



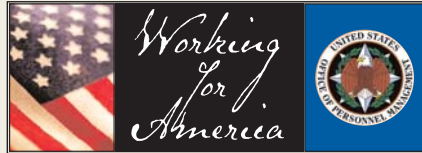
February 2006

**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

THE FACT BOOK

2005 EDITION

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



INTRODUCTION

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

The 1998 through 2005 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 5 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Excel (xls), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document.

THE FACT BOOK is designed to provide you with an easy-to-use document. We welcome your comments and suggestions for its improvement. For more information, please call Theresa E. Neal at (202) 606-2942, or email to: teneal@opm.gov.

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Part 1:

Employee Demographics

Trend of Federal Civilian Employment, 1994 - 2004
(in thousands)

	1994	1996	1998	2000	2001	2002	2003	2004
Total, Federal Civilian	2,971.6	2,847.4	2,789.5	2,708.1	2,710.0	2,715.5	2,725.9	2,713.2
<i>% change*</i>	-5.0	-4.2	-2.0	-2.9	-2.8	0.3	0.6	-0.1
Washington, D.C., MSA**	366.4	340.0	323.4	325.9	325.8	334.1	336.2	332.5
<i>% change*</i>	2.2	-7.2	-4.9	0.8	0.7	2.5	3.2	-0.5
Overseas	108.5	108.6	104.2	88.7	89.7	90.8	92.7	92.6
<i>% change*</i>	-23.0	0.1	-4.1	-14.9	-13.9	2.4	3.3	2.0
Legislative Branch	35.4	31.5	30.5	31.2	30.4	30.9	31.5	30.0
<i>% change*</i>	-5.6	-11.0	-3.2	2.3	-0.3	-1.0	3.6	-2.9
Judicial Branch	28.0	29.6	31.7	32.2	33.8	34.7	34.7	33.8
<i>% change*</i>	18.6	5.7	7.1	1.6	6.6	7.8	2.7	-2.6
Executive Branch	2,908.2	2,786.3	2,727.3	2,644.8	2,645.7	2,649.9	2,659.6	2,649.3
<i>% change*</i>	-5.2	-4.2	-2.1	-3.0	-3.0	0.2	0.5	0.0
Department of Defense	879.9	795.9	717.9	676.3	671.6	670.2	664.5	668.2
<i>% change*</i>	-14.9	-9.5	-9.8	-5.8	-6.4	-0.9	-1.1	-0.3
Non-Department of Defense	1,205.6	1,138.1	1,137.9	1,107.8	1,126.3	1,168.1	1,207.3	1,213.5
<i>% change*</i>	-0.9	-5.6	0.0	-2.6	-1.0	5.4	7.2	3.9
United States Postal Service	822.7	852.3	871.5	860.7	847.8	811.6	787.8	767.6
<i>% change*</i>	0.7	3.6	2.3	-1.2	-2.7	-5.7	-7.1	-5.4

Note: All data are as of September 30th.

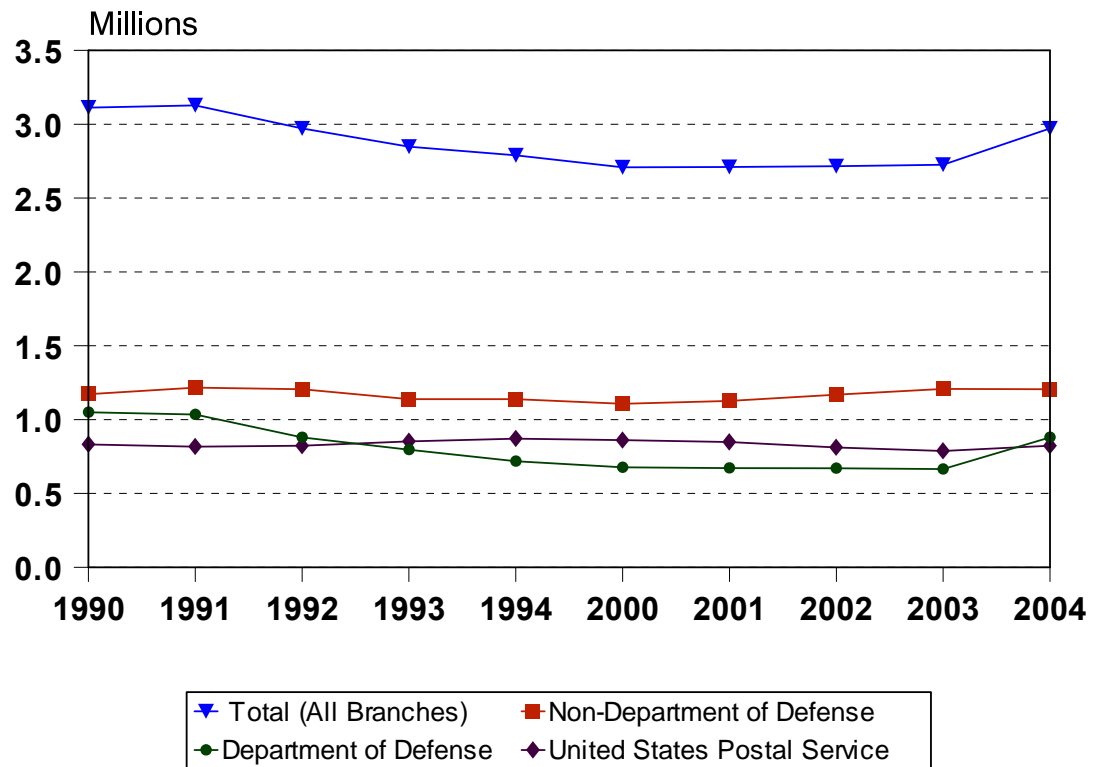
*Represents percent change from the prior reported year.

**Washington, D.C. Metropolitan Statistical Area (MSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges 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); Workforce Information and Planning Group. (202) 606-1309

fedstats@opm.gov

Trend of Federal Civilian Employment



Trend of Employment, 1994-2004
Individual Characteristics

		1994	1995	1996	1997	1998	1999	2000	2001	2002*	2003*	2004*
Average Age	a	44.1	44.3	44.8	45.2	45.6	45.9	46.3	46.5	46.5	46.7	46.8
Average Length of Service	a	15.2	15.5	15.9	16.3	16.6	16.9	17.1	17.1	16.8	16.8	16.6
Retirement Eligible	b											
Civil Service Retirement System		10%	10%	11%	12%	13%	15%	17%	19%	23%	27%	30%
Federal Employees Retirement System		5%	5%	6%	7%	8%	10%	11%	10%	11%	12%	13%
College-Conferred (Bachelor's Degree or higher)		38%	39%	39%	40%	40%	40%	41%	41%	41%	41%	42%
Gender												
Men		56%	56%	56%	56%	56%	55%	55%	55%	55%	55%	56%
Women		44%	44%	44%	44%	44%	45%	45%	45%	45%	45%	44%

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

a. Data shown for "Average Age" and "Average Length of Service" represent full-time permanent employees.

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

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

Trend of Employment, 1994 - 2004

Individual Characteristics

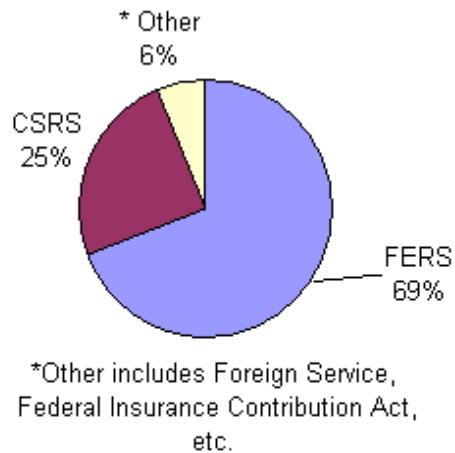
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	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003*	2004*
Race & National Origin											
Total Minorities	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%	30.4%	30.6%	30.8%	31.1%	31.4%
Black	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%	17.1%	17.1%	17.0%	17.0%	17.0%
Hispanic	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%	6.6%	6.7%	6.9%	7.1%	7.3%
Asian/Pacific Islander	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%	4.5%	4.6%	4.7%	4.8%	5.0%
American Indian/ Alaska Native	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%	2.2%	2.1%	2.1%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	27%	26%	26%	25%	25%	25%	24%	24%	23%	22%	22%
Vietnam Era Veterans	17%	17%	17%	15%	14%	14%	14%	13%	13%	13%	12%
Retired Military	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%	4.2%	4.4%	4.6%	4.9%
Retired Officers	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%	0.8%	0.9%

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

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

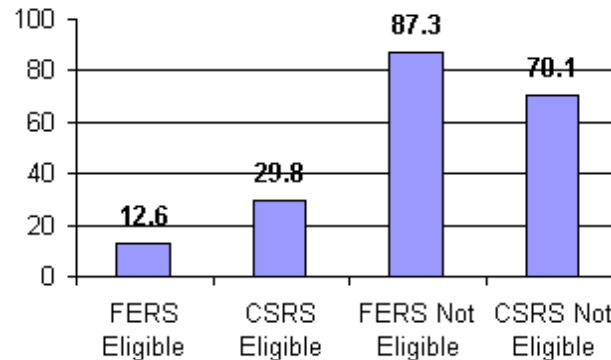
The "Typical" Federal Civilian Employee, 2004 Individual Characteristics



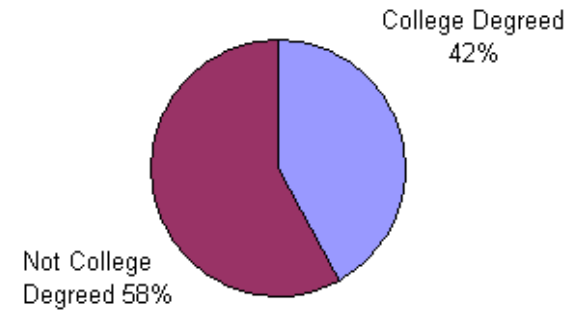
*Other includes Foreign Service, Federal Insurance Contribution Act, etc.

Participants**

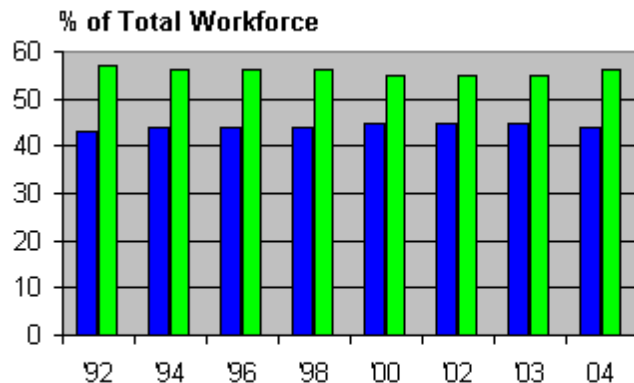
FERS = Federal Employees Retirement System
CSRS = Civil Service Retirement System



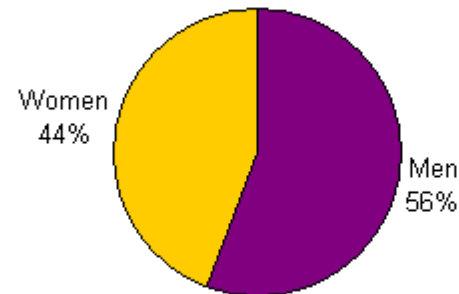
Retirement Eligibility



Education



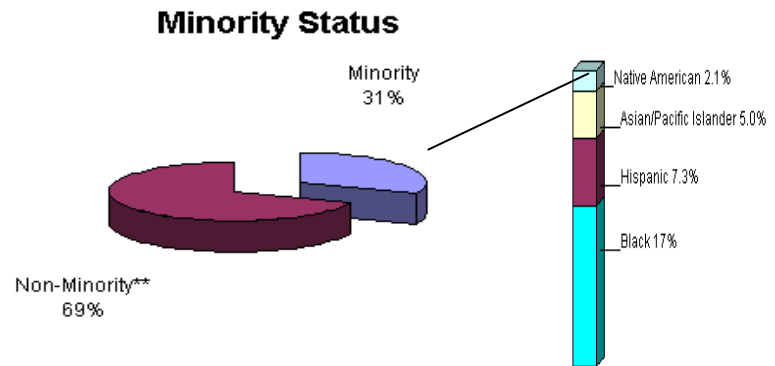
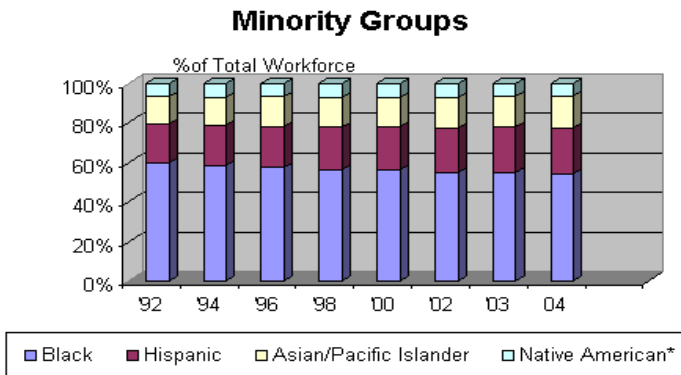
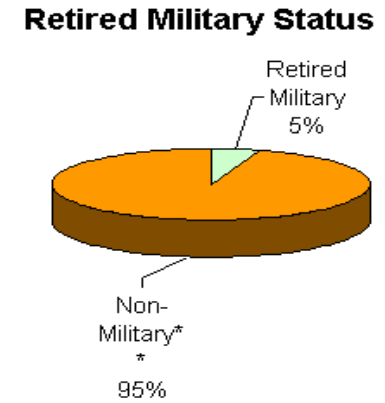
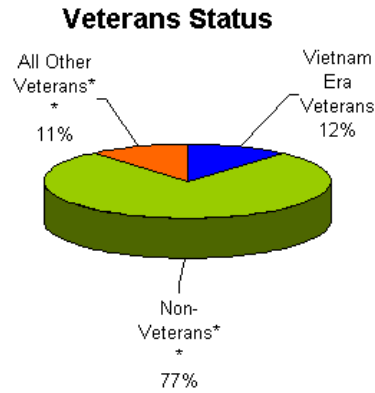
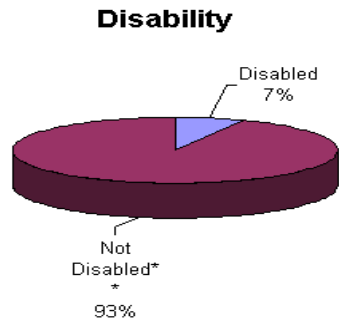
Trend In Gender



Gender

**Data shown are excluded from the source tables.

The "Typical" Federal Civilian Employee, 2004 Individual Characteristics (Continued)



** Data shown are excluded from the source tables.

Trend of Employment, 1994 - 2004

		Job Characteristics										
		1994	1995	1996	1997	1998	1999	2000	2001	2002	2003*	2004*
Annual Base Salary		\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764	\$51,618	\$53,959	\$56,400	\$61,714
	Washington, DC- -MD-VA-WV Metropolitan Statistical Area	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198	\$64,969	\$68,239	\$72,078	\$75,817	\$79,695
Average GS Grade		9.2	9.3	9.3	9.3	9.4	9.4	9.5	9.5	9.6	9.7	9.8
	Washington, DC- -MD-VA-WV Metropolitan Statistical Area	10.8	10.9	11.0	11.1	11.1	11.1	11.3	11.4	11.5	11.6	11.7
Pay System												
	General Schedule	74%	75%	73%	73%	72%	72%	72%	73%	72%	71%	71%
	Wage Systems	15%	14%	14%	14%	13%	13%	13%	12%	12%	11%	11%
		11%	11%	13%	13%	15%	15%	15%	15%	16%	18%	18%
Occupational Category												
	White-Collar	84%	85%	85%	86%	86%	87%	87%	87%	88%	88%	89%
Others	Professional	23%	23%	24%	24%	24%	24%	24%	24%	24%	24%	24%
	Administrative	26%	27%	27%	28%	29%	29%	30%	31%	32%	32%	33%
	Blue-Collar	16%	15%	15%	14%	14%	13%	13%	13%	12%	12%	11%
Supervisory Status												
	Supervisors/Managers	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%	11.0%	11.0%	11.1%
Permanent Appointments		90%	90%	90%	90%	90%	90%	91%	91%	91%	91%	91%
	Full-time Permanent	87%	87%	87%	88%	88%	87%	88%	88%	89%	88%	88%

Notes: All data are as of September 30th of selected year.
 Data shown for "Annual Base Salary" represent average for full-time permanent employees.
 * Some data shown in graphs are not provided in the table above.

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Trend of Employment, 1994 - 2004

Job Characteristics

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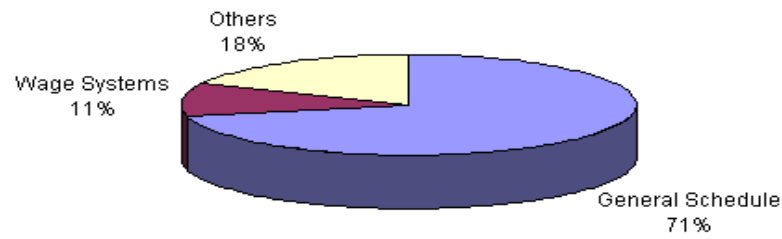
	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Work Schedule											
Full-time	92%	93%	93%	93%	93%	94%	94%	94%	94%	94%	94%
Part-time	4%	4%	3%	3%	3%	3%	3%	3%	3%	3%	4%
Intermittent Service	4%	3%	4%	4%	4%	3%	3%	3%	3%	3%	3%
Competitive	80%	80%	78%	77%	77%	77%	77%	77%	75%	73%	73%
Excepted & Senior											
Executive Service	20%	20%	22%	23%	23%	23%	23%	23%	25%	27%	27%
Agency											
Department of Defense	42%	42%	41%	40%	39%	39%	38%	37%	36%	35%	35%
Department of Homeland Security	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13%	13%
Department of Veterans Affairs	13%	14%	13%	13%	13%	12%	12%	13%	12%	9%	9%
All Others	45%	44%	46%	47%	48%	49%	50%	50%	52%	44%	43%
Geographic Location											
United States	97%	97%	97%	97%	96%	96%	96%	97%	97%	97%	97%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	15%	15%	15%	15%	15%	16%	16%	16%	16%	16%	16%

Note: All data are as of September of selected year. DHS was created in 2003.

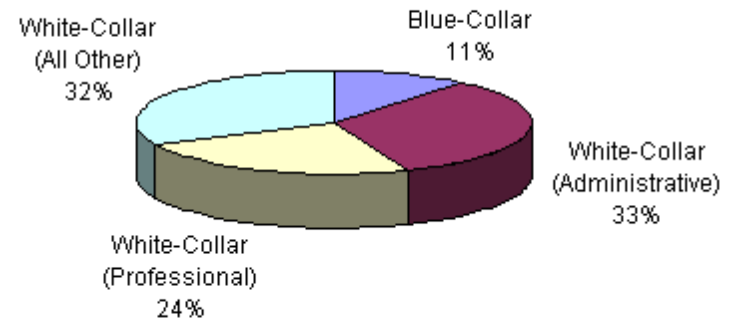
* Some data shown in graphs are not provided in the table above.

The "Typical" Federal Civilian Employee, 2004 Job Characteristics

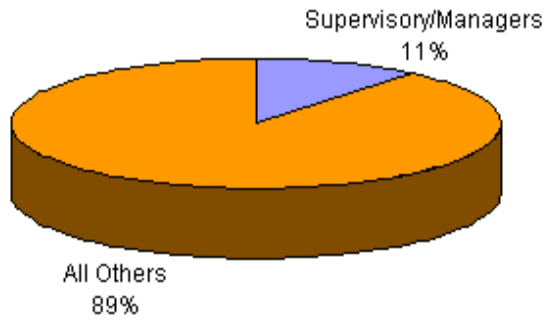
Pay System



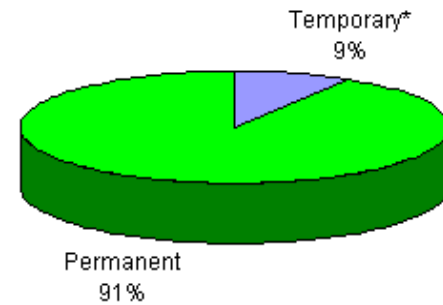
Occupational Category



Supervisory Status



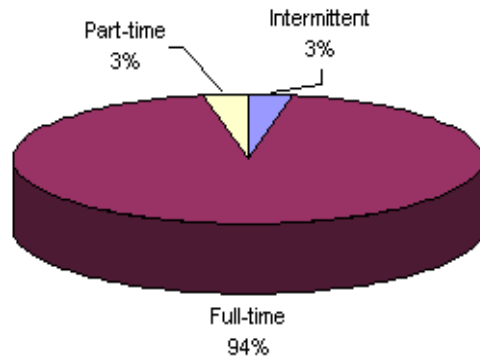
Tenure



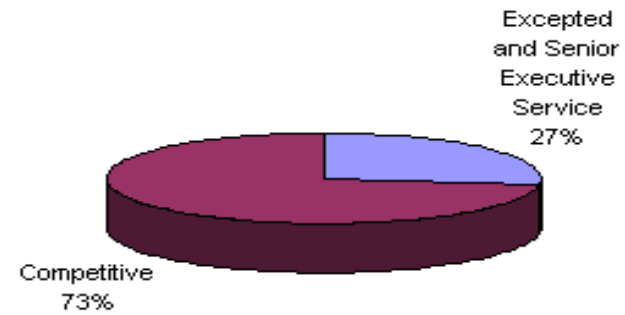
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The "Typical" Federal Civilian Employee, 2004 Job Characteristics (Continued)

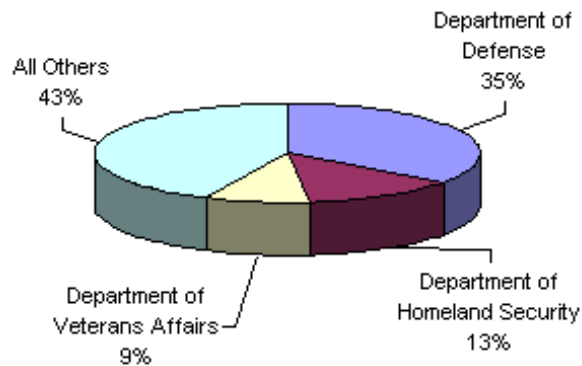
Work Schedule



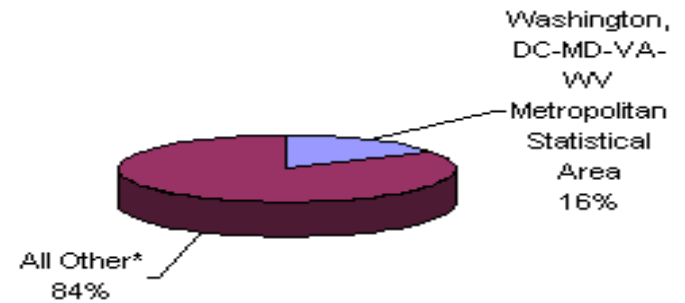
Service



Employing Agency



Geographic Location



* Data shown are excluded from the source tables.

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Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State
As of March 31, 2004

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	35,695	\$60,364	23,704	\$59,905	4,224	\$36,886	7,767	\$74,530
ALASKA	12,053	\$53,499	7,878	\$50,137	1,888	\$55,043	2,287	\$63,802
ARIZONA	32,822	\$51,372	23,942	\$51,497	3,981	\$41,424	4,899	\$58,848
ARKANSAS	11,791	\$50,972	8,422	\$50,874	1,881	\$36,466	1,488	\$69,863
CALIFORNIA	143,772	\$60,904	99,160	\$58,498	15,025	\$43,274	29,587	\$77,920
COLORADO	33,627	\$62,289	26,835	\$61,604	2,033	\$40,273	4,759	\$75,556
CONNECTICUT	6,970	\$61,242	4,962	\$60,946	757	\$39,873	1,251	\$75,350
DELAWARE	2,583	\$53,017	1,765	\$51,110	590	\$47,207	228	\$82,812
DISTRICT OF COLUMBIA	150,631	\$79,680	114,977	\$77,539	5,131	\$41,683	30,523	\$94,135
FLORIDA	70,684	\$56,151	48,101	\$55,509	7,205	\$38,695	15,378	\$66,336
GEORGIA	64,282	\$57,216	48,017	\$57,276	8,855	\$41,212	7,410	\$75,946
HAWAII	20,758	\$52,057	13,052	\$50,667	5,269	\$53,747	2,437	\$55,848
IDAHO	8,056	\$54,292	6,425	\$54,583	885	\$42,650	746	\$65,601
ILLINOIS	42,809	\$62,388	30,730	\$61,289	3,479	\$43,332	8,600	\$74,021
INDIANA	18,595	\$56,381	11,964	\$53,700	2,199	\$43,713	4,432	\$69,903
IOWA	7,268	\$52,354	5,170	\$51,677	1,053	\$41,704	1,045	\$66,434
KANSAS	15,410	\$54,104	11,331	\$50,530	1,899	\$45,071	2,180	\$80,550
KENTUCKY	20,783	\$49,526	15,189	\$47,785	2,018	\$40,016	3,576	\$62,285
LOUISIANA	19,931	\$53,285	14,993	\$53,246	2,476	\$41,050	2,462	\$65,832
MAINE	9,083	\$53,208	5,728	\$57,097	2,713	\$41,450	642	\$68,204
MARYLAND	104,087	\$72,636	78,207	\$70,691	5,400	\$44,740	20,480	\$87,419
MASSACHUSETTS	25,118	\$61,351	18,992	\$60,672	2,058	\$41,037	4,068	\$74,795
MICHIGAN	23,582	\$60,536	17,462	\$59,453	1,897	\$47,217	4,223	\$70,998
MINNESOTA	14,313	\$58,304	9,887	\$54,850	1,472	\$44,419	2,954	\$76,786
MISSISSIPPI	16,734	\$53,242	11,541	\$52,753	2,560	\$38,043	2,633	\$70,162
MISSOURI	32,792	\$53,083	26,857	\$51,453	2,448	\$41,567	3,487	\$73,719
MONTANA	8,971	\$52,261	7,388	\$52,083	906	\$45,144	677	\$63,733
NEBRASKA	8,624	\$53,537	6,671	\$54,110	924	\$37,493	1,029	\$64,231
NEVADA	9,048	\$55,901	6,025	\$55,507	627	\$45,823	2,396	\$59,527
NEW HAMPSHIRE	3,224	\$70,174	1,962	\$60,722	204	\$38,971	1,058	\$93,718

Continued on next page ==>

[<== Return to previous page](#)

Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State As of March 31, 2004

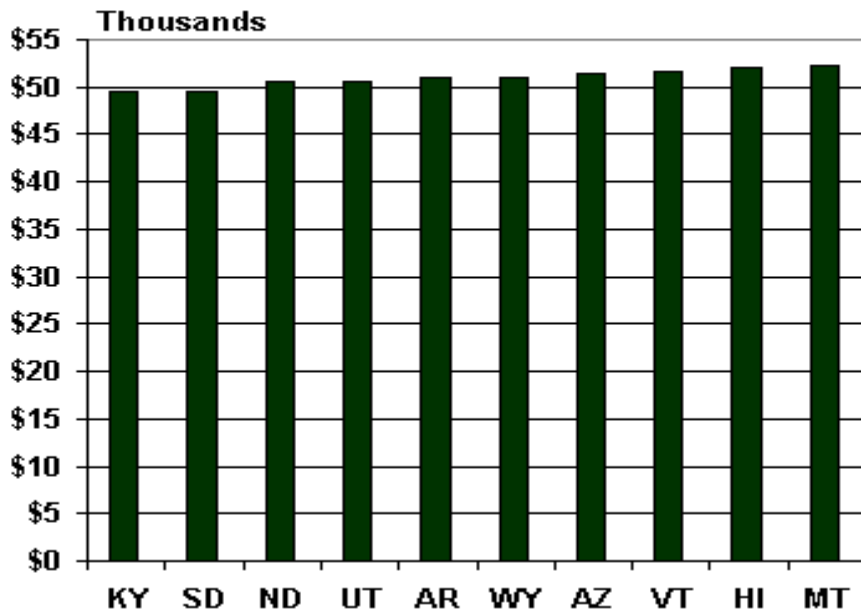
STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF	AVERAGE	NUMBER OF	AVERAGE	NUMBER OF	AVERAGE	NUMBER OF	AVERAGE
	EMPLOYEES	SALARY	EMPLOYEES	SALARY	EMPLOYEES	SALARY	EMPLOYEES	SALARY
NEW JERSEY	27,223	\$66,118	18,900	\$65,189	2,548	\$44,911	5,775	\$78,514
NEW MEXICO	21,700	\$54,650	16,023	\$54,170	1,815	\$39,189	3,862	\$63,910
NEW YORK	58,958	\$59,700	41,572	\$57,437	5,538	\$39,832	11,848	\$76,928
NORTH CAROLINA	32,406	\$52,523	21,755	\$52,674	5,902	\$41,209	4,749	\$65,890
NORTH DAKOTA	5,517	\$50,482	3,944	\$50,592	879	\$42,418	694	\$60,072
OHIO	41,791	\$62,683	31,728	\$60,423	2,759	\$43,730	7,304	\$79,659
OKLAHOMA	33,421	\$52,855	19,089	\$54,372	9,678	\$42,201	4,654	\$68,792
OREGON	18,440	\$56,305	13,937	\$56,530	2,153	\$47,302	2,350	\$63,214
PENNSYLVANIA	62,821	\$54,754	47,035	\$55,613	9,644	\$39,929	6,142	\$71,453
RHODE ISLAND	6,120	\$66,594	2,982	\$57,809	492	\$37,035	2,646	\$81,992
SOUTH CAROLINA	16,249	\$53,680	11,164	\$52,343	2,016	\$38,960	3,069	\$68,213
SOUTH DAKOTA	7,059	\$49,605	4,917	\$50,171	932	\$39,159	1,210	\$55,352
TENNESSEE	33,143	\$55,661	18,030	\$49,630	2,339	\$37,625	12,774	\$67,476
TEXAS	108,071	\$55,726	78,797	\$54,821	12,648	\$39,146	16,626	\$72,631
UTAH	27,018	\$50,538	18,996	\$51,142	5,907	\$43,395	2,115	\$65,064
VERMONT	3,696	\$51,723	3,018	\$50,666	311	\$38,891	367	\$71,287
VIRGINIA	119,184	\$67,482	83,960	\$67,846	10,253	\$40,316	24,971	\$77,414
WASHINGTON	45,538	\$58,124	30,077	\$58,183	9,384	\$49,670	6,077	\$70,889
WEST VIRGINIA	12,605	\$55,544	10,088	\$55,041	1,213	\$40,076	1,304	\$73,821
WISCONSIN	11,637	\$53,348	8,426	\$52,609	1,451	\$41,179	1,760	\$66,919
WYOMING	4,870	\$51,079	3,726	\$50,746	752	\$43,123	392	\$69,505
UNSPECIFIED 1/	18,965	\$65,339	18,677	\$65,200	206	\$46,837	82	...
TOTALS	1,690,528	\$60,772	1,214,178	\$59,896	180,877	\$42,254	295,473	\$75,708

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

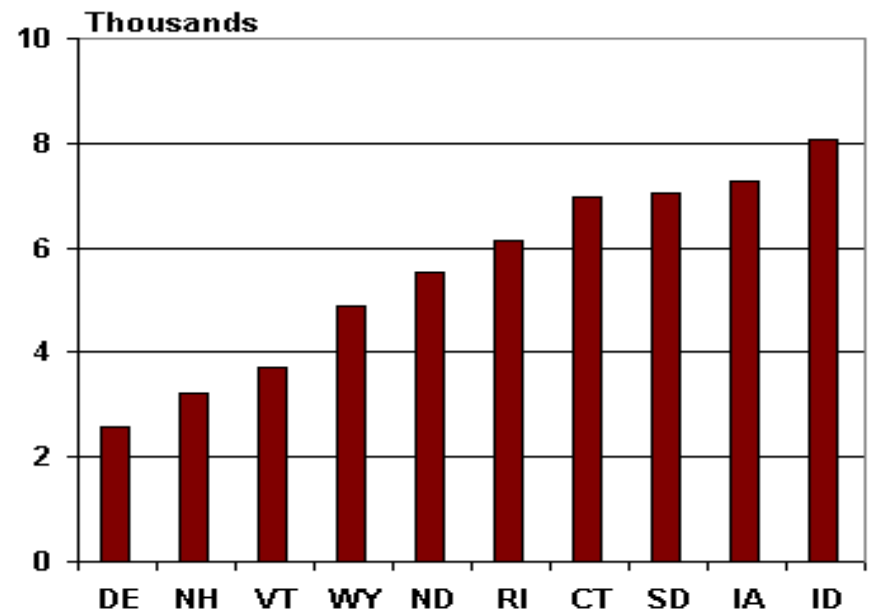
Source: Pay Structure of the Federal Civil Service; Workforce Information and Planning Group. fedstats@opm.gov

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

Rank by Salary*



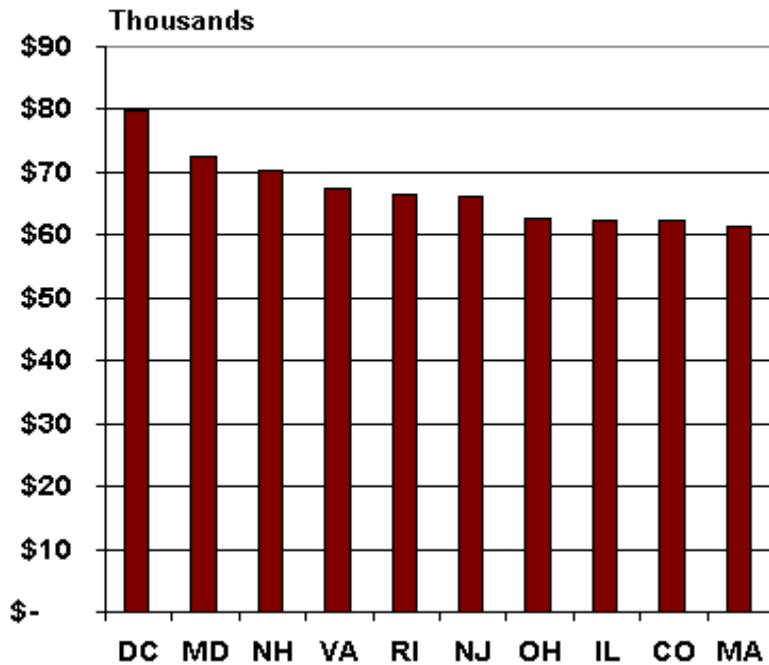
Rank by Employment*



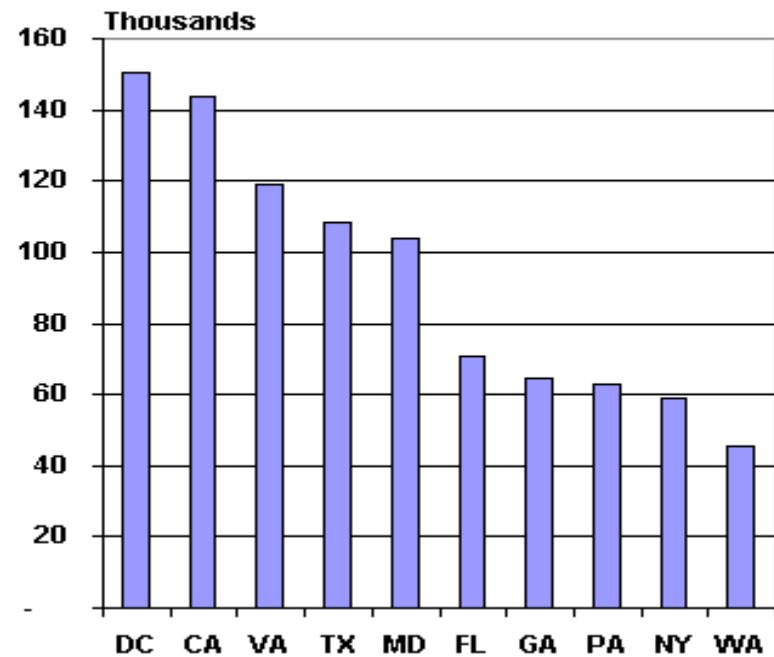
*State salary rank does not correlate with state employment rank.

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

Rank by Salary*



Rank by Employment*



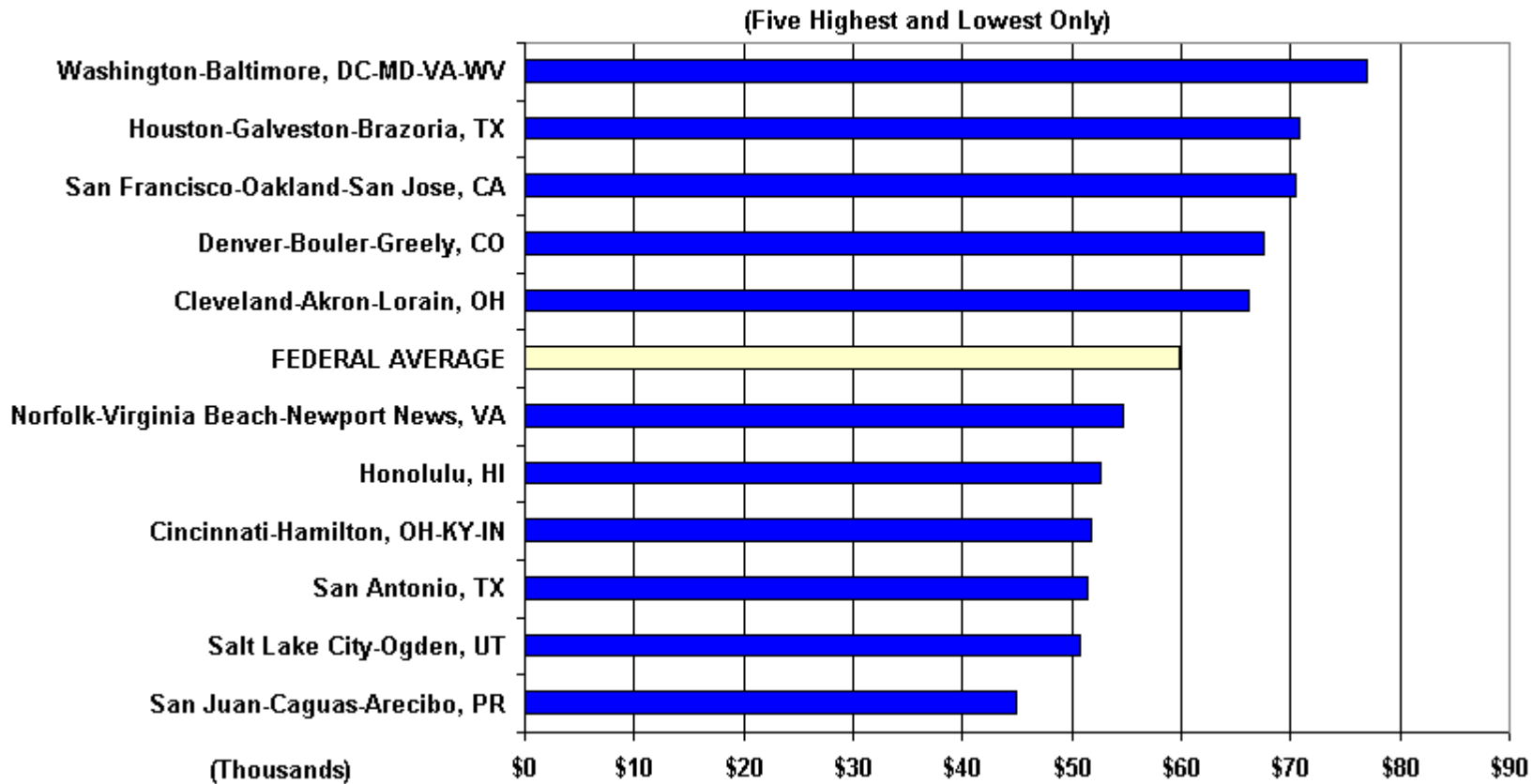
*State salary rank does not correlate with state employment rank.

**Average Adjusted Basic Salaries of Full-Time Employment by Pay System
Selected Metropolitan Statistical Areas (MSA) and Consolidated MSA
AS OF MARCH 31, 2004**

	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 and MSAs with 15,000 or More Employees								
ATLANTA, GA	31,798	\$59,795	24,876	\$57,625	950	\$43,259	5,972	\$71,466
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	29,015	\$58,986	20,326	\$59,423	3,627	\$37,983	3,802	\$66,733
CHICAGO-GARY-KENOSHA, IL-IN-WI	28,687	\$61,184	19,198	\$61,167	1,616	\$39,877	7,873	\$65,599
CINCINNATI-HAMILTON, OH-KY-IN	10,709	\$48,144	9,054	\$46,461	284	\$36,661	1,371	\$61,638
CLEVELAND-AKRON-LORAIN, OH	11,077	\$62,592	7,862	\$60,207	529	\$38,757	2,686	\$74,265
DALLAS-FORT WORTH, TX	24,411	\$60,419	16,136	\$58,118	1,109	\$40,921	7,166	\$68,619
DENVER-BOULDER-GREELEY, CO	21,240	\$63,626	16,285	\$63,470	1,014	\$40,742	3,941	\$70,161
DETROIT-ANN ARBOR-FLINT, MI	15,531	\$60,339	11,621	\$60,720	995	\$48,722	2,915	\$62,786
HONOLULU, HI	19,509	\$50,542	12,374	\$48,883	5,193	\$52,991	1,942	\$54,564
HOUSTON-GALVESTON-BRAZORIA, TX	14,353	\$66,814	10,006	\$67,123	636	\$37,792	3,711	\$70,954
KANSAS CITY, MO-KS	19,868	\$54,822	16,615	\$50,980	763	\$43,600	2,490	\$83,895
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	46,432	\$57,826	31,207	\$57,286	3,884	\$41,446	11,341	\$64,923
MIAMI-FORT LAUDERDALE, FL	15,787	\$54,508	9,714	\$54,540	706	\$37,134	5,367	\$56,737
MILWAUKEE-RACINE, WI	4,855	\$52,618	3,304	\$52,338	537	\$41,274	1,014	\$59,537
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	65,083	\$59,912	46,946	\$59,283	4,788	\$38,979	13,349	\$69,632
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA	38,630	\$52,145	24,993	\$56,443	6,856	\$39,108	6,841	\$49,541
OKLAHOMA CITY, OK	22,144	\$52,735	11,390	\$54,545	7,051	\$41,931	3,703	\$67,740
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	39,242	\$54,902	30,109	\$53,395	3,855	\$43,275	5,278	\$71,992
PORTLAND-SALEM, OR-WA	12,442	\$58,068	9,173	\$59,476	1,071	\$45,831	2,198	\$58,153
SACRAMENTO-YOLO, CA	7,033	\$60,386	5,536	\$58,410	224	\$43,319	1,273	\$71,984
SALT LAKE CITY-OGDEN, UT	23,088	\$48,043	15,546	\$48,692	5,198	\$41,763	2,344	\$57,663
SAN ANTONIO, TX	19,572	\$48,985	14,610	\$48,943	2,489	\$34,986	2,473	\$63,326
SAN DIEGO, CA	29,212	\$57,196	18,396	\$54,228	4,511	\$42,578	6,305	\$76,315
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,652	\$66,460	20,771	\$65,198	2,036	\$46,773	4,845	\$80,142
SAN JUAN-CAGUAS-ARECIBO, PR	8,967	\$43,737	5,819	\$42,511	793	\$27,236	2,355	\$52,320
SEATTLE-TACOMA-BREMERTON, WA	34,432	\$56,063	21,505	\$56,312	8,310	\$49,349	4,617	\$66,985
WASHINGTON-BALTIMORE, DC-MD-VA-WV	312,854	\$73,128	235,040	\$71,169	12,784	\$42,337	65,030	\$86,264

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

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



Turnover Data
Executive Branch - All Areas
Fiscal Years 1988 - 2004

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
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
FY98	320,830	242,637	321,292	84,124	1,855,112	-40,183	-2.1
FY99	423,500	346,988	372,778	129,196	1,846,170	-8,942	-0.5
FY00***	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4
FY01***	308,877	233,034	301,659	82,495	1,783,239	-163,445	-8.4
FY02***	316,837	242,280	280,714	55,167	1,808,634	25,395	1.4
FY03	508,160	254,030	461,171	53,187	1,875,696	67,062	3.7
FY04	313,684	223,294	310,776	60,857	1,874,228	-1,468	-0.1

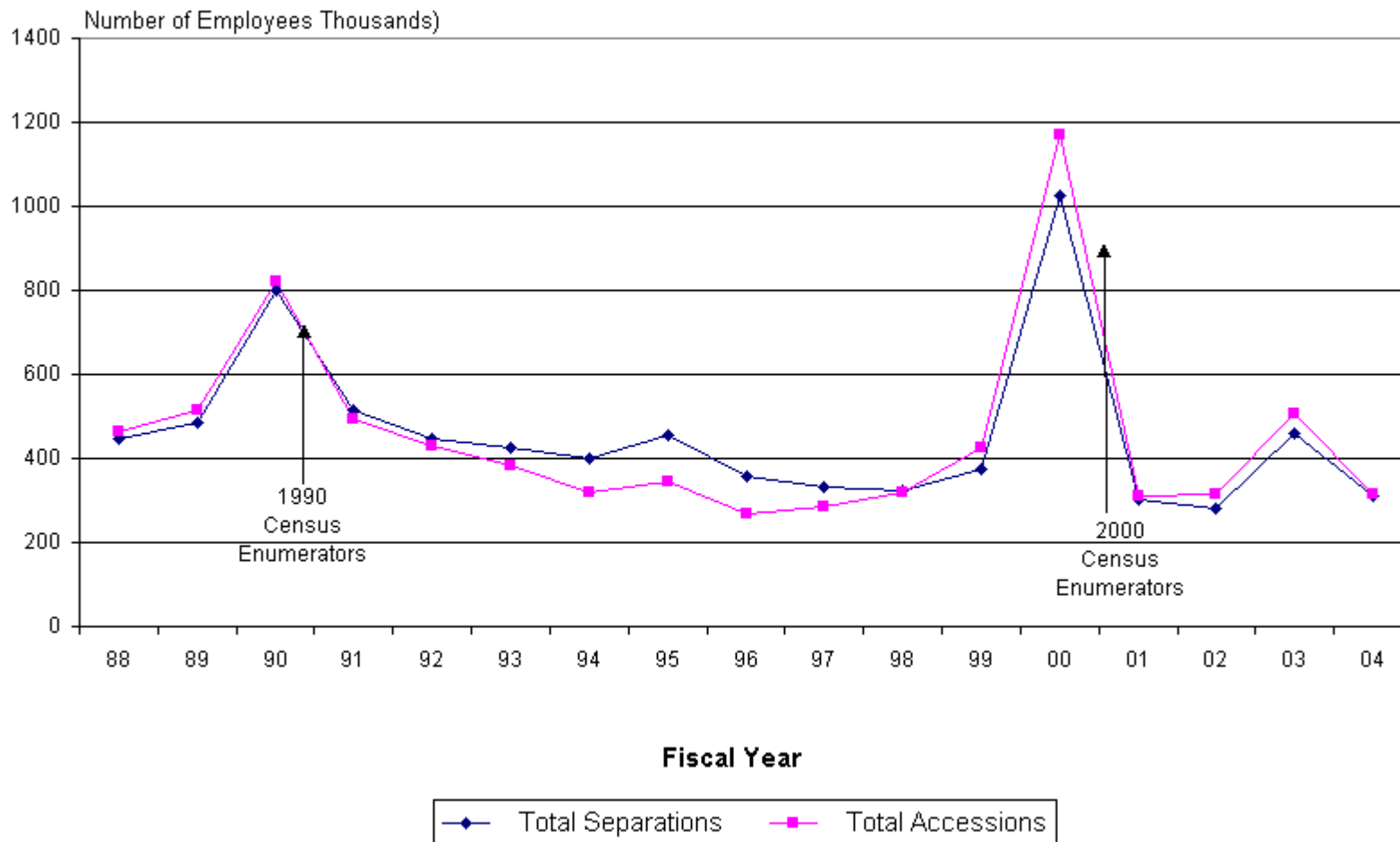
* Includes census enumerators hired for the 1990 Census. **Less than 0.01 percent ***Includes census enumerators hired for the 2000 Census.

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY04, there were 425,969 Accessions (excluding Transfers) of which 349,390 were temporary and permanent new hires, and 76,579 were returns to duty, etc. There were 423,754 Separations (excluding transfers) of which 86,254 were quits.

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

Turnover Data

Fiscal Years 1988 - 2004



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1974 - 2004

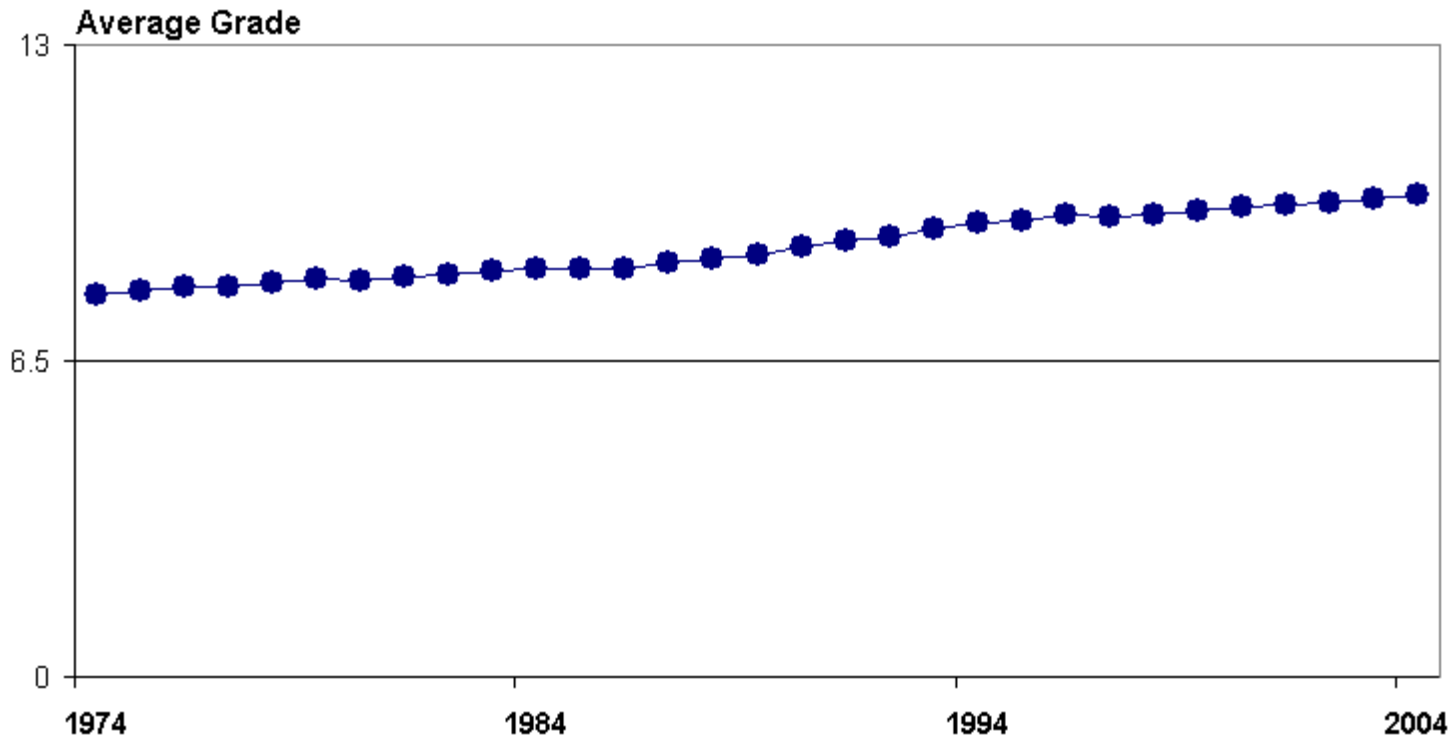
Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
1974	7.87	1984	8.39	1994	9.33	2004	9.9
1975	7.93	1985	8.39	1995	9.39		
1976	8.01	1986	8.41	1996	9.49		
1977	8.03	1987	8.52	1997	9.45		
1978	8.12	1988	8.58	1998	9.51		
1979	8.20	1989	8.69	1999	9.57		
1980	8.16	1990	8.84	2000	9.66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

Notes: Data are as of March 31st for 1974-2004

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

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

Average Grade Trend for General Schedule Employees All Areas, Full-Time Only (1974 - 2004)

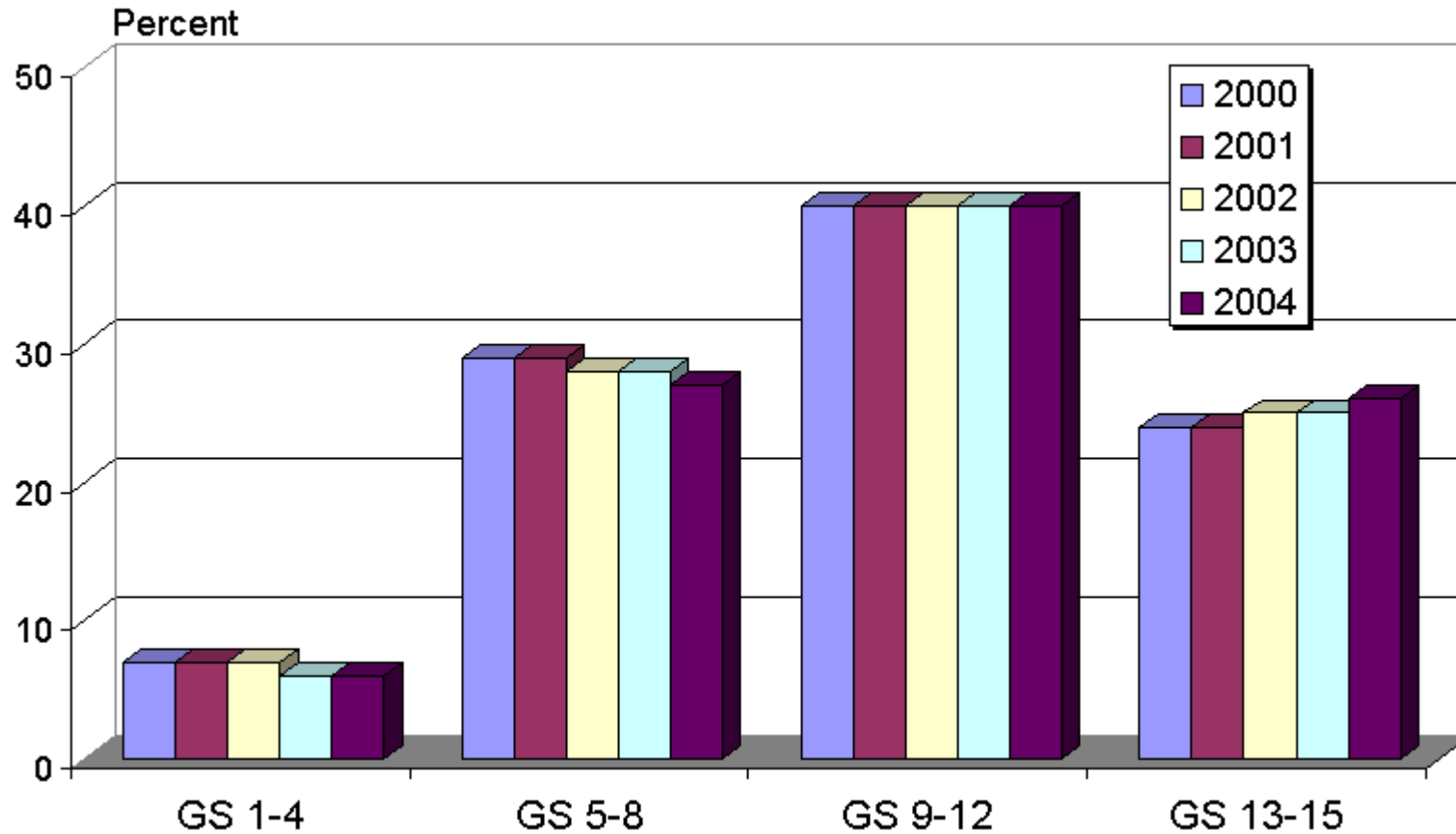


Executive Branch Employment by General Schedule (GS) and Related Grades 2000 - 2004

	2000	2001	2002	2003	2004	% change '00 - '04
Total GS and Related	1,378,381	1,395,005	1,406,576	1,407,276	1,416,099	2.7%
GS 1	2,684	2,488	2,670	2,725	2,661	-0.9%
GS 2	5,698	6,226	5,996	5,128	4,568	-19.8%
GS 3	25,038	27,544	25,206	22,223	21,151	-15.5%
GS 4	66,408	65,303	62,856	60,216	57,712	-13.1%
GS 1 - 4	99,828	101,561	96,728	90,292	86,092	-13.8%
GS 5	121,660	121,762	117,478	112,495	106,746	-12.3%
GS 6	89,658	88,425	87,390	85,618	83,958	-6.4%
GS 7	133,976	137,194	138,990	140,127	142,266	6.2%
GS 8	51,165	51,707	53,360	54,424	56,574	10.6%
GS 5 - 8	396,459	399,088	397,218	392,664	389,544	-1.7%
GS 9	132,145	133,878	129,482	130,547	132,466	0.2%
GS 10	16,631	16,309	17,162	17,669	17,865	7.4%
GS 11	185,518	182,861	190,996	192,309	197,404	6.4%
GS 12	223,144	226,421	228,926	229,028	227,943	2.2%
GS 9 - 12	557,438	559,469	566,566	569,553	575,678	3.3%
GS 13	183,900	190,009	196,176	199,506	204,162	11.0%
GS 14	86,821	90,023	93,132	96,061	99,294	14.4%
GS 15	53,935	54,855	56,756	59,200	61,329	13.7%
GS 13 - 15	324,656	334,887	346,064	354,767	364,785	12.4%

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

Executive Branch Employment By General Schedule (GS) and Related Grades, 2000 - 2004



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

Federal Wage Systems Employment

1990 - 2004

Wage Systems Employment

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

As of September 30, 2004

11% are Women

34% are Minorities

85% work in the Department of Defense

& the Department of Veterans Affairs

47% are Veterans

SOURCE: Central Personnel Data File (CPDF)

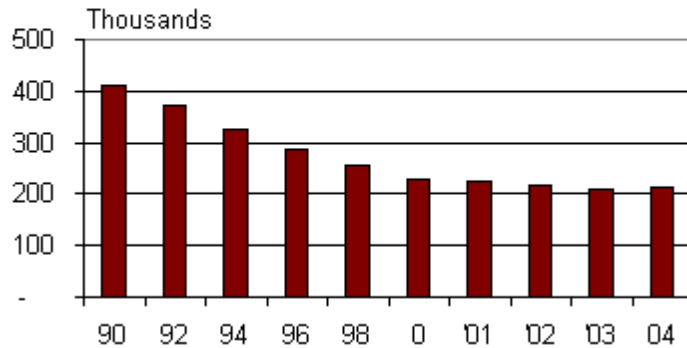
Note: Data are Calendar Year Averages and exclude U.S. Postal Service.

Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-1309 fedstats@opm.gov

Federal Wage System Employment

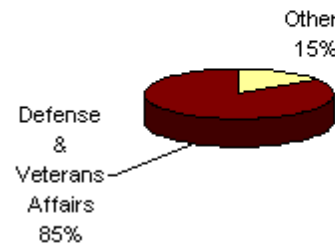
1990 - 2004

**Executive Branch Employment
1990 - 2004**

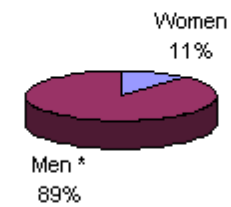


As of September 30, 2004

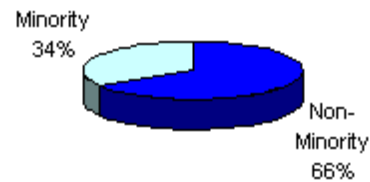
Agency



Gender



Minority Status



Veterans Status



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

EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2004

	ALL EMPLOYEES			VETERANS					
	TOTAL	TOTAL	%	WOMEN	%*	DISABLED	%*	DISABLED	%*
EXECUTIVE BRANCH	1,851,349	452,757	24.5	52,651	11.6	87,224	19.3	41,928	
EXECUTIVE DEPTS	1,680,863	432,593	25.7	50,327	11.6	83,798	19.4	40,510	9.4
Department of Agriculture	112,071	13,659	12.2	1,208	8.8	2,002	14.7	796	5.8
Department of Commerce	37,863	4,833	12.8	389	8.0	656	13.6	249	5.2
Department of Defense	651,415	230,920	35.4	27,045	11.7	47,754	20.7	23,645	10.2
Department of the Army	226,111	78,628	34.8	10,881	13.8	18,179	23.1	9,330	11.9
Department of the Navy	177,419	65,352	36.8	5,443	8.3	10,816	16.6	5,059	7.7
Department of the Air Force	149,929	60,200	45.3	7,228	12.0	13,406	22.3	6,657	11.1
Department of Education	4,578	419	9.2	57	13.6	80	19.1	39	9.3
Department of Energy	15,021	3,295	21.9	198	6.0	512	15.5	193	5.9
Department of Health and Human Services	63,413	5,316	8.4	873	16.4	865	16.3	377	7.1
Department of Homeland Security	162,294	40,411	24.9	3,381	8.4	5,712	14.1	2,496	6.2
Department of Housing and Urban Development	10,059	1,466	14.6	193	13.2	322	22.0	144	9.8
Department of the Interior	77,557	13,290	17.1	945	7.1	2,124	16.0	862	6.5
Department of Justice	102,898	18,658	18.1	1,775	9.5	2,163	11.6	723	3.9
Department of Labor	15,807	2,897	18.3	297	10.3	774	26.7	377	13.0
Department of State	23,977	3,378	14.1	357	10.6	413	12.2	163	4.8
Department of Transportation	57,130	18,483	32.4	1,246	6.7	2,313	12.5	797	4.3
Department of the Treasury	110,600	11,735	10.6	1,344	11.5	1,762	15.0	745	6.3
Department of Veterans Affairs	236,180	63,833	27.0	11,019	17.3	16,346	25.6	8,904	13.9
INDEPENDENT AGENCIES	169,286	20,078	11.9	2,314	11.5	3,412	17.0	1,409	7.0

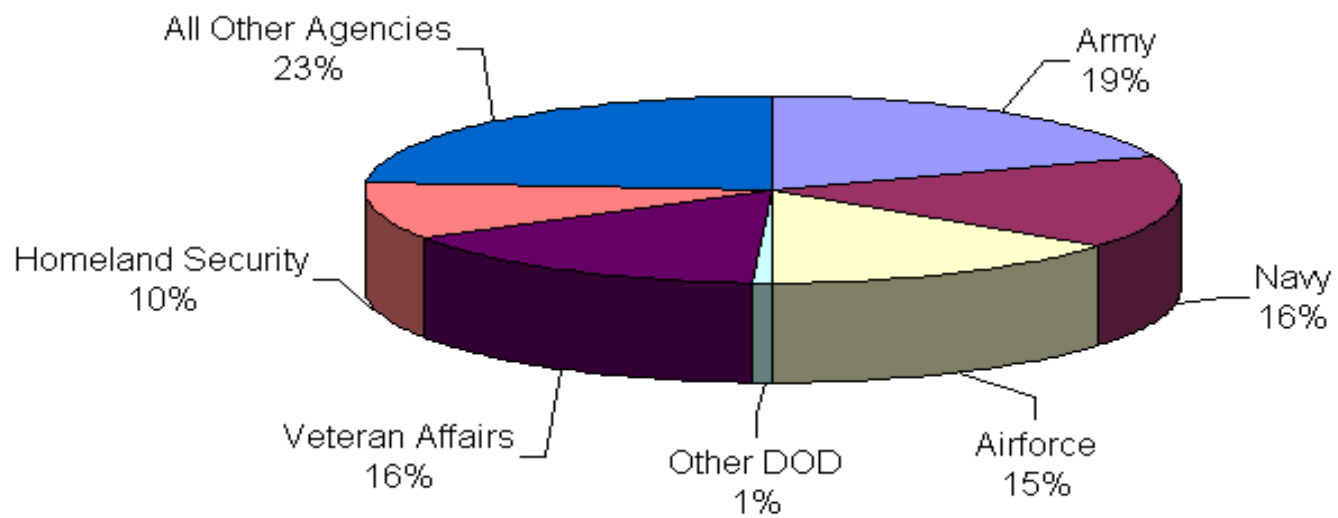
*This number represents percent of the overall Veterans total.

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

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

U.S. Office of Personnel Management

Distribution of Veteran Employment by Agency September 30, 2004



**Executive Branch
Veterans Employment Programs
Fiscal Years 1984 - 2004**

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
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
FY98	11,839	38.6	2,471	7.2	44.5	1,125
FY99	10,325	39.5	3,067	9.3	49.3	1,336
FY00	8,891	39.2	3,476	9.5	51.2	1,418
FY01	7,283	37.5	4,035	10.1	53.8	1,463
FY02	6,836	35.2	4,370	9.2	55.5	1,631
FY03	5,904	35.4	5,101	11.2	57.0	1,791
FY04	6,305	32.6	5,339	12.3	59.1	1,835

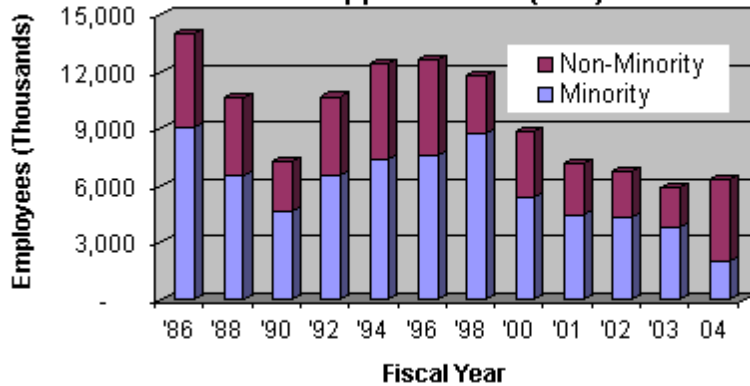
Non-Postal Employment as of September 30, 2004	
Veterans	25.1%
Retired Military	4.9%

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

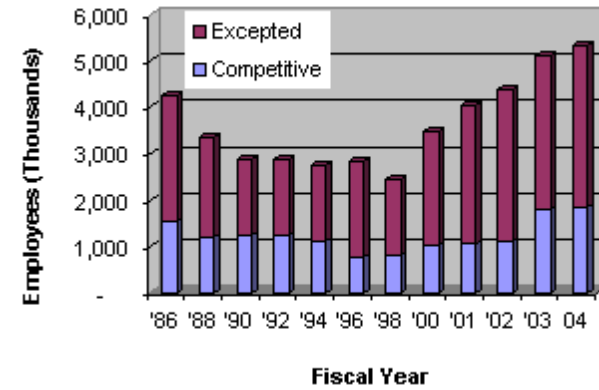
Source: Central Personnel Data File; "Annual Report to Congress - Veterans Employment in the Federal Government" (202) 606-1991 PAKAPLAN@OPM.GOV

Veterans Employment Programs

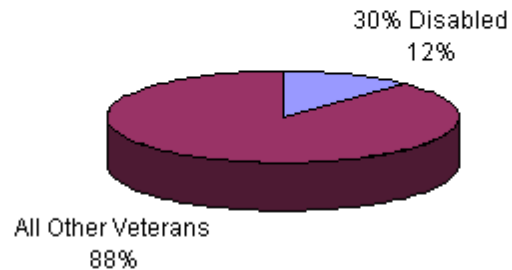
Veterans Readjustment Appointments (VRA)



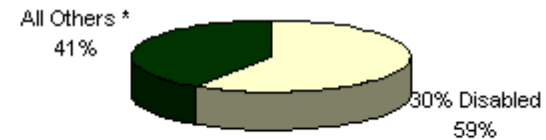
30% Disabled Veterans Hired



All Veteran Hires (Fiscal Year 2004)



Disabled Veteran Hires (Fiscal Year 2004)



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

September 1998 - September 2004

		Total On-board	Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
			#	%	#	%	#	%	#	%	#	%	#	%
1998														
	Men	1,003,341	245,164	13.6	113,988	6.3	66,995	3.7	46,329	2.6	17,852	1.0	758,177	42.0
	Women	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4
2000														
	Men	All 965,520	239,431	13.6	112,197	6.4	65,488	3.7	44,009	2.5	17,737	1.0	726,089	41.4
	Women	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
2001														
	Men	970,957	243,073	13.8	112,437	6.4	67,344	3.8	45,305	2.6	17,987	1.0	727,884	41.3
	Women	793,126	294,897	16.7	186,766	10.6	50,928	2.9	36,528	2.1	20,675	1.2	498,229	28.2
2002														
	Men	1,004,612	254,910	14.1	116,920	6.4	71,872	4.0	47,881	2.6	18,237	1.0	749,702	41.4
	Women	808,435	302,196	16.7	189,208	10.4	52,996	2.9	38,544	2.1	21,448	1.2	506,239	27.9
2003														
	Men	1,016,163	261,531	14.3	119,421	6.5	75,168	7.4	49,003	4.8	17,939	1.8	754,632	74.3
	Women	816,463	307,500	16.8	191,201	10.4	55,324	3.0	39,681	2.2	21,294	1.2	508,963	27.8
2004														
	Men	1,029,004	267,959	14.5	120,617	6.5	78,189	4.2	51,328	2.7	17,825	0.9	761,045	41.1
	Women	822,345	313,024	16.9	192,482	10.4	57,344	3.1	41,884	2.3	21,314	1.2	509,321	27.5

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) 606-1309 fedstats@opm.gov

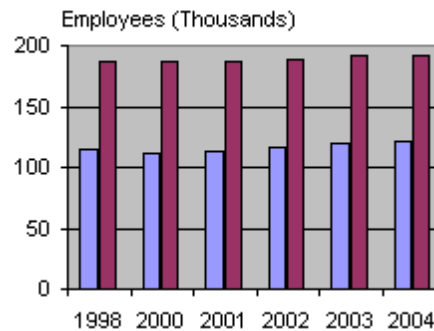
Executive Branch Employment By Gender and Race/National Origin

September 1998 - September 2004

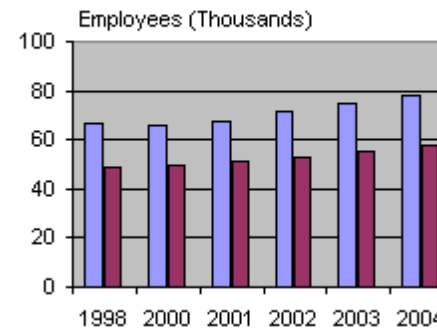
White Non-Hispanic



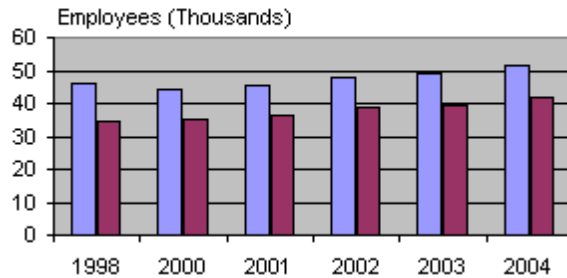
Black



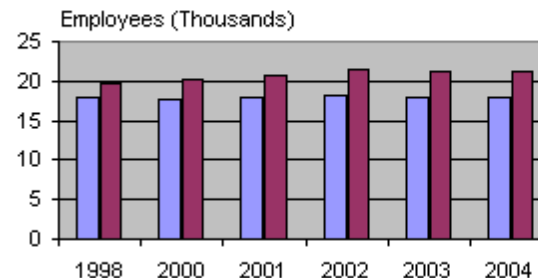
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades 1998 - 2004

	1998	2000	2002	2003	2004	% change 1998 - 2004
Total GS and Related	417,077	417,120	432,619	435,182	443,362	6.3%
GS 1	1,736	1,379	1,227	1,278	1,231	-29.1%
GS 2	3,237	2,643	2,879	2,362	2,049	-36.7%
GS 3	11,998	11,398	10,702	9,611	9,353	-22.0%
GS 4	32,820	29,341	26,915	25,527	24,661	-24.9%
GS 1 - 4	49,791	44,761	41,723	38,778	37,294	-25.1%
GS 5	55,987	51,745	50,627	48,296	46,528	-16.9%
GS 6	36,867	35,574	35,283	34,455	34,190	-7.3%
GS 7	52,142	49,724	51,855	52,833	53,517	2.6%
GS 8	16,618	20,288	21,646	22,443	23,544	41.7%
GS 5 - 8	161,614	157,331	159,411	158,027	157,779	-2.4%
GS 9	40,897	42,580	42,178	42,689	44,093	7.8%
GS 10	4,463	4,480	4,887	5,163	5,257	17.8%
GS 11	50,065	51,053	55,404	56,830	59,654	19.2%
GS 12	53,735	54,676	58,514	59,495	60,849	13.2%
GS 9 - 12	149,160	152,789	160,983	164,177	169,853	13.9%
GS 13	34,543	38,299	43,563	45,240	47,428	37.3%
GS 14	14,047	15,392	17,611	18,927	20,349	44.9%
GS 15	7,922	8,548	9,328	10,033	10,659	34.5%
GS 13 - 15	56,512	62,239	70,502	74,200	78,436	38.8%

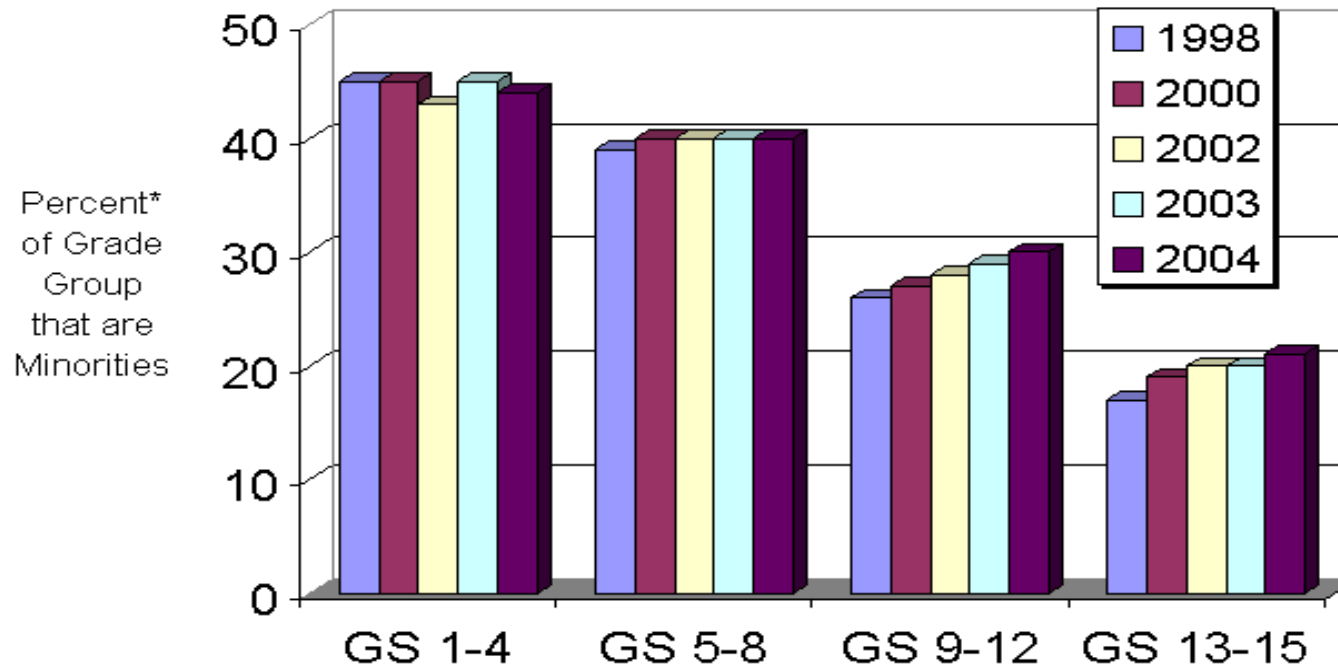
"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

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

Minority Employment

By General Schedule (GS) and Related Grades

1998 - 2004



"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native
 * Base data used to calculate percents are excluded from this report.

Employment of Minorities: Federal Civilian Workforce and U.S. Civilian Labor Force
As of September 30, 1996 - 2004

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
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
1998	FCW	57.1	42.9	13.8	15.7	6.6	10.5	3.8	2.6	3.4	2.6
	CLF	53.7	46.3	14.0	12.3	5.2	5.8	6.5	4.3	2.3	2.2
2000	FCW	56.2	43.8	13.9	16.4	6.7	10.9	3.8	2.7	3.4	2.8
	CLF	53.5	46.6	14.4	13.2	5.2	6.0	6.8	5.0	2.4	2.4
2001	FCW	56.0	44.0	14.2	16.6	6.7	11.0	3.9	2.8	3.5	2.9
	CLF	53.5	46.5	14.8	13.2	5.3	6.0	6.9	5.0	2.6	2.2
2002	FCW	56.0	44.0	14.2	16.8	6.7	10.9	4.0	2.9	3.5	3.0
	CLF	53.4	46.6	14.9	13.5	5.3	6.0	7.0	5.2	2.6	2.3
2003	FCW	56.0	44.0	14.4	16.8	6.7	10.9	4.1	2.9	3.6	3.0
	CLF	53.6	46.5	15.3	13.3	4.9	5.5	7.7	5.4	2.7	2.4
2004	FCW	56.0	44.0	14.6	16.9	6.7	10.7	4.3	3.0	3.6	3.1
	CLF	54.5	45.5	14.9	12.4	4.7	5.3	7.5	5.0	2.7	2.1

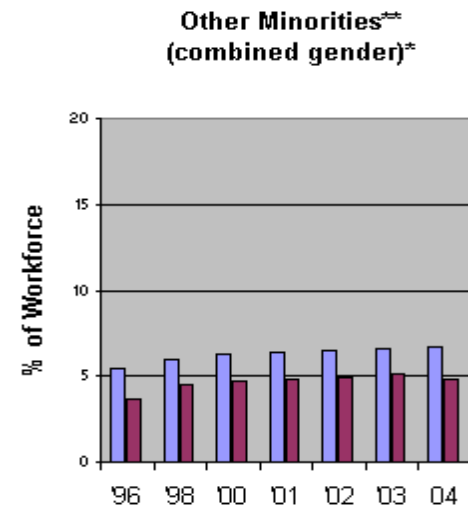
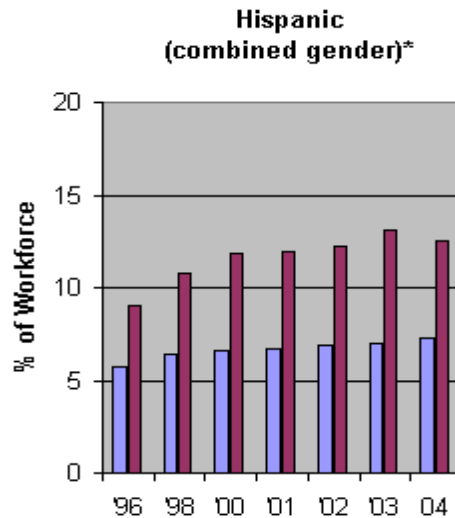
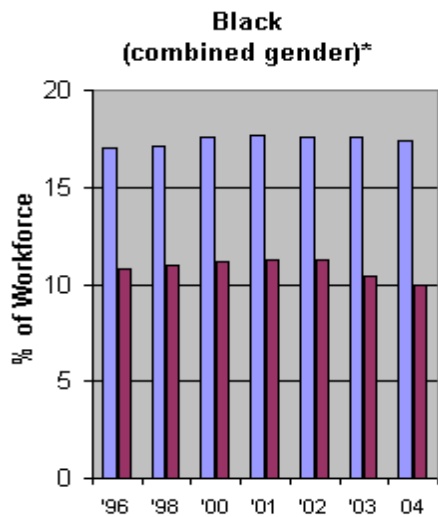
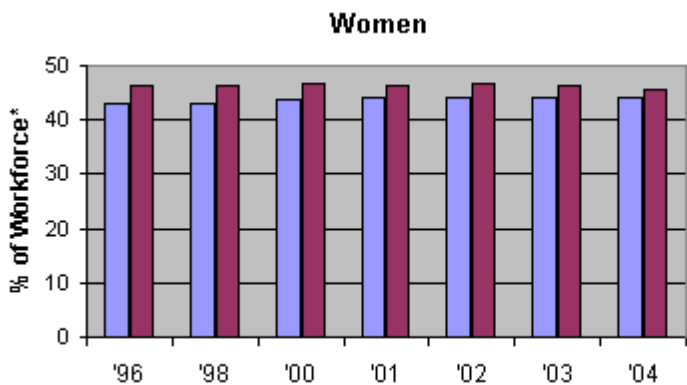
FCW = Federal Civilian Workforce; Covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF). Note that due to different population coverage, the Race/National Origin percentage distributions found in this table could differ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

CLF = Civilian Labor Force; derived from Bureau of Labor Statistics, September Current Population Survey. Percentages are computed and rounded independently and may not add to 100.

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

(202) 606-1991 PAKAPLAN@OPM.GOV

Employment of Minorities Federal Civilian Workforce and U.S. Civilian Labor Force 1996-2004



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

Executive Branch Employment of Workers with Disabilities

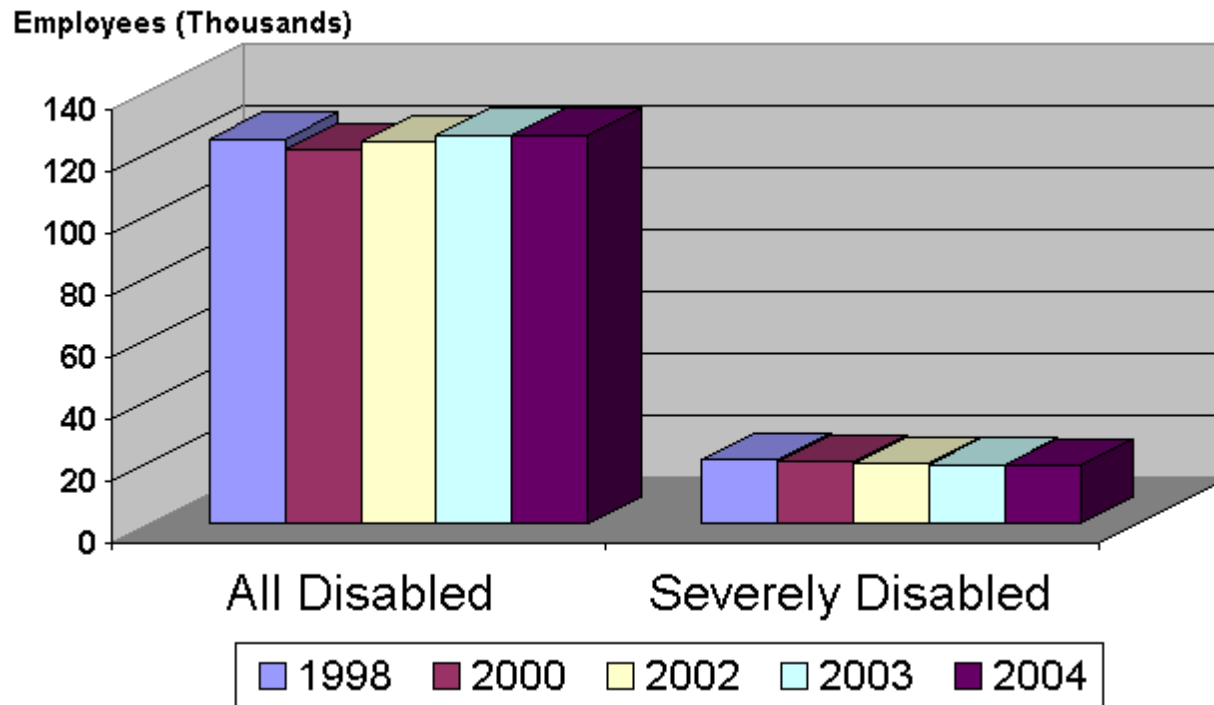
1998 - 2004

	1998	2000	2002	2003	2004
Workers with Disabilities	124,139	120,525	123,308	125,408	125,293
<i>% of total Workforce</i>	<i>7.1</i>	<i>7.1</i>	<i>7.1</i>	<i>7</i>	<i>7</i>
Severely Disabled *	20,614	19,877	19,455	19,121	18,826
<i>% of total Workforce</i>	<i>1.2</i>	<i>1.2</i>	<i>1.1</i>	<i>1.1</i>	<i>1.0</i>

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

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

Executive Branch Employment of Workers with Disabilities 1998 - 2004



EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS as of September 30, 2004

	ALL EMPLOYEES	DISABILITY STATUS							
	TOTAL	DISABLED	%*	EEOC SPECIFIED DISABILITY**	%***	NON-DISABLED	%*	NOT IDENTIFIED	%
EXECUTIVE BRANCH	1,851,349	125,293	7.0	18,826	1.0	1,677,093	93.0	48,963	2.6
EXECUTIVE DEPTS	1,680,863	114,100	6.9	16,362	1.0	1,530,028	93.1	36,735	2.2
Department of Agriculture	112,071	7,408	6.8	1,068	1.0	101,254	93.2	3,409	3.0
Department of Commerce	37,863	2,212	6.0	319	0.9	34,696	94.0	955	2.5
Department of Defense	651,415	44,809	7.0	5,742	0.9	594,072	93.0	12,534	1.9
Department of the Army	226,111	15,121	6.8	1,705	0.8	206,770	93.2	4,220	1.9
Department of the Navy	177,419	11,777	6.8	1,562	0.9	161,458	93.2	4,184	2.4
Department of the Air Force	149,929	10,314	7.0	1,196	0.8	137,755	93.0	1,860	1.2
Department of Education	4,578	285	6.6	73	1.7	4,002	93.4	291	6.4
Department of Energy	15,021	981	6.9	119	0.8	13,289	93.1	751	5.0
Department of Health and Human Services	63,413	3,657	6.1	651	1.1	56,129	93.9	3,627	5.7
Department of Homeland Security	162,294	7,806	4.9	739	0.5	152,141	95.1	2,347	1.4
Department of Housing and Urban Development	10,059	828	8.6	138	1.4	8,855	91.4	376	3.7
Department of the Interior	77,557	4,758	6.3	692	0.9	70,480	93.7	2,319	3.0
Department of Justice	102,898	3,512	3.5	406	0.4	98,019	96.5	1,367	1.3
Department of Labor	15,807	1,234	8.2	206	1.4	13,819	91.8	754	4.8
Department of State	23,977	1,782	7.5	93	0.4	21,898	92.5	297	1.2
Department of Transportation	57,130	2,963	5.3	321	0.6	53,427	94.7	740	1.3
Department of the Treasury	110,600	10,689	9.9	2,104	2.0	97,197	90.1	2,714	2.5
Department of Veterans Affairs	236,180	21,176	9.1	3,691	1.6	210,750	90.9	4,254	1.8
ALL OTHER Executive Branch Agencies	169,286	11,162	7.1	2,459	1.6	145,911	92.9	12,213	7.2

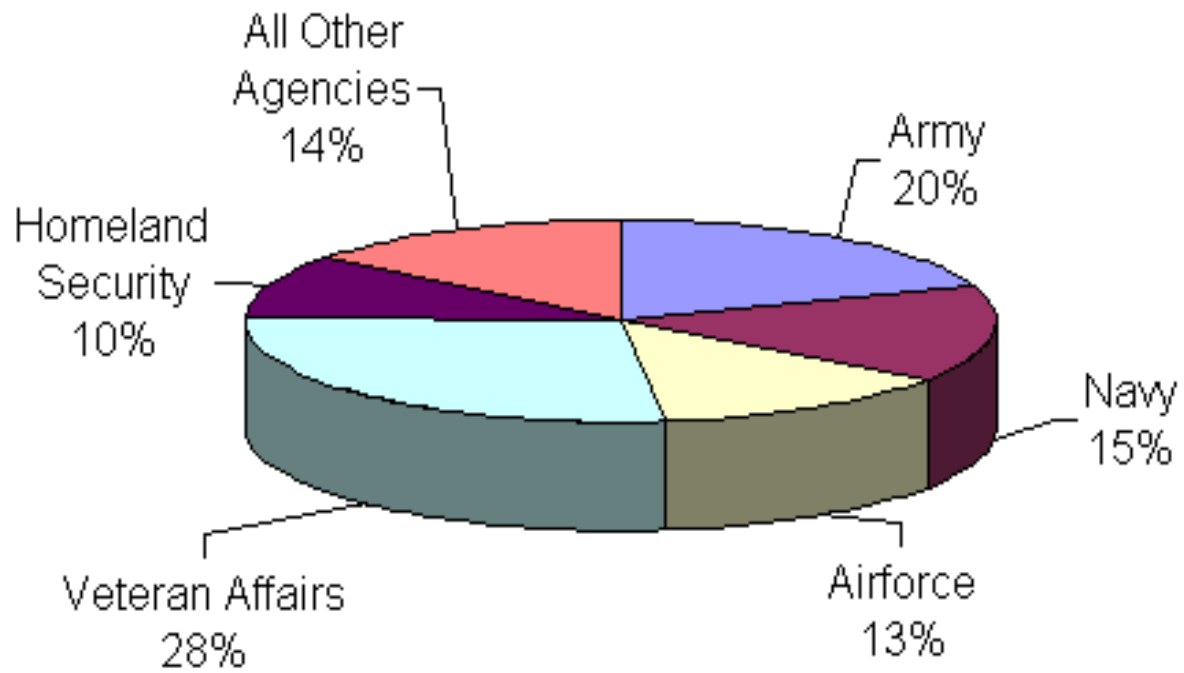
*This percent is derived by dividing the Disabled/Non-Disabled population by the Total population minus those Not Identified.

