

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Senior Executive Service Report 2017



Senior Executive Service

Fiscal Year 2017

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

U.S. Office of Personnel Management
Office of Strategy and Innovation
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 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 2017. Nearly 93% of SES employees are career¹.

Table 1. Senior Executive Service (SES) Appointments
Statistics restricted to pay plan ES from Fiscal Year 2017 (FY2017)

APPOINTMENT	COUNT	PERCENT
UNSPECIFIED	1	0.01
CAREER (SES PERMANENT)	7,349	92.95
NONCAREER (SES PERMANENT)	475	6.01
LIMITED TERM (SES NON-PERMANENT)	80	1.01
LIMITED EMERGENCY (SES NON-PERMANENT)	1	0.01
ALL	7,906	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 2013 to 2017 (FY2013-FY2017)

APPOINTMENT	FY2013	FY2014	FY2015	FY2016	FY2017
UNSPECIFIED	4	8	6	2	1
CAREER (SES PERMANENT)	7,190	7,014	7,144	7,341	7,349
NONCAREER (SES PERMANENT)	625	682	747	736	475
LIMITED TERM (SES NON-PERMANENT)	93	96	84	89	80
LIMITED EMERGENCY (SES NON-PERMANENT)	2	2	1	4	1
ALL	7,914	7,802	7,982	8,172	7,906

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 2013 to 2017 (FY2013-FY2017)

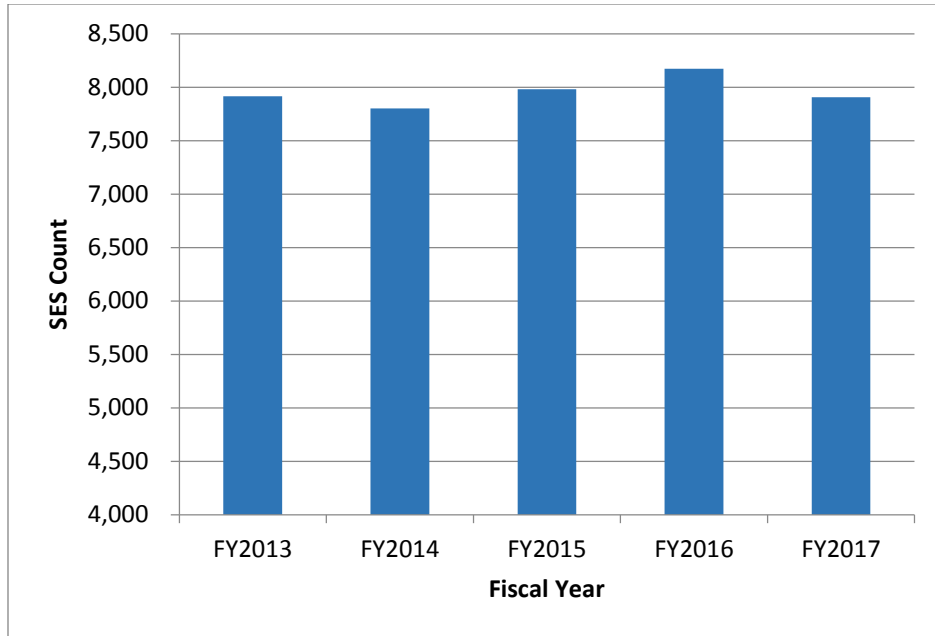


Table 3, Senior Executive Service (SES) Agency, provides counts and percentages of SES employees by agency for all the Cabinet level agencies in Fiscal Year 2017. The table also has a category, “ALL OTHER AGENCIES” which contains all non-Cabinet level agencies. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. Senior Executive Service Agency

Statistics restricted to pay plan ES from Fiscal Year 2017 (FY2017)

