

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



2012 Senior Executive Service Report

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a New Day for Federal Service

Senior Executive Service

Fiscal Year 2012

This document provides a brief summary of federal employees in Senior Executive Service.

U.S. Office of Personnel Management
Planning and Policy Analysis
Data Analysis Group

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Purpose

This document presents an overview of the characteristics of the Senior Executive Service (SES), providing the public and analysts access to commonly requested descriptive information.

This document presents basic data, in the form of tables and charts, on the current and historical composition of the Senior Executive Service (SES).

Data

Table 1, Senior Executive Service (SES) Appointments, provides counts and percentages of SES employees broken down by type of appointment for Fiscal Year 2012. Over 89% of SES employees are career.

Table 1. Senior Executive Service (SES) Appointments
Statistics restricted to pay plan ES from Fiscal Year 2012 (FY2012)

| APPOINTMENT | COUNT | PERCENT |
|---------------------------------------|-------|---------|
| UNSPECIFIED | 10 | 0.12 |
| CAREER (SES PERMANENT) | 7,199 | 89.94 |
| NONCAREER (SES PERMANENT) | 675 | 8.43 |
| LIMITED TERM (SES NON-PERMANENT) | 117 | 1.46 |
| LIMITED EMERGENCY (SES NON-PERMANENT) | 3 | 0.04 |
| ALL | 8,004 | 100.00 |

Table 2, Senior Executive Service (SES) Appointment Trends, provides counts of SES employees for the last five Fiscal Years broken down by type of appointment.

Table 2. Senior Executive Service (SES) Appointment Trends
Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| APPOINTMENT | FY2008 | FY2009 | FY2010 | FY2011 | FY2012 |
|---------------------------------------|--------|--------|--------|--------|--------|
| UNSPECIFIED | 115 | 100 | 89 | 96 | 10 |
| CAREER (SES PERMANENT) | 6,853 | 6,968 | 6,999 | 7,126 | 7,199 |
| NONCAREER (SES PERMANENT) | 631 | 501 | 672 | 669 | 675 |
| LIMITED TERM (SES NON-PERMANENT) | 132 | 137 | 144 | 126 | 117 |
| LIMITED EMERGENCY (SES NON-PERMANENT) | 5 | 6 | 1 | 5 | 3 |
| ALL | 7,736 | 7,712 | 7,905 | 8,022 | 8,004 |

Figure 1, Senior Executive Service (SES) Appointment Trends, is a graphical representation of the totals in Table 2.

Figure 1. Senior Executive Service (SES) Appointment Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

