

# THE FACT BOOK



1999 Edition



Federal Civilian Workforce Statistics



United States Office of  
Personnel Management

Theodore Roosevelt Building  
1900 E Street, NW  
Washington, DC 20415-6000

OWI-99-2  
September 1999

# INTRODUCTION

*THE FACT BOOK* is produced annually by the U.S. Office of Personnel Management (OPM) as a convenient reference suitable for a variety of audiences. It contains descriptive statistical information, using tables and charts, about many aspects of the Executive Branch workforce. **Note that data for the U.S. Postal Service are excluded from all tables except those on pages 8 and 64, and the tables in Part 4.** Both historical and current data are displayed, resulting in a comprehensive snapshot of the Federal worker -- personal and professional characteristics, employment levels, and benefit payments and contributions. The statistical tables and charts in *THE FACT BOOK* are based on data from a wide range of sources, each of which is cited on the appropriate page with telephone contacts and email addresses if available.

The 1998, 1997, 1996, and 1995 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous year's, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Lotus 1-2-3 (wk4), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document. You are welcome to print the statistical tables and charts for use in your own reports and presentations, and may make copies of this publication for distribution purposes.

*THE FACT BOOK* is designed to provide you with an easy-to-use document. We welcome your comments and suggestions for its improvement. For more information, please call Charlie F. Taylor (202-606-1990) or Shonda L. Adams (202-606-1585), or email to: [sladams@opm.gov](mailto:sladams@opm.gov).

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# **Part 1:**

# **Employee Demographics**

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# Trend of Federal Civilian Employment, 1982 - 1998

(in thousands)

	1982	1984	1986	1988	1990	1994	1996	1998
<b>Total, Federal Civilian</b>	<b>2,824.8</b>	<b>2,934.3</b>	<b>3,022.2</b>	<b>3,112.8</b>	<b>3,128.3</b>	<b>2,971.6</b>	<b>2,847.4</b>	<b>2,789.5</b>
<i>% change</i>		3.9	3.0	3.0	0.5	-5.0	-4.2	0.1
Washington, D.C., MSA*	343.8	353.0	342.4	350.6	358.4	366.4	340.0	323.4
<i>% change</i>		2.7	-3.0	2.4	2.2	2.2	-7.2	-0.6
Overseas	124.2	133.6	141.3	145.0	141.0	108.5	108.6	104.2
<i>% change</i>		7.6	5.8	2.6	-2.8	-23.0	0.1	-0.1
<b>Legislative Branch</b>	<b>38.8</b>	<b>38.8</b>	<b>36.5</b>	<b>37.5</b>	<b>37.5</b>	<b>35.4</b>	<b>31.5</b>	<b>30.5</b>
<i>% change</i>		0.0	-5.9	2.7	0.0	-5.6	-11.0	-2.9
<b>Judicial Branch</b>	<b>16.0</b>	<b>17.2</b>	<b>19.0</b>	<b>21.5</b>	<b>23.6</b>	<b>28.0</b>	<b>29.6</b>	<b>31.7</b>
<i>% change</i>		7.5	10.5	13.2	9.8	18.6	5.7	3.6
<b>Executive Branch</b>	<b>2,770.0</b>	<b>2,878.2</b>	<b>2,966.7</b>	<b>3,053.8</b>	<b>3,067.2</b>	<b>2,908.2</b>	<b>2,786.3</b>	<b>2,727.3</b>
<i>% change</i>		3.9	3.1	2.9	0.4	-5.2	-4.2	0.1
Department of Defense	989.6	1,043.8	1,068.0	1,049.6	1,034.2	879.9	795.9	717.9
<i>% change</i>		5.5	2.3	-1.7	-1.5	-14.9	-9.5	-4.2
Non-Department of Defense	1,120.4	1,127.6	1,107.7	1,172.2	1,216.1	1,205.6	1,138.1	1,137.9
<i>% change</i>		0.6	-1.8	5.8	3.7	-0.9	-5.6	1.4
United States Postal Service	660.0	706.8	791.0	832.0	816.9	822.7	852.3	871.5
<i>% change</i>		7.1	11.9	5.2	-1.8	0.7	3.6	2.1

Note: All data are as of September 30th.

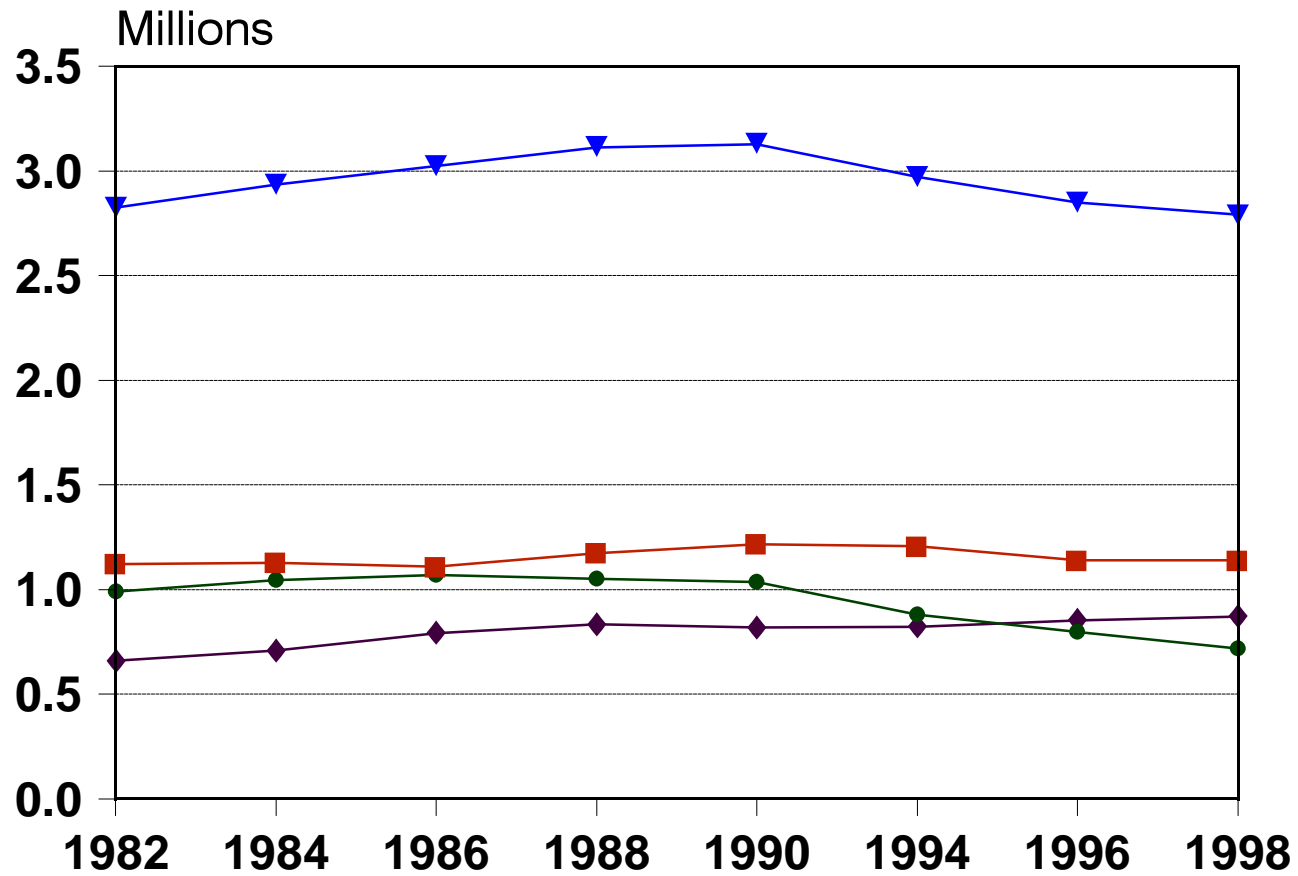
\*Washington, D.C. Metropolitan Statistical Area (MSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties in Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, and Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park Cities in Virginia; and Berkeley and Jefferson Counties in West Virginia.

Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV



# Trend of Federal Civilian Employment

1982 - 1998



▼ Total (All Branches)   ■ Non-Department of Defense   ● Department of Defense   ◆ United States Postal Service

# Trend of Employment, 1988 - 1998

## Individual Characteristics

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998**
<b>Average Age</b> <sup>a</sup>	42.0	42.1	42.3	42.5	43.0	43.8	44.1	44.3	44.8	45.2	45.6
<b>Average Length of Service</b> <sup>a</sup>	13.3	13.2	13.4	13.5	14.1	14.9	15.2	15.5	15.9	16.3	16.6
<b>Retirement Eligible</b> <sup>b</sup>											
Civil Service Retirement System	8%	8%	8%	8%	10%	10%	10%	10%	11%	12%	13%
Federal Employees Retirement System	3%	3%	3%	3%	3%	4%	5%	5%	6%	7%	8%
<b>College-Conferred</b> (Bachelor's Degree or higher)	33%	34%	35%	35%	36%	37%	38%	39%	39%	40%	40%
<b>Gender</b>											
<b>Men</b>	58%	57%	57%	56%	57%	56%	56%	56%	56%	56%	56%
<b>Women</b>	42%	43%	43%	44%	43%	44%	44%	44%	44%	44%	44%

Note: All data are as of September of selected year.

- a. Data shown for "Average Age" and "Average Length of Service" represent full-time permanent employees.
- b. Data shown for "Retirement Eligible" represent full-time permanent employees under the Civil Service Retirement System (excluding hires since January 1984), and the Federal Employees Retirement System (since January 1984).

\*\* Some data shown in graphs are not provided in the table above.

Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817  
OWI@OPM.GOV

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## Trend of Employment, 1988 - 1998

### Individual Characteristics

*(continued from previous page)*

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Race &amp; National Origin</b>											
<b>Total Minorities</b>	26.9%	27.2%	27.4%	27.7%	27.9%	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%
<b>Black</b>	16.6%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%
<b>Hispanic</b>	5.2%	5.3%	5.4%	5.4%	5.5%	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%
<b>Asian/Pacific Islander</b>	3.3%	3.4%	3.5%	3.6%	3.8%	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%
<b>American Indian/ Alaska Native</b>	1.8%	1.8%	1.8%	1.9%	1.9%	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%
<b>Disabled</b>	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
<b>Veterans Preference</b>	32%	31%	30%	28%	28%	27%	27%	26%	26%	25%	25%
<b>Vietnam Era Veterans</b>	17%	17%	17%	15%	16%	16%	17%	17%	17%	15%	14%
<b>Retired Military</b>	4.9%	5.0%	4.9%	4.7%	4.4%	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%
<b>Retired Officers</b>	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%

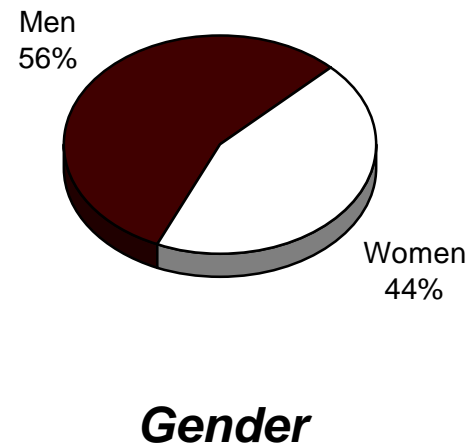
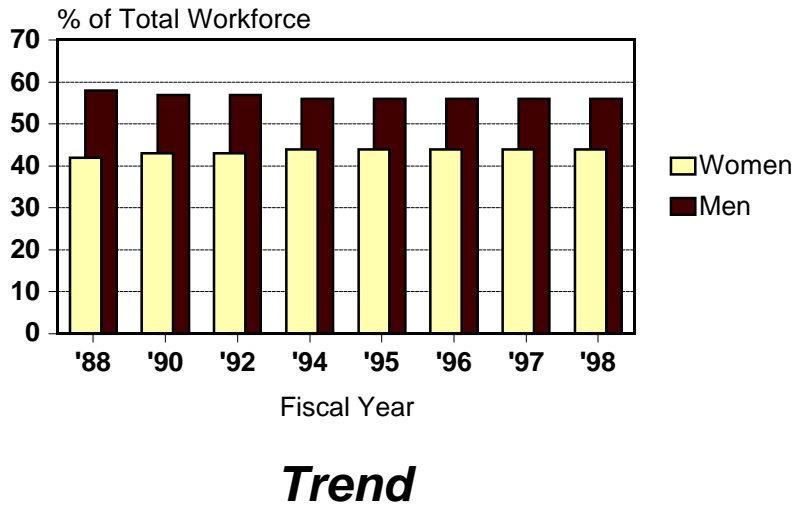
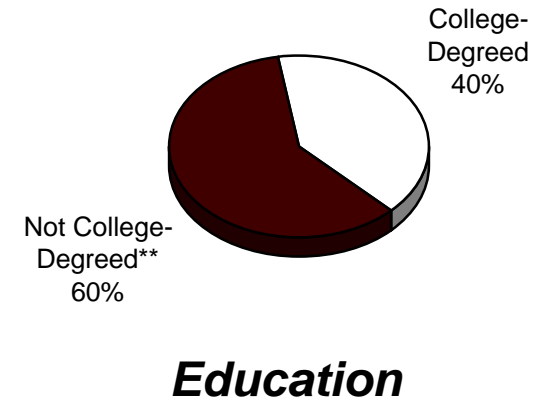
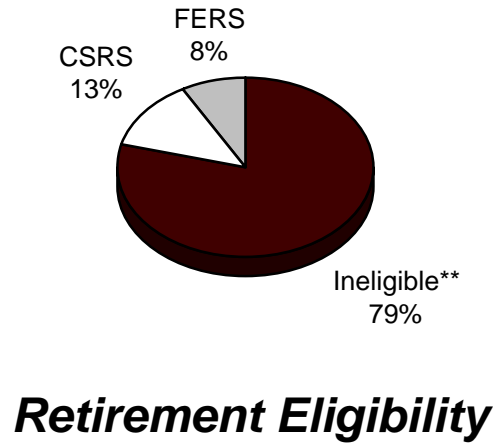
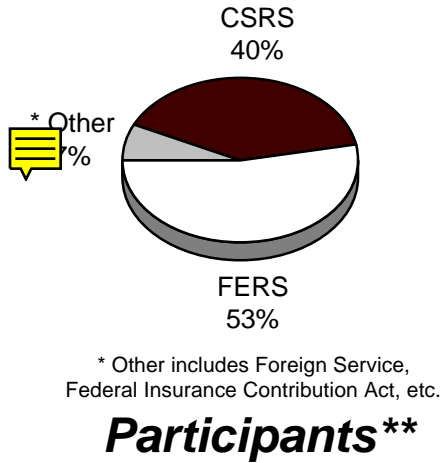
Note: All data are as of September of selected year.

Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

# The "Typical" Federal Civilian Employee, 1998

## Individual Characteristics

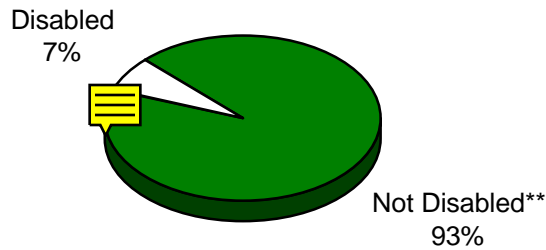
FERS = Federal Employees Retirement System  
 CSRS = Civil Service Retirement System



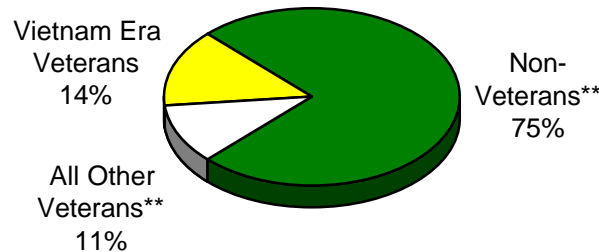
\*\* See footnote on source tables.

# The "Typical" Federal Civilian Employee, 1998

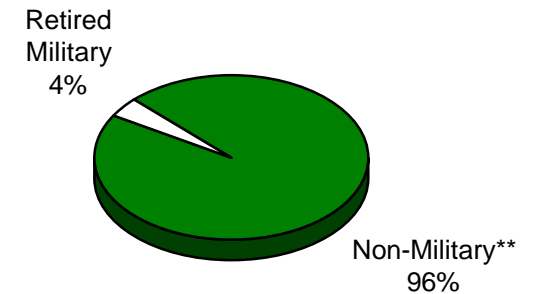
## Individual Characteristics (Continued)



**Disability**

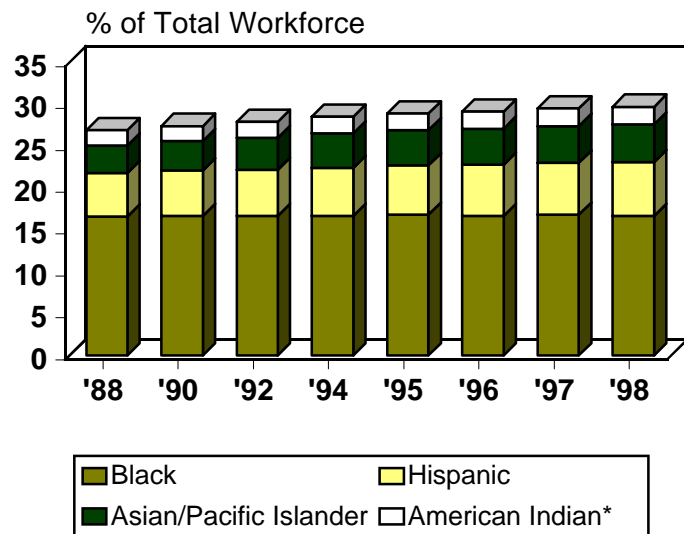


**Veterans Preference**

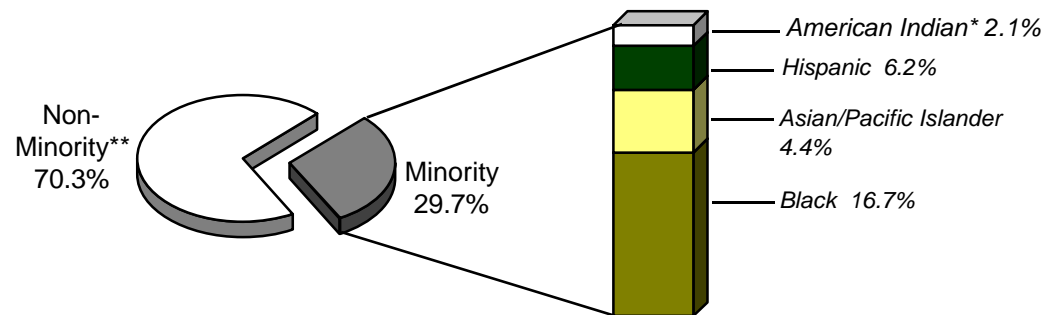


**Retired Military Status**

## Minority Groups



\* American Indian refers to American Indian/Alaska Native



**Minority Status**

# Trend of Employment, 1988 - 1998

## Job Characteristics

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Annual Base Salary</b>	\$28,932	\$30,377	\$32,026	\$34,100	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	\$35,830	\$37,699	\$39,834	\$42,515	\$45,038	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506
<b>Average GS Grade</b>	8.4	8.6	8.7	8.8	8.9	9.1	9.2	9.3	9.3	9.3	9.4
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	10.0	10.1	10.3	10.4	10.5	10.6	10.8	10.9	11.0	11.1	11.1
<b>Pay System</b>											
General Schedule	73%	73%	73%	73%	74%	74%	74%	75%	73%	73%	72%
Wage Systems	18%	18%	17%	17%	16%	16%	15%	14%	14%	14%	13%
Others	9%	9%	10%	10%	10%	10%	11%	11%	13%	13%	15%
<b>Occupational Category</b>											
White-Collar	82%	82%	83%	83%	84%	84%	85%	85%	86%	86%	87%
Professional	19%	20%	21%	22%	22%	23%	23%	24%	24%	24%	24%
Administrative	24%	25%	24%	25%	25%	26%	27%	27%	28%	29%	29%
Blue-Collar	18%	18%	17%	17%	16%	16%	15%	15%	14%	14%	13%
<b>Supervisory Status</b>											
Supervisors/Managers	12.0%	12.1%	12.4%	12.4%	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%
<b>Permanent Appointments</b>											
Full-time Permanent	89%	89%	89%	89%	89%	90%	90%	90%	90%	90%	90%
	86%	86%	87%	87%	87%	87%	87%	87%	88%	88%	87%

Notes: All data are as of September of selected year.  
Data shown for "Annual Base Salary" represent average for full-time permanent employees.

Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

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## Trend of Employment, 1988 - 1998

### Job Characteristics

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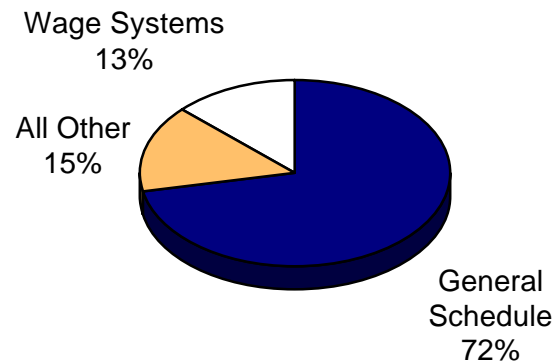
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Work Schedule</b>											
Full-time	93%	93%	93%	93%	93%	93%	92%	93%	93%	93%	93%
Part-time	4%	4%	4%	4%	4%	4%	4%	4%	3%	3%	3%
Intermittent	3%	3%	3%	3%	3%	3%	4%	3%	4%	4%	4%
<b>Service</b>											
Competitive	81%	81%	80%	80%	80%	80%	80%	80%	78%	77%	77%
Excepted & Senior Executive Service	19%	19%	20%	20%	20%	20%	20%	20%	22%	23%	23%
<b>Agency</b>											
Department of Defense	47%	48%	46%	44%	44%	43%	42%	42%	41%	40%	39%
Department of Veterans Affairs	12%	12%	12%	12%	12%	13%	13%	14%	13%	13%	13%
All Others	41%	40%	42%	44%	44%	44%	45%	44%	46%	47%	48%
<b>Geographic Location</b>											
United States	96%	96%	96%	97%	97%	97%	97%	97%	97%	97%	96%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	14%	14%	14%	15%	15%	15%	15%	15%	15%	15%	15%

Note: All data are as of September of selected year.

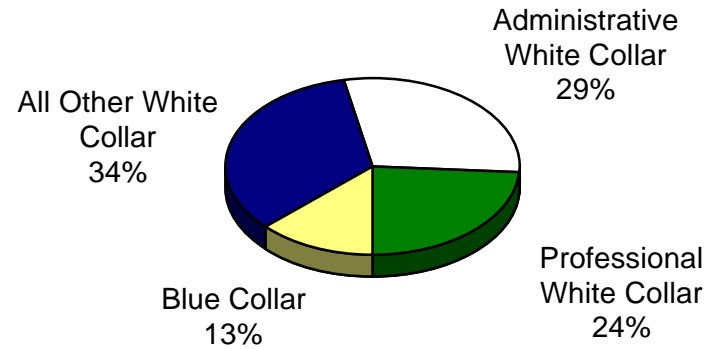
Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

# The "Typical" Federal Civilian Employee, 1998

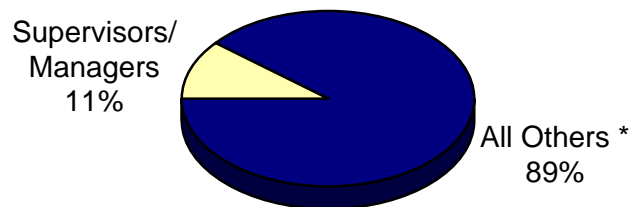
## Job Characteristics



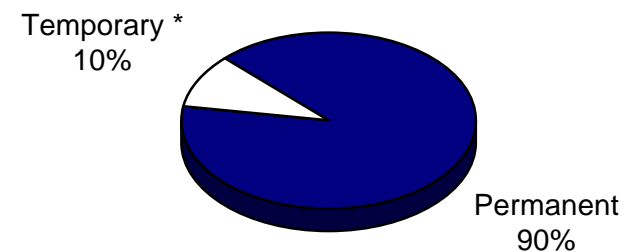
**Pay System**



**Occupational Category**



**Supervisory Status**



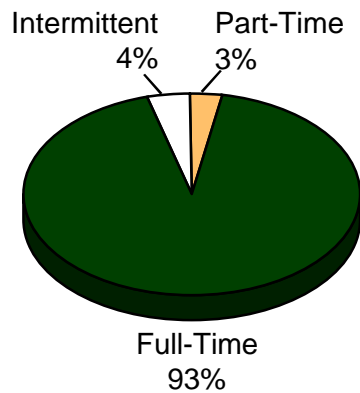
**Tenure**

\* Data shown are **excluded** from the source tables.

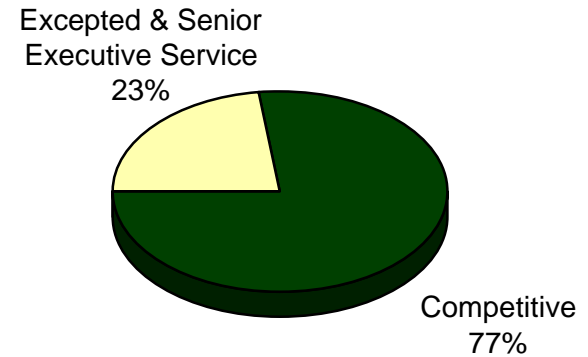


# The "Typical" Federal Civilian Employee, 1998

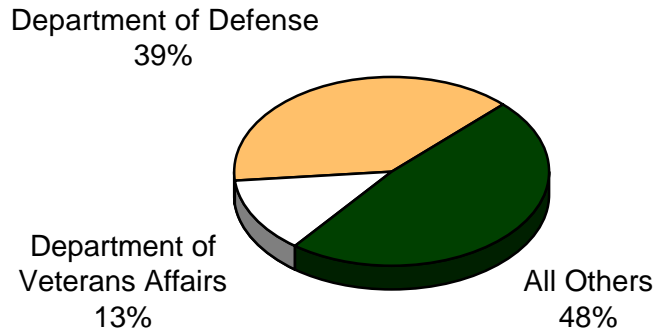
## Job Characteristics (Continued)



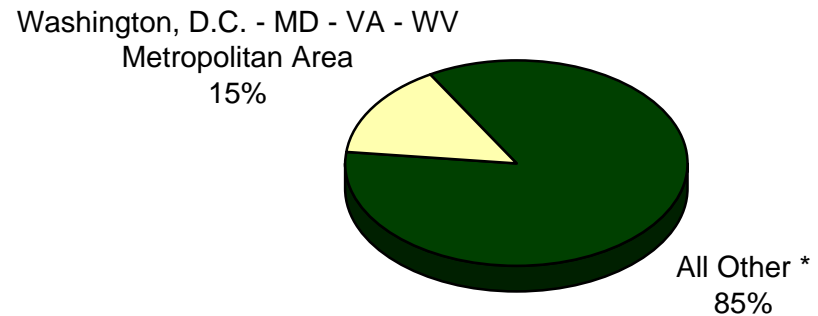
**Work Schedule**



**Service**



**Employing Agency**



**Geographic Location**

## Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State

As of March 31, 1998

STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA (AL)	38,265	\$45,386	26,766	\$45,199	4,637	\$31,360	6,862	\$55,594
ALASKA (AK)	11,573	\$43,535	7,754	\$39,375	2,196	\$50,631	1,623	\$53,805
ARIZONA (AZ)	27,445	\$40,130	19,930	\$40,057	4,316	\$34,024	3,199	\$48,822
ARKANSAS (AR)	10,916	\$38,906	7,772	\$38,855	2,056	\$30,276	1,088	\$55,579
CALIFORNIA (CA)	152,868	\$45,463	109,262	\$43,848	22,824	\$36,677	20,782	\$63,603
COLORADO (CO)	33,588	\$46,119	27,622	\$45,942	3,063	\$32,417	2,903	\$62,260
CONNECTICUT (CT)	7,488	\$46,431	5,239	\$45,224	941	\$31,729	1,308	\$61,840
DELAWARE (DE)	2,529	\$41,053	1,634	\$39,275	690	\$38,693	205	\$63,174
DISTRICT OF COLUMBIA (DC)	142,734	\$58,622	111,250	\$56,943	6,399	\$33,945	25,085	\$72,364
FLORIDA (FL)	61,314	\$43,668	45,528	\$42,207	8,105	\$33,510	7,681	\$63,051
GEORGIA (GA)	62,017	\$42,141	45,835	\$42,231	11,009	\$33,497	5,173	\$59,745
HAWAII (HI)	19,833	\$41,426	13,080	\$39,047	5,762	\$44,399	991	\$55,542
IDAHO (ID)	7,336	\$42,059	5,926	\$42,448	960	\$33,183	450	\$55,863
ILLINOIS (IL)	42,709	\$46,735	32,969	\$45,335	4,400	\$36,796	5,340	\$3,564
INDIANA (IN)	19,774	\$40,970	13,553	\$41,641	2,560	\$36,252	3,661	\$41,786
IOWA (IA)	6,897	\$40,829	4,782	\$39,574	1,193	\$34,797	922	\$55,141
KANSAS (KS)	14,806	\$41,351	10,965	\$38,953	2,194	\$36,867	1,647	\$63,294
KENTUCKY (KY)	20,259	\$37,208	14,812	\$35,601	2,364	\$32,858	3,083	\$48,264
LOUISIANA (LA)	19,923	\$40,662	15,368	\$40,150	3,154	\$34,074	1,401	\$61,120
MAINE (ME)	7,470	\$41,421	4,616	\$42,836	2,413	\$35,592	441	\$58,504
MARYLAND (MD)	101,099	\$52,860	82,378	\$52,398	7,376	\$35,825	11,345	\$67,295
MASSACHUSETTS (MA)	25,367	\$46,082	19,900	\$45,031	2,633	\$32,416	2,834	\$66,162
MICHIGAN (MI)	21,459	\$46,463	17,093	\$45,486	2,169	\$38,972	2,197	\$61,459
MINNESOTA (MN)	12,945	\$45,052	9,313	\$42,185	1,578	\$36,371	2,054	\$64,721
MISSISSIPPI (MS)	16,930	\$40,776	12,942	\$41,237	2,850	\$31,499	1,138	\$58,767
MISSOURI (MO)	32,096	\$40,415	26,722	\$39,033	2,637	\$34,693	2,737	\$59,428
MONTANA (MT)	7,689	\$40,916	6,258	\$40,612	969	\$36,510	462	\$54,281
NEBRASKA (NB)	7,783	\$41,910	6,255	\$41,856	808	\$31,491	720	\$54,066
NEVADA (NV)	7,049	\$44,594	6,462	\$42,912	745	\$37,882	842	\$61,441
NEW HAMPSHIRE (NH)	3,307	\$49,529	2,177	\$45,532	353	\$31,863	777	\$68,753

Continued on next page ==>

**Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State**  
As of March 31, 1998

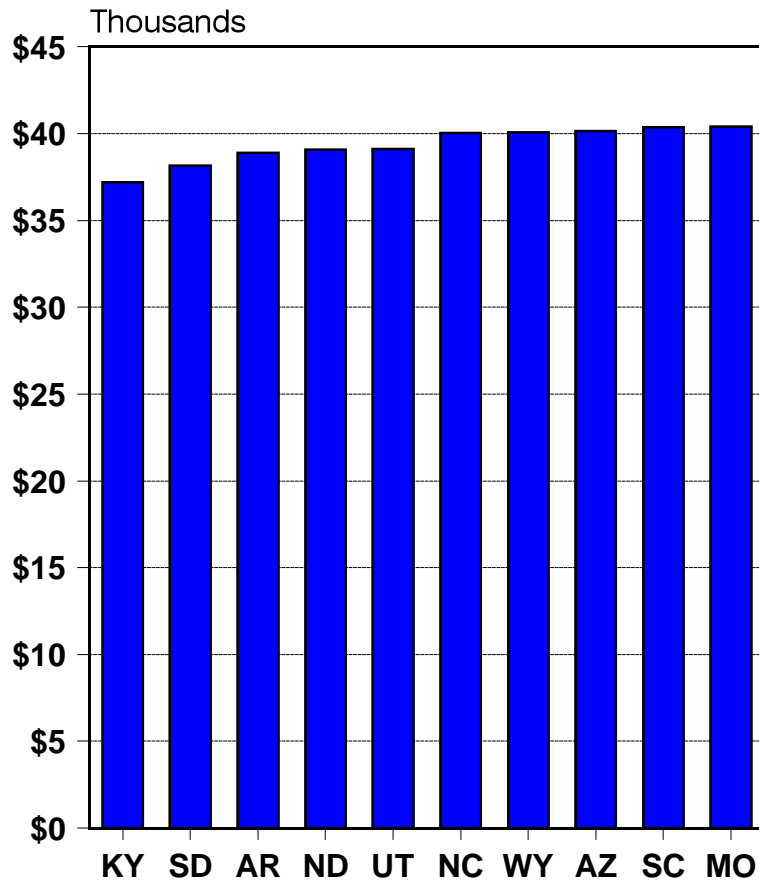
STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
NEW JERSEY (NJ)	27,819	\$49,429	21,834	\$49,298	3,205	\$36,252	2,780	\$65,647
NEW MEXICO (NM)	21,569	\$41,935	16,003	\$42,222	2,627	\$31,819	2,939	\$49,416
NEW YORK (NY)	58,255	\$44,449	43,625	\$42,349	6,734	\$33,228	7,896	\$65,621
NORTH CAROLINA (NC)	30,895	\$40,025	20,521	\$40,211	7,287	\$33,936	3,087	\$53,161
NORTH DAKOTA (ND)	4,888	\$39,069	3,387	\$38,835	973	\$34,805	528	\$48,428
OHIO (OH)	43,836	\$46,801	34,252	\$45,218	4,007	\$36,732	5,577	\$63,756
OKLAHOMA (OK)	31,036	\$40,899	18,136	\$41,295	8,974	\$34,667	3,926	\$53,316
OREGON (OR)	17,586	\$43,221	14,095	\$42,659	2,056	\$38,066	1,435	\$56,136
PENNSYLVANIA (PA)	62,585	\$41,564	47,815	\$41,738	10,822	\$33,480	3,948	\$61,619
RHODE ISLAND (RI)	5,996	\$47,700	4,999	\$48,582	659	\$30,513	338	\$68,171
SOUTH CAROLINA (SC)	15,920	\$40,364	10,810	\$39,609	2,792	\$32,182	2,318	\$53,744
SOUTH DAKOTA (SD)	6,624	\$38,160	4,496	\$38,283	1,105	\$32,458	1,023	\$43,782
TENNESSEE (TN)	32,648	\$43,435	17,143	\$37,103	2,750	\$30,964	12,755	\$54,633
TEXAS (TX)	108,098	\$41,749	79,104	\$41,242	17,154	\$31,642	11,840	\$59,779
UTAH (UT)	23,044	\$39,109	16,899	\$38,553	4,891	\$35,915	1,254	\$59,062
VERMONT (VT)	2,648	\$41,498	2,038	\$40,643	345	\$33,060	265	\$59,060
VIRGINIA (VA)	117,273	\$49,872	91,683	\$50,583	12,815	\$32,868	12,775	\$61,827
WASHINGTON (WA)	42,817	\$44,430	28,177	\$43,751	10,747	\$40,478	3,893	\$60,257
WEST VIRGINIA (WV)	11,211	\$41,694	8,892	\$41,175	1,362	\$32,975	957	\$58,925
WISCONSIN (WI)	11,269	\$40,962	8,167	\$40,081	1,893	\$34,353	1,209	\$57,259
WYOMING (WY)	4,380	\$40,087	3,224	\$39,951	797	\$35,340	359	\$51,853
UNSPECIFIED 1/	19,597	\$46,881	19,304	\$46,739	218	\$33,585	75	...
<b>TOTALS</b>	<b>1,645,462</b>	<b>\$45,674</b>	<b>1,227,767</b>	<b>\$45,024</b>	<b>217,567</b>	<b>\$34,891</b>	<b>200,128</b>	<b>\$61,385</b>

1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).