AGENCY	COUNT	PERCENT
DEPARTMENT OF EDUCATION	80	1.01
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	103	1.30
DEPARTMENT OF STATE	176	2.23
DEPARTMENT OF THE AIR FORCE	177	2.24
DEPARTMENT OF LABOR	185	2.34
DEPARTMENT OF TRANSPORTATION	227	2.87
DEPARTMENT OF THE INTERIOR	235	2.97
DEPARTMENT OF THE ARMY	259	3.28
DEPARTMENT OF AGRICULTURE	318	4.02
DEPARTMENT OF THE NAVY	327	4.14
DEPARTMENT OF VETERANS AFFAIRS	385	4.87
DEPARTMENT OF COMMERCE	404	5.11
DEPARTMENT OF DEFENSE	437	5.53
DEPARTMENT OF THE TREASURY	446	5.64
DEPARTMENT OF HEALTH AND HUMAN SERVICES	447	5.65
DEPARTMENT OF ENERGY	466	5.89
DEPARTMENT OF HOMELAND SECURITY	658	8.32
DEPARTMENT OF JUSTICE	822	10.40
ALL OTHER AGENCIES	1,754	22.19
ALL	7,906	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 2013 to 2017 (FY2013-FY2017)

AGENCY	FY2013	FY2014	FY2015	FY2016	FY2017
DEPARTMENT OF EDUCATION	80	85	92	86	80
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	104	110	124	117	103
DEPARTMENT OF STATE	190	183	191	204	176
DEPARTMENT OF THE AIR FORCE	176	158	179	182	177
DEPARTMENT OF LABOR	169	173	182	200	185
DEPARTMENT OF TRANSPORTATION	221	227	235	231	227
DEPARTMENT OF THE INTERIOR	256	242	253	258	235
DEPARTMENT OF THE ARMY	279	281	271	261	259
DEPARTMENT OF AGRICULTURE	346	344	357	361	318
DEPARTMENT OF THE NAVY	316	305	318	326	327
DEPARTMENT OF VETERANS AFFAIRS	373	373	355	358	385
DEPARTMENT OF COMMERCE	363	384	406	429	404
DEPARTMENT OF DEFENSE	479	464	473	478	437
DEPARTMENT OF THE TREASURY	474	464	461	458	446
DEPARTMENT OF HEALTH AND HUMAN SERVICES	443	420	441	468	447
DEPARTMENT OF ENERGY	482	462	479	490	466
DEPARTMENT OF HOMELAND SECURITY	604	598	594	639	658
DEPARTMENT OF JUSTICE	768	767	786	824	822
ALL OTHER AGENCIES	1,791	1,762	1,785	1,802	1,754
ALL	7,914	7,802	7,982	8,172	7,906

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 2017(FY2017), at the 25th percentile, 25% of SES employees are younger than 49.8; 75% of SES employees are older than 49.8. The interpretation is the same for the median, which is simply the 50th percentile; for FY2017, 50% of SES employees are younger than 54.8, while 50% of SES employees are older than 54.8. For FY2017, the 75th percentile is 59.8; 75% of SES employees are younger than 59.8, while 25% of SES employees are older than 59.8.

Table 5. Senior Executive Service Age Trends

Statistics restricted to pay plan ES from Fiscal Years 2013 to 2017 (FY2013-FY2017)

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	49.3	54.6	59.6
2017	54.6	49.8	54.8	59.8

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 2013 to 2017 (FY2013-FY2017)