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

***This number represents percent of the overall for each agency.

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

**Distribution of Employees With Disabilities by Agency
September 30, 2004**



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

Executive Branch Agencies

September 30, 2004

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	1,646,054	510,510	275,301	119,618	82,654	32,937	1,135,544
<i>Average Salary (\$)</i>	<i>61,843</i>	<i>54,729</i>	<i>53,238</i>	<i>53,517</i>	<i>63,705</i>	<i>49,079</i>	<i>65,047</i>
Professional Series	443,406	104,197	39,923	21,138	36,873	6,263	339,209
<i>Average Salary (\$)</i>	<i>79,120</i>	<i>74,993</i>	<i>72,559</i>	<i>72,984</i>	<i>80,346</i>	<i>65,747</i>	<i>80,389</i>
Administrative Series	617,613	173,802	99,500	43,602	21,637	9,063	443,811
<i>Average Salary (\$)</i>	<i>72,171</i>	<i>67,055</i>	<i>68,067</i>	<i>64,610</i>	<i>67,322</i>	<i>67,274</i>	<i>74,178</i>
Technical Series	388,442	149,050	88,030	33,268	15,616	12,136	239,392
<i>Average Salary (\$)</i>	<i>39,317</i>	<i>37,500</i>	<i>38,148</i>	<i>36,941</i>	<i>37,233</i>	<i>34,673</i>	<i>40,451</i>
Clerical Series	135,890	59,950	37,698	11,263	6,712	4,277	75,940
<i>Average Salary (\$)</i>	<i>31,612</i>	<i>31,336</i>	<i>32,123</i>	<i>30,112</i>	<i>29,755</i>	<i>30,098</i>	<i>31,830</i>
Other Series	60,703	23,511	10,150	10,347	1,816	1,198	37,192
<i>Average Salary (\$)</i>	<i>42,398</i>	<i>42,640</i>	<i>41,125</i>	<i>45,858</i>	<i>35,851</i>	<i>37,943</i>	<i>42,244</i>

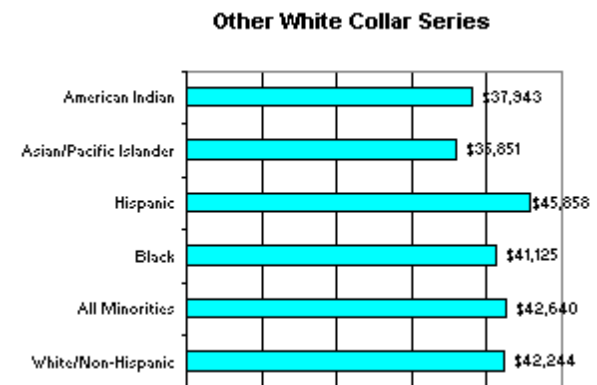
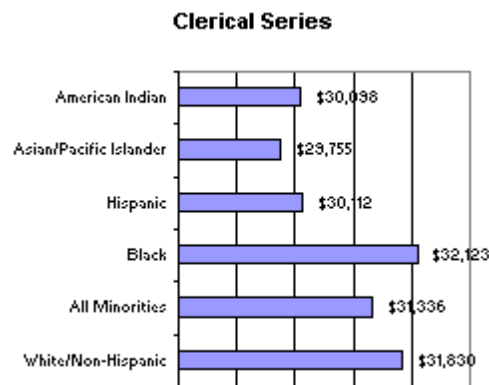
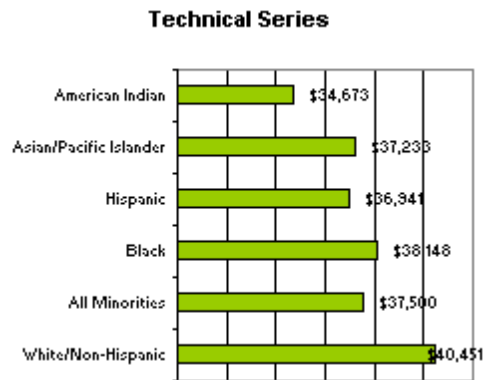
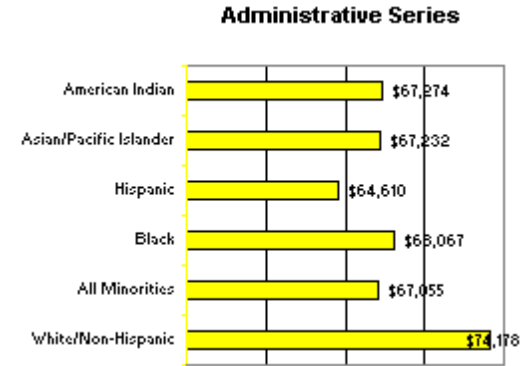
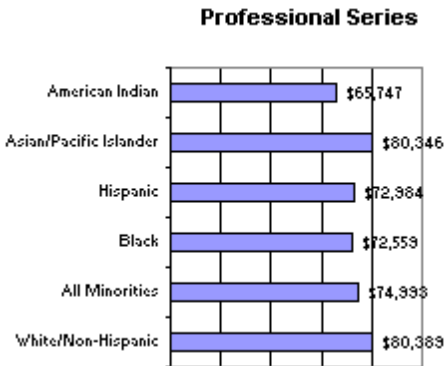
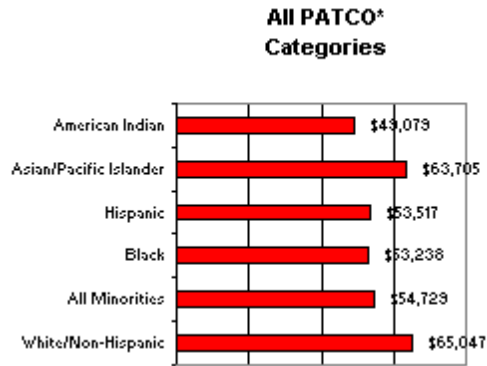
* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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

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

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

Executive Branch Employment, September 30, 2004



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

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

As of September 30, 2004

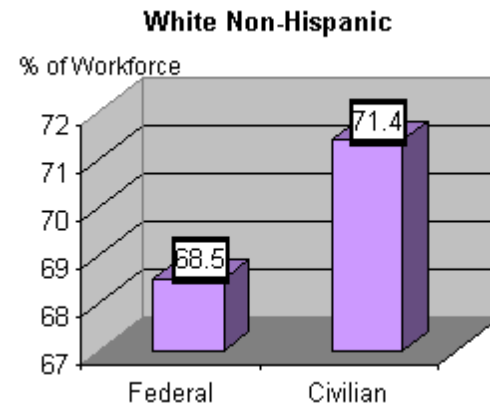
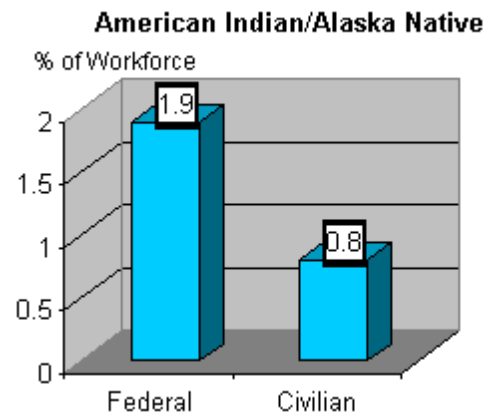
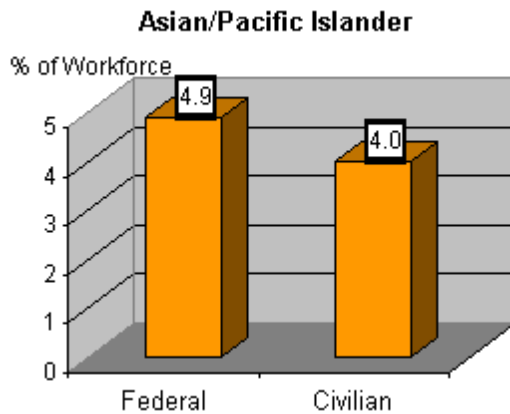
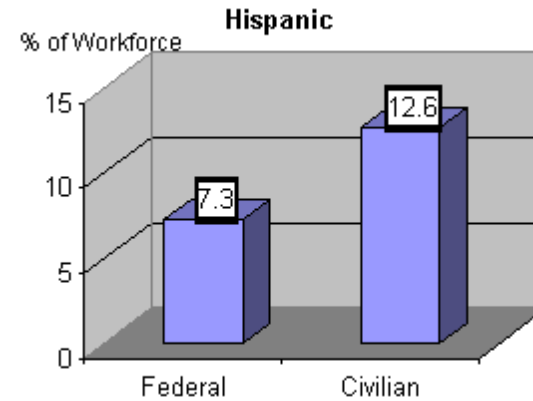
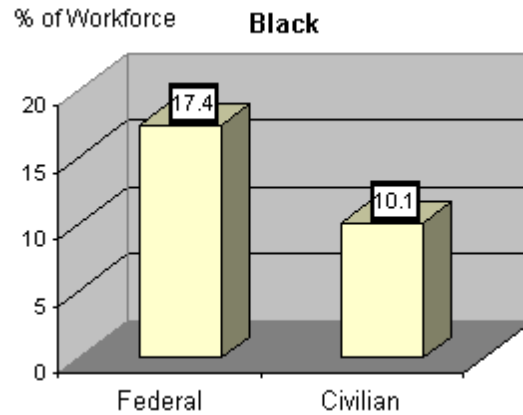
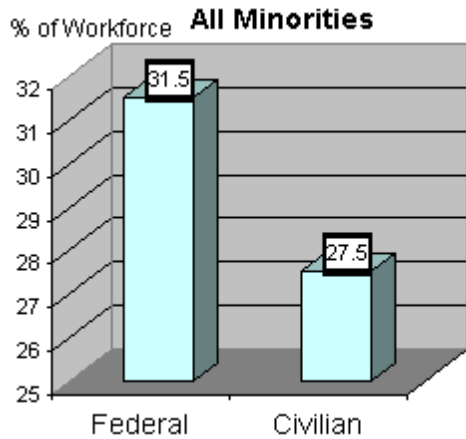
	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	56.0	44.0	31.5	17.4	7.3	4.9	1.9	68.5
CLF*	100.0	54.5	45.5	27.5	10.1	12.6	4.0	0.8	71.4

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

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

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

September 2004



Employment of Women by White-Collar Occupational (PATCO)* Category Executive Branch Agencies 1994 - 2004

	1994	1996	1998	2000	2002	2003	2004
Total White-Collar	1,734,673	1,623,205	1,563,644	1,532,484	1,601,450	1,629,461	1,646,054
Women	862,418	803,153	775,575	765,579	786,118	794,313	800,110
<i>% Women</i>	49.7	49.5	49.6	50.0	49.1	48.7	48.6
Professional	477,610	459,121	439,041	420,482	429,842	436,206	443,406
Women	173,187	172,315	171,064	171,106	176,594	181,847	187,270
<i>% Women</i>	36.3	37.5	39.0	40.7	41.1	41.7	42.2
Administrative	541,731	528,238	530,192	547,862	586,038	603,136	617,613
Women	223,151	220,664	225,649	241,483	261,562	269,301	275,836
<i>% Women</i>	41.2	41.8	42.6	44.1	44.6	44.7	44.7
Technical	393,239	365,449	348,720	339,100	376,025	389,625	388,442
Women	227,998	218,475	210,409	204,116	216,798	221,581	220,902
<i>% Women</i>	58.0	59.8	60.3	60.2	57.7	56.9	56.9
Clerical	273,360	224,040	198,222	175,018	154,580	142,479	135,890
Women	230,000	185,948	162,669	142,237	123,312	113,248	107,230
<i>% Women</i>	84.1	83.0	82.1	81.3	79.8	79.5	78.9
Other	48,733	46,357	47,469	50,222	54,965	58,015	51,831
Women	8,082	5,751	5,784	6,637	7,852	8,336	8,872
<i>% Women</i>	16.6	12.4	12.2	13.2	14.3	14.4	17.1

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

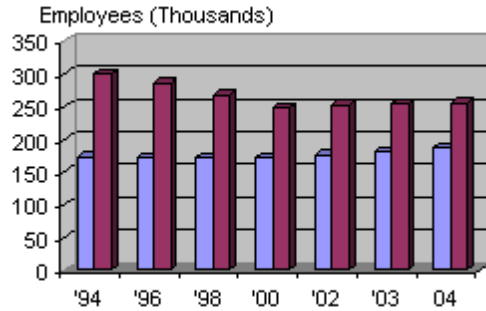
Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

Employment of Women by Occupational Category

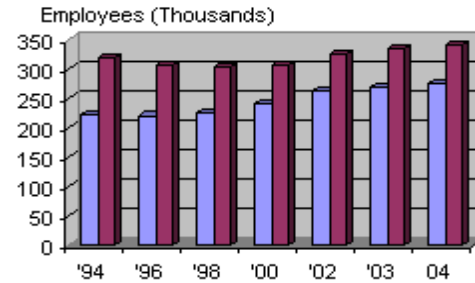
1994 - 2004



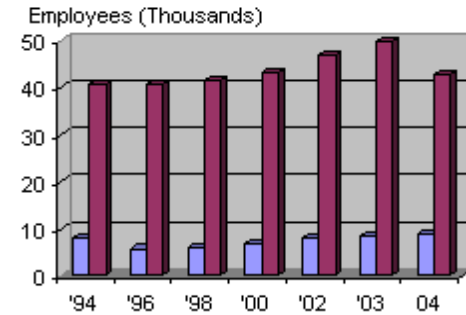
Professional



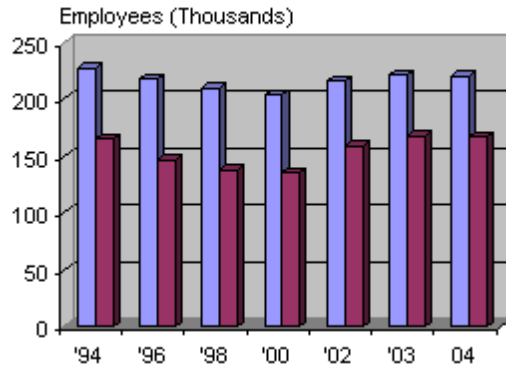
Administrative



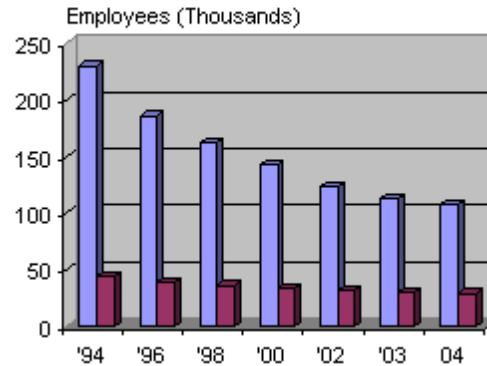
Other



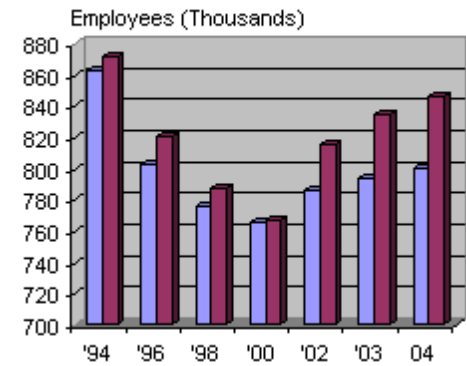
Technical



Clerical



All Categories

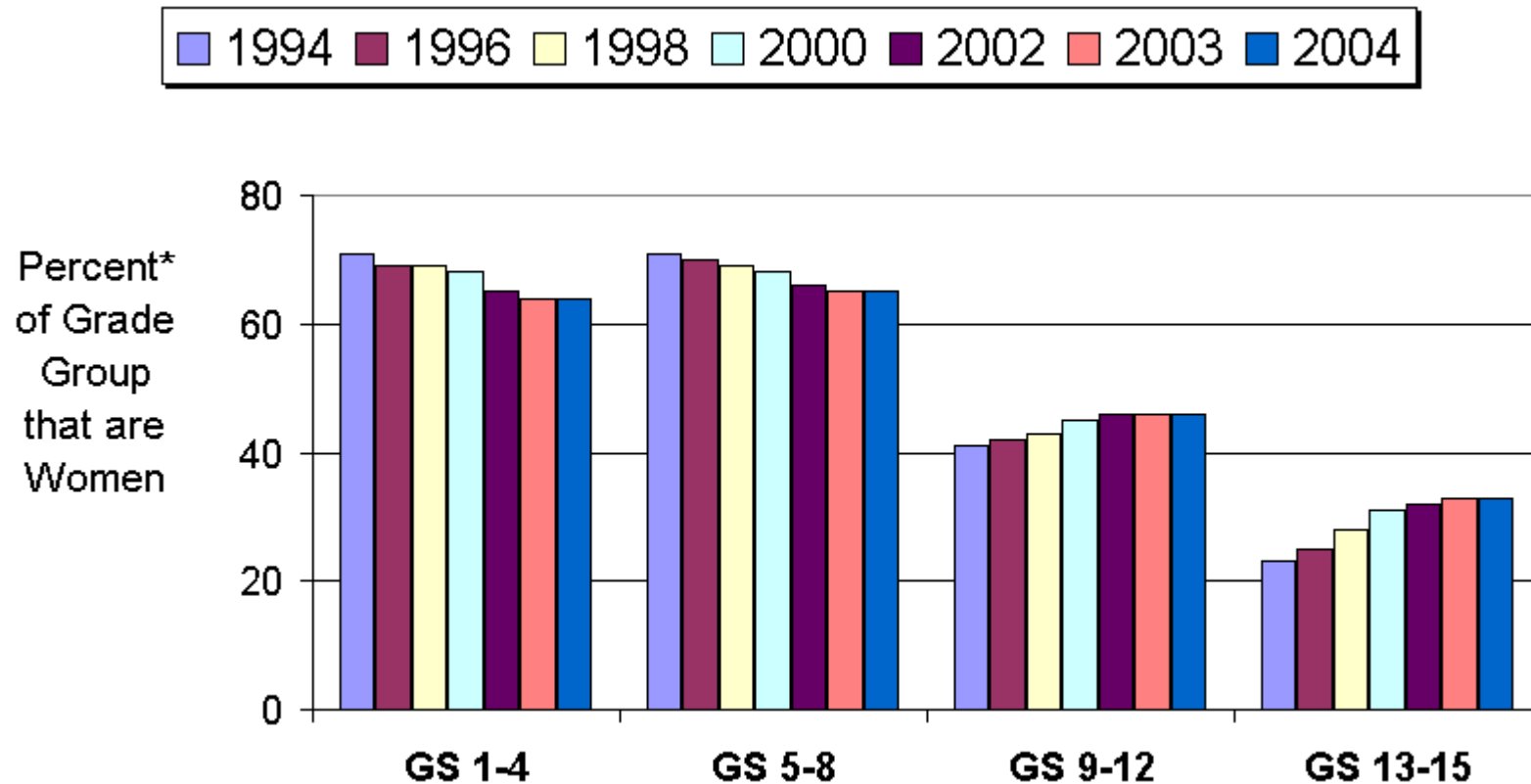


**Employment of Women by General Schedule (GS)
and Related Grades
1994 - 2004**

	1994	1996	1998	2000	2002	2003	2004	% change 94 - '04
Total GS and Related	786,343	729,392	702,728	688,790	698,099	694,440	696,164	-4.6%
GS 1	2,057	1,974	2,190	1,793	1,653	1,671	1,668	-15.5%
GS 2	4,853	3,999	4,479	3,573	3,689	3,103	2,717	-32.1%
GS 3	25,883	19,747	18,845	16,917	15,894	13,997	13,390	-32.2%
GS 4	81,305	59,924	51,494	45,559	41,430	39,262	37,501	-37.4%
GS 1 - 4	114,098	85,644	77,008	67,842	62,666	58,033	55,276	-35.5%
GS 5	128,264	109,623	94,146	83,476	77,036	72,418	69,763	-36.4%
GS 6	83,923	76,855	70,171	64,187	60,997	59,166	57,501	-25.2%
GS 7	98,348	94,375	93,725	88,239	88,926	87,930	87,931	-6.8%
GS 8	28,515	28,299	28,554	33,505	34,797	35,398	36,523	29.1%
GS 5 - 8	339,050	309,152	286,596	269,407	261,756	254,912	251,718	-18.6%
GS 9	74,392	70,540	68,058	68,028	70,063	70,312	70,063	-0.7%
GS 10	7,374	7,872	8,122	8,124	8,536	8,932	8,924	13.4%
GS 11	95,000	89,528	88,419	88,592	89,364	89,914	91,206	1.9%
GS 12	82,565	85,722	85,028	86,808	93,881	95,344	96,783	12.9%
GS 9 - 12	259,331	253,662	249,627	251,552	261,844	264,502	266,976	5.2%
GS 13	44,709	49,480	54,338	60,456	67,570	69,876	72,165	45.8%
GS 14	19,836	20,904	23,265	25,953	29,291	30,994	32,780	56.8%
GS 15	9,319	10,550	11,894	13,580	14,972	16,123	17,249	63.5%
GS 13 - 15	73,864	80,934	89,497	99,989	111,833	116,993	122,194	51.0%

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

Employment of Women By General Schedule (GS) and Reelated Grades, 1994 - 2004



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

**EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT
AND GENDER**
as of September 30, 2004

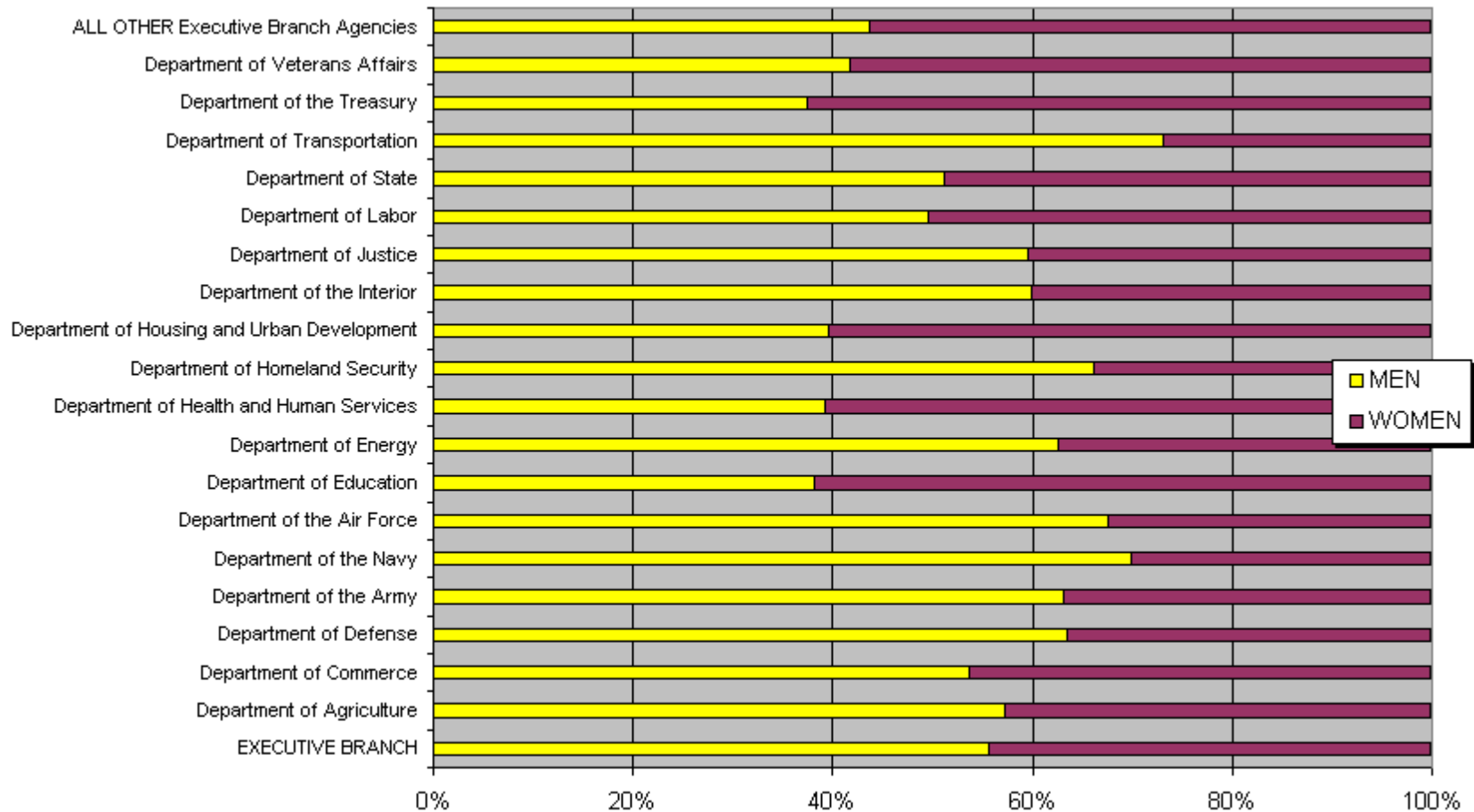
	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,851,349	1,029,004	55.6	822,345	44.4
EXECUTIVE DEPARTMENTS	1,680,863	954,530	56.8	726,333	43.2
Department of Agriculture	112,071	64,074	57.2	47,997	42.8
Department of Commerce	37,863	20,344	53.7	17,519	46.3
Department of Defense	651,415	413,177	63.4	238,238	36.6
Department of the Army	226,111	142,586	63.1	83,525	36.9
Department of the Navy	177,419	123,906	69.8	53,513	30.2
Department of the Air Force	149,929	101,369	67.6	48,560	32.4
Department of Education	4,578	1,745	38.1	2,833	61.9
Department of Energy	15,021	9,406	62.6	5,615	37.4
Department of Health and Human Services	63,413	24,867	39.2	38,546	60.8
Department of Homeland Security	162,294	107,457	66.2	54,837	33.8
Department of Housing and Urban Development	10,059	3,981	39.6	6,078	60.4
Department of the Interior	77,557	46,477	59.9	31,080	40.1
Department of Justice	102,898	61,298	59.6	41,600	40.4
Department of Labor	15,807	7,846	49.6	7,961	50.4
Department of State	23,977	12,275	51.2	11,702	48.8
Department of Transportation	57,130	41,777	73.1	15,353	26.9
Department of the Treasury	110,600	41,424	37.5	69,176	62.5
Department of Veterans Affairs	236,180	98,382	41.7	137,798	58.3
ALL OTHER Executive Branch Agencies	169,286	73,904	43.7	95,382	56.3

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

Office of Personnel Management

U.S.