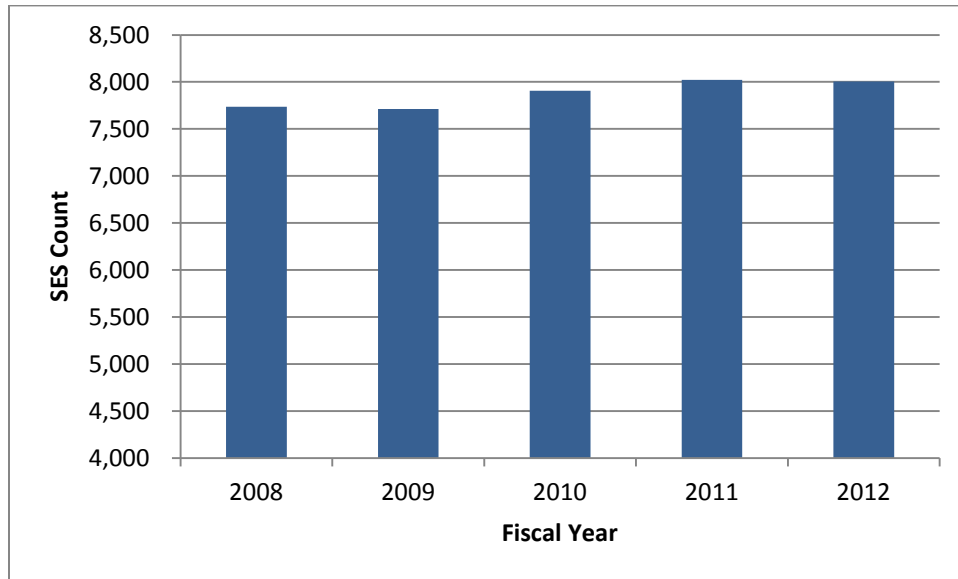


Table 3, Senior Executive Service (SES) Agency, provides counts and percentages of SES employees by agency for all the Cabinet level agencies in Fiscal Year 2012. The table also has a category, "ALL OTHER AGENCIES" which contains all non-Cabinet level agencies. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. Senior Executive Service (SES) Agency

Statistics restricted to pay plan ES from Fiscal Year 2012 (FY2012)

| AGENCY | COUNT | PERCENT |
|---|--------------|----------------|
| DEPARTMENT OF EDUCATION | 78 | 0.97 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 104 | 1.30 |
| DEPARTMENT OF LABOR | 177 | 2.21 |
| DEPARTMENT OF THE AIR FORCE | 181 | 2.26 |
| DEPARTMENT OF STATE | 189 | 2.36 |
| DEPARTMENT OF TRANSPORTATION | 231 | 2.89 |
| DEPARTMENT OF THE ARMY | 266 | 3.32 |
| DEPARTMENT OF THE INTERIOR | 270 | 3.37 |
| DEPARTMENT OF THE NAVY | 318 | 3.97 |
| DEPARTMENT OF AGRICULTURE | 344 | 4.30 |
| DEPARTMENT OF COMMERCE | 372 | 4.65 |
| DEPARTMENT OF VETERANS AFFAIRS | 387 | 4.84 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 460 | 5.75 |
| DEPARTMENT OF ENERGY | 471 | 5.88 |
| DEPARTMENT OF DEFENSE | 478 | 5.97 |
| DEPARTMENT OF THE TREASURY | 493 | 6.16 |
| DEPARTMENT OF HOMELAND SECURITY | 614 | 7.67 |
| DEPARTMENT OF JUSTICE | 749 | 9.36 |
| ALL OTHER AGENCIES | 1,822 | 22.76 |
| ALL | 8,004 | 100.00 |

Table 4, Senior Executive Service (SES) Agency Trends, provides counts of SES employees broken down by agency for all the Cabinet level agencies for the last five fiscal years. The table also has a category, "ALL OTHER AGENCIES" which contains all non-Cabinet level agencies.

Table 4. Senior Executive Service (SES) Agency Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| AGENCY | FY2008 | FY2009 | FY2010 | FY2011 | FY2012 |
|---|--------|--------|--------|--------|--------|
| DEPARTMENT OF EDUCATION | 90 | 79 | 79 | 88 | 78 |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 107 | 99 | 112 | 105 | 104 |
| DEPARTMENT OF LABOR | 187 | 180 | 171 | 166 | 177 |
| DEPARTMENT OF THE AIR FORCE | 161 | 164 | 195 | 190 | 181 |
| DEPARTMENT OF STATE | 168 | 151 | 173 | 184 | 189 |
| DEPARTMENT OF TRANSPORTATION | 219 | 210 | 214 | 213 | 231 |
| DEPARTMENT OF THE ARMY | 271 | 276 | 284 | 288 | 266 |
| DEPARTMENT OF THE INTERIOR | 261 | 265 | 267 | 274 | 270 |
| DEPARTMENT OF THE NAVY | 335 | 326 | 350 | 331 | 318 |
| DEPARTMENT OF AGRICULTURE | 345 | 347 | 364 | 350 | 344 |
| DEPARTMENT OF COMMERCE | 373 | 383 | 372 | 371 | 372 |
| DEPARTMENT OF VETERANS AFFAIRS | 318 | 323 | 338 | 373 | 387 |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES | 428 | 416 | 454 | 439 | 460 |
| DEPARTMENT OF ENERGY | 487 | 468 | 454 | 453 | 471 |
| DEPARTMENT OF DEFENSE | 509 | 502 | 514 | 504 | 478 |
| DEPARTMENT OF THE TREASURY | 440 | 466 | 466 | 484 | 493 |
| DEPARTMENT OF HOMELAND SECURITY | 491 | 503 | 513 | 579 | 614 |
| DEPARTMENT OF JUSTICE | 727 | 747 | 750 | 762 | 749 |
| ALL OTHER AGENCIES | 1,819 | 1,807 | 1,835 | 1,868 | 1,822 |
| ALL | 7,736 | 7,712 | 7,905 | 8,022 | 8,004 |

