



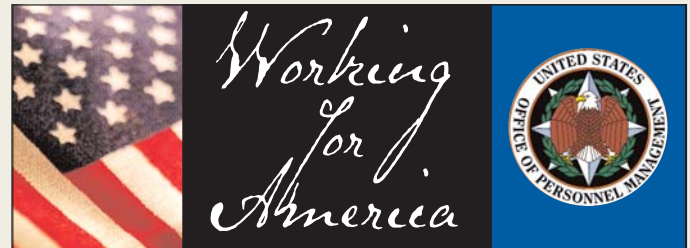
**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

THE FACT BOOK

2003 EDITION

**Kay Coles James, Director
July 2003**

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT





OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

A MESSAGE FROM THE DIRECTOR

I am pleased to present the 2003 edition of The Fact Book. This report, published annually by the Office of Personnel Management (OPM), summarizes a variety of data on the Federal Government's talented workforce and reflects President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based.

The Table of Contents is divided into six major subject categories: Employee Demographics; Compensation, Payroll, and Work Years; Performance Management Programs; the Senior Executive Service (SES); Retirement and Insurance Programs; and Student Employment Programs. Each table shows the source and a telephone number for easy direct access to the person in OPM responsible for that information.

Each year this report is issued as a helpful guide summarizing and compiling Federal employee statistics from the previous year. The 2003 edition of The Fact Book is primarily based on 2002 statistics and therefore does not present data or facts specific to the Department of Homeland Security (DHS) which was newly created in 2003. Similarly, statistics on the Transportation Security Administration, which became part of DHS in 2003, are, for this edition, included in the Department of Transportation. When issued, the 2004 edition of The Fact Book will include the appropriate statistics breakdowns for DHS.

This report is also available on our web site at <http://www.opm.gov/feddata/factbook/index.htm>. If you would like additional information on our civilian workforce, or if you have suggestions for our staff, please call 202-606-1789 or email fedstats@opm.gov.

A handwritten signature in black ink, appearing to read "Kay Coles James".

Kay Coles James
Director

INTRODUCTION

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

The 1998 through 2003 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 5 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Excel (xls), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the **APDF HELP@link** on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document.

THE FACT BOOK is designed to provide you with an easy-to-use document. We welcome your comments and suggestions for its improvement. For more information, please call Zoraida Arledge at (202) 606-1309, or email to: zvarledg@opm.gov.



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Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1988 - 2002

(in thousands)

	1988	1990	1994	1996	1998	2000	2001	2002
Total, Federal Civilian	3,112.8	3,128.3	2,971.6	2,847.4	2,789.5	2,708.1	2,710.0	2,715.5
<i>% change*</i>		0.5	-5.0	-4.2	-2.0	-2.9	-2.8	0.3
Washington, D.C., MSA**	350.6	358.4	366.4	340.0	323.4	325.9	325.8	334.1
<i>% change*</i>		2.2	2.2	-7.2	-4.9	0.8	0.7	2.5
Overseas	145.0	141.0	108.5	108.6	104.2	88.7	89.7	90.8
<i>% change*</i>		-2.8	-23.0	0.1	-4.1	-14.9	-13.9	2.4
Legislative Branch	37.5	37.5	35.4	31.5	30.5	31.2	30.4	30.9
<i>% change*</i>		0.0	-5.6	-11.0	-3.2	2.3	-0.3	-1.0
Judicial Branch	21.5	23.6	28.0	29.6	31.7	32.2	33.8	34.7
<i>% change*</i>		9.8	18.6	5.7	7.1	1.6	6.6	7.8
Executive Branch	3,053.8	3,067.2	2,908.2	2,786.3	2,727.3	2,644.8	2,645.7	2,649.9
<i>% change*</i>		0.4	-5.2	-4.2	-2.1	-3.0	-3.0	0.2
Department of Defense	1,049.6	1,034.2	879.9	795.9	717.9	676.3	671.6	670.2
<i>% change*</i>		-1.5	-14.9	-9.5	-9.8	-5.8	-6.4	-0.9
Non-Department of Defense	1,172.2	1,216.1	1,205.6	1,138.1	1,137.9	1,107.8	1,126.3	1,168.1
<i>% change*</i>		3.7	-0.9	-5.6	-0.0	-2.6	-1.0	5.4
United States Postal Service	832.0	816.9	822.7	852.3	871.5	860.7	847.8	811.6
<i>% change*</i>		-1.8	0.7	3.6	2.3	-1.2	-2.7	-5.7

Note: All data are as of September 30th.

