

THE FACT BOOK



1998 Edition



Federal Civilian Workforce Statistics



**United States
Office of
Personnel
Management**

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Washington, DC 20415-6000

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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 Tables 8 and 60, and those 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 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 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.

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Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1982 - 1997

(in thousands)

	1982	1984	1986	1988	1990	1994	1996	1997
Total, Federal Civilian	2,824.8	2,934.3	3,022.2	3,112.8	3,128.3	2,971.6	2,847.4	2,787.1
<i>% change</i>		3.9	3.0	3.0	0.5	-5.0	-4.2	-2.1
Washington, D.C., MSA*	343.8	353.0	342.4	350.6	358.4	366.4	340.0	325.3
<i>% change</i>		2.7	-3.0	2.4	2.2	2.2	-7.2	-4.3
Overseas	124.2	133.6	141.3	145.0	141.0	108.5	108.6	104.3
<i>% change</i>		7.6	5.8	2.6	-2.8	-23.0	0.1	-4.0
Legislative Branch	38.8	38.8	36.5	37.5	37.5	35.4	31.5	31.4
<i>% change</i>		0.0	-5.9	2.7	0.0	-5.6	-11.0	-0.3
Judicial Branch	16.0	17.2	19.0	21.5	23.6	28.0	29.6	30.6
<i>% change</i>		7.5	10.5	13.2	9.8	18.6	5.7	3.4
Executive Branch	2,770.0	2,878.2	2,966.7	3,053.8	3,067.2	2,908.2	2,786.3	2,725.1
<i>% change</i>		3.9	3.1	2.9	0.4	-5.2	-4.2	-2.2
Department of Defense	989.6	1,043.8	1,068.0	1,049.6	1,034.2	879.9	795.9	749.5
<i>% change</i>		5.5	2.3	-1.7	-1.5	-14.9	-9.5	-5.8
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	1,122.3
<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	853.3
<i>% change</i>		7.1	11.9	5.2	-1.8	0.7	3.6	0.1

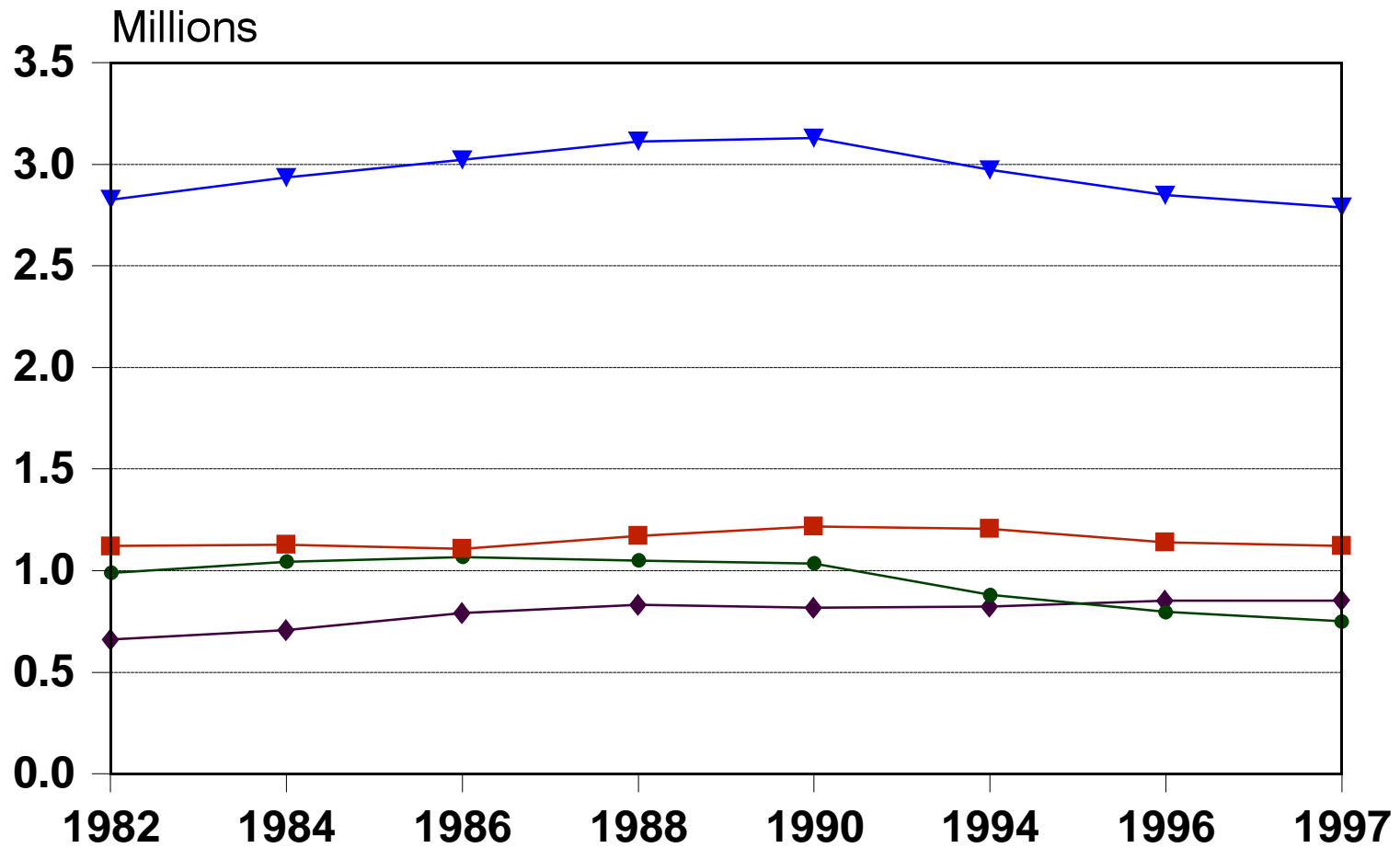
Note: All data are as of September 30th.

*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 - 1997



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

Trend of Employment, 1988 - 1997

Individual Characteristics

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

Individual Characteristics

(continued from previous page)

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

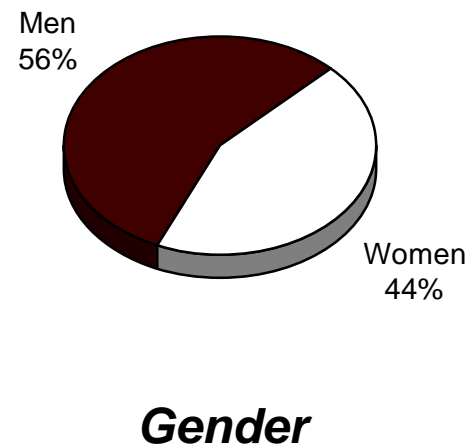
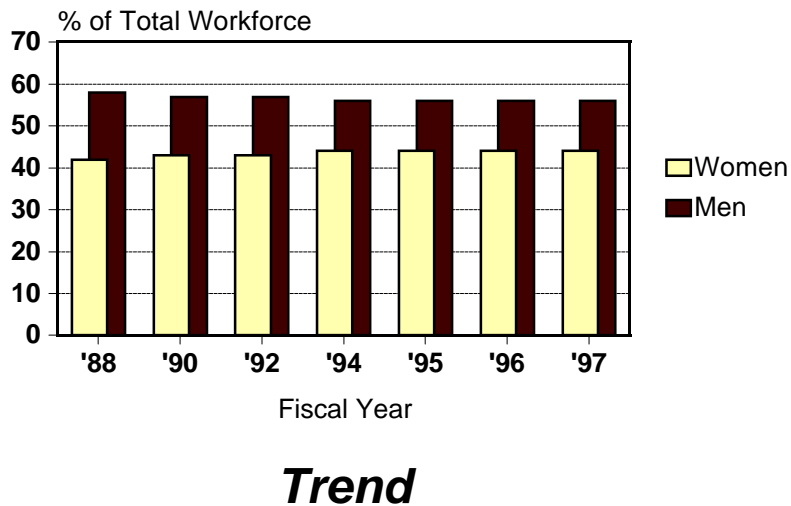
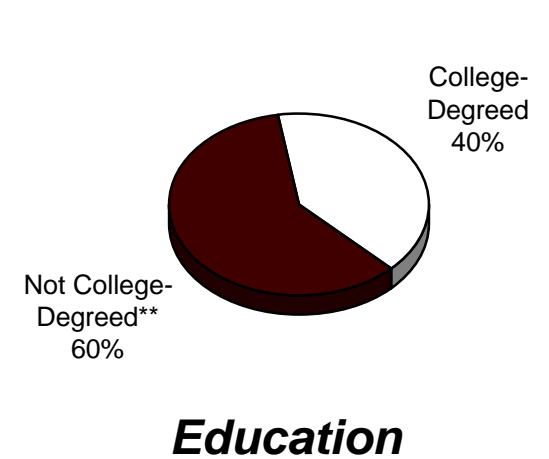
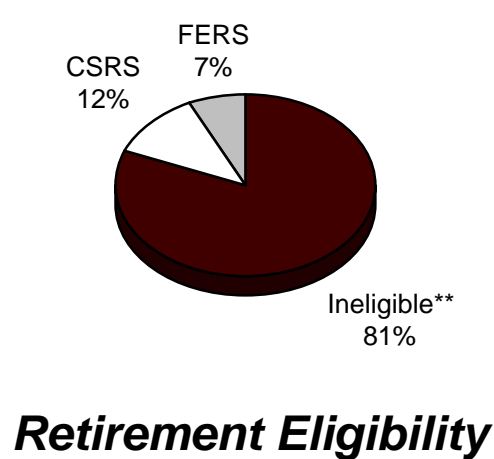
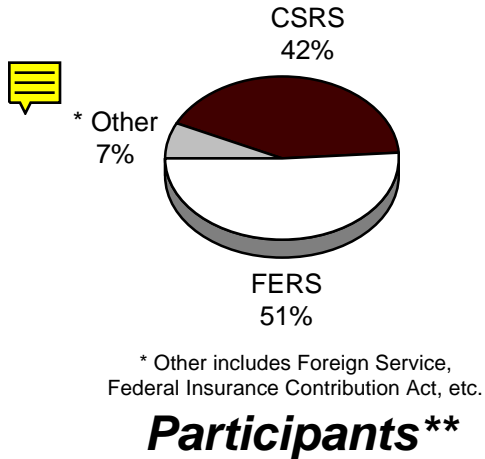
Note: All data are as of September of selected year.

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

The "Typical" Federal Civilian Employee, 1997

Individual Characteristics

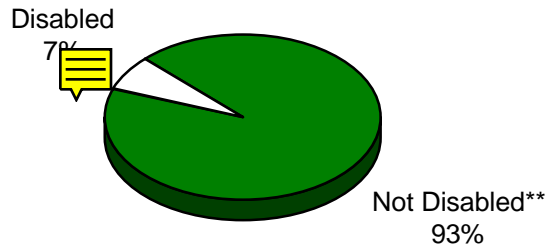
FERS = Federal Employees Retirement System
 CSRS = Civil Service Retirement System



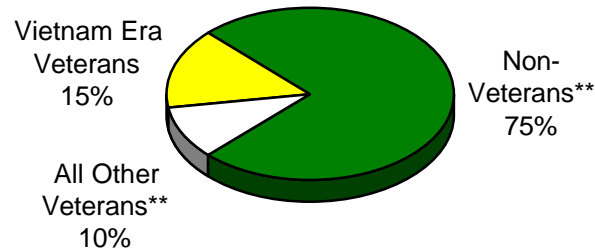
** See footnote on source tables.

The "Typical" Federal Civilian Employee, 1997

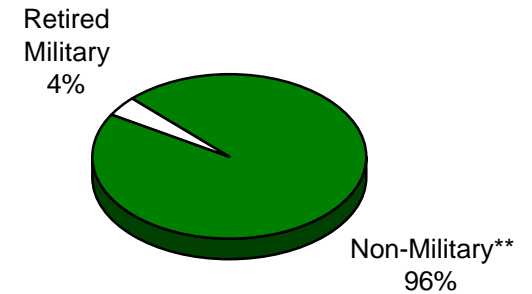
Individual Characteristics (Continued)



Disability

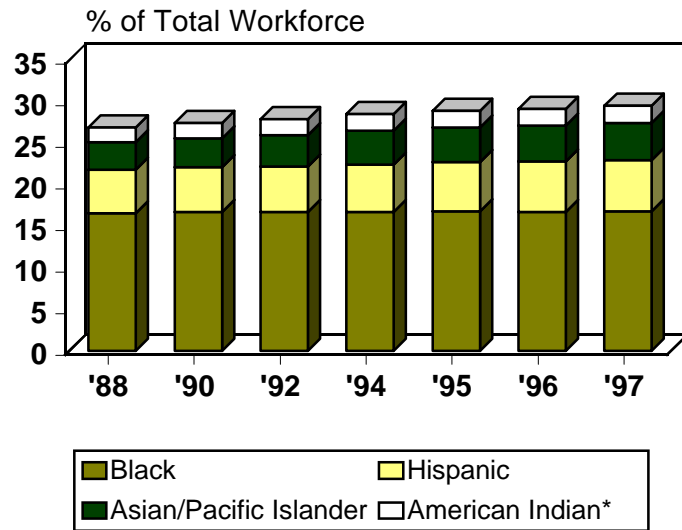


Veterans Preference

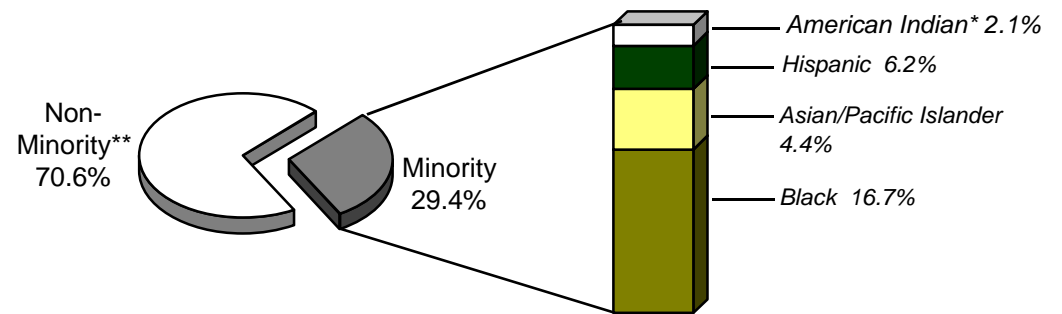


Retired Military Status

Minority Groups



* American Indian refers to American Indian/Alaska Native



Minority Status

Trend of Employment, 1988 - 1997

Job Characteristics

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Annual Base Salary	\$28,932	\$30,377	\$32,026	\$34,100	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902
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
Average GS Grade	8.4	8.6	8.7	8.8	8.9	9.1	9.2	9.3	9.3	9.3
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
Pay System										
General Schedule	73%	73%	73%	73%	74%	74%	74%	75%	73%	73%
Wage Systems	18%	18%	17%	17%	16%	16%	15%	14%	14%	14%
Others	9%	9%	10%	10%	10%	10%	11%	11%	13%	13%
Occupational Category										
White-Collar	82%	82%	83%	83%	84%	84%	85%	85%	86%	86%
Professional	19%	20%	21%	22%	22%	23%	23%	24%	24%	24%
Administrative	24%	25%	24%	25%	25%	26%	27%	27%	28%	29%
Blue-Collar	18%	18%	17%	17%	16%	16%	15%	15%	14%	14%
Supervisory Status										
Supervisors/Managers	12.0%	12.1%	12.4%	12.4%	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%
Permanent Appointments										
Full-time Permanent	89%	89%	89%	89%	89%	90%	90%	90%	90%	90%
	86%	86%	87%	87%	87%	87%	87%	87%	88%	88%

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 - 1997

Job Characteristics

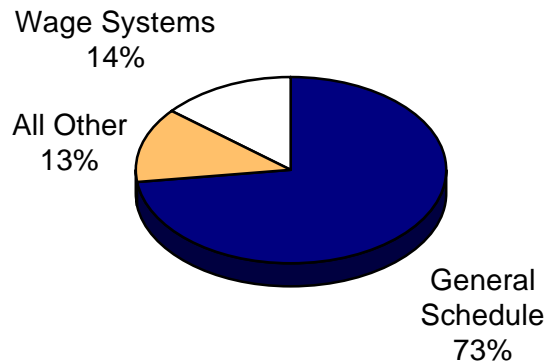
<i>(continued from previous page)</i>	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Work Schedule										
Full-time	93%	93%	93%	93%	93%	93%	92%	93%	93%	93%
Part-time	4%	4%	4%	4%	4%	4%	4%	4%	3%	3%
Intermittent	3%	3%	3%	3%	3%	3%	4%	3%	4%	4%
Service										
Competitive	81%	81%	80%	80%	80%	80%	80%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

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

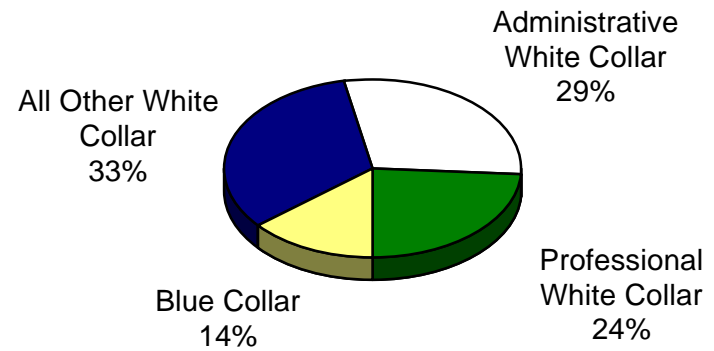
Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

The "Typical" Federal Civilian Employee, 1997

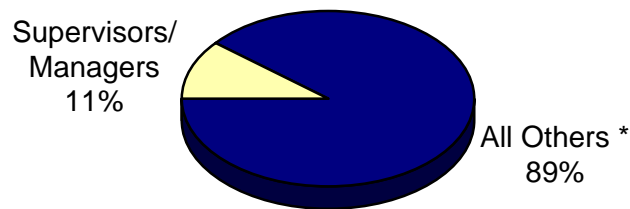
Job Characteristics



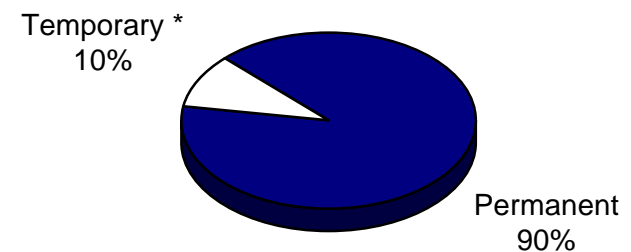
Pay System



Occupational Category



Supervisory Status

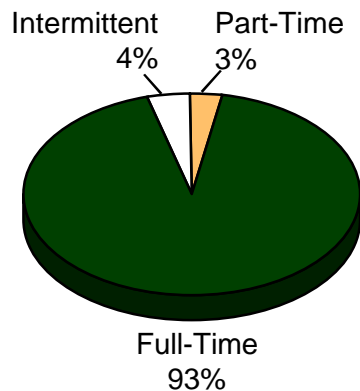


Tenure

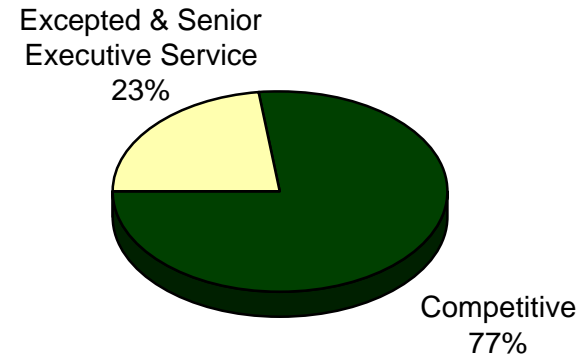
* Data shown are **excluded** from the source tables.

The "Typical" Federal Civilian Employee, 1997

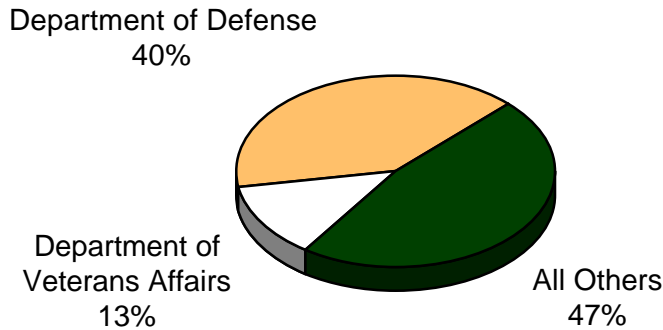
Job Characteristics (Continued)



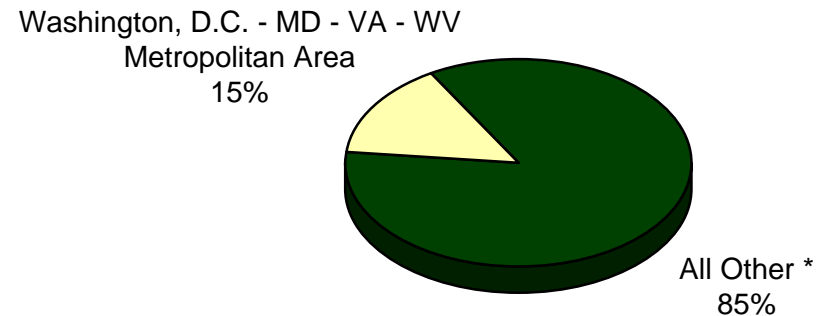
Work Schedule



Service



Employing Agency



Geographic Location

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

As of March 31, 1997

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)	37,790	\$43,359	27,766	\$44,033	4,721	\$30,484	5,303	\$51,297
ALASKA (AK)	11,643	\$42,530	7,742	\$38,246	2,290	\$50,071	1,611	\$52,398
ARIZONA (AZ)	27,251	\$38,943	19,734	\$38,854	4,321	\$33,277	3,196	\$47,159
ARKANSAS (AR)	11,049	\$37,519	7,832	\$37,421	2,132	\$29,727	1,085	\$53,533
CALIFORNIA (CA)	161,971	\$43,485	113,642	\$42,011	26,091	\$36,052	22,238	\$59,739
COLORADO (CO)	34,349	\$44,156	28,290	\$44,009	3,303	\$31,483	2,756	\$60,851
CONNECTICUT (CT)	7,903	\$44,311	5,473	\$43,042	992	\$31,176	1,438	\$58,201
DELAWARE (DE)	2,667	\$40,159	1,727	\$38,517	727	\$37,642	213	\$62,055
DISTRICT OF COLUMBIA (DC)	144,679	\$56,726	112,722	\$55,181	6,804	\$33,449	25,153	\$69,947
FLORIDA (FL)	61,772	\$42,047	46,474	\$40,895	8,497	\$32,907	6,801	\$61,333
GEORGIA (GA)	63,355	\$40,562	46,656	\$40,561	11,263	\$32,456	5,436	\$57,372
HAWAII (HI)	20,221	\$39,984	13,282	\$37,702	6,015	\$42,848	924	\$54,147
IDAHO (ID)	7,421	\$40,580	5,994	\$40,988	992	\$32,176	435	\$54,131
ILLINOIS (IL)	44,568	\$44,846	34,248	\$43,383	4,720	\$35,976	5,600	\$61,274
INDIANA (IN)	19,031	\$40,718	13,846	\$40,122	2,657	\$35,189	2,528	\$49,790
IOWA (IA)	6,981	\$39,512	4,867	\$38,234	1,193	\$33,867	921	\$53,578
KANSAS (KS)	14,986	\$39,936	11,072	\$37,620	2,241	\$35,996	1,673	\$60,538
KENTUCKY (KY)	21,350	\$35,722	15,548	\$34,206	2,596	\$31,909	3,206	\$46,159
LOUISIANA (LA)	20,277	\$39,153	15,662	\$38,568	3,183	\$33,189	1,432	\$58,817
MAINE (ME)	7,827	\$40,079	4,734	\$41,473	2,657	\$34,902	436	\$56,492
MARYLAND (MD)	99,407	\$50,757	80,611	\$50,229	7,674	\$34,725	11,122	\$65,650
MASSACHUSETTS (MA)	26,424	\$44,421	20,385	\$43,350	2,876	\$31,491	3,163	\$63,083
MICHIGAN (MI)	22,044	\$44,538	17,666	\$43,489	2,206	\$38,282	2,172	\$59,417
MINNESOTA (MN)	13,188	\$43,280	9,545	\$40,570	1,604	\$35,131	2,039	\$62,382
MISSISSIPPI (MS)	17,160	\$39,495	13,124	\$39,927	2,876	\$30,837	1,160	\$56,074
MISSOURI (MO)	34,997	\$39,880	29,625	\$38,787	2,659	\$33,841	2,713	\$57,737
MONTANA (MT)	7,869	\$39,562	6,449	\$39,250	959	\$35,622	461	\$52,121
NEBRASKA (NB)	7,994	\$39,952	6,413	\$39,939	876	\$30,488	705	\$51,831
NEVADA (NV)	7,141	\$43,066	5,542	\$41,496	789	\$36,684	810	\$60,026
NEW HAMPSHIRE (NH)	3,338	\$47,655	2,214	\$43,794	367	\$31,350	757	\$66,850

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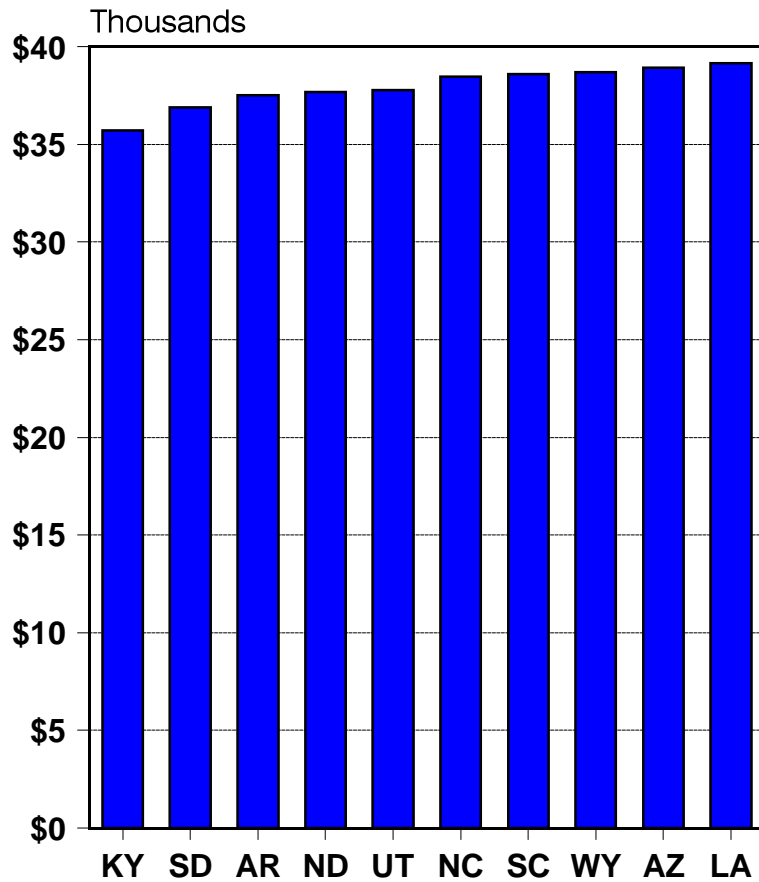
Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State
As of March 31, 1997

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)	30,939	\$46,692	23,278	\$47,252	3,439	\$35,320	4,222	\$52,866
NEW MEXICO (NM)	21,867	\$40,424	16,130	\$40,681	2,709	\$30,892	3,028	\$47,585
NEW YORK (NY)	59,557	\$42,827	44,735	\$40,782	6,872	\$32,284	7,950	\$63,451
NORTH CAROLINA (NC)	31,028	\$38,466	20,289	\$38,806	7,529	\$32,962	3,210	\$49,230
NORTH DAKOTA (ND)	4,935	\$37,702	3,427	\$37,396	992	\$33,933	516	\$46,988
OHIO (OH)	45,409	\$44,790	35,408	\$43,309	4,342	\$35,415	5,659	\$61,252
OKLAHOMA (OK)	31,272	\$39,311	18,601	\$39,625	8,846	\$33,466	3,825	\$51,297
OREGON (OR)	17,966	\$41,756	14,450	\$41,181	2,082	\$36,997	1,434	\$54,461
PENNSYLVANIA (PA)	64,954	\$39,768	49,726	\$39,817	11,283	\$32,527	3,945	\$59,870
RHODE ISLAND (RI)	6,076	\$45,971	5,072	\$46,801	669	\$29,455	335	\$66,382
SOUTH CAROLINA (SC)	16,377	\$38,601	11,220	\$37,876	2,995	\$31,186	2,162	\$52,632
SOUTH DAKOTA (SD)	6,723	\$36,899	4,561	\$36,809	1,151	\$31,505	1,011	\$43,446
TENNESSEE (TN)	34,241	\$42,084	17,406	\$36,106	3,298	\$29,480	13,537	\$52,841
TEXAS (TX)	111,498	\$39,994	80,122	\$39,794	19,675	\$30,621	11,701	\$57,121
UTAH (UT)	23,705	\$37,793	17,236	\$37,345	5,237	\$34,730	1,232	\$57,080
VERMONT (VT)	2,693	\$39,748	2,064	\$38,778	356	\$32,095	273	\$57,066
VIRGINIA (VA)	120,876	\$48,650	99,043	\$49,298	13,986	\$32,032	7,847	\$70,087
WASHINGTON (WA)	43,935	\$42,838	28,849	\$42,086	11,292	\$39,598	3,794	\$58,194
WEST VIRGINIA (WV)	11,112	\$40,066	8,857	\$39,517	1,335	\$32,388	920	\$56,496
WISCONSIN (WI)	11,522	\$39,432	8,351	\$38,559	1,918	\$33,404	1,253	\$54,477
WYOMING (WY)	4,420	\$38,686	3,292	\$38,499	782	\$34,420	346	\$50,104
UNSPECIFIED 1/	18,755	\$46,575	18,496	\$46,411	184	\$33,722	75	...
TOTALS	1,686,513	\$43,994	1,259,498	\$43,429	231,253	\$33,968	195,762	\$59,470