Table 5, Senior Executive Service (SES) Age Trends, lists the age distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2012(FY2012), at the 25th percentile, 25% of SES employees are younger than 49.3; 75% of SES employees are older than 49.3. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees are younger than 54.3 while 50% of SES employees are older than 54.3 for FY2012. For FY2012 the 75th percentile is 59.3; 75% of SES employees are younger than 59.3, while 25% of SES employees are older than 59.3.

Table 5. Senior Executive Service (SES) Age Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| FISCAL YEAR | AVERAGE AGE | 25TH PERCENTILE | MEDIAN | 75TH PERCENTILE |
|-------------|-------------|-----------------|--------|-----------------|
| 2008 | 53.4 | 48.6 | 53.8 | 58.7 |
| 2009 | 53.8 | 48.9 | 54.2 | 59.0 |
| 2010 | 54.0 | 49.0 | 54.3 | 59.2 |
| 2011 | 54.1 | 49.1 | 54.3 | 59.2 |
| 2012 | 54.2 | 49.3 | 54.3 | 59.3 |

Figure 2, Senior Executive Service (SES) Age Trends, is a graphical representation of Table 5. Figure 2 shows that the age statistics have been slowly increasing over the last five fiscal years.

Figure 2. Senior Executive Service (SES) Age Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

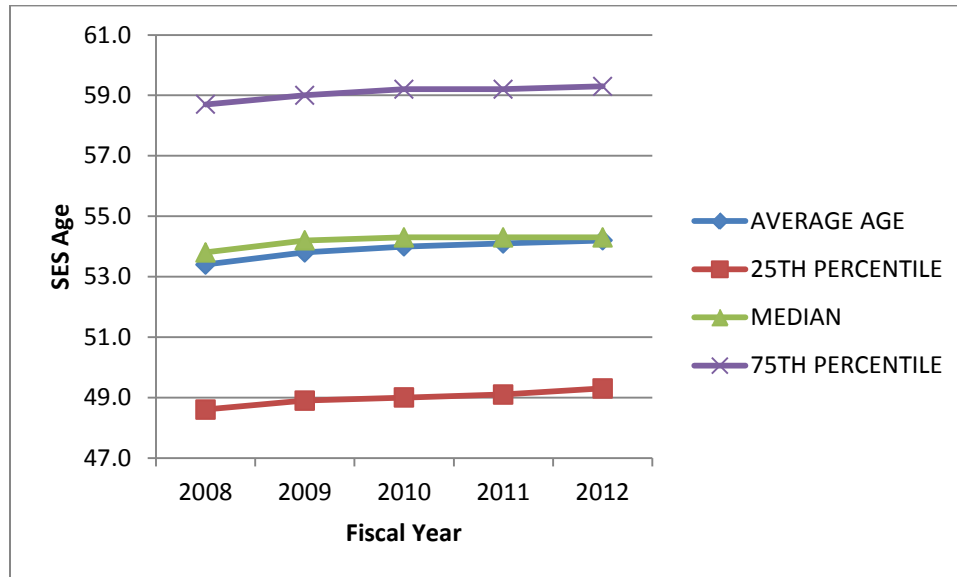


Table 6, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2012. Over 66% of SES employees are male.

