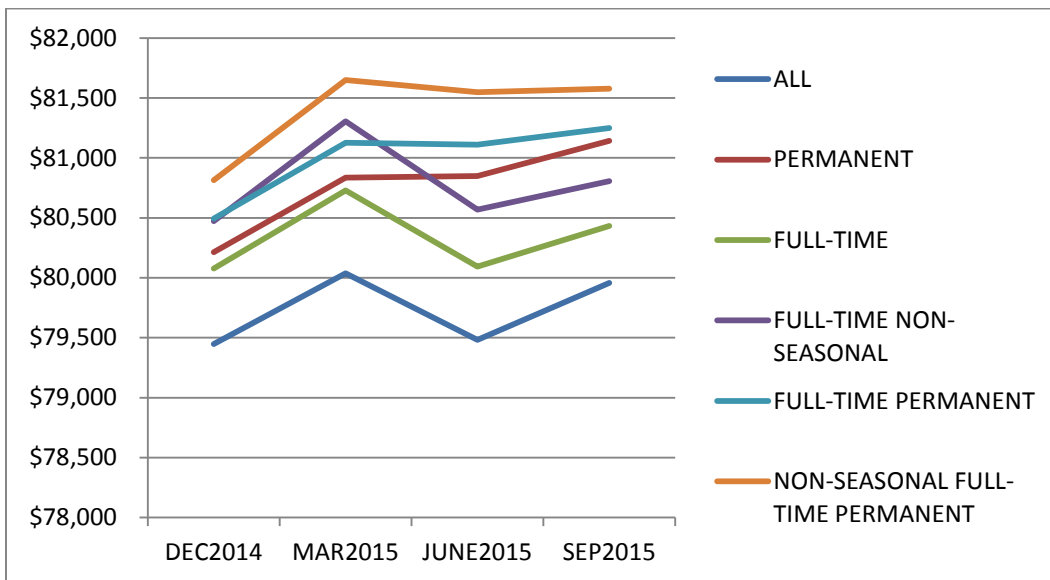
**FIGURE 1. SEASONALITY OF EMPLOYMENT**

Statistics for all types of employment from all quarters of FY2015



**FIGURE 2. SEASONALITY OF AVERAGE SALARY**

Statistics for all types of employment from all quarters of FY2015



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 is important in making proper inferences.

**Common Practices of DAG**

Data Analysis Group (DAG) at OPM 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. 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 30<sup>th</sup> of September. In many tables, a column or row may be headed “FY2015,” for example. For Status data, FY2015 represents the composition of the Federal Government on September 30, 2015. For Dynamics data (only the “Action” Tables and Graphs), FY2015 is the compilation of all personnel actions between October 1, 2014 and September 30, 2015. 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.

**TABLE 2. NSFTP POPULATION COMPARISON**

Federal counts restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

POPULATION	FY2011	FY2012	FY2013	FY2014	FY2015
TOTAL U.S. POPULATION*	311,718,857	314,102,623	316,427,395	318,907,401	321,418,820
NSFTP FEDERAL EMPLOYEES	1,856,580	1,850,311	1,831,723	1,825,762	1,838,352
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.956	5.891	5.789	5.725	5.719

The table shows the Federal NSFTP population and the total United States population since 2011<sup>2</sup>. 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.

<sup>2</sup> The U.S. population estimates came from the Census Bureau’s July release: [http://www.census.gov/popest/data/historical/2000s/vintage\\_2009/index.html](http://www.census.gov/popest/data/historical/2000s/vintage_2009/index.html) and <http://www.census.gov/popest/data/national/totals/2015/index.html>

## Commonly Requested Data, Fiscal Year 2015

Counts by agency are the most common data requests DAG receives. The OPM databases consist of about 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 for all the Cabinet level agencies. The table also has a category, "ALL OTHER AGENCIES" which contains all non-cabinet level agencies, a little less than 9% of the federal employment. 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 The Department of Veterans' Affairs, The Department of Homeland Security, and The Department of Justice.

