Federal Civilian Workforce Statistics

The Fact Book

2006 Edition

United States Office of Personnel Management

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 through 2006 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 6 years, 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), Excel (xls), 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.

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 Theresa E. Neal at (202) 606-2942, or email to: teneal@opm.gov.

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Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1996 - 2005

(in thousands)

	1996	1998	2000	2001	2002	2003	2004	2005
Total, Federal Civilian	**2,847.4**	**2,789.5**	**2,708.1**	**2,710.0**	**2,715.5**	**2,725.9**	**2,713.2**	**2,700.9**
*% change**	*-4.2*	*-2.0*	*-2.9*	*-2.8*	*0.3*	*0.6*	*-0.1*	*-0.9*
Washington, D.C., CBSA**	340.0	323.4	325.9	325.8	334.1	336.2	332.5	324.0
*% change**	*-7.2*	*-4.9*	*0.8*	*0.7*	*2.5*	*3.2*	*-0.5*	*-3.6*
Overseas	108.6	104.2	88.7	89.7	90.8	92.7	92.6	90.9
*% change**	*0.1*	*-4.1*	*-14.9*	*-13.9*	*2.4*	*3.3*	*2.0*	*-1.9*
Legislative Branch	**31.5**	**30.5**	**31.2**	**30.4**	**30.9**	**31.5**	**30.0**	**30.8**
*% change**	*-11.0*	*-3.2*	*2.3*	*-0.3*	*-1.0*	*3.6*	*-2.9*	*-2.2*
Judicial Branch	**29.6**	**31.7**	**32.2**	**33.8**	**34.7**	**34.7**	**33.8**	**34.0**
*% change**	*5.7*	*7.1*	*1.6*	*6.6*	*7.8*	*2.7*	*-2.6*	*-2.0*
Executive Branch	**2,786.3**	**2,727.3**	**2,644.8**	**2,645.7**	**2,649.9**	**2,659.6**	**2,649.3**	**2,636.3**
*% change**	*-4.2*	*-2.1*	*-3.0*	*-3.0*	*0.2*	*0.5*	*0.0*	*-0.9*
Department of Defense	795.9	717.9	676.3	671.6	670.2	664.5	668.2	671.3
*% change**	*-9.5*	*-9.8*	*-5.8*	*-6.4*	*-0.9*	*-1.1*	*-0.3*	*1.0*
Non-Department of Defense	1,138.1	1,137.9	1,107.8	1,126.3	1,168.1	1,207.3	1,213.5	1,201.0
*% change**	*-5.6*	*0.0*	*-2.6*	*-1.0*	*5.4*	*7.2*	*3.9*	*-0.5*
United States Postal Service	852.3	871.5	860.7	847.8	811.6	787.8	767.6	764.0
*% change**	*3.6*	*2.3*	*-1.2*	*-2.7*	*-5.7*	*-7.1*	*-5.4*	*-3.0*

Note: All data are as of September 30th.

*Represents percent change from the prior reported year.

**Washington, D.C. Core Based Statistical Area (CBSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties in Maryland; Arlington, Clarke, Fairfax, Fauquier, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, and Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park Cities in Virginia; and Jefferson Counties in West Virginia.

Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Trend of Federal Civilian Employment
1996 - 2005

Trend of Employment, 1996-2005

Individual Characteristics

	1996	1997	1998	1999	2000	2001	2002*	2003*	2004*	2005*
Average Age [a]	44.8	45.2	45.6	45.9	46.3	46.5	46.5	46.7	46.8	46.9
Average Length of Service [a]	15.9	16.3	16.6	16.9	17.1	17.1	16.8	16.8	16.6	16.4
Retirement Eligible [b]										
Civil Service Retirement System	11%	12%	13%	15%	17%	19%	23%	27%	30%	33%
Federal Employees Retirement System	6%	7%	8%	10%	11%	10%	11%	12%	13%	13%
College-Conferred (Bachelor's Degree or higher)	39%	40%	40%	40%	41%	41%	41%	41%	42%	43%
Gender										
Men	56%	56%	56%	55%	55%	55%	55%	55%	56%	56%
Women	44%	44%	44%	45%	45%	45%	45%	45%	44%	44%

Note: All data are as of September 30th 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.

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Trend of Employment, 1996 - 2005

Individual Characteristics

(continued from previous page)	1996	1997	1998	1999	2000	2001	2002	2003*	2004*	2005*
Race/National Origin										
Total Minorities	29.1%	29.4%	29.7%	30.0%	30.4%	30.6%	30.8%	31.1%	31.4%	31.7%
Black	16.7%	16.7%	16.7%	17.0%	17.1%	17.1%	17.0%	17.0%	17.0%	17.0%
Hispanic	6.1%	6.2%	6.4%	6.5%	6.6%	6.7%	6.9%	7.1%	7.3%	7.4%
Asian/Pacific Islander	4.3%	4.4%	4.5%	4.4%	4.5%	4.6%	4.7%	4.8%	5.0%	5.1%
American Indian/ Alaska Native	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%	2.2%	2.1%	2.1%	2.1%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	26%	25%	25%	25%	24%	24%	23%	22%	22%	22%
Vietnam Era Veterans	17%	15%	14%	14%	14%	13%	13%	13%	12%	11%
Retired Military	4.3%	4.2%	3.9%	3.9%	3.9%	4.2%	4.4%	4.6%	4.9%	5.4%
Retired Officers	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%	0.8%	0.9%	1.0%

Note: All data are as of September 30th of selected year.

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

The "Typical" Federal Civilian Employee, 2005

Individual Characteristics

*Other includes Foreign Service, Federal Insurance Contribution Act, etc.

Participants**

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

Retirement Eligibility

Education

Trend In Gender

Gender

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

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The "Typical" Federal Civilian Employee, 2005

Individual Characteristics (Continued)

Disability

Veterans Status

Retired Military Status

Minority Groups

Minority Status

** Data shown are excluded from the source tables.

Trend of Employment, 1996 - 2005

Job Characteristics

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Annual Base Salary	$41,557	$43,187	$44,902	$46,560	$48,764	$51,618	$53,959	$56,400	$61,714	$64,175
Washington, DC-MD-VA-WV Core Based Statistical Area	$54,025	$55,565	$58,506	$61,198	$64,969	$68,239	$72,078	$75,817	$79,695	$83,398
Average GS Grade	9.3	9.3	9.4	9.4	9.5	9.5	9.6	9.7	9.8	9.8
Washington, DC-MD-VA-WV Core Based Statistical Area	11.0	11.1	11.1	11.1	11.3	11.4	11.5	11.6	11.7	11.7
Pay System										
General Schedule	73%	73%	72%	72%	72%	73%	72%	71%	71%	71%
Wage Systems	14%	14%	13%	13%	13%	12%	12%	11%	11%	11%
Others	13%	13%	15%	15%	15%	15%	16%	18%	18%	18%
Occupational Category										
White-Collar	85%	86%	86%	87%	87%	87%	88%	88%	89%	89%
Professional	*24%*	*24%*	*24%*	*24%*	*24%*	*24%*	*24%*	*24%*	*24%*	*24%*
Administrative	*27%*	*28%*	*29%*	*29%*	*30%*	*31%*	*32%*	*32%*	*33%*	*34%*
Blue-Collar	15%	14%	14%	13%	13%	13%	12%	12%	11%	11%
Supervisory Status										
Supervisors/Managers	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%	11.0%	11.0%	11.1%	11.3%
Permanent Appointments	90%	90%	90%	90%	91%	91%	91%	91%	91%	91%
Full-time Permanent	*87%*	*88%*	*88%*	*87%*	*88%*	*88%*	*89%*	*88%*	*88%*	*88%*

Notes: All data are as of September 30th of selected year.
Data shown for "Annual Base Salary" represent average for full-time permanent employees.

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Trend of Employment, 1996 - 2005

Job Characteristics

(continued from previous page)	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Work Schedule										
Full-time	93%	93%	93%	94%	94%	94%	94%	94%	94%	94%
Part-time	3%	3%	3%	3%	3%	3%	3%	3%	4%	4%
Intermittent	4%	4%	4%	3%	3%	3%	3%	3%	3%	3%
Service										
Competitive	78%	77%	77%	77%	77%	77%	75%	73%	73%	72%
Excepted & Senior Executive Service	22%	23%	23%	23%	23%	23%	25%	27%	27%	28%
Agency										
Department of Defense	41%	40%	39%	39%	38%	37%	36%	35%	35%	36%
Department of Homeland Security	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13%	13%	13%
Department of Veterans Affairs	13%	13%	13%	12%	12%	13%	12%	9%	9%	9%
All Others	46%	47%	48%	49%	50%	50%	52%	44%	43%	43%
Geographic Location										
United States	97%	97%	96%	96%	96%	97%	97%	97%	97%	97%
Washington, DC - MD - VA - WV Core Based Statistical Area	15%	15%	15%	16%	16%	16%	16%	16%	16%	15%

Note: All data are as of September of selected year. The Department of Homeland Security was created in 2003.

The "Typical" Federal Civilian Employee, 2005

Job Characteristics

Pay System

Occupational Category

Supervisory Status

Tenure

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The "Typical" Federal Civilian Employee, 2005

Job Characteristics (Continued)

Work Schedule

Service

Employing Agency

Geographic Location

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* Data shown are excluded from the source tables.

