

Federal Executive Branch Characteristics (FEBC)

Fiscal Year 2010 to Fiscal Year 2018

This document provides a brief summary on total employment, hiring, separations, average salary, average age, and average length of service by agency, location, ethnicity & race, gender, and education level for the federal civilian workforce.

**U.S. Office of Personnel Management
Office of Strategy & Innovation
Data Analysis Group (DAG)**

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Introduction

The Federal Executive Branch Characteristics (FEBC) report analyzes the characteristics of Non-seasonal Full-time Permanent (NSFTP) employees in the federal civilian workforce. This report uses tables and graphs focusing on trends in federal employment by agency, state, age, core-based statistical area (CBSA), gender, ethnicity and race, education, length of service (LOS), salary, separations, and new hires.

From fiscal year (FY) 2010 through FY 2018 there was a slight increase (2.2 percent) in the total number of NSFTP employees. The Cabinet-level agency with the largest NSFTP employment increase was the Department of Veteran Affairs (31.4 percent), while Vermont was the state with the largest growth in NSFTP employment (24.0 percent). The number of males grew by 3.1 percent, while the number of females increased just 1.0 percent. Furthermore, there has been a significant increase (35.4 percent) in the number of NSFTP employees with a master's degrees or higher. Lastly, the average LOS decreased by 6.8 percent, while average salary increased by 12.4 percent.

Methodology

OPM utilizes the *Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM)*, which includes most of the executive branch and some components of both the legislative and judicial branches of the federal government. There are some notable exclusions, however, such as the United States Postal Service, intelligence agencies, active military personnel, and contractors.

Though the EHRI-SDM contains over one hundred different employment variables for each employee, the FEBC only highlights the following items:

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Definitions

- **Employment:** A measure representing the number of employees in pay status at the end of the month (or end of the final pay period of the month).
- **Pay Status:** Employees currently receiving a paycheck.
- **Non-seasonal Full-time Permanent (NSFTP):** Employees in a Non-seasonal Full-time Permanent status (this category includes all employees working a 40-hour weekly schedule all year, with no absolute end date).
- **Fiscal Year (FY):** Ends on the 30th of September in each year (e.g., FY 2018 Status data represents the composition of the federal government on September 30, 2018). Dynamics data (only the “Action” tables and graphs) represents the compilation of all personnel actions between the beginning and end of a fiscal year (e.g., FY 2017 covers October 1, 2016, through September 30, 2017).
- **Federal Agencies:** EHRI-SDM contains approximately 120 federal agencies. The FEBC report provides the counts and percentages of NSFTP employees for all Cabinet-level agencies. The percentage is the fraction of agency employees divided by total federal employees. The tables have a category, “All Other Agencies,” containing all non-Cabinet level agencies (approximately 9.0 percent of all federal employees).
- **Location of employment (State):** The data reflect place of employment, not place of employee’s residence.
- **Core-Based Statistical Areas (CBSA):** A CBSA is “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.” This provides counts of federal employees by the ten largest (in terms of federal employee count) CBSAs in the United States. There are over 920 CBSAs in the United States.
- **Gender:** An employee’s gender (male or female).
- **Ethnicity and Race Indicator:** An employee's ethnicity and race identification in categories defined by the Office of Personnel Management (OPM). Ethnicity and Race Indicator (ERI)

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consists of one ethnicity category (Hispanic or Latino) and five race categories. All applicable categories may be selected, and at least one category must be selected.

- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
 - **American Indian or Alaska Native:** A person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment.
 - **Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
 - **Black or African American:** A person having origins in any of the black racial groups of Africa.
 - **Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
 - **White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **Education category:** Education category is recorded at the time of hire and updated only at the employee's initiative. Education is not an element regularly updated by agencies. As a result, OPM education statistics should be treated as lower bounds on the true educational attainment of the federal workforce.
 - **Length of service:** The number of years of federal employment, including creditable military service, and other service made creditable by specific legislation.
 - **Average salary:** The adjusted basic pay is the sum of an employee's rate of basic pay, and any basic pay supplement, after applying any applicable pay cap. This element is used for the calculations of average salary, is annualized, and includes a locality adjustment.

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- **Action trend:** Provides the number of separations and new hires. Separations represent all NSFTP employees who left federal service at any point in a fiscal year. New hires represent all NSFTP employees who joined the federal government in a fiscal year.
- **Unspecified:** Unspecified category in each table denotes errors in reporting.

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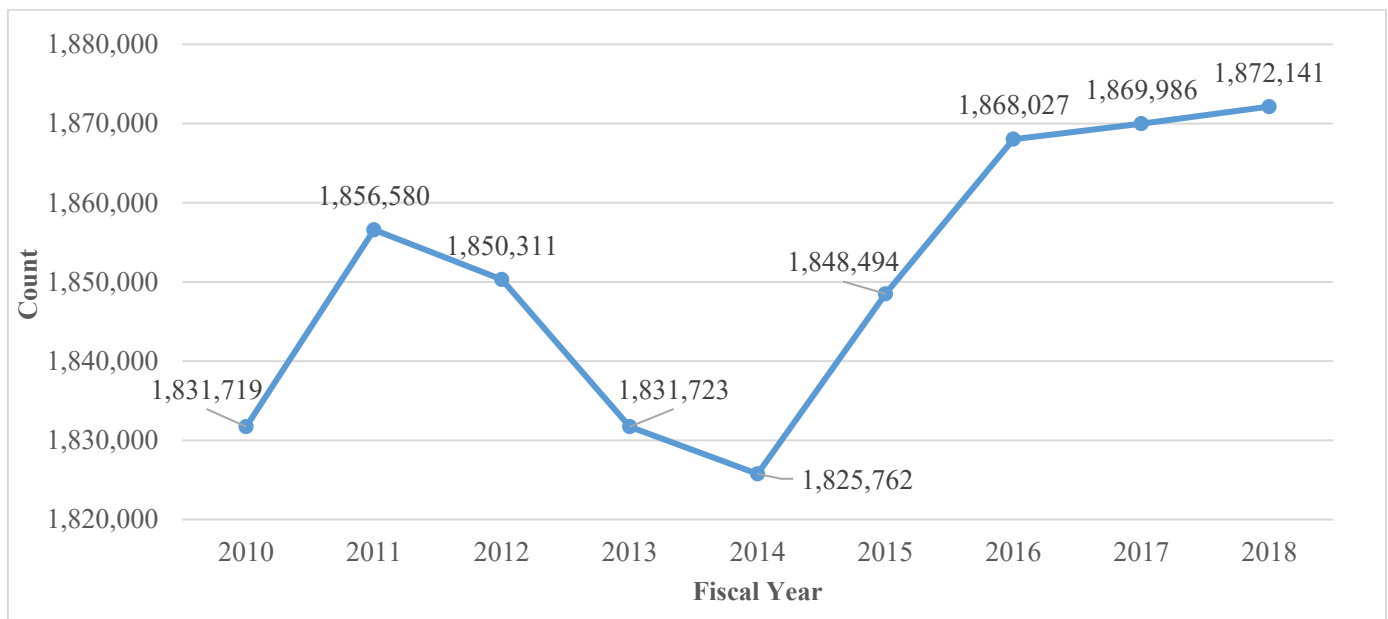
Results and Analysis

The results are based on NSFTP employees from the fourth quarter of each fiscal year from 2010 through 2018.

Figure 1: FY 2010 – FY 2018 NSFTP Employment illustrates the change in government-wide federal employment by fiscal year. Over this period, the workforce has increased from 1,831,719 to 1,872,141, or 2.2 percent.