Table 6. Senior Executive Service (SES) Gender

Statistics restricted to pay plan ES from Fiscal Year 2012 (FY2012)

| GENDER | COUNT | PERCENT |
|--------|-------|---------|
| FEMALE | 2,678 | 33.46 |
| MALE | 5,326 | 66.54 |
| ALL | 8,004 | 100.00 |

Table 7, Senior Executive Service (SES) Gender Trends, provides counts of SES employees for the last five fiscal years broken down by gender.

Table 7. Senior Executive Service (SES) Gender Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| FISCAL YEAR | FEMALE | MALE | ALL |
|-------------|--------|-------|-------|
| 2008 | 2,243 | 5,493 | 7,736 |
| 2009 | 2,373 | 5,339 | 7,712 |
| 2010 | 2,480 | 5,425 | 7,905 |
| 2011 | 2,593 | 5,429 | 8,022 |
| 2012 | 2,678 | 5,326 | 8,004 |

Figure 3, Senior Executive Service (SES) Gender Trends, is a graphical representation of Table 7.

Figure 3. Senior Executive Service (SES) Gender Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

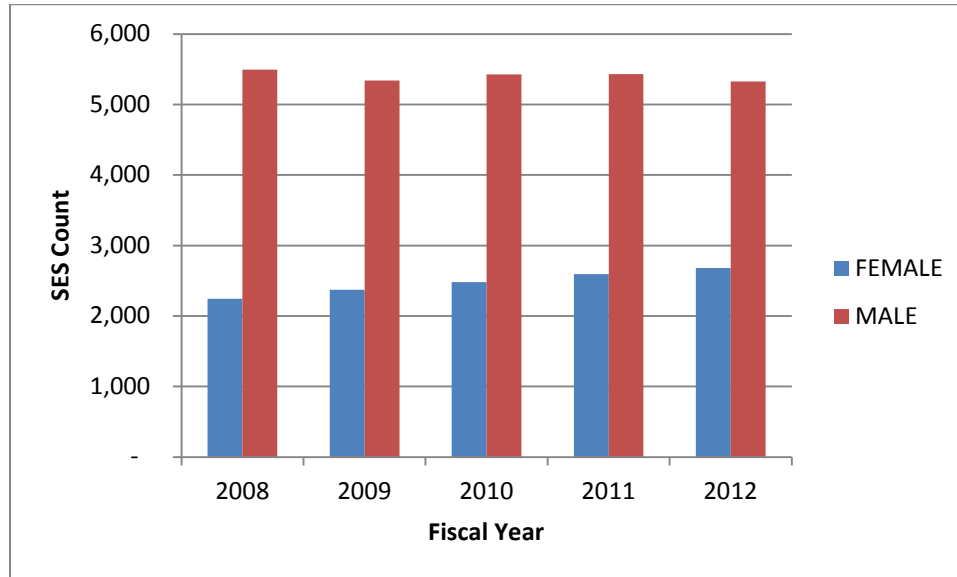


Table 8, Senior Executive Service (SES) Ethnicity and Race, provides counts and percentages of SES employees broken down by ethnicity and race for Fiscal Year 2012.

