

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Common Characteristics of the Government (CCOG)

March 2013

*a New Day for Federal Service*

# Common Characteristics of the Government

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## CCOG

**2012**

*This document provides a brief outline of the OPM's Federal employee databases, 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  
Planning and Policy Analysis  
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 reporters, external analysts, and the general public access to commonly requested descriptive information.

This document will first cover the limitations and nature of the federal employment data that OPM regularly posts on the web. It will then describe commonly used definitions and outline 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 total employment aggregates) are available one to two months after the end of each month. "Dynamics" data (all personnel actions; used for hiring numbers, retirement figures, etc.) require more time, 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.

Often, OPM coverage is equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and exclusively civilian, but the data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some pieces of the Legislative Branch. For specific exclusions and inclusions, visit FedData on the OPM's website: <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/#url=SDM>. One final point about personnel coverage, OPM data do not include contractors.

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 or residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM's data are public information, even data at the individual level. Certain exclusions apply, however. Visit <http://www.opm.gov/information-management/freedom-of-information-act/> for more information including requesting individualized data. 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>

- 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 heavily 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 FY2012

### EMPLOYMENT

EMPLOYMENT TYPE	DEC2011	MAR2012	JUNE2012	SEP2012
ALL	2,100,905	2,102,269	2,115,707	2,110,221
PERMANENT	1,937,694	1,943,357	1,933,119	1,942,528
FULL-TIME	1,968,013	1,969,226	1,990,937	1,982,831
FULL-TIME NON-SEASONAL	1,938,462	1,929,175	1,959,893	1,949,016
FULL-TIME PERMANENT	1,873,249	1,877,990	1,869,649	1,878,002
NON-SEASONAL FULL-TIME PERMANENT	1,849,768	1,844,485	1,844,059	1,850,311

### AVERAGE SALARY

EMPLOYMENT TYPE	DEC2011	MAR2012	JUNE2012	SEP2012
ALL	\$75,832	\$ 76,072	\$ 75,743	\$76,353
PERMANENT	\$76,857	\$ 77,050	\$ 77,295	\$77,586
FULL-TIME	\$76,893	\$ 77,138	\$ 76,587	\$77,280
FULL-TIME NON-SEASONAL	\$77,281	\$ 77,757	\$ 77,059	\$77,739
FULL-TIME PERMANENT	\$77,334	\$ 77,540	\$ 77,754	\$78,062
NON-SEASONAL FULL-TIME PERMANENT	\$77,656	\$ 78,093	\$ 78,196	\$78,467

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 only around 250,000 employees, a relatively small portion of the two million plus employees in total. Salary, on the other hand, rises as the

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

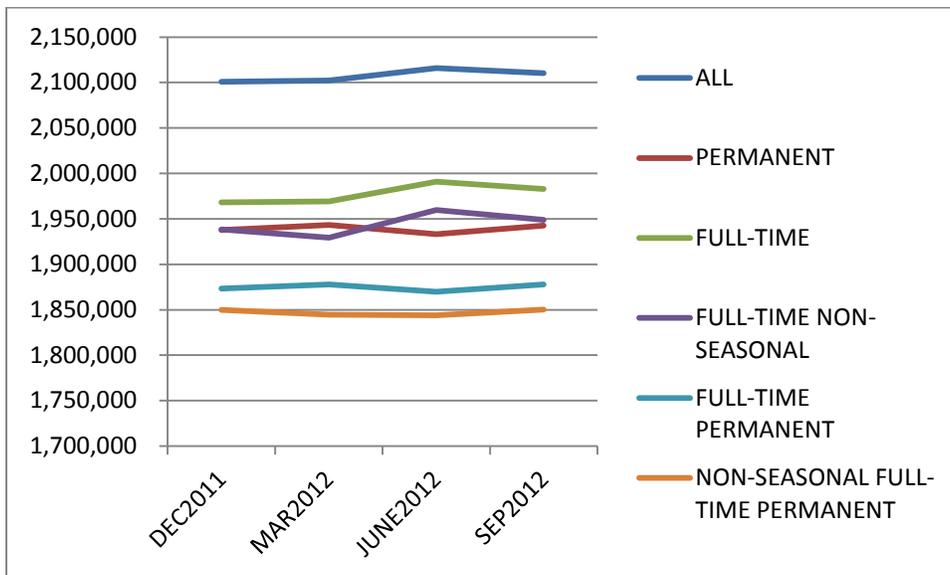
category becomes more specific. This increase is not attributable to part-time and non-seasonal employees working limited hours, because salary statistics are annualized. The increase is actually the result of differences in occupation and qualification. Recognizing the employment category on each OPM 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.

