

2016 Senior Executive Service Report



Senior Executive Service

Fiscal Year 2016

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

Table of Contents

Purpose	3
Data.....	3
Table 1. Senior Executive Service (SES) Appointments.....	3
Table 2. Senior Executive Service (SES) Appointment Trends	3
Figure 1. Senior Executive Service (SES) Appointment Trends	4
Table 3. Senior Executive Service Agency	4
Table 4. Senior Executive Service Agency Trends	5
Table 5. Senior Executive Service Age Trends.....	5
Figure 2. Senior Executive Service (SES) Age Trends	6
Table 6. Senior Executive Service (SES) Gender.....	6
Table 7. Senior Executive Service (SES) Gender Trends.....	6
Figure 3. Senior Executive Service (SES) Gender Trends.....	7
Table 8. Senior Executive Service Ethnicity and Race	7
Table 9. Senior Executive Service (SES) Ethnicity and Race Trends	8
Table 10. Senior Executive Service (SES) Education.....	8
Table 11. Senior Executive Service (SES) Education Trends.....	9
Table 12. Senior Executive Service (SES) Length of Service (LOS) Trends.....	9
Figure 4. Senior Executive Service (SES) Length of Service (LOS) Trends	10
Table 13. Senior Executive Service (SES) Salary Trends	10
Figure 5. Senior Executive Service (SES) Salary Trends.....	Error! Bookmark not defined.
Table 14. Senior Executive Service (SES) Action Trends	11
Figure 6. Senior Executive Service (SES) Action Trends	12
Additional Details.....	12

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 2016. Nearly 90% of SES employees are career¹.

Table 1. Senior Executive Service (SES) Appointments

Statistics restricted to pay plan ES from Fiscal Year 2016 (FY2016)

APPOINTMENT	COUNT	PERCENT
UNSPECIFIED	2	0.02
CAREER (SES PERMANENT)	7,321	89.76
NONCAREER (SES PERMANENT)	737	9.04
LIMITED TERM (SES NON-PERMANENT)	92	1.13
LIMITED EMERGENCY (SES NON-PERMANENT)	4	0.05
ALL	8,156	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 2012 to 2016 (FY2012-FY2016)

APPOINTMENT	FY2012	FY2013	FY2014	FY2015	FY2016
UNSPECIFIED	10	4	8	6	2
CAREER (SES PERMANENT)	7,199	7,190	7,014	7,144	7,321
NONCAREER (SES PERMANENT)	675	625	682	747	737
LIMITED TERM (SES NON-PERMANENT)	117	93	96	84	92
LIMITED EMERGENCY (SES NON-PERMANENT)	3	2	2	1	4
ALL	8,004	7,914	7,802	7,982	8,156

¹ 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 2012 to 2016 (FY2012-FY2016)