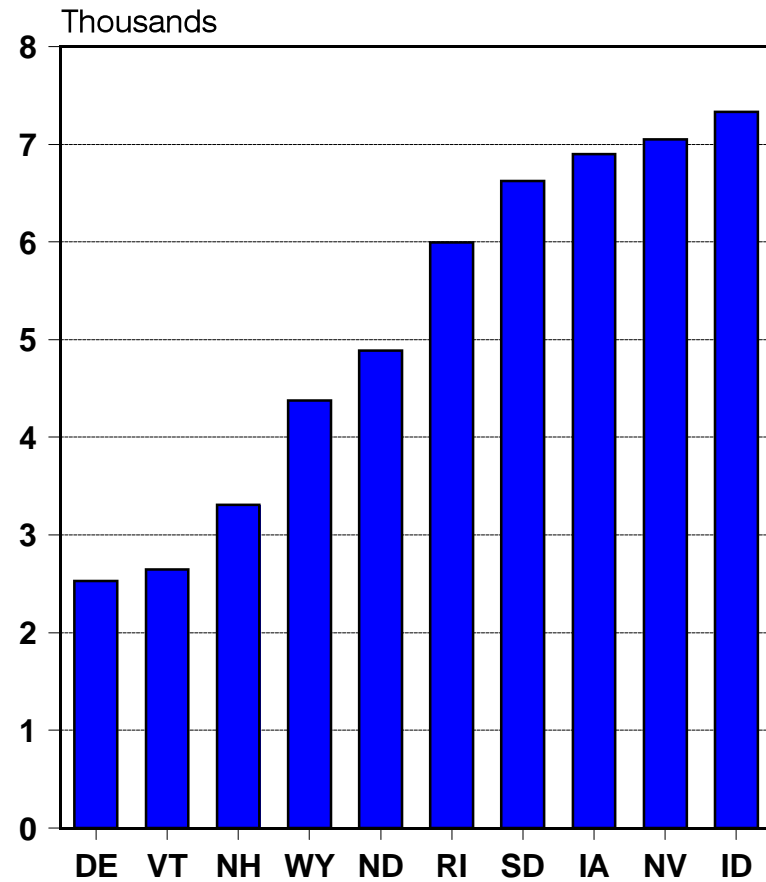
Source: Pay Structure of the Federal Civil Service; Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

# Average Adjusted Basic Salaries and Full-Time Employment by State (10 Lowest Only)

Rank by Salary\*



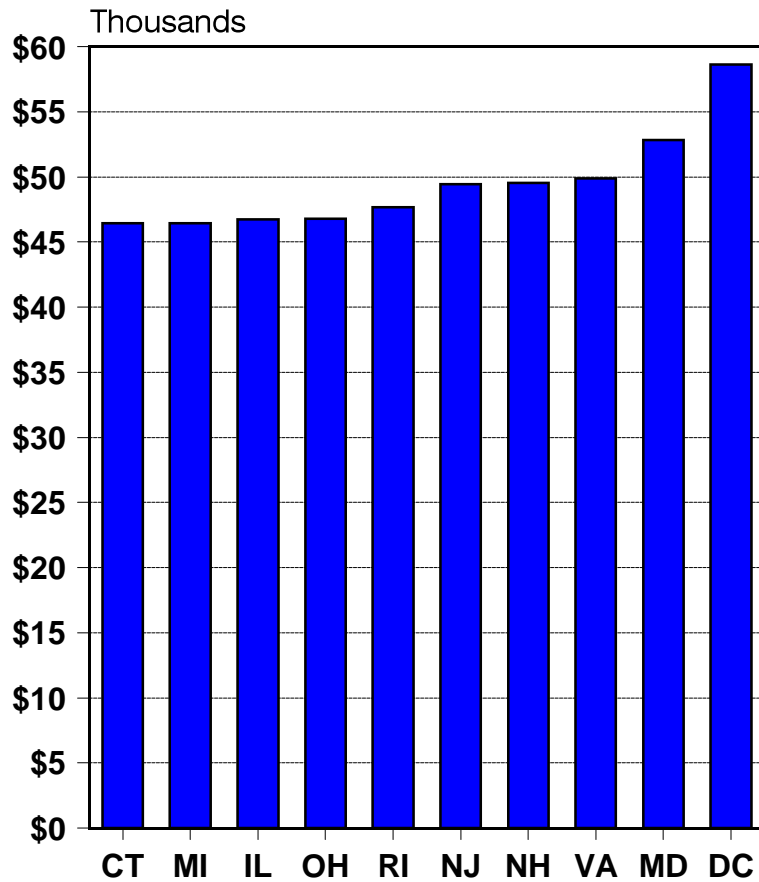
Rank by Employment\*



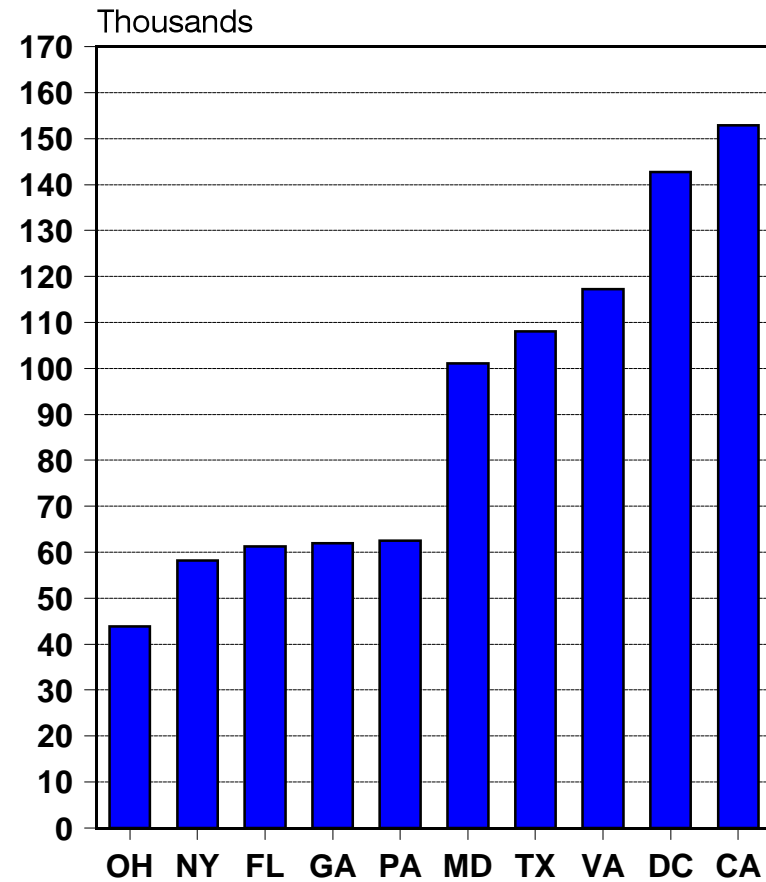
\*State salary rank does not correlate with state employment rank.

# Average Adjusted Basic Salaries and Full-Time Employment by State (10 Highest Only)

Rank by Salary\*



Rank by Employment\*



\*State salary rank does not correlate with state employment rank.

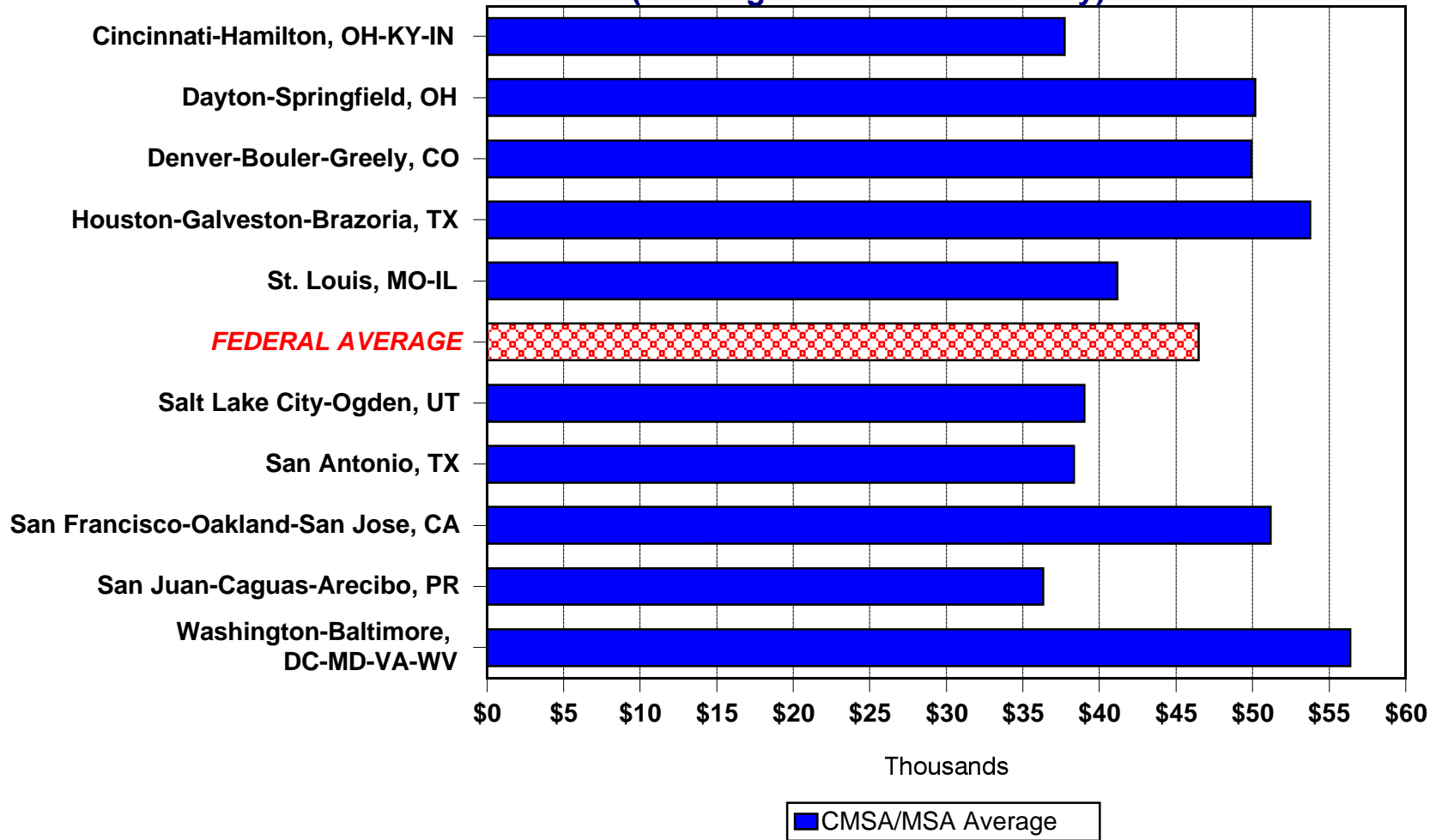
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected  
Metropolitan Statistical Areas (MSA) and Consolidated MSA  
AS OF MARCH 31, 1998**

	<b>TOTAL</b>		<b>GENERAL SCHEDULE</b>		<b>FEDERAL WAGE SYSTEMS</b>		<b>OTHER ACTS AND ADMINISTRATIVE DETERMINATION</b>	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
<b>All CMSAs and MSAs with 15,000 or more</b>								
ATLANTA, GA	28,166	\$46,510	23,328	\$44,402	1,286	\$36,889	3,552	\$63,837
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,344	\$47,048	20,622	\$45,902	3,464	\$34,471	3,258	\$67,675
CHICAGO-GARY-KENOSHA, IL-IN-WI	26,847	\$48,576	20,439	\$46,342	1,977	\$34,254	4,431	\$65,271
CINCINNATI-HAMILTON, OH-KY-IN	9,283	\$37,736	8,426	\$36,241	299	\$31,347	558	\$63,734
CLEVELAND-AKRON-LORAIN, OH	10,534	\$49,033	8,112	\$46,801	726	\$36,201	1,696	\$65,205
DALLAS-FORT WORTH, TX	22,335	\$48,534	15,771	\$45,776	1,191	\$34,085	5,373	\$59,831
DAYTON-SPRINGFIELD, OH	14,716	\$50,179	10,438	\$48,237	1,469	\$37,655	2,809	\$63,945
DENVER-BOULDER-GREELEY, CO	21,409	\$49,944	18,037	\$49,000	1,184	\$35,282	2,188	\$65,659
DETROIT-ANN ARBOR-FLINT, MI	14,227	\$48,473	11,804	\$47,428	1,106	\$40,910	1,317	\$64,190
HONOLULU, HI	18,805	\$41,550	12,372	\$39,151	5,538	\$44,565	895	\$56,064
HOUSTON-GALVESTON-BRAZORIA, TX	12,297	\$53,760	9,647	\$51,851	688	\$31,588	1,962	\$70,917
KANSAS CITY, MO-KS	19,735	\$42,224	16,700	\$39,578	835	\$37,636	2,200	\$64,048
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	45,483	\$46,734	33,794	\$45,058	5,307	\$35,293	6,382	\$65,123
MIAMI-FORT LAUDERDALE, FL	11,659	\$46,583	9,318	\$42,412	321	\$36,387	2,020	\$67,447
MILWAUKEE-RACINE, WI	4,421	\$43,227	3,235	\$41,602	588	\$36,556	598	\$58,578
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	64,095	\$47,393	51,046	\$46,053	5,669	\$32,766	7,380	\$67,898
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	38,483	\$41,436	35,785	\$44,215	8,292	\$32,083	4,406	\$42,773
OKLAHOMA CITY, OK	20,456	\$42,730	10,649	\$43,483	6,444	\$35,823	3,363	\$53,579
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	37,140	\$43,653	29,358	\$42,418	4,365	\$35,996	3,417	\$64,045
PORTLAND-SALEM, OR-WA	11,057	\$46,545	8,706	\$46,309	1,074	\$37,457	1,277	\$55,793
ST. LOUIS, MO-IL	14,552	\$41,184	12,271	\$40,129	1,217	\$35,219	1,064	\$60,171
SACRAMENTO-YOLO, CA	12,896	\$44,930	9,160	\$45,548	3,174	\$39,462	562	\$65,725
SALT LAKE CITY-OGDEN, UT	19,203	\$39,034	13,931	\$38,136	4,168	\$36,055	1,104	\$61,615
SAN ANTONIO, TX	27,943	\$38,338	19,405	\$39,453	6,422	\$30,347	2,116	\$52,362
SAN DIEGO, CA	30,768	\$43,718	19,783	\$41,463	5,944	\$35,525	5,041	\$62,227
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	29,904	\$51,179	23,310	\$49,687	2,913	\$39,874	3,681	\$69,572
SAN JUAN-CAGUAS-ARECIBO, PR	7,443	\$36,313	4,922	\$34,779	932	\$22,929	1,569	\$49,093
SEATTLE-TACOMA-BREMERTON, WA	33,043	\$44,669	20,949	\$44,069	9,392	\$40,955	2,702	\$62,226
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,116	\$56,374	242,013	\$55,088	15,924	\$35,051	43,179	\$71,443

Source: Pay Structure of the Federal Civil Service; Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

# Average Adjusted Basic Salaries of Full-Time Employment by Selected Metropolitan Statistical Area (MSA) and Consolidated MSA

(Five Highest and Lowest Only)



## Turnover Data Executive Branch - All Areas Fiscal Years 1983 - 1998

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
<b>FY83</b>	540,267	423,123	472,628	177,430	2,158,775	8,216	0.4
<b>FY84</b>	533,865	427,349	496,426	193,195	2,178,273	19,498	0.9
<b>FY85</b>	541,787	451,516	484,742	185,453	2,210,487	32,214	1.5
<b>FY86</b>	466,191	379,267	478,595	182,124	2,207,807	(2,680)	-0.1
<b>FY87</b>	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
<b>FY88</b>	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
<b>FY89</b>	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
<b>FY90*</b>	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
<b>FY91*</b>	495,123	351,112	515,673	134,175	2,224,389	(124,069)	-5.3
<b>FY92</b>	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
<b>FY93</b>	382,399	253,374	423,830	127,140	2,189,416	(49,219)	-2.2
<b>FY94</b>	317,509	219,026	398,134	111,096	2,114,387	(75,029)	-3.4
<b>FY95</b>	345,166	222,025	457,246	91,909	2,037,890	(76,542)	-3.6
<b>FY96</b>	266,473	199,463	356,566	80,922	1,960,892	(76,953)	-3.8
<b>FY97</b>	283,517	208,725	333,431	81,574	1,895,295	(65,597)	-3.3
<b>FY98***</b>	320,830	242,637	321,292	84,124	1,855,112	(40,183)	-2.1

\* Includes census enumerators hired for the 1990 Census.

\*\* Less than 0.01 percent

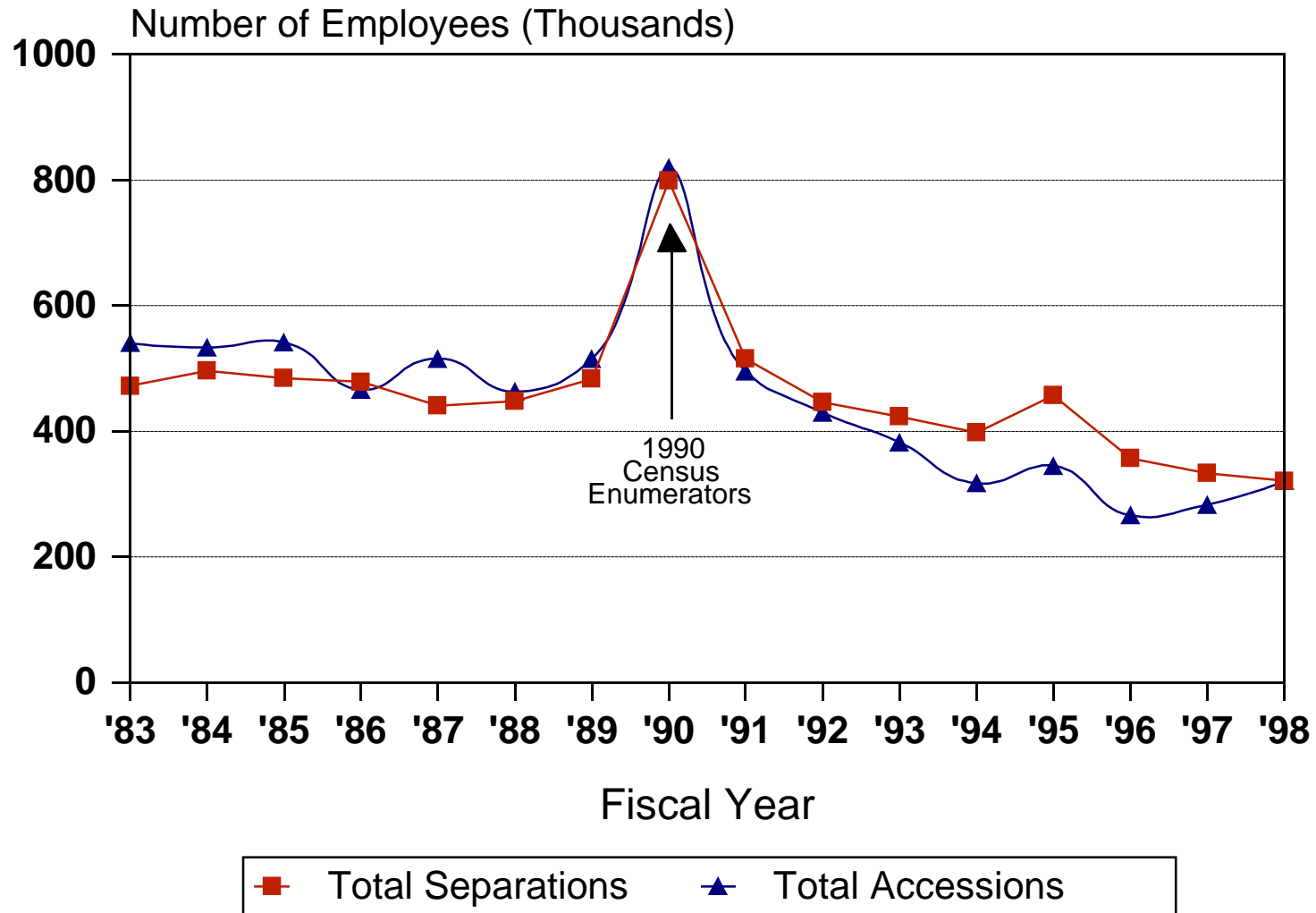
Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY97, there were 490,146 Accessions (excluding Transfers) of which 434,014 were temporary and permanent new hires, and 56,132 were returns to duty, etc. There were 520,042 Separations (excluding transfers) of which 126,210 were quits.

Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV



# Turnover Data

## Fiscal Years 1983 - 1998



# Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

**1960 - 1998**

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
<b>1960</b>	<b>6.73</b>	<b>1970</b>	<b>7.87</b>	<b>1980</b>	<b>8.16</b>	<b>1990</b>	<b>8.84</b>
1961	6.85	1971	7.92	1981	8.24	1991	8.95
1962	6.98	1972	7.96	1982	8.26	1992	9.06
1963	7.18	1973	7.94	1983	8.34	1993	9.21
1964	7.39	1974	7.87	1984	8.39	1994	9.33
1965	7.44	1975	7.93	1985	8.39	1995	9.39
1966	7.31	1976	8.01	1986	8.41	1996	9.49
1967	7.30	1977	8.03	1987	8.52	1997	9.45
1968	7.44	1978	8.12	1988	8.58	1998	9.51
1969	7.72	1979	8.20	1989	8.69		

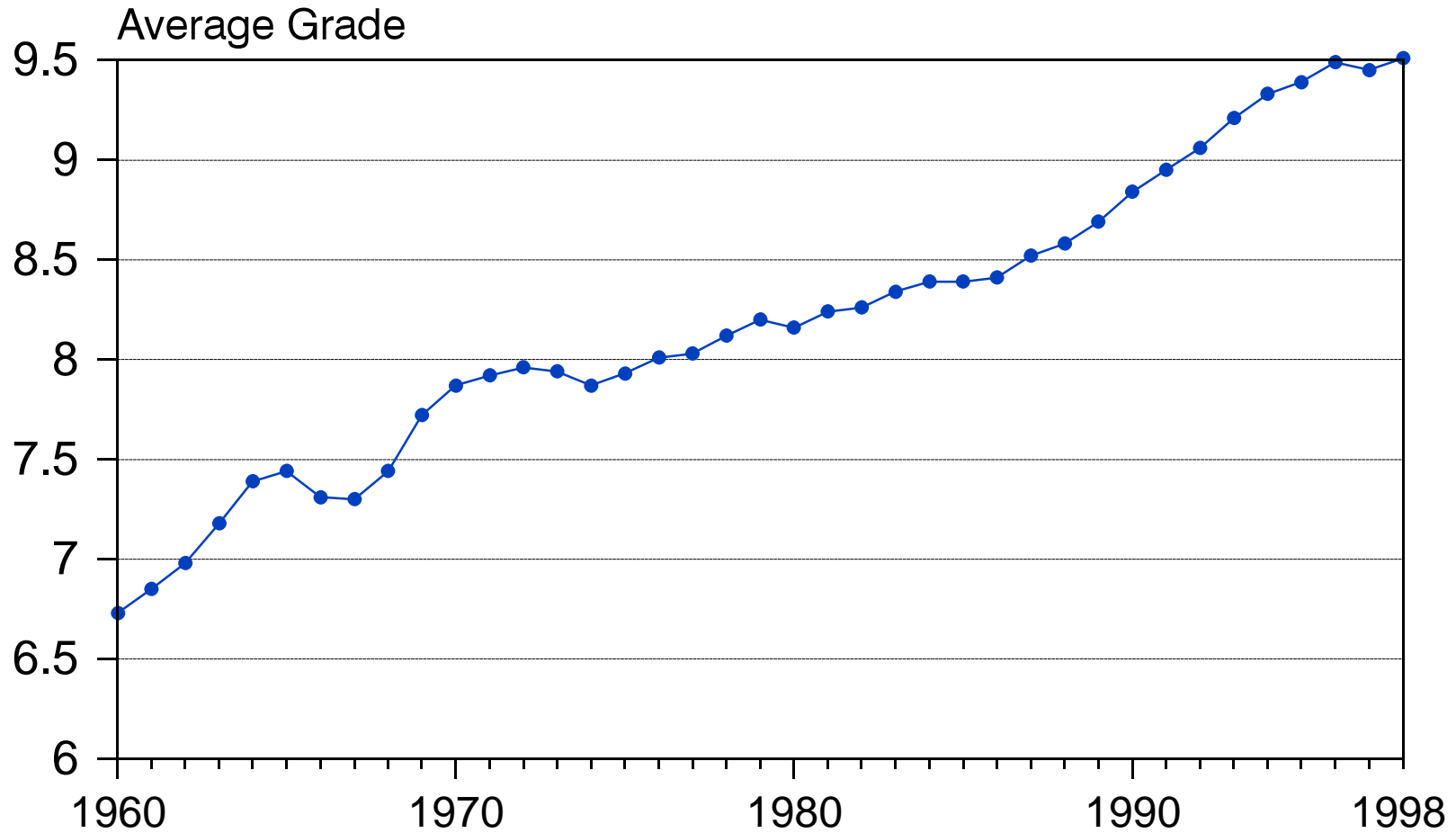
Notes: Data are as of June 30th for 1960-1971 and as of March 31st for 1972-1994

Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.

Source: "Pay Structure of the Federal Civil Service;" Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

# Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1960 - 1998)



# Executive Branch Employment by General Schedule (GS) and Related Grades

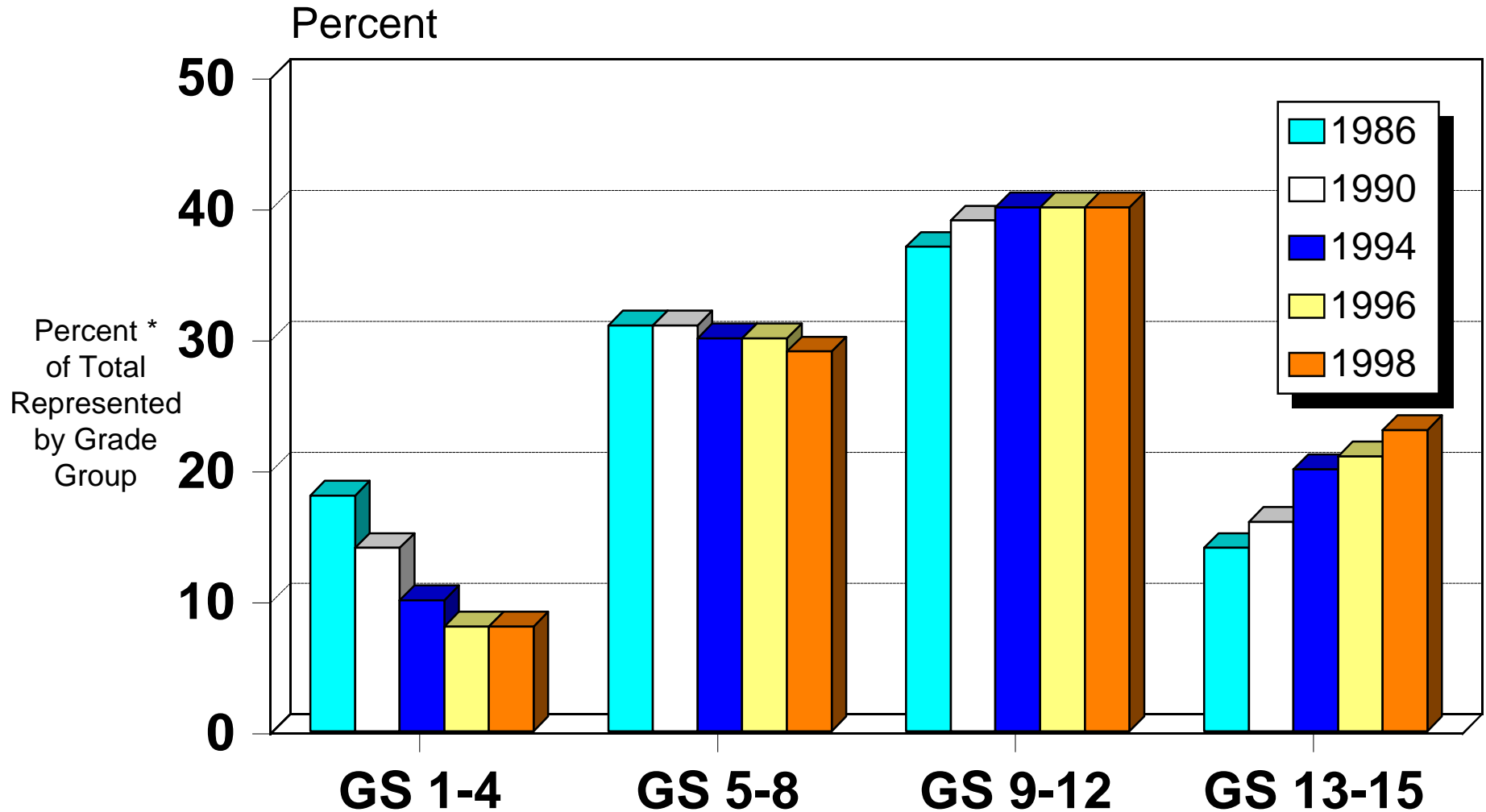
**1986 - 1998**

	<b>1986</b>	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>% change '86 - '98</b>
<b>Total GS and Related</b>	<b>1,592,696</b>	<b>1,655,562</b>	<b>1,587,069</b>	<b>1,482,644</b>	<b>1,427,870</b>	<b>-10.3%</b>
GS 1	5,590	4,649	2,931	2,966	3,141	<b>-43.8%</b>
GS 2	18,255	11,282	7,182	6,060	6,672	<b>-63.5%</b>
GS 3	83,960	56,946	38,919	29,286	27,490	<b>-67.3%</b>
GS 4	174,989	155,252	112,406	85,079	74,397	<b>-57.5%</b>
<b>GS 1 - 4</b>	<b>282,794</b>	<b>228,129</b>	<b>161,438</b>	<b>123,391</b>	<b>111,700</b>	<b>-60.5%</b>
GS 5	209,664	206,425	174,651	153,574	134,473	<b>-35.9%</b>
GS 6	98,840	108,943	110,708	103,066	95,974	<b>-2.9%</b>
GS 7	149,669	155,887	148,224	141,705	142,377	<b>-4.9%</b>
GS 8	33,172	34,878	43,878	43,652	44,134	<b>33.0%</b>
<b>GS 5 - 8</b>	<b>491,345</b>	<b>506,133</b>	<b>477,461</b>	<b>441,997</b>	<b>416,958</b>	<b>-15.1%</b>
GS 9	168,498	170,821	148,263	138,369	132,763	<b>-21.2%</b>
GS 10	31,249	31,024	16,693	17,301	17,531	<b>-43.9%</b>
GS 11	199,363	222,726	217,145	198,314	191,585	<b>-3.9%</b>
GS 12	190,882	223,636	250,646	245,527	232,898	<b>22.0%</b>
<b>GS 9 - 12</b>	<b>589,992</b>	<b>648,207</b>	<b>632,747</b>	<b>599,511</b>	<b>574,777</b>	<b>-2.6%</b>
GS 13	122,816	145,918	169,698	174,908	179,597	<b>46.2%</b>
GS 14	66,642	81,226	93,010	90,250	91,746	<b>37.7%</b>
GS 15	39,107	45,949	52,445	52,287	53,092	<b>35.8%</b>
<b>GS 13 - 15</b>	<b>228,565</b>	<b>273,093</b>	<b>315,153</b>	<b>317,445</b>	<b>324,435</b>	<b>41.9%</b>

Source: Affirmative Employment Statistics; Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

# Executive Branch Employment

## By General Schedule (GS) and Related Grades, 1986 - 1998



\* Base data used to calculate percents are **excluded** from this report.

# Federal Wage Systems Employment

1982 - 1998

## Wage Systems Employment

1982	492,000
1984	476,000
1986	459,000
1988	429,000
1990	412,000
1992	374,000
1994	326,000
1995	303,000
1996	285,000
1998	255,000

### ***As of September 30, 1998***

*11% are Women*

*34% are Minorities*

*89% work in the Department of Defense*

*& the Department of Veterans Affairs*

*50% are Veterans*

*SOURCE: Central Personnel Data File (CPDF)*

Note: Data are Calendar Year Averages and exclude U.S. Postal Service.

