

THE FACT BOOK

1997 Edition

Federal Civilian Workforce Statistics



**United States
Office of
Personnel
Management**

1900 E Street, NW
Washington, D.C.
20415-0001

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 48, 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 1996 and 1995 editions are available to the public in electronic format. You may download a copy from our Electronic Bulletin Board Service at (202) 606-4800. The electronic versions are published in Adobe Acrobat's Portable Document Format (pdf) and require the Acrobat Reader for viewing and printing. You may obtain copies of the Acrobat Reader in the Files area under Adobe Acrobat Readers. 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 Michael P. Ambrose (202-606-1245), or email to: mpambros@opm.gov.

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Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1982 - 1996

(in thousands)

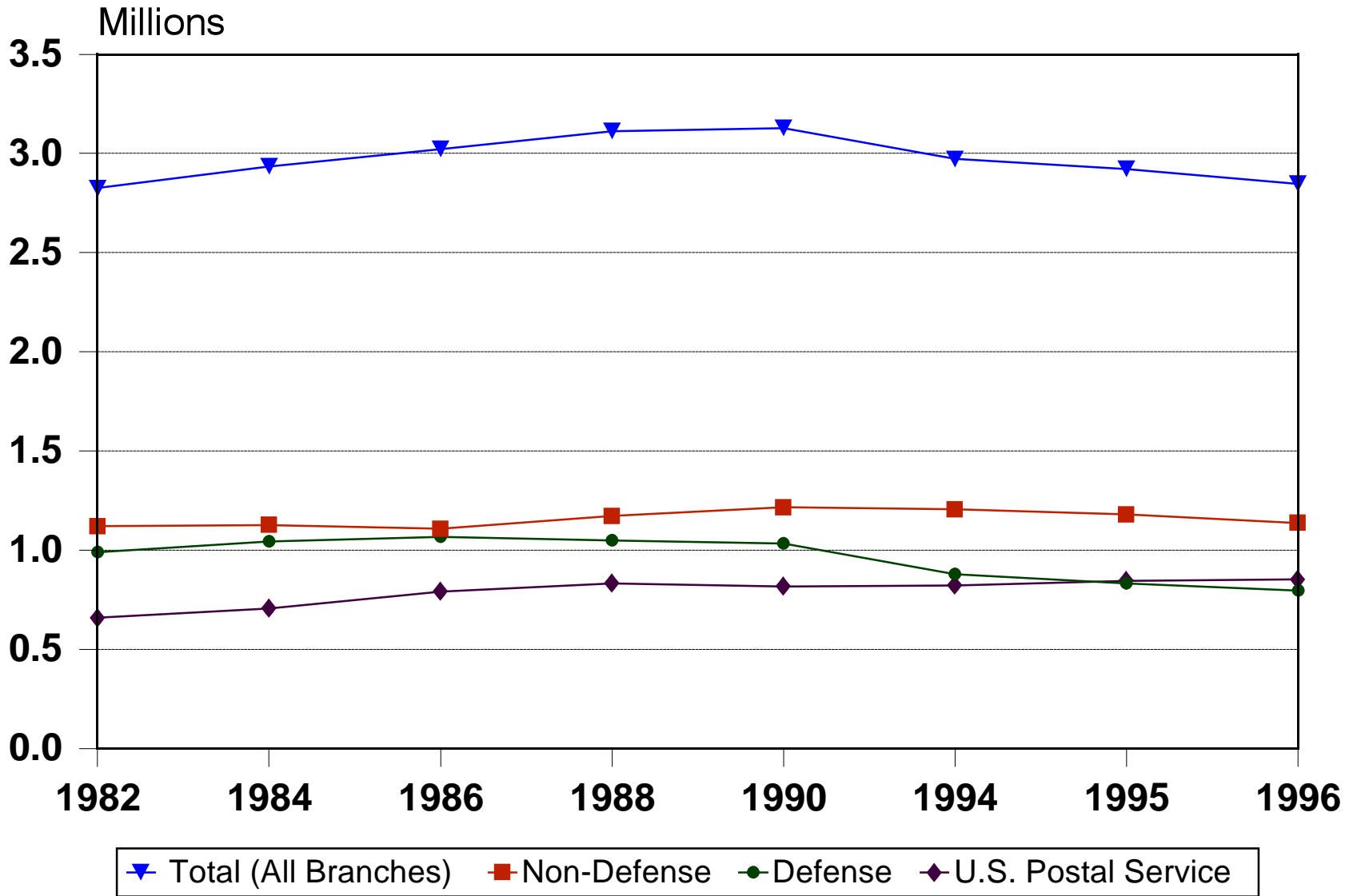
	1982	1984	1986	1988	1990	1994	1995	1996
Total, Federal Civilian	2,824.8	2,934.3	3,022.2	3,112.8	3,128.3	2,971.6	2,920.3	2,847.0
<i>% change</i>		3.9	3.0	3.0	0.5	-5.0	-1.7	-2.5
DC Metro	343.8	353.0	342.4	350.6	358.4	366.4	353.4	340.0
<i>% change</i>		2.7	-3.0	2.4	2.2	2.2	-3.5	-3.8
Overseas	124.2	133.6	141.3	145.0	141.0	108.5	108.1	108.6
<i>% change</i>		7.6	5.8	2.6	-2.8	-23.0	-0.4	0.5
Legislative Branch	38.8	38.8	36.5	37.5	37.5	35.4	33.4	31.5
<i>% change</i>		0.0	-5.9	2.7	0.0	-5.6	-5.6	-5.7
Judicial Branch	16.0	17.2	19.0	21.5	23.6	28.0	29.0	29.6
<i>% change</i>		7.5	10.5	13.2	9.8	18.6	3.6	2.1
Executive Branch	2,770.0	2,878.2	2,966.7	3,053.8	3,067.2	2,908.2	2,857.9	2,786.3
<i>% change</i>		3.9	3.1	2.9	0.4	-5.2	-1.7	-2.5
Defense	989.6	1,043.8	1,068.0	1,049.6	1,034.2	879.9	832.4	795.9
<i>% change</i>		5.5	2.3	-1.7	-1.5	-14.9	-5.4	-4.4
Non-DoD	1,120.4	1,127.6	1,107.7	1,172.2	1,216.1	1,205.6	1,180.1	1,138.1
<i>% change</i>		0.6	-1.8	5.8	3.7	-0.9	-2.1	-3.6
USPS	660.0	706.8	791.0	832.0	816.9	822.7	845.4	852.3
<i>% change</i>		7.1	11.9	5.2	-1.8	0.7	2.8	0.8

Note: All data are as of September 30th.

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 - 1996



Trend of Employment, 1985 - 1996

Individual Characteristics

	1985	1988	1989	1990	1991	1992	1993	1994	1995	1996**
Average Age ^a 	41.8	42.0	42.1	42.3	42.5	43.0	43.8	44.1	44.3	44.8
Average Length of Service ^a	13.5	13.3	13.2	13.4	13.5	14.1	14.9	15.2	15.5	15.9
Retirement Eligible ^b										
Civil Service Retirement System	11%	8%	8%	8%	8%	10%	10%	10%	10%	11%
Federal Employees Retirement System	N/A	3%	3%	3%	3%	3%	4%	5%	5%	6%
College-Conferred (Bachelor's Degree or higher)	30%	33%	34%	35%	35%	36%	37%	38%	39%	39%
Gender										
Men	59%	58%	57%	57%	56%	57%	56%	56%	56%	56%
Women	41%	42%	43%	43%	44%	43%	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).

N/A = Not Available

** Some data shown in graphs are not provided in 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, 1985 - 1996

Individual Characteristics

(continued from previous page)

	1985	1988	1989	1990	1991	1992	1993	1994	1995	1996**
Race & National Origin										
Total Minorities	26.0%	26.9%	27.2%	27.4%	27.7%	27.9%	28.2%	28.5%	28.9%	29.1%
Black	16.5%	16.6%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	16.8%	16.7%
Hispanic	4.9%	5.2%	5.3%	5.4%	5.4%	5.5%	5.6%	5.7%	5.9%	6.1%
Asian/Pacific Islander	3.0%	3.3%	3.4%	3.5%	3.6%	3.8%	3.9%	4.1%	4.2%	4.3%
Native American	1.6%	1.8%	1.8%	1.8%	1.9%	1.9%	2.0%	2.0%	2.0%	2.0%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	36%	32%	31%	30%	28%	28%	28%	27%	26%	26%
Vietnam Era Veterans	16%	17%	17%	17%	15%	16%	17%	17%	17%	17%
Retired Military	5.0%	4.9%	5.0%	4.9%	4.7%	4.4%	4.3%	4.3%	4.2%	4.3%
Retired Officers	0.6%	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.

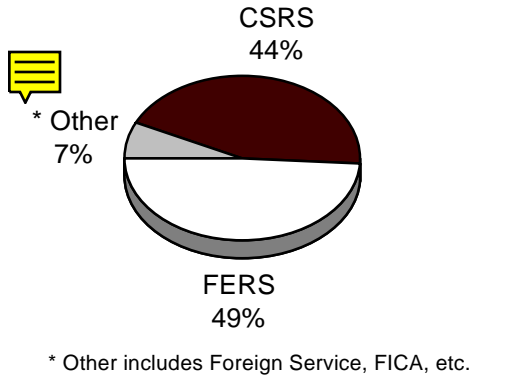
N/A = Not Available

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

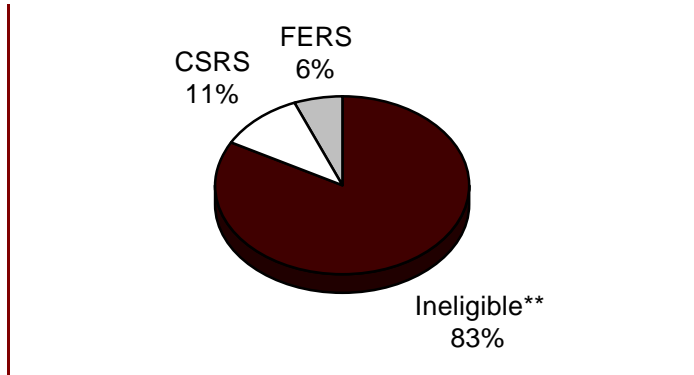
The "typical" Federal Civilian Employee, 1996

Individual Characteristics

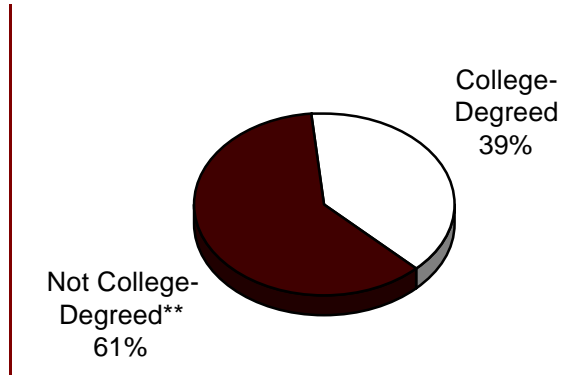
FERS = Federal Employees Retirement System
 CSRS = Civil Service Retirement System



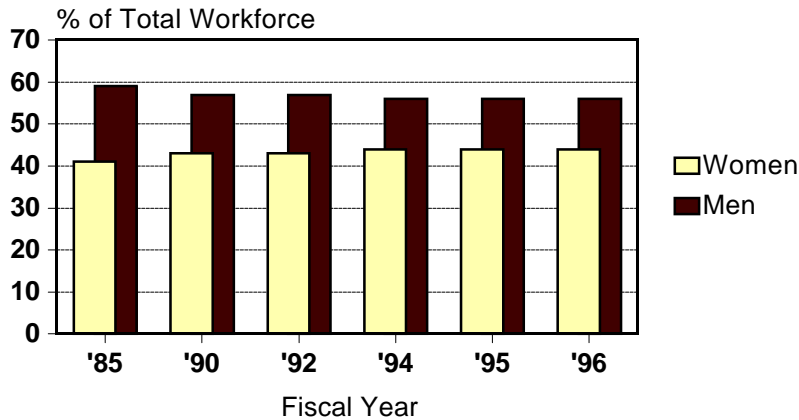
Participants**



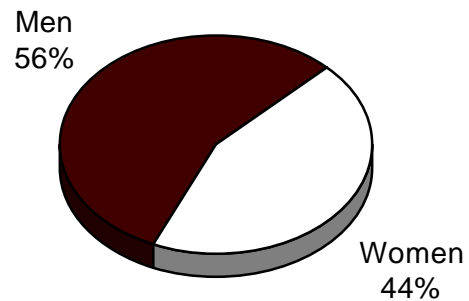
Retirement Eligibility



Education



Trend

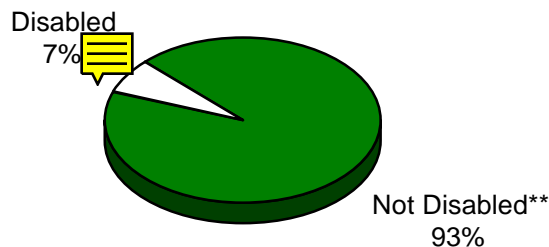


Gender

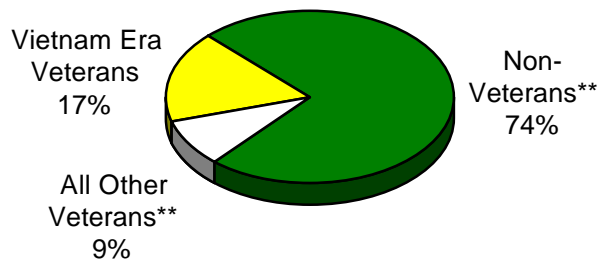
** See footnote on source tables.

The "typical" Federal Civilian Employee, 1996

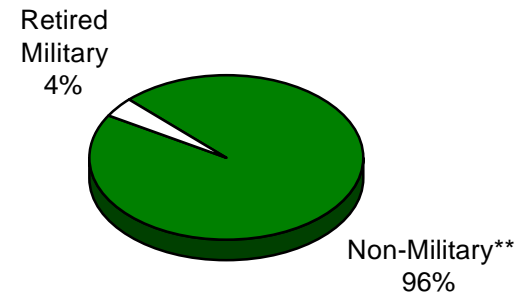
Individual Characteristics (Continued)



Disability

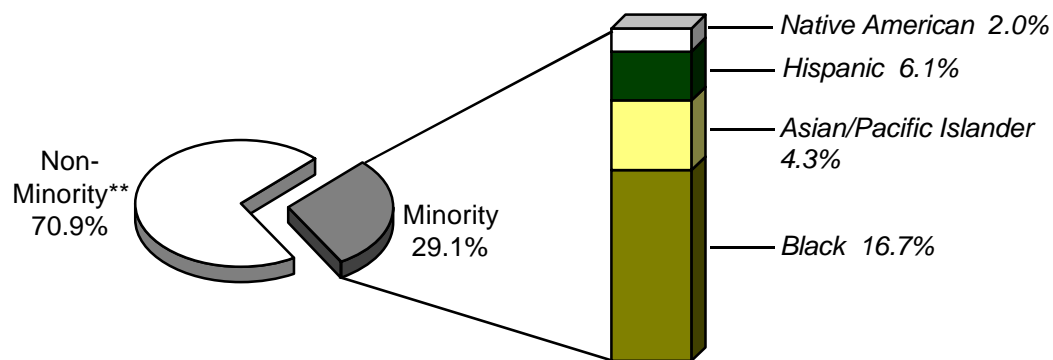
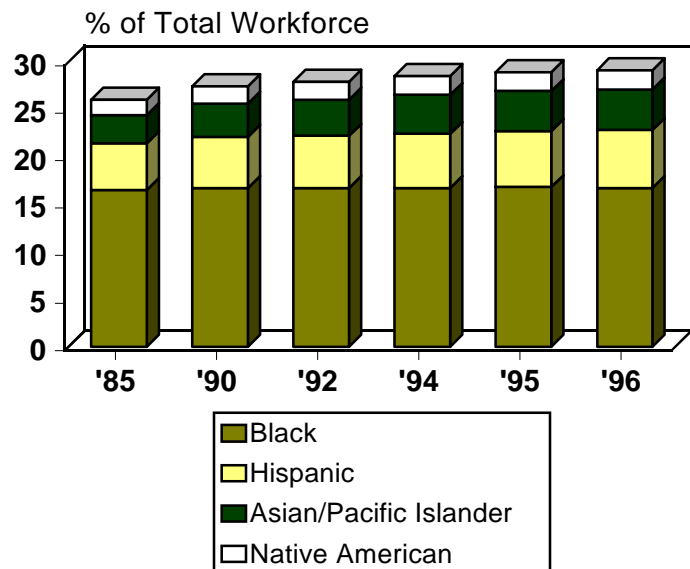


Veterans Preference



Retired Military Status


Minority Groups



Minority Status

Trend of Employment, 1988 - 1996

Job Characteristics

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

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

Data shown for "Annual Base Salary" represent average for full-time permanent employees.

* revised


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

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Trend of Employment, 1988 - 1996

Job Characteristics

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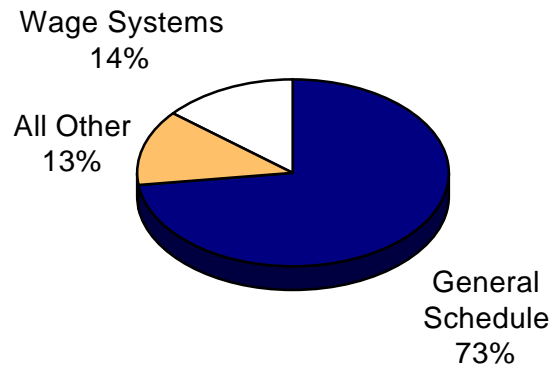
	1988	1989	1990	1991	1992	1993	1994	1995	1996
Work Schedule 									
Full-time	93%	93%	93%	93%	93%	93%	92%	93%	93%
Part-time	4%	4%	4%	4%	4%	4%	4%	4%	3%
Intermittent	3%	3%	3%	3%	3%	3%	4%	3%	4%
Service									
Competitive	81%	81%	80%	80%	80%	80%	80%	80%	78%
Excepted & Senior Executive Service	19%	20%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

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

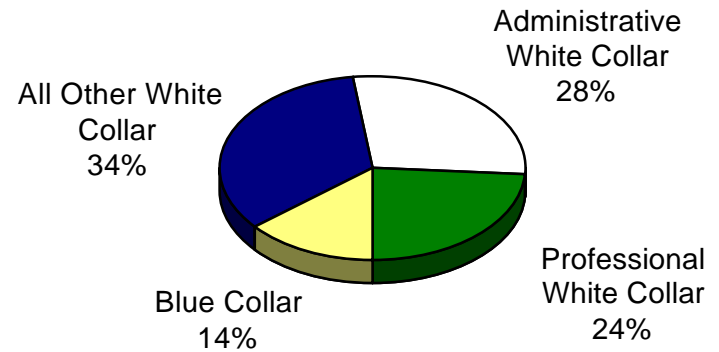
Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

The "typical" Federal Civilian Employee, 1996

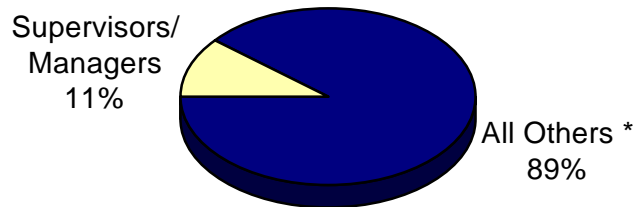
Job Characteristics



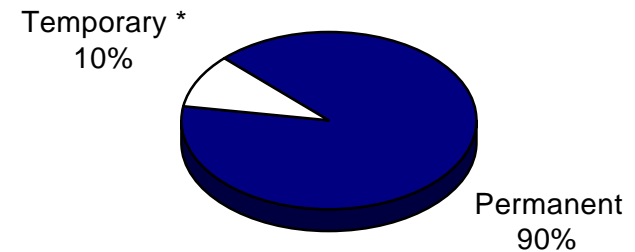
Pay System



Occupational Category



Supervisory Status

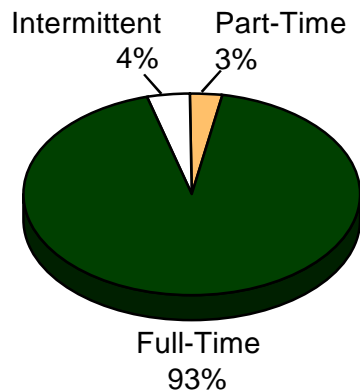


Tenure

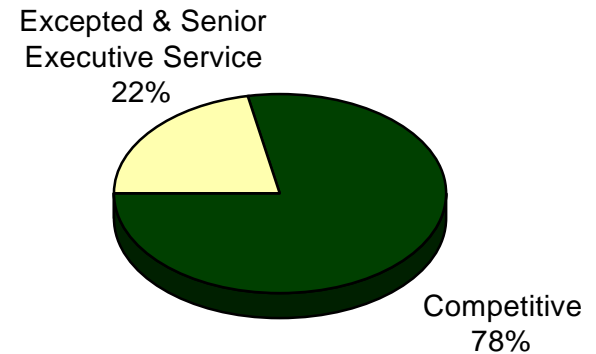
* Data shown are **excluded** from the source tables.

The "typical" Federal Civilian Employee, 1996

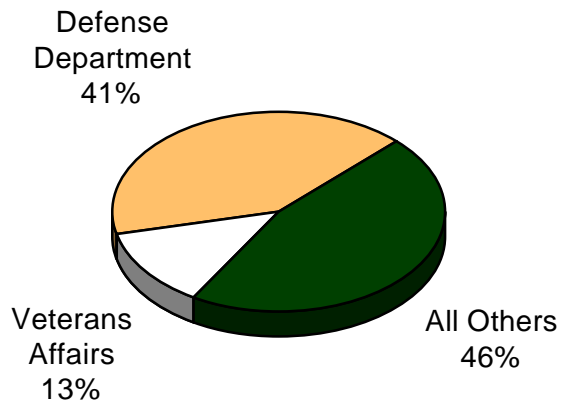
Job Characteristics (Continued)



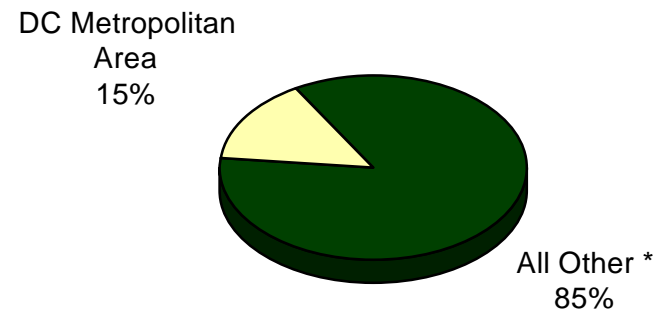
Work Schedule



Service



Employing Agency



Geographic Location

Turnover Data

Executive Branch - All Areas

Fiscal Years 1983 - 1996

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 (r)	-76,542 (r)	-3.6
FY96	266,473	199,463	356,566	80,922	1,960,892	-76,953	-3.8

* Includes census enumerators hired for the 1990 Census.