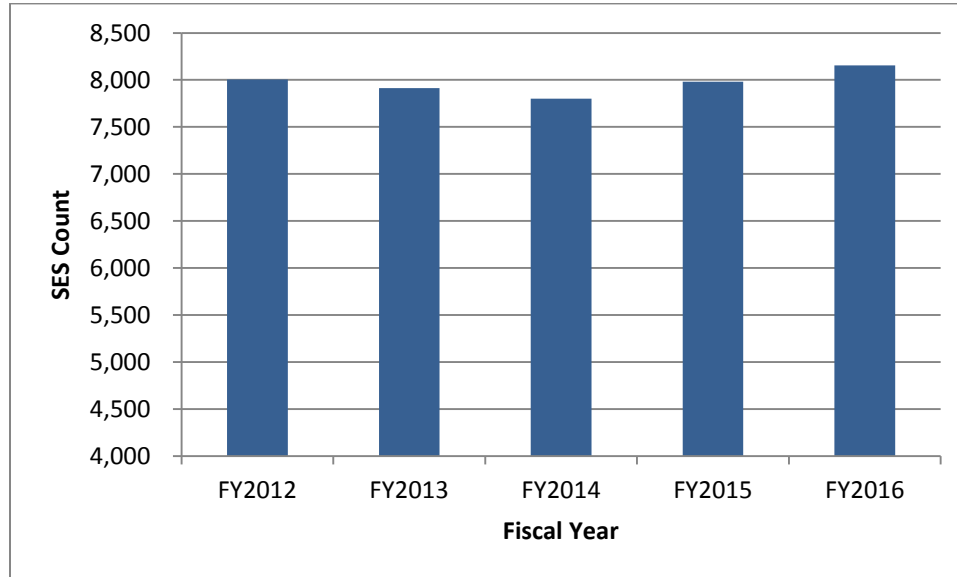


Table 3, Senior Executive Service (SES) Agency, provides counts and percentages of SES employees by agency for all the Cabinet level agencies in Fiscal Year 2016. The table also has a category, “ALL OTHER AGENCIES” which contains all non-Cabinet level agencies. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. Senior Executive Service Agency

Statistics restricted to pay plan ES from Fiscal Year 2016 (FY2016)

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	86	1.05
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	115	1.41
DEPARTMENT OF THE AIR FORCE	182	2.23
DEPARTMENT OF LABOR	200	2.45
DEPARTMENT OF STATE	204	2.50
DEPARTMENT OF TRANSPORTATION	231	2.83
DEPARTMENT OF THE INTERIOR	258	3.16
DEPARTMENT OF THE ARMY	261	3.20
DEPARTMENT OF THE NAVY	326	4.00
DEPARTMENT OF VETERANS AFFAIRS	357	4.38
DEPARTMENT OF AGRICULTURE	361	4.43
DEPARTMENT OF COMMERCE	425	5.21
DEPARTMENT OF THE TREASURY	458	5.62
DEPARTMENT OF HEALTH AND HUMAN SERVICES	468	5.74
DEPARTMENT OF DEFENSE	478	5.86
DEPARTMENT OF ENERGY	490	6.01
DEPARTMENT OF HOMELAND SECURITY	639	7.83
DEPARTMENT OF JUSTICE	821	10.07
ALL OTHER AGENCIES	1,796	22.02
ALL	8,156	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 2012 to 2016 (FY2012-FY2016)

AGENCY	FY2012	FY2013	FY2014	FY2015	FY2016
DEPARTMENT OF EDUCATION	78	80	85	92	86
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	104	104	110	124	115
DEPARTMENT OF THE AIR FORCE	181	176	158	179	182
DEPARTMENT OF LABOR	177	169	173	182	200
DEPARTMENT OF STATE	189	190	183	191	204
DEPARTMENT OF TRANSPORTATION	231	221	227	235	231
DEPARTMENT OF THE INTERIOR	270	256	242	253	258
DEPARTMENT OF THE ARMY	266	279	281	271	261
DEPARTMENT OF THE NAVY	318	316	305	318	326
DEPARTMENT OF VETERANS AFFAIRS	387	373	373	355	357
DEPARTMENT OF AGRICULTURE	344	346	344	357	361
DEPARTMENT OF COMMERCE	372	363	384	406	425
DEPARTMENT OF THE TREASURY	493	474	464	461	458
DEPARTMENT OF HEALTH AND HUMAN SERVICES	460	443	420	441	468
DEPARTMENT OF DEFENSE	478	479	464	473	478
DEPARTMENT OF ENERGY	471	482	462	479	490
DEPARTMENT OF HOMELAND SECURITY	614	604	598	594	639
DEPARTMENT OF JUSTICE	749	768	767	786	821
ALL OTHER AGENCIES	1,822	1,791	1,762	1,785	1,796
ALL	8,004	7,914	7,802	7,982	8,156

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 2016(FY2016), at the 25th 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 50th percentile; for FY2016, 50% of SES employees are younger than 54.6, while 50% of SES employees are older than 54.6. For FY2016, the 75th percentile is 59.6; 75% of SES employees are younger than 59.6, while 25% of SES employees are older than 59.6.