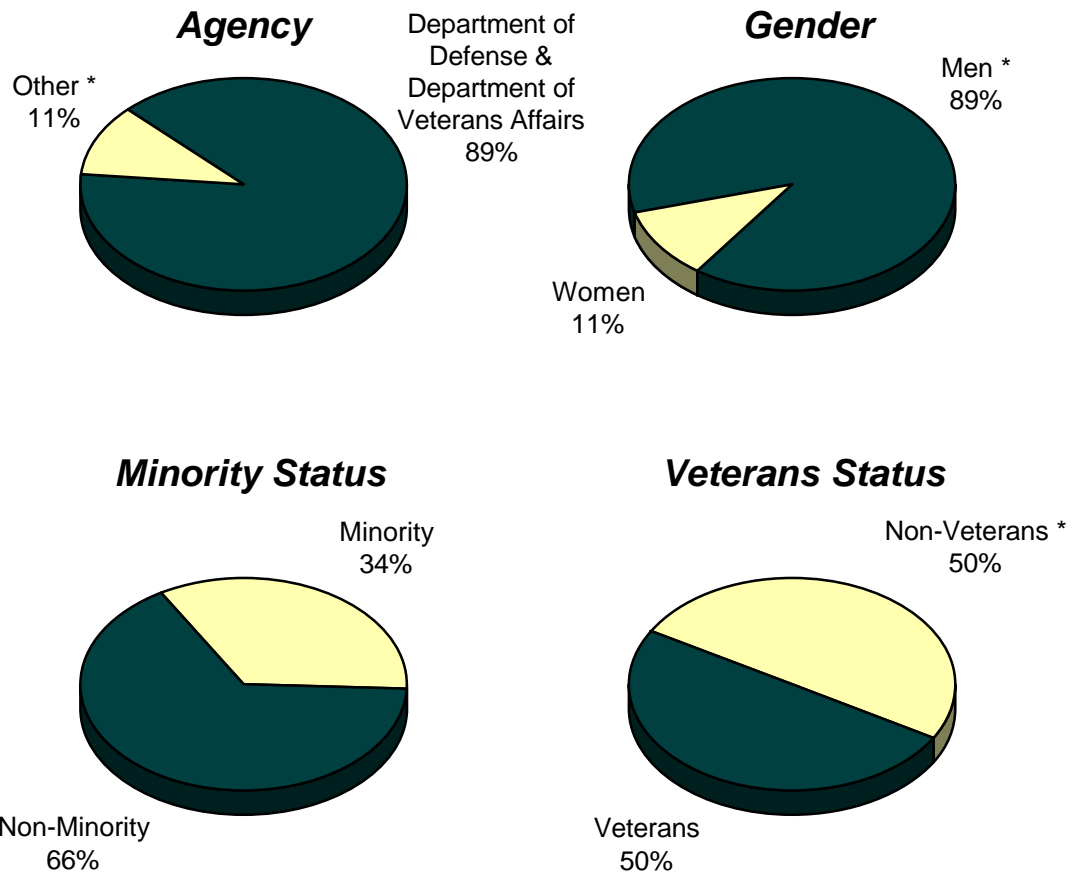
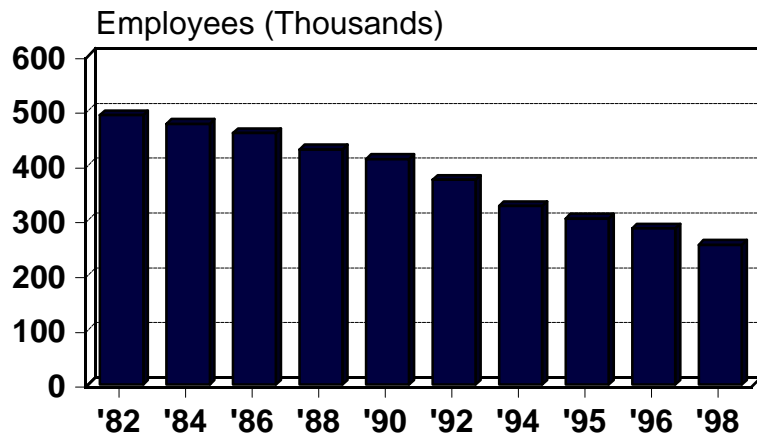
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;  
Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

# Federal Wage Systems Employment

1982 - 1998

*As of September 30, 1998*

**Executive Branch Employment  
1982 - 1998**



\* Some data shown in graphs are **excluded** from the source table.

## EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENT

*as of September 30, 1998*

	ALL EMPLOYEES		VETERANS					
	TOTAL	TOTAL %	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,804,591	468,817 26.0	38,791	8.3	79,905	17.0	30,078	6.4
EXECUTIVE DEPTS	1,619,229	442,031 27.3	36,887	8.3	76,524	17.3	29,034	6.6
Department of Agriculture	107,689	16,446 15.3	857	5.2	1,810	11.0	536	3.3
Department of Commerce	38,917	5,580 14.3	302	5.4	674	12.1	227	4.1
Department of Defense	709,075	251,205 35.4	20,600	8.2	46,737	18.6	17,706	7.0
Department of the Army	230,815	81,859 35.5	7,825	9.6	17,133	20.9	6,851	8.4
Department of the Navy	193,902	73,243 37.8	4,684	6.4	10,750	14.7	3,870	5.3
Department of the Air Force	165,938	60,900 36.7	4,506	7.4	12,517	20.6	4,441	7.3
Department of Education	4,824	486 10.1	38	7.8	78	16.0	25	5.1
Department of Energy	16,148	3,896 24.1	182	4.7	478	12.3	166	4.3
Department of Health & Human Services	58,159	5,919 10.2	617	10.4	694	11.7	244	4.1
Department of Housing & Urban Development	9,983	1,642 16.4	127	7.7	275	16.7	110	6.7
Department of the Interior	72,993	14,920 20.4	678	4.5	2,064	13.8	715	4.8
Department of Justice	122,580	27,476 22.4	1,904	6.9	3,217	11.7	888	3.2
Department of Labor	15,945	3,266 20.5	235	7.2	662	20.3	272	8.3
Department of State	15,605	2,568 16.5	142	5.5	164	6.4	39	1.5
Department of Transportation	64,842	23,105 35.6	1,172	5.1	2,352	10.2	706	3.1
Department of the Treasury	141,965	22,449 15.8	1,567	7.0	2,808	12.5	911	4.1
Department of Veterans Affairs	240,504	63,073 26.2	8,466	13.4	14,511	23.0	6,489	10.3
ALL OTHER Executive Branch Agencies	185,362	26,786 14.5	1,904	7.1	3,381	12.6	1,044	3.9

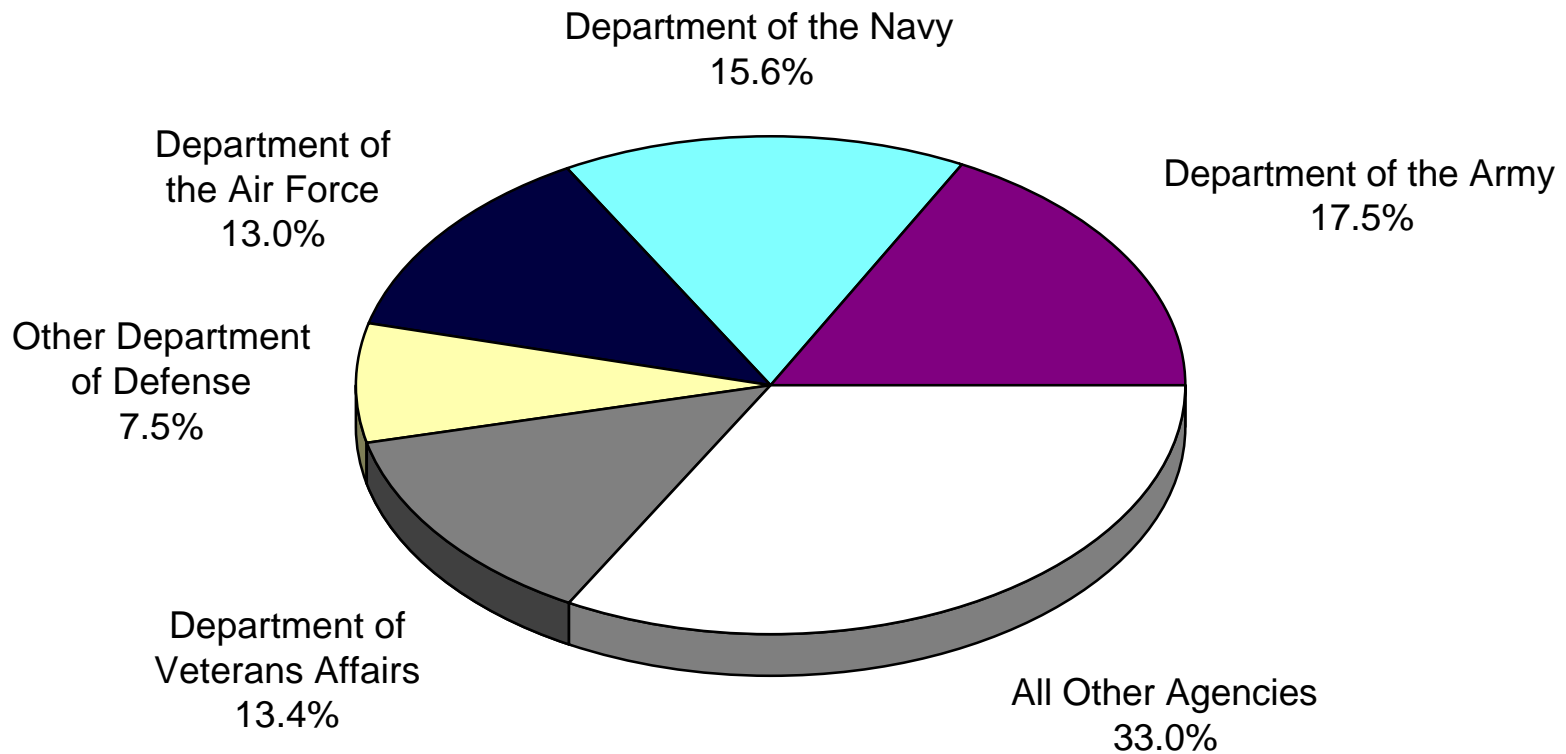
\*This number represents percent of the overall Veterans total.

Source: *Demographic Profile of the Federal Workforce, Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV*  
*U.S. Office of Personnel Management*



# Distribution of Veteran Employment by Agency

September 30, 1998



# Executive Branch Veterans Employment Programs

**Fiscal Years 1982 - 1998**

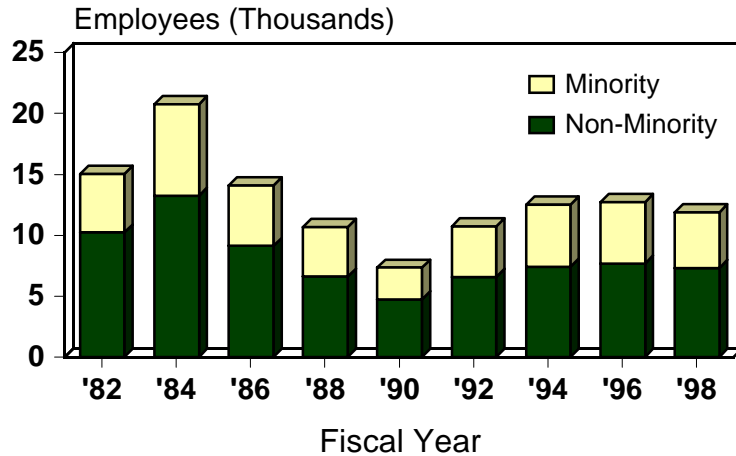
Veterans Readjustment Authority (VRA)			30 Percent or more Disabled Veteran Hires			
Fiscal Year (FY)	FY Appointments	% Minority	Total Hires	Percent of all Veteran Hires	Percent of all Disabled Veteran Hires	Temporary Appointments to Competitive Service
<b>FY82</b>	15,017	32.1	3,369	4.0	32.0	1,648
<b>FY83</b>	15,307	35.9	4,206	6.0	42.0	2,542
<b>FY84</b>	20,704	36.2	4,724	6.0	39.0	3,157
<b>FY85</b>	17,477	35.6	5,361	7.0	43.0	3,622
<b>FY86</b>	14,032	35.2	4,231	6.8	42.5	2,714
<b>FY87</b>	12,912	35.3	4,766	6.9	40.9	3,325
<b>FY88</b>	10,642	38.2	3,365	6.7	40.5	2,166
<b>FY89</b>	12,343	36.7	4,273	7.3	40.8	2,576
<b>FY90</b>	7,305	35.8	2,878	7.2	39.9	1,632
<b>FY91</b>	10,287	38.3	3,225	7.7	39.5	1,827
<b>FY92</b>	10,701	39.0	2,876	6.8	38.6	1,662
<b>FY93</b>	14,008	41.4	2,894	7.1	40.2	1,717
<b>FY94</b>	12,468	40.6	2,757	7.2	38.7	1,670
<b>FY95</b>	10,772	40.3	2,896	7.2	40.0	1,652
<b>FY96</b>	12,672	39.7	2,820	8.1	41.7	1,594
<b>FY97</b>	11,059	39.9	2,956	9.1	44.7	1,586
<b>FY98</b>	11,839	38.6	2,471	7.2	44.5	1,125

<b>Non-Postal Employment as of September 30, 1998</b>	
Veterans	26.7%
Retired Military	4.3%

Note: All data exclude employees in the Army and Air Force National Guard Bureaus

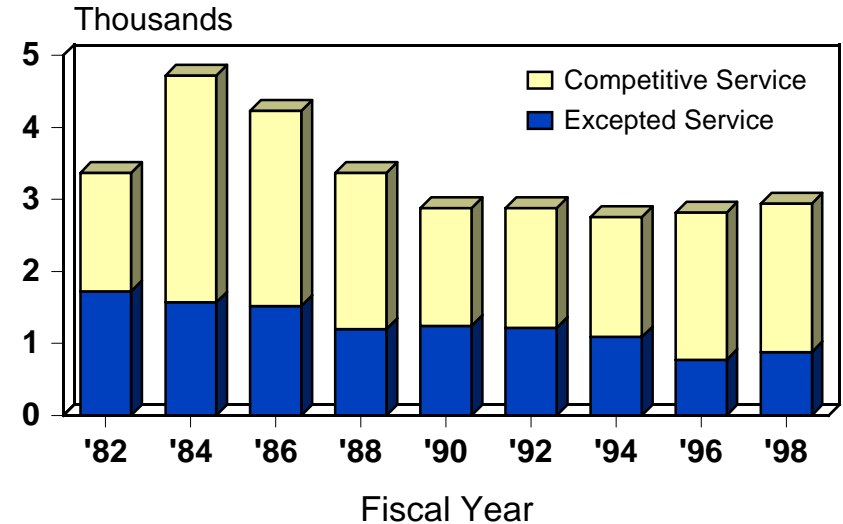
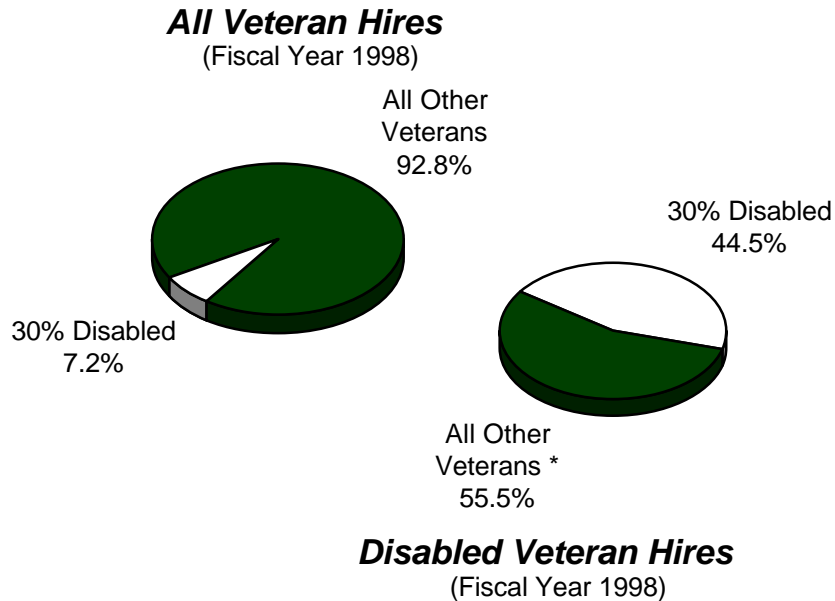
Source: Central Personnel Data File; "Disabled Veteran Affirmative Action Program Report to Congress." (202) 606-1990 OWI@OPM.GOV

# Veterans Readjustment Appointments (VRA)



# Veterans Employment Programs

**30% Disabled Veterans Hired**



\* Base data used to calculate percents are **excluded** from this report.

## Executive Branch Employment by Gender and Race/National Origin (RNO)

September 1984 - September 1998

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
<b>1984</b>													
Men	1,214,238	255,002	12.6	140,157	6.9	61,957	3.1	35,966	1.8	16,922	0.8	959,236	47.4
Women	809,095	247,886	12.3	177,718	8.8	33,623	1.7	20,052	1.0	16,493	0.8	561,209	27.7
<b>1986</b>													
Men	1,222,803	265,170	12.7	142,779	6.9	66,054	3.2	38,760	1.9	17,577	0.8	957,633	46.0
Women	861,182	276,612	13.3	196,991	9.5	39,137	1.9	23,377	1.1	17,107	0.8	584,570	28.1
<b>1988</b>													
Men	1,228,049	270,144	12.7	141,774	6.7	66,689	3.1	42,683	2.0	18,998	0.9	957,905	45.1
Women	897,099	297,211	14.0	208,278	9.8	42,877	2.0	27,349	1.3	18,707	0.9	599,888	28.2
<b>1990</b>													
Men	1,223,255	273,764	12.7	140,171	6.5	68,432	3.2	45,876	2.1	19,285	0.9	949,491	44.2
Women	927,104	313,749	14.6	216,696	10.1	46,738	2.2	30,436	1.4	19,879	0.9	613,355	28.5
<b>1992</b>													
Men	1,231,412	281,005	12.9	140,747	6.5	70,924	3.3	48,574	2.2	20,760	1.0	950,407	43.7
Women	944,167	322,636	14.8	218,844	10.1	49,091	2.3	33,090	1.5	21,611	1.0	621,531	28.6
<b>1994</b>													
Men	1,147,332	268,315	13.1	131,556	6.4	68,141	3.3	48,850	2.4	19,768	1.0	879,017	43.0
Women	896,117	312,949	15.3	208,956	10.2	48,722	2.4	34,033	1.7	21,238	1.0	583,168	28.5
<b>1996</b>													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
<b>1998</b>													
Men	1,003,341	245,164	13.6	113,988	6.3	66,995	3.7	46,329	2.6	17,852	1.0	758,177	42.0
Women	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4

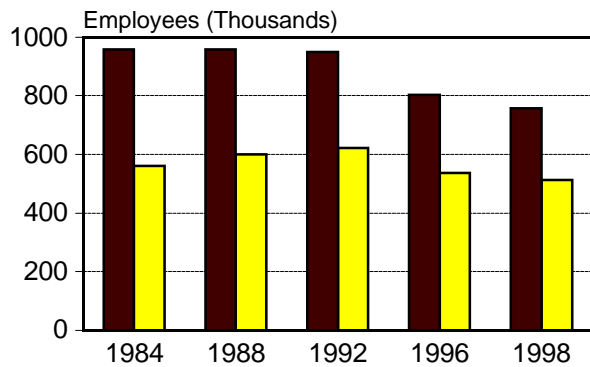
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: Central Personnel Data File; Executive Branch (non-Postal) Agencies only. (202) 606-1990 OWI@OPM.GOV

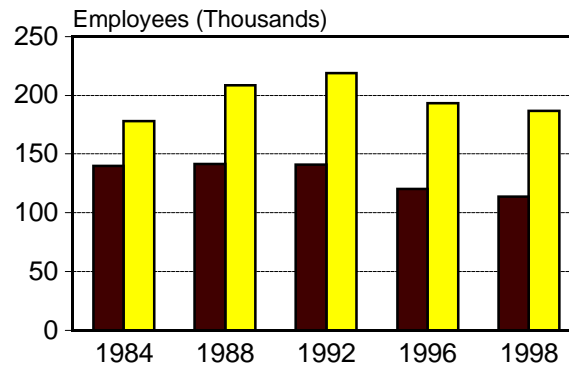
# Executive Branch Employment

By Gender & Race/National Origin, 1984 - 1998

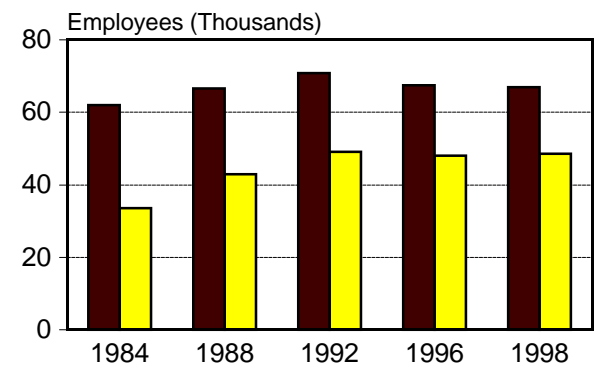
**White Non-Hispanic**



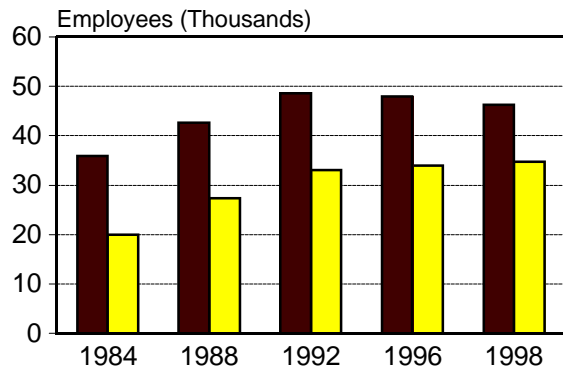
**Black**



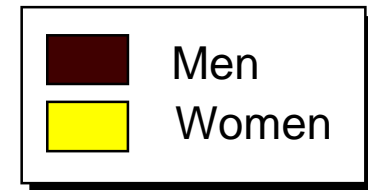
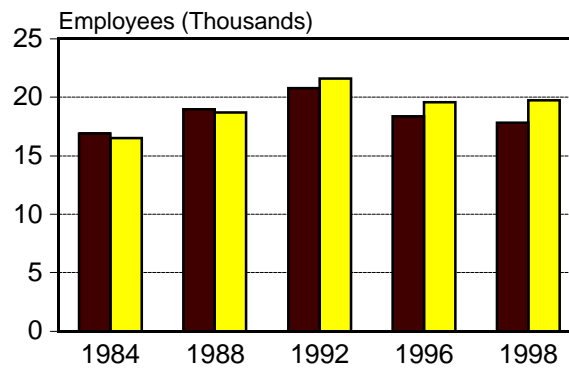
**Hispanic**



**Asian/Pacific Islander**



**American Indian/Alaska Native**



# Minority Employment by General Schedule (GS) and Related Grades

**1986 - 1998**

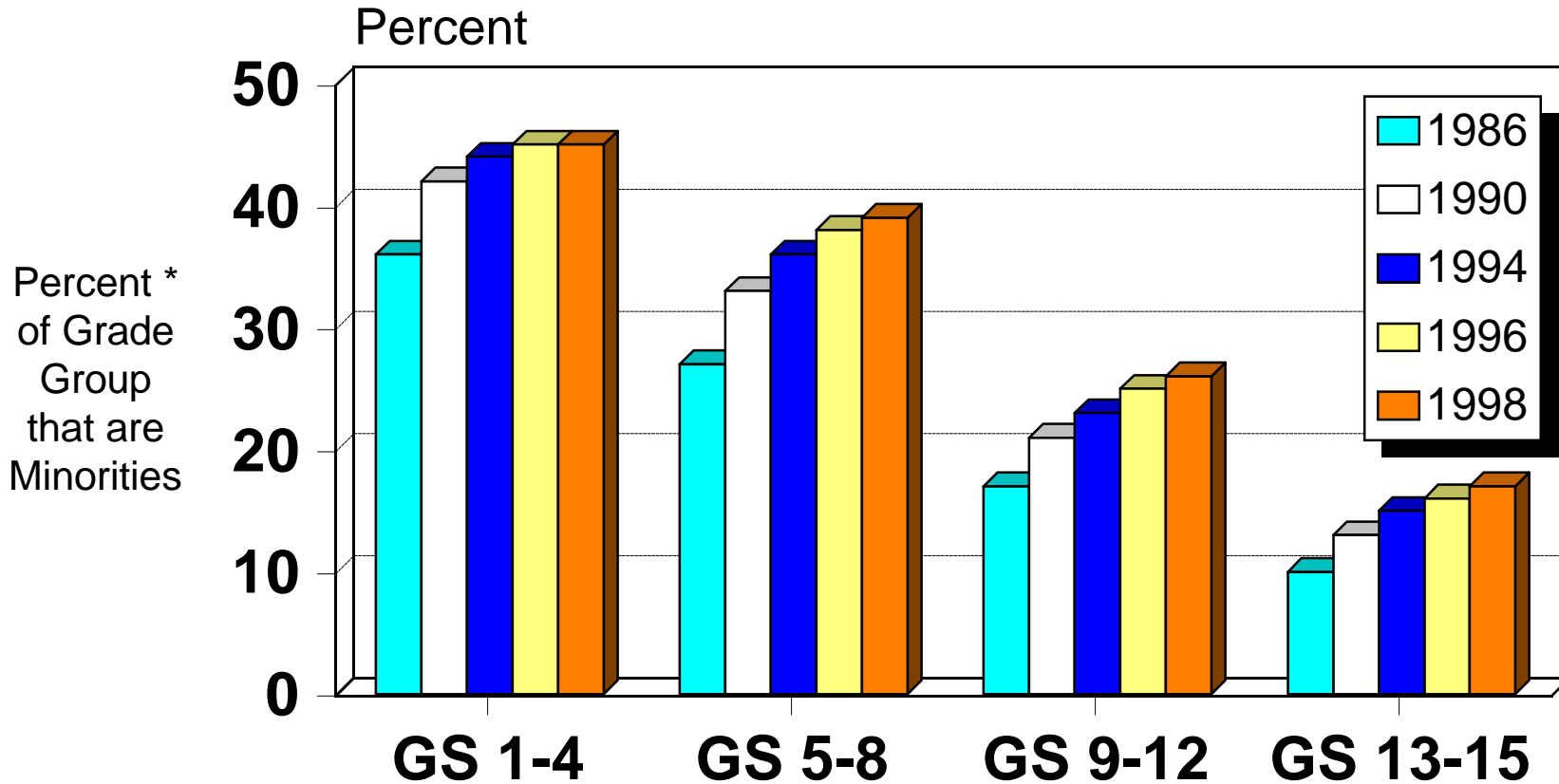
	<b>1986</b>	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>% change 1986 - 1998</b>
<b>Total GS and Related</b>	<b>356,092</b>	<b>437,374</b>	<b>440,079</b>	<b>421,781</b>	<b>417,077</b>	<b>17.1%</b>
GS 1	3,046	2,625	1,611	1,721	1,736	<b>-43.0%</b>
GS 2	8,209	5,830	3,647	2,903	3,237	<b>-60.6%</b>
GS 3	32,883	25,567	17,553	13,130	11,998	<b>-63.5%</b>
GS 4	58,997	62,079	48,598	37,649	32,820	<b>-44.4%</b>
<b>GS 1 - 4</b>	<b>103,135</b>	<b>96,101</b>	<b>71,409</b>	<b>55,403</b>	<b>49,791</b>	<b>-51.7%</b>
GS 5	61,316	72,906	67,127	62,014	55,987	<b>-8.7%</b>
GS 6	27,888	37,474	40,532	38,766	36,867	<b>32.2%</b>
GS 7	35,843	47,361	50,574	50,383	52,142	<b>45.5%</b>
GS 8	7,948	10,939	15,229	15,741	16,618	<b>109.1%</b>
<b>GS 5 - 8</b>	<b>132,995</b>	<b>168,680</b>	<b>173,462</b>	<b>166,904</b>	<b>161,614</b>	<b>21.5%</b>
GS 9	34,353	42,544	41,045	40,553	40,897	<b>19.0%</b>
GS 10	5,767	6,998	3,834	4,372	4,463	<b>-22.6%</b>
GS 11	32,376	48,403	51,777	49,642	50,065	<b>54.6%</b>
GS 12	25,468	40,001	51,410	53,593	53,735	<b>111.0%</b>
<b>GS 9 - 12</b>	<b>97,964</b>	<b>137,946</b>	<b>148,066</b>	<b>148,160</b>	<b>149,160</b>	<b>52.3%</b>
GS 13	12,682	20,720	28,342	31,311	34,543	<b>172.4%</b>
GS 14	5,839	8,954	12,122	12,719	14,047	<b>140.6%</b>
GS 15	3,477	4,973	6,678	7,284	7,922	<b>127.8%</b>
<b>GS 13 - 15</b>	<b>21,998</b>	<b>34,647</b>	<b>47,142</b>	<b>51,314</b>	<b>56,512</b>	<b>156.9%</b>

"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Source: *Demographic Profile of the Federal Workforce, Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV*  
U.S. Office of Personnel Management

# Minority Employment

## By General Schedule (GS) and Related Grades, 1986 - 1998



"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

\* Base data used to calculate percents are **excluded** from this report.

# Employment of Minorities: Federal Civilian and Private Sector

Percent of Total Workforce, As of September 30, 1986 - 1998

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>1986</b>	FCW*	59.0	41.0	12.9	13.4	7.1	9.7	3.2	1.9	2.6	1.8
	CLF**	55.4	44.6	11.3	9.5	5.1	5.2	4.7	3.0	1.5	1.3
<b>1988</b>	FCW	58.0	42.0	12.9	14.2	6.9	10.1	3.2	2.0	2.8	2.1
	CLF	55.0	45.0	11.8	9.8	5.2	5.3	5.0	3.2	1.6	1.3
<b>1990</b>	FCW	57.4	42.6	12.9	14.6	6.8	10.3	3.2	2.1	2.9	2.2
	CLF	54.7	45.3	11.9	9.9	5.1	5.2	5.2	3.3	1.6	1.4
<b>1992</b>	FCW	56.2	43.8	13.0	15.2	6.7	10.5	3.3	2.3	3.0	2.4
	CLF	54.6	45.4	12.5	10.5	5.2	5.4	5.4	3.5	1.9	1.6
<b>1994</b>	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
<b>1996</b>	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
<b>1998</b>	FCW	57.1	42.9	13.8	15.7	6.6	10.5	3.8	2.6	3.4	2.6
	CLF	53.7	46.3	14.0	12.3	5.2	5.8	6.5	4.3	2.3	2.2

Note: \*FCW = Federal Civilian Workforce; Covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF); Note that due to population coverage, the Race/National Origin percentage distributions found in this table could differ from those presented in other tables.