**TABLE 3. NSFTP AGENCY**

Statistics restricted to non-seasonal full-time permanent employees form the fourth quarter of FY2015

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	3,862	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,059	0.44
DEPARTMENT OF ENERGY	14,443	0.79
DEPARTMENT OF LABOR	15,086	0.82
DEPARTMENT OF COMMERCE	35,249	1.92
DEPARTMENT OF THE INTERIOR	48,798	2.65
DEPARTMENT OF TRANSPORTATION	53,822	2.93
DEPARTMENT OF HEALTH AND HUMAN SERVICES	63,324	3.44
DEPARTMENT OF AGRICULTURE	73,663	4.01
DEPARTMENT OF DEFENSE	89,521	4.87
DEPARTMENT OF THE TREASURY	84,050	4.57
DEPARTMENT OF JUSTICE	111,010	6.04
DEPARTMENT OF THE AIR FORCE	156,594	8.52
DEPARTMENT OF HOMELAND SECURITY	166,777	9.07
DEPARTMENT OF THE NAVY	195,815	10.65
DEPARTMENT OF THE ARMY	233,035	12.68
DEPARTMENT OF VETERANS AFFAIRS	324,639	17.66
ALL OTHER AGENCIES	160,605	8.74
ALL	1,838,352	100.00



TABLE 4. NSFTP AGENCY TREND provides counts of Federal employees by Cabinet level agency and fiscal year. The table also has a category, "ALL OTHER AGENCIES" which contains all non-cabinet level agencies. Counts of Federal employees by agency and fiscal year are some of the most commonly requested historical data.

**TABLE 4. NSFTP AGENCY TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

AGENCY	FY2011	FY2012	FY2013	FY2014	FY2015
DEPARTMENT OF EDUCATION	4,066	3,899	3,865	3,815	3,862
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,269	8,982	8,547	8,255	8,059
DEPARTMENT OF STATE	9,443	9,761	10,142	10,068	NA*
DEPARTMENT OF ENERGY	15,548	15,041	14,739	14,341	14,443
DEPARTMENT OF LABOR	15,190	15,705	15,354	15,077	15,086
DEPARTMENT OF COMMERCE	34,501	35,013	34,550	34,857	35,249
DEPARTMENT OF THE INTERIOR	53,393	53,156	50,959	49,082	48,798
DEPARTMENT OF TRANSPORTATION	56,092	55,614	54,374	53,684	53,822
DEPARTMENT OF HEALTH AND HUMAN SERVICES	60,303	61,168	62,086	62,099	63,324
DEPARTMENT OF AGRICULTURE	79,899	76,785	74,117	72,889	73,663
DEPARTMENT OF DEFENSE	85,818	86,135	85,579	89,547	89,521
DEPARTMENT OF THE TREASURY	96,232	92,397	89,852	86,049	84,050
DEPARTMENT OF JUSTICE	112,867	113,358	112,342	110,427	111,010
DEPARTMENT OF THE AIR FORCE	166,338	161,574	159,499	156,195	156,594
DEPARTMENT OF HOMELAND SECURITY	166,210	169,116	168,348	167,422	166,777
DEPARTMENT OF THE NAVY	191,975	192,500	188,599	187,723	195,815
DEPARTMENT OF THE ARMY	255,487	251,257	241,609	235,951	233,035
DEPARTMENT OF VETERANS AFFAIRS	277,461	285,436	297,528	308,176	324,639
ALL OTHER AGENCIES	166,488	163,414	159,634	160,105	160,605
ALL	1,856,580	1,850,311	1,831,723	1,825,762	1,838,352

\*The Department of State stopped reporting Data to OPM in June 2015.

FIGURE 3. NSFTP EMPLOYMENT TREND charts the size of the Federal workforce over the last five years. Again, these counts are restricted to NSFTP employees.