Figure 1: FY 2010 - FY 2018 NSFTP Employment

(Graphical representation of **Table 1: FY 2010 – FY 2018 NSFTP Counts by Agency**)

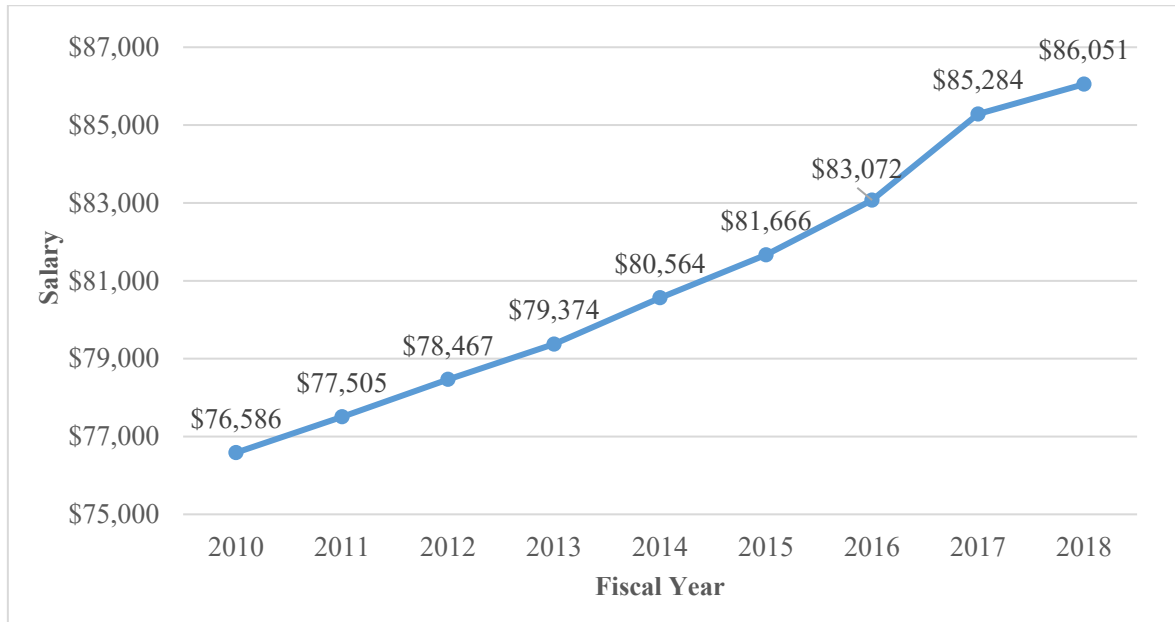


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Figure 2: FY 2010 – FY 2018 NSFTP Average Salary highlights the growth in government-wide average salary for federal employees, which has increased from \$76,586 to \$86,051, or 12.4 percent.

Figure 2: FY 2010 – FY 2018 NSFTP Average Salary

(Graphical representation of **Table 2: FY 2010 – FY 2018 NSFTP Salary by Agencies**)



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Table 1: FY 2010 – FY 2018 NSFTP Counts by Agency shows counts by Cabinet-level agencies for each fiscal year. As of FY 2010 and FY 2018, the three largest agencies were the Department of Veteran Affairs, Department of Army, and the Department of Navy.

Table 1: FY 2010 – FY 2018 NSFTP Counts by Agency

Agency	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
Dept of Agriculture	80,510	79,899	76,785	74,117	72,889	73,663	74,465	73,231	70,310	-12.7%
Dept of Air Force	158,039	166,338	161,574	159,499	156,195	156,594	158,270	157,418	157,890	-0.1%
Dept of Army	257,947	255,487	251,257	241,609	235,951	233,035	230,765	228,241	227,245	-11.9%
Dept of Commerce	33,711	34,501	35,013	34,550	34,857	35,249	35,661	35,757	35,406	5.0%
Dept of Defense	81,179	85,818	86,135	85,579	89,547	89,521	86,662	90,054	87,778	8.1%
Dept of Education	4,010	4,066	3,899	3,865	3,815	3,862	3,973	3,842	3,532	-11.9%
Dept of Energy	15,757	15,548	15,041	14,739	14,341	14,443	14,499	14,249	13,809	-12.4%
Dept of Health and Human Services	58,946	60,303	61,168	62,086	62,099	63,324	65,431	65,866	64,985	10.2%
Dept of Homeland Security	161,273	166,210	169,116	168,348	167,422	166,777	169,547	173,326	177,310	9.9%
Dept of Housing and Urban Development	9,397	9,269	8,982	8,547	8,255	8,059	7,883	7,697	7,334	-22.0%
Dept of Interior	53,460	53,393	53,156	50,959	49,082	48,798	49,679	49,721	48,476	-9.3%
Dept of Justice	112,688	112,867	113,358	112,342	110,427	111,010	112,900	111,778	109,529	-2.8%
Dept of Labor	15,387	15,190	15,705	15,354	15,077	15,086	14,996	14,424	13,720	-10.8%
Dept of Navy	189,389	191,975	192,500	188,599	187,723	195,815	201,543	201,127	207,232	9.4%
Dept of State	8,959	9,443	9,761	10,142	10,068	10,121	10,500	10,166	9,725	8.6%
Dept of Transportation	56,151	56,092	55,614	54,374	53,684	53,822	53,992	53,568	53,004	-5.6%
Dept of Treasury	99,868	96,232	92,397	89,852	86,049	84,050	82,556	78,734	76,024	-23.9%
Dept of Veteran Affairs	268,187	277,461	285,436	297,528	308,176	324,639	333,264	342,111	352,303	31.4%

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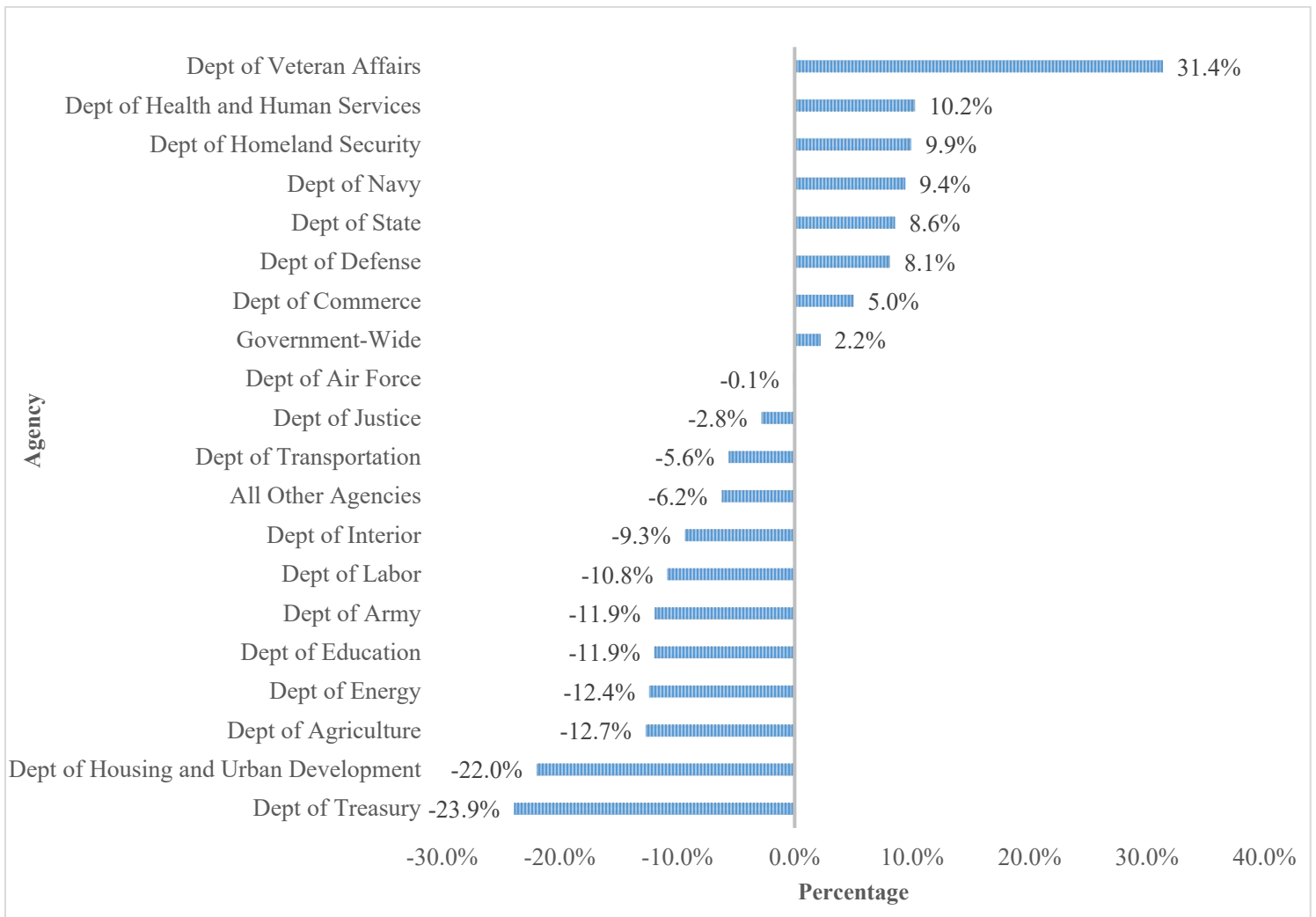
Agency	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
All Other Agencies	166,861	166,488	163,414	159,634	160,105	160,626	161,441	158,676	156,529	-6.2%
Government-Wide	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986	1,872,141	2.2%