** Less than 0.01 percent

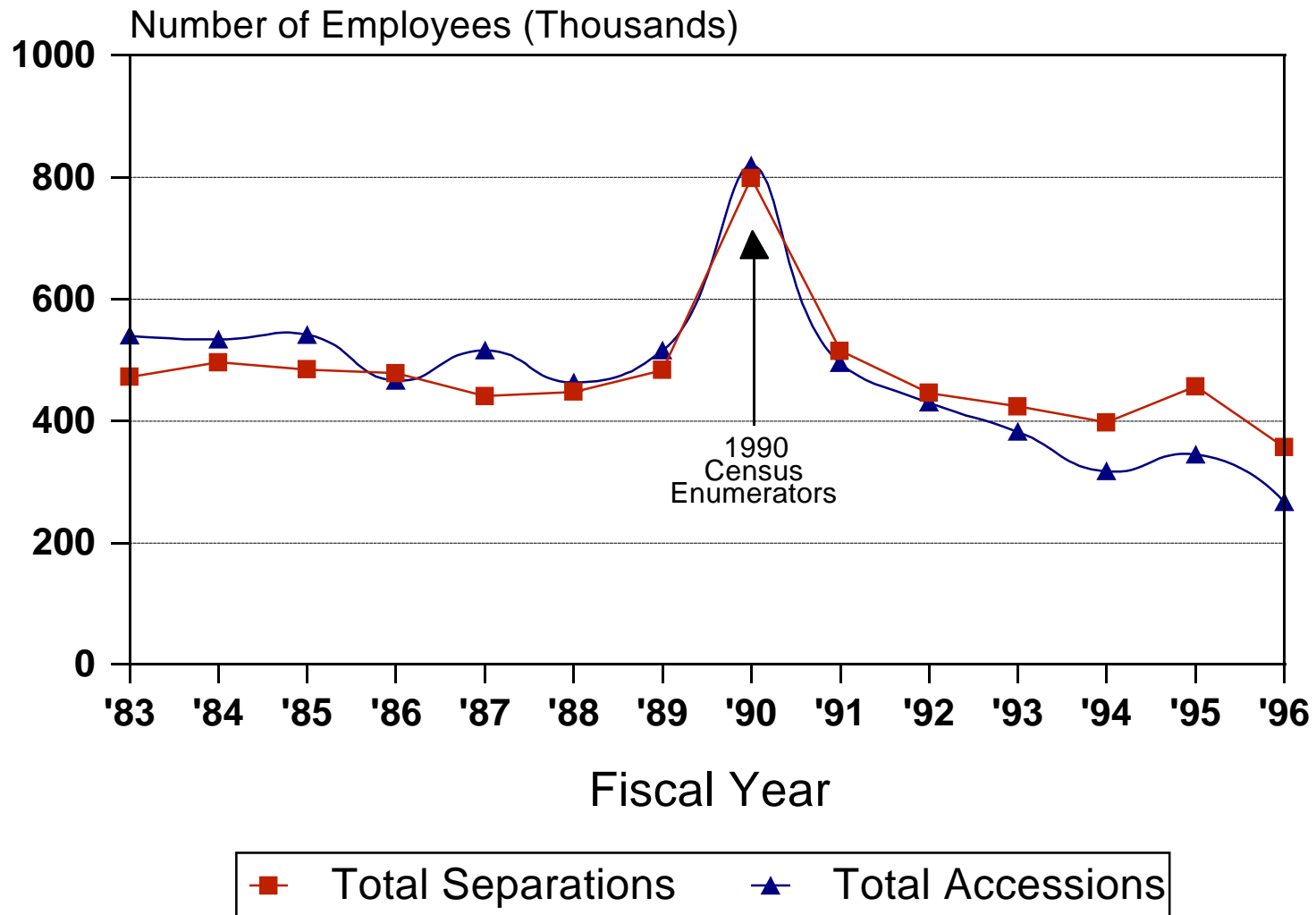
(r) = revised

Notes: Turnover data exclude Legislative & Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY96, there were 458,833 Accessions (excluding Transfers) of which 413,672 were temporary and permanent new hires, and 45,161 were returns to duty, etc. There were 523,070 Separations (excluding transfers) of which 119,064 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 Year 83 - Fiscal Year 96



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1960 - 1996

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		
1968	7.44	1978	8.12	1988	8.58		
1969	7.72	1979	8.20	1989	8.69		

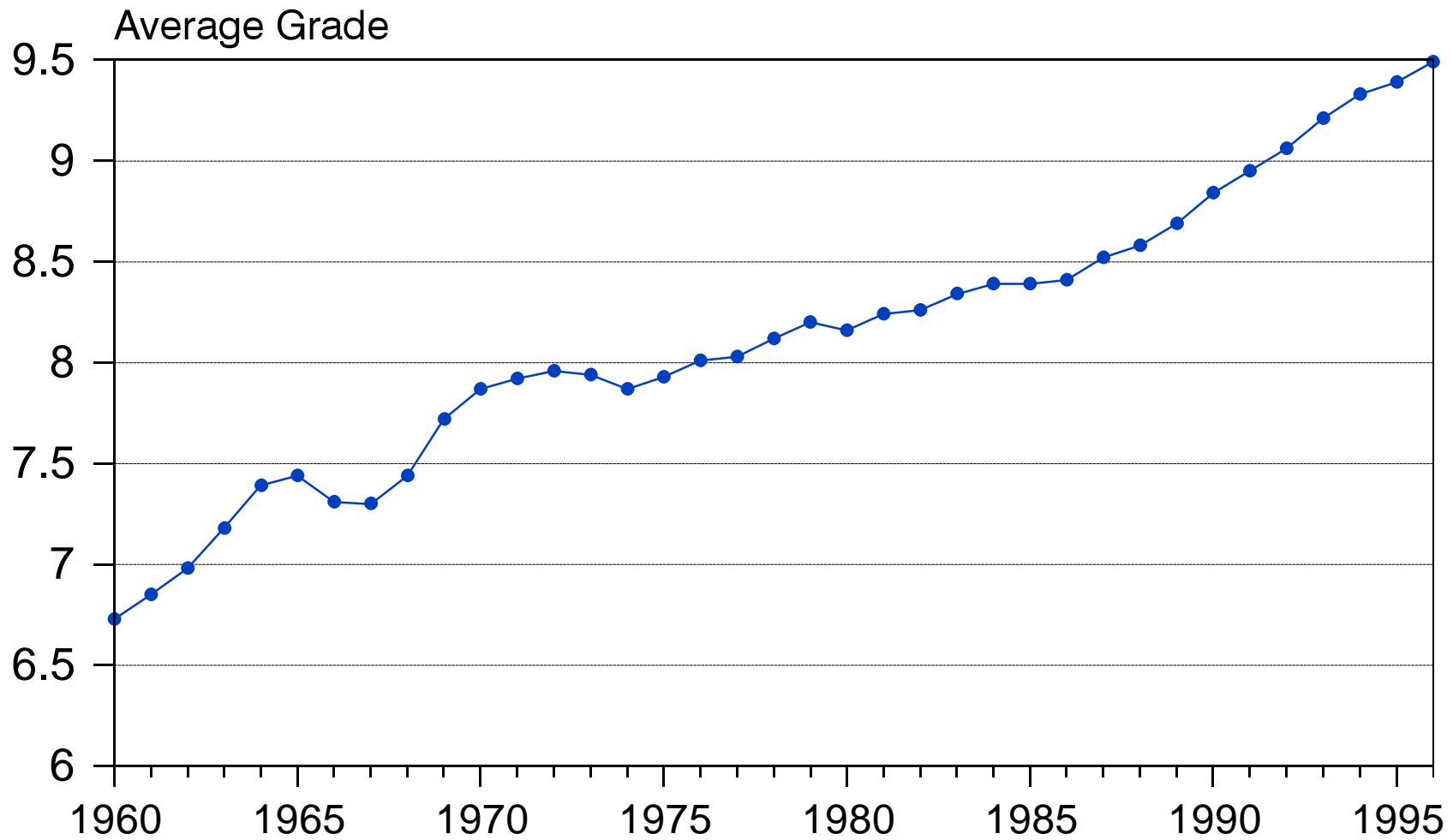
Notes: Data are as of June 30th for 1960-1971 and as of March 31st for 1972-1994

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 - 1996)



Federal Wage Systems Employment

1982 - 1996

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

As of September 30, 1996

11% are Women

35% are Minorities

85% work in Defense & Veterans Affairs

51% are Veterans

SOURCE: Central Personnel Data File (CPDF)

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

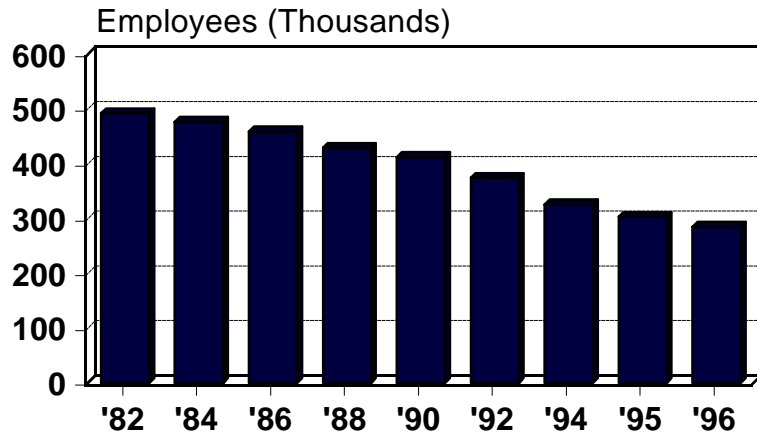
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Federal Wage Systems Employment

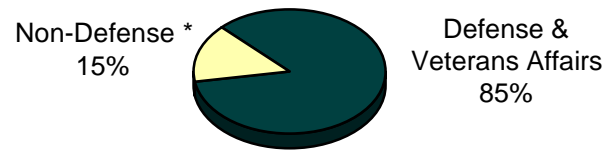
1982 - 1996

As of September 30, 1996

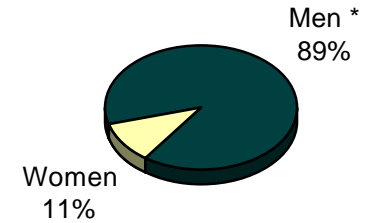
**Executive Branch Employment
1982 - 1996**



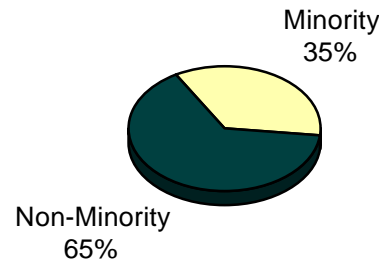
Agency



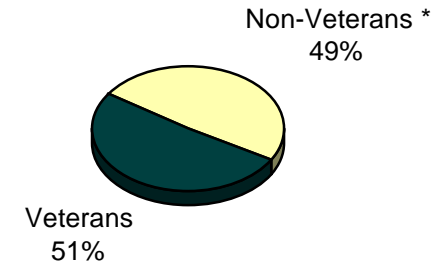
Gender



Minority Status



Veterans Status



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

Executive Branch Veterans Employment Programs

FY 82 - FY 96

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 (r)	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

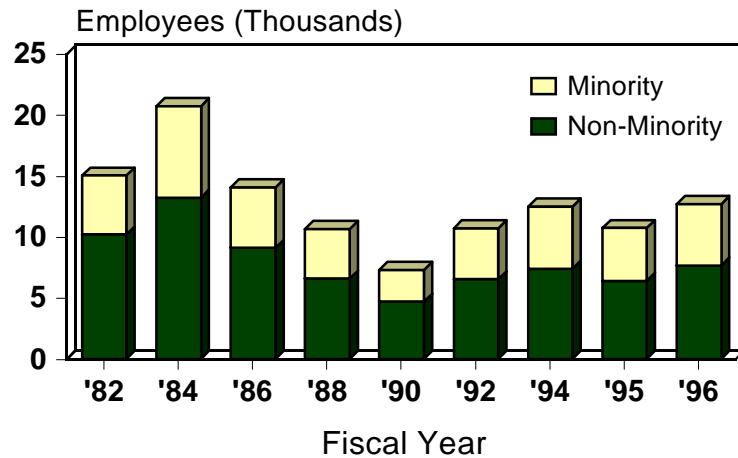
(r) = revised

Non-Postal Employment as of September 30, 1996	
Veterans	27.4%
Retired Military	4.3%

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

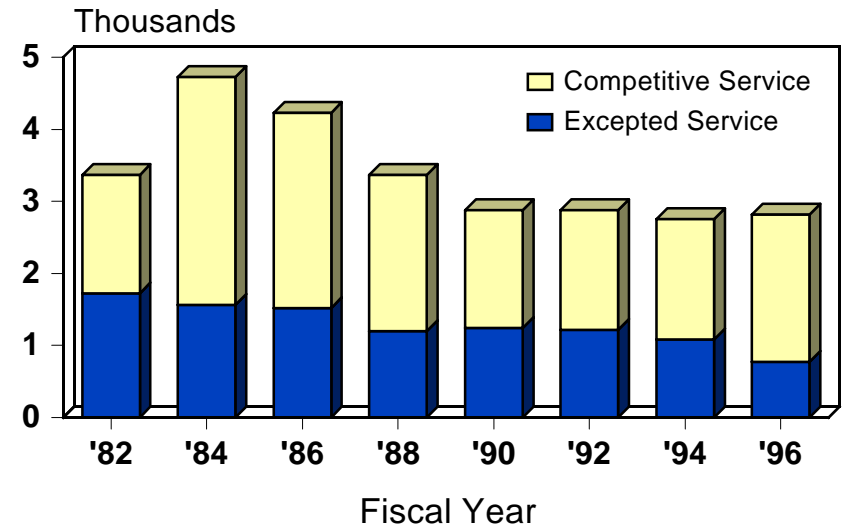
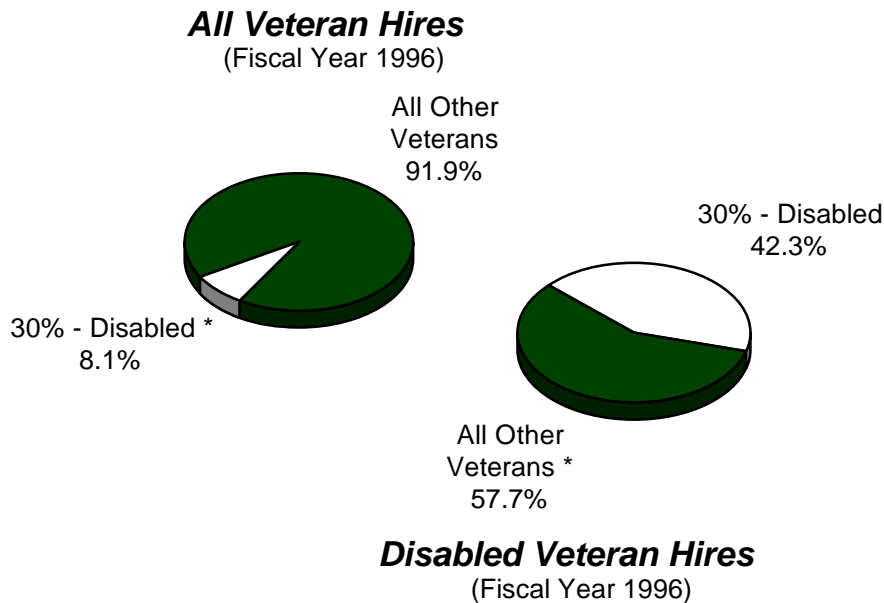
Source: Central Personnel Data File; "Disabled Veteran Affirmative Action Program Report to Congress." (202) 606-1990 OWI@OPM.GOV

Veterans Readjustment Appointments (VRA)



Veterans Employment Programs

30% Disabled Veterans Hired



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

Employment of Veterans by Agency

September 30, 1996

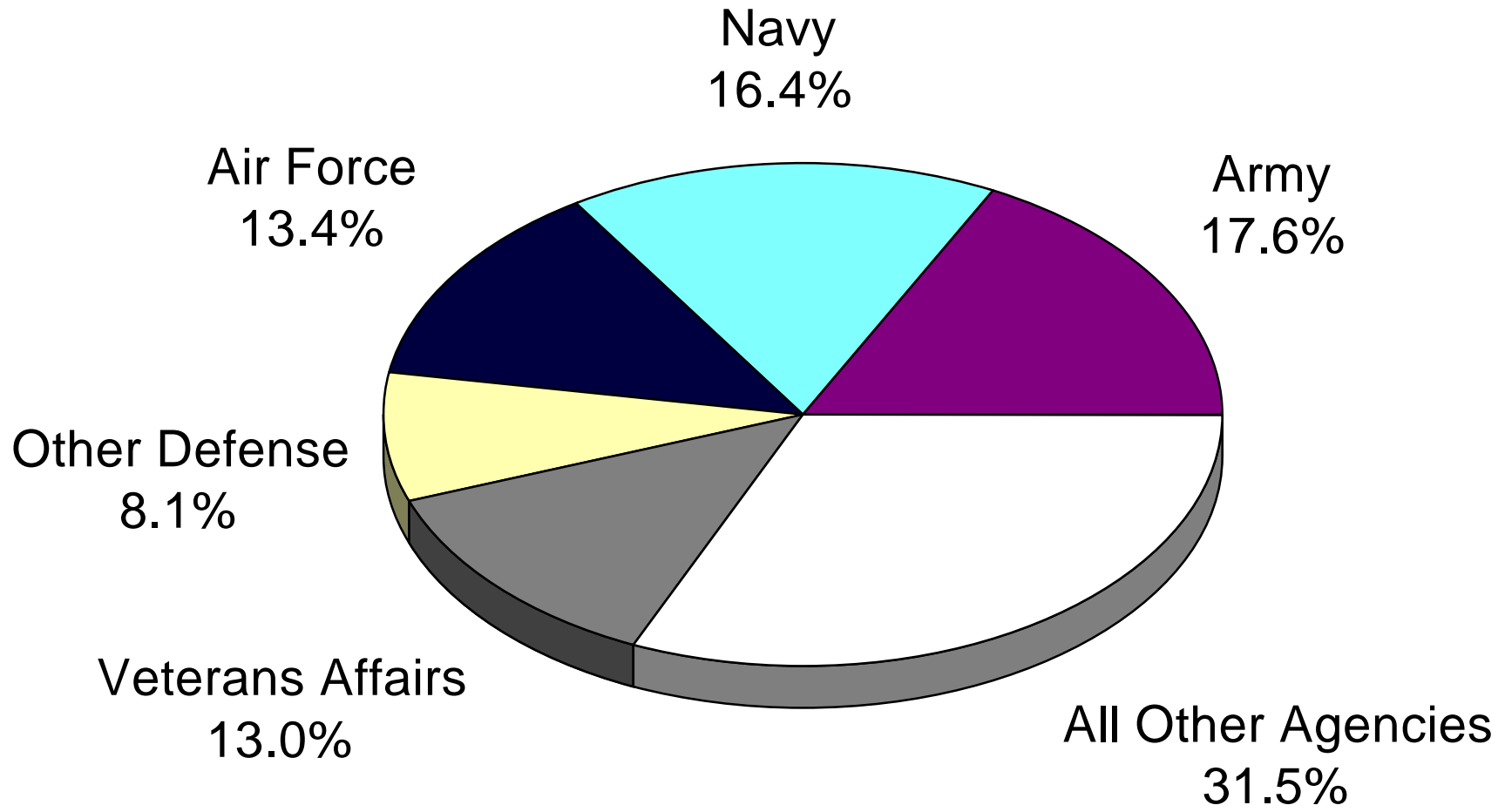
Agency	Veterans	Percent of All Veterans
Army	89,033	17.6
Navy	83,040	16.4
Air Force	67,652	13.4
All Other Defense	40,755	8.1
Veterans Affairs	65,899	13.0
All Other Agencies	159,140	31.5
Total	505,519	100.0

Departments with the Highest Veterans Employment Percentages	
As of September 30, 1996	
Department	Percent Veterans
Defense	38.3
Transportation	35.8
Veterans Affairs	25.9

Source: Central Personnel Data File; Executive Branch Agencies only. (202) 606-1991 PAKAPLAN@OPM.GOV

Employment of Veterans by Agency

September 30, 1996



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

September 1984 - September 1996

	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
1995													
Men	1,095,954	261,072	13.3	125,920	6.4	67,436	3.4	48,728	2.5	18,988	1.0	834,882	42.6
Women	864,623	304,815	15.5	201,382	10.3	48,528	2.5	34,233	1.7	20,672	1.1	559,808	28.6
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

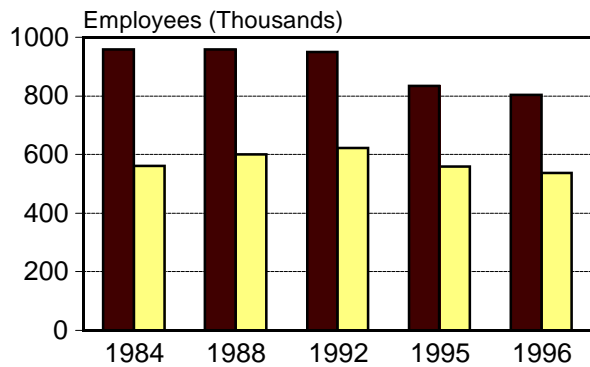
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from those presented in Tables 28 and 34.

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

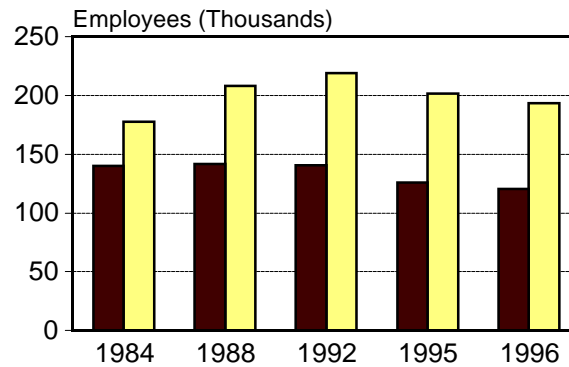
Executive Branch Employment

By Gender & Race/National Origin, 1984 - 1996

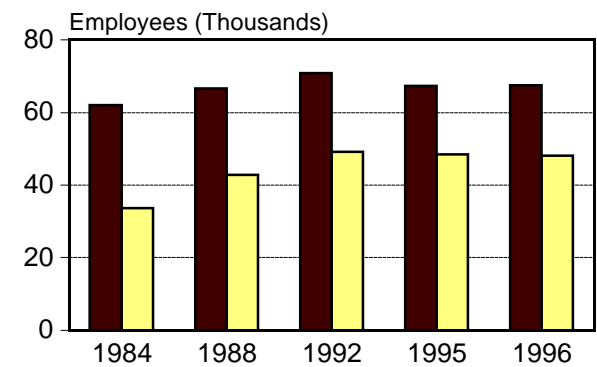
White Non-Hispanic



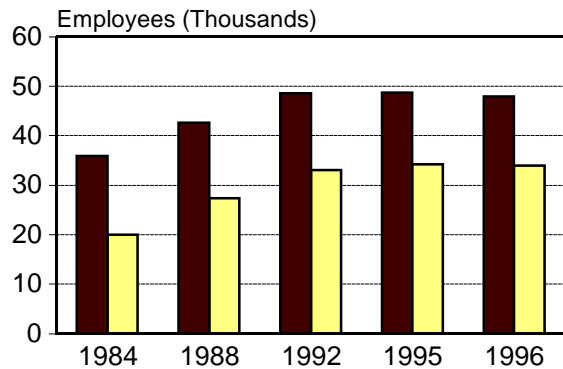
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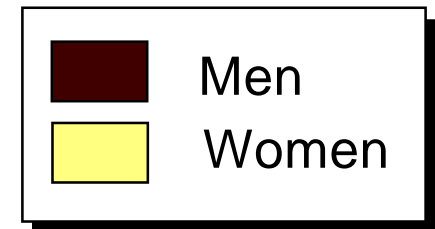
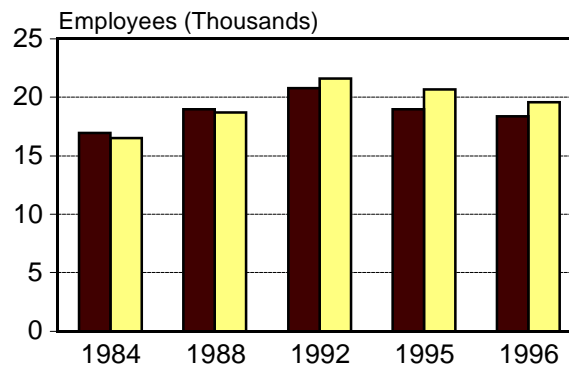
Hispanics