**FIGURE 3. NSFTP EMPLOYMENT TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

Geography is also frequently requested data. TABLE 5. NSFTP STATE shows counts and percentages of Federal employees by state. At the bottom of the table there is an Unspecified category, which typically denotes errors in reporting. This Unspecified category will appear again in many other data tables. It is important to note that the data reflect places of employment, not places of residence.

**TABLE 5. NSFTP STATE**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2015

STATE	COUNT	PERCENT
ALABAMA	37,516	2.04
ALASKA	10,463	0.57
ARIZONA	36,934	2.01
ARKANSAS	12,744	0.69
CALIFORNIA	150,576	8.19
COLORADO	36,478	1.98
CONNECTICUT	7,942	0.43
DELAWARE	3,024	0.16
DISTRICT OF COLUMBIA	132,982	7.23
FLORIDA	86,806	4.72
GEORGIA	70,436	3.83
HAWAII	23,018	1.25
IDAHO	7,521	0.41
ILLINOIS	44,892	2.44
INDIANA	21,944	1.19
IOWA	8,001	0.44
KANSAS	15,550	0.85
KENTUCKY	22,460	1.22
LOUISIANA	18,884	1.03
MAINE	10,789	0.59
MARYLAND	119,595	6.51
MASSACHUSETTS	25,037	1.36
MICHIGAN	27,329	1.49
MINNESOTA	16,272	0.89
MISSISSIPPI	17,304	0.94
MISSOURI	33,252	1.81
MONTANA	8,462	0.46
NEBRASKA	10,186	0.55
NEVADA	11,684	0.64
NEW HAMPSHIRE	3,920	0.21
NEW JERSEY	24,466	1.33
NEW MEXICO	21,862	1.19
NEW YORK	60,870	3.31
NORTH CAROLINA	41,940	2.28
NORTH DAKOTA	5,402	0.29
OHIO	48,195	2.62
OKLAHOMA	36,328	1.98
OREGON	16,928	0.92
PENNSYLVANIA	61,880	3.37
RHODE ISLAND	6,577	0.36
SOUTH CAROLINA	20,193	1.10
SOUTH DAKOTA	7,227	0.39
TENNESSEE	25,375	1.38
TEXAS	131,212	7.14
UTAH	25,575	1.39
VERMONT	4,611	0.25
VIRGINIA	143,456	7.80
WASHINGTON	51,969	2.83
WEST VIRGINIA	18,282	0.99
WISCONSIN	13,829	0.75
WYOMING	4,788	0.26
OUTSIDE THE U.S.	34,337	1.87
UNSPECIFIED	1,049	0.06
ALL	1,838,352	100.00

TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2011. 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 6. NSFTP STATE TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