\*\*CLF = Civilian Labor Force

"All Minorities" includes the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Source: Federal Government and Private Sector data: "Annual Report to Congress on the Federal Equal Opportunity Recruitment Programs PAKAPLAN@OPM.GOV

\*\* Percentages by gender may not add to 100 due to rounding. (FEORP). (202) 606-1991

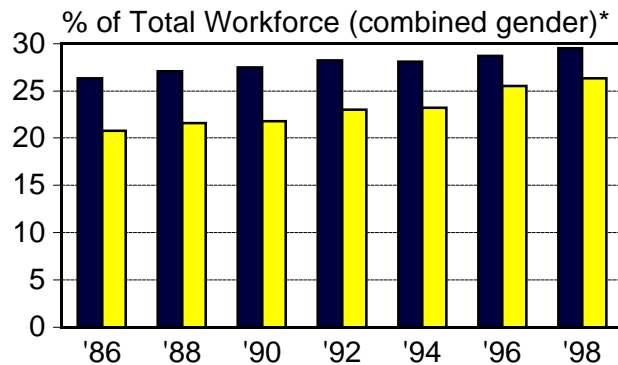


# Employment of Minorities

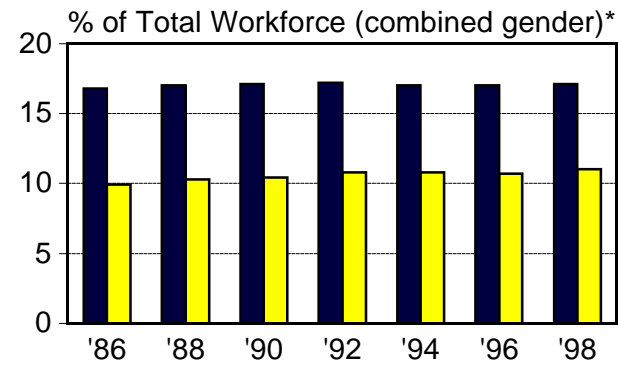
## Federal Civilian and Private Sector

### 1986 - 1998

**All Minorities**

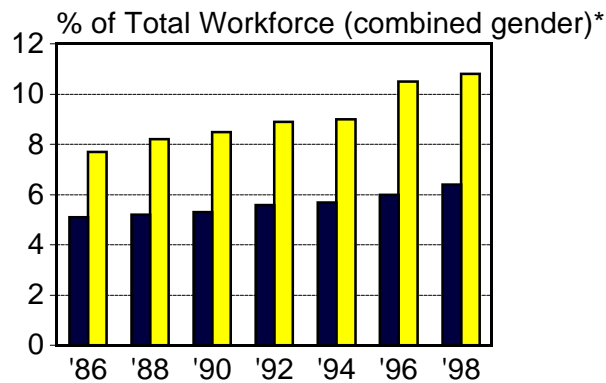


**Black**

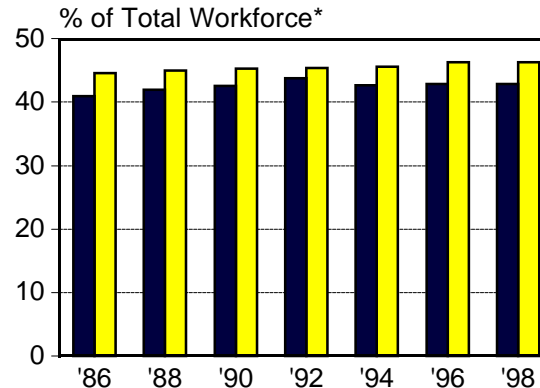


**Federal Civilian**
 **Private Sector**

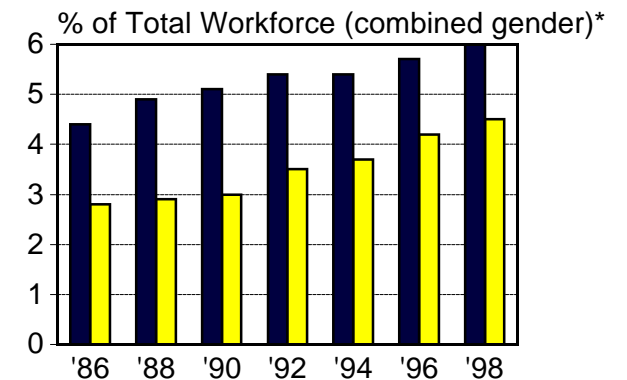
**Hispanic**



**Women**



**Other Minorities\*\***



\*\*Asian/Pacific Islander,  
American Indian/Alaska Native

\*Derived from source data in the table on page 40

# Executive Branch Employment of Workers with Disabilities

1986 - 1998

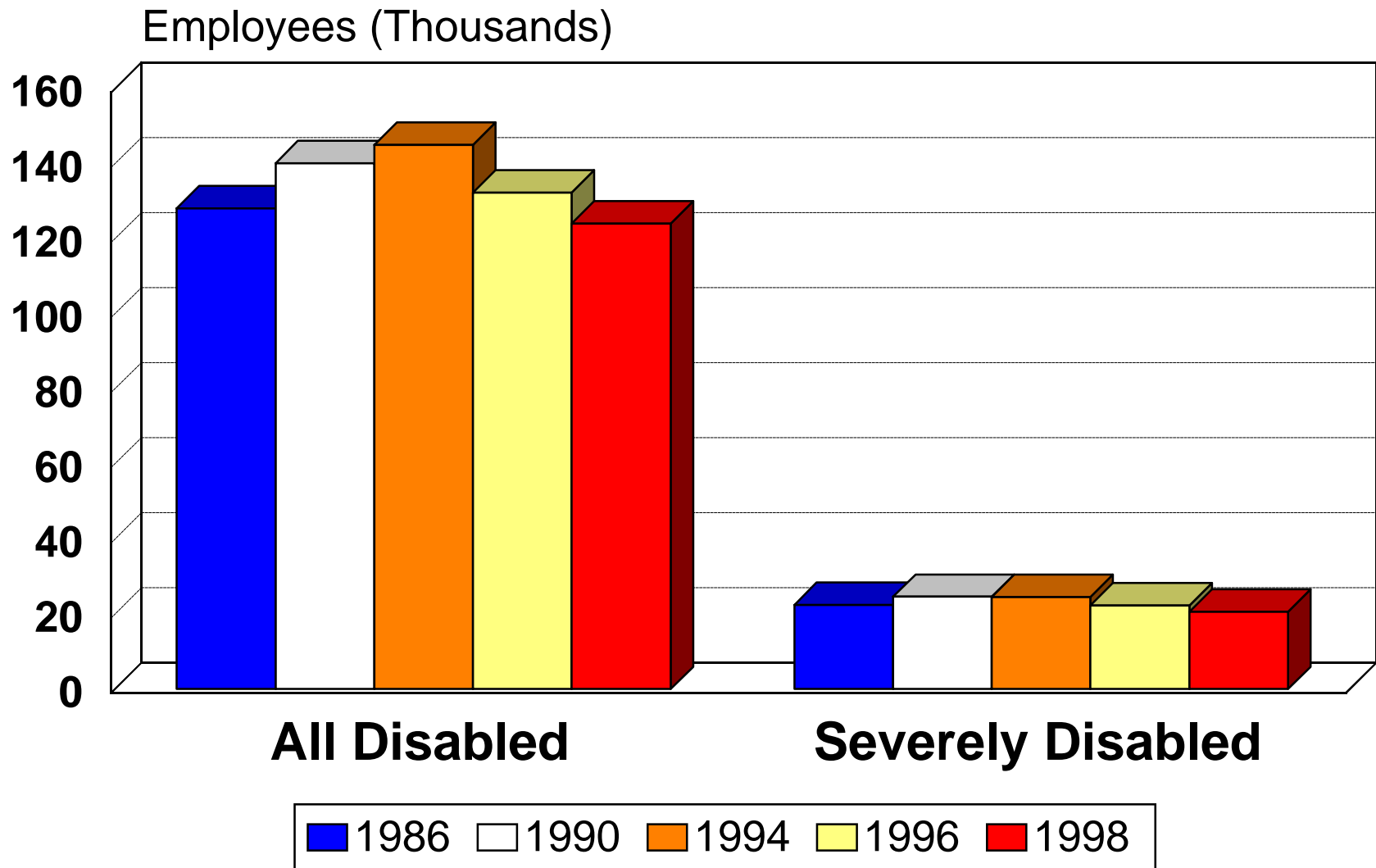
	1986	1990	1994	1996	1998
<b>Workers with Disabilities</b>	<b>128,123</b>	<b>140,169</b>	<b>145,105</b>	<b>132,344</b>	<b>124,139</b>
<i>% of total Workforce</i>	6.6	6.9	7.4	7.3	7.1
<b>Severely Disabled *</b>	<b>22,424</b>	<b>24,619</b>	<b>24,560</b>	<b>22,277</b>	<b>20,614</b>
<i>% of total Workforce</i>	1.2	1.2	1.3	1.2	1.2

\* As designated by the Equal Employment Opportunity Commission (EEOC).

Source: Central Personnel Data File, Executive Branch (non-Postal) agencies only. (202) 606-1990 OWI@OPM.GOV

# Executive Branch Employment of Workers with Disabilities

## 1986 - 1998



## EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENT

*as of September 30, 1998*

	ALL EMPLOYEES		DISABILITY STATUS						
	TOTAL	DISABLED	%*	EEOC SPECIFIED		NON-DISABLED		NOT IDENTIFIED	
				DISABILITY**	%***		%*		%
EXECUTIVE BRANCH	1,804,591	124,139	7.1	20,614	1.2	1,617,277	92.9	63,175	3.5
EXECUTIVE DEPTS	1,619,229	112,755	7.2	17,149	1.1	1,461,273	92.8	45,201	2.8
Department of Agriculture	107,689	8,093	7.8	1,179	1.1	95,123	92.2	4,473	4.2
Department of Commerce	38,917	2,272	6.0	404	1.1	35,560	94.0	1,085	2.8
Department of Defense	709,075	53,537	7.7	7,672	1.1	639,750	92.3	15,788	2.2
Department of the Army	230,815	15,788	7.0	2,184	1.0	210,848	93.0	4,179	1.8
Department of the Navy	193,902	14,097	7.4	2,080	1.1	176,128	92.6	3,677	1.9
Department of the Air Force	165,938	14,189	8.7	1,647	1.0	148,129	91.3	3,620	2.2
Department of Education	4,824	280	6.2	86	1.9	4,256	93.8	288	6.0
Department of Energy	16,148	902	6.1	124	0.8	13,924	93.9	1,322	8.2
Department of Health & Human Services	58,159	3,229	6.2	627	1.2	48,770	93.8	6,160	10.6
Department of Housing & Urban Development	9,983	877	9.3	157	1.7	8,573	90.7	533	5.3
Department of the Interior	72,993	3,789	5.4	603	0.9	66,286	94.6	2,918	4.0
Department of Justice	122,580	3,846	3.2	500	0.4	116,901	96.8	1,833	1.5
Department of Labor	15,945	1,015	6.9	207	1.4	13,791	93.1	1,139	7.1
Department of State	15,605	2,143	13.9	72	0.5	13,251	86.1	211	1.4
Department of Transportation	64,842	3,104	4.9	351	0.5	60,791	95.1	947	1.5
Department of the Treasury	141,965	9,448	6.9	2,212	1.6	128,401	93.1	4,116	2.9
Department of Veterans Affairs	240,504	20,220	8.6	3,955	1.7	215,896	91.4	4,388	1.8
ALL OTHER Executive Branch Agencies	185,362	11,384	6.8	3,465	2.1	156,004	93.2	17,974	9.7

\*This percent is derived by dividing the Disabled/Non-Disabled population by the Total population minus those Not Identified.

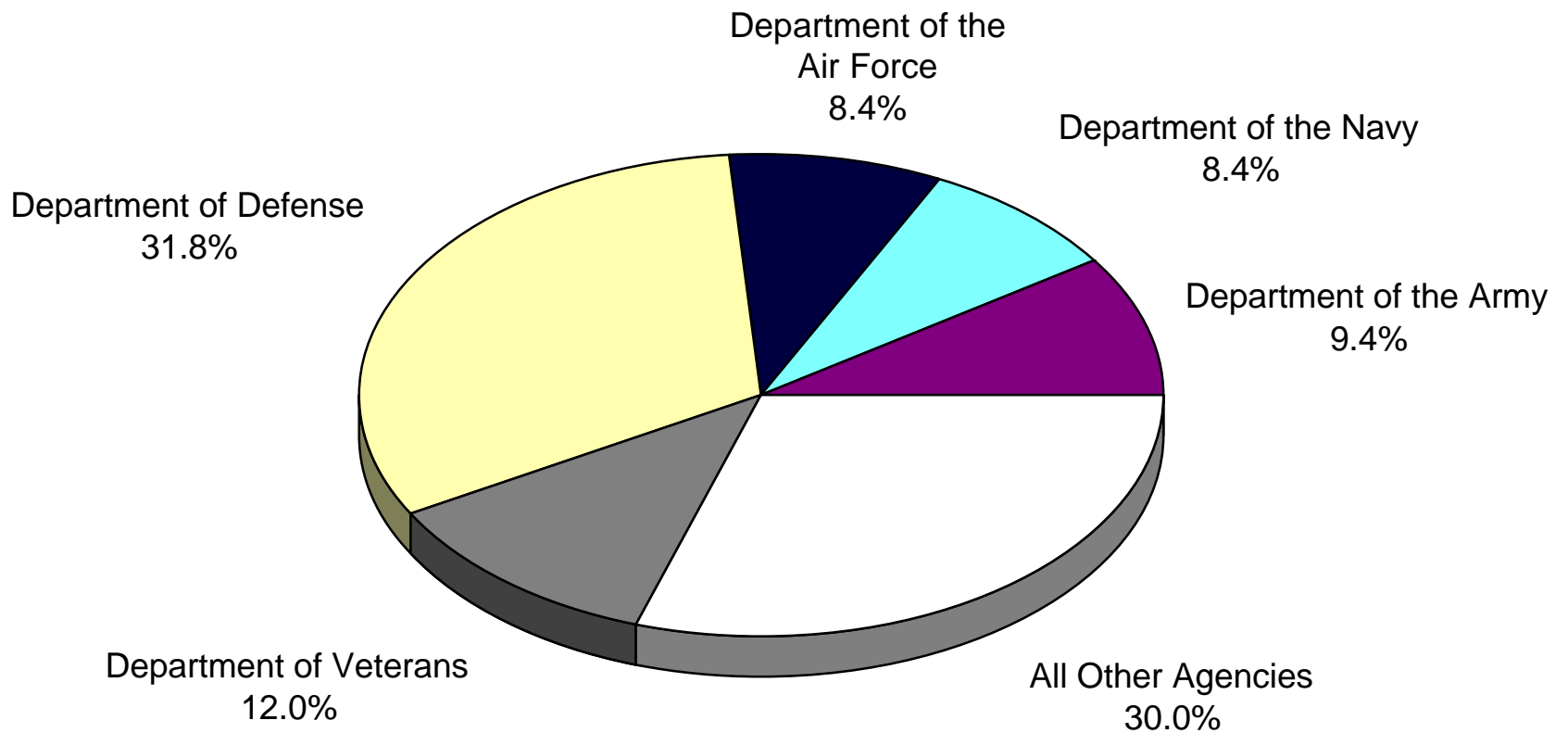
\*\*The Equal Employment Opportunity Commission (EEOC) has specified disabilities, which classify employees as "severely disabled," including: total deafness in both ears (with or without understandable speech); blindness in both eyes; missing arms or legs; paralysis; convulsive disorders (e.g., epilepsy); mental retardation; and mental or emotional illness.

\*\*\*This number represents percent of the overall Veterans total.

*Source: Demographic Profile of the Federal Workforce, Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV  
U.S. Office of Personnel Management*

# Distribution of Employees With Disabilities by Agency

September 30, 1998



## Race/National Origin: Employment & Average Salary by White-Collar Occupational Category (PATCO)

### Executive Branch Agencies

September 30, 1998

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
<b>Total White-Collar</b>	<b>1,563,644</b>	<b>451,494</b>	<b>255,169</b>	<b>96,204</b>	<b>69,505</b>	<b>30,616</b>	<b>1,112,150</b>
<i>Average Salary (\$)</i>	46,483	40,271	38,798	40,484	46,859	36,923	49,007
<b>Professional Series</b>	<b>439,041</b>	<b>93,475</b>	<b>35,973</b>	<b>18,548</b>	<b>33,111</b>	<b>5,843</b>	<b>245,566</b>
<i>Average Salary (\$)</i>	59,278	54,963	53,905	54,283	57,372	49,984	60,446
<b>Administrative Series</b>	<b>530,192</b>	<b>129,958</b>	<b>72,274</b>	<b>31,946</b>	<b>15,176</b>	<b>7,562</b>	<b>400,234</b>
<i>Average Salary (\$)</i>	55,037	51,029	51,719	49,353	50,935	51,425	56,340
<b>Technical Series</b>	<b>348,720</b>	<b>125,559</b>	<b>78,003</b>	<b>24,169</b>	<b>12,275</b>	<b>11,112</b>	<b>223,161</b>
<i>Average Salary (\$)</i>	31,642	30,129	30,499	30,444	29,959	27,040	32,493
<b>Clerical Series</b>	<b>198,222</b>	<b>85,386</b>	<b>57,603</b>	<b>14,958</b>	<b>7,696</b>	<b>5,129</b>	<b>112,836</b>
<i>Average Salary (\$)</i>	24,770	24,407	24,825	23,502	23,598	23,566	25,045
<b>Other Series</b>	<b>47,469</b>	<b>17,116</b>	<b>8,316</b>	<b>6,583</b>	<b>1,247</b>	<b>970</b>	<b>30,353</b>
<i>Average Salary (\$)</i>	32,163	31,679	30,894	33,916	27,060	29,158	32,436

\* American Indian refers to the American Indian/Alaska Native category on Tables 46 and 47.

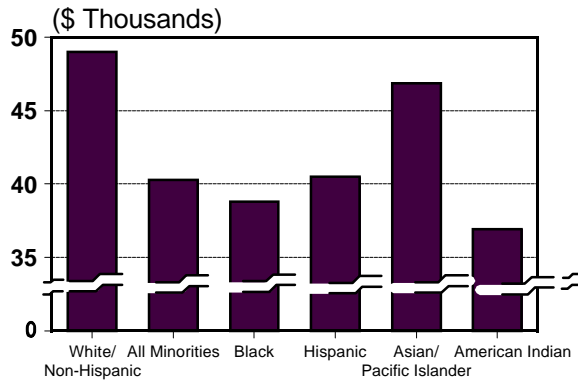
Note: "PATCO" = "Professional, Administrative, Technical, Clerical, Other"

Source: Central Personnel Data File; Affirmative Employment Statistics. (202) 606-1990 OWI@OPM.GOV

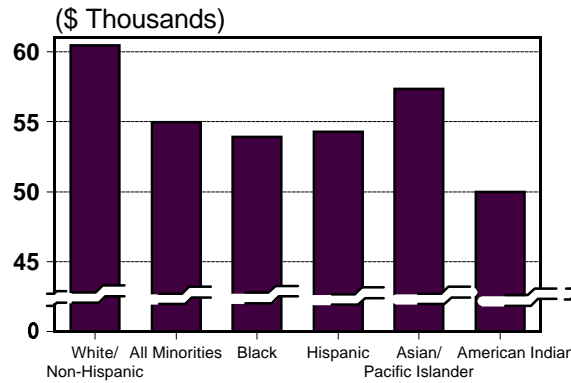
# Race/National Origin Average Salary by White-Collar Occupational Category (PATCO)\*

Executive Branch Employment, September 30, 1998

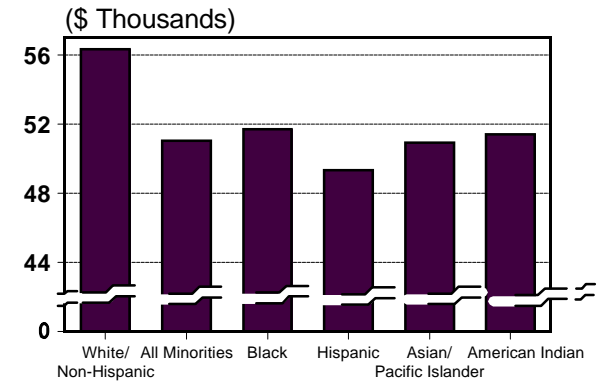
**All PATCO\* Categories**



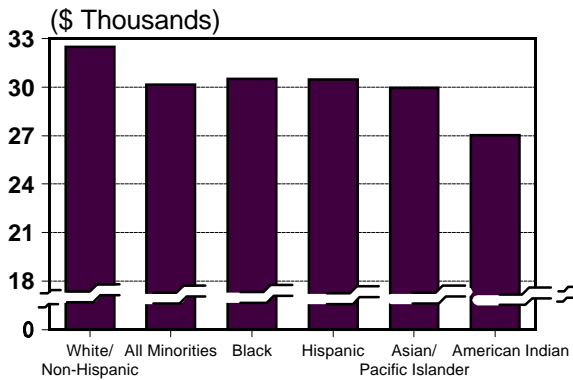
**Professional Series**



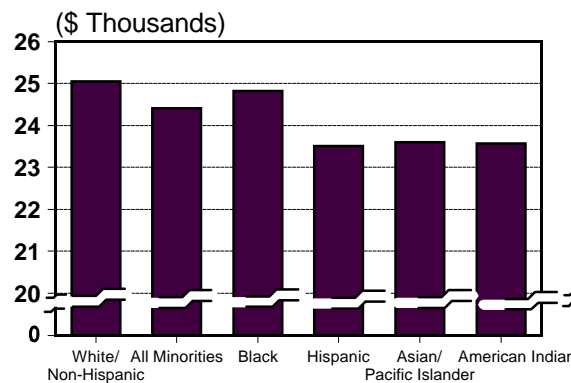
**Administrative Series**



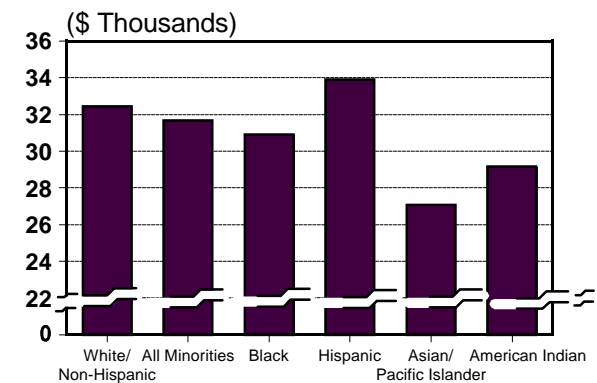
**Technical Series**



**Clerical Series**



**Other White Collar Series**



\* PATCO = **P**rofessional, **A**dministrative, **T**echnical, **C**lerical, **O**ther

# Race/National Origin (RNO): Federal and U.S. Civilian Labor Force Percent of Total Workforce

As of September 30, 1998

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
<b>FCW*</b>	100.0	57.1	42.9	29.4	17.1	6.4	4.1	1.9	70.6
<b>CLF*</b>	100.0	53.7	46.3	26.4	11.0	10.8	3.7	0.8	73.6

\* Notes: CLF = U.S. Civilian Labor Force

FCW = Federal Civilian Workforce; The FCW covers full and part-time permanent employees in Federal Executive Branch agencies participating in CPDF. Note that due to different population coverage, the RNO percentage distributions found in this table could differ from those presented in other tables containing race/ethnic data. Percents are rounded independently and not forced to totals.

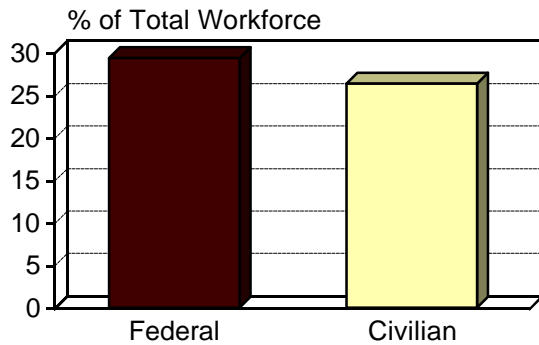
Source: Annual Report to Congress on the Federal Equal Opportunity Recruitment Program (FEORP). (202) 606-1991 PKAPLAN@OPM.GOV



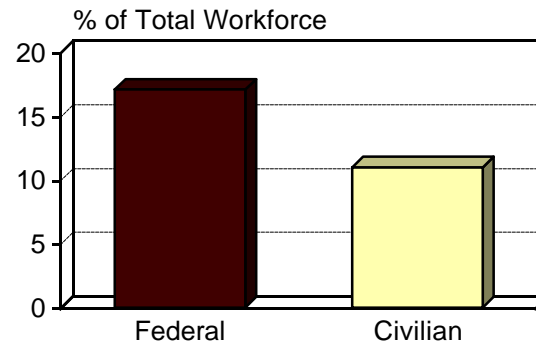
# Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 1998

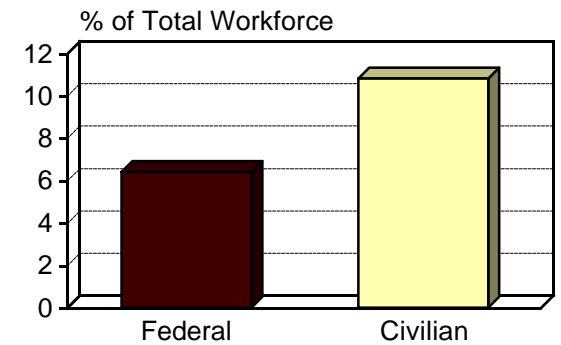
**All Minorities**



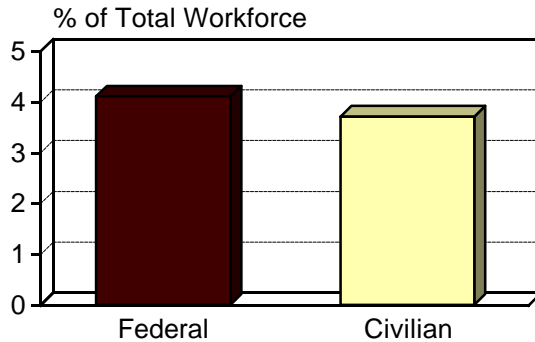
**Black**



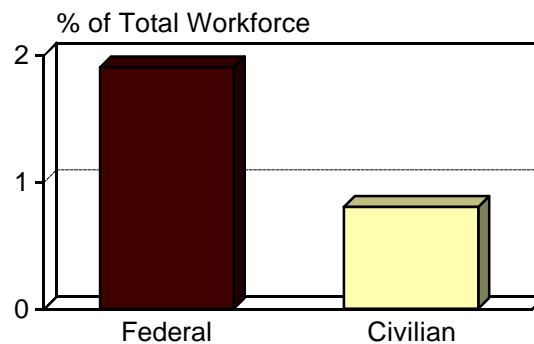
**Hispanic**



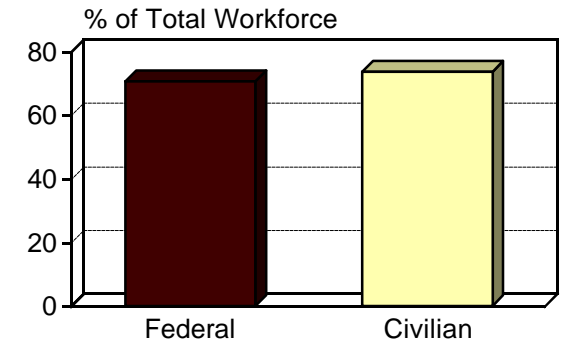
**Asian/Pacific Islander**



**American Indian/  
Alaska Native**



**White Non-Hispanic**



# Employment of Women by White-Collar Occupational (PATCO)\* Category

## Executive Branch Agencies

1984-1998

	1984	1986	1988	1990	1992	1994	1996	1998
<b>Total White-Collar</b>	<b>1,606,227</b>	<b>1,676,241</b>	<b>1,738,911</b>	<b>1,780,874</b>	<b>1,821,715</b>	<b>1,734,673</b>	<b>1,623,205</b>	<b>1,563,644</b>
Women	764,712	816,253	854,419	885,372	905,675	862,418	803,153	775,575
% Women	47.6	48.7	49.1	49.7	49.7	49.7	49.5	49.6
<b>Professional</b>	<b>371,223</b>	<b>388,367</b>	<b>415,545</b>	<b>463,576</b>	<b>484,566</b>	<b>477,610</b>	<b>459,121</b>	<b>439,041</b>
Women	101,139	112,887	128,083	156,294	170,416	173,187	172,315	171,064
% Women	27.2	29.1	30.8	33.7	35.2	36.3	37.5	39.0
<b>Administrative</b>	<b>440,089</b>	<b>472,990</b>	<b>508,063</b>	<b>512,204</b>	<b>548,397</b>	<b>541,731</b>	<b>528,238</b>	<b>530,192</b>
Women	147,078	166,819	188,657	196,062	218,737	223,151	220,664	225,649
% Women	33.4	35.3	37.1	38.3	39.9	41.2	41.8	42.6
<b>Technical</b>	<b>348,187</b>	<b>359,035</b>	<b>373,294</b>	<b>388,534</b>	<b>415,883</b>	<b>393,239</b>	<b>365,449</b>	<b>348,720</b>
Women	165,031	178,684	193,084	211,540	233,553	227,998	218,475	210,409
% Women	47.4	49.8	51.7	54.4	56.2	58.0	59.8	60.3
<b>Clerical</b>	<b>406,581</b>	<b>415,309</b>	<b>401,047</b>	<b>373,768</b>	<b>322,073</b>	<b>273,360</b>	<b>224,040</b>	<b>198,222</b>
Women	348,209	354,567	340,836	316,573	273,947	230,000	185,948	162,669
% Women	85.6	85.4	85.0	84.7	85.1	84.1	83.0	82.1
<b>Other</b>	<b>40,147</b>	<b>40,540</b>	<b>40,962</b>	<b>42,792</b>	<b>50,796</b>	<b>48,733</b>	<b>46,357</b>	<b>47,469</b>
Women	3,255	3,296	3,759	4,903	9,022	8,082	5,751	5,784
% Women	8.1	8.1	9.2	11.5	17.8	16.6	12.4	12.2

\*PATCO = Professional, Administrative, Technical, Clerical, Other

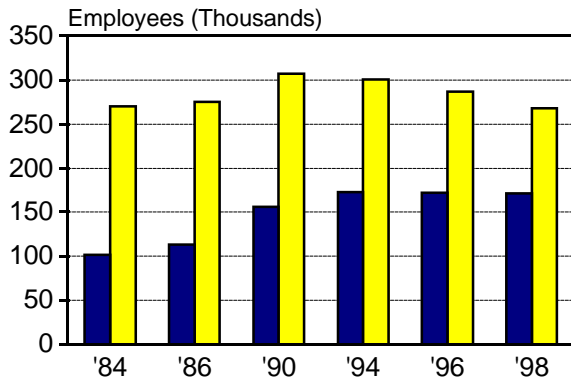
Source: Central Personnel Data File; Demographic Profile of the Federal Workforce. (202) 606-1990 OWI@OPM.GOV

# Employment of Women by Occupational Category

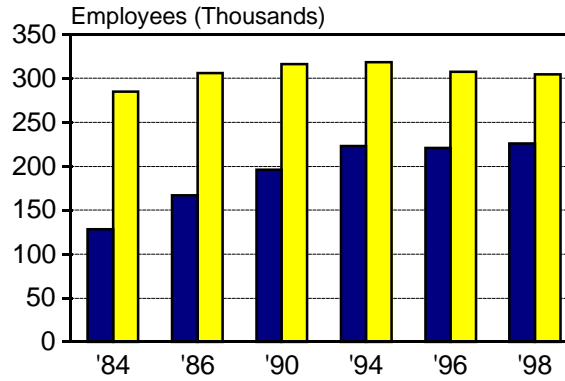
1984 - 1998

Women  
 Men \*  
\* Data shown are excluded from the source table.

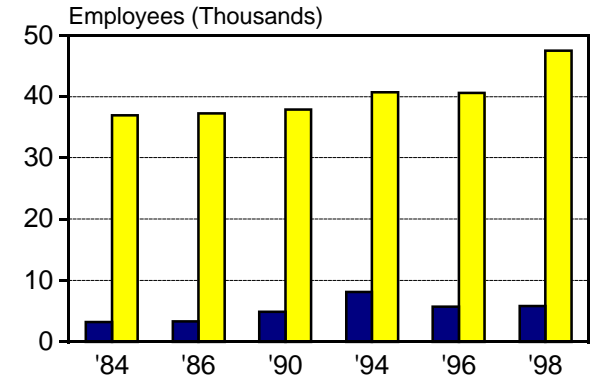
**Professional**



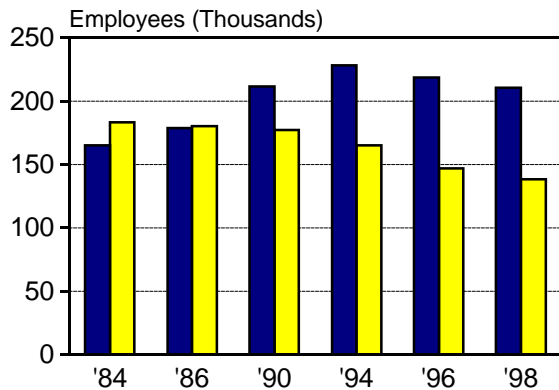
**Administrative**



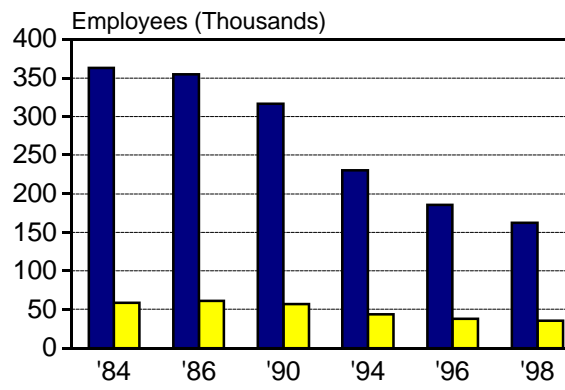
**Other**



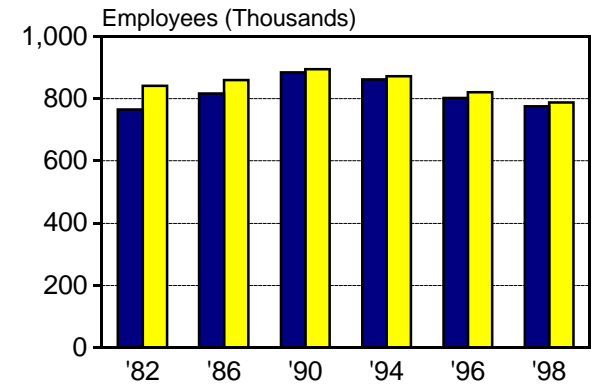
**Technical**



**Clerical**



**All Categories**



# Employment of Women by General Schedule (GS) and Related Grades

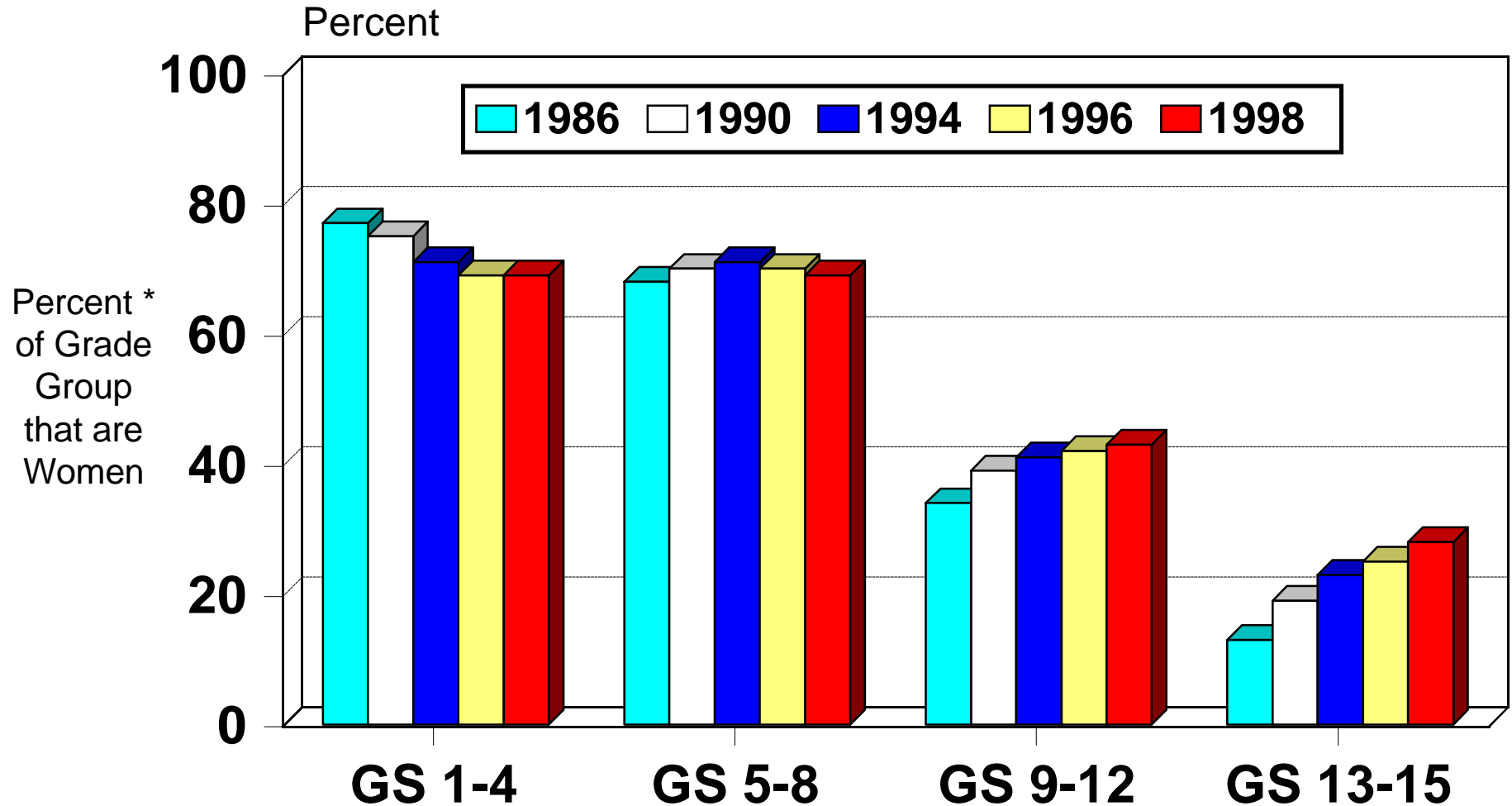
**1986 - 1998**

	<b>1986</b>	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>% change '86 - '98</b>
<b>Total GS and Related</b>	<b>785,069</b>	<b>831,662</b>	<b>786,343</b>	<b>729,392</b>	<b>702,728</b>	<b>-10.5%</b>
GS 1	4,236	3,513	2,057	1,974	2,190	-48.3%
GS 2	13,440	8,123	4,853	3,999	4,479	-66.7%
GS 3	64,409	41,522	25,883	19,747	18,845	-70.7%
GS 4	134,786	118,284	81,305	59,924	51,494	-61.8%
<b>GS 1 - 4</b>	<b>216,871</b>	<b>171,442</b>	<b>114,098</b>	<b>85,644</b>	<b>77,008</b>	<b>-64.5%</b>
GS 5	151,844	152,559	128,264	109,623	94,146	-38.0%
GS 6	75,152	83,545	83,923	76,855	70,171	-6.6%
GS 7	88,580	99,042	98,348	94,375	93,725	5.8%
GS 8	18,948	21,034	28,515	28,299	28,554	50.7%
<b>GS 5 - 8</b>	<b>334,524</b>	<b>356,180</b>	<b>339,050</b>	<b>309,152</b>	<b>286,596</b>	<b>-14.3%</b>
GS 9	75,420	81,507	74,392	70,540	68,058	-9.8%
GS 10	14,321	16,235	7,374	7,872	8,122	-43.3%
GS 11	69,939	90,093	95,000	89,528	88,419	26.4%
GS 12	43,828	65,125	82,565	85,722	85,028	94.0%
<b>GS 9 - 12</b>	<b>203,508</b>	<b>252,960</b>	<b>259,331</b>	<b>253,662</b>	<b>249,627</b>	<b>22.7%</b>
GS 13	18,712	31,804	44,709	49,480	54,338	190.4%
GS 14	7,611	13,228	19,836	20,904	23,265	205.7%
GS 15	3,843	6,048	9,319	10,550	11,894	209.5%
<b>GS 13 - 15</b>	<b>30,166</b>	<b>51,080</b>	<b>73,864</b>	<b>80,934</b>	<b>89,497</b>	<b>196.7%</b>

Source: Affirmative Employment Statistics: Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

# Employment of Women

## By General Schedule (GS) and Related Grades, 1986 - 1998



\* Base data used to calculate percents are **excluded** from this report.