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

As of March 31, 2005

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	36,379	$62,376	23,451	$61,775	4,563	$38,075	8,365	$77,315
ALASKA	11,929	$55,362	7,933	$51,874	1,780	$57,160	2,216	$66,407
ARIZONA	33,363	$53,710	24,269	$53,932	4,103	$43,251	4,991	$61,231
ARKANSAS	12,096	$52,704	8,628	$52,428	1,994	$38,553	1,474	$73,457
CALIFORNIA	141,512	$63,908	97,375	$61,248	14,415	$45,434	29,722	$81,583
COLORADO	33,845	$64,979	26,945	$64,241	2,043	$42,178	4,857	$78,667
CONNECTICUT	6,929	$64,143	4,908	$63,925	789	$42,790	1,232	$78,686
DELAWARE	2,716	$55,848	1,856	$53,964	621	$49,008	239	$88,246
DISTRICT OF COLUMBIA	150,451	$83,243	115,274	$80,835	4,814	$44,526	30,363	$98,522
FLORIDA	72,164	$58,420	48,833	$57,812	7,219	$40,096	16,112	$68,473
GEORGIA	65,347	$59,283	48,836	$59,473	8,835	$43,113	7,676	$76,684
HAWAII	20,406	$54,163	12,790	$52,562	5,106	$55,777	2,510	$59,036
IDAHO	8,045	$56,012	6,460	$56,262	868	$44,495	717	$67,707
ILLINOIS	42,676	$65,022	30,795	$63,752	3,562	$45,539	8,319	$78,068
INDIANA	18,459	$58,772	12,038	$55,504	2,232	$46,265	4,189	$74,828
IOWA	7,442	$54,339	5,278	$53,697	1,129	$43,568	1,035	$69,367
KANSAS	15,499	$55,968	11,543	$52,191	1,797	$46,975	2,159	$83,651
KENTUCKY	21,412	$51,287	15,669	$49,360	2,106	$41,657	3,637	$65,168
LOUISIANA	20,122	$55,286	15,108	$55,113	2,513	$42,755	2,501	$68,917
MAINE	9,198	$55,534	5,749	$59,531	2,794	$43,503	655	$71,767
MARYLAND	103,799	$76,106	77,859	$73,927	4,892	$47,025	21,048	$90,923
MASSACHUSETTS	25,024	$64,499	18,937	$63,675	2,109	$43,719	3,978	$79,438
MICHIGAN	23,706	$63,085	17,008	$61,181	1,968	$49,963	4,730	$75,392
MINNESOTA	14,341	$60,868	9,916	$57,073	1,513	$46,809	2,912	$81,095
MISSISSIPPI	16,780	$55,434	11,564	$54,895	2,660	$39,717	2,556	$74,226
MISSOURI	33,109	$54,896	27,000	$53,160	2,635	$43,761	3,474	$76,834
MONTANA	8,988	$54,155	7,385	$54,063	940	$46,352	663	$66,249
NEBRASKA	8,738	$55,575	6,768	$56,046	931	$39,423	1,039	$66,978
NEVADA	9,275	$57,833	6,014	$57,860	652	$48,495	2,609	$60,104
NEW HAMPSHIRE	3,367	$73,132	2,042	$62,799	217	$40,099	1,108	$98,643
NEW JERSEY	26,916	$69,233	18,556	$67,881	2,366	$47,270	5,994	$82,087

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

As of March 31, 2005

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
OHIO	41,648	$65,254	31,393	$62,805	2,884	$46,210	7,371	$83,137
OKLAHOMA	33,733	$54,950	19,511	$56,190	9,542	$44,571	4,680	$70,938
OREGON	18,297	$58,552	13,826	$58,786	2,131	$49,434	2,340	$65,476
PENNSYLVANIA	62,843	$57,161	46,903	$57,997	9,694	$42,145	6,246	$74,185
RHODE ISLAND	5,953	$70,454	2,879	$60,510	466	$38,498	2,608	$87,142
SOUTH CAROLINA	16,727	$55,766	11,526	$54,113	2,073	$40,549	3,128	$71,942
SOUTH DAKOTA	7,210	$51,347	5,025	$51,844	952	$41,309	1,233	$57,073
TENNESSEE	32,974	$58,025	17,749	$52,034	2,417	$40,313	12,808	$69,669
TEXAS	111,218	$57,764	79,633	$57,369	14,105	$39,974	17,480	$73,917
UTAH	27,070	$52,717	18,960	$53,479	6,122	$44,841	1,988	$69,704
VERMONT	3,667	$54,744	2,981	$53,983	320	$40,172	366	$73,687
VIRGINIA	120,062	$70,654	84,239	$70,932	10,228	$42,076	25,595	$81,162
WASHINGTON	45,673	$60,599	30,367	$60,695	9,453	$51,322	5,853	$75,086
WEST VIRGINIA	13,020	$57,399	10,403	$57,013	1,305	$42,505	1,312	$75,277
WISCONSIN	11,748	$55,399	8,520	$54,393	1,500	$43,174	1,728	$70,969
WYOMING	4,952	$53,039	3,783	$52,801	796	$44,477	373	$73,720
UNSPECIFIED 1/	19,837	$67,697	19,562	$67,567	195	$48,295	80	....
TOTALS	1,699,912	$63,332	1,218,028	$62,384	182,869	$44,069	299,015	$78,975

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" Workforce Information and Planning Group. fedstats@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 Core Based Statistical Areas (CBSA) and Combined Statistical Area (CSA)

AS OF MARCH 31, 2005

All CBSAs and CSAs with 15,000 or More Employees	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL	31,807	$65,979	25,196	$63,592	820	$46,614	5,791	$79,106
BOSTON-WORCESTER-MANCHESTER, MA-NH	24,303	$66,616	18,364	$64,115	1,366	$40,283	4,573	$84,526
CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI	27,256	$68,756	18,981	$67,077	1,383	$42,333	6,892	$78,683
CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN	10,326	$54,357	8,866	$52,239	265	$39,646	1,195	$73,331
CLEVELAND-AKRON-ELYRIA, OH	10,828	$68,881	7,821	$64,956	486	$41,830	2,521	$86,271
DALLAS-FORT WORTH, TX	25,434	$65,689	16,740	$63,308	1,170	$43,660	7,524	$74,412
DENVER-AURORA-BOULDER, CO	20,544	$70,231	15,980	$69,260	872	$44,394	3,692	$80,534
DETROIT-WARREN-FLINT, MI	15,590	$66,435	11,121	$64,267	983	$53,177	3,486	$77,091
HOUSTON-BAYTOWN-HUNTSVILLE, TX	14,962	$73,806	10,598	$74,125	649	$41,315	3,715	$78,573
KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS	20,669	$58,575	17,258	$54,452	1,012	$49,348	2,399	$92,131
LOS ANGELES-LONG BEACH-RIVERSIDE, CA	45,386	$64,245	31,023	$62,477	3,675	$44,423	10,688	$76,191
MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI	10,297	$63,805	6,696	$58,972	863	$43,715	2,738	$81,954
MONTGOMERY-ALEXANDER CITY, AL	4,251	$57,253	3,453	$56,849	403	$37,901	395	$80,537
OKLAHOMA CITY-SHAWNEE, OK	22,102	$57,568	11,376	$59,728	6,953	$45,705	3,773	$72,918
PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD	35,906	$59,593	29,287	$58,845	3,227	$46,734	3,392	$78,288
PORTLAND-LEWISTON-SOUTH PORTLAND, ME	5,998	$57,261	3,339	$65,969	2,431	$44,196	228	$69,045
SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV	7,042	$66,437	5,648	$62,823	182	$47,147	1,212	$86,177
SALT LAKE CITY-OGDEN-CLEARFIELD, UT	24,647	$52,905	16,925	$53,698	5,881	$44,934	1,841	$71,078
SAN JUAN-CAGUAS-FAJARDO, PR	8,759	$45,894	5,376	$45,110	849	$28,661	2,534	$53,332
SEATTLE-TACOMA-OLYMPIA, WA	34,355	$61,158	21,704	$61,509	8,380	$51,782	4,271	$77,771
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV	314,704	$80,757	238,515	$78,403	10,884	$46,047	65,305	$95,141

Source: "Pay Stucture of the Federal Civil Service" Workforce Information and Planning Group. fedstats@opm.gov

Average Adjusted Basic Salaries of Full-Time Employment by Selected Core Based Statistical Area (CBSA) and Combined Statistical Areas (CSA)

Turnover Data
Executive Branch - All Areas

Fiscal Years 1989 - 2005

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
FY89	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
FY90*	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
FY91*	495,123	351,112	515,673	134,175	2,224,389	-124,069	-5.3
FY92	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
FY93	382,399	253,374	423,830	127,140	2,189,416	-49,219	-2.2
FY94	317,509	219,026	398,134	111,096	2,114,387	-75,029	-3.4
FY95	345,166	222,025	457,246	91,909	2,037,890	-76,542	-3.6
FY96	266,473	199,463	356,566	80,922	1,960,892	-76,953	-3.8
FY97	283,517	208,725	333,431	81,574	1,895,295	-65,597	-3.3
FY98	320,830	242,637	321,292	84,124	1,855,112	-40,183	-2.1
FY99	423,500	346,988	372,778	129,196	1,846,170	-8,942	-0.5
FY00	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4
FY01	308,877	233,034	301,659	82,495	1,783,239	-163,445	-8.4
FY02	316,837	242,280	280,714	55,167	1,808,634	25,395	1.4
FY03	508,160	254,030	461,171	53,187	1,875,696	67,062	3.8
FY04	313,684	223,294	310,776	60,857	1,874,228	-1,468	-0.1
FY05	306,728	223,008	317,060	61,503	1,876,743	2,515	0.1

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission.
Governmentwide (including U.S. Postal Service) in FY05, there were 431,357 Accessions (excluding Transfers) of which 258,424 were temporary and permanent new hires.
There were 429,142 Separations (excluding transfers) of which 90,813 were quits.

Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Turnover Data
Fiscal Years 1989 - 2005

Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1974 - 2005

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
1974	7.87	1984	8.39	1994	9.33	2004	9.9
1975	7.93	1985	8.39	1995	9.39	2005	9.8
1976	8.01	1986	8.41	1996	9.49		
1977	8.03	1987	8.52	1997	9.45		
1978	8.12	1988	8.58	1998	9.51		
1979	8.20	1989	8.69	1999	9.57		
1980	8.16	1990	8.84	2000	9.66		
1981	8.24	1991	8.95	2001	9.71		
1982	8.26	1992	9.06	2002	9.75		
1983	8.34	1993	9.21	2003	9.82		

Notes: Data are as of March 31st for 1974-2005
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;" Workforce Information and Planning Group. fedstats@opm.gov

Average Grade Trend

for General Schedule Employees

All Areas, Full-Time Only (1974 - 2005)

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

2001 - 2005

	2001	2002	2003	2004	2005	% change 2001 - 2005
Total GS and Related	**1,395,005**	**1,406,576**	**1,407,276**	**1,416,099**	**1,423,251**	**2.0%**
GS 1	2,488	2,670	2,725	2,661	2,790	**12.1%**
GS 2	6,226	5,996	5,128	4,568	4,502	**-27.7%**
GS 3	27,544	25,206	22,223	21,151	20,436	**-25.8%**
GS 4	65,303	62,856	60,216	57,712	54,842	**-16.0%**
GS 1 - 4	**101,561**	**96,728**	**90,292**	**86,092**	**82,570**	**-18.7%**
GS 5	121,762	117,478	112,495	106,746	103,023	**-15.4%**
GS 6	88,425	87,390	85,618	83,958	81,500	**-7.8%**
GS 7	137,194	138,990	140,127	142,266	140,951	**2.7%**
GS 8	51,707	53,360	54,424	56,574	57,638	**11.5%**
GS 5 - 8	**399,088**	**397,218**	**392,664**	**389,544**	**383,112**	**-4.0%**
GS 9	133,878	129,482	130,547	132,466	135,292	**1.1%**
GS 10	16,309	17,162	17,669	17,865	17,496	**7.3%**
GS 11	182,861	190,996	192,309	197,404	199,865	**9.3%**
GS 12	226,421	228,926	229,028	227,943	230,811	**1.9%**
GS 9 - 12	**559,469**	**566,566**	**569,553**	**575,678**	**583,464**	**4.3%**
GS 13	190,009	196,176	199,506	204,162	207,014	**8.9%**
GS 14	90,023	93,132	96,061	99,294	102,758	**14.1%**
GS 15	54,855	56,756	59,200	61,329	64,333	**17.3%**
GS 13 - 15	**334,887**	**346,064**	**354,767**	**364,785**	**374,105**	**11.7%**

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Executive Branch Employment
By General Schedule (GS) and Related Grades, 2001 - 2005

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

Federal Wage Systems Employment

1990 - 2005

Wage Systems Employment

1990	412,000
1992	374,000
1994	326,000
1996	285,000
1998	255,000
2000	230,000
2001	223,000
2002	218,000
2003	210,000
2004	213,500
2005	212,005

As of September 30, 2005

10% are Women

34% are Minorities

82% work in the Department of Defense

& the Department of Veterans Affairs

41% 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) 606-1309 fedstats@opm.gov

Federal Wage System Employment

1992 - 2005

As of September 30, 2005

Executive Branch Employment
1992 - 2005

Agency

Gender

Minority Status

Veterans Status

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

EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2005

	ALL EMPLOYEES	VETERANS							
	TOTAL	TOTAL	%	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,856,966	455,531	24.5	56,621	12.4	92,541	20.3	46,684	10.2
EXECUTIVE DEPTS	1,685,574	435,716	25.8	54,139	12.4	88,946	20.4	45,121	10.4
Department of Agriculture	109,322	12,796	11.7	1,225	9.6	1,964	15.3	807	6.3
Department of Commerce	40,087	4,892	12.2	426	8.7	689	14.1	274	5.6
Department of Defense	663,826	240,046	36.2	30,446	12.7	52,538	21.9	27,561	11.5
Department of the Army	235,727	85,270	36.2	13,032	15.3	21,100	24.7	11,520	13.5
Department of the Navy	174,674	64,480	36.9	5,710	8.9	11,056	17.1	5,444	8.4
Department of the Air Force	156,906	63,667	45.3	8,014	12.6	14,685	23.1	7,658	12.0
Department of Education	4,437	389	8.8	49	12.6	81	20.8	40	10.3
Department of Energy	14,973	3,149	21.0	209	6.6	513	16.3	211	6.7
Department of Health and Human Services	64,045	5,208	8.1	919	17.6	890	17.1	400	7.7
Department of Homeland Security	162,127	39,717	24.5	3,432	8.6	5,912	14.9	2,662	6.7
Department of Housing and Urban Development	9,919	1,430	14.4	200	14.0	322	22.5	155	10.8
Department of the Interior	76,638	12,685	16.6	965	7.6	2,124	16.7	875	6.9
Department of Justice	103,904	18,876	18.2	1,867	9.9	2,262	12.0	801	4.2
Department of Labor	15,378	2,760	17.9	298	10.8	764	27.7	373	13.5
Department of State	24,397	3,373	13.8	355	10.5	437	13.0	177	5.2
Department of Transportation	53,821	16,594	30.8	1,158	7.0	2,231	13.4	806	4.9
Department of the Treasury	107,744	10,926	10.1	1,317	12.1	1,742	15.9	759	6.9
Department of Veterans Affairs	234,956	62,875	26.8	11,273	17.9	16,477	26.2	9,220	14.7
INDEPENDENT AGENCIES	170,233	19,737	11.6	2,471	12.5	3,585	18.2	1,556	7.9

*This number represents percent of the overall Veterans total.

NOTE: Army/Air Force National Guard excluded from Veteran Counts/Percents. This exclusion affects Veterans Totals and Percents for the Executive Branch, Executive Departments, and the Departments of Defense, Army, and the Air Force.

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Distribution of Veteran Employment by Agency

September 30, 2005

Executive Branch
Veterans Employment Programs
Fiscal Years 1985 - 2005

Veterans Recruitment 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
FY85	17,477	35.6	5,361	7.0	43.0	3,622
FY86	14,032	35.2	4,231	6.8	42.5	2,714
FY87	12,912	35.3	4,766	6.9	40.9	3,325
FY88	10,642	38.2	3,365	6.7	40.5	2,166
FY89	12,343	36.7	4,273	7.3	40.8	2,576
FY90	7,305	35.8	2,878	7.2	39.9	1,632
FY91	10,287	38.3	3,225	7.7	39.5	1,827
FY92	10,701	39.0	2,876	6.8	38.6	1,662
FY93	14,008	41.4	2,894	7.1	40.2	1,717
FY94	12,468	40.6	2,757	7.2	38.7	1,670
FY95	10,772	40.3	2,896	7.2	40.0	1,652
FY96	12,672	39.7	2,820	8.1	41.7	1,594
FY97	11,059	39.9	2,956	9.1	44.7	1,586
FY98	11,839	38.6	2,471	7.2	44.5	1,125
FY99	10,325	39.5	3,067	9.3	49.3	1,336
FY00	8,891	39.2	3,476	9.5	51.2	1,418
FY01	7,283	37.5	4,035	10.1	53.8	1,463
FY02	6,836	35.2	4,370	9.2	55.5	1,631
FY03	5,904	35.4	5,101	11.2	57.0	1,791
FY04	6,305	32.6	5,339	12.3	59.1	1,835
FY05	7,761	31.9	6,882	14.3	61.2	2,293

Non-Postal Employment as of September 30, 2005	
Veterans	25.2%
Retired Military	5.5%

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

Source: Central Personnel Data File; "Annual Report to Congress - Veterans Employment in the Federal Government" Fedstats@OPM.GOV

Veterans Employment Programs

All Veteran Hires
(Fiscal Year 2005)

Disabled Veteran Hires
(Fiscal Year 2005)

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

September 2000 - September 2005

		Total On-board	All Minorities #	All Minorities %	Black #	Black %	Hispanic #	Hispanic %	Asian/ Pacific Islander #	Asian/ Pacific Islander %	American Indian/ Alaska Native #	American Indian/ Alaska Native %	White Non-Hispanic #	White Non-Hispanic %
2000														
	Men	965,520	239,431	13.6	112,197	6.4	65,488	3.7	44,009	2.5	17,737	1.0	726,089	41.4
	Women	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
2001														
	Men	970,957	243,073	13.8	112,437	6.4	67,344	3.8	45,305	2.6	17,987	1.0	727,884	41.3
	Women	793,126	294,897	16.7	186,766	10.6	50,928	2.9	36,528	2.1	20,675	1.2	498,229	28.2
2002														
	Men	1,004,612	254,910	14.1	116,920	6.4	71,872	4.0	47,881	2.6	18,237	1.0	749,702	41.4
	Women	808,435	302,196	16.7	189,208	10.4	52,996	2.9	38,544	2.1	21,448	1.2	506,239	27.9
2003														
	Men	1,016,163	261,531	14.3	119,421	6.5	75,168	4.1	49,003	2.7	17,939	1.0	754,632	41.2
	Women	816,463	307,500	16.8	191,201	10.4	55,324	3.0	39,681	2.2	21,294	1.2	508,963	27.8
2004														
	Men	1,029,004	267,959	14.5	120,617	6.5	78,189	4.2	51,328	2.7	17,825	0.9	761,045	41.1
	Women	822,345	313,024	16.9	192,482	10.4	57,344	3.1	41,884	2.3	21,314	1.2	509,321	27.5
2005														
	Men	1,034,657	272,524	14.7	122,345	6.6	79,664	4.3	52,765	2.9	17,750	0.9	762,133	41.1
	Women	822,309	316,520	17.0	193,299	10.4	58,843	3.2	42,995	2.3	21,383	1.2	505,789	27.2

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: "Demographic Profile" Central Personnel Data File; Executive Branch (non-Postal) Agencies only. fedstats@opm.gov

Executive Branch Employment

By Gender and Race/National Origin

September 2000 - September 2005

White Non-Hispanic

Black

Hispanic

Asian/Pacific Islander

American Indian/Alaska Native

Minority Employment by General Schedule (GS) and Related Grades

2000 - 2005

	2000	2002	2003	2004	2005	% change 2000 - 2005
Total GS and Related	**417,120**	**432,619**	**435,182**	**443,362**	**449,484**	**7.8%**
GS 1	1,379	1,227	1,278	1,231	1,347	**-2.3%**
GS 2	2,643	2,879	2,362	2,049	1,878	**-28.9%**
GS 3	11,398	10,702	9,611	9,353	8,991	**-21.1%**
GS 4	29,341	26,915	25,527	24,661	23,683	**-19.3%**
GS 1 - 4	**44,761**	**41,723**	**38,778**	**37,294**	**35,899**	**-19.8%**
GS 5	51,745	50,627	48,296	46,528	45,066	**-12.9%**
GS 6	35,574	35,283	34,455	34,190	33,788	**-5.0%**
GS 7	49,724	51,855	52,833	53,517	52,711	**6.0%**
GS 8	20,288	21,646	22,443	23,544	24,160	**19.1%**
GS 5 - 8	**157,331**	**159,411**	**158,027**	**157,779**	**155,725**	**-1.0%**
GS 9	42,580	42,178	42,689	44,093	45,255	**6.3%**
GS 10	4,480	4,887	5,163	5,257	5,267	**17.6%**
GS 11	51,053	55,404	56,830	59,654	62,290	**22.0%**
GS 12	54,676	58,514	59,495	60,849	62,541	**14.4%**
GS 9 - 12	**152,789**	**160,983**	**164,177**	**169,853**	**175,353**	**14.8%**
GS 13	38,299	43,563	45,240	47,428	49,172	**28.4%**
GS 14	15,392	17,611	18,927	20,349	21,867	**42.1%**
GS 15	8,548	9,328	10,033	10,659	11,468	**34.2%**
GS 13 - 15	**62,239**	**70,502**	**74,200**	**78,436**	**82,507**	**32.6%**