Table 5. Senior Executive Service Age Trends

Statistics restricted to pay plan ES from Fiscal Years 2012 to 2016 (FY2012-FY2016)

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	54.6	59.5
2016	54.3	49.4	54.6	59.6

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 2012 to 2016 (FY2012-FY2016)

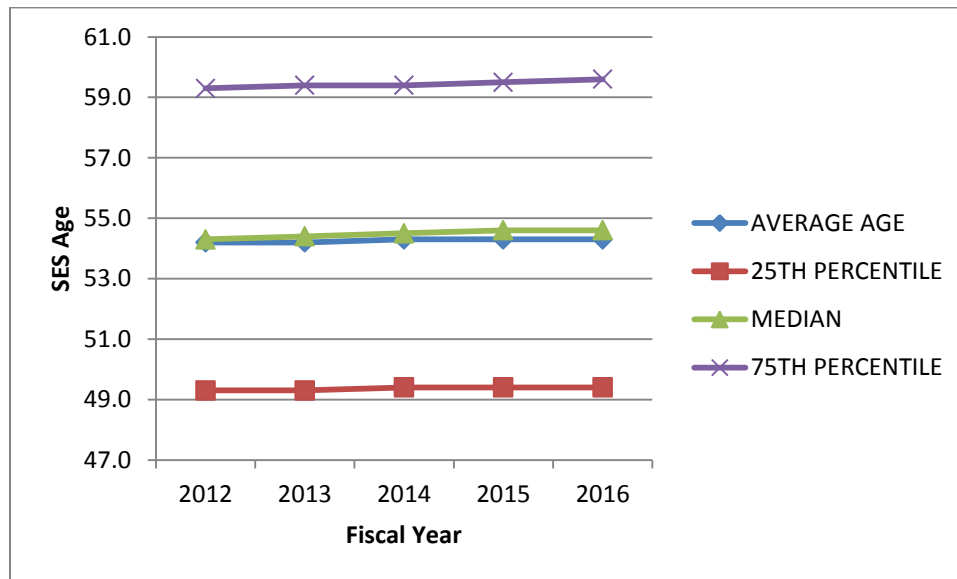


Table 6, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2016. Nearly 65% of SES employees are male.

Table 6. Senior Executive Service (SES) Gender

Statistics restricted to pay plan ES from Fiscal Year 2016 (FY2016)

GENDER	COUNT	PERCENT
FEMALE	2,891	35.45
MALE	5,264	64.54
ALL	8,156	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 2012 to 2016 (FY2012-FY2016)

FISCAL YEAR	FEMALE	MALE	ALL
2012	2,678	5,326	8,004
2013	2,666	5,248	7,914
2014	2,649	5,153	7,802
2015	2,750	5,232	7,982
2016	2,891	5,264	8,156

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 2012 to 2016 (FY2012-FY2016)

