

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# 2015 Senior Executive Service Report



# Senior Executive Service

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Fiscal Year 2015

*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.

## Data

**Table 1**, Senior Executive Service (SES) Appointments, provides counts and percentages of SES employees broken down by type of appointment for Fiscal Year 2014. Nearly 90% of SES employees are career<sup>1</sup>.

**Table 1. Senior Executive Service (SES) Appointments**  
Statistics restricted to pay plan ES from Fiscal Year 2015 (FY2015)

APPOINTMENT	COUNT	PERCENT
UNSPECIFIED	6	0.08
CAREER (SES PERMANENT)	6,985	89.65
NONCAREER (SES PERMANENT)	718	9.22
LIMITED TERM (SES NON-PERMANENT)	81	1.04
LIMITED EMERGENCY (SES NON-PERMANENT)	1	0.01
ALL	7,791	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 2011 to 2015 (FY2011-FY2015)

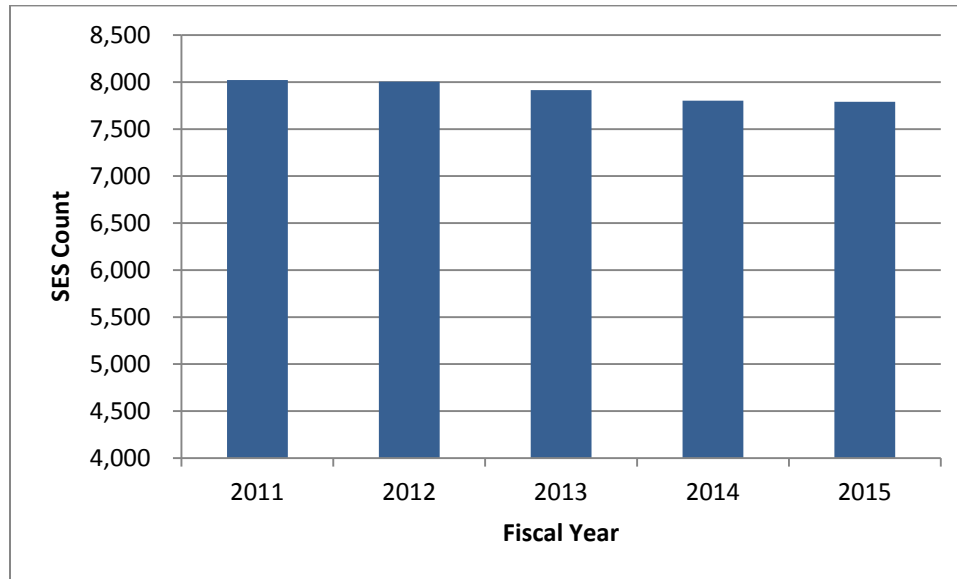
APPOINTMENT	FY2011	FY2012	FY2013	FY2014	FY2015
UNSPECIFIED	96	10	4	8	6
CAREER (SES PERMANENT)	7,126	7,199	7,190	7,014	6,985
NONCAREER (SES PERMANENT)	669	675	625	682	718
LIMITED TERM (SES NON-PERMANENT)	126	117	93	96	81
LIMITED EMERGENCY (SES NON-PERMANENT)	5	3	2	2	1
ALL	8,022	8,004	7,914	7,802	7,791

<sup>1</sup> The SES data in this report includes some SES that are not covered by 5 U.S.C. 3133.