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Figure 3: FY 2010 – FY 2018 Percent Change in NSFTP by Agency shows the 2010 to 2018 percent change by agency. The largest increases were in the Department of Veteran Affairs (31.4 percent), followed by the Department of Health and Human Services (10.2 percent). In contrast, the Department of Treasury (-23.9 percent) and the Department of Housing and Urban Development (-22.0 percent) experienced the largest decreases in employees.

Figure 3: FY 2010 – FY 2018 Percent Change in NSFTP by Agency

(Graphical representation of **Table 1: FY 2010 – FY 2018 NSFTP Counts by Agency**)



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Table 2: FY 2010 – FY 2018 NSFTP Salary by Agencies presents average salary by agency. As of FY 2018, the Department of Energy had the largest average salary at \$119,213; followed by the Department of Education at \$118,860. From FY 2010 through FY 2018, the Department of Treasury experienced the largest increase in average salary with an increase of 17.9 percent.

Table 2: FY 2010 – FY 2018 NSFTP Salary by Agencies

Agency	2010	2011	2012	2013	2014	2015	2016	2017	2018
Dept of Agriculture	\$70,391	\$70,718	\$71,097	\$71,860	\$72,941	\$73,451	\$74,307	\$76,144	\$78,143
Dept of Air Force	\$69,136	\$69,417	\$70,283	\$71,031	\$72,184	\$73,047	\$73,923	\$75,897	\$77,565
Dept of Army	\$69,453	\$70,310	\$71,326	\$72,273	\$73,529	\$74,702	\$76,168	\$78,278	\$80,102
Dept of Commerce	\$95,738	\$96,682	\$97,875	\$99,540	\$101,928	\$104,055	\$106,457	\$109,353	\$112,543
Dept of Defense	\$76,271	\$76,895	\$77,950	\$78,871	\$77,590	\$78,617	\$82,367	\$82,247	\$85,918
Dept of Education	\$104,458	\$104,913	\$105,760	\$106,116	\$107,969	\$109,084	\$110,415	\$114,343	\$118,860
Dept of Energy	\$103,956	\$105,085	\$106,215	\$107,322	\$108,953	\$110,362	\$112,481	\$115,600	\$119,213
Dept of Health and Human Services	\$89,277	\$90,312	\$91,429	\$92,518	\$94,345	\$95,869	\$97,435	\$100,730	\$104,333
Dept of Homeland Security	\$70,246	\$72,092	\$73,446	\$74,805	\$76,568	\$77,986	\$79,077	\$81,290	\$82,696
Dept of Housing and Urban Development	\$96,827	\$97,284	\$98,480	\$100,270	\$102,112	\$104,011	\$106,226	\$109,484	\$113,447
Dept of Interior	\$74,073	\$74,737	\$75,334	\$76,137	\$77,567	\$78,554	\$79,526	\$81,378	\$83,373
Dept of Justice	\$82,478	\$83,353	\$84,068	\$84,725	\$85,934	\$86,703	\$87,759	\$90,237	\$92,966
Dept of Labor	\$86,922	\$87,846	\$87,662	\$88,825	\$90,840	\$92,116	\$93,883	\$97,665	\$101,134
Dept of Navy	\$76,517	\$77,034	\$77,619	\$78,675	\$79,780	\$79,983	\$81,072	\$83,540	\$84,993
Dept of State	\$91,585	\$92,057	\$92,963	\$93,785	\$96,300	\$97,735	\$98,888	\$103,039	\$106,888
Dept of Transportation	\$104,618	\$106,629	\$108,750	\$109,064	\$109,954	\$110,503	\$111,426	\$113,808	\$116,378
Dept of Treasury	\$76,391	\$78,054	\$79,280	\$80,358	\$82,484	\$83,845	\$85,078	\$88,015	\$90,057
Dept of Veteran Affairs	\$68,605	\$69,494	\$70,221	\$70,785	\$72,193	\$73,917	\$75,356	\$77,525	\$72,857
All Other Agencies	\$89,840	\$91,580	\$93,176	\$94,818	\$95,493	\$96,939	\$98,771	\$101,921	\$104,303

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Agency	2010	2011	2012	2013	2014	2015	2016	2017	2018
Government-Wide	\$76,586	\$77,505	\$78,467	\$79,374	\$80,564	\$81,666	\$83,072	\$85,284	\$86,051

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Table 3: FY 2010 – FY 2018 NSFTP Counts by State presents federal employment by state. The three states with the largest increases in employment were Vermont (from 3,946 to 4,895), Nevada (from 10,056 to 12,369), and Rhode Island (from 6,068 to 7,016). The three states with the largest decreases in employment were New Jersey (from 28,638 to 24,658), Alaska (from 11,493 to 10,327), and New Mexico (from 23,414 to 21,842). As of FY 2018, California had the largest number of federal employees with a total of 152,857 employees, while Delaware had the fewest employees with 2,948.