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades

1986 - 1996

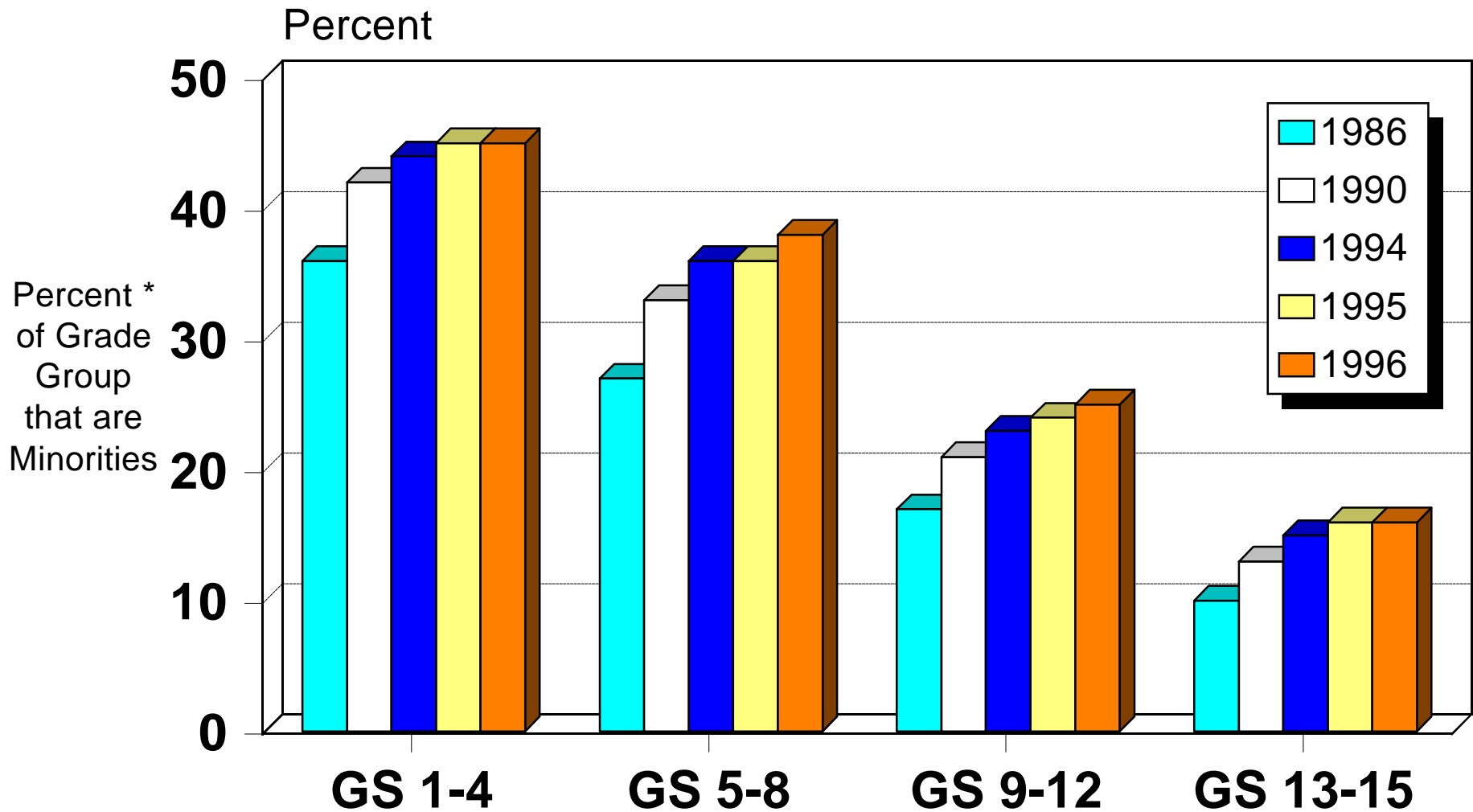
	1986	1990	1994	1995	1996	% change '86 - '96
Total GS and Related	356,092	437,374	440,079	432,116	421,781	18.4%
GS 1	3,046	2,625	1,611	1,863	1,721	-43.5%
GS 2	8,209	5,830	3,647	3,114	2,903	-64.6%
GS 3	32,883	25,567	17,553	15,359	13,130	-60.1%
GS 4	58,997	62,079	48,598	43,980	37,649	-36.2%
GS 1 - 4	103,135	96,101	71,409	64,316	55,403	-46.3%
GS 5	61,316	72,906	67,127	64,793	62,014	1.1%
GS 6	27,888	37,474	40,532	39,966	38,766	39.0%
GS 7	35,843	47,361	50,574	50,293	50,383	40.6%
GS 8	7,948	10,939	15,229	15,642	15,741	98.0%
GS 5 - 8	132,995	168,680	173,462	170,694	166,904	25.5%
GS 9	34,353	42,544	41,045	40,662	40,553	18.0%
GS 10	5,767	6,998	3,834	4,113	4,372	-24.2%
GS 11	32,376	48,403	51,777	50,184	49,642	53.3%
GS 12	25,468	40,001	51,410	52,702	53,593	110.4%
GS 9 - 12	97,964	137,946	148,066	147,661	148,160	51.2%
GS 13	12,682	20,720	28,342	30,015	31,311	146.9%
GS 14	5,839	8,954	12,122	12,365	12,719	117.8%
GS 15	3,477	4,973	6,678	7,065	7,284	109.5%
GS 13 - 15	21,998	34,647	47,142	49,445	51,314	133.3%

"Minorities" include Blacks, Hispanics, Asian/Pacific Islanders, and American Indians/Alaska Natives

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

Minority Employment

By General Schedule (GS) and Related Grades, 1986 - 1996



"Minorities" include Blacks, Hispanics, Asians/Pacific Islanders, and American Indians/Alaska Natives.

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

Employment of Minorities: Federal Civilian and Private Sector

Percent of Total Workforce, 1986 - 1996*

		Total		Minority		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
1995	FCW	57.1	42.9	13.3	15.2	6.5	10.4	3.5	2.4	3.2	2.4
	CLF	53.9	46.1	13.5	11.5	5.1	5.5	6.1	4.1	2.2	1.8
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

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 Table 24.

CLF = Civilian Labor Force

* All Federal Civilian Workforce data are as of September 30th of each year.

"Minorities" include Blacks, Hispanics, Asian/Pacific Islanders, and American Indians/Alaska Natives

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

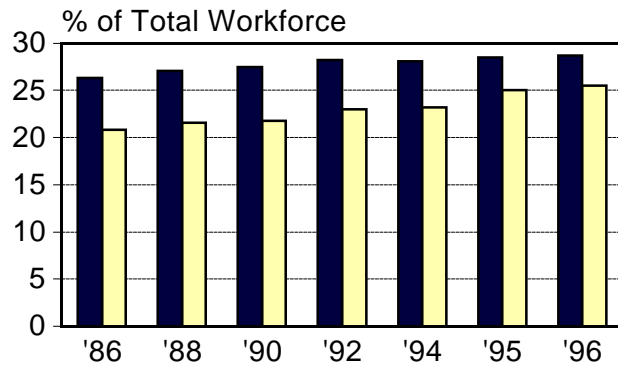
** Percentages by gender were rounded independently and not forced to add to totals -- "i.e., FCW=17.0 & CLF=10.7 in 1995" (FEORP). (202) 606-1991

Employment of Minorities

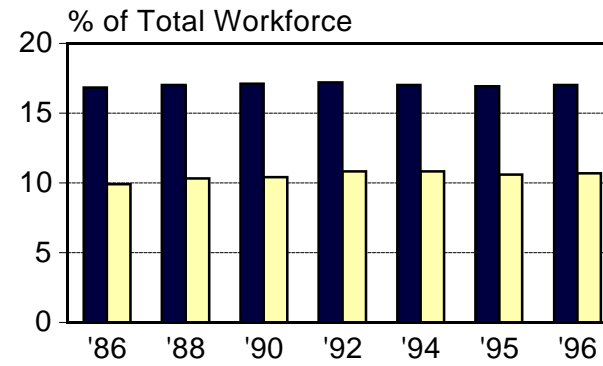
Federal Civilian and Private Sector

1986 - 1996

All Minorities



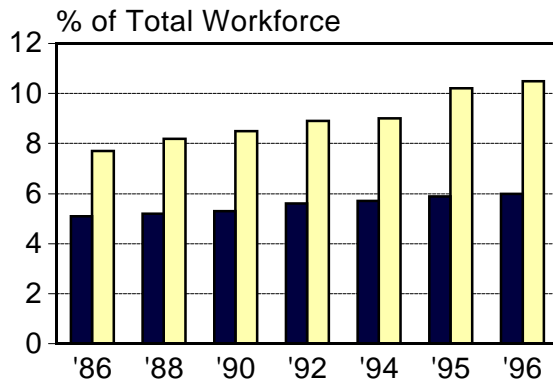
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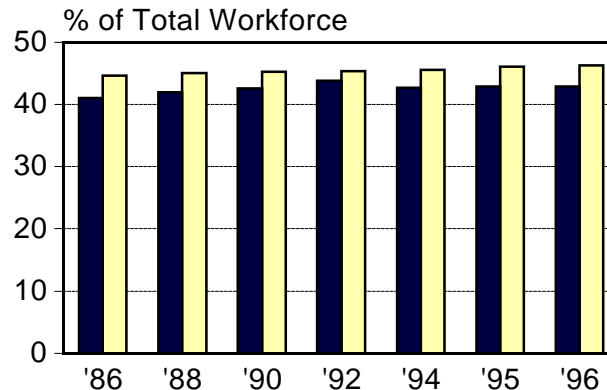
Federal Civilian

Private Sector

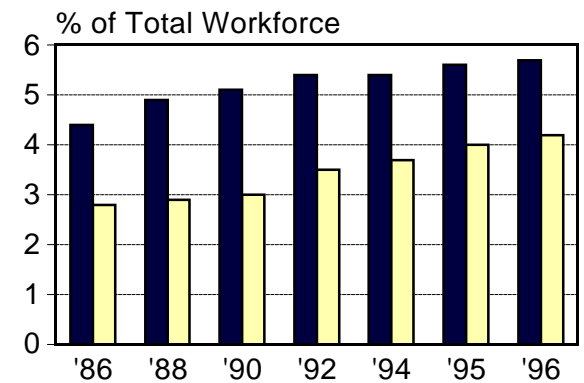
Hispanics



Women



Other Minorities*



*Asian/Pacific Islanders, Native Alaskan, Native American

Executive Branch Employment of Workers with Disabilities

1986 - 1996

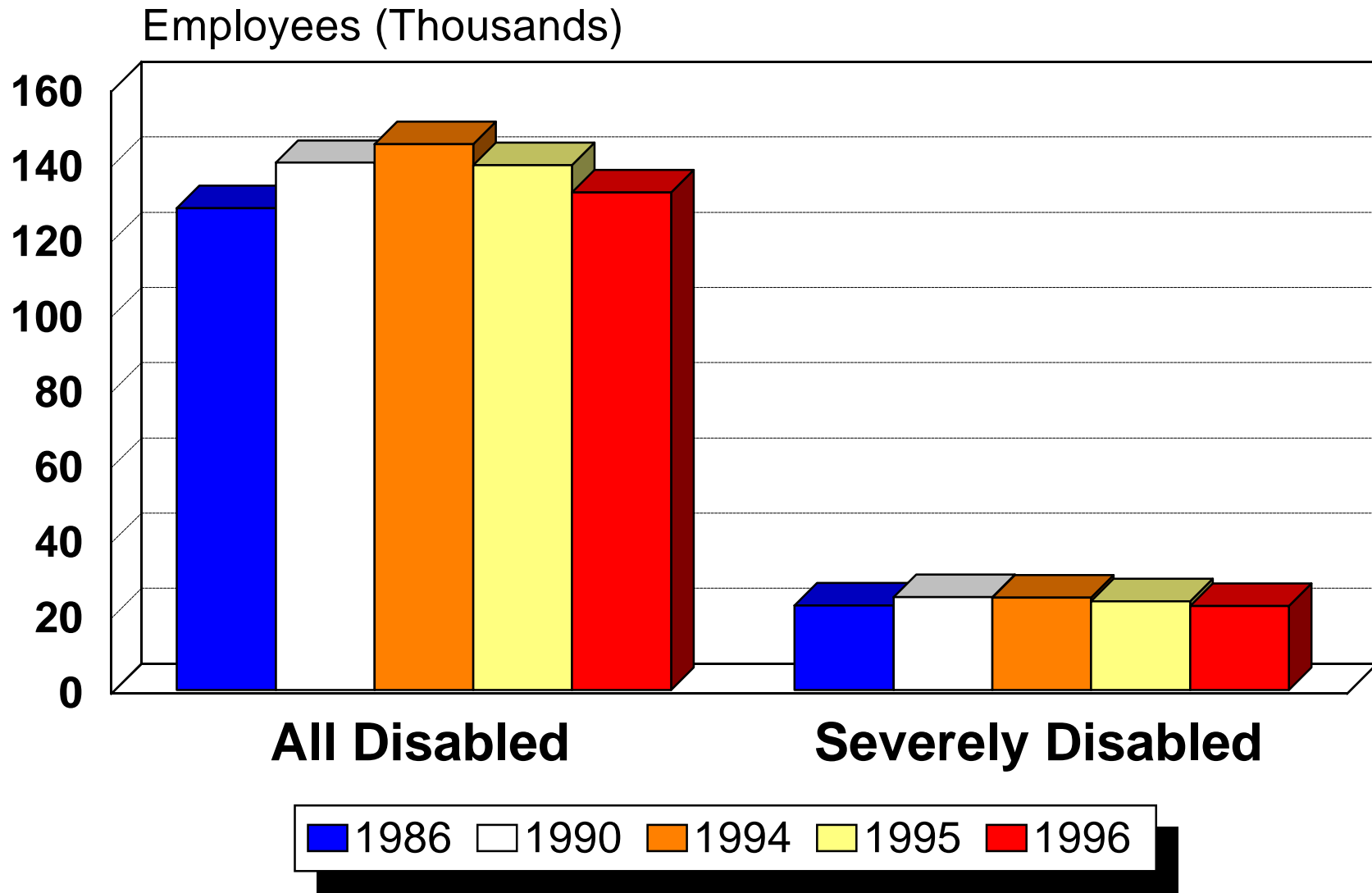
	1986	1990	1994	1995	1996
Workers with Disabilities	128,123	140,169	145,105	139,525	132,344
<i>% of total Workforce</i>	6.6	6.9	7.4	7.4	7.3
Severely Disabled *	22,424	24,619	24,560	23,619	22,277
<i>% of total Workforce</i>	1.2	1.2	1.3	1.3	1.2

* 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 - 1996



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

Executive Branch Agencies

September 30, 1996

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	Native American*	White, Non-Hispanic
Total White-Collar	1,623,205	456,412	262,621	94,228	68,959	30,604	1,166,793
<i>Average Salary (\$)</i>	<i>43,204</i>	<i>37,145</i>	<i>35,663</i>	<i>37,515</i>	<i>43,621</i>	<i>34,148</i>	<i>45,580</i>
Professional Series	459,121	93,599	36,352	18,708	32,920	5,619	365,522
<i>Average Salary (\$)</i>	<i>55,474</i>	<i>51,449</i>	<i>50,461</i>	<i>50,619</i>	<i>53,774</i>	<i>46,992</i>	<i>56,507</i>
Administrative Series	528,238	123,790	72,129	30,083	14,354	7,224	404,448
<i>Average Salary (\$)</i>	<i>51,422</i>	<i>47,352</i>	<i>48,031</i>	<i>45,664</i>	<i>47,182</i>	<i>47,935</i>	<i>52,670</i>
Technical Series	365,449	127,513	80,440	23,533	12,242	11,298	237,936
<i>Average Salary (\$)</i>	<i>29,734</i>	<i>28,261</i>	<i>28,549</i>	<i>28,651</i>	<i>28,287</i>	<i>25,370</i>	<i>30,526</i>
Clerical Series	224,040	95,254	65,470	16,099	8,192	5,493	128,786
<i>Average Salary (\$)</i>	<i>23,416</i>	<i>23,040</i>	<i>23,411</i>	<i>22,233</i>	<i>22,255</i>	<i>22,153</i>	<i>23,695</i>
Other Series	46,357	16,256	8,230	5,805	1,251	970	30,101
<i>Average Salary (\$)</i>	<i>29,818</i>	<i>29,241</i>	<i>28,740</i>	<i>31,261</i>	<i>24,689</i>	<i>27,136</i>	<i>30,134</i>

* Native American refers to American Indian/Alaska Native.

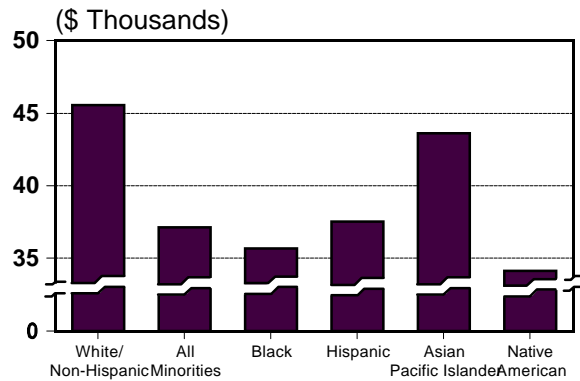
Note: "PATCO" = "Professional, Administrative, Technical, Clerical, Other"

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

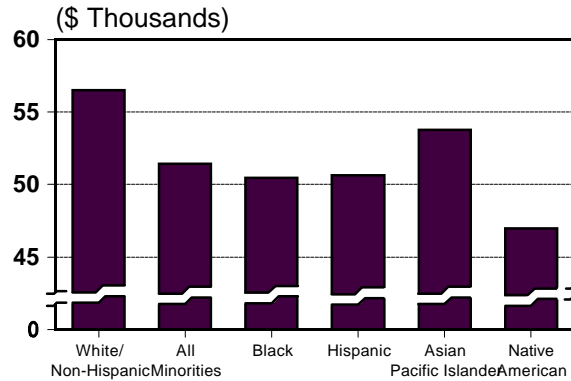
Race/National Origin Average Salary by White-Collar Occupational Category (PATCO)*

Executive Branch Employment, September 30, 1996

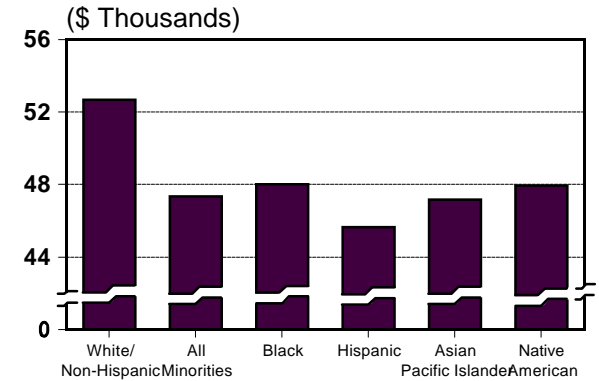
All PATCO* Categories



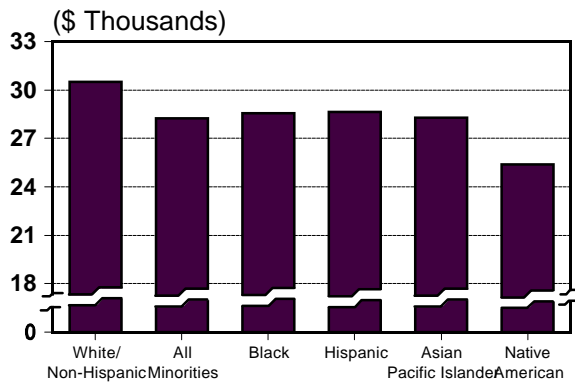
Professional Series



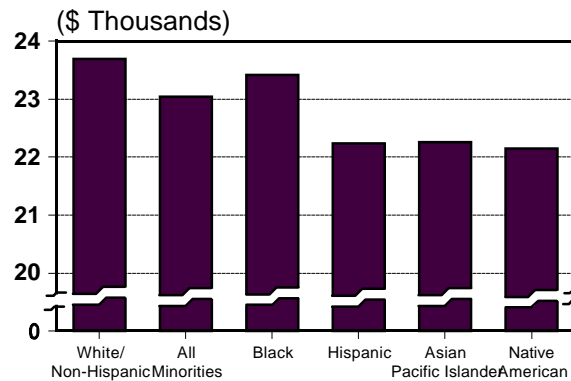
Administrative Series



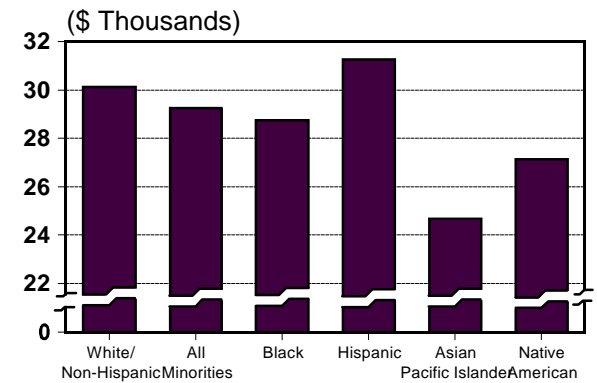
Technical Series



Clerical Series



Other White Collar Series



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

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

As of September 30, 1996

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	57.1	42.9	28.7	17.0	6.0	4.0	1.7	71.3
CLF*	100.0	53.7	46.3	25.5	10.8	10.5	3.4	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 Table 24.

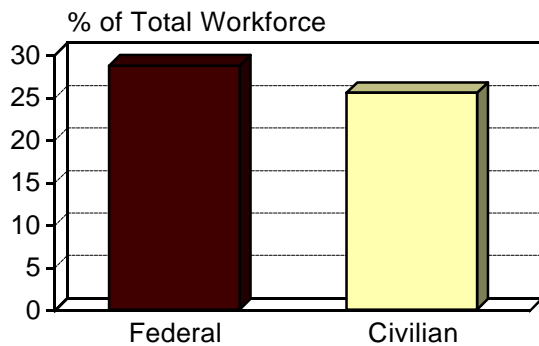
Percents are rounded independently and not forced to totals.

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

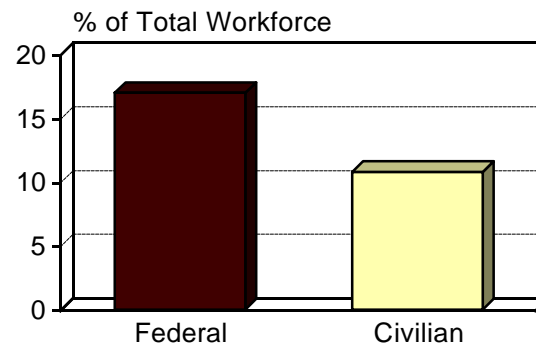
Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 1996

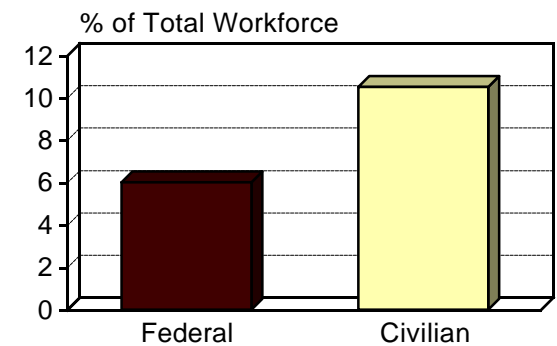
All Minorities



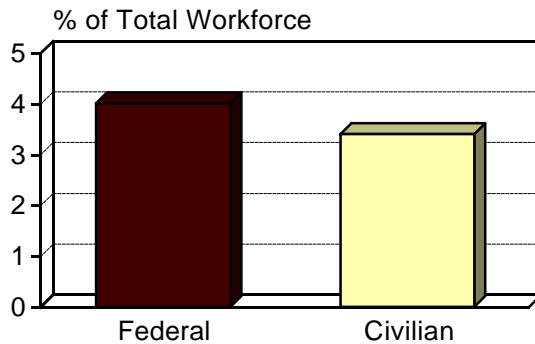
Black



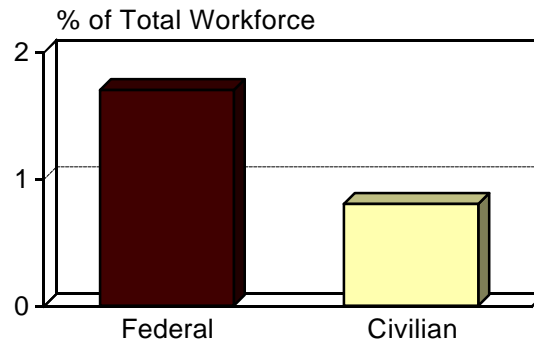
Hispanic



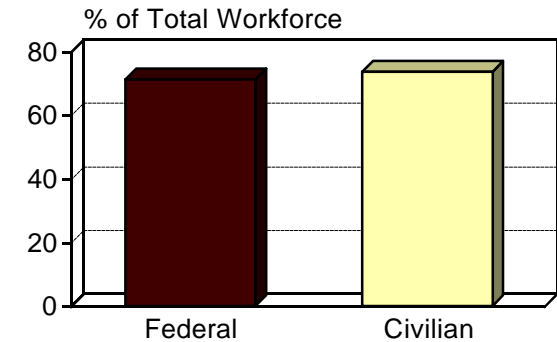
Asian/Pacific Islander



**American Indian/
Alaska Native**



White Non-Hispanic



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

Executive Branch Agencies

1984-1996

	1984	1986	1988	1990	1992	1994	1995	1996
Total White-Collar	1,606,227	1,676,241	1,738,911	1,780,874	1,821,715	1,734,673	1,675,075	1,623,205
Women	764,712	816,253	854,419	885,372	905,675	862,418	833,926	803,153
% Women	47.6	48.7	49.1	49.7	49.7	49.7	49.8	49.5
Professional	371,223	388,367	415,545	463,576	484,566	477,610	471,694	459,121
Women	101,139	112,887	128,083	156,294	170,416	173,187	174,899	172,315
% Women	27.2	29.1	30.8	33.7	35.2	36.3	37.1	37.5
Administrative	440,089	472,990	508,063	512,204	548,397	541,731	532,557	528,238
Women	147,078	166,819	188,657	196,062	218,737	223,151	221,873	220,664
% Women	33.4	35.3	37.1	38.3	39.9	41.2	41.7	41.8
Technical	348,187	359,035	373,294	388,534	415,883	393,239	375,493	365,449
Women	165,031	178,684	193,084	211,540	233,553	227,998	223,140	218,475
% Women	47.4	49.8	51.7	54.4	56.2	58.0	59.4	59.8
Clerical	406,581	415,309	401,047	373,768	322,073	273,360	249,161	224,040
Women	348,209	354,567	340,836	316,573	273,947	230,000	207,778	185,948
% Women	85.6	85.4	85.0	84.7	85.1	84.1	83.4	83.0
Other	40,147	40,540	40,962	42,792	50,796	48,733	46,170	46,357
Women	3,255	3,296	3,759	4,903	9,022	8,082	6,236	5,751
% Women	8.1	8.1	9.2	11.5	17.8	16.6	13.5	12.4