**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 2011 to 2015 (FY2011-FY2015)



**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 2015. 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 Agency

Statistics restricted to pay plan ES from Fiscal Year 2015 (FY2015)

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	92	1.18
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	124	1.59
DEPARTMENT OF THE AIR FORCE	179	2.30
DEPARTMENT OF LABOR	182	2.34
DEPARTMENT OF TRANSPORTATION	235	3.02
DEPARTMENT OF THE INTERIOR	253	3.25
DEPARTMENT OF THE ARMY	271	3.48
DEPARTMENT OF THE NAVY	318	4.08
DEPARTMENT OF VETERANS AFFAIRS	355	4.56
DEPARTMENT OF AGRICULTURE	357	4.58
DEPARTMENT OF COMMERCE	406	5.21
DEPARTMENT OF HEALTH AND HUMAN SERVICES	441	5.66
DEPARTMENT OF THE TREASURY	461	5.92
DEPARTMENT OF DEFENSE	473	6.07
DEPARTMENT OF ENERGY	479	6.15
DEPARTMENT OF HOMELAND SECURITY	594	7.62
DEPARTMENT OF JUSTICE	786	10.09
ALL OTHER AGENCIES	1,785	22.91
ALL	7,791	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 Agency Trends**

Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

AGENCY	FY2011	FY2012	FY2013	FY2014	FY2015
DEPARTMENT OF EDUCATION	88	78	80	85	92
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	105	104	104	110	124
DEPARTMENT OF THE AIR FORCE	190	181	176	158	179
DEPARTMENT OF LABOR	166	177	169	173	182
DEPARTMENT OF TRANSPORTATION	213	231	221	227	235
DEPARTMENT OF THE INTERIOR	274	270	256	242	253
DEPARTMENT OF THE ARMY	288	266	279	281	271
DEPARTMENT OF THE NAVY	331	318	316	305	318
DEPARTMENT OF VETERANS AFFAIRS	373	387	373	373	355
DEPARTMENT OF AGRICULTURE	350	344	346	344	357
DEPARTMENT OF COMMERCE	371	372	363	384	406
DEPARTMENT OF HEALTH AND HUMAN SERVICES	439	460	443	420	441
DEPARTMENT OF THE TREASURY	484	493	474	464	461
DEPARTMENT OF DEFENSE	504	478	479	464	473
DEPARTMENT OF ENERGY	453	471	482	462	479
DEPARTMENT OF HOMELAND SECURITY	579	614	604	598	594
DEPARTMENT OF JUSTICE	762	749	768	767	786
ALL OTHER AGENCIES	1,868	1,822	1,791	1,762	1,785
ALL	8,022	8,004	7,914	7,802	7,791

**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 2015(FY2015), at the 25<sup>th</sup> percentile, 25% of SES employees are younger than 49.4; 75% of SES employees are older than 49.4. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile; 50% of SES employees are younger than 54.5 while 50% of SES employees are older than 54.5 for FY2015. For FY2015 the 75<sup>th</sup> percentile is 59.5; 75% of SES employees are younger than 59.5, while 25% of SES employees are older than 59.

**Table 5. Senior Executive Service Age Trends**

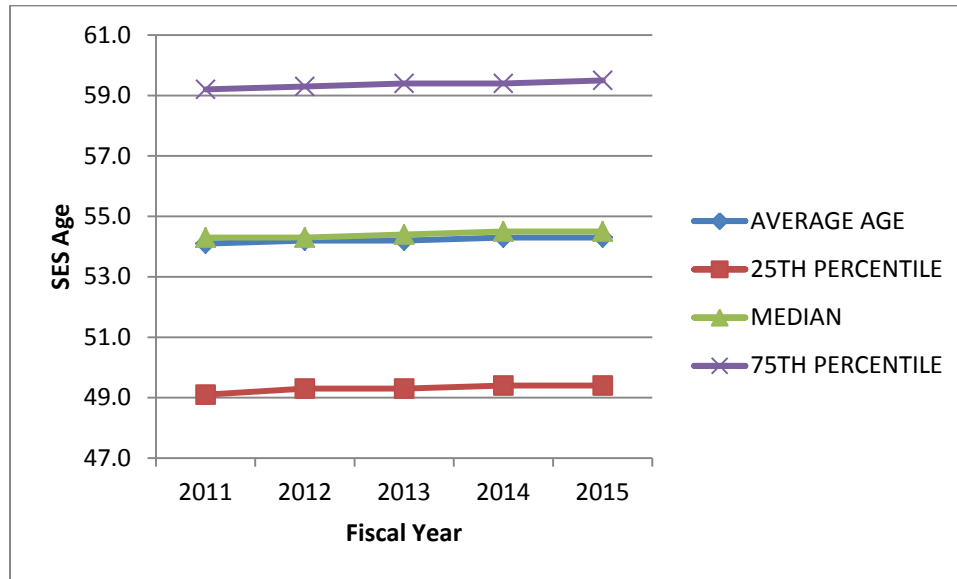
Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	54.1	49.1	54.3	59.2
2012	54.2	49.3	54.3	59.3
2013	54.2	49.3	54.4	59.4
2014	54.3	49.4	54.5	59.4
2015	54.3	49.4	54.5	59.5