Table 3: FY 2010 – FY 2018 NSFTP by State

State	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
Alabama	38,593	39,832	38,986	38,217	37,500	37,516	37,717	37,386	37,284	-3.4%
Alaska	11,493	11,474	11,170	10,583	10,382	10,464	10,410	10,398	10,307	-10.3%
Arizona	36,678	37,777	37,320	36,752	36,766	37,019	37,458	38,087	37,906	3.3%
Arkansas	12,960	12,837	12,864	12,864	12,791	12,756	12,662	12,557	12,741	-1.7%
California	149,865	151,259	150,762	149,086	148,781	150,759	152,534	152,466	152,857	2.0%
Colorado	35,420	36,535	36,282	35,911	35,791	36,512	36,917	36,848	36,559	3.2%
Connecticut	7,542	7,731	7,762	7,749	7,950	7,969	7,972	7,998	7,963	5.6%
Delaware	2,979	3,029	3,031	2,993	3,025	3,024	2,934	3,039	2,948	-1.0%
Dist. of Columbia	144,598	144,037	143,537	142,456	140,308	140,604	142,218	141,367	138,121	-4.5%
Florida	81,048	82,574	82,915	83,732	84,572	86,918	88,764	89,504	90,166	11.3%
Georgia	71,923	72,499	71,486	70,390	70,158	70,474	71,622	71,739	72,404	0.7%
Hawaii	23,089	23,457	23,446	22,653	22,669	23,036	23,173	23,453	23,822	3.2%
Idaho	7,413	7,293	7,388	7,375	7,323	7,521	7,421	7,731	7,755	4.6%
Illinois	46,774	46,462	45,801	45,139	44,867	44,963	45,040	44,760	44,638	-4.6%
Indiana	21,588	22,003	22,007	21,513	21,507	21,944	22,235	22,610	22,870	5.9%
Iowa	7,736	7,827	7,715	7,837	7,834	8,001	7,944	8,042	8,124	5.0%

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State	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
Kansas	15,413	15,709	15,515	15,363	15,286	15,550	15,559	15,672	15,858	2.9%
Kentucky	23,240	23,287	23,198	22,416	22,197	22,469	22,407	22,181	21,546	-7.3%
Louisiana	18,988	19,387	19,307	19,038	18,961	19,003	19,161	19,537	19,744	4.0%
Maine	9,980	9,886	9,873	9,594	10,093	10,790	11,109	11,285	11,719	17.4%
Maryland	111,410	120,258	119,816	119,097	118,906	119,614	120,828	120,705	120,222	7.9%
Massachusetts	25,079	25,140	24,926	24,927	24,627	25,080	25,044	25,063	24,745	-1.3%
Michigan	26,932	27,619	27,693	27,601	27,238	27,367	27,456	27,405	27,336	1.5%
Minnesota	16,062	15,946	15,864	16,085	15,853	16,298	16,493	16,795	16,976	5.7%
Mississippi	16,737	17,003	17,088	17,030	17,189	17,304	17,399	17,295	17,134	2.4%
Missouri	33,866	33,071	32,933	32,565	32,740	33,257	33,504	33,377	33,628	-0.7%
Montana	8,626	8,711	8,637	8,433	8,416	8,463	8,545	8,589	8,652	0.3%
Nebraska	9,500	9,738	9,979	9,976	10,087	10,186	10,272	10,468	10,448	10.0%
Nevada	10,056	10,419	11,102	11,379	11,537	11,684	11,947	12,186	12,369	23.0%
New Hampshire	3,878	3,962	4,069	4,158	4,229	4,375	4,391	4,331	4,410	13.7%
New Jersey	28,638	25,168	24,806	24,605	24,538	24,488	24,776	24,758	24,658	-13.9%
New Mexico	23,414	23,643	23,032	22,303	21,823	21,862	21,925	21,954	21,842	-6.7%
New York	62,325	62,396	62,011	61,278	60,866	61,049	61,383	60,727	60,618	-2.7%
North Carolina	38,198	39,779	39,886	40,122	40,618	41,943	42,333	42,772	43,291	13.3%
North Dakota	5,513	5,454	5,409	5,323	5,292	5,402	5,499	5,460	5,454	-1.1%
Ohio	48,604	49,237	48,422	48,020	47,814	48,195	49,214	49,450	49,695	2.2%
Oklahoma	35,752	36,435	36,382	35,793	35,913	36,328	37,431	37,486	38,015	6.3%
Oregon	17,312	17,116	16,857	16,731	16,721	16,928	17,305	17,252	17,294	-0.1%

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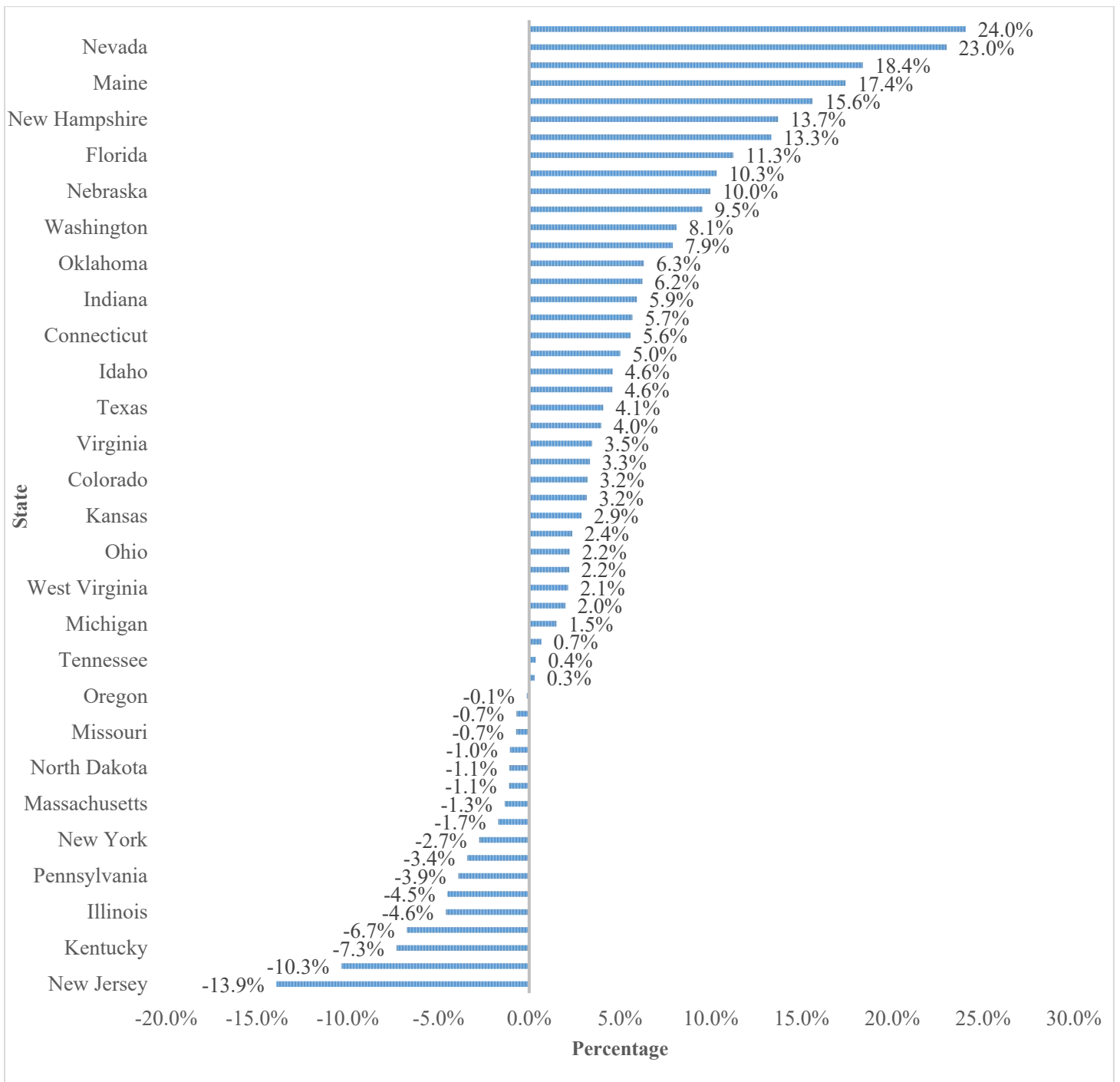
State	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
Pennsylvania	64,889	64,393	63,137	61,607	61,320	61,933	62,410	62,366	62,369	-3.9%
Rhoda Island	6,068	6,123	6,245	6,207	6,270	6,577	6,749	6,864	7,016	15.6%
South Carolina	19,468	19,994	20,198	20,235	20,414	20,787	20,725	21,050	21,327	9.5%
South Dakota	7,040	7,161	7,261	7,110	7,157	7,227	7,435	7,547	7,479	6.2%
Tennessee	25,283	25,291	25,140	25,147	24,930	25,375	25,228	25,099	25,378	0.4%
Texas	128,229	131,066	131,580	130,685	130,066	131,376	132,617	132,952	133,475	4.1%
Utah	26,599	26,515	25,508	25,037	25,012	25,575	26,544	26,109	26,308	-1.1%
Vermont	3,946	4,107	4,234	4,358	4,528	4,623	4,756	4,845	4,895	24.0%
Virginia	140,907	143,105	144,753	143,088	141,913	143,530	144,777	144,295	145,803	3.5%
Washington	49,476	50,235	50,300	49,411	49,890	52,031	53,002	53,211	53,492	8.1%
West Virginia	17,993	18,092	18,093	18,268	18,161	18,290	18,464	18,656	18,379	2.1%
Wisconsin	13,059	13,354	13,455	13,588	13,673	13,829	14,110	14,045	14,408	10.3%
Wyoming	4,789	4,851	4,818	4,789	4,719	4,788	4,853	4,977	5,009	4.6%
Outside of the U.S	33,864	35,225	34,946	33,979	33,484	34,387	34,278	34,113	33,634	-0.7%
Unspecified	887	1,078	1,366	1,127	1,057	1,051	1,077	1,124	1,050	18.4%
Government-Wide	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986	1,872,141	2.2%