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

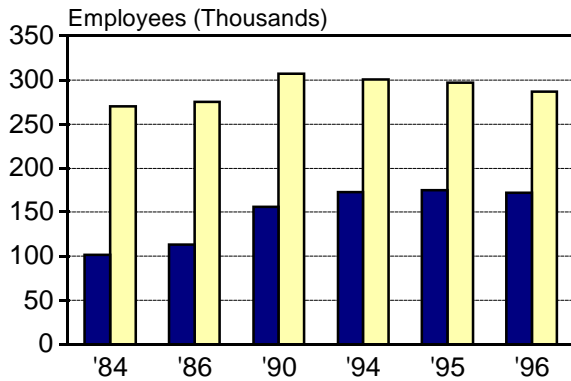
Source: Central Personnel Data File; Affirmative Employment Statistics. (202) 606-1990 OWI@OPM.GOV

Employment of Women by Occupational Category

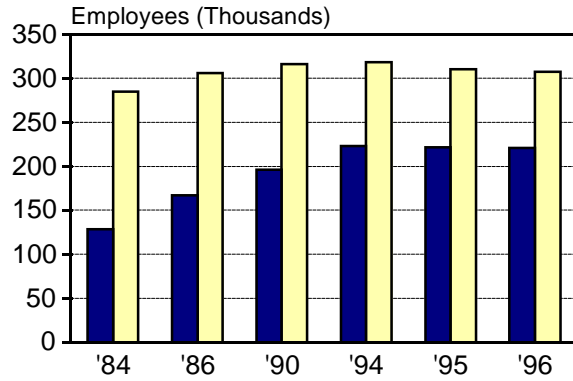
1984 - 1996

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

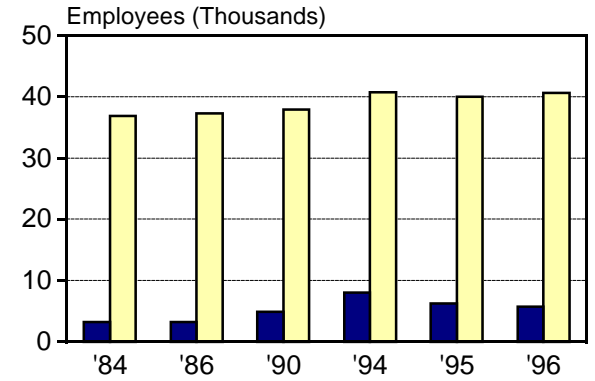
Professional



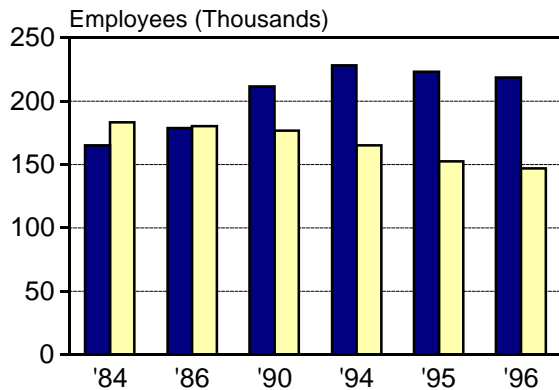
Administrative



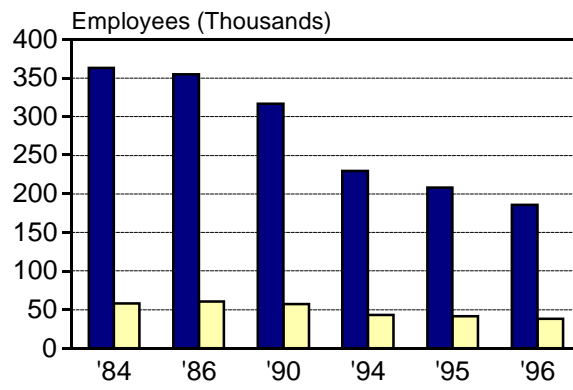
Other



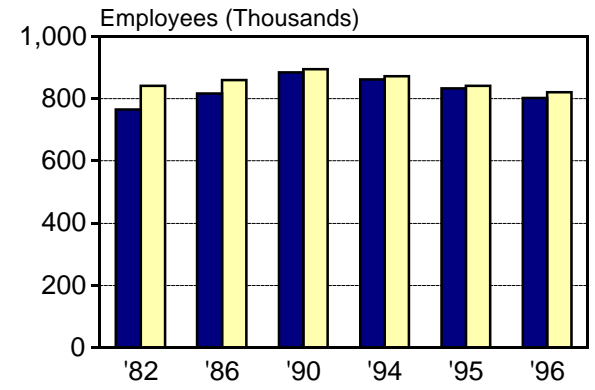
Technical



Clerical



All Categories



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

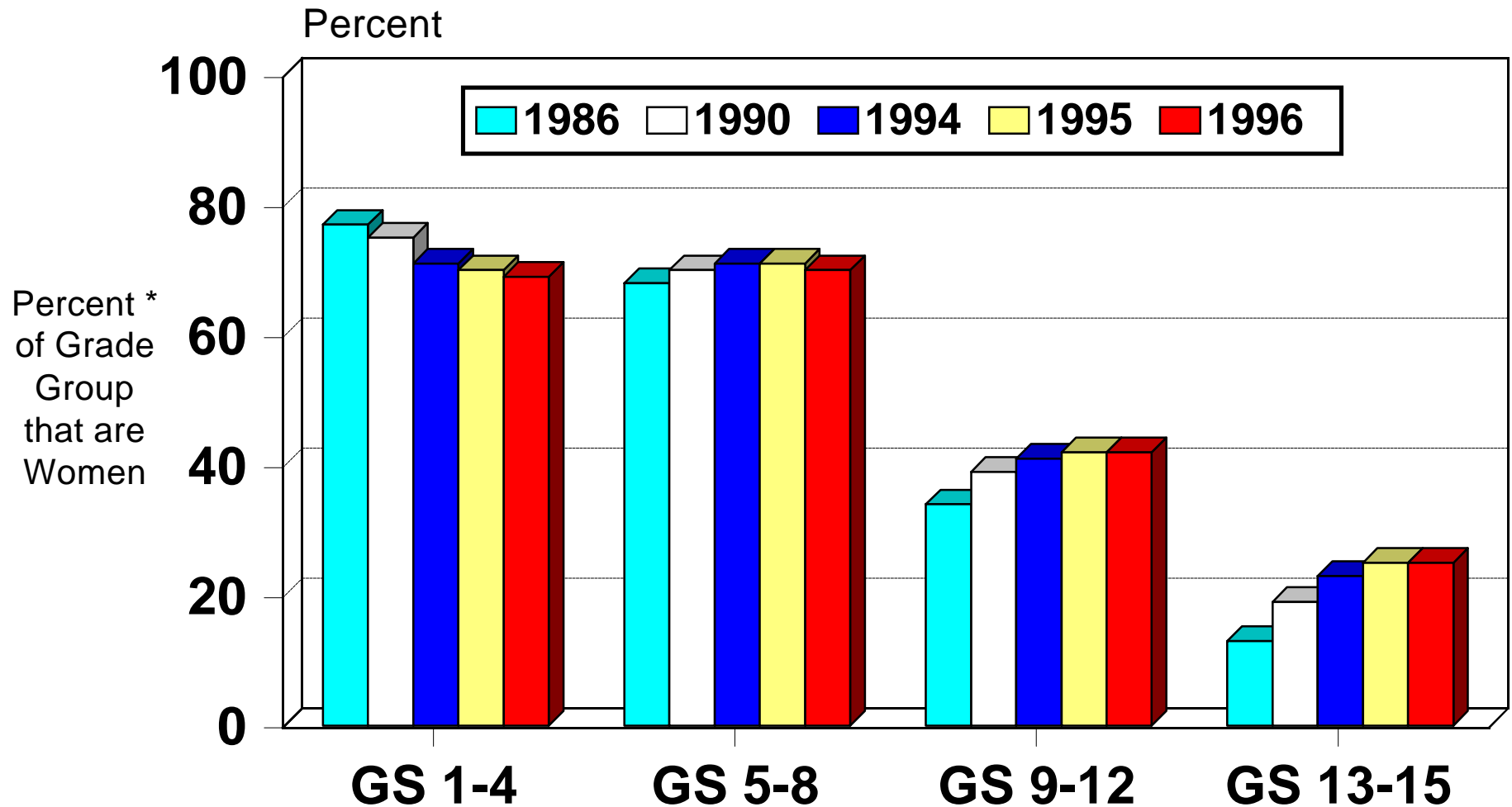
1986 - 1996

	1986	1990	1994	1995	1996	% change '86 - '96
Total GS and Related	785,069	831,662	786,343	758,772	729,392	-7.1%
GS 1	4,236	3,513	2,057	2,245	1,974	-53.4%
GS 2	13,440	8,123	4,853	4,207	3,999	-70.2%
GS 3	64,409	41,522	25,883	23,026	19,747	-69.3%
GS 4	134,786	118,284	81,305	71,438	59,924	-55.5%
GS 1 - 4	216,871	171,442	114,098	100,916	85,644	-60.5%
GS 5	151,844	152,559	128,264	118,424	109,623	-27.8%
GS 6	75,152	83,545	83,923	80,924	76,855	2.3%
GS 7	88,580	99,042	98,348	96,152	94,375	6.5%
GS 8	18,948	21,034	28,515	28,607	28,299	49.4%
GS 5 - 8	334,524	356,180	339,050	324,107	309,152	-7.6%
GS 9	75,420	81,507	74,392	72,367	70,540	-6.5%
GS 10	14,321	16,235	7,374	7,518	7,872	-45.0%
GS 11	69,939	90,093	95,000	91,433	89,528	28.0%
GS 12	43,828	65,125	82,565	84,435	85,722	95.6%
GS 9 - 12	203,508	252,960	259,331	255,753	253,662	24.6%
GS 13	18,712	31,804	44,709	47,575	49,480	164.4%
GS 14	7,611	13,228	19,836	20,393	20,904	174.7%
GS 15	3,843	6,048	9,319	10,028	10,550	174.5%
GS 13 - 15	30,166	51,080	73,864	77,996	80,934	168.3%

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 - 1996



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

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

Civilian Payroll for Executive Branch Agencies

1982 - 1996

September (Sept)	Sept-82	Sept-84	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-95	Sept-96
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	8,280.3	6,763.5
Executive Departments	3,580.6	4,167.1	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	7,086.9	5,917.9
Defense	1,924.1	2,176.4	2,454.2	2,637.1	2,649.9	2,830.3	2,824.6 (r)	2,833.6	2,647.3
All other Executive Departments	1,656.5	1,990.7	1,588.3	1,797.4	2,596.5	3,174.2	3,425.6 (r)	4,253.3	3,270.6
Independent Agencies	836.3	876.6	911.2	1,015.3	547.8	645.5	687.5	1,193.4	845.6
Fiscal Year (FY)									
	FY82	FY84	FY86	FY88	FY90	FY92	FY94	FY95	FY96
Annual Payroll									
(in \$billions)	49.6	54.8	60.2	63.7	71.1	77.5	83.1	84.4	83.0
<i>Percent Change</i>	14.8	10.5	9.9	5.8	11.6	9.0	7.2	1.6	-1.7

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

(r) = Revised

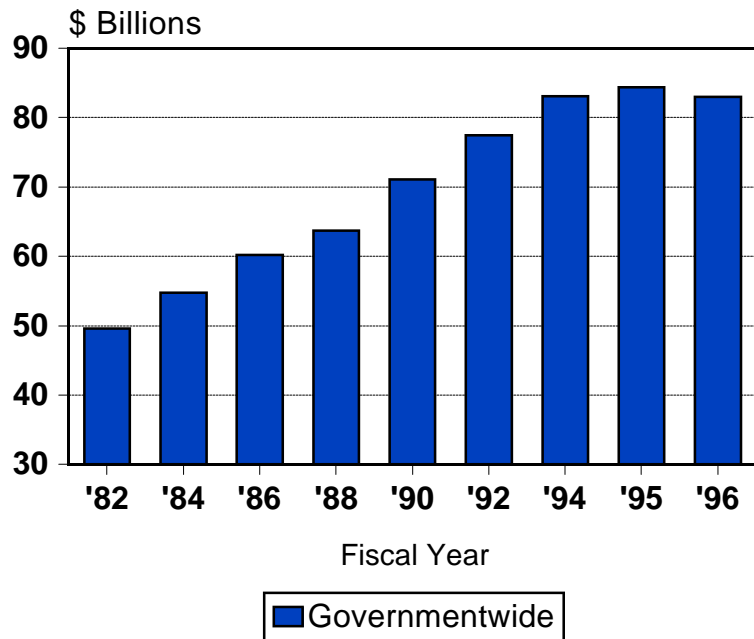
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Civilian Payroll

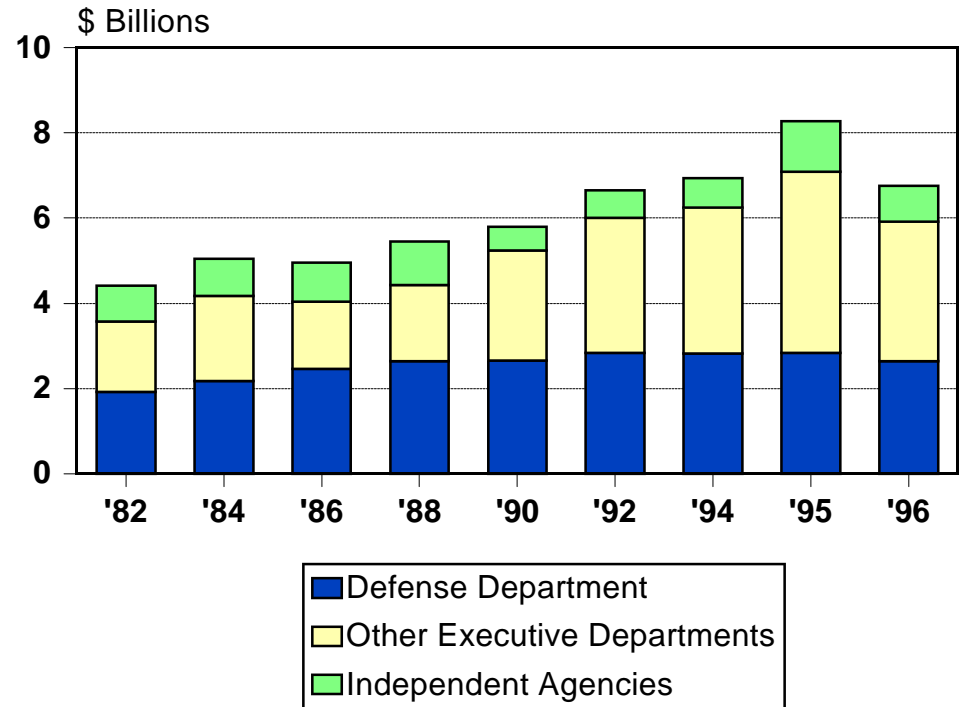
Executive Branch (non-Postal)

1982 - 1996

Annual



Monthly



Trend of Civilian Compensation and Benefits

1982 - 1996 (\$ millions)

	1982	1984	1986	1988	1990	1992	1994	1995	1996
Executive Branch									
Direct Compensation	49,624	54,609	58,475	63,085	69,950	82,664	84,383	84,228	85,153
Personnel Benefits	9,265	11,392	12,894	15,777	19,610	24,663	26,743	26,949	27,144
U.S. Postal Service									
Direct Compensation	N/A	18,771	20,901	23,571	26,198	28,311	30,781	32,157	32,566
Personnel Benefits	N/A	2,740	3,805	5,957	6,913	8,751	7,765	8,632	8,969
Legislative Branch									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	770	786	777	1,206
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	146	154	148	259
Judicial Branch									
Direct Compensation	N/A	N/A	N/A	N/A	N/A	1,096	1,264	1,335	1,430
Personnel Benefits	N/A	N/A	N/A	N/A	N/A	228	312	319	348
Legislative and Judicial Branches									
Direct Compensation	912	1,019	1,132	1,299	1,445	1,866	2,050	2,112	2,636
Personnel Benefits	91	122	139	199	266	374	466	467	607
Total Direct Compensation	50,536 *	74,399	80,508	87,955	97,593	112,841	117,214	118,497	120,355
Total Personnel Benefits	9,356 *	14,254	16,838	21,933	26,789	33,788	34,974	36,048	36,720
Total Civilian Costs	59,892	88,653	97,346	109,888	124,382	146,629	152,188	154,545	157,075
Retired Civilian Pay	N/A	21,639	23,729	26,251	31,288	35,766	41,014	43,059	44,492

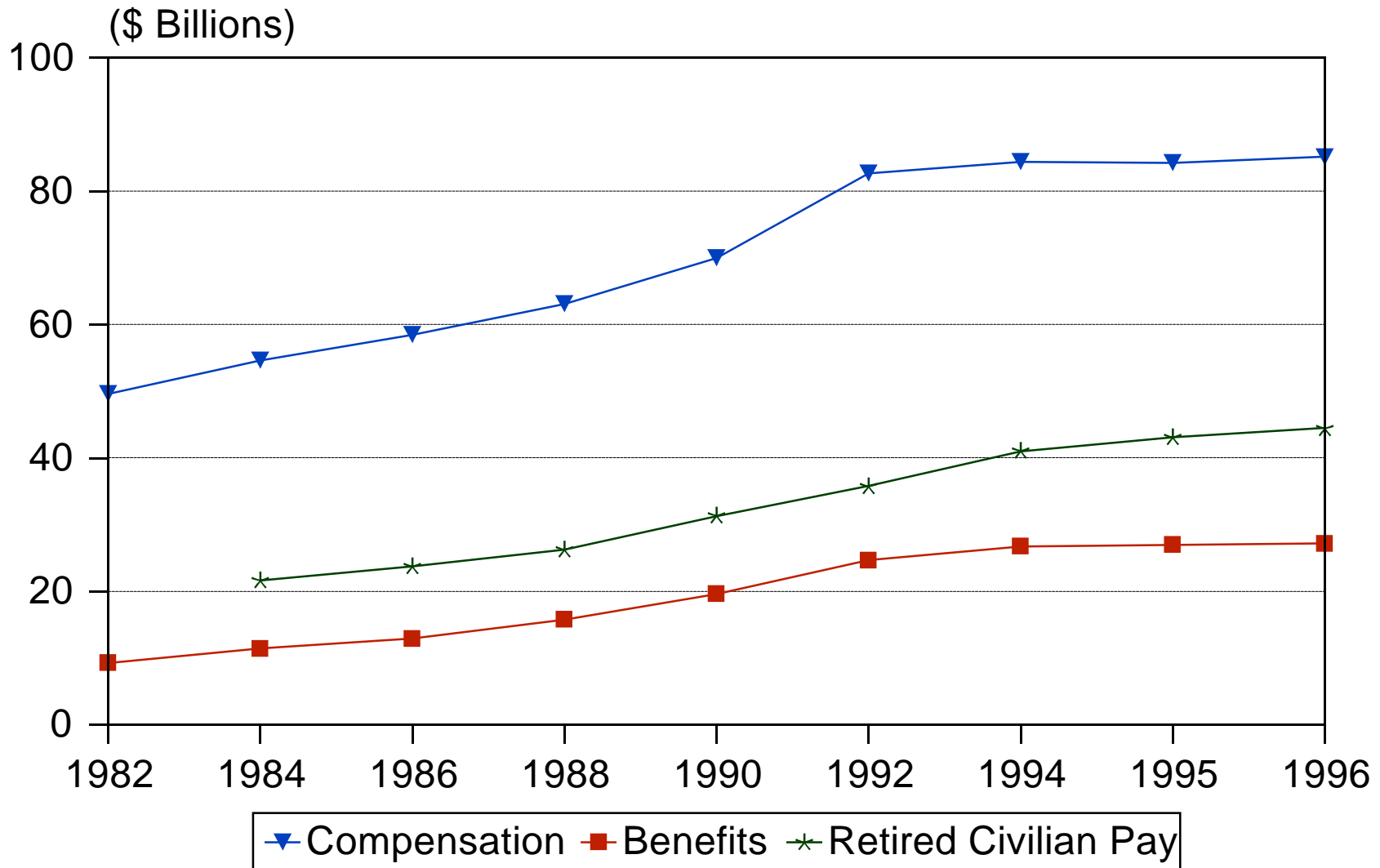
N/A = Not Available

* 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 - 1996



Source: Personnel Compensation and Benefits Table, Special Analysis I and Analytical Perspectives, Budget of the United States.

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

1983 - 1995

	1983	1985	1987	1989	1991	1993	1995
Total Work Years	2,185,713	2,211,014	2,200,954	2,220,186	2,200,030	2,184,822	2,005,634
Basic Work Years	2,121,642	2,143,783	2,135,377	2,157,047	2,132,533	2,129,221	1,940,158
Full-time Permanent	1,894,230	1,944,963	1,915,664	1,957,279	1,935,483	1,948,725	1,787,680
Full-time Temporary	143,065	123,125	153,004	126,620	129,476	111,231	99,676
Part-time and Intermittent	84,347	75,695	66,709	73,148	67,574	69,265	52,802
Overtime and Holiday	64,071	67,231	65,577	63,159	67,497	55,601	65,476

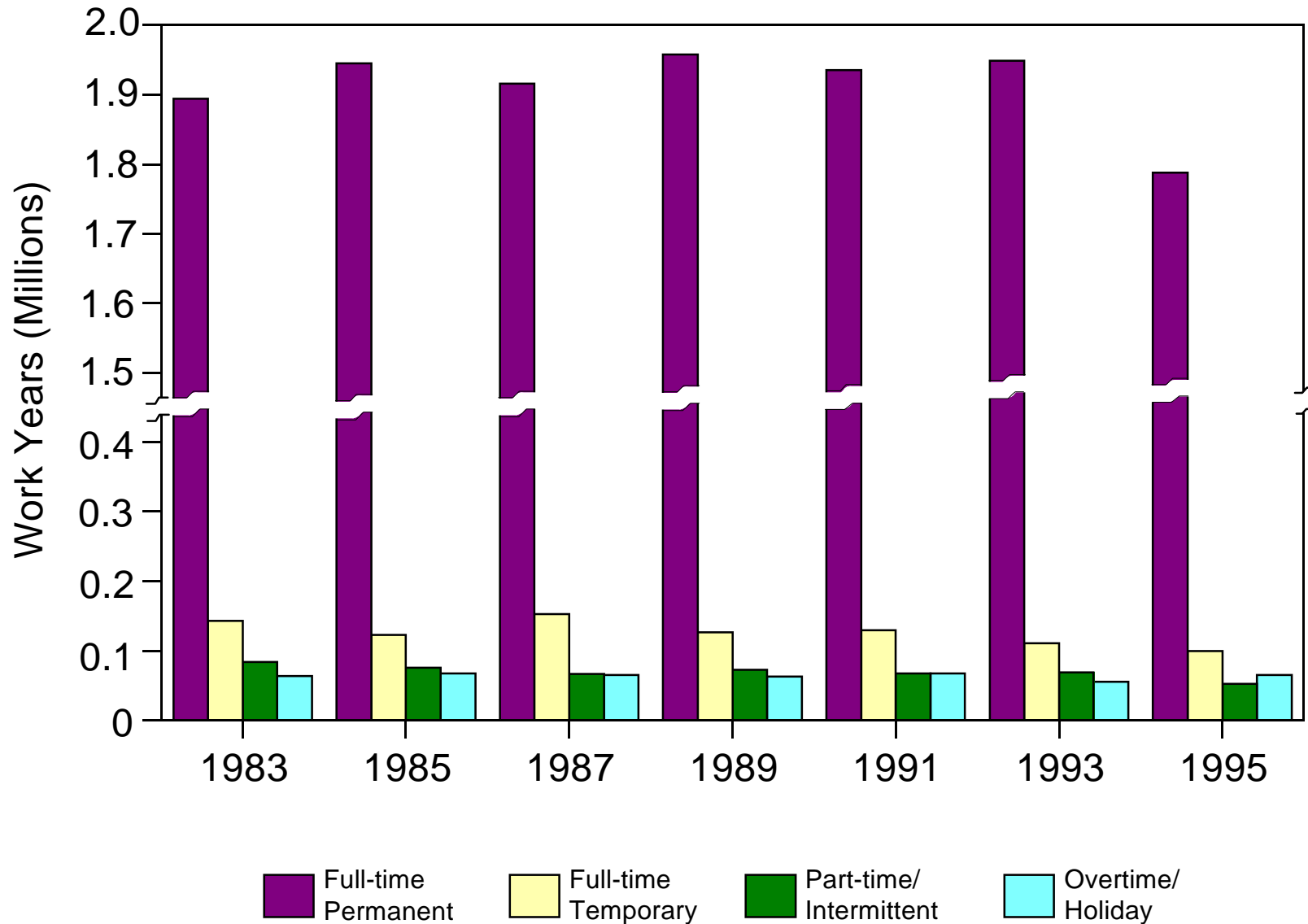
Data include Executive Branch (non-Postal) agencies with 100 or more employees.