**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 2011 to 2015 (FY2011-FY2015)



**Table 6**, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2015. Over 65% of SES employees are male.

**Table 6. Senior Executive Service (SES) Gender**

Statistics restricted to pay plan ES from Fiscal Year 2015 (FY2015)

GENDER	COUNT	PERCENT
FEMALE	2,680	34.40
MALE	5,111	65.60
ALL	7,791	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**

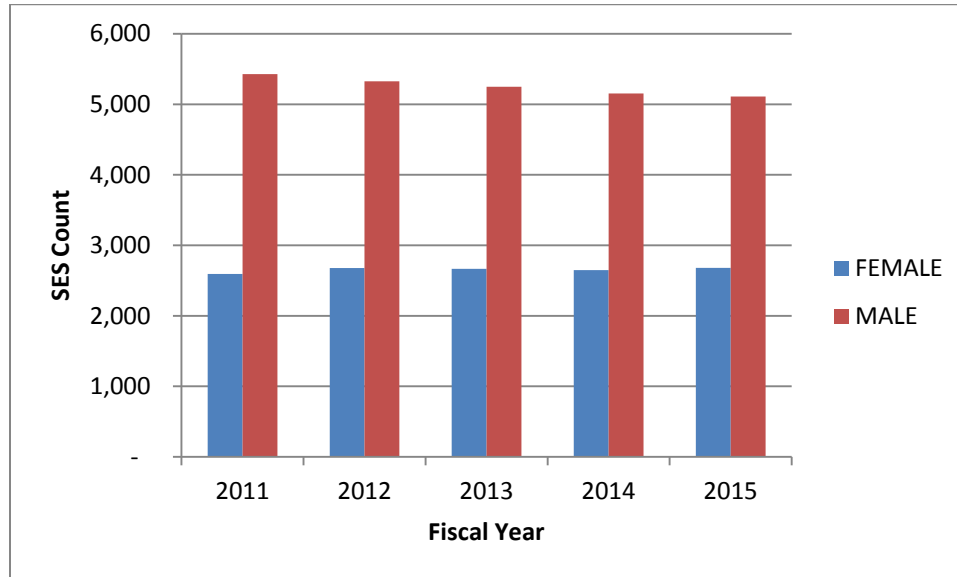
Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

FISCAL YEAR	FEMALE	MALE	ALL
2011	2,593	5,429	8,022
2012	2,678	5,326	8,004
2013	2,666	5,248	7,914
2014	2,649	5,153	7,802
2015	2,680	5,111	7,791

**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 2011 to 2015 (FY2011-FY2015)



**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 2015.

**Table 8. Senior Executive Service Ethnicity and Race**

Statistics restricted to pay plan ES from Fiscal Year 2015 (FY2015)