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Figure 4: FY 2010 through FY 2018 NSFTP Percent Change by State is a graphical representation of the percentage change in federal employment by state between 2010 and 2018.

Figure 4: FY 2010 – FY 2018 NSFTP Percent Change by State

(Graphical representation of **Table 3: FY 2010 – FY 2018 NSFTP by State**)

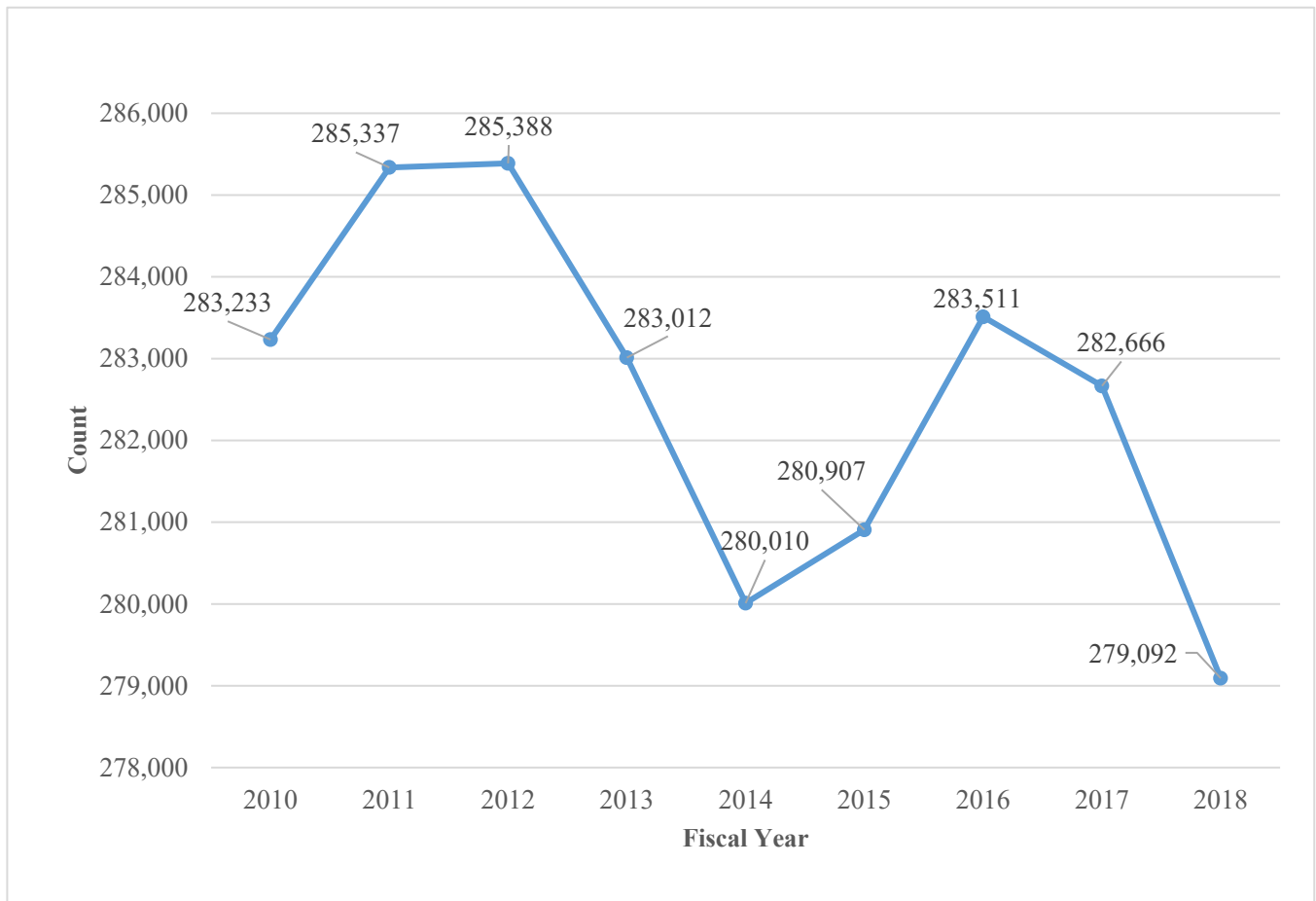


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Figure 5: FY 2010 – FY 2018 NSFTP Washington, D.C. CBSA presents federal employment in the Washington-Arlington-Alexandria, DC-VA-MD-WV CBSA. Between FY 2010 and FY 2018, employment within the Washington-Arlington-Alexandria, DC-VA-MD-WV CBSA declined by 1.46 percent

Figure 5: FY 2010 – FY 2018 Washington, D.C. CBSA

(Graphical representation of **Table 12: FY 2010 – FY 2018 Washington, D.C. CBSA**)



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Table 4: FY 2010 – FY 2018 NSFTP Counts and Percentages by Gender presents federal employee counts and percentages by gender. Between FY 2010 and FY 2018, the number of males increased from 1,040,594 to 1,072,698, or 3.1 percent. Likewise, the number of females increased from 791,124 to 798,766, or 1.0 percent. Over this period, the ratio of males to females remained roughly unchanged at 4 to 3.

Table 4: FY 2010 – FY 2018 NSFTP Counts and Percentages by Gender

Fiscal Year	Male	Percentage	Female	Percentage	Unspecified	Percentage	Total
2010	1,040,594	56.81%	791,124	43.19%	1	0.00%	1,831,719
2011	1,059,952	57.09%	796,627	42.91%	1	0.00%	1,856,580
2012	1,060,226	57.30%	790,085	42.70%	0	0.00%	1,850,311
2013	1,050,455	57.35%	781,268	42.65%	0	0.00%	1,831,723
2014	1,048,305	57.42%	777,455	42.58%	2	0.00%	1,825,762
2015	1,061,662	57.43%	786,816	42.57%	16	0.00%	1,848,494
2016	1,073,680	57.48%	794,218	42.52%	129	0.01%	1,868,027
2017	1,072,967	57.38%	796,762	42.61%	257	0.01%	1,869,986
2018	1,072,698	57.30%	798,766	42.67%	677	0.04%	1,872,141

Federal Executive Branch Characteristics (FEBC)

Table 5: FY 2018 NSFTP Salary by Gender presents the average salary and quartiles of federal employees by gender. As of FY 2018, the average salary for female employees was \$83,178. Furthermore, 25.0 percent earned \$53,990 or less, 50.0 percent earned \$78,762 or less, and 75.0 percent earned \$105,769 or less. In contrast, the average salary for male employees was \$88,206; 25.0 percent earned \$59,557 or less, 50.0 percent earned \$83,159 or less, and 75.0 percent earned \$110,706 or less.

