

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

2017 Common Characteristics of the Government



Common Characteristics of the Government

CCOG

2017

This document provides a brief outline of the OPM's Federal employee database, 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
Office of Strategy and Innovation
Data Analysis Group

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Purpose

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

The data covers the limitations and nature of the Federal employment data that the Office of Personnel Management (OPM) regularly posts on our website. It describes commonly used definitions and their implications. The document also presents 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, the validity and accuracy of inferences drawn from OPM statistics will depend heavily on these four items: (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 OPM Data Analysis Group (DAG).

Coverage

OPM houses a human resources database called the Enterprise Human Resources Integration (EHRI). Production data are typically released every month by agencies to OPM. "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) requires more time to become available and usually takes approximately four months from the end of a particular month.

OPM data coverage is often equated to the Federal Executive civilian workforce. The data excludes a few major components of the Executive Branch (most notably the Postal Service and intelligence agencies) and includes some parts or components of both the Legislative and Judicial Branches. OPM EHRI data also excludes 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* is covered under the OPM data, it is helpful to distinguish *what* data is collected. 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, even some data at the individual level. 5 CFR 293.311 requires OPM to release record level data with certain exclusions. Visit <http://www.opm.gov/information-management/freedom-of-information-act/> for more information. Requests for general workforce data can be handled through 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 set of variables that includes work schedule, type of appointment, tenure, and appointment authority. These variables dictate the “type” of employment and have many levels and definitions. Collectively these variables 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.
- **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 different characteristics. (For example, the employment type affects count and salary statistics, which is the most commonly requested statistic.) 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 FY2017

EMPLOYMENT

EMPLOYMENT TYPE	DEC2016	MAR2017	JUNE2017	SEP2017
ALL	2,093,868	2,087,715	2,100,205	2,087,747
PERMANENT	1,962,965	1,961,815	1,953,970	1,947,048
FULL-TIME	1,987,127	1,985,906	2,001,810	1,986,451
FULL-TIME NON-SEASONAL	1,958,009	1,951,291	1,971,677	1,958,753
FULL-TIME PERMANENT	1,903,297	1,906,468	1,900,223	1,893,448
NON-SEASONAL FULL-TIME PERMANENT	1,878,935	1,876,163	1,874,060	1,869,986

AVERAGE SALARY

EMPLOYMENT TYPE	DEC2016	MAR2017	JUNE2017	SEP2017
ALL	\$ 81,842	\$ 83,403	\$ 83,115	\$ 83,649
PERMANENT	\$ 82,630	\$ 84,196	\$ 84,464	\$ 84,878
FULL-TIME	\$ 82,367	\$ 83,860	\$ 83,475	\$ 84,112
FULL-TIME NON-SEASONAL	\$ 82,806	\$ 84,450	\$ 84,013	\$ 84,520
FULL-TIME PERMANENT	\$ 82,818	\$ 84,278	\$ 84,500	\$ 84,911
NON-SEASONAL FULL-TIME PERMANENT	\$ 83,202	\$ 84,826	\$ 85,018	\$ 85,283

¹ Data are always filtered to only employees currently receiving a paycheck. (in pay status)

Naturally, the counts descend as the employment type becomes more specific. The broadest definition is all employees. The most restrictive is NSFTP; nonetheless, filtering to NSFTP omits around 215,000 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. Employment generally varies from year-to-year depending on a number of factors. Factors that are often overlooked include 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.

FIGURE 1. SEASONALITY OF EMPLOYMENT
Statistics for all types of employment from all quarters of FY2017