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1	0.01
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	97	1.25
NOT HISPANIC/LATINO & ASIAN	253	3.25
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	882	11.32
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	12	0.15
NOT HISPANIC/LATINO & WHITE	6,144	78.86
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	56	0.72
HISPANIC/LATINO	228	2.93
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1	0.01
HISPANIC/LATINO & ASIAN	2	0.03
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	5	0.06
HISPANIC/LATINO & WHITE	98	1.26
HISPANIC/LATINO & OF MORE THAN ONE RACE	12	0.15
ALL	7,791	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 2011 to 2015 (FY2011-FY2015)

ETHNICITY AND RACE	FY2011	FY2012	FY2013	FY2014	FY2015
UNSPECIFIED	5	3	3	1	1
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	90	91	92	90	97
NOT HISPANIC/LATINO & ASIAN	242	251	241	253	253
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	794	829	849	859	882
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	10	12	10	12	12
NOT HISPANIC/LATINO & WHITE	6,515	6,444	6,341	6,193	6,144
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	39	46	55	50	56
HISPANIC/LATINO	261	254	238	230	228
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1	1	1	2	1
HISPANIC/LATINO & ASIAN		1	1	2	2
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	4	3	4	6	5
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	1	1		
HISPANIC/LATINO & WHITE	56	64	71	95	98
HISPANIC/LATINO & OF MORE THAN ONE RACE	4	4	7	9	12
ALL	8,022	8,004	7,914	7,802	7,791

**Table 10, Senior Executive Service (SES) Education**, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2015. 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 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 10. Senior Executive Service (SES) Education**

Statistics restricted to pay plan ES from Fiscal Year 2015 (FY2015)

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	2	0.03
HIGH SCHOOL DEGREE	292	3.75
SOME COLLEGE	210	2.70
TECHNICAL TRAINING	8	0.10
ASSOCIATES DEGREE	32	0.41
COLLEGE DEGREE	1,814	23.28
ADVANCED DEGREE	5,432	69.72
UNKNOWN OR UNSPECIFIED	1	0.01
ALL	7,791	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 initial hire into the federal Government 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 2011 to 2015 (FY2011-FY2015)

EDUCATION	FY2011	FY2012	FY2013	FY2014	FY2015
NO HIGH SCHOOL DEGREE	5	6	4	4	2
HIGH SCHOOL DEGREE	288	277	292	292	292
SOME COLLEGE	236	224	220	209	210
TECHNICAL TRAINING	5	2	4	7	8
ASSOCIATES DEGREE	36	39	35	35	32
COLLEGE DEGREE	1,885	1,895	1,828	1,805	1,814
ADVANCED DEGREE	5,561	5,556	5,528	5,449	5,432
UNKNOWN OR UNSPECIFIED	6	5	3	1	1
ALL	8,022	8,004	7,914	7,802	7,791

**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 service. In addition to the average, the quartiles are listed in order. For Fiscal Year 2015 (FY2015), at the 25<sup>th</sup> percentile, 25% of SES employees have served less than 12.6 years ; 75% of SES employees have served more than 12.6 years. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile; 50% of SES employees have served less than 23.9, while 50% of SES employees have served more than 23.9 years, for FY2015. For FY2015 the 75<sup>th</sup> percentile is 30.2; 75% of SES employees have served less than 30.2 years, while 25% of SES employees have served more than 30.2 years.