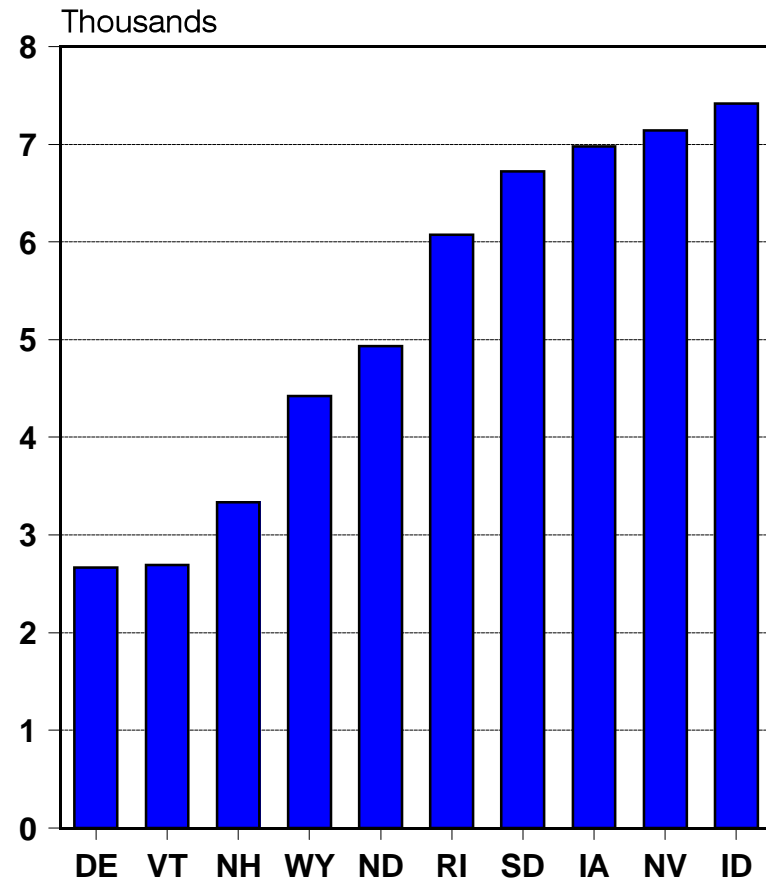
1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).
Source: Pay Structure of the Federal Civil Service; Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

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

Rank by Salary*



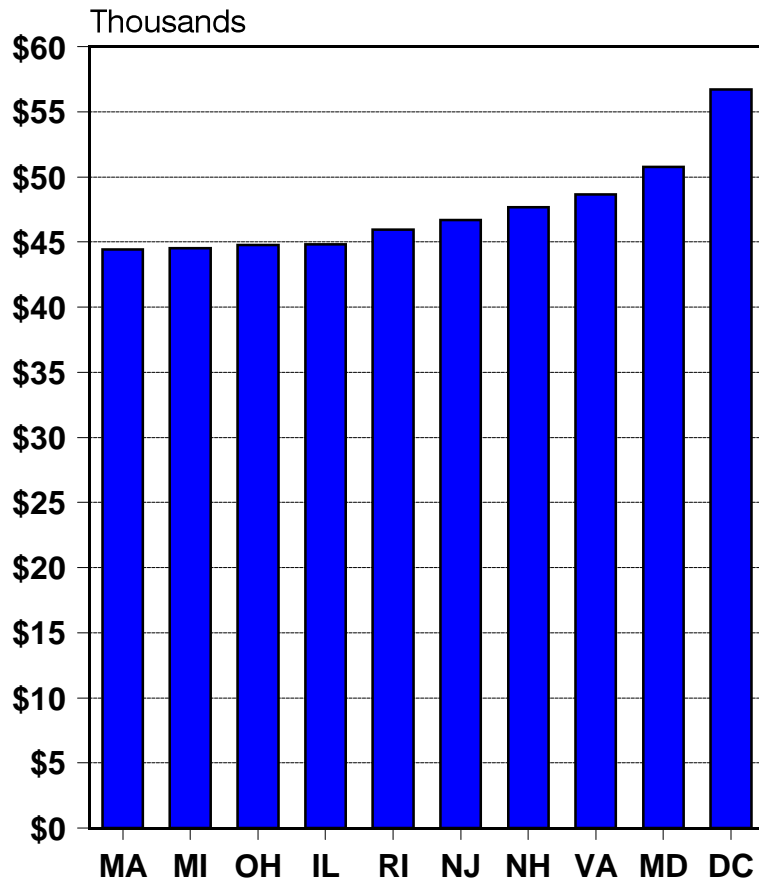
Rank by Employment*



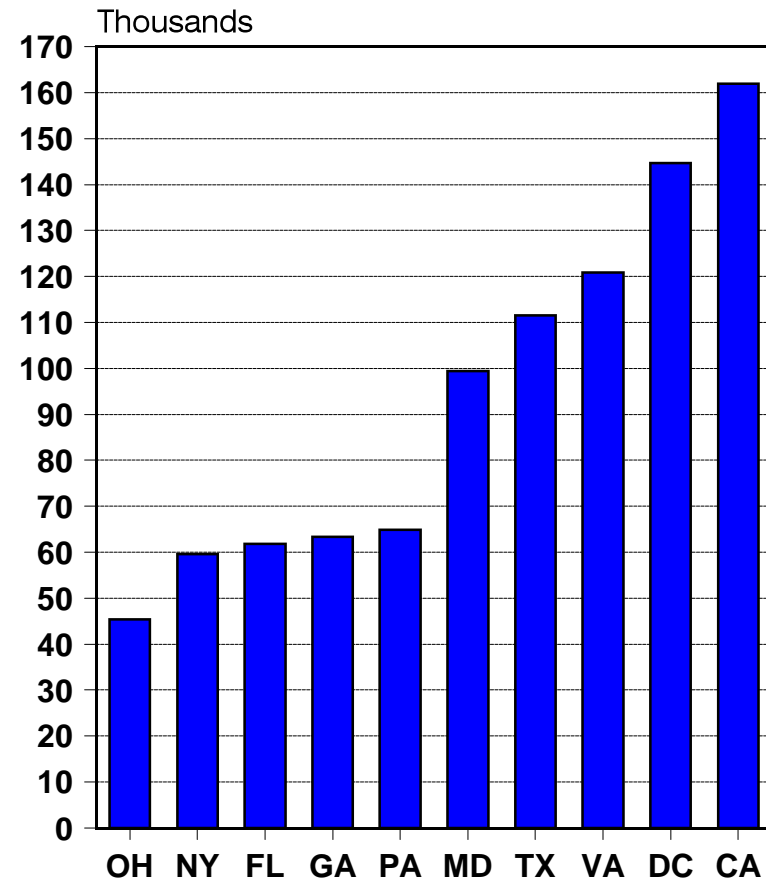
*State salary rank does not correlate with state employment rank.

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.

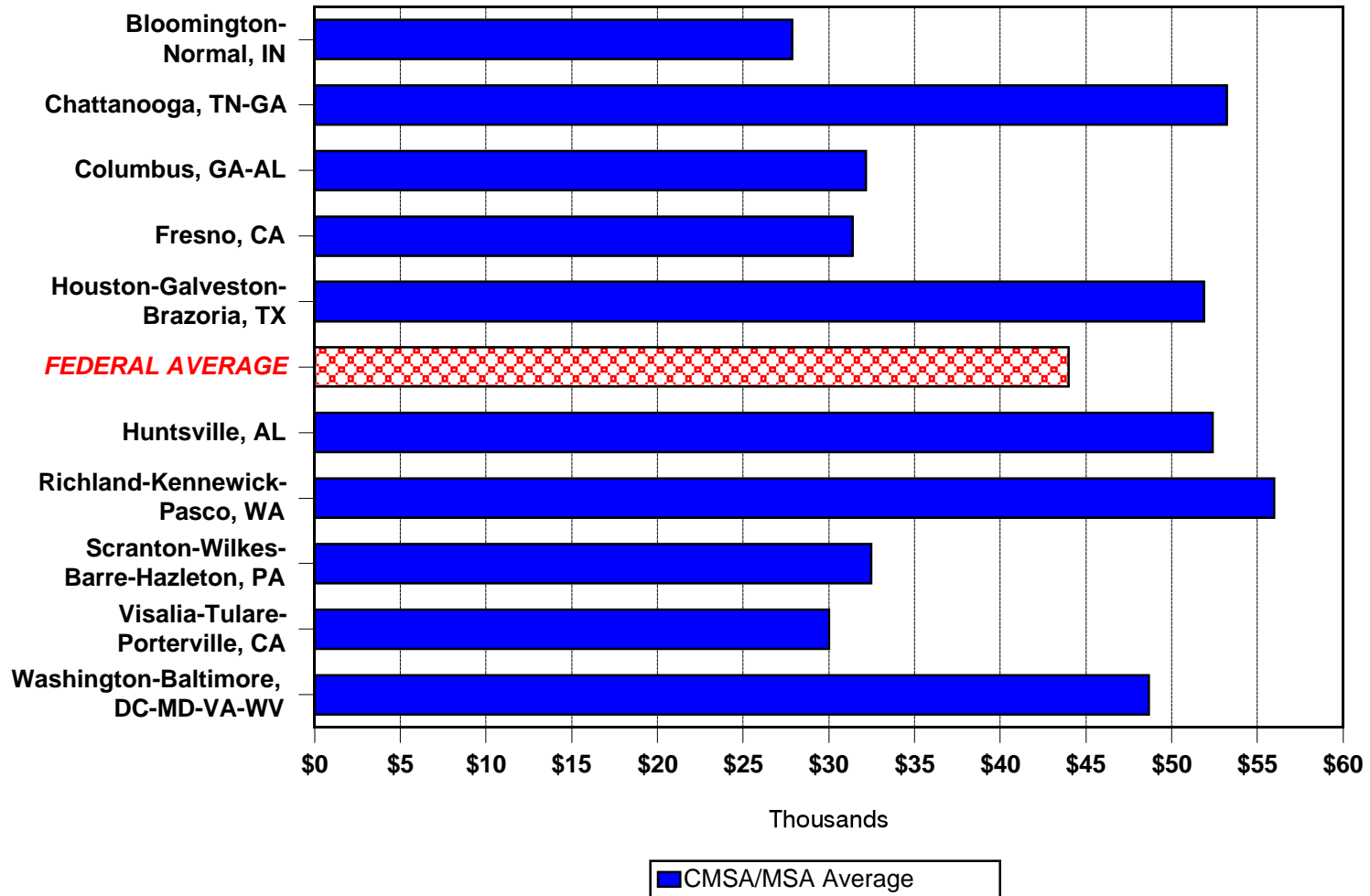
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected
Metropolitan Statistical Areas (MSA) and Consolidated MSA
AS OF MARCH 31, 1997**

	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
All CMSAs; MSAs with 15,000 or more								
ATLANTA, GA	28,670	\$44,842	23,523	\$42,715	1,346	\$35,837	3,801	\$61,195
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	28,608	\$45,317	21,153	\$44,203	3,889	\$33,693	3,566	\$64,603
CHICAGO-GARY-KENOSHA, IL-IN-WI	28,317	\$46,370	21,420	\$44,118	2,186	\$33,481	4,711	\$62,588
CINCINNATI-HAMILTON, OH-KY-IN	9,525	\$35,955	8,653	\$34,526	311	\$30,579	561	\$60,975
CLEVELAND-AKRON-LORAIN, OH	10,953	\$46,704	8,461	\$44,486	743	\$34,996	1,749	\$62,406
DALLAS-FORT WORTH, TX	22,008	\$46,856	15,563	\$44,644	1,226	\$32,884	5,219	\$56,734
DAYTON-SPRINGFIELD, OH	15,110	\$48,278	10,711	\$46,506	1,574	\$36,752	2,825	\$61,421
DENVER-BOULDER-GREELEY, CO	21,969	\$47,769	18,537	\$46,934	1,362	\$34,104	2,070	\$64,236
DETROIT-ANN ARBOR-FLINT, MI	14,588	\$46,347	12,198	\$45,226	1,122	\$40,345	1,268	\$62,444
HONOLULU, HI	19,195	\$40,081	12,573	\$37,780	5,796	\$42,992	826	\$54,687
HOUSTON-GALVESTON-BRAZORIA, TX	12,487	\$51,891	9,855	\$50,123	702	\$30,608	1,930	\$68,658
KANSAS CITY, MO-KS	20,070	\$40,433	17,031	\$37,884	892	\$36,320	2,147	\$62,358
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	48,261	\$44,998	35,417	\$43,243	6,148	\$34,830	6,696	\$63,620
MIAMI-FORT LAUDERDALE, FL	11,920	\$44,040	9,135	\$40,582	786	\$30,093	1,999	\$65,329
MILWAUKEE-RACINE, WI	4,537	\$41,400	3,322	\$39,844	609	\$35,270	606	\$56,094
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	68,191	\$45,277	53,444	\$44,275	6,000	\$32,065	8,747	\$60,462
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	36,923	\$40,295	26,259	\$42,450	9,195	\$31,406	1,469	\$57,416
OKLAHOMA CITY, OK	20,602	\$40,951	11,003	\$41,544	6,312	\$34,549	3,287	\$51,262
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	38,633	\$41,764	30,706	\$40,534	4,541	\$34,904	3,386	\$62,124
PORTLAND-SALEM, OR-WA	11,438	\$44,783	8,951	\$44,436	1,191	\$37,078	1,296	\$54,263
ST. LOUIS, MO-IL	17,170	\$41,779	14,858	\$41,163	1,241	\$34,582	1,071	\$58,667
SACRAMENTO-YOLO, CA	14,174	\$42,951	9,755	\$43,544	3,898	\$38,634	521	\$64,141
SAN ANTONIO, TX	29,774	\$36,626	19,844	\$37,928	7,746	\$29,431	2,184	\$50,311
SAN DIEGO, CA	30,753	\$41,560	19,927	\$39,530	6,287	\$34,718	4,539	\$59,948
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	33,630	\$48,136	24,635	\$47,527	3,884	\$39,765	5,111	\$57,431
SAN JUAN-CAGUAS-ARECIBO, PR	7,434	\$35,190	4,922	\$33,804	968	\$22,405	1,544	\$47,624
SEATTLE-TACOMA-BREMERTON, WA	33,902	\$43,076	21,484	\$42,385	9,815	\$40,034	2,603	\$60,252
WASHINGTON-BALTIMORE, DC-MD-VA-WV	307,865	\$54,538	250,062	\$53,390	16,739	\$34,235	41,064	\$69,802

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 - 1997

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
FY83	540,267	423,123	472,628	177,430	2,158,775	8,216	0.4
FY84	533,865	427,349	496,426	193,195	2,178,273	19,498	0.9
FY85	541,787	451,516	484,742	185,453	2,210,487	32,214	1.5
FY86	466,191	379,267	478,595	182,124	2,207,807	(2,680)	-0.1
FY87	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
FY88	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
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

* Includes census enumerators hired for the 1990 Census.

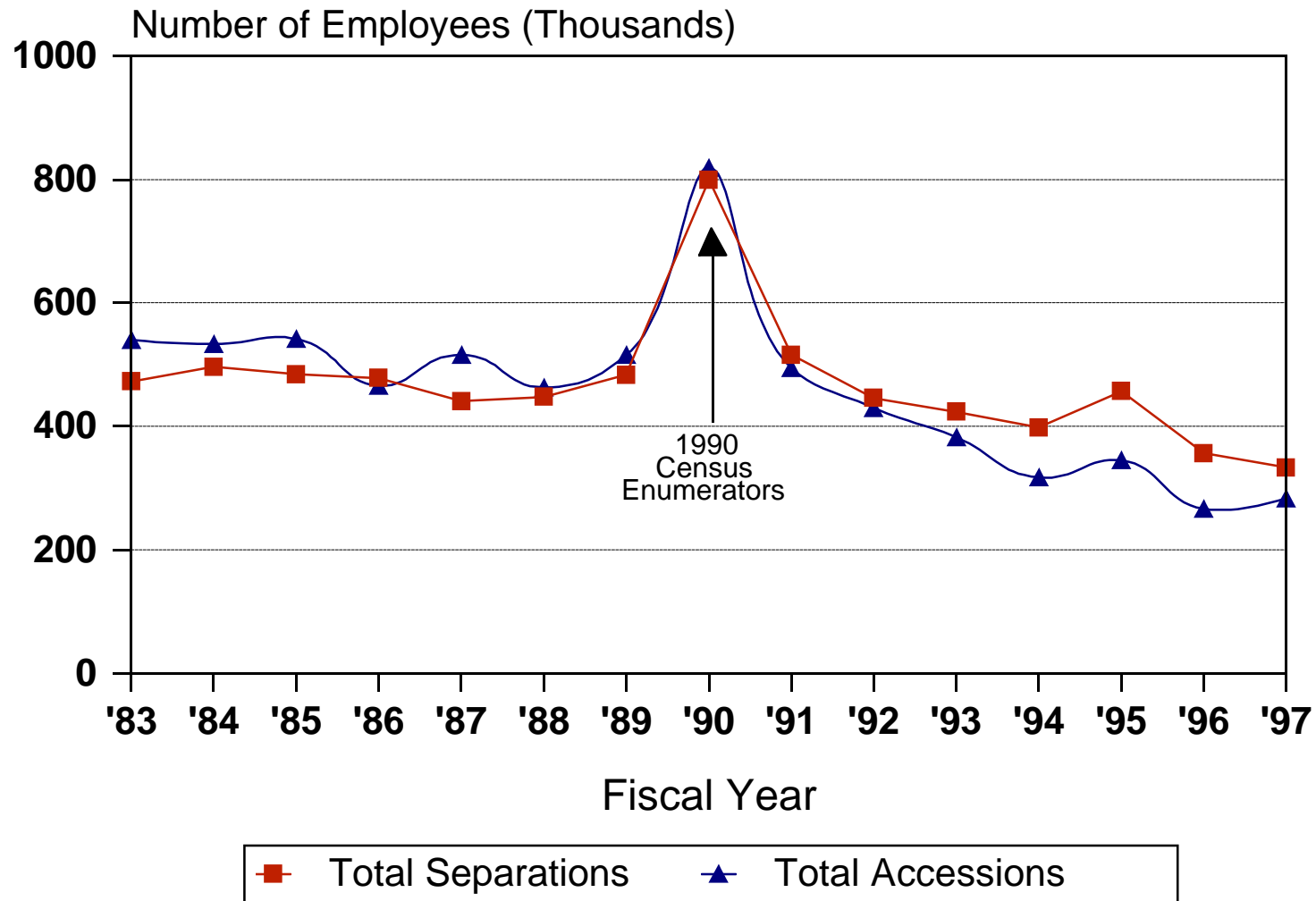
** Less than 0.01 percent

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 - 1997



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1960 - 1997

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
1960	6.73	1970	7.87	1980	8.16	1990	8.84
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		
1969	7.72	1979	8.20	1989	8.69		

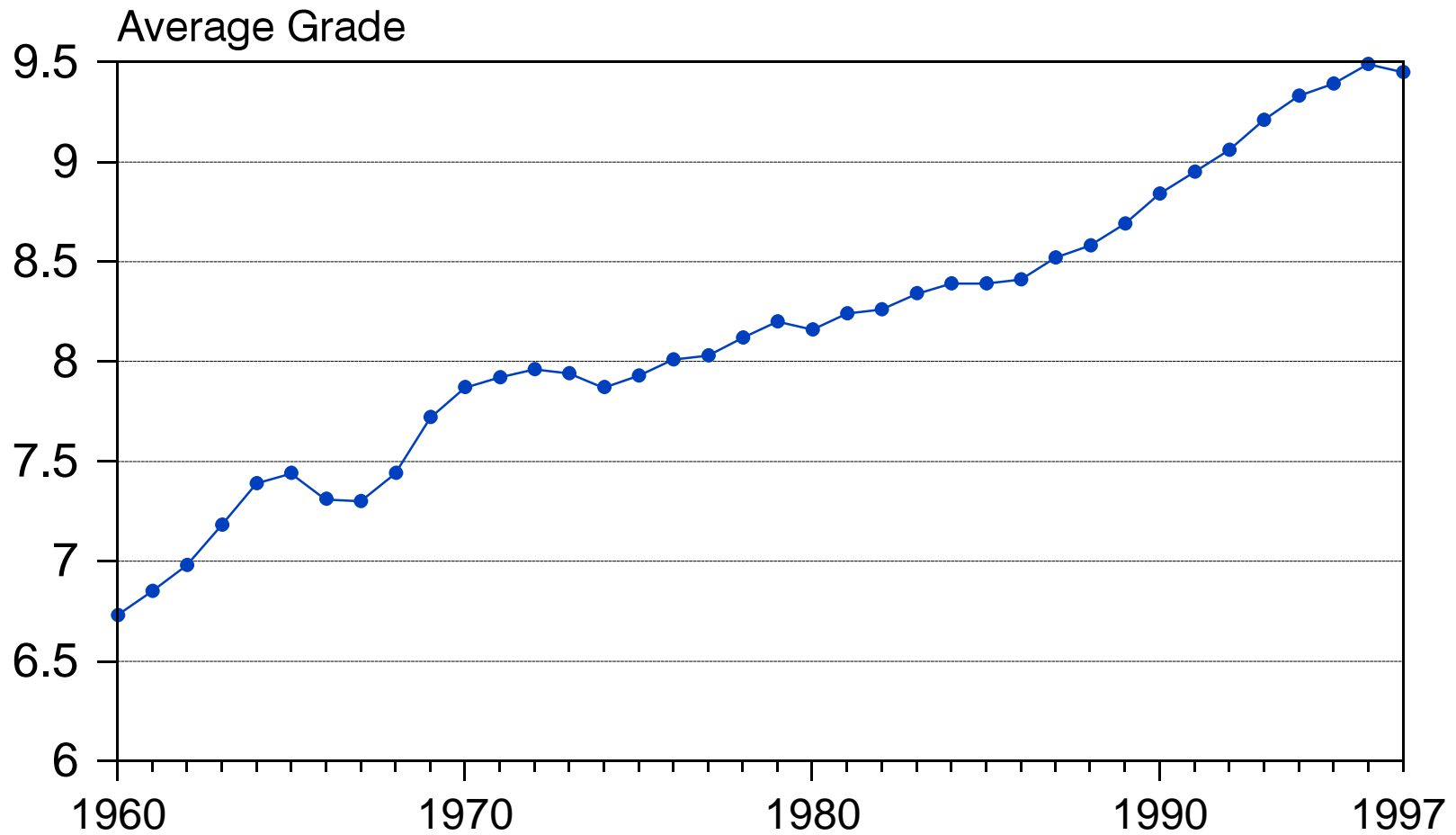
Notes: Data are as of June 30th for 1960-1971 and as of March 31st for 1972-1994

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 - 1997)



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

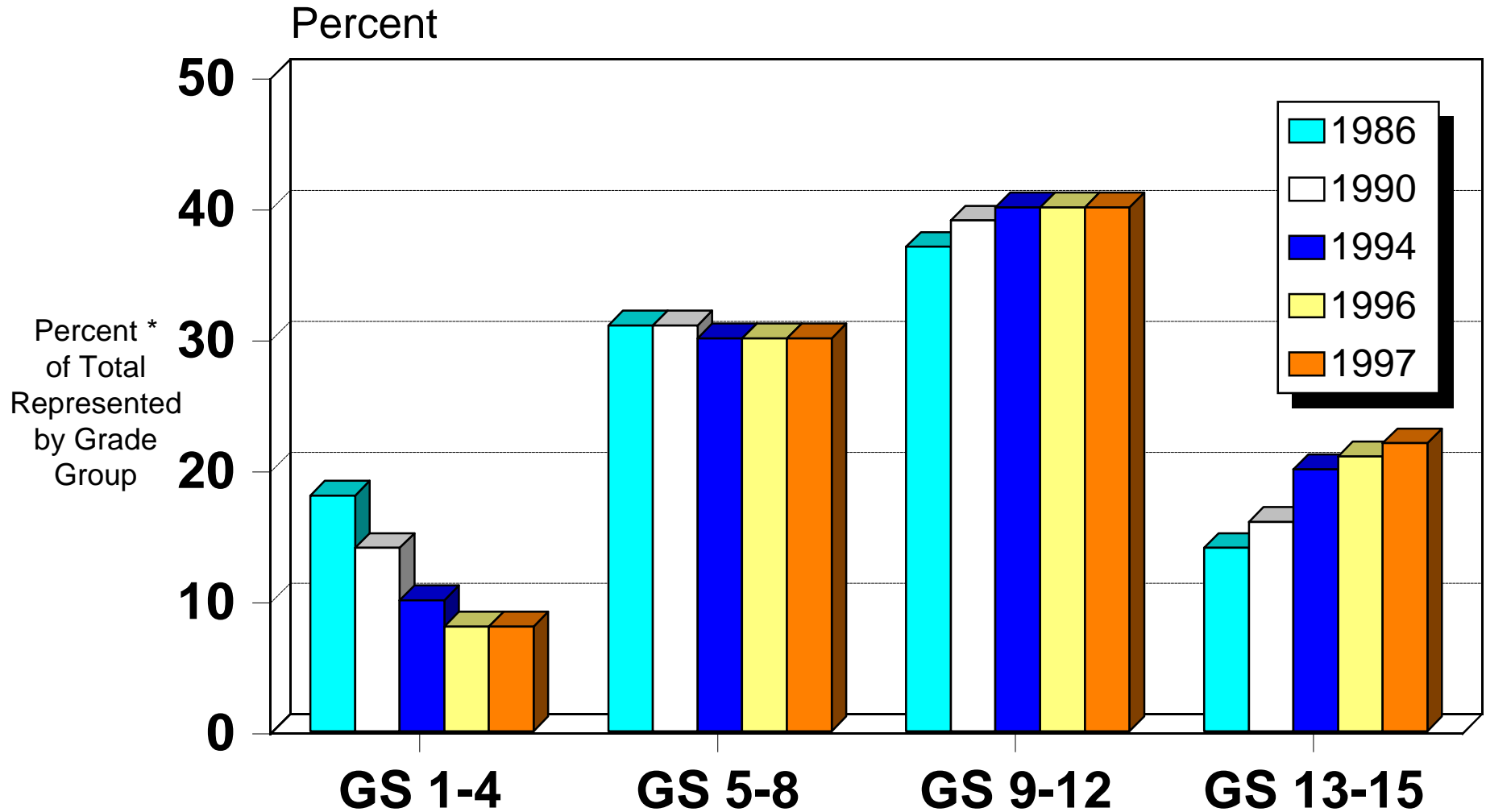
1986 - 1997

	1986	1990	1994	1996	1997	% change '86 - '97
Total GS and Related	1,592,696	1,655,562	1,587,069	1,482,644	1,443,756	-9.4%
GS 1	5,590	4,649	2,931	2,966	3,176	-43.2%
GS 2	18,255	11,282	7,182	6,060	6,156	-66.3%
GS 3	83,960	56,946	38,919	29,286	27,799	-66.9%
GS 4	174,989	155,252	112,406	85,079	78,636	-55.1%
GS 1 - 4	282,794	228,129	161,438	123,391	115,767	-59.1%
GS 5	209,664	206,425	174,651	153,574	143,844	-31.4%
GS 6	98,840	108,943	110,708	103,066	98,309	-0.5%
GS 7	149,669	155,887	148,224	141,705	142,149	-5.0%
GS 8	33,172	34,878	43,878	43,652	43,562	31.3%
GS 5 - 8	491,345	506,133	477,461	441,997	427,864	-12.9%
GS 9	168,498	170,821	148,263	138,369	133,907	-20.5%
GS 10	31,249	31,024	16,693	17,301	17,675	-43.4%
GS 11	199,363	222,726	217,145	198,314	193,216	-3.1%
GS 12	190,882	223,636	250,646	245,527	236,598	23.9%
GS 9 - 12	589,992	648,207	632,747	599,511	581,396	-1.5%
GS 13	122,816	145,918	169,698	174,908	176,373	43.6%
GS 14	66,642	81,226	93,010	90,250	90,325	35.5%
GS 15	39,107	45,949	52,445	52,287	52,031	33.0%
GS 13 - 15	228,565	273,093	315,153	317,445	318,729	39.4%

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 - 1997



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

Federal Wage Systems Employment

1982 - 1997

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
1997	268,000

As of September 30, 1997

11% are Women

34% are Minorities

85% 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.