"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" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Minority Employment

By General Schedule (GS) and Related Grades

2000 - 2005

"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 Workforce and U.S. Civilian Labor Force

As of September 30, 1998 - 2005

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1998	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
2000	FCW	56.2	43.8	13.9	16.4	6.7	10.9	3.8	2.7	3.4	2.8
	CLF	53.5	46.6	14.4	13.2	5.2	6.0	6.8	5.0	2.4	2.4
2001	FCW	56.0	44.0	14.2	16.6	6.7	11.0	3.9	2.8	3.5	2.9
	CLF	53.5	46.5	14.8	13.2	5.3	6.0	6.9	5.0	2.6	2.2
2002	FCW	56.0	44.0	14.2	16.8	6.7	10.9	4.0	2.9	3.5	3.0
	CLF	53.4	46.6	14.9	13.5	5.3	6.0	7.0	5.2	2.6	2.3
2003	FCW	56.0	44.0	14.4	16.8	6.7	10.9	4.1	2.9	3.6	3.0
	CLF	53.6	46.5	15.3	13.3	4.9	5.5	7.7	5.4	2.7	2.4
2004	FCW	56.0	44.0	14.6	16.9	6.7	10.7	4.3	3.0	3.6	3.1
	CLF	54.5	45.5	14.9	12.4	4.7	5.3	7.5	5.0	2.7	2.1
2005	FCW	56.1	43.9	14.8	17.0	6.8	10.7	4.3	3.1	3.7	3.2
	CLF	54.4	45.6	15.0	12.6	4.8	5.4	7.7	5.0	2.5	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 different population coverage, the Race/National Origin precentage distributions found in this table could differ from those presented in other tables.
CLF = Civilian Labor Force; derived from Bureau of Labor Statistics, September Current Population Survey.

Percentages are computed and rounded independently and may not add to 100.

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

Fedstats@OPM.GOV

Employment of Minorities
Federal Civilian Workforce and U.S. Civilian Labor Force
1998-2005

*Derived from source data in the table on page 40. **Asian/Pacific Islander, American Indian/Alaska Native

Executive Branch Employment of Workers with Disabilities

2000 - 2005

	2000	2002	2003	2004	2005
Workers with Disabilities	**120,525**	**123,308**	**125,408**	**125,293**	**124,661**
% of total Workforce	*7.1*	*7.1*	*7*	*7*	*6.9*
Severely Disabled *	**19,877**	**19,455**	**19,121**	**18,826**	**18,266**
% of total Workforce	*1.2*	*1.1*	*1.1*	*1.0*	*1.0*

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

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

Executive Branch Employment of Workers with Disabilities
2000 - 2005

EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2005

	ALL EMPLOYEES	DISABILITY STATUS							
				EEOC SPECIFIED				NOT	
	TOTAL	DISABLED	%*	DISABILITY**	%***	NON-DISABLED	%*	IDENTIFIED	%
EXECUTIVE BRANCH	1,856,966	124,661	6.9	18,266	1.0	1,685,864	93.1	46,441	2.5
EXECUTIVE DEPTS	1,685,574	113,603	6.9	15,863	1.0	1,536,731	93.1	35,240	2.1
Department of Agriculture	109,322	7,101	6.7	999	0.9	99,118	93.3	3,103	2.8
Department of Commerce	40,087	2,518	6.4	358	0.9	36,596	93.6	973	2.4
Department of Defense	663,826	45,340	7.0	5,642	0.9	606,109	93.0	12,377	1.9
Department of the Army	235,727	16,520	7.1	1,752	0.8	214,943	92.9	4,264	1.8
Department of the Navy	174,674	11,301	6.6	1,500	0.9	159,264	93.4	4,109	2.4
Department of the Air Force	156,906	10,081	6.5	1,173	0.8	144,985	93.5	1,840	1.2
Department of Education	4,437	268	6.4	63	1.5	3,904	93.6	265	6.0
Department of Energy	14,973	955	6.7	116	0.8	13,333	93.3	685	4.6
Department of Health and Human Services	64,045	3,598	5.9	624	1.0	57,127	94.1	3,320	5.2
Department of Homeland Security	162,127	7,549	4.7	720	0.5	152,353	95.3	2,225	1.4
Department of Housing and Urban Development	9,919	833	8.7	134	1.4	8,726	91.3	360	3.6
Department of the Interior	76,638	4,656	6.3	678	0.9	69,756	93.7	2,226	2.9
Department of Justice	103,904	3,533	3.4	406	0.4	99,081	96.6	1,290	1.2
Department of Labor	15,378	1,171	8.0	207	1.4	13,537	92.0	670	4.4
Department of State	24,397	1,651	6.8	90	0.4	22,464	93.2	282	1.2
Department of Transportation	53,821	2,858	5.4	298	0.6	50,270	94.6	693	1.3
Department of the Treasury	107,744	10,090	9.6	1,963	1.9	95,241	90.4	2,413	2.2
Department of Veterans Affairs	234,956	21,482	9.3	3,565	1.5	209,116	90.7	4,358	1.9
ALL OTHER Executive Branch Agencies	170,233	11,027	6.9	2,399	1.5	148,026	93.1	11,180	6.6

*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 for each agency.

Source: "Demographic Profile of the Federal Workforce" (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Distribution of Employees With Disabilities by Agency

September 30, 2005

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

Executive Branch Agencies

September 30, 2005

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	**1,651,034**	**518,495**	**277,978**	**122,562**	**84,974**	**32,981**	**1,132,539**
Average Salary ($)	*64,395*	*57,168*	*55,603*	*55,882*	*66,584*	*50,890*	*67,706*
Professional Series	**447,184**	**106,809**	**40,825**	**21,765**	**37,963**	**6,256**	**340,375**
Average Salary ($)	*82,193*	*77,866*	*75,819*	*75,819*	*83,461*	*67,913*	*83,551*
Administrative Series	**629,321**	**181,522**	**103,772**	**45,676**	**22,906**	**9,168**	**447,799**
Average Salary ($)	*74,647*	*69,457*	*70,380*	*66,916*	*70,242*	*69,693*	*76,753*
Technical Series	**381,187**	**147,996**	**86,799**	**33,283**	**15,800**	**12,114**	**233,191**
Average Salary ($)	*40,845*	*38,943*	*39,592*	*38,410*	*38,802*	*35,937*	*42,053*
Clerical Series	**131,812**	**58,282**	**36,341**	**11,222**	**6,530**	**4,189**	**73,530**
Average Salary ($)	*32,596*	*32,379*	*33,180*	*31,151*	*30,843*	*31,108*	*32,769*
Other Series	**61,530**	**23,886**	**10,241**	**10,616**	**1,775**	**1,254**	**37,644**
Average Salary ($)	*44,664*	*44,945*	*43,061*	*48,666*	*37,760*	*38,975*	*44,486*

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

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

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

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

Executive Branch Employment, September 30, 2005

All PATCO* Categories

Professional Series

Administrative Series

Technical Series

Clerical Series

Other White Collar Series

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

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

As of September 30, 2005

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non-Hispanic
FCW*	100.0	56.1	43.9	31.8	17.4	7.4	5.0	1.9	68.2
CLF*	100.0	54.4	45.6	27.4	10.1	12.6	4.1	0.6	72.5

* Notes: 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 different population coverage, the Race/National Origin percentage distributions found in this table could differ from those presented in other tables.

CLF = U.S. Civilian Labor Force; Derived from Bureau of Labor Statistics, September Current Popupaltion Survey.

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

September 2005

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

Executive Branch Agencies

1996 - 2005

	1996	1998	2000	2002	2003	2004	2005
Total White-Collar	**1,623,205**	**1,563,644**	**1,532,484**	**1,601,450**	**1,629,461**	**1,646,054**	**1,651,034**
Women	803,153	775,575	765,579	786,118	794,313	800,110	799,842
% Women	*49.5*	*49.6*	*50.0*	*49.1*	*48.7*	*48.6*	*48.4*
Professional	**459,121**	**439,041**	**420,482**	**429,842**	**436,206**	**443,406**	**447,184**
Women	172,315	171,064	171,106	176,594	181,847	187,270	190,221
% Women	*37.5*	*39.0*	*40.7*	*41.1*	*41.7*	*42.2*	*42.5*
Administrative	**528,238**	**530,192**	**547,862**	**586,038**	**603,136**	**617,613**	**629,321**
Women	220,664	225,649	241,483	261,562	269,301	275,836	281,472
% Women	*41.8*	*42.6*	*44.1*	*44.6*	*44.7*	*44.7*	*44.7*
Technical	**365,449**	**348,720**	**339,100**	**376,025**	**389,625**	**388,442**	**381,187**
Women	218,475	210,409	204,116	216,798	221,581	220,902	216,194
% Women	*59.8*	*60.3*	*60.2*	*57.7*	*56.9*	*56.9*	*56.7*
Clerical	**224,040**	**198,222**	**175,018**	**154,580**	**142,479**	**135,890**	**131,812**
Women	185,948	162,669	142,237	123,312	113,248	107,230	103,162
% Women	*83.0*	*82.1*	*81.3*	*79.8*	*79.5*	*78.9*	*78.3*
Other	**46,357**	**47,469**	**50,222**	**54,965**	**58,015**	**51,831**	**61,530**
Women	5,751	5,784	6,637	7,852	8,336	8,872	8,793
% Women	*12.4*	*12.2*	*13.2*	*14.3*	*14.4*	*17.1*	*14.3*