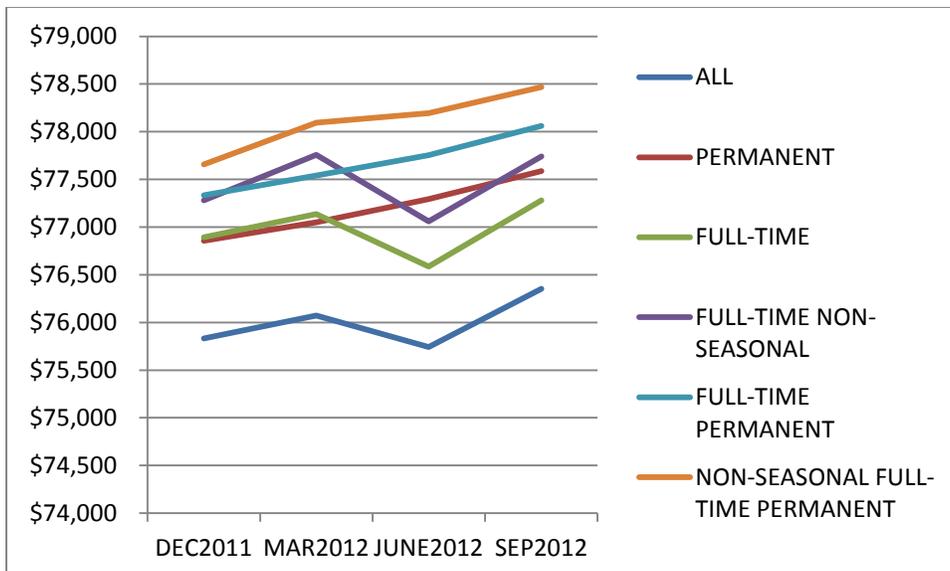
**FIGURE 1. SEASONALITY OF EMPLOYMENT**

Statistics for all types of employment from all quarters of FY2012



**FIGURE 2. SEASONALITY OF AVERAGE SALARY**

Statistics for all types of employment from all quarters of FY2012



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 and knowing these typical within-year trends are important in making proper inferences.

## Common Practices of DAG

DAG 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, and, 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 “FY2012,” for example. For Status data, FY2012 represents the composition of the Federal Government on September 30, 2012. For Dynamics data (only the “Action” Tables and Graphs), FY2012 is the compilation of all personnel actions between October 1, 2011 and September 30, 2012. 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 fourth quarter since FY2008

AGENCY	FY2008	FY2009	FY2010	FY2011	FY2012
TOTAL U.S. POPULATION*	304,374,846	307,006,550	309,326,225	311,587,816	313,914,040
NSFTP FEDERAL EMPLOYEES	1,673,249	1,757,105	1,831,719	1,856,580	1,850,311
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.497	5.723	5.922	5.958	5.894

The table shows the Federal NSFTP population and the total United States population since 2008<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/2012/index.html>.

## Commonly Requested Data, Fiscal Year 2012

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 from fourth quarter of FY2012

<b>AGENCY</b>	<b>COUNT</b>	<b>PERCENT</b>
DEPARTMENT OF EDUCATION	3,899	0.21
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8,982	0.49
DEPARTMENT OF STATE	9,761	0.53
DEPARTMENT OF ENERGY	15,041	0.81
DEPARTMENT OF LABOR	15,705	0.85
DEPARTMENT OF COMMERCE	35,013	1.89
DEPARTMENT OF THE INTERIOR	53,156	2.87
DEPARTMENT OF TRANSPORTATION	55,614	3.01
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,168	3.31
DEPARTMENT OF AGRICULTURE	76,785	4.15
DEPARTMENT OF DEFENSE	86,135	4.66
DEPARTMENT OF THE TREASURY	92,397	4.99
DEPARTMENT OF JUSTICE	113,358	6.13
DEPARTMENT OF THE AIR FORCE	161,574	8.73
DEPARTMENT OF HOMELAND SECURITY	169,116	9.14
DEPARTMENT OF THE NAVY	192,500	10.40
DEPARTMENT OF THE ARMY	251,257	13.58
DEPARTMENT OF VETERANS AFFAIRS	285,436	15.43
ALL OTHER AGENCIES	163,414	8.83
ALL	1,850,311	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**