Table 5: FY 2018 NSFTP Salary by Gender

Gender	Average Salary	25th Percentile	Median Salary	75th Percentile
Female	\$83,178	\$53,990	\$78,762	\$105,769
Male	\$88,206	\$59,557	\$83,159	\$110,706
Unspecified	\$60,344	\$37,459	\$51,220	\$76,059

Federal Executive Branch Characteristics (FEBC)

Table 6: FY 2010 – FY 2018 NSFTP Counts by Ethnicity and Race presents federal employment by ethnicity and race. As of FY 2018, the three racial categories with the largest number of employees were White, Black / African American, and Hispanic / Latino. These three categories represent approximately 90.0 percent of the NSFTP workforce.

Table 6: FY 2010 – FY 2018 NSFTP Counts by Ethnicity and Race

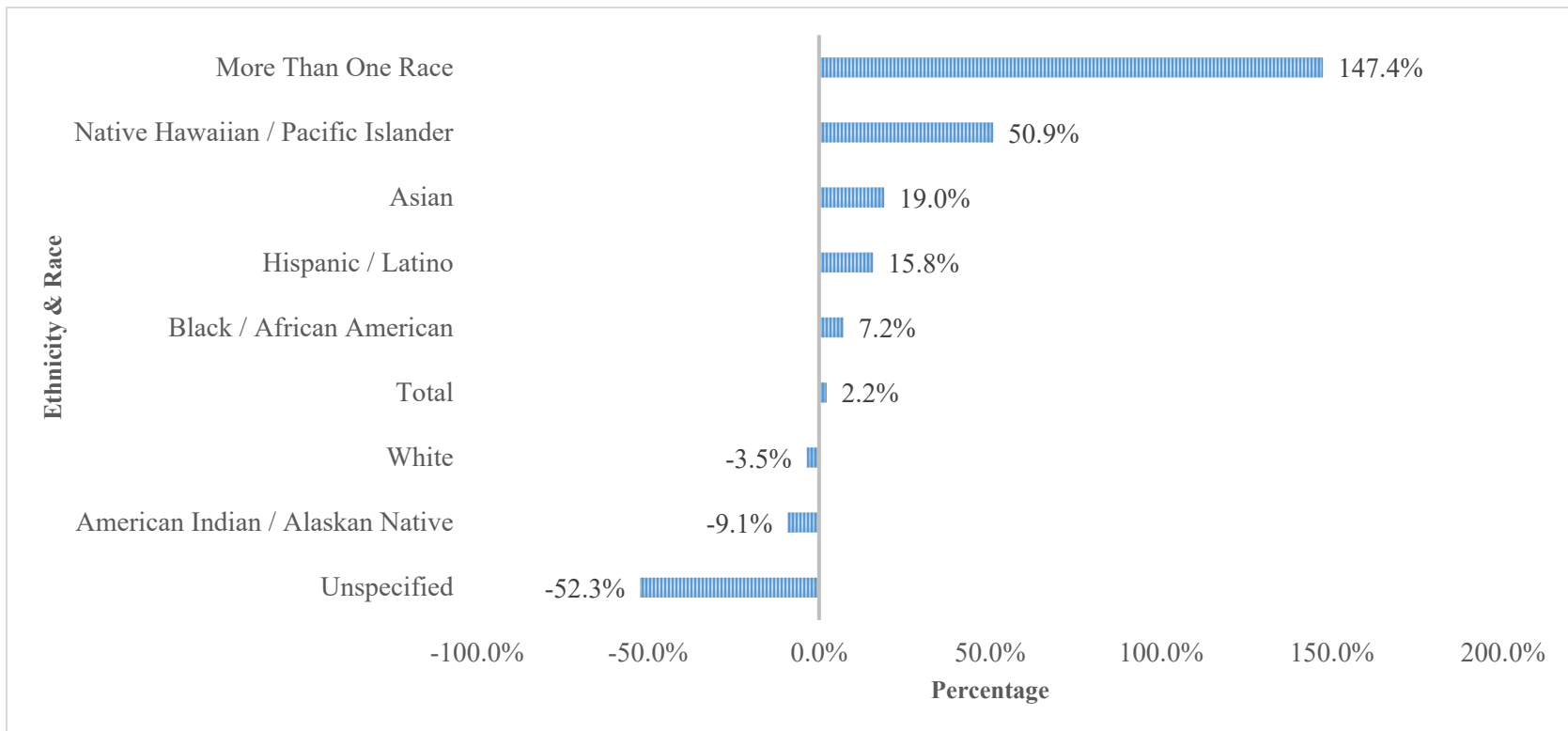
Ethnicity and Race	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
American Indian / Alaskan Native	32,348	32,035	31,471	30,370	30,028	29,942	30,021	29,693	29,395	-9.1%
Asian	95,064	97,650	99,324	99,755	101,741	104,917	107,953	110,736	113,167	19.0%
Black / African American	327,832	332,766	332,875	332,457	333,661	340,463	346,685	350,007	351,313	7.2%
Hispanic / Latino	146,767	149,559	151,160	151,220	152,887	157,029	161,016	165,685	169,929	15.8%
More Than One Race	12,803	15,294	17,945	19,832	21,775	24,183	26,605	29,333	31,670	147.4%
Native Hawaiian / Pacific Islander	6,396	6,966	7,347	7,487	8,113	8,574	8,899	9,332	9,653	50.9%
White	1,208,899	1,220,452	1,209,128	1,190,060	1,177,179	1,182,715	1,186,356	1,174,536	1,166,246	-3.5%
Unspecified	1,610	1,858	1,061	542	378	671	492	664	768	-52.3%
Total	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986	1,872,141	2.2%

Federal Executive Branch Characteristics (FEBC)

Figure 6: FY 2010 – FY 2018 NSFTP Percent Change by Ethnicity and Race presents federal employment by ethnicity and race. From FY 2010 through FY 2018, the three ethnicity and race categories with the largest increases were More Than One Race (147.4 percent), followed by Native Hawaiian / Pacific Islander (50.9 percent), and Asian (19.0 percent). In contrast, racial categories White and American Indian / Alaskan Native decreased 3.5 and 9.1 percent, respectively.

Figure 6: FY 2010 – FY 2018 NSFTP Percent Change by Ethnicity and Race

(Graphical representation of **Table 6: FY 2010 – FY 2018 NSFTP Counts by Ethnicity and Race**)



Federal Executive Branch Characteristics (FEBC)

Table 7: FY 2018 NSFTP Salary by Ethnicity and Race presents average salary and quartiles by ethnicity and race. As of FY 2018, the top three racial categories with the highest average salary were Asian (\$96,082), White (\$89,495), and More Than One Race (\$79,993).