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

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

Employment of Women

by Occupational Category

1996 - 2005

Professional

Administrative

Other

Technical

Clerical

All Categories

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

1996 - 2005

	1996	1998	2000	2002	2003	2004	2005	% change 1996 - '2005
Total GS and Related	**729,392**	**702,728**	**688,790**	**698,099**	**694,440**	**696,164**	**695,753**	**-1.0%**
GS 1	1,974	2,190	1,793	1,653	1,671	1,668	1,705	-22.1%
GS 2	3,999	4,479	3,573	3,689	3,103	2,717	2,767	-38.2%
GS 3	19,747	18,845	16,917	15,894	13,997	13,390	13,040	-30.8%
GS 4	59,924	51,494	45,559	41,430	39,262	37,501	35,687	-30.7%
GS 1 - 4	**85,644**	**77,008**	**67,842**	**62,666**	**58,033**	**55,276**	**53,199**	**-30.9%**
GS 5	109,623	94,146	83,476	77,036	72,418	69,763	67,364	-28.4%
GS 6	76,855	70,171	64,187	60,997	59,166	57,501	55,701	-20.6%
GS 7	94,375	93,725	88,239	88,926	87,930	87,931	86,573	-7.6%
GS 8	28,299	28,554	33,505	34,797	35,398	36,523	36,254	27.0%
GS 5 - 8	**309,152**	**286,596**	**269,407**	**261,756**	**254,912**	**251,718**	**245,892**	**-14.2%**
GS 9	70,540	68,058	68,028	70,063	70,312	70,063	70,669	3.8%
GS 10	7,872	8,122	8,124	8,536	8,932	8,924	8,700	7.1%
GS 11	89,528	88,419	88,592	89,364	89,914	91,206	91,317	3.3%
GS 12	85,722	85,028	86,808	93,881	95,344	96,783	98,391	15.7%
GS 9 - 12	**253,662**	**249,627**	**251,552**	**261,844**	**264,502**	**266,976**	**269,077**	**7.8%**
GS 13	49,480	54,338	60,456	67,570	69,876	72,165	74,449	37.0%
GS 14	20,904	23,265	25,953	29,291	30,994	32,780	34,657	49.0%
GS 15	10,550	11,894	13,580	14,972	16,123	17,249	18,479	55.4%
GS 13 - 15	**80,934**	**89,497**	**99,989**	**111,833**	**116,993**	**122,194**	**127,585**	**42.6%**

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Employment of Women
By General Schedule (GS) and Related Grades, 1996 - 2005

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

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

as of September 30, 2005

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,856,966	1,034,657	55.7	822,309	44.3
EXECUTIVE DEPARTMENTS	1,685,574	960,001	57.0	725,573	43.0
Department of Agriculture	109,322	62,279	57.0	47,043	43.0
Department of Commerce	40,087	21,183	52.8	18,904	47.2
Department of Defense	663,826	424,063	63.9	239,763	36.1
Department of the Army	235,727	149,995	63.6	85,732	36.4
Department of the Navy	174,674	122,334	70.0	52,340	30.0
Department of the Air Force	156,906	106,847	68.1	50,059	31.9
Department of Education	4,437	1,706	38.4	2,731	61.6
Department of Energy	14,973	9,330	62.3	5,643	37.7
Department of Health and Human Services	64,045	25,003	39.0	39,042	61.0
Department of Homeland Security	162,127	107,133	66.1	54,994	33.9
Department of Housing and Urban Development	9,919	3,959	39.9	5,960	60.1
Department of the Interior	76,638	45,784	59.7	30,854	40.3
Department of Justice	103,904	62,346	60.0	41,558	40.0
Department of Labor	15,378	7,693	50.0	7,685	50.0
Department of State	24,397	12,514	51.3	11,883	48.7
Department of Transportation	53,821	39,358	73.1	14,463	26.9
Department of the Treasury	107,744	40,286	37.4	67,458	62.6
Department of Veterans Affairs	234,956	97,364	41.4	137,592	58.6
ALL OTHER Executive Branch Agencies	170,233	74,103	43.5	96,130	56.5

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Employment by Executive Branch Department: Gender

as of September 30, 2005

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

as of September 30, 2005

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*	%	BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,856,966	1,267,922	68.3	589,044	31.7	315,644	17.0	138,507	7.5	95,760	5.2	39,133	2.1
EXECUTIVE DEPARTMENTS	1,685,574	1,161,749	68.9	523,825	31.1	273,696	16.2	124,738	7.4	87,820	5.2	37,571	2.2
Department of Agriculture	109,322	85,333	78.1	23,989	21.9	11,478	10.5	6,950	6.4	3,060	2.8	2,501	2.3
Department of Commerce	40,087	28,282	70.6	11,805	29.4	6,639	16.6	1,680	4.2	3,230	8.1	256	0.6
Department of Defense	663,826	480,968	72.5	182,858	27.5	96,158	14.5	41,304	6.2	39,294	5.9	6,102	0.9
Department of the Army	235,727	170,169	72.2	65,558	27.8	37,726	16.0	15,946	6.8	9,456	4.0	2,430	1.0
Department of the Navy	174,674	125,077	71.6	49,597	28.4	22,090	12.6	7,906	4.5	18,407	10.5	1,194	0.7
Department of the Air Force	156,906	120,220	76.6	36,686	23.4	17,504	11.2	11,788	7.5	5,615	3.6	1,779	1.1
Department of Education	4,437	2,450	55.2	1,987	44.8	1,572	35.4	194	4.4	179	4.0	42	0.9
Department of Energy	14,973	11,470	76.6	3,503	23.4	1,666	11.1	943	6.3	660	4.4	234	1.6
Department of Health and Human Services	64,045	35,356	55.2	28,689	44.8	10,923	17.1	2,357	3.7	4,708	7.4	10,701	16.7
Department of Homeland Security	162,127	101,981	62.9	60,146	37.1	23,886	14.7	27,548	17.0	7,381	4.6	1,331	0.8
Department of Housing and Urban Development	9,919	5,012	50.5	4,907	49.5	3,667	37.0	711	7.2	423	4.3	106	1.1
Department of the Interior	76,638	55,975	73.0	20,663	27.0	3,910	5.1	3,658	4.8	1,567	2.0	11,528	15.0
Department of Justice	103,904	72,791	70.1	31,113	29.9	18,207	17.5	9,047	8.7	3,014	2.9	845	0.8
Department of Labor	15,378	9,933	64.6	5,445	35.4	3,605	23.4	1,073	7.0	660	4.3	107	0.7
Department of State	24,397	17,991	73.7	6,406	26.3	3,655	15.0	1,368	5.6	1,301	5.3	82	0.3
Department of Transportation	53,821	41,859	77.8	11,962	22.2	6,008	11.2	3,173	5.9	1,980	3.7	801	1.5
Department of the Treasury	107,744	67,600	62.7	40,144	37.3	26,458	24.6	8,538	7.9	4,282	4.0	866	0.8
Department of Veterans Affairs	234,956	144,748	61.6	90,208	38.4	55,864	23.8	16,194	6.9	16,081	6.8	2,069	0.9
ALL OTHER Executive Branch Agencies	170,233	105,321	61.9	64,912	38.1	41,741	24.5	13,739	8.1	7,873	4.6	1,559	0.9

*All Minorites includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.
**Asian refers to Asian/Pacific Islander. ***Amercan Indian refers to American Indian/Alaska Native

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Employment by Executive Branch Department: **
Race/National Origin
as of September 30, 2005

*American Indian refers to American Indian/Alaska Native

** Chart reflects total executive branch employment

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

as of September 30, 2005

	AVERAGE AGE	TOTAL	<31	%	31-40	%	41-49	%	50-59	%	60-69	%	70+	%
EXECUTIVE BRANCH	45.7	1,856,966	198,296	10.7	361,587	19.5	538,464	29.0	604,164	32.5	140,622	7.6	13,833	0.7
EXECUTIVE DEPARTMENTS	45.6	1,685,574	180,800	10.7	328,965	19.5	492,706	29.2	545,017	32.3	126,037	7.5	12,049	0.7
Department of Agriculture	44.3	109,322	18,724	17.1	19,051	17.4	28,139	25.7	34,621	31.7	7,741	7.1	1,046	1.0
Department of Commerce	45.8	40,087	4,810	12.0	8,640	21.6	10,408	26.0	11,455	28.6	3,912	9.8	862	2.2
Department of Defense	46.1	663,826	66,502	10.0	107,507	16.2	206,279	31.1	230,636	34.7	49,461	7.5	3,441	0.5
Department of the Army	46.1	235,727	24,382	10.3	39,709	16.8	70,317	29.8	82,242	34.9	17,694	7.5	1,383	0.6
Department of the Navy	46.5	174,674	16,259	9.3	25,973	14.9	55,909	32.0	62,433	35.7	13,262	7.6	838	0.5
Department of the Air Force	45.6	156,906	16,050	10.2	27,541	17.6	51,697	32.9	50,464	32.2	10,469	6.7	685	0.4
Department of Education	47.3	4,437	396	8.9	899	20.3	1,068	24.1	1,559	35.1	474	10.7	41	0.9
Department of Energy	47.6	14,973	1,014	6.8	2,278	15.2	4,276	28.6	5,883	39.3	1,437	9.6	85	0.6
Department of Health and Human Services	46.9	64,045	5,425	8.5	13,718	21.4	17,290	27.0	20,503	32.0	6,361	9.9	748	1.2
Department of Homeland Security	42.1	162,127	29,765	18.4	45,782	28.2	40,381	24.9	35,655	22.0	9,270	5.7	1,274	0.8
Department of Housing and Urban Development	49.3	9,919	585	5.9	1,429	14.4	2,543	25.6	4,025	40.6	1,220	12.3	117	1.2
Department of the Interior	45.1	76,638	10,752	14.0	14,168	18.5	19,635	25.6	26,019	34.0	5,549	7.2	515	0.7
Department of Justice	41.6	103,904	11,399	11.0	38,277	36.8	33,802	32.5	17,673	17.0	2,567	2.5	186	0.2
Department of Labor	47.3	15,378	1,260	8.2	2,912	18.9	3,869	25.2	5,725	37.2	1,485	9.7	127	0.8
Department of State	44.9	24,397	2,789	11.4	6,320	25.9	6,354	26.0	6,501	26.6	2,056	8.4	377	1.5
Department of Transportation	46.3	53,821	3,019	5.6	9,966	18.5	20,543	38.2	15,889	29.5	4,061	7.5	343	0.6
Department of the Treasury	47.4	107,744	7,468	6.9	18,604	17.3	33,491	31.1	38,640	35.9	8,636	8.0	905	0.8
Department of Veterans Affairs	47.8	234,956	16,892	7.2	39,414	16.8	64,628	27.5	90,233	38.4	21,807	9.3	1,982	0.8
ALL OTHER Executive Branch Agencies	46.5	170,233	17,300	10.2	32,298	19.0	45,446	26.7	58,895	34.6	14,518	8.5	1,776	1.0

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT
AND AGE GROUPINGS
As of September 30, 2005

Part 2:

Compensation, Payroll, and Work Years

Civilian Payroll for Executive Branch Agencies

1992 - 2005

	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00	Sept-02	Sep-03	Sep-04	Sep-05
Monthly Payroll ($ millions)									
Total Executive Branch	**6,650.0**	**6,937.7**	**6,763.5**	**7,073.3**	**7,436.5**	**8,018.2**	**8,550.1**	**8,938.9**	**9,218.3**
Executive Departments	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9	6,994.4	7,503.9	7,823.1	8,066.6
Defense	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2	2,408.7	2,418.2	2,442.0	2,459.2
All other Executive Departments	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7	4,585.7	5,085.6	5,412.9	5,642.7
Independent Agencies	645.5	687.5	845.6	875.2	912.6	1,023.8	1,046.2	1,084.0	1,116.3

Fiscal Year (FY)	FY92	FY94	FY96	FY98	FY00	FY02	FY03	FY04	FY05
Annual Payroll (in $billions)									
	77.5	**83.1**	**83.0**	**84.9**	**91.4**	**96.8**	**102.9**	**107.0**	**114.0**
*Percent Change**	*9.0*	*7.2*	*-0.1*	*2.3*	*10.1*	*5.9*	*6.3*	*4.0*	*6.5*

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

*Represents percent change from the previous reported year.

Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Civilian Payroll

Executive Branch Agencies (non-Postal)

1992 - 2005

Annual

Monthly

Trend of Civilian Compensation and Benefits

1996 - 2005 ($ millions)

	1996	1998	2000	2001	2002	2003	2004	2005
Executive Branch								
Direct Compensation*	85,153	86,659	95,325	97,803	104,497	112,138	118,850	124,859
Personnel Benefits*	27,144	28,723	32,273	41,822	36,134	39,267	42,635	44,934
U.S. Postal Service								
Direct Compensation	32,566	34,704	36,981	37,979	36,877	37,145	37,921	39,300
Personnel Benefits	8,969	9,648	11,116	11,629	12,670	12,079	12,854	13,084
Legislative Branch								
Direct Compensation	1,206	1,273	1,375	1,420	1,521	1,638	1,761	1,803
Personnel Benefits	259	275	315	431	366	411	460	482
Judicial Branch								
Direct Compensation	1,430	1,625	1,907	2,037	2,214	2,341	2,494	2,556
Personnel Benefits	348	406	493	640	591	636	682	736
Legislative and Judicial Branches								
Direct Compensation	2,636	2,898	3,282	3,457	3,735	3,979	4,255	4,359
Personnel Benefits	607	681	808	1,071	957	1,047	1,142	1,218
Total Direct Compensation	**120,355**	**124,261**	**135,588**	**139,239**	**145,109**	**153,262**	**161,026**	**168,518**
Total Personnel Benefits	**36,720**	**39,052**	**44,197**	**54,522**	**49,761**	**52,393**	**56,631**	**59,236**
Total Civilian Costs	157,075	163,313	179,785	193,761	194,870	205,655	217,657	227,754
Retired Civilian Pay*	44,492	48,038	51,220	53,943	56,049	58,113	60,773	56,073

N/A = Not Available

* The chart on page 65 presents data for these categories only.

Source: "Personnel Compensation and Benefits Table, Special Analysis I and Analytical Perspectives, Budget of the United States" (202)606-2684 fedstats@opm.gov

Trend of Civilian Compensation and Benefits

1994 - 2005

*See reference (*) on the table on page 63.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1995 - 2004

	1995	1997	1999	2000	2001	2002	2003	2004
Total Work Years	**2,005,634**	**1,861,377**	**1,848,750**	**1,870,956**	**1,791,388**	**1,888,664**	**1,966,437**	**1,979,462**
Basic Work Years	**1,940,158**	**1,808,085**	**1,800,287**	**1,808,728**	**1,732,997**	**1,792,361**	**1,852,930**	**1,877,223**
Full-time Permanent	1,787,680	1,677,015	1,649,761	1,621,165	1,612,830	1,666,645	1,691,089	1,715,843
Full-time Temporary	99,676	82,542	93,037	78,671	78,645	86,361	117,365	115,777
Part-time and Intermitter	52,802	48,528	57,489	108,892	41,522	39,355	44,476	45,603
Overtime and Holiday	**65,476**	**53,292**	**48,463**	**62,228**	**58,391**	**96,303**	**113,507**	**102,239**

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" Workforce Information and Planning Group. (202) 606-1350 fedstats@opm.gov

Work Years in Executive Branch Agencies
(Excludes U.S. Postal Service)
1993 - 2004
(2005) Data is not yet available

Part 3:
Performance Management Programs

Performance Recognition For Employees
Fiscal Years 2002 - 2005

	2002		2003		2004		2005	
	Individual Cash	**Group Cash**	**Individual Cash**	**Group Cash**	**Individual Cash**	**Group Cash**	**Individual Cash**	**Group Cash**
Number of Awards	1,153,378	188,435	1,174,018	197,597	1,249,835	187,511	1,285,878	186,388
Total $ Awarded (millions)	922.6	118.7	1.0**	111.4	1.1**	114.6	1.1**	107.3
Average Award	$800	$630	$858	$564	$877	$611	$886	$575
Spending as % of Total Salaries	0.96%	0.12%	0.98%	0.11%	1.01%	0.11%	1.00%	0.09%

	Cash Suggestion/Invention Awards							
	Individual	**Group**	**Individual**	**Group**	**Individual**	**Group**	**Individual**	**Group**
Number of Awards	5,091	939	5,012	874	5,156	1,023	5,082	1,099
Total $ Awarded (millions)	2.4	0.4	2.5	0.4	2.4	0.4	2.3	0.4
Average Award	$472	$409	$495	$454	$472	$435	$456	$342
Spending as % of Total Salaries	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%

Individual Cash Awards (billions)

Source: Center for Pay and Performance Policy, Incentive Awards Program databases and CPDF.
(202) 606-2720 pay-performance-policy@opm.gov

Individual and Group Cash Awards as Recognition For Employees

Fiscal Year 2005

Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1995 - 2005

Quality Step Increases (QSI's)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Number Granted	68,849	62,168	57,323	61,258	55,132	58,834	58,978	60,600	60,913	51,643	51,348
Estimated Cost (millions)	$45.9	$42.0	$41.8	$47.4	$42.9	$47.2	$50.9	$48.3	$49.3	$50.6	$50.7
Average Value	$666	$676	$730	$774	$778	$802	$863	$797	$809	$979	$988

Time-off Awards

	Total Awarded	Average Award (Hours)
Fiscal Year 1999	242,677	13.3
Fiscal Year 2000	276,205	13.4
Fiscal Year 2001	286,508	13.7
Fiscal Year 2002	332,352	14.0
Fiscal Year 2003	325,251	14.1
Fiscal Year 2004	364,043	14.7
Fiscal Year 2005	473,077	16.2

Source: Center for Pay and Performance Policy, Incentive Awards Program databases, and CPDF. (202) 606-2720 pay-performance-policy@opm.gov

Performance Recognition For Non-Senior Executive Service Employees

Time Off Awards

Fiscal Years 1999 - 2005

Part 4:
Senior Executive Service (SES)

Senior Executive Service
Member Profile

2000 - 2005

	2000	2001	2002	2003	2004	2005
Average Age	52.7	52.9	53.8	54.1	52.4	53.4
Average Length of Service (Years)	23.5	23.8	25.5	25.4	25.2	25.0
Retirement Eligible (Career Appointees)						
Regular	27.6%	32.0%	41.2%	41.8%	45.4%	48.1%
Early-Out	40.6%	38.2%	34.1%	46.3%	44.9%	44.0%
Education						
Not College Graduate	5.2%	5.3%	5.0%	10.1%	8.2%	7.4%
College Graduate	27.0%	27.7%	29.2%	27.4%	28.6%	29.3%
Advanced Degree	67.8%	67.0%	65.8%	62.4%	63.2%	63.2%
Gender						
Men	74.7%	75.2%	74.5%	73.7%	73.3%	72.4%
Women	25.3%	24.8%	25.5%	26.3%	26.7%	27.6%
Minority	14.4%	13.7%	14.0%	13.5%	12.0%	11.8%
Occupation						
Scientist or Engineer	22.3%	21.5%	20.5%	19.8%	19.2%	18.7%
Other Professional	23.3%	23.1%	22.2%	35.1%	21.5%	21.2%
Administrative / Technical	54.4%	55.4%	57.3%	45.2%	59.3%	60.1%
Geographic Location						
Washington, D.C. area	72.6%	75.1%	75.6%	72.6%	82.0%	72.0%

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

Source: Human Capital Leadership, Executive Resources Service Group. (202-606-1612)

Senior Executive Service
Member Profile
(As of September 2005)

Minority Status

Retirement Eligibility

Gender

Education

Geographic Location

Occupation

* Data shown are excluded from the source table

Senior Executive Service (SES)

Positions and Appointments

1987 - 2005

		SES Appointments			
	Allocated Positions	Total	Career	Noncareer	Limited
1987	7,781	6,948	6,223	682	43
1988	7,838	7,108	6,400	659	49
1989	8,167	7,305	6,703	523	79
1990	8,314	7,590	6,829	699	62
1991	8,610	8,012	7,220	722	70
1992	8,804	8,200	7,426	704	70
1993	8,805	7,816	7,387	360	69
1994	8,751	7,509	6,740	704	65
1995	8,302	7,294	6,473	733	88
1996	7,896	6,985	6,191	684	110
1997	7,698	6,885	6,105	659	121
1998	7,736	6,804	6,010	649	145
1999	7,753	6,718	5,953	301	164
2000	7,813	6,824	6,066	593	165
2001	7,795	6,626	6,118	265	243
2002	7,671	6,703	5,962	575	166
2003	7,786	6,736	5,948	631	157
2004	7,868	6,811	5,997	674	140
2005	7,986	6,769	6,007	637	125

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

Source: Human Capital Leadership, Executive Resources Service Group. (202-606-1612)

Senior Executive Service (SES)

Positions and Appointments

1987 - 2005

Allocated vs Appointed

Career vs Non-Career

Senior Executive Service

Awards

Fiscal Years 1995 - 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2004	2005
Number of Rank Awards	208	233	273	294	311	340	344	348	339	253
Distinguished*	62	63	60	52	58	53	56	55	55	49
Meritorious*	146	170	213	242	253	287	288	293	284	204
Total Awarded ($ millions)	2.7	2.96	3.33	3.46	8.3	7.8	9.64	10.42	10.8	8.38

	1995	1996	1997	1998	1999	2000	2001	2002	2004	2005
Number of Awards	2,352	1,763	2,256	2,043	2,823	3,063	3,070	2,754	2,291	4,127
Percent of Career Members Receiving Awards	36	28	36	34	47	50	52	50	58.2	66.5
Total Awarded ($ millions)	16.44	12.4	16.2	15.4	28.9	34.7	37.8	37.2	31.5	57
Average Amount of Award	$6,992	$7,034	$7,161	$7,538	$10,237	$11,353	$12,324	$12,444	$13,734	$13,814

*Prior to 1999, the Distinguished Award was $20,000 and the Meritorious Award was $10,000. Beginning in 1999, the Distinguished Award is 35% of basic pay and the Meritorious is 20%.