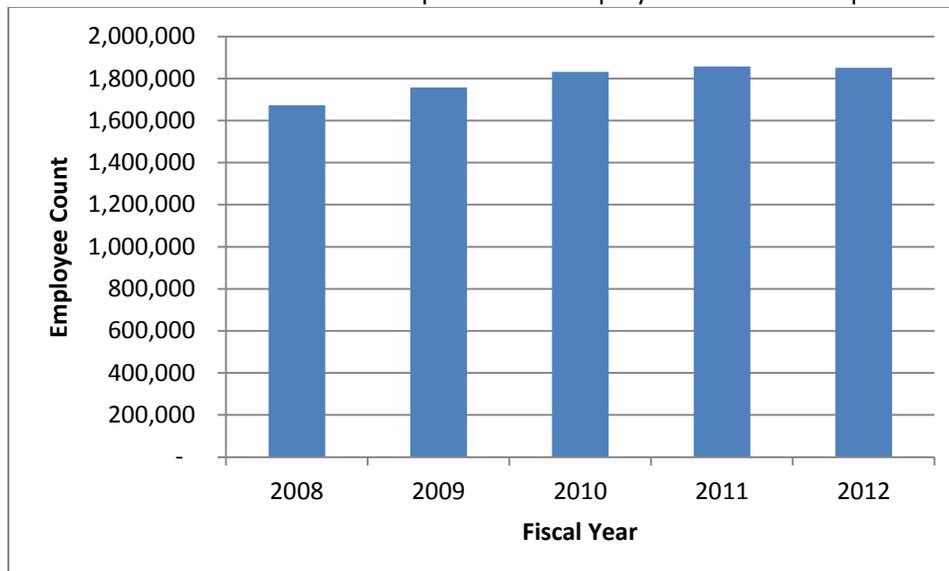
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2008

AGENCY	FY2008	FY2009	FY2010	FY2011	FY2012
DEPARTMENT OF EDUCATION	3,825	3,769	4,010	4,066	3,899
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,445	9,147	9,397	9,269	8,982
DEPARTMENT OF STATE	8,428	8,622	8,959	9,443	9,761
DEPARTMENT OF ENERGY	14,803	15,134	15,757	15,548	15,041
DEPARTMENT OF LABOR	14,322	14,762	15,387	15,190	15,705
DEPARTMENT OF COMMERCE	32,924	33,642	33,711	34,501	35,013
DEPARTMENT OF THE INTERIOR	51,828	52,796	53,460	53,393	53,156
DEPARTMENT OF TRANSPORTATION	53,549	55,433	56,151	56,092	55,614
DEPARTMENT OF HEALTH AND HUMAN SERVICES	53,325	56,124	58,946	60,303	61,168
DEPARTMENT OF AGRICULTURE	78,369	78,962	80,510	79,899	76,785
DEPARTMENT OF DEFENSE	72,133	76,622	81,179	85,818	86,135
DEPARTMENT OF THE TREASURY	93,961	98,361	99,868	96,232	92,397
DEPARTMENT OF JUSTICE	104,282	108,349	112,688	112,867	113,358
DEPARTMENT OF THE AIR FORCE	142,957	148,133	158,039	166,338	161,574
DEPARTMENT OF HOMELAND SECURITY	147,533	157,573	161,273	166,210	169,116
DEPARTMENT OF THE NAVY	172,392	180,913	189,389	191,975	192,500
DEPARTMENT OF THE ARMY	225,881	241,329	257,947	255,487	251,257
DEPARTMENT OF VETERANS AFFAIRS	236,761	255,012	268,187	277,461	285,436
ALL OTHER AGENCIES	156,531	162,422	166,861	166,488	163,414
ALL	1,673,249	1,757,105	1,831,719	1,856,580	1,850,311

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 fourth quarter since FY2008



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 fourth quarter of FY2012

STATE	COUNT	PERCENT
ALABAMA	38,986	2.11
ALASKA	11,170	0.60
ARIZONA	37,320	2.02
ARKANSAS	12,864	0.70
CALIFORNIA	150,762	8.15
COLORADO	36,282	1.96
CONNECTICUT	7,762	0.42
DELAWARE	3,031	0.16
DISTRICT OF COLUMBIA	143,537	7.76
FLORIDA	82,915	4.48
GEORGIA	71,486	3.86
HAWAII	23,446	1.27
IDAHO	7,388	0.40
ILLINOIS	45,801	2.48
INDIANA	22,007	1.19
IOWA	7,715	0.42
KANSAS	15,515	0.84
KENTUCKY	23,198	1.25
LOUISIANA	19,307	1.04
MAINE	9,873	0.53
MARYLAND	119,816	6.48
MASSACHUSETTS	24,926	1.35
MICHIGAN	27,693	1.50
MINNESOTA	15,864	0.86
MISSISSIPPI	17,088	0.92
MISSOURI	32,933	1.78
MONTANA	8,637	0.47
NEBRASKA	9,979	0.54
NEVADA	11,102	0.60
NEW HAMPSHIRE	4,069	0.22
NEW JERSEY	24,806	1.34
NEW MEXICO	23,032	1.24
NEW YORK	62,011	3.35
NORTH CAROLINA	39,886	2.16
NORTH DAKOTA	5,409	0.29
OHIO	48,422	2.62
OKLAHOMA	36,382	1.97
OREGON	16,857	0.91
PENNSYLVANIA	63,137	3.41
RHODE ISLAND	6,245	0.34
SOUTH CAROLINA	20,198	1.09
SOUTH DAKOTA	7,261	0.39
TENNESSEE	25,140	1.36
TEXAS	131,580	7.11
UTAH	25,508	1.38
VERMONT	4,234	0.23
VIRGINIA	144,753	7.82
WASHINGTON	50,300	2.72
WEST VIRGINIA	18,093	0.98
WISCONSIN	13,455	0.73
WYOMING	4,818	0.26
OUTSIDE THE U.S.	34,946	1.89
UNSPECIFIED	1,366	0.07
ALL	1,850,311	100.00

TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2008. 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 fourth quarter since FY2008

STATE	FY2008	FY2009	FY2010	FY2011	FY2012
ALABAMA	34,213	35,858	38,593	39,832	38,986
ALASKA	10,614	10,955	11,493	11,474	11,170
ARIZONA	33,596	35,539	36,678	37,777	37,320
ARKANSAS	12,097	12,736	12,960	12,837	12,864
CALIFORNIA	137,046	144,510	149,865	151,259	150,762
COLORADO	32,817	34,404	35,420	36,535	36,282
CONNECTICUT	6,989	7,379	7,542	7,731	7,762
DELAWARE	2,869	2,942	2,979	3,029	3,031
DISTRICT OF COLUMBIA	132,721	138,583	144,598	144,037	143,537
FLORIDA	73,162	77,747	81,048	82,574	82,915
GEORGIA	65,562	68,892	71,923	72,499	71,486
HAWAII	20,748	21,687	23,089	23,457	23,446
IDAHO	7,141	7,343	7,413	7,293	7,388
ILLINOIS	43,465	45,501	46,774	46,462	45,801
INDIANA	19,667	20,865	21,588	22,003	22,007
IOWA	7,367	7,576	7,736	7,827	7,715
KANSAS	13,535	14,539	15,413	15,709	15,515
KENTUCKY	19,612	21,624	23,240	23,287	23,198
LOUISIANA	17,710	18,482	18,988	19,387	19,307
MAINE	9,312	9,764	9,980	9,886	9,873
MARYLAND	99,514	104,748	111,410	120,258	119,816
MASSACHUSETTS	22,950	24,201	25,079	25,140	24,926
MICHIGAN	24,178	25,712	26,932	27,619	27,693
MINNESOTA	14,897	15,445	16,062	15,946	15,864
MISSISSIPPI	16,004	16,066	16,737	17,003	17,088
MISSOURI	31,568	33,362	33,866	33,071	32,933
MONTANA	8,158	8,455	8,626	8,711	8,637
NEBRASKA	8,570	9,011	9,500	9,738	9,979
NEVADA	9,284	9,820	10,056	10,419	11,102
NEW HAMPSHIRE	3,785	3,872	3,878	3,962	4,069
NEW JERSEY	27,751	28,463	28,638	25,168	24,806
NEW MEXICO	21,182	22,393	23,414	23,643	23,032
NEW YORK	58,674	61,024	62,325	62,396	62,011
NORTH CAROLINA	34,391	36,298	38,198	39,779	39,886
NORTH DAKOTA	5,172	5,298	5,513	5,454	5,409
OHIO	43,521	45,923	48,604	49,237	48,422
OKLAHOMA	31,740	33,336	35,752	36,435	36,382
OREGON	16,248	16,747	17,312	17,116	16,857
PENNSYLVANIA	61,695	63,414	64,889	64,393	63,137
RHODE ISLAND	5,589	5,902	6,068	6,123	6,245
SOUTH CAROLINA	17,764	18,718	19,468	19,994	20,198
SOUTH DAKOTA	6,525	6,797	7,040	7,161	7,261
TENNESSEE	23,533	23,955	25,283	25,291	25,140
TEXAS	114,725	121,981	128,229	131,066	131,580
UTAH	24,997	25,806	26,599	26,515	25,508
VERMONT	3,755	4,012	3,946	4,107	4,234
VIRGINIA	127,999	135,012	140,907	143,105	144,753
WASHINGTON	44,438	47,038	49,476	50,235	50,300
WEST VIRGINIA	16,740	17,436	17,993	18,092	18,093
WISCONSIN	11,712	12,268	13,059	13,354	13,455
WYOMING	4,489	4,588	4,789	4,851	4,818
OUTSIDE THE U.S.	30,726	32,240	33,864	35,225	34,946
UNSPECIFIED	732	838	887	1,078	1,366
ALL	1,673,249	1,757,105	1,831,719	1,856,580	1,850,311

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 fourth quarter of FY2012

CORE BASED STATISTICAL AREAS	COUNT
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	285,388
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	53,665
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	45,716
BALTIMORE-TOWSON, MD	43,804
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	33,895
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	33,551
ATLANTA-SANDY SPRINGS-MARIETTA, GA	30,752
LOS ANGELES-LONG BEACH-SANTA ANA, CA	30,474
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	28,904
SAN ANTONIO-NEW BRAUNFELS, TX	26,546