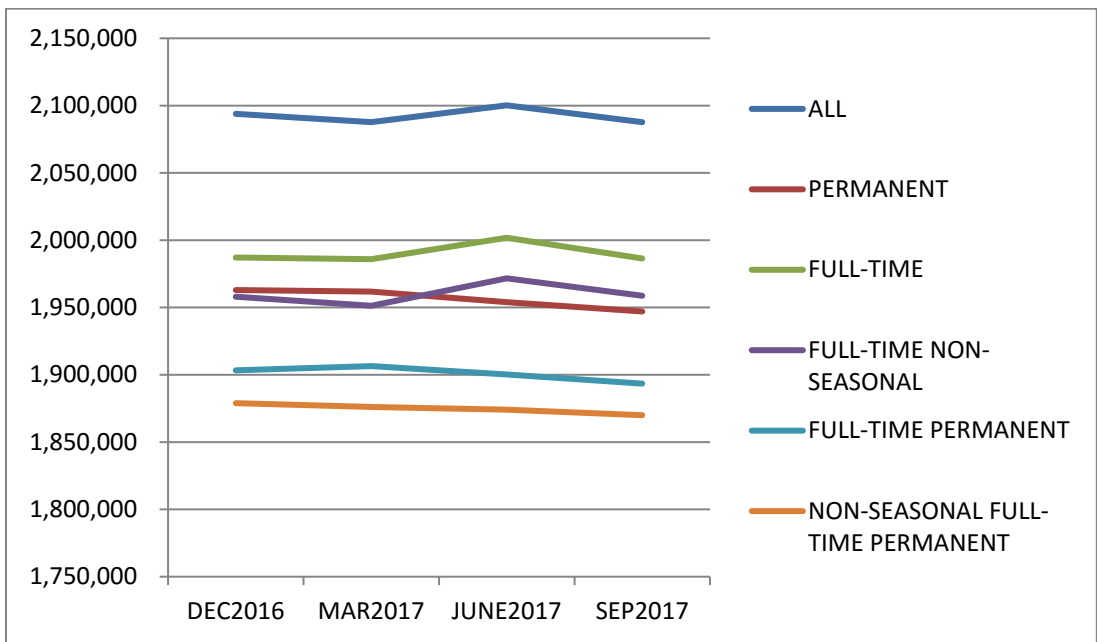
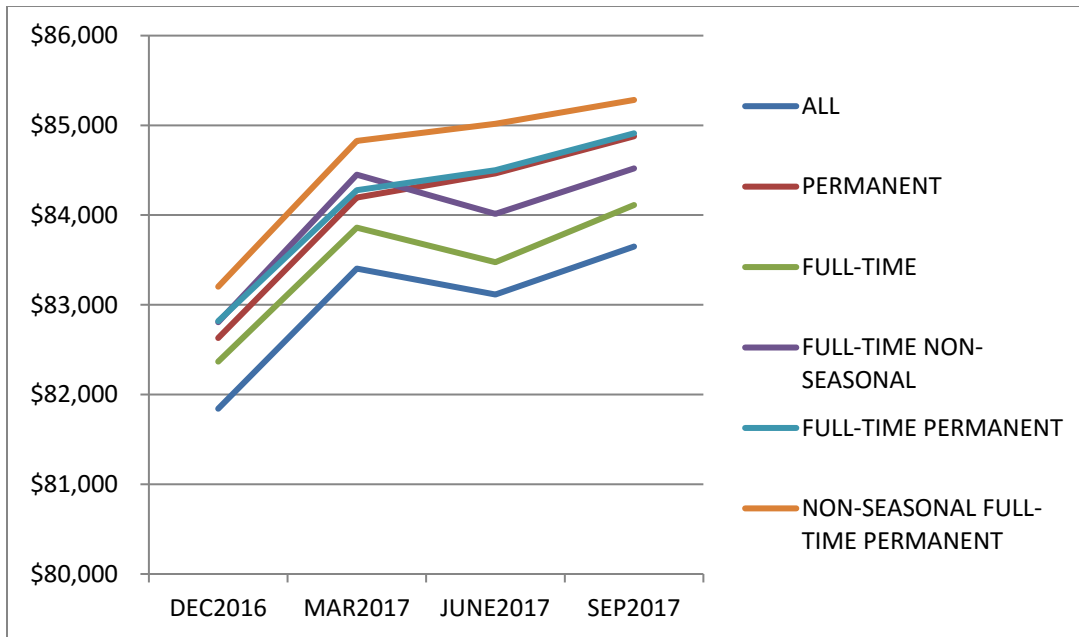


FIGURE 2. SEASONALITY OF AVERAGE SALARY
 Statistics for all types of employment from all quarters of FY2017



Although these charts examine only one fiscal year, the trends they display persist from year-to-year. 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 producing 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. There is normally an annual pay increase in January, so NSFTP salaries tend to be the most constant within a year. Because NSFTP salaries offer the most consistency, they tend to show the best quarter-to-quarter comparisons.

The data in the following sections are restricted to NSFTP. DAG always restricts the data to employees in pay status (employees currently receiving a paycheck). Lastly, the data in the section below represent the Fiscal Year Calendar, which, in the Federal Government, ends on the 30th of September. (For example, a column or row may be headed "FY2017,") For Status data, FY2017 represents the composition of the Federal Government on September 30, 2017. For Dynamics data (only the "Action" Tables and Graphs). FY2017 is the compilation of all personnel actions between October 1, 2016 and September 30, 2017. The methodology repeats for any Fiscal Year.

Data

Framing the Federal Population

To put in context just how large the Federal civilian workforce to the U.S. as a whole, the first data presented in this section compares the Federal population to the total U.S. 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 FY2013

POPULATION	FY2013	FY2014	FY2015	FY2016	FY2017
TOTAL U.S. POPULATION*	316,234,505	318,622,525	321,039,839	323,405,935	325,719,178
NSFTP FEDERAL EMPLOYEES	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.792	5.730	5.758	5.776	5.741

The table shows the Federal NSFTP population and the total United States population for the past five fiscal years². It is important to note that this table considers the entire U.S. population, not simply the labor force or workforce.

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 2016

Counts by agency are the most common data requests. 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.