STATE	FY2011	FY2012	FY2013	FY2014	FY2015
ALABAMA	39,832	38,986	38,217	37,500	37,516
ALASKA	11,474	11,170	10,583	10,382	10,463
ARIZONA	37,777	37,320	36,752	36,766	36,934
ARKANSAS	12,837	12,864	12,864	12,791	12,744
CALIFORNIA	151,259	150,762	149,086	148,781	150,576
COLORADO	36,535	36,282	35,911	35,791	36,478
CONNECTICUT	7,731	7,762	7,749	7,950	7,942
DELAWARE	3,029	3,031	2,993	3,025	3,024
DISTRICT OF COLUMBIA	144,037	143,537	142,456	140,308	132,982
FLORIDA	82,574	82,915	83,732	84,572	86,806
GEORGIA	72,499	71,486	70,390	70,158	70,436
HAWAII	23,457	23,446	22,653	22,669	23,018
IDAHO	7,293	7,388	7,375	7,323	7,521
ILLINOIS	46,462	45,801	45,139	44,867	44,892
INDIANA	22,003	22,007	21,513	21,507	21,944
IOWA	7,827	7,715	7,837	7,834	8,001
KANSAS	15,709	15,515	15,363	15,286	15,550
KENTUCKY	23,287	23,198	22,416	22,197	22,460
LOUISIANA	19,387	19,307	19,038	18,961	18,884
MAINE	9,886	9,873	9,594	10,093	10,789
MARYLAND	120,258	119,816	119,097	118,906	119,595
MASSACHUSETTS	25,140	24,926	24,927	24,627	25,037
MICHIGAN	27,619	27,693	27,601	27,238	27,329
MINNESOTA	15,946	15,864	16,085	15,853	16,272
MISSISSIPPI	17,003	17,088	17,030	17,189	17,304
MISSOURI	33,071	32,933	32,565	32,740	33,252
MONTANA	8,711	8,637	8,433	8,416	8,462
NEBRASKA	9,738	9,979	9,976	10,087	10,186
NEVADA	10,419	11,102	11,379	11,537	11,684
NEW HAMPSHIRE	3,962	4,069	4,158	4,229	3,920
NEW JERSEY	25,168	24,806	24,605	24,538	24,466
NEW MEXICO	23,643	23,032	22,303	21,823	21,862
NEW YORK	62,396	62,011	61,278	60,866	60,870
NORTH CAROLINA	39,779	39,886	40,122	40,618	41,940
NORTH DAKOTA	5,454	5,409	5,323	5,292	5,402
OHIO	49,237	48,422	48,020	47,814	48,195
OKLAHOMA	36,435	36,382	35,793	35,913	36,328
OREGON	17,116	16,857	16,731	16,721	16,928
PENNSYLVANIA	64,393	63,137	61,607	61,320	61,880
RHODE ISLAND	6,123	6,245	6,207	6,270	6,577
SOUTH CAROLINA	19,994	20,198	20,235	20,414	20,193
SOUTH DAKOTA	7,161	7,261	7,110	7,157	7,227
TENNESSEE	25,291	25,140	25,147	24,930	25,375
TEXAS	131,066	131,580	130,685	130,066	131,212
UTAH	26,515	25,508	25,037	25,012	25,575
VERMONT	4,107	4,234	4,358	4,528	4,611
VIRGINIA	143,105	144,753	143,088	141,913	143,456
WASHINGTON	50,235	50,300	49,411	49,890	51,969
WEST VIRGINIA	18,092	18,093	18,268	18,161	18,282
WISCONSIN	13,354	13,455	13,588	13,673	13,829
WYOMING	4,851	4,818	4,789	4,719	4,788
OUTSIDE THE U.S.	35,225	34,946	33,979	33,484	34,337
UNSPECIFIED	1,078	1,366	1,127	1,057	1,049
ALL	1,856,580	1,850,311	1,831,723	1,825,762	1,838,352

TABLE 7. 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.”<sup>3</sup> There are over 950 CBSA in the U.S.

**TABLE 7. NSFTP CBSA**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2015

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	273,195
NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA	56,261
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	46,430
BALTIMORE-COLUMBIA-TOWSON, MD	42,150
SAN DIEGO-CARLSBAD, CA	34,560
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	32,871
ATLANTA-SANDY SPRINGS-ROSWELL, GA	31,329
LOS ANGELES-LONG BEACH-ANAHEIM, CA	30,697
CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI	28,545
SAN ANTONIO-NEW BRAUNFELS, TX	26,705

TABLE 8. NSFTP AGE TREND illustrates the age distribution of Federal employees for the last five fiscal years the average age and the quartiles listed in order. The interpretation, for the 25<sup>th</sup> percentile of FY2015 is that, 25% of the Federal workforce is younger than 38.4 years of age; 75% of the workforce is older than 38.4. The interpretation is the same for the median, which is the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 8. NSFTP AGE TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	46.9	38.7	48.1	55.3
2012	47.1	38.6	48.3	55.4
2013	47.3	38.7	48.5	55.7
2014	47.4	38.7	48.6	55.8
2015	47.4	38.4	48.5	55.8

<sup>3</sup> 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.

FIGURE 4. NSFTP AGE GRAPH illustrates the data in Table 8. The age statistics are relatively stable over the last five fiscal years.

