

# THE FACT BOOK



2000 Edition



Federal Civilian Workforce Statistics



**United States Office of  
Personnel Management**

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

OWI-00-05  
October 2000

# 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 1995 through 2000 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 2 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), Lotus 1-2-3 (wk4), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document. You are welcome to print the statistical tables and charts for use in your own reports and presentations, and may make copies of this publication for distribution purposes.

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



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# **Part 1:**

# **Employee Demographics**

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# Trend of Federal Civilian Employment, 1984 - 1999

(in thousands)

	1984	1986	1988	1990	1994	1996	1998 (r)	1999
<b>Total, Federal Civilian</b>	<b>2,934.3</b>	<b>3,022.2</b>	<b>3,112.8</b>	<b>3,128.3</b>	<b>2,971.6</b>	<b>2,847.4</b>	<b>2,789.5</b>	<b>2,749.2</b>
<i>% change*</i>		3.0	3.0	0.5	-5.0	-4.2	-2.0	-1.4
Washington, D.C., MSA**	353.0	342.4	350.6	358.4	366.4	340.0	323.4	326.3
<i>% change*</i>		-3.0	2.4	2.2	2.2	-7.2	-4.9	0.9
Overseas	133.6	141.3	145.0	141.0	108.5	108.6	104.2	101.9
<i>% change*</i>		5.8	2.6	-2.8	-23.0	0.1	-4.1	-2.2
<b>Legislative Branch</b>	<b>38.8</b>	<b>36.5</b>	<b>37.5</b>	<b>37.5</b>	<b>35.4</b>	<b>31.5</b>	<b>30.5</b>	<b>30.4</b>
<i>% change*</i>		-5.9	2.7	0.0	-5.6	-11.0	-3.2	-0.3
<b>Judicial Branch</b>	<b>17.2</b>	<b>19.0</b>	<b>21.5</b>	<b>23.6</b>	<b>28.0</b>	<b>29.6</b>	<b>31.7</b>	<b>32.2</b>
<i>% change*</i>		10.5	13.2	9.8	18.6	5.7	7.1	1.6
<b>Executive Branch</b>	<b>2,878.2</b>	<b>2,966.7</b>	<b>3,053.8</b>	<b>3,067.2</b>	<b>2,908.2</b>	<b>2,786.3</b>	<b>2,727.3</b>	<b>2,686.7</b>
<i>% change*</i>		3.1	2.9	0.4	-5.2	-4.2	-2.1	-1.5
Department of Defense	1,043.8	1,068.0	1,049.6	1,034.2	879.9	795.9	717.9	690.7
<i>% change*</i>		2.3	-1.7	-1.5	-14.9	-9.5	-9.8	-3.8
Non-Department of Defense	1,127.6	1,107.7	1,172.2	1,216.1	1,205.6	1,138.1	1,137.9	1,129.7
<i>% change*</i>		-1.8	5.8	3.7	-0.9	-5.6	0.0	-0.7
United States Postal Service	706.8	791.0	832.0	816.9	822.7	852.3	871.5	866.3
<i>% change*</i>		11.9	5.2	-1.8	0.7	3.6	2.3	-0.6

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 George's Counties in Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, and Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park Cities in Virginia; and Berkeley and Jefferson Counties in West Virginia.

(r) revised percentages

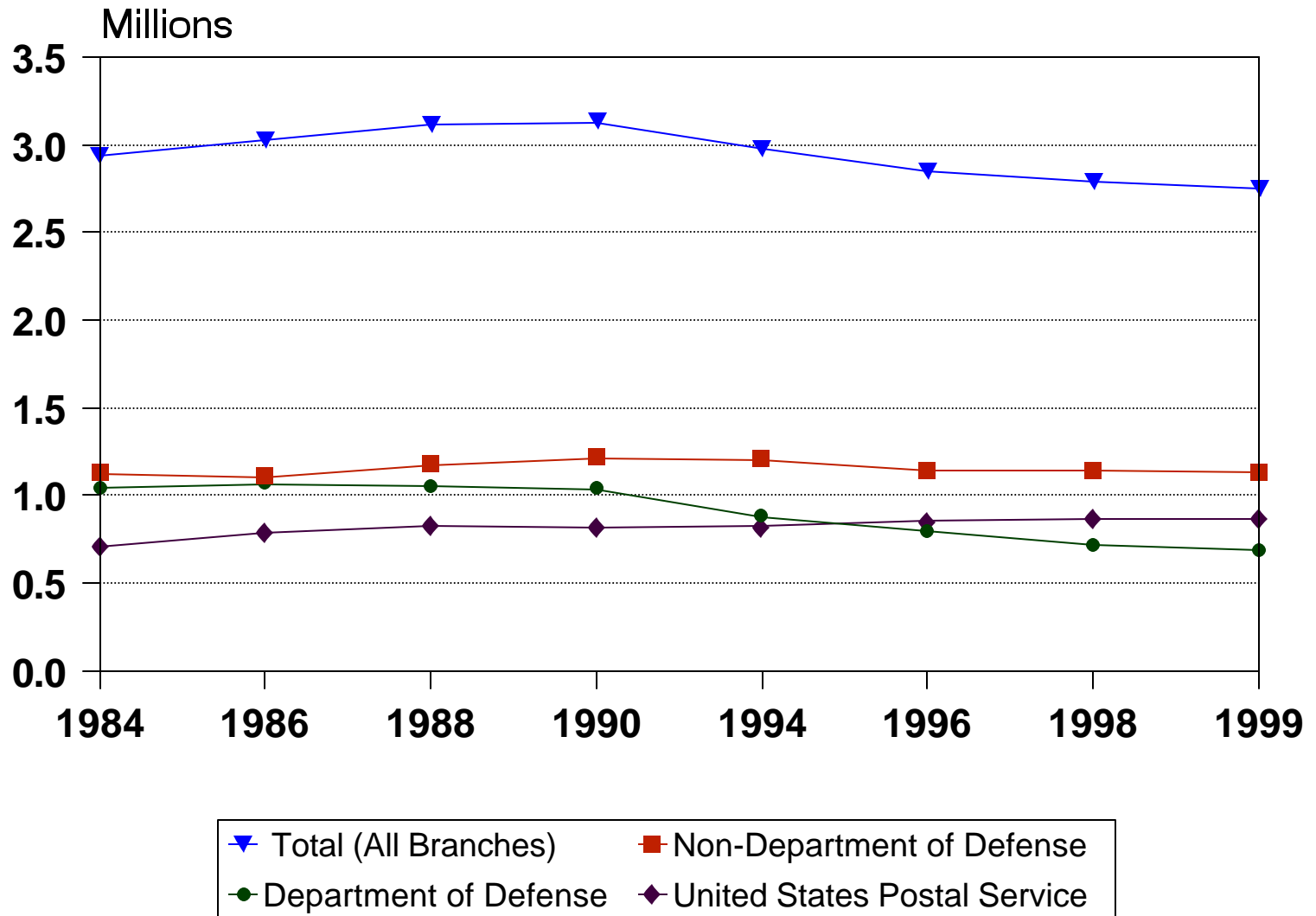


Source: *Monthly Report of Federal Civilian Employment (SF 113-A)*; Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV



# Trend of Federal Civilian Employment

1984 - 1999





# Trend of Employment, 1989 - 1999

## Individual Characteristics

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999*
<b>Average Age</b> <sup>a</sup>	42.1	42.3	42.5	43.0	43.8	44.1	44.3	44.8	45.2	45.6	45.9
<b>Average Length of Service</b> <sup>a</sup>	13.2	13.4	13.5	14.1	14.9	15.2	15.5	15.9	16.3	16.6	16.9
<b>Retirement Eligible</b> <sup>b</sup>											
<b>Civil Service Retirement System</b>	8%	8%	8%	10%	10%	10%	10%	11%	12%	13%	15%
<b>Federal Employees Retirement System</b>	3%	3%	3%	3%	4%	5%	5%	6%	7%	8%	10%
<b>College-Conferred</b> (Bachelor's Degree or higher)	34%	35%	35%	36%	37%	38%	39%	39%	40%	40%	40%
<b>Gender</b>											
<b>Men</b>	57%	57%	56%	57%	56%	56%	56%	56%	56%	56%	55%
<b>Women</b>	43%	43%	44%	43%	44%	44%	44%	44%	44%	44%	45%

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.



Source: "The 'typical' Federal Civilian Employee"; Office of Workforce Information. (202) 606-1817  
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## Trend of Employment, 1989 - 1999

### Individual Characteristics

(continued from previous page)

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Race &amp; National Origin</b>											
<b>Total Minorities</b>	27.2%	27.4%	27.7%	27.9%	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%
<b>Black</b>	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%
<b>Hispanic</b>	5.3%	5.4%	5.4%	5.5%	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%
<b>Asian/Pacific Islander</b>	3.4%	3.5%	3.6%	3.8%	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%
<b>American Indian/     Alaska Native</b>	1.8%	1.8%	1.9%	1.9%	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%
<b>Disabled</b>	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
<b>Veterans Preference</b>	31%	30%	28%	28%	27%	27%	26%	26%	25%	25%	25%
<b>Vietnam Era Veterans</b>	17%	17%	15%	16%	16%	17%	17%	17%	15%	14%	14%
<b>Retired Military</b>	5.0%	4.9%	4.7%	4.4%	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%
<b>Retired Officers</b>	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%

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

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

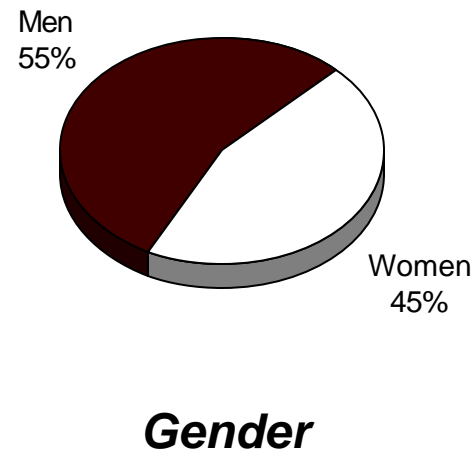
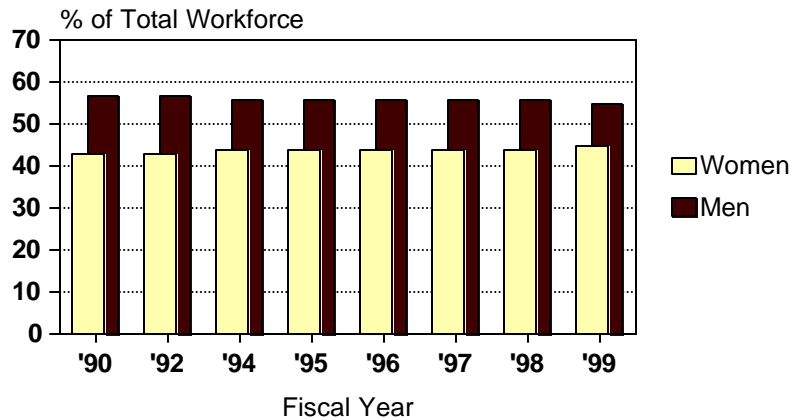
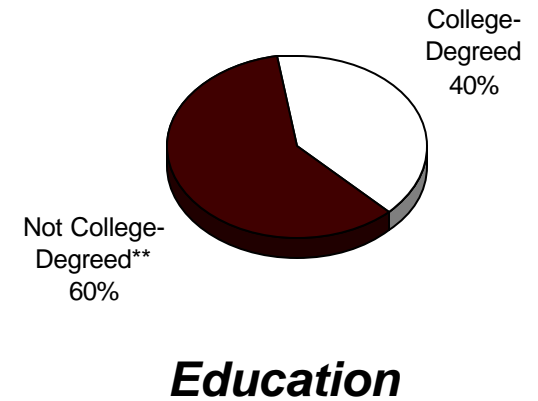
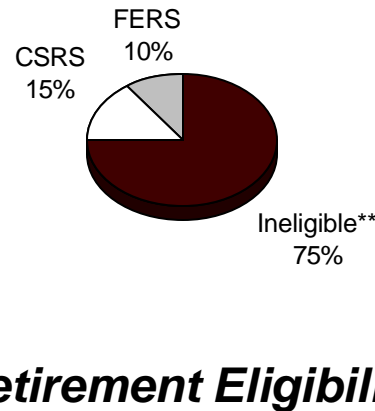
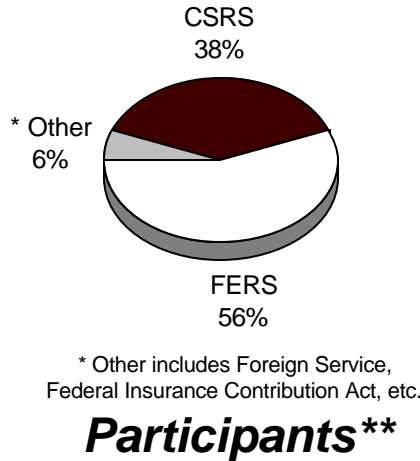




# The "Typical" Federal Civilian Employee, 1999

## Individual Characteristics

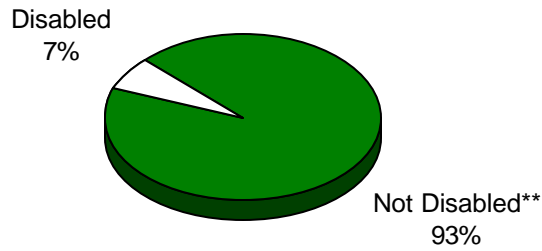
FERS = Federal Employees Retirement System  
CSRS = Civil Service Retirement System



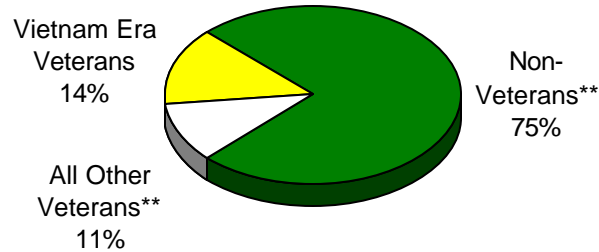
\*\* See footnote on source tables.

# The "Typical" Federal Civilian Employee, 1999

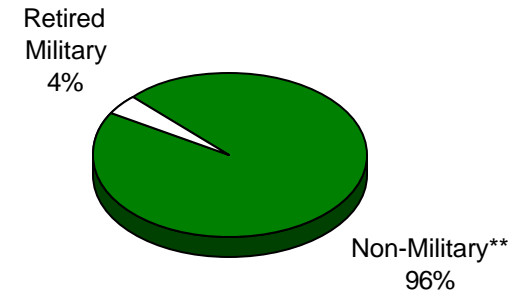
## Individual Characteristics (Continued)



**Disability**

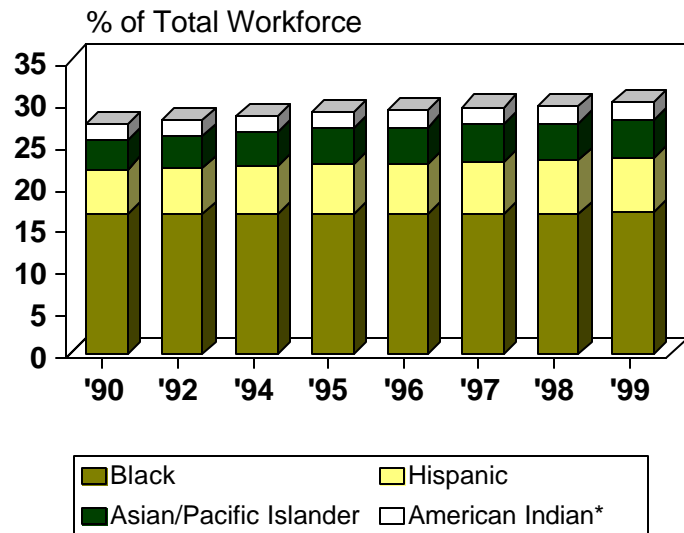


**Veterans Preference**

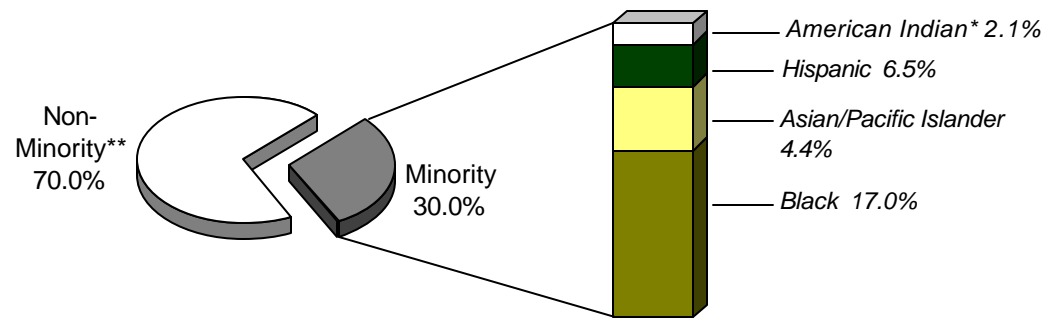


**Retired Military Status**

## Minority Groups



\* American Indian refers to American Indian/Alaska Native



**Minority Status**



# Trend of Employment, 1989 - 1999

## Job Characteristics

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Annual Base Salary</b>	\$30,377	\$32,026	\$34,100	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	\$37,699	\$39,834	\$42,515	\$45,038	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198
<b>Average GS Grade</b>	8.6	8.7	8.8	8.9	9.1	9.2	9.3	9.3	9.3	9.4	9.4
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	10.1	10.3	10.4	10.5	10.6	10.8	10.9	11.0	11.1	11.1	11.1
<b>Pay System</b>											
General Schedule	73%	73%	73%	74%	74%	74%	75%	73%	73%	72%	72%
Wage Systems	18%	17%	17%	16%	16%	15%	14%	14%	14%	13%	13%
Others	9%	10%	10%	10%	10%	11%	11%	13%	13%	15%	15%
<b>Occupational Category</b>											
White-Collar	82%	83%	83%	84%	84%	85%	85%	86%	86%	87%	87%
Professional	20%	21%	22%	22%	23%	23%	24%	24%	24%	24%	24%
Administrative	25%	24%	25%	25%	26%	27%	27%	28%	29%	29%	30%
Blue-Collar	18%	17%	17%	16%	16%	15%	15%	14%	14%	13%	13%
<b>Supervisory Status</b>											
Supervisors/Managers	12.1%	12.4%	12.4%	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%
<b>Permanent Appointments</b>											
Full-time Permanent	89%	89%	89%	89%	90%	90%	90%	90%	90%	90%	91%
	86%	87%	87%	87%	87%	87%	87%	88%	88%	87%	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.



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

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## Trend of Employment, 1989 - 1999

### Job Characteristics

(continued from previous page)

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Work Schedule</b>											
Full-time	93%	93%	93%	93%	93%	92%	93%	93%	93%	93%	94%
Part-time	4%	4%	4%	4%	4%	4%	4%	3%	3%	3%	3%
Intermittent	3%	3%	3%	3%	3%	4%	3%	4%	4%	4%	3%
<b>Service</b>											
Competitive	81%	80%	80%	80%	80%	80%	80%	78%	77%	77%	77%
Excepted & Senior Executive Service	19%	20%	20%	20%	20%	20%	20%	22%	23%	23%	23%
<b>Agency</b>											
Department of Defense	48%	46%	44%	44%	43%	42%	42%	41%	40%	39%	39%
Department of Veterans Affairs	12%	12%	12%	12%	13%	13%	14%	13%	13%	13%	12%
All Others	40%	42%	44%	44%	44%	45%	44%	46%	47%	48%	49%
<b>Geographic Location</b>											
United States	96%	96%	97%	97%	97%	97%	97%	97%	97%	96%	96%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	14%	14%	15%	15%	15%	15%	15%	15%	15%	15%	16%

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

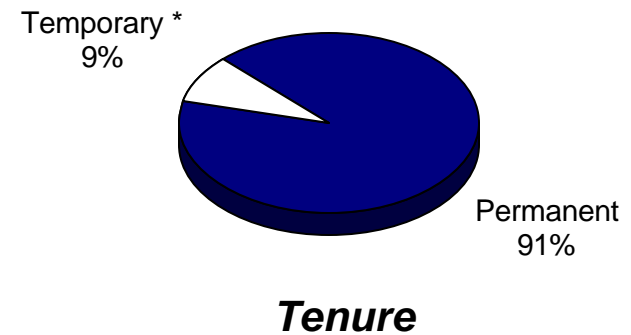
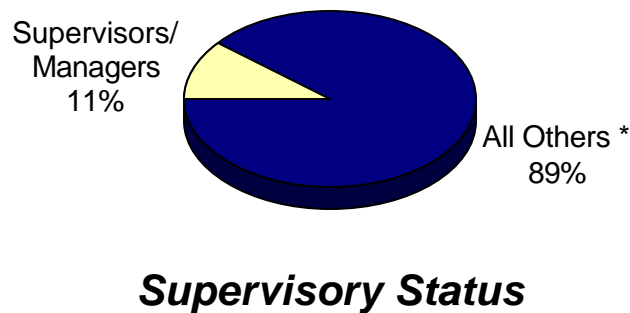
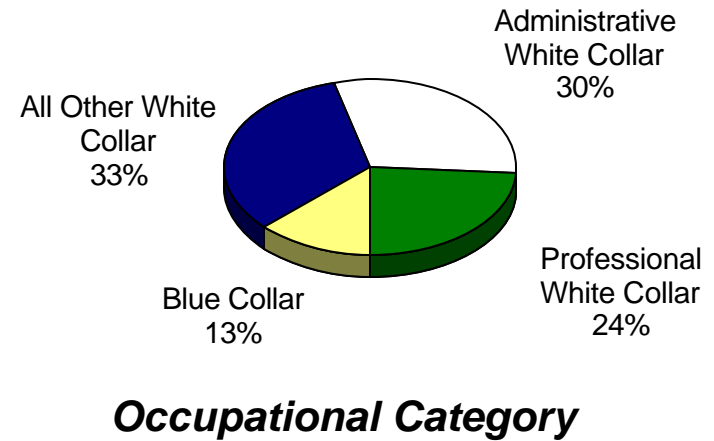
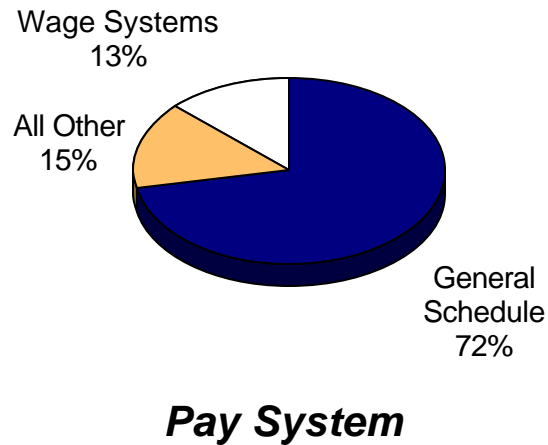
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# The "Typical" Federal Civilian Employee, 1999

## Job Characteristics



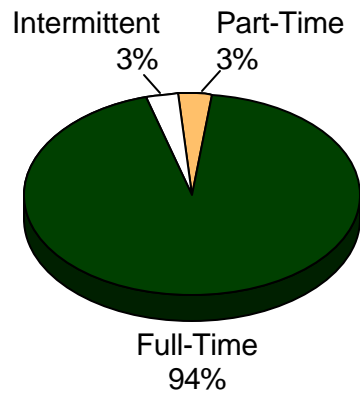
\* Data shown are **excluded** from the source tables.



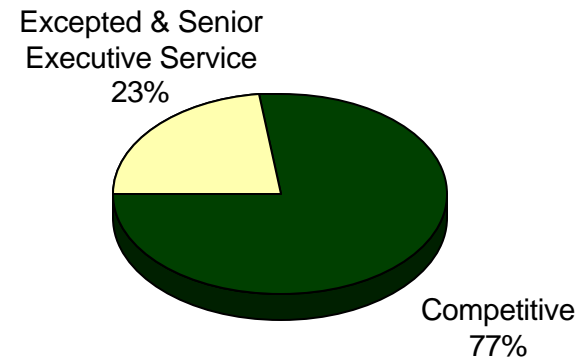


# The "Typical" Federal Civilian Employee, 1999

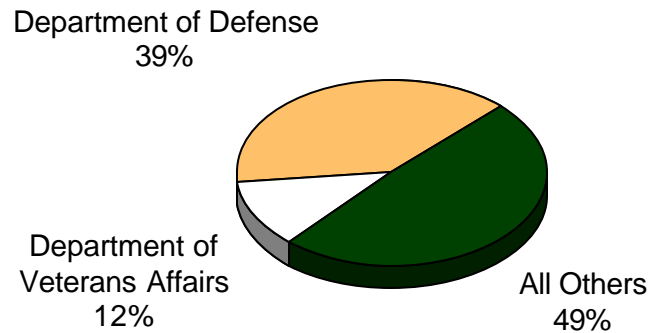
## Job Characteristics (Continued)



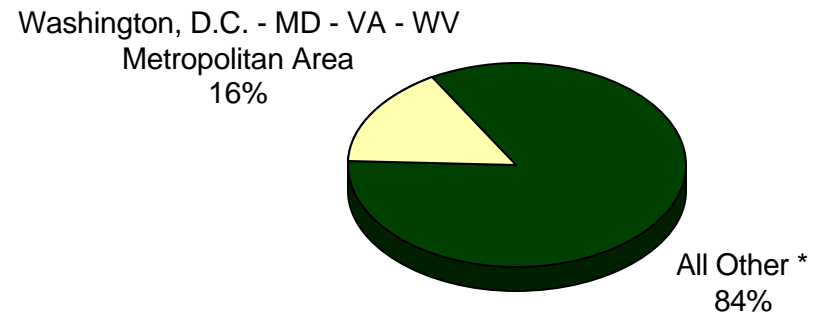
**Work Schedule**



**Service**



**Employing Agency**



**Geographic Location**



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

As of March 31, 1999

STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA (AL)	36,892	\$47,334	25,784	\$47,256	4,495	\$32,349	6,613	\$57,820
ALASKA (AK)	11,328	\$45,154	7,412	\$41,004	2,208	\$51,007	1,708	\$55,598
ARIZONA (AZ)	28,046	\$41,713	20,549	\$41,588	4,170	\$34,733	3,327	\$51,236
ARKANSAS (AR)	10,948	\$40,705	7,860	\$40,680	1,986	\$31,415	1,102	\$57,629
CALIFORNIA (CA)	147,835	\$47,537	104,002	\$45,733	20,925	\$37,446	22,908	\$64,943
COLORADO (CO)	33,213	\$48,230	26,749	\$47,930	3,058	\$33,074	3,406	\$64,192
CONNECTICUT (CT)	7,260	\$48,571	5,144	\$47,313	893	\$32,608	1,223	\$65,518
DELAWARE (DE)	2,475	\$42,916	1,603	\$41,335	667	\$39,862	205	\$65,220
DISTRICT OF COLUMBIA (DC)	144,100	\$61,231	112,185	\$59,552	6,245	\$34,910	25,670	\$74,974
FLORIDA (FL)	60,727	\$45,628	45,063	\$44,082	7,747	\$34,290	7,917	\$65,522
GEORGIA (GA)	61,981	\$44,043	45,783	\$44,223	10,820	\$34,353	5,378	\$62,009
HAWAII (HI)	19,259	\$43,285	12,640	\$40,956	5,554	\$45,900	1,065	\$57,292
IDAHO (ID)	7,304	\$43,911	5,871	\$44,188	925	\$34,286	508	\$58,243
ILLINOIS (IL)	41,799	\$49,006	32,127	\$47,611	4,173	\$38,099	5,499	\$65,436
INDIANA (IN)	20,339	\$41,979	12,274	\$41,946	2,541	\$37,355	5,524	\$44,178
IOWA (IA)	6,834	\$42,499	4,773	\$41,499	1,177	\$35,907	884	\$56,678
KANSAS (KS)	14,650	\$43,147	10,895	\$40,748	2,104	\$38,125	1,651	\$65,378
KENTUCKY (KY)	19,411	\$39,256	14,113	\$37,600	2,311	\$33,845	2,987	\$51,266
LOUISIANA (LA)	19,835	\$42,493	15,240	\$42,144	3,150	\$34,873	1,445	\$62,784
MAINE (ME)	7,685	\$43,376	4,890	\$45,144	2,337	\$36,259	458	\$60,820
MARYLAND (MD)	101,062	\$55,433	76,847	\$54,430	7,187	\$37,175	17,028	\$67,664
MASSACHUSETTS (MA)	25,471	\$47,845	19,785	\$46,857	2,605	\$33,474	3,081	\$66,344
MICHIGAN (MI)	21,519	\$48,623	16,942	\$47,644	2,117	\$40,443	2,460	\$62,404
MINNESOTA (MN)	12,930	\$46,924	9,273	\$44,017	1,549	\$37,626	2,108	\$66,541
MISSISSIPPI (MS)	16,776	\$42,367	11,796	\$42,015	2,812	\$32,191	2,168	\$57,485
MISSOURI (MO)	32,296	\$42,126	26,822	\$40,777	2,567	\$35,853	2,907	\$60,116
MONTANA (MT)	7,724	\$42,791	6,295	\$42,527	957	\$37,583	472	\$56,883
NEBRASKA (NB)	7,632	\$43,854	6,124	\$43,864	779	\$32,203	729	\$56,218
NEVADA (NV)	7,146	\$46,593	5,491	\$44,825	699	\$38,402	956	\$62,736
NEW HAMPSHIRE (NH)	3,135	\$51,038	1,981	\$46,408	364	\$32,838	790	\$71,036

Continued on next page ==>



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

As of March 31, 1999

STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
NEW JERSEY (NJ)	26,519	\$52,132	20,555	\$51,981	3,025	\$37,536	2,939	\$68,208
NEW MEXICO (NM)	21,178	\$43,602	15,609	\$43,630	2,397	\$32,758	3,172	\$51,657
NEW YORK (NY)	58,218	\$46,259	43,566	\$44,152	6,581	\$34,105	8,071	\$67,545
NORTH CAROLINA (NC)	30,261	\$41,898	20,055	\$42,087	6,810	\$35,056	3,396	\$54,504
NORTH DAKOTA (ND)	4,875	\$40,774	3,386	\$40,758	930	\$35,534	559	\$49,593
OHIO (OH)	42,900	\$48,868	33,437	\$47,097	3,687	\$37,893	5,776	\$66,130
OKLAHOMA (OK)	31,223	\$42,691	18,003	\$43,259	9,136	\$35,804	4,084	\$55,592
OREGON (OR)	17,380	\$45,336	13,799	\$44,853	2,028	\$39,362	1,553	\$57,430
PENNSYLVANIA (PA)	62,551	\$43,196	48,117	\$43,146	10,139	\$34,955	4,295	\$63,208
RHODE ISLAND (RI)	5,911	\$50,027	4,916	\$50,937	630	\$31,386	365	\$69,945
SOUTH CAROLINA (SC)	16,193	\$42,162	11,067	\$41,345	2,725	\$33,045	2,401	\$56,277
SOUTH DAKOTA (SD)	6,710	\$39,761	4,557	\$40,118	1,105	\$33,388	1,048	\$44,929
TENNESSEE (TN)	33,089	\$44,806	17,543	\$38,782	2,797	\$31,157	12,749	\$56,091
TEXAS (TX)	106,676	\$43,694	78,306	\$43,102	16,259	\$32,536	12,111	\$62,502
UTAH (UT)	23,415	\$40,406	17,245	\$39,867	4,910	\$36,860	1,260	\$61,606
VERMONT (VT)	2,744	\$43,035	2,141	\$42,192	338	\$33,896	265	\$61,502
VIRGINIA (VA)	115,668	\$52,219	88,170	\$52,783	12,148	\$33,887	15,350	\$63,488
WASHINGTON (WA)	42,479	\$46,309	27,923	\$45,753	10,347	\$41,767	4,209	\$61,159
WEST VIRGINIA (WV)	11,506	\$43,507	9,152	\$43,027	1,352	\$34,106	1,002	\$60,577
WISCONSIN (WI)	11,076	\$42,904	8,013	\$42,018	1,834	\$35,527	1,229	\$59,685
WYOMING (WY)	4,404	\$41,636	3,249	\$41,457	788	\$36,540	367	\$54,156
UNSPECIFIED 1/	19,373	\$49,449	19,071	\$49,309	224	\$35,349	78	...
<b>TOTALS</b>	<b>1,631,961</b>	<b>\$47,715</b>	<b>1,204,193</b>	<b>\$46,959</b>	<b>209,312</b>	<b>\$35,898</b>	<b>218,456</b>	<b>\$63,203</b>

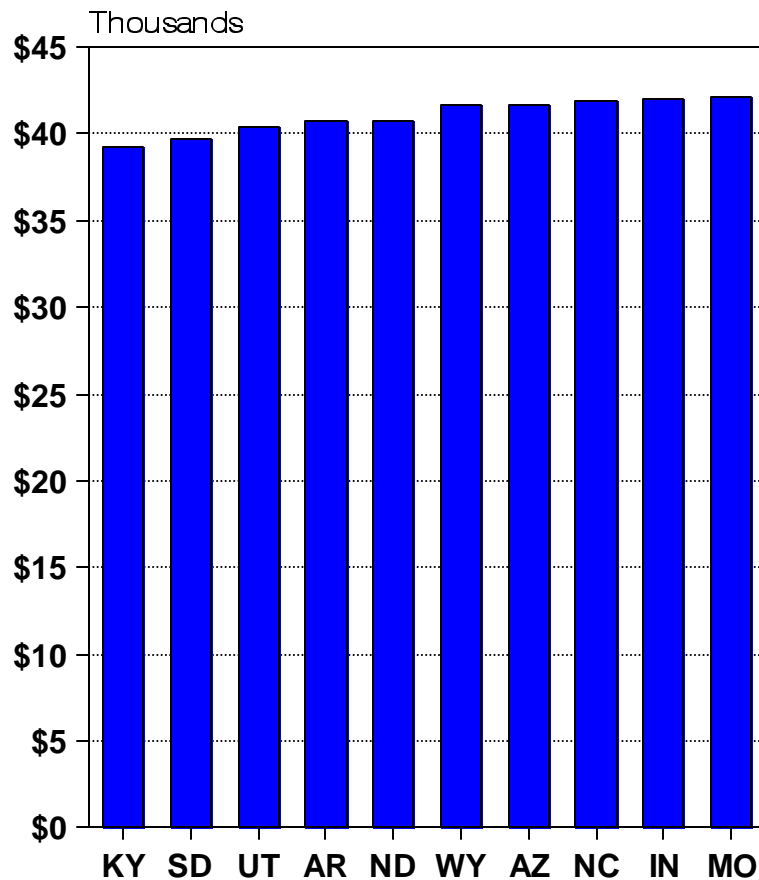


1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).