Table 7: FY 2018 NSFTP Salary by Ethnicity and Race

Ethnicity and Race	Average Salary	25th Percentile	Median Salary	75th Percentile
American Indian / Alaskan Native	\$69,668	\$45,383	\$61,218	\$86,673
Asian	\$96,082	\$67,340	\$95,617	\$120,291
Black / African American	\$77,276	\$50,392	\$70,304	\$98,799
Hispanic / Latino	\$78,659	\$53,773	\$75,553	\$96,585
More Than One Race	\$79,993	\$54,091	\$75,299	\$99,927
Native Hawaiian / Pacific Islander	\$72,175	\$49,637	\$67,031	\$88,582
White	\$89,495	\$60,857	\$84,522	\$113,070
Unspecified	\$77,263	\$50,598	\$68,036	\$101,794

Federal Executive Branch Characteristics (FEBC)

Table 8: FY 2010 – FY 2018 NSFTP Counts by Education presents employment by education level. As of FY 2018, approximately 53 percent of the employees possessed at least a bachelor’s degree.

Table 8: FY 2010 – FY 2018 NSFTP Counts by Education

(Sorted from high to low)

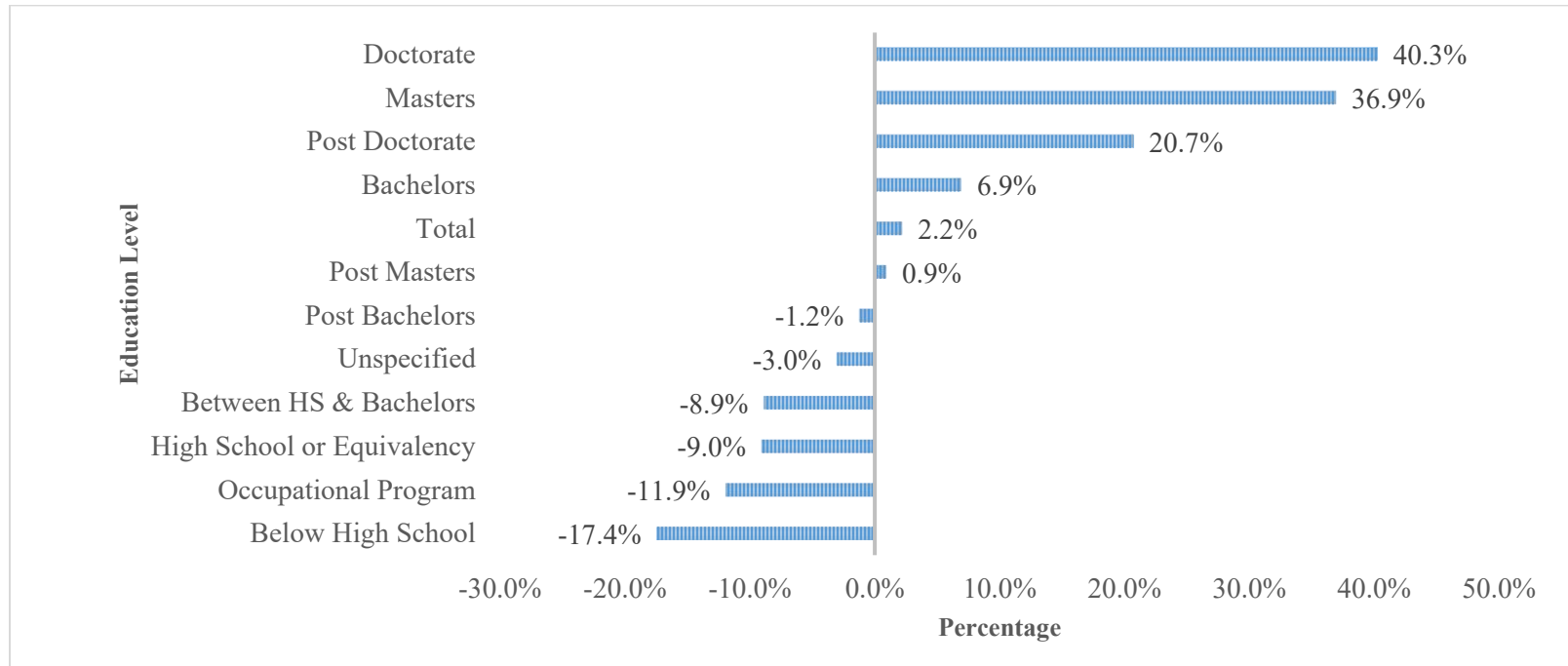
Education Level	2010	2011	2012	2013	2014	2015	2016	2017	2018	2010 to 2018 Pct. Change
Bachelors	482,917	492,196	494,234	492,871	492,276	501,462	508,801	510,610	516,437	6.9%
High School or Equivalency	491,855	491,951	480,537	465,706	461,379	455,400	453,040	451,680	447,397	-17.4%
Between HS & Bachelors	398,489	397,665	389,537	378,339	371,136	370,874	371,246	366,845	363,205	-8.9%
Masters	219,786	233,691	244,591	253,502	260,307	275,260	287,174	294,529	300,949	40.3%
Post Bachelors	95,554	97,117	97,765	97,937	97,272	99,147	99,035	97,161	94,395	-9.0%
Occupational Program	71,055	70,719	69,534	68,678	67,908	68,253	67,182	64,795	62,594	36.9%
Doctorate	39,647	41,832	43,388	44,641	45,616	48,057	51,123	53,613	55,608	-11.9%
Post Masters	12,712	13,119	13,181	13,290	13,246	13,502	13,572	13,409	12,831	-1.2%
Below High School	12,338	11,446	10,651	9,947	9,531	9,051	8,956	8,895	10,187	20.7%
Post Doctorate	5,872	6,097	6,339	6,622	6,730	6,940	7,118	7,180	7,089	0.9%
Unspecified	1,494	747	554	190	361	548	780	1,269	1,449	-3.0%
Total	1,831,719	1,856,580	1,850,311	1,831,723	1,825,762	1,848,494	1,868,027	1,869,986	1,872,141	2.2%

Federal Executive Branch Characteristics (FEBC)

Figure 7: FY 2010 – FY 2018 NSFTP Percent Change by Education shows that during this time period, the number of employees possessing a doctorate degree increased by 40.3 percent, followed by a 36.9 percent increase in employees possessing a master’s degree. Employees holding degrees below a bachelor’s degree have significantly declined over the same time period.

Figure 7: FY 2010 – FY 2018 NSFTP Percent Change by Education

(Graphical representation of **Table 8: FY 2010 – FY 2018 NSFTP Counts by Education**)



Federal Executive Branch Characteristics (FEBC)

Table 9: FY 2010 – FY 2018 NSFTP Average Age and Percentile shows that the average age of federal employees has increased by one year, from 47 years of age in FY 2010 to 48 years of age in FY 2018.

Table 9: FY 2010 – FY 2018 NSFTP Average Age and Percentile

Fiscal Year	Average Age	25th Percentile	Median Age	75th Percentile
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
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
2018	47.5	38.4	48.3	56.2

Federal Executive Branch Characteristics (FEBC)

Table 10: FY 2010 – FY 2018 NSFTP Average LOS presents the average LOS for federal employees by fiscal year. Between FY 2010 and FY 2018, the average LOS decreased 6.8 percent.