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)

1983 - 1995



Percent Increases in Earnings

Federal Civilian General Schedule (GS) and Private Sector Employees

1977 - 1997 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
1977	7.1	October-77	7.3
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	2.7
1993	3.7	January-93	3.1
1994	0.0	None	2.9
1995	2.0	January-95	2.8 (r)
1996	2.0	January-96	2.3
1997	2.3	January-97	2.8

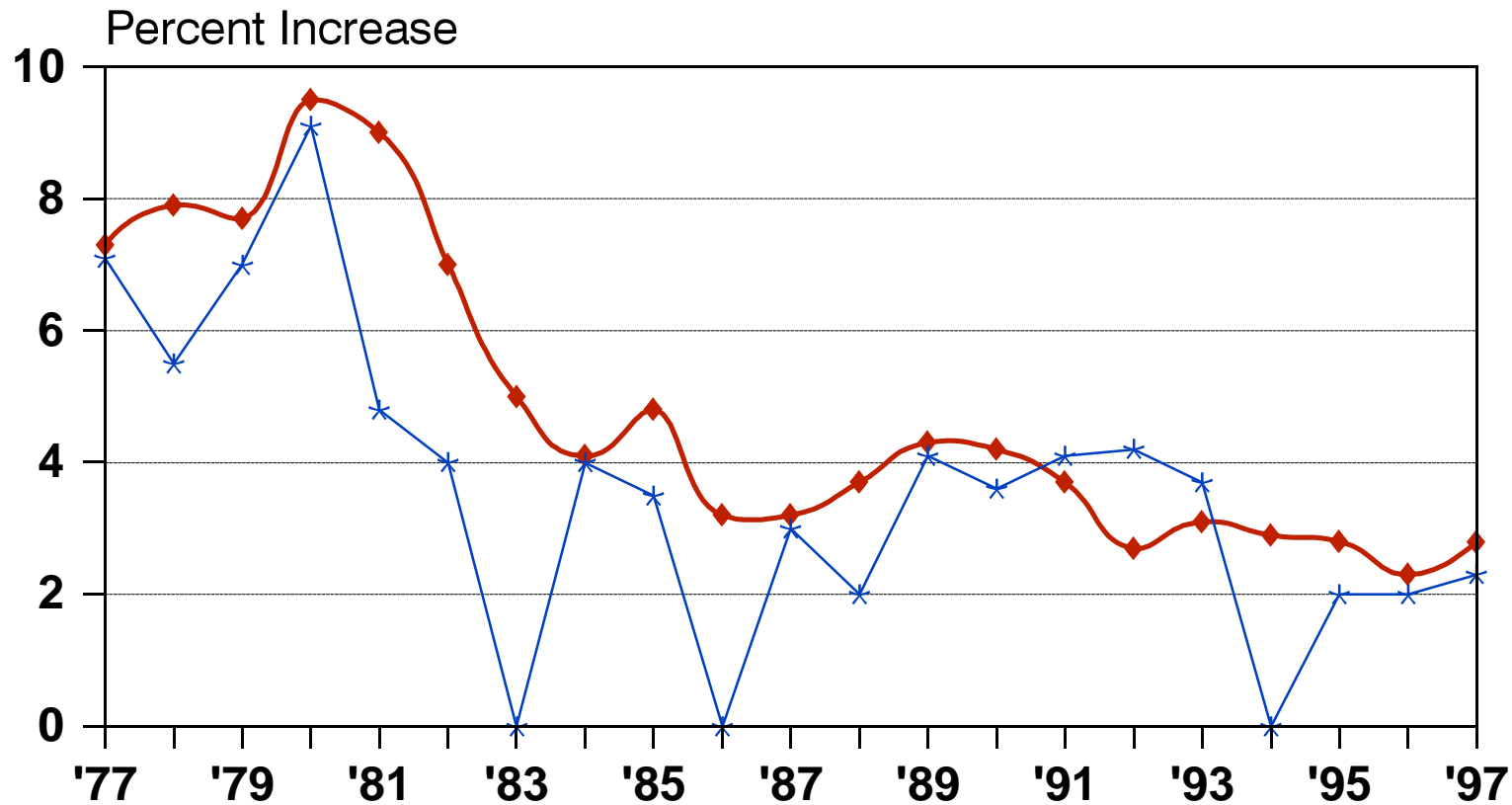
Sources: a. "Pay Structure of the Federal Civil Service"; Office of Workforce Information. (202) 606-1990 OWI@OPM.GOV

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 & Private Sector

1977 - 1997



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

Part 3:

**Performance Management and
Senior Executive Service**

Percentage Distributions of Performance Ratings

Fiscal Years 1990 - 1995

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 1990	0.06	0.16	19.52	49.73	30.54	4.11	143,219
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 (r)	0.13	12.11 (r)	41.92 (r)	45.79 (r)	4.33 (r)	147,041 (r)
FY 1995	0.03	0.15	9.47	37.52	52.83	4.43	132,444
General Schedule 13-15 (Other)							
FY 1990	0.18	0.26	26.11	45.30	28.15	4.01	93,192
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 (r)	17.87 (r)	40.22 (r)	41.66 (r)	4.23 (r)	120,917 (r)
FY 1995	0.04	0.17	15.33	38.57	45.88	4.30	135,736
General Schedule 1-12							
FY 1990	0.13	0.45	35.75	39.07	24.61	3.88	1,147,505
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
Federal Wage System							
FY 1990	0.08	0.34	39.10	40.80	19.68	3.80	332,601
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

¹ Prior to FY 1994, these employees were covered by the Performance Management and Recognition System (PMRS), which terminated November 1, 1993.
(r) = revised

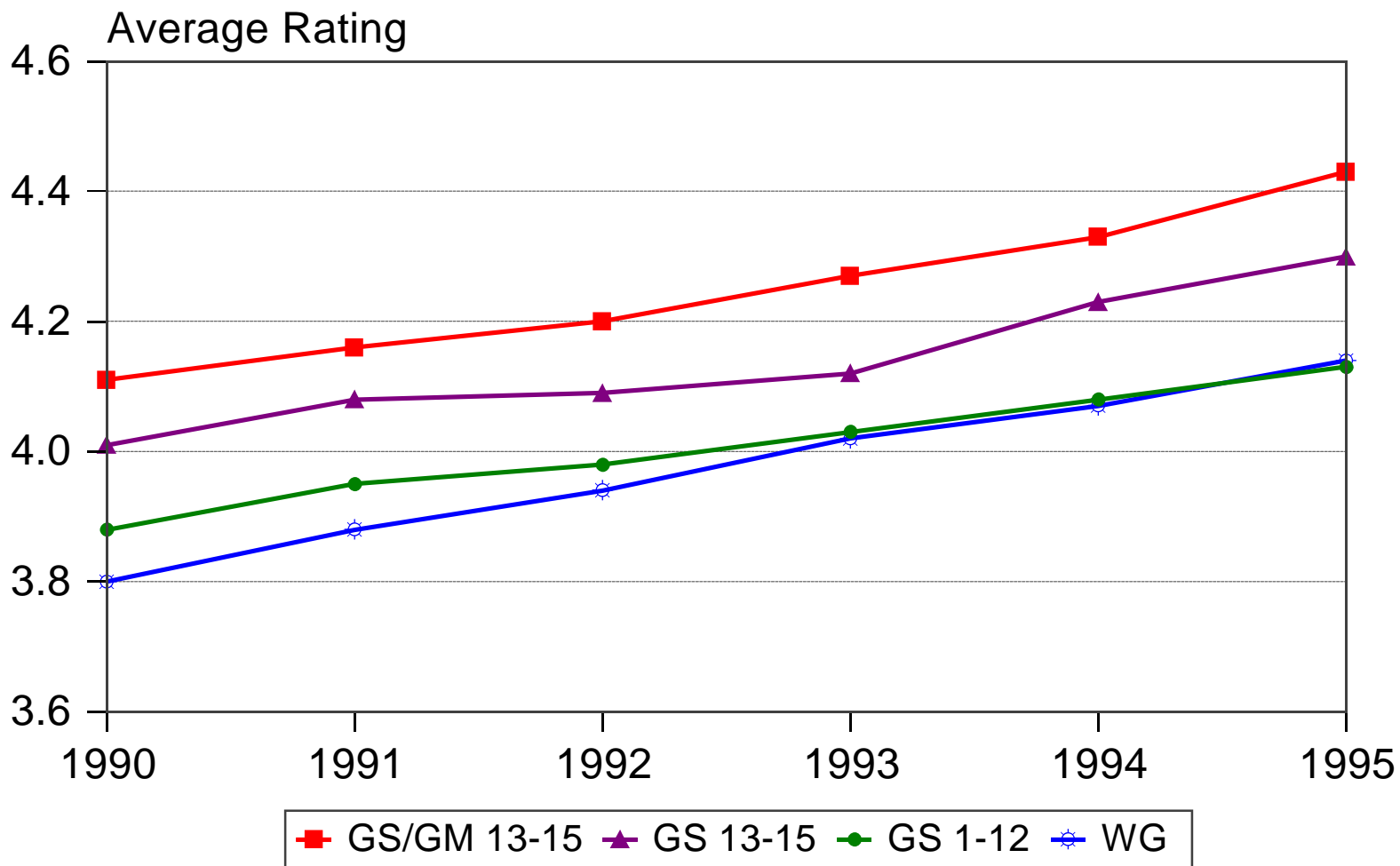
NOTE: Percentages may not add to 100 due to rounding.

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

Performance Ratings

By Pay Plan and Grade

1990 - 1995



GS = General Schedule

GM = Performance Management and Recognition System

WG = Federal Wage System

Performance Recognition

Fiscal Years 1987 - 1995

	1987	1988	1989	1990	1991	1992	1993	1994	1995
Performance Awards (1)									
Number of Awards	427,014	475,197	565,138	633,128	695,559	759,642	811,879	808,877	814,135
Total \$ Awarded (millions)	\$287.9	\$483.6	\$414.8	\$483.6	\$487.5	\$549.7	\$586.3	\$590.1	\$570.4
Average Award	\$674	\$1,018	\$734	\$764	\$701	\$724	\$722	\$730	\$701
Spending as % of Total Salaries	0.53%	0.62%	0.69%	0.76%	0.73%	0.76%	0.77%	0.77%	0.75%
Other Awards (2)									
Number of Awards	184,644	205,535	228,650	320,615	335,644	571,607	577,041	449,581	522,795
Total \$ Awarded (millions)	\$75.9	\$93.0	\$109.8	\$132.7	\$157.3	\$175.3	\$175.4	\$145.7	\$183.9
Average Award	\$411	\$452	\$480	\$414	\$469	\$307	\$307	\$324	\$352
Spending as % of Total Salaries	0.13%	0.16%	0.18%	0.21%	0.23%	0.27%	0.23%	0.19%	0.24%

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

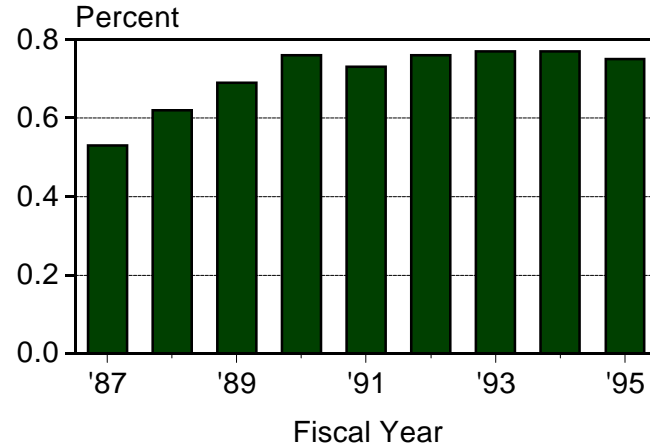
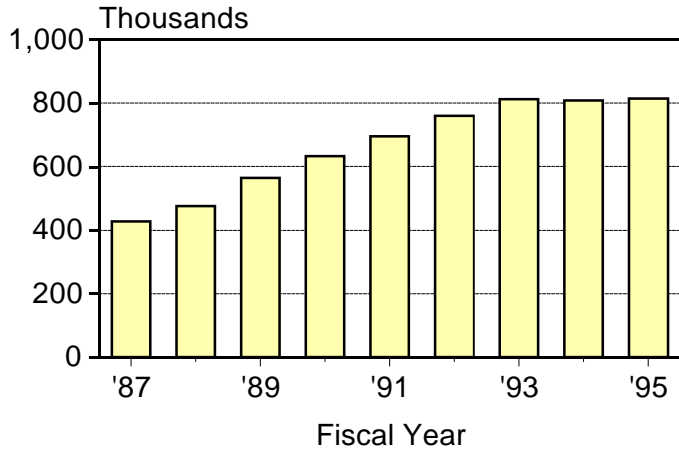
(2) Other Awards include Special Act or Service, Suggestion, Gainshare, and other Awards, and include such awards granted to SES employees.

Source: Office of Employee Relations and Workforce Performance, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 DMCARBAL@OPM.GOV

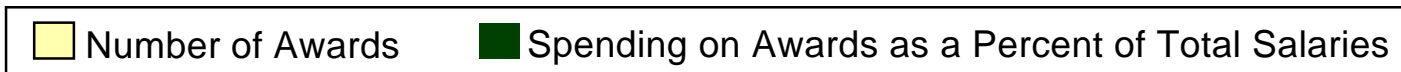
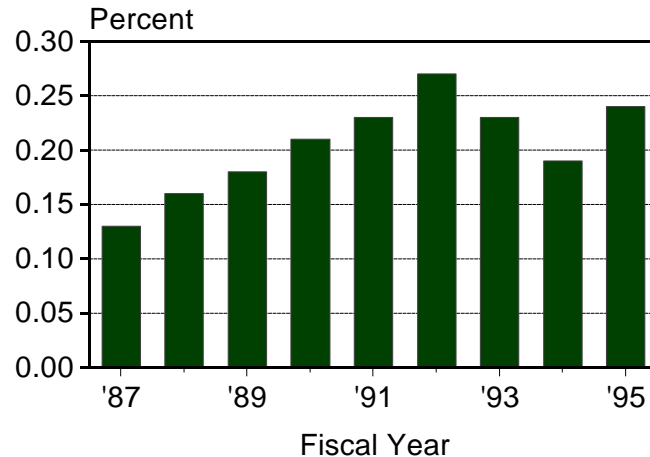
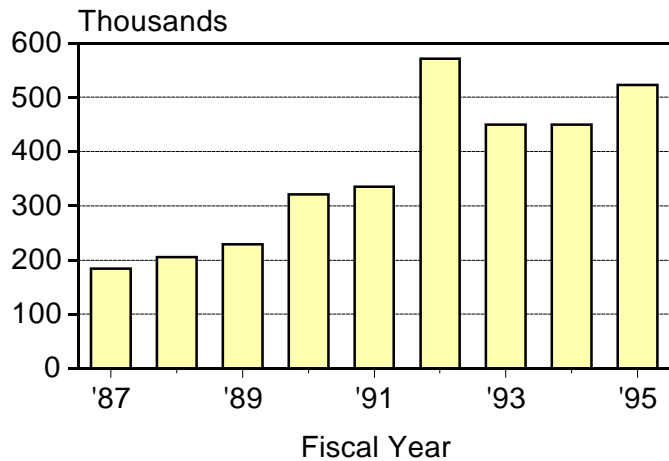
Performance Recognition

Fiscal Years 1987 - 1995

Performance Awards



Other Awards



Performance Recognition: Non-Senior Executive Service Employees

Fiscal Years 1987 - 1995

Quality Step Increases (QSI's)

	1987	1988	1989	1990	1991	1992	1993	1994	1995
Number Granted	45,746	40,619	44,322	48,565	56,158	57,786	62,158	63,160	67,290
Estimated Cost (millions)	\$17.5	\$15.4	\$18.7	\$21.2	\$24.1	\$28.1	\$33.0	\$38.0	\$45.6
Average Value	\$383	\$379	\$422	\$438	\$430	\$486	\$530	\$602	\$677

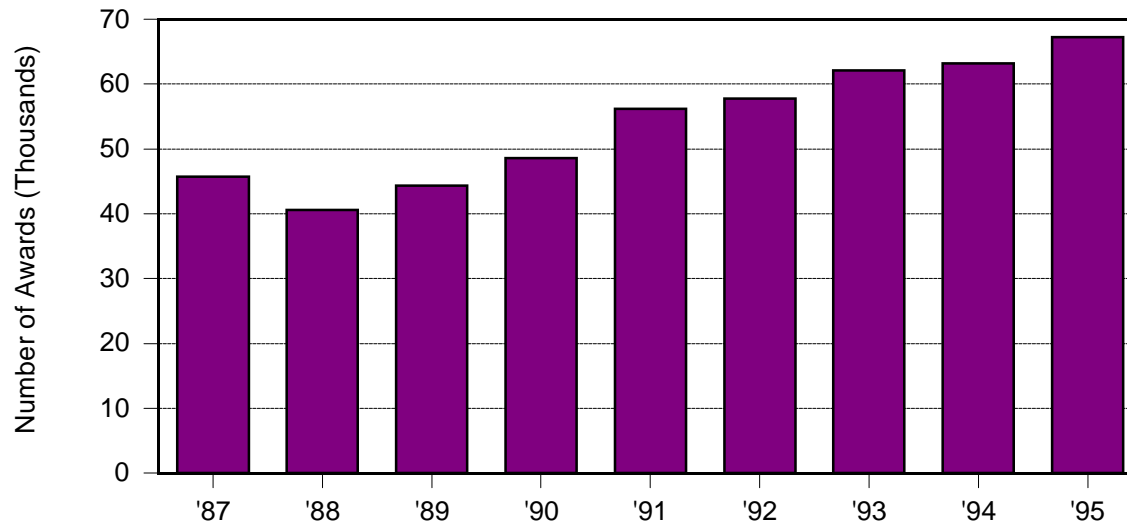
Time-off Awards

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

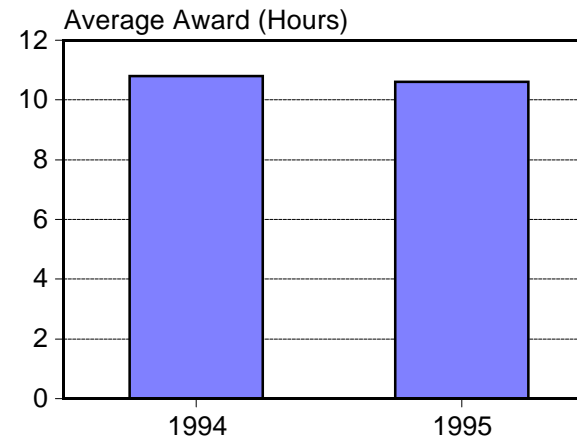
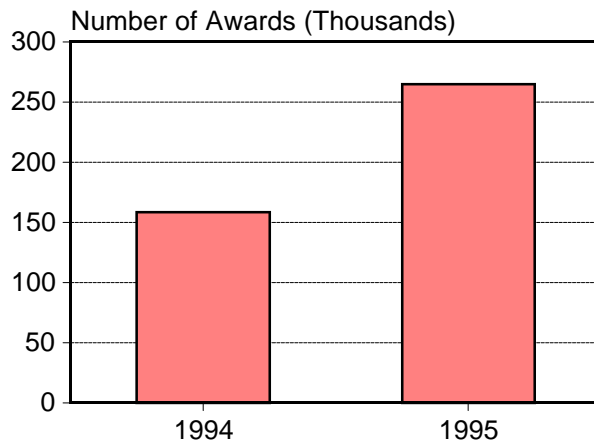
Source: Office of Employee Relations and Workforce Performance, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 DMCARBAL@OPM.GOV

Performance Recognition Non-Senior Executive Service Employees

Quality Step Increases (QSI's) Fiscal Years 1987 - 1995



Time Off Awards Fiscal Years 1994 & 1995



Senior Executive Service Member Profile

1990 - 1996

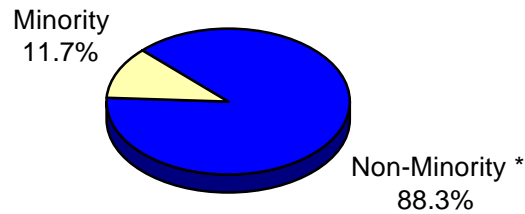
	1990	1992	1994	1995	1996
Average Age	50.7	51.8	51.8	51.7	51.9
Average Length of Service (Years)	22.1	23.2	22.8	22.5	22.8
Retirement Eligible (Career Appointees)					
Regular	20.0%	22.0%	31.0%	24.0%	24.3%
Early-Out	34.0%	29.0%	36.0%	36.6%	37.3%
Education					
Not College Graduate	5.0%	5.0%	5.0%	4.7%	4.3%
College Graduate	29.0%	29.0%	26.0%	26.1%	26.0%
Advanced Degree	66.0%	66.0%	69.0%	69.3%	69.7%
Gender					
Men	88.8%	87.5%	83.5%	81.2%	79.6%
Women	11.2%	12.5%	16.5%	18.8%	20.4%
Minority	7.6%	8.0%	10.6%	11.3%	11.7%
Occupation					
Scientist or Engineer	30.0%	29.0%	27.0%	25.3%	24.4%
Other Professional	20.0%	24.0%	24.0%	25.1%	25.5%
Administrative / Technical	50.0%	48.0%	49.0%	49.6%	50.2%
Geographic Location					
Washington, D.C. area	72.0%	72.0%	73.0%	73.7%	73.5%

Note: All data as of September 30th.