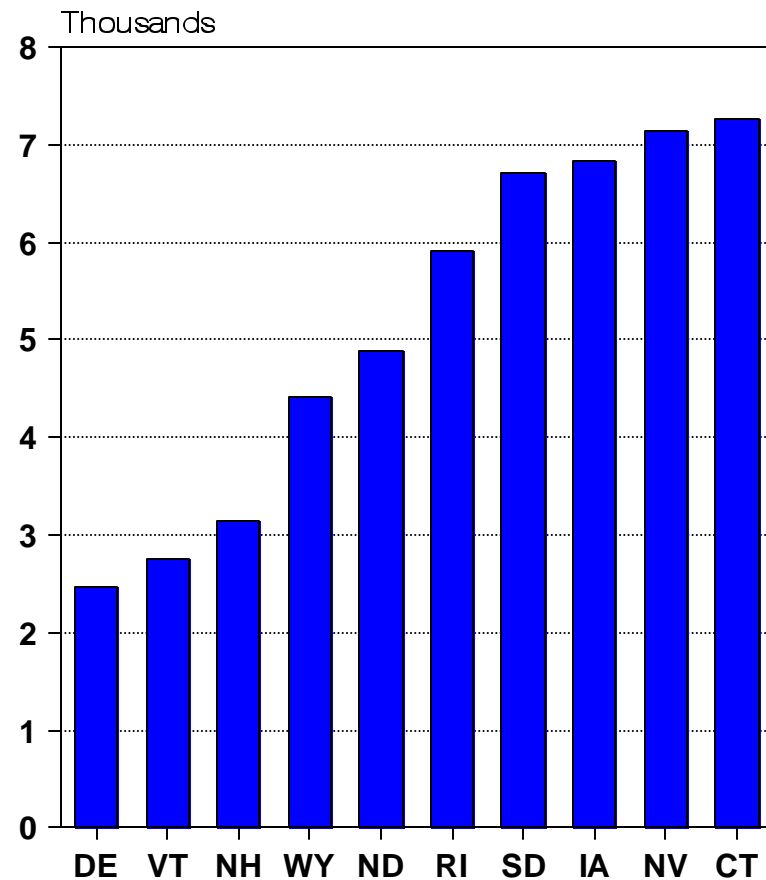
Source: *Pay Structure of the Federal Civil Service*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

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

Rank by Salary\*



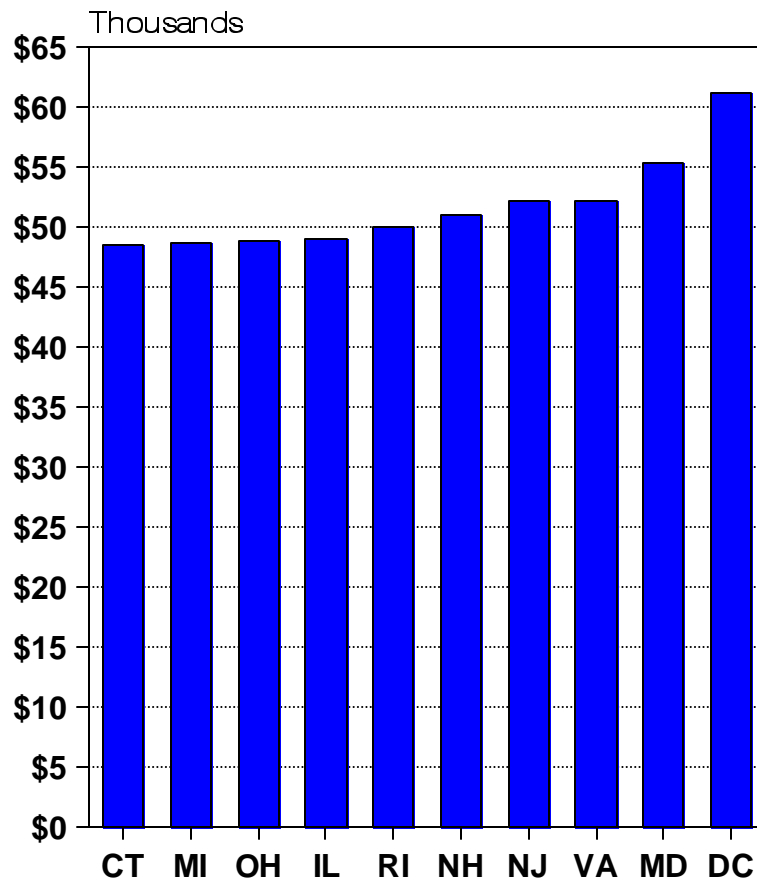
Rank by Employment\*



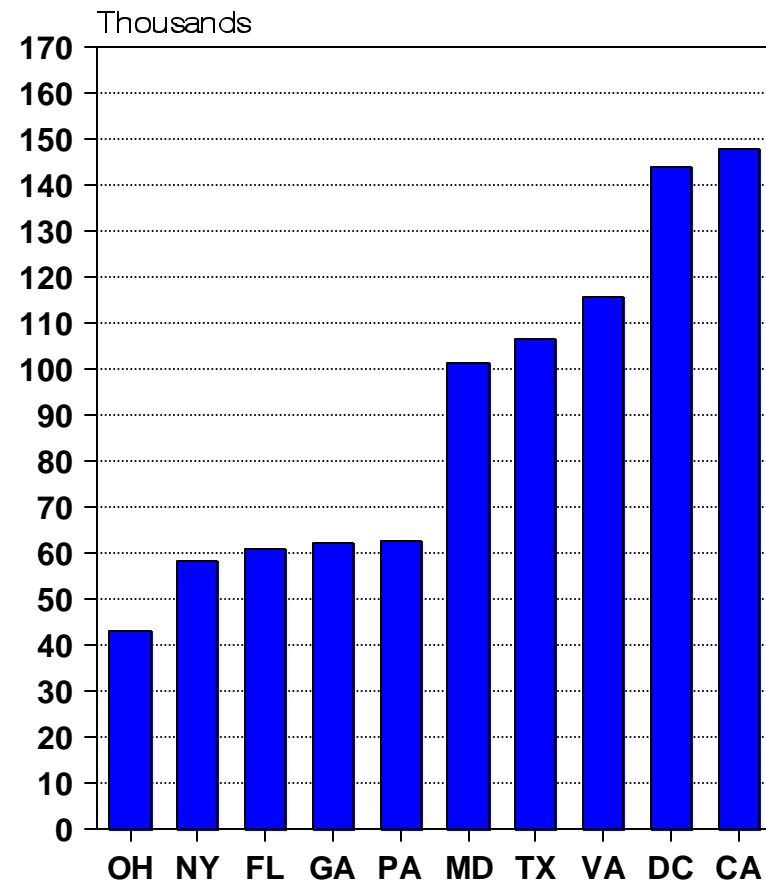
\*State salary rank does not correlate with state employment rank.

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

Rank by Salary\*



Rank by Employment\*



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

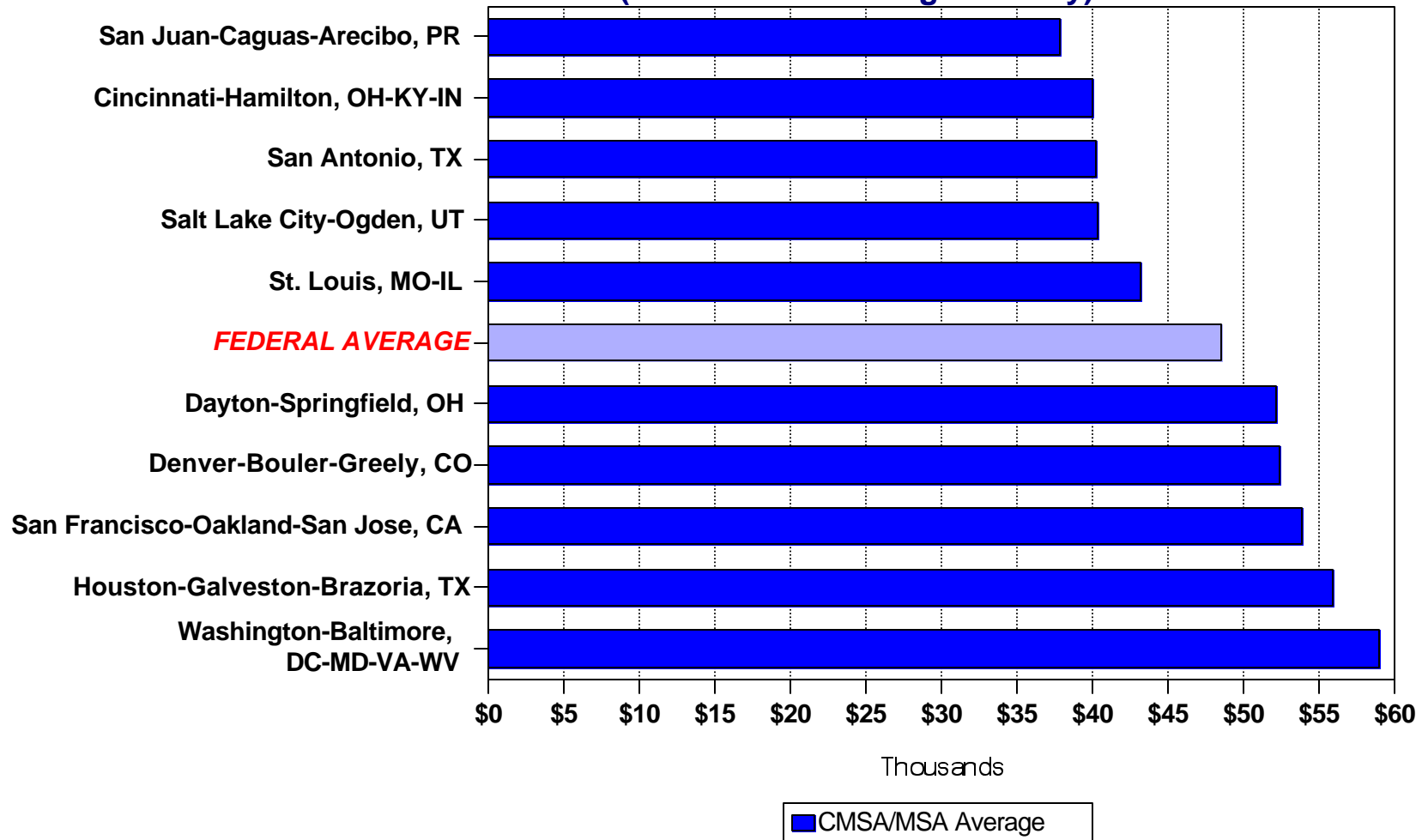
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected Metropolitan Statistical Areas (MSA) and Consolidated MSA**  
**AS OF MARCH 31, 1999**

	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
<b>All CMSAs and MSAs with 15,000 or More Employees</b>								
ATLANTA, GA	28,600	\$48,600	23,599	\$46,471	1,266	\$37,588	3,735	\$65,788
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,488	\$48,848	20,597	\$47,834	3,416	\$35,251	3,475	\$68,229
CHICAGO-GARY-KENOSHA, IL-IN-WI	26,418	\$51,028	20,003	\$48,854	1,873	\$35,712	4,542	\$66,916
CINCINNATI-HAMILTON, OH-KY-IN	9,278	\$39,994	8,420	\$38,462	306	\$31,953	552	\$67,826
CLEVELAND-AKRON-LORAIN, OH	10,404	\$51,133	7,872	\$48,722	716	\$37,152	1,816	\$67,099
DALLAS-FORT WORTH, TX	22,675	\$50,636	15,957	\$47,677	1,203	\$34,732	5,515	\$62,667
DAYTON-SPRINGFIELD, OH	14,262	\$52,116	10,202	\$49,687	1,224	\$38,841	2,836	\$66,585
DENVER-BOULDER-GREELEY, CO	21,003	\$52,345	17,127	\$51,290	1,196	\$35,533	2,680	\$66,588
DETROIT-ANN ARBOR-FLINT, MI	14,130	\$50,827	11,499	\$49,860	1,083	\$42,356	1,548	\$63,942
HONOLULU, HI	18,206	\$43,442	11,926	\$41,087	5,323	\$46,122	957	\$57,869
HOUSTON-GALVESTON-BRAZORIA, TX	12,343	\$55,865	9,568	\$53,866	719	\$32,130	2,056	\$73,468
KANSAS CITY, MO-KS	19,947	\$43,883	16,804	\$41,310	816	\$38,458	2,327	\$64,366
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	44,466	\$48,629	33,159	\$46,962	5,055	\$36,189	6,252	\$67,529
MIAMI-FORT LAUDERDALE, FL	12,279	\$47,913	9,331	\$44,322	765	\$31,133	2,183	\$69,142
MILWAUKEE-RACINE, WI	4,369	\$45,177	3,196	\$43,541	571	\$37,687	602	\$60,970
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	62,757	\$49,604	49,618	\$48,217	5,441	\$33,727	7,698	\$69,772
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	37,538	\$43,162	24,704	\$46,132	7,794	\$32,972	5,040	\$44,363
OKLAHOMA CITY, OK	20,789	\$44,328	10,539	\$45,400	6,762	\$36,644	3,488	\$55,986
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	37,820	\$45,026	29,778	\$43,540	4,295	\$37,124	3,747	\$65,898
PORTLAND-SALEM, OR-WA	10,918	\$48,766	8,492	\$48,697	1,050	\$38,629	1,376	\$56,927
ST. LOUIS, MO-IL	14,370	\$43,125	12,080	\$42,092	1,201	\$36,361	1,089	\$62,046
SACRAMENTO-YOLO, CA	10,900	\$47,207	8,058	\$47,541	2,220	\$40,108	622	\$68,221
SALT LAKE CITY-OGDEN, UT	19,598	\$40,315	14,263	\$39,441	4,211	\$36,988	1,124	\$63,860
SAN ANTONIO, TX	26,049	\$40,177	18,315	\$41,250	5,622	\$31,286	2,112	\$54,540
SAN DIEGO, CA	30,244	\$46,012	19,225	\$43,507	5,646	\$36,447	5,373	\$65,025
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	28,927	\$53,920	22,271	\$52,491	2,759	\$40,682	3,897	\$71,458
SAN JUAN-CAGUAS-ARECIBO, PR	7,693	\$37,871	5,181	\$36,234	895	\$23,250	1,617	\$51,211
SEATTLE-TACOMA-BREMERTON, WA	32,692	\$46,609	20,680	\$46,125	9,069	\$42,214	2,943	\$63,552
WASHINGTON-BALTIMORE, DC-MD-VA-WV	302,236	\$59,001	235,377	\$57,541	15,487	\$36,254	51,372	\$72,552

Source: *Pay Structure of the Federal Civil Service*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

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

(Five Lowest and Highest Only)



# Turnover Data

## Executive Branch - All Areas

### Fiscal Years 1984 - 1999

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
<b>FY84</b>	533,865	427,349	496,426	193,195	2,178,273	19,498	0.9
<b>FY85</b>	541,787	451,516	484,742	185,453	2,210,487	32,214	1.5
<b>FY86</b>	466,191	379,267	478,595	182,124	2,207,807	(2,680)	-0.1
<b>FY87</b>	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
<b>FY88</b>	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
<b>FY89</b>	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
<b>FY90*</b>	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
<b>FY91*</b>	495,123	351,112	515,673	134,175	2,224,389	(124,069)	-5.3
<b>FY92</b>	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
<b>FY93</b>	382,399	253,374	423,830	127,140	2,189,416	(49,219)	-2.2
<b>FY94</b>	317,509	219,026	398,134	111,096	2,114,387	(75,029)	-3.4
<b>FY95</b>	345,166	222,025	457,246	91,909	2,037,890	(76,542)	-3.6
<b>FY96</b>	266,473	199,463	356,566	80,922	1,960,892	(76,953)	-3.8
<b>FY97</b>	283,517	208,725	333,431	81,574	1,895,295	(65,597)	-3.3
<b>FY98</b>	320,830	242,637	321,292	84,124	1,855,112	(40,183)	-2.1
<b>FY99***</b>	423,500	346,988	372,778	129,196	1,846,170	(8,942)	-0.5

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

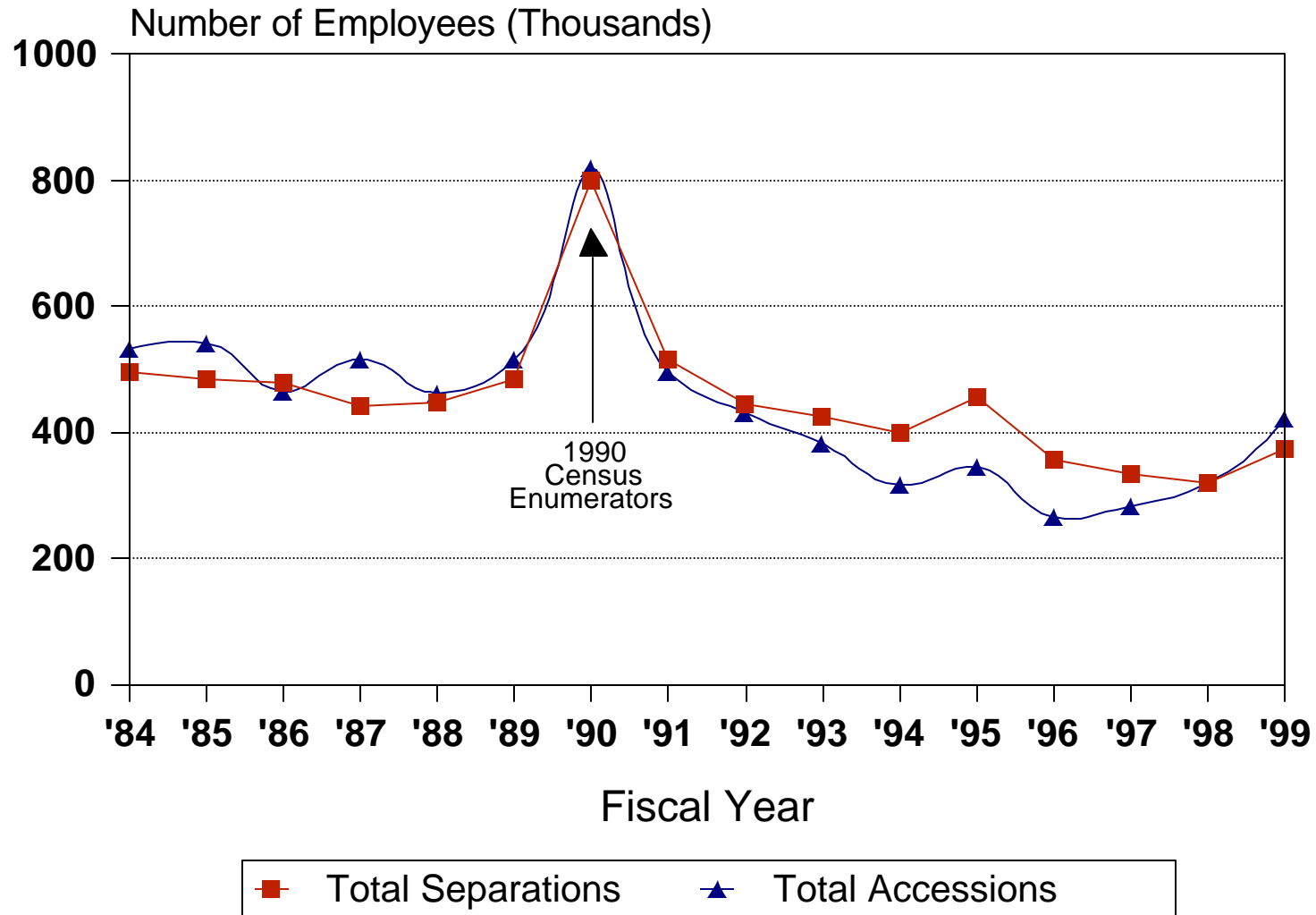
Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY99, there were 623,469 Accessions (excluding Transfers) of which 563,731 were temporary and permanent new hires, and 59,738 were returns to duty, etc. There were 567,905 Separations (excluding transfers) of which 177,289 were quits.

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



# Turnover Data

## Fiscal Years 1983 - 1999



# Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

**1960 - 1999**

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
<b>1960</b>	<b>6.73</b>	<b>1970</b>	<b>7.87</b>	<b>1980</b>	<b>8.16</b>	<b>1990</b>	<b>8.84</b>
1961	6.85	1971	7.92	1981	8.24	1991	8.95
1962	6.98	1972	7.96	1982	8.26	1992	9.06
1963	7.18	1973	7.94	1983	8.34	1993	9.21
1964	7.39	1974	7.87	1984	8.39	1994	9.33
1965	7.44	1975	7.93	1985	8.39	1995	9.39
1966	7.31	1976	8.01	1986	8.41	1996	9.49
1967	7.30	1977	8.03	1987	8.52	1997	9.45
1968	7.44	1978	8.12	1988	8.58	1998	9.51
1969	7.72	1979	8.20	1989	8.69	1999	9.57

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

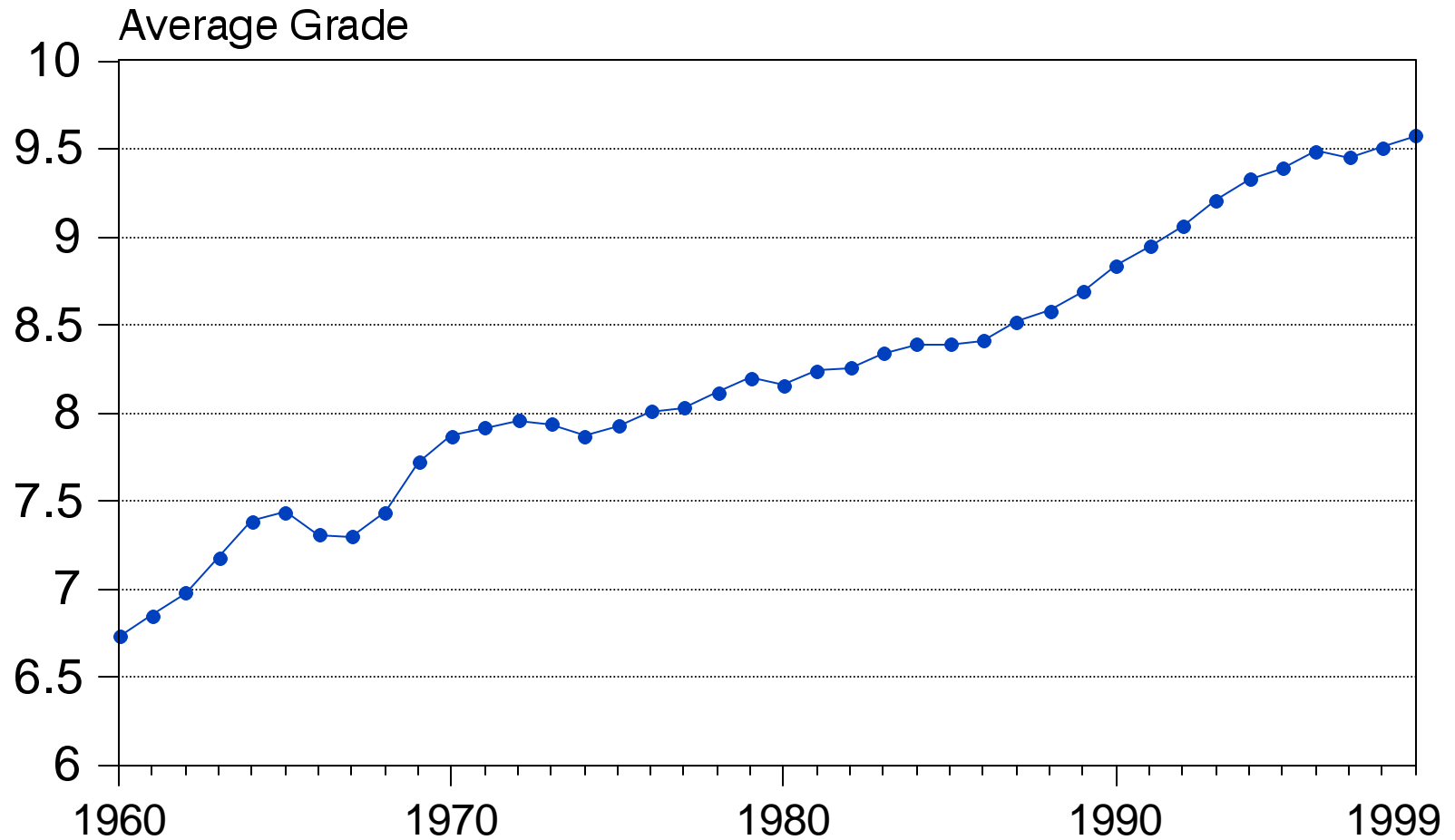
Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.



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

# Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1960 - 1999)



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

1986 - 1999

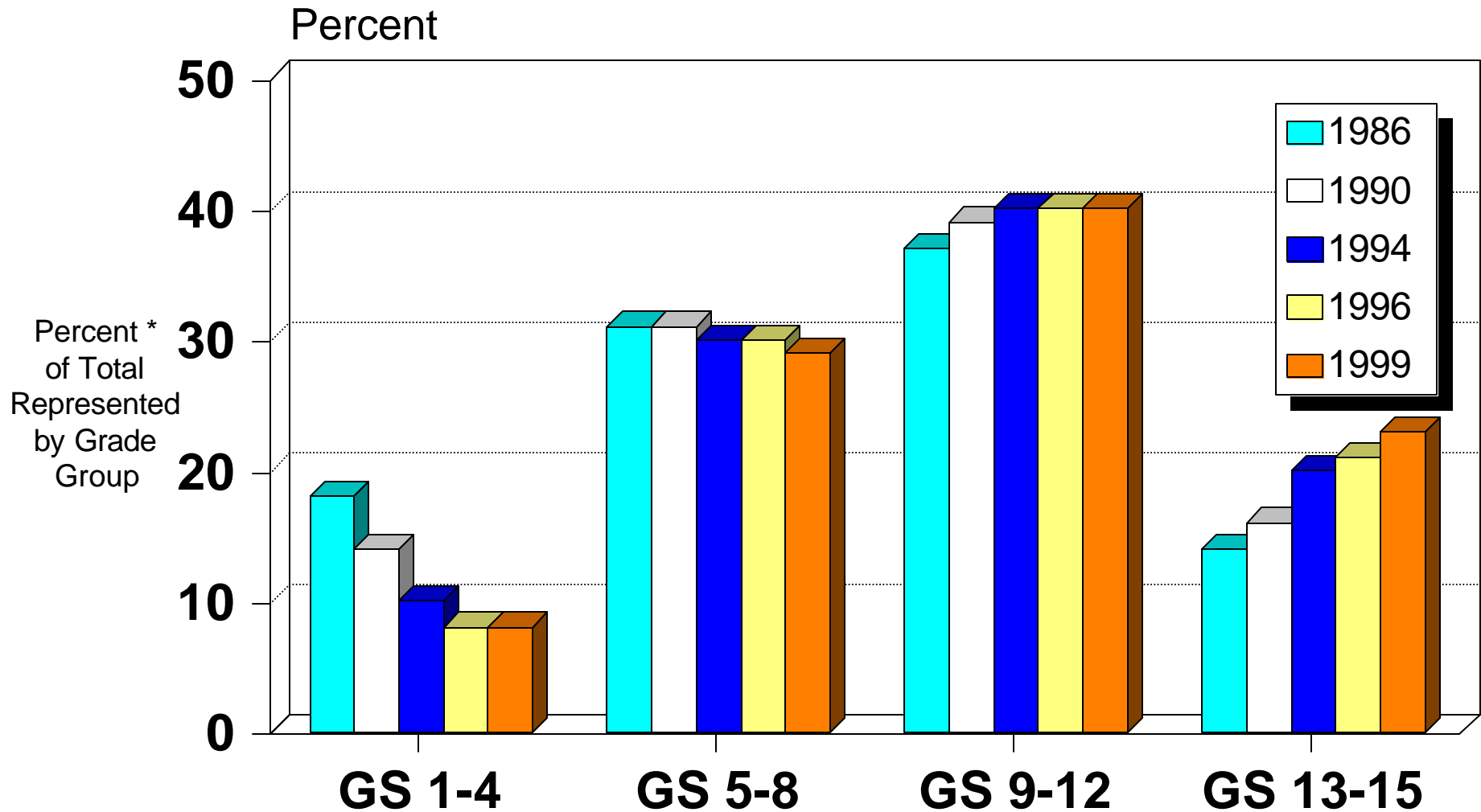
	1986	1990	1994	1996	1999	% change '86 - '99
<b>Total GS and Related</b>	<b>1,592,696</b>	<b>1,655,562</b>	<b>1,587,069</b>	<b>1,482,644</b>	<b>1,396,483</b>	<b>-12.3%</b>
GS 1	5,590	4,649	2,931	2,966	2,610	-53.3%
GS 2	18,255	11,282	7,182	6,060	6,373	-65.1%
GS 3	83,960	56,946	38,919	29,286	26,355	-68.6%
GS 4	174,989	155,252	112,406	85,079	70,050	-60.0%
<b>GS 1 - 4</b>	<b>282,794</b>	<b>228,129</b>	<b>161,438</b>	<b>123,391</b>	<b>105,388</b>	<b>-62.7%</b>
GS 5	209,664	206,425	174,651	153,574	125,691	-40.1%
GS 6	98,840	108,943	110,708	103,066	92,823	-6.1%
GS 7	149,669	155,887	148,224	141,705	136,087	-9.1%
GS 8	33,172	34,878	43,878	43,652	51,230	54.4%
<b>GS 5 - 8</b>	<b>491,345</b>	<b>506,133</b>	<b>477,461</b>	<b>441,997</b>	<b>405,831</b>	<b>-17.4%</b>
GS 9	168,498	170,821	148,263	138,369	132,170	-21.6%
GS 10	31,249	31,024	16,693	17,601	16,918	-45.9%
GS 11	199,363	222,726	217,145	198,314	188,355	-5.5%
GS 12	190,882	223,636	250,646	245,527	227,847	19.4%
<b>GS 9 - 12</b>	<b>589,992</b>	<b>648,207</b>	<b>632,747</b>	<b>599,811</b>	<b>565,290</b>	<b>-4.2%</b>
GS 13	122,816	145,918	169,968	174,908	181,357	47.7%
GS 14	66,642	81,226	93,010	90,250	85,277	28.0%
GS 15	39,107	45,949	52,445	52,287	53,340	36.4%
<b>GS 13 - 15</b>	<b>228,565</b>	<b>273,093</b>	<b>315,423</b>	<b>317,445</b>	<b>319,974</b>	<b>40.0%</b>



Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

# Executive Branch Employment

## By General Schedule (GS) and Related Grades, 1986 - 1999



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

# Federal Wage Systems Employment

1982 - 1999

## Wage Systems Employment

1982	492,000
1984	476,000
1986	459,000
1988	429,000
1990	412,000
1992	374,000
1994	326,000
1995	303,000
1996	285,000
1998	255,000
1999	245,000