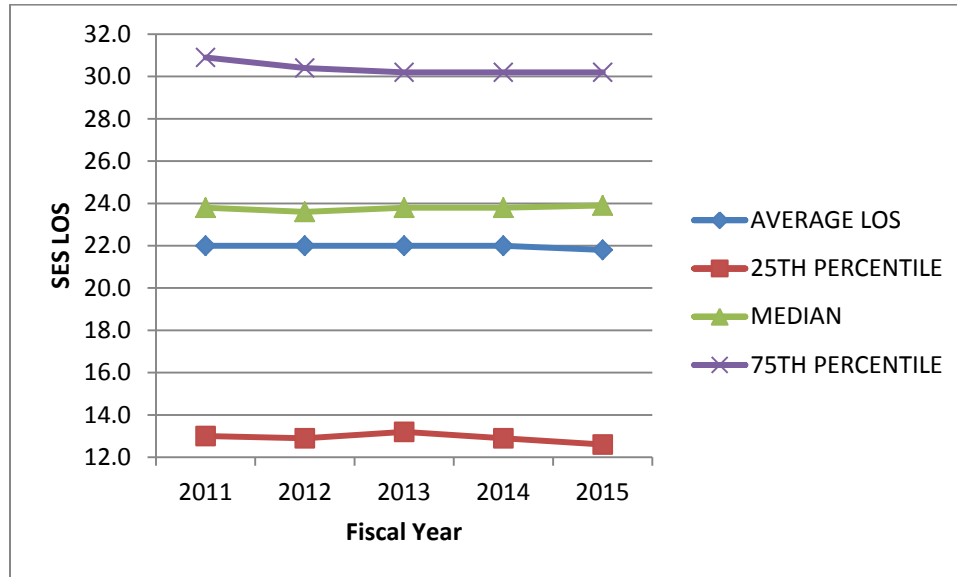
**Table 12. Senior Executive Service (SES) Length of Service (LOS) Trends**

Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	22.0	13.0	23.8	30.9
2012	22.0	12.9	23.6	30.4
2013	22.0	13.2	23.8	30.2
2014	22.0	12.9	23.8	30.2
2015	21.8	12.6	23.9	30.2

**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 25<sup>th</sup> 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 2011 to 2015 (FY2011-FY2015)



**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 2015 (FY2015), at the 25<sup>th</sup> percentile, 25% of SES employees earn less than \$164,625 a year; 75% of SES employees earn more than \$164,625 a year. The interpretation is the same for the median, which is simply the 50<sup>th</sup> percentile; 50% of SES employees earn less than \$171,541 a year, while 50% of SES employees earn more than \$171,541 a year, for FY2015. For FY2015 the 75<sup>th</sup> percentile is \$179,700; 75% of SES employees earn less than \$179,700 a year, while 25% of SES employees earn more than \$179,700 a year.

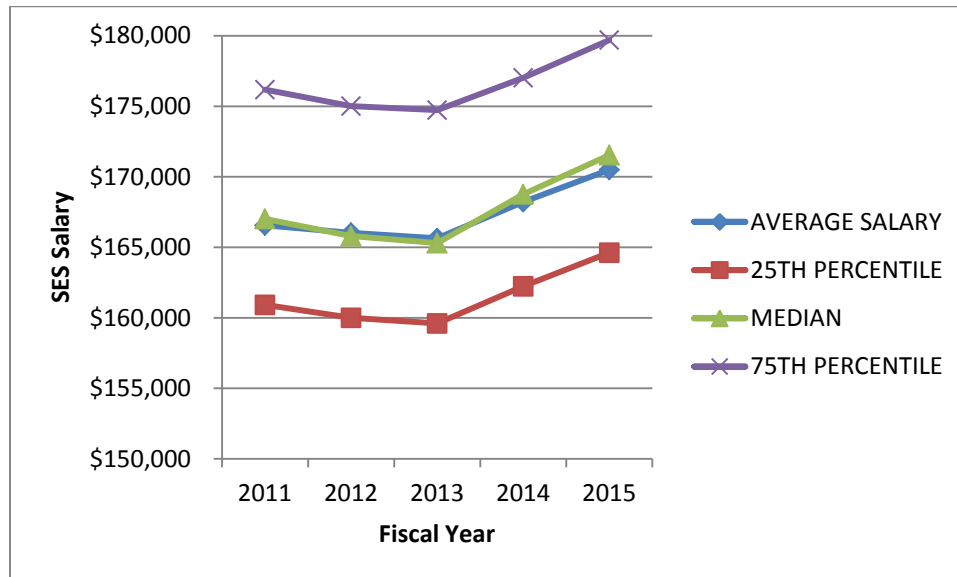
**Table 13. Senior Executive Service (SES) Salary Trends**  
Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2011	\$ 166,561	\$ 160,920	\$167,020	\$ 176,179
2012	\$ 166,025	\$ 160,000	\$165,800	\$ 175,013
2013	\$ 165,645	\$ 159,609	\$165,300	\$ 174,730
2014	\$ 168,214	\$ 162,237	\$168,766	\$ 177,023
2015	\$ 170,500	\$ 164,625	\$171,541	\$ 179,700