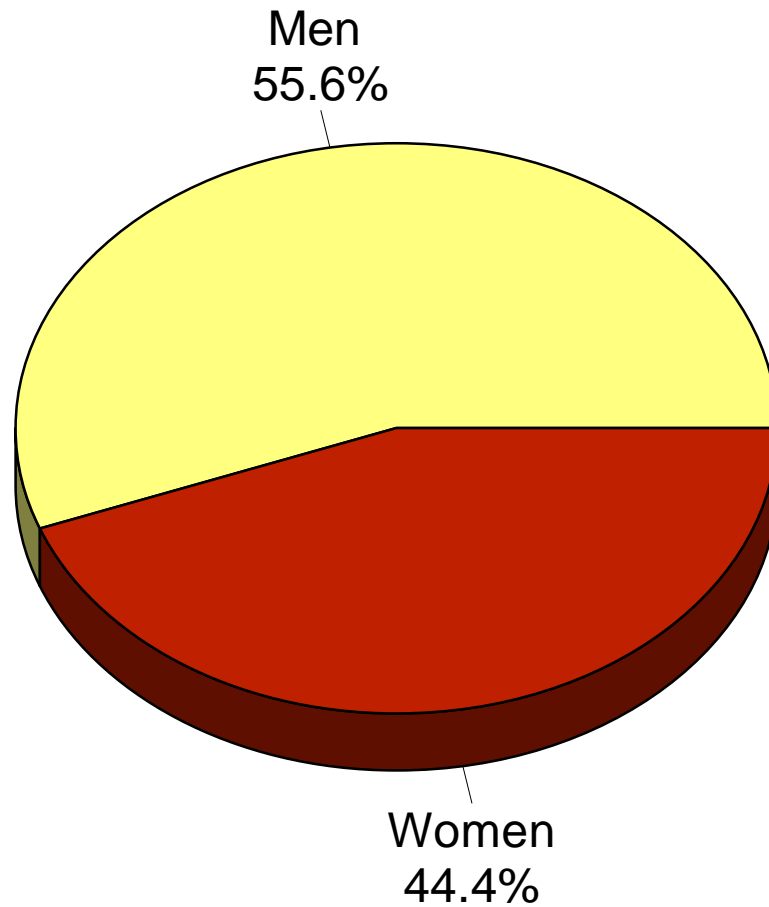
# EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT

*as of September 30, 1998*

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,804,591	1,003,341	55.6	801,250	44.4
EXECUTIVE DEPARTMENTS	1,619,229	919,833	56.8	699,396	43.2
Department of Agriculture	107,689	62,261	57.8	45,428	42.2
Department of Commerce	38,917	20,335	52.3	18,582	47.7
Department of Defense	709,075	441,579	62.3	267,496	37.7
Department of the Army	230,815	144,622	62.7	86,193	37.3
Department of the Navy	193,902	131,373	67.8	62,529	32.2
Department of the Air Force	165,938	110,740	66.7	55,198	33.3
Department of Education	4,824	1,841	38.2	2,983	61.8
Department of Energy	16,148	10,037	62.2	6,111	37.8
Department of Health and Human Services	58,159	23,383	40.2	34,776	59.8
Department of Housing and Urban Development	9,983	4,057	40.6	5,926	59.4
Department of the Interior	72,993	45,008	61.7	27,985	38.3
Department of Justice	122,580	75,071	61.2	47,509	38.8
Department of Labor	15,945	8,008	50.2	7,937	49.8
Department of State	15,605	8,446	54.1	7,159	45.9
Department of Transportation	64,842	46,993	72.5	17,849	27.5
Department of the Treasury	141,965	63,365	44.6	78,600	55.4
Department of Veterans Affairs	240,504	109,449	45.5	131,055	54.5
ALL OTHER Executive Branch Agencies	185,362	83,508	45.1	101,854	54.9

*Source: Demographic Profile of the Federal Workforce, Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV  
U.S. Office of Personnel Management*

# Employment by Executive Branch Department: Gender as of September 30, 1998



## EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT

*as of September 30, 1998*

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,804,591	1,269,790	70.4	534,801	29.6	300,661	16.7	115,545	6.4	81,028	4.5	37,567	2.1
EXECUTIVE DEPARTMENTS	1,619,229	1,147,175	70.8	472,054	29.2	256,825	15.9	103,779	6.4	75,164	4.6	36,286	2.2
Department of Agriculture	107,689	84,970	78.9	22,719	21.1	11,367	10.6	6,035	5.6	2,588	2.4	2,729	2.5
Department of Commerce	38,917	28,229	72.5	10,688	27.5	7,111	18.3	1,321	3.4	2,029	5.2	227	0.6
Department of Defense	709,075	519,547	73.3	189,528	26.7	100,677	14.2	43,890	6.2	38,182	5.4	6,779	1.0
Department of the Army	230,815	170,606	73.9	60,209	26.1	35,367	15.3	13,699	5.9	8,584	3.7	2,559	1.1
Department of the Navy	193,902	139,159	71.8	54,743	28.2	25,893	13.4	8,431	4.3	18,914	9.8	1,505	0.8
Department of the Air Force	165,938	125,624	75.7	40,314	24.3	17,508	10.6	15,763	9.5	5,226	3.1	1,817	1.1
Department of Education	4,824	2,641	54.7	2,183	45.3	1,750	36.3	229	4.7	157	3.3	47	1.0
Department of Energy	16,148	12,623	78.2	3,525	21.8	1,850	11.5	842	5.2	619	3.8	214	1.3
Department of Health and Human Services	58,159	33,999	58.5	24,160	41.5	9,707	16.7	1,699	2.9	2,950	5.1	9,804	16.9
Department of Housing and Urban Development	9,983	5,492	55.0	4,491	45.0	3,398	34.0	672	6.7	315	3.2	106	1.1
Department of the Interior	72,993	53,397	73.2	19,596	26.8	3,988	5.5	3,168	4.3	1,191	1.6	11,249	15.4
Department of Justice	122,580	83,466	68.1	39,114	31.9	19,824	16.2	14,920	12.2	3,449	2.8	921	0.8
Department of Labor	15,945	10,454	65.6	5,491	34.4	3,876	24.3	1,048	6.6	459	2.9	109	0.7
Department of State	15,605	11,976	76.7	3,629	23.3	2,320	14.9	660	4.2	583	3.7	66	0.4
Department of Transportation	64,842	51,668	79.7	13,174	20.3	7,271	11.2	3,034	4.7	1,879	2.9	990	1.5
Department of the Treasury	141,965	93,449	65.8	48,516	34.2	30,875	21.7	11,883	8.4	4,648	3.3	1,110	0.8
Department of Veterans Affairs	240,504	155,264	64.6	85,240	35.4	52,811	22.0	14,378	6.0	16,116	6.7	1,935	0.8
ALL OTHER Executive Branch Agencies	185,362	122,615	66.1	62,747	33.9	43,836	23.6	11,766	6.3	5,864	3.2	1,281	0.7

\*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

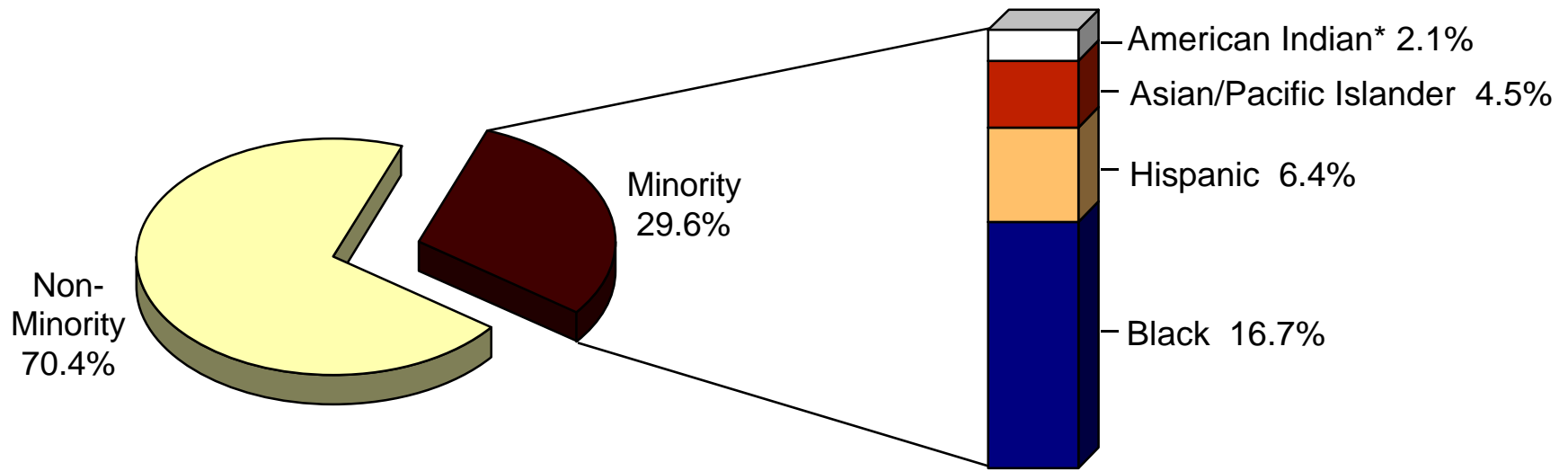
\*\*Asian refers to Asian/Pacific Islander.

\*\*\*American Indian refers to American Indian/Alaska Native.

Source: *Demographic Profile of the Federal Workforce, Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV*  
*U.S. Office of Personnel Management*



# Employment by Executive Branch Department: Race/National Origin as of September 30, 1998



\*American Indian refers to American Indian/Alaska Native

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**Part 2:**  
**Compensation, Payroll,  
and Work Years**

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# Civilian Payroll for Executive Branch Agencies

1982 - 1998

September (Sept)	Sept-82	Sept-84	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98
<b>Monthly Payroll (\$ millions)</b>									
<b>Total Executive Branch</b>	4,416.9	5,043.7	4,953.7	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3
<b>Executive Departments</b>	3,580.6	4,167.1	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1
Defense	1,924.1	2,176.4	2,454.2	2,637.1	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3
All other Executive Departments	1,656.5	1,990.7	1,588.3	1,797.4	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8
<b>Independent Agencies</b>	836.3	876.6	911.2	1,015.3	547.8	645.5	687.5	845.6	875.2
<b>Fiscal Year (FY)</b>									
	<b>FY82</b>	<b>FY84</b>	<b>FY86</b>	<b>FY88</b>	<b>FY90</b>	<b>FY92</b>	<b>FY94</b>	<b>FY96</b>	<b>FY98</b>
<b>Annual Payroll</b>									
<b>(in \$billions)</b>	49.6	54.8	60.2	63.7	71.1	77.5	83.1	83.0	84.9
<i>Percent Change</i>	14.8	10.5	9.9	5.8	11.6	9.0	7.2	-0.1	1.3

Note: Data exclude U.S. Postal Service and Postal Rate Commission.

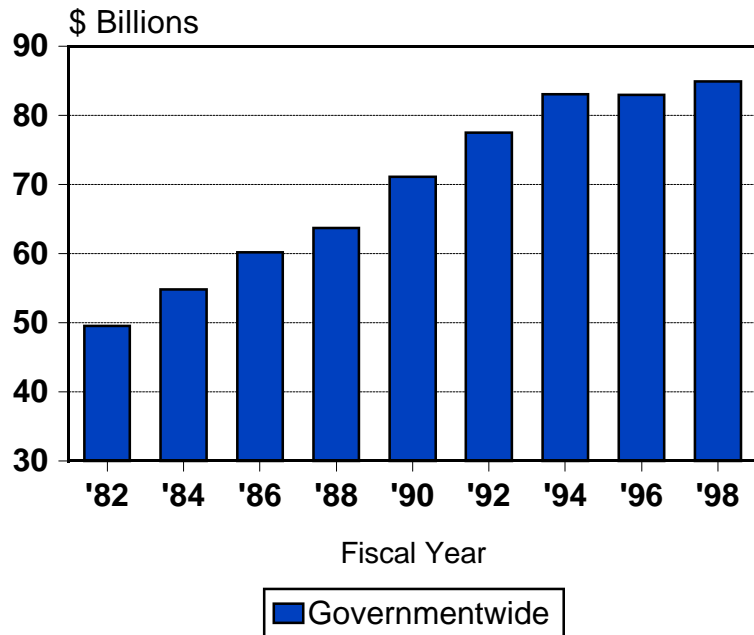
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

# Civilian Payroll

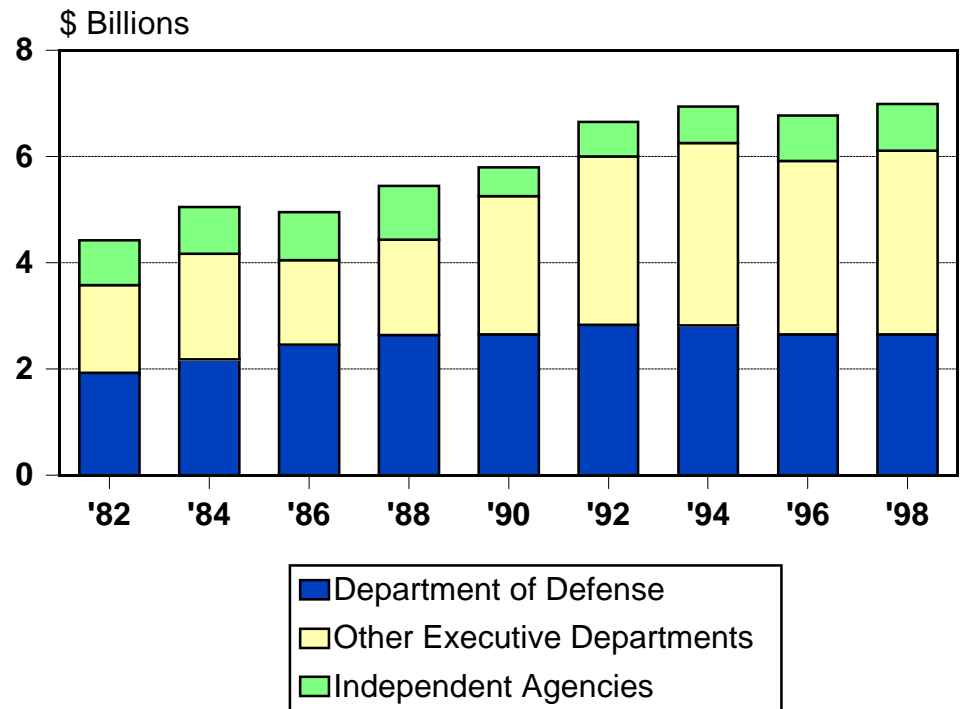
## Executive Branch Agencies (non-Postal)

1982 - 1998

*Annual*



*Monthly*



# Trend of Civilian Compensation and Benefits

1982 - 1998 (\$ millions)

	1982	1984	1986	1988	1990	1992	1994	1996	1998
<b>Executive Branch</b>									
Direct Compensation*	49,624	54,609	58,475	63,085	69,950	82,664	84,383	85,153	86,659
Personnel Benefits*	9,265	11,392	12,894	15,777	19,610	24,663	26,743	27,144	28,723
<b>U.S. Postal Service</b>									
Direct Compensation	N/A	18,771	20,901	23,571	26,198	28,311	30,781	32,566	34,704
Personnel Benefits	N/A	2,740	3,805	5,957	6,913	8,751	7,765	8,969	9,648
<b>Legislative Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	770	786	1,206	1,273
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	146	154	259	275
<b>Judicial Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	1,096	1,264	1,430	1,625
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	228	312	348	406
<b>Legislative and Judicial Branches</b>									
Direct Compensation	912	1,019	1,132	1,299	1,445	1,866	2,050	2,636	2,898
Personnel Benefits	91	122	139	199	266	374	466	607	681
<b>Total Direct Compensation</b>	<b>50,536 **</b>	<b>74,399</b>	<b>80,508</b>	<b>87,955</b>	<b>97,593</b>	<b>112,841</b>	<b>117,214</b>	<b>120,355</b>	<b>124,261</b>
<b>Total Personnel Benefits</b>	<b>9,356 **</b>	<b>14,254</b>	<b>16,838</b>	<b>21,933</b>	<b>26,789</b>	<b>33,788</b>	<b>34,974</b>	<b>36,720</b>	<b>39,052</b>
Total Civilian Costs	59,892	88,653	97,346	109,888	124,382	146,629	152,188	157,075	163,313
Retired Civilian Pay*	N/A	21,639	23,729	26,251	31,288	35,766	41,014	44,492	48,038

N/A = Not Available

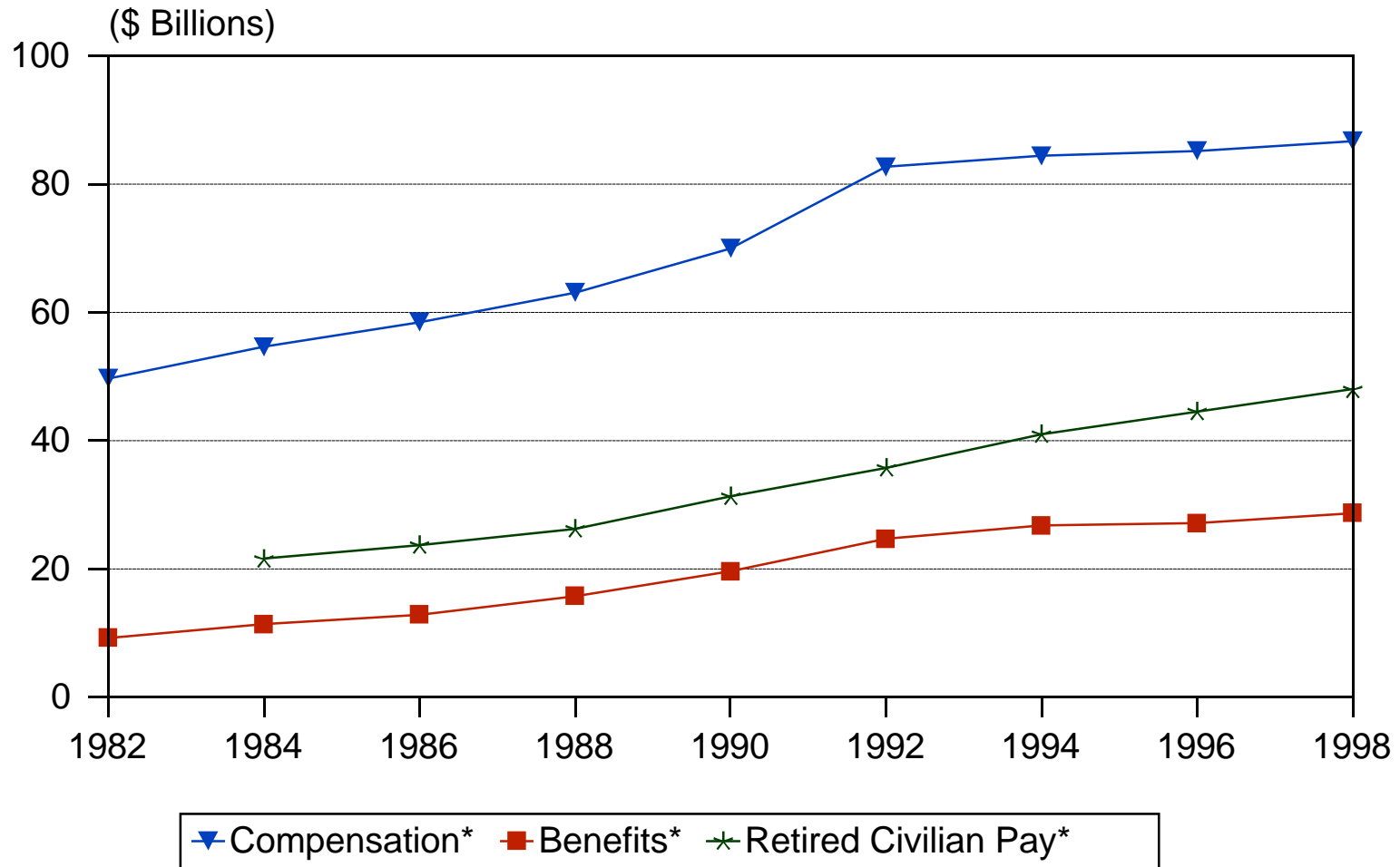
\* The chart on page 63 presents data for these categories only.

\*\*Excludes U.S. Postal Service

Source: Personnel Compensation and Benefits Table, Special Analysis I and Analytical Perspectives, Budget of the United States. (202)606-2684 OWI@OPM.GOV

# Trend of Civilian Compensation and Benefits

1982 - 1998



\*See reference (\*) on the table on page 62.

# Work Years in Executive Branch Agencies (Excludes U.S. Postal Service)

**1985 - 1997**

	<b>1985</b>	<b>1987</b>	<b>1989</b>	<b>1991</b>	<b>1993</b>	<b>1995</b>	<b>1997</b>
<b>Total Work Years</b>	<b>2,211,014</b>	<b>2,200,954</b>	<b>2,220,186</b>	<b>2,200,030</b>	<b>2,184,822</b>	<b>2,005,634</b>	<b>1,861,377</b>
<b>Basic Work Years</b>	<b>2,143,783</b>	<b>2,135,377</b>	<b>2,157,047</b>	<b>2,132,533</b>	<b>2,129,221</b>	<b>1,940,158</b>	<b>1,808,085</b>
Full-time Permanent	1,944,963	1,915,664	1,957,279	1,935,483	1,948,725	1,787,680	1,677,015
Full-time Temporary	123,125	153,004	126,620	129,476	111,231	99,676	82,542
Part-time and Intermittent	75,695	66,709	73,148	67,574	69,265	52,802	48,528
<b>Overtime and Holiday</b>	<b>67,231</b>	<b>65,577</b>	<b>63,139</b>	<b>67,497</b>	<b>55,601</b>	<b>65,476</b>	<b>53,292</b>

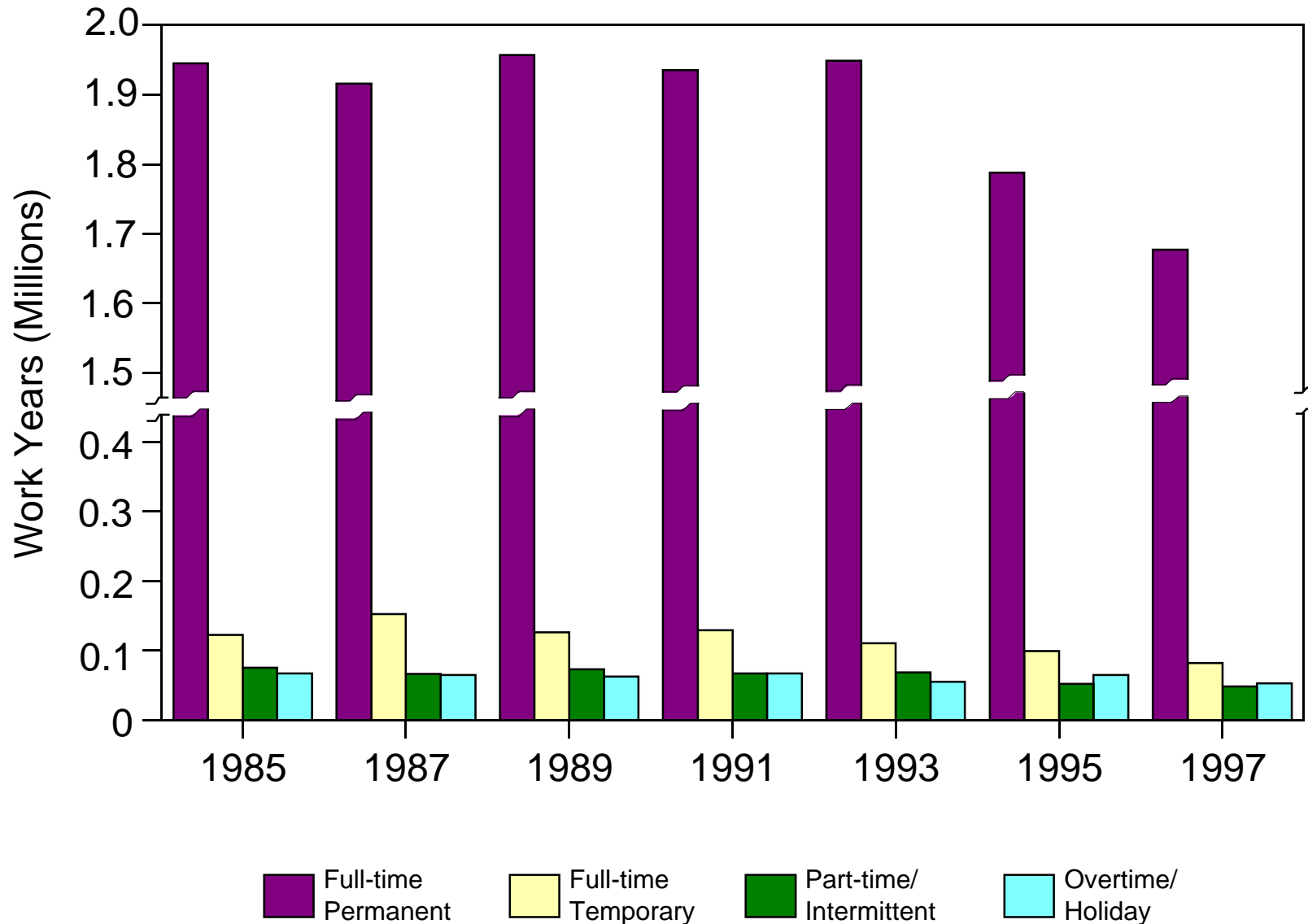
Data include Executive Branch (non-Postal) agencies with 100 or more employees.

Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.

Source: *Work Years and Personnel Costs; Office of Workforce Information. (202) 606-1245 OWI@OPM.GOV*

# Work Years in Executive Branch Agencies (Excludes U.S. Postal Service)

1985 - 1997





# Percent Increases in Earnings

## Federal Civilian General Schedule (GS) and Private Sector Employees

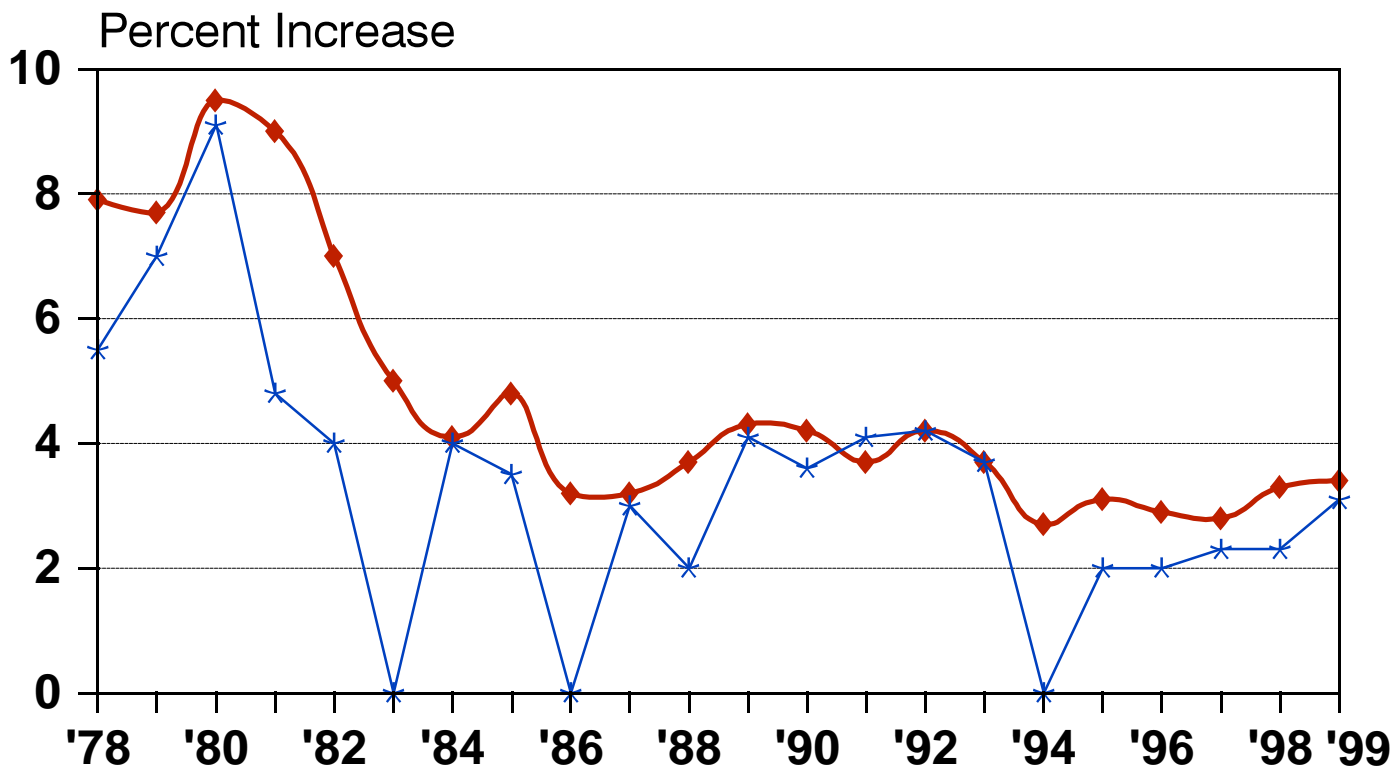
### 1978 - 1999 GS Salary Adjustments Compared to Increases in ECI

Calendar Year	Percent GS Salary Adjustments <sup>a</sup>	Effective Date for GS Salary Adjustments <sup>a</sup>	Percent Change in Employment Cost Index (ECI) Wages and Salaries for Private Industry <sup>b</sup>
1978	5.5	October-78	7.9
1979	7.0	October-79	7.7
1980	9.1	October-80	9.5
1981	4.8	October-81	9.0
1982	4.0	October-82	7.0
1983	0.0	None	5.0
1984	4.0	January-84	4.1
1985	3.5	January-85	4.8
1986	0.0	None	3.2
1987	3.0	January-87	3.2
1988	2.0	January-88	3.7
1989	4.1	January-89	4.3
1990	3.6	January-90	4.2
1991	4.1	January-91	3.7
1992	4.2	January-92	4.2
1993	3.7	January-93	3.7
1994	0.0	None	2.7
1995	2.0	January-95	3.1
1996	2.0	January-96	2.9
1997	2.3	January-97	2.8
1998	2.3	January-98	3.3
1999	3.1	January-99	3.4

Sources: a. Pay and Leave Administration Division; Workforce Compensation and Performance Service. (202) 606-2858 PAYLEAVE@OPM.GOV

b. U.S. Department of Labor, Bureau of Labor Statistics, Division of Employment Cost Trends, Washington, DC 20212

# Percent Increases in Earnings Federal Civilian General Schedule & Private Sector 1978 - 1999



\* GENERAL SCHEDULE (GS) SALARIES    ◆ EMPLOYMENT COST INDEX (ECI)

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## **Part 3:**

# **Performance Management and Senior Executive Service**

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# Percentage Distributions of Performance Ratings

## Fiscal Years 1991 - 1996

Fiscal Year (FY)	Unacceptable	Minimally Successful	Fully Successful	Exceeds Fully Successful	Outstanding	Average Rating	Number of Ratings Reported
<b>General Schedule 13-15 (Supervisors and Management Officials) <sup>1</sup></b>							
FY 1991	0.06	0.14	17.85	47.25	34.70	4.16	148,983
FY 1992	0.06	0.14	16.62	46.41	36.77	4.20	149,810
FY 1993	0.07	0.14	13.98	44.69	41.12	4.27	151,728
FY 1994	0.04	0.13	12.11	41.92	45.79	4.33	147,041
FY 1995	0.03	0.15	9.47	37.52	52.83	4.43	132,444
FY 1996	0.00	0.10	11.20	32.70	56.00	4.45	129,859
<b>General Schedule 13-15 (Other)</b>							
FY 1991	0.09	0.21	22.71	45.27	31.72	4.08	85,973
FY 1992	0.04	0.13	22.66	45.26	31.91	4.09	91,484
FY 1993	0.06	0.14	20.61	45.71	33.48	4.12	103,342
FY 1994	0.05	0.19	17.87	40.22	41.66	4.23	120,917
FY 1995	0.04	0.17	15.33	38.57	45.88	4.30	135,736
FY 1996	0.00	0.10	16.40	34.70	48.60	4.32	163,838
<b>General Schedule 1-12</b>							
FY 1991	0.12	0.37	31.16	41.17	27.19	3.95	1,126,784
FY 1992	0.13	0.36	29.55	41.32	28.64	3.98	1,174,895
FY 1993	0.13	0.34	26.52	41.96	31.05	4.03	1,145,962
FY 1994	0.14	0.31	24.20	41.63	33.72	4.08	1,096,553
FY 1995	0.16	0.42	22.78	39.87	36.77	4.13	1,053,375
FY 1996	0.10	0.30	22.30	38.10	39.20	4.16	1,026,496
<b>Federal Wage System</b>							
FY 1991	0.05	0.26	33.71	43.78	22.20	3.88	310,381
FY 1992	0.04	0.23	30.46	44.66	24.61	3.94	308,661
FY 1993	0.05	0.19	26.13	45.11	28.53	4.02	283,381
FY 1994	0.03	0.15	23.92	44.61	31.29	4.07	263,182
FY 1995	0.03	0.26	21.57	41.99	36.16	4.14	243,334
FY 1996	0.00	0.30	21.00	39.70	39.00	4.17	235,667

<sup>1</sup> Prior to FY 1994, these employees were covered by the Performance Management and Recognition System (PMRS), which terminated November 1, 1993.