### ***As of September 30, 1999***

*11% are Women*

*35% are Minorities*

*84% work in the Department of Defense  
& the Department of Veterans Affairs*

*50% are Veterans*

*SOURCE: Central Personnel Data File (CPDF)*

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

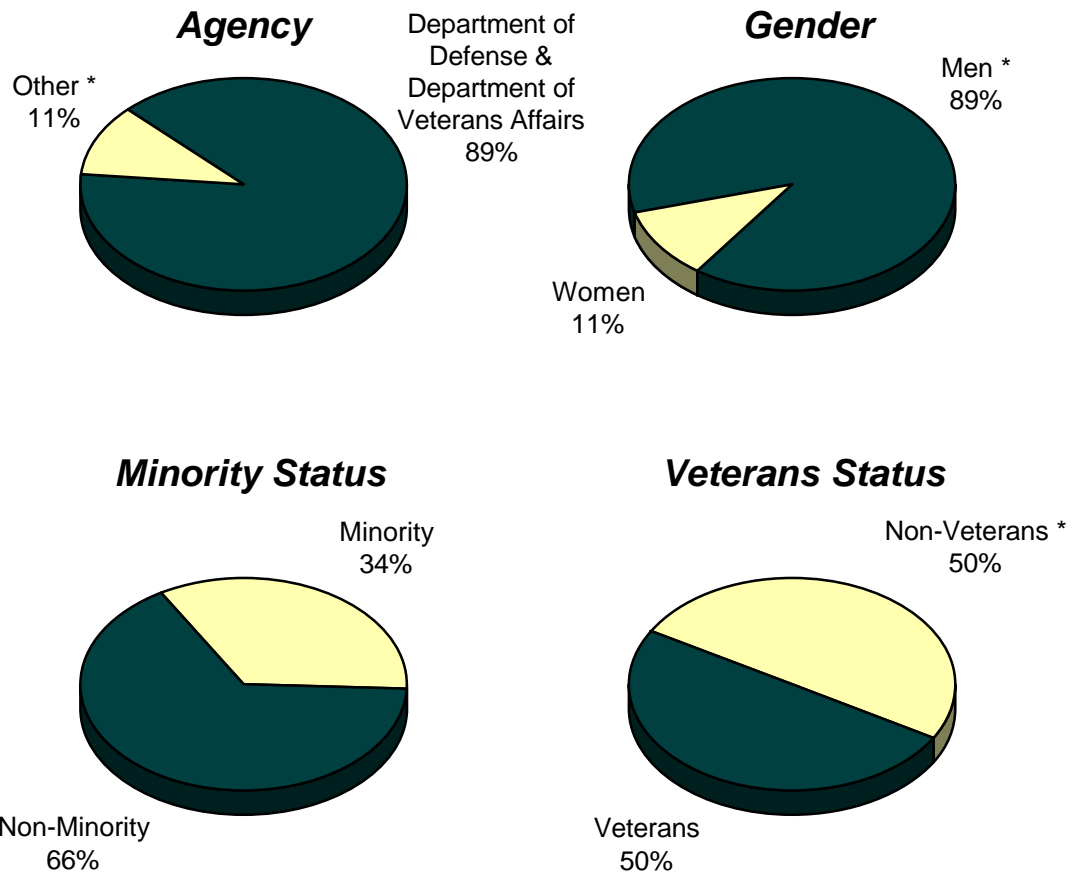
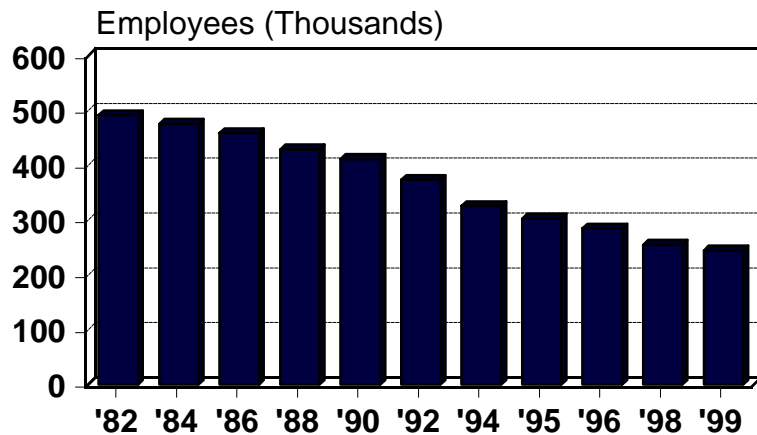
Sources: *"Monthly Report of Federal Civilian Employment" (SF 113-A) and Central Personnel Data File;*  
*Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV*

# Federal Wage Systems Employment

1982 - 1999

*As of September 30, 1999*

**Executive Branch Employment  
1982 - 1999**



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

## EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENT

*As of September 30, 1999*

	ALL EMPLOYEES		VETERANS					
	TOTAL	TOTAL %	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,766,298	455,399 26.5	39,953	8.8	78,516	17.2	30,535	6.7
EXECUTIVE DEPTS	1,582,721	429,171 27.9	37,942	8.8	75,092	17.5	29,408	6.9
Department of Agriculture	106,910	15,877 14.9	889	5.6	1,797	11.3	555	3.5
Department of Commerce	43,697	6,163 14.1	398	6.5	772	12.5	271	4.4
Department of Defense	682,641	240,511 37.8	20,996	8.7	44,877	18.7	17,488	7.3
Department of the Army	223,747	79,278 39.6	8,096	10.2	16,677	21.0	6,832	8.6
Department of the Navy	186,499	69,791 37.4	4,668	6.7	10,278	14.7	3,763	5.4
Department of the Air Force	160,047	58,122 42.3	4,681	8.1	11,885	20.4	4,406	7.6
Department of Education	4,907	482 9.8	34	7.1	81	16.8	28	5.8
Department of Energy	15,847	3,765 23.8	181	4.8	465	12.4	163	4.3
Department of Health & Human Services	60,254	5,888 9.8	675	11.5	722	12.3	259	4.4
Department of Housing & Urban Development	10,250	1,638 16.0	133	8.1	278	17.0	112	6.8
Department of the Interior	72,790	14,529 20.0	741	5.1	2,057	14.2	710	4.9
Department of Justice	124,910	27,818 22.3	2,033	7.3	3,360	12.1	974	3.5
Department of Labor	15,883	3,151 19.8	211	6.7	676	21.5	276	8.8
Department of State	17,050	2,643 15.5	160	6.1	188	7.1	50	1.9
Department of Transportation	64,107	22,654 35.3	1,223	5.4	2,369	10.5	733	3.2
Department of the Treasury	144,479	22,290 15.4	1,684	7.6	2,820	12.7	948	4.3
Department of Veterans Affairs	218,996	61,762 28.2	8,584	13.9	14,630	23.7	6,841	11.1
INDEPENDENT AGENCIES	181,267	25,997 14.3	1,992	7.7	3,390	13.0	1,106	4.3

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

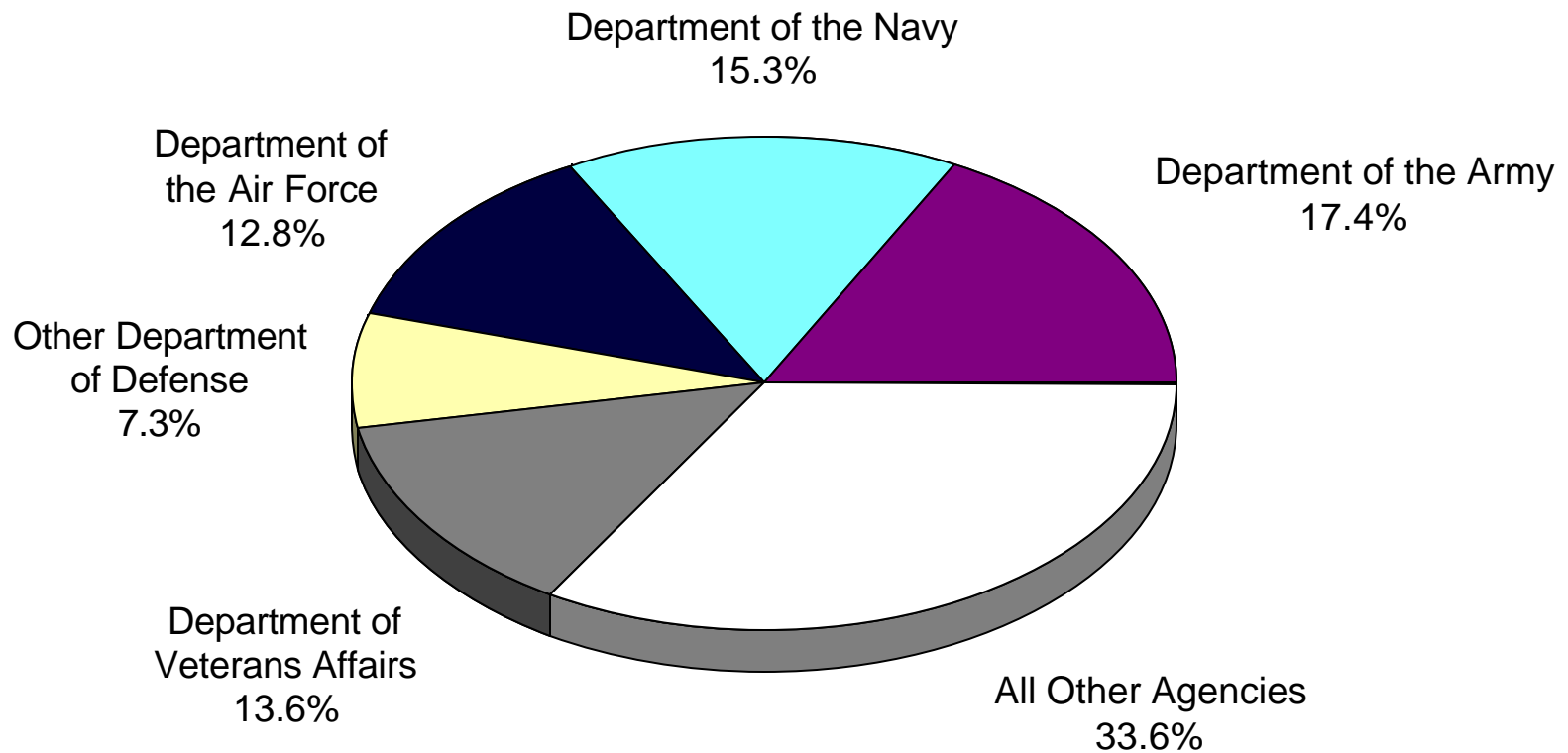
NOTE: Army/Air Force National Guard Excluded From Veteran Counts/Percents. This exclusion affects Veterans totals and percents for the Executive Branch, Executive Departments, and the Departments of Defense, Army, and the Air Force.

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



# Distribution of Veteran Employment by Agency

September 30, 1999



# Executive Branch Veterans Employment Programs

**Fiscal Years 1982 - 1999**

Veterans Readjustment Authority (VRA)			30 Percent or more Disabled Veteran Hires			
Fiscal Year (FY)	FY Appointments	% Minority	Total Hires	Percent of all Veteran Hires	Percent of all Disabled Veteran Hires	Temporary Appointments to Competitive Service
<b>FY82</b>	15,017	32.1	3,369	4.0	32.0	1,648
<b>FY83</b>	15,307	35.9	4,206	6.0	42.0	2,542
<b>FY84</b>	20,704	36.2	4,724	6.0	39.0	3,157
<b>FY85</b>	17,477	35.6	5,361	7.0	43.0	3,622
<b>FY86</b>	14,032	35.2	4,231	6.8	42.5	2,714
<b>FY87</b>	12,912	35.3	4,766	6.9	40.9	3,325
<b>FY88</b>	10,642	38.2	3,365	6.7	40.5	2,166
<b>FY89</b>	12,343	36.7	4,273	7.3	40.8	2,576
<b>FY90</b>	7,305	35.8	2,878	7.2	39.9	1,632
<b>FY91</b>	10,287	38.3	3,225	7.7	39.5	1,827
<b>FY92</b>	10,701	39.0	2,876	6.8	38.6	1,662
<b>FY93</b>	14,008	41.4	2,894	7.1	40.2	1,717
<b>FY94</b>	12,468	40.6	2,757	7.2	38.7	1,670
<b>FY95</b>	10,772	40.3	2,896	7.2	40.0	1,652
<b>FY96</b>	12,672	39.7	2,820	8.1	41.7	1,594
<b>FY97</b>	11,059	39.9	2,956	9.1	44.7	1,586
<b>FY98</b>	11,839	38.6	2,471	7.2	44.5	1,125
<b>FY99</b>	10,325	39.5	3,067	9.3	49.3	1,336

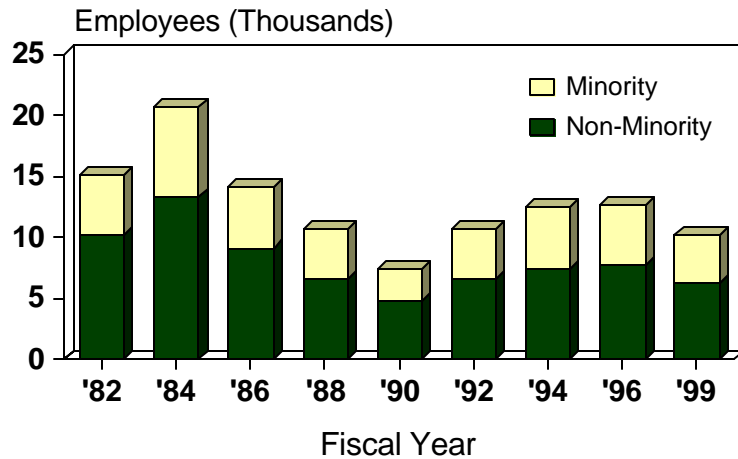
### Non-Postal Employment as of September 30, 1999

Veterans	26.5%
Retired Military	3.9%

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

Source: "Disabled Veteran Affirmative Action Program Report to Congress"; Central Personnel Data File. (202) 606-1991 PAKAPLAN@OPM.GOV

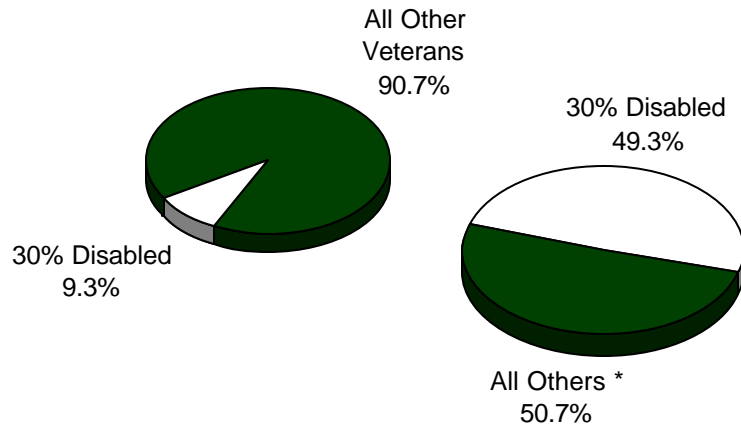
# Veterans Readjustment Appointments (VRA)



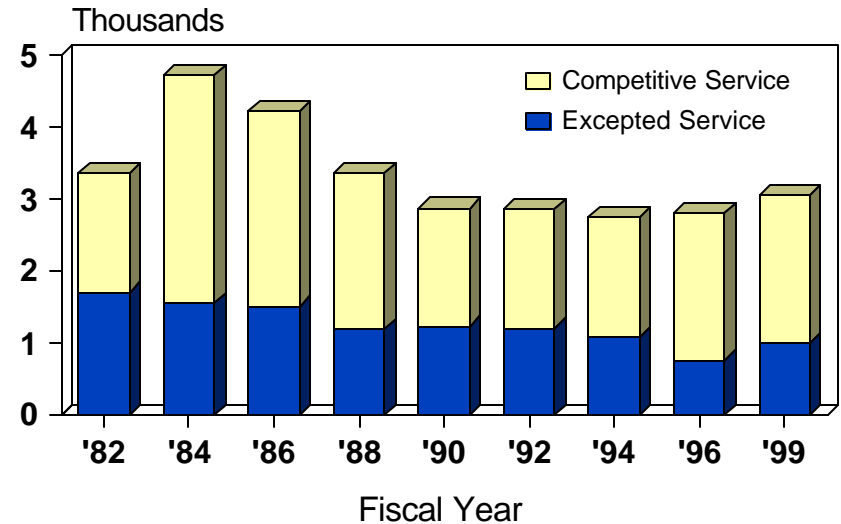
# Veterans Employment Programs

**30% Disabled Veterans Hired**

## All Veteran Hires (Fiscal Year 1999)



## Disabled Veteran Hires (Fiscal Year 1999)



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

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

September 1984 - September 1999

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
<b>1984</b>													
Men	1,214,238	255,002	12.6	140,157	6.9	61,957	3.1	35,966	1.8	16,922	0.8	959,236	47.4
Women	809,095	247,886	12.3	177,718	8.8	33,623	1.7	20,052	1.0	16,493	0.8	561,209	27.7
<b>1986</b>													
Men	1,222,803	265,170	12.7	142,779	6.9	66,054	3.2	38,760	1.9	17,577	0.8	957,633	46.0
Women	861,182	276,612	13.3	196,991	9.5	39,137	1.9	23,377	1.1	17,107	0.8	584,570	28.1
<b>1988</b>													
Men	1,228,049	270,144	12.7	141,774	6.7	66,689	3.1	42,683	2.0	18,998	0.9	957,905	45.1
Women	897,099	297,211	14.0	208,278	9.8	42,877	2.0	27,349	1.3	18,707	0.9	599,888	28.2
<b>1990</b>													
Men	1,223,255	273,764	12.7	140,171	6.5	68,432	3.2	45,876	2.1	19,285	0.9	949,491	44.2
Women	927,104	313,749	14.6	216,696	10.1	46,738	2.2	30,436	1.4	19,879	0.9	613,355	28.5
<b>1992</b>													
Men	1,231,412	281,005	12.9	140,747	6.5	70,924	3.3	48,574	2.2	20,760	1.0	950,407	43.7
Women	944,167	322,636	14.8	218,844	10.1	49,091	2.3	33,090	1.5	21,611	1.0	621,531	28.6
<b>1994</b>													
Men	1,147,332	268,315	13.1	131,556	6.4	68,141	3.3	48,850	2.4	19,768	1.0	879,017	43.0
Women	896,117	312,949	15.3	208,956	10.2	48,722	2.4	34,033	1.7	21,238	1.0	583,168	28.5
<b>1996</b>													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
<b>1999</b>													
Men	975,853	240,155	13.6	112,606	6.4	65,580	3.7	44,214	2.5	17,755	1.0	735,698	41.7
Women	790,445	289,445	16.4	186,088	10.5	49,163	2.8	34,354	1.9	19,840	1.1	501,000	28.4

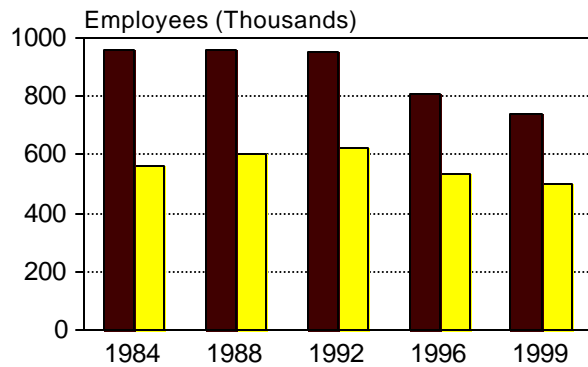
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

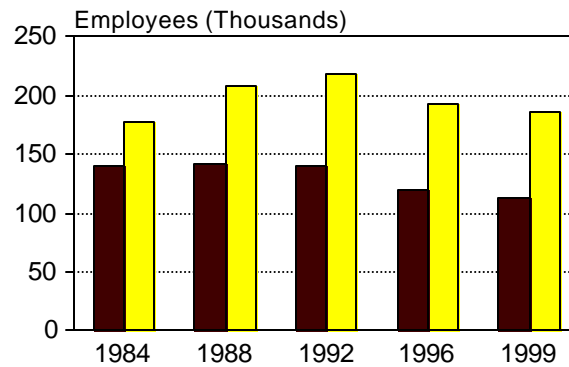
# Executive Branch Employment

By Gender & Race/National Origin, 1984 - 1999

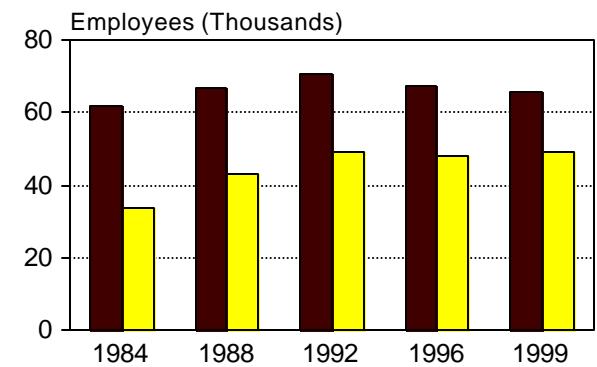
**White Non-Hispanic**



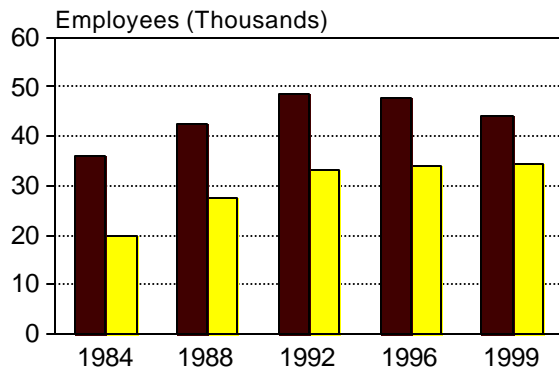
**Black**



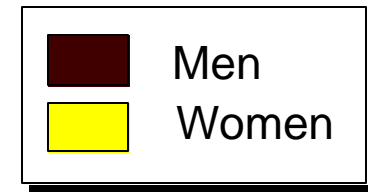
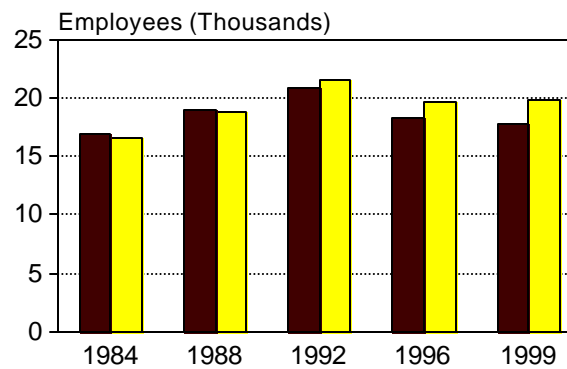
**Hispanic**



**Asian/Pacific Islander**



**American Indian/Alaska Native**



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

**1986 - 1999**

	<b>1986</b>	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1999</b>	<b>% change 1986 - 1999</b>
<b>Total GS and Related</b>	<b>356,092</b>	<b>437,374</b>	<b>440,079</b>	<b>421,781</b>	<b>416,680</b>	<b>17.0%</b>
GS 1	3,046	2,625	1,611	1,721	1,358	<b>-55.4%</b>
GS 2	8,209	5,830	3,647	2,903	2,961	<b>-63.9%</b>
GS 3	32,883	25,567	17,553	13,130	11,616	<b>-64.7%</b>
GS 4	58,997	62,079	48,598	37,649	31,072	<b>-47.3%</b>
<b>GS 1 - 4</b>	<b>103,135</b>	<b>96,101</b>	<b>71,409</b>	<b>55,403</b>	<b>47,007</b>	<b>-54.4%</b>
GS 5	61,316	72,906	67,127	62,014	52,805	<b>-13.9%</b>
GS 6	27,888	37,474	40,532	38,766	36,306	<b>30.2%</b>
GS 7	35,843	47,361	50,574	50,383	50,030	<b>39.6%</b>
GS 8	7,948	10,939	15,229	15,741	19,931	<b>150.8%</b>
<b>GS 5 - 8</b>	<b>132,995</b>	<b>168,680</b>	<b>173,462</b>	<b>166,904</b>	<b>159,072</b>	<b>19.6%</b>
GS 9	34,353	42,544	41,045	40,553	41,776	<b>21.6%</b>
GS 10	5,767	6,998	3,834	4,372	4,373	<b>-24.2%</b>
GS 11	32,376	48,403	51,777	49,642	50,746	<b>56.7%</b>
GS 12	25,468	40,001	51,410	53,593	54,406	<b>113.6%</b>
<b>GS 9 - 12</b>	<b>97,964</b>	<b>137,946</b>	<b>148,066</b>	<b>148,160</b>	<b>151,301</b>	<b>54.4%</b>
GS 13	12,682	20,720	28,342	31,311	36,525	<b>188.0%</b>
GS 14	5,839	8,954	12,122	12,719	14,492	<b>148.2%</b>
GS 15	3,477	4,973	6,678	7,284	8,283	<b>138.2%</b>
<b>GS 13 - 15</b>	<b>21,998</b>	<b>34,647</b>	<b>47,142</b>	<b>51,314</b>	<b>59,300</b>	<b>169.6%</b>

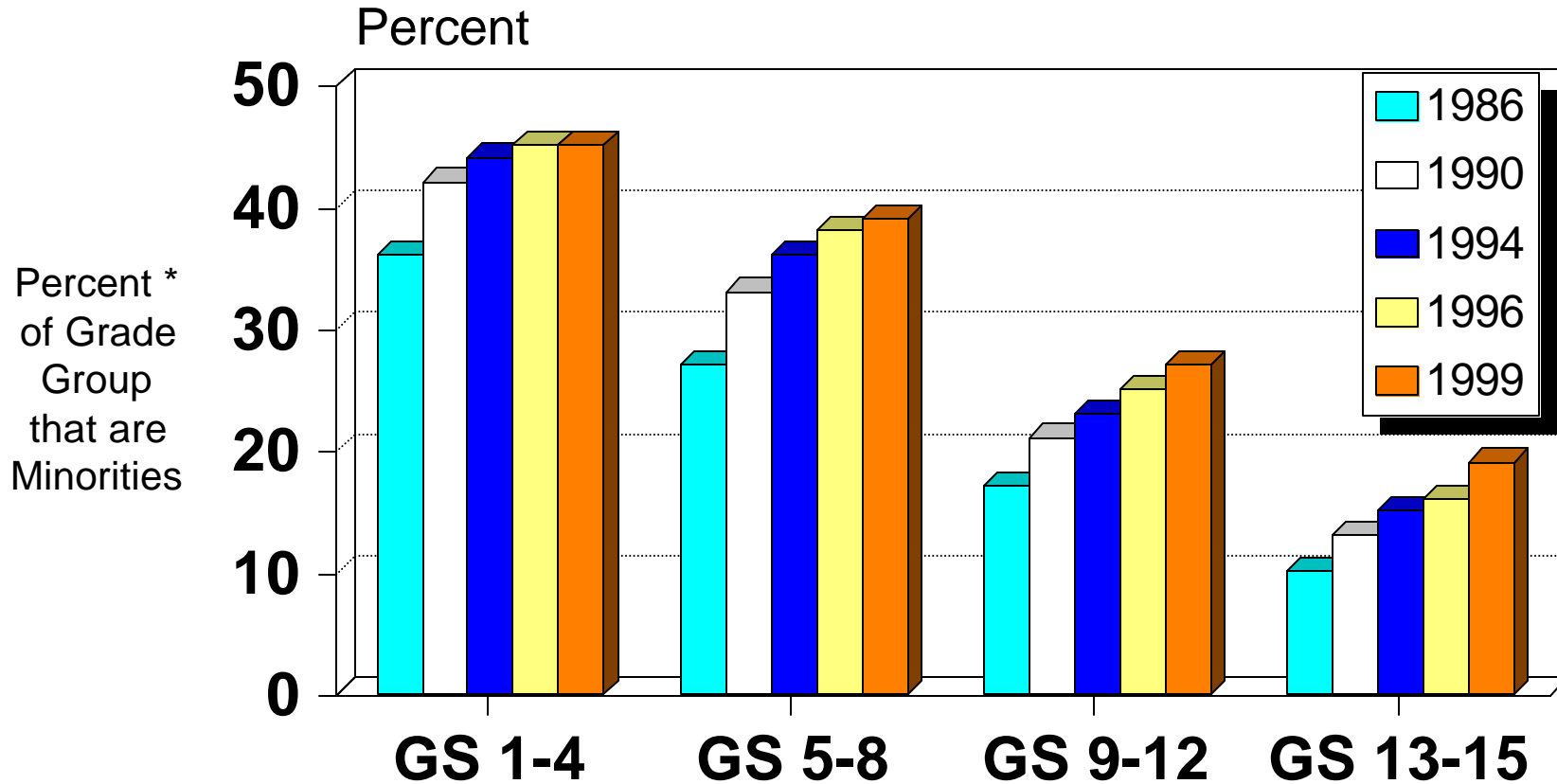


"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

# Minority Employment

## By General Schedule (GS) and Related Grades, 1986 - 1999



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

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

# Employment of Minorities: Federal Civilian and Private Sector

Percent of Total Workforce, As of September 30, 1986 - 1999

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>1986</b>	FCW*	59.0	41.0	12.9	13.4	7.1	9.7	3.2	1.9	2.6	1.8
	CLF**	55.4	44.6	11.3	9.5	5.1	5.2	4.7	3.0	1.5	1.3
<b>1988</b>	FCW	58.0	42.0	12.9	14.2	6.9	10.1	3.2	2.0	2.8	2.1
	CLF	55.0	45.0	11.8	9.8	5.2	5.3	5.0	3.2	1.6	1.3
<b>1990</b>	FCW	57.4	42.6	12.9	14.6	6.8	10.3	3.2	2.1	2.9	2.2
	CLF	54.7	45.3	11.9	9.9	5.1	5.2	5.2	3.3	1.6	1.4
<b>1992</b>	FCW	56.2	43.8	13.0	15.2	6.7	10.5	3.3	2.3	3.0	2.4
	CLF	54.6	45.4	12.5	10.5	5.2	5.4	5.4	3.5	1.9	1.6
<b>1994</b>	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
<b>1996</b>	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
<b>1999</b>	FCW	56.5	43.5	13.9	16.0	6.7	10.7	3.8	2.6	3.4	2.7
	CLF	53.5	46.5	14.1	13.1	5.2	6.1	6.6	4.8	2.3	2.2

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

\*\*CLF = Civilian Labor Force

Percentages by gender may not add to 100 due to rounding.