**Figure 5**, Senior Executive Service (SES) Salary Trends, is a graphical representation of Table 13.

### Figure 5. Senior Executive Service (SES) Salary Trends

Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)



**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

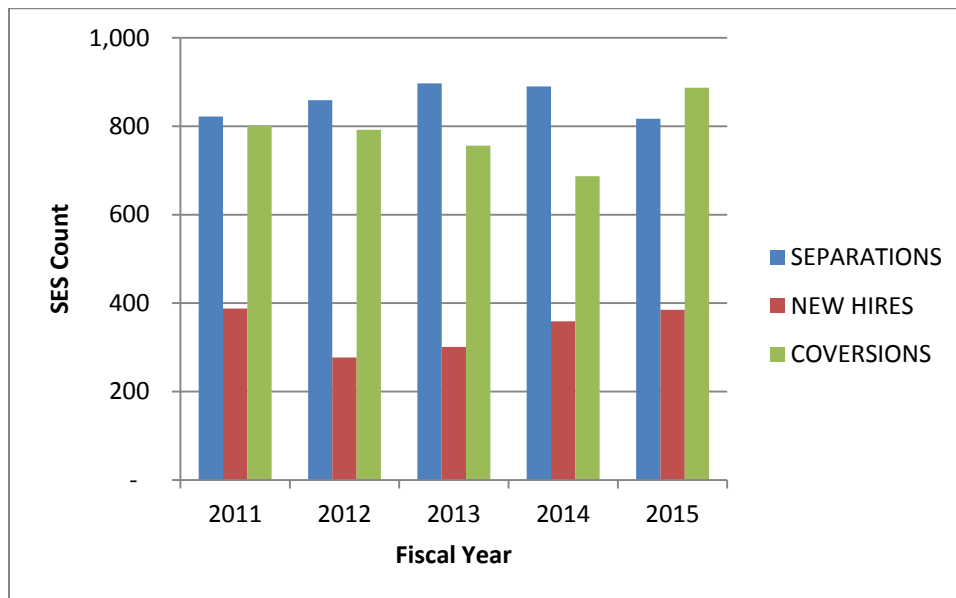
Statistics restricted to pay plan ES from Fiscal Years 2011 to 2015 (FY2011-FY2015)

ACTIONS	DYNAMICS	FY2011	FY2012	FY2013	FY2014	FY2015
SEPARATIONS	QUIT	211	223	256	241	223
	DISCHARGE	4	5	7	2	9
	REDUCTION IN FORCE (RIF)	0	0	0	0	0
	MISCELLANEOUS TERMINATION	10	11	13	9	5
	RETIREMENT	590	608	606	632	571
	DEATH	7	12	12	6	8
	OTHER SEPARATION	0	0	3	0	1
NEW HIRES	NEW HIRE - COMP - TEMP/LIMITED APPT	0	0	1	0	0
	NEW HIRE - SES APPT	388	277	300	358	385
	NEW HIRE - EXCEPTED APPOINTMENT	0	0	0	1	0
COVERSIONS	CONVERSION - EXCEPTED	1	1	0	0	0
	CONVERSION - SES	800	791	756	687	887

**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 2011 to 2015 (FY2011-FY2015)



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



**U.S. Office of Personnel Management**

Planning and Policy Analysis

1900 E Street, NW, Washington, DC 20415

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