NOTE: Percentages may not add to 100 due to rounding.

FY 91-95 Source: Performance Management Information System (PERMIS) Data File, Office of Compensation Policy. (202) 606-2720  
Performance-management@OPM.GOV

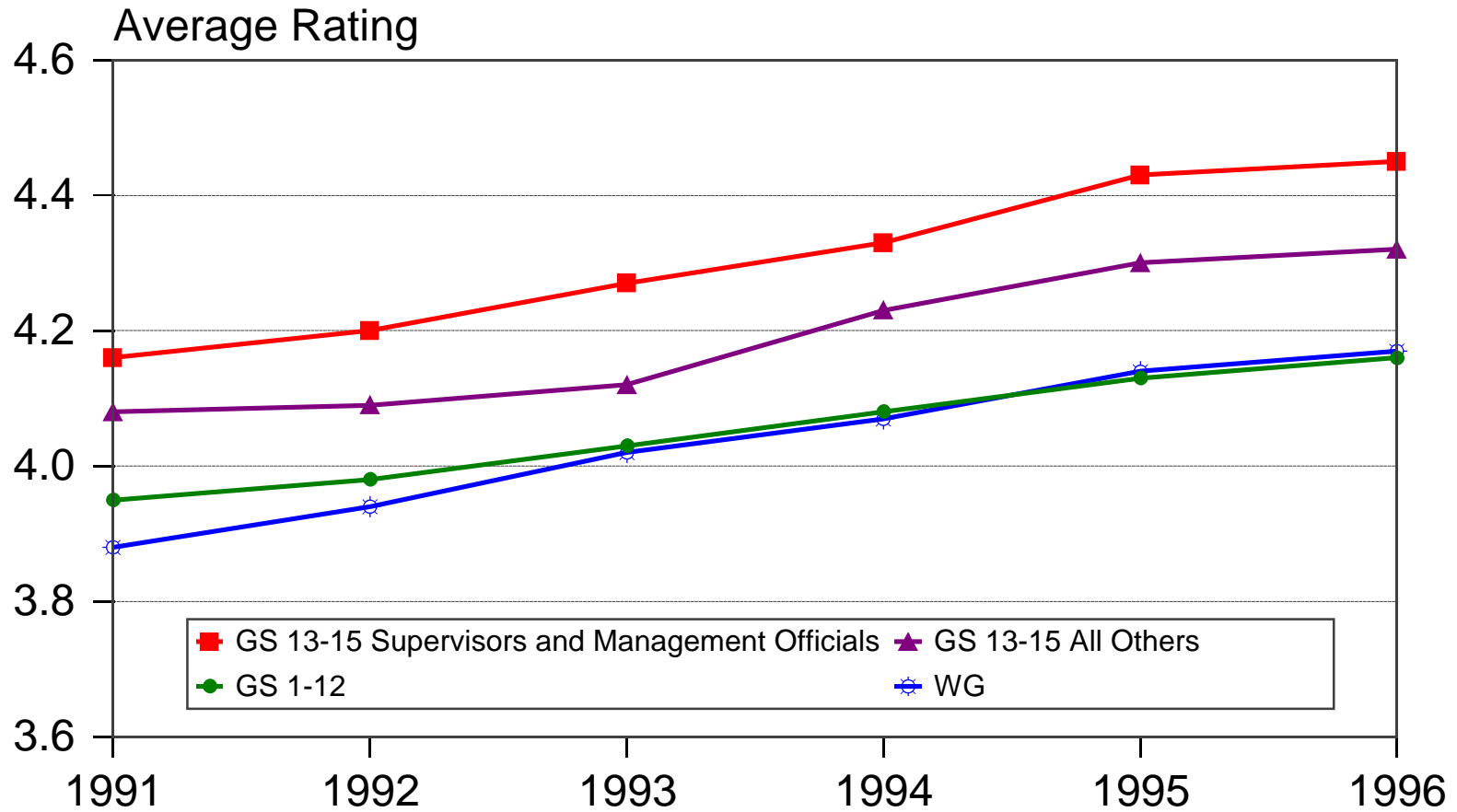
FY 96 Source: Central Personnel Data File (CPDF), Office of Workforce Information

\*\*\*Until September 1995, most agencies operated performance appraisal programs that used five summary performance rating levels. 1995 regulatory changes allowed the use of differing numbers of levels. OPM is currently developing new methods of reporting performance data that will accommodate these patterns.

# Performance Ratings

## By Pay Plan and Grade

1991 - 1996



GS = General Schedule WG = Federal Wage System

# Performance Recognition For Employees

## Fiscal Years 1988 - 1997

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
<b>Performance Awards (1)</b>										
Number of Awards	475,197	565,138	633,128	695,559	759,642	811,879	780,994	830,572	683,759	647,117
Total \$ Awarded (millions)	\$483.6	\$414.8	\$483.6	\$487.5	\$549.7	\$586.3	\$561.8	\$586.7	\$512.2	\$491.0
Average Award	\$1,018	\$734	\$764	\$701	\$724	\$722	\$719	\$706	\$749	\$758
Spending as % of Total Salaries	0.62%	0.69%	0.76%	0.73%	0.76%	0.77%	0.73%	0.76%	0.66%	0.64%

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
<b>Other Awards (2)</b>										
Number of Awards	205,535	228,650	320,615	335,644	571,607	413,936	487,733	644,083	554,487	687,411
Total \$ Awarded (millions)	\$93.0	\$109.8	\$132.7	\$157.3	\$175.3	\$164.7	\$153.8	\$194.0	\$203.9	\$273.6
Average Award	\$452	\$480	\$414	\$469	\$307	\$323	\$315	\$301	\$368	\$398
Spending as % of Total Salaries	0.16%	0.18%	0.21%	0.23%	0.27%	0.22%	0.20%	0.25%	0.26%	0.35%

(1) Non-Senior Executive Service (SES) Employees

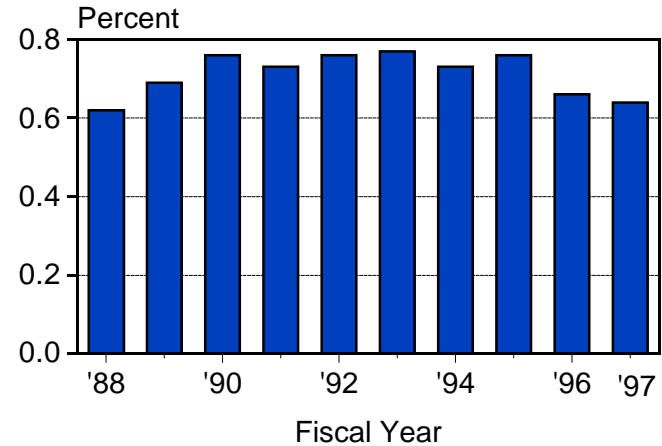
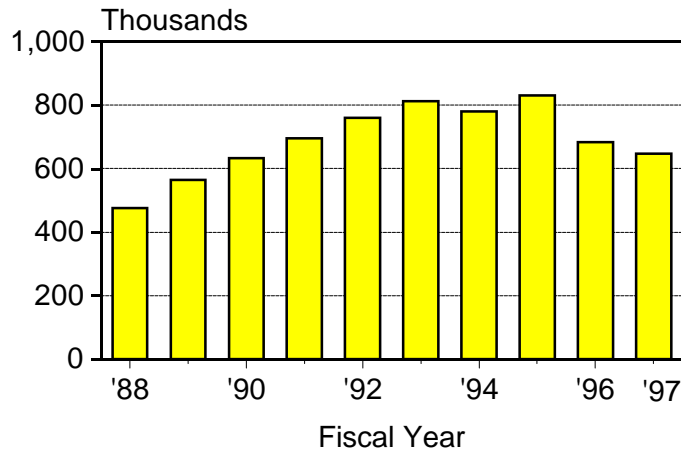
(2) Other Awards include Special Act or Service, Suggestion, Gainshare, and other Awards, and include such awards granted to SES employees.

Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 Performance-management@OPM.GOV

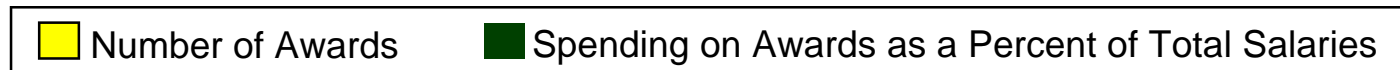
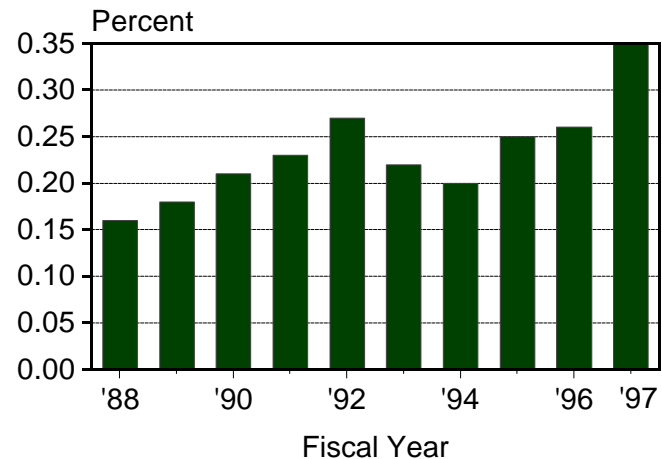
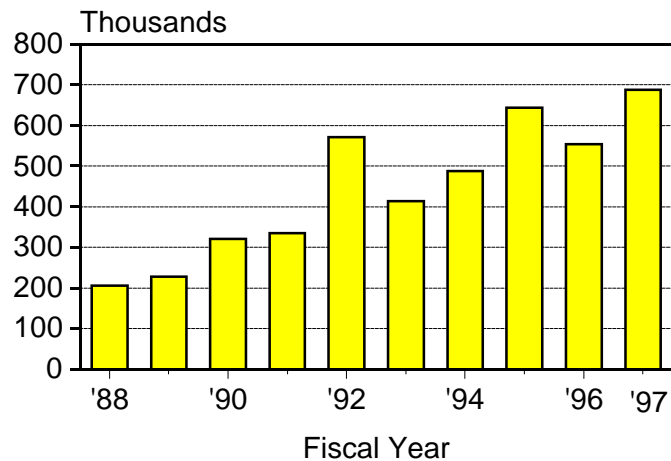
# Performance Recognition For Employees

**Fiscal Years 1988 - 1997**

## Performance Awards



## Other Awards



# Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1988 - 1997

## Quality Step Increases (QSI's)

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Number Granted	40,619	44,322	48,565	56,158	57,786	62,158	60,919	68,849	62,168	57,323
Estimated Cost (millions)	\$15.4	\$18.7	\$21.2	\$24.1	\$28.1	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8
Average Value	\$379	\$422	\$438	\$430	\$486	\$530	\$595	\$666	\$676	\$730

## Time-off Awards

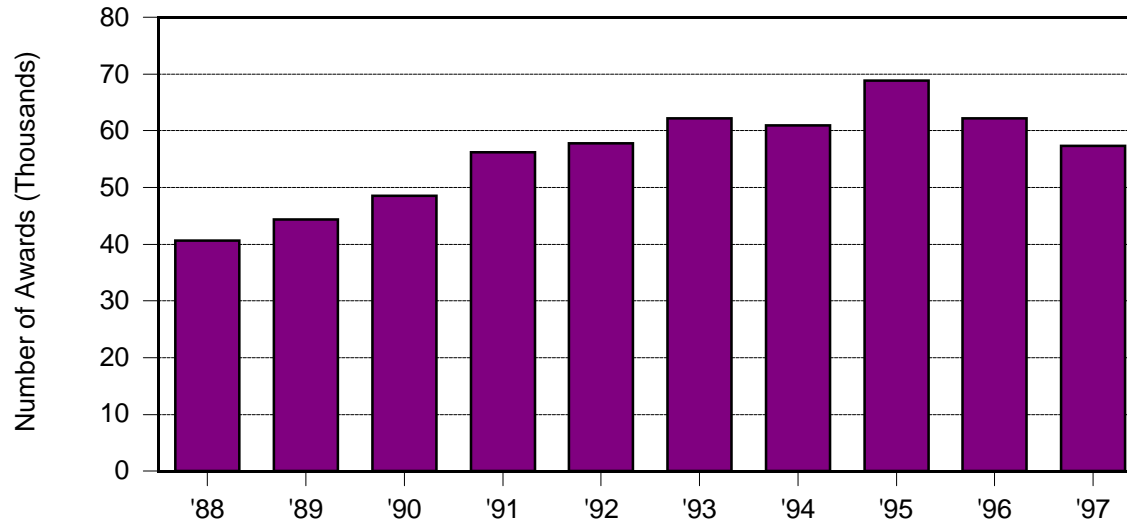
	Total Awarded	Average Award (Hours)
Fiscal Year 1993	34,330	13.5
Fiscal Year 1994	158,438	10.8
Fiscal Year 1995	264,904	10.6
Fiscal Year 1996	301,770	10.8
Fiscal Year 1997	253,452	12.7

Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 Performance-management@OPM.GOV

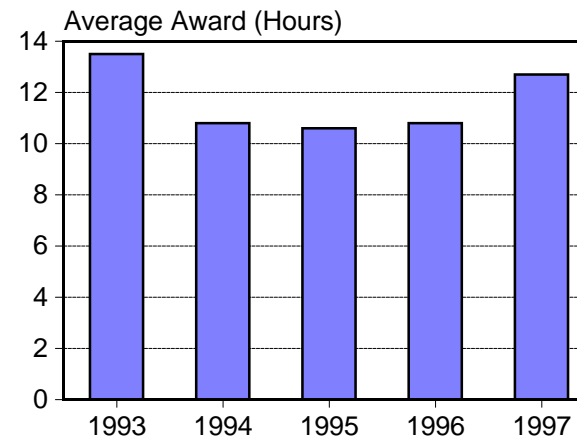
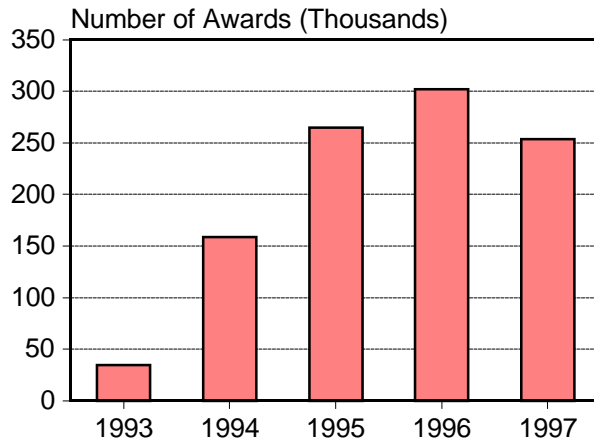


# Performance Recognition For Non-Senior Executive Service Employees

**Quality Step Increases (QSI's)**  
Fiscal Years 1988 - 1997



**Time Off Awards**  
Fiscal Years 1993 - 1997



# Senior Executive Service Member Profile

**1990 - 1998**

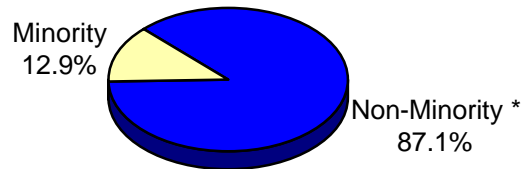
	<b>1990</b>	<b>1992</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>
<b>Average Age</b>	50.7	51.8	51.8	51.9	52.3
<b>Average Length of Service (Years)</b>	22.1	23.2	22.8	22.8	23.1
<b>Retirement Eligible (Career Appointees)</b>					
Regular	20.0%	22.0%	31.0%	24.3%	27.0%
Early-Out	34.0%	29.0%	36.0%	37.3%	39.2%
<b>Education</b>					
Not College Graduate	5.0%	5.0%	5.0%	4.3%	4.4%
College Graduate	29.0%	29.0%	26.0%	26.0%	26.4%
Advanced Degree	66.0%	66.0%	69.0%	69.7%	69.0%
<b>Gender</b>					
Men	88.8%	87.5%	83.5%	79.6%	77.6%
Women	11.2%	12.5%	16.5%	20.4%	22.4%
<b>Minority</b>	7.6%	8.0%	10.6%	11.7%	12.9%
<b>Occupation</b>					
Scientist or Engineer	30.0%	29.0%	27.0%	24.4%	23.0%
Other Professional	20.0%	24.0%	24.0%	25.5%	23.5%
Administrative / Technical	50.0%	48.0%	49.0%	50.2%	53.5%
<b>Geographic Location</b>					
Washington, D.C. area	72.0%	72.0%	73.0%	73.5%	72.5%

Note: All data as of September 30th; Percentages may not add to 100 due to rounding.

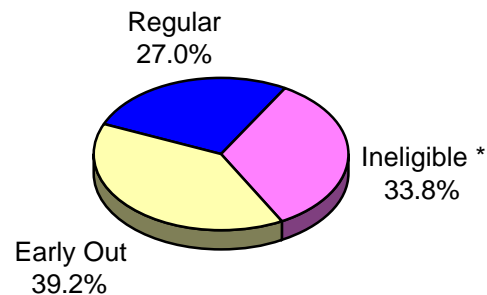
Source: Office of Executive Resources Management (202) 606-1610 KJEDWARD@OPM.GOV

# Senior Executive Service Member Profile

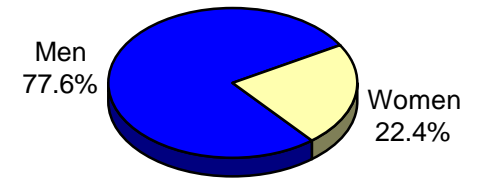
(As of September 1998)



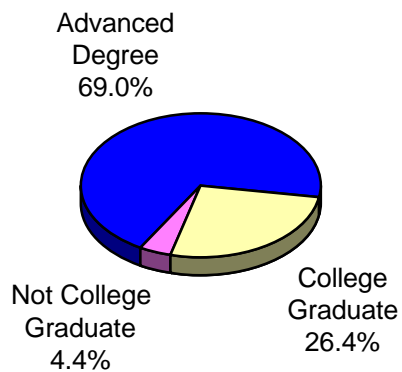
**Minority Status**



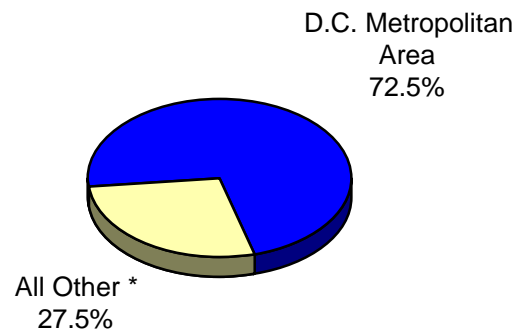
**Retirement Eligibility**



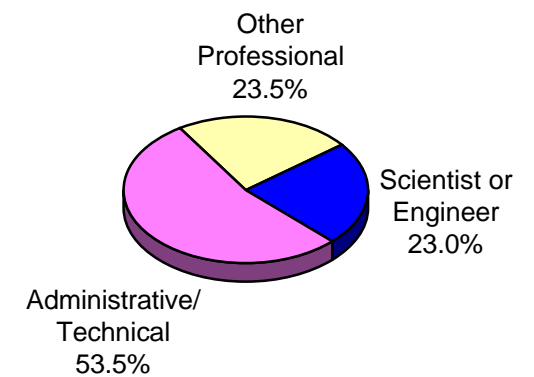
**Sex**



**Education**



**Geographic Location**



**Occupation**

\* Data shown are **excluded** from the source table.

# Senior Executive Service (SES)

## Positions and Appointments

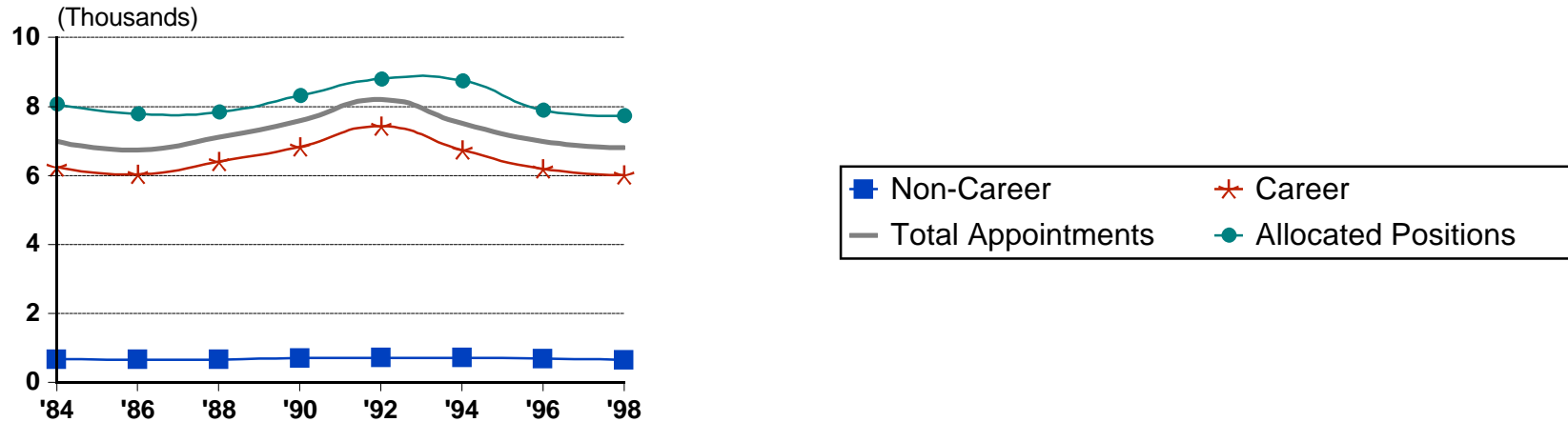
**1984 - 1998**

	Allocated Positions	SES Appointments			
		Total	Career	Noncareer	Limited
<b>1984</b>	8,063	6,988	6,243	665	80
<b>1985</b>	8,044	6,818	6,101	651	66
<b>1986</b>	7,790	6,742	6,030	658	54
<b>1987</b>	7,781	6,948	6,223	682	43
<b>1988</b>	7,838	7,108	6,400	659	49
<b>1989</b>	8,167	7,305	6,703	523	79
<b>1990</b>	8,314	7,590	6,829	699	62
<b>1991</b>	8,610	8,012	7,220	722	70
<b>1992</b>	8,804	8,200	7,426	704	70
<b>1993</b>	8,805	7,816	7,387	360	69
<b>1994</b>	8,751	7,509	6,740	704	65
<b>1995</b>	8,302	7,294	6,473	733	88
<b>1996</b>	7,896	6,985	6,191	684	110
<b>1997</b>	7,698	6,885	6,105	659	121
<b>1998</b>	7,736	6,804	6,010	649	145

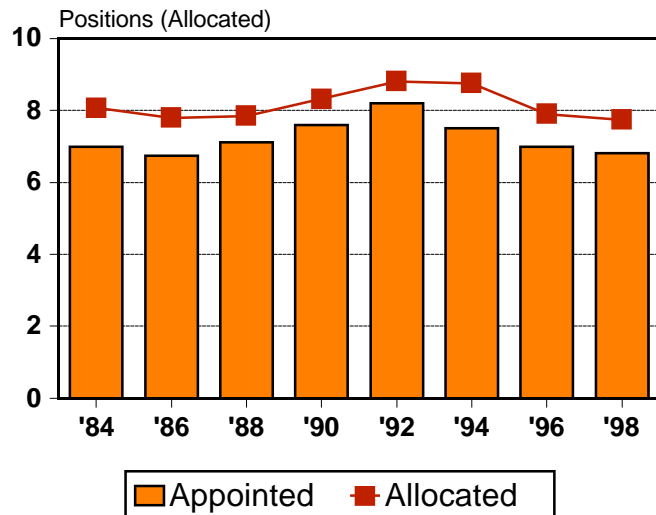
Notes: "Allocated" = Maximum number of SES positions authorized.  
 "Appointments" = Number of SES positions actually filled.  
 All data as of September 30th.

Source: Office of Executive Resources Management (202) 606-1610 KJEDWARD@OPM.GOV

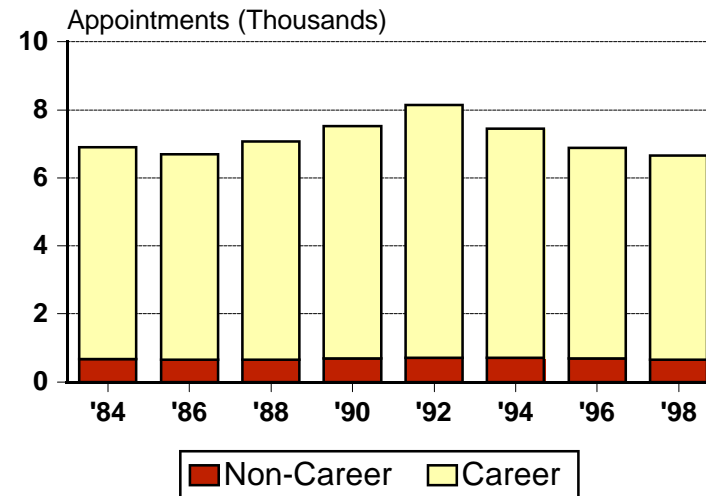
# Senior Executive Service Positions and Appointments 1984 - 1998



**Allocated vs Appointed**



**Career vs Non-Career**



# Senior Executive Service Awards

**Fiscal Years 1988 - 1998**

## Presidential Rank Awards

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Number of Awards</b>	356	349	382	401	414	275	265	208	233	273	294
<b>Distinguished (\$20,000)</b>	60	63	66	67	68	62	57	62	63	60	52
<b>Meritorious (\$10,000)</b>	296	286	316	334	346	213	208	146	170	213	242
<b>Total Awarded (\$ millions)</b>	4.16	4.12	4.48	4.68	4.80	3.37	3.22	2.70	2.96	3.33	3.46

## Performance Awards

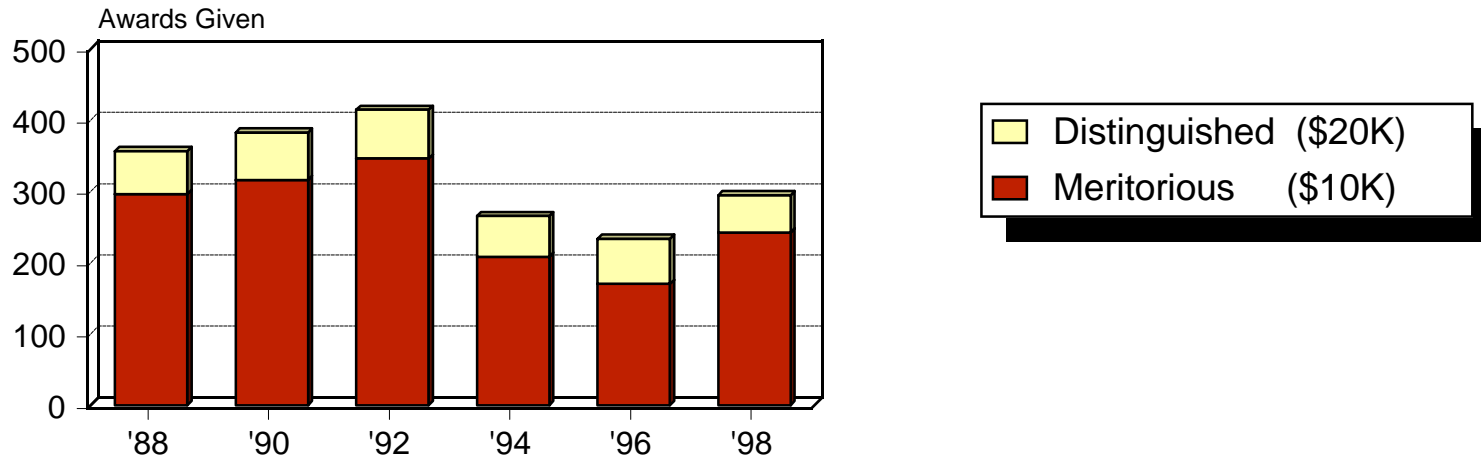
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Number of Awards</b>	2,398	2,535	2,495	2,475	2,939	2,971	2,683	2,352	1,763	2,256	2,154
<b>Percent of Career Members Receiving Awards</b>	39	40	37	35	40	40	38	36	28	36	36
<b>Total Awarded (\$ millions)</b>	13.39	13.89	13.76	14.34	20.25	21.18	18.95	16.44	12.4	16.2	16.3
<b>Average Amount of Award</b>	\$5,584	\$5,478	\$5,517	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,581

Source: Office of Executive Resources Management (202) 606-1610 KJEDWARD@OPM.GOV

# Senior Executive Service: Awards

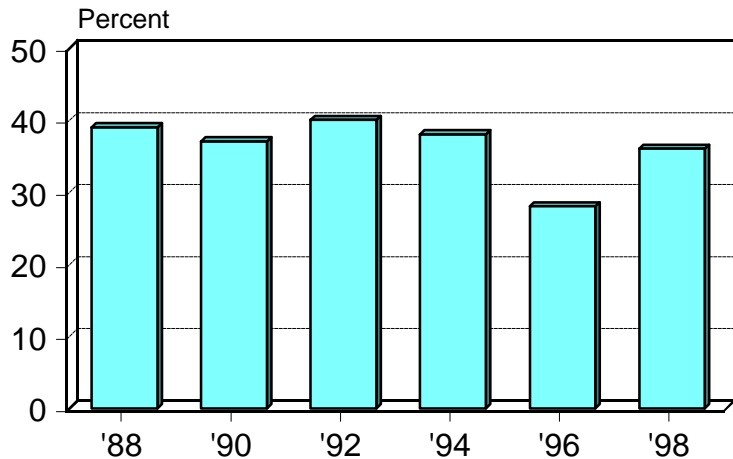
1988 - 1998

## Presidential Rank Awards

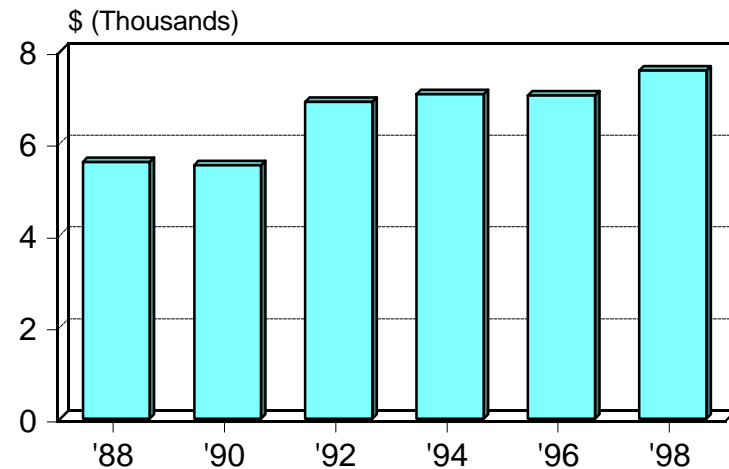


## Performance Awards

### Percent of Career Members Receiving Awards



### Average Amount of Award



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## **Part 4:**

# **Retirement and Insurance Programs**

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# Retirement and Insurance Payments

**1990 - 1999**

	1990 <sup>a</sup>	1991	1992	1993	1994	1995	1996	1997	1998 <sup>r</sup>	1999 <sup>b</sup>
<b>U.S. Office of Personnel Management (OPM)</b>										
<b>Payment Accounts in Millions (\$)</b>										
Government Payments for Annuitants and Employee Health Benefits	3,118.3	3,189.2	3,388.9	3,739.8	3,990.7	3,813.3	3,829.5	3,934.1	4,115.0	4,654.0
% Change		2.3	6.3	10.4	6.7	-4.4	0.4	2.7	4.6	13.1
Government Payments for Annuitants and Employee Life Insurance	1.9	5.7	7.3	11.2	15.5	21.9	24.9	27.8	30.0	35.0
% Change		200.0	28.1	53.4	38.4	41.3	13.7	11.6	7.9	16.7
Government Payments to Civil Service Retirement and Disability Fund	17,664.9	18,509.1	19,101.2	19,793.3	19,698.1	19,935.2	20,060.3	21,253.7	21,357.0	21,645.0
% Change		4.8	3.2	3.6	-0.5	1.2	0.6	5.9	0.5	1.3

a. Beginning in Fiscal Year 1990, "Government Payments for Annuitants, Employee Life Insurance."

b. Budget Data for 1999 are estimated.