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

Source: Federal Government and Private Sector data: "Annual Report to Congress on the Federal Equal Opportunity Recruitment Programs" (FEORP)

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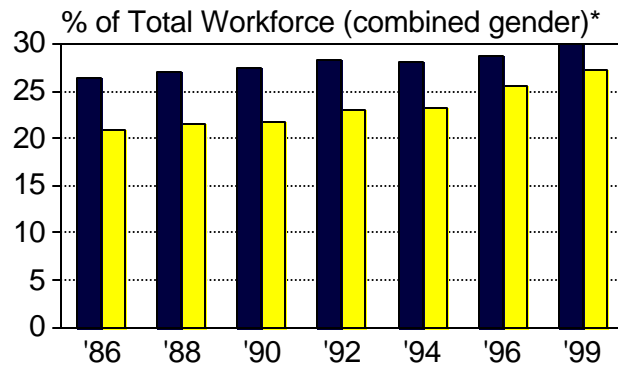


# Employment of Minorities

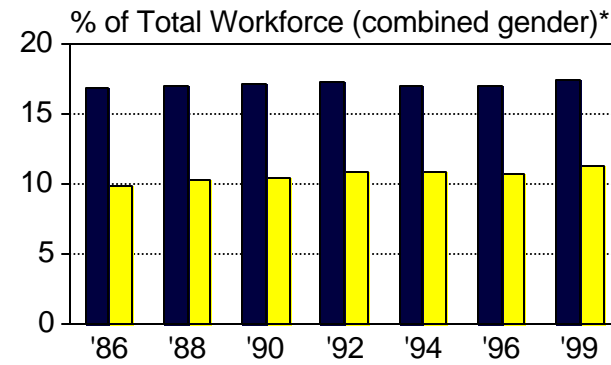
## Federal Civilian and Private Sector

### 1986 - 1999

**All Minorities**

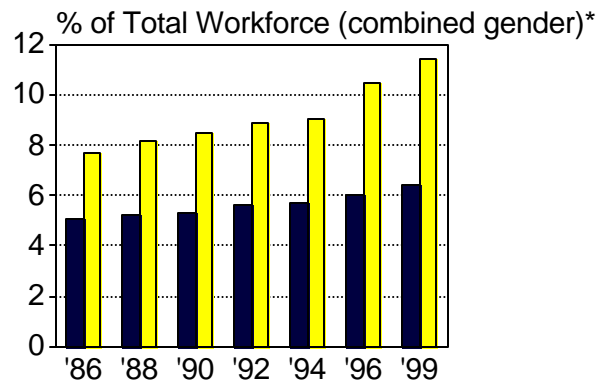


**Black**

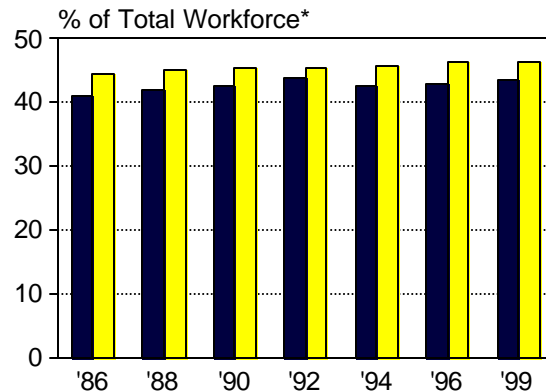


**Federal Civilian** **Private Sector**

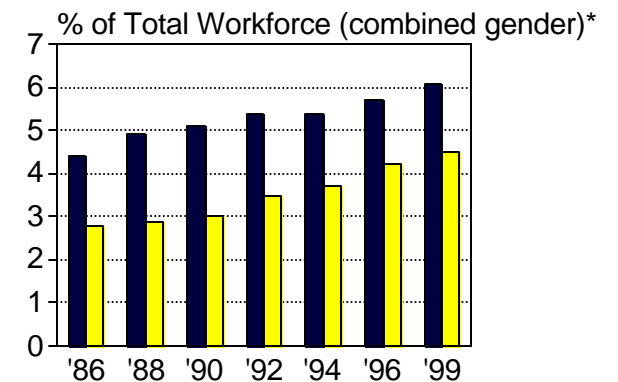
**Hispanic**



**Women**



**Other Minorities\*\***



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

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

# Executive Branch Employment of Workers with Disabilities

1986 - 1999

	1986	1990	1994	1996	1999
<b>Workers with Disabilities</b>	<b>128,123</b>	<b>140,169</b>	<b>145,105</b>	<b>132,344</b>	<b>122,249</b>
<i>% of total Workforce</i>	6.6	6.9	7.4	7.3	7.2
<b>Severely Disabled *</b>	<b>22,424</b>	<b>24,619</b>	<b>24,560</b>	<b>22,277</b>	<b>20,136</b>
<i>% of total Workforce</i>	1.2	1.2	1.3	1.2	1.2

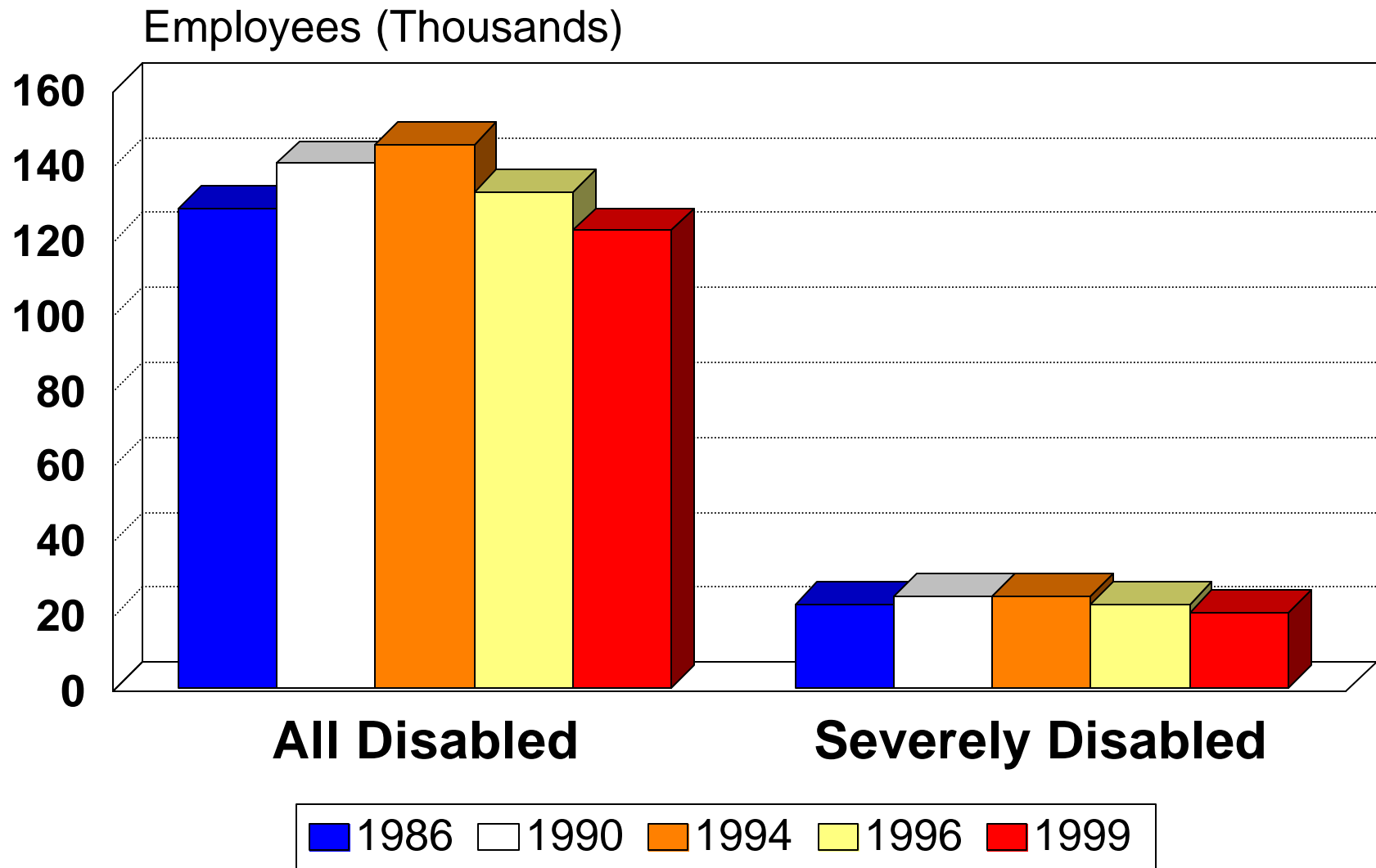
\* As designated by the Equal Employment Opportunity Commission (EEOC).



Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

# Executive Branch Employment of Workers with Disabilities

## 1986 - 1999



## EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENT

*As of September 30, 1999*

	ALL EMPLOYEES		DISABILITY STATUS						
	TOTAL	DISABLED	%*	EEOC SPECIFIED DISABILITY** %***		NON-DISABLED %*		NOT IDENTIFIED %	
EXECUTIVE BRANCH	1,766,298	122,249	7.2	20,136	1.2	1,585,374	92.8	58,675	3.3
EXECUTIVE DEPTS	1,582,721	110,709	7.2	17,617	1.1	1,430,254	92.8	41,758	2.6
Department of Agriculture	106,910	7,908	7.7	1,140	1.1	94,712	92.3	4,290	4.0
Department of Commerce	43,697	2,802	6.6	450	1.1	39,702	93.4	1,193	2.7
Department of Defense	682,641	50,609	7.6	7,223	1.1	618,349	92.4	13,683	2.0
Department of the Army	223,747	15,127	6.9	2,059	0.9	204,552	93.1	4,068	1.8
Department of the Navy	186,499	13,186	7.2	1,971	1.1	169,658	92.8	3,655	2.0
Department of the Air Force	160,047	13,179	8.4	1,555	1.0	143,832	91.6	3,036	1.9
Department of Education	4,907	285	6.2	85	1.9	4,282	93.8	340	6.9
Department of Energy	15,847	895	6.1	116	0.8	13,696	93.9	1,256	7.9
Department of Health & Human Services	60,254	3,375	6.2	630	1.2	51,118	93.8	5,761	9.6
Department of Housing & Urban Development	10,250	876	9.0	147	1.5	8,865	91.0	509	5.0
Department of the Interior	72,790	4,416	6.3	686	1.0	65,636	93.7	2,738	3.8
Department of Justice	124,910	3,933	3.2	525	0.4	119,206	96.8	1,771	1.4
Department of Labor	15,883	1,033	7.0	196	1.3	13,766	93.0	1,084	6.8
Department of State	17,050	2,300	13.7	75	0.4	14,542	86.3	208	1.2
Department of Transportation	64,107	3,049	4.8	345	0.5	60,144	95.2	914	1.4
Department of the Treasury	144,479	9,734	6.9	2,207	1.6	130,737	93.1	4,008	2.8
Department of Veterans Affairs	218,996	19,494	9.1	3,792	1.8	195,499	90.9	4,003	1.8
ALL OTHER Executive Branch Agencies	183,577	11,540	6.9	2,519	1.5	155,120	93.1	16,917	9.2

\*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.

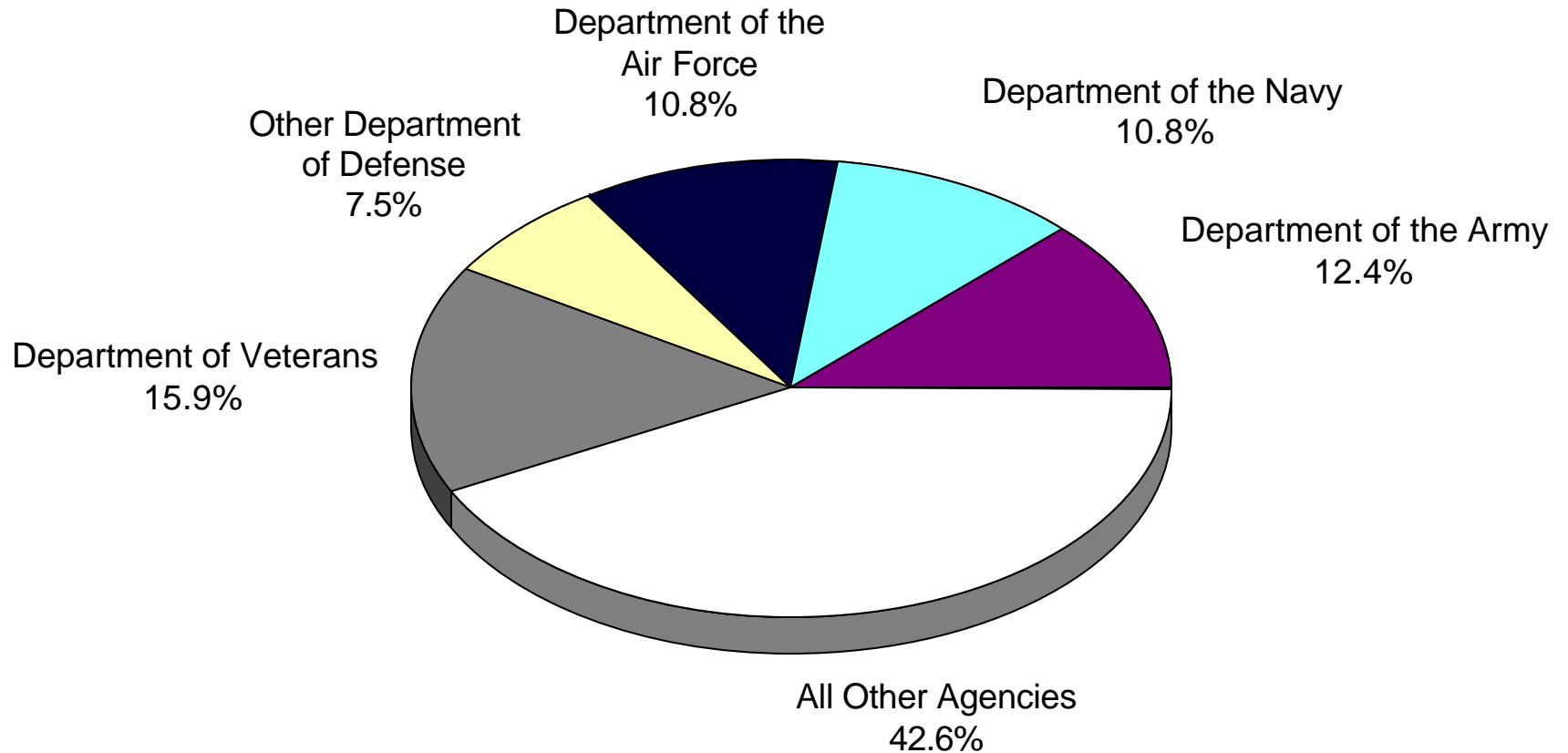
\*\*\*This number represents percent of the overall Veterans total.



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

# Distribution of Employees With Disabilities by Agency

September 30, 1999



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

## Executive Branch Agencies

September 30, 1999

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
<b>Total White-Collar</b>	<b>1,534,643</b>	<b>449,531</b>	<b>254,618</b>	<b>96,962</b>	<b>67,185</b>	<b>30,766</b>	<b>1,085,112</b>
<i>Average Salary (\$)</i>	48,898	42,479	40,962	42,642	49,762	38,635	51,558
<b>Professional Series</b>	<b>419,057</b>	<b>90,214</b>	<b>35,927</b>	<b>18,121</b>	<b>30,355</b>	<b>5,811</b>	<b>328,843</b>
<i>Average Salary (\$)</i>	62,927	58,695	56,826	58,154	62,468	52,226	64,089
<b>Administrative Series</b>	<b>538,350</b>	<b>136,401</b>	<b>79,048</b>	<b>33,586</b>	<b>15,876</b>	<b>7,891</b>	<b>401,949</b>
<i>Average Salary (\$)</i>	57,503	53,168	53,914	51,293	53,246	53,501	58,976
<b>Technical Series</b>	<b>344,152</b>	<b>125,438</b>	<b>77,649</b>	<b>24,235</b>	<b>12,348</b>	<b>11,206</b>	<b>218,714</b>
<i>Average Salary (\$)</i>	32,927	31,359	31,793	31,614	31,155	28,027	33,826
<b>Clerical Series</b>	<b>185,121</b>	<b>80,005</b>	<b>53,600</b>	<b>14,218</b>	<b>7,295</b>	<b>4,892</b>	<b>105,116</b>
<i>Average Salary (\$)</i>	25,716	25,372	25,825	24,428	24,508	24,424	35,978
<b>Other Series</b>	<b>47,963</b>	<b>17,473</b>	<b>8,394</b>	<b>6,802</b>	<b>1,311</b>	<b>966</b>	<b>30,490</b>
<i>Average Salary (\$)</i>	33,697	32,222	32,255	35,781	28,051	30,617	33,970

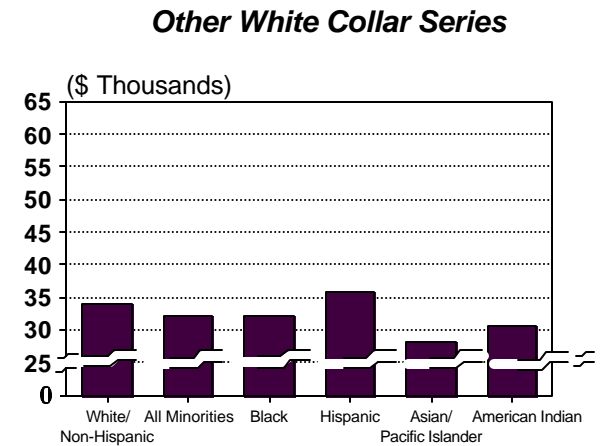
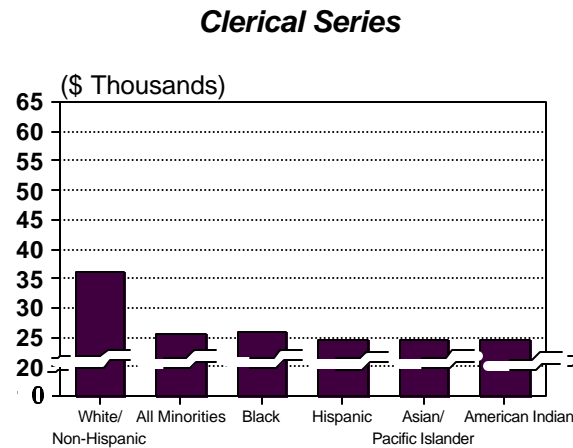
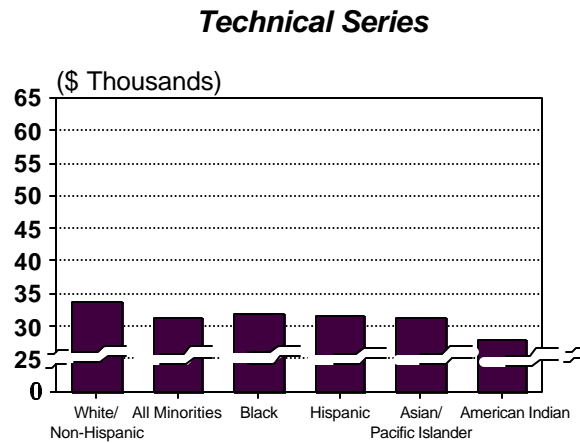
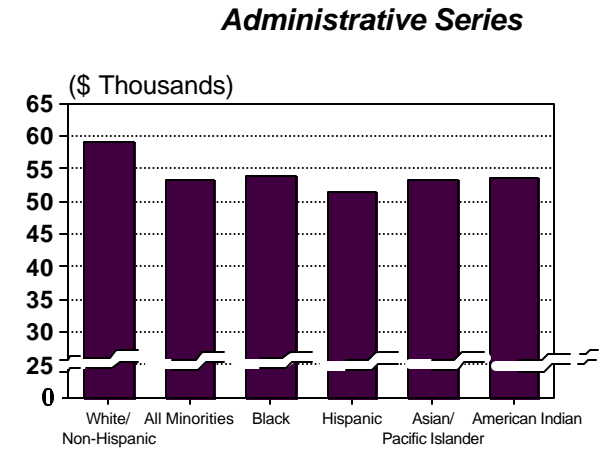
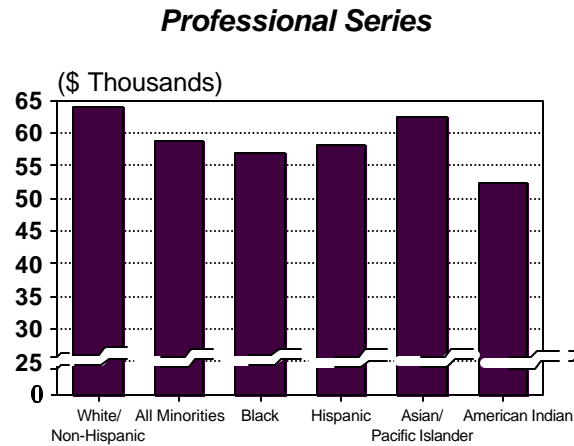
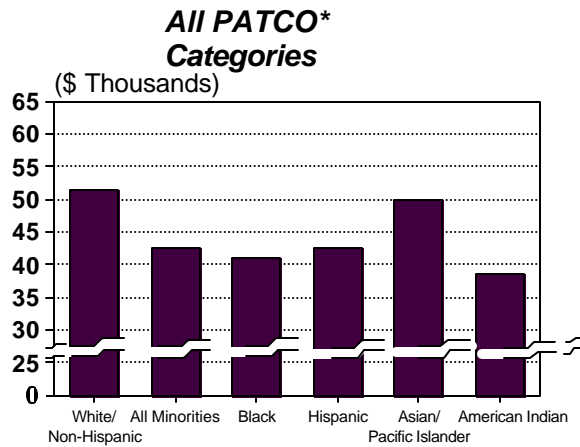
\* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

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

Executive Branch Employment, September 30, 1999



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

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

## Percent of Total Workforce

As of September 30, 1999

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
<b>FCW*</b>	100.0	56.5	43.5	29.9	17.4	6.4	4.2	1.9	70.0
<b>CLF*</b>	100.0	53.5	46.5	27.2	11.3	11.4	3.7	0.8	72.8

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

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

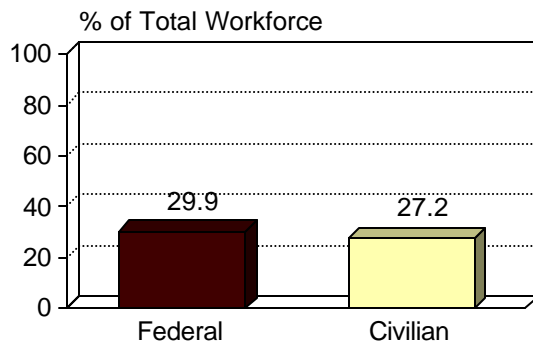
Source: Annual Report to Congress on the Federal Equal Opportunity Recruitment Program (FEORP). (202) 606-1991 PKAPLAN@OPM.GOV



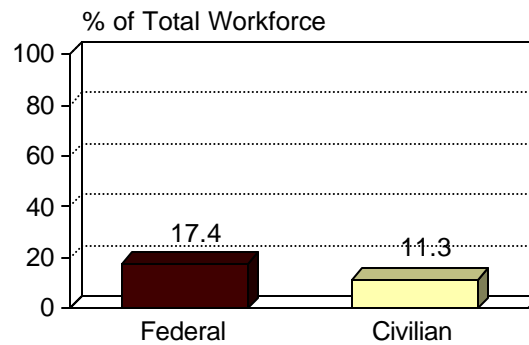
# Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 1999

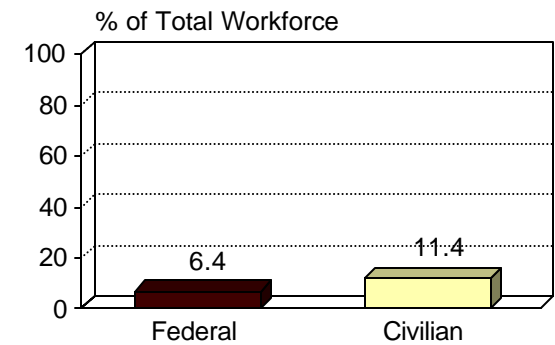
**All Minorities**



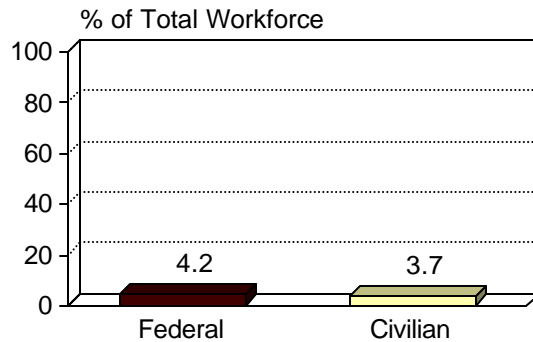
**Black**



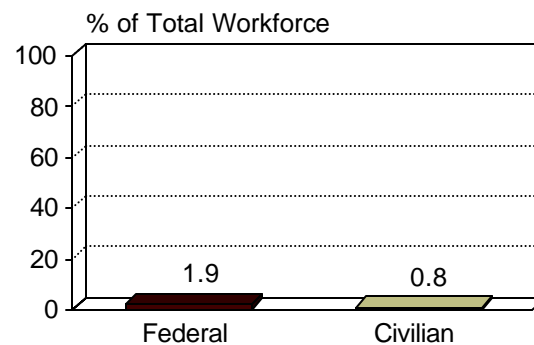
**Hispanic**



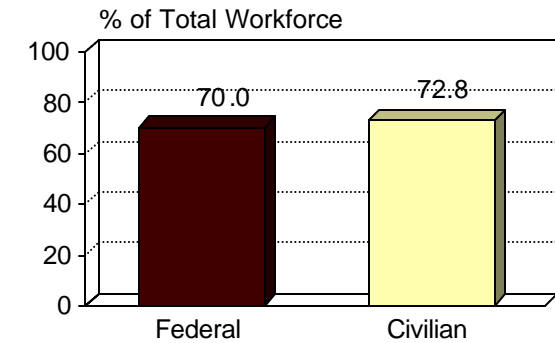
**Asian/Pacific Islander**



**American Indian/  
Alaska Native**



**White Non-Hispanic**



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

## Executive Branch Agencies

1984 - 1999

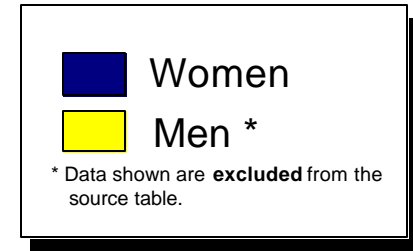
	1984	1986	1988	1990	1992	1994	1996	1999
<b>Total White-Collar</b>	<b>1,606,227</b>	<b>1,676,241</b>	<b>1,738,911</b>	<b>1,780,874</b>	<b>1,821,715</b>	<b>1,734,673</b>	<b>1,623,205</b>	<b>1,534,643</b>
Women	764,712	816,253	854,419	885,372	905,675	862,418	803,153	765,195
% Women	47.6	48.7	49.1	49.7	49.7	49.7	49.5	49.9
<b>Professional</b>	<b>371,223</b>	<b>388,367</b>	<b>415,545</b>	<b>463,576</b>	<b>484,566</b>	<b>477,610</b>	<b>459,121</b>	<b>419,057</b>
Women	101,139	112,887	128,083	156,294	170,416	173,187	172,315	166,491
% Women	27.2	29.1	30.8	33.7	35.2	36.3	37.5	39.7
<b>Administrative</b>	<b>440,089</b>	<b>472,990</b>	<b>508,063</b>	<b>512,204</b>	<b>548,397</b>	<b>541,731</b>	<b>528,238</b>	<b>538,350</b>
Women	147,078	166,819	188,657	196,062	218,737	223,151	220,664	233,016
% Women	33.4	35.3	37.1	38.3	39.9	41.2	41.8	43.3
<b>Technical</b>	<b>348,187</b>	<b>359,035</b>	<b>373,294</b>	<b>388,534</b>	<b>415,883</b>	<b>393,239</b>	<b>365,449</b>	<b>344,152</b>
Women	165,031	178,684	193,084	211,540	233,553	227,998	218,475	208,133
% Women	47.4	49.8	51.7	54.4	56.2	58.0	59.8	60.5
<b>Clerical</b>	<b>406,581</b>	<b>415,309</b>	<b>401,047</b>	<b>373,768</b>	<b>322,073</b>	<b>273,360</b>	<b>224,040</b>	<b>185,121</b>
Women	348,209	354,567	340,836	316,573	273,947	230,000	185,948	151,564
% Women	85.6	85.4	85.0	84.7	85.1	84.1	83.0	81.9
<b>Other</b>	<b>40,147</b>	<b>40,540</b>	<b>40,962</b>	<b>42,792</b>	<b>50,796</b>	<b>48,733</b>	<b>46,357</b>	<b>47,963</b>
Women	3,255	3,296	3,759	4,903	9,022	8,082	5,751	5,991
% Women	8.1	8.1	9.2	11.5	17.8	16.6	12.4	12.5

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

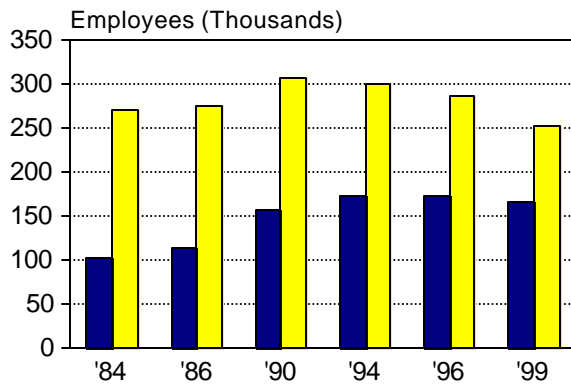
Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

# Employment of Women by Occupational Category

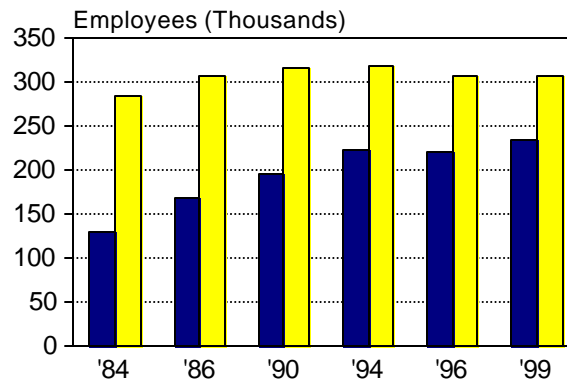
1984 - 1999



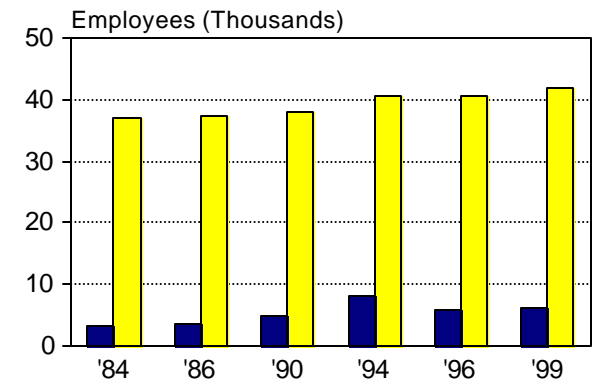
**Professional**



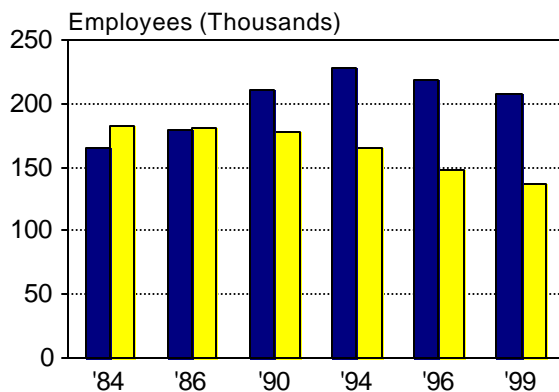
**Administrative**



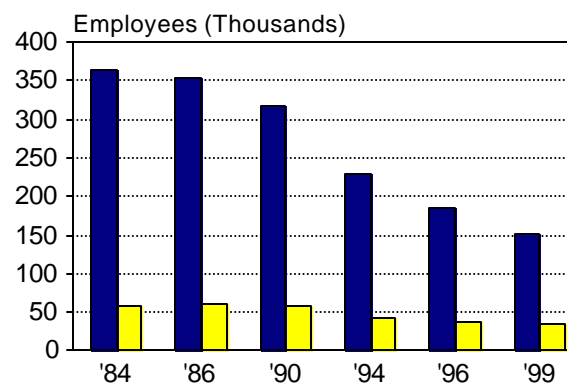
**Other**



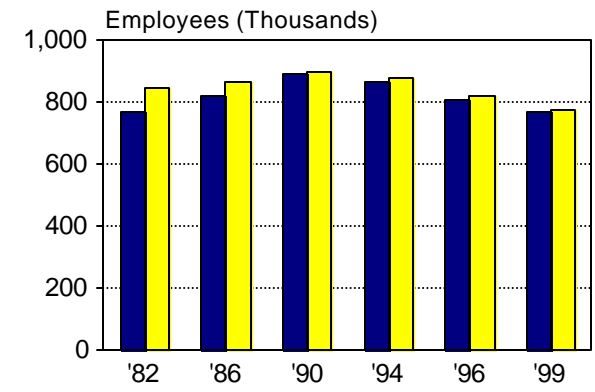
**Technical**



**Clerical**



**All Categories**



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

**1986 - 1999**

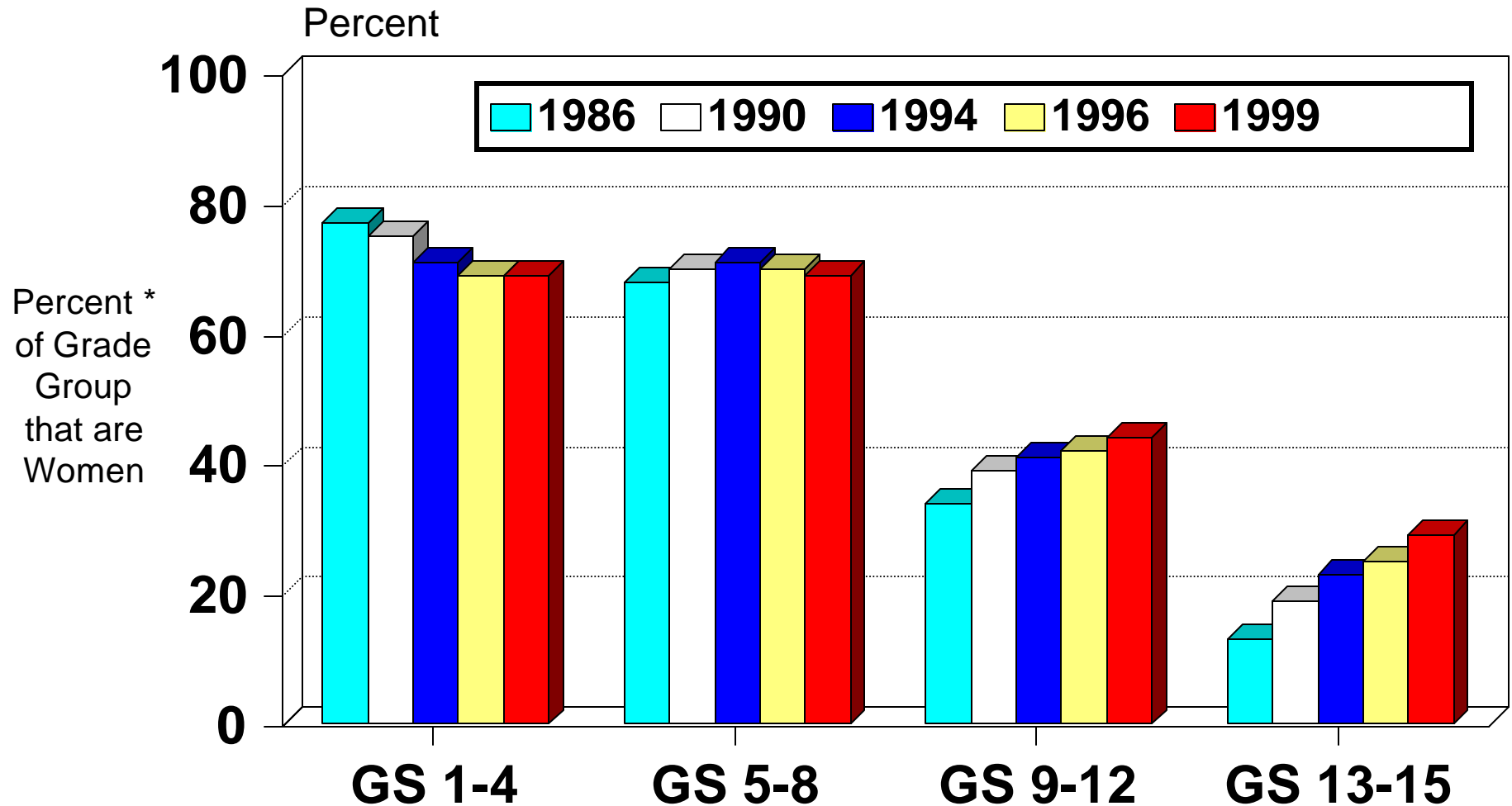
	<b>1986</b>	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1999</b>	<b>% change '86 - '99</b>
<b>Total GS and Related</b>	<b>785,069</b>	<b>831,662</b>	<b>786,343</b>	<b>729,392</b>	<b>695,144</b>	<b>-11.5%</b>
GS 1	4,236	3,513	2,057	1,974	1,741	-58.9%
GS 2	13,440	8,123	4,853	3,999	4,192	-68.8%
GS 3	64,409	41,522	25,883	19,747	17,989	-72.1%
GS 4	134,786	118,284	81,305	59,924	48,629	-63.9%
<b>GS 1 - 4</b>	<b>216,871</b>	<b>171,442</b>	<b>114,098</b>	<b>85,644</b>	<b>72,551</b>	<b>-66.5%</b>
GS 5	151,844	152,559	128,264	109,623	87,946	-42.1%
GS 6	75,152	83,545	83,923	76,855	67,269	-10.5%
GS 7	88,580	99,042	98,348	94,375	89,232	0.7%
GS 8	18,948	21,034	28,515	28,299	33,724	78.0%
<b>GS 5 - 8</b>	<b>334,524</b>	<b>356,180</b>	<b>339,050</b>	<b>309,152</b>	<b>278,171</b>	<b>-16.8%</b>
GS 9	75,420	81,507	74,392	70,540	67,916	-9.9%
GS 10	14,321	16,235	7,374	7,872	7,970	-44.3%
GS 11	69,939	90,093	95,000	89,528	88,675	26.8%
GS 12	43,828	65,125	82,565	85,722	85,633	95.4%
<b>GS 9 - 12</b>	<b>203,508</b>	<b>252,960</b>	<b>259,331</b>	<b>253,662</b>	<b>250,194</b>	<b>22.9%</b>
GS 13	18,712	31,804	44,709	49,480	57,176	205.6%
GS 14	7,611	13,228	19,836	20,904	24,307	219.4%
GS 15	3,843	6,048	9,319	10,550	12,745	231.6%
<b>GS 13 - 15</b>	<b>30,166</b>	<b>51,080</b>	<b>73,864</b>	<b>80,934</b>	<b>94,228</b>	<b>212.4%</b>



Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1585 OWI@OPM.GOV

# Employment of Women

## By General Schedule (GS) and Related Grades, 1986 - 1999



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

# EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT

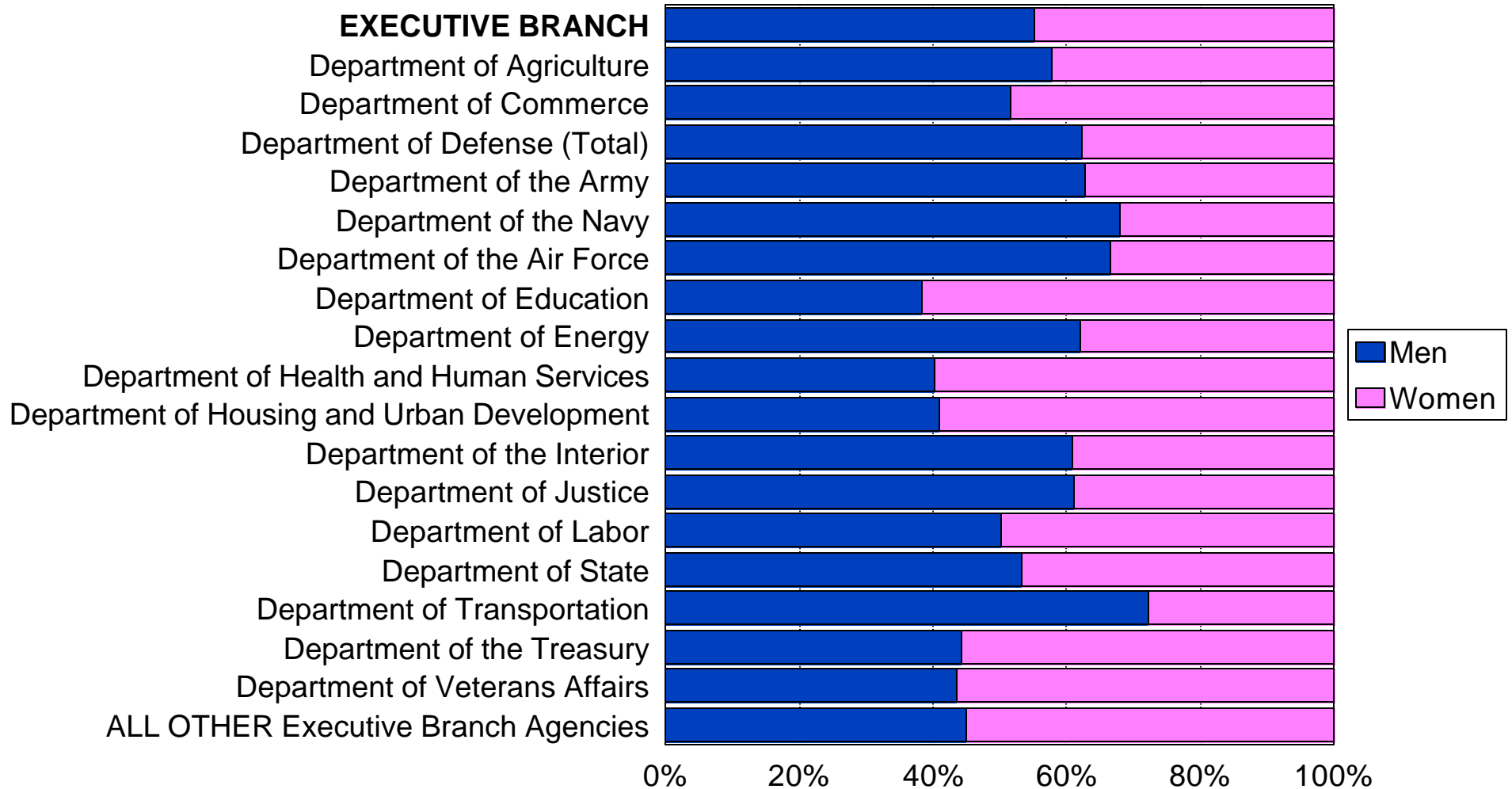
*As of September 30, 1999*

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,766,298	975,853	55.2	790,445	44.8
EXECUTIVE DEPARTMENTS	1,582,721	893,085	56.4	689,636	43.6
Department of Agriculture	106,910	61,709	57.7	45,201	42.3
Department of Commerce	43,697	22,594	51.7	21,103	48.3
Department of Defense	682,641	425,355	62.3	257,286	37.7
Department of the Army	223,747	140,400	62.7	83,347	37.3
Department of the Navy	186,499	126,828	68.0	59,671	32.0
Department of the Air Force	160,047	106,641	66.6	53,406	33.4
Department of Education	4,907	1,883	38.4	3,024	61.6
Department of Energy	15,847	9,821	62.0	6,026	38.0
Department of Health and Human Services	60,254	24,253	40.3	36,001	59.7
Department of Housing and Urban Development	10,250	4,199	41.0	6,051	59.0
Department of the Interior	72,790	44,307	60.9	28,483	39.1
Department of Justice	124,910	76,319	61.1	48,591	38.9
Department of Labor	15,883	7,987	50.3	7,896	49.7
Department of State	17,050	9,081	53.3	7,969	46.7
Department of Transportation	64,107	46,314	72.2	17,793	27.8
Department of the Treasury	144,479	64,032	44.3	80,447	55.7
Department of Veterans Affairs	218,996	95,231	43.5	123,765	56.5
ALL OTHER Executive Branch Agencies	183,577	82,768	45.1	100,809	54.9

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

# Employment by Executive Branch Department: Gender

## As of September 30, 1999



## EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

*As of September 30, 1999*

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,766,298	1,236,698	70.0	529,600	30.0	298,694	16.9	114,743	6.5	78,568	4.4	37,595	2.1
EXECUTIVE DEPARTMENTS	1,582,721	1,116,767	70.6	465,954	29.4	255,099	16.1	102,198	6.5	72,439	4.6	36,218	2.3
Department of Agriculture	106,910	84,132	78.7	22,778	21.3	11,366	10.6	6,075	5.7	2,633	2.5	2,704	2.5
Department of Commerce	43,697	30,875	70.7	12,822	29.3	8,276	18.9	1,819	4.2	2,417	5.5	310	0.7
Department of Defense	682,641	499,761	73.2	182,880	26.8	97,108	14.2	41,536	6.1	37,577	5.5	6,659	1.0
Department of the Army	223,747	164,879	73.7	58,868	26.3	34,341	15.3	13,538	6.1	8,439	3.8	2,550	1.1
Department of the Navy	186,499	133,996	71.8	52,503	28.2	24,554	13.2	8,154	4.4	18,384	9.9	1,411	0.8
Department of the Air Force	160,047	122,305	76.4	37,742	23.6	17,002	10.6	13,695	8.6	5,215	3.3	1,830	1.1
Department of Education	4,907	2,662	54.2	2,245	45.8	1,804	36.8	230	4.7	164	3.3	47	1.0
Department of Energy	15,847	12,361	78.0	3,486	22.0	1,807	11.4	839	5.3	625	3.9	215	1.4
Department of Health and Human Services	60,254	35,284	58.6	24,970	41.4	9,993	16.6	1,845	3.1	3,222	5.3	9,910	16.4
Department of Housing and Urban Development	10,250	5,567	54.3	4,683	45.7	3,508	34.2	717	7.0	346	3.4	112	1.1
Department of the Interior	72,790	52,965	72.8	19,825	27.2	4,085	5.6	3,301	4.5	1,219	1.7	11,220	15.4
Department of Justice	124,910	84,465	67.6	40,445	32.4	20,518	16.4	15,384	12.3	3,593	2.9	950	0.8
Department of Labor	15,883	11,349	71.5	4,534	28.5	3,871	24.4	1,076	6.8	476	3.0	111	0.7
Department of State	17,050	13,205	77.4	3,845	22.6	2,450	14.4	689	4.0	639	3.7	67	0.4
Department of Transportation	64,107	50,879	79.4	13,228	20.6	7,268	11.3	3,093	4.8	1,900	3.0	967	1.5
Department of the Treasury	144,479	94,623	65.5	49,856	34.5	31,631	21.9	12,238	8.5	4,844	3.4	1,143	0.8
Department of Veterans Affairs	218,996	139,639	63.8	79,357	36.2	51,414	23.5	13,356	6.1	12,784	5.8	1,803	0.8
ALL OTHER Executive Branch Agencies	183,577	119,931	65.3	63,646	34.7	43,595	23.7	12,545	6.8	6,129	3.3	1,377	0.8

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

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

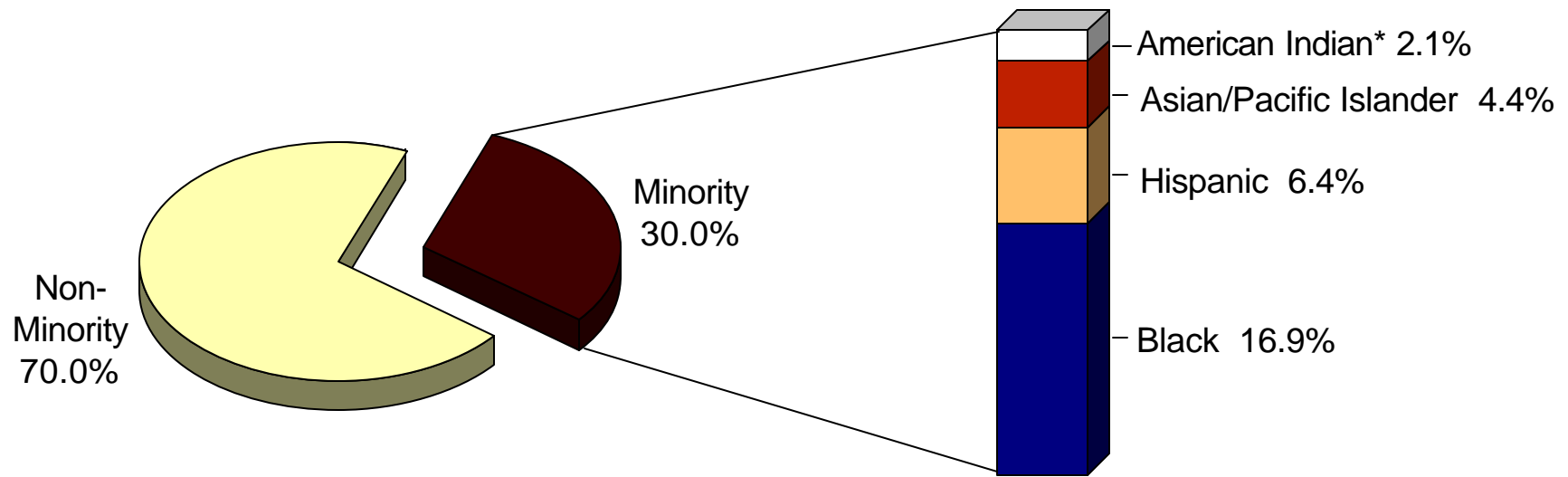
\*\*\*American Indian refers to American Indian/Alaska Native.

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



# Employment by Executive Branch Department: Race/National Origin

As of September 30, 1999



\*American Indian refers to American Indian/Alaska Native

## EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

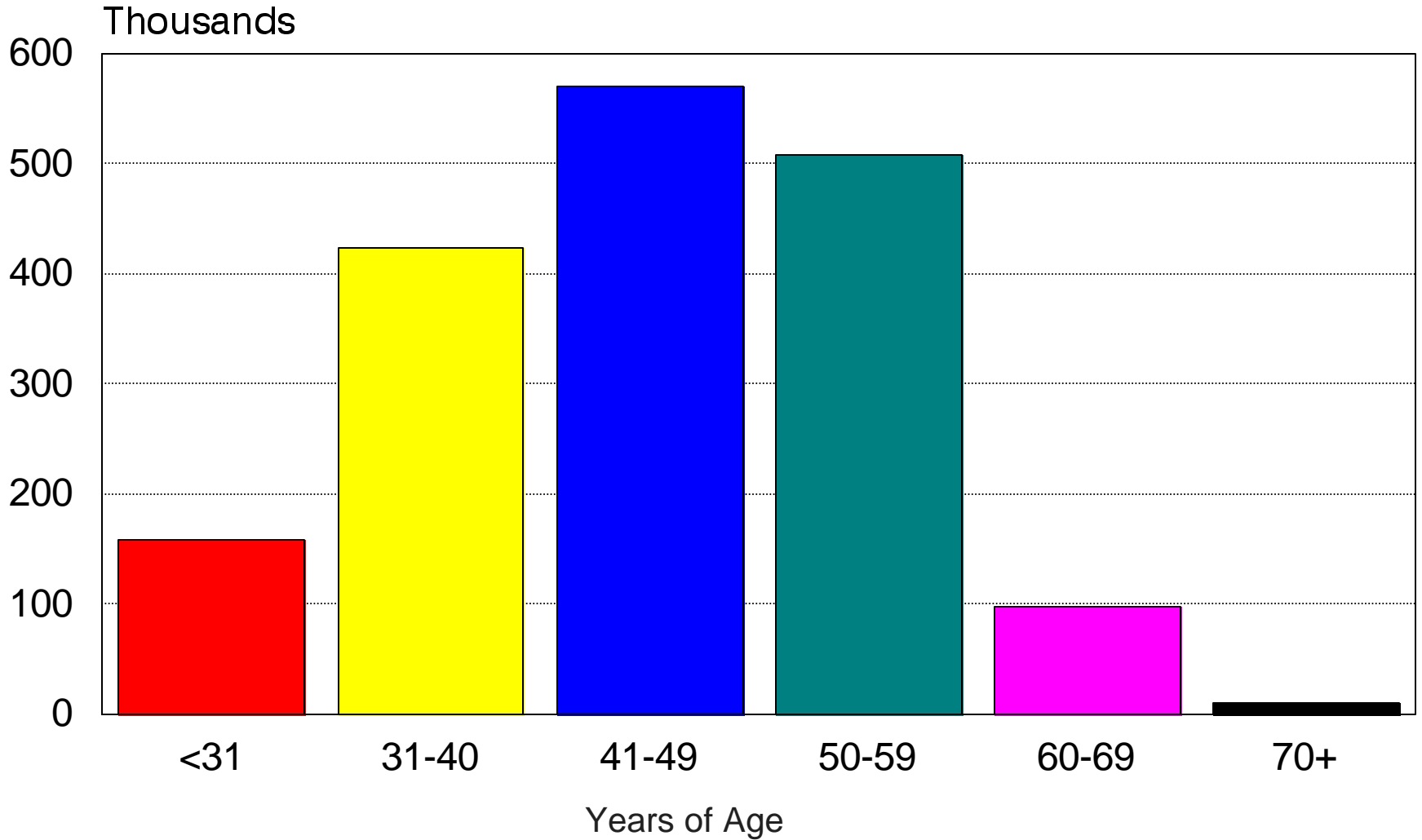
*As of September 30, 1999*

	AVERAGE		<31 %		31-40 %		41-49 %		50-59 %		60-69 %		70+ %	
	AGE	TOTAL		%		%		%		%		%		%
EXECUTIVE BRANCH	45.3	1,766,298	158,806	9.0	423,121	24.0	570,137	32.3	507,558	28.7	96,992	5.5	9,684	0.5
EXECUTIVE DEPARTMENTS	45.2	1,582,721	142,425	9.0	381,939	24.1	512,400	32.4	452,853	28.6	85,253	5.4	7,851	0.5
Department of Agriculture	44.0	106,910	15,397	14.4	23,094	21.6	34,703	32.5	27,393	25.6	5,614	5.3	709	0.7
Department of Commerce	44.1	43,697	6,601	15.1	11,007	25.2	11,479	26.3	11,099	25.4	2,933	6.7	578	1.3
Department of Defense	46.1	682,641	44,481	6.5	152,919	22.4	228,314	33.4	215,947	31.6	38,517	5.6	2,463	0.4
Department of the Army	46.5	223,747	13,708	6.1	47,255	21.1	75,383	33.7	73,331	32.8	13,096	5.9	974	0.4
Department of the Navy	46.2	186,499	10,878	5.8	42,337	22.7	64,124	34.4	58,099	31.2	10,408	5.6	653	0.4
Department of the Air Force	45.5	160,047	12,592	7.9	38,451	24.0	50,442	31.5	49,300	30.8	8,803	5.5	459	0.3
Department of Education	45.4	4,907	616	12.6	1,027	20.9	1,292	26.3	1,603	32.7	339	6.9	30	0.6
Department of Energy	47.1	15,847	745	4.7	3,172	20.0	5,420	34.2	5,587	35.3	873	5.5	50	0.3
Department of Health and Human Services	45.5	60,254	6,322	10.5	13,767	22.8	17,772	29.5	17,484	29.0	4,318	7.2	591	1.0
Department of Housing and Urban Development	47.4	10,250	536	5.2	1,968	19.2	3,290	32.1	3,666	35.8	728	7.1	62	0.6
Department of the Interior	44.2	72,790	9,557	13.1	16,066	22.1	23,991	33.0	19,529	26.8	3,331	4.6	316	0.4
Department of Justice	40.0	124,910	22,569	18.1	48,558	38.9	33,338	26.7	17,867	14.3	2,311	1.9	267	0.2
Department of Labor	46.3	15,883	1,567	9.9	3,082	19.4	4,776	30.1	5,266	33.2	1,087	6.8	105	0.7
Department of State	45.1	17,050	1,663	9.8	4,466	26.2	5,156	30.2	4,435	26.0	1,066	6.3	264	1.5
Department of Transportation	45.1	64,107	3,828	6.0	18,962	29.6	20,408	31.8	17,467	27.2	3,215	5.0	227	0.4
Department of the Treasury	44.7	144,479	12,411	8.6	38,994	27.0	46,568	32.2	38,878	26.9	6,785	4.7	843	0.6
Department of Veterans Affairs	46.3	218,996	16,132	7.4	44,857	20.5	75,893	34.7	66,632	30.4	14,136	6.5	1,346	0.6
ALL OTHER Executive Branch Agencies	45.9	183,577	16,381	8.9	41,182	22.4	57,737	31.5	54,705	29.8	11,739	6.4	1,833	1.0

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

# EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

As of September 30, 1999



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

---

# Civilian Payroll for Executive Branch Agencies

1984 - 1999

September (Sept)	Sept-84	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-99
<b>Monthly Payroll (\$ millions)</b>									
<b>Total Executive Branch</b>	5,043.7	4,953.7	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,304.5
<b>Executive Departments</b>	4,167.1	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,392.5
Defense	2,176.4	2,454.2	2,637.1	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,640.4
All other Executive Departments	1,990.7	1,588.3	1,797.4	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,752.1
<b>Independent Agencies</b>	876.6	911.2	1,015.3	547.8	645.5	687.5	845.6	875.2	912.0
<b>Fiscal Year (FY)</b>									
	<b>FY84</b>	<b>FY86</b>	<b>FY88</b>	<b>FY90</b>	<b>FY92</b>	<b>FY94</b>	<b>FY96</b>	<b>FY98</b>	<b>FY99</b>
<b>Annual Payroll</b>									
<b>(in \$billions)</b>	54.8	60.2	63.7	71.1	77.5	83.1	83.0	84.9	86.9
<i>Percent Change*</i>		9.9	5.8	11.6	9.0	7.2	-0.1	2.3 (c)	2.4

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

\*Represents percent change from the previous reported year.

(c) corrected

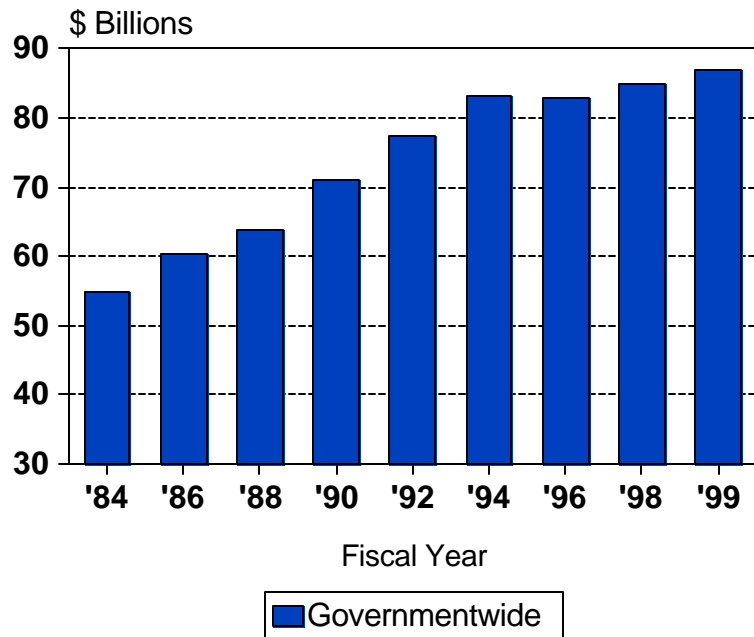
Source: *Monthly Report of Federal Civilian Employment (SF 113-A)*; Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

# Civilian Payroll

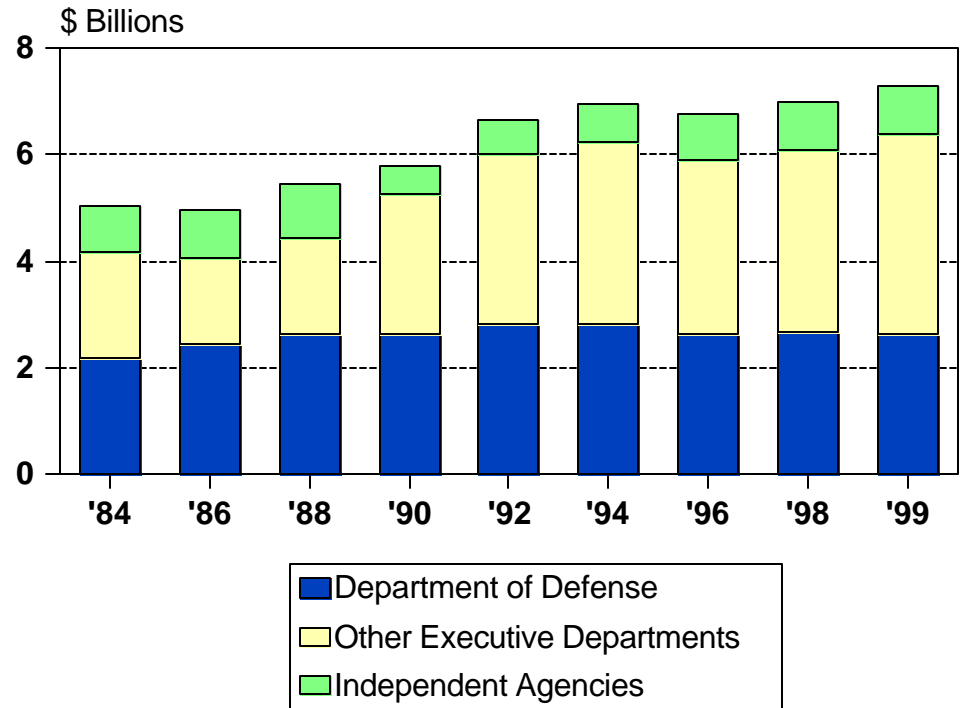
## Executive Branch Agencies (non-Postal)

1984 - 1999

*Annual*



*Monthly*



# Trend of Civilian Compensation and Benefits

1984 - 1999 (\$ millions)

	1984	1986	1988	1990	1992	1994	1996	1998	1999
<b>Executive Branch</b>									
Direct Compensation*	54,609	58,475	63,085	69,950	82,664	84,383	85,153	86,659	90,138
Personnel Benefits*	11,392	12,894	15,777	19,610	24,663	26,743	27,144	28,723	30,349
<b>U.S. Postal Service</b>									
Direct Compensation	18,771	20,901	23,571	26,198	28,311	30,781	32,566	34,704	35,886
Personnel Benefits	2,740	3,805	5,957	6,913	8,751	7,765	8,969	9,648	10,177
<b>Legislative Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	770	786	1,206	1,273	1,326
Personnel Benefits	N/A	N/A	N/A	N/A	146	154	259	275	301
<b>Judicial Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	1,096	1,264	1,430	1,625	1,800
Personnel Benefits	N/A	N/A	N/A	N/A	228	312	348	406	452
<b>Legislative and Judicial Branches</b>									
Direct Compensation	1,019	1,132	1,299	1,445	1,866	2,050	2,636	2,898	3,126
Personnel Benefits	122	139	199	266	374	466	607	681	753
<b>Total Direct Compensation</b>	<b>74,399</b>	<b>80,508</b>	<b>87,955</b>	<b>97,593</b>	<b>112,841</b>	<b>117,214</b>	<b>120,355</b>	<b>124,261</b>	<b>129,150</b>
<b>Total Personnel Benefits</b>	<b>14,254</b>	<b>16,838</b>	<b>21,933</b>	<b>26,789</b>	<b>33,788</b>	<b>34,974</b>	<b>36,720</b>	<b>39,052</b>	<b>41,279</b>
Total Civilian Costs	88,653	97,346	109,888	124,382	146,629	152,188	157,075	163,313	170,429
Retired Civilian Pay*	21,639	23,729	26,251	31,288	35,766	41,014	44,492	48,038	49,408

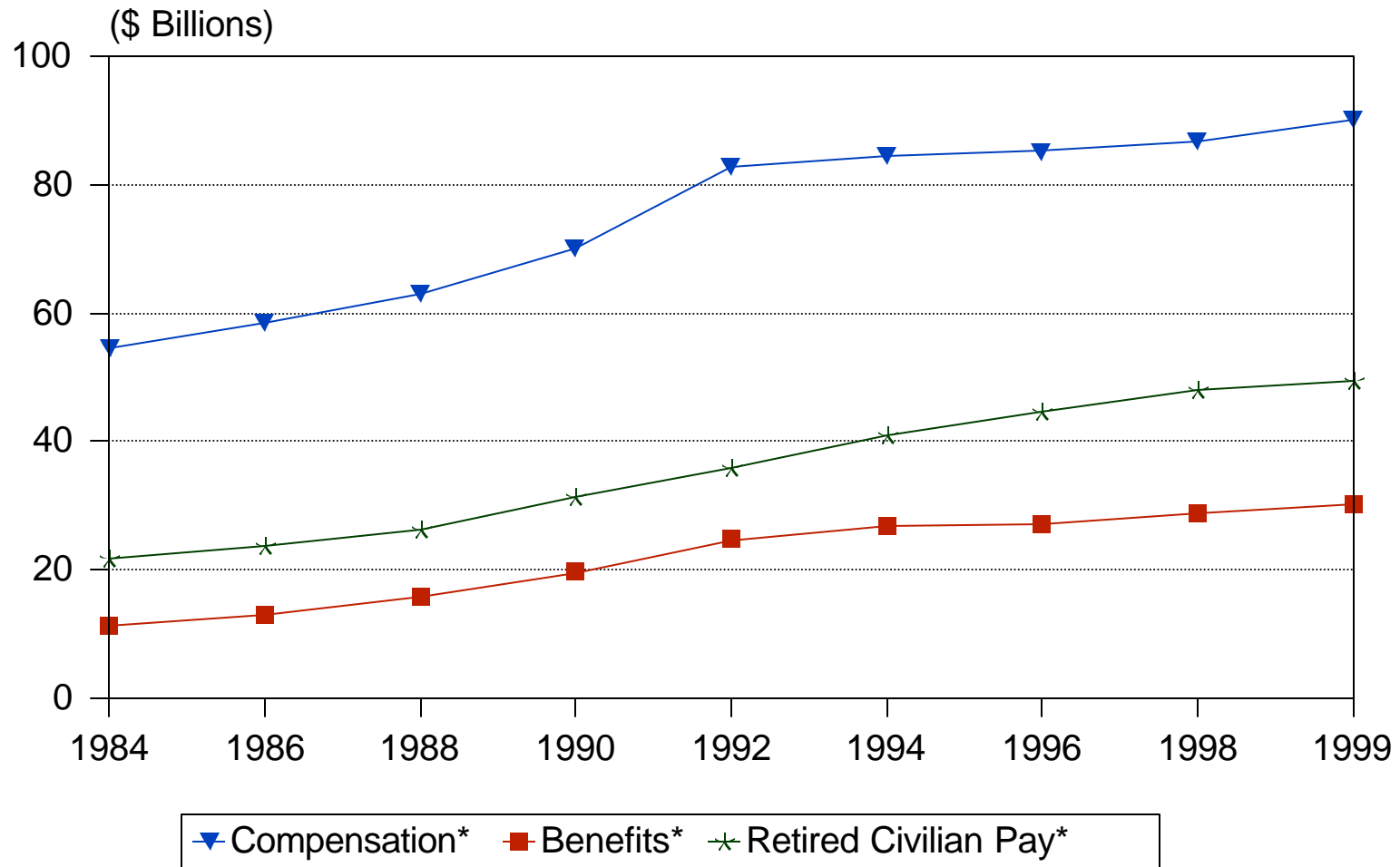
N/A = Not Available

\* 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 OWI@OPM.GOV

# Trend of Civilian Compensation and Benefits

1984 - 1999



\*See reference (\*) on the table on page 64.