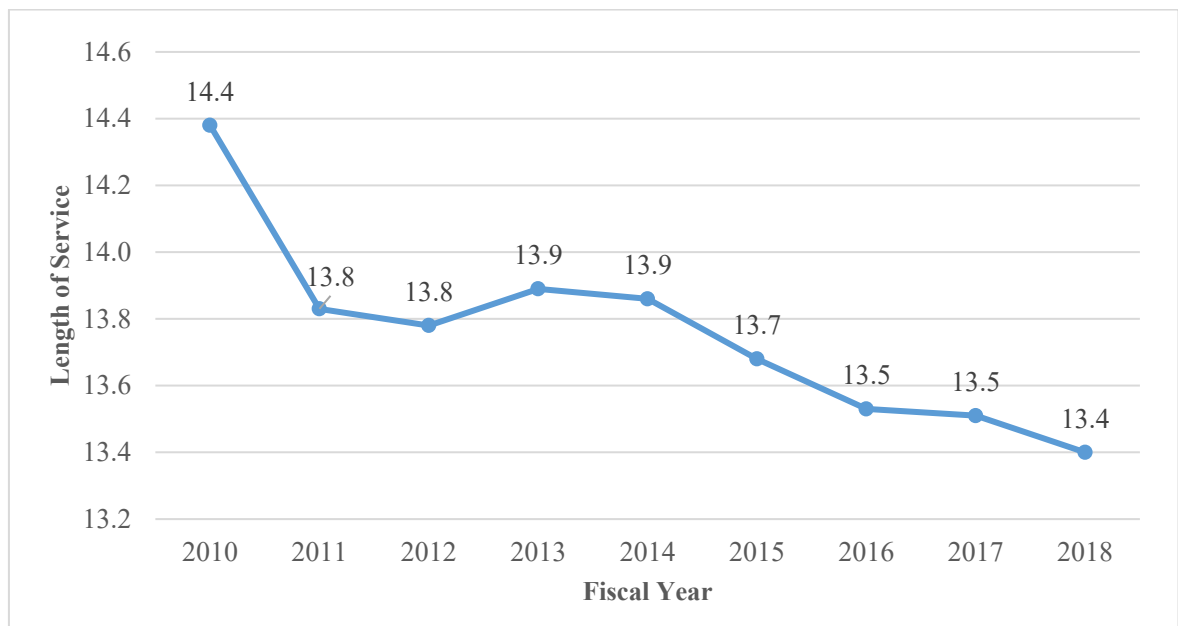
Table 10: FY 2010 – FY 2018 NSFTP Average LOS

Fiscal Year	Average Length of Service	Count
2010	14.4	1,831,719
2011	13.8	1,856,580
2012	13.8	1,850,311
2013	13.9	1,831,723
2014	13.9	1,825,762
2015	13.7	1,848,494
2016	13.5	1,868,027
2017	13.5	1,869,986
2018	13.4	1,872,141

Figure 8: FY 2010 – FY 2018 NSFTP Average LOS graphically represents the decline in the average LOS mentioned above.

Figure 8: FY 2010 – FY 2018 NSFTP Average LOS

(Graphical representation of **Table 10: FY 2010 – FY 2018 NSFTP Average LOS**)



Federal Executive Branch Characteristics (FEBC)

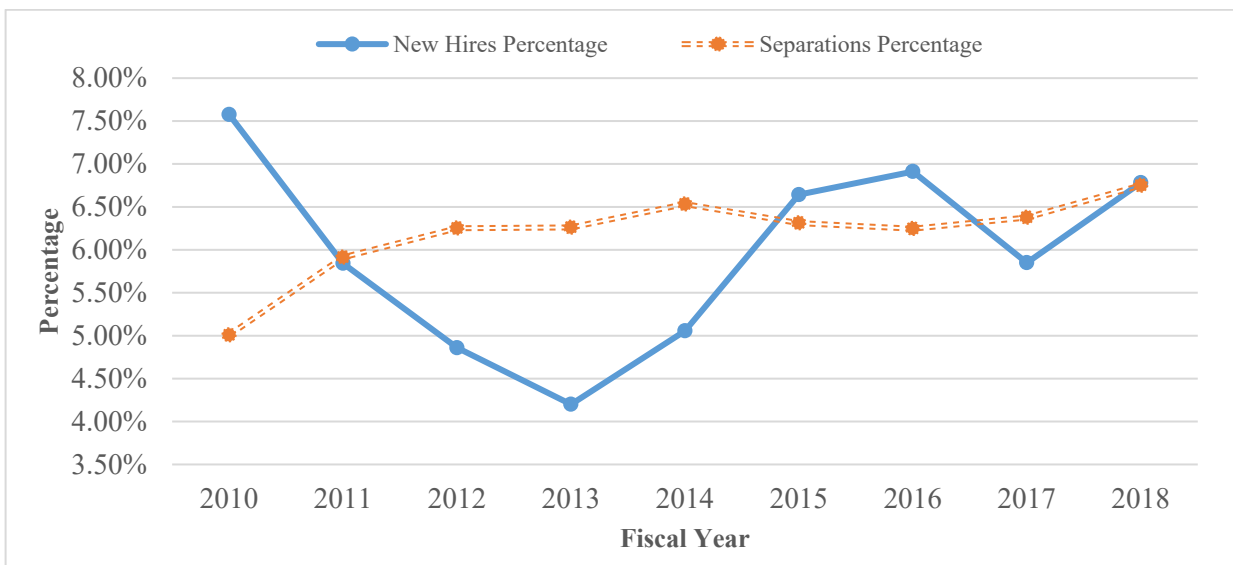
Table 11: FY 2010 – FY 2018 NSFTP Separation and New Hire presents new hires and separations with their corresponding rate of change. During this time, separations remained steady; however, there was a substantial decrease in new hires between FY 2010 and FY 2015.

Table 11: FY 2010 – FY 2018 NSFTP Separation and New Hire

Fiscal Year	NSFTP Count	New Hires	New Hires Rate	Separations	Separations Rate
2010	1,831,719	138,783	7.58%	91,735	5.01%
2011	1,856,580	108,464	5.84%	109,782	5.91%
2012	1,850,311	89,907	4.86%	115,681	6.25%
2013	1,831,723	76,932	4.20%	114,689	6.26%
2014	1,825,762	92,298	5.06%	119,268	6.53%
2015	1,848,494	122,792	6.64%	116,664	6.31%
2016	1,868,027	129,124	6.91%	116,685	6.25%
2017	1,869,986	109,392	5.85%	119,245	6.38%
2018	1,872,141	126,952	6.78%	126,386	6.75%

Figure 9: FY 2010 – FY 2018 NSFTP Separation and New Hire Rates graphically represents the trend in separations and new hires mentioned above (see **Table 11: FY 2010 – FY 2018 NSFTP Separation and New Hire**).

Figure 9: FY 2010 – FY 2018 NSFTP Separation and New Hire Rates



Federal Executive Branch Characteristics (FEBC)

Summary

The FEBC report analyzed counts and percentages of NSFTP federal employees by demographics, such as agency, state, age, gender, ethnicity and race, education, length of service, salary, and actions (separations and new hires) from FY 2010 through FY 2018.

Overall, the FEBC report highlighted several interesting trends, such as a slight increase in NSFTP employment, substantial increases in education levels, a moderate increase in salary, and a steady decrease in length of service. Lastly, it can be suggested that the NSFTP workforce has become slightly more diverse, as most minority racial categories have seen modest to significant increases over the reference period.

Additional Details

Requests for general workforce data can be handled through FedStats using FedStats@opm.gov. Note, you can use OPM's online data tool, FedScope, located at <http://www.fedscope.opm.gov/> to produce many of the tables and figures in this report. This OPM tool is updated quarterly.

Federal Executive Branch Characteristics (FEBC)

Appendix

Table 12: FY 2010 – FY 2018 NSFTP Washington, D.C presents the total number of NSFTP employees in the Washington, D.C. CBSA between FY 2010 and FY 2018.

Table 12: FY 2010 – FY 2018 Washington, D.C. CBSA

Washington DC CBSA	2010	2011	2012	2013	2014	2015	2016	2017	2018
Washington-Arlington-Alexandria, DC-VA-MD	283,233	285,337	285,388	283,012	280,010	280,907	283,511	282,666	279,092