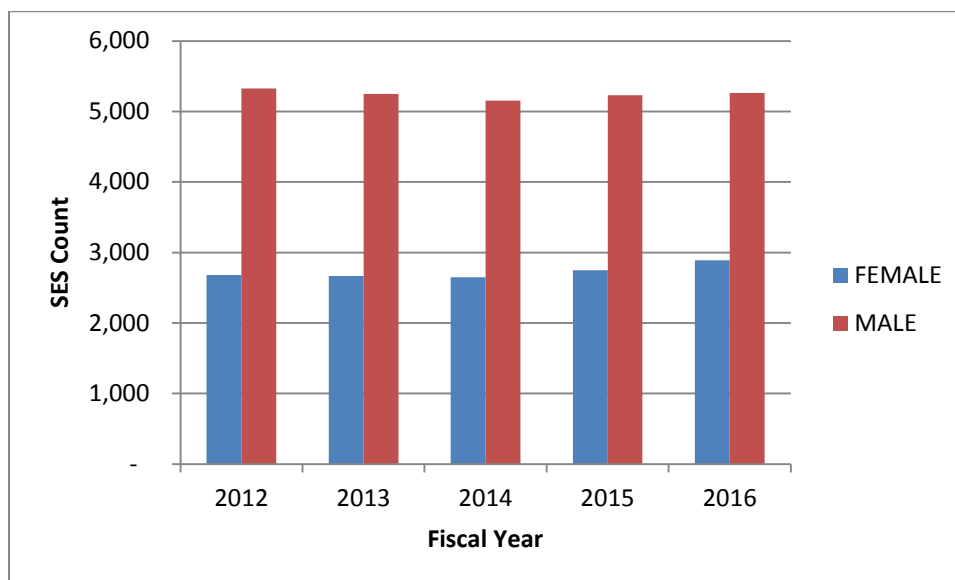


Table 8, Senior Executive Service (SES) Ethnicity and Race, provides counts and percentages of SES employees broken down by ethnicity and race for Fiscal Year 2016.

Table 8. Senior Executive Service Ethnicity and Race

Statistics restricted to pay plan ES from Fiscal Year 2016 (FY2016)

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1	0.01
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	91	1.12
NOT HISPANIC/LATINO & ASIAN	295	3.62
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	899	11.02
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	18	0.22
NOT HISPANIC/LATINO & WHITE	6,414	78.64
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	61	0.75
HISPANIC/LATINO	241	2.95
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	4	0.05
HISPANIC/LATINO & ASIAN	2	0.02
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	4	0.05
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	0.01
HISPANIC/LATINO & WHITE	111	1.36
HISPANIC/LATINO & OF MORE THAN ONE RACE	14	0.17
ALL	8,156	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 2012 to 2016 (FY2012-FY2016)

ETHNICITY AND RACE	FY2012	FY2013	FY2014	FY2015	FY2016
UNSPECIFIED	3	3	1	1	1
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	91	92	90	99	91
NOT HISPANIC/LATINO & ASIAN	251	241	253	260	295
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	829	849	859	888	899
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	12	10	12	13	18
NOT HISPANIC/LATINO & WHITE	6,444	6,341	6,193	6,313	6,414
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	46	55	50	56	61
HISPANIC/LATINO	254	238	230	230	241
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1	1	2	1	4
HISPANIC/LATINO & ASIAN	1	1	2	2	2
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	3	4	6	6	4
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	1			1
HISPANIC/LATINO & WHITE	64	71	95	101	111
HISPANIC/LATINO & OF MORE THAN ONE RACE	4	7	9	12	14
ALL	8,004	7,914	7,802	7,982	8,156

Table 10, Senior Executive Service (SES) Education, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2016. 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 2016 (FY2016)

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	4	0.05
HIGH SCHOOL DEGREE	345	4.23
SOME COLLEGE	225	2.76
TECHNICAL TRAINING	8	0.10
ASSOCIATES DEGREE	29	0.36
COLLEGE DEGREE	1,884	23.10
ADVANCED DEGREE	5,658	69.37
UNKNOWN OR UNSPECIFIED	3	0.04
ALL	8,156	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 2012 to 2016 (FY2012-FY2016)

EDUCATION	FY2012	FY2013	FY2014	FY2015	FY2016
NO HIGH SCHOOL DEGREE	6	4	4	2	4
HIGH SCHOOL DEGREE	277	292	292	308	345
SOME COLLEGE	224	220	209	213	225
TECHNICAL TRAINING	2	4	7	8	8
ASSOCIATES DEGREE	39	35	35	32	29
COLLEGE DEGREE	1,895	1,828	1,805	1,851	1,884
ADVANCED DEGREE	5,556	5,528	5,449	5,567	5,658
UNKNOWN OR UNSPECIFIED	5	3	1	1	3
ALL	8,004	7,914	7,802	7,982	8,156

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 2016 (FY2016), at the 25th percentile, 25% of SES employees have served less than 12.8 years; 75% of SES employees have served more than 12.8 years. The interpretation is the same for the median, which is simply the 50th percentile; For FY2016, 50% of SES employees have served less than 24 years, while 50% of SES employees have served more than 24 years. For FY2016, the 75th percentile is 30.3; 75% of SES employees have served less than 30.3 years, while 25% of SES employees have served more than 30.3 years.