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

**1984 - 1998**

	<b>1984</b>	<b>1986</b>	<b>1988</b>	<b>1990</b>	<b>1992</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>
<b>Total Work Years</b>	<b>2,195,679</b>	<b>2,210,622</b>	<b>2,210,654</b>	<b>2,288,040</b>	<b>2,158,717</b>	<b>2,078,065</b>	<b>1,923,893</b>	<b>1,822,370</b>
<b>Basic Work Years</b>	<b>2,128,931</b>	<b>2,145,517</b>	<b>2,149,131</b>	<b>2,224,292</b>	<b>2,095,797</b>	<b>2,015,842</b>	<b>1,860,081</b>	<b>1,767,828</b>
Full-time Permanent	1,923,894	1,955,309	1,941,362	1,973,959	1,904,073	1,857,013	1,721,960	1,631,802
Full-time Temporary	127,030	119,758	140,408	130,537	123,214	93,224	89,247	88,373
Part-time and Intermittent	78,007	70,450	67,361	119,796	68,510	65,605	48,874	47,653
<b>Overtime and Holiday</b>	<b>66,748</b>	<b>65,105</b>	<b>61,523</b>	<b>63,748</b>	<b>62,920</b>	<b>62,223</b>	<b>63,812</b>	<b>54,542</b>

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

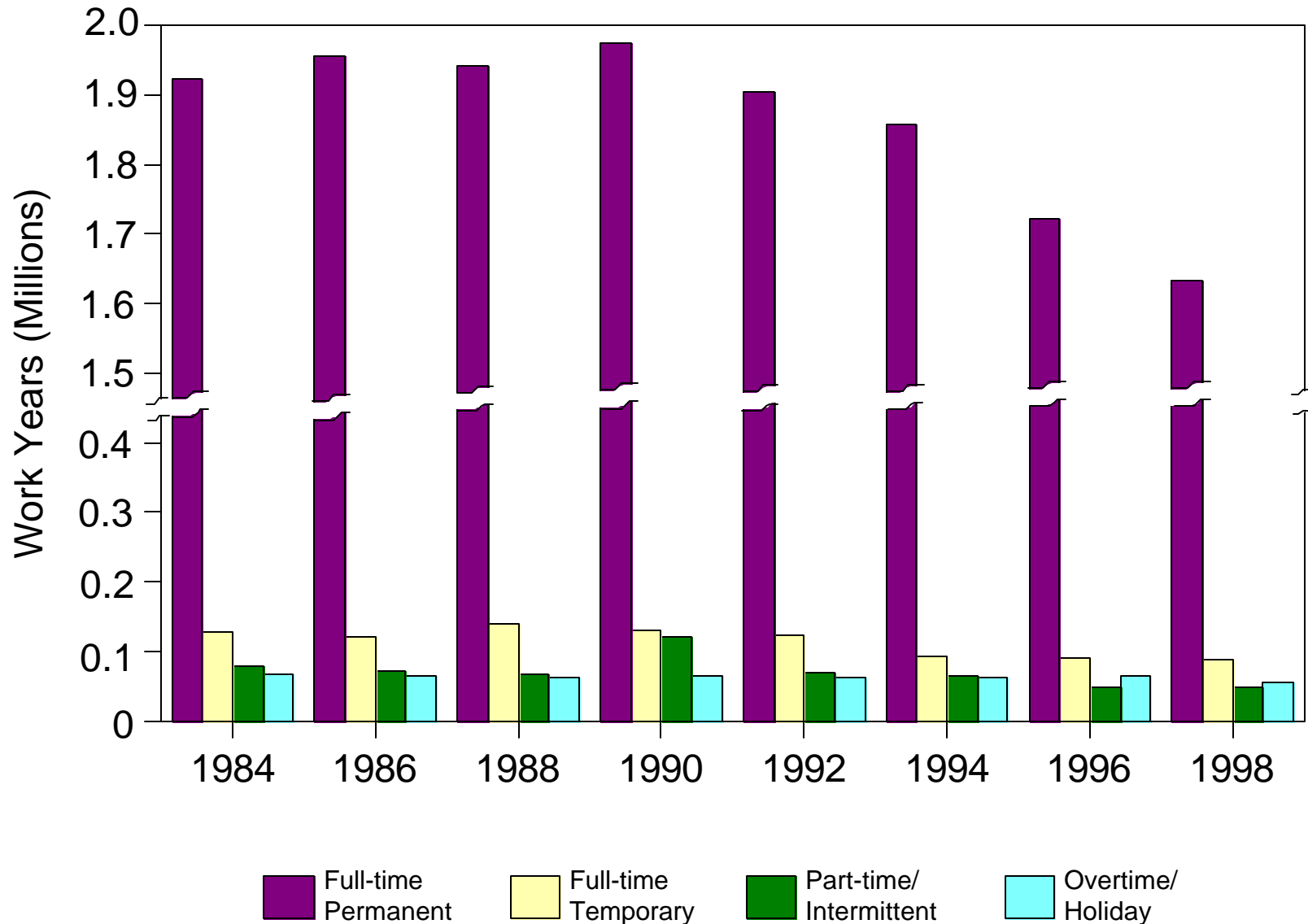
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.



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

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

1984 - 1998



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## **Part 3:**

# **Performance Management and Senior Executive Service**

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# Performance Recognition For Employees

## Fiscal Years 1989 - 1998

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
<b>Performance Awards (1)</b>										
Number of Awards	565,138	633,128	695,559	759,642	811,879	780,994	830,572	683,759	647,117	589,965
Total \$ Awarded (millions)	\$414.8	\$483.6	\$487.5	\$549.7	\$586.3	\$561.8	\$586.7	\$512.2	\$491.0	\$461.4
Average Award	\$734	\$764	\$701	\$724	\$722	\$719	\$706	\$749	\$758	\$782
Spending as % of Total Salaries	0.69%	0.76%	0.73%	0.76%	0.77%	0.73%	0.76%	0.66%	0.63%	0.59%

<b>Other Cash Awards (2)</b>										
Number of Awards	228,650	320,615	335,644	571,607	413,936	487,733	644,083	554,487	687,411	658,530
Total \$ Awarded (millions)	\$109.8	\$132.7	\$157.3	\$175.3	\$164.7	\$153.8	\$194.0	\$203.9	\$273.6	\$282.3
Average Award	\$480	\$414	\$469	\$307	\$323	\$315	\$301	\$368	\$398	\$429
Spending as % of Total Salaries	0.18%	0.21%	0.23%	0.27%	0.22%	0.20%	0.25%	0.26%	0.35%	0.36%

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

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

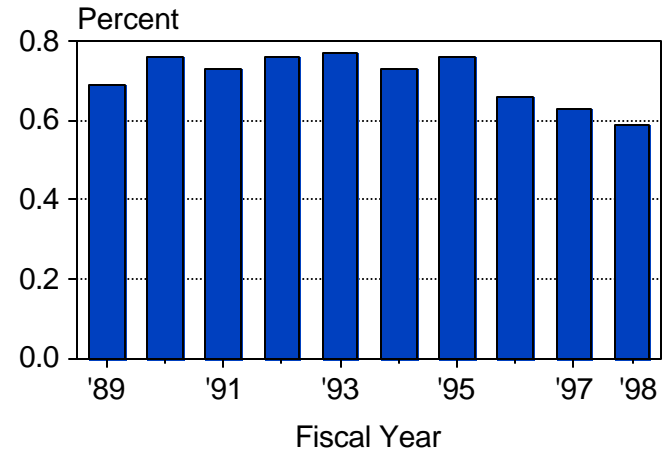
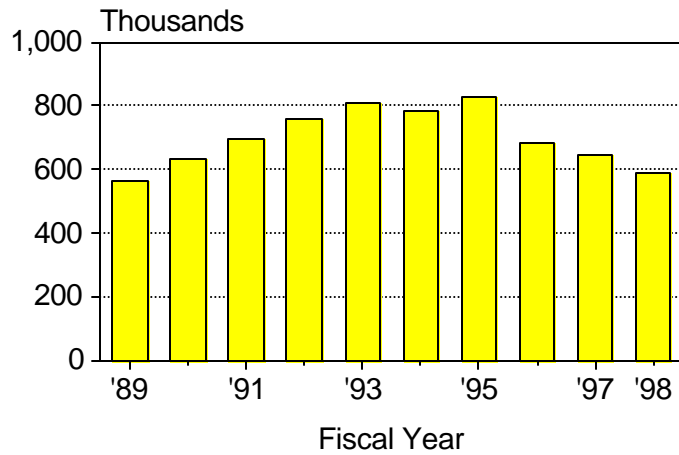
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports.

(202) 606-2720 Performance-management@OPM.GOV

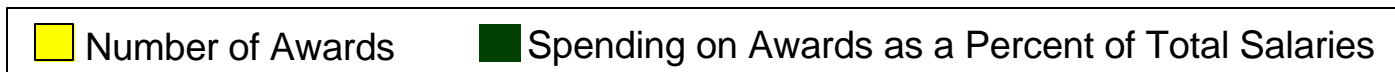
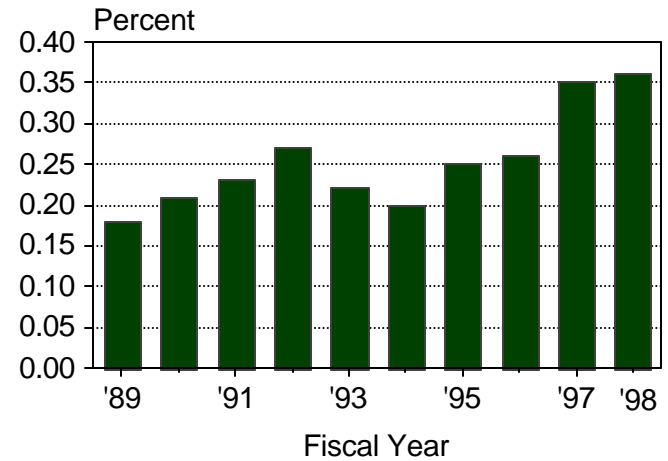
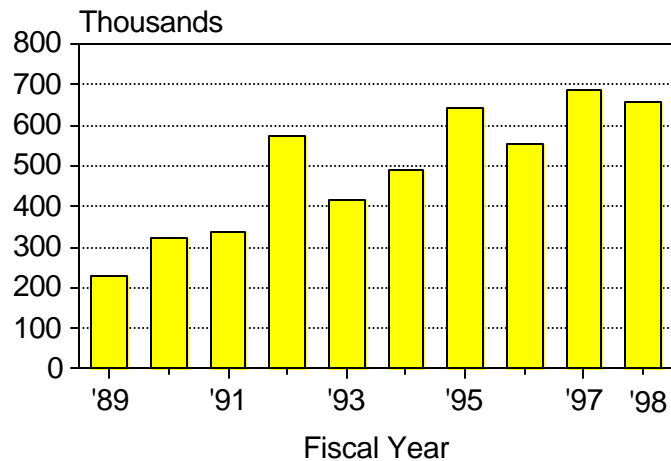
# Performance Recognition For Employees

**Fiscal Years 1989 - 1998**

## Performance Awards



## Other Awards



# Performance Recognition For Non-Senior Executive Service Employees

**Fiscal Years 1989 - 1998**

## Quality Step Increases (QSI's)

	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>
Number Granted	44,322	48,565	56,158	57,786	62,158	60,919	68,849	62,168	57,323	60,995
Estimated Cost (millions)	\$18.7	\$21.2	\$24.1	\$28.1	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8	\$47.2
Average Value	\$422	\$438	\$430	\$486	\$530	\$595	\$666	\$676	\$730	\$774

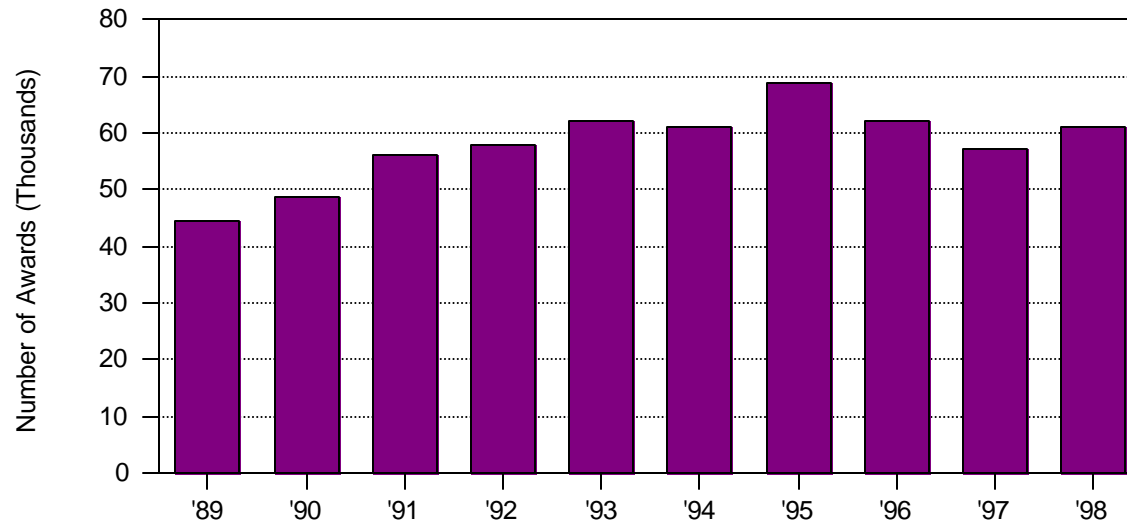
## Time-off Awards

	<b>Total Awarded</b>	<b>Average Award (Hours)</b>
Fiscal Year 1994	158,438	10.8
Fiscal Year 1995	264,904	10.6
Fiscal Year 1996	301,770	10.8
Fiscal Year 1997	253,452	12.7
Fiscal Year 1998	215,475	20.1

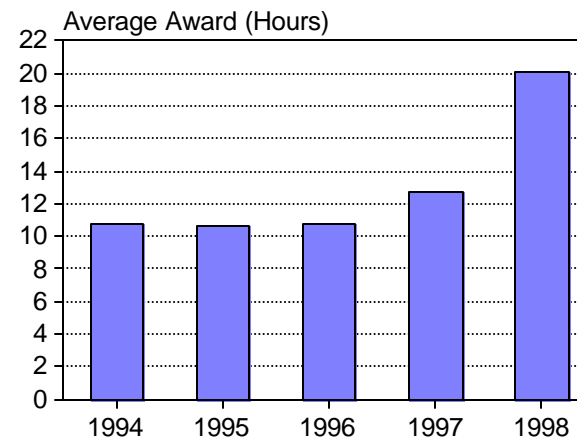
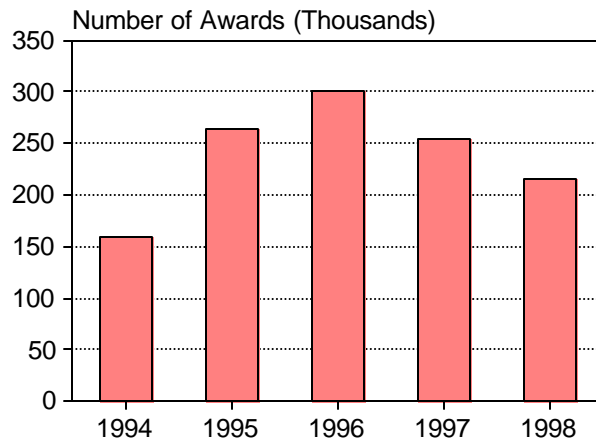
*Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 Performance-management@OPM.GOV*

# Performance Recognition For Non-Senior Executive Service Employees

**Quality Step Increases (QSI's)**  
Fiscal Years 1989 - 1998



**Time Off Awards**  
Fiscal Years 1994 - 1998



# Senior Executive Service Member Profile

**1990 - 1999**

	<b>1990</b>	<b>1992</b>	<b>1994</b>	<b>1996</b>	<b>1999</b>
<b>Average Age</b>	50.7	51.8	51.8	51.9	52.4
<b>Average Length of Service (Years)</b>	22.1	23.2	22.8	22.8	23.2
<b>Retirement Eligible (Career Appointees)</b>					
Regular	20.0%	22.0%	31.0%	24.3%	26.7%
Early-Out	34.0%	29.0%	36.0%	37.3%	40.7%
<b>Education</b>					
Not College Graduate	5.0%	5.0%	5.0%	4.3%	5.0%
College Graduate	29.0%	29.0%	26.0%	26.0%	26.3%
Advanced Degree	66.0%	66.0%	69.0%	69.7%	68.8%
<b>Gender</b>					
Men	88.8%	87.5%	83.5%	79.6%	76.6%
Women	11.2%	12.5%	16.5%	20.4%	23.4%
<b>Minority</b>	7.6%	8.0%	10.6%	11.7%	14.3%
<b>Occupation</b>					
Scientist or Engineer	30.0%	29.0%	27.0%	24.4%	22.3%
Other Professional	20.0%	24.0%	24.0%	25.5%	20.3%
Administrative / Technical	50.0%	48.0%	49.0%	50.2%	57.4%
<b>Geographic Location</b>					
Washington, D.C. area	72.0%	72.0%	73.0%	73.5%	73.0%

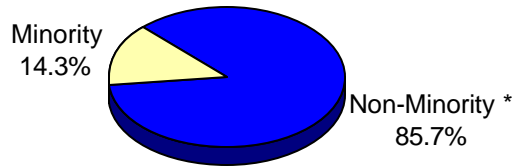
Note: All data as of September 30th; Percentages may not add to 100 due to rounding.

Source: Office of Executive Resources Management SESdata@OPM.GOV

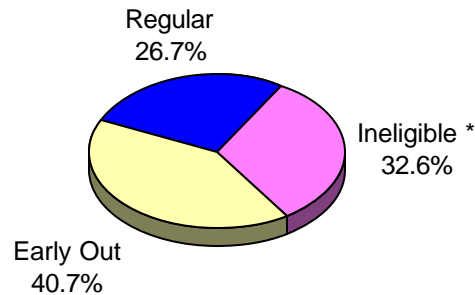


# Senior Executive Service Member Profile

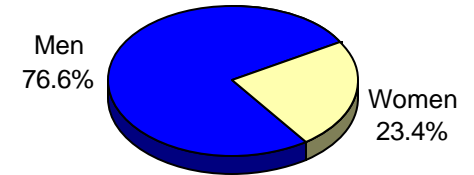
(As of September 1999)



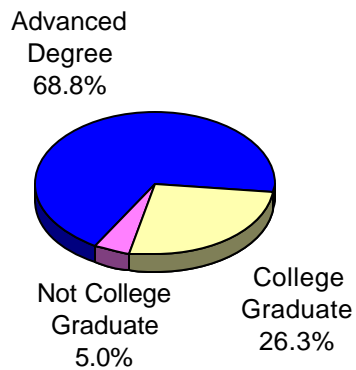
**Minority Status**



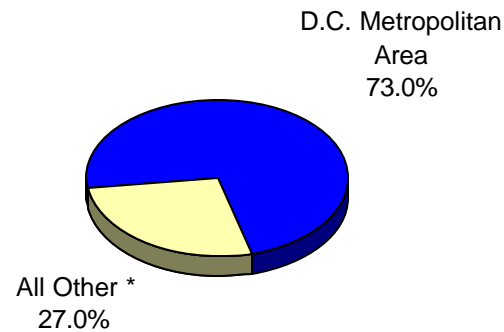
**Retirement Eligibility**



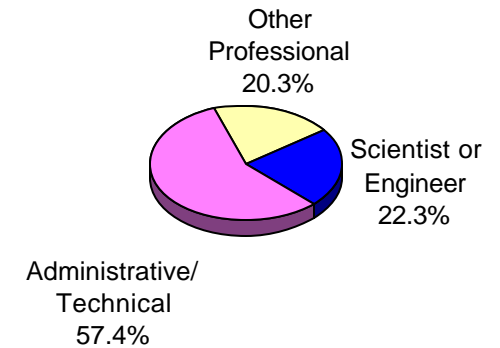
**Sex**



**Education**



**Geographic Location**



**Occupation**

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

# Senior Executive Service (SES)

## Positions and Appointments

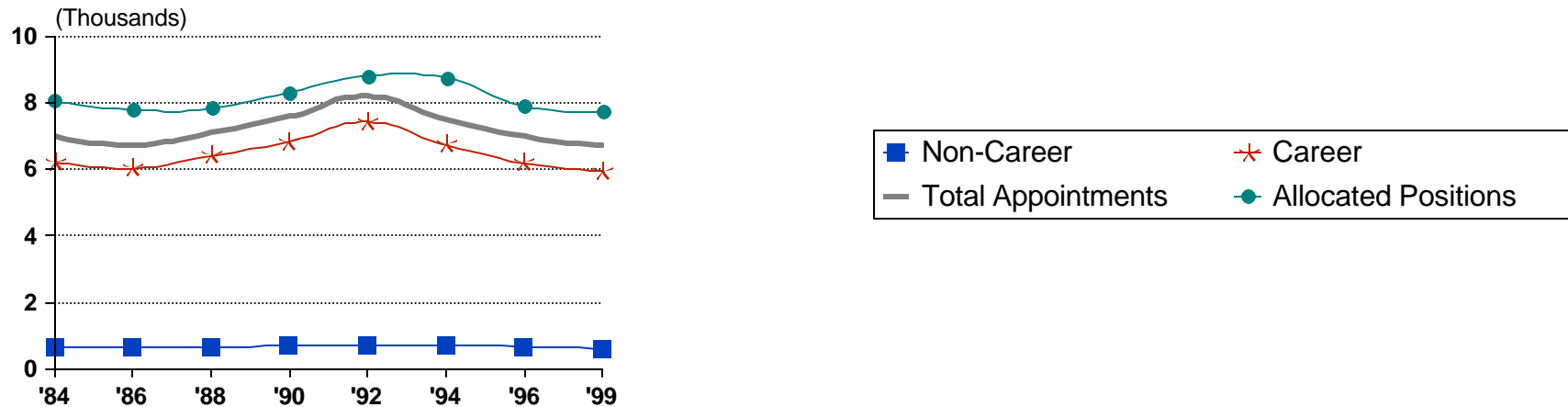
1984 - 1999

	Allocated Positions	SES Appointments			
		Total	Career	Noncareer	Limited
<b>1984</b>	8,063	6,988	6,243	665	80
<b>1985</b>	8,044	6,818	6,101	651	66
<b>1986</b>	7,790	6,742	6,030	658	54
<b>1987</b>	7,781	6,948	6,223	682	43
<b>1988</b>	7,838	7,108	6,400	659	49
<b>1989</b>	8,167	7,305	6,703	523	79
<b>1990</b>	8,314	7,590	6,829	699	62
<b>1991</b>	8,610	8,012	7,220	722	70
<b>1992</b>	8,804	8,200	7,426	704	70
<b>1993</b>	8,805	7,816	7,387	360	69
<b>1994</b>	8,751	7,509	6,740	704	65
<b>1995</b>	8,302	7,294	6,473	733	88
<b>1996</b>	7,896	6,985	6,191	684	110
<b>1997</b>	7,698	6,885	6,105	659	121
<b>1998</b>	7,736	6,804	6,010	649	145
<b>1999</b>	7,753	6,718	5,953	301	164

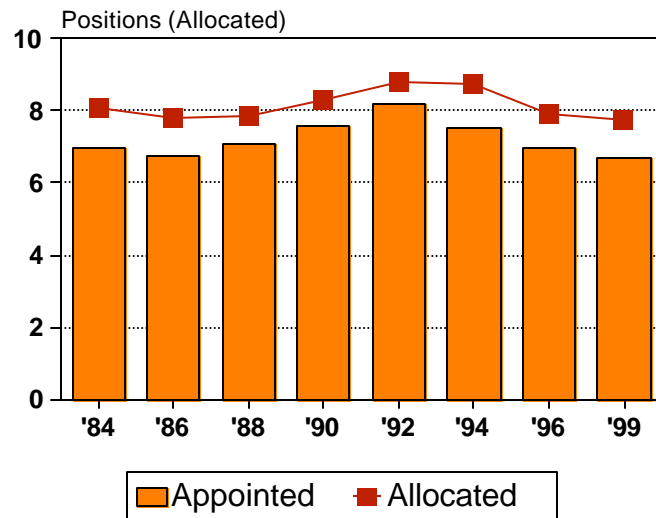
Notes: "Allocated" = Maximum number of SES positions authorized.  
 "Appointments" = Number of SES positions actually filled.  
 All data as of September 30th.

Source: Office of Executive Resources Management SESdata@OPM.GOV

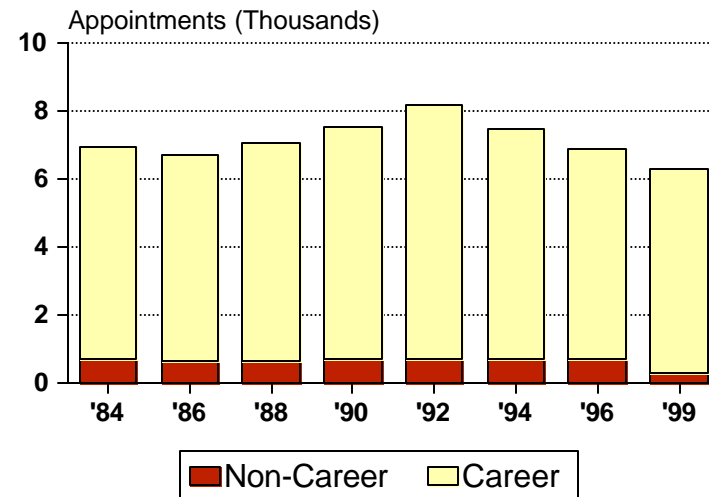
# Senior Executive Service Positions and Appointments 1984 - 1999



**Allocated vs Appointed**



**Career vs Non-Career**



# Senior Executive Service Awards

**Fiscal Years 1989 - 1999**

	Presidential Rank Awards										
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999*
<b>Number of Awards</b>	349	382	401	414	275	265	208	233	273	294	311
<b>Distinguished (\$20,000)</b>	63	66	67	68	62	57	62	63	60	52	58
<b>Meritorious (\$10,000)</b>	286	316	334	346	213	208	146	170	213	242	253
<b>Total Awarded (\$ millions)</b>	4.12	4.48	4.68	4.80	3.37	3.22	2.70	2.96	3.33	3.46	8.30

	Performance Awards										
	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999**
<b>Number of Awards</b>	2,535	2,495	2,475	2,939	2,971	2,683	2,352	1,763	2,256	2,043	1,975
<b>Percent of Career Members Receiving Awards</b>	40	37	35	40	40	38	36	28	36	34	33
<b>Total Awarded (\$ millions)</b>	13.89	13.76	14.34	20.25	21.18	18.95	16.44	12.4	16.2	15.4	19.4
<b>Average Amount of Award</b>	\$5,478	\$5,517	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$9,843

\*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 percent.

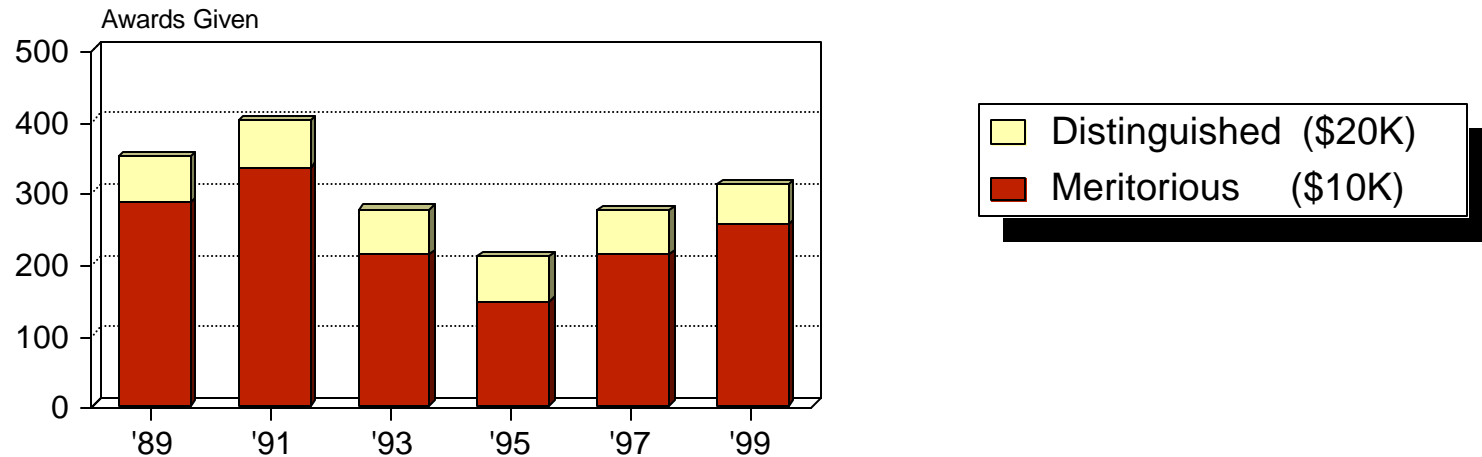
\*\*Preliminary

Source: Office of Executive Resources Management SESdata@OPM.GOV

# Senior Executive Service: Awards

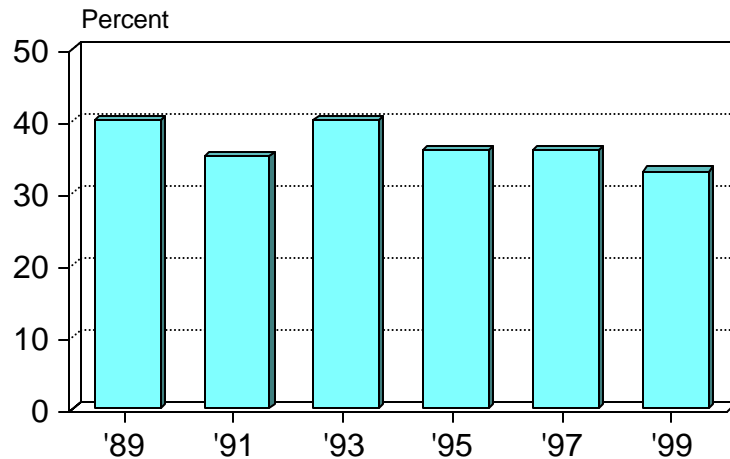
## 1989 - 1999

### Presidential Rank Awards

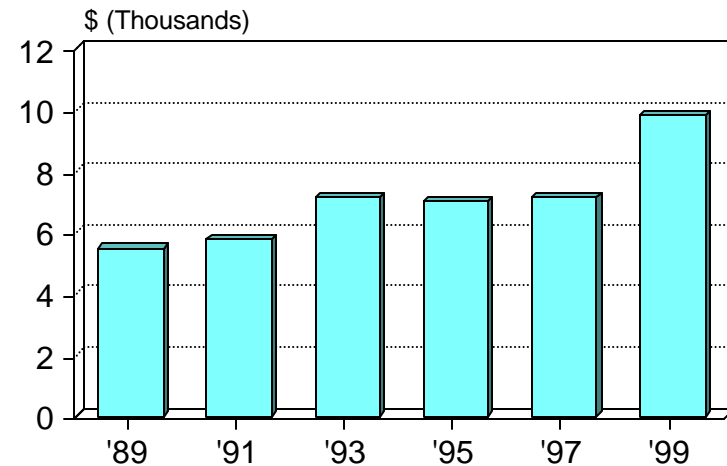


### Performance Awards

#### Percent of Career Members Receiving Awards



#### Average Amount of Award



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**Part 4:**  
**Retirement and Insurance Programs**

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# Retirement and Insurance Payments

1990 - 2000

	1990 <sup>a</sup>	1991	1992	1993	1994	1995	1996	1997	1998	1999 <sup>r</sup>	2000 <sup>b</sup>
<b>U.S. Office of Personnel Management (OPM)</b>											
<b>Payment Accounts in Millions (\$)</b>											
Government Payments for Annuity Health Benefits	3,118.3	3,189.2	3,388.9	3,739.8	3,990.7	3,813.3	3,829.5	3,934.1	4,115.0	4,610.0	4,995.0
% Change		2.3	6.3	10.4	6.7	-4.4	0.4	2.7	4.6	12.0	8.4
Government Payments for Annuity Insurance	1.9	5.7	7.3	11.2	15.5	21.9	24.9	27.8	30.0	31.0	33.0
% Change		200.0	28.1	53.4	38.4	41.3	13.7	11.6	7.9	3.3	6.5
Government Payments to Civil Service Retirement and Disability Fund	17,664.9	18,509.1	19,101.2	19,793.3	19,698.1	19,935.2	20,060.3	21,253.7	21,357.0	21,401.0	21,245.0
% Change		4.8	3.2	3.6	-0.5	1.2	0.6	5.9	0.5	0.2	-0.7

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

r. Revised Data

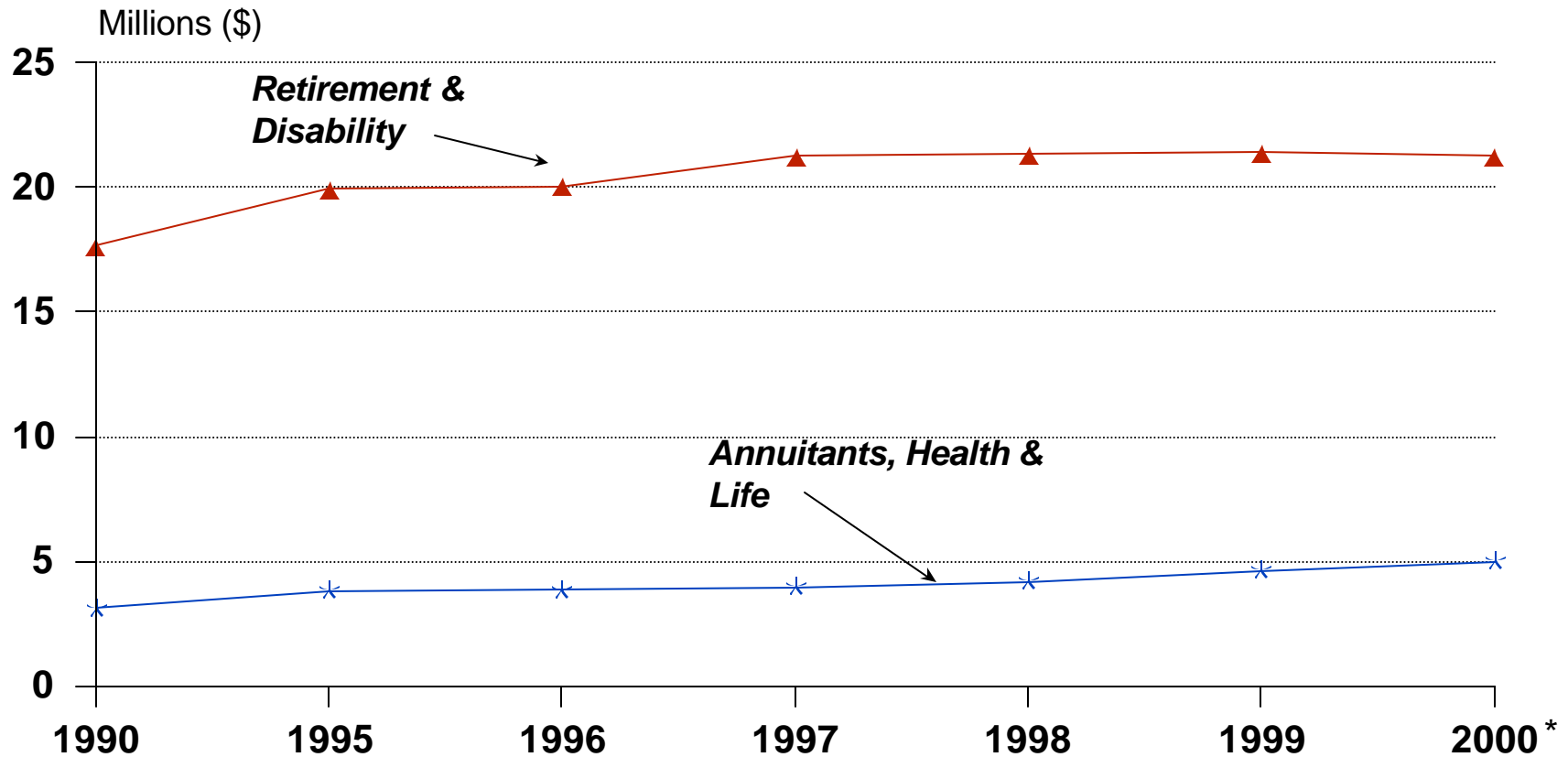
b. Budget Data for 2000 are estimated.