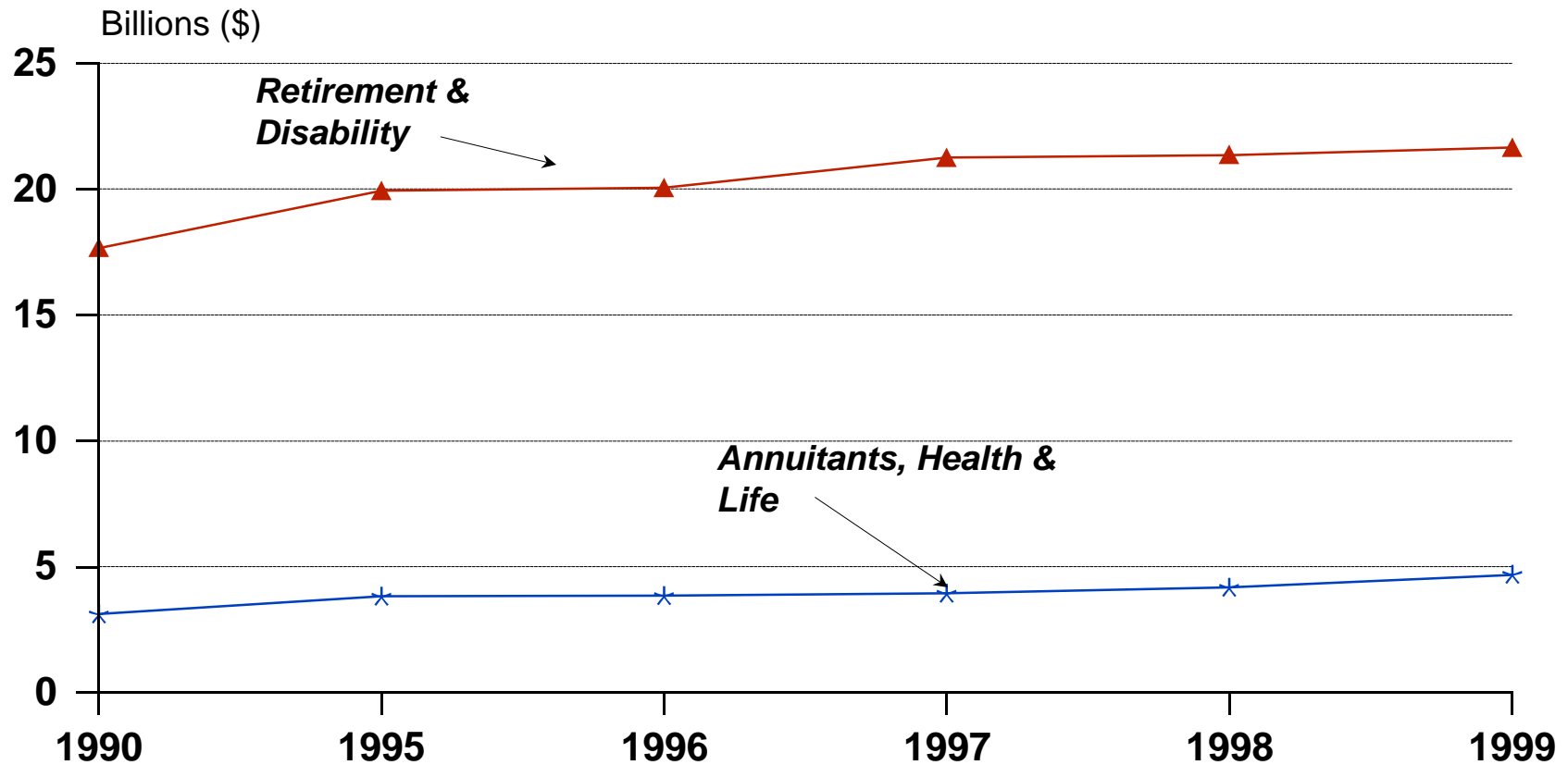
r. Revised Data

Notes: Amounts shown reflect OPM's payment of the Government's share for annuitants' health and life insurance benefits. These payments do not include amounts contributed by Federal agencies on behalf of their employees.

Sources: *Appendix, Budget of the U.S. Government*  
*Historical Tables, Budget of the U.S. Government*  
 AGLINNEH@OPM.GOV

# Retirement and Insurance Payments, 1990 - 1999

## Treasury Payments to Civil Service Benefit Programs



Amounts shown reflect U.S. Office of Personnel Management's payment of the Government's share for annuitants' health and life insurance benefits. These payments do not include amounts contributed by Federal agencies on behalf of their employees.

\* Estimated

# Federal Employee Health Benefits Program

## Enrollment and Coverage

**September 30, 1998**

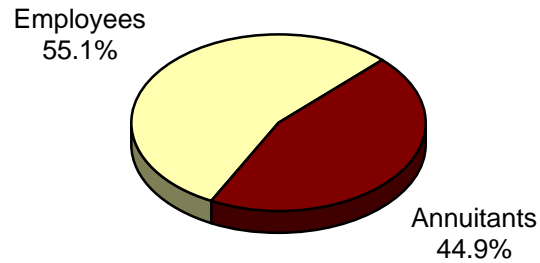
	<b>Employees</b>	<b>Annuitants</b>	<b>Total Enrolled</b>	<b>Dependents (Estimated)</b>	<b>Total Covered</b>
<b>Governmentwide</b>	841,262	1,011,361	1,852,623	1,710,526	3,563,149
<b>Employee Organizations</b>	504,318	530,519	1,034,837	1,219,158	2,253,995
<b>Comprehensive (Health Maintenance Organizations)</b>	925,108	311,193	1,236,301	1,604,331	2,840,632
Experience - Rated	89,633	43,702	133,335	177,662	310,997
Community - Rated	835,475	267,491	1,102,966	1,426,937	2,529,903
<b>Total, All Plans</b>	<b>2,270,688</b>	<b>1,853,073</b>	<b>4,123,761</b>	<b>4,534,015</b>	<b>8,657,776</b>

*Source: Semi-annual Headcount, as of September 1998 (the number of dependents is estimated based on data provided by health benefits carriers).  
(202) 606-0650 RISBUDGET@OPM.GOV*

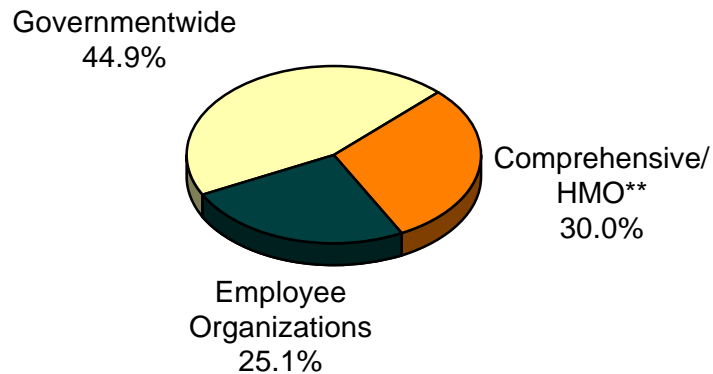
# Federal Employee Health Benefits Program Enrollment & Coverage

September 30, 1998

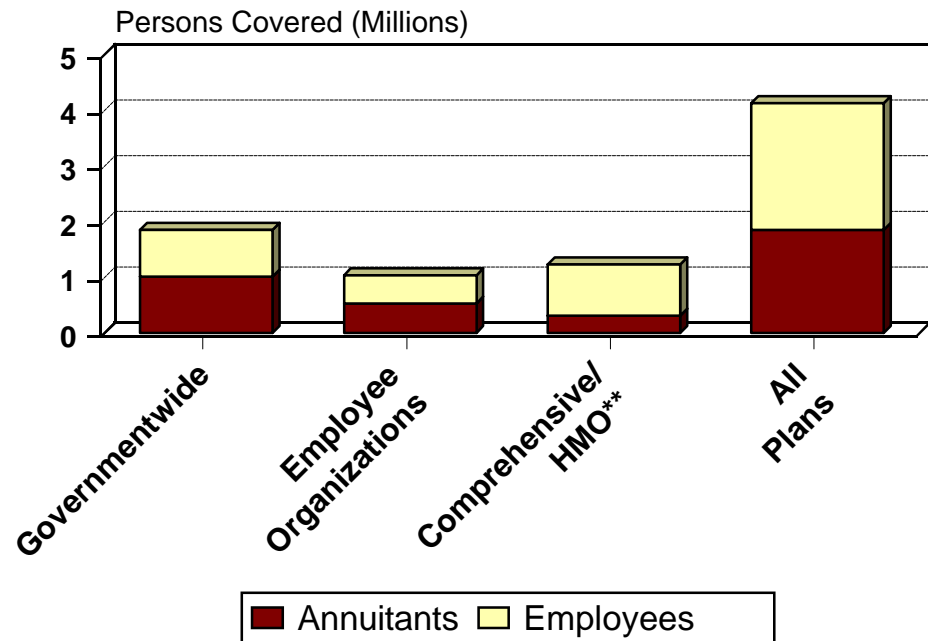
**Enrollee Category**



**Type of Plan\***



**Total Program Coverage\*  
Enrollees by Type of Plan**



\*Excludes Dependents

\*\*HMO = Health Maintenance Organization

# Federal Employee Health Benefits

## Weighted Average Monthly Premiums

1988 - 1998

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>NON-POSTAL EMPLOYEES</b>											
Government Share	\$130.61	\$160.12	\$181.95	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69
Enrollee Share	\$57.80	\$64.58	\$69.10	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27
<b>Total Premiums</b>	<b>\$188.41</b>	<b>\$224.70</b>	<b>\$251.05</b>	<b>\$264.68</b>	<b>\$287.53</b>	<b>\$313.46</b>	<b>\$324.69</b>	<b>\$314.09</b>	<b>\$314.29</b>	<b>\$320.69</b>	<b>\$342.96</b>
<b>POSTAL EMPLOYEES</b>											
Government Share	\$176.69	\$219.31	\$250.37	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44
Enrollee Share	\$32.03	\$30.76	\$29.89	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44
<b>Total Premiums</b>	<b>\$208.72</b>	<b>\$250.07</b>	<b>\$280.26</b>	<b>\$301.66</b>	<b>\$326.23</b>	<b>\$353.79</b>	<b>\$363.72</b>	<b>\$349.98</b>	<b>\$345.63</b>	<b>\$352.09</b>	<b>\$374.88</b>
<b>ANNUITANTS</b>											
Government Share	\$121.90	\$151.80	\$170.57	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94
Enrollee Share	\$76.79	\$89.99	\$81.44	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39
<b>Total Premiums</b>	<b>\$198.69</b>	<b>\$241.79</b>	<b>\$252.01</b>	<b>\$258.65</b>	<b>\$273.48</b>	<b>\$295.42</b>	<b>\$301.17</b>	<b>\$288.14</b>	<b>\$288.51</b>	<b>\$292.25</b>	<b>\$314.33</b>
<b>TOTAL PROGRAM WEIGHTED AVERAGE</b>											
Government Share	\$135.28	\$167.23	\$189.27	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95
Enrollee Share	\$60.78	\$68.64	\$67.19	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57
<b>Total Premiums</b>	<b>\$196.06</b>	<b>\$235.87</b>	<b>\$256.46</b>	<b>\$268.48</b>	<b>\$288.26</b>	<b>\$312.16</b>	<b>\$321.03</b>	<b>\$309.06</b>	<b>\$308.27</b>	<b>\$313.36</b>	<b>\$335.52</b>
<i>% Change</i>	<i>ERR</i>	20.3	8.7	4.7	7.4	8.3	2.8	-3.7	-0.3	1.7	7.1

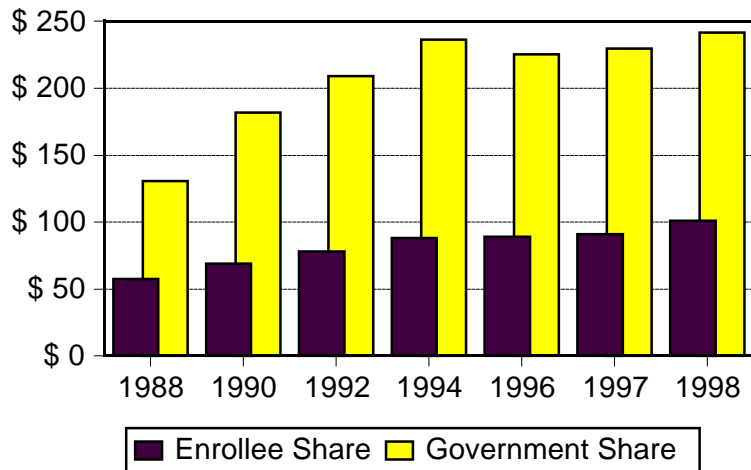
Note: Premiums are weighted based on enrollments as of March.

Source: Office of Personnel Management, Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

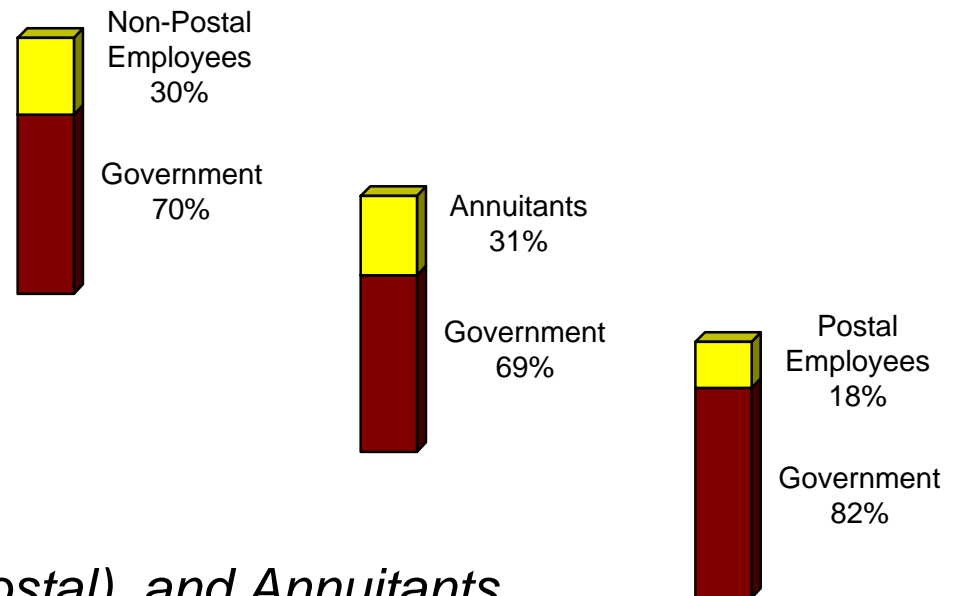
# Federal Employee Health Benefits Program

*How the Cost is Shared  
Between Government and Enrollee ...*

**Weighted Average Monthly Premiums:  
Postal, Non-Postal, & Annuitants  
1988 - 1998**



*Average Monthly Premiums  
1998*



*For Employees (Postal and Non-Postal), and Annuitants*

# Federal Employee Health Benefits Program Financial Data

**Fiscal Years 1984 - 1997**

(\$ in millions)

	Revenues	Non-Actuarial Expenses	Actuarial Expenses	Total Expenses	Excess (Deficiency) of Revenues Over Expenses
<b>1984</b>	6,677	5,680	0	5,680	997
<b>1985</b>	6,797	5,801	0	5,801	996
<b>1986</b>	5,824	7,315	0	7,315	(1,491)
<b>1987</b>	7,121	7,915	0	7,915	(794)
<b>1988</b>	9,024	9,021	0	9,021	3
<b>1989</b>	10,984	9,890	0	9,890	1,094
<b>1990</b>	12,412	11,071	0	11,071	1,340
<b>1991</b>	13,503	12,629	0	12,629	874
<b>1992</b>	14,329	14,024	0	14,024	305
<b>1993</b>	15,393	14,524	0	14,524	869
<b>1994</b>	16,162	15,227	0	15,227	935
<b>1995</b>	16,016	15,816	0	15,816	200
<b>1996</b>	15,869	16,037	0	16,037	(168)
<b>1997</b>	15,925	9,460*	15,930*	25,391	(9,466)

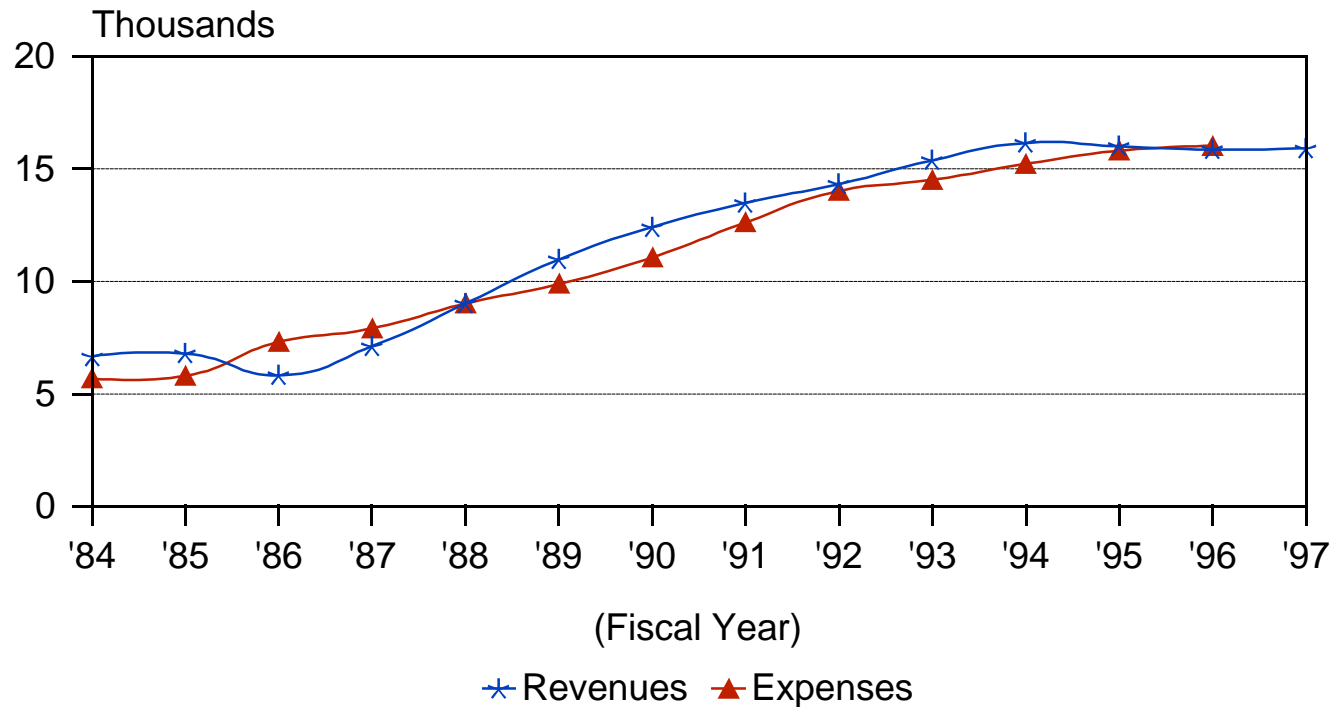
\*For FY 97, FASAB required the accrual method of accounting to recognize the cost of postretirement health benefits over the active years of employee service. Previously, these expenses were recognized when they became due.

Source: Statement of Operations and Statement of Financial Position for the Office of Personnel Management and carriers for the period ending September 30.

# Federal Employees Health Benefits (FEHB) Program Financial Data

Fiscal Years 1984 - 1997

## Revenues vs Expenses



*Fiscal Year 1986 data includes payment of \$1.1 billion from the Contingency Reserves made for the purpose of refunding excess premiums to FEHB enrollees and the Government.*



# Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 1998

	TOTAL	FERS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
<b>All Agencies</b>	1,810,341	958,319	10,338	1.1	70,784	7.4
Department of Agriculture	107,709	46,922	471	1.0	2,741	5.8
Department of Commerce	38,933	22,239	185	0.8	1,144	5.1
Department of Defense (Total)	710,412	365,637	4,636	1.3	34,130	9.3
Department of the Air Force	166,258	87,420	898	1.0	7,962	9.1
Department of the Army	231,307	121,061	1,738	1.4	11,330	9.4
Department of the Navy	194,082	96,999	1,300	1.3	8,888	9.2
Department of Defense (Excluding Military Departments)	118,765	60,157	700	1.2	5,950	9.9
Department of Education	4,833	2,471	33	1.3	130	5.3
Department of Energy	16,148	7,701	128	1.7	605	7.9
Department of Health and Human Services	58,261	31,886	336	1.1	1,971	6.2
Department of Housing and Urban Development	9,984	4,702	61	1.3	467	9.9
Department of the Interior	73,038	35,436	364	1.0	2,122	6.0
Department of Justice	122,580	90,509	446	0.5	2,040	2.3
Department of Labor	15,946	7,785	73	0.9	488	6.3
Department of State	15,637	3,955	47	1.2	256	6.5
Department of Transportation	64,858	34,465	298	0.9	1,953	5.7
Department of the Treasury	141,966	81,284	755	0.9	5,977	7.4
Department of Veterans Affairs	240,846	132,372	1,088	0.8	10,798	8.2
Environmental Protection Agency	19,242	11,069	84	0.8	452	4.1
General Services Administration	14,221	7,430	107	1.4	668	9.0
National Aeronautics and Space Administration	19,207	9,827	89	0.9	436	4.4
Office of Personnel Management	3,682	1,580	20	1.3	234	14.8
Small Business Administration	4,536	2,566	27	1.1	262	10.2
Social Security Administration	65,629	24,351	766	3.1	1,812	7.4
All Other Agencies	62,673	30,348	324	1.1	2,098	6.9

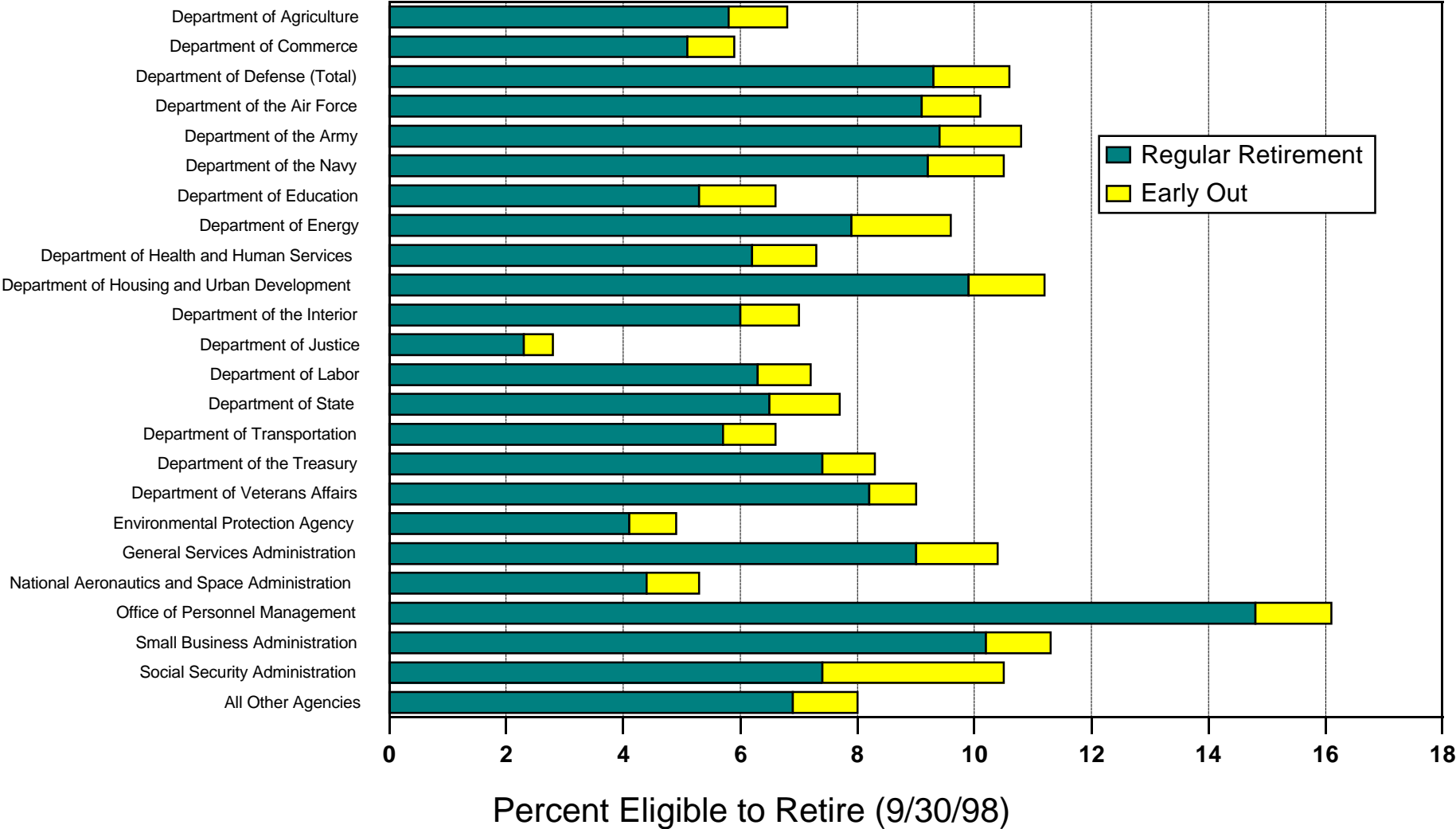
Notes: Data are calculated under current law provisions.

Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. OWI@OPM.GOV

# Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 1998



# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1998

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
<b>All Agencies</b>	1,810,341	721,462	264,680	36.7	99,371	13.8
Department of Agriculture	107,709	41,885	14,275	34.1	5,959	14.2
Department of Commerce	38,933	12,866	5,118	39.8	2,322	18.0
Department of Defense (Total)	710,412	316,763	118,387	37.4	39,480	12.5
Department of the Air Force	166,258	71,894	27,755	38.6	9,841	13.7
Department of the Army	231,307	103,206	38,580	37.4	13,328	12.9
Department of the Navy	194,082	93,770	34,813	37.1	10,978	11.7
Department of Defense (Excluding Military Departments)	118,765	47,893	17,239	36.0	5,333	11.1
Department of Education	4,833	2,038	874	42.9	279	13.7
Department of Energy	16,148	8,357	3,534	42.3	986	11.8
Department of Health and Human Services	58,261	20,692	8,337	40.3	3,900	18.8
Department of Housing and Urban Development	9,984	5,158	2,278	44.2	754	14.6
Department of the Interior	73,038	26,944	9,639	35.8	3,339	12.4
Department of Justice	122,580	29,534	7,855	26.6	5,474	18.5
Department of Labor	15,946	7,906	3,273	41.4	1,419	17.9
Department of State	15,637	2,587	1,020	39.4	318	12.3
Department of Transportation	64,858	29,813	8,597	28.8	6,896	23.1
Department of the Treasury	141,966	81,284	18,436	22.7	6,274	7.7
Department of Veterans Affairs	240,846	136,156	23,939	17.6	9,124	6.7
Environmental Protection Agency	19,242	7,007	2,674	38.2	975	13.9
General Services Administration	14,221	6,722	2,966	44.1	713	10.6
National Aeronautics and Space Administration	19,207	8,958	2,707	30.2	2,157	24.1
Office of Personnel Management	3,682	1,402	586	41.8	171	12.2
Small Business Administration	4,536	1,603	671	41.9	268	16.7
Social Security Administration	65,629	39,963	16,961	42.4	4,845	12.1
All Other Agencies	62,673	21,823	8,911	40.8	3,560	16.3

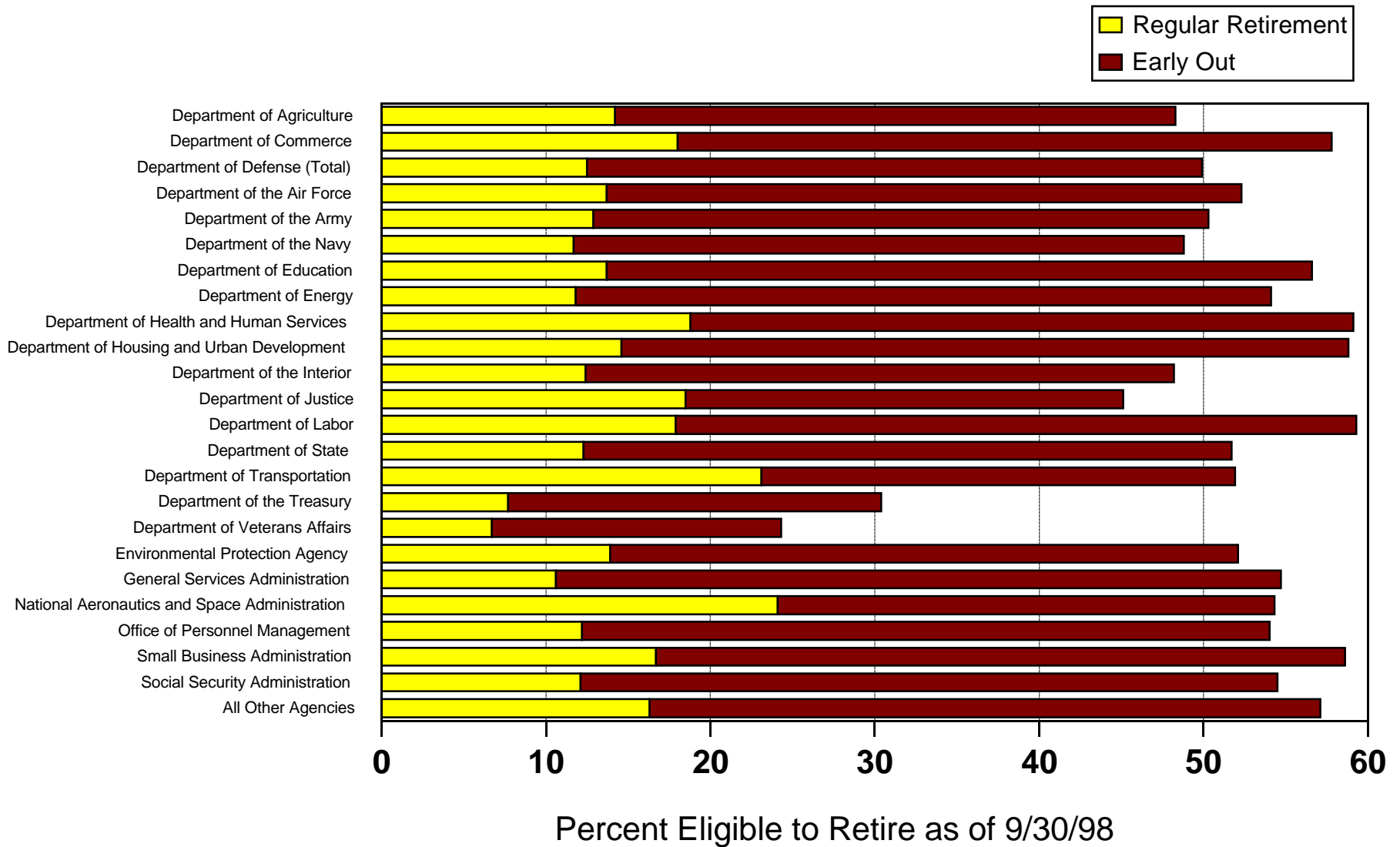
Notes: Data are calculated under current law provisions.

Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. OWI@OPM.GOV

# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1998



# Retirement System

## On Annuity Roll at End of Fiscal Year

**1982 - 1998**

Employees							
Year	Normal	Disability	Other <sup>a</sup>	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
<b>1982</b>	769,916	348,068	239,703	1,357,687	1,041	469,817	463
<b>1983</b>	804,236	343,457	240,923	1,388,616	1,076	481,526	486
<b>1984</b>	837,368	337,871	244,955	1,420,194	1,078	490,229	501
<b>1985</b>	876,692	331,675	245,839	1,454,206	1,119	501,212	528
<b>1986</b>	916,313	325,978	249,280	1,491,571	1,128	516,413	536
<b>1987</b>	934,269	318,436	251,435	1,504,140	1,146	528,087	552
<b>1988</b>	973,533	311,263	266,152 <sup>b</sup>	1,550,948	1,195	541,098	583
<b>1989</b>	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
<b>1990</b>	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
<b>1991</b>	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
<b>1992</b>	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
<b>1993</b>	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
<b>1994</b>	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
<b>1995</b>	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
<b>1996</b>	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
<b>1997</b>	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
<b>1998</b>	1,083,613	252,942	406,822	1,741,377	1,711	627,973	904

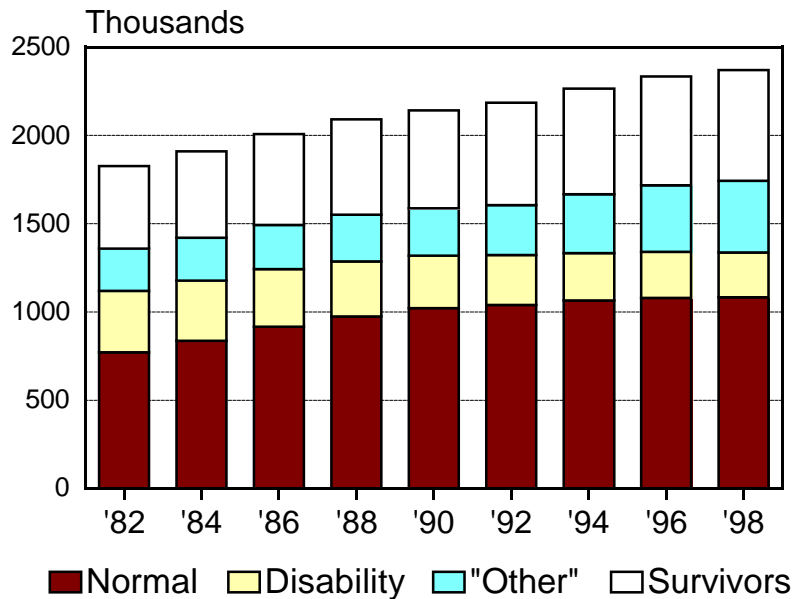
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

# Retirement System

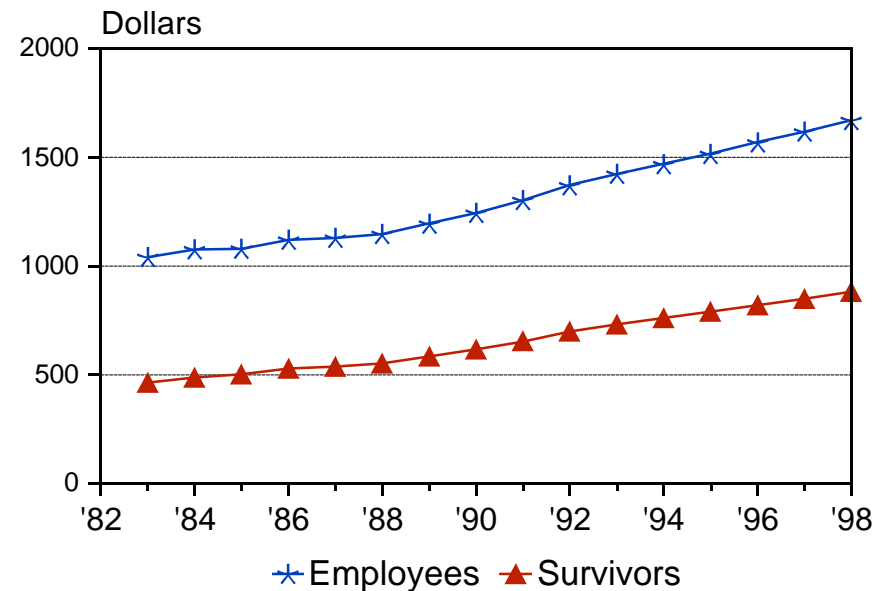
## On Annuity Roll at End of Fiscal Year

1982 - 1998

*Number on Annuity Roll*



*Average Monthly Annuity*



# Retirement System Additions to Annuity Roll

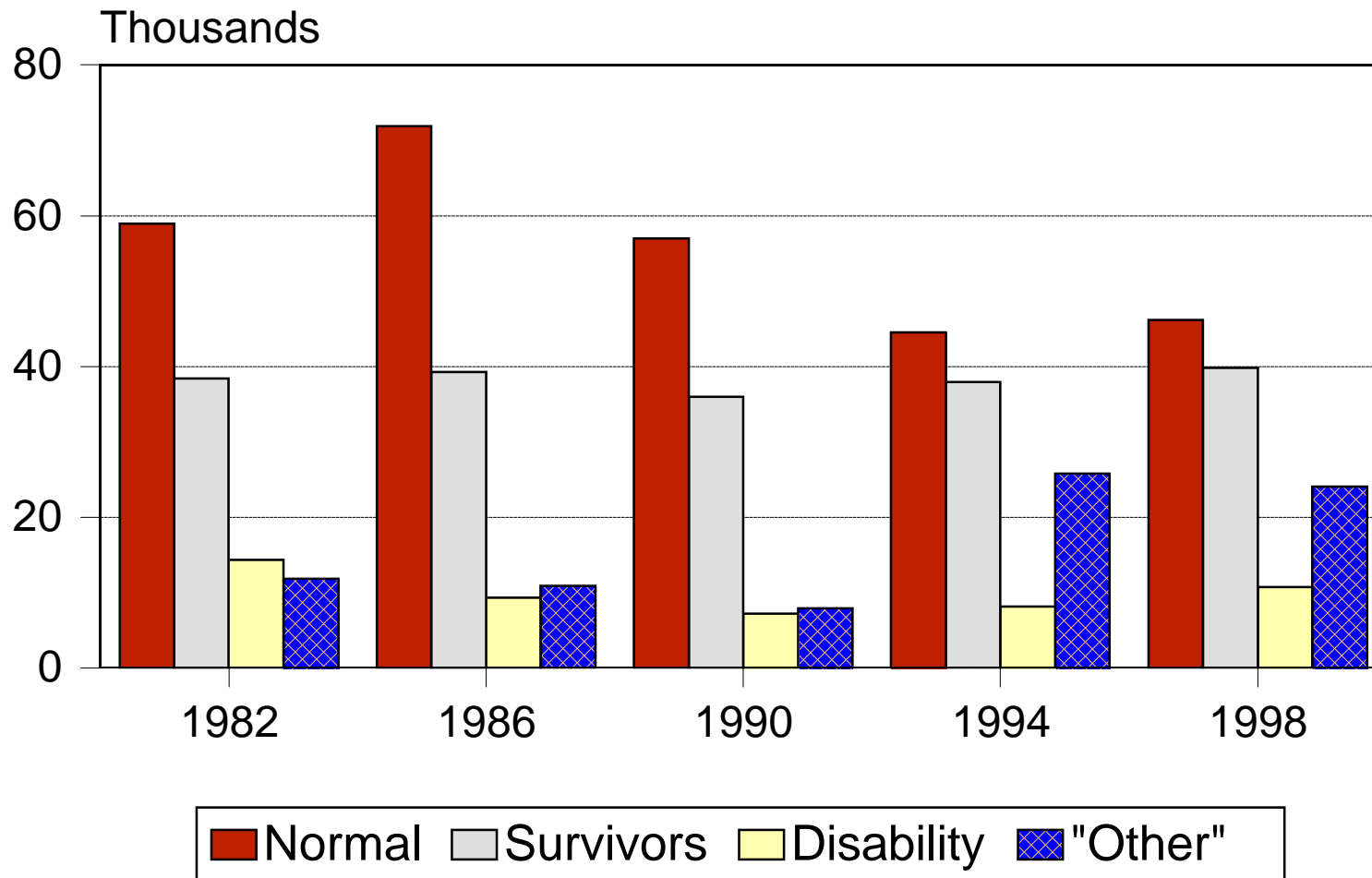
Fiscal Years 1981 - 1998

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other <sup>a</sup>		
1981	88,977	19,274	13,951	122,202	54,918
1982	58,933	14,307	11,843	85,083	38,380
1983	61,605	9,756	9,366	80,727	37,983
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 <sup>b</sup>	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 <sup>c</sup>	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821

- Notes:
- a. The "Other" category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
  - b. Revised to include 2,597 Federal Employees Retirement System annuitants whose retirement types are not available.
  - c. The larger number of additions to the Annuity Roll in Fiscal Year 1993 is attributable to approximately 34,000 voluntary early retirements and 7,000 involuntary retirements associated with Government downsizing efforts.

# Retirement System Additions to Annuity Roll

**Fiscal Years 1982 - 1998**





# Retirement Systems Coverage

## Civil Service Retirement System (CSRS) VS Federal Employees Retirement System (FERS)

**Fiscal Years 1990 - 1998**

	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>
<b>CSRS</b>	1,754,280	1,667,628	1,608,455	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083
<i>% of total</i>	<i>61.5</i>	<i>58.6</i>	<i>56.9</i>	<i>54.3</i>	<i>52.0</i>	<i>48.9</i>	<i>47.1</i>	<i>44.5</i>	<i>41.7</i>
<b>FERS</b>	1,096,874	1,176,993	1,219,051	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698
<i>% of total</i>	<i>38.5</i>	<i>41.4</i>	<i>43.1</i>	<i>45.7</i>	<i>48.0</i>	<i>51.1</i>	<i>52.9</i>	<i>55.5</i>	<i>58.3</i>

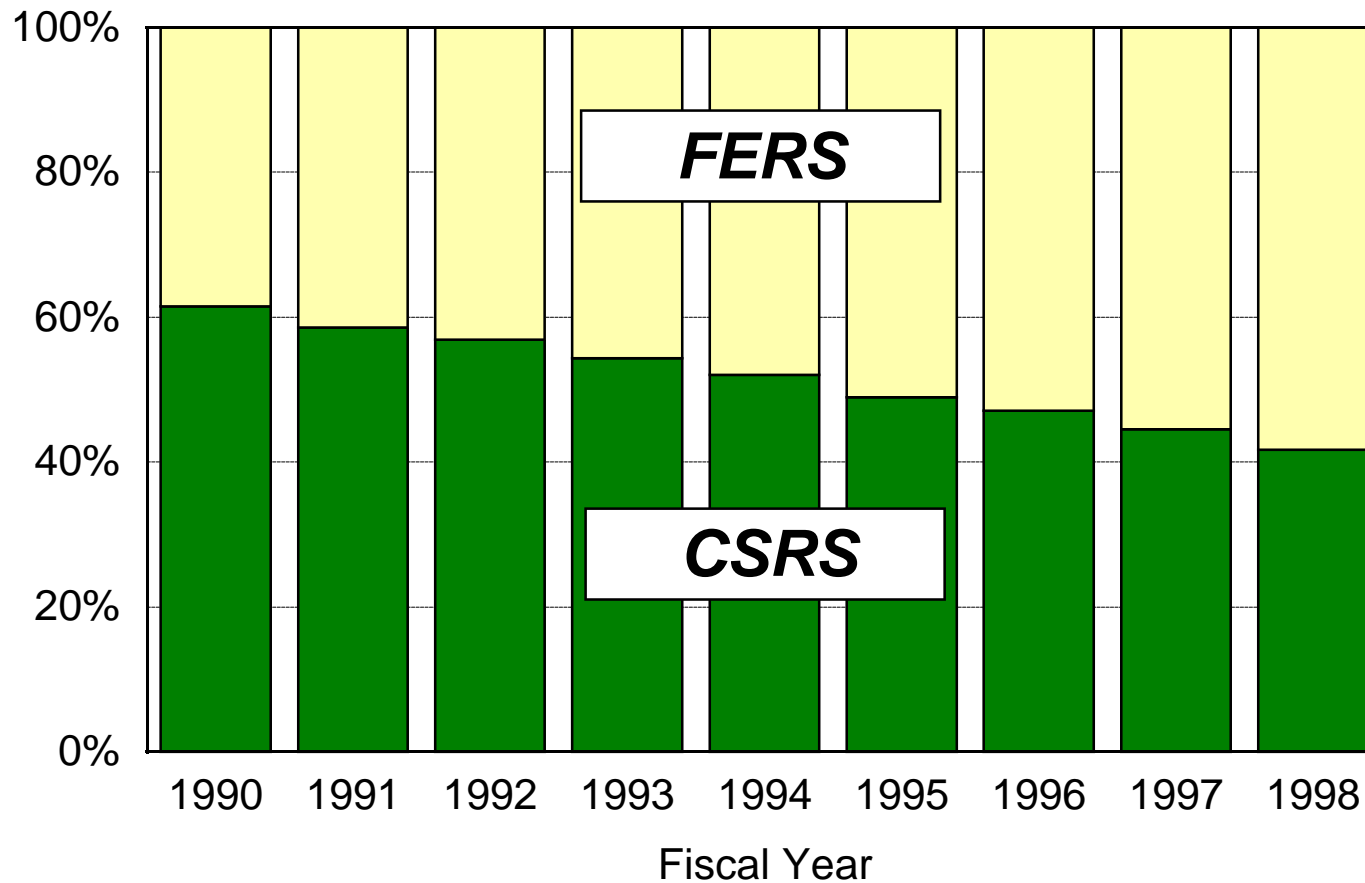
Note: Data do not include employees on leave without pay.

Source: Headcount Reports, Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

# Retirement Systems Coverage

## Civil Service Retirement System (CSRS) vs Federal Employees Retirement System (FERS)

Fiscal Years 1990 - 1998



# Federal Employees Group Life Insurance

## Fiscal Year 1998

	Employees		Annuitants		Total	
	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)
<b>Coverage</b>						
Basic	2,349	235.3	1,605	34.2	3,954	269.5
Standard	1,012	20.2	342	2.1	1,354	22.3
Additional	1,155	176.2	132	9.0	1,287	185.2
Family	974	8.8	330	1.1	1,304	9.9
<b>Total</b>	<b>2,349 *</b>	<b>440.5</b>	<b>1,605 *</b>	<b>46.4</b>	<b>3,954 *</b>	<b>486.9</b>

\* NOTE: Totals may NOT add because those employees with Standard, Additional, or Family coverage must also have Basic coverage.

### Claims Paid During Fiscal Year 1998

	Claims	Amount Paid (\$ Thousands)
<b>Death</b>		
Employees	7,491	\$591,047
Annuitants	64,511	\$944,421
<b>Total</b>	<b>72,002</b>	<b>\$1,535,468</b>
<b>Dismemberment</b>		
<b>Total</b>	<b>35</b>	<b>\$545</b>

### Operating Revenues and Expenses, Fiscal Year 1998

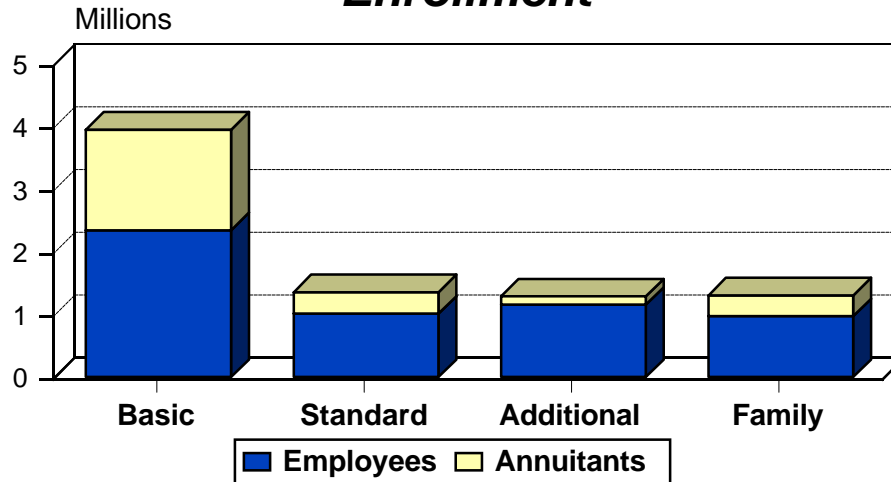
	(\$ Thousands)
<b>Revenues</b>	\$2,916,437
<b>Expenses</b>	\$1,625,035
<b>Excess of operating Revenues Over Expenses</b>	<b>\$1,291,401</b>

Sources: Headcount Reports, Central Personnel Data File. (202) 606-0650 RISBUDGET@OPM.GOV

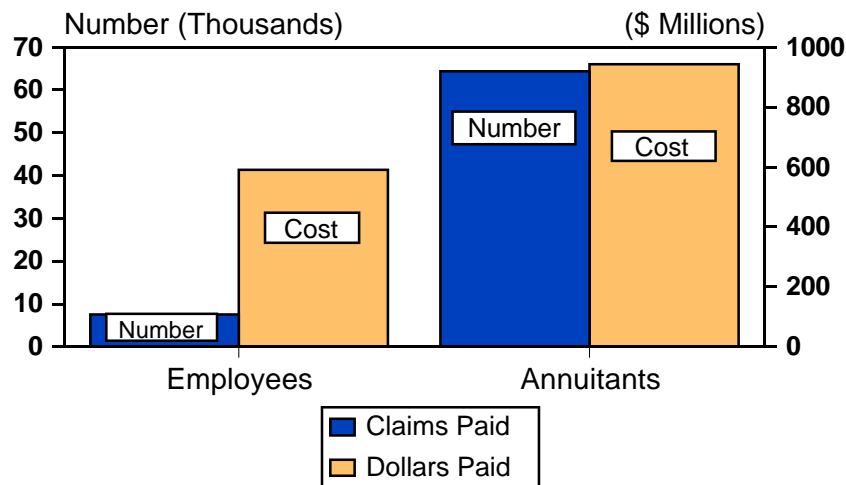
# Federal Employees Group Life Insurance

Fiscal Year 1998

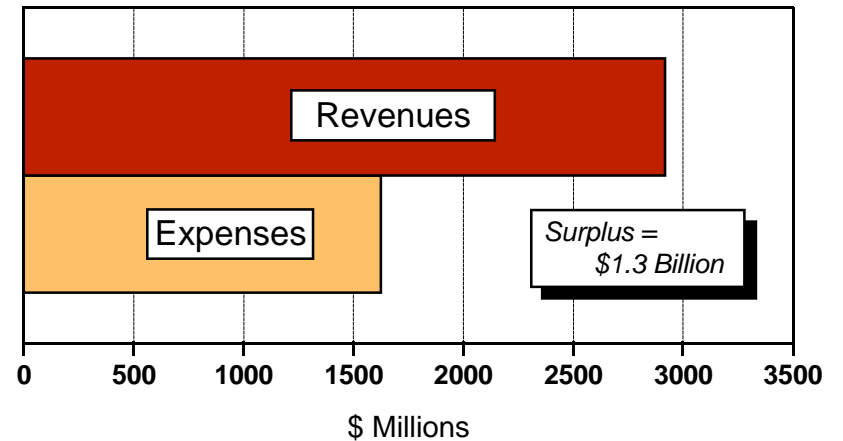
## Enrollment



## Claims Paid



## Revenues vs Expenses



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**Part 5:**  
**Student Employment Programs**

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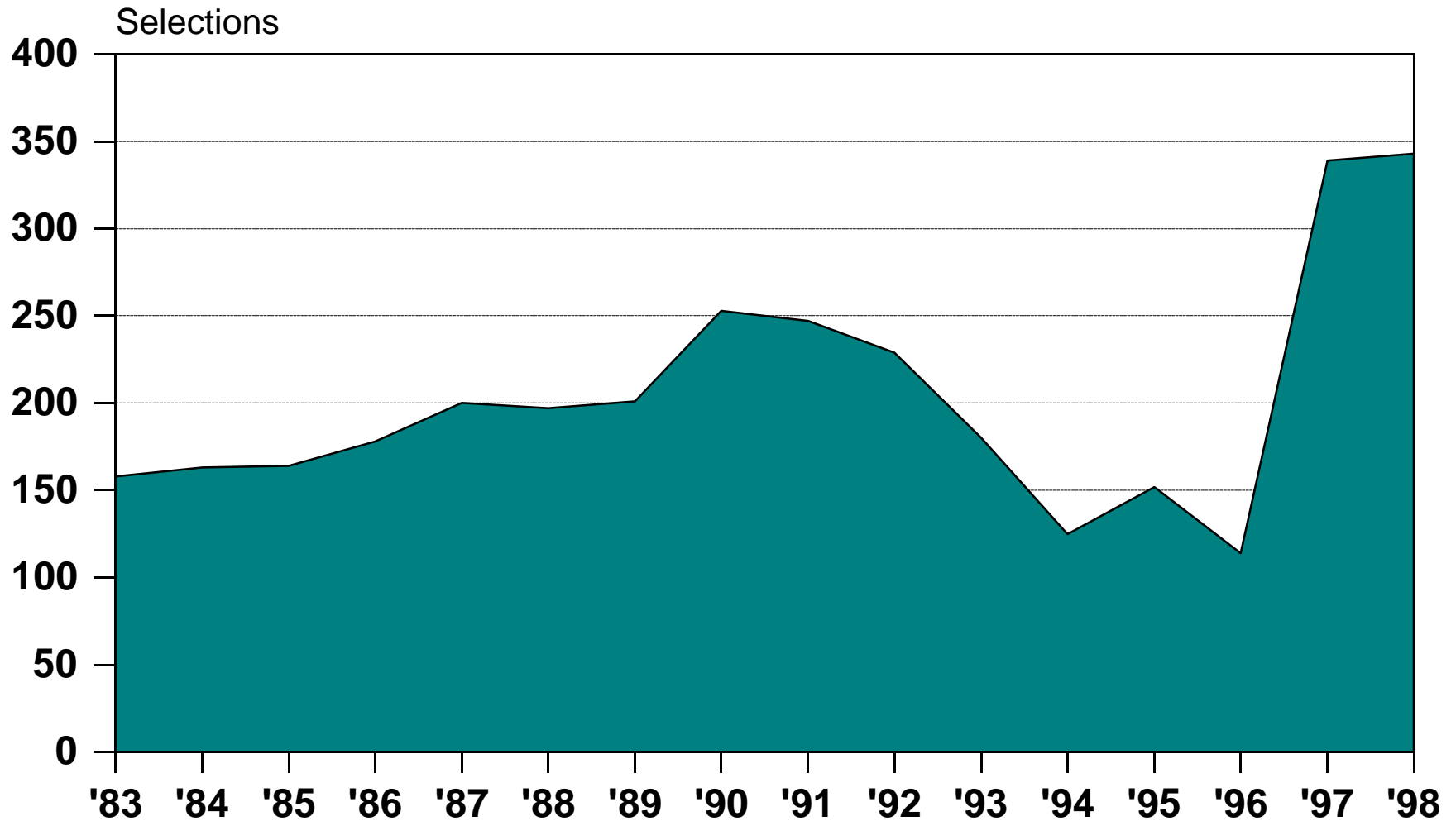
## Presidential Management Internship (PMI) Program Selections, Universities, and Employing Agencies

Trends in PMI Selections 1983 - 1998		Top Universities With PMI Finalists in 1998		Top Agencies Employing 1998 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1983	158	University of Maryland	18	Department of Health and Human Services	65
1984	163	Harvard, JFK School of Government	17	Department of State	50
1985	164	University of California (UCLA)	17 (7)	Department of Justice	37
1986	178	American University	15	Department of Commerce	28
1987	200	Georgetown University	14	Social Security Administration	27
1988	197	George Washington University	13	Department of Labor	22
1989	201	Johns Hopkins University	10	Department of Transportation	14
1990	253	University of Texas	10	Department of Defense	13
1991	247	Columbia University	8	Department of Housing and Urban Development	13
1992	229	Syracuse University	8	US Agency for International Development	10
1993	180	University of Alabama	7	Department of the Interior	9
1994	125	Princeton University	6	Small Business Administration	9
1995	152	University of North Carolina	6	Office of Personnel Management	7
1996	114	University of Pittsburgh	6	Department of Agriculture	6
1997	339	University of Washington	6	Department of Education	6
1998	343	Indiana University	5	Environmental Protection Agency	6
		Monterey Institute of International Studies	5	Department of the Treasury	5
		University of Virginia	5	Office of Management and Budget	4

Source: Philadelphia Service Center; PMI Program data as of March 31, 1999. (215) 861-3031 PMI@OPM.GOV

# Presidential Management Internship Program

## Selections Employing Agencies



# Student Career Experience Program

## Employing Agencies and Participant Demographics

**Fiscal Year 1998**

<b>Top Six Employing Agencies</b>		<b>Participant Demographics (All Agencies)</b>		
Agency	Number Employed	Category	Participants	Percent of Total
<b>Total</b>	<b>8,289</b>	<b>Total</b>	<b>8,289</b>	100.0%
Navy	1,563	Total Minorities	3,243	39.1%
Army	1,134	Black	1,757	21.2%
Agriculture	1,087	Hispanic	781	9.4%
Interior	984	Asian/Pacific Islander	480	5.8%
Veterans Affairs	557	American Indian*	225	2.7%
National Aeronautics and Space Administration	518	Non-Minority	5,046	60.9%
Other	2,446	Men	4,339	52.3%
		Women	3,950	47.7%
		Veterans	405	4.9%
		Disabled	316	3.8%

\* American Indian refers to American Indian/Alaska Native

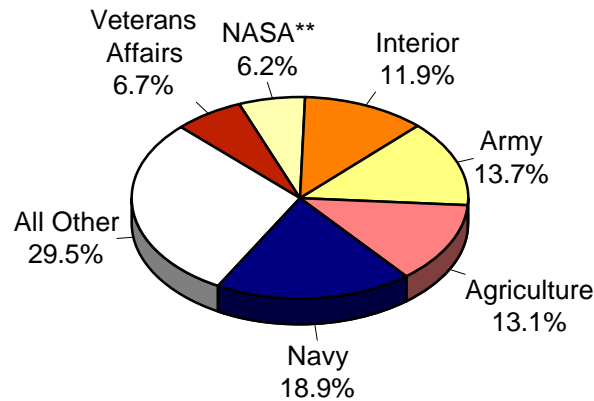
Source: Central Personnel Data File, Fiscal Year (October - September) 1998. (202) 606-2684 OWI@OPM.GOV



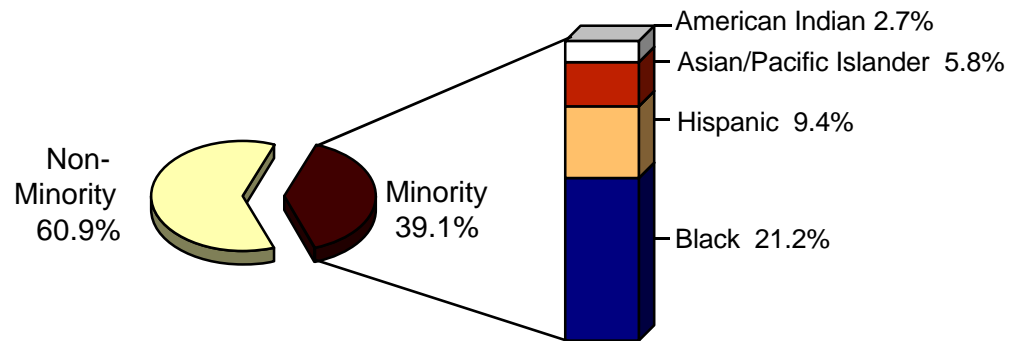
# Student Career Experience Program

Fiscal Year 1998

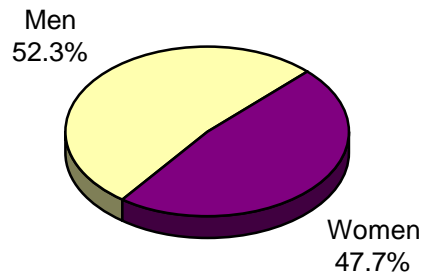
**Employing Agencies\***



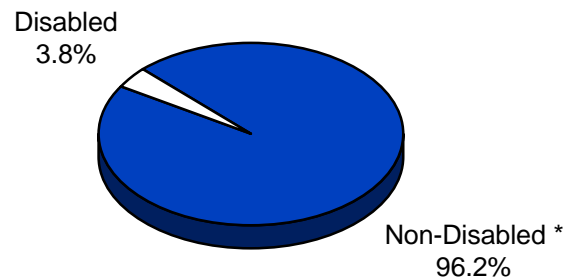
**Minority Status**



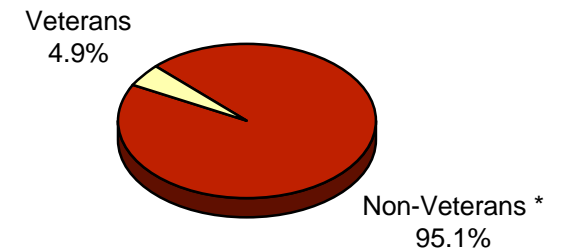
**Gender**



**Disability Status**



**Veterans Status**



\* Some data shown in graphs are **excluded** from the source table.

\*\*NASA = National Aeronautics and Space Administration

# Student Career Experience Program

## Participants' Educational Levels and Occupational Groups

Fiscal Year 1998

### By Educational Level

Degree	Participants	Percent
High School	430	5.2
Associate	1,305	15.7
Baccalaureate	4,528	54.6
* Graduate	1,244	15.0
Other	782	9.4
<b>Total</b>	<b>8,289</b>	<b>100.0</b>

### By Major Occupational Group

Occupational Group	Participants	Percent
General Administration, Clerical, Office Services	1,576	19.0
Engineering & Architecture	1,576	19.0
Biological Sciences	855	10.3
Miscellaneous	585	7.1
Physical Sciences	453	5.5
Other	3,244	39.1
<b>Total</b>	<b>8,289</b>	<b>100.0</b>

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (87.9%), "General Administration, Clerical, & Office Services" category (48.0%).
- More than 5,045 participants (approximately 61%) were classified in five major occupational groups.

\* Also includes Professional Degrees

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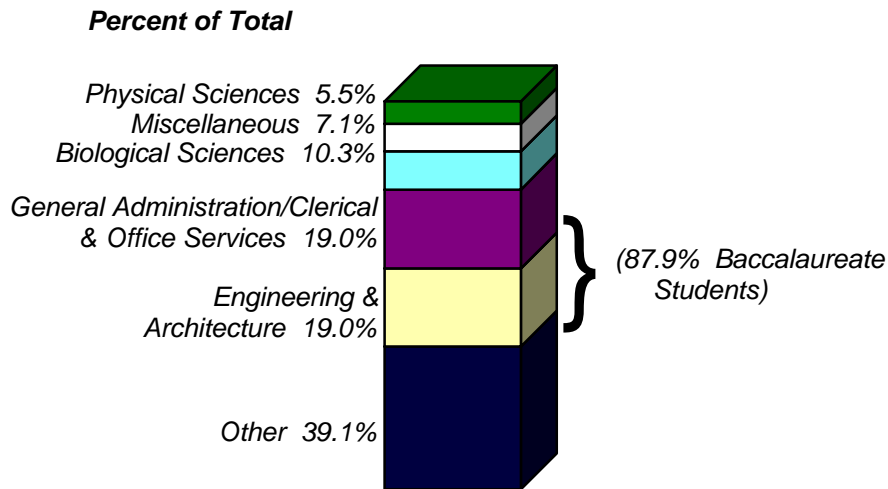
Source: Central Personnel Data File, Fiscal Year (October - September) 1998. (202) 606-2684 OWI@OPM.GOV

# Student Career Experience Program

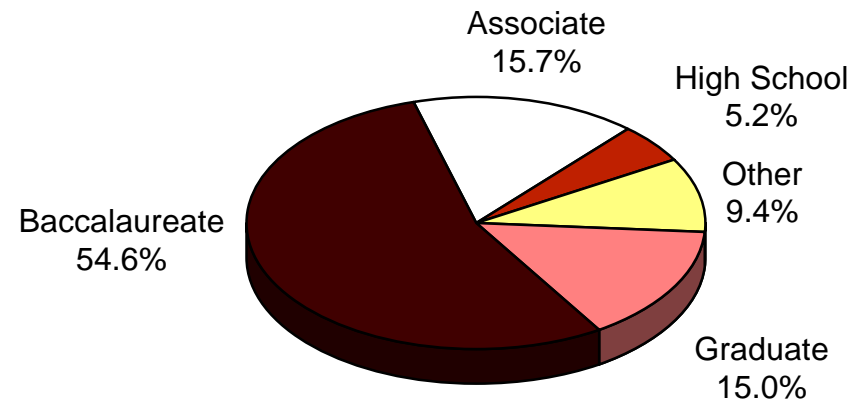
## Participants' Educational Levels and Occupational Groups

**Fiscal Year 1998**

### By Major Occupational Groups



### By Educational Level



# Student Temporary Employment Program

## Employing Agencies and Participant Demographics

Fiscal Year 1998

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	5,959	<b>Total</b>	<b>36,364</b>	<b>100.0</b>
Army	4,289	Total Minorities	15,350	42.2
Air Force	4,138	Black	9,085	25.0
Interior	3,343	Hispanic	3,319	9.1
Justice	2,787	Asian/Pacific Islander	2,428	6.7
Health & Human Services	2,388	American Indian*	518	1.4
Other	13,460	Non-Minority	21,014	57.8
		Men	15,309	42.1
		Women	21,055	57.9
		Veterans	553	1.5
		Disabled	1,153	3.2

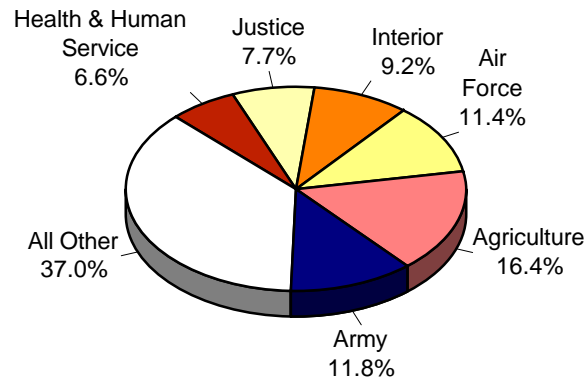
\* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1998. (202) 606-2684 OWI@OPM.GOV

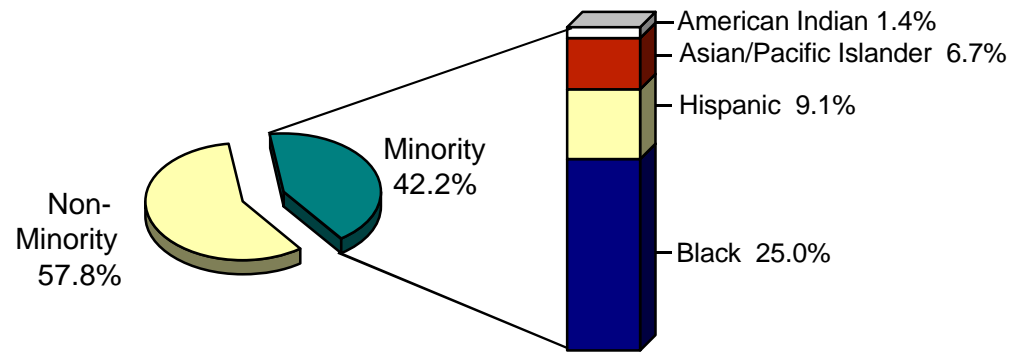
# Student Temporary Employment Program

Fiscal Year 1998

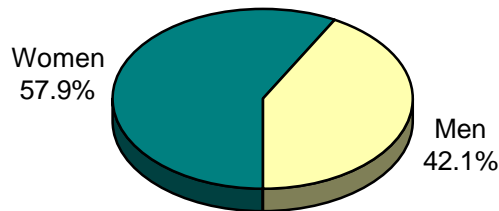
**Employing Agencies\***



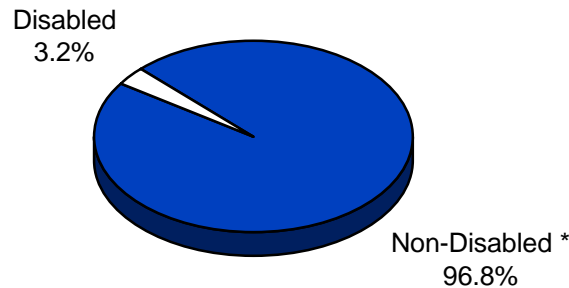
**Minority Status**



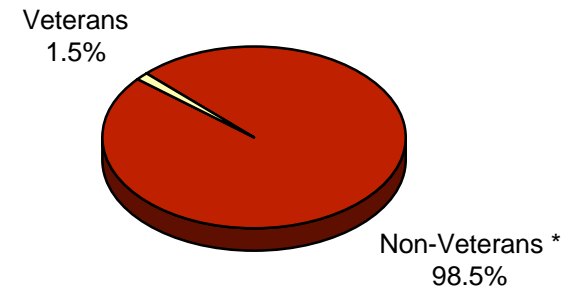
**Gender**



**Disability Status**



**Veterans Status**



\* Some data shown in graphs are **excluded** from the source table.