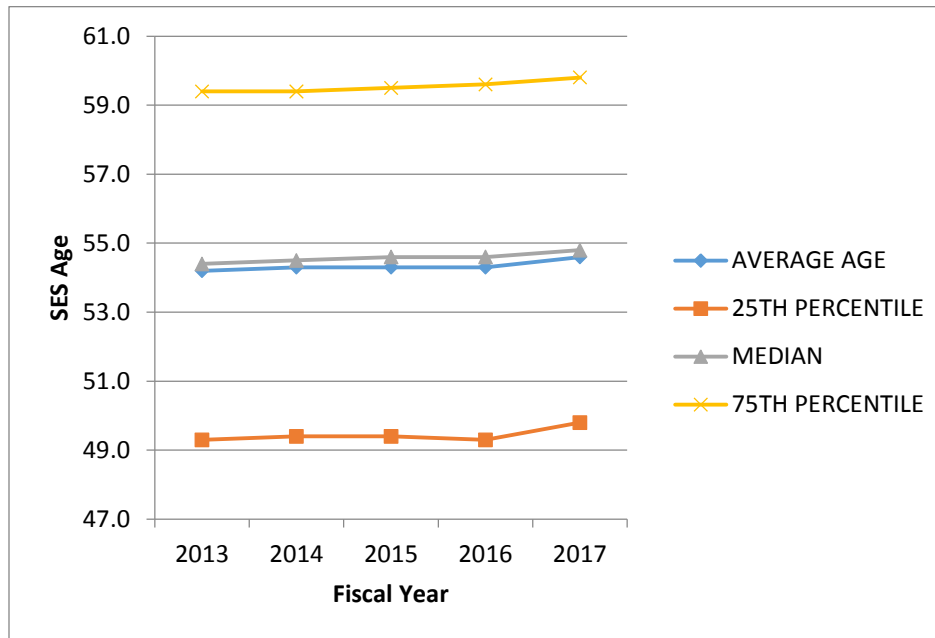


Table 6, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2017. Nearly 66% of SES employees are male.

Table 6. Senior Executive Service (SES) Gender

Statistics restricted to pay plan ES from Fiscal Year 2017(FY2017)

GENDER	COUNT	PERCENT
FEMALE	2,689	34.01
MALE	5,217	65.99
ALL	7,906	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 2013 to 2017 (FY2013-FY2017)

FISCAL YEAR	FEMALE	MALE	ALL
2013	2,666	5,248	7,914
2014	2,649	5,153	7,802
2015	2,750	5,232	7,982
2016	2,893	5,278	8,172
2017	2,689	5,217	7,906

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 2013 to 2017 (FY2013-FY2017)

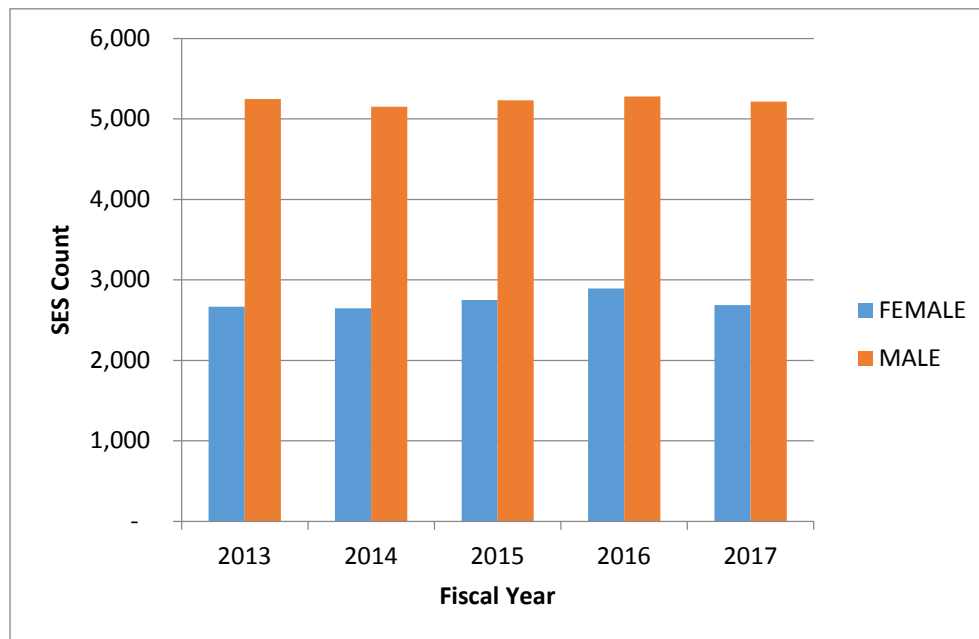


Table 8, Senior Executive Service (SES) Ethnicity and Race, provides counts and percentages of SES employees broken down by ethnicity and race for Fiscal Year 2017.