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

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

# Retirement and Insurance Payments, 1990 - 2000

## Treasury Payments to Civil Service Benefit Programs



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

\* Estimated



# Federal Employee Health Benefits Program

## Enrollment and Coverage

**September 30, 1999**

	<b>Employees</b>	<b>Annuitants</b>	<b>Total Enrolled</b>	<b>Dependents (Estimated)</b>	<b>Total Covered</b>
<b>Governmentwide</b>	887,249	1,017,688	1,904,937	1,813,838	3,718,775
<b>Employee Organizations</b>	465,556	526,427	997,983	1,178,495	2,170,478
<b>Comprehensive (Health Maintenance Organizations)</b>	918,443	307,002	1,225,445	1,575,978	2,801,423
Experience - Rated	98,569	47,612	146,181	184,512	330,693
Community - Rated	819,874	259,390	1,079,264	1,391,466	2,470,730
<b>Total, All Plans</b>	<b>2,271,248</b>	<b>1,851,117</b>	<b>4,122,365</b>	<b>4,568,311</b>	<b>8,690,676</b>

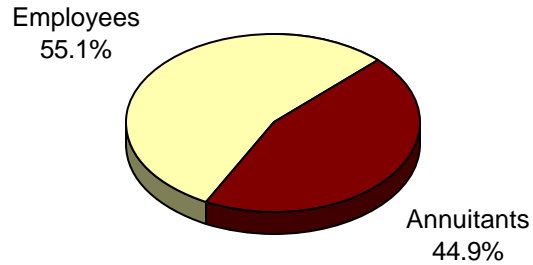
*Source: Semi-annual Headcount, as of September 1999 (the number of dependents is estimated based on data provided by health benefits carriers).  
(202) 606-0650 RISBUDGET@OPM.GOV*

# Federal Employee Health Benefits Program

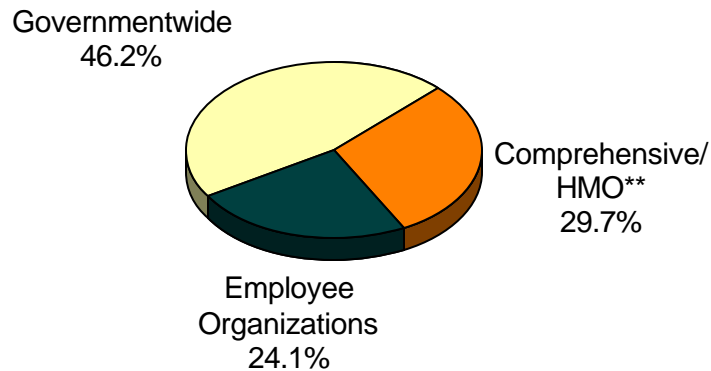
## Enrollment & Coverage

September 30, 1999

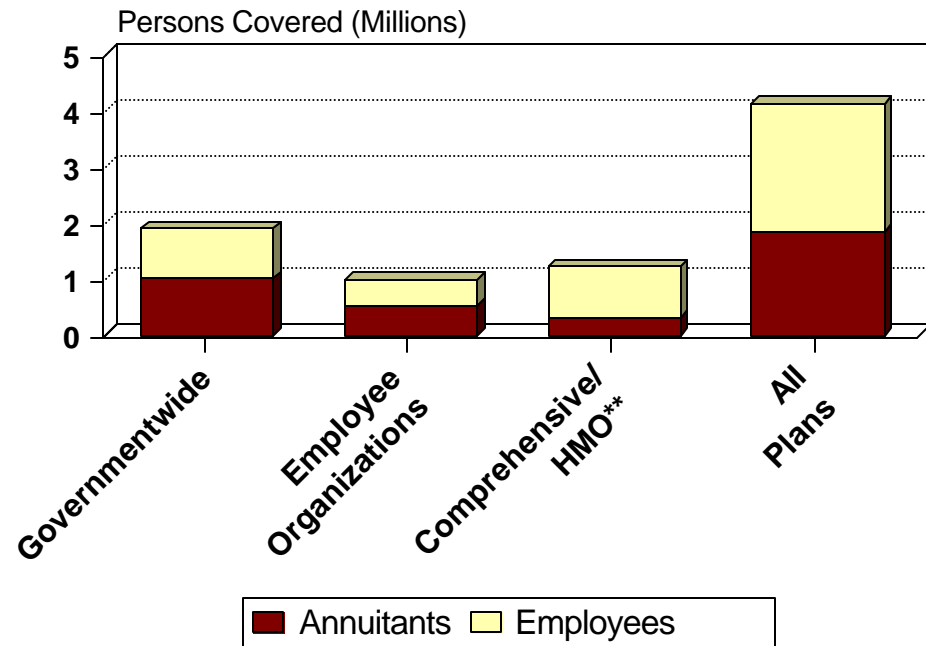
**Enrollee Category**



**Type of Plan\***



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



\*As of 1999, this number includes dependants.

\*\*HMO = Health Maintenance Organization

# Federal Employee Health Benefits

## Weighted Average Monthly Premiums

1989 - 1999

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>NON-POSTAL EMPLOYEES</b>											
Government Share	\$160.12	\$181.95	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91
Enrollee Share	\$64.58	\$69.10	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97
<b>Total Premiums</b>	<b>\$224.70</b>	<b>\$251.05</b>	<b>\$264.68</b>	<b>\$287.53</b>	<b>\$313.46</b>	<b>\$324.69</b>	<b>\$314.09</b>	<b>\$314.29</b>	<b>\$320.69</b>	<b>\$342.96</b>	<b>\$376.88</b>
<b>POSTAL EMPLOYEES</b>											
Government Share	\$219.31	\$250.37	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75
Enrollee Share	\$30.76	\$29.89	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51
<b>Total Premiums</b>	<b>\$250.07</b>	<b>\$280.26</b>	<b>\$301.66</b>	<b>\$326.23</b>	<b>\$353.79</b>	<b>\$363.72</b>	<b>\$349.98</b>	<b>\$345.63</b>	<b>\$352.09</b>	<b>\$374.88</b>	<b>\$406.26</b>
<b>ANNUITANTS</b>											
Government Share	\$151.80	\$170.57	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30
Enrollee Share	\$89.99	\$81.44	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10
<b>Total Premiums</b>	<b>\$241.79</b>	<b>\$252.01</b>	<b>\$258.65</b>	<b>\$273.48</b>	<b>\$295.42</b>	<b>\$301.17</b>	<b>\$288.14</b>	<b>\$288.51</b>	<b>\$292.25</b>	<b>\$314.33</b>	<b>\$343.40</b>
<b>TOTAL PROGRAM WEIGHTED AVERAGE</b>											
Government Share	\$167.23	\$189.27	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41
Enrollee Share	\$68.64	\$67.19	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58
<b>Total Premiums</b>	<b>\$235.87</b>	<b>\$256.46</b>	<b>\$268.48</b>	<b>\$288.26</b>	<b>\$312.16</b>	<b>\$321.03</b>	<b>\$309.06</b>	<b>\$308.27</b>	<b>\$313.36</b>	<b>\$335.52</b>	<b>\$366.99</b>
<i>% Change</i>		8.7	4.7	7.4	8.3	2.8	-3.7	-0.3	1.7	7.1	9.4

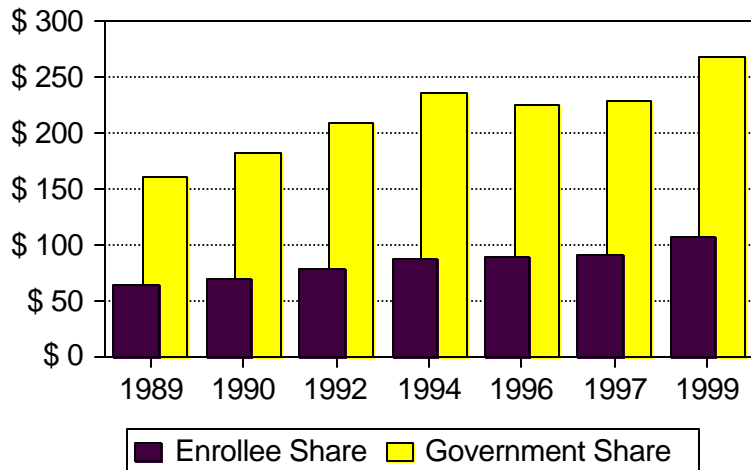
Note: Premiums are weighted based on enrollments as of March.

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

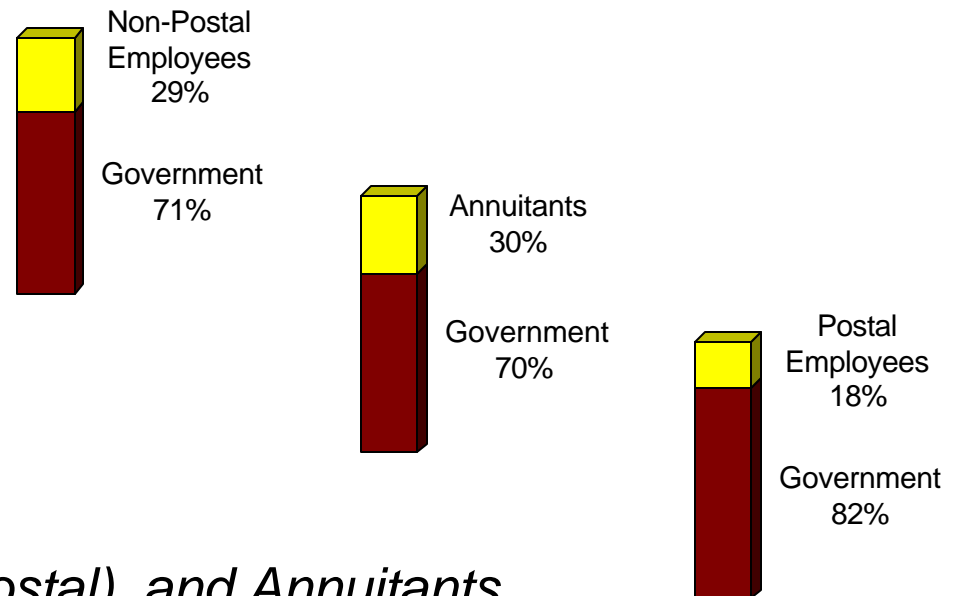
# Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:  
Postal, Non-Postal, & Annuitants  
1989 - 1999**



*Average Monthly Premiums  
1999*



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

# Federal Employee Health Benefits Program Financial Data

**Fiscal Years 1987 - 1999**

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
<b>1987</b>	7,125	7,714	(589)	582
<b>1988</b>	9,031	9,016	15	597
<b>1989</b>	10,985	10,169	816	1,413
<b>1990</b>	12,186	11,003	1,183	4,626 *
<b>1991</b>	13,384	12,414	971	5,584
<b>1992</b>	14,262	13,874	389	5,952
<b>1993</b>	15,496	14,624	872	6,875
<b>1994</b>	16,121	15,471	651	7,489
<b>1995</b>	16,210	15,886	324	7,814
<b>1996</b>	15,706	16,150	(444)	7,371
<b>1997</b>	15,910	16,578	(668)	6,703
<b>1998</b>	16,695	17,160	(465)	6,237
<b>1999</b>	18,039	18,463	(424)	5,813

\*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

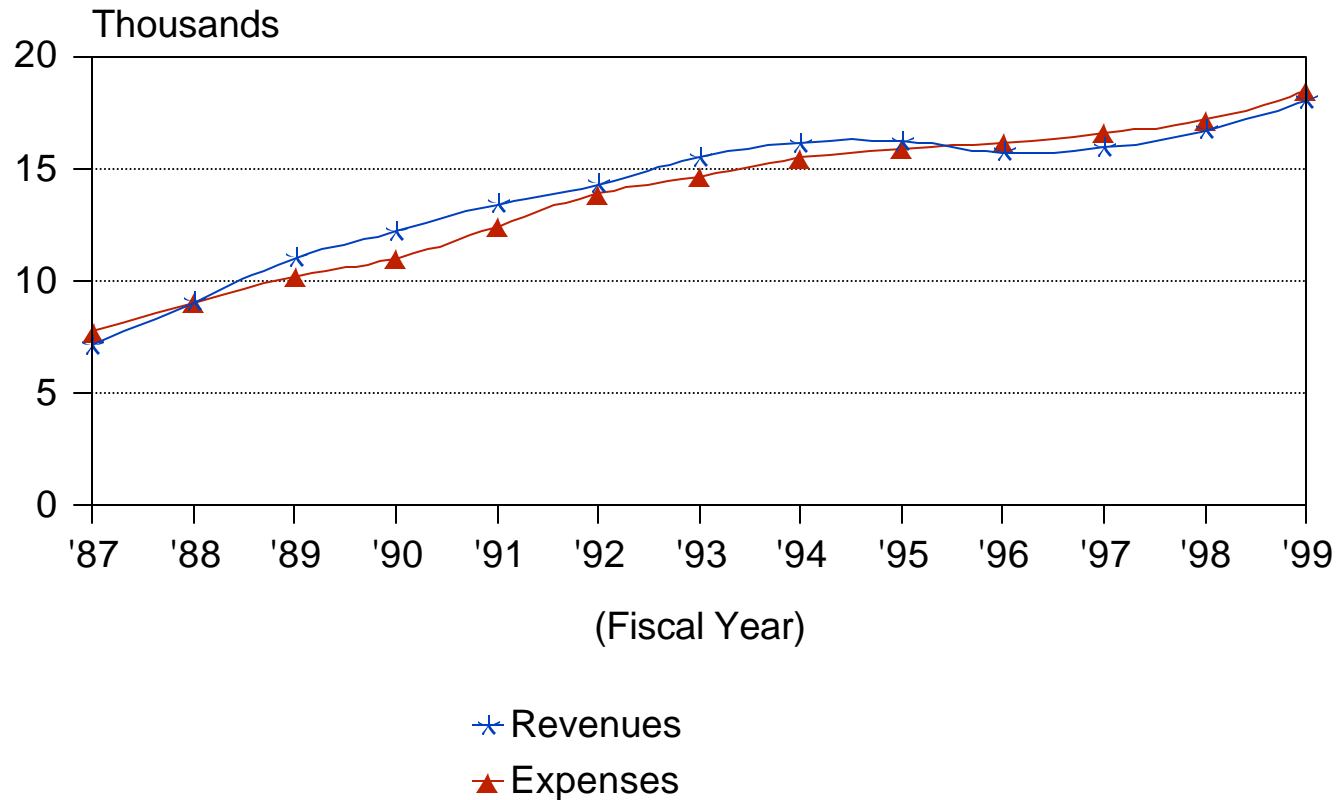
(202) 606-0650 [RISBUDGET@OPM.GOV](mailto:RISBUDGET@OPM.GOV)

# Federal Employees Health Benefits (FEHB) Program

## Financial Data

Fiscal Years 1987 - 1999

### Revenues vs Expenses



# Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 1999

	TOTAL	FERS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	ELIGIBLES	%	ELIGIBLES	%
	#	#	#	%	#	%
<b>All Agencies</b>	1,772,333	992,790	15,508	1.6	83,244	8.4
Department of Agriculture	106,929	48,618	777	1.6	3,228	6.6
Department of Commerce	43,707	25,207	272	1.1	1,424	5.6
Department of Defense (Total)	684,388	368,934	6,626	1.8	38,824	10.5
Department of the Air Force	160,334	89,213	1,315	1.5	8,949	10.0
Department of the Army	224,379	121,849	2,405	2.0	12,943	10.6
Department of the Navy	186,848	97,117	1,828	1.9	10,199	10.5
Department of Defense (Excluding Military Departments)	112,827	60,755	1,078	1.8	6,733	11.1
Department of Education	4,915	2,587	49	1.9	182	7.0
Department of Energy	15,859	7,792	169	2.2	738	9.5
Department of Health and Human Services	60,420	34,743	495	1.4	2,414	6.9
Department of Housing and Urban Development	10,252	5,170	78	1.5	582	11.3
Department of the Interior	72,830	37,243	494	1.3	2,549	6.8
Department of Justice	124,910	96,439	925	1.0	2,838	2.9
Department of Labor	15,908	8,242	107	1.3	612	7.4
Department of State	17,128	4,955	58	1.2	313	6.3
Department of Transportation	64,135	35,410	407	1.1	2,386	6.7
Department of the Treasury	144,482	87,272	1,137	1.3	7,067	8.1
Department of Veterans Affairs	219,153	137,552	1,530	1.1	12,834	9.3
Environmental Protection Agency	19,045	11,475	146	1.3	576	5.0
General Services Administration	14,215	7,649	149	1.9	826	10.8
National Aeronautics and Space Administration	18,941	10,209	112	1.1	554	5.4
Office of Personnel Management	3,691	1,655	26	1.6	249	15.0
Small Business Administration	4,543	2,607	35	1.3	295	11.3
Social Security Administration	63,957	26,954	1,433	5.3	2,256	8.4
All Other Agencies	62,925	32,077	483	1.5	2,497	7.8

Notes: Data are calculated under current law provisions.

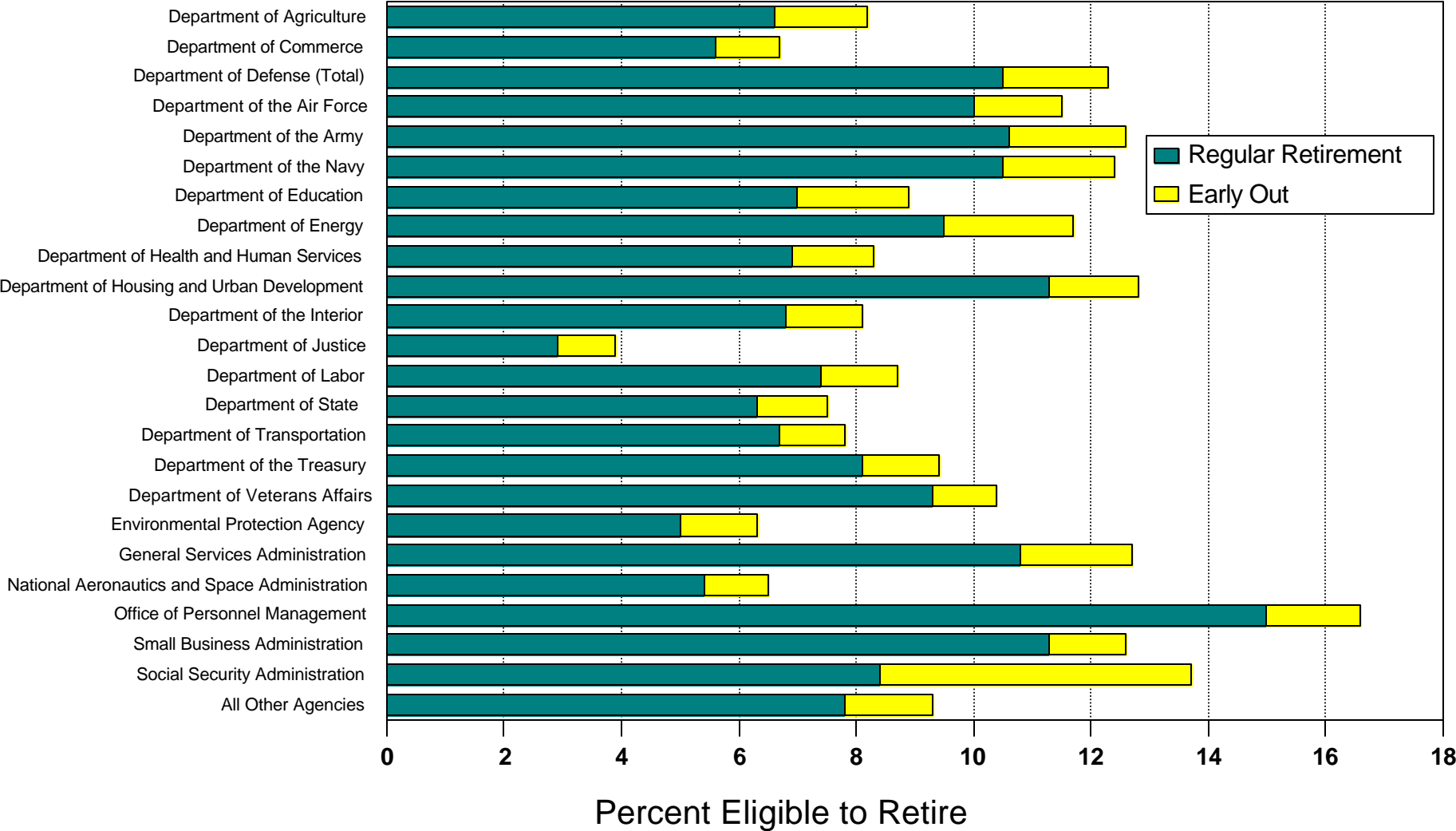
Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

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

# Retirement Eligibility Statistics

## Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 1999





# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1999

	TOTAL EMPLOYMENT	CSRS EMPLOYMENT	EARLY-OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
			#	%	#	%
<b>All Agencies</b>	1,772,333	668,308	279,596	41.8	102,610	15.4
Department of Agriculture	106,929	39,393	15,165	38.5	6,452	16.4
Department of Commerce	43,707	12,226	5,379	44.0	2,417	19.8
Department of Defense (Total)	684,388	290,209	124,649	43.0	39,774	13.7
Department of the Air Force	160,334	64,689	28,062	43.4	9,595	14.8
Department of the Army	224,379	95,264	41,242	43.3	13,699	14.4
Department of the Navy	186,848	86,895	37,011	42.6	11,337	13.0
Department of Defense (Excluding Military Departments)	112,827	43,361	18,334	42.3	5,143	11.9
Department of Education	4,915	1,984	948	47.8	332	16.7
Department of Energy	15,859	7,957	3,758	47.2	1,138	14.3
Department of Health and Human Services	60,420	19,344	8,593	44.4	4,001	20.7
Department of Housing and Urban Development	10,252	4,972	2,377	47.8	888	17.9
Department of the Interior	72,830	25,382	10,244	40.4	3,691	14.5
Department of Justice	124,910	26,254	7,950	30.3	5,308	20.2
Department of Labor	15,908	7,490	3,463	46.2	1,465	19.6
Department of State	17,128	2,602	1,114	42.8	375	14.4
Department of Transportation	64,135	28,188	8,912	31.6	7,173	25.4
Department of the Treasury	144,482	53,025	21,950	41.4	6,970	13.1
Department of Veterans Affairs	219,153	68,751	28,541	41.5	9,468	13.8
Environmental Protection Agency	19,045	6,629	2,877	43.4	1,043	15.7
General Services Administration	14,215	6,487	3,287	50.7	865	13.3
National Aeronautics and Space Administration	18,941	8,358	2,749	32.9	2,156	25.8
Office of Personnel Management	3,691	1,315	626	47.6	171	13.0
Small Business Administration	4,543	1,528	719	47.1	297	19.4
Social Security Administration	63,957	35,976	17,122	47.6	4,981	13.8
All Other Agencies	62,925	20,238	9,173	45.3	3,645	18.0

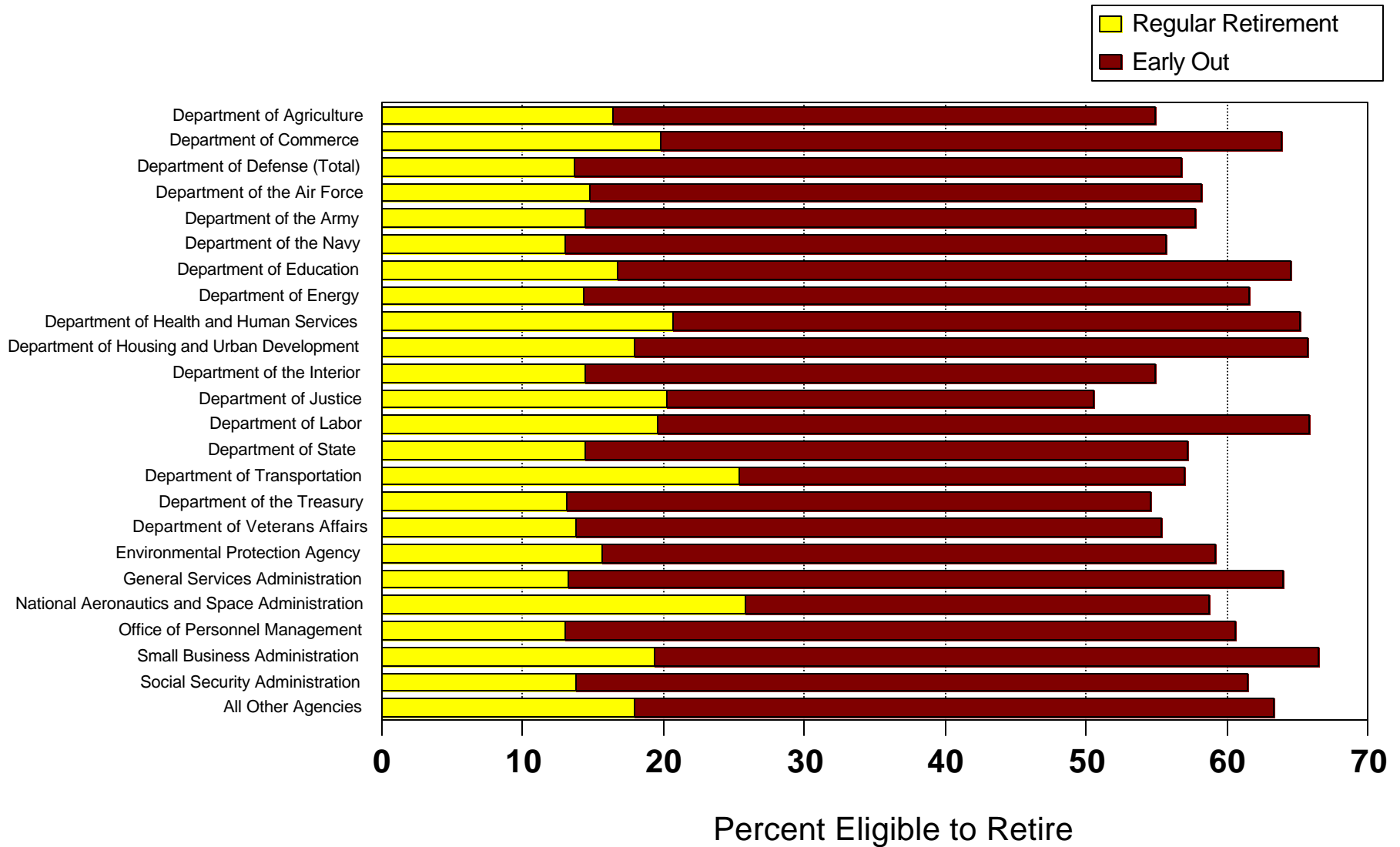
Notes: Data are calculated under current law provisions.