**FIGURE 4. NSFTP AGE GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

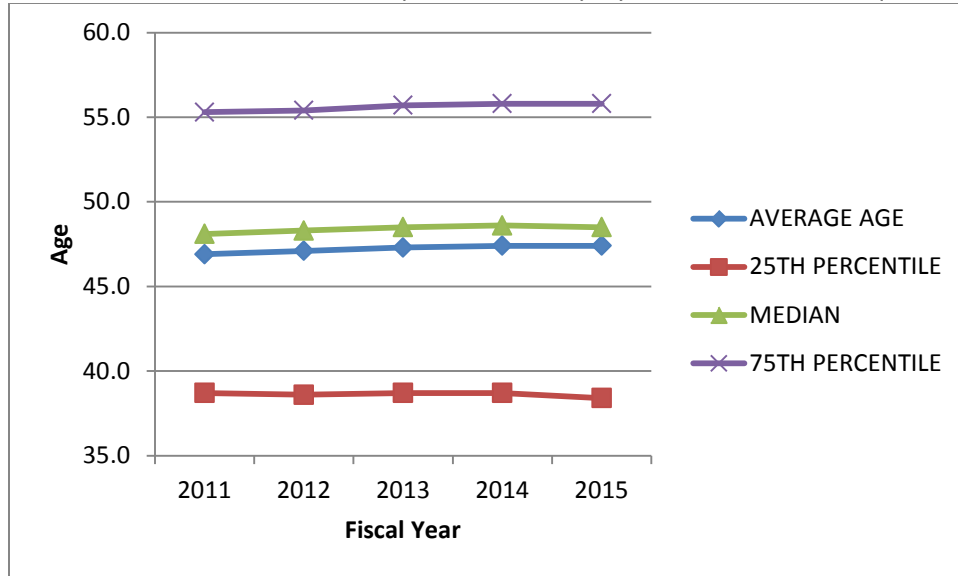


TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

**TABLE 9. NSFTP GENDER**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2015

GENDER	COUNT	PERCENT
Invalid	16	-
FEMALE	781,303	42.50
MALE	1,057,033	57.50
ALL	1,838,352	100

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2011. The male-female ratio has remained about the same over the past five fiscal years.

**TABLE 10. NSFTP GENDER TREND**

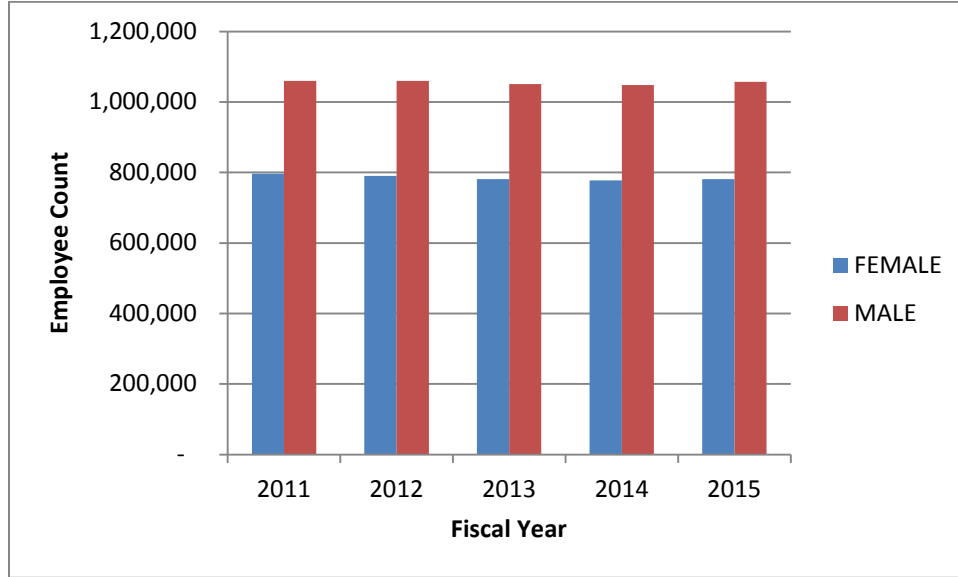
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	ALL
2011	796,627	1,059,952	1	1,856,580
2012	790,085	1,060,226	-	1,850,311
2013	781,268	1,050,455	-	1,831,723
2014	777,455	1,048,305	2	1,825,762
2015	781,303	1,057,033	16	1,838,352