² The U.S. population estimates came from the Census Bureau's July release:
https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=PEP_2017_PEPANNRES&src=pt

TABLE 3. NSFTP AGENCY

Statistics restricted to non-seasonal full-time permanent employees form the fourth quarter of FY2017

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	3,842	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7,697	0.41
DEPARTMENT OF STATE	10,166	0.54
DEPARTMENT OF ENERGY	14,249	0.76
DEPARTMENT OF LABOR	14,424	0.77
DEPARTMENT OF COMMERCE	35,757	1.91
DEPARTMENT OF THE INTERIOR	49,721	2.66
DEPARTMENT OF TRANSPORTATION	53,568	2.86
DEPARTMENT OF HEALTH AND HUMAN SERVICES	65,866	3.52
DEPARTMENT OF AGRICULTURE	73,231	3.92
DEPARTMENT OF DEFENSE	90,054	4.82
DEPARTMENT OF THE TREASURY	78,734	4.21
DEPARTMENT OF JUSTICE	111,778	5.98
DEPARTMENT OF THE AIR FORCE	157,418	8.42
DEPARTMENT OF HOMELAND SECURITY	173,326	9.27
DEPARTMENT OF THE NAVY	201,127	10.76
DEPARTMENT OF THE ARMY	228,241	12.21
DEPARTMENT OF VETERANS AFFAIRS	342,111	18.29
ALL OTHER AGENCIES	158,676	8.49
ALL	1,869,986	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

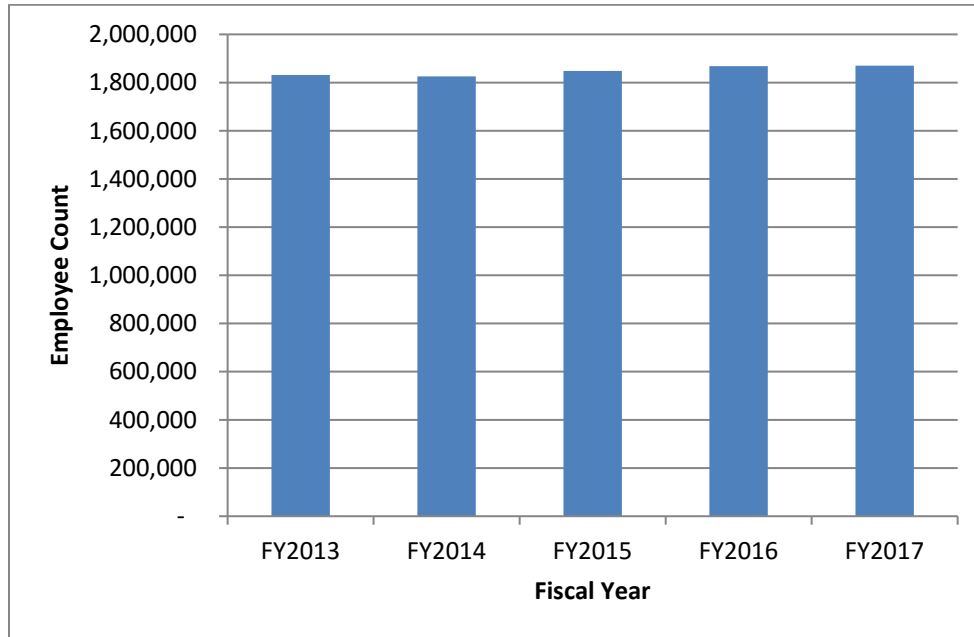
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

AGENCY	FY2013	FY2014	FY2015	FY2016	FY2017
DEPARTMENT OF EDUCATION	3,865	3,815	3,862	3,973	3,842
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,547	8,255	8,059	7,883	7,697
DEPARTMENT OF STATE	10,142	10,068	10,121	10,500	10,166
DEPARTMENT OF ENERGY	14,739	14,341	14,443	14,499	14,249
DEPARTMENT OF LABOR	15,354	15,077	15,086	14,996	14,424
DEPARTMENT OF COMMERCE	34,550	34,857	35,249	35,661	35,757
DEPARTMENT OF THE INTERIOR	50,959	49,082	48,798	49,679	49,721
DEPARTMENT OF TRANSPORTATION	54,374	53,684	53,822	53,992	53,568
DEPARTMENT OF HEALTH AND HUMAN SERVICES	62,086	62,099	63,324	65,431	65,866
DEPARTMENT OF AGRICULTURE	74,117	72,889	73,663	74,465	73,231
DEPARTMENT OF DEFENSE	85,579	89,547	89,521	86,662	90,054
DEPARTMENT OF THE TREASURY	89,852	86,049	84,050	82,556	78,734
DEPARTMENT OF JUSTICE	112,342	110,427	111,010	112,900	111,778
DEPARTMENT OF THE AIR FORCE	159,499	156,195	156,594	158,270	157,418
DEPARTMENT OF HOMELAND SECURITY	168,348	167,422	166,777	169,547	173,326
DEPARTMENT OF THE NAVY	188,599	187,723	195,815	201,543	201,127
DEPARTMENT OF THE ARMY	241,609	235,951	233,035	230,765	228,241
DEPARTMENT OF VETERANS AFFAIRS	297,528	308,176	324,639	333,264	342,111
ALL OTHER AGENCIES	159,634	160,105	160,626	161,441	158,676
ALL	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986

FIGURE 3. NSFTP EMPLOYMENT TREND charts the size of the Federal workforce (NSFTP) over the last five years.