Table 8. Senior Executive Service Ethnicity and Race
Statistics restricted to pay plan ES from Fiscal Year 2017 (FY2017)

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	3	0.04
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	91	1.15
NOT HISPANIC/LATINO & ASIAN	276	3.49
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	820	10.37
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	19	0.24
NOT HISPANIC/LATINO & WHITE	6,266	79.26
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	67	0.85
HISPANIC/LATINO	227	2.87
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	2	0.03
HISPANIC/LATINO & ASIAN	4	0.05
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	5	0.06
HISPANIC/LATINO & WHITE	113	1.43
HISPANIC/LATINO & OF MORE THAN ONE RACE	13	0.16
ALL	7,906	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 2013 to 2017 (FY2013-FY2017)

ETHNICITY AND RACE	FY2013	FY2014	FY2015	FY2016	FY2017
UNSPECIFIED	3	1	1	1	3
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	92	90	99	91	91
NOT HISPANIC/LATINO & ASIAN	241	253	260	291	276
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	849	859	888	897	820
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	10	12	13	18	19
NOT HISPANIC/LATINO & WHITE	6,341	6,193	6,313	6,435	6,266
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	55	50	56	62	67
HISPANIC/LATINO	238	230	230	242	227
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	1	2	1	4	2
HISPANIC/LATINO & ASIAN	1	2	2	2	4
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	4	6	6	5	5
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	-	-	1	-
HISPANIC/LATINO & WHITE	71	95	101	110	113
HISPANIC/LATINO & OF MORE THAN ONE RACE	7	9	12	13	13
ALL	7,914	7,802	7,982	8,172	7,906

Table 10, Senior Executive Service (SES) Education, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2017. 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 2017 (FY2017)

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	5	0.06
HIGH SCHOOL DEGREE	373	4.72
SOME COLLEGE	226	2.86
TECHNICAL TRAINING	9	0.11
ASSOCIATES DEGREE	30	0.38
COLLEGE DEGREE	1,848	23.37
ADVANCED DEGREE	5,413	68.47
UNKNOWN OR UNSPECIFIED	2	0.03
ALL	7,906	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 2013 to 2017 (FY2013-FY2017)

EDUCATION	FY2013	FY2014	FY2015	FY2016	FY2017
NO HIGH SCHOOL DEGREE	4	4	2	4	5
HIGH SCHOOL DEGREE	292	292	308	349	373
SOME COLLEGE	220	209	213	227	226
TECHNICAL TRAINING	4	7	8	9	9
ASSOCIATES DEGREE	35	35	32	29	30
COLLEGE DEGREE	1,828	1,805	1,851	1,886	1,848
ADVANCED DEGREE	5,528	5,449	5,567	5,665	5,413
UNKNOWN OR UNSPECIFIED	3	1	1	3	2
ALL	7,914	7,802	7,982	8,172	7,906

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 2017 (FY2017), at the 25th percentile, 25% of SES employees have served less than 13.8 years; 75% of SES employees have served more than 13.8 years. The interpretation is the same for the median, which is simply the 50th percentile; For FY2017, 50% of SES employees have served less than 24 years, while 50% of SES employees have served more than 24 years. For FY2017, 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 2013 to 2017 (FY2013-FY2017)

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	21.8	12.8	23.9	30.3
2017	22.2	13.8	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.