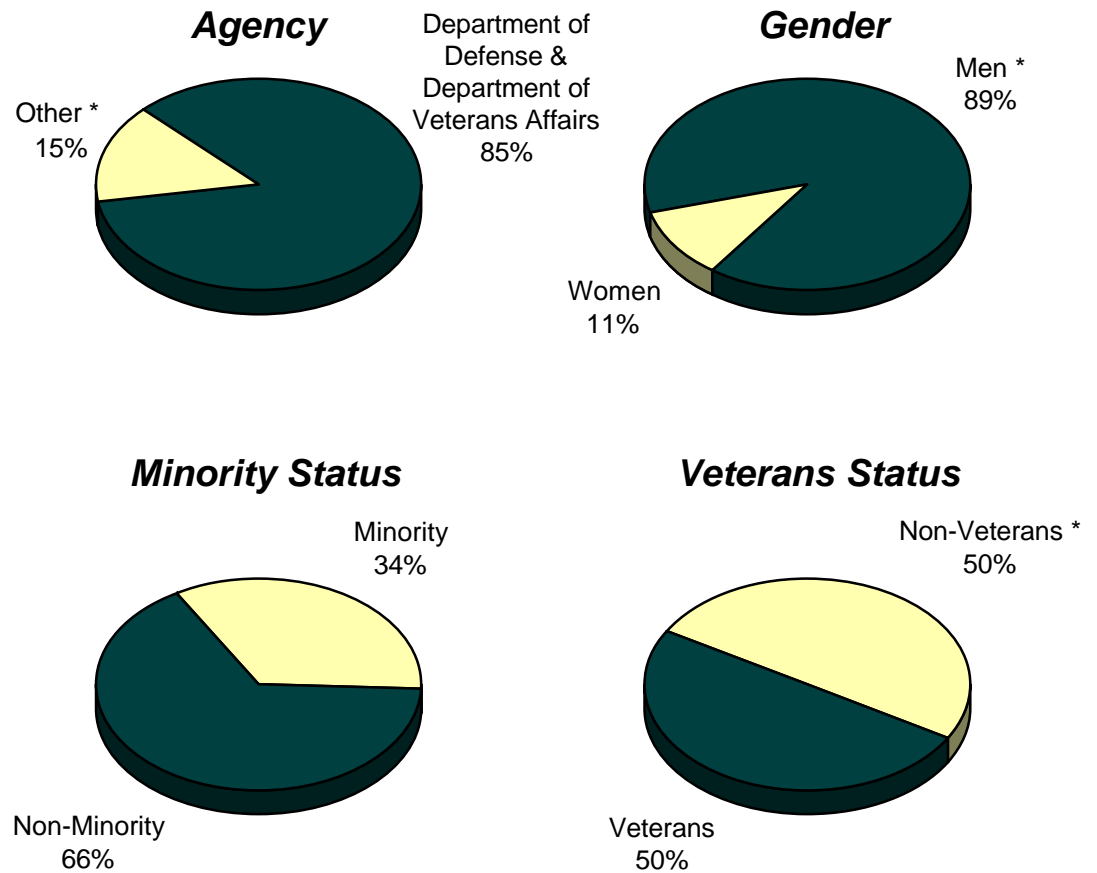
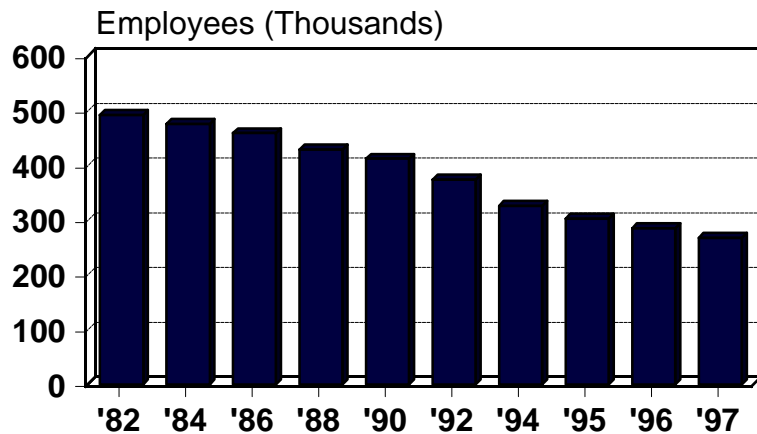
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Federal Wage Systems Employment

1982 - 1997

As of September 30, 1997

**Executive Branch Employment
1982 - 1997**



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

EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 1997

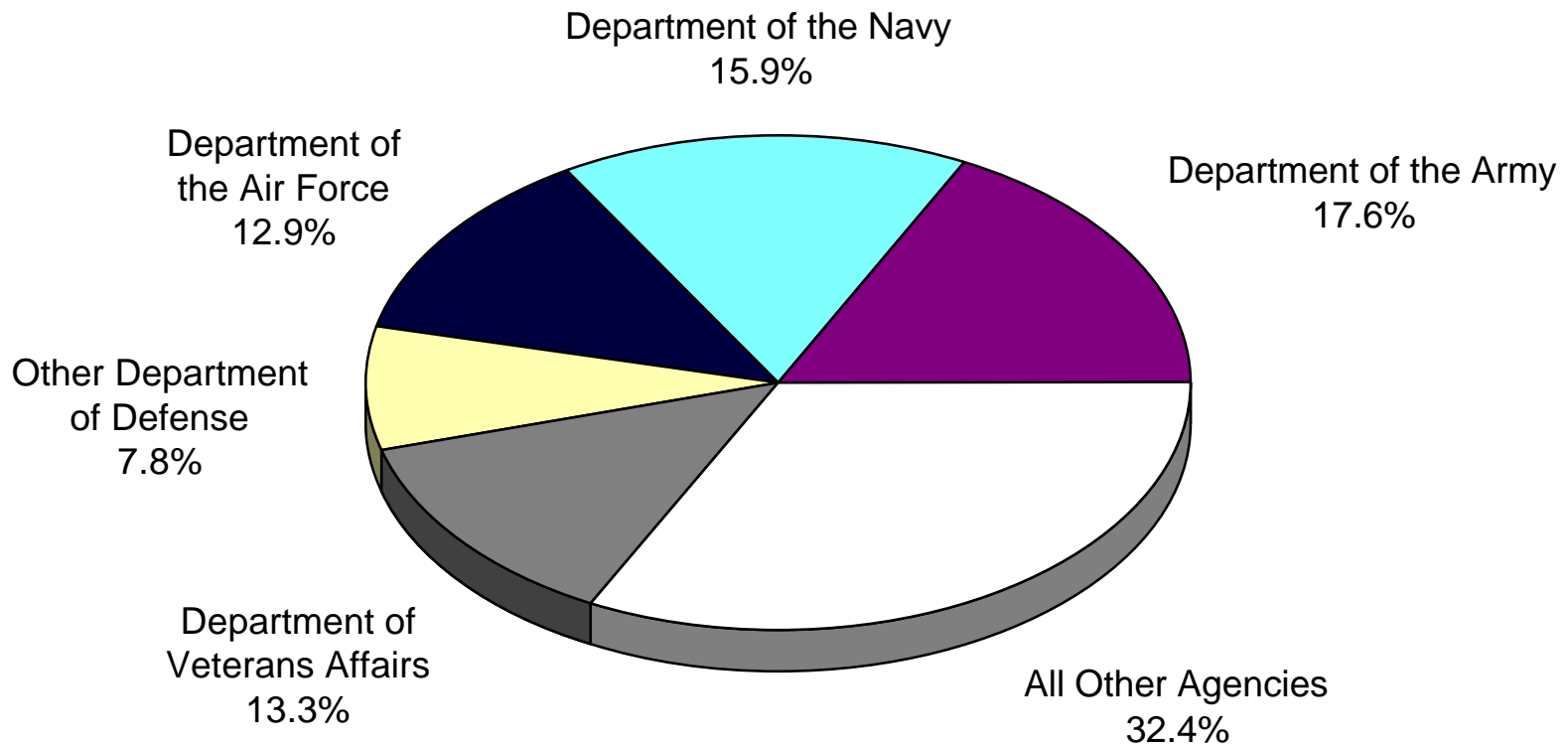
	ALL EMPLOYEES		VETERANS					
	TOTAL	TOTAL %	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,830,300	479,021 26.2	36,859	7.7	80,973	16.9	29,769	6.2
EXECUTIVE DEPTS	1,641,384	451,272 27.5	34,947	7.7	77,638	17.2	28,772	6.4
Department of Agriculture	108,737	17,221 15.8	824	4.8	1,832	10.6	537	3.1
Department of Commerce	34,789	5,482 15.8	273	5.0	641	11.7	206	3.8
Department of Defense	738,292	259,987 35.2	19,677	7.6	48,440	18.6	17,987	6.9
Department of the Army	241,537	84,474 35.0	7,543	8.9	17,635	20.9	6,929	8.2
Department of the Navy	202,180	75,988 37.6	4,518	5.9	11,080	14.6	3,899	5.1
Department of the Air Force	171,675	62,028 36.1	4,034	6.5	12,998	21.0	4,523	7.3
Department of Education	4,804	493 10.3	30	6.1	77	15.6	26	5.3
Department of Energy	17,074	4,114 24.1	182	4.4	505	12.3	168	4.1
Department of Health & Human Services	57,227	6,129 10.7	603	9.8	711	11.6	254	4.1
Department of Housing & Urban Development	10,429	1,796 17.2	142	7.9	301	16.8	122	6.8
Department of the Interior	71,504	14,874 20.8	623	4.2	1,986	13.4	679	4.6
Department of Justice	116,722	25,961 22.2	1,662	6.4	2,924	11.3	744	2.9
Department of Labor	15,841	3,338 21.1	203	6.1	647	19.4	265	7.9
Department of State	15,104	2,596 17.2	127	4.9	159	6.1	40	1.5
Department of Transportation	64,163	22,727 35.4	1,044	4.6	2,264	10.0	663	2.9
Department of the Treasury	141,352	22,871 16.2	1,477	6.5	2,807	12.3	902	3.9
Department of Veterans Affairs	245,346	63,683 26.0	7,359	11.6	14,344	22.5	6,179	9.7
ALL OTHER Executive Branch Agencies	187,012	27,558 14.7	1,898	6.9	3,310	12.0	979	3.6

*This number represents percent of the overall Veterans total.

*Source: Unpublished Affirmative Employment Statistics Report
U.S. Office of Personnel Management*

Distribution of Veteran Employment by Agency

September 30, 1997



Executive Branch Veterans Employment Programs

Fiscal Years 1982 - 1997

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
FY82	15,017	32.1	3,369	4.0	32.0	1,648
FY83	15,307	35.9	4,206	6.0	42.0	2,542
FY84	20,704	36.2	4,724	6.0	39.0	3,157
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

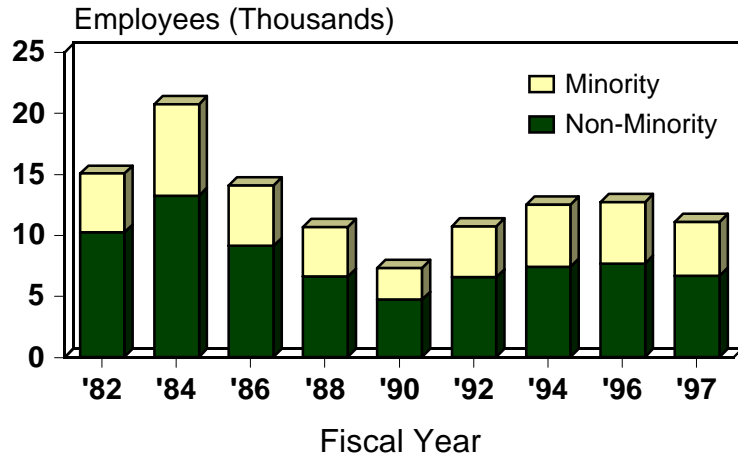
Non-Postal Employment as of September 30, 1997

Veterans	26.9%
Retired Military	4.2%

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

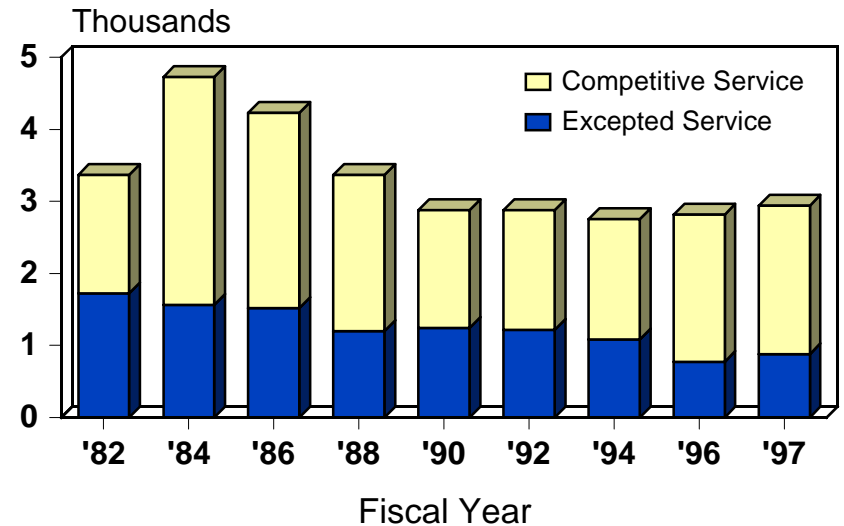
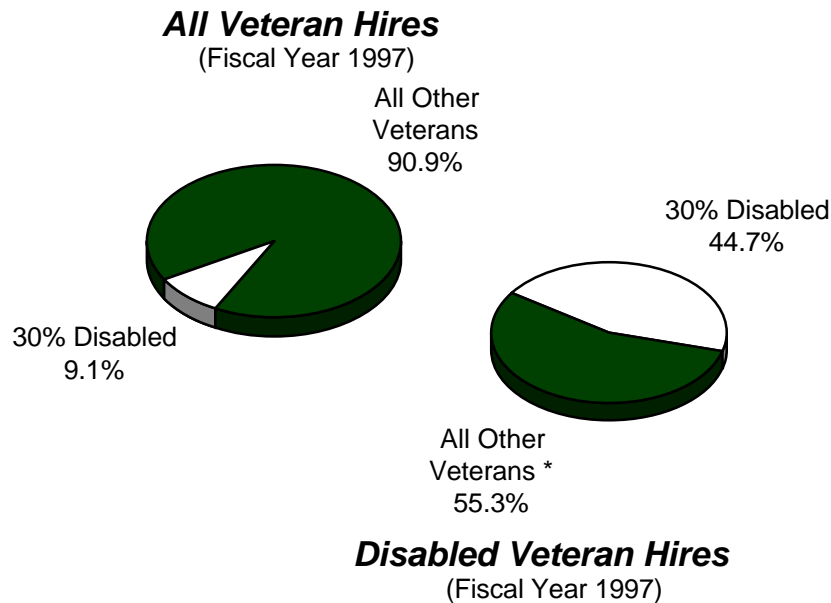
Source: Central Personnel Data File; "Disabled Veteran Affirmative Action Program Report to Congress." (202) 606-1990 OWI@OPM.GOV

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 1997

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
1984													
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
1986													
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
1988													
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
1990													
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
1992													
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
1994													
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
1996													
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
1997													
Men	1,021,748	247,542	13.5	115,480	6.3	67,054	3.7	46,989	2.6	18,019	1.0	774,206	42.3
Women	808,552	289,514	15.8	187,935	10.3	47,686	2.6	34,158	1.9	19,735	1.1	519,038	28.4

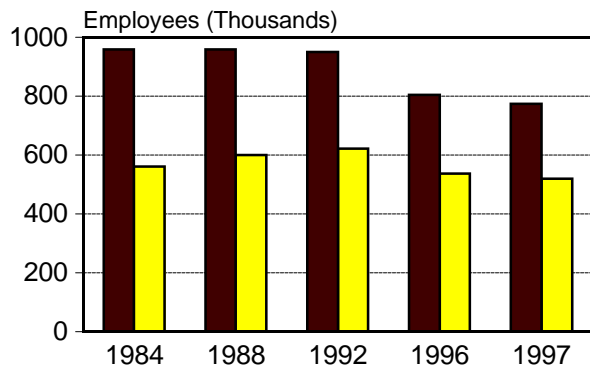
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

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

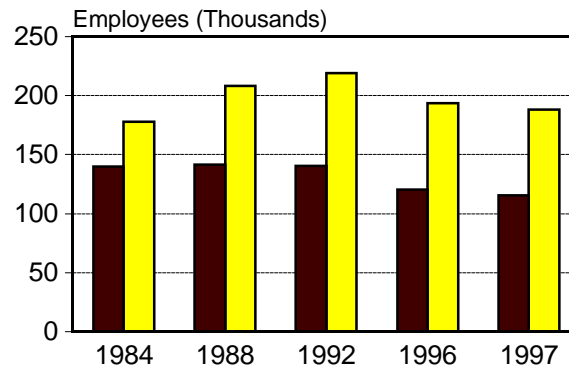
Executive Branch Employment

By Gender & Race/National Origin, 1984 - 1997

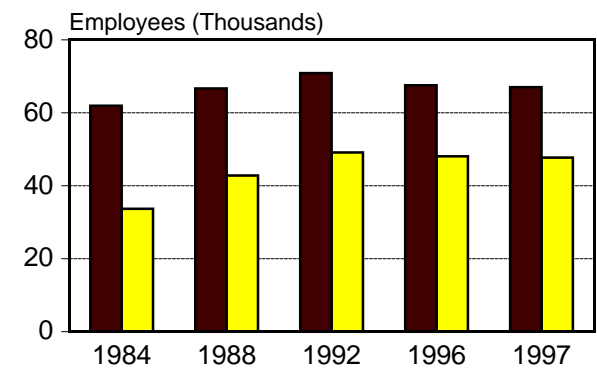
White Non-Hispanic



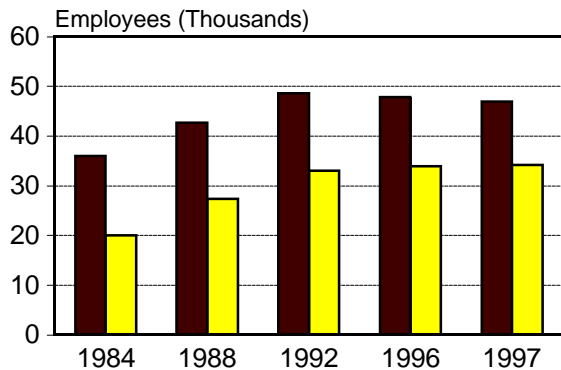
Black



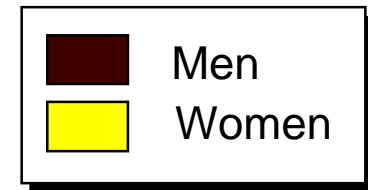
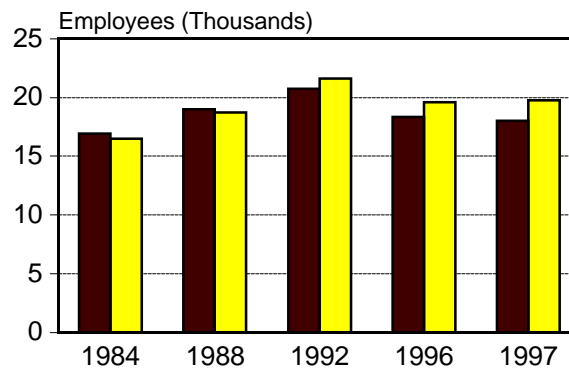
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades

1986 - 1997

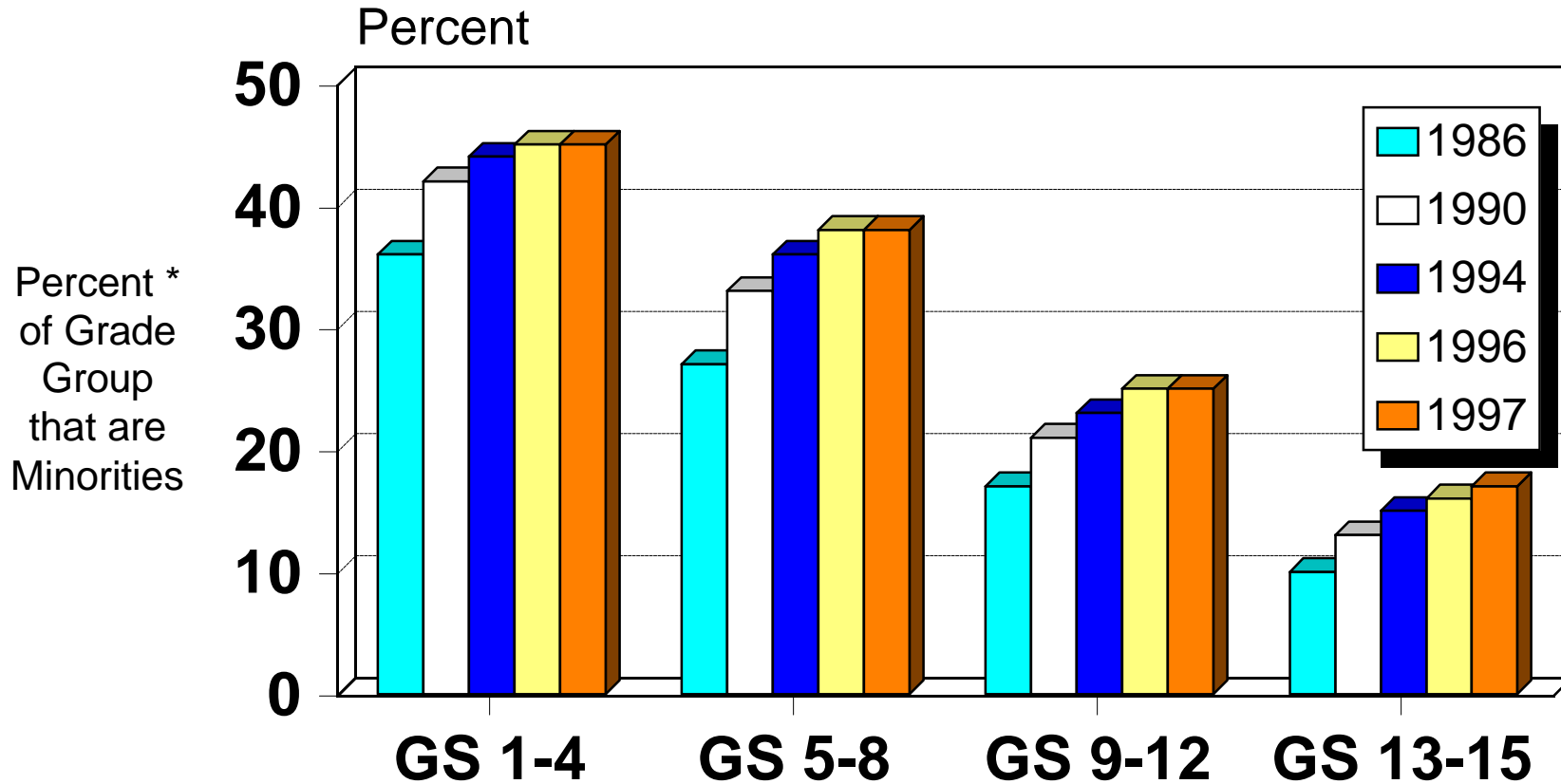
	1986	1990	1994	1996	1997	% change 1986 - 1997
Total GS and Related	356,092	437,374	440,079	421,781	416,306	16.9%
GS 1	3,046	2,625	1,611	1,721	1,928	-36.7%
GS 2	8,209	5,830	3,647	2,903	2,975	-63.8%
GS 3	32,883	25,567	17,553	13,130	12,379	-62.4%
GS 4	58,997	62,079	48,598	37,649	34,710	-41.2%
GS 1 - 4	103,135	96,101	71,409	55,403	51,992	-49.6%
GS 5	61,316	72,906	67,127	62,014	58,914	-3.9%
GS 6	27,888	37,474	40,532	38,766	37,593	34.8%
GS 7	35,843	47,361	50,574	50,383	51,062	42.5%
GS 8	7,948	10,939	15,229	15,741	16,007	101.4%
GS 5 - 8	132,995	168,680	173,462	166,904	163,576	23.0%
GS 9	34,353	42,544	41,045	40,553	40,050	16.6%
GS 10	5,767	6,998	3,834	4,372	4,432	-23.1%
GS 11	32,376	48,403	51,777	49,642	49,557	53.1%
GS 12	25,468	40,001	51,410	53,593	53,129	108.6%
GS 9 - 12	97,964	137,946	148,066	148,160	147,168	50.2%
GS 13	12,682	20,720	28,342	31,311	32,918	159.6%
GS 14	5,839	8,954	12,122	12,719	13,161	125.4%
GS 15	3,477	4,973	6,678	7,284	7,501	115.7%
GS 13 - 15	21,998	34,647	47,142	51,314	53,580	143.6%

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

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

Minority Employment

By General Schedule (GS) and Related Grades, 1986 - 1997



"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 - 1997

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1986	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
1988	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
1990	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
1992	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
1994	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
1996	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
1997	FCW	57.2	42.8	13.7	15.5	6.6	10.4	3.7	2.5	3.3	2.6
	CLF	53.6	46.4	14.1	12.3	5.2	5.9	6.6	4.4	2.3	2.0

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

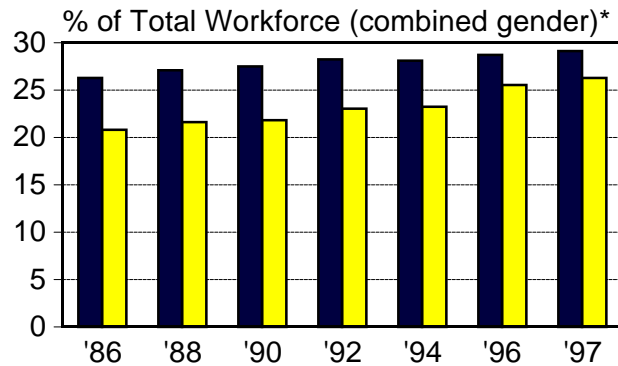
** Percentages by gender may not add to 100 due to rounding. (FEORP). (202) 606-1991