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

Statistics restricted to pay plan ES from Fiscal Years 2012 to 2016 (FY2012-FY2016)

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	30.3
2016	21.9	12.8	24.0	30.3

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 2012 to 2016 (FY2012-FY2016)

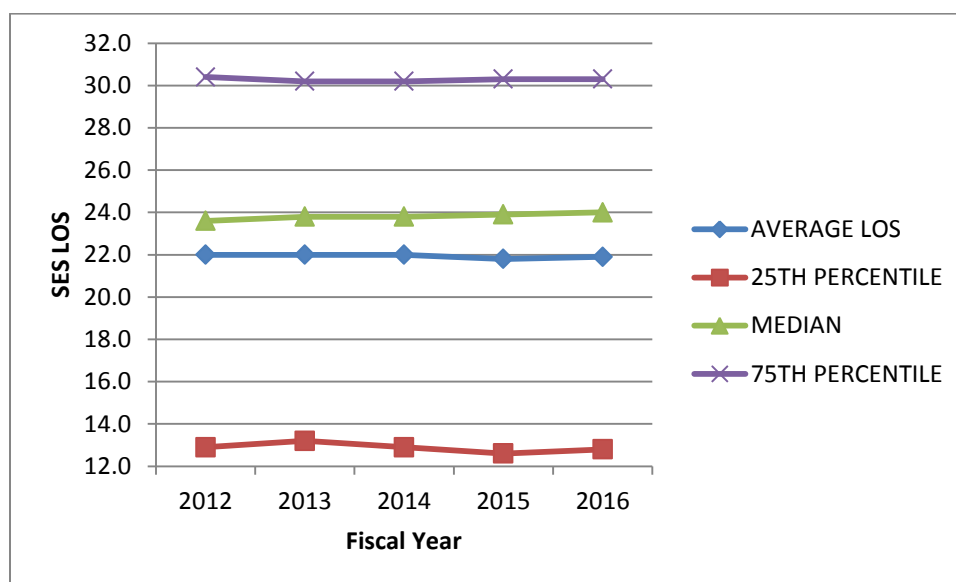


Table 13. Senior Executive Service (SES) Salary Trends, lists the Salary distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2016 (FY2016), at the 25th percentile, 25% of SES employees earn less than \$166,345 a year; 75% of SES employees earn more than \$166,345 a year. The interpretation is the same for the median, which is simply the 50th percentile; for FY2016, 50% of SES employees earn less than \$173,882 a year, while 50% of SES employees earn more than \$173,882 a year. For FY2016, the 75th percentile is \$181,839; 75% of SES employees earn less than \$181,839 a year, while 25% of SES employees earn more than \$181,839 a year.

Table 13. Senior Executive Service (SES) Salary Trends
Statistics restricted to pay plan ES from Fiscal Years 2012 to 2016 (FY2012-FY2016)

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	\$ 170,441	\$ 164,430	\$171,489	\$ 179,700
2016	\$ 172,576	\$ 166,345	\$173,882	\$ 181,839

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 2012 to 2016 (FY2012-FY2016)