FIGURE 3. NSFTP EMPLOYMENT TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013



Geography is also a frequently requested data group. 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 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 FY2017

STATE	COUNT	PERCENT
ALABAMA	37,386	2.00
ALASKA	10,398	0.56
ARIZONA	38,087	2.04
ARKANSAS	12,557	0.67
CALIFORNIA	152,466	8.15
COLORADO	36,848	1.97
CONNECTICUT	7,998	0.43
DELAWARE	3,039	0.16
DISTRICT OF COLUMBIA	141,367	7.56
FLORIDA	89,504	4.79
GEORGIA	71,739	3.84
HAWAII	23,453	1.25
IDAHO	7,731	0.41
ILLINOIS	44,760	2.39
INDIANA	22,610	1.21
IOWA	8,042	0.43
KANSAS	15,672	0.84
KENTUCKY	22,181	1.19
LOUISIANA	19,537	1.04
MAINE	11,285	0.60
MARYLAND	120,705	6.45
MASSACHUSETTS	25,063	1.34
MICHIGAN	27,405	1.47
MINNESOTA	16,795	0.90
MISSISSIPPI	17,295	0.92
MISSOURI	33,377	1.78
MONTANA	8,589	0.46
NEBRASKA	10,468	0.56
NEVADA	12,186	0.65
NEW HAMPSHIRE	4,331	0.23
NEW JERSEY	24,758	1.32
NEW MEXICO	21,954	1.17
NEW YORK	60,727	3.25
NORTH CAROLINA	42,772	2.29
NORTH DAKOTA	5,460	0.29
OHIO	49,450	2.64
OKLAHOMA	37,486	2.00
OREGON	17,252	0.92
PENNSYLVANIA	62,366	3.34
RHODE ISLAND	6,864	0.37
SOUTH CAROLINA	21,050	1.13
SOUTH DAKOTA	7,547	0.40
TENNESSEE	25,099	1.34
TEXAS	132,952	7.11
UTAH	26,109	1.40
VERMONT	4,845	0.26
VIRGINIA	144,295	7.72
WASHINGTON	53,211	2.85
WEST VIRGINIA	18,656	1.00
WISCONSIN	14,045	0.75
WYOMING	4,977	0.27
OUTSIDE THE U.S.	34,113	1.82
UNSPECIFIED	1,124	0.06
ALL	1,869,986	100.00

TABLE 6. NSFTP STATE TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

STATE	FY2013	FY2014	FY2015	FY2016	FY2017
ALABAMA	38,217	37,500	37,516	37,717	37,386
ALASKA	10,583	10,382	10,464	10,410	10,398
ARIZONA	36,752	36,766	37,019	37,458	38,087
ARKANSAS	12,864	12,791	12,756	12,662	12,557
CALIFORNIA	149,086	148,781	150,759	152,534	152,466
COLORADO	35,911	35,791	36,512	36,917	36,848
CONNECTICUT	7,749	7,950	7,969	7,972	7,998
DELAWARE	2,993	3,025	3,024	2,934	3,039
DISTRICT OF COLUMBIA	142,456	140,308	140,604	142,218	141,367
FLORIDA	83,732	84,572	86,918	88,764	89,504
GEORGIA	70,390	70,158	70,474	71,622	71,739
HAWAII	22,653	22,669	23,036	23,173	23,453
IDAHO	7,375	7,323	7,521	7,421	7,731
ILLINOIS	45,139	44,867	44,963	45,040	44,760
INDIANA	21,513	21,507	21,944	22,235	22,610
IOWA	7,837	7,834	8,001	7,944	8,042
KANSAS	15,363	15,286	15,550	15,559	15,672
KENTUCKY	22,416	22,197	22,469	22,407	22,181
LOUISIANA	19,038	18,961	19,003	19,161	19,537
MAINE	9,594	10,093	10,790	11,109	11,285
MARYLAND	119,097	118,906	119,614	120,828	120,705
MASSACHUSETTS	24,927	24,627	25,080	25,044	25,063
MICHIGAN	27,601	27,238	27,367	27,456	27,405
MINNESOTA	16,085	15,853	16,298	16,493	16,795
MISSISSIPPI	17,030	17,189	17,304	17,399	17,295
MISSOURI	32,565	32,740	33,257	33,504	33,377
MONTANA	8,433	8,416	8,463	8,545	8,589
NEBRASKA	9,976	10,087	10,186	10,272	10,468
NEVADA	11,379	11,537	11,684	11,947	12,186
NEW HAMPSHIRE	4,158	4,229	4,375	4,391	4,331
NEW JERSEY	24,605	24,538	24,488	24,776	24,758
NEW MEXICO	22,303	21,823	21,862	21,925	21,954
NEW YORK	61,278	60,866	61,049	61,383	60,727
NORTH CAROLINA	40,122	40,618	41,943	42,333	42,772
NORTH DAKOTA	5,323	5,292	5,402	5,499	5,460
OHIO	48,020	47,814	48,195	49,214	49,450
OKLAHOMA	35,793	35,913	36,328	37,431	37,486
OREGON	16,731	16,721	16,928	17,305	17,252
PENNSYLVANIA	61,607	61,320	61,933	62,410	62,366
RHODE ISLAND	6,207	6,270	6,577	6,749	6,864
SOUTH CAROLINA	20,235	20,414	20,787	20,725	21,050
SOUTH DAKOTA	7,110	7,157	7,227	7,435	7,547
TENNESSEE	25,147	24,930	25,375	25,228	25,099
TEXAS	130,685	130,066	131,376	132,617	132,952
UTAH	25,037	25,012	25,575	26,544	26,109
VERMONT	4,358	4,528	4,623	4,756	4,845
VIRGINIA	143,088	141,913	143,530	144,777	144,295
WASHINGTON	49,411	49,890	52,031	53,002	53,211
WEST VIRGINIA	18,268	18,161	18,290	18,464	18,656
WISCONSIN	13,588	13,673	13,829	14,110	14,045
WYOMING	4,789	4,719	4,788	4,853	4,977
OUTSIDE THE U.S.	33,979	33,484	34,387	34,278	34,113
UNSPECIFIED	1,127	1,057	1,051	1,077	1,124
ALL	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986