Employment of Minorities

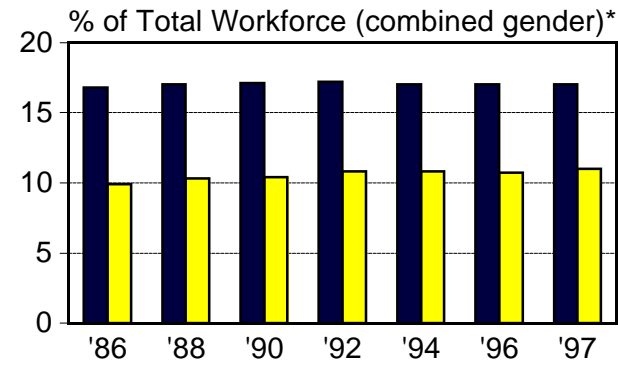
Federal Civilian and Private Sector

1986 - 1997

All Minorities

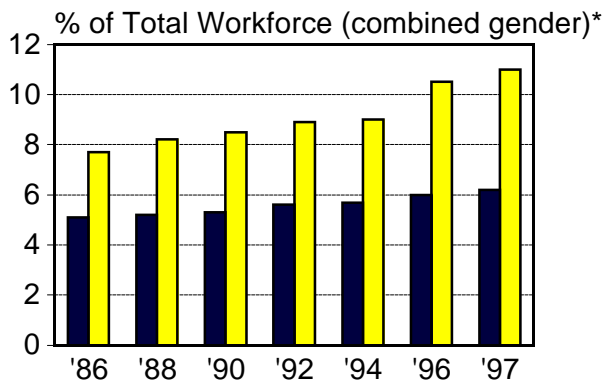


Black

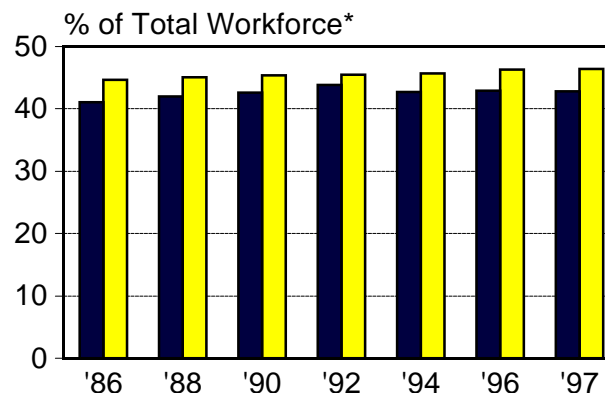


Federal Civilian
 Private Sector

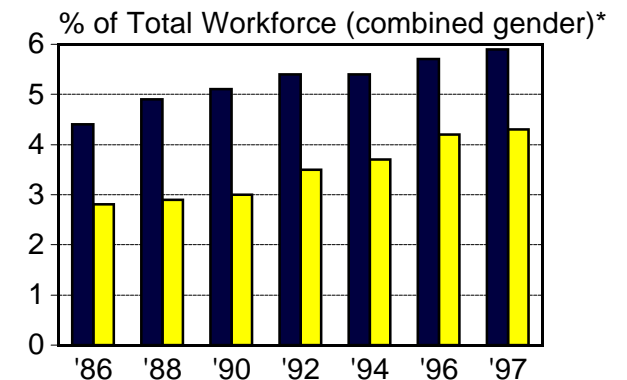
Hispanic



Women



Other Minorities**



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

*Derived from source data in Table 40

Executive Branch Employment of Workers with Disabilities

1986 - 1997

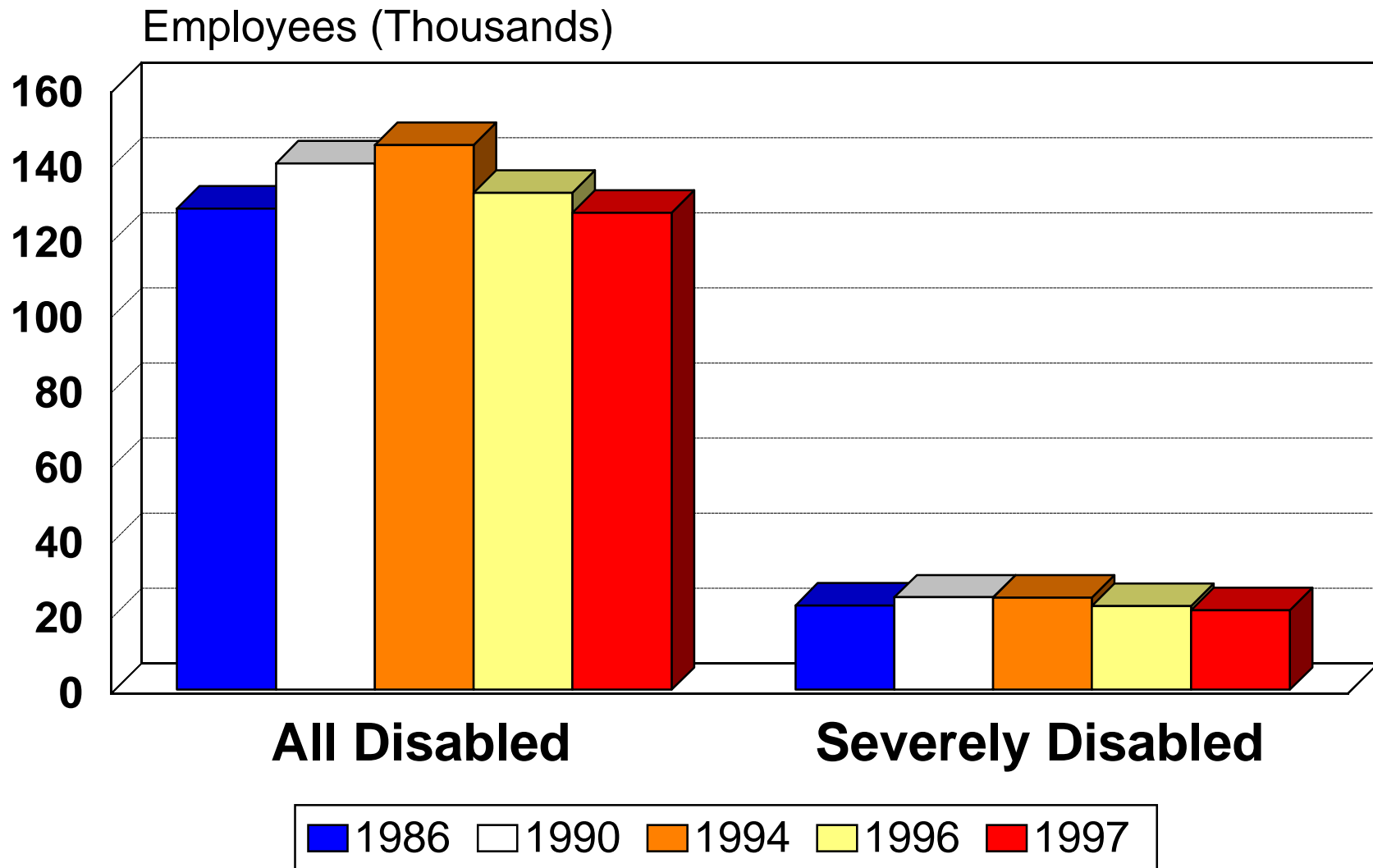
	1986	1990	1994	1996	1997
Workers with Disabilities	128,123	140,169	145,105	132,344	127,076
<i>% of total Workforce</i>	6.6	6.9	7.4	7.3	7.2
Severely Disabled *	22,424	24,619	24,560	22,277	21,215
<i>% of total Workforce</i>	1.2	1.2	1.3	1.2	1.2

* 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 - 1997



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

Executive Branch Agencies

September 30, 1997

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	1,578,576	450,087	256,154	94,175	69,168	30,590	1,128,489
<i>Average Salary (\$)</i>	<i>44,840</i>	<i>38,703</i>	<i>37,216</i>	<i>39,080</i>	<i>45,108</i>	<i>35,506</i>	<i>47,288</i>
Professional Series	444,721	93,296	35,789	18,597	33,164	5,746	351,425
<i>Average Salary (\$)</i>	<i>57,315</i>	<i>53,006</i>	<i>52,018</i>	<i>52,286</i>	<i>55,284</i>	<i>48,345</i>	<i>58,461</i>
Administrative Series	522,698	124,539	72,501	30,185	14,550	7,303	398,159
<i>Average Salary (\$)</i>	<i>53,345</i>	<i>49,409</i>	<i>50,010</i>	<i>48,002</i>	<i>49,135</i>	<i>49,810</i>	<i>54,576</i>
Technical Series	355,919	126,377	78,783	23,911	12,387	11,296	229,542
<i>Average Salary (\$)</i>	<i>30,695</i>	<i>29,193</i>	<i>29,519</i>	<i>29,578</i>	<i>29,071</i>	<i>26,251</i>	<i>31,521</i>
Clerical Series	209,278	89,402	60,916	15,348	7,868	5,270	119,876
<i>Average Salary (\$)</i>	<i>24,151</i>	<i>23,783</i>	<i>24,186</i>	<i>22,932</i>	<i>22,901</i>	<i>22,935</i>	<i>24,425</i>
Other Series	45,960	16,473	8,165	6,134	1,199	975	29,487
<i>Average Salary (\$)</i>	<i>31,010</i>	<i>30,400</i>	<i>29,787</i>	<i>32,511</i>	<i>25,720</i>	<i>27,986</i>	<i>31,351</i>

* American Indian refers to the American Indian/Alaska Native category on Tables 43 and 44.

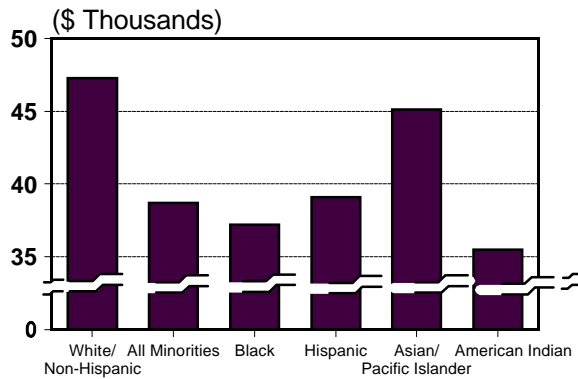
Note: "PATCO" = "Professional, Administrative, Technical, Clerical, Other"

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

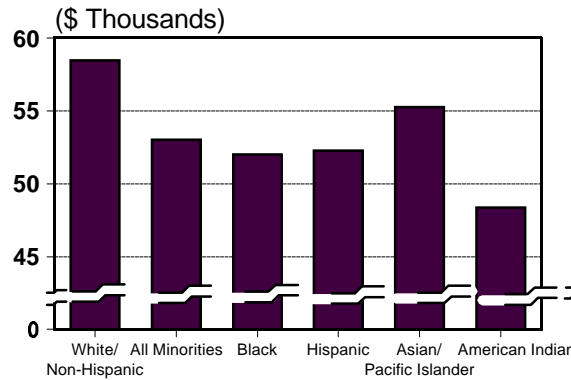
Race/National Origin Average Salary by White-Collar Occupational Category (PATCO)*

Executive Branch Employment, September 30, 1997

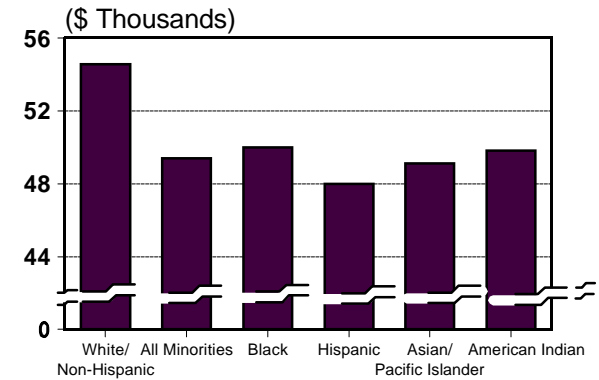
All PATCO* Categories



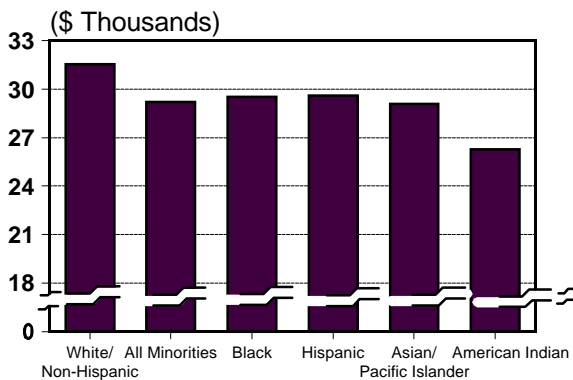
Professional Series



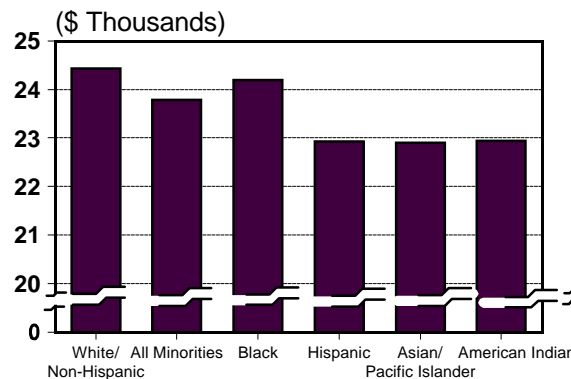
Administrative Series



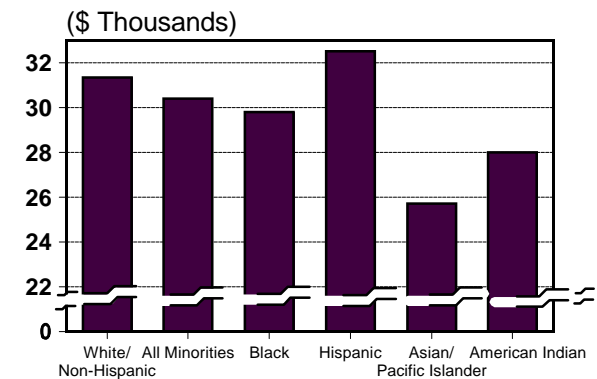
Technical Series



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, 1997

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	57.2	42.8	29.1	17.0	6.2	4.0	1.9	70.9
CLF*	100.0	53.6	46.4	26.3	11.0	11.0	3.5	0.8	73.7

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

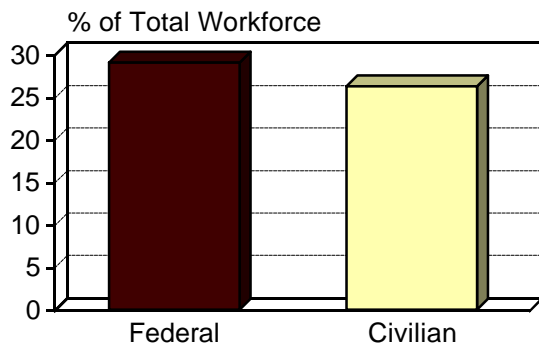
FCW = Federal Civilian Workforce; The FCW covers full and part-time permanent employees in Federal Executive Branch agencies participating in CPDF. Note that due to different population coverage, the RNO percentage distributions found in this table could differ from those presented in other tables containing 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 OWI@OPM.GOV

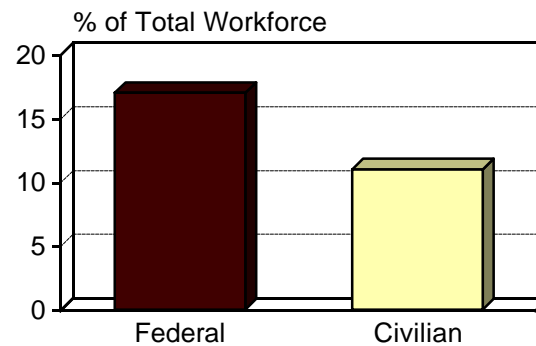
Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 1997

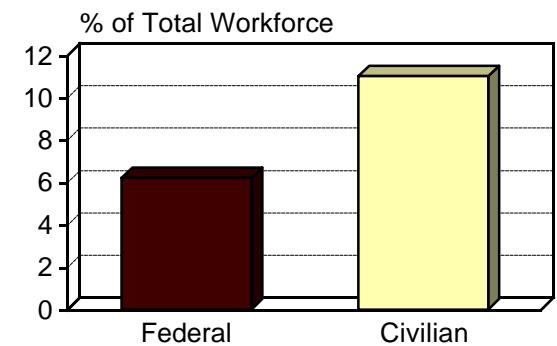
All Minorities



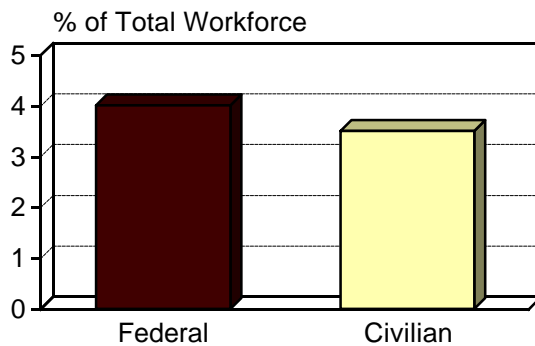
Black



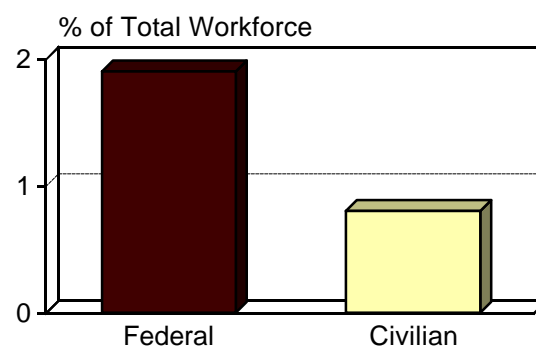
Hispanic



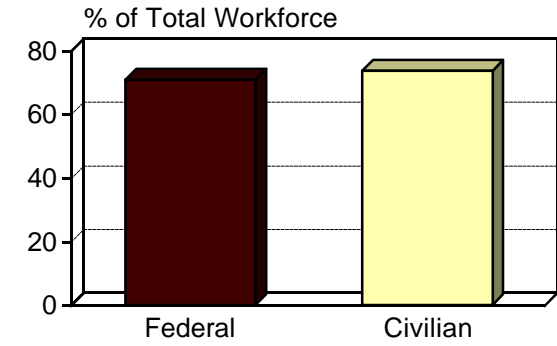
Asian/Pacific Islander



**American Indian/
Alaska Native**



White Non-Hispanic



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

Executive Branch Agencies

1984-1997

	1984	1986	1988	1990	1992	1994	1996	1997
Total White-Collar	1,606,227	1,676,241	1,738,911	1,780,874	1,821,715	1,734,673	1,623,205	1,578,576
Women	764,712	816,253	854,419	885,372	905,675	862,418	803,153	781,866
% Women	47.6	48.7	49.1	49.7	49.7	49.7	49.5	49.5
Professional	371,223	388,367	415,545	463,576	484,566	477,610	459,121	444,721
Women	101,139	112,887	128,083	156,294	170,416	173,187	172,315	169,954
% Women	27.2	29.1	30.8	33.7	35.2	36.3	37.5	38.2
Administrative	440,089	472,990	508,063	512,204	548,397	541,731	528,238	522,698
Women	147,078	166,819	188,657	196,062	218,737	223,151	220,664	219,946
% Women	33.4	35.3	37.1	38.3	39.9	41.2	41.8	42.1
Technical	348,187	359,035	373,294	388,534	415,883	393,239	365,449	355,919
Women	165,031	178,684	193,084	211,540	233,553	227,998	218,475	213,844
% Women	47.4	49.8	51.7	54.4	56.2	58.0	59.8	60.1
Clerical	406,581	415,309	401,047	373,768	322,073	273,360	224,040	209,278
Women	348,209	354,567	340,836	316,573	273,947	230,000	185,948	172,715
% Women	85.6	85.4	85.0	84.7	85.1	84.1	83.0	82.5
Other	40,147	40,540	40,962	42,792	50,796	48,733	46,357	45,960
Women	3,255	3,296	3,759	4,903	9,022	8,082	5,751	5,407
% Women	8.1	8.1	9.2	11.5	17.8	16.6	12.4	11.8

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

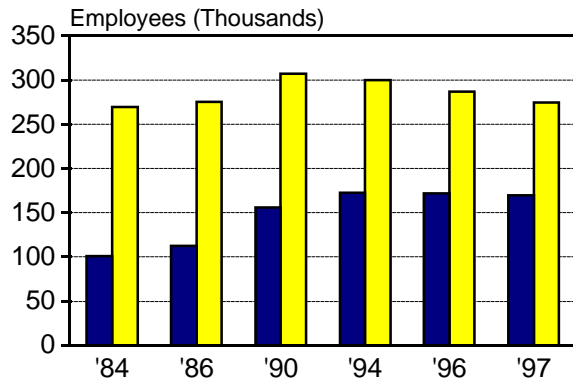
Source: Central Personnel Data File; Affirmative Employment Statistics. (202) 606-1990 OWI@OPM.GOV

Employment of Women by Occupational Category

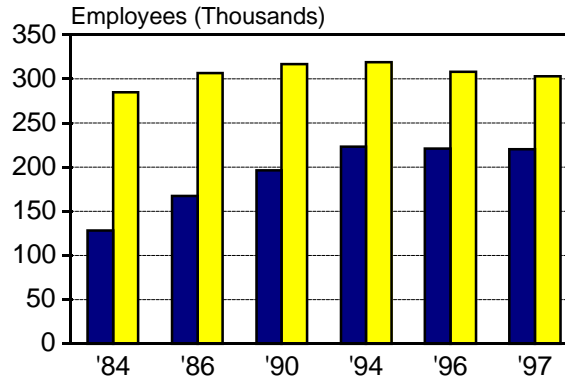
1984 - 1997

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

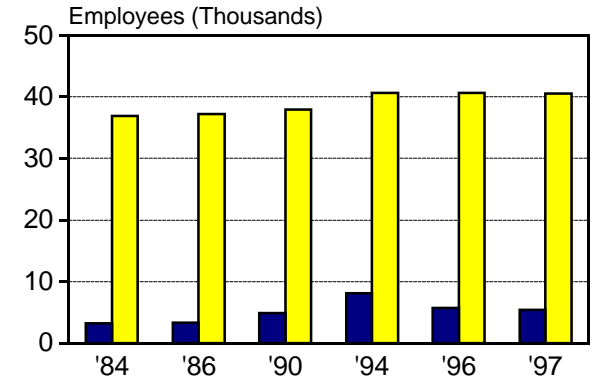
Professional



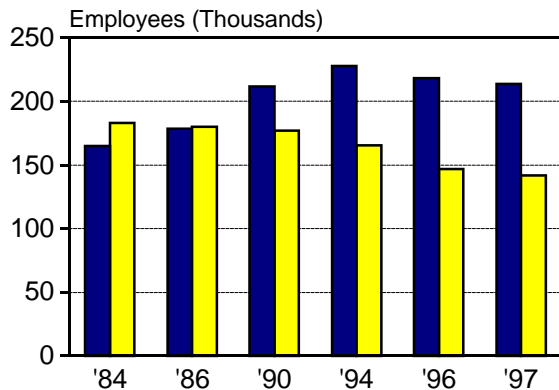
Administrative



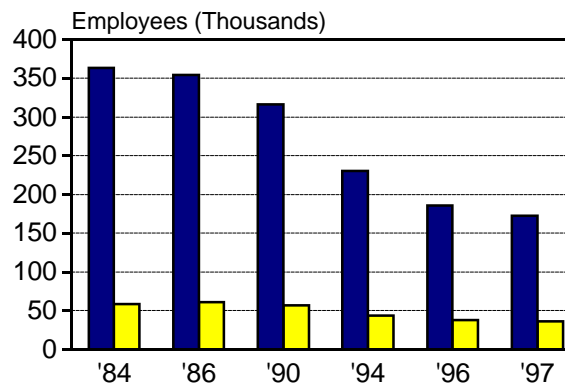
Other



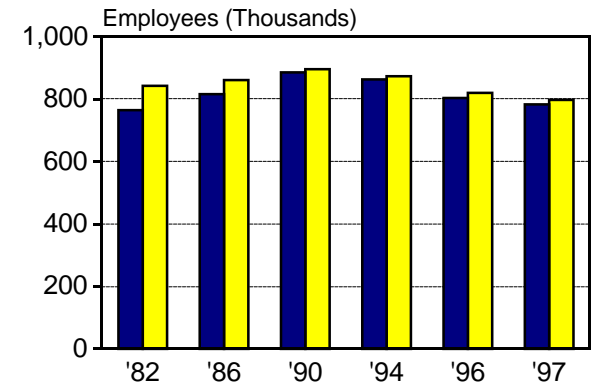
Technical



Clerical



All Categories



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

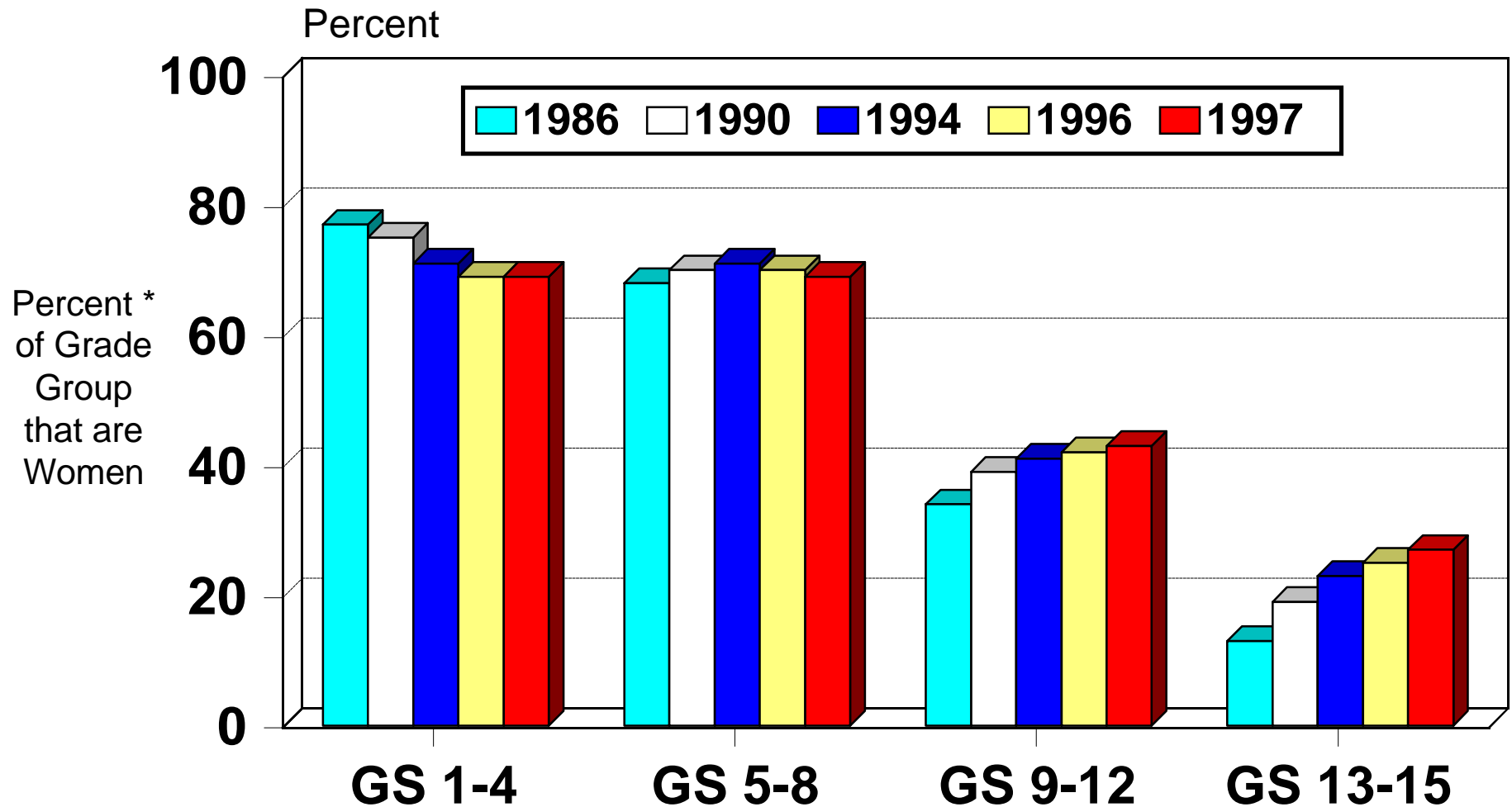
1986 - 1997

	1986	1990	1994	1996	1997	% change '86 - '97
Total GS and Related	785,069	831,662	786,343	729,392	710,671	-9.5%
GS 1	4,236	3,513	2,057	1,974	2,242	-47.1%
GS 2	13,440	8,123	4,853	3,999	4,086	-69.6%
GS 3	64,409	41,522	25,883	19,747	18,980	-70.5%
GS 4	134,786	118,284	81,305	59,924	54,820	-59.3%
GS 1 - 4	216,871	171,442	114,098	85,644	80,128	-63.1%
GS 5	151,844	152,559	128,264	109,623	101,713	-33.0%
GS 6	75,152	83,545	83,923	76,855	72,789	-3.1%
GS 7	88,580	99,042	98,348	94,375	93,852	6.0%
GS 8	18,948	21,034	28,515	28,299	28,233	49.0%
GS 5 - 8	334,524	356,180	339,050	309,152	296,587	-11.3%
GS 9	75,420	81,507	74,392	70,540	68,430	-9.3%
GS 10	14,321	16,235	7,374	7,872	7,978	-44.3%
GS 11	69,939	90,093	95,000	89,528	88,435	26.4%
GS 12	43,828	65,125	82,565	85,722	84,642	93.1%
GS 9 - 12	203,508	252,960	259,331	253,662	249,485	22.6%
GS 13	18,712	31,804	44,709	49,480	51,532	175.4%
GS 14	7,611	13,228	19,836	20,904	21,818	186.7%
GS 15	3,843	6,048	9,319	10,550	11,121	189.4%
GS 13 - 15	30,166	51,080	73,864	80,934	84,471	180.0%

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 - 1997



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

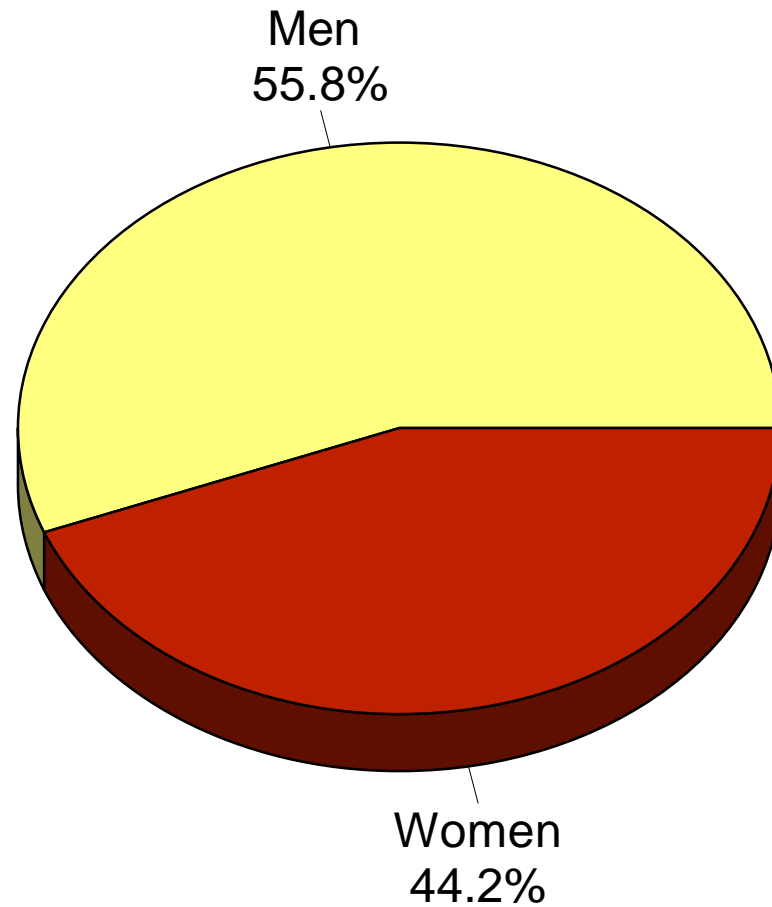
EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENTS

as of September 1997

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,830,300	1,021,748	55.8	808,552	44.2
EXECUTIVE DEPARTMENTS	1,641,384	936,563	57.1	704,821	42.9
Department of Agriculture	108,737	63,156	58.1	45,581	41.9
Department of Commerce	34,789	18,779	54.0	16,010	46.0
Department of Defense	738,292	459,913	62.3	278,379	37.7
Department of the Army	241,537	150,722	62.4	90,815	37.6
Department of the Navy	202,180	136,592	67.6	65,588	32.4
Department of the Air Force	171,675	114,804	66.9	56,871	33.1
Department of Education	4,804	1,852	38.6	2,952	61.4
Department of Energy	17,074	10,584	62.0	6,490	38.0
Department of Health and Human Services	57,227	23,063	40.3	34,164	59.7
Department of Housing and Urban Development	10,429	4,241	40.7	6,188	59.3
Department of the Interior	71,504	44,184	61.8	27,320	38.2
Department of Justice	116,722	71,417	61.2	45,305	38.8
Department of Labor	15,841	8,051	50.8	7,790	49.2
Department of State	15,104	8,328	55.1	6,776	44.9
Department of Transportation	64,163	46,556	72.6	17,607	27.4
Department of the Treasury	141,352	63,724	45.1	77,628	54.9
Department of Veterans Affairs	245,346	112,716	45.9	132,630	54.1
ALL OTHER Executive Branch Agencies	187,012	84,278	45.1	102,734	54.9