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 FY2012 is that, 25% of the Federal workforce is younger than 38.6 years of age; 75% of the workforce is older than 38.6. 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 fourth quarter since FY2008

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2008	46.9	39.5	48.0	54.9
2009	46.8	39.0	48.0	55.0
2010	46.8	38.8	48.0	55.2
2011	46.9	38.7	48.1	55.3
2012	47.1	38.6	48.3	55.4

<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 fourth quarter since FY2008

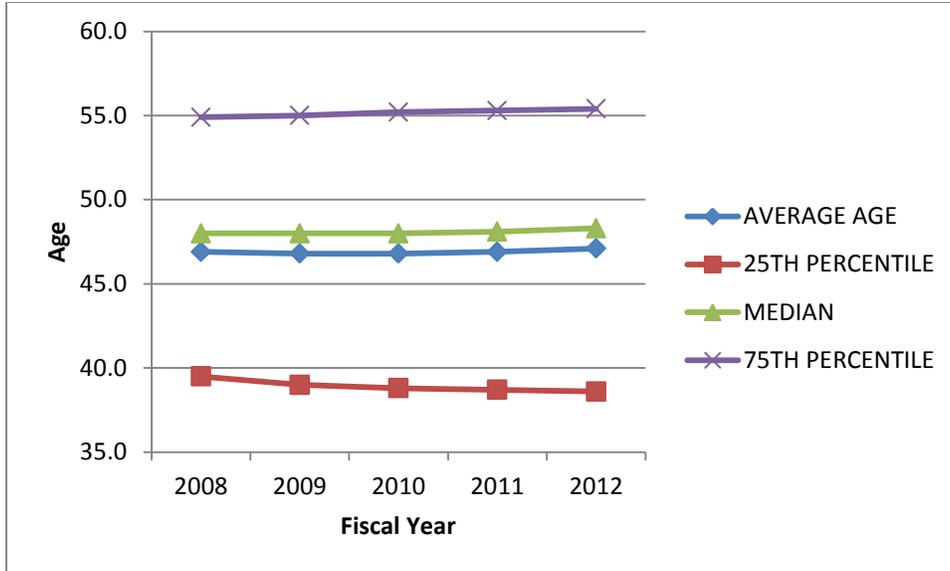


TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male.

**TABLE 9. NSFTP GENDER**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2012

GENDER	COUNT	PERCENT
FEMALE	790,085	42.70
MALE	1,060,226	57.30
ALL	1,850,311	100.00

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2008. Although the number of both male and female Federal employees has increased over the past five fiscal years, the male-female ratio has remained about the same.

**TABLE 10. NSFTP GENDER TREND**

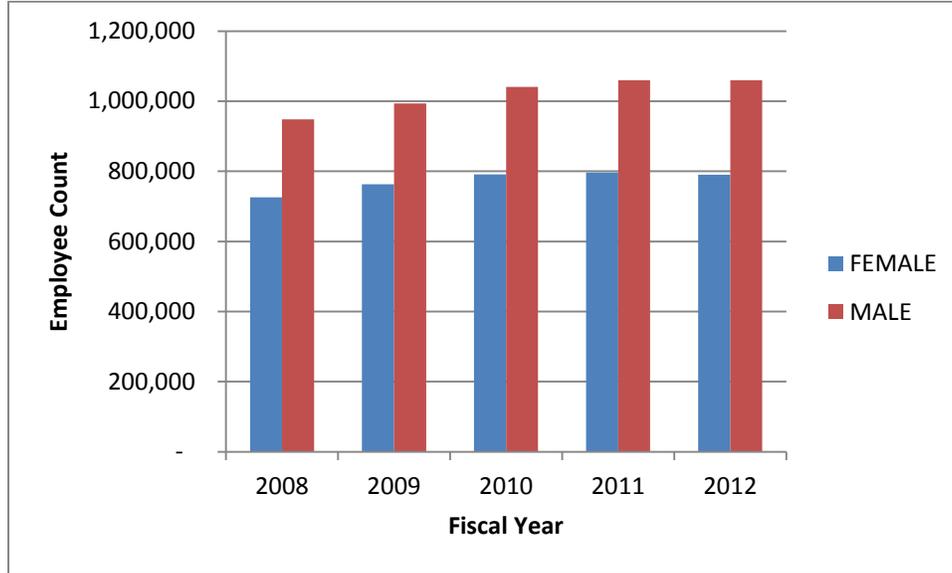
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2008

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	ALL
2008	725,428	947,808	13	1,673,249
2009	763,181	993,921	3	1,757,105
2010	791,124	1,040,594	1	1,831,719
2011	796,627	1,059,952	1	1,856,580
2012	790,085	1,060,226	0	1,850,311