TABLE 7. NSFTP Core Based Statistical Areas (CBSA) provides counts of Federal employees by the ten largest (in terms of Federal employee count) 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 over 920 CBSA in the U.S.

TABLE 7. NSFTP CBSA

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2017

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	282,666
NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA	56,400
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	47,146
BALTIMORE-COLUMBIA-TOWSON, MD	41,835
SAN DIEGO-CARLSBAD, CA	35,488
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	32,984
ATLANTA-SANDY SPRINGS-ROSWELL, GA	32,368
LOS ANGELES-LONG BEACH-ANAHEIM, CA	30,839
CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI	28,765
SAN ANTONIO-NEW BRAUNFELS, TX	27,574

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 25th percentile of FY2017 is that, 25% of the Federal workforce is younger than 38.3 years of age; while 75% of the workforce is older than 38.3. The interpretation is the same for the median - which is the 50th percentile - and for the 75th percentile.

TABLE 8. NSFTP AGE TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2016	47.4	38.3	48.3	55.9
2017	47.5	38.3	48.4	56.1

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.

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 FY2013

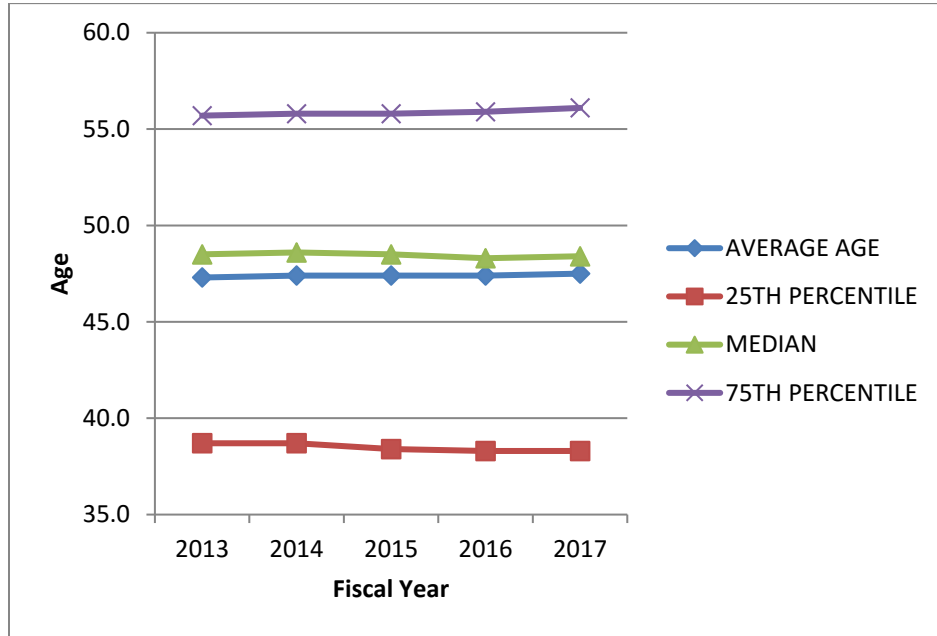


TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

TABLE 9. NSFTP GENDER

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2017

GENDER	COUNT	PERCENT
FEMALE	796,762	42.61
MALE	1,072,967	57.38
ALL	1,869,986	100

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

TABLE 10. NSFTP GENDER TREND

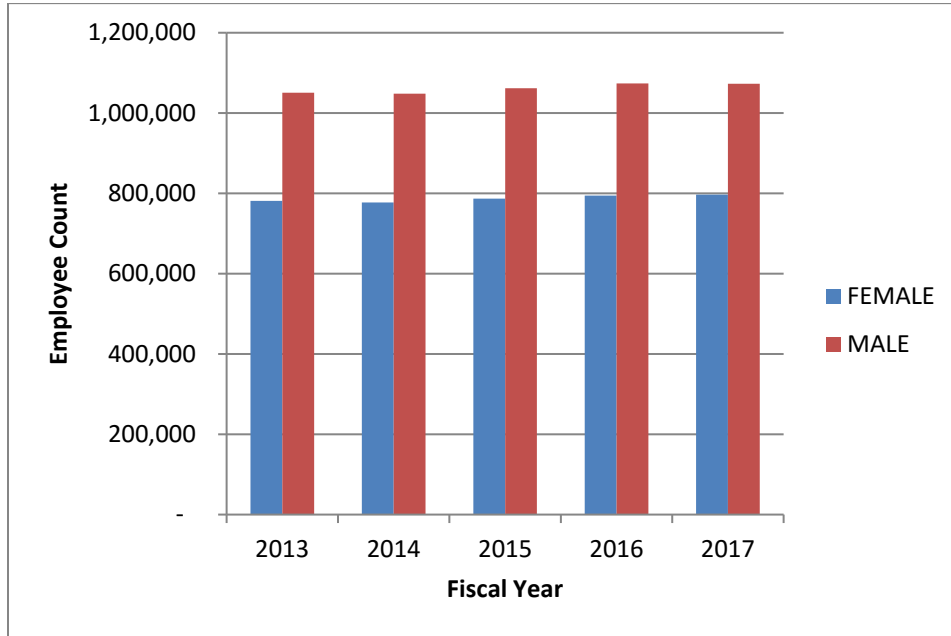
Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

FISCAL YEAR	FEMALE	MALE	ALL
2013	781,268	1,050,455	1,831,723
2014	777,455	1,048,305	1,825,762
2015	786,816	1,061,662	1,848,494
2016	794,218	1,073,680	1,868,027
2017	796,762	1,072,967	1,869,986

FIGURE 5. NSFTP GENDER GRAPH illustrates the data in Table 10. Counts of both males and females 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 FY2013



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 results of these changes are captured in the categories on 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 FY2017

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	664	0.04
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	29,693	1.59
NOT HISPANIC/LATINO & ASIAN	110,736	5.92
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	350,007	18.72
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	9,332	0.50
NOT HISPANIC/LATINO & WHITE	1,174,536	62.81
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	29,333	1.57
HISPANIC/LATINO	98,461	5.27
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	4,325	0.23
HISPANIC/LATINO & ASIAN	1,027	0.05