*Source: Unpublished Affirmative Employment Statistics Report
U.S. Office of Personnel Management*

Employment by Executive Branch Departments: Gender as of September 1997



EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENTS

as of September 1997

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,830,300	1,293,244	70.7	537,056	29.3	303,415	16.6	114,740	6.3	81,147	4.4	37,754	2.1
EXECUTIVE DEPARTMENTS	1,641,384	1,167,485	71.1	473,899	28.9	258,659	15.8	103,336	6.3	75,412	4.6	36,492	2.2
Department of Agriculture	108,737	86,368	79.4	22,369	20.6	11,036	10.1	5,951	5.5	2,610	2.4	2,772	2.5
Department of Commerce	34,789	25,963	74.6	8,826	25.4	5,954	17.1	994	2.9	1,702	4.9	176	0.5
Department of Defense	738,292	540,619	73.2	197,673	26.8	105,180	14.2	45,947	6.2	39,472	5.3	7,074	1.0
Department of the Army	241,537	178,916	74.1	62,621	25.9	37,006	15.3	14,027	5.8	8,901	3.7	2,687	1.1
Department of the Navy	202,180	145,205	71.8	56,975	28.2	27,118	13.4	8,757	4.3	19,558	9.7	1,542	0.8
Department of the Air Force	171,675	129,570	75.5	42,105	24.5	18,071	10.5	16,719	9.7	5,398	3.1	1,917	1.1
Department of Education	4,804	2,665	55.5	2,139	44.5	1,740	36.2	205	4.3	150	3.1	44	0.9
Department of Energy	17,074	13,363	78.3	3,711	21.7	1,979	11.6	866	5.1	649	3.8	217	1.3
Department of Health and Human Services	57,227	33,503	58.5	23,724	41.5	9,589	16.8	1,626	2.8	2,765	4.8	9,744	17.0
Department of Housing and Urban Development	10,429	5,856	56.2	4,573	43.8	3,465	33.2	685	6.6	313	3.0	110	1.1
Department of the Interior	71,504	52,272	73.1	19,232	26.9	3,817	5.3	2,966	4.1	1,096	1.5	11,353	15.9
Department of Justice	116,722	80,011	68.5	36,711	31.5	18,809	16.1	13,802	11.8	3,225	2.8	875	0.7
Department of Labor	15,841	10,537	66.5	5,304	33.5	3,778	23.8	988	6.2	432	2.7	106	0.7
Department of State	15,104	11,675	77.3	3,429	22.7	2,258	14.9	591	3.9	515	3.4	65	0.4
Department of Transportation	64,163	51,147	79.7	13,016	20.3	7,194	11.2	2,969	4.6	1,856	2.9	997	1.6
Department of the Treasury	141,352	93,877	66.4	47,475	33.6	30,426	21.5	11,441	8.1	4,529	3.2	1,079	0.8
Department of Veterans Affairs	245,346	159,629	65.1	85,717	34.9	53,434	21.8	14,305	5.8	16,098	6.6	1,880	0.8
ALL OTHER Executive Branch Agencies	187,012	124,447	66.5	62,565	33.5	44,294	23.7	11,360	6.1	5,656	3.0	1,255	0.7

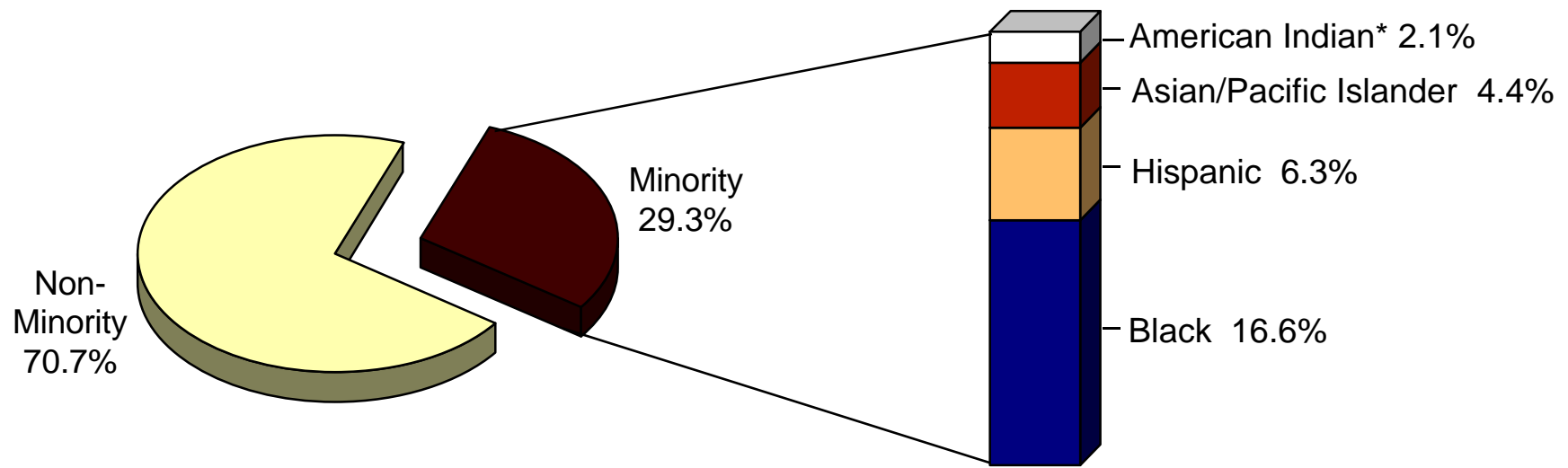
*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

**Asian refers to Asian/Pacific Islander.

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

Source: *Unpublished Affirmative Employment Statistics Report*
U.S. Office of Personnel Management

Employment by Executive Branch Departments: Race/National Origin as of September 1997



*American Indian refers to American Indian/Alaska Native

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

Civilian Payroll for Executive Branch Agencies

1982 - 1997

September (Sept)	Sept-82	Sept-84	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-97
Monthly Payroll (\$ millions)									
Total Executive Branch	4,416.9	5,043.7	4,953.7	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	6,827.4
Executive Departments	3,580.6	4,167.1	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	5,965.4
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	2,566.2
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	3,399.2
Independent Agencies	836.3	876.6	911.2	1,015.3	547.8	645.5	687.5	845.6	862.0
Fiscal Year (FY)									
	FY82	FY84	FY86	FY88	FY90	FY92	FY94	FY96	FY97
Annual Payroll									
(in \$billions)	49.6	54.8	60.2	63.7	71.1	77.5	83.1	83.0	83.8
<i>Percent Change</i>	14.8	10.5	9.9	5.8	11.6	9.0	7.2	-0.1	1.0

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

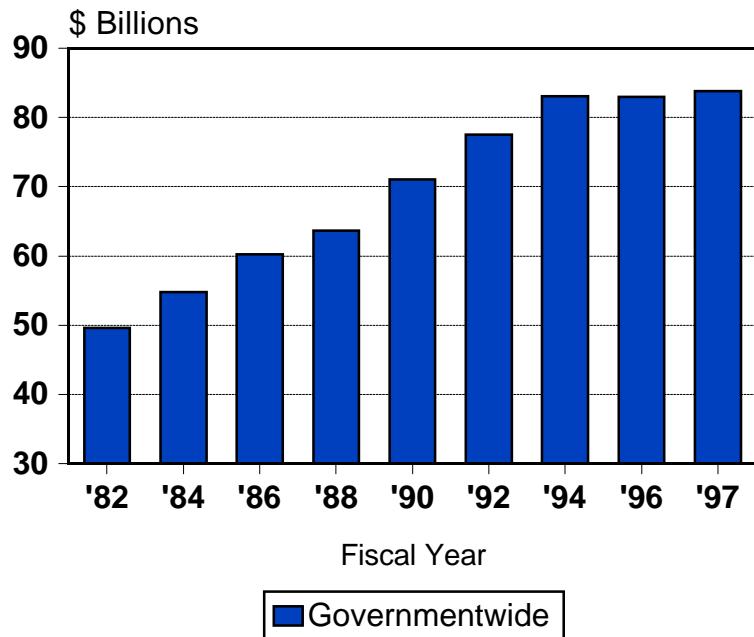
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Civilian Payroll

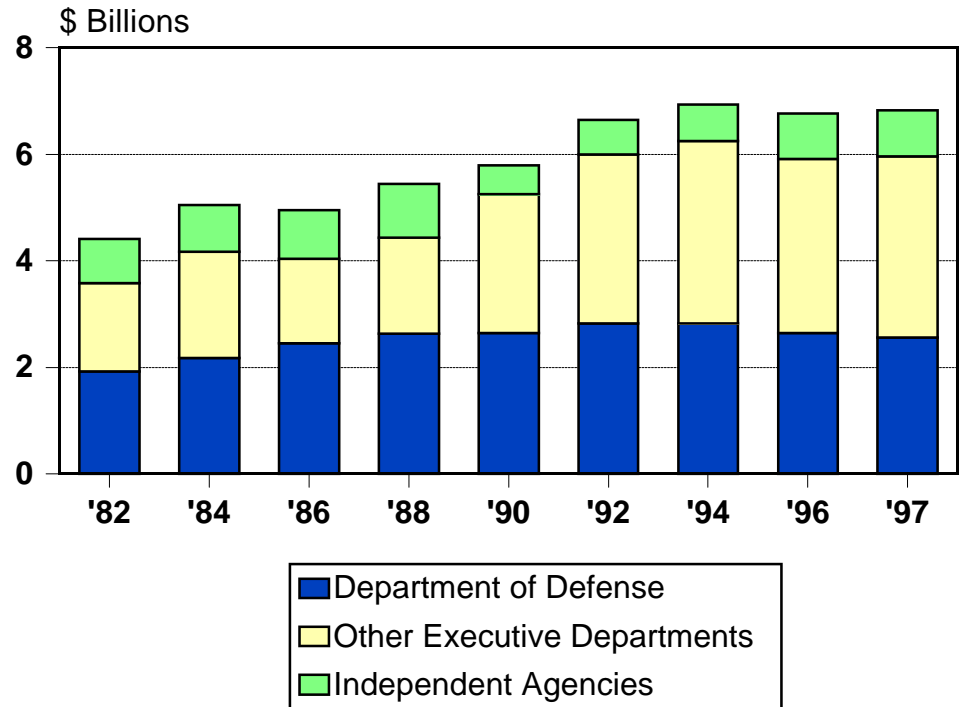
Executive Branch Agencies (non-Postal)

1982 - 1997

Annual



Monthly



Trend of Civilian Compensation and Benefits

1982 - 1997 (\$ millions)

	1982	1984	1986	1988	1990	1992	1994	1996	1997
Executive Branch									
Direct Compensation*	49,624	54,609	58,475	63,085	69,950	82,664	84,383	85,153	85,012
Personnel Benefits*	9,265	11,392	12,894	15,777	19,610	24,663	26,743	27,144	27,620
U.S. Postal Service									
Direct Compensation	N/A	18,771	20,901	23,571	26,198	28,311	30,781	32,566	33,965
Personnel Benefits	N/A	2,740	3,805	5,957	6,913	8,751	7,765	8,969	8,978
Legislative Branch									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	770	786	1,206	1,244
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	146	154	259	295
Judicial Branch									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	1,096	1,264	1,430	1,507
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	228	312	348	371
Legislative and Judicial Branches									
Direct Compensation	912	1,019	1,132	1,299	1,445	1,866	2,050	2,636	2,751
Personnel Benefits	91	122	139	199	266	374	466	607	666
Total Direct Compensation	50,536 **	74,399	80,508	87,955	97,593	112,841	117,214	120,355	121,728
Total Personnel Benefits	9,356 **	14,254	16,838	21,933	26,789	33,788	34,974	36,720	37,264
Total Civilian Costs	59,892	88,653	97,346	109,888	124,382	146,629	152,188	157,075	158,992
Retired Civilian Pay*	N/A	21,639	23,729	26,251	31,288	35,766	41,014	44,492	46,328

N/A = Not Available

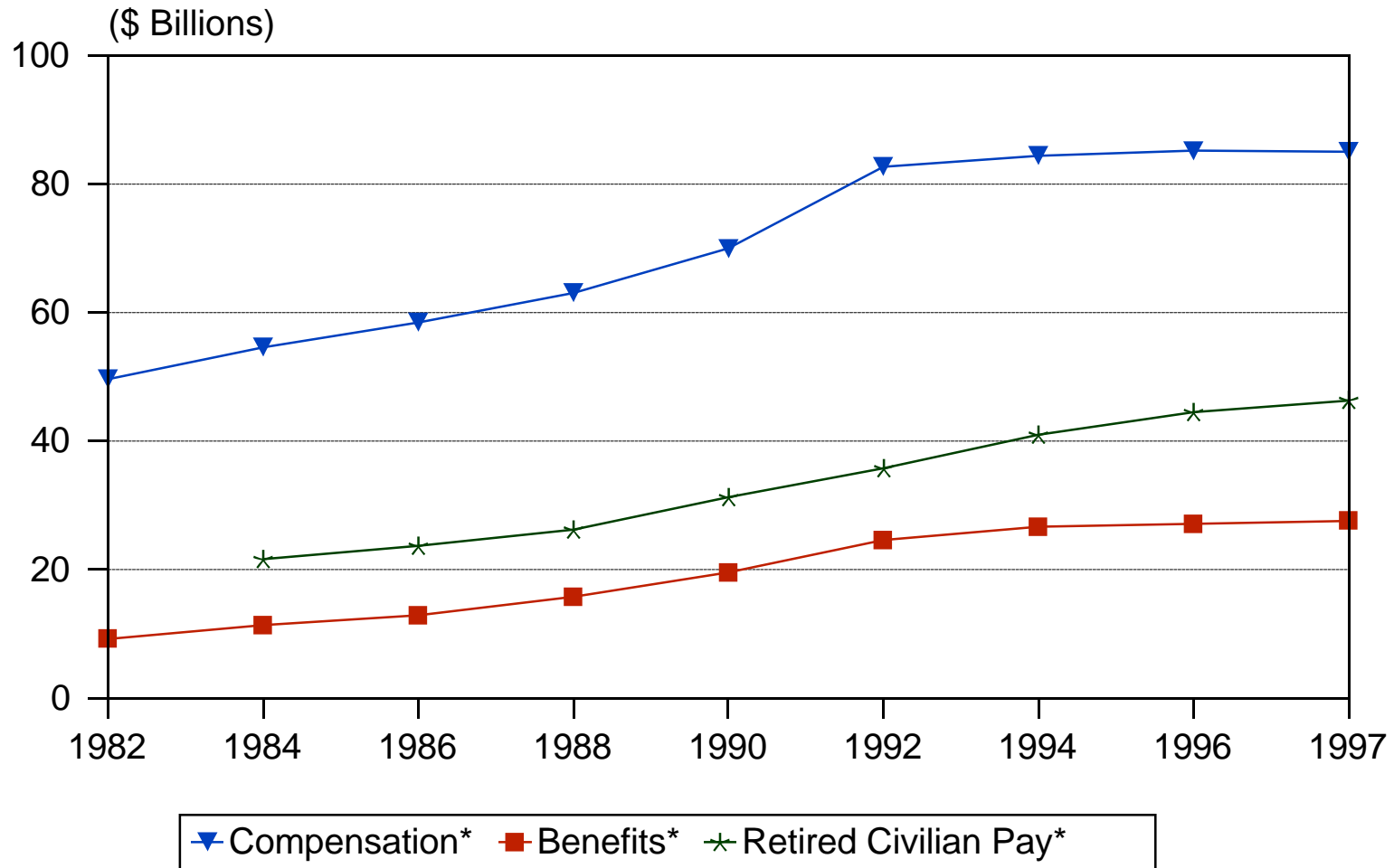
* Chart 61 presents data for these categories only.

**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 - 1997



See reference () on Table 60.

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

1984 - 1996

	1984	1986	1988	1990	1992	1994	1996
Total Work Years	2,195,679	2,210,622	2,210,654	2,288,040	2,158,717	2,078,065	1,923,893
Basic Work Years	2,128,931	2,145,517	2,149,131	2,224,292	2,095,797	2,015,842	1,860,081
Full-time Permanent	1,923,894	1,955,309	1,941,362	1,973,959	1,904,073	1,857,013	1,721,960
Full-time Temporary	127,030	119,758	140,408	130,537	123,214	93,224	89,247
Part-time and Intermittent	78,007	70,450	67,361	119,796	68,510	65,605	48,874
Overtime and Holiday	66,748	65,105	61,523	63,748	62,920	62,223	63,812

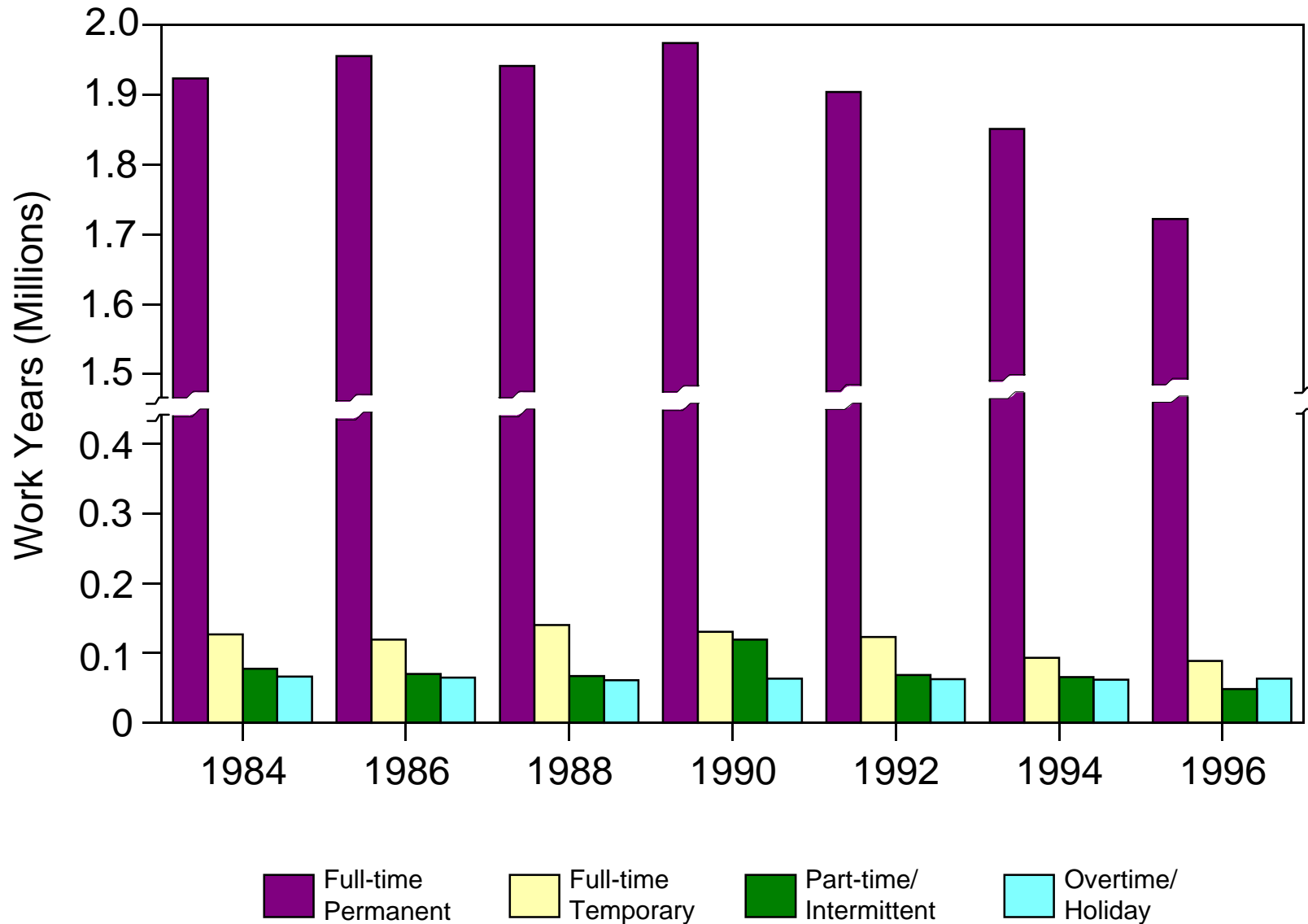
Data include Executive Branch (non-Postal) agencies with 100 or more employees.

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)

1984 - 1996



Percent Increases in Earnings

Federal Civilian General Schedule (GS) and Private Sector Employees

1978 - 1998 GS Salary Adjustments Compared to Increases in ECI

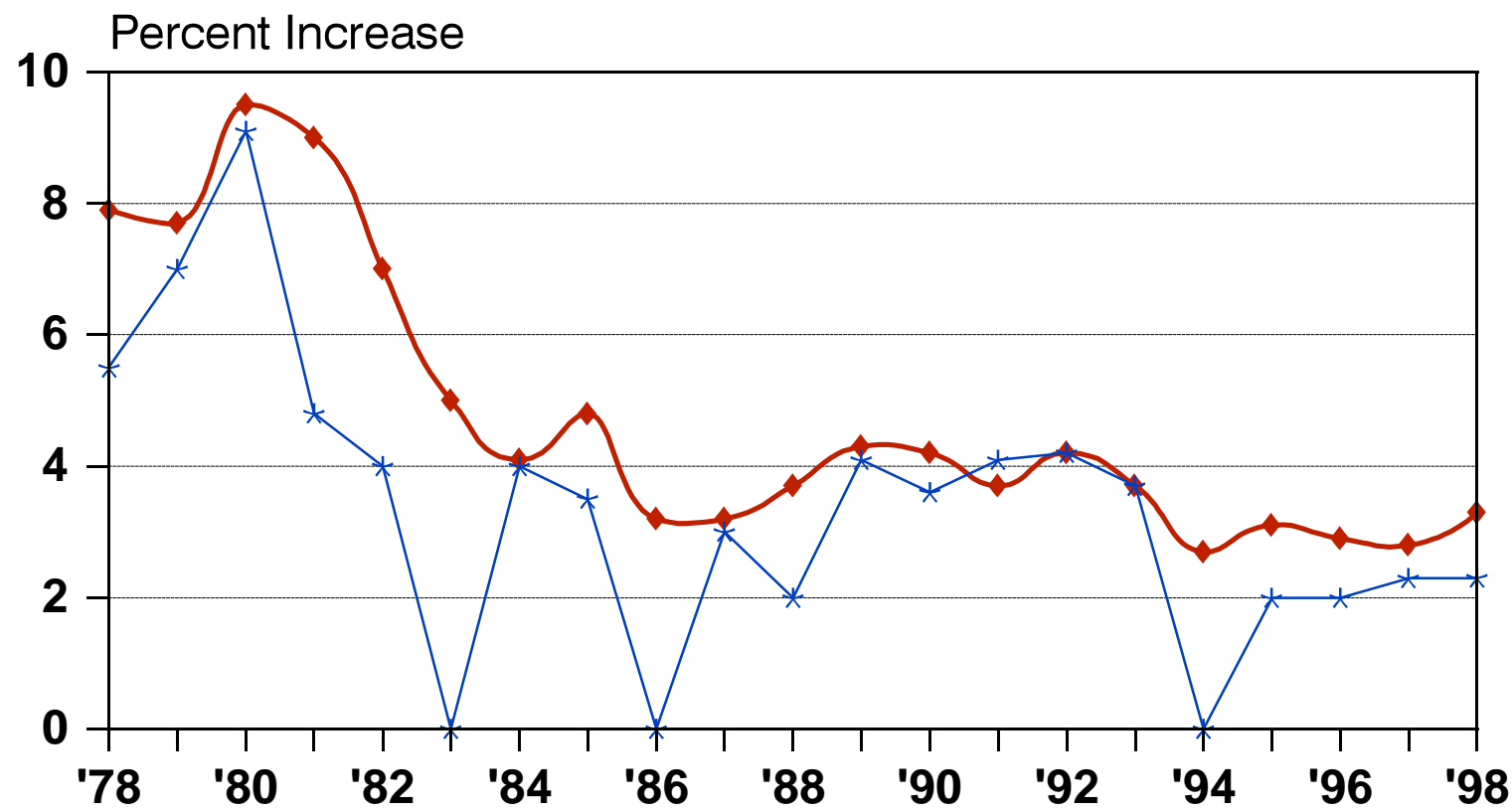
Calendar Year	Percent GS Salary Adjustments ^a	Effective Date for GS Salary Adjustments ^a	Percent Change in Employment Cost Index (ECI) Wages and Salaries for Private Industry ^b
1978	5.5	October-78	7.9
1979	7.0	October-79	7.7
1980	9.1	October-80	9.5
1981	4.8	October-81	9.0
1982	4.0	October-82	7.0
1983	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 (r)
1993	3.7	January-93	3.7 (r)
1994	0.0	None	2.7 (r)
1995	2.0	January-95	3.1 (r)
1996	2.0	January-96	2.9 (r)
1997	2.3	January-97	2.8
1998	2.3	January-98	3.3

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

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

(r) = revised

Percent Increases in Earnings Federal Civilian General Schedule & Private Sector 1978 - 1998



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

Part 3:
**Performance Management and
Senior Executive Service**

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
General Schedule 13-15 (Supervisors and Management Officials) ¹							
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
General Schedule 13-15 (Other)							
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
General Schedule 1-12							
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
Federal Wage System							
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

¹ 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.

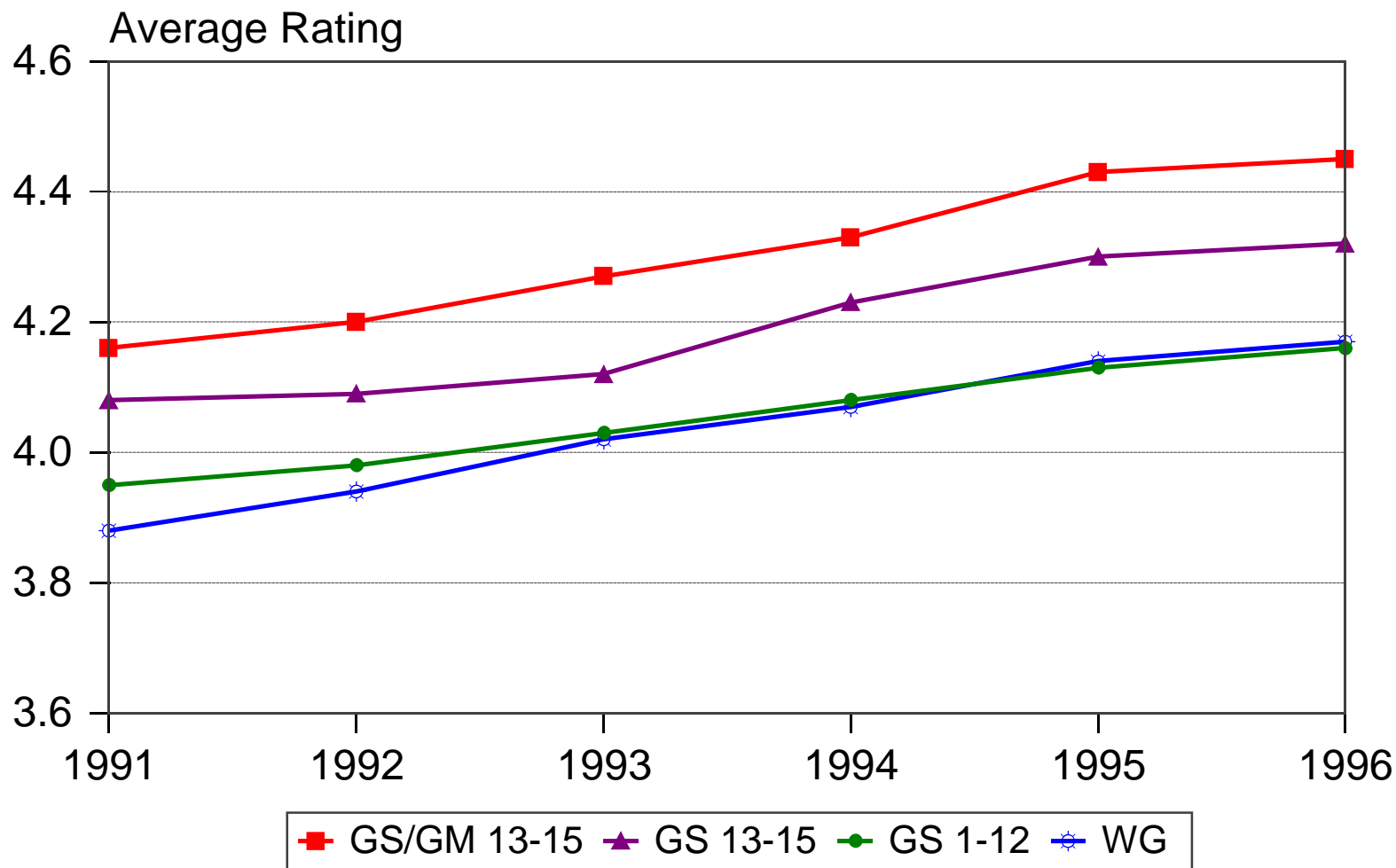
FY 91-95 Source: Performance Management Information System (PERMIS) Data File, Office of Compensation Policy. (202) 606-2720 DMCARBAL@OPM.GOV

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

Performance Ratings

By Pay Plan and Grade

1991 - 1996



GS = General Schedule

GM = Performance Management and Recognition System

WG = Federal Wage System

Performance Recognition For Employees

Fiscal Years 1988 - 1996

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

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

(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.