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

**FIGURE 5. NSFTP GENDER GRAPH**

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2008



In 2006, the Office of Management and Budget switched 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 fourth quarter of FY2012

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1,061	0.06
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	31,471	1.70
NOT HISPANIC/LATINO & ASIAN	99,324	5.37
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	332,875	17.99
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7,347	0.40
NOT HISPANIC/LATINO & WHITE	1,209,128	65.35
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	17,945	0.97
HISPANIC/LATINO	111,747	6.04
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2,710	0.15
HISPANIC/LATINO & ASIAN	637	0.03
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	2,244	0.12
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	324	0.02
HISPANIC/LATINO & WHITE	29,972	1.62
HISPANIC/LATINO & OF MORE THAN ONE RACE	3,526	0.19
ALL	1,850,311	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 fourth quarter since FY2008

ETHNICITY AND RACE	FY2008	FY2009	FY2010	FY2011	FY2012
UNSPECIFIED	1,121	3,109	1,610	1,858	1,061
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	31,088	32,018	32,348	32,035	31,471
NOT HISPANIC/LATINO & ASIAN	84,843	89,794	95,064	97,650	99,324
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	301,507	314,332	327,832	332,766	332,875
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	4,751	5,619	6,396	6,966	7,347
NOT HISPANIC/LATINO & WHITE	1,112,030	1,163,780	1,208,899	1,220,452	1,209,128
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	5,559	8,680	12,803	15,294	17,945
HISPANIC/LATINO	120,980	122,734	117,045	115,512	111,747
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	883	1,335	2,077	2,360	2,710
HISPANIC/LATINO & ASIAN	224	317	467	541	637
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	774	1,159	1,566	1,854	2,244
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	135	205	247	287	324
HISPANIC/LATINO & WHITE	8,548	12,706	23,151	26,214	29,972
HISPANIC/LATINO & OF MORE THAN ONE RACE	806	1,317	2,214	2,791	3,526
ALL	1,673,249	1,757,105	1,831,719	1,856,580	1,850,311

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 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 fourth quarter of FY2012

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	10,651	0.58
HIGH SCHOOL DEGREE	480,537	25.97
SOME COLLEGE	272,635	14.73
TECHNICAL TRAINING	69,534	3.76
ASSOCIATES DEGREE	116,902	6.32
COLLEGE DEGREE	494,234	26.71
ADVANCED DEGREE	405,264	21.90
UNKNOWN OR UNSPECIFIED	554	0.03
ALL	1,850,311	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 fourth quarter since FY2008

EDUCATION	FY2008	FY2009	FY2010	FY2011	FY2012
NO HIGH SCHOOL DEGREE	13,284	12,925	12,338	11,446	10,651
HIGH SCHOOL DEGREE	459,699	476,009	491,855	491,951	480,537
SOME COLLEGE	278,836	282,467	283,816	281,178	272,635
TECHNICAL TRAINING	69,448	70,603	71,055	70,719	69,534
ASSOCIATES DEGREE	103,400	109,772	114,673	116,487	116,902
COLLEGE DEGREE	426,256	456,313	482,917	492,196	494,234
ADVANCED DEGREE	321,218	347,763	373,571	391,856	405,264
UNKNOWN OR UNSPECIFIED	1,108	1,253	1,494	747	554
ALL	1,673,249	1,757,105	1,831,719	1,856,580	1,850,311

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 FY2012 as an example, 25% of the Federal workforce had been on board fewer than 4.5 years; 75% of the workforce had been on board for over 4.5 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 fourth quarter of FY2012

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2008	15.6	6.0	15.1	24.0
2009	15.1	5.5	13.3	23.8
2010	14.4	4.7	11.5	23.2
2011	13.8	4.2	10.5	22.8
2012	13.8	4.5	10.5	22.7

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 fourth quarter since FY2008