FIGURE 5. NSFTP GENDER GRAPH illustrates the data in Table 10. Counts of both males and females for the most part have been increasing over time, while the ratio remains fairly constant

**FIGURE 5. NSFTP GENDER GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011



In 2006, the Office of Management and Budget amended the 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 11. NSFTP ETHNICITY AND RACE. Counts and percentages are included.

**TABLE 11. NSFTP ETHNICITY AND RACE**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2015

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	666	0.04
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	29,909	1.63
NOT HISPANIC/LATINO & ASIAN	104,323	5.67
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	337,676	18.37
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	8,552	0.47
NOT HISPANIC/LATINO & WHITE	1,176,790	64.01
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	24,030	1.31
HISPANIC/LATINO	102,839	5.59
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	3,375	0.18
HISPANIC/LATINO & ASIAN	845	0.05
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	3,239	0.18
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	456	0.02
HISPANIC/LATINO & WHITE	40,098	2.18
HISPANIC/LATINO & OF MORE THAN ONE RACE	5,554	0.30
ALL	1,838,352	100.00

TABLE 12. NSFTP ETHNICITY AND RACE TREND provides counts for each ethnicity and race category for the past five fiscal years.

**TABLE 12. NSFTP ETHNICITY AND RACE TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

ETHNICITY AND RACE	FY2011	FY2012	FY2013	FY2014	FY2015
UNSPECIFIED	1,858	1,061	542	378	666
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	32,035	31,471	30,370	30,028	29,909
NOT HISPANIC/LATINO & ASIAN	97,650	99,324	99,755	101,741	104,323
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	332,766	332,875	332,457	333,661	337,676
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	6,966	7,347	7,487	8,113	8,552
NOT HISPANIC/LATINO & WHITE	1,220,452	1,209,128	1,190,060	1,177,179	1,176,790
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	15,294	17,945	19,832	21,775	24,030
HISPANIC/LATINO	115,512	111,747	108,075	105,264	102,839
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,360	2,710	2,868	3,073	3,375
HISPANIC/LATINO & ASIAN	541	637	698	750	845
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	1,854	2,244	2,516	2,813	3,239
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	287	324	357	410	456
HISPANIC/LATINO & WHITE	26,214	29,972	32,672	35,698	40,098
HISPANIC/LATINO & OF MORE THAN ONE RACE	2,791	3,526	4,034	4,879	5,554
ALL	1,856,580	1,850,311	1,831,723	1,825,762	1,838,352

The education variable in the OPM databases has over twenty levels. TABLE 13. 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 updated 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 13. NSFTP EDUCATION**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2015

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	8,956	0.49
HIGH SCHOOL DEGREE	452,755	24.63
SOME COLLEGE	250,021	13.60
TECHNICAL TRAINING	68,198	3.71
ASSOCIATES DEGREE	119,707	6.51
COLLEGE DEGREE	498,348	27.11
ADVANCED DEGREE	439,819	23.92
UNKNOWN OR UNSPECIFIED	548	0.03
ALL	1,838,352	100.00

TABLE 14. NSFTP EDUCATION TREND contains counts of Federal employees by education level for 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.