Table 8. Senior Executive Service (SES) Ethnicity and Race

Statistics restricted to pay plan ES from Fiscal Year 2012 (FY2012)

| ETHNICITY AND RACE | COUNT | PERCENT |
|--|-------|---------|
| UNSPECIFIED | 3 | 0.04 |
| NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE | 91 | 1.14 |
| NOT HISPANIC/LATINO & ASIAN | 251 | 3.14 |
| NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN | 829 | 10.36 |
| NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER | 12 | 0.15 |
| NOT HISPANIC/LATINO & WHITE | 6,444 | 80.51 |
| NOT HISPANIC/LATINO & OF MORE THAN ONE RACE | 46 | 0.57 |
| HISPANIC/LATINO | 254 | 3.17 |
| HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE | 1 | 0.01 |
| HISPANIC/LATINO & ASIAN | 1 | 0.01 |
| HISPANIC/LATINO & BLACK/AFRICAN AMERICAN | 3 | 0.04 |
| HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER | 1 | 0.01 |
| HISPANIC/LATINO & WHITE | 64 | 0.80 |
| HISPANIC/LATINO & OF MORE THAN ONE RACE | 4 | 0.05 |
| ALL | 8,004 | 100.00 |

Table 9, Senior Executive Service (SES) Ethnicity and Race Trends, provides counts of SES employees for the last five fiscal years broken down by ethnicity and race.

Table 9. Senior Executive Service (SES) Ethnicity and Race Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| ETHNICITY AND RACE | FY2008 | FY2009 | FY2010 | FY2011 | FY2012 |
|--|--------|--------|--------|--------|--------|
| UNSPECIFIED | 9 | 22 | 14 | 5 | 3 |
| NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE | 88 | 87 | 93 | 90 | 91 |
| NOT HISPANIC/LATINO & ASIAN | 180 | 210 | 229 | 242 | 251 |
| NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN | 625 | 687 | 752 | 794 | 829 |
| NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER | 3 | 5 | 7 | 10 | 12 |
| NOT HISPANIC/LATINO & WHITE | 6,530 | 6,386 | 6,477 | 6,515 | 6,444 |
| NOT HISPANIC/LATINO & OF MORE THAN ONE RACE | 18 | 23 | 32 | 39 | 46 |
| HISPANIC/LATINO | 255 | 235 | 242 | 261 | 254 |
| HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE | 1 | 1 | 1 | 1 | 1 |
| HISPANIC/LATINO & ASIAN | - | 1 | 1 | - | 1 |
| HISPANIC/LATINO & BLACK/AFRICAN AMERICAN | 3 | 5 | 3 | 4 | 3 |
| HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER | 1 | 1 | 1 | 1 | 1 |
| HISPANIC/LATINO & WHITE | 22 | 43 | 47 | 56 | 64 |
| HISPANIC/LATINO & OF MORE THAN ONE RACE | 1 | 6 | 6 | 4 | 4 |
| ALL | 7,736 | 7,712 | 7,905 | 8,022 | 8,004 |

Table 10, Senior Executive Service (SES) Education, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2012. The education variable in the OPM databases has over twenty levels. Table 10 shows a common grouping of those levels. It is important to note that education is not an element regularly collected 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 10. Senior Executive Service (SES) Education

Statistics restricted to pay plan ES from Fiscal Year 2012 (FY2012)

| EDUCATION | COUNT | PERCENT |
|------------------------|-------|---------|
| NO HIGH SCHOOL DEGREE | 6 | 0.07 |
| HIGH SCHOOL DEGREE | 277 | 3.46 |
| SOME COLLEGE | 224 | 2.80 |
| TECHNICAL TRAINING | 2 | 0.02 |
| ASSOCIATES DEGREE | 39 | 0.49 |
| COLLEGE DEGREE | 1,895 | 23.68 |
| ADVANCED DEGREE | 5,556 | 69.42 |
| UNKNOWN OR UNSPECIFIED | 5 | 0.06 |
| ALL | 8,004 | 100.00 |