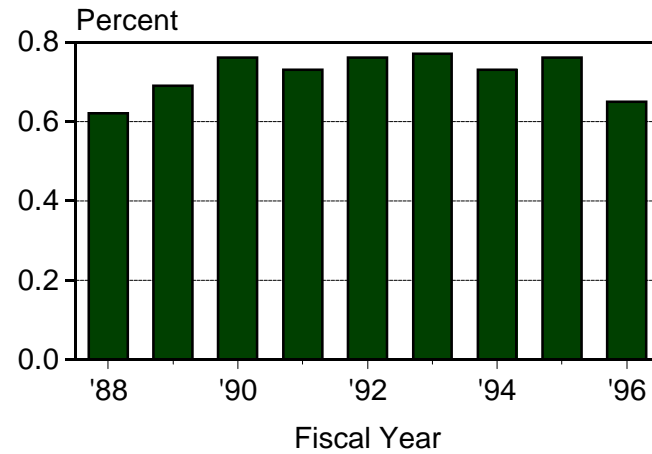
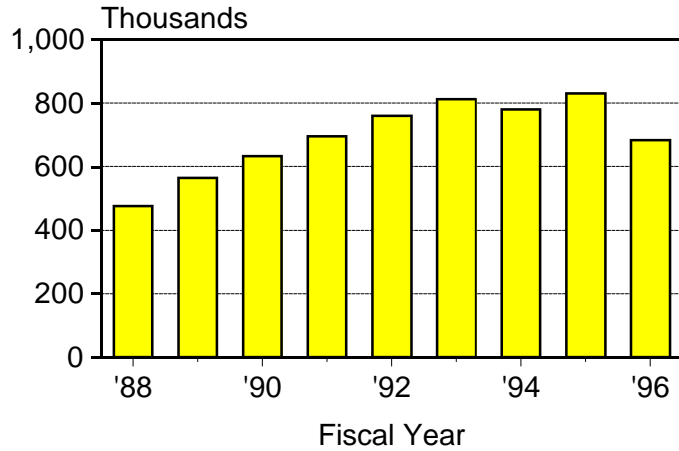
(r) = revised

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

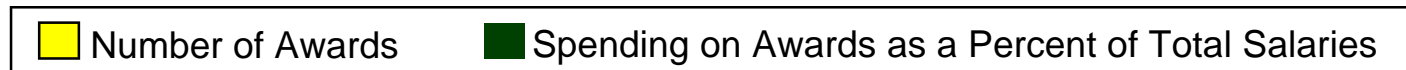
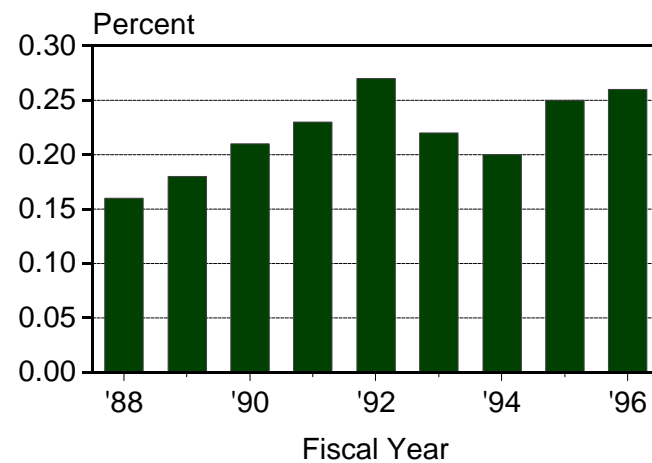
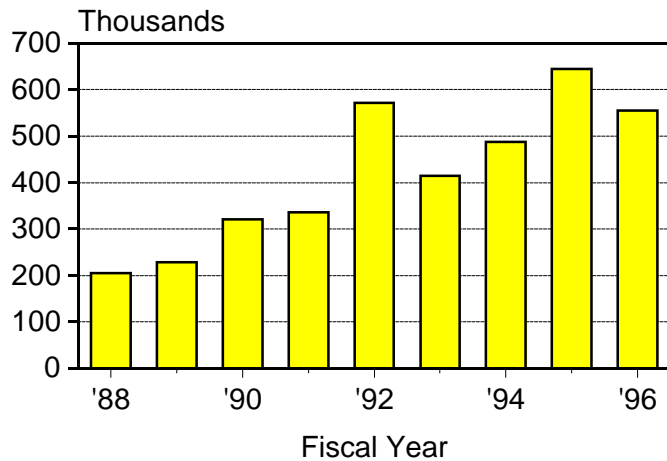
Performance Recognition For Employees

Fiscal Years 1988 - 1996

Performance Awards



Other Awards



Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1988 - 1996

Quality Step Increases (QSI's)

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

Time-off Awards

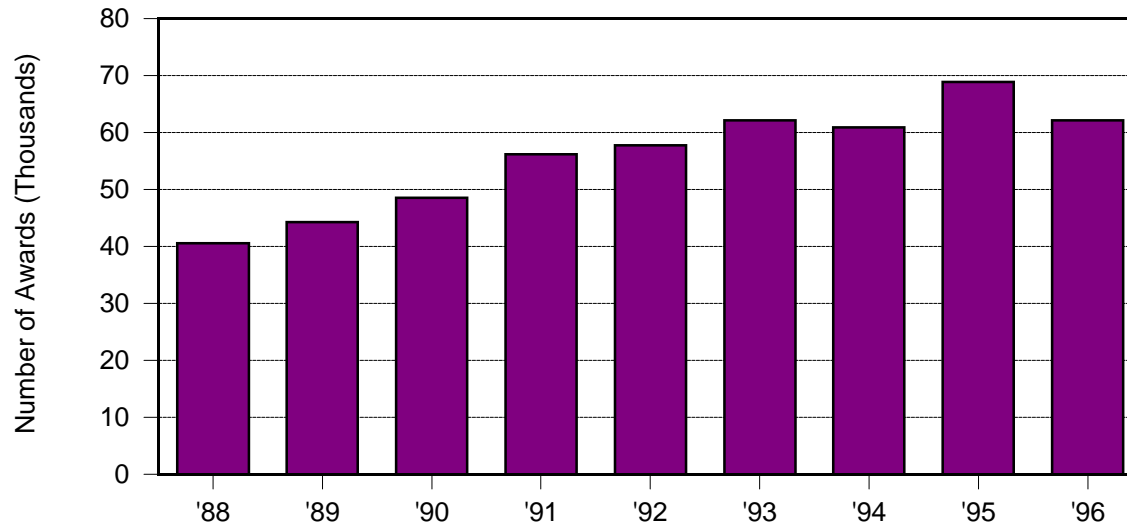
	Total Awarded	Average Award (Hours)
Fiscal Year 1993	34,330	13.5
Fiscal Year 1994	158,438	10.8
Fiscal Year 1995	264,904	10.6
Fiscal Year 1996	301,770	10.8

(r) = revised

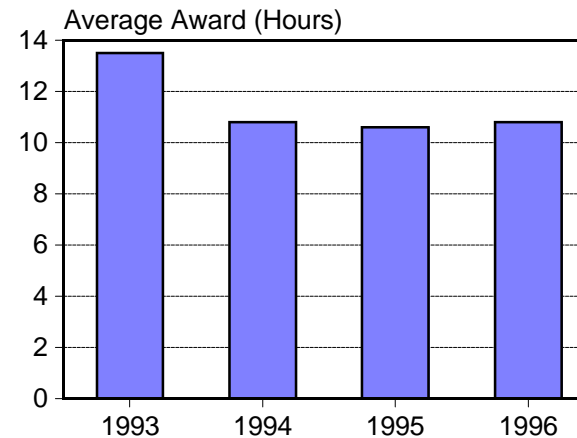
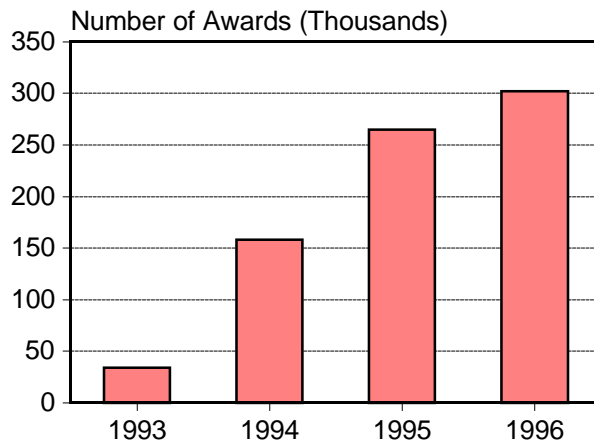
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 DMCARBAL@OPM.GOV

Performance Recognition For Non-Senior Executive Service Employees

Quality Step Increases (QSI's) Fiscal Years 1988 - 1996



Time Off Awards Fiscal Years 1995 & 1996



Senior Executive Service Member Profile

1990 - 1997

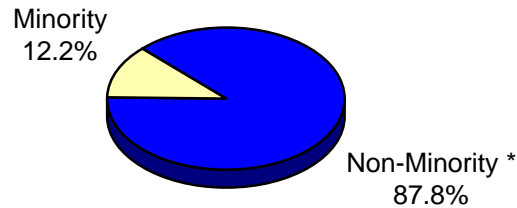
	1990	1992	1994	1996	1997
Average Age	50.7	51.8	51.8	51.9	52.1
Average Length of Service (Years)	22.1	23.2	22.8	22.8	23.0
Retirement Eligible (Career Appointees)					
Regular	20.0%	22.0%	31.0%	24.3%	24.9%
Early-Out	34.0%	29.0%	36.0%	37.3%	38.6%
Education					
Not College Graduate	5.0%	5.0%	5.0%	4.3%	4.3%
College Graduate	29.0%	29.0%	26.0%	26.0%	26.4%
Advanced Degree	66.0%	66.0%	69.0%	69.7%	69.4%
Gender					
Men	88.8%	87.5%	83.5%	79.6%	78.7%
Women	11.2%	12.5%	16.5%	20.4%	21.3%
Minority	7.6%	8.0%	10.6%	11.7%	12.2%
Occupation					
Scientist or Engineer	30.0%	29.0%	27.0%	24.4%	23.4%
Other Professional	20.0%	24.0%	24.0%	25.5%	25.4%
Administrative / Technical	50.0%	48.0%	49.0%	50.2%	51.2%
Geographic Location					
Washington, D.C. area	72.0%	72.0%	73.0%	73.5%	72.8%

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

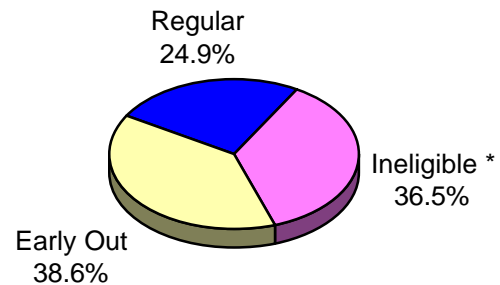
Source: Office of Executive Resources. (202) 606-1610 KJEDWARD@OPM.GOV

Senior Executive Service Member Profile

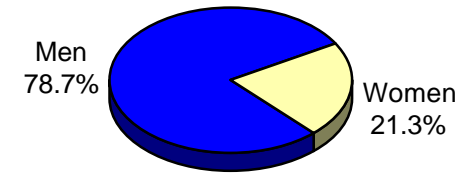
(As of September 1997)



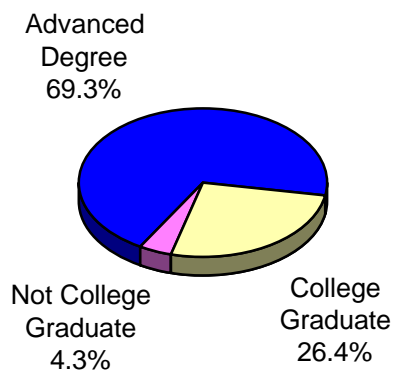
Minority Status



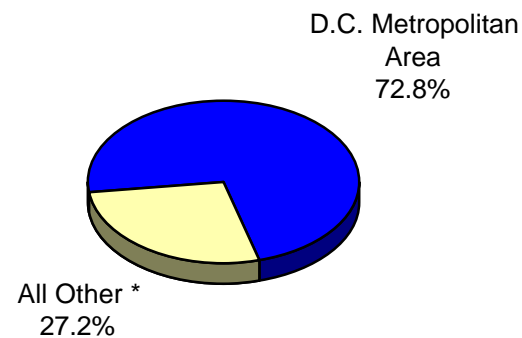
Retirement Eligibility



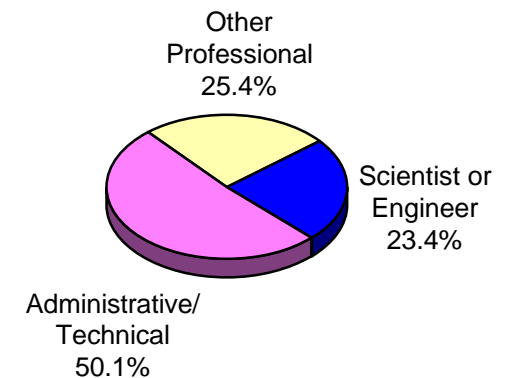
Sex



Education



Geographic Location



Occupation

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

Senior Executive Service (SES)

Positions and Appointments

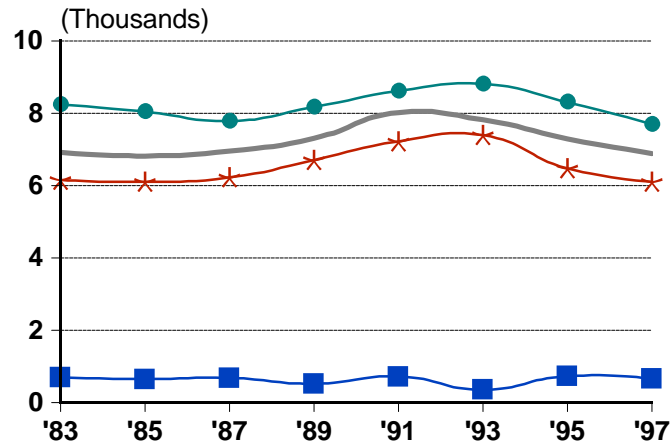
1983 - 1997

	Allocated Positions	SES Appointments			
		Total	Career	Noncareer	Limited
1983	8,243	6,924	6,158	696	70
1984	8,063	6,988	6,243	665	80
1985	8,044	6,818	6,101	651	66
1986	7,790	6,742	6,030	658	54
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

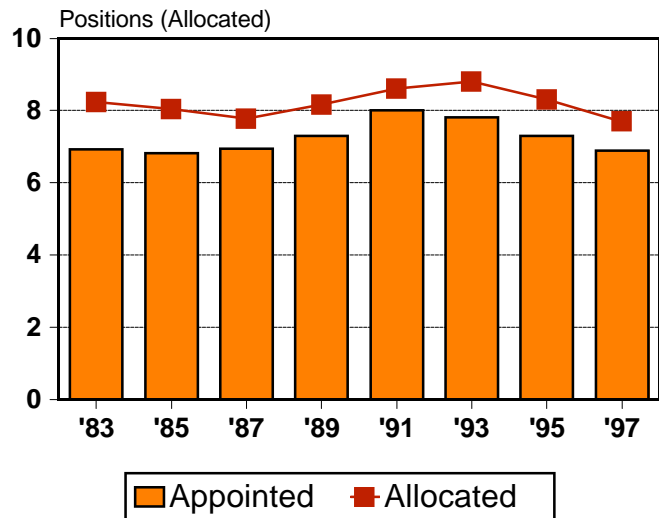
Notes: "Allocated" = Maximum number of SES positions authorized.
 "Appointments" = Number of SES positions actually filled.
 All data as of September 30th.

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

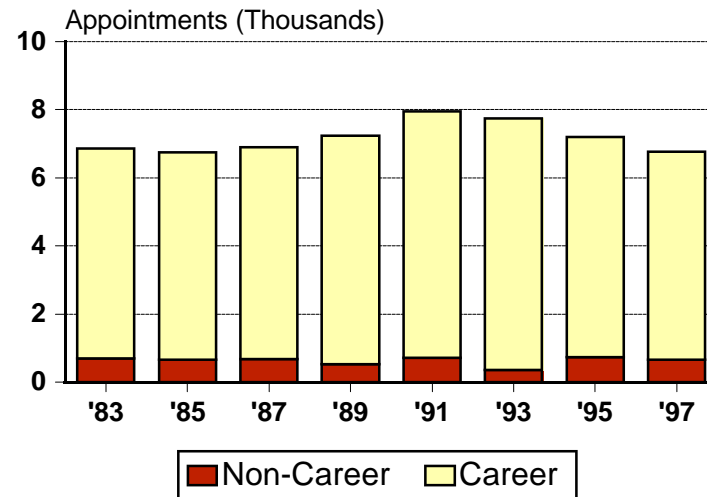
Senior Executive Service Positions and Appointments 1983 - 1997



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1987 - 1997

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
Number of Awards	325	356	349	382	401	414	275	265	208	233	273
Distinguished (\$20,000)	58	60	63	66	67	68	62	57	62	63	60
Meritorious (\$10,000)	267	296	286	316	334	346	213	208	146	170	213
Total Awarded (\$ millions)	3.83	4.16	4.12	4.48	4.68	4.80	3.37	3.22	2.70	2.96	3.33

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997*
Number of Awards	2,006	2,398	2,535	2,495	2,475	2,939	2,971	2,683	2,352	1,763 (r)	2,256
Percent of Career Members Receiving Awards	33	39	40	37	35	40	40	38	36	28 (r)	36
Total Awarded (\$ millions)	11.82	13.39	13.89	13.76	14.34	20.25	21.18	18.95	16.44	12.4 (r)	16.2
Average Amount of Award	\$5,894	\$5,584	\$5,478	\$5,517	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034 (r)	\$7,161

Note: The U.S. Office of Personnel Management restricted the number of career members eligible for a bonus to 35% from 1984 through 1987.

* Preliminary

(r) = revised

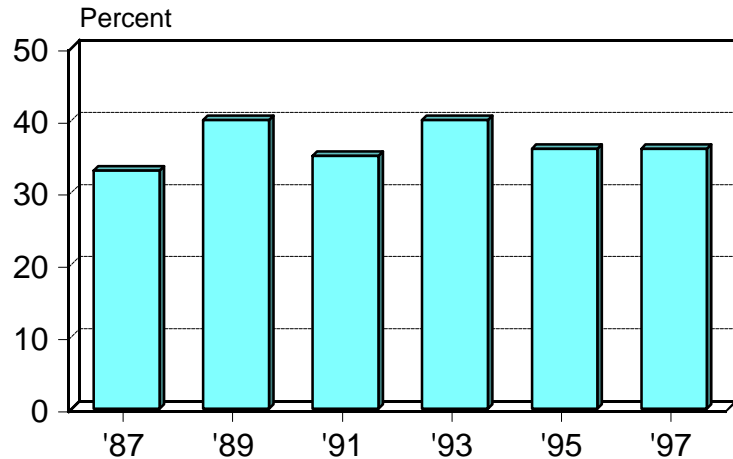
Source: Office of Executive Resources. (202) 606-1610 KJEDWARD@OPM.GOV

Senior Executive Service: Awards

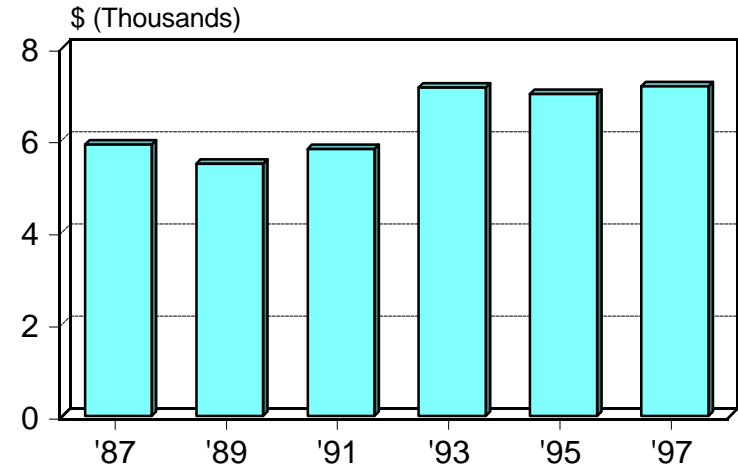
1987 - 1997

Performance Awards

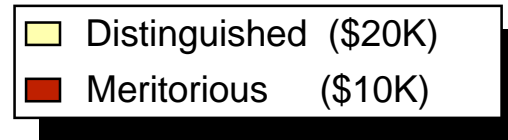
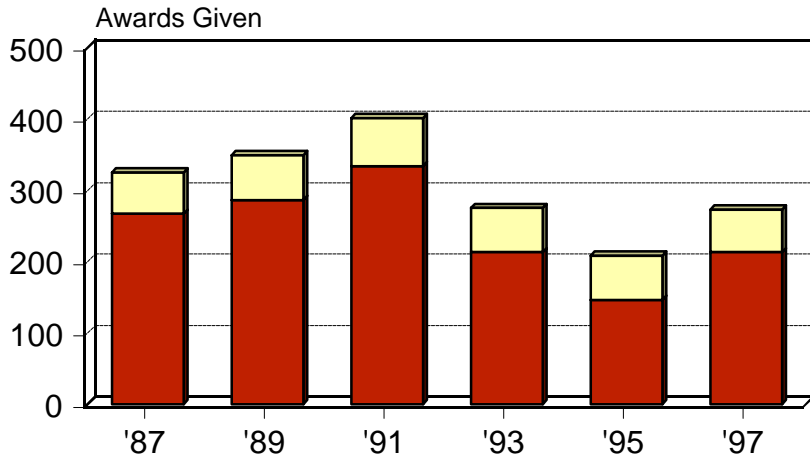
Percent of Career Members Receiving Awards



Average Amount of Award



Presidential Rank Awards



Part 4:
Retirement and Insurance Programs

Retirement and Insurance Payments

1990 - 1998

	1990 ^a	1991	1992	1993	1994	1995	1996	1997 ^r	1998 ^b
U.S. Office of Personnel Management (OPM)									
Payment Accounts in Millions (\$)									
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	4,147.0
% Change		2.3	6.3	10.4	6.7	-4.4	0.4	2.7	5.4
Government Payments for Annuitants and Employee Life Insurance	1.9	5.7	7.3	11.2	15.5	21.9	24.9	27.8	32.2
% Change		200.0	28.1	53.4	38.4	41.3	13.7	11.6	15.8
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	21,188.3
% Change		4.8	3.2	3.6	-0.5	1.2	0.6	5.9	-0.3

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

b. Budget Data for 1998 are estimated.

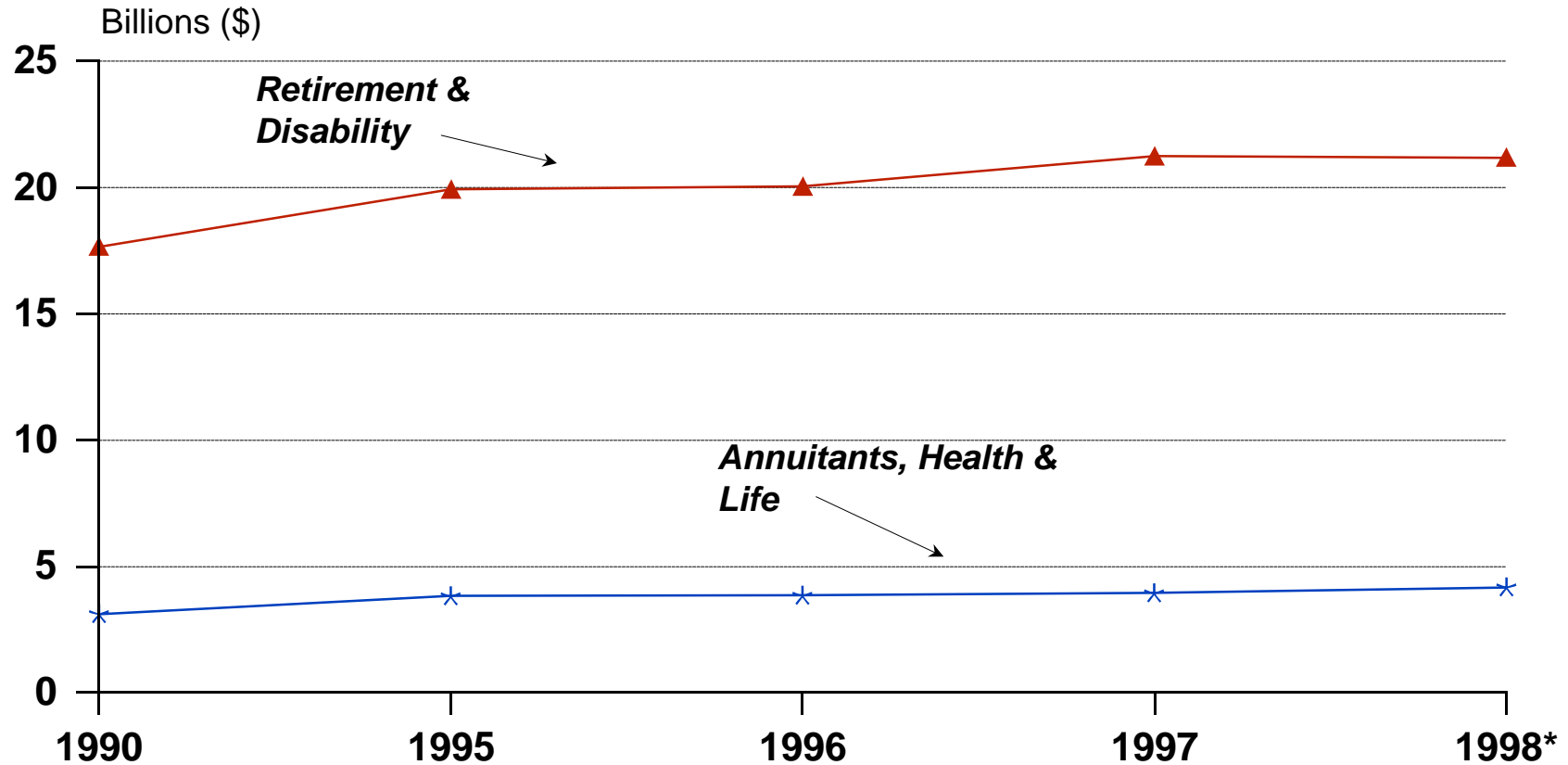
r. Revised Data

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 - 1998

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, 1997

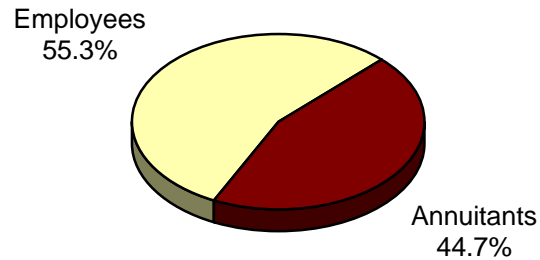
	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	789,544	996,135	1,785,679	1,648,717	3,434,396
Employee Organizations	583,391	550,961	1,134,352	1,336,398	2,470,750
Comprehensive (Health Maintenance Organizations)	914,451	298,534	1,212,985	1,574,074	2,787,059
Experience - Rated	82,041	41,975	124,016	165,245	289,261
Community - Rated	832,410	256,559	1,088,969	1,408,829	2,497,798
Total, All Plans	2,287,386	1,845,630	4,133,016	4,559,189	8,692,205