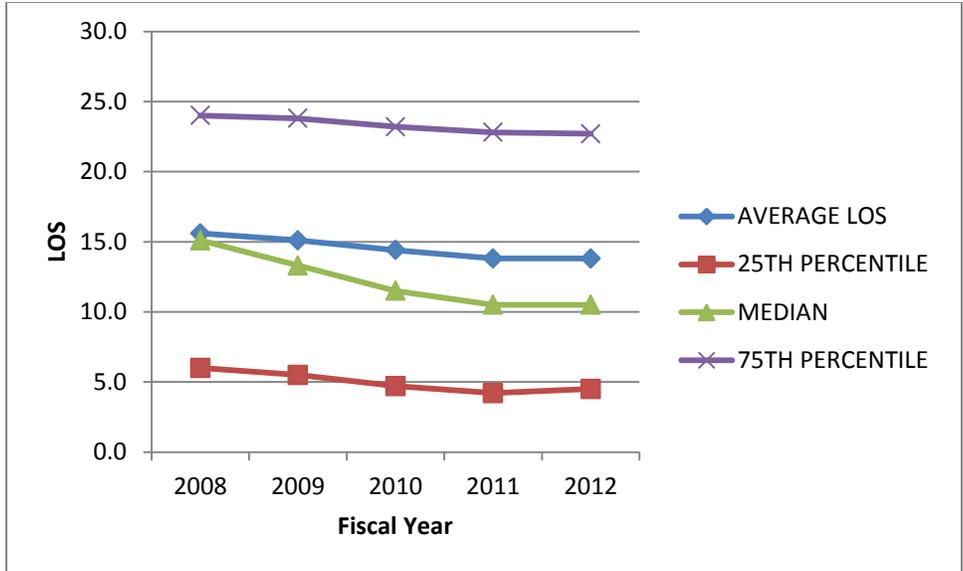


TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees’ salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2012 for the 25<sup>th</sup> percentile, 25% of the Federal workforce makes less than \$52,102, 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 fourth quarter of FY2012

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2008	\$ 71,414	\$ 47,193	\$65,031	\$ 89,842
2009	\$ 74,368	\$ 49,127	\$67,613	\$ 93,620
2010	\$ 76,586	\$ 50,431	\$69,550	\$ 95,989
2011	\$ 77,505	\$ 51,445	\$71,102	\$ 97,309
2012	\$ 78,467	\$ 52,102	\$72,714	\$ 97,936

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 fourth quarter since FY2008

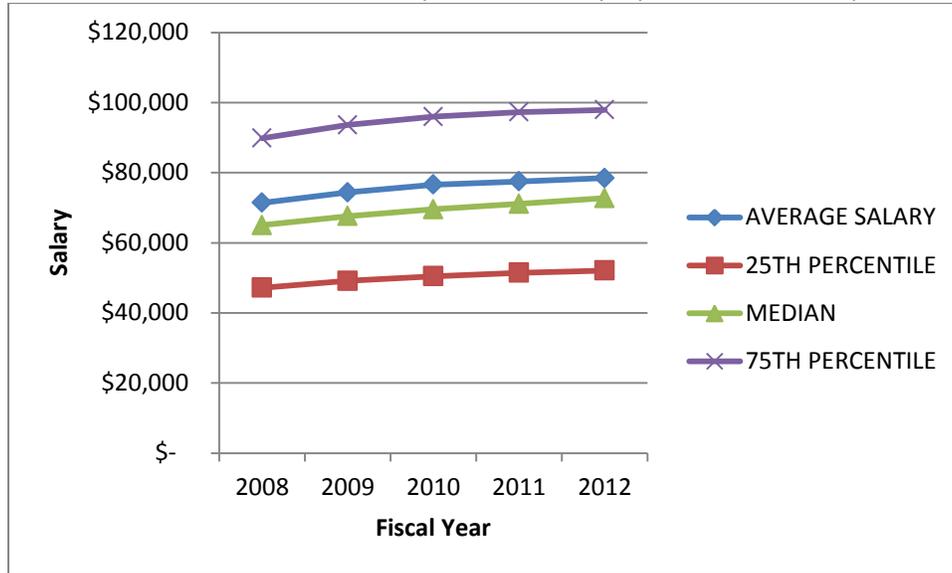


TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation 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 fourth quarter of FY2012