Table 11, Senior Executive Service (SES) Education Trends, provides counts of SES employees for the last five fiscal years broken down by education level. Just as Table 10, the education variable in the OPM databases has over twenty levels. Table 11 shows a common grouping of those levels. It is important to note that education is not an element regularly collected 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 11. Senior Executive Service (SES) Education Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| EDUCATION | FY2008 | FY2009 | FY2010 | FY2011 | FY2012 |
|------------------------|--------|--------|--------|--------|--------|
| NO HIGH SCHOOL DEGREE | 4 | 3 | 4 | 5 | 6 |
| HIGH SCHOOL DEGREE | 300 | 272 | 285 | 288 | 277 |
| SOME COLLEGE | 197 | 204 | 216 | 236 | 224 |
| TECHNICAL TRAINING | 4 | 4 | 4 | 5 | 2 |
| ASSOCIATES DEGREE | 38 | 39 | 40 | 36 | 39 |
| COLLEGE DEGREE | 1,908 | 1,856 | 1,946 | 1,885 | 1,895 |
| ADVANCED DEGREE | 5,269 | 5,327 | 5,400 | 5,561 | 5,556 |
| UNKNOWN OR UNSPECIFIED | 16 | 7 | 10 | 6 | 5 |
| ALL | 7,736 | 7,712 | 7,905 | 8,022 | 8,004 |

Table 12, Senior Executive Service (SES) Length of Service (LOS) Trends, lists the LOS distribution of SES employees for the last five fiscal years. An employee's LOS is based on all prior federal service, not just their prior SES. In addition to the average, the quartiles are listed in order. For Fiscal Year 2012(FY2012), at the 25th percentile, 25% of SES employees have served less than 12.9 years ; 75% of SES employees have served more than 12.9 years. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees have served less than 23.6 while 50% of SES employees have served more than 23.6 years, for FY2012. For FY2012 the 75th percentile is 30.4; 75% of SES employees have served less than 30.4 years, while 25% of SES employees have served more than 30.4 years.

Table 12. Senior Executive Service (SES) Length of Service (LOS) Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| FISCAL YEAR | AVERAGE LOS | 25TH PERCENTILE | MEDIAN | 75TH PERCENTILE |
|-------------|-------------|-----------------|--------|-----------------|
| 2008 | 22.7 | 15.8 | 24.3 | 30.8 |
| 2009 | 22.8 | 15.5 | 24.5 | 31.2 |
| 2010 | 22.3 | 13.7 | 24.0 | 31.2 |
| 2011 | 22.0 | 13.0 | 23.8 | 30.9 |
| 2012 | 22.0 | 12.9 | 23.6 | 30.4 |

Figure 4, Senior Executive Service (SES) Length of Service (LOS) Trends, is a graphical representation of Table 12. Figure 4 shows that the LOS statistics are relatively stable over the last five fiscal years with the exception of the 25th percentile which shows a decrease.

Figure 4. Senior Executive Service (SES) Length of Service (LOS) Trends
 Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