**TABLE 14. NSFTP EDUCATION TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

EDUCATION	FY2011	FY2012	FY2013	FY2014	FY2015
NO HIGH SCHOOL DEGREE	11,446	10,651	9,947	9,531	8,956
HIGH SCHOOL DEGREE	491,951	480,537	465,706	461,379	452,755
SOME COLLEGE	281,178	272,635	261,793	254,349	250,021
TECHNICAL TRAINING	70,719	69,534	68,678	67,908	68,198
ASSOCIATES DEGREE	116,487	116,902	116,546	116,787	119,707
COLLEGE DEGREE	492,196	494,234	492,871	492,276	498,348
ADVANCED DEGREE	391,856	405,264	415,992	423,171	439,819
UNKNOWN OR UNSPECIFIED	747	554	190	361	548
ALL	1,856,580	1,850,311	1,831,723	1,825,762	1,838,352

TABLE 15. NSFTP LENGTH OF SERVICE TREND illustrates the distribution of Federal employees' lengths of service (LOS) over the last five fiscal years. Table 15, has the average LOS and the quartiles listed in order. Using FY2015 as an example, 25% of the Federal workforce had been on board fewer than 5.6 years; 75% of the workforce had been on board for over 5.6 years. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 15. NSFTP LENGTH OF SERVICE TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	13.8	4.2	10.5	22.8
2012	13.8	4.5	10.5	22.7
2013	13.9	5.0	10.9	22.5
2014	13.9	5.4	11.0	22.2
2015	13.7	5.6	10.8	20.9



FIGURE 6. NSFTP LENGTH OF SERVICE GRAPH illustrates the trend in LOS over the past five years, using the data from Table 15.

**FIGURE 6. NSFTP LENGTH OF SERVICE GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

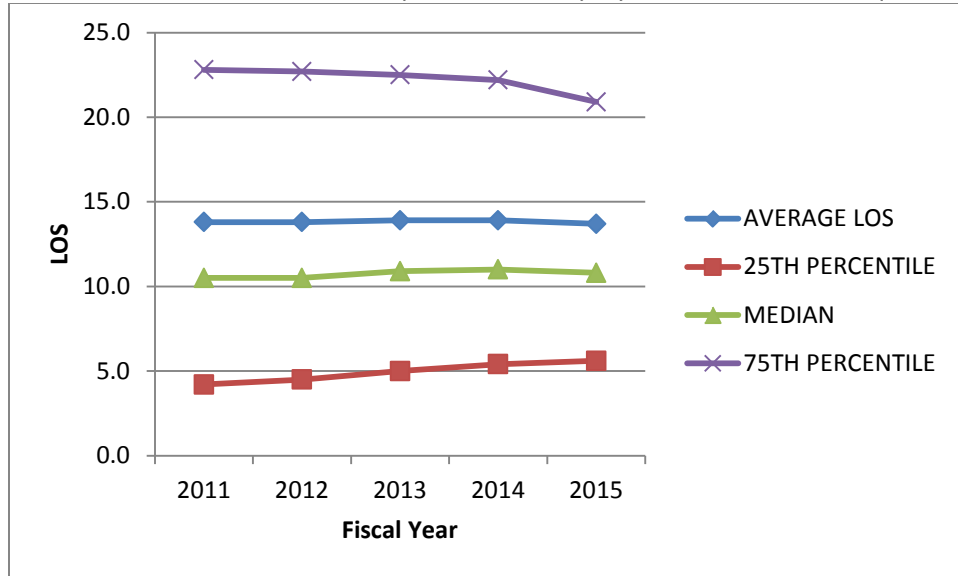


TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees’ salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2015 for the 25<sup>th</sup> percentile, 25% of the Federal workforce makes less than \$53,696, while 75% makes more. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile, and for the 75<sup>th</sup> percentile.

**TABLE 16. NSFTP SALARY TREND**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	\$ 77,505	\$ 51,445	\$71,102	\$ 97,309
2012	\$ 78,467	\$ 52,102	\$72,714	\$ 97,936
2013	\$ 79,374	\$ 52,679	\$73,736	\$ 98,187
2014	\$ 80,564	\$ 53,380	\$75,376	\$ 99,354
2015	\$ 81,578	\$ 53,696	\$76,131	\$ 100,886

FIGURE 7. NSFTP SALARY GRAPH illustrates the data from Table 16. 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.

**FIGURE 7. NSFTP SALARY GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2011