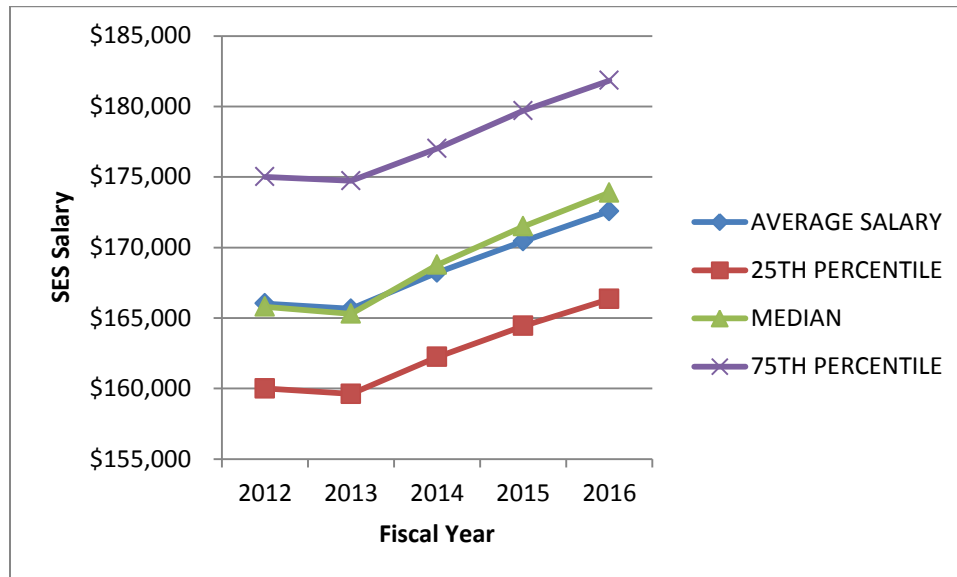


Table 14, Senior Executive Service (SES) Action Trends, provides counts of SES employees broken down by separations, new hires, and conversions, for the last five fiscal years. Separations represent all employees who left the SES at any point in a particular Fiscal Year. New hires represent all employees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

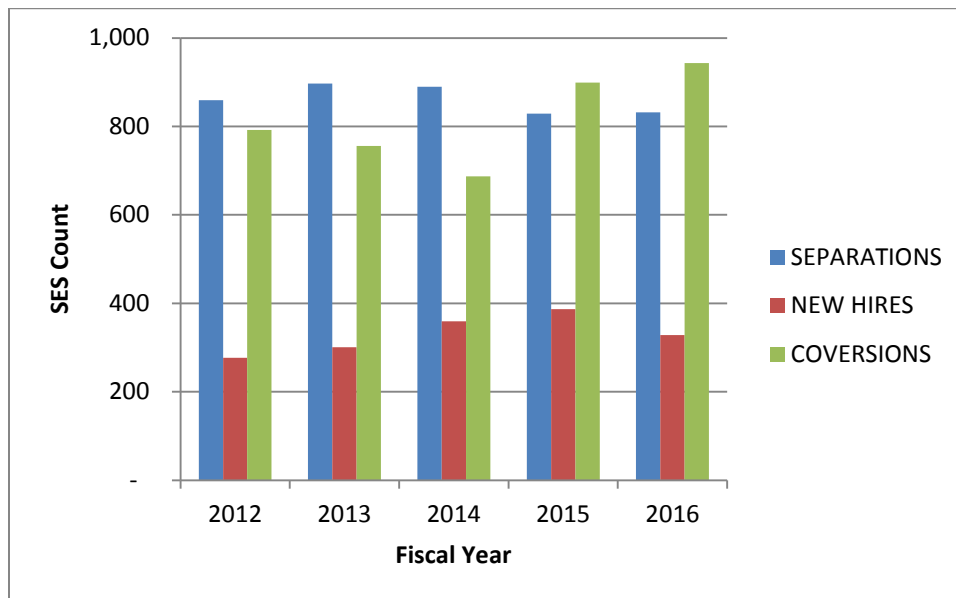
Statistics restricted to pay plan ES from Fiscal Years 2012 to 2016 (FY2012-FY2016)

ACTIONS	DYNAMICS	FY2012	FY2013	FY2014	FY2015	FY2016
SEPARATIONS	QUIT	223	256	241	228	227
	DISCHARGE	5	7	2	9	2
	REDUCTION IN FORCE (RIF)					
	MISCELLANEOUS TERMINATION	11	13	9	7	8
	RETIREMENT	608	606	632	573	587
	DEATH	12	12	6	8	7
	OTHER SEPARATION		3		4	1
NEW HIRES	NEW HIRE - COMP - TEMP/LIMITED APPT		1			
	NEW HIRE - SES APPT	277	300	358	387	328
	NEW HIRE - EXCEPTED APPOINTMENT			1		
COVERSIONS	CONVERSION - EXCEPTED	1			1	
	CONVERSION - SES	791	756	687	898	943

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 2012 to 2016 (FY2012-FY2016)



Additional Details

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



U.S. Office of Personnel Management

Planning and Policy Analysis

1900 E Street, NW, Washington, DC 20415

OPM.GOV