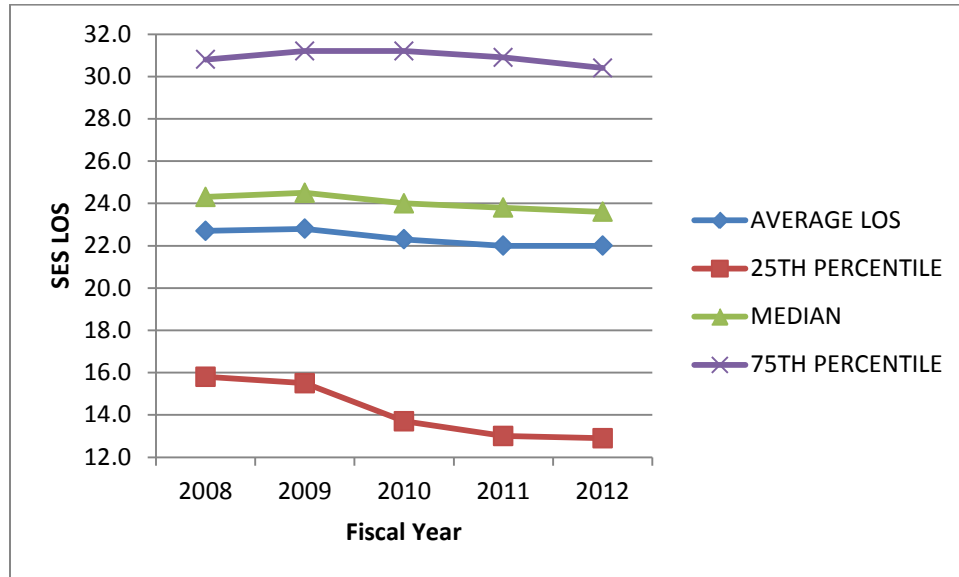


Table 13. Senior Executive Service (SES) Salary Trends, lists the Salary distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2012 (FY2012), at the 25th percentile, 25% of SES employees earn less than \$160,000 a year; 75% of SES employees earn more than \$160,000 a year. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees earn less than \$165,800 a year, while 50% of SES employees earn more than \$165,800 a year, for FY2012. For FY2012 the 75th percentile is \$175,013; 75% of SES employees earn less than \$175,013 a year, while 25% of SES employees earn more than \$175,013 a year.

Table 13. Senior Executive Service (SES) Salary Trends
 Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| FISCAL YEAR | AVERAGE SALARY | 25TH PERCENTILE | MEDIAN | 75TH PERCENTILE |
|-------------|----------------|-----------------|-----------|-----------------|
| 2008 | \$ 157,917 | \$ 152,079 | \$158,500 | \$ 166,500 |
| 2009 | \$ 163,214 | \$ 157,400 | \$163,512 | \$ 172,200 |
| 2010 | \$ 167,037 | \$ 161,617 | \$167,989 | \$ 177,000 |
| 2011 | \$ 166,561 | \$ 160,920 | \$167,020 | \$ 176,179 |
| 2012 | \$ 166,025 | \$ 160,000 | \$165,800 | \$ 175,013 |

Figure 5, Senior Executive Service (SES) Salary Trends, is a graphical representation of Table 13. Figure 5 shows the statistics have decreased since Fiscal year 2010.

Figure 5. Senior Executive Service (SES) Salary Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

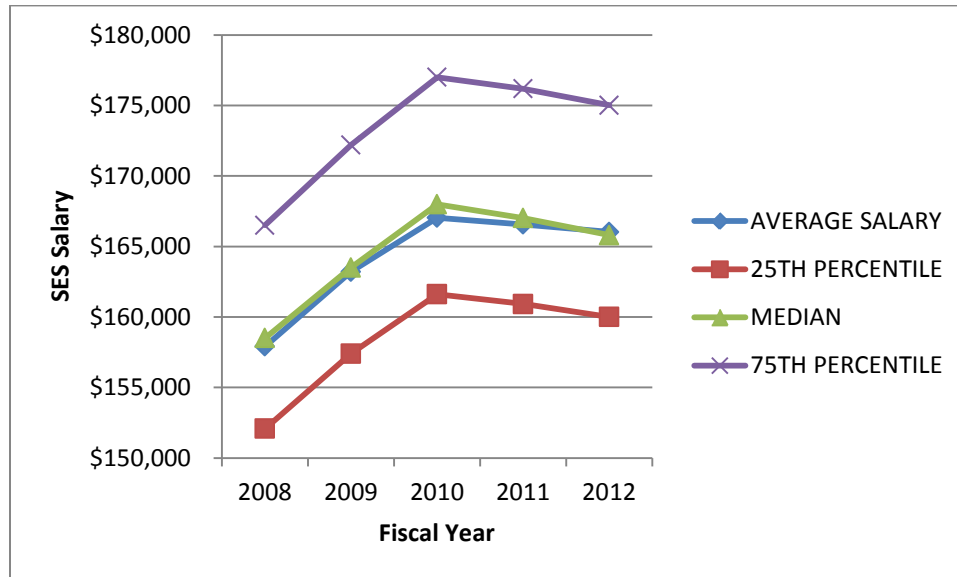


Table 14, Senior Executive Service (SES) Action Trends, provides counts of SES employees broken down by separations, new hires, and conversions, for the last five fiscal years. Separations represent all employees who left the SES at any point in a particular Fiscal Year. New hires represent all employees who joined the SES in a particular Fiscal Year. Conversions represent all employees who were converted to the SES in a particular Fiscal Year.