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2008	PROFESSIONAL	400,784	\$ 93,709	\$ 69,764	\$88,372	\$ 110,584
	ADMINISTRATIVE	633,498	\$ 82,293	\$ 62,496	\$78,381	\$ 98,033
	TECHNICAL	297,334	\$ 47,304	\$ 38,658	\$44,857	\$ 51,809
	CLERICAL	102,212	\$ 36,733	\$ 31,367	\$34,677	\$ 39,963
	OTHER WHITE COLLAR	63,336	\$ 50,371	\$ 40,577	\$47,864	\$ 58,206
	BLUE COLLAR	175,793	\$ 49,874	\$ 41,761	\$49,358	\$ 56,829
	UNSPECIFIED	292	\$ 64,341	\$ 46,487	\$57,027	\$ 75,901
2009	PROFESSIONAL	430,432	\$ 96,678	\$ 71,526	\$91,123	\$ 114,569
	ADMINISTRATIVE	673,533	\$ 85,294	\$ 64,306	\$81,133	\$ 101,844
	TECHNICAL	309,480	\$ 48,811	\$ 39,834	\$45,931	\$ 53,647
	CLERICAL	98,340	\$ 38,301	\$ 32,824	\$36,196	\$ 41,873
	OTHER WHITE COLLAR	68,808	\$ 52,232	\$ 42,170	\$49,553	\$ 60,170
	BLUE COLLAR	176,145	\$ 51,759	\$ 43,326	\$51,132	\$ 59,062
	UNSPECIFIED	367	\$ 60,594	\$ 38,666	\$53,813	\$ 78,098
2010	PROFESSIONAL	451,985	\$ 99,091	\$ 73,396	\$92,749	\$ 117,270
	ADMINISTRATIVE	710,519	\$ 87,697	\$ 66,749	\$83,126	\$ 104,357
	TECHNICAL	320,181	\$ 49,669	\$ 40,264	\$46,569	\$ 54,875
	CLERICAL	95,696	\$ 39,341	\$ 33,603	\$37,260	\$ 42,960
	OTHER WHITE COLLAR	73,091	\$ 54,396	\$ 42,792	\$51,630	\$ 63,259
	BLUE COLLAR	180,023	\$ 52,842	\$ 44,203	\$52,175	\$ 60,189
	UNSPECIFIED	224	\$ 73,820	\$ 50,439	\$65,227	\$ 90,005
2011	PROFESSIONAL	461,473	\$ 99,910	\$ 74,039	\$93,197	\$ 117,957
	ADMINISTRATIVE	728,141	\$ 88,537	\$ 67,614	\$84,308	\$ 105,211
	TECHNICAL	319,628	\$ 49,900	\$ 40,706	\$46,763	\$ 54,875
	CLERICAL	92,430	\$ 39,446	\$ 34,039	\$37,482	\$ 43,017
	OTHER WHITE COLLAR	74,807	\$ 55,785	\$ 43,738	\$52,995	\$ 68,809
	BLUE COLLAR	179,908	\$ 52,968	\$ 44,265	\$52,238	\$ 60,252
	UNSPECIFIED	193	\$ 75,871	\$ 50,431	\$69,188	\$ 92,732
2012	PROFESSIONAL	466,211	\$ 100,719	\$ 74,628	\$94,049	\$ 118,481
	ADMINISTRATIVE	729,451	\$ 89,454	\$ 68,809	\$84,863	\$ 106,358
	TECHNICAL	312,972	\$ 50,195	\$ 40,767	\$47,105	\$ 55,083
	CLERICAL	90,506	\$ 39,647	\$ 34,294	\$37,576	\$ 43,050
	OTHER WHITE COLLAR	73,755	\$ 57,322	\$ 43,964	\$54,412	\$ 71,102
	BLUE COLLAR	177,252	\$ 53,198	\$ 44,474	\$52,363	\$ 60,460
	UNSPECIFIED	164	\$ 75,887	\$ 49,138	\$68,888	\$ 93,186

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**

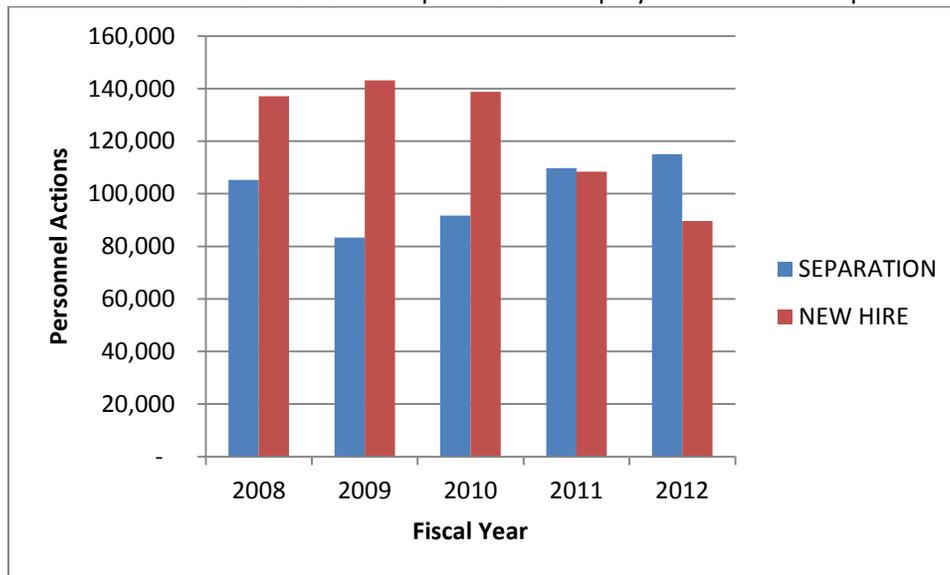
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2012

ACTION	FY2008	FY2009	FY2010	FY2011	FY2012
SEPARATION	105,268	83,317	91,735	109,729	115,012
NEW HIRE	137,036	143,168	138,783	108,408	89,568

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 fourth quarter since FY2008



## 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 DAG through FedStats at [FedStats@opm.gov](mailto:FedStats@opm.gov).



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