Figure 4. Senior Executive Service (SES) Length of Service (LOS) Trends

Statistics restricted to pay plan ES from Fiscal Years 2013 to 2017 (FY2013-FY2017)

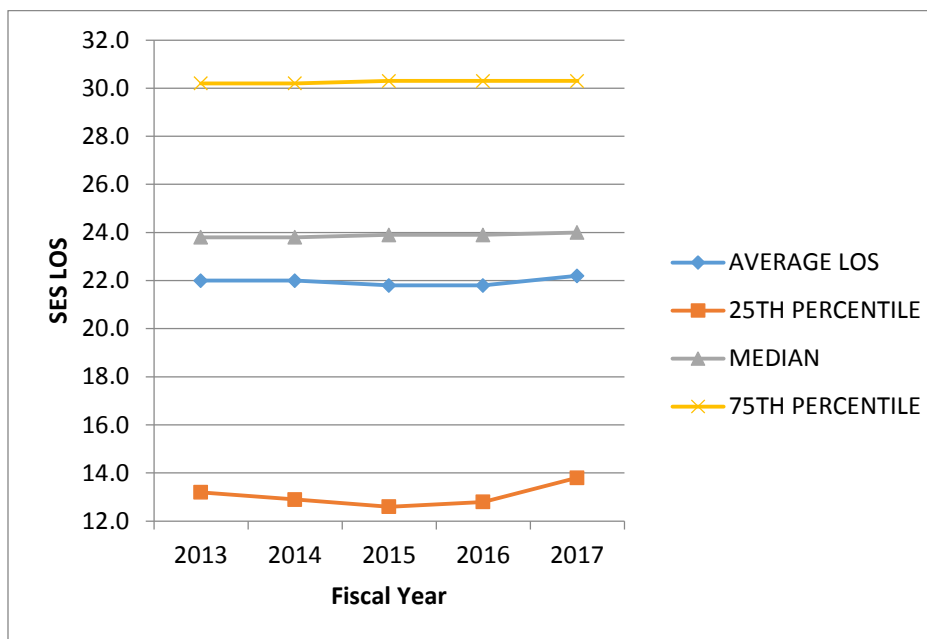


Table 13. Senior Executive Service (SES) Salary Trends, lists the Salary distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2017

(FY2017), at the 25th percentile, 25% of SES employees earn less than \$169,997 a year; 75% of SES employees earn more than \$169,997 a year. The interpretation is the same for the median, which is simply the 50th percentile; for FY2017, 50% of SES employees earn less than \$177,400 a year, while 50% of SES employees earn more than \$177,400 a year. For FY2017, the 75th percentile is \$185,100; 75% of SES employees earn less than \$185,100 a year, while 25% of SES employees earn more than \$185,100 a year.

Table 13. Senior Executive Service (SES) Salary Trends

Statistics restricted to pay plan ES from Fiscal Years 2013 to 2017 (FY2013-FY2017)

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
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	\$ 172,574	\$ 166,354	\$ 173,882	\$ 181,816
2017	\$ 175,902	\$ 169,997	\$ 177,400	\$ 185,100

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 2013 to 2017 (FY2013-FY2017)