Employment by Executive Branch Department: Gender as of September 30, 2004



**EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT
AND RACE AND NATIONAL ORIGIN
as of September 30, 2004**

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*	%	BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,851,349	1,270,366	68.6	580,983	31.4	313,099	16.9	135,533	7.3	93,212	5.0	39,139	2.1
EXECUTIVE DEPARTMENTS	1,680,863	1,164,054	69.3	516,809	30.7	271,320	16.1	122,218	7.3	85,704	5.1	37,567	2.2
Department of Agriculture	112,071	87,846	78.4	24,225	21.6	11,754	10.5	6,899	6.2	3,003	2.7	2,569	2.3
Department of Commerce	37,863	26,973	71.2	10,890	28.8	6,351	16.8	1,359	3.6	2,922	7.7	222	0.6
Department of Defense	651,415	473,917	72.8	177,498	27.2	93,069	14.3	39,998	6.1	38,392	5.9	6,039	0.9
Department of the Army	226,111	164,197	72.6	61,914	27.4	35,174	15.6	15,261	6.7	9,080	4.0	2,399	1.1
Department of the Navy	177,419	127,638	71.9	49,781	28.1	22,494	12.7	7,771	4.4	18,288	10.3	1,228	0.7
Department of the Air Force	149,929	114,858	76.6	35,071	23.4	16,683	11.1	11,300	7.5	5,372	3.6	1,716	1.1
Department of Education	4,578	2,519	55.0	2,059	45.0	1,640	35.8	201	4.4	167	3.6	51	1.1
Department of Energy	15,021	11,596	77.2	3,425	22.8	1,656	11.0	892	5.9	654	4.4	223	1.5
Department of Health and Human Services	63,413	35,359	55.8	28,054	44.2	10,682	16.8	2,255	3.6	4,577	7.2	10,540	16.6
Department of Homeland Security	162,294	103,409	63.7	58,885	36.3	23,461	14.5	26,974	16.6	7,181	4.4	1,269	0.8
Department of Housing and Urban Development	10,059	5,068	50.4	4,991	49.6	3,739	37.2	720	7.2	426	4.2	106	1.1
Department of the Interior	77,557	56,729	73.1	20,828	26.9	4,009	5.2	3,638	4.7	1,560	2.0	11,621	15.0
Department of Justice	102,898	72,076	70.0	30,822	30.0	18,239	17.7	8,847	8.6	2,890	2.8	846	0.8
Department of Labor	15,807	10,189	64.5	5,618	35.5	3,735	23.6	1,101	7.0	670	4.2	112	0.7
Department of State	23,977	17,753	74.0	6,224	26.0	3,633	15.2	1,270	5.3	1,236	5.2	85	0.4
Department of Transportation	57,130	44,650	78.2	12,480	21.8	6,356	11.1	3,259	5.7	1,996	3.5	869	1.5
Department of the Treasury	110,600	69,908	63.2	40,692	36.8	26,860	24.3	8,655	7.8	4,270	3.9	907	0.8
Department of Veterans Affairs	236,180	146,062	61.8	90,118	38.2	56,136	23.8	16,114	6.8	15,760	6.7	2,108	0.9
ALL OTHER Executive Branch Agencies	169,286	105,424	62.3	63,862	37.7	41,566	24.6	13,285	7.8	7,443	4.4	1,568	0.9

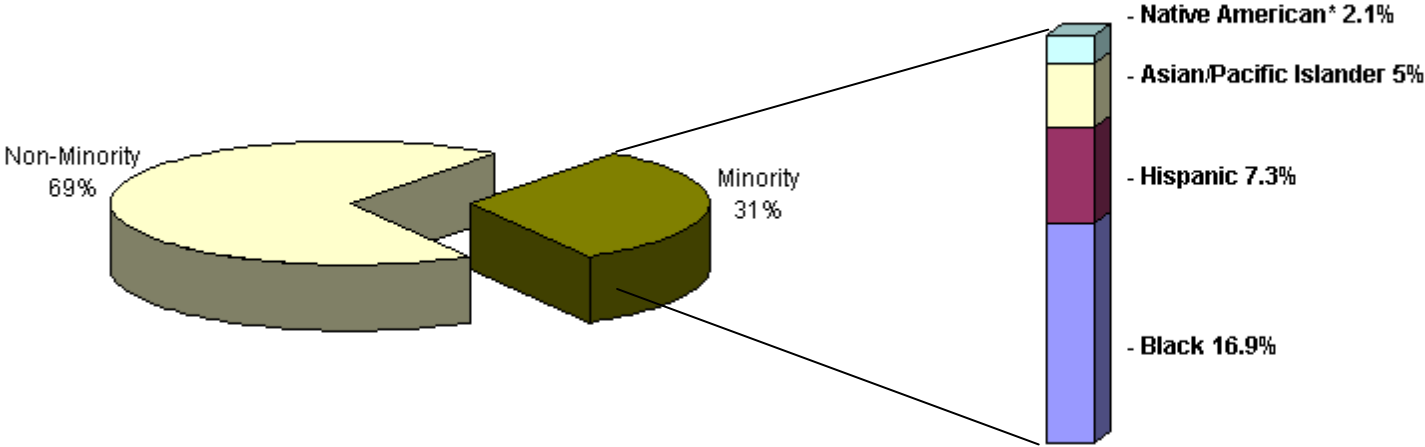
*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

Asian refers to Asian/Pacific Islander. *American Indian refers to American Indian/Alaska Native

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

Employment by Executive Branch Department: ** Race/National Origin

as of September 30, 2004



** Chart reflects total executive branch employment

*Native American refers to American Indian/Alaska Native

**EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT
AND AGE GROUPINGS**

as of September 30, 2004

	AVERAGE		<31		31-40		41-49		50-59		60-69		70+	
	AGE	TOTAL		%		%		%		%		%		%
EXECUTIVE BRANCH	46.4	1,851,349	192,385	10.4	372,201	20.1	542,680	29.3	596,291	32.2	134,695	7.3	13,097	0.7
EXECUTIVE DEPARTMENTS	46.3	1,680,863	176,537	10.5	339,140	20.2	496,287	29.5	536,931	31.9	120,580	7.2	11,388	0.7
Department of Agriculture	44.6	112,071	19,614	17.5	19,611	17.5	29,626	26.4	34,511	30.8	7,695	6.9	1,014	0.9
Department of Commerce	46.2	37,863	4,189	11.1	8,667	22.9	9,920	26.2	10,766	28.4	3,586	9.5	735	1.9
Department of Defense	47.0	651,415	60,230	9.2	109,575	16.8	204,735	31.4	226,226	34.7	47,472	7.3	3,177	0.5
Department of the Army	46.9	226,111	21,290	9.4	38,414	17.0	68,443	30.3	79,821	35.3	16,855	7.5	1,288	0.6
Department of the Navy	48.4	177,419	15,302	8.6	27,947	15.8	57,484	32.4	62,733	35.4	13,151	7.4	802	0.5
Department of the Air Force	46.1	149,929	14,416	9.6	27,899	18.6	49,077	32.7	48,132	32.1	9,832	6.6	573	0.4
Department of Education	47.8	4,578	369	8.1	916	20.0	1,064	23.2	1,704	37.2	478	10.4	47	1.0
Department of Energy	48.4	15,021	910	6.1	2,340	15.6	4,347	28.9	5,972	39.8	1,368	9.1	84	0.6
Department of Health and Human Services	46.7	63,413	5,441	8.6	14,108	22.2	17,366	27.4	19,921	31.4	5,890	9.3	687	1.1
Department of Homeland Security	42.1	162,294	31,065	19.1	46,488	28.6	40,110	24.7	34,792	21.4	8,614	5.3	1,224	0.8
Department of Housing and Urban Development	49.0	10,059	621	6.2	1,533	15.2	2,594	25.8	4,063	40.4	1,142	11.4	106	1.1
Department of the Interior	45.4	77,557	10,938	14.1	14,643	18.9	20,557	26.5	25,687	33.1	5,277	6.8	455	0.6
Department of Justice	41.7	102,898	11,338	11.0	39,256	38.2	32,575	31.7	17,084	16.6	2,471	2.4	174	0.2
Department of Labor	47.5	15,807	1,319	8.3	3,032	19.2	3,975	25.1	5,900	37.3	1,448	9.2	133	0.8
Department of State	45.4	23,977	2,745	11.4	6,110	25.5	6,347	26.5	6,434	26.8	1,959	8.2	382	1.6
Department of Transportation	47.0	57,130	2,901	5.1	11,354	19.9	21,298	37.3	17,000	29.8	4,235	7.4	342	0.6
Department of the Treasury	47.4	110,600	7,464	6.7	20,563	18.6	34,191	30.9	38,951	35.2	8,484	7.7	947	0.9
Department of Veterans Affairs	47.8	236,180	17,393	7.4	40,944	17.3	67,581	28.6	87,920	37.2	20,461	8.7	1,881	0.8
ALL OTHER Executive Branch Agencies	44.5	169,286	15,636	9.2	32,725	19.3	46,077	27.2	59,091	34.9	14,054	8.3	1,703	1.0

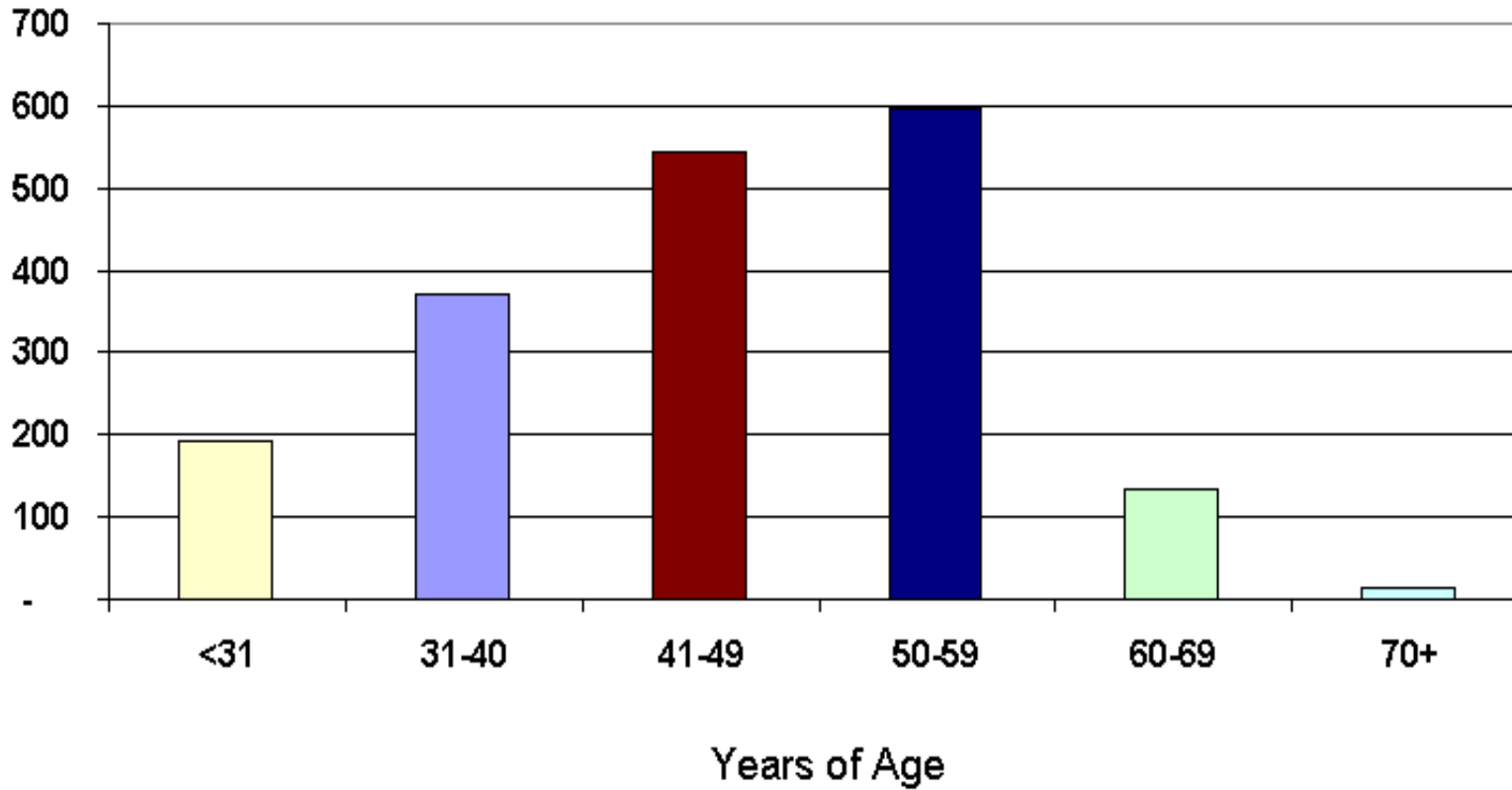
Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

U.S. Office of Personnel Management

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT

AND AGE GROUPINGS

As of September 30, 2004



Part 2:

Compensation, Payroll, and Work Years

Civilian Payroll for Executive Branch Agencies

1990 - 2004

September (Sept)	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00	Sept-02	Sep-03	Sep-04
Monthly Payroll (\$ millions)									
Total Executive Branch	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,436.5	8,018.2	8,550.1	8,938.9
Executive Departments	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9	6,994.4	7,503.9	7,823.1
Defense	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2	2,408.7	2,418.2	2,442.0
All other Executive Departments	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7	4,585.7	5,085.6	5,412.9
Independent Agencies	547.8	645.5	687.5	845.6	875.2	912.6	1,023.8	1,046.2	1,084.0

Fiscal Year (FY)	FY90	FY92	FY94	FY96	FY98	FY00	FY02	FY03	FY04
Annual Payroll (in \$billions)	71.1	77.5	83.1	83.0	84.9	91.4	96.8	102.9	107.0
<i>Percent Change*</i>	11.6	9.0	7.2	-0.1	2.3	10.1	5.9	6.3	4.0

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

*Represents percent change from the previous reported year.

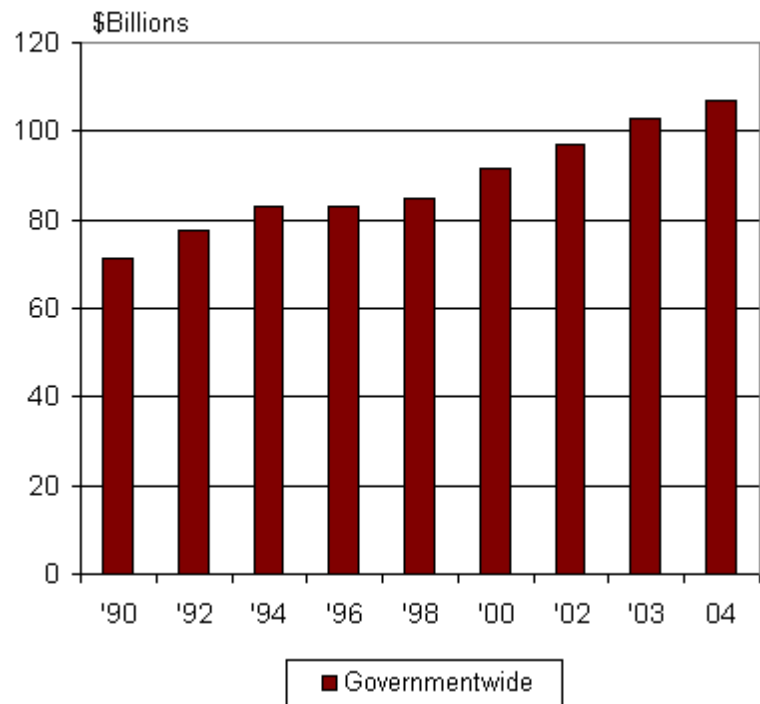
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Workforce Information and Planning Group. (202) 606-1309
fedstats@opm.gov

Civilian Payroll

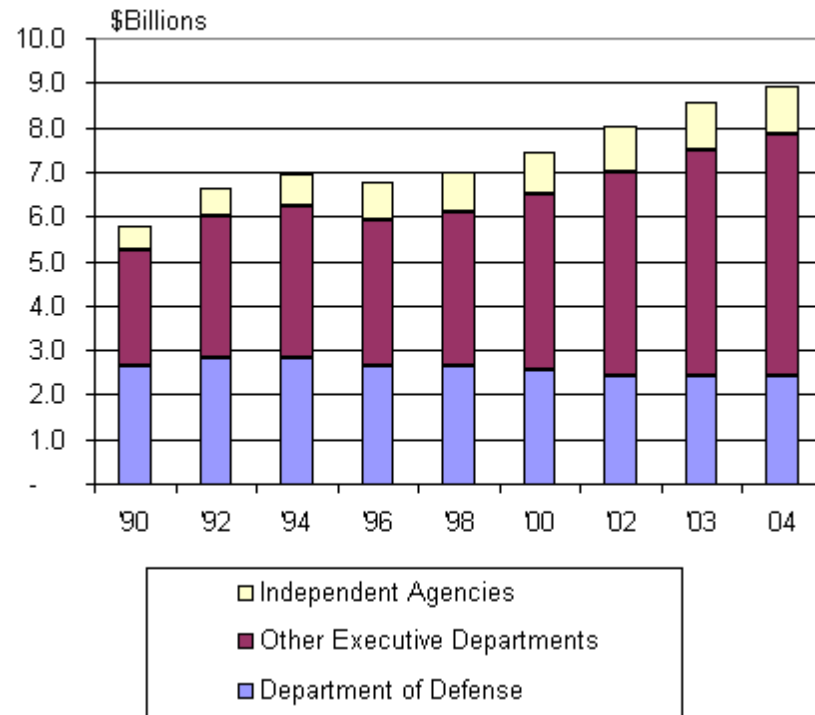
Executive Branch Agencies (non-Postal)

1990 - 2004

Annual



Monthly



Trend of Civilian Compensation and Benefits

1992 - 2004 (\$ millions)

	1992	1994	1996	1998	2000	2001	2002	2003	2004
Executive Branch									
Direct Compensation*	82,664	84,383	85,153	86,659	95,325	97,803	104,497	112,138	118,850
Personnel Benefits*	24,663	26,743	27,144	28,723	32,273	41,822	36,134	39,267	42,635
U.S. Postal Service									
Direct Compensation	28,311	30,781	32,566	34,704	36,981	37,979	36,877	37,145	37,921
Personnel Benefits	8,751	7,765	8,969	9,648	11,116	11,629	12,670	12,079	12,854
Legislative Branch									
Direct Compensation	770	786	1,206	1,273	1,375	1,420	1,521	1,638	1,761
Personnel Benefits	146	154	259	275	315	431	366	411	460
Judicial Branch									
Direct Compensation	1,096	1,264	1,430	1,625	1,907	2,037	2,214	2,341	2,494
Personnel Benefits	228	312	348	406	493	640	591	636	682
Legislative and Judicial Branches									
Direct Compensation	1,866	2,050	2,636	2,898	3,282	3,457	3,735	3,979	4,255
Personnel Benefits	374	466	607	681	808	1,071	957	1,047	1,142
Total Direct Compensation	112,841	117,214	120,355	124,261	135,588	139,239	145,109	153,262	161,026
Total Personnel Benefits	33,788	34,974	36,720	39,052	44,197	54,522	49,761	52,393	56,631
Total Civilian Costs	146,629	152,188	157,075	163,313	179,785	193,761	194,870	205,655	217,657
Retired Civilian Pay*	35,766	41,014	44,492	48,038	51,220	53,943	56,049	58,113	60,773

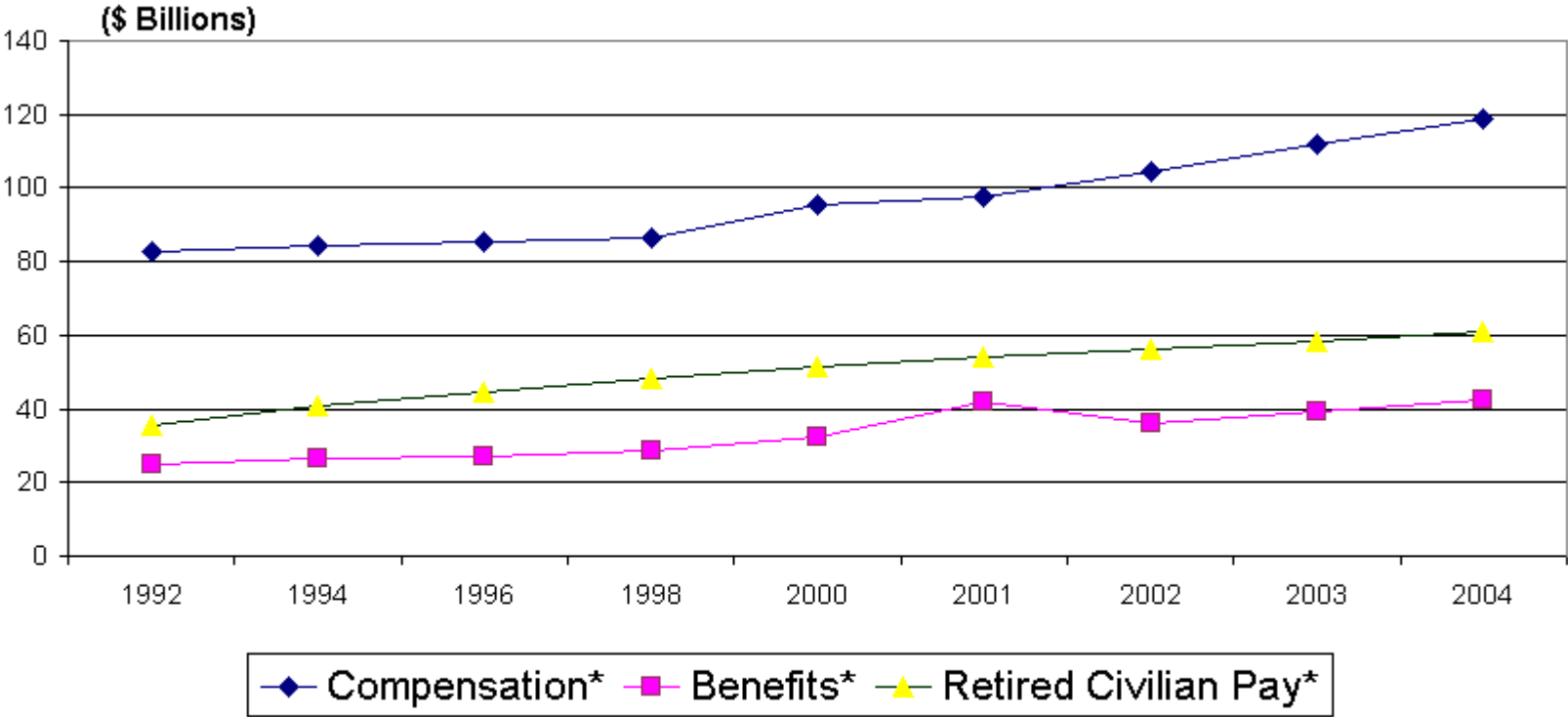
N/A = Not Available

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

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

Trend of Civilian Compensation and Benefits

1992 - 2004



See reference () on the table on page 64.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1993 - 2003

	1993	1995	1997	1999	2000	2001	2002	2003
Total Work Years	2,184,822	2,005,634	1,861,377	1,848,750	1,870,956	1,791,388	1,888,664	1,966,437
Basic Work Years	2,129,221	1,940,158	1,808,085	1,800,287	1,808,728	1,732,997	1,792,361	1,852,930
Full-time Permanent	1,948,725	1,787,680	1,677,015	1,649,761	1,621,165	1,612,830	1,666,645	1,691,089
Full-time Temporary	111,231	99,676	82,542	93,037	78,671	78,645	86,361	117,365
Part-time and Intermittent	69,265	52,802	48,528	57,489	108,892	41,522	39,355	44,476
Overtime and Holiday	55,601	65,476	53,292	48,463	62,228	58,391	96,303	113,507

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

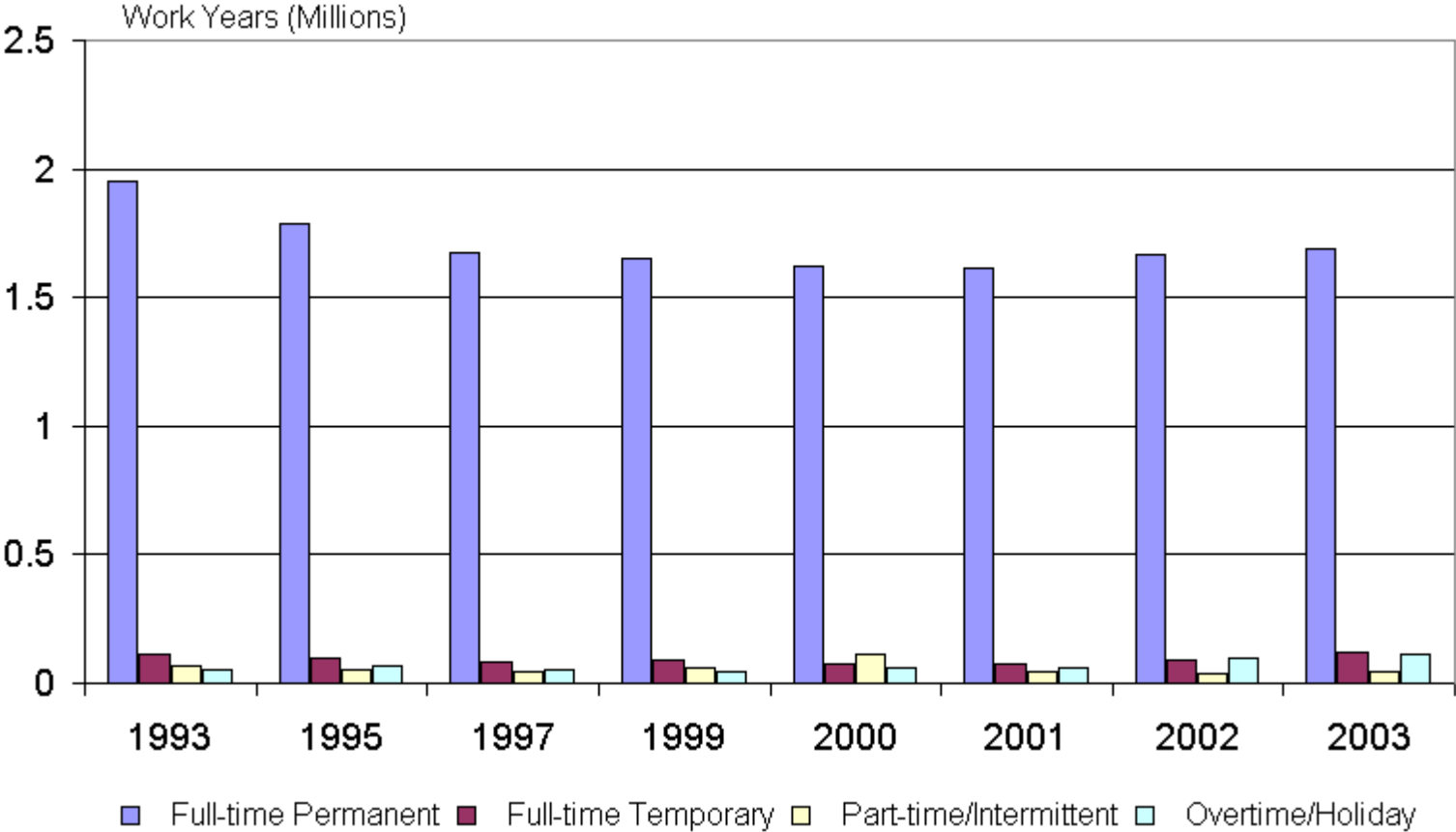
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.