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	4,163	0.22
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	528	0.03
HISPANIC/LATINO & WHITE	49,461	2.64
HISPANIC/LATINO & OF MORE THAN ONE RACE	7,720	0.41
ALL	1,869,986	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 FY2013

ETHNICITY AND RACE	FY2013	FY2014	FY2015	FY2016	FY2017
UNSPECIFIED	542	378	671	492	664
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	30,370	30,028	29,942	30,021	29,693
NOT HISPANIC/LATINO & ASIAN	99,755	101,741	104,917	107,953	110,736
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	332,457	333,661	340,463	346,685	350,007
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7,487	8,113	8,574	8,899	9,332
NOT HISPANIC/LATINO & WHITE	1,190,060	1,177,179	1,182,715	1,186,356	1,174,536
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	19,832	21,775	24,183	26,605	29,333
HISPANIC/LATINO	108,075	105,264	103,152	100,818	98,461
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,868	3,073	3,402	3,838	4,325
HISPANIC/LATINO & ASIAN	698	750	847	913	1,027
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	2,516	2,813	3,263	3,678	4,163
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	357	410	457	472	528
HISPANIC/LATINO & WHITE	32,672	35,698	40,333	44,796	49,461
HISPANIC/LATINO & OF MORE THAN ONE RACE	4,034	4,879	5,575	6,501	7,720
ALL	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986

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; over 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 FY2017

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	8,895	0.48
HIGH SCHOOL DEGREE	451,680	24.15
SOME COLLEGE	243,556	13.02
TECHNICAL TRAINING	64,795	3.46
ASSOCIATES DEGREE	123,289	6.59
COLLEGE DEGREE	510,610	27.31
ADVANCED DEGREE	465,892	24.91
UNKNOWN OR UNSPECIFIED	1,269	0.07
ALL	1,869,986	100.00

TABLE 14. NSFTP EDUCATION TREND contains counts of Federal employees by education level for the past five fiscal years.

TABLE 14. NSFTP EDUCATION TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

EDUCATION	FY2013	FY2014	FY2015	FY2016	FY2017
NO HIGH SCHOOL DEGREE	9,947	9,531	9,051	8,956	8,895
HIGH SCHOOL DEGREE	465,706	461,379	455,400	453,040	451,680
SOME COLLEGE	261,793	254,349	250,816	248,853	243,556
TECHNICAL TRAINING	68,678	67,908	68,253	67,182	64,795
ASSOCIATES DEGREE	116,546	116,787	120,058	122,393	123,289
COLLEGE DEGREE	492,871	492,276	501,462	508,801	510,610
ADVANCED DEGREE	415,992	423,171	442,906	458,022	465,892
UNKNOWN OR UNSPECIFIED	190	361	548	780	1,269
ALL	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986

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 FY2017 as an example, 25% of the Federal workforce had been on board fewer than 5.7 years; while 75% of the workforce had been on board for over 5.7 years. The interpretation is the same for the median - which is simply the 50th percentile - and for the 75th percentile.