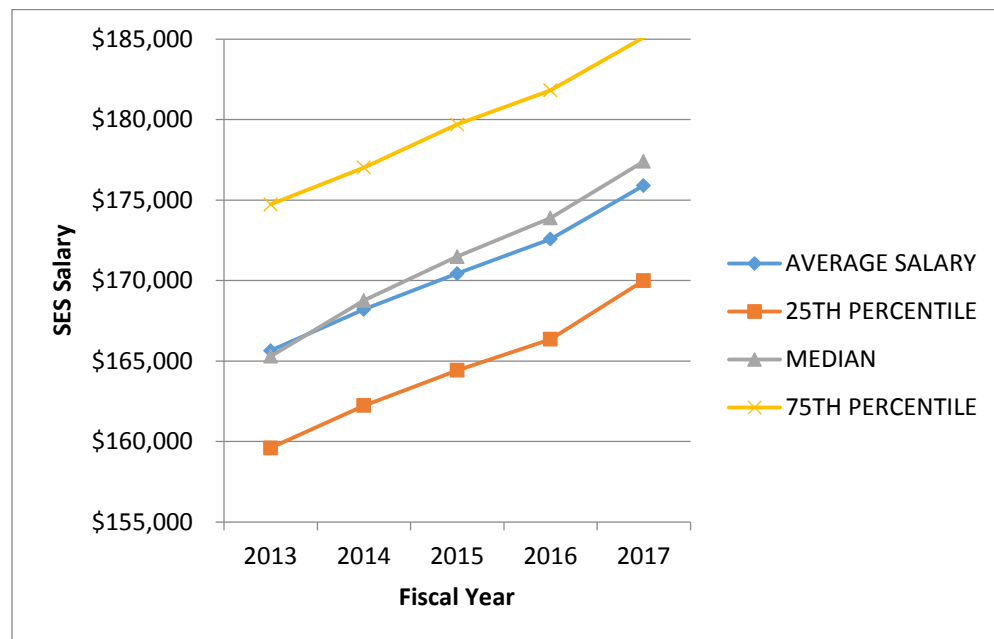


Table 14, Senior Executive Service (SES) Action Trends, provides counts of SES employees broken down by separations, new hires, and conversions, for the last five fiscal years. Separations represent all employees who left the SES at any point in a particular Fiscal Year. New hires represent all employees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

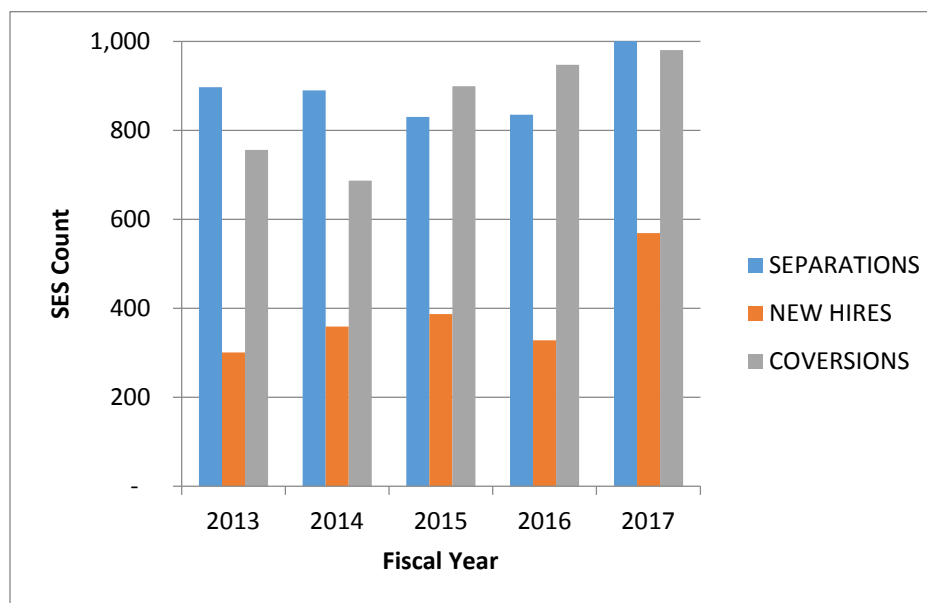
Statistics restricted to pay plan ES from Fiscal Years 2013 to 2017 (FY2013-FY2017)

ACTIONS	DYNAMICS	FY2013	FY2014	FY2015	FY2016	FY2017
SEPARATIONS	QUIT	256	241	229	228	825
	DISCHARGE	7	2	9	2	15
	REDUCTION IN FORCE (RIF)	-	-	-	-	-
	MISCELLANEOUS TERMINATION	13	9	7	9	19
	RETIREMENT	606	632	573	587	646
	DEATH	12	6	8	8	15
	OTHER SEPARATION	3	-	4	1	1
NEW HIRES	NEW HIRE - COMP - TEMP/LIMITED APPT	1	-	-	-	-
	NEW HIRE - SES APPT	300	358	387	328	568
	NEW HIRE - EXCEPTED APPOINTMENT	-	1	-	-	1
COVERSIONS	CONVERSION - EXCEPTED	-	-	1	-	-
	CONVERSION - SES	756	687	898	947	980

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 2013 to 2017 (FY2013-FY2017)



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.



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