Senior Executive Service: Awards

1994-2005

Presidential Rank Awards

Performance Awards

Percent of Career Members Receiving Awards

Average Amount of Award

Part 5:
Retirement and Insurance Programs

Retirement and Insurance Payments

1997 - 2006

	1997 [a]	1998	1999	2000	2001	2002 [r]	2003	2004	2005 [*]	2006 [b]
U.S. Office of Personnel Management (OPM) Payment Accounts in Millions ($)										
Government Payments for Annuitants Health Benefits	3,934.1	4,115.0	4,610.0	5,049.0	5,528.0	6,071.0	6,674.0	7,326.0	7,889.0	8,204.0
% Change	*2.7*	*4.6*	*12.0*	*9.5*	*9.5*	*9.8*	*9.9*	*9.8*	*7.7*	*4.0*
Government Payments for Annuitants Life Insurance	27.8	30.0	31.0	27.0	32.0	33.0	34.0	35.0	38.0	39.0
% Change	*11.6*	*7.9*	*3.3*	*-12.9*	*18.5*	*3.1*	*3.0*	*2.9*	*8.6*	*2.6*
Government Payments to Civil Service Retirement and Disability Fund	21,253.7	21,357.0	21,401.0	21,557.0	21,639.0	22,108.0	21,878.0	25,921.0	25,618.0	27,182.0
% Change	*5.9*	*0.5*	*0.2*	*0.7*	*0.4*	*2.2*	*-1.0*	*18.5*	*-1.2*	*6.1*

a. Beginning in Fiscal Year 1990, "Government Payments for Annuitants, Employee Life Insurance."
r. Revised Data
* Budget Data for 2005 are actual.
b. Budget Data for 2006 are estimated.

Notes: Amounts shown reflect OPM's payment of the Government's share for annuitants' health and life insurance benefits and General Fund payments to the retirement fund. 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
(202) 606-0650 RISBUDGET@OPM.GOV

Retirement and Insurance Payments, 1997 - 2006*
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

March 31, 2005

	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	1,178,182	1,055,408	2,233,590	2,176,407	4,409,997
Employee Organizations	283,185	477,845	761,030	605,141	1,366,171
Comprehensive (Health Maintenance Organizations)	713,639	299,132	1,012,771	1,156,040	2,168,811
Experience - Rated	151,146	58,154	209,300	229,904	439,204
Community - Rated	562,493	240,978	803,471	926,136	1,729,607
Total, All Plans	**2,175,006**	**1,832,385**	**4,007,391**	**3,937,588**	**7,944,979**

Source: Semi-annual Headcount, as of March 2003 (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 and Coverage
March 31, 2005

Enrollee Category

Type of Plan

Total Program Coverage
Enrollees by Type of Plan

*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1995 - 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
NON-POSTAL EMPLOYEES											
Government Share	$226.81	$225.17	$229.46	$241.69	$268.91	$292.45	$323.05	$365.10	$406.94	$447.70	$482.47
Enrollee Share	$87.28	$89.12	$91.23	$101.27	$107.97	$118.33	$132.46	$150.43	$166.73	$181.47	$192.51
Total Premiums	**$314.09**	**$314.29**	**$320.69**	**$342.96**	**$376.88**	**$410.78**	**$455.52**	**$515.53**	**$573.67**	**$629.17**	**$674.98**
POSTAL EMPLOYEES											
Government Share	$302.20	$294.19	$294.77	$308.44	$333.75	$371.15	$410.32	$466.83	$524.74	$578.27	$621.88
Enrollee Share	$47.78	$51.44	$57.32	$66.44	$72.51	$71.23	$81.85	$92.45	$102.70	$111.33	$117.61
Total Premiums	**$349.98**	**$345.63**	**$352.09**	**$374.88**	**$406.26**	**$442.38**	**$492.18**	**$559.28**	**$627.45**	**$689.61**	**$739.49**
ANNUITANTS											
Government Share	$205.72	$203.76	$206.78	$216.94	$240.30	$261.74	$287.89	$324.99	$361.52	$397.03	$429.64
Enrollee Share	$82.42	$84.75	$85.47	$94.39	$103.10	$112.96	$126.64	$140.37	$155.34	$168.04	$177.91
Total Premiums	**$288.14**	**$288.51**	**$292.25**	**$314.33**	**$343.40**	**$374.70**	**$414.52**	**$465.37**	**$516.86**	**$565.07**	**$607.55**
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	$230.37	$227.35	$230.41	$241.95	$267.41	$292.01	$321.89	$363.93	$405.62	$445.37	$479.97
Enrollee Share	$78.69	$80.92	$82.95	$93.57	$99.58	$107.75	$121.07	$135.99	$151.09	$164.26	$174.18
Total Premiums	**$309.06**	**$308.27**	**$313.36**	**$335.52**	**$366.99**	**$399.74**	**$442.96**	**$499.92**	**$556.71**	**$609.63**	**$654.16**
% Change	*-3.7*	*-0.3*	*1.7*	*7.1*	*9.4*	*8.9*	*10.8*	*12.9*	*11.4*	*9.5*	*7.3*

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, and Annuitants 1995 - 2005

Average Monthly Premiums 2005

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

Federal Employee Health Benefits Program
Financial Data
Fiscal Years 1992 - 2005

($ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
1992	14,262	13,874	389	5,952
1993	15,496	14,624	872	6,875
1994	16,121	15,471	651	7,489
1995	16,210	15,886	324	7,814
1996	15,706	16,150	(444)	7,371
1997	15,910	16,578	(668)	6,703
1998	16,695	17,160	(465)	6,237
1999	18,039	18,463	(424)	5,813
2000	19,737	19,575	162	5,978
2001	21,454	20,779	675	6,654
2002	23,610	22,707	903	7,556
2003	26,446	24,964	1,482	9,038
2004	29,140	27,417	1,721	10,759
2005	31,307	29,556	1,751	12,511

Source: "President's Budget Status of the Fund Schedule"

(202) 606-0650 RISBUDGET@OPM.GOV

Federal Employee Health Benefits (FEHB) Program

Financial Data

Fiscal Years 1992 - 2005

Revenues vs. Expenses

Retirement Eligibility Statistics
Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2005

	TOTAL EMPLOYMENT	FERS EMPLOYMENT	EARLY-OUT ELIGIBLES #	EARLY-OUT ELIGIBLES %	VOLUNTARY ELIGIBLES #	VOLUNTARY ELIGIBLES %
All Agencies	1,860,949	1,320,466	58,243	4.4%	144,398	10.9
Department of Agriculture	109,344	65,381	3,170	4.8%	6,442	9.9
Department of Commerce	40,093	26,827	835	3.1%	2,482	9.3
Department of Defense (Total)	664,311	465,753	27,113	5.8%	58,461	12.6
Department of the Air Force	157,050	115,169	5,642	4.9%	14,191	12.3
Department of the Army	235,848	168,846	9,285	5.5%	20,883	12.4
Department of the Navy	174,728	118,508	7,954	6.7%	13,877	11.7
Department of Defense (Excluding Military Departments)	96,685	63,230	4,232	6.7%	9,510	15.0
Department of Education	4,445	2,897	105	3.6%	351	12.1
Department of Energy	14,973	9,800	580	5.9%	1,263	12.9
Environmental Protection Agency	18,398	12,866	583	4.5%	1,258	9.8
General Services Administration	12,666	8,435	508	6.0%	1,113	13.2
Department of Health and Human Services	64,244	46,710	1,462	3.1%	4,761	10.2
Department of Homeland Security	162,132	128,500	2,098	1.6%	6,277	4.9
Department of Housing and Urban Development	9,921	6,220	289	4.6%	1,036	16.7
Department of Interior	76,676	48,456	2,413	5.0%	5,278	10.9
Department of Justice	104,098	90,468	2,229	2.5%	4,850	5.4
Department of Labor	15,380	10,477	362	3.5%	1,193	11.4
National Aeronautics and Space Administration	18,786	12,908	594	4.6%	1,034	8.0
Office of Personnel Management	5,107	2,900	135	4.7%	410	14.1
Small Business Administration	4,322	2,039	116	5.7%	421	20.6
Social Security Administration	66,147	39,952	1,914	4.8%	4,107	10.3
Department of State	24,498	9,219	222	2.4%	715	7.8
Department of Transportation	53,878	37,457	1,434	3.8%	4,633	12.4
Department of the Treasury	107,753	77,146	3,312	4.3%	9,999	13.0
Department of Veterans Affairs	235,042	182,175	7,349	4.0%	24,735	13.6
All Other Agencies	48,735	33,880	1,420	4.2%	3,579	10.6

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 fedstats@opm.gov

Retirement Eligibility Statistics
Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2005

Retirement Eligibility Statistics
Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2005