TABLE 15. NSFTP LENGTH OF SERVICE TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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
2016	13.5	5.8	10.7	20.0
2017	13.5	5.7	10.8	19.3

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 FY2013

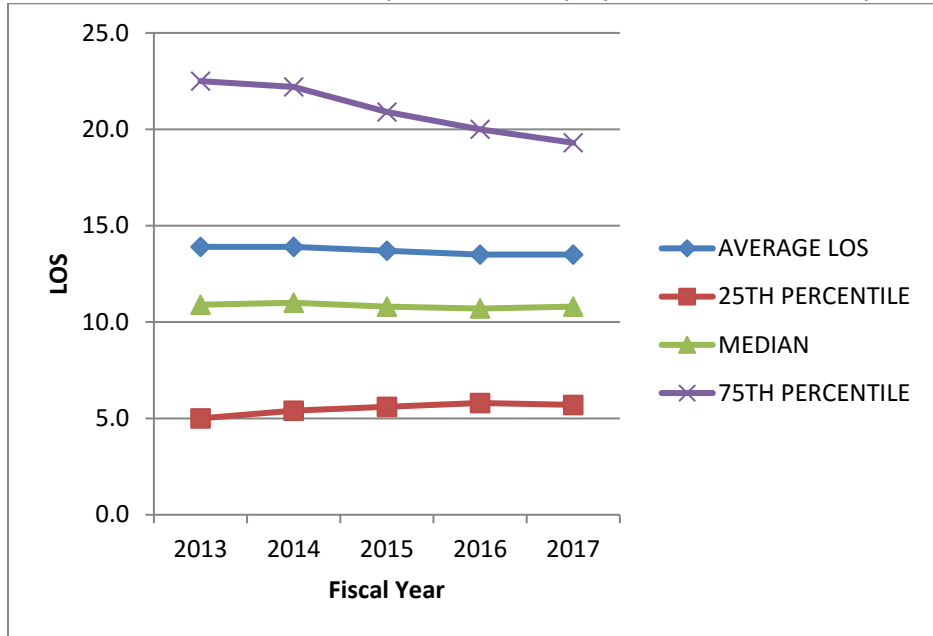


TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees’ salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2017 for the 25th percentile, 25% of the Federal workforce makes less than \$56,143, while 75% makes more. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile.

TABLE 16. NSFTP SALARY TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2013	\$ 79,374	\$ 52,679	\$ 73,736	\$ 98,187
2014	\$ 80,564	\$ 53,380	\$ 75,376	\$ 99,354
2015	\$ 81,666	\$ 53,782	\$ 76,298	\$ 101,127
2016	\$ 83,072	\$ 54,617	\$ 77,490	\$ 103,130
2017	\$ 85,283	\$ 56,143	\$ 79,386	\$ 105,839

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 cost of living adjustment.

FIGURE 7. NSFTP SALARY GRAPH

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

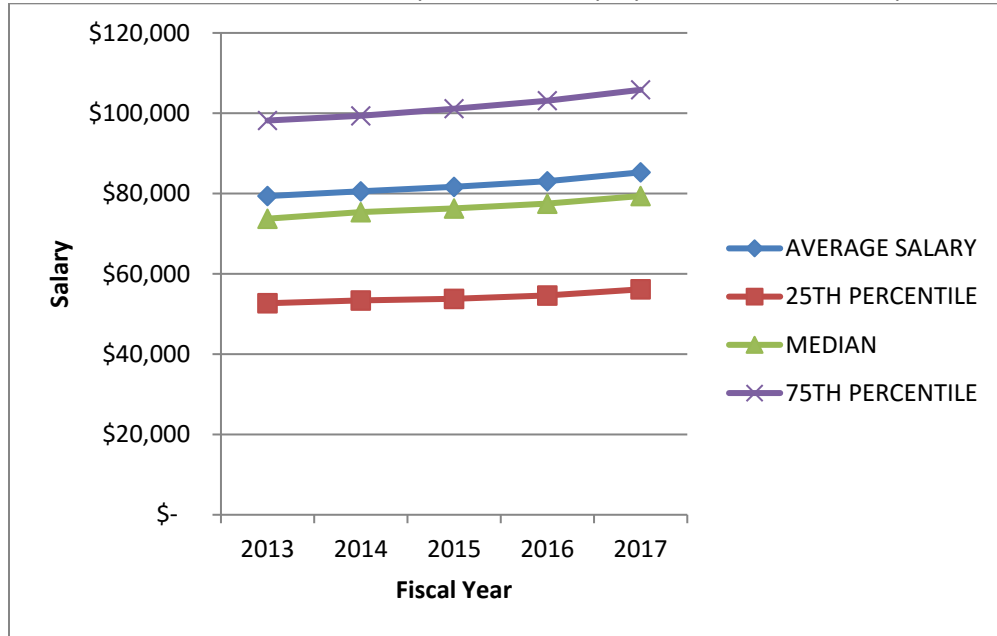


TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation 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 17. NSFTP OCCUPATIONAL CATEGORY TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter of FY2017