*Source: Semi-annual Headcount, as of September 1997 (the number of dependents is estimated based on data provided by health benefits carriers).
(202) 606-0650 RISBUDGET@OPM.GOV*

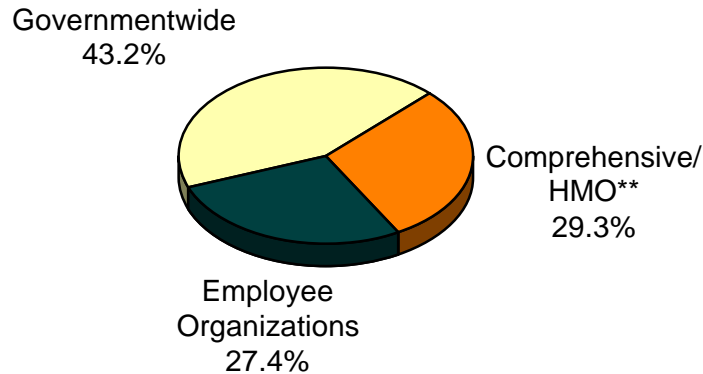
Federal Employee Health Benefits Program Enrollment & Coverage

September 30, 1997

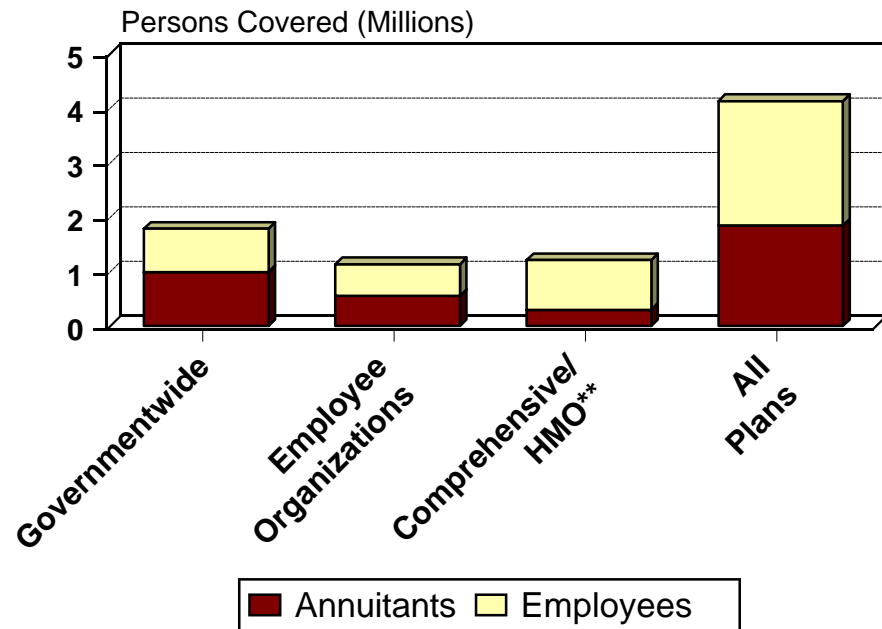
Enrollee Category



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

1987 - 1997

	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
NON-POSTAL EMPLOYEES											
Government Share	\$100.91	\$130.61	\$160.12	\$181.95	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46
Enrollee Share	\$49.53	\$57.80	\$64.58	\$69.10	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23
Total Premiums	\$150.44	\$188.41	\$224.70	\$251.05	\$264.68	\$287.53	\$313.46	\$324.69	\$314.09	\$314.29	\$320.69
POSTAL EMPLOYEES											
Government Share	\$136.33	\$176.69	\$219.31	\$250.37	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77
Enrollee Share	\$32.17	\$32.03	\$30.76	\$29.89	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32
Total Premiums	\$168.50	\$208.72	\$250.07	\$280.26	\$301.66	\$326.23	\$353.79	\$363.72	\$349.98	\$345.63	\$352.09
ANNUITANTS											
Government Share	\$93.37	\$121.90	\$151.80	\$170.57	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78
Enrollee Share	\$62.54	\$76.79	\$89.99	\$81.44	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47
Total Premiums	\$155.91	\$198.69	\$241.79	\$252.01	\$258.65	\$273.48	\$295.42	\$301.17	\$288.14	\$288.51	\$292.25
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$104.18	\$135.28	\$167.23	\$189.27	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41
Enrollee Share	\$51.55	\$60.78	\$68.64	\$67.19	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95
Total Premiums	\$155.73	\$196.06	\$235.87	\$256.46	\$268.48	\$288.26	\$312.16	\$321.03	\$309.06	\$308.27	\$313.36
<i>% Change</i>	<i>ERR</i>	25.9	20.3	8.7	4.7	7.4	8.3	2.8	-3.7	-0.3	1.7

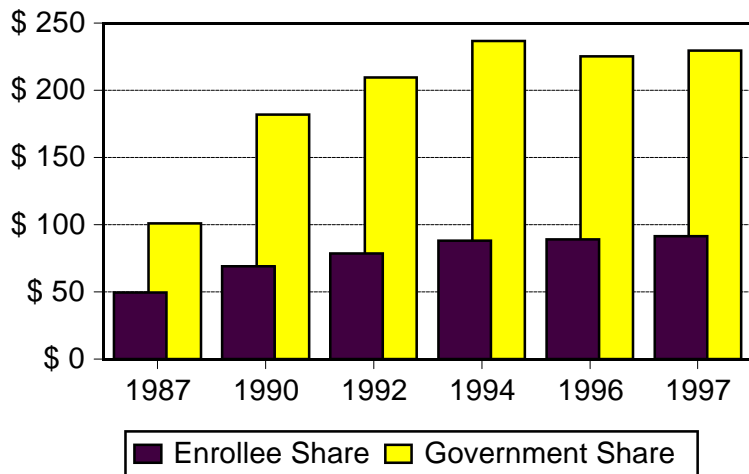
Note: Premiums are weighted based on enrollments as of March.

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

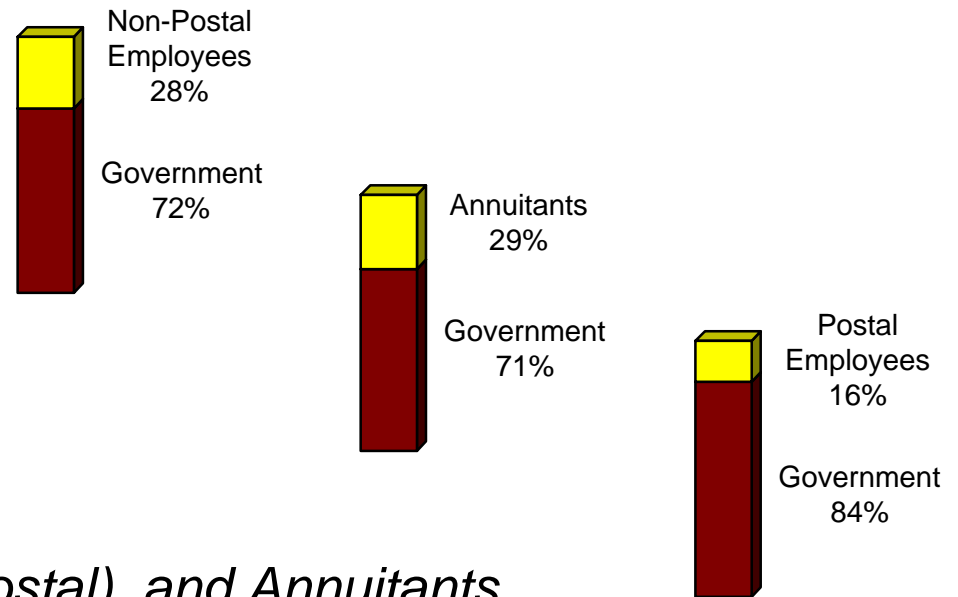
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, & Annuitants
1987 - 1997**



**Average Monthly Premiums
1997**



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1984 - 1996^a

(\$ thousands)

	Revenues	Expenses	Excess (Deficiency) of Revenues over Expenses	Non-Operating Changes	Government Equity	Special Reserves Held by Carriers
1984	6,677,098	5,680,321	996,777	N/A	1,897,098	1,142,943
1985	6,797,618	5,801,511	996,107	N/A	2,893,205	1,823,357
1986	5,824,692	7,315,646 ^b	(1,490,955)	N/A	1,402,250	230,693
1987	7,121,469	7,915,131	(793,662)	N/A	608,588	25,863
1988	9,024,899	9,021,905	2,994	N/A	611,581	13,943
1989	10,984,996	9,890,477	1,094,519	N/A	2,066,663	292,386
1990	12,412,196	11,071,915	1,340,281	967,700	4,014,081	1,151,648
1991	13,503,874	12,629,997	873,877	320,361	5,208,319	508,598
1992	14,329,110	14,024,162	304,948	(885,398)	4,627,869	635,507
1993	15,393,300	14,524,582	868,718	367,786	5,864,373	1,110,313
1994	16,162,110	15,227,348	934,762 ^c	(143,592)	6,655,543	1,225,421
1995	16,016,498	15,816,904	199,594	440,507	7,295,644	895,179
1996	15,869,540	16,037,995	(168,455)	N/A	6,998,819	898,863

a. Accrual Basis

b. Includes payments of \$1.1 billion from the Contingency Reserves made for the purpose of refunding excess premiums to Federal Employee Health Benefits Program enrollees and the government.

c. Includes \$1.3 million undistributed Settlement Reserve.

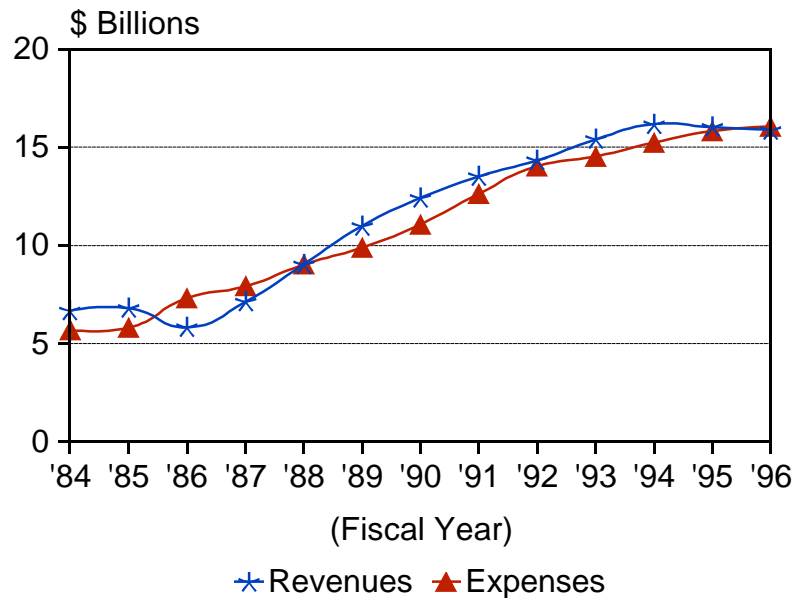
Source: Statement of Operations and Statement of Financial Position for the Office of Personnel Management and carriers for the period ending September 30.
(202) 606-0650 RISBUDGET@OPM.GOV

Federal Employees Health Benefits (FEHB) Program

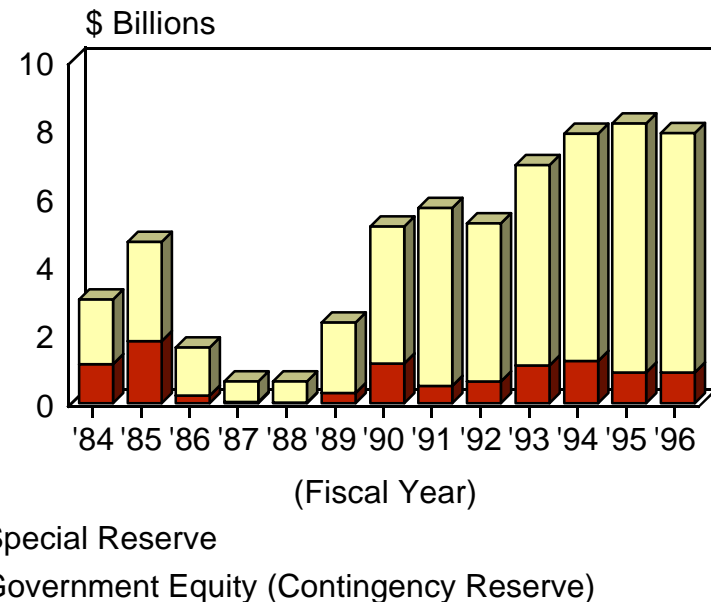
Financial Data

Fiscal Years 1984 - 1996

Revenues vs Expenses



Ending Reserve Balances



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, 1997

	TOTAL	FERS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,836,052	931,667	7,621	0.8	59,774	6.4
Department of Agriculture	108,775	45,913	352	0.8	2,328	5.1
Department of Commerce	34,822	18,272	134	0.7	931	5.1
Department of Defense (Total)	739,236	369,782	3,437	0.9	29,607	8.0
Department of the Air Force	171,989	86,745	684	0.8	6,807	7.8
Department of the Army	241,919	122,452	1,297	1.1	9,852	8.0
Department of the Navy	202,361	98,587	932	0.9	7,702	7.8
Department of Defense (Excluding Military Departments)	122,967	61,998	524	0.8	5,246	8.5
Department of Education	4,807	2,330	20	0.9	99	4.2
Department of Energy	17,075	7,989	110	1.4	524	6.6
Department of Health and Human Services	57,359	29,994	277	0.9	1,615	5.4
Department of Housing and Urban Development	10,442	4,656	45	1.0	403	8.7
Department of the Interior	71,601	33,349	267	0.8	1,711	5.1
Department of Justice	116,751	82,543	284	0.3	1,583	1.9
Department of Labor	15,844	7,335	54	0.7	432	5.9
Department of State	15,134	2,935	31	1.1	192	6.5
Department of Transportation	64,178	32,497	237	0.7	1,566	4.8
Department of the Treasury	141,418	77,657	526	0.7	4,859	6.3
Department of Veterans Affairs	245,542	132,372	797	0.6	9,020	6.8
Environmental Protection Agency	18,393	10,140	60	0.6	366	3.6
General Services Administration	14,326	7,239	73	1.0	514	7.1
National Aeronautics and Space Administration	20,117	9,772	78	0.8	342	3.5
Office of Personnel Management	3,711	1,572	14	0.9	225	14.3
Small Business Administration	4,330	2,319	18	0.8	214	9.2
Social Security Administration	67,328	22,821	542	2.4	1,494	6.5
All Other Agencies	64,863	30,180	265	0.9	1,749	5.8

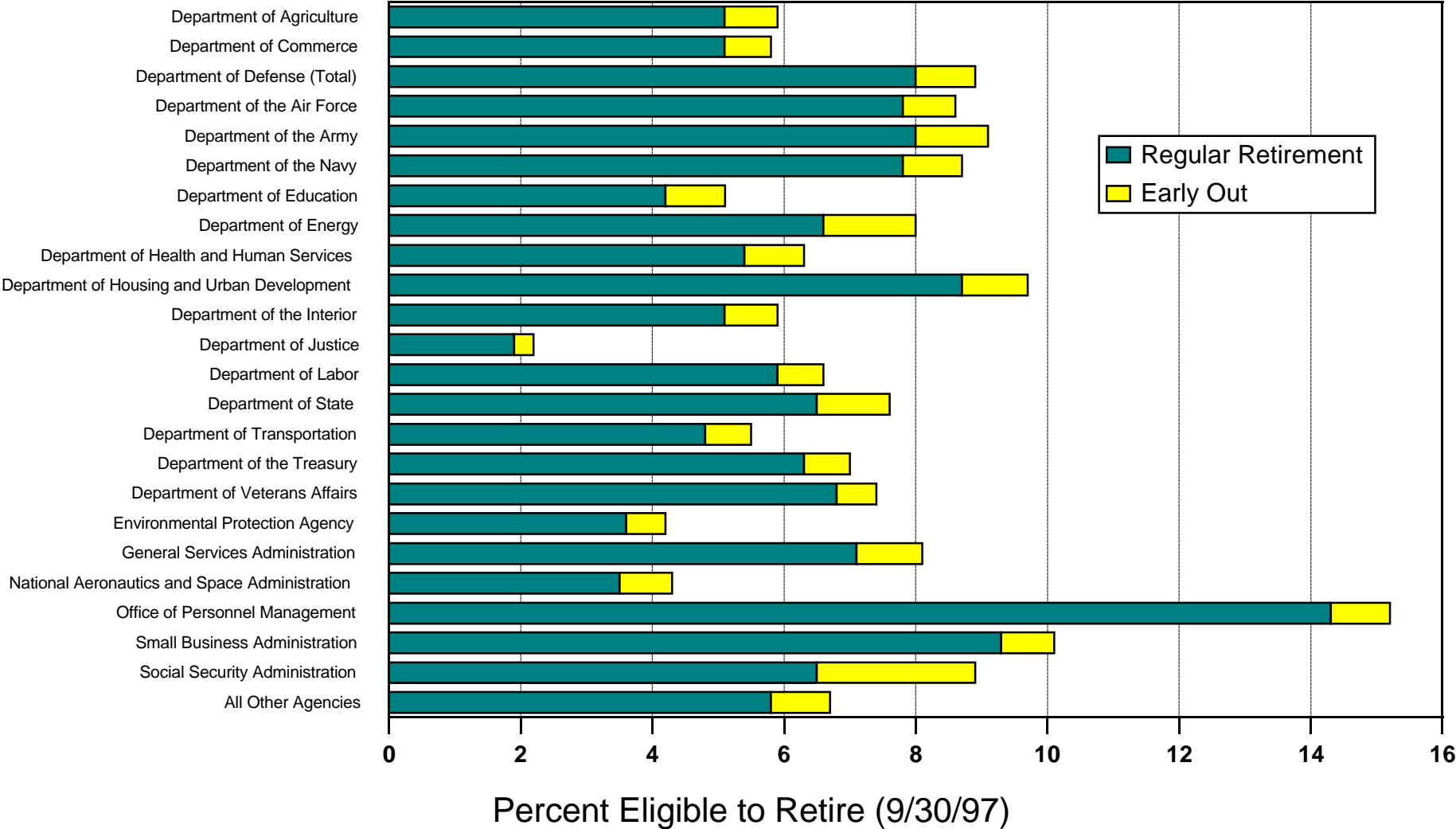
Notes: Data are calculated under current law provisions.

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, 1997



Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1997

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,836,052	772,476	251,023	32.5	95,168	12.3
Department of Agriculture	108,775	44,874	13,971	31.1	5,871	13.1
Department of Commerce	34,822	13,566	4,924	36.3	2,170	16.0
Department of Defense (Total)	739,236	342,614	113,338	33.1	37,729	11.0
Department of the Air Force	171,989	78,119	27,092	34.7	9,559	12.2
Department of the Army	241,919	111,094	36,600	32.9	12,706	11.4
Department of the Navy	202,361	100,707	33,157	32.9	10,284	10.2
Department of Defense (Excluding Military Departments)	122,967	52,694	16,489	31.3	5,180	9.8
Department of Education	4,807	2,123	792	37.3	250	11.8
Department of Energy	17,075	8,986	3,449	38.4	916	10.2
Department of Health and Human Services	57,359	21,843	8,038	36.8	3,664	16.8
Department of Housing and Urban Development	10,442	5,628	2,250	40.0	722	12.8
Department of the Interior	71,601	28,425	8,933	31.4	3,079	10.8
Department of Justice	116,751	31,399	7,534	24.0	5,226	16.6
Department of Labor	15,844	8,314	3,114	37.5	1,339	16.1
Department of State	15,134	2,672	918	34.4	301	11.3
Department of Transportation	64,178	31,052	8,444	27.2	6,598	21.2
Department of the Treasury	141,418	59,596	18,436	30.9	6,274	10.5
Department of Veterans Affairs	245,542	79,022	23,939	30.3	9,124	11.5
Environmental Protection Agency	18,393	7,171	2,444	34.1	880	12.3
General Services Administration	14,326	6,979	2,738	39.2	577	8.3
National Aeronautics and Space Administration	20,117	9,893	2,794	28.2	2,390	24.2
Office of Personnel Management	3,711	1,493	557	37.3	139	9.3
Small Business Administration	4,330	1,677	629	37.5	244	14.5
Social Security Administration	67,328	42,003	15,187	36.2	4,350	10.4
All Other Agencies	64,863	23,146	8,594	37.1	3,325	14.4

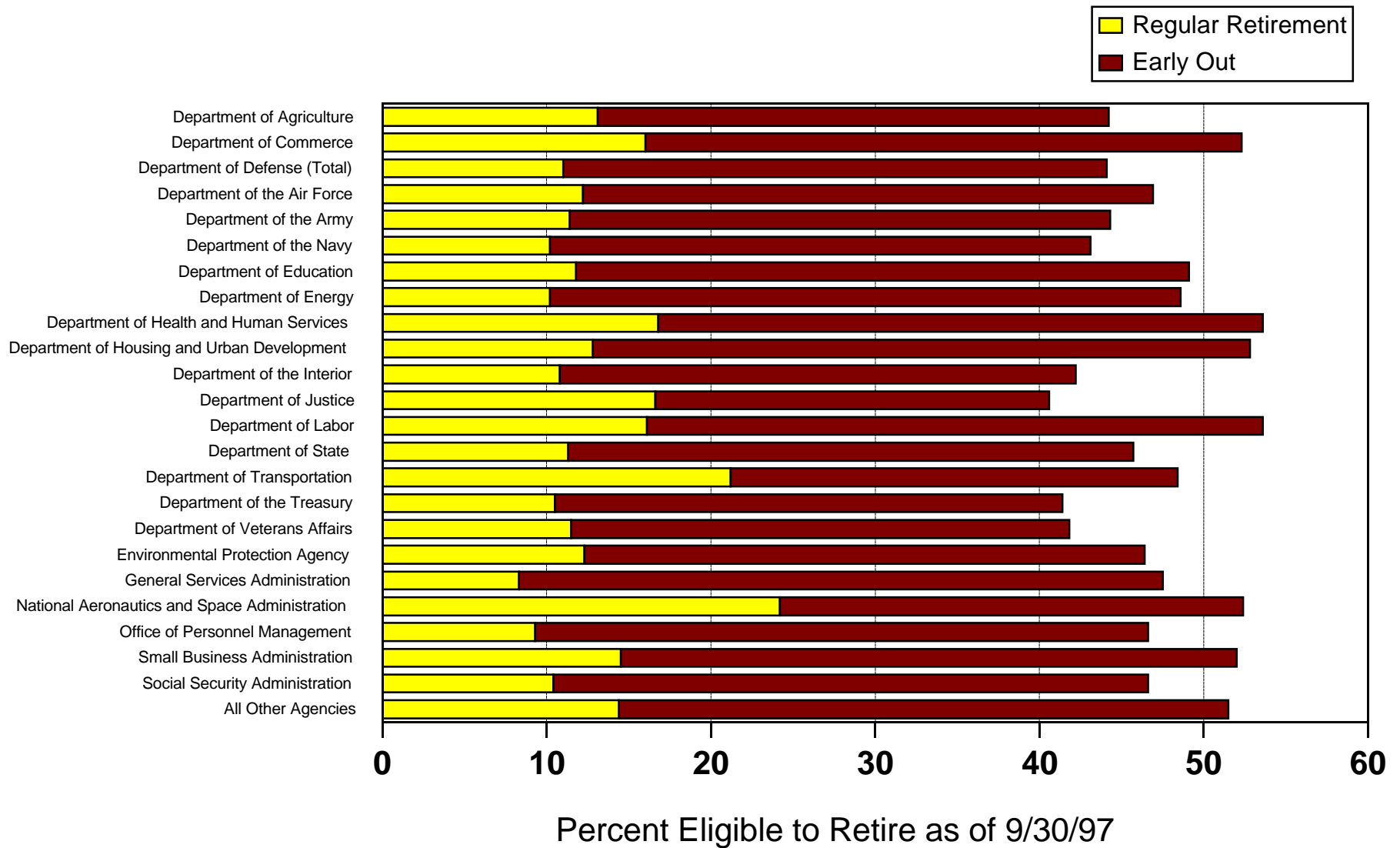
Notes: Data are calculated under current law provisions.

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, 1997



Retirement System

On Annuity Roll at End of Fiscal Year

1981 - 1997

Employees							
Year	Normal	Disability	Other ^a	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
1981	738,356	347,600	234,583	1,320,539	963	456,895	419
1982	769,916	348,068	239,703	1,357,687	1,041	469,817	463
1983	804,236	343,457	240,923	1,388,616	1,076	481,526	486
1984	837,368	337,871	244,955	1,420,194	1,078	490,229	501
1985	876,692	331,675	245,839	1,454,206	1,119	501,212	528
1986	916,313	325,978	249,280	1,491,571	1,128	516,413	536
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

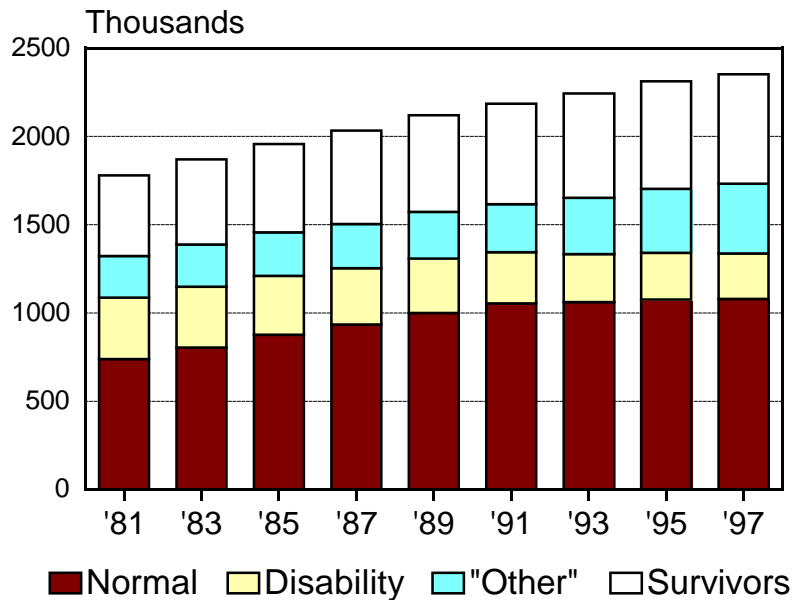
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