	TOTAL EMPLOYMENT	CSRS EMPLOYMENT	EARLY-OUT ELIGIBLES #	EARLY-OUT ELIGIBLES %	VOLUNTARY ELIGIBLES #	VOLUNTARY ELIGIBLES %
All Agencies	1,860,949	425,326	238,628	56.1	139,070	32.7
Department of Agriculture	109,344	26,579	15,495	58.3	8,357	31.4
Department of Commerce	40,093	7,796	4,042	51.8	2,989	38.3
Department of Defense (Total)	664,311	175,025	102,681	58.7	51,955	29.7
Department of the Air Force	157,050	36,633	21,608	59.0	10,714	29.2
Department of the Army	235,848	58,667	34,054	58.0	18,316	31.2
Department of the Navy	174,728	54,171	31,539	58.2	15,674	28.9
Department of Defense (Excluding Military Departments)	96,685	25,554	15,480	60.6	7,251	28.4
Department of Education	4,445	1,330	721	54.2	527	39.6
Department of Energy	14,973	5,070	2,805	55.3	1,804	35.6
Environmental Protection Agency	18,398	4,735	2,581	54.5	1,755	37.1
General Services Administration	12,666	4,191	2,448	58.4	1,427	34.0
Department of Health and Human Services	64,244	12,580	6,268	49.8	5,197	41.3
Department of Homeland Security	162,132	12,476	6,525	52.3	4,322	34.6
Department of Housing and Urban Development	9,921	3,575	1,830	51.2	1,518	42.5
Department of Interior	76,676	18,040	10,463	58.0	5,985	33.2
Department of Justice	104,098	12,562	6,458	51.4	4,061	32.3
Department of Labor	15,380	4,753	2,387	50.2	2,006	42.2
National Aeronautics and Space Administration	18,786	5,763	2,944	51.1	1,900	33.0
Office of Personnel Management	5,107	1,537	847	55.1	498	32.4
Small Business Administration	4,322	788	431	54.7	298	37.8
Social Security Administration	66,147	24,843	13,418	54.0	9,293	37.4
Department of State	24,498	2,327	1,276	54.8	769	33.0
Department of Transportation	53,878	16,036	6,386	39.8	6,910	43.1
Department of the Treasury	107,753	28,550	16,851	59.0	7,977	27.9
Department of Veterans Affairs	235,042	44,888	25,526	56.9	15,044	33.5
All Other Agencies	48,735	11,882	6,245	52.6	4,478	37.7

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. fedstats@opm.gov

Retirement Eligibility Statistics
Civil Service Retirement System (CSRS)
Selected Agencies as of September 30, 2005

Retirement System

On Annuity Roll at End of Fiscal Year

1987 - 2005

	Employees (CSRS/FERS)						
Year	Normal	Disability	Other [a]	Total	Average Monthly Annuity ($)	Survivors	Average Monthly Annuity ($)
1987	934,269	318,436	251,435	1,504,140	1,146	528,087	552
1988	973,533	311,263	266,152 [b]	1,550,948	1,195	541,098	583
1989	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
1990	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
1991	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
1992	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
1993	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
1994	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
1995	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
1996	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
1997	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
1998	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
1999	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923
2000	1,082,812	241,696	418,688	1,743,196	1,796	633,308	952
2001	1,086,420	239,388	422,270	1,748,078	1,869	634,923	992
2002	1,089,470	236,289	423,161	1,748,920	1,931	634,130	1,024
2003	1,097,897	233,350	426,426	1,757,673	1,980	632,004	1,044
2004	1,110,110	230,795	433,686	1,774,591	2,044	629,045	1,073
2005	1,127,911	229,188	440,128	1,797,227	2,123	625,300	1,106

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.

Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

Retirement System

On Annuity Roll at End of Fiscal Year

1987 - 2005

Number on Annuity Roll

Average Monthly Annuity

Retirement System
Additions to Annuity Roll
Fiscal Years 1987 - 2005

Fiscal Year	Employees				
	Normal	Disability	Other [a]	Total	Survivors
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 [b]	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 [c]	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
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404
2001	49,887	11,472	15,971	77,330	38,379
2002	50,149	10,540	13,464	74,153	36,649
2003	55,000	10,300	15,828	81,128	35,232
2004	59,992	10,348	20,101	90,441	35,595
2005	64,871	10,868	19,221	94,960	34,557

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 availa

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.

Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

Retirement System
Additions to Annuity Roll
Fiscal Years 1990 - 2005

Retirement Systems Coverage

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

Fiscal Years 1995 - 2005

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
CSRS	1,311,465	1,235,153	1,194,166	1,108,083	1,009,165	961,237	987,450	897,240	861,610	794,890	644,067
% of total	*48.9*	*47.1*	*44.5*	*41.7*	*39.6*	*37.1*	*36.9*	*34.0*	*32.3*	*29.8*	*25.3*
FERS	1,370,953	1,385,181	1,487,284	1,549,698	1,536,339	1,628,825	1,688,643	1,708,523	1,807,998	1,875,110	1,901,181
% of total	*51.1*	*52.9*	*55.5*	*58.3*	*60.4*	*62.9*	*63.1*	*66.0*	*67.7*	*71.2*	*74.7*

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

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

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Retirement Systems Coverage

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

Fiscal Years 1995 - 2005

Federal Employees Group Life Insurance

Fiscal Year 2005

	Employees		Annuitants		Total	
	Number Enrolled (Thousands)	Insurance In Force ($ Billions)	Number Enrolled (Thousands)	Insurance In Force ($ Billions)	Number Enrolled (Thousands)	Insurance In Force ($ Billions)
Coverage						
Basic	2,412	321.4	1,601	44.5	4,013	365.9
Standard	918	18.4	413	2.3	1,331	20.7
Additional	1,196	266.8	140	16.5	1,336	283.3
Family	915	21.7	199	1.3	1,114	23.0
Total	**2,412 ***	**628.3**	**1,601 ***	**64.6**	**4,013 ***	**692.9**

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

Claims Paid During Fiscal Year 2005

	Claims	Amount Paid ($ Thousands)
Death		
Employees	7,192	$778,979
Annuitants	68,230	$1,300,226
Total	**75,422**	**$2,079,205**
Dismemberment		
Total	**34**	**$973**

Operating Revenues and Expenses, Fiscal Year 2005

	($ Millions)
Revenues	$3,516
Expenses	$2,146
Excess of operating Revenues Over Expenses	**$1,370**

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

Federal Employees Group Life Insurance

Fiscal Year 2005

Part 6:
Student Employment Programs

Presidential Management Fellows* (PMF) Program

Selections, Universities, and Employing Agencies

Trends in PMF Selections 1985 - 2005

Year	Selections
1985	164
1986	178
1987	200
1988	197
1989	201
1990	255
1991	245
1992	230
1993	183
1994	123
1995	155
1996	114
1997	339
1998	343
1999	366
2000	344
2001	381
2002	367
2003	404
2004	412
2005	363

Top Universities With PMF Finalists in 2005

University	Finalists
AMERICAN UNIVERSITY	41
GEORGETOWN UNIVERSITY	32
JOHNS HOPKINS UNIV SCH ADVAN INT ST	23
GEORGE WASHINGTON UNIVERSITY	22
UNIVERSITY OF MICHIGAN - ANN ARBOR	19
HARVARD JOHN F KENNEDY SCHL OF GOVT	18
COLUMBIA UNIV SCH INTL PUB AFFAIRS	17
PRINCETON UNIVERSITY	17
MONTEREY INST OF INTERNATL STUDIES	16
UNIVERSITY OF TEXAS-AUSTIN	15
TUFTS UNIVERSITY	13
CARNEGIE MELLON UNIV- THE HEINZ SCH	12
GEORGE MASON UNIVERSITY	11
INDIANA UNIVERSITY-BLOOMINGTON	11
UNIVERSITY OF MARYLAND	11
YALE UNIVERSITY	11
UNIVERSITY OF TENNESSEE-KNOXVILLE	10

Top Agencies Employing 2005 PMF Finalists

Agency	Selections
Department of State	47
Department of Justice	34
Department of Health and Human Services	30
Department of Defense	25
Department of Commerce	15
Department of Homeland Security	15
Department of Agriculture	14
Social Security Administration	14
Department of Transportation	11
Department of the Treasury	7
Environmental Protection Agency	6
Department of Interior	5
Library of Congress	5

Source: Washington, DC - PMI Program data (202) 606-1386 pmf@opm.gov

**Formerly the Presidential Management Intern (PMI) Program*

Presidential Management Fellows Program

Selections Employing Agencies

1985-2005

Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2005

Top Six Employing Agencies

Agency	Number Employed
Total	**16,357**
DOD	8,740
Navy	3,990
Agriculture	2,622
Army	2,242
Air Force	1,968
Interior	1,358
Other	639

Participant Demographics (All Agencies)

Category	Participants	Percent of Total
Total	**16,357**	100.0%
Total Minorities	5,242	32.0%
Black	2,204	13.5%
Hispanic	1,488	9.1%
Asian/Pacific Islander	1,254	7.7%
American Indian*	296	1.8%
Non-Minority	11,115	68.0%
Men	10,106	61.8%
Women	6,251	38.2%
Veterans	794	4.9%
Disabled	519	3.2%

* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year 2005. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program
Fiscal Year 2005

Employing Agencies*

Minority Status

Gender

Disability Status

Veterans Status

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

Student Career Experience Program

Participants' Educational Levels and Occupational Groups

Fiscal Year 2005

By Educational Level

Degree	Participants	Percent
High School	280	1.7
Associate	3,117	19.1
Baccalaureate	7,340	44.9
* Graduate	2,345	14.3
Other	3,275	20.0
Total	**16,357**	**100.0**

By Major Occupational Group

Occupational Group	Participants	Percent
Engineering and Architecture	2,468	15.1
General Administration, Clerical, Office Services	1,645	10.1
Biological Sciences	1,863	11.4
Miscellaneous	687	4.2
Business and Industry	851	5.2
Other	8,843	54.1
Total	**16,357**	**100.0**

* Also includes Professional Degrees

Source: Central Personnel Data File, Fiscal Year (October - September) 2005. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program
Participants' Educational Levels and Occupational Groups
Fiscal Year 2005

By Major Occupational Groups

By Educational Level

Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2005

Top Six Employing Agencies

Agency	Number Employed
Agriculture	9,629
Air Force	5,485
Army	5,037
Interior	4,924
Navy	2,108
Veteran Affairs	1,509
Other	4,401

Participant Demographics (All Agencies)

Category	Participants	Percent of Total
Total	**45,238**	**100.0**
Total Minorities	16,451	36.4
Black	9,347	20.7
Hispanic	3,753	8.3
Asian/Pacific Islander	2,836	6.3
American Indian*	515	1.1
Non-Minority	28,787	63.6
Men	21,073	46.6
Women	24,165	53.4
Veterans	553	1.2
Disabled	1,190	2.6

* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2005. (202) 606-2684 fedstats@opm.gov

Student Temporary Employment Program
Fiscal Year 2005

Employing Agencies*

Minority Status

Gender

Disability Status

Veterans Status

*Some data shown are excluded for the source table.

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SHRP/CWPPA/WIPG-FB06