Source: Work Years and Personnel Costs; Workforce Information and Planning Group. (202) 606-1350 fedstats@opm.gov

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1993 - 2003



Part 3: Performance Management Programs

Performance Recognition For Employees Fiscal Years 2001 - 2004

	2001		2002		2003		2004	
	Individual Cash*	Group Cash	Individual Cash	Group Cash	Individual Cash	Group Cash	Individual Cash	Group Cash
Number of Awards	1,148,599	155,901	1,153,378	188,435	1,174,018	197,597	1,249,835	187,511
Total \$ Awarded (millions)	868.9	83.4	922.6	118.7	1.0**	111.4	1.1**	114.6
Average Award	\$756	\$535	\$800	\$630	\$858	\$564	\$877	\$611
Spending as % of Total Salaries	0.96%	0.09%	0.96%	0.12%	0.98%	0.11%	1.01%	0.11%

	Cash Suggestion/Invention Awards							
	Individual	Group	Individual	Group	Individual	Group	Individual	Group
Number of Awards	5,778	1,391	5,091	939	5,012	874	5,156	1,023
Total \$ Awarded (millions)	3.0	0.6	2.4	0.4	2.5	0.4	2.4	0.4
Average Award	\$513	\$425	\$472	\$409	\$495	\$454	\$472	\$435
Spending as % of Total Salaries	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%	<0.01%

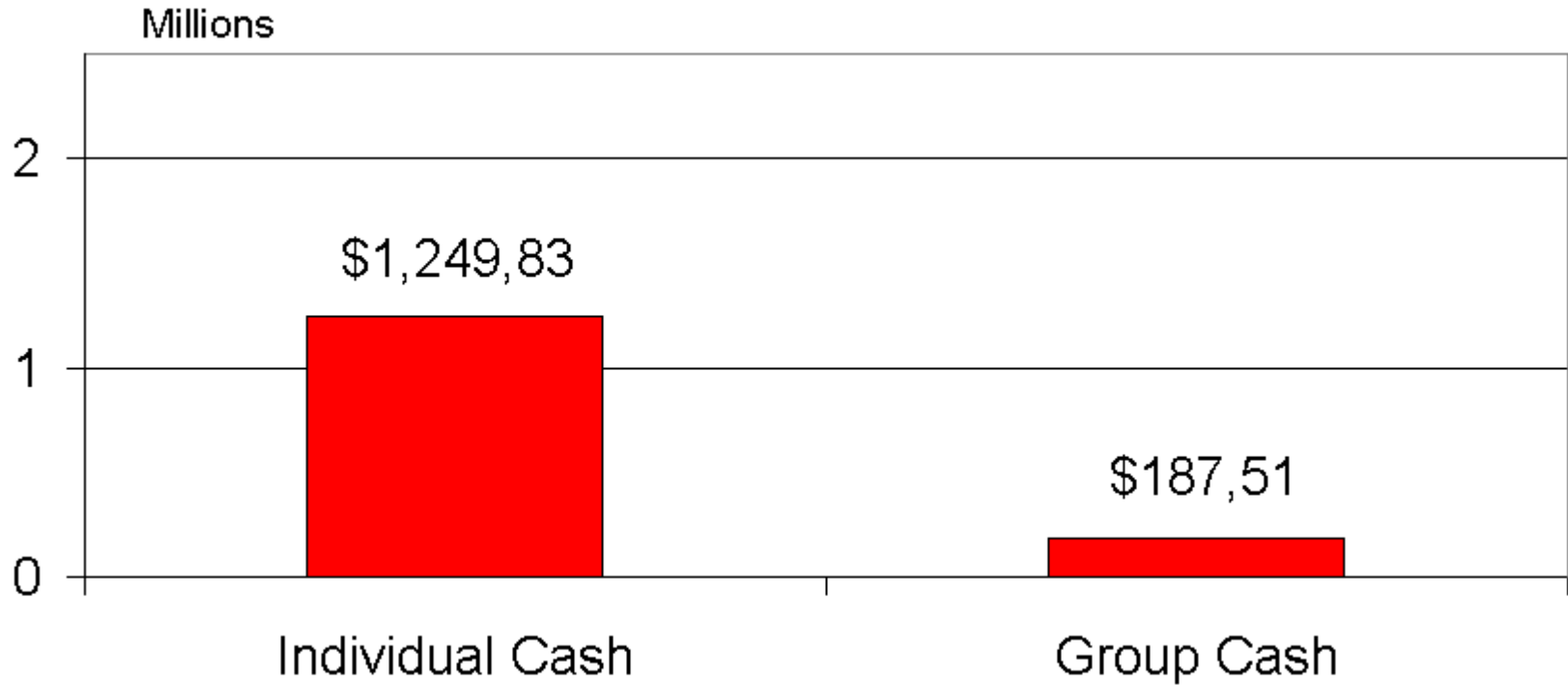
*Data codes changed in FY 2001. Individual and group cash awards now include performance, special act awards, and SES awards except for SES Performance and SES Rank awards.

**Individual Cash Awards (billions)

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

Individual and Group Cash Awards as Recognition For Employees

Fiscal Year 2004



**Performance Recognition For
Non-Senior Executive Service Employees
Fiscal Years 1994 - 2004**

Quality Step Increases (QSI's)

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Number Granted	60,919	68,849	62,168	57,323	61,258	55,132	58,834	58,978	60,600	60,913	51,643
Estimated Cost (millions)	\$36.3	\$45.9	\$42.0	\$41.8	\$47.4	\$42.9	\$47.2	\$50.9	\$48.3	\$49.3	\$50.6
Average Value	\$595	\$666	\$676	\$730	\$774	\$778	\$802	\$863	\$797	\$809	\$979

Time-off Awards

Total Awarded

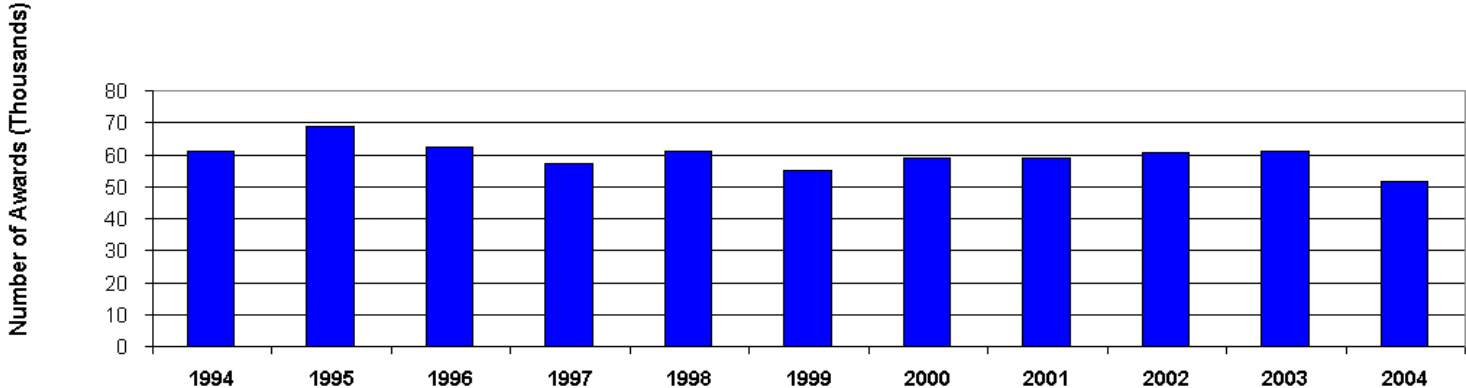
**Average Award
(Hours)**

Fiscal Year 1998	229,463	13.6
Fiscal Year 1999	242,677	13.3
Fiscal Year 2000	276,205	13.4
Fiscal Year 2001	286,508	13.7
Fiscal Year 2002	332,352	14.0
Fiscal Year 2003	325,251	14.1
Fiscal Year 2004	364,043	14.7

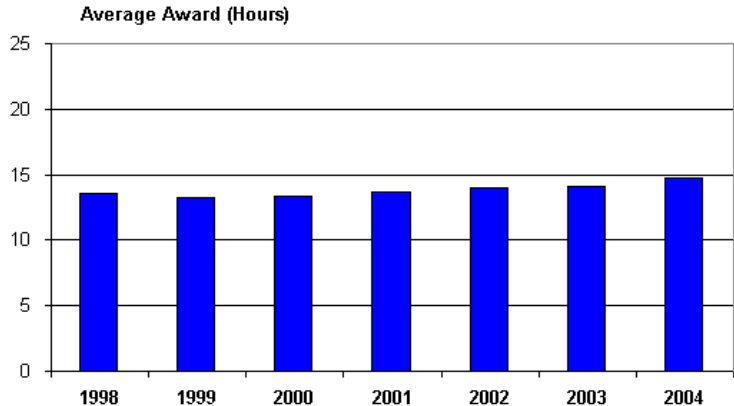
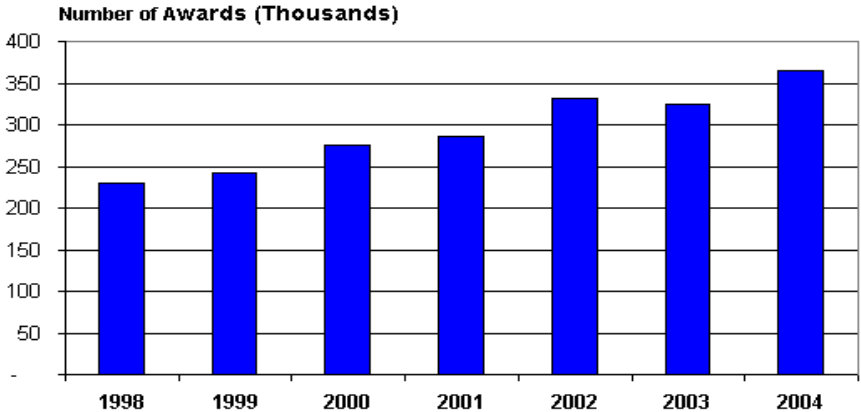
Source: Center for Pay and Performance Policy, Incentive Awards Program databases, and CPDF. (202) 606-2720 pay-performance-policy@opm.gov

Performance Recognition For Non-Senior Executive Service Employees

**Quality Step Increases (QSI's)
Fiscal Years 1994-2004**



**Time Off Awards
Fiscal Years 1998 - 2004**



Part 4:

Senior Executive Service (SES)

Senior Executive Service Member Profile

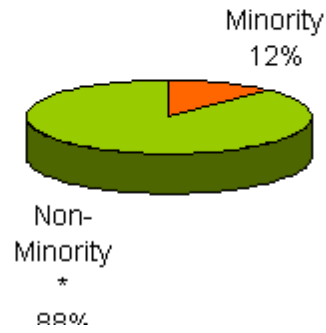
1998 - 2004

	1998	2000	2001	2002	2003	2004
Average Age	52.3	52.7	52.9	53.8	54.1	52.4
Average Length of Service (Years)	22.8	23.5	23.8	25.5	25.4	25.2
Retirement Eligible (Career Appointees)						
Regular	27.0%	27.6%	32.0%	41.2%	41.8%	45.4%
Early-Out	39.2%	40.6%	38.2%	34.1%	46.3%	44.9%
Education						
Not College Graduate	4.4%	5.2%	5.3%	5.0%	10.1%	8.2%
College Graduate	26.4%	27.0%	27.7%	29.2%	27.4%	28.6%
Advanced Degree	69.0%	67.8%	67.0%	65.8%	62.4%	63.2%
Gender						
Men	77.6%	74.7%	75.2%	74.5%	73.7%	73.3%
Women	22.4%	25.3%	24.8%	25.5%	26.3%	26.7%
Minority	12.9%	14.4%	13.7%	14.0%	13.5%	12.0%
Occupation						
Scientist or Engineer	23.0%	22.3%	21.5%	20.5%	19.8%	19.2%
Other Professional	23.5%	23.3%	23.1%	22.2%	35.1%	21.5%
Administrative / Technical	53.5%	54.4%	55.4%	57.3%	45.2%	59.3%
Geographic Location						
Washington, D.C. area	72.5%	72.6%	75.1%	75.6%	72.6%	82.0%

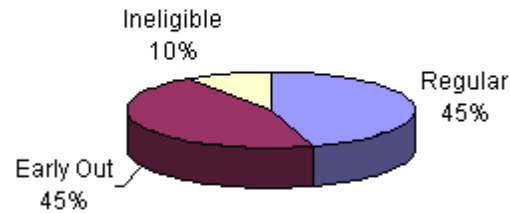
Note: All data as of September 30th. Percentages may not add to 100 due to rounding.

Senior Executive Service Member Profile (As of September 2004)

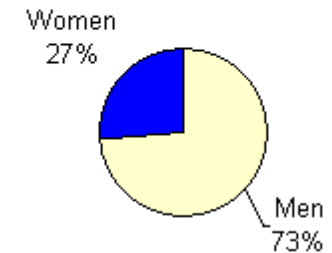
Minority Status



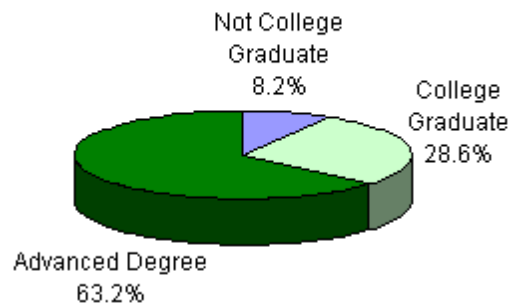
Retirement Eligibility



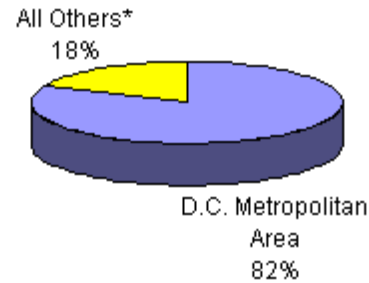
Gender



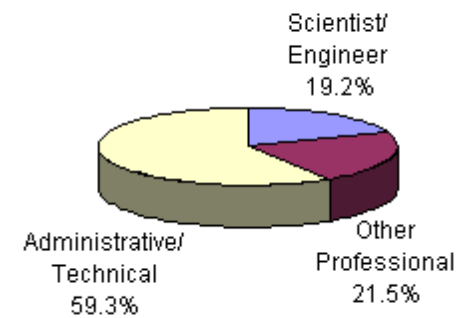
Education



Geographic Location



Occupation



* Data shown are excluded from the source table

Senior Executive Service (SES)

Positions and Appointments

1987 - 2004

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

Notes: "Allocated" = Maximum number of SES positions authorized.

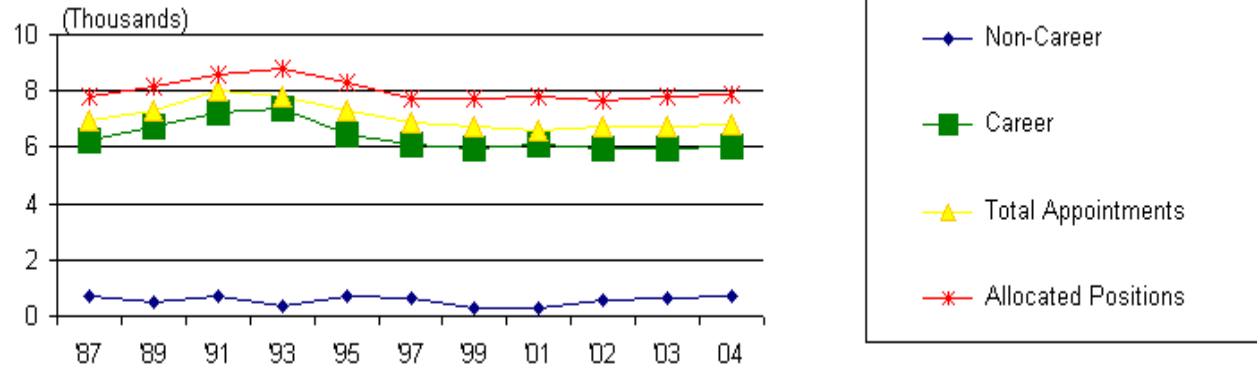
"Appointments" = Number of SES positions actually filled.

All data as of September 30th.

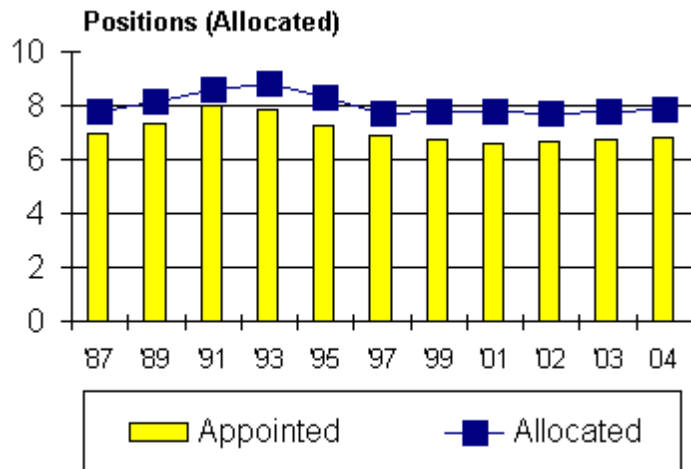
Senior Executive Service (SES)

Positions and Appointments

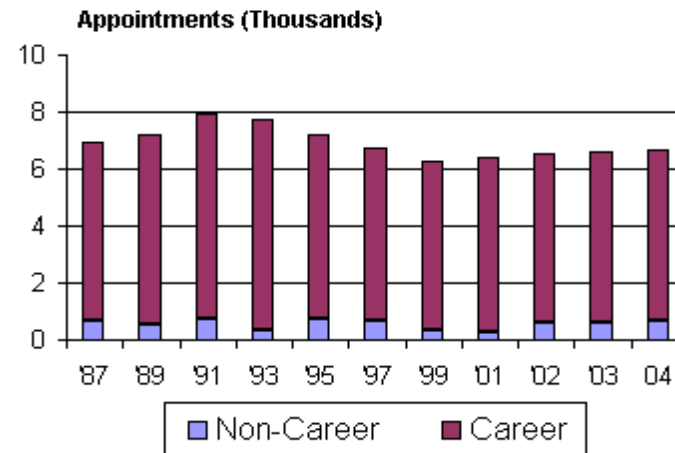
1987 - 2004



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1994 - 2004

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Number of Rank Awards	265	208	233	273	294	311	340	344	348	363	339
Distinguished*	57	62	63	60	52	58	53	56	55	55	55
Meritorious*	208	146	170	213	242	253	287	288	293	277	284
Total Awarded (\$ millions)	3.22	2.7	2.96	3.33	3.46	8.3	7.8	9.64	10.42	10	10.8

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Number of Awards	2,683	2,352	1,763	2,256	2,043	2,823	3,063	3,070	2,754	3,136	2,291
Percent of Career Members											
Receiving Awards	38	36	28	36	34	47	50	52	50	57	58.2
Total Awarded (\$ millions)	18.95	16.44	12.4	16.2	15.4	28.9	34.7	37.8	37.2	40.4	31.5
Average Amount of Award	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$10,237	\$11,353	\$12,324	\$12,444	\$12,903	\$13,734

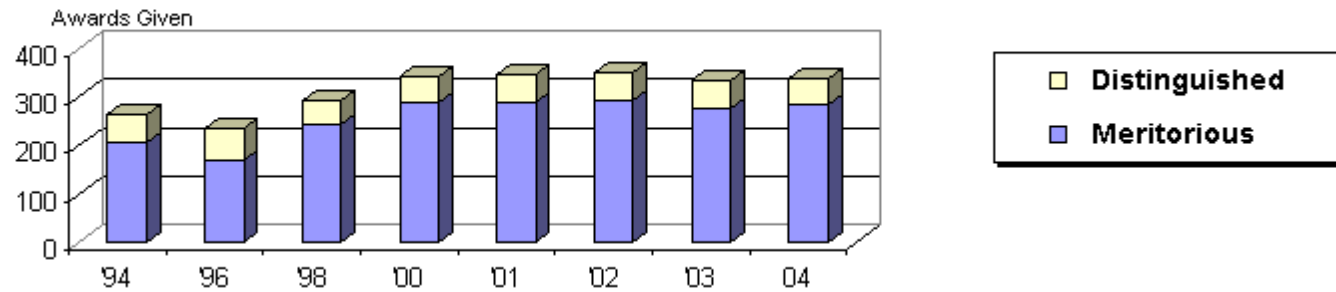
*Prior to 1999, the Distinguished Award was \$20,000 and the Meritorious Award was \$10,000. Beginning in 1999, the Distinguished Award is 35% of basic pay and the Meritorious is 20%.

**Preliminary

Senior Executive Service: Awards

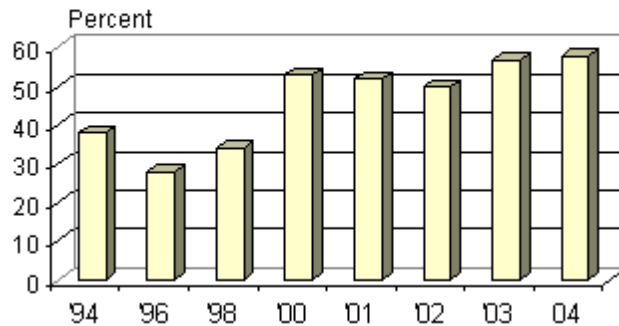
1994-2004

Presidential Rank Awards

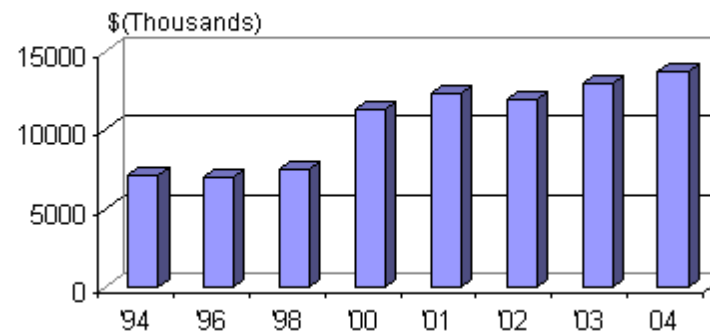


Performance Awards

Percent of Career Members Receiving Awards



Average Amount of Award



Part 5:

Retirement and Insurance Programs

Retirement and Insurance Payments 1996 - 2005

	1996 ^a	1997	1998	1999	2000	2001	2002 ^r	2003 [*]	2004 [*]	2005 ^b
U.S. Office of Personnel Management (OPM)										
Payment Accounts in Millions (\$)										
Government Payments for Annuity Health Benefits	3,829.5	3,934.1	4,115.0	4,610.0	5,049.0	5,528.0	6,071.0	6,674.0	7,326.0	7,831.0
% Change	0.4	2.7	4.6	12.0	9.5	9.5	9.8	9.0	9.8	6.9
Government Payments for Annuity Life Insurance	24.9	27.8	30.0	31.0	27.0	32.0	33.0	34.0	35.0	36.0
% Change	13.7	11.6	7.9	3.3	-12.9	18.5	3.1	3.0	2.9	2.9
Government Payments to Civil Service Retirement and Disability Fund	20,060.3	21,253.7	21,357.0	21,401.0	21,557.0	21,639.0	22,108.0	21,878.0	25,921.0	26,172.0
% Change	0.6	5.9	0.5	0.2	0.7	0.4	2.2	-1.0	18.5	1.0

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

r. Revised Data

* Budget Data for 2004 are actual.

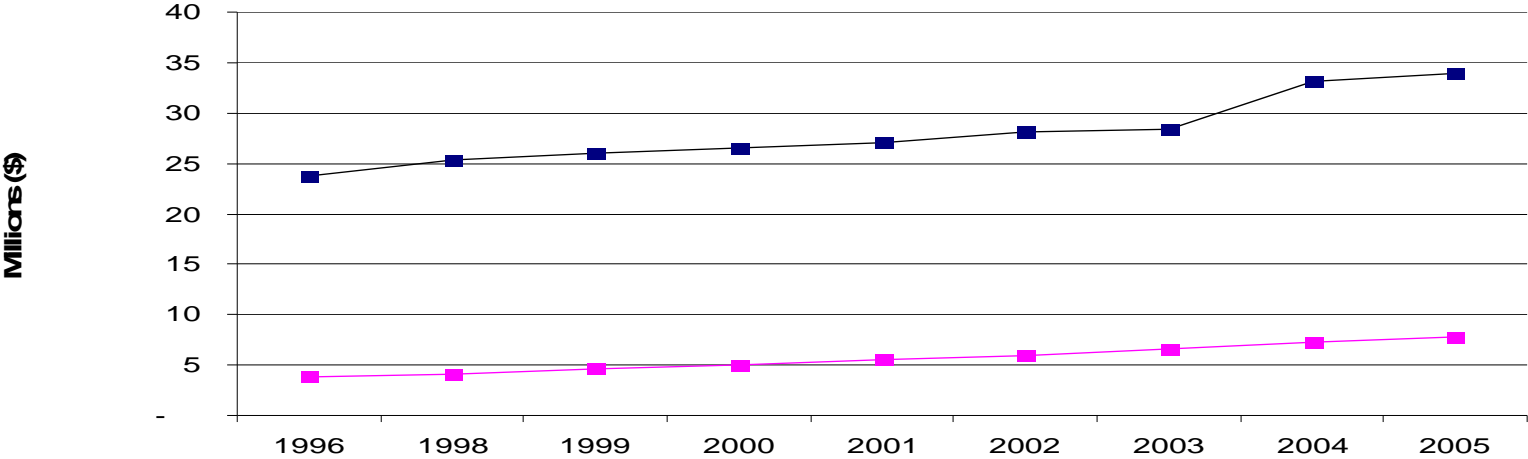
b. Budget Data for 2005 are estimated.

Notes: Amounts shown reflect OPM's payment of the Government's share for annuitants' health and life insurance benefits and General Fund payments to the retirement fund. These payments do not include amounts contributed by Federal agencies on behalf of their employees.
2. Decrease was due to Postal Pension Reform Act.