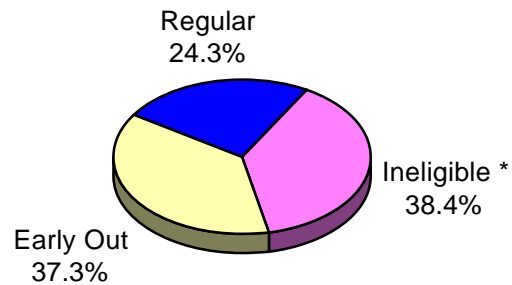
Source: Office of Executive Resources. (202) 606-1610 KJEDWARD@OPM.GOV

Senior Executive Service Member Profile

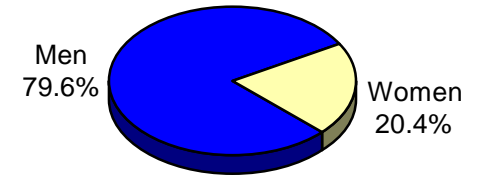
(As of September 1996)



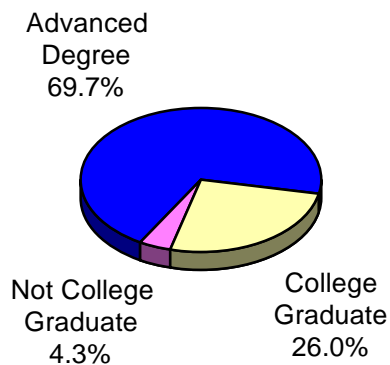
Minority Status



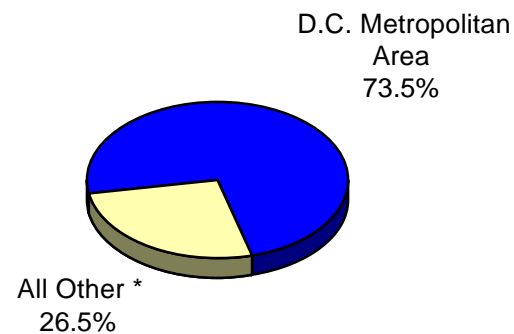
Retirement Eligibility



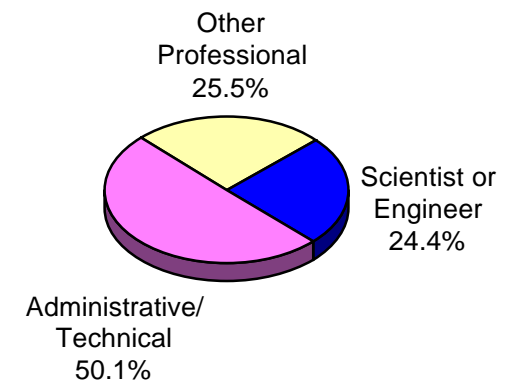
Sex



Education



Geographic Location



Occupation

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

Senior Executive Service (SES)

Positions and Appointments

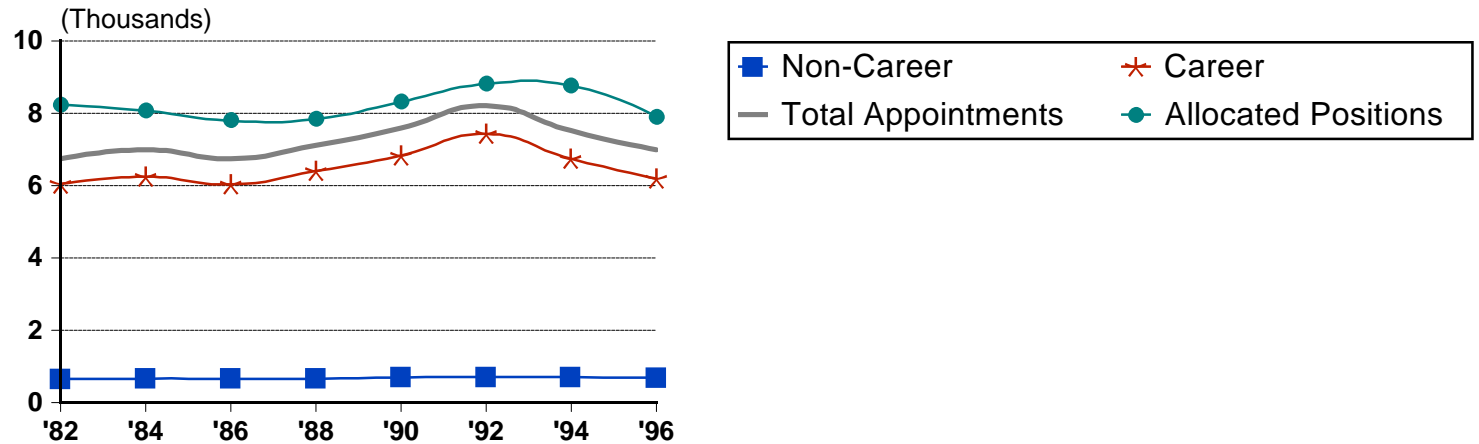
1982 - 1996

	Allocated Positions	SES Appointments			
		Total	Career	Noncareer	Limited
1982	8,227	6,736	6,041	648	47
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

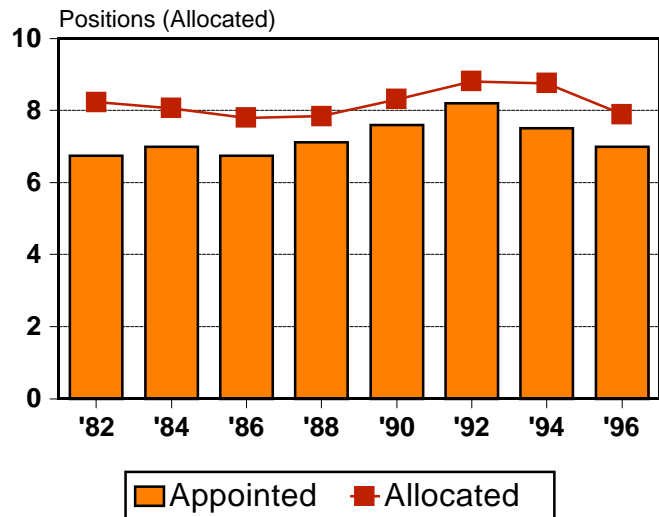
Notes: "Allocated" = Maximum number of SES positions authorized.
 "Appointments" = Number of SES positions actually filled.
 All data as of September 30th.

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

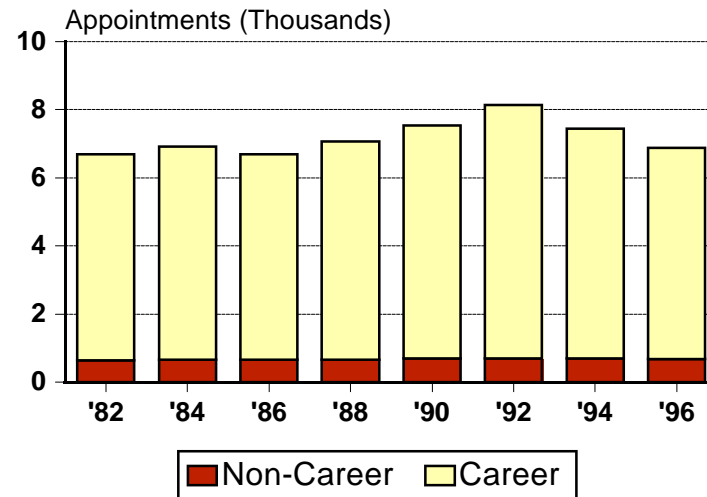
Senior Executive Service Positions and Appointments 1982 - 1996



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1986 - 1996

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
Number of Awards	177	325	356	349	382	401	414	275	265	208	233
Distinguished (\$20,000)	44	58	60	63	66	67	68	62	57	62	63
Meritorious (\$10,000)	133	267	296	286	316	334	346	213	208	146	170
Total Awarded (\$ millions)	2.21	3.83	4.16	4.12	4.48	4.68	4.80	3.37	3.22	2.70	2.96

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996*
Number of Awards	2,090	2,006	2,398	2,535	2,495	2,475	2,939	2,971	2,683	2,352	1,647
Percent of Career Members Receiving Awards	35	33	39	40	37	35	40	40	38	36	26
Total Awarded (\$ millions)	12.03	11.82	13.39	13.89	13.76	14.34	20.25	21.18	18.95	16.44	11.61
Average Amount of Award	\$5,758	\$5,894	\$5,584	\$5,478	\$5,517	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,051

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

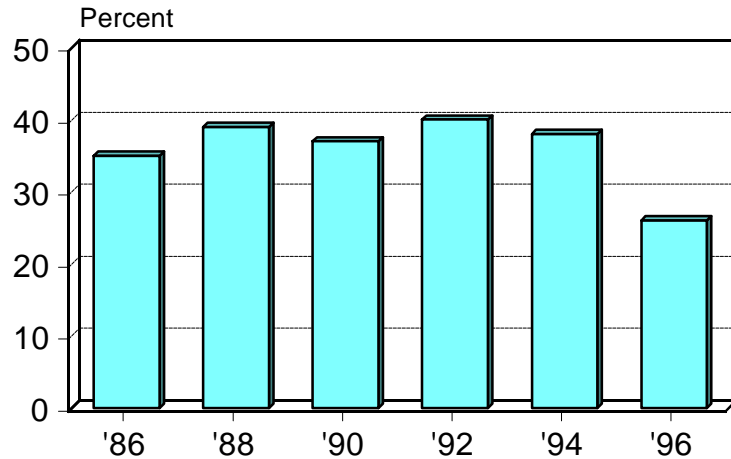
Source: Office of Executive Resources. (202) 606-1610 KJEDWARD@OPM.GOV

Senior Executive Service: Awards

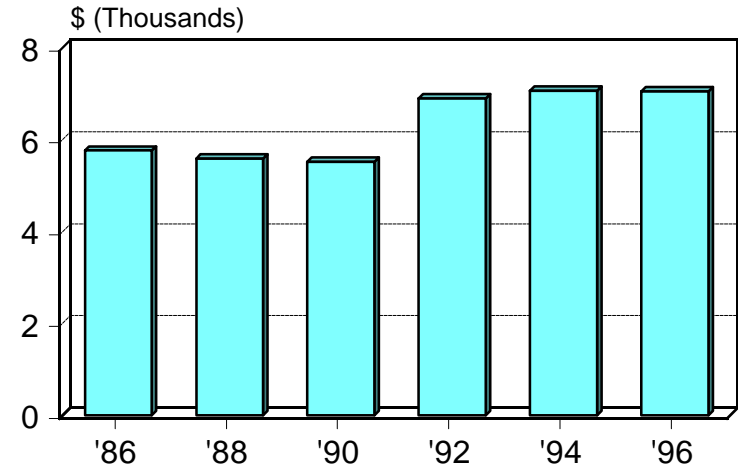
1986 - 1996

Performance Awards

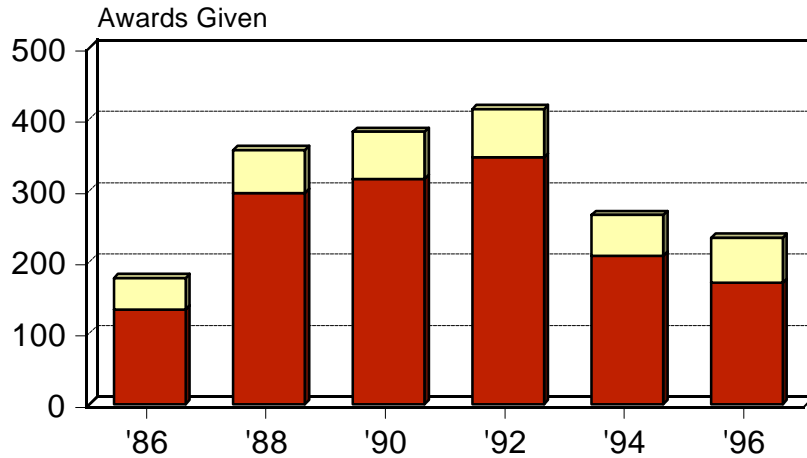
Percent of Career Members Receiving Awards



Average Amount of Award



Presidential Rank Awards



- Distinguished (\$20K)
- Meritorious (\$10K)

Part 4:
Retirement and Insurance Programs

Retirement and Insurance Payments

1985 - 1997

	1985	1990 ^a	1991	1992	1993	1994	1995	1996	1997 ^b
U.S. Office of Personnel Management (OPM)									
Payment Accounts									
Government Payments for Annuitants and Employee Health Benefits	1,488.5	3,118.3	3,189.2	3,388.9	3,739.8	3,990.7	3,813.3	3,829.5	4,029.0
% Change			2.3	6.3	10.4	6.7	-4.4	0.4	5.2
Government Payments for Annuitants and Employee Life Insurance		1.9	5.7	7.3	11.2	15.5	21.9	24.9	29.1
% Change			200.0	28.1	53.4	38.4	41.3	13.7	16.9
Government Payments to Civil Service Retirement and Disability Fund	16,091.0	17,664.9	18,509.1	19,101.2	19,793.3	19,698.1	19,935.2	20,060.3	20,891.5
% Change			4.8	3.2	3.6	-0.5	1.2	0.6	4.1

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

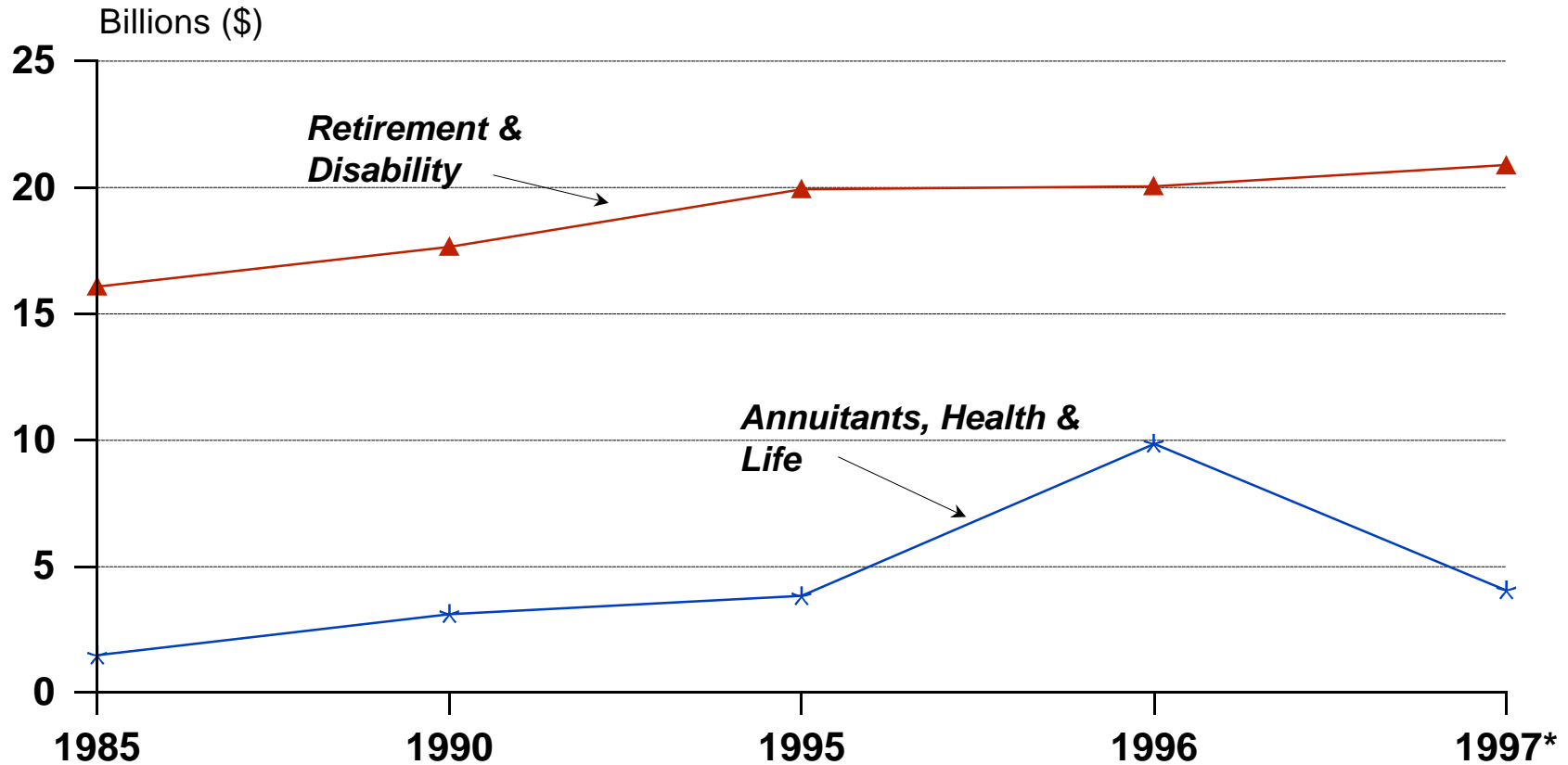
b. Budget Data for 1997 are estimated.

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, 1985 - 1997

Government Contributions to Employees' Benefits



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, 1995

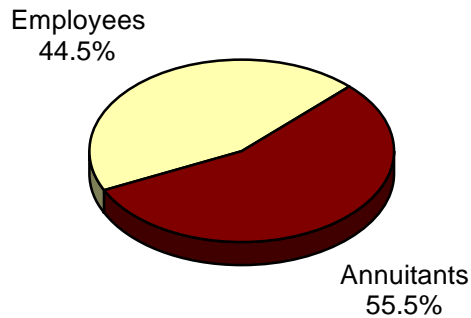
	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	784,356	979,339	1,763,695	1,646,607	3,410,302
Employee Organizations	658,092	520,605	1,178,697	1,420,415	2,599,112
Comprehensive (Health Maintenance Organizations)	937,138	271,161	1,208,299	1,559,675	2,767,974
Experience - Rated	93,855	40,538	134,393	178,179	312,572
Community - Rated	843,283	230,623	1,073,906	1,381,496	2,455,402
Total, All Plans	2,379,586	1,771,105	4,150,691	4,626,697	8,777,388

*Source: Semi-annual Headcount, as of September 1995 (the number of dependents is estimated based on data provided by health benefits carriers).
(202) 606-0650 RISBUDGET@OPM.GOV*

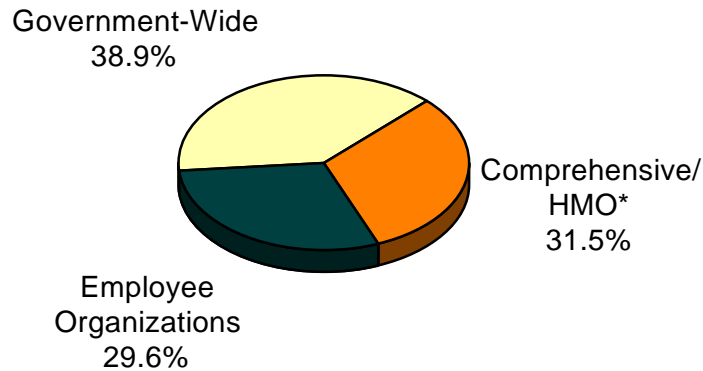
Federal Employee Health Benefits Program Enrollment & Coverage

September 30, 1995

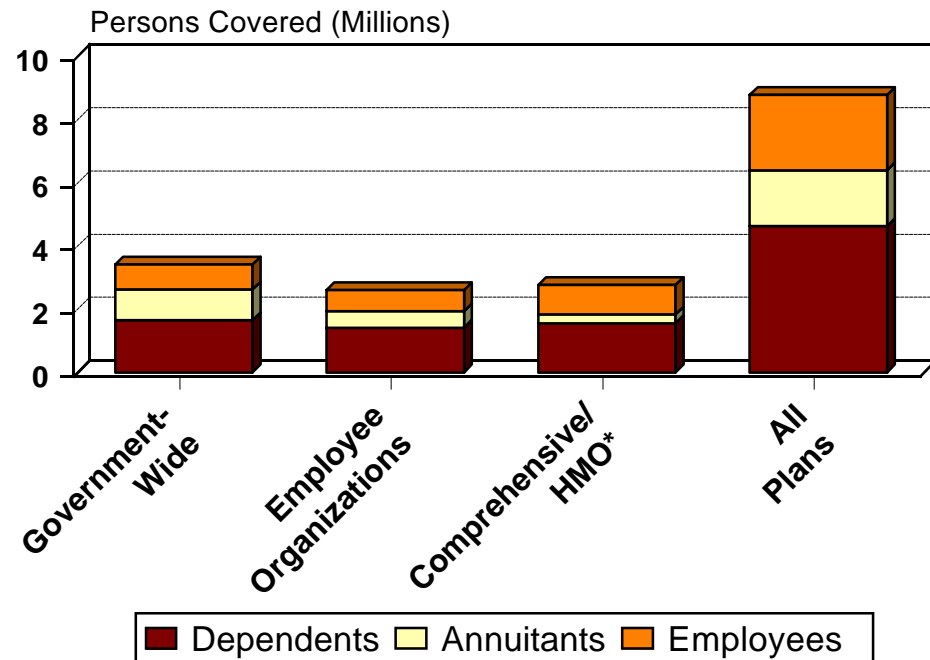
Enrollee Category



Type of Plan



**Total Program Coverage
By Type of Plan**



*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1986 - 1996

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
NON-POSTAL EMPLOYEES											
Government Share	\$82.35	\$100.91	\$130.61	\$160.12	\$181.95	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17
Enrollee Share	\$45.78	\$49.53	\$57.80	\$64.58	\$69.10	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12
Total Premiums	\$128.13	\$150.44	\$188.41	\$224.70	\$251.05	\$264.68	\$287.53	\$313.46	\$324.69	\$314.09	\$314.29
POSTAL EMPLOYEES											
Government Share	\$111.27	\$136.33	\$176.69	\$219.31	\$250.37	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19
Enrollee Share	\$32.33	\$32.17	\$32.03	\$30.76	\$29.89	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44
Total Premiums	\$143.60	\$168.50	\$208.72	\$250.07	\$280.26	\$301.66	\$326.23	\$353.79	\$363.72	\$349.98	\$345.63
ANNUITANTS											
Government Share	\$77.05	\$93.37	\$121.90	\$151.80	\$170.57	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76
Enrollee Share	\$55.79	\$62.54	\$76.79	\$89.99	\$81.44	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75
Total Premiums	\$132.84	\$155.91	\$198.69	\$241.79	\$252.01	\$258.65	\$273.48	\$295.42	\$301.17	\$288.14	\$288.51
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$85.28	\$104.18	\$135.28	\$167.23	\$189.27	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35
Enrollee Share	\$47.35	\$51.55	\$60.78	\$68.64	\$67.19	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92
Total Premiums	\$132.63	\$155.73	\$196.06	\$235.87	\$256.46	\$268.48	\$288.26	\$312.16	\$321.03	\$309.06	\$308.27
<i>% Change</i>	<i>-11.4</i>	<i>17.4</i>	<i>25.9</i>	<i>20.3</i>	<i>8.7</i>	<i>4.7</i>	<i>7.4</i>	<i>8.3</i>	<i>2.8</i>	<i>-3.7</i>	<i>-0.3</i>

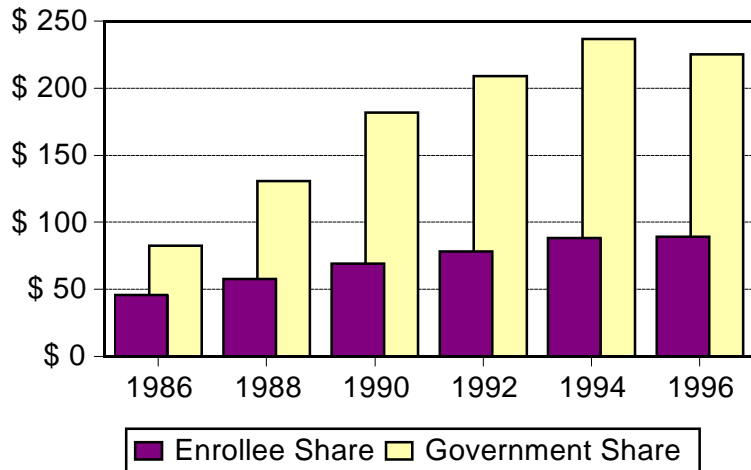
Note: Premiums are weighted based on enrollments as of March.

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

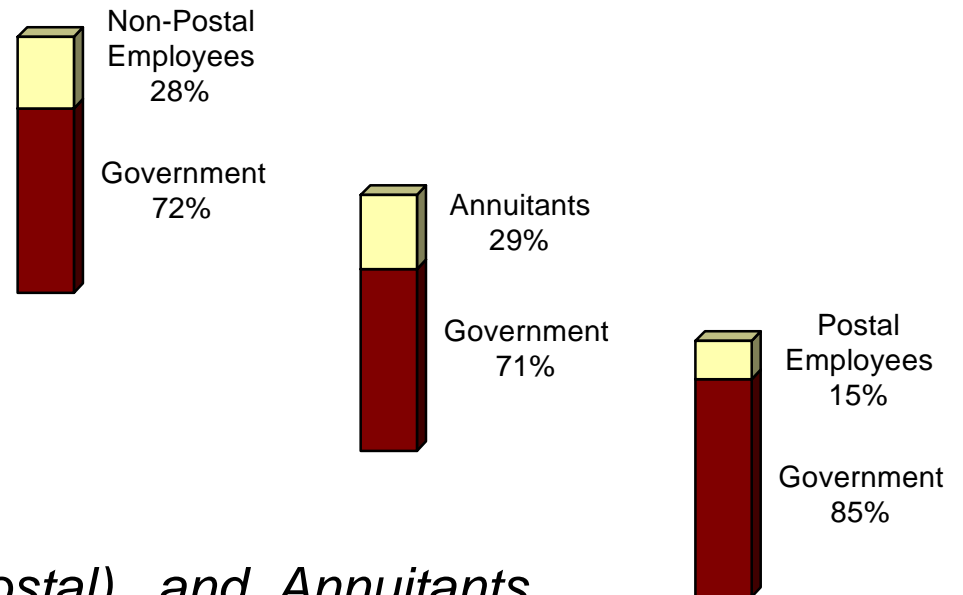
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, & Annuitants
1986 - 1996**



**Average Monthly Premiums
1996**



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1983 - 1995^a

(\$ thousands)

	Revenues	Expenses	Excess (Deficiency) of Revenues over Expenses	Non-Operating Changes	Government Equity	Special Reserves Held by Carriers
1983	5,888,768	5,336,740	552,028	n/a	900,321	240,788
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 ^(r)	15,227,348 ^(r)	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

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.

(r) = Revised due to accounting policy changes resulting from the Chief Financial Officer Act.