Table 14. Senior Executive Service (SES) Action Trends

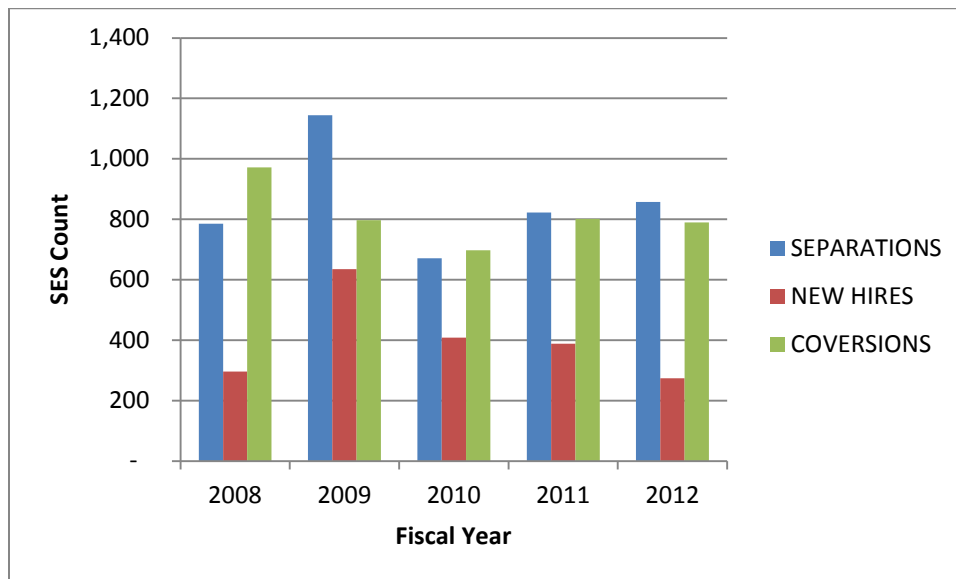
Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)

| ACTIONS | DYNAMICS | FY2008 | FY2009 | FY2010 | FY2011 | FY2012 |
|-------------|-------------------------------------|--------|--------|--------|--------|--------|
| SEPARATIONS | QUIT | 221 | 604 | 134 | 211 | 223 |
| | DISCHARGE | 4 | 8 | 6 | 4 | 5 |
| | REDUCTION IN FORCE (RIF) | 4 | - | 1 | - | - |
| | MISCELLANEOUS TERMINATION | 5 | 34 | 10 | 10 | 11 |
| | RETIREMENT | 538 | 483 | 509 | 590 | 606 |
| | DEATH | 9 | 15 | 8 | 7 | 12 |
| | OTHER SEPARATION | 4 | - | 3 | - | - |
| NEW HIRES | NEW HIRE - COMP - TEMP/LIMITED APPT | - | 3 | - | - | - |
| | NEW HIRE - SES APPT | 296 | 632 | 408 | 388 | 274 |
| COVERSIONS | CONVERSION - EXCEPTED | 1 | 1 | - | 1 | 1 |
| | CONVERSION - SES | 971 | 796 | 697 | 800 | 789 |

Figure 6, Senior Executive Service (SES) Action Trends, is a graphical representation of Table 14.

Figure 6. Senior Executive Service (SES) Action Trends

Statistics restricted to pay plan ES from Fiscal Years 2008 to 2012 (FY2008-FY2012)



Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated monthly: <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 Data Analysis Group (DAG) through FedStats at FedStats@opm.gov.



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