Sources:

*Appendix, Budget of the U.S. Government
Historical Tables, Budget of the U.S. Government
(202) 606-0650 RISBUDGET@OPM.GOV*

Retirement and Insurance Payments, 1996 - 2005
Treasury Payments
to Civil Service Benefit Programs



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

*Estimated

Federal Employee Health Benefits Program

Enrollment and Coverage

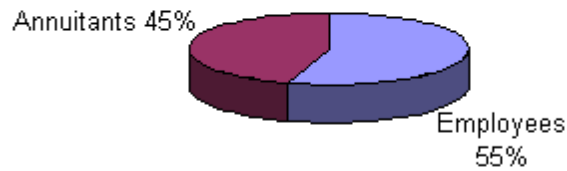
March 31, 2004

	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Government-wide	1,141,317	1,035,118	2,176,435	2,109,909	4,286,344
Employee Organizations	320,346	501,504	821,850	680,361	1,502,211
Comprehensive (Health Maintenance Organizations)	740,880	295,867	1,036,747	1,216,025	2,252,772
Experience - Rated	136,080	59,507	195,587	231,045	426,632
Community - Rated	604,800	236,360	841,160	984,980	1,826,140
Total, All Plans	2,202,543	1,832,489	4,035,032	4,006,295	8,041,327

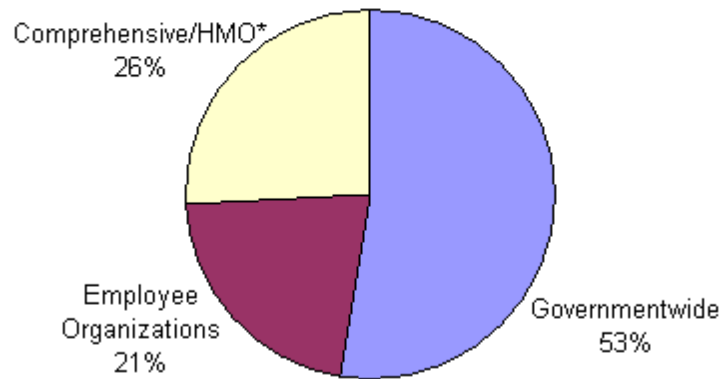
Source: *Semi-annual Headcount, as of March 2003 (the number of dependents is estimated based on data provided by health benefits carriers).*
 (202) 606-0650
 RISBUDGET@OPM.GOV

Federal Employee Health Benefits Program Enrollment and Coverage March 31, 2004

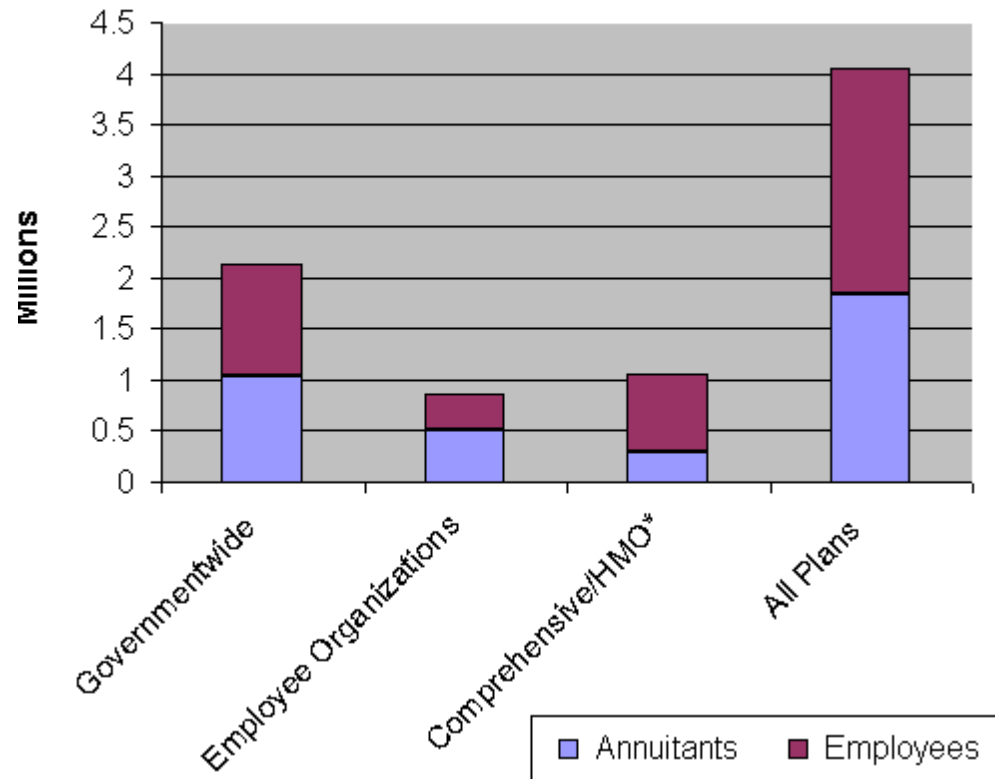
Enrollee Category



Type of Plan



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



*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1994 - 2004

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
NON-POSTAL EMPLOYEES											
Government Share	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91	\$292.45	\$323.05	\$365.10	\$406.94	\$447.70
Enrollee Share	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97	\$118.33	\$132.46	\$150.43	\$166.73	\$181.47
Total Premiums	\$324.69	\$314.09	\$314.29	\$320.69	\$342.96	\$376.88	\$410.78	\$455.52	\$515.53	\$573.67	\$629.17
POSTAL EMPLOYEES											
Government Share	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75	\$371.15	\$410.32	\$466.83	\$524.74	\$578.27
Enrollee Share	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51	\$71.23	\$81.85	\$92.45	\$102.70	\$111.33
Total Premiums	\$363.72	\$349.98	\$345.63	\$352.09	\$374.88	\$406.26	\$442.38	\$492.18	\$559.28	\$627.45	\$689.61
ANNUITANTS											
Government Share	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30	\$261.74	\$287.89	\$324.99	\$361.52	\$397.03
Enrollee Share	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10	\$112.96	\$126.64	\$140.37	\$155.34	\$168.04
Total Premiums	\$301.17	\$288.14	\$288.51	\$292.25	\$314.33	\$343.40	\$374.70	\$414.52	\$465.37	\$516.86	\$565.07
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41	\$292.01	\$321.89	\$363.93	\$405.62	\$445.37
Enrollee Share	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58	\$107.75	\$121.07	\$135.99	\$151.09	\$164.26
Total Premiums	\$321.03	\$309.06	\$308.27	\$313.36	\$335.52	\$366.99	\$399.74	\$442.96	\$499.92	\$556.71	\$609.63
<i>% Change</i>	2.8	-3.7	-0.3	1.7	7.1	9.4	8.9	10.8	12.9	11.4	9.5

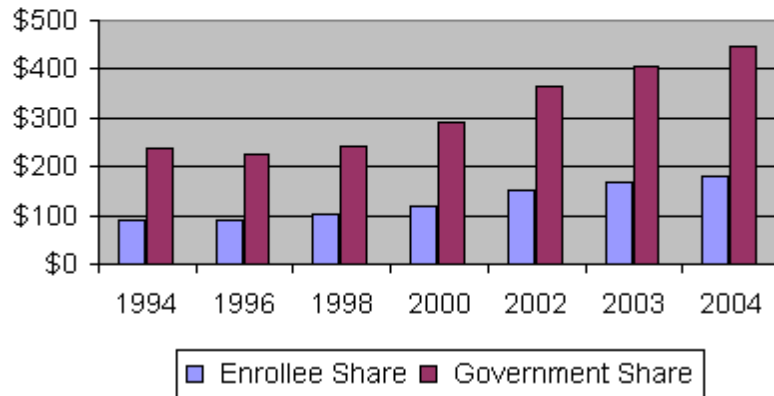
Note: Premiums are weighted based on enrollments as of March.

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

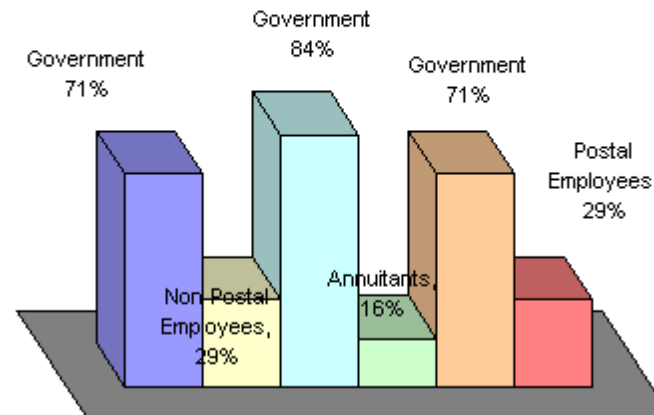
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, and Annuitants
1994 - 2004**



**Average Monthly Premiums
2004**



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1991 - 2004

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
1991	13,384	12,414	971	5,584
1992	14,262	13,874	389	5,952
1993	15,496	14,624	872	6,875
1994	16,121	15,471	651	7,489
1995	16,210	15,886	324	7,814
1996	15,706	16,150	-444	7,371
1997	15,910	16,578	-668	6,703
1998	16,695	17,160	-465	6,237
1999	18,039	18,463	-424	5,813
2000	19,737	19,575	162	5,978
2001	21,454	20,779	675	6,654
2002	23,610	22,707	903	7,556
2003	26,446	24,964	1,482	9,038
2004	29,140	27,417	1,721	10,759

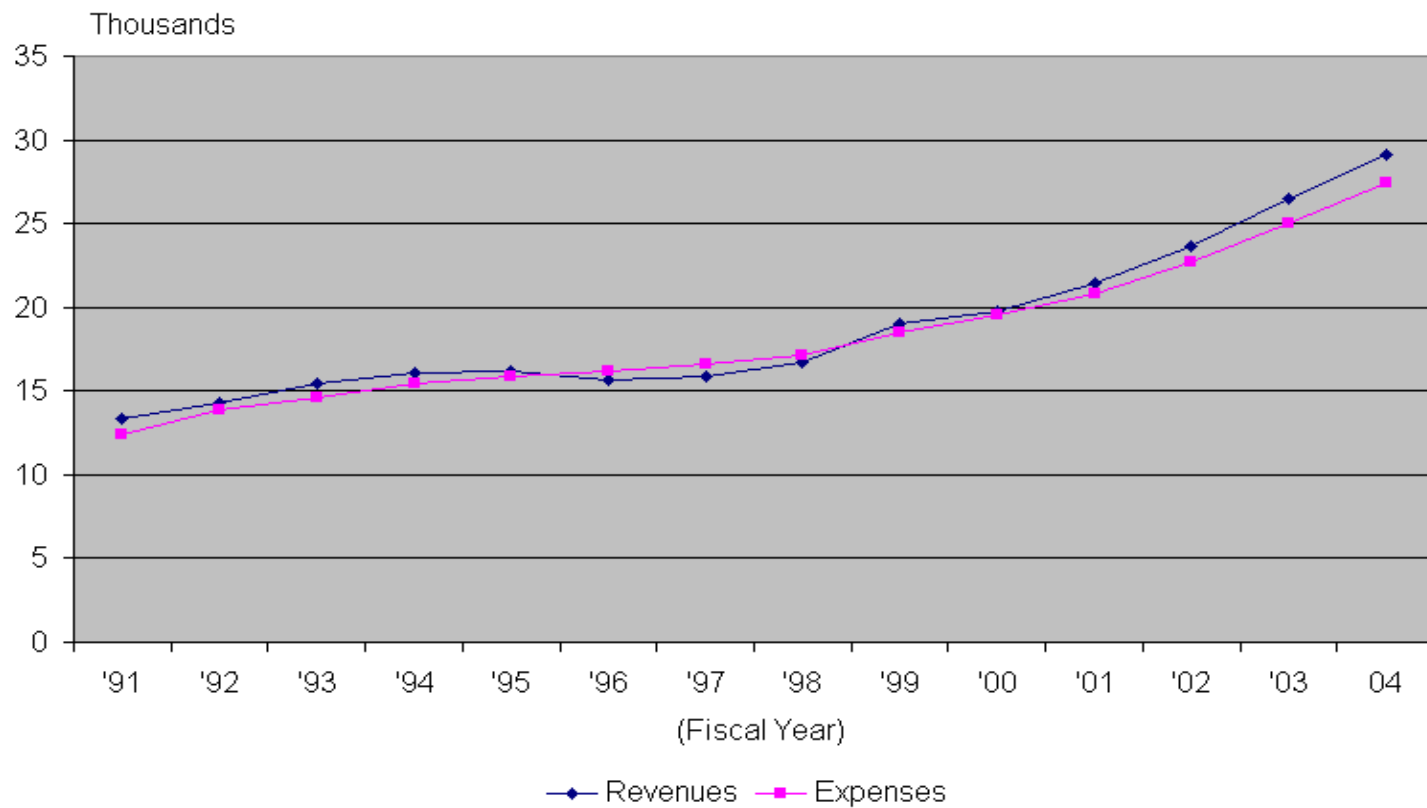
*In 1990, the Chief Financial Officer Act changed the method in which the fund balance is calculated.

Source: President's Budget Status of the Fund Schedule

(202) 606-0650 RISBUDGET@OPM.GOV

Financial Data
Federal Employee Health Benefits (FEHB) Program
Fiscal Years 1991 - 2004

Revenues vs. Expenses



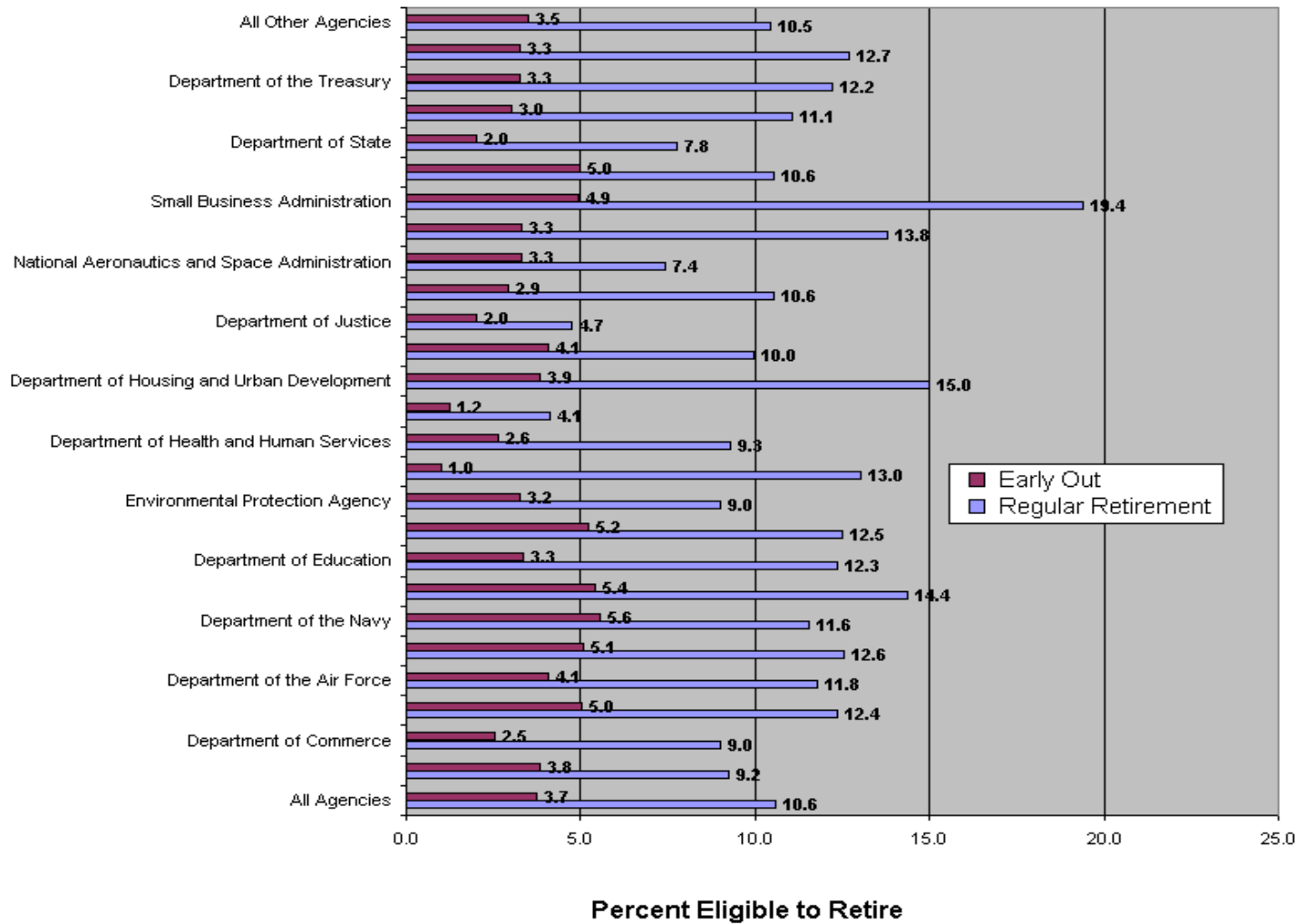
Retirement Eligibility Statistics
Federal Employees Retirement System (FERS)
 Selected Agencies as of September 30, 2004

	TOTAL	FERS	EARLY- OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,856,441	1,247,567	46,718	3.7	132,283	10.6
Department of Agriculture	112,084	64,031	2,464	3.8	5,909	9.2
Department of Commerce	37,867	25,237	643	2.5	2,272	9.0
Department of Defense (Total)	652,398	437,507	21,930	5.0	54,106	12.4
Department of the Air Force	150,032	106,230	4,303	4.1	12,522	11.8
Department of the Army	226,568	153,982	7,841	5.1	19,355	12.6
Department of the Navy	177,538	115,257	6,419	5.6	13,321	11.6
Department of Defense (Excluding Military Departments)	98,260	62,038	3,367	5.4	8,908	14.4
Department of Education	4,584	2,786	93	3.3	344	12.3
Department of Energy	15,023	9,344	486	5.2	1,169	12.5
Environmental Protection Agency	18,576	12,528	406	3.2	1,130	9.0
General Services Administration	12,597	7,993	434	1.0	1,040	13.0
Department of Health and Human Services	63,581	45,303	1,199	2.6	4,209	9.3
Department of Homeland Security	162,944	129,680	1,601	1.2	5,348	4.1
Department of Housing and Urban Development	10,218	6,227	240	3.9	934	15.0
Department of Interior	77,600	47,782	1,950	4.1	4,769	10.0
Department of Justice	102,906	87,473	1,742	2.0	4,145	4.7
Department of Labor	15,814	10,325	304	2.9	1,090	10.6
National Aeronautics and Space Administration	19,278	12,658	416	3.3	940	7.4
Office of Personnel Management	3,648	1,909	63	3.3	263	13.8
Small Business Administration	4,152	2,131	105	4.9	413	19.4
Social Security Administration	65,258	36,968	1,837	5.0	3,901	10.6
Department of State	24,040	8,848	179	2.0	688	7.8
Department of Transportation	57,199	37,726	1,145	3.0	4,174	11.1
Department of the Treasury	110,612	76,542	2,506	3.3	9,349	12.2
Department of Veterans Affairs	236,258	177,928	5,805	3.3	22,572	12.7
All Other Agencies	49,804	33,641	1,170	3.5	3,518	10.5

Notes: Data are calculated under current law provisions. Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

Source: Central Personnel Data File (CPDF) Office of Personnel Management fedstats@opm.gov

Retirement Eligibility Statistics Federal Employees Retirement System (FERS) Selected Agencies as of September 30, 2004



Retirement Eligibility Statistics Civil Service Retirement System (CSRS) Selected Agencies as of September 30, 2004

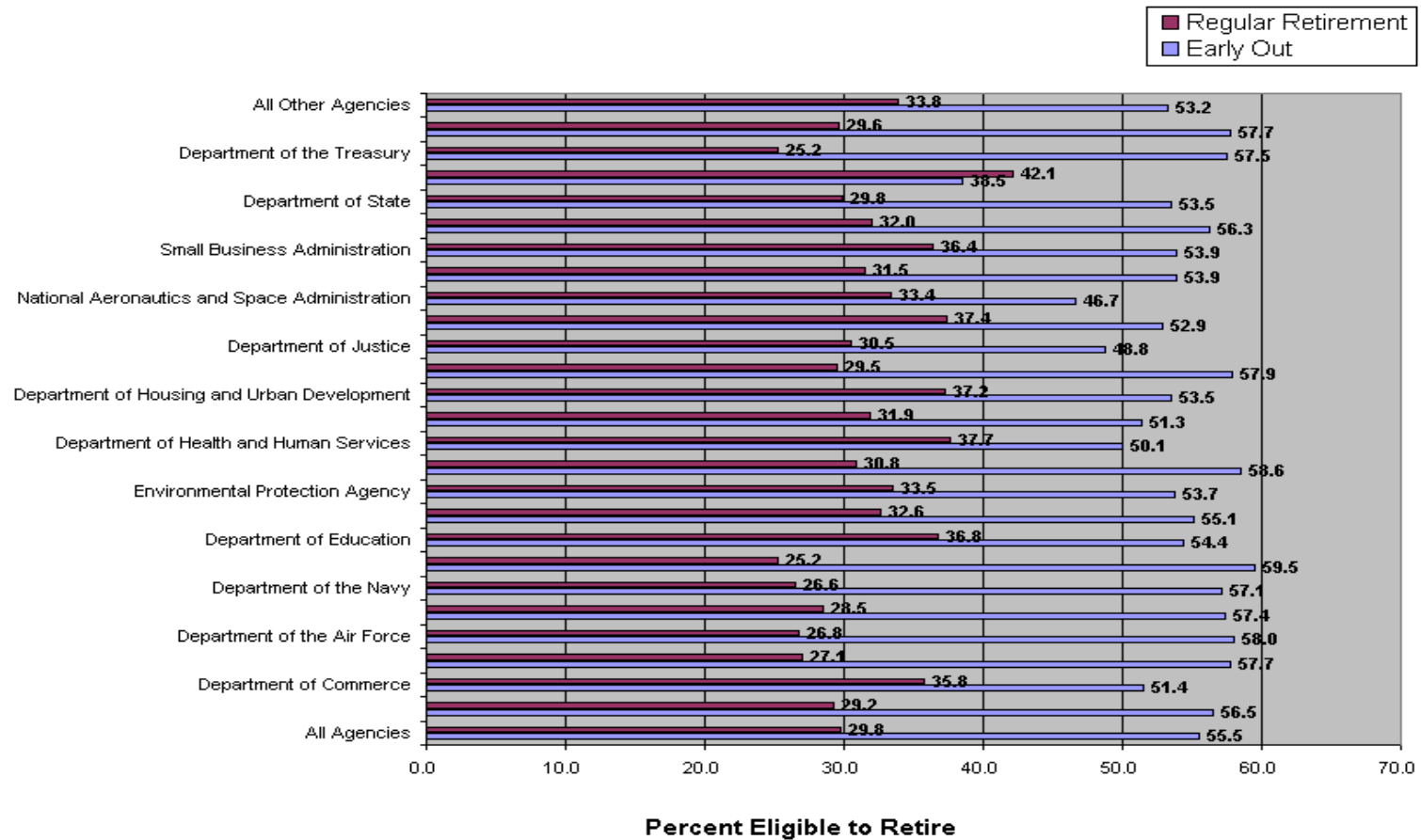
	TOTAL EMPLOYMENT	CSRS EMPLOYMENT	EARLY-OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
			#	%	#	%
All Agencies	1,856,441	468,206	259,792	55.5	139,465	29.8
Department of Agriculture	112,084	29,540	16,692	56.5	8,627	29.2
Department of Commerce	37,867	8,484	4,364	51.4	3,036	35.8
Department of Defense (Total)	652,398	191,425	110,502	57.7	51,786	27.1
Department of the Air Force	150,032	38,664	22,427	58.0	10,358	26.8
Department of the Army	226,568	64,348	36,918	57.4	18,333	28.5
Department of the Navy	177,538	60,014	34,252	57.1	15,939	26.6
Department of Defense (Excluding Military Departments)	98,260	28,399	16,905	59.5	7,156	25.2
Department of Education	4,584	1,542	839	54.4	567	36.8
Department of Energy	15,023	5,573	3,071	55.1	1,818	32.6
Environmental Protection Agency	18,576	5,106	2,742	53.7	1,713	33.5
General Services Administration	12,597	4,565	2,673	58.6	1,408	30.8
Department of Health and Human Services	63,581	13,667	6,842	50.1	5,148	37.7
Department of Homeland Security	162,944	13,734	7,051	51.3	4,385	31.9
Department of Housing and Urban Development	10,218	3,819	2,043	53.5	1,421	37.2
Department of Interior	77,600	19,629	11,361	57.9	5,789	29.5
Department of Justice	102,906	14,223	6,935	48.8	4,333	30.5
Department of Labor	15,814	5,318	2,812	52.9	1,988	37.4
National Aeronautics and Space Administration	19,278	6,477	3,023	46.7	2,161	33.4
Office of Personnel Management	3,648	1,008	543	53.9	318	31.5
Small Business Administration	4,152	957	516	53.9	348	36.4
Social Security Administration	65,258	27,389	15,413	56.3	8,772	32.0
Department of State	24,040	2,508	1,343	53.5	748	29.8
Department of Transportation	57,199	19,213	7,402	38.5	8,087	42.1
Department of the Treasury	110,612	31,900	18,354	57.5	8,051	25.2
Department of Veterans Affairs	236,258	49,025	28,295	57.7	14,527	29.6
All Other Agencies	49,804	13,104	6,976	53.2	4,434	33.8

Notes: Data are calculated under current law provisions. Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

Retirement Eligibility Statistics

Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2004



Retirement System
On Annuity Roll at End of Fiscal Year
1986 - 2004

Employees (CSRS/FERS)

Year	Normal	Disability	Other ^a	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
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
1998	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
1999	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923
2000	1,082,812	241,696	418,688	1,743,196	1,796	633,308	952
2001	1,086,420	239,388	422,270	1,748,078	1,869	634,923	992
2002	1,089,470	236,289	423,161	1,748,920	1,931	634,130	1,024
2003	1,097,897	233,350	426,426	1,757,673	1,980	632,004	1,044
2004	1,110,110	230,795	433,686	1,774,591	2,044	629,045	1,073

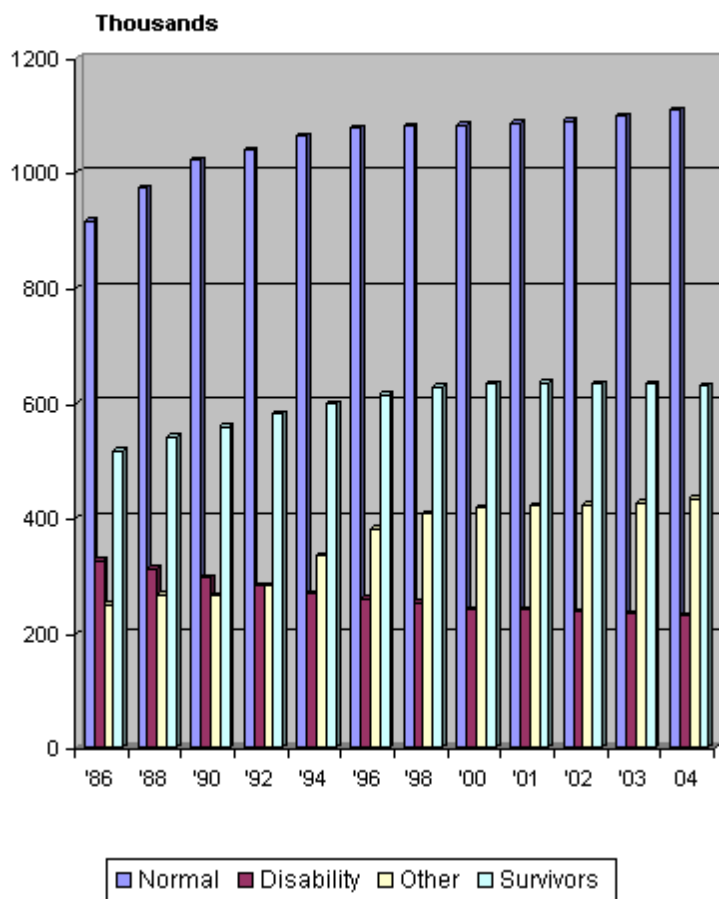
a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.

b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

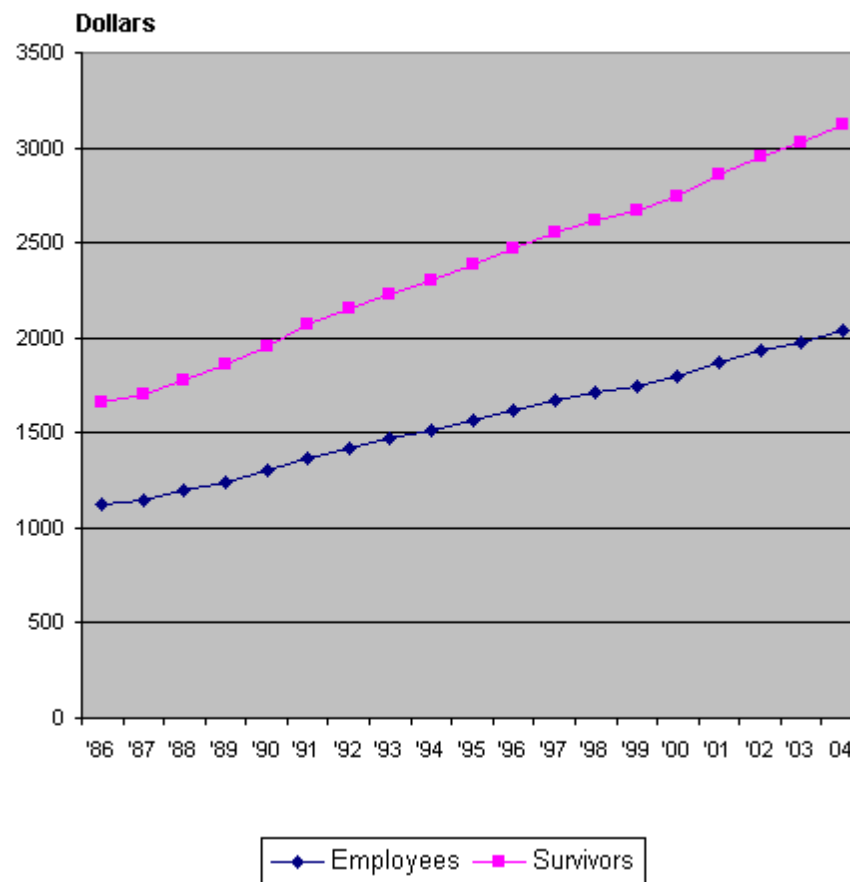
Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

Retirement System On Annuity Roll at End of Fiscal Year 1986 - 2004

Number on Annuity Roll



Average Monthly Annuity



**Retirement System
Additions to Annuity Roll
Fiscal Years 1986 - 2004**

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
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
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404
2001	49,887	11,472	15,971	77,330	38,379
2002	50,149	10,540	13,464	74,153	36,649
2003	55,000	10,300	15,828	81,128	35,232
2004	59,992	10,348	20,101	90,441	35,595