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

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

# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 1999



# Retirement System

## On Annuity Roll at End of Fiscal Year

### 1982 - 1999

Employees (CSRS/FERS)							
Year	Normal	Disability	Other <sup>a</sup>	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
<b>1982</b>	769,916	348,068	239,703	1,357,687	1,041	469,817	463
<b>1983</b>	804,236	343,457	240,923	1,388,616	1,076	481,526	486
<b>1984</b>	837,368	337,871	244,955	1,420,194	1,078	490,229	501
<b>1985</b>	876,692	331,675	245,839	1,454,206	1,119	501,212	528
<b>1986</b>	916,313	325,978	249,280	1,491,571	1,128	516,413	536
<b>1987</b>	934,269	318,436	251,435	1,504,140	1,146	528,087	552
<b>1988</b>	973,533	311,263	266,152 <sup>b</sup>	1,550,948	1,195	541,098	583
<b>1989</b>	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
<b>1990</b>	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
<b>1991</b>	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
<b>1992</b>	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
<b>1993</b>	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
<b>1994</b>	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
<b>1995</b>	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
<b>1996</b>	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
<b>1997</b>	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
<b>1998</b>	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
<b>1999</b>	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923

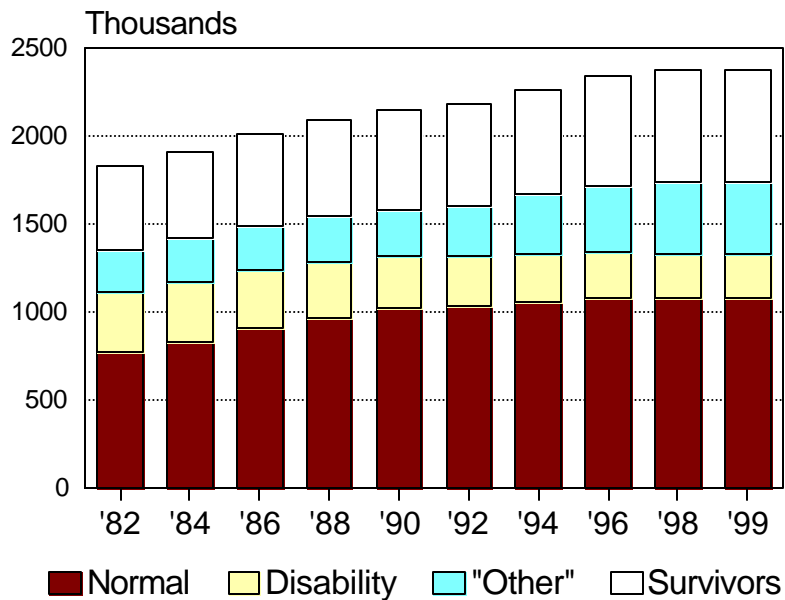
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

# Retirement System

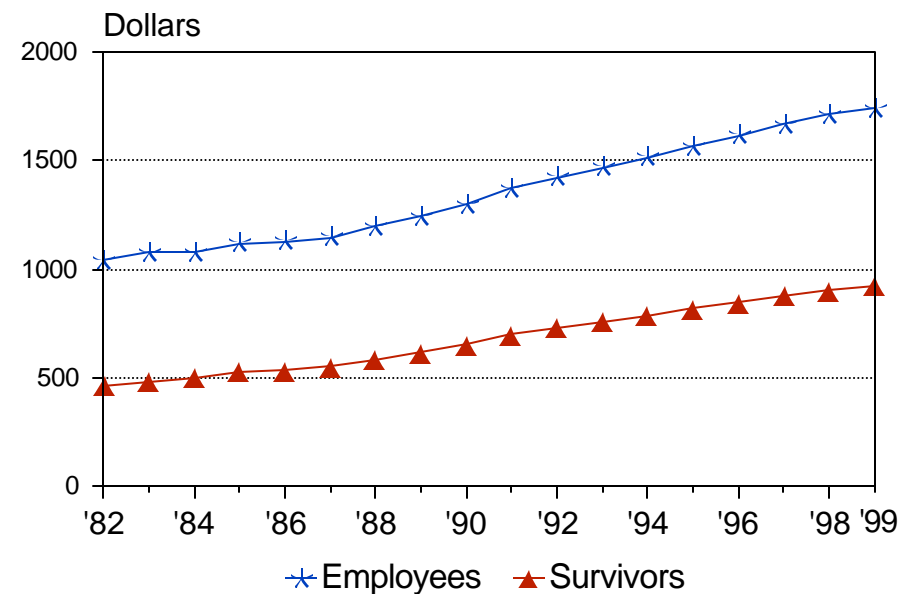
## On Annuity Roll at End of Fiscal Year

1982 - 1999

*Number on Annuity Roll*



*Average Monthly Annuity*



# Retirement System Additions to Annuity Roll

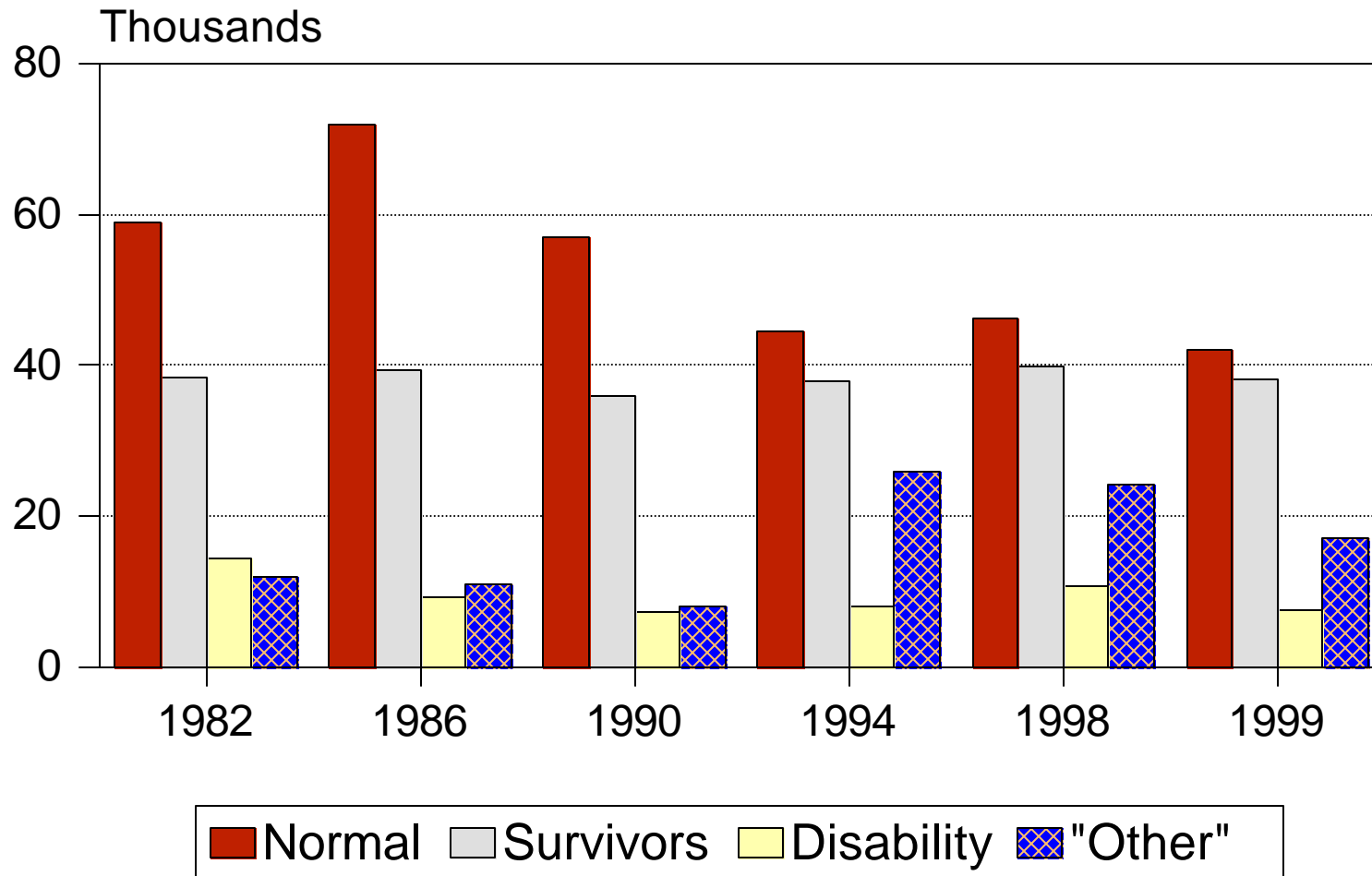
Fiscal Years 1982 - 1999

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other <sup>a</sup>		
1982	58,933	14,307	11,843	85,083	38,380
1983	61,605	9,756	9,366	80,727	37,983
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 <sup>b</sup>	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 <sup>c</sup>	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142

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

# Retirement System Additions to Annuity Roll

**Fiscal Years 1982 - 1999**



# Retirement Systems Coverage

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

Fiscal Years 1990 - 1999

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>CSRS</b>	1,754,280	1,667,628	1,608,455	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083	1,028,738
<i>% of total</i>	61.5	58.6	56.9	54.3	52.0	48.9	47.1	44.5	41.7	39.1
<b>FERS</b>	1,096,874	1,176,993	1,219,051	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698	1,604,829
<i>% of total</i>	38.5	41.4	43.1	45.7	48.0	51.1	52.9	55.5	58.3	60.9

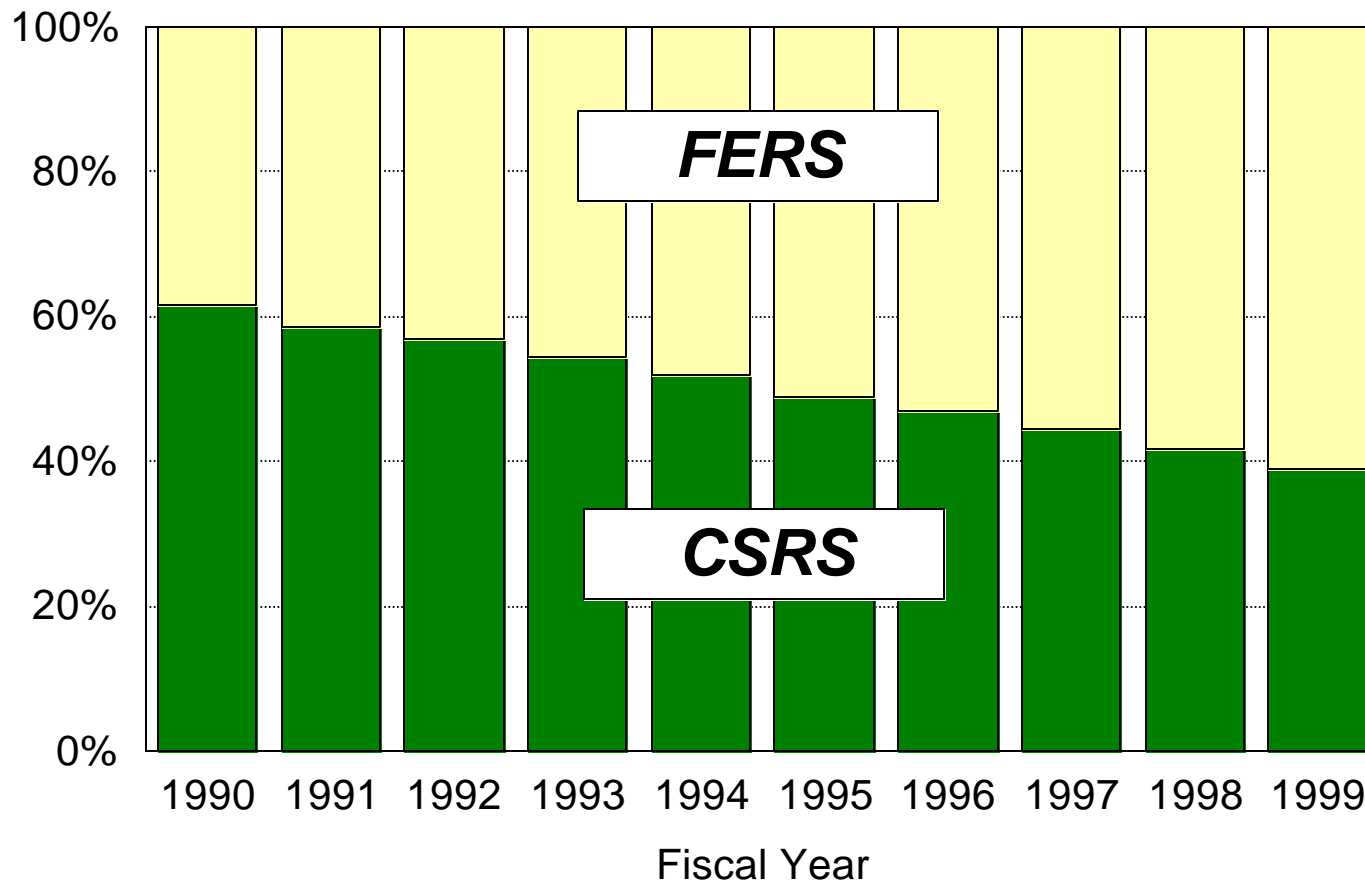
Note: Data do not include employees on leave without pay.

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

# Retirement Systems Coverage

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

Fiscal Years 1990 - 1999





# Federal Employees Group Life Insurance

## Fiscal Year 1999

	Employees		Annuitants		Total	
	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)
<b>Coverage</b>						
Basic	2,360	241.2	1,593	34.9	3,953	276.1
Standard	997	20.0	355	2.1	1,352	22.1
Additional	1,155	182.0	139	9.6	1,294	191.6
Family	962	8.7	337	1.0	1,299	9.7
<b>Total</b>	<b>2,360 *</b>	<b>451.9</b>	<b>1,543 *</b>	<b>47.6</b>	<b>3,953 *</b>	<b>499.5</b>

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

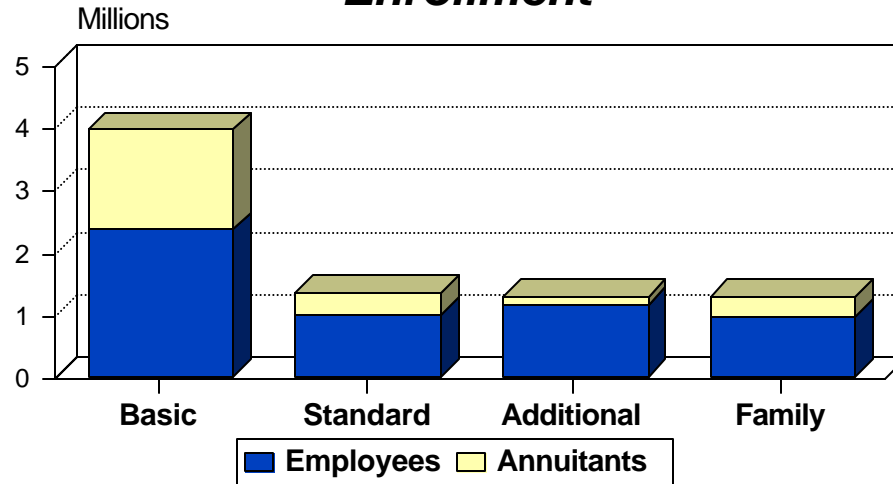
Claims Paid During Fiscal Year 1999			Operating Revenues and Expenses, Fiscal Year 1999	
	Claims	Amount Paid (\$ Thousands)		(\$ Millions)
<b>Death</b>				
Employees	7,763	\$646,044	<b>Revenues</b>	\$2,973
Annuitants	66,334	\$984,995	<b>Expenses</b>	\$1,865
<b>Total</b>	<b>74,097</b>	<b>\$1,631,039</b>	<b>Excess of operating Revenues Over Expenses</b>	<b>\$1,108</b>
<b>Dismemberment</b>				
<b>Total</b>	<b>48</b>	<b>\$732</b>		

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

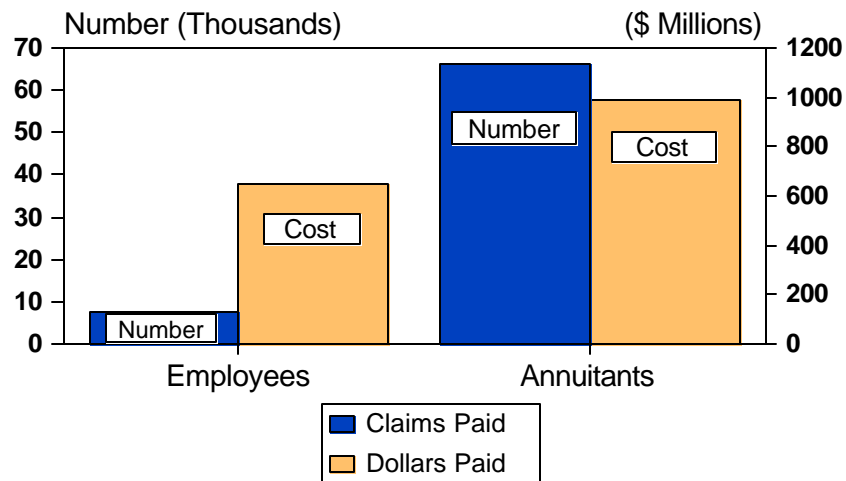
# Federal Employees Group Life Insurance

Fiscal Year 1999

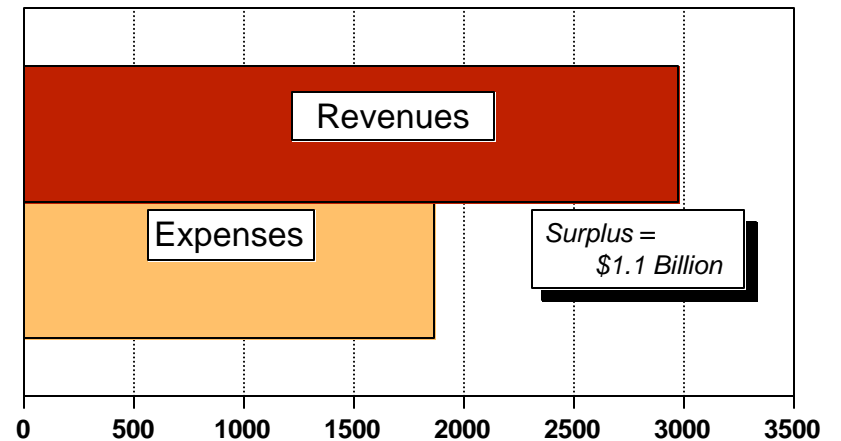
## Enrollment



## Claims Paid



## Revenues vs Expenses



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

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

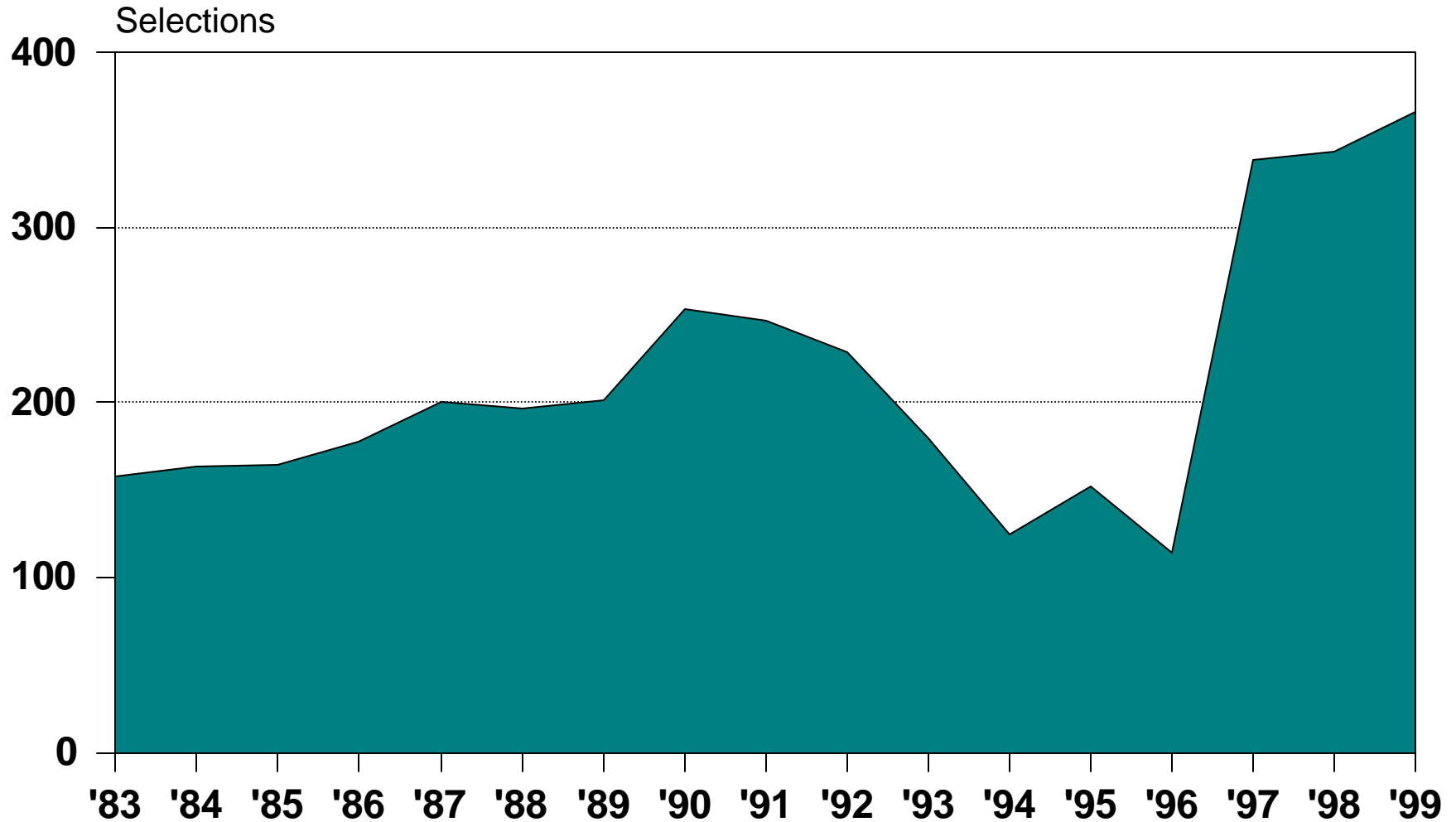
Trends in PMI Selections 1983 - 1999		Top Universities With PMI Finalists in 1999		Top Agencies Employing 1999 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1983	158	Harvard, JFK School of Government	20	Department of Health and Human Services	62
1984	163	Johns Hopkins University	20	Department of State	56
1985	164	University of California (UCLA)	18 (6)	Social Security Administration	37
1986	178	Georgetown University	17	Department of Justice	26
1987	200	American University	16	Department of Commerce	21
1988	197	Columbia University	13	Department of the Interior	16
1989	201	University of Maryland	12	Department of the Treasury	16
1990	253	George Washington University	11	Department of Labor	15
1991	247	University of Texas	11	Department of Defense	14
1992	229	University of Pittsburgh	10	Department of Education	13
1993	180	Tufts University	8	Department of Transportation	12
1994	125	University of North Carolina	8	Office of Management and Budget	12
1995	152	Duke University	7	Department of Housing and Urban Development	11
1996	114	Syracuse University	7	Office of Personnel Management	11
1997	339	Indiana University	6	US Agency for International Development	6
1998	343	University of Michigan	6	Environmental Protection Agency	5
1999	366	University of Pennsylvania	6	Federal Emergency Management Agency	5
		Emory University	5	Broadcasting Board of Governors	4
		Princeton University	5	Department of Energy	4
		University of Minnesota	5	Executive Office of the President	4

Source: Philadelphia Service Center; PMI Program data (215) 861-3031 PMI@OPM.GOV

# Presidential Management Internship Program

Selections Employing Agencies

1983 - 1999



# Student Career Experience Program

## Employing Agencies and Participant Demographics

Fiscal Year 1999

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
<b>Total</b>	<b>9,431</b>	<b>Total</b>	<b>9,431</b>	100.0%
Navy	1,874	Total Minorities	3,623	38.4%
Army	1,235	Black	1,797	19.1%
Agriculture	1,201	Hispanic	882	9.4%
Interior	984	Asian/Pacific Islander	694	7.4%
National Aeronautics and Space Administration	578	American Indian*	250	2.7%
Veterans Affairs	463	Non-Minority	5,808	61.6%
Other	2,905	Men	5,091	54.0%
		Women	4,340	46.0%
		Veterans	432	4.6%
		Disabled	336	3.6%

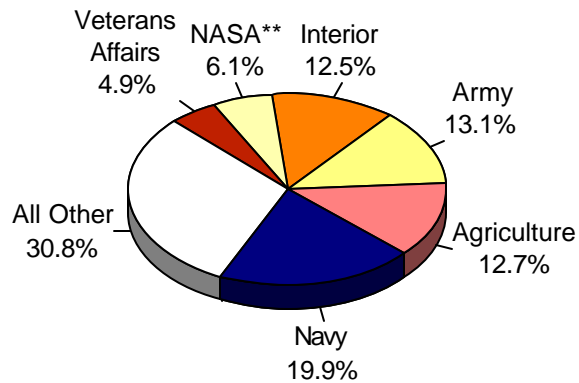
\* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 1999. (202) 606-2684 OWI@OPM.GOV

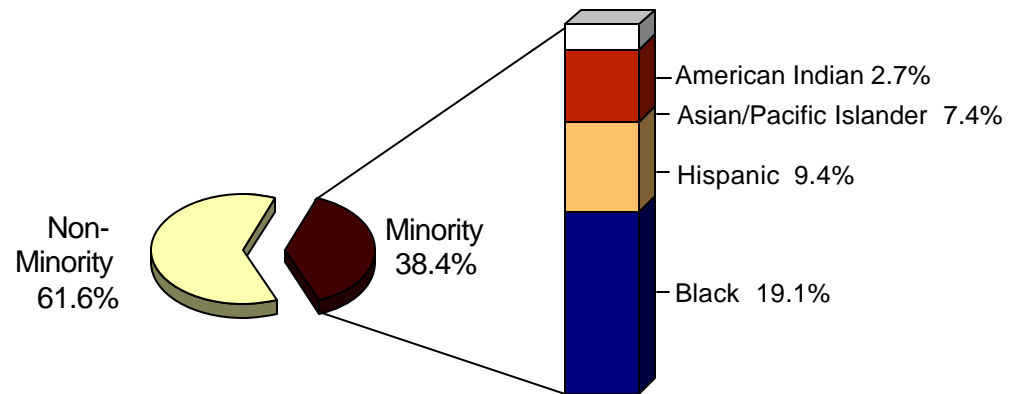
# Student Career Experience Program

Fiscal Year 1999

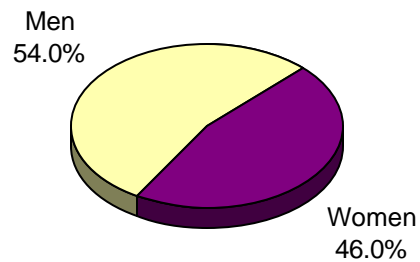
**Employing Agencies\***



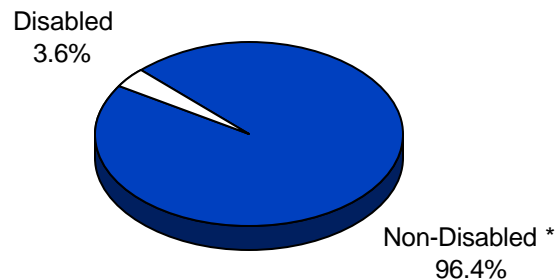
**Minority Status**



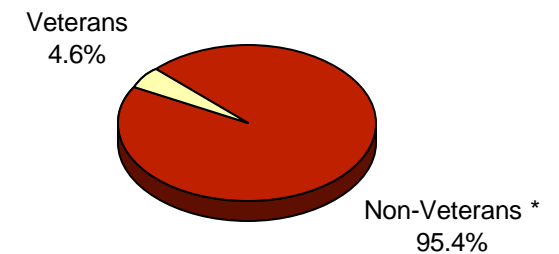
**Gender**



**Disability Status**



**Veterans Status**



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

\*\*NASA = National Aeronautics and Space Administration

# Student Career Experience Program

## Participants' Educational Levels and Occupational Groups

Fiscal Year 1999

### By Educational Level

Degree	Participants	Percent
High School	350	3.7
Associate	1,565	16.6
Baccalaureate	5,189	55.0
* Graduate	1,420	15.1
Other	907	9.6
<b>Total</b>	<b>9,431</b>	<b>100.0</b>

### By Major Occupational Group

Occupational Group	Participants	Percent
Engineering & Architecture	1,810	19.2
General Administration, Clerical, Office Services	1,565	16.6
Biological Sciences	1,030	10.9
Miscellaneous	566	6.0
Physical Sciences	461	4.9
Other	3,999	42.4
<b>Total</b>	<b>9,431</b>	<b>100.0</b>

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (88.5%), "General Administration, Clerical, & Office Services" category (55.2%).
- More than 5,432 participants (approximately 58%) were classified in five major occupational groups.

\* Also includes Professional Degrees

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Source: Central Personnel Data File, Fiscal Year (October - September) 1999. (202) 606-2684 OWI@OPM.GOV

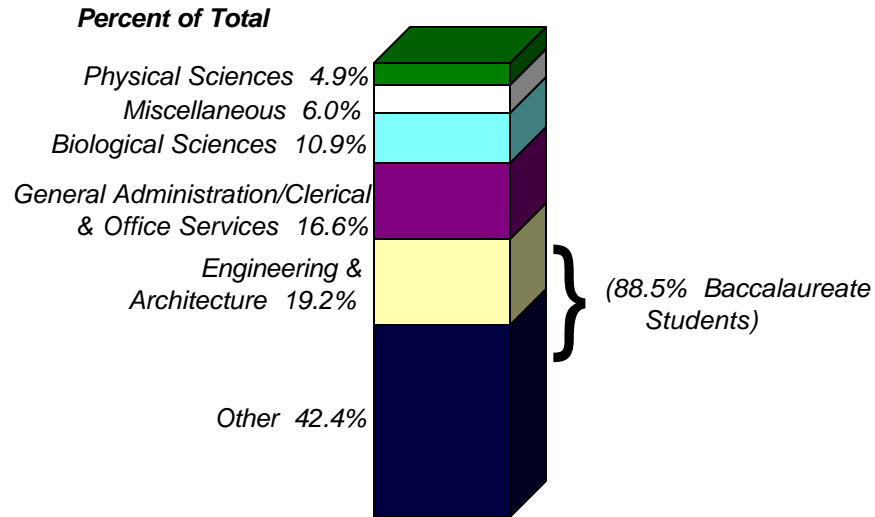


# Student Career Experience Program

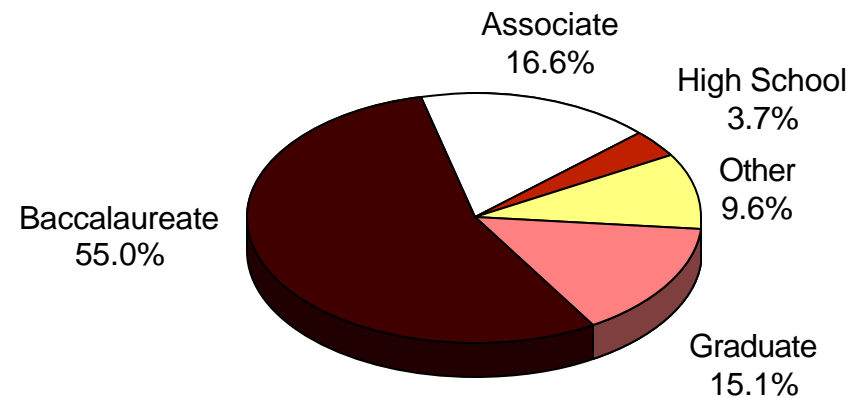
## Participants' Educational Levels and Occupational Groups

**Fiscal Year 1999**

### By Major Occupational Groups



### By Educational Level



# Student Temporary Employment Program Employing Agencies and Participant Demographics

Fiscal Year 1999

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	6,404	<b>Total</b>	<b>36,656</b>	<b>100.0</b>
Air Force	4,500	Total Minorities	15,158	41.4
Army	4,010	Black	8,982	24.5
Interior	3,812	Hispanic	3,157	8.6
Justice	2,593	Asian/Pacific Islander	2,465	6.7
Health & Human Services	2,405	American Indian*	554	1.5
Other	12,932	Non-Minority	21,498	58.6
		Men	15,610	42.6
		Women	21,046	57.4
		Veterans	494	1.3
		Disabled	1,136	3.1

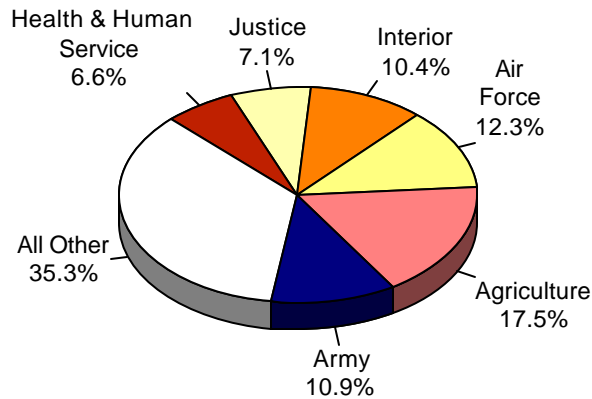
\* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September 1999). (202) 606-2684 OWI@OPM.GOV

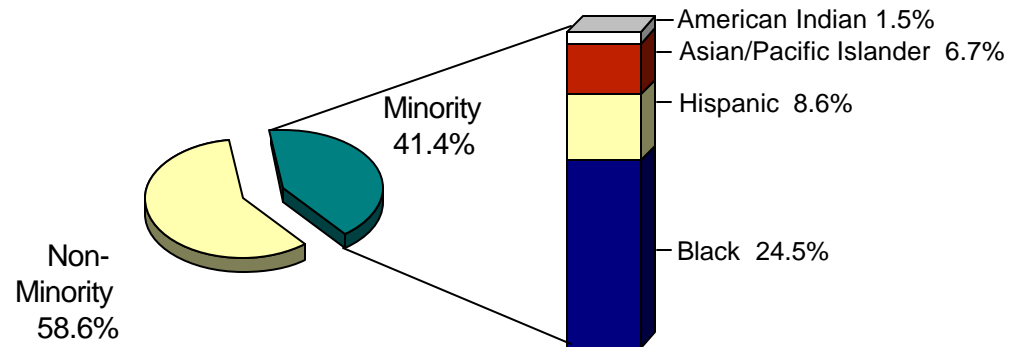
# Student Temporary Employment Program

Fiscal Year 1999

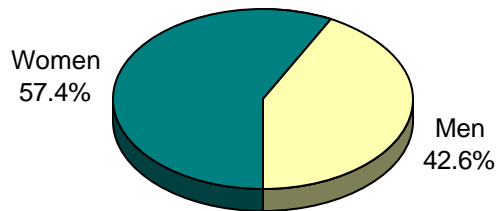
**Employing Agencies\***



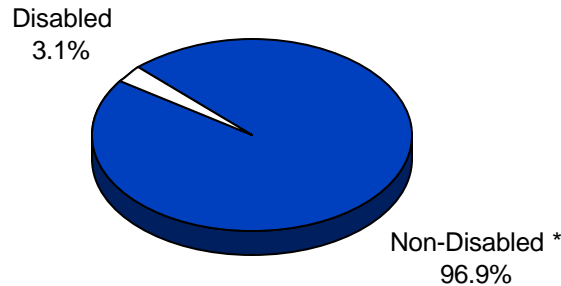
**Minority Status**



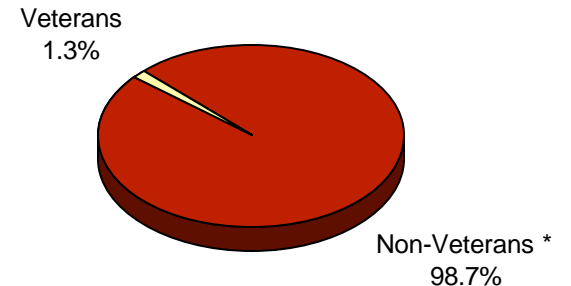
**Gender**



**Disability Status**



**Veterans Status**



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