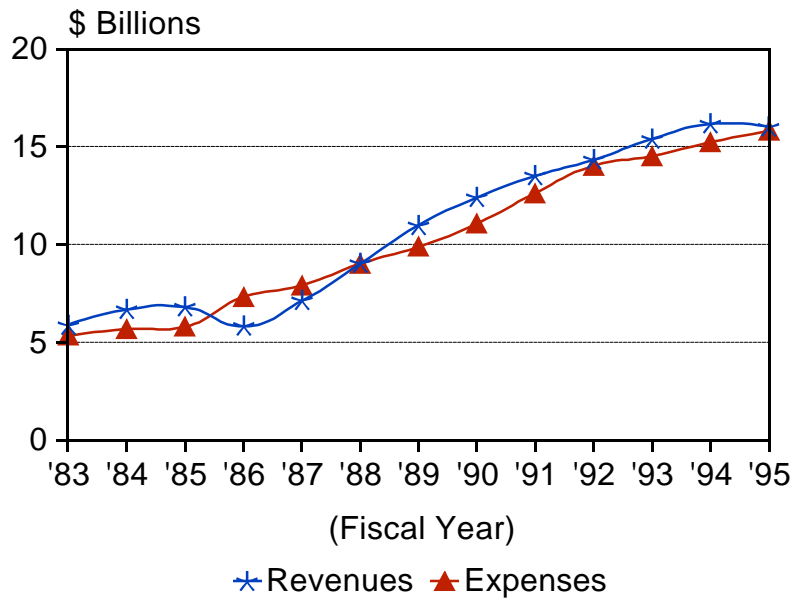
Source: Statement of Operations and Statement of Financial Position for the Office of Personnel Management and carriers for the period ending September 30.
(202) 606-0650 RISBUDGET@OPM.GOV

Federal Employees Health Benefits (FEHB) Program

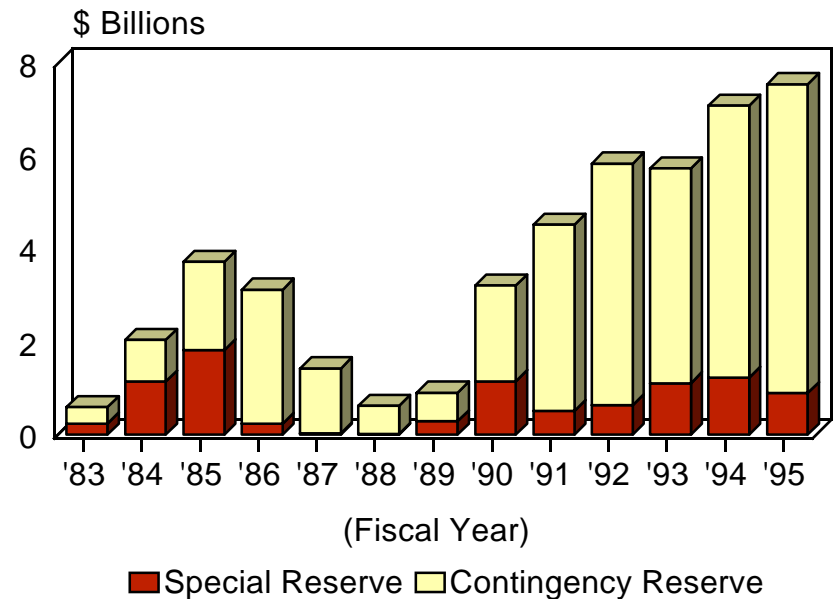
Financial Data

Fiscal Years 1983 - 1995

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, 1996

	TOTAL EMPLOYMENT	FERS EMPLOYMENT	EARLY-OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
			#	%	#	%
All Agencies	1,897,067	927,786 (c)	5,866 (c)	0.6 (c)	51,586 (c)	5.6 (c)
Air Force	176,168	86,109	503	0.6	5,732	6.7
Agriculture	112,937	45,425	265	0.6	2,023	4.5
Army	253,966	124,641	928	0.7	8,565	6.9
Commerce	35,239	17,665	112	0.6	758	4.3
Defense (Excluding Military Departments)	133,392	65,737	387	0.6	4,530	6.9
Defense (Total)	782,109	379,156	2,551	0.7	25,600	6.8
Education	4,875	2,201	17	0.8	86	3.9
Energy	18,479	8,455	88	1.0	403	4.8
Environmental Protection Agency	17,462	9,418	45	0.5	310	3.3
General Services Administration	15,661	7,248	56	0.8	513	7.1
Health and Human Services	56,063	28,314	224	0.8	1,416	5.0
Housing and Urban Development	11,427	4,917	49	1.0	383	7.8
Interior	71,063	31,946	199	0.6	1,457	4.6
Justice	111,090	73,939	248	0.3	1,315	1.8
Labor	15,288	6,454	43	0.7	374	5.8
National Aeronautics and Space Administration	21,302	9,927	54	0.5	294	3.0
Navy	218,583	102,669	733	0.7	6,773	6.6
Office of Personnel Management	3,867	1,548	9	0.6	212	13.7
Small Business Administration	4,795	2,252	16	0.7	190	8.4
State	15,226	2,758	28	1.0	155	5.6
Transportation	63,308	30,463	180	0.6	1,280	4.2
Treasury	146,277	78,459	433	0.6	4,191	5.3
Veterans Affairs	254,274	134,109	596	0.4	7,652	5.7
All Other Agencies	136,325	53,132	653	1.2	2,974	5.6

(c) = Corrected as of September 16, 1997.

Notes: Data are calculated under current law provisions.

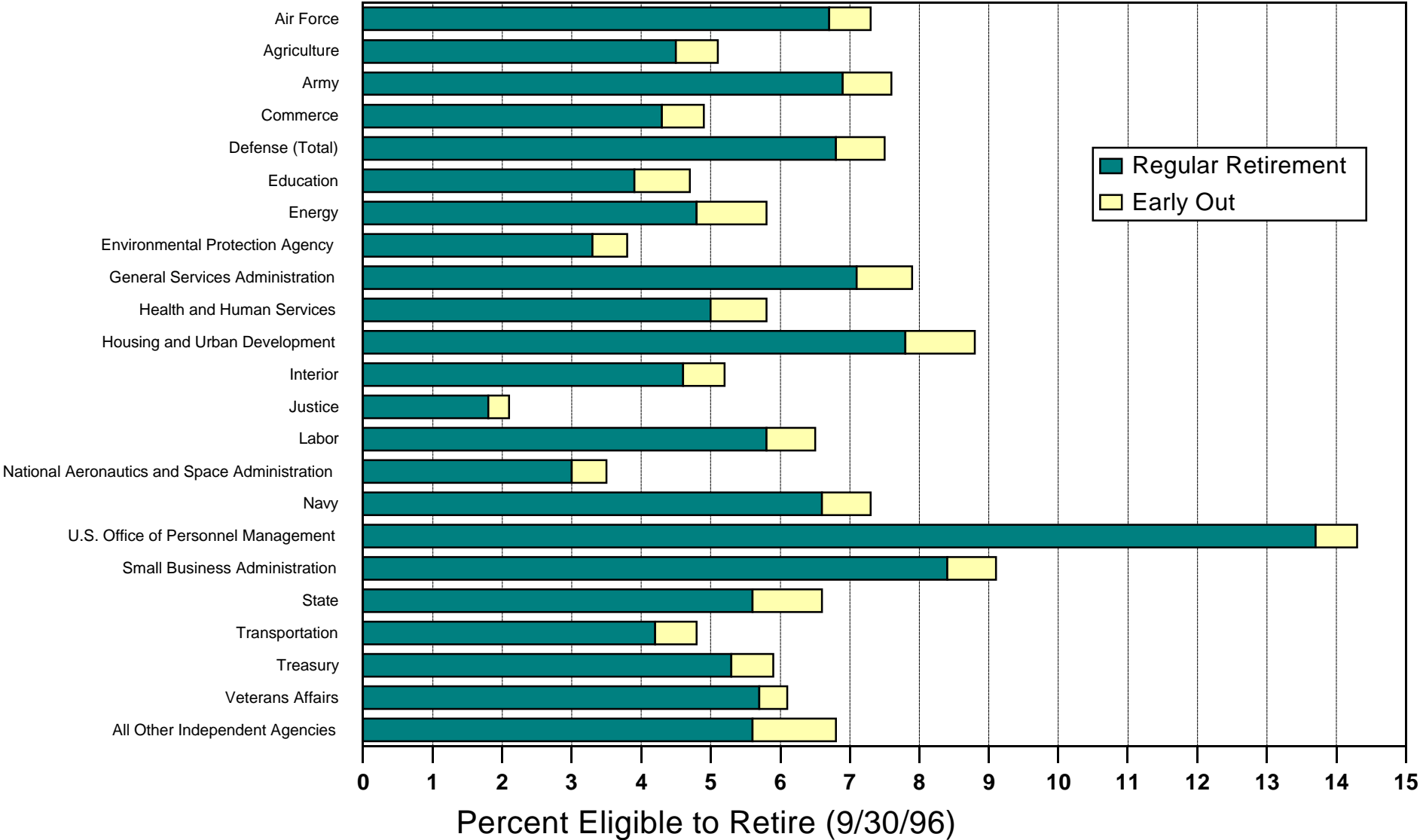
Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

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, 1996



Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1996

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,897,067	832,421 (c)	239,404 (c)	28.8 (c)	95,411 (c)	11.5 (c)
Air Force	176,168	83,034	25,832	31.1	9,063	10.9
Agriculture	112,937	47,508	13,435	28.3	5,669	11.9
Army	253,966	119,517	34,036	28.5	12,839	10.7
Commerce	35,239	14,485	4,752	32.8	2,158	14.9
Defense (Excluding Military Departments)	133,392	59,605	15,963	26.8	5,495	9.2
Defense (Total)	782,109	374,178	108,919	29.1	37,938 (c)	10.1 (c)
Education	4,875	2,341	763	32.6	296	12.6
Energy	18,479	9,884	3,348	33.9	933	9.4
Environmental Protection Agency	17,462	7,336	2,207	30.1	796	10.9
General Services Administration	15,661	8,248	2,936	35.6	844	10.2
Health and Human Services	56,063	22,687	7,517	33.1	3,398	15.0
Housing and Urban Development	11,427	6,253	2,275	36.4	844	13.5
Interior	71,063	30,000	8,292	27.6	2,946	9.8
Justice	111,090	32,821	6,951	21.2	4,807	14.6
Labor	15,288	8,693	2,937	33.8	1,279	14.7
National Aeronautics and Space Administration	21,302	10,860	2,982	27.5	2,535	23.3
Navy	218,583	112,022	33,088	29.5	10,541	9.4
Office of Personnel Management	3,867	1,551	477	30.8	135	8.7
Small Business Administration	4,795	1,762	566	32.1	235	13.3
State	15,226	2,801	877	31.3	299	10.7
Transportation	63,308	32,198	8,483	26.3	6,156	19.1
Treasury	146,277	63,785	16,785	26.3	6,458	10.1
Veterans Affairs	254,274	87,171	22,692	26.0	10,593	12.2
All Other Agencies	136,325	67,859	22,210	32.7	7,092	10.5

(c) = Corrected as of September 16, 1997.

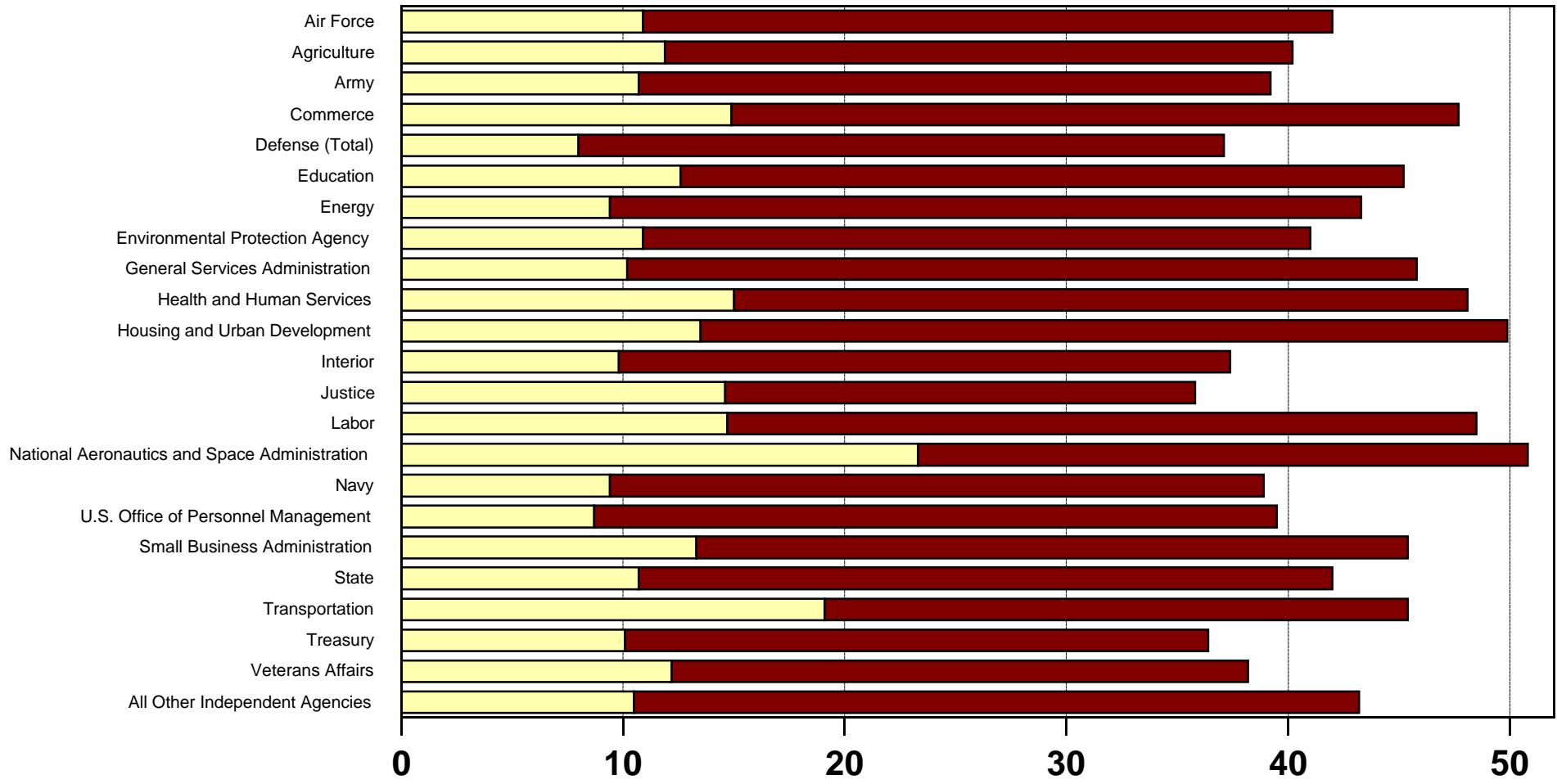
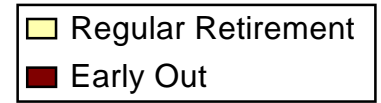
Notes: Data are calculated under current law provisions.

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, 1996



Percent Eligible to Retire (9/30/96)

Retirement System

On Annuity Roll at End of Fiscal Year

1980 - 1996

Employees							
Year	Normal	Disability	Other ^a	Total	Monthly Annuity (\$)	Survivors	Monthly Annuity (\$)
1980	681,537	343,251	223,098	1,247,886	918	427,452	392
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

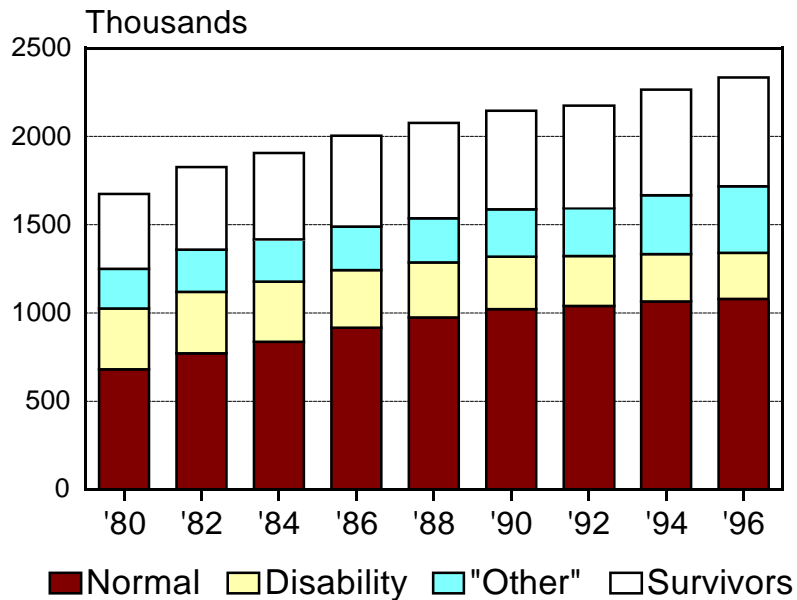
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

Retirement System

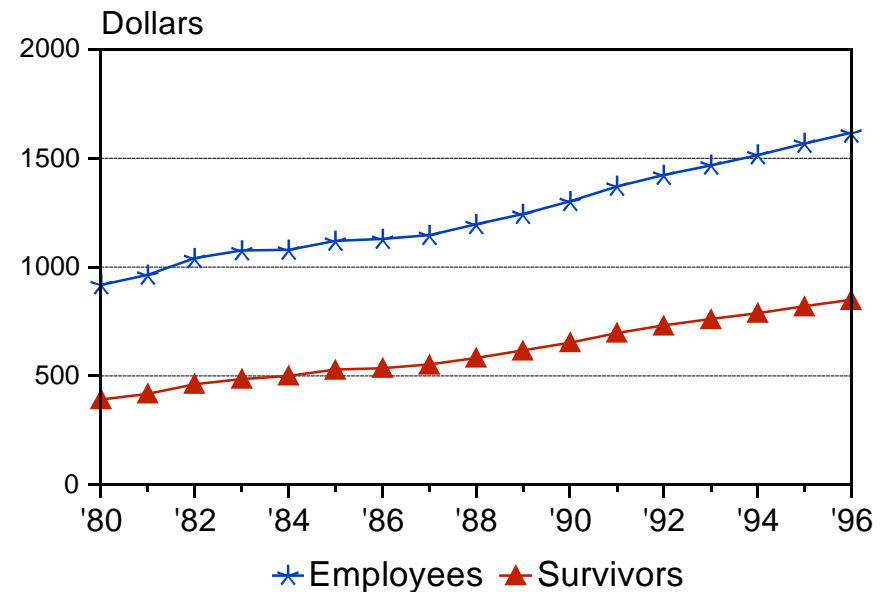
On Annuity Roll at End of Fiscal Year

1980 - 1996

Number on Annuity Roll



Average Monthly Annuity



Retirement System Additions to Annuity Roll

Fiscal Years 1980 - 1996

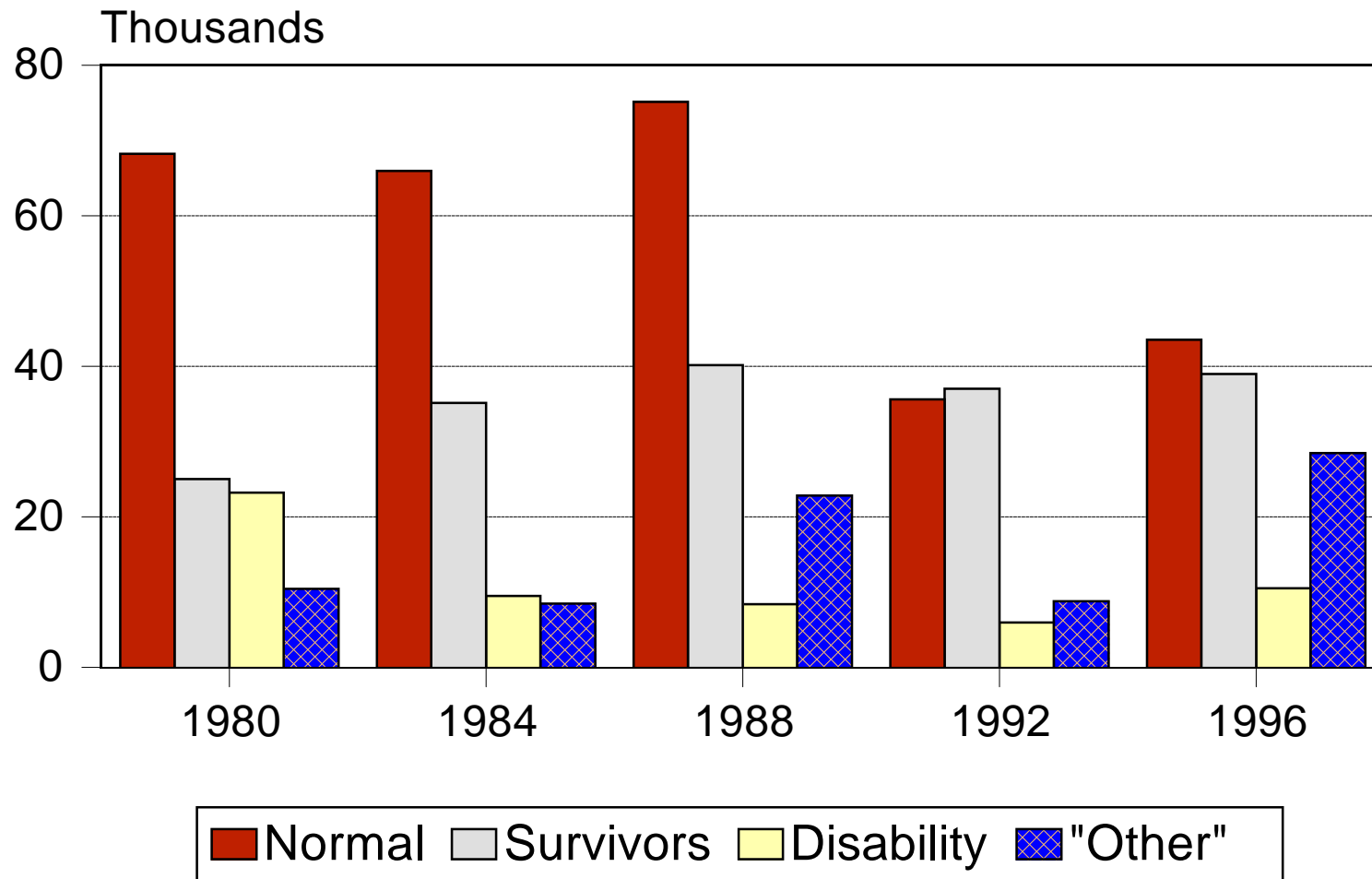
Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
1980	68,233	23,243	10,483	101,959	25,080
1981	88,977	19,274	13,951	122,202	54,918
1982	58,933	14,307	11,843	85,083	38,380
1983	61,605	9,756	9,366	80,727	37,983
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
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

- 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.