*Represents percent change from the prior reported year.

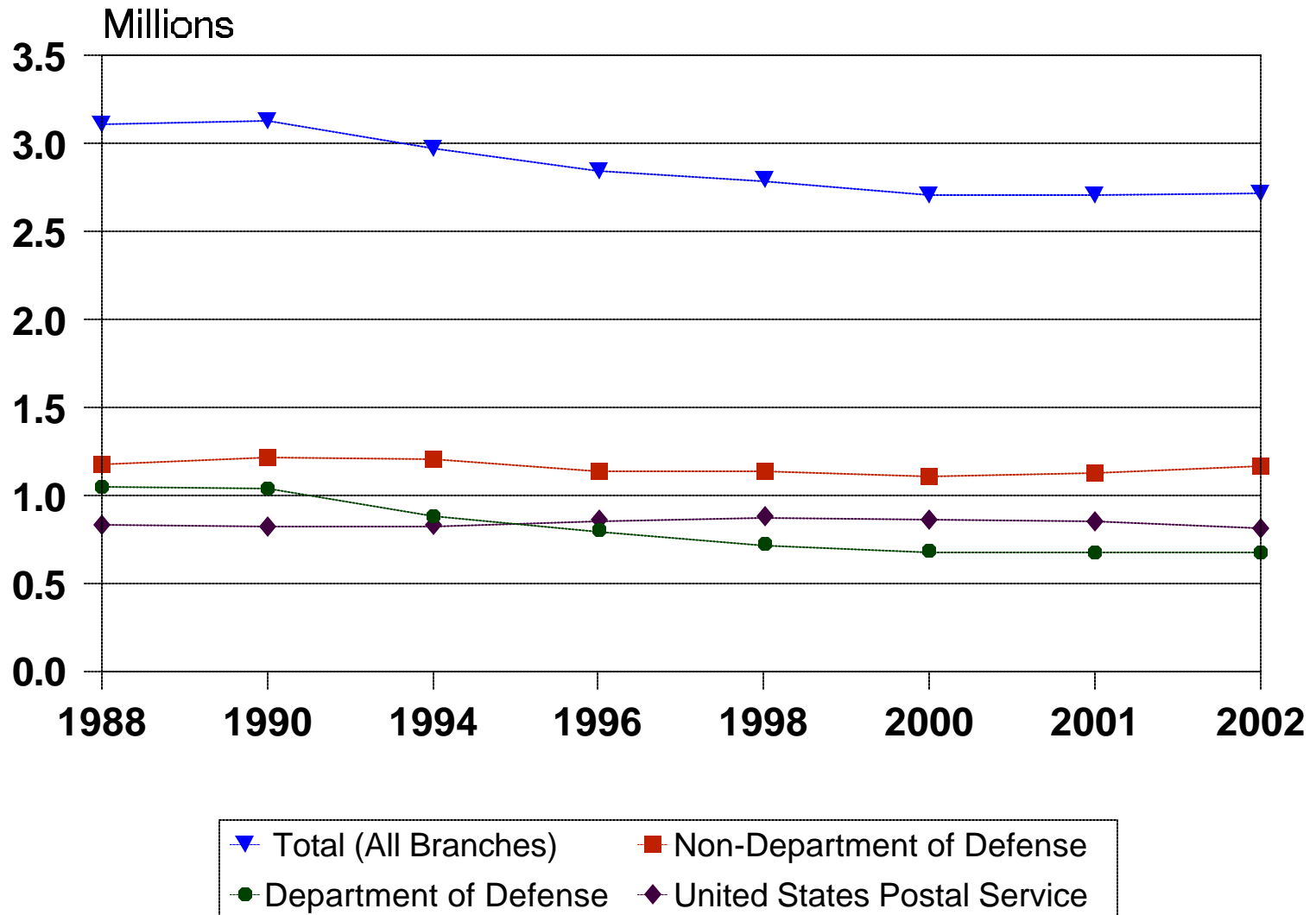
**Washington, D.C. Metropolitan Statistical Area (MSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties in Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties,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