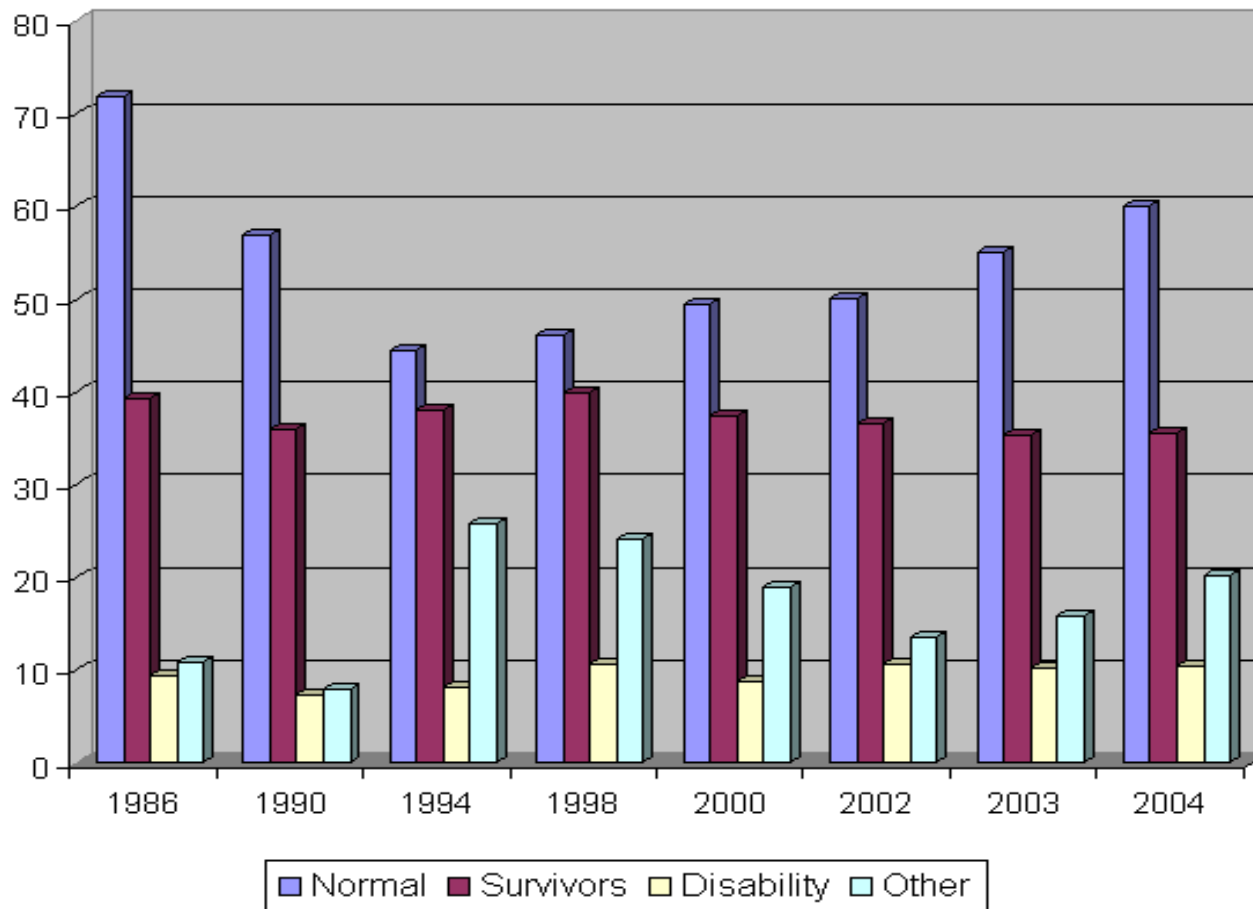
- Notes:
- a. The "Other" category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
 - b. Revised to include 2,597 Federal Employees Retirement System annuitants whose retirement types 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 1986 - 2004

Thousands



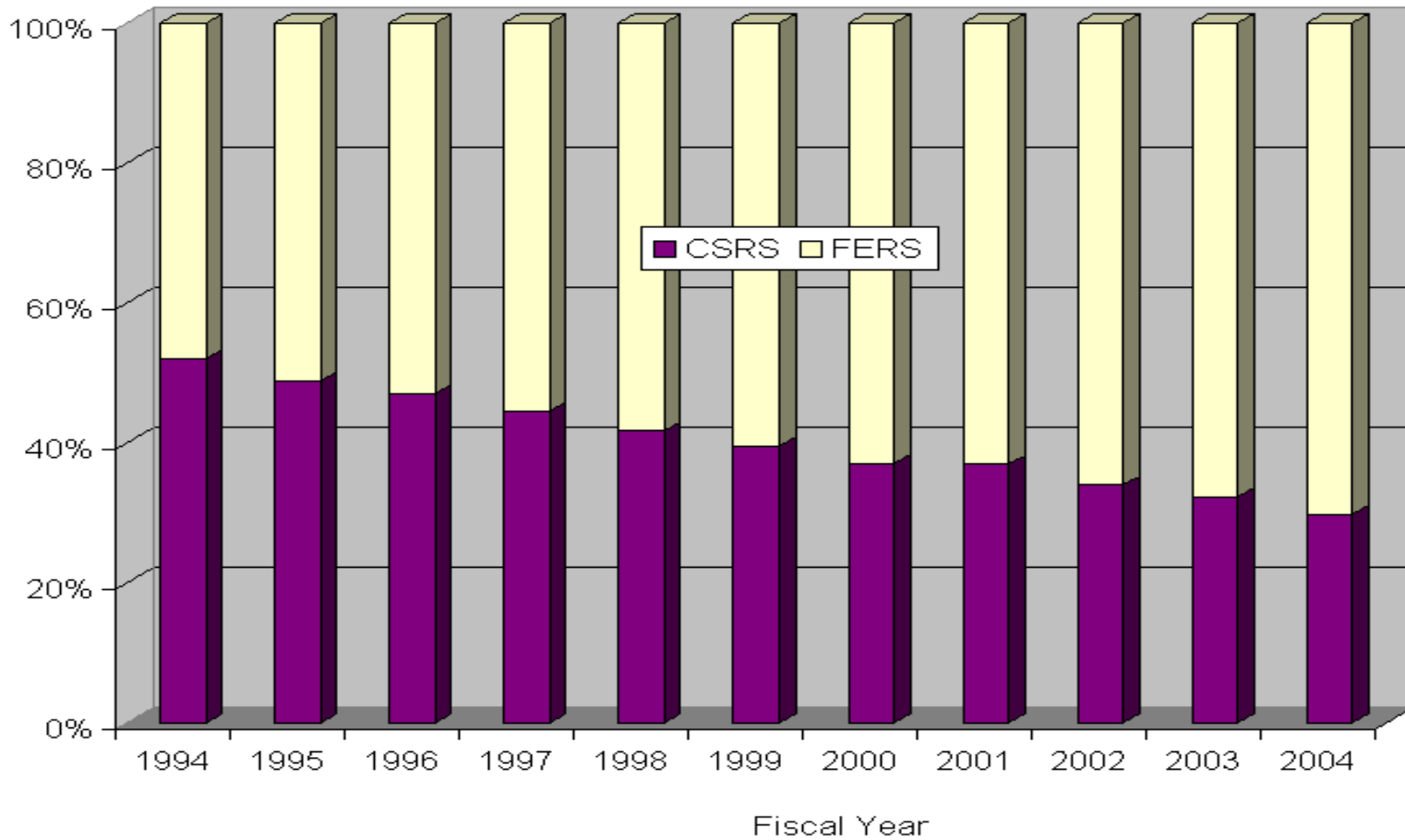
Retirement Systems Coverage
Civil Service Retirement System (CSRS)
VS
Federal Employees Retirement System (FERS)
Fiscal Years 1994 - 2004

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
CSRS	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083	1,009,165	961,237	987,450	897,240	861,610	794,890
<i>% of total</i>	<i>52.0</i>	<i>48.9</i>	<i>47.1</i>	<i>44.5</i>	<i>41.7</i>	<i>39.6</i>	<i>37.1</i>	<i>36.9</i>	<i>34.0</i>	<i>32.3</i>	<i>29.8</i>
FERS	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698	1,536,339	1,628,825	1,688,643	1,708,523	1,807,998	1,875,110
<i>% of total</i>	<i>48.0</i>	<i>51.1</i>	<i>52.9</i>	<i>55.5</i>	<i>58.3</i>	<i>60.4</i>	<i>62.9</i>	<i>63.1</i>	<i>66.0</i>	<i>67.7</i>	<i>71.2</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 1994 - 2004**



Federal Employees Group Life Insurance

Fiscal Year 2004

	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	2,401	296.0	1,592	42.3	3,993	338.3
Standard	951	19.0	402	2.3	1,353	21.3
Additional	1,190	236.0	130	15.0	1,320	251.4
Family	939	20.3	197	1.2	1,136	21.5
Total	2,401 *	571.7	1,592 *	60.8	3,993 *	632.5

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

Claims Paid During Fiscal Year 2004

	Claims	Amount Paid (\$ Thousands)
Death		
Employees	7,567	\$781,983
Annuitants	68,950	\$1,262,935
Total	76,517	\$2,054,918
Dismemberment		
Total	21	\$110

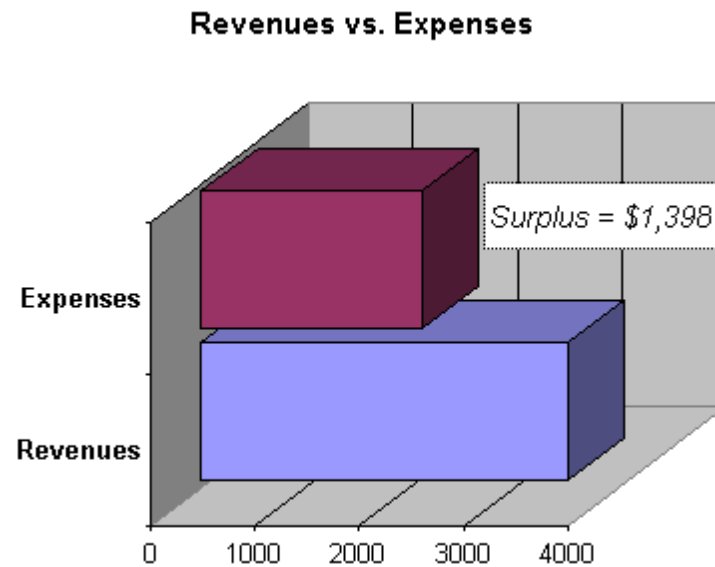
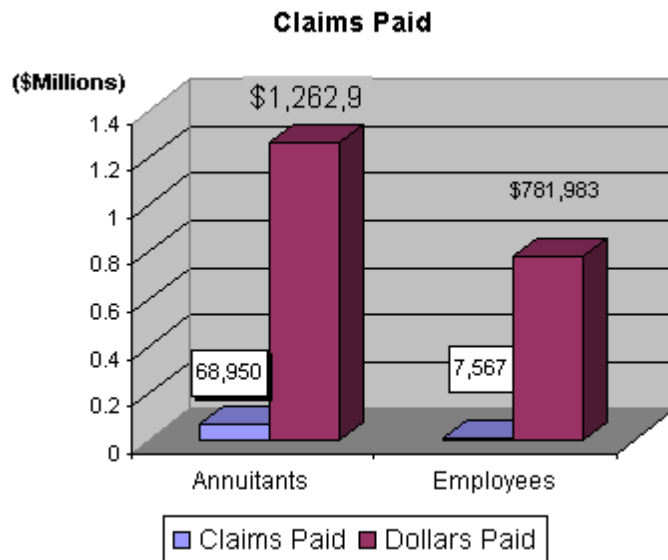
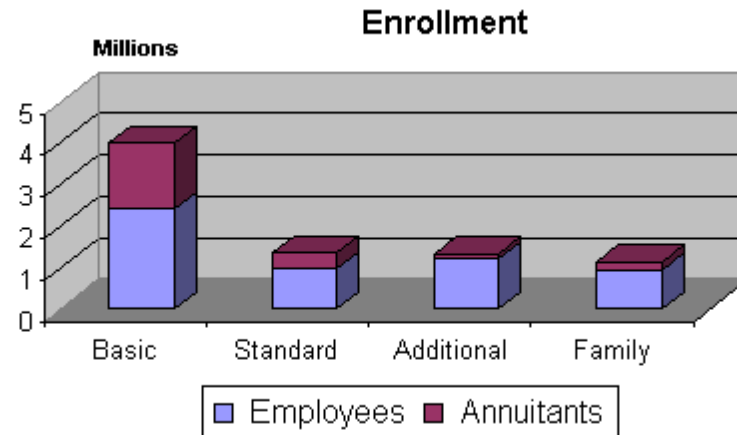
Operating Revenues and Expenses, Fiscal Year 2004

	(\$ Millions)
Revenues	\$3,517
Expenses	\$2,119
Excess of operating Revenues Over Expenses	\$1,398

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

Federal Employees Group Life Insurance

Fiscal Year 2004



Part 6:

Student Employment Programs

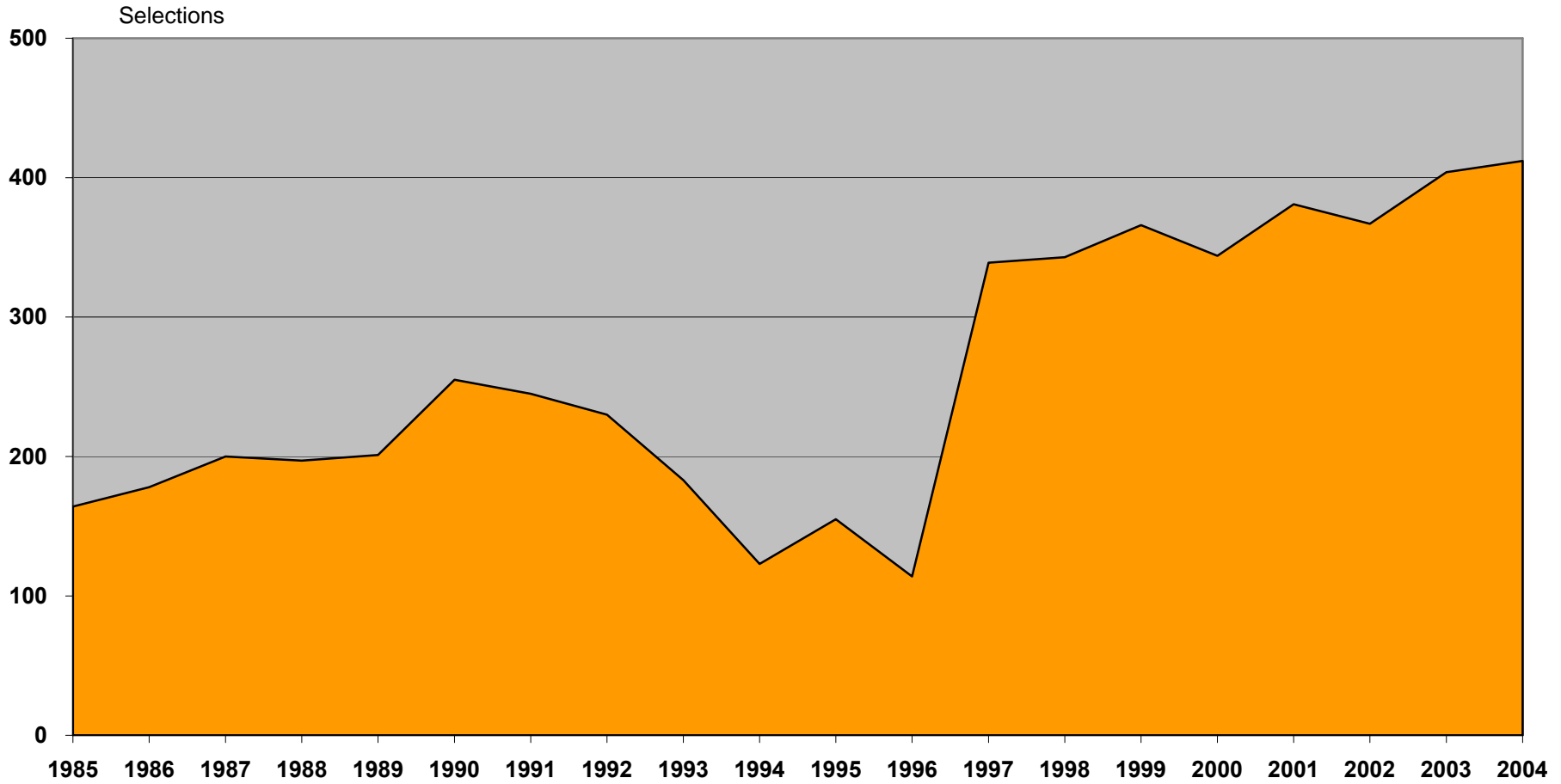
Presidential Management Fellows* (PMI) Program Selections, Universities, and Employing Agencies

Trends in PMI Selections 1985 - 2004					
Year	Selections	University	Finalists	Agency	Selections
1985	164	Georgetown University	52	Department of Justice	57
1986	178	American University	32	Department of State	46
1987	200	Columbia Univ, Sch of International Public Affairs	32	Department of Health and Human Services	41
1988	197	George Washington University	29	U.S. Agency For International Development	36
1989	201	University of Michigan - Ann Arbor	24	Department of Defense	30
1990	255	Harvard, JFK School of Government	23	Department of Commerce	29
1991	245	Johns Hopkins University, Sch Advan Int St	20	Department of Homeland Security	20
1992	230	Carnegie-Mellon University	13	Department of Veterans Affairs	18
1993	183	Syracuse University	12	Social Security Administration	18
1994	123	University of Texas - Austin	11	Department of Treasury	16
1995	155	Emory University	10	Department of Education	14
1996	114	University of California - Berkeley	10	Office of Personnel Management	11
1997	339	University of California - Davis	10	Department of Transportation	10
1998	343	University of Chicago	10	Department of Interior	9
1999	366	University of North Carolina - Chapel Hill	10	Environmental Protection Agency	9
2000	344	George Mason University	9	Department of Labor	8
2001	381	Indiana University	9	Department of Agriculture	7
2002	367	Monterey Inst of Internatl Studies	9	Department of Housing and Urban Development	7
2003	404	Princeton University	9	Library of Congress	6
2004	412	Tufts University	9	National Aeronautics and Space Administration	6
		University of Tennessee - Knoxville	9		
		New York University	8		
		Stanford University	8		
		Yale University	8		
		Catholic University of America	7		
		University of Maryland - College Park	7		
		University of Pittsburgh-Main	7		
		Washington University	7		

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

*Formerly the Presidential Management Intern (PMI) Program

Presidential Management Fellows Program Selections Employing Agencies 1985-2004



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2004

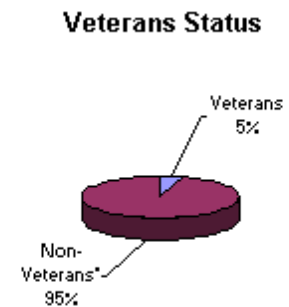
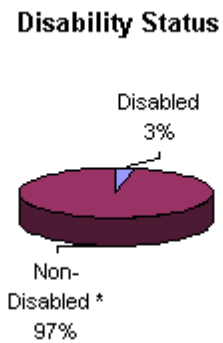
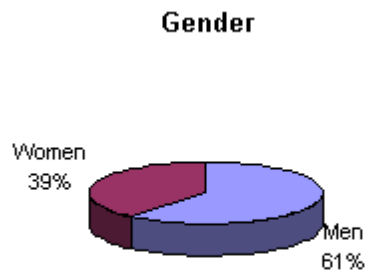
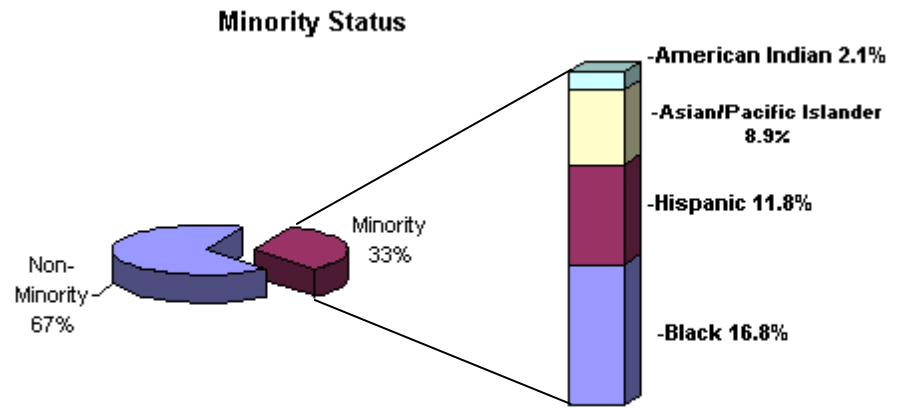
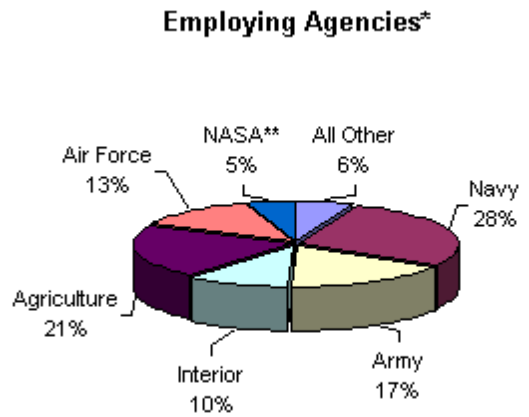
Top Six Employing Agencies	
Agency	Number Employed
Total	13,775
Navy	3,755
Agriculture	2,923
Army	2,407
Air Force	1,742
Interior	1,445
National Aeronautics and Space Administration	683
Other	820

Participant Demographics (All Agencies)		
Category	Participants	Percent of Total
Total	16,746	100.0%
Total Minorities	5,462	32.6%
Black	2,309	13.8%
Hispanic	1,631	9.7%
Asian/Pacific Islander	1,226	7.3%
American Indian*	296	1.8%
Non-Minority	11,284	67.4%
Men	10,215	61.0%
Women	6,531	39.0%
Veterans	788	4.7%
Disabled	537	3.2%

* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2002. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program Fiscal Year 2004



*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 2004

By Educational Level		
Degree	Participants	Percent
High School	271	1.6
Associate	3,390	20.2
Baccalaureate	7,978	47.6
* Graduate	2,339	14.0
Other	2,768	16.5
Total	16,746	100.0

By Major Occupational Group		
Occupational Group	Participants	Percent
Engineering and Architecture	2,730	16.3
General Administration, Clerical, Office Services	1,684	10.1
Biological Sciences	2,097	12.5
Miscellaneous	824	4.9
Physical Sciences	747	4.5
Other	8,664	51.7
Total	16,746	100.0

- Baccalaureate participants were predominant in the "Engineering and Architecture" category (85.7%), "General Administration, Clerical, and Office Services" category (57.6%).
- More than 8,080 participants (approximately 48.2%) were classified in five major occupational groups.
- * Also includes Professional Degrees

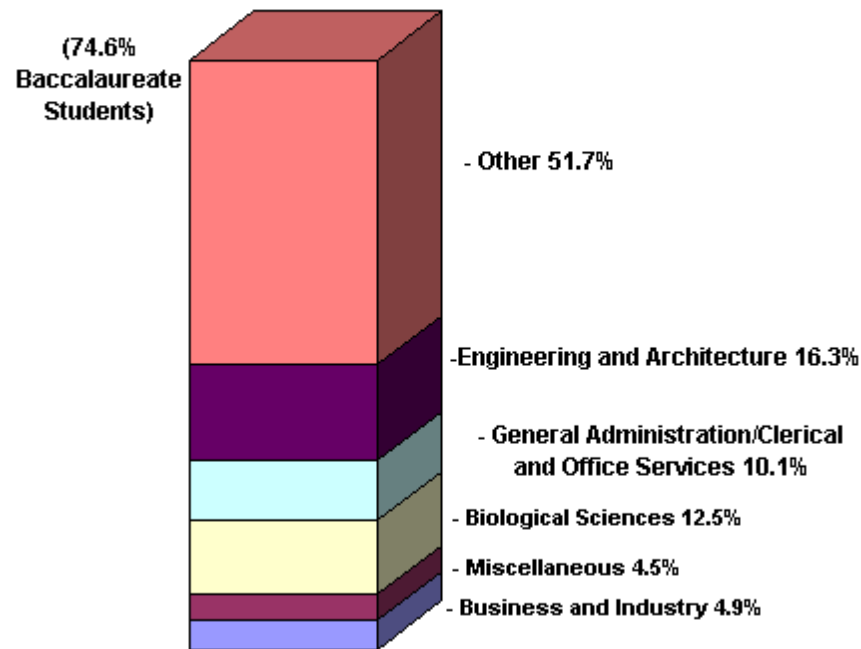
Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program

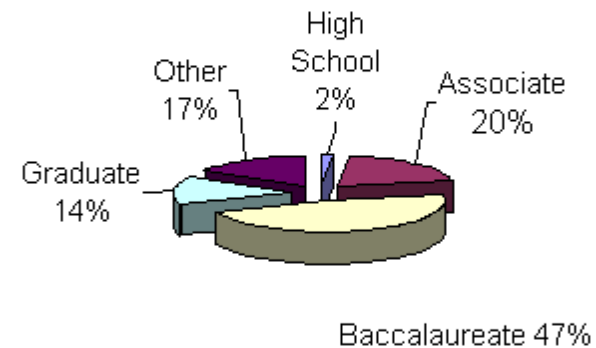
Participants' Educational Levels and Occupational Groups

Fiscal Year 2004

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2004

Top Six Employing Agencies

Agency	Number Employed
Agriculture	10,305
Air Force	5,141
Army	4,893
Interior	4,857
Navy	2,349
Veteran Affairs	2033
Other	4,248

Participant Demographics (All Agencies)

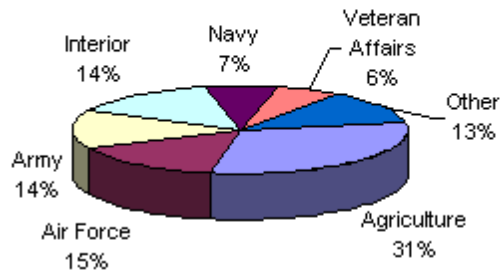
Category	Participants	Percent of Total
Total	46,307	100.0
Total Minorities	16,667	36.0
Black	9,424	20.4
Hispanic	3,706	8.0
Asian/Pacific Islander	3,004	6.5
American Indian*	533	1.2
Non-Minority	29,640	64.0
Men	21,427	46.3
Women	24,880	53.7
Veterans	522	1.1
Disabled	1,218	2.6

* American Indian refers to American Indian/Alaska Native

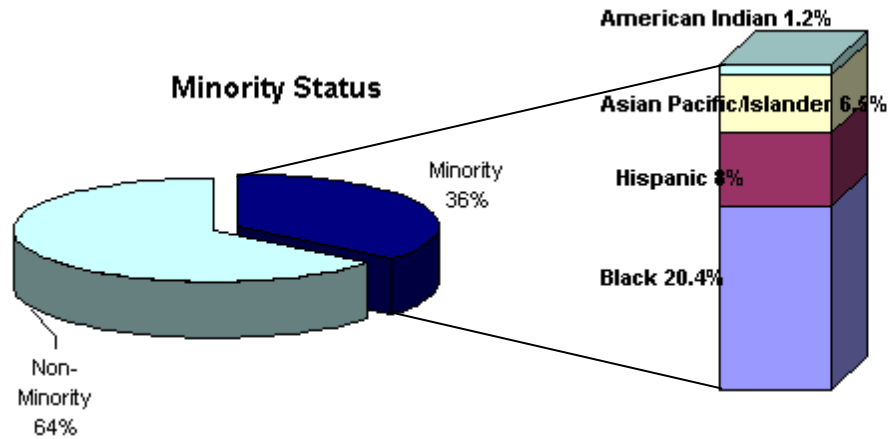
Source: Central Personnel Data File, Fiscal Year (October - September) 2004. (202) 606-2684 fedstats@opm.gov

Student Temporary Employment Program Fiscal Year 2004

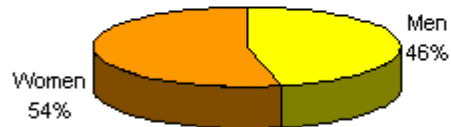
Employing Agencies*



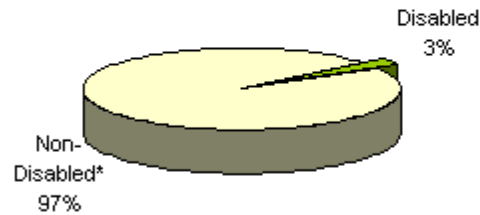
Minority Status



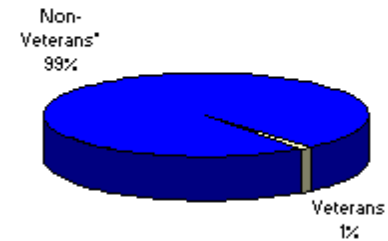
Gender



Disability Status



Veterans Status



*Some data shown are excluded for the source table.