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

Retirement System Additions to Annuity Roll

Fiscal Years 1980 - 1996



Retirement Systems Coverage

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

Fiscal Years 1989 - 1996

	1989	1990	1991	1992	1993	1994	1995	1996
CSRS	1,849,327	1,754,280	1,667,628	1,608,455	1,484,037	1,401,821 (r)	1,311,465	1,235,153
<i>% of total</i>	64.6	61.5	58.6	56.9	54.3	52.0 (r)	48.9	47.1
FERS	1,014,698	1,096,874	1,176,993	1,219,051	1,250,934	1,296,461 (r)	1,370,953	1,385,181
<i>% of total</i>	35.4	38.5	41.4	43.1	45.7	48.0 (r)	51.1	52.9

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

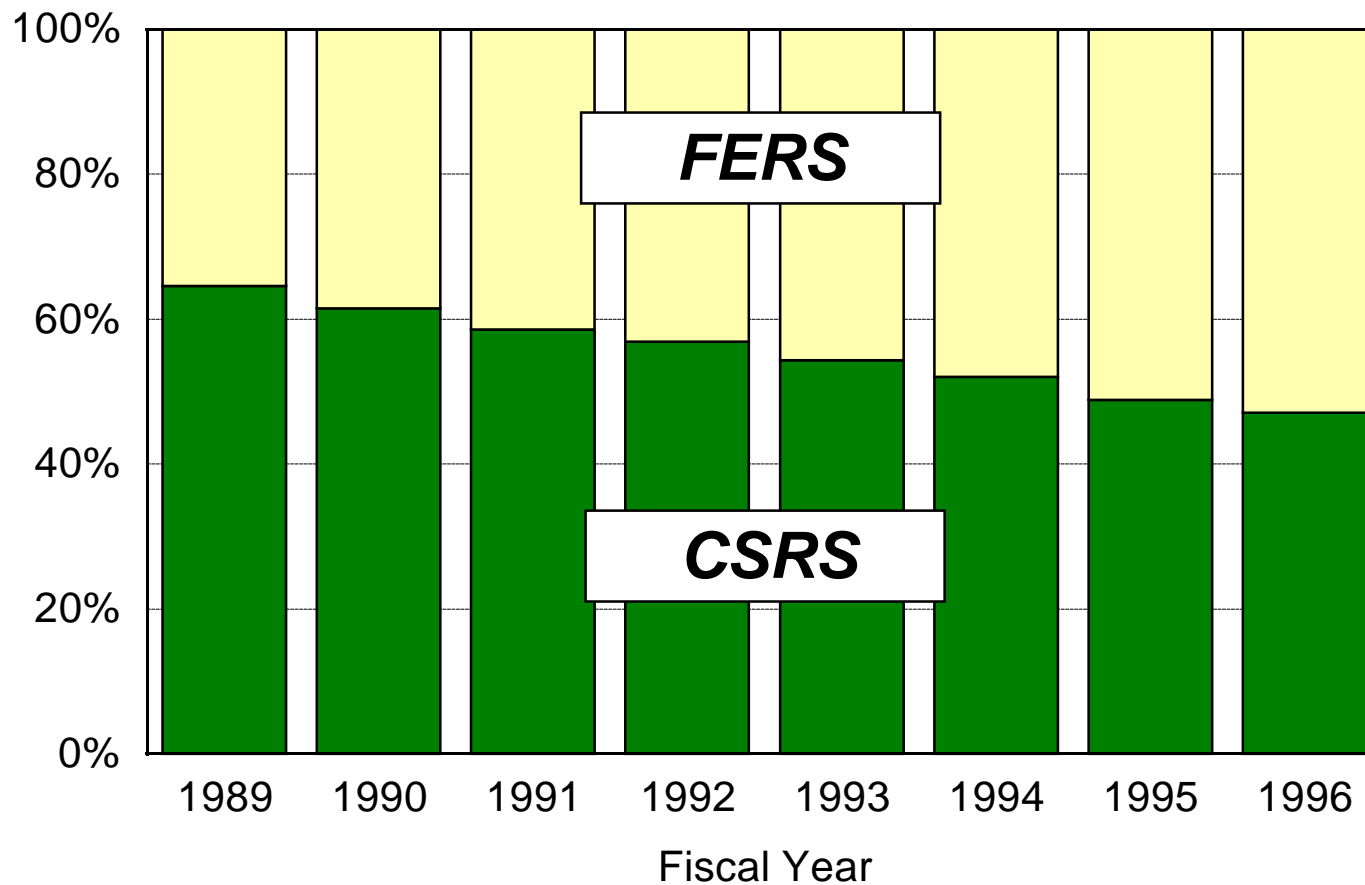
(r) = revised

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 1989 - 1996



Federal Employees Group Life Insurance

Fiscal Year 1995

	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	2,460	227.0	1,558	29.0	4,018	256.0
Standard	1,106	22.2	295	1.9	1,401	24.1
Additional	1,225	166.0	104	6.2	1,329	172.2
Family	1,070	9.6	284	1.0	1,354	10.6
* Total	2,460	424.8	1,558	38.1	4,018	462.9

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

Claims Paid During Fiscal Year 1995

	Claims	Amount Paid (\$ Thousands)
Death		
Employees	8,762	\$620,093
Annuitants	72,419	\$873,671
Total	8,181	\$1,493,764
Dismemberment		
Total	49	\$1,077

Operating Revenues and Expenses, Fiscal Year 1995

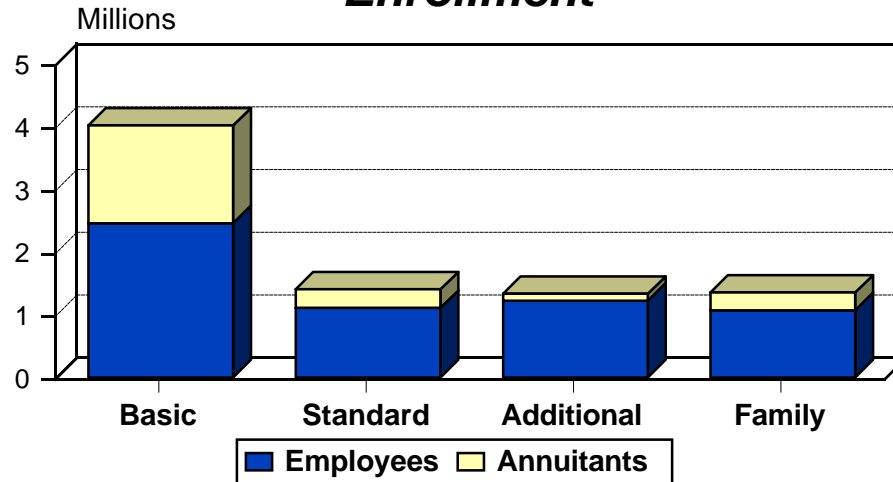
	(\$ Thousands)
Revenues	\$2,496,301
Expenses	\$1,580,196
Excess of operating Revenues Over Expenses	\$916,105

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

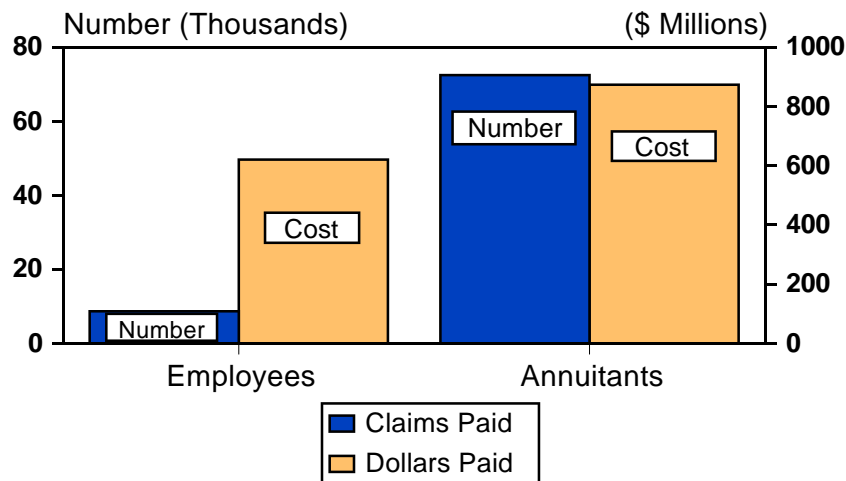
Federal Employees Group Life Insurance

Fiscal Year 1995

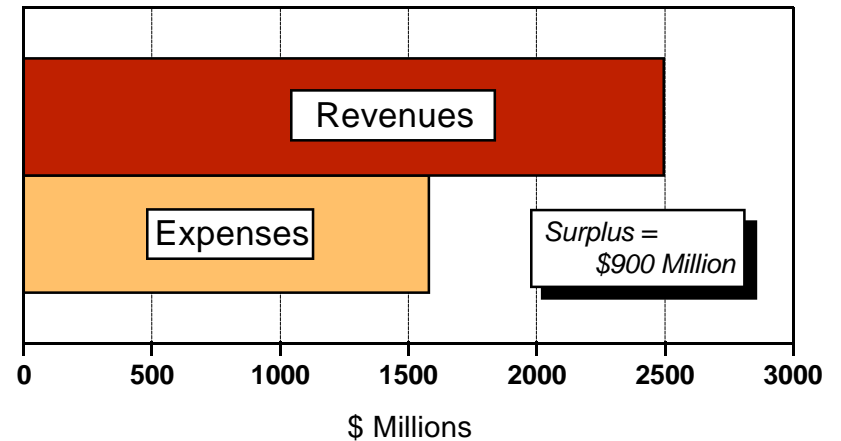
Enrollment



Claims Paid



Revenues vs Expenses



Part 5:
Student Employment Programs

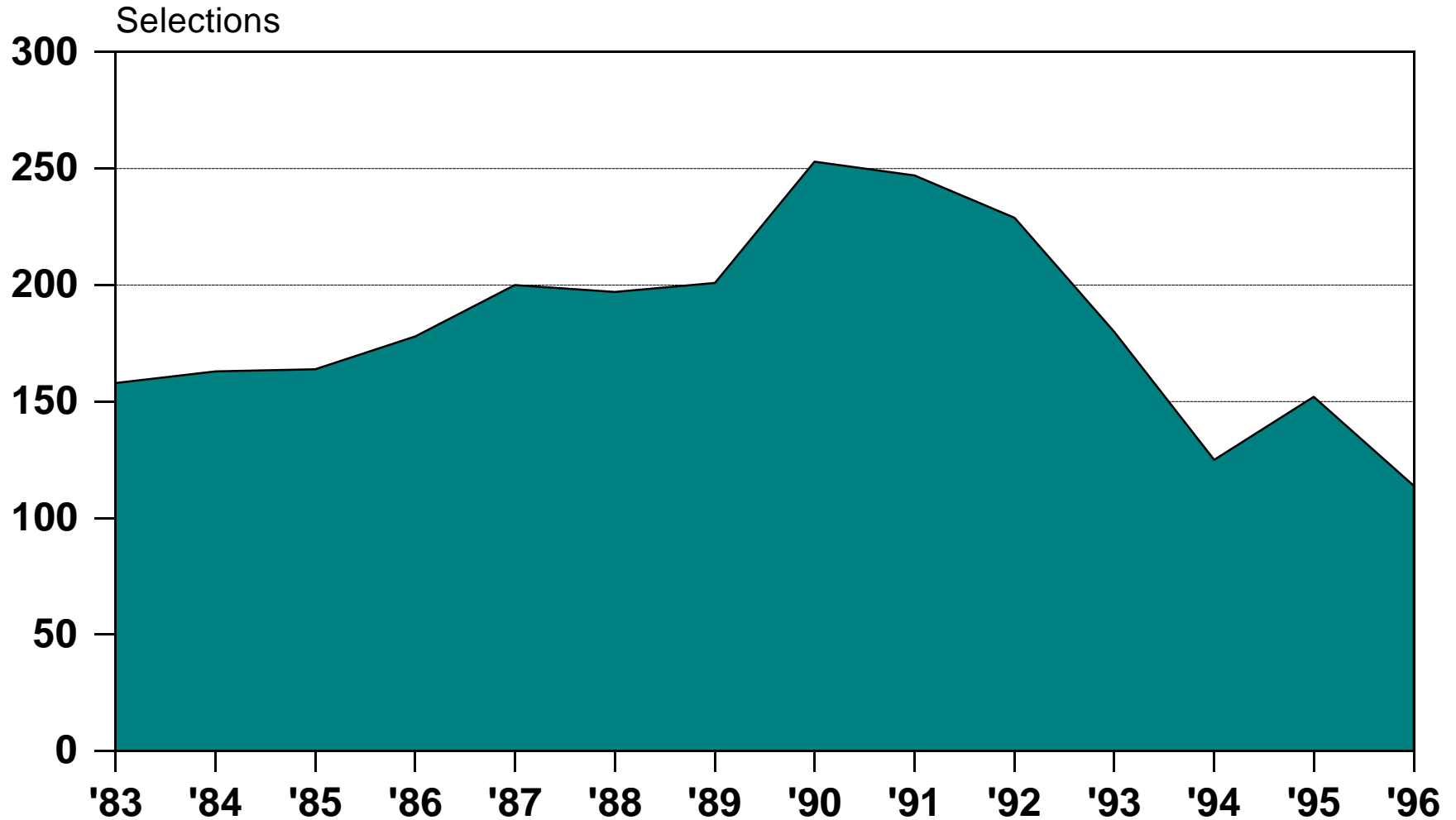
Presidential Management Internship (PMI) Program Selections, Universities, and Employing Agencies

Trends in PMI Selections 1983 - 1996		Top Universities With PMI Finalists in 1996		Top Agencies Employing 1996 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1983	158	American University	7	Department of Health and Human Services	32
1984	163	Columbia University	6	Department of Commerce	14
1985	164	Georgetown University	6	Department of Justice	11
1986	178	Harvard, JFK School of Govt.	6	Department of Defense	10
1987	200	Johns Hopkins University	5	Office of Management and Budget	9
1988	197	Florida State University	4	Environmental Protection Agency	7
1989	201	University of Texas	4	Department of Agriculture	7
1990	253	Yale University	4	Department of Housing and Urban Development	6
1991	247	University of California	3	Department of State	5
1992	229	George Washington University	3	Small Business Administration	4
1993	180	University of Pittsburgh	3	Department of Education	3
1994	125	University of Michigan	3		
1995	152				
1996	114				

Source: Philadelphia Service Center; PMI Program data as of March 31, 1997. (215) 597-1920 JTSTIX@OPM.GOV

Presidential Management Internship Program

Selections Employing Agencies



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 1996

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Navy	1,442	Total	8,533	100.0
Army	1,317	Total Minorities	3,492	40.9
Agriculture	1,095	Black	1,872	21.9
Interior	869	Hispanic	848	9.9
National Aeronautics and Space Administration	778	Asian/Pacific Islander	541	6.3
Veterans Affairs	381	Native American*	231	2.7
Other	2,651	Non-Minority	5,041	59.1
		Men	4,436	52.0
		Women	4,097	48.0
		Veterans	402	4.7
		Disabled	296	3.5

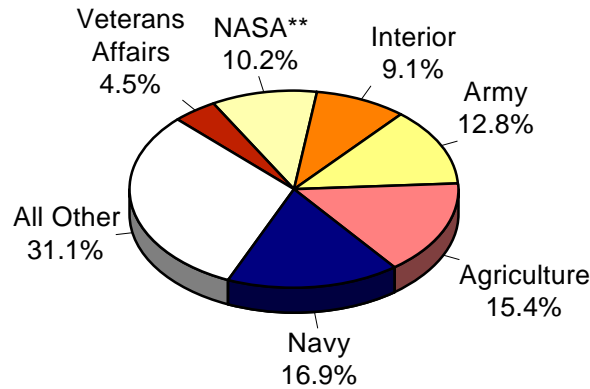
* Native American refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1996. (202) 606-2684 OWI@OPM.GOV

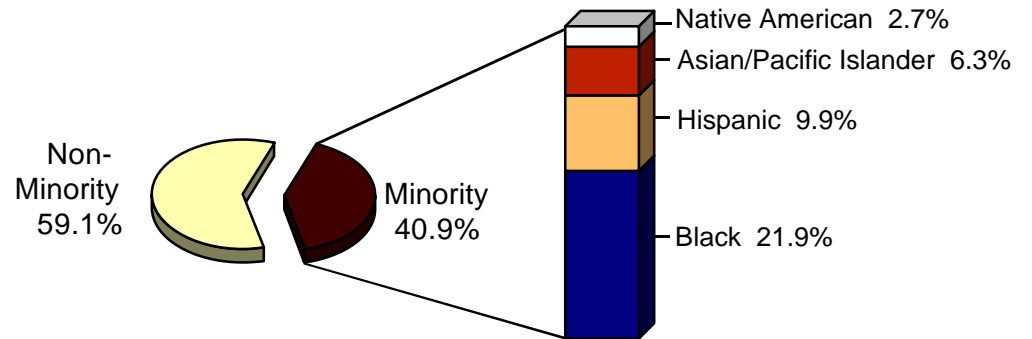
Student Career Experience Program

Fiscal Year 1996

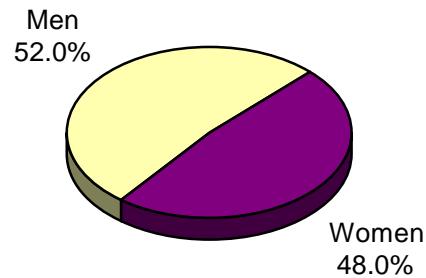
Employing Agencies*



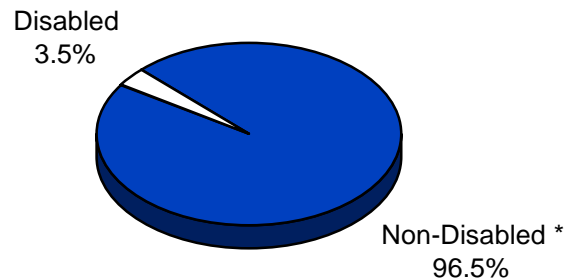
Minority Status



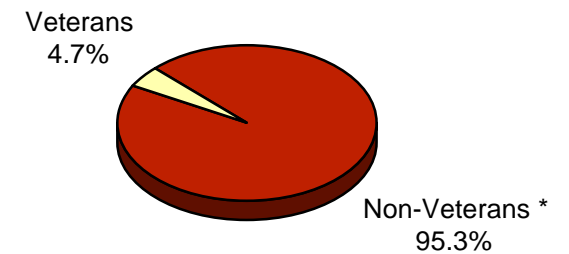
Gender



Disability Status



Veterans Status



**NASA = National Aeronautics and Space Administration

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

Student Career Experience Program

Participants' Educational Levels and Occupational Groups

Fiscal Year 1996

By Educational Level

Degree	Participants	Percent
High School	399	4.7
Associate	1,179	13.8
Baccalaureate	5,170	60.6
* Graduate	1,229	14.4
Other	556	6.5
Total	8,533	100.0

By Major Occupational Group

Occupational Group	Participants	Percent
Engineering & Architecture	2,049	24.0
General Administration, Clerical, Office Services	1,799	21.1
Biological Sciences	883	10.3
Miscellaneous	553	6.5
Physical Sciences	536	6.3
Other	2,713	31.8
Total	8,533	100.0

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (84%), "General Administration, Clerical, & Office Services" category (45.7%),
- More than 5,820 participants (approximately 68%) were classified in five major occupational groups.

* Also includes Professional Degrees

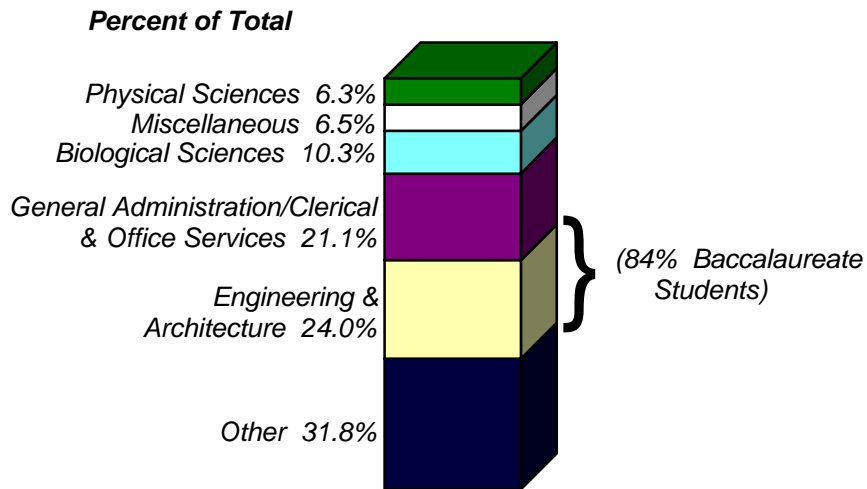
Source: Central Personnel Data File, Fiscal Year (October - September) 1996. (202) 606-2684 OWI@OPM.GOV

Student Career Experience Program

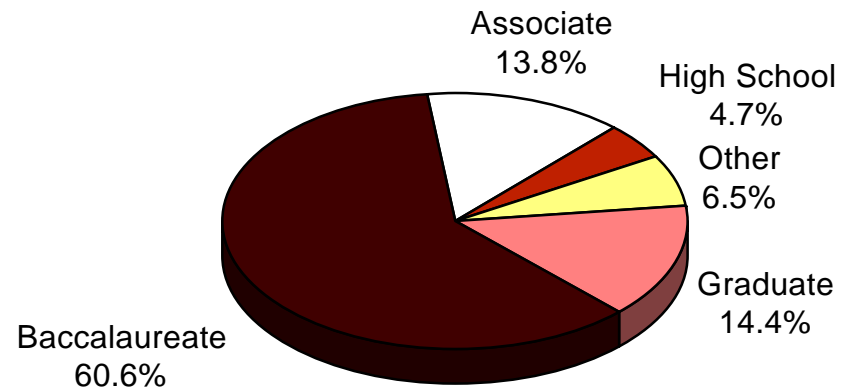
Participants Educational Levels and Occupational Groups

Fiscal Year 1996

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 1996

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Army	4,856	Total	26,045	100.0
Agriculture	3,975	Total Minorities	13,048	50.1
Air Force	2,026	Black	8,150	31.3
Navy	1,821	Hispanic	2,752	10.6
Justice	1,743	Asian/Pacific Islander	1,761	6.8
Health & Human Services	1,684	Native American*	385	1.5
Other	9,940	Non-Minority	12,997	49.9
		Men	10,290	39.5
		Women	15,755	60.5
		Veterans	503	1.9
		Disabled	878	3.4

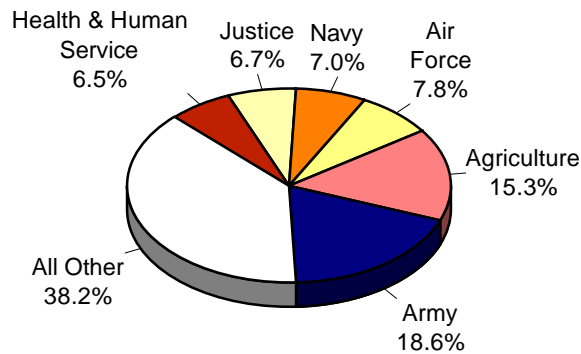
* Native American refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1996. (202) 606-2684 OWI@OPM.GOV

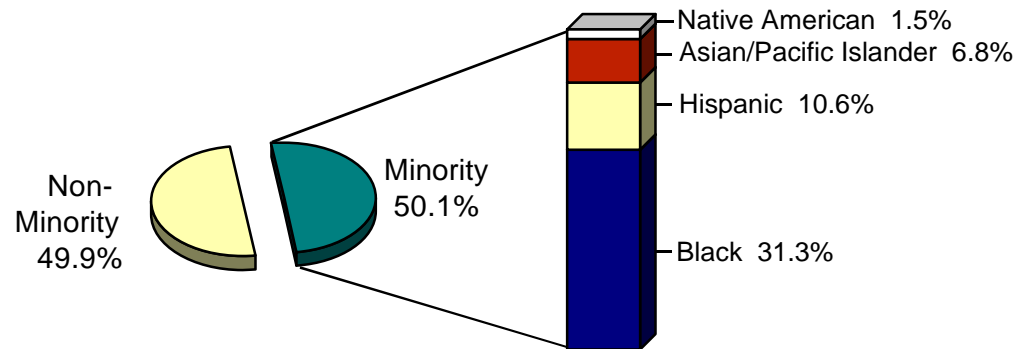
Student Temporary Employment Program

Fiscal Year 1996

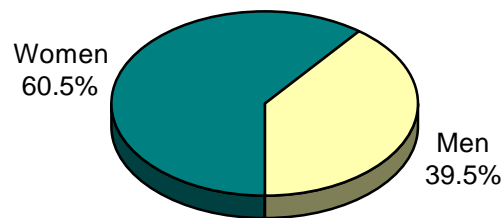
Employing Agencies*



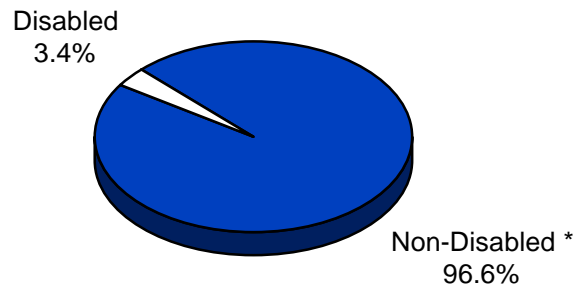
Minority Status



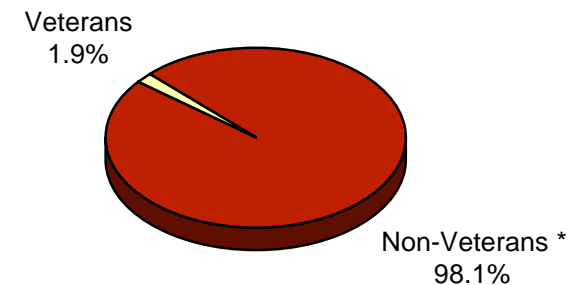
Gender



Disability Status



Veterans Status



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

Temporary Summer Employment Program

Participants by Category

May through September 1996

Category	Participants
Clerical	4,045
Non-Clerical	6,392
General Schedule-5 and higher	1,753
Trades & Labor Occupations	2,348
All Other	698

Source: Central Personnel Data File (CPDF). (202) 606-2684 OWI@OPM.GOV

Temporary Summer Employment Program

Participants by Category

May - September 1996