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

Trend of Federal Civilian Employment

1988 - 2002





Trend of Employment, 1992- 2002

Individual Characteristics

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002*
Average Age ^a	43.0	43.8	44.1	44.3	44.8	45.2	45.6	45.9	46.3	46.5	46.5
Average Length of Service ^a	14.1	14.9	15.2	15.5	15.9	16.3	16.6	16.9	17.1	17.1	16.8
Retirement Eligible ^b											
Civil Service Retirement System	10%	10%	10%	10%	11%	12%	13%	15%	17%	19%	23%
Federal Employees Retirement System	3%	4%	5%	5%	6%	7%	8%	10%	11%	10%	11%
College-Conferred (Bachelor's Degree or higher)	36%	37%	38%	39%	39%	40%	40%	40%	41%	41%	41%
Gender											
Men	57%	56%	56%	56%	56%	56%	56%	55%	55%	55%	55%
Women	43%	44%	44%	44%	44%	44%	44%	45%	45%	45%	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.

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Trend of Employment, 1992 - 2002

Individual Characteristics

(continued from previous page)

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002*
Race & National Origin											
Total Minorities	27.9%	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%	30.4%	30.6%	30.8%
Black	16.7%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%	17.1%	17.1%	17.0%
Hispanic	5.5%	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%	6.6%	6.7%	6.9%
Asian/Pacific Islander	3.8%	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%	4.5%	4.6%	4.7%
American Indian/ Alaska Native	1.9%	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%	2.2%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	28%	27%	27%	26%	26%	25%	25%	25%	24%	24%	23%
Vietnam Era Veterans	16%	16%	17%	17%	17%	15%	14%	14%	14%	13%	13%
Retired Military	4.4%	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%	4.2%	4.4%
Retired Officers	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%

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

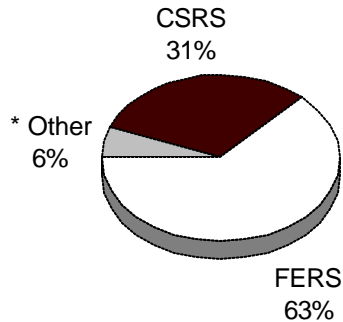
* Some data shown in graphs are not provided in the table above.



The "Typical" Federal Civilian Employee, 2002

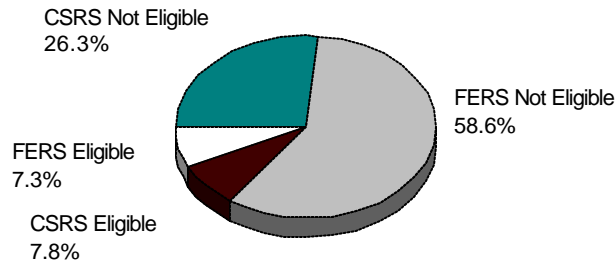
Individual Characteristics

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

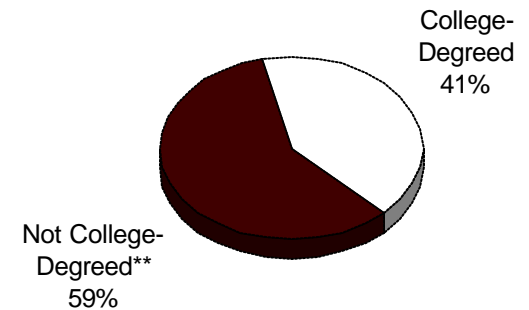


* Other includes Foreign Service, Federal Insurance Contribution Act, etc.