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2013	PROFESSIONAL	469,456	\$ 101,521	\$ 74,958	\$ 94,583	\$ 119,238
	ADMINISTRATIVE	724,633	\$ 90,181	\$ 69,409	\$ 85,343	\$ 106,369
	TECHNICAL	306,983	\$ 50,369	\$ 41,188	\$ 47,254	\$ 55,187
	CLERICAL	86,138	\$ 39,848	\$ 34,445	\$ 37,724	\$ 43,158
	OTHER WHITE COLLAR	71,445	\$ 59,256	\$ 45,376	\$ 55,844	\$ 73,396
	BLUE COLLAR	172,967	\$ 53,448	\$ 44,779	\$ 52,624	\$ 60,878
	UNSPECIFIED	101	\$ 72,377	\$ 48,334	\$ 65,393	\$ 82,624
2014	PROFESSIONAL	471,252	\$ 103,192	\$ 76,446	\$ 95,875	\$ 120,440
	ADMINISTRATIVE	722,014	\$ 91,362	\$ 70,941	\$ 87,143	\$ 107,434
	TECHNICAL	313,395	\$ 50,510	\$ 41,122	\$ 47,347	\$ 55,495
	CLERICAL	76,123	\$ 40,458	\$ 34,793	\$ 38,935	\$ 44,654
	OTHER WHITE COLLAR	70,109	\$ 60,968	\$ 47,015	\$ 57,853	\$ 76,446
	BLUE COLLAR	172,786	\$ 53,813	\$ 44,766	\$ 53,135	\$ 61,379
	UNSPECIFIED	83	\$ 77,178	\$ 45,648	\$ 58,656	\$ 104,911
2015	PROFESSIONAL	483,706	\$ 104,658	\$ 77,213	\$ 96,878	\$ 121,685
	ADMINISTRATIVE	728,890	\$ 92,379	\$ 71,651	\$ 88,849	\$ 108,507
	TECHNICAL	312,009	\$ 51,028	\$ 41,523	\$ 47,900	\$ 56,152
	CLERICAL	78,725	\$ 40,583	\$ 35,005	\$ 39,171	\$ 44,425
	OTHER WHITE COLLAR	70,785	\$ 62,536	\$ 47,367	\$ 58,562	\$ 77,213
	BLUE COLLAR	174,269	\$ 54,183	\$ 44,850	\$ 53,427	\$ 61,796
	UNSPECIFIED	110	\$ 102,038	\$ 51,437	\$ 84,017	\$ 158,388
2016	PROFESSIONAL	493,338	\$ 106,348	\$ 78,114	\$ 98,289	\$ 123,641
	ADMINISTRATIVE	739,848	\$ 93,675	\$ 72,451	\$ 90,020	\$ 110,323
	TECHNICAL	311,267	\$ 51,713	\$ 42,004	\$ 48,496	\$ 56,980
	CLERICAL	78,586	\$ 41,139	\$ 35,549	\$ 39,627	\$ 44,787
	OTHER WHITE COLLAR	71,393	\$ 63,251	\$ 47,289	\$ 58,759	\$ 80,040
	BLUE COLLAR	173,457	\$ 55,039	\$ 45,601	\$ 54,241	\$ 62,902
	UNSPECIFIED	138	\$ 117,651	\$ 64,650	\$ 134,695	\$ 169,962
2017	PROFESSIONAL	497,686	\$ 109,063	\$ 79,800	\$ 100,682	\$ 126,958
	ADMINISTRATIVE	741,041	\$ 96,086	\$ 74,256	\$ 92,150	\$ 113,755
	TECHNICAL	307,397	\$ 52,882	\$ 42,702	\$ 49,561	\$ 58,428
	CLERICAL	80,687	\$ 41,907	\$ 36,149	\$ 40,328	\$ 45,836
	OTHER WHITE COLLAR	69,883	\$ 65,450	\$ 48,823	\$ 60,072	\$ 81,792
	BLUE COLLAR	173,156	\$ 56,366	\$ 46,519	\$ 55,452	\$ 64,509
	UNSPECIFIED	136	\$ 111,653	\$ 64,546	\$ 103,639	\$ 161,900

TABLE 18. NSFTP ACTION 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.

TABLE 18. NSFTP ACTION TREND

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013

ACTION	FY2013	FY2014	FY2015	FY2016	FY2017
SEPARATION	114,689	119,268	116,664	116,633	118,567
NEW HIRE	76,932	92,298	122,792	129,082	109,077

FIGURE 8. NSFTP ACTION GRAPH displays the information from Table 18.

FIGURE 8. NSFTP ACTION GRAPH

Statistics restricted to non-seasonal full-time permanent employees from the fourth quarter since FY2013



Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated quarterly: <http://www.fedscope.opm.gov/>. Many of the tables and figures above can be replicated in FedScope, with the option for much more detail. The tool is best utilized via Internet Explorer. For all other inquiries, contact DAG through FedStats at FedStats@opm.gov.



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