Retirement System

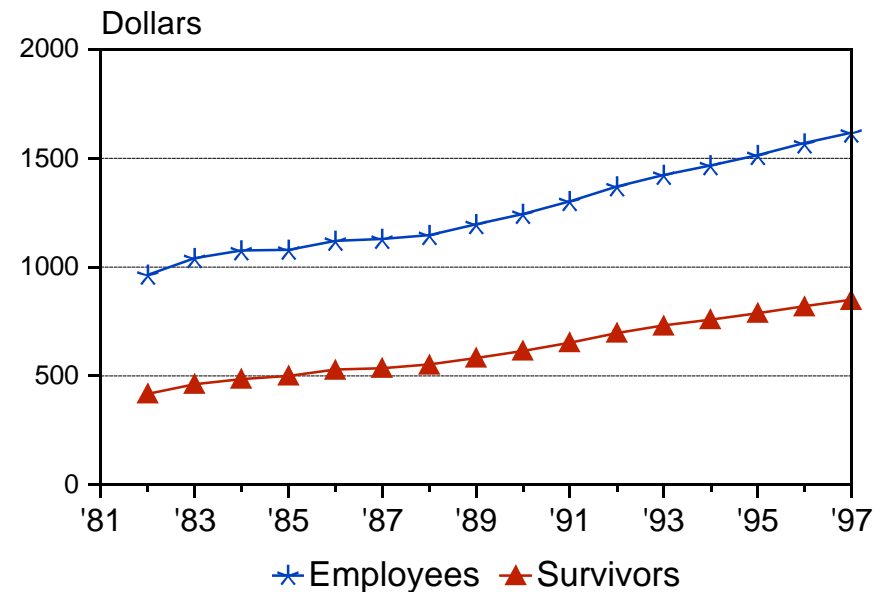
On Annuity Roll at End of Fiscal Year

1981 - 1997

Number on Annuity Roll



Average Monthly Annuity



Retirement System Additions to Annuity Roll

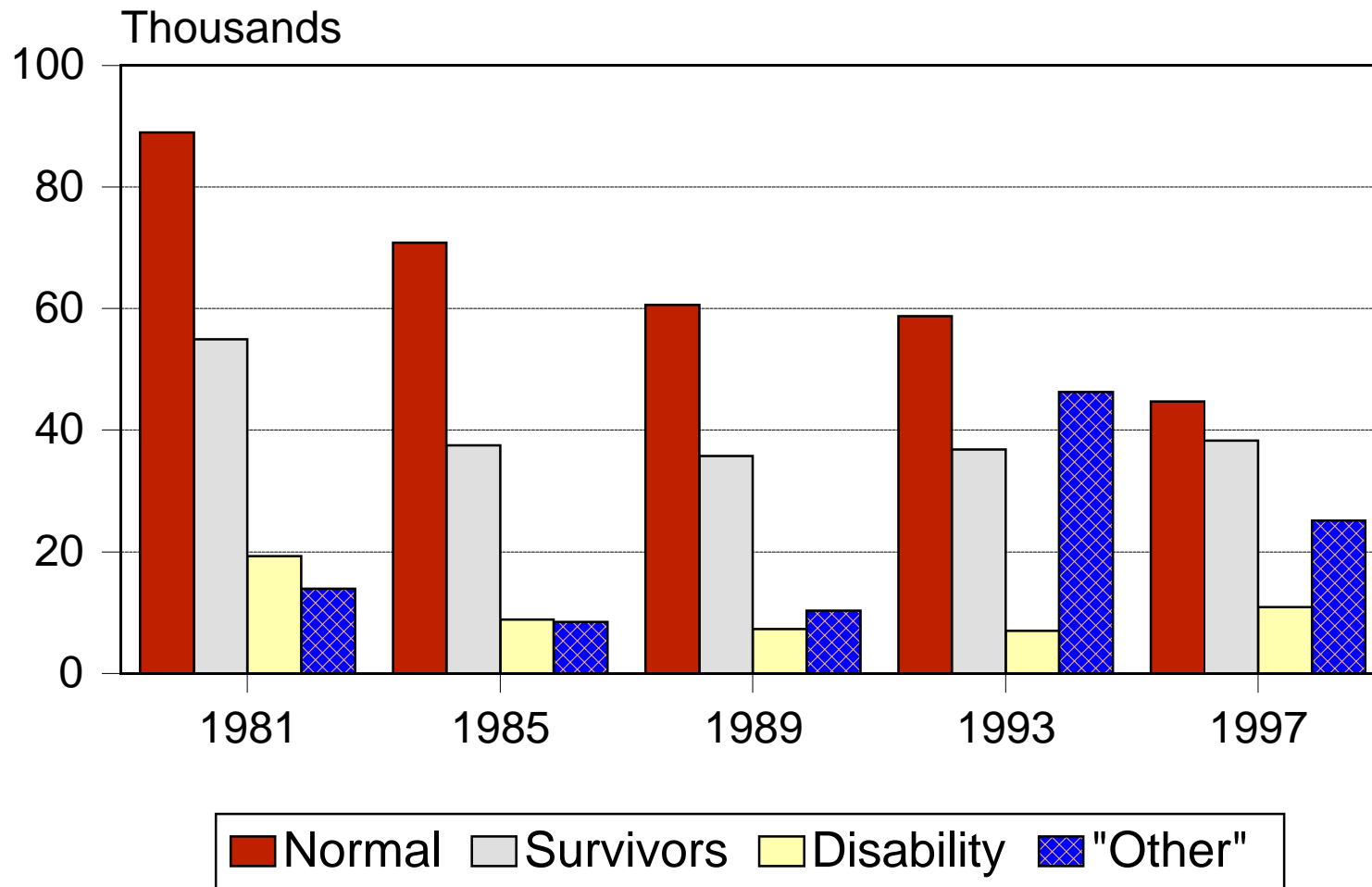
Fiscal Years 1981 - 1997

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
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 ^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

- 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 1981 - 1997



Retirement Systems Coverage

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

Fiscal Years 1990 - 1997

	1990	1991	1992	1993	1994	1995	1996	1997
CSRS	1,754,280	1,667,628	1,608,455	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166
<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>
FERS	1,096,874	1,176,993	1,219,051	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284
<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>

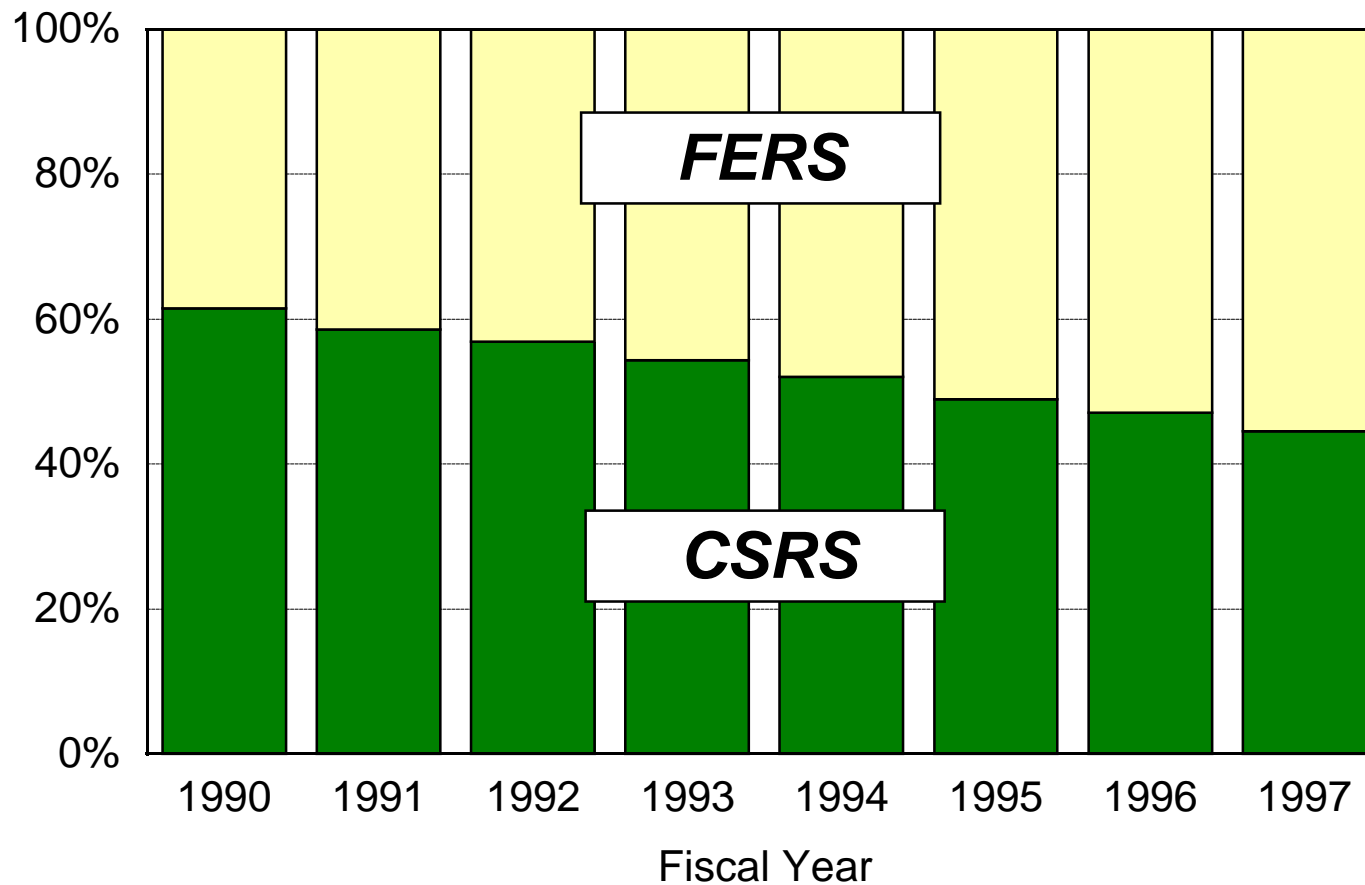
Note: Data do not include employees on leave without pay.

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 - 1997



Federal Employees Group Life Insurance

Fiscal Year 1997

	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	2,357	245.2	1,609	33.7	3,966	278.9
Standard	1,029	20.6	326	2.1	1,355	22.7
Additional	1,168	172.6	126	8.4	1,294	181.0
Family	1,007	9.1	314	1.0	1,321	10.1
Total	2,357 *	447.5	1,609 *	45.2	3,966 *	492.7

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

Claims Paid During Fiscal Year 1997

	Claims	Amount Paid (\$ Hundreds)
Death		
Employees	7,819	\$583,696
Annuitants	65,143	\$929,649
Total	72,962	\$1,513,345
Dismemberment		
Total	41	\$651

Operating Revenues and Expenses, Fiscal Year 1997

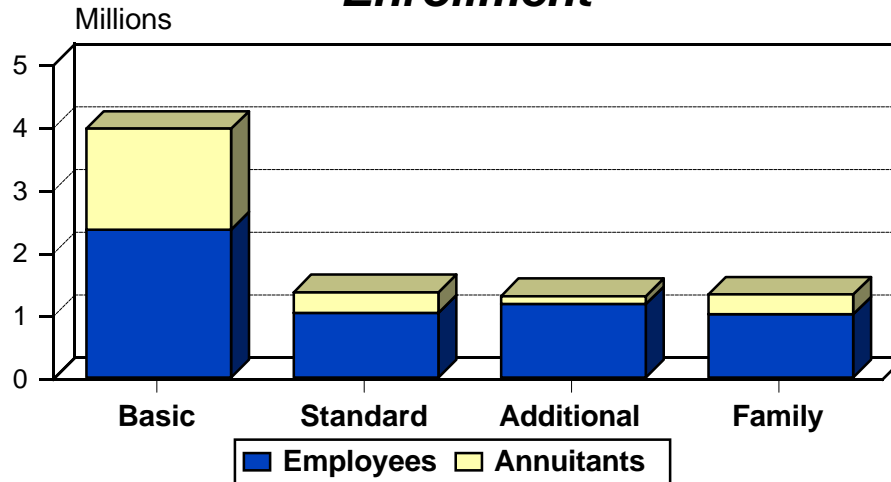
	(\$ Hundreds)
Revenues	\$2,769,500
Expenses	\$1,735,400
Excess of operating Revenues Over Expenses	\$1,034,100

Sources: Headcount Reports, Central Personnel Data File, Fiscal Year 1997 President's Budget. (202) 606-0650 RISBUDGET@OPM.GOV

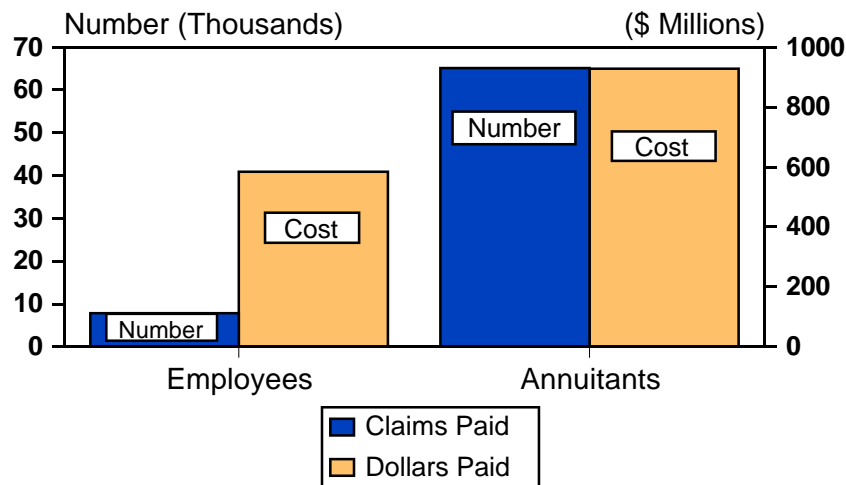
Federal Employees Group Life Insurance

Fiscal Year 1997

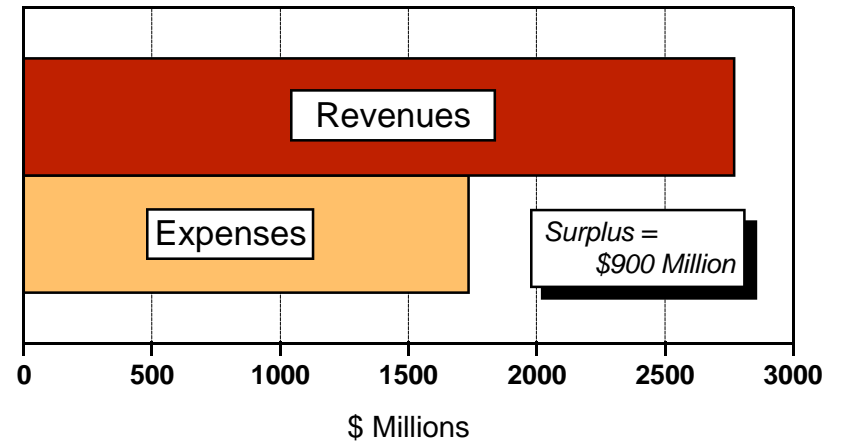
Enrollment



Claims Paid



Revenues vs Expenses



Part 5:
Student Employment Programs

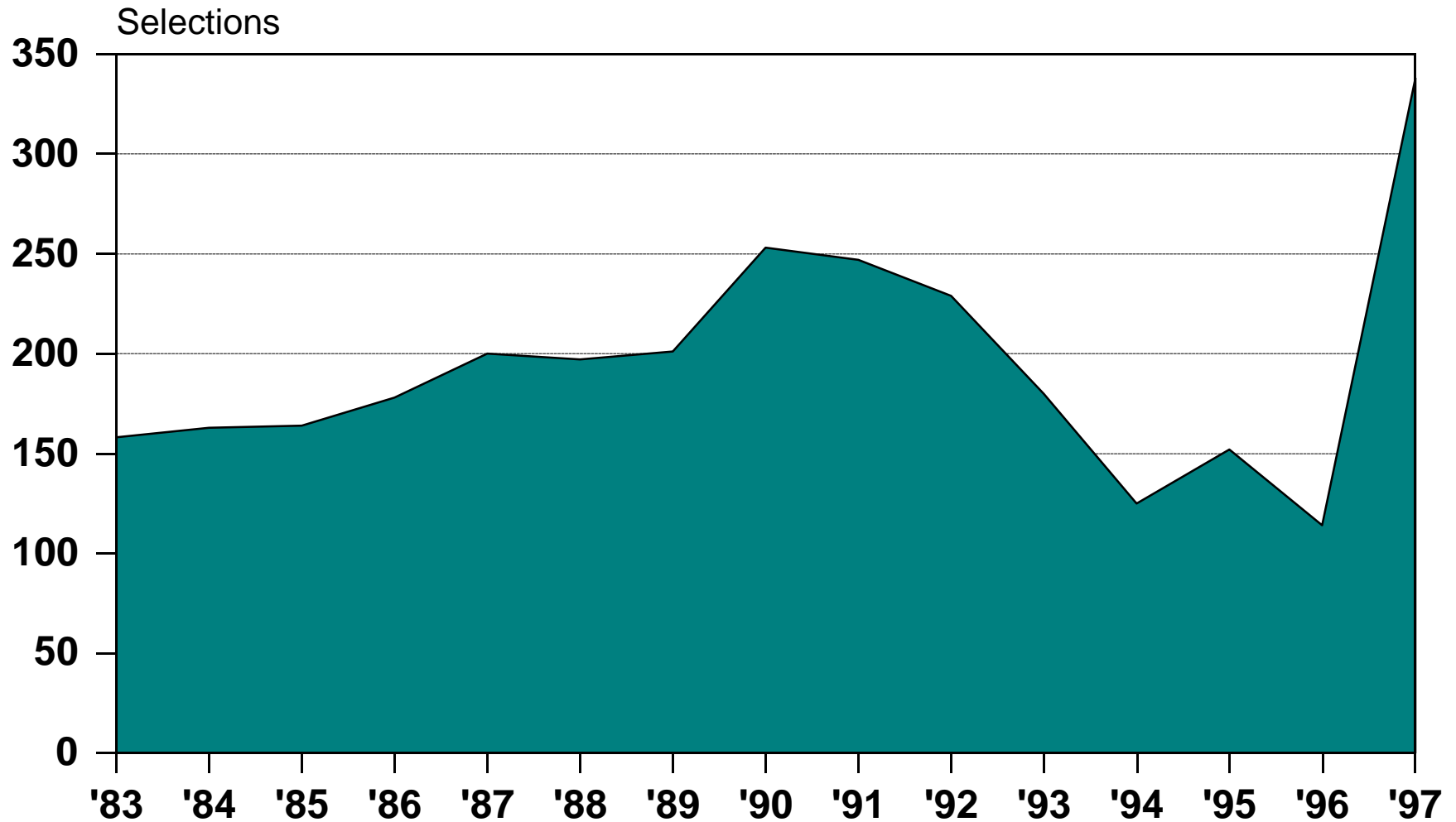
Presidential Management Internship (PMI) Program Selections, Universities, and Employing Agencies

Trends in PMI Selections 1983 - 1997		Top Universities With PMI Finalists in 1997		Top Agencies Employing 1997 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1983	158	American University	27	Department of Health and Human Services	57
1984	163	Georgetown University	27	Department of Justice	37
1985	164	Johns Hopkins University	24	Social Security Administration	37
1986	178	Harvard, JFK School of Government	20	Department of State	26
1987	200	Columbia University	18	Department of Defense	23
1988	197	George Washington University	15	Department of Commerce	21
1989	201	University of Texas	15	Environmental Protection Agency	20
1990	253	Syracuse University	14	Department of Labor	18
1991	247	University of Michigan	14	Office of Management and Budget	12
1992	229	University of Washington	12	Department of Transportation	11
1993	180	Yale University	11	Department of the Interior	10
1994	125	Tufts University	10	Office of Personnel Management	9
1995	152	University of Southern California	10	Department of Agriculture	8
1996	114	Carnegie Mellon University	9	Department of Housing and Urban Development	8
1997	338	University of Chicago	9	Department of Education	7
		University of Minnesota	9	Department of the Treasury	7
		University of North Carolina	9	Small Business Administration	5
		University of Pittsburgh	9		
		University of Pennsylvania	8		
		Emory University	7		
		Northeastern University	7		
		Duke University	6		
		Indian University	6		
		University of California (UCLA)	6		

Source: Philadelphia Service Center; PMI Program data as of March 31, 1998. (215) 597-1920 PMI@OPM.GOV

Presidential Management Internship Program

Selections Employing Agencies



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 1997

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Total	8,062	Total	8,062	100.0%
Navy	1,577	Total Minorities	3,151	39.1%
Army	1,177	Black	1,727	21.4%
Agriculture	1,107	Hispanic	750	9.3%
Interior	837	Asian/Pacific Islander	452	5.6%
National Aeronautics and Space Administration	523	American Indian*	222	2.8%
Veterans Affairs	473	Non-Minority	4,911	60.9%
Other	2,368	Men	4,234	52.5%
		Women	3,828	47.5%
		Veterans	396	4.9%
		Disabled	273	3.4%

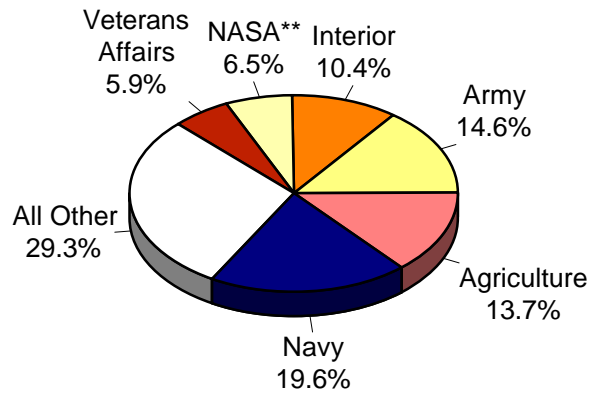
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1997. (202) 606-2684 OWI@OPM.GOV

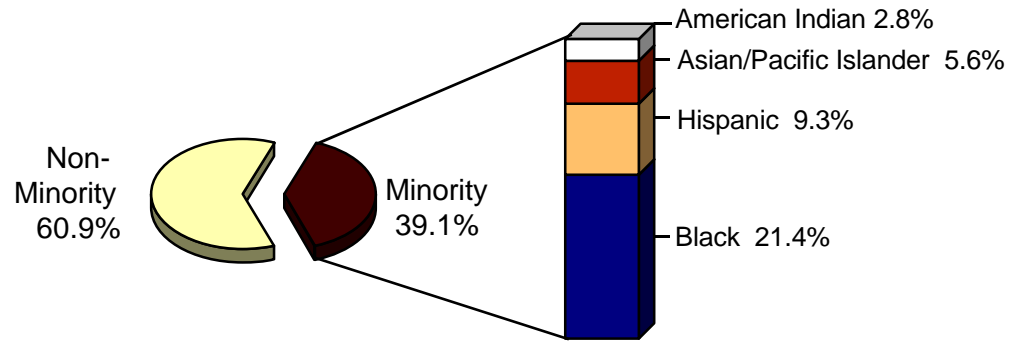
Student Career Experience Program

Fiscal Year 1997

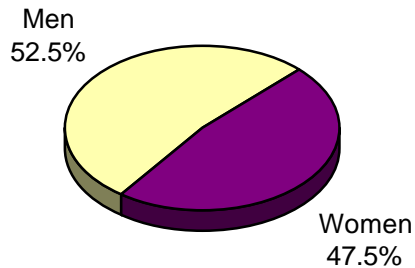
Employing Agencies*



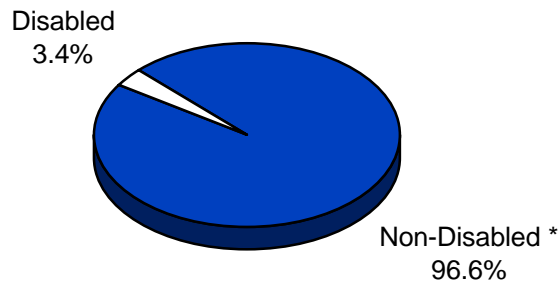
Minority Status



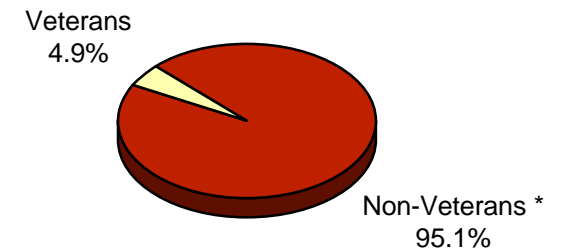
Gender



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 1997

By Educational Level

Degree	Participants	Percent
High School	420	5.2
Associate	1,209	15.0
Baccalaureate	4,528	56.2
* Graduate	1,244	15.4
Other	661	8.2
Total	8,062	100.0

By Major Occupational Group

Occupational Group	Participants	Percent
General Administration, Clerical, Office Services	1,643	20.4
Engineering & Architecture	1,620	20.1
Biological Sciences	786	9.8
Miscellaneous	575	7.1
Physical Sciences	469	5.8
Other	2,969	36.8
Total	8,062	100.0

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (86%), "General Administration, Clerical, & Office Services" category (48.3%),
- More than 5,093 participants (approximately 63%) were classified in five major occupational groups.

* Also includes Professional Degrees

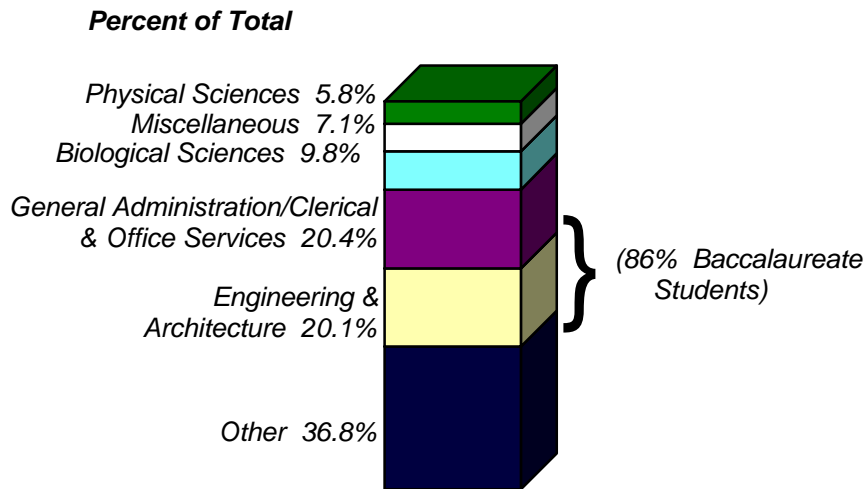
Source: Central Personnel Data File, Fiscal Year (October - September) 1997. (202) 606-2684 OWI@OPM.GOV

Student Career Experience Program

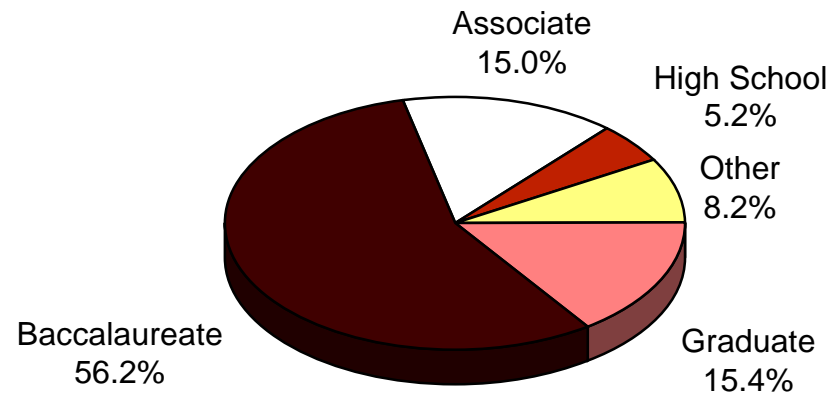
Participants' Educational Levels and Occupational Groups

Fiscal Year 1997

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 1997

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	5,011	Total	32,070	100.0
Army	4,652	Total Minorities	14,538	45.3
Air Force	2,887	Black	8,680	27.1
Interior	2,558	Hispanic	3,068	9.6
Justice	2,287	Asian/Pacific Islander	2,308	7.2
Health & Human Services	1,983	American Indian*	482	1.5
Other	12,692	Non-Minority	17,532	54.7
		Men	13,066	40.7
		Women	19,004	59.3
		Veterans	591	1.8
		Disabled	1,019	3.2

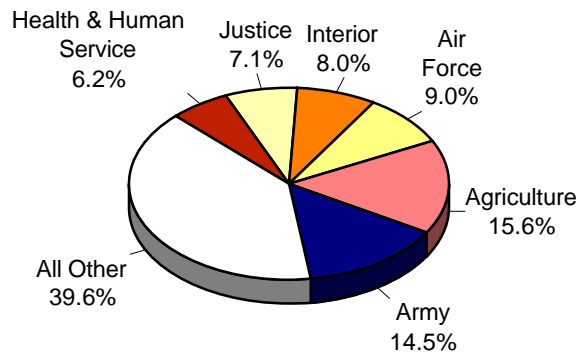
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1997. (202) 606-2684 OWI@OPM.GOV

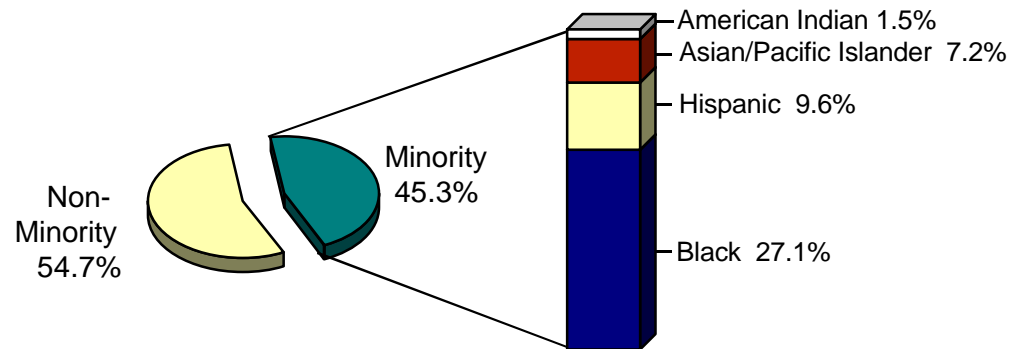
Student Temporary Employment Program

Fiscal Year 1997

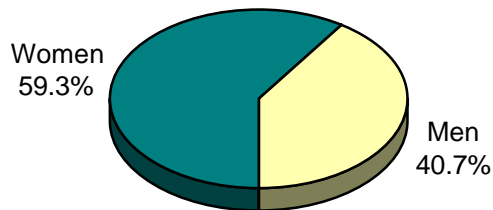
Employing Agencies*



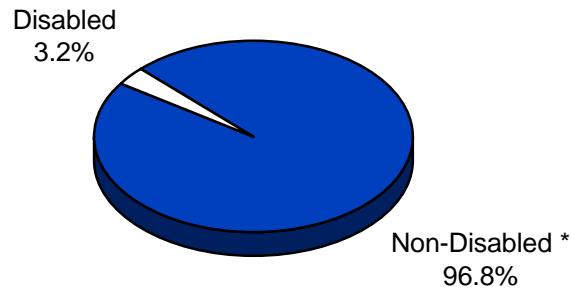
Minority Status



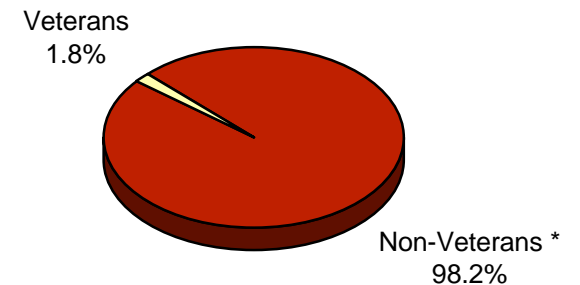
Gender



Disability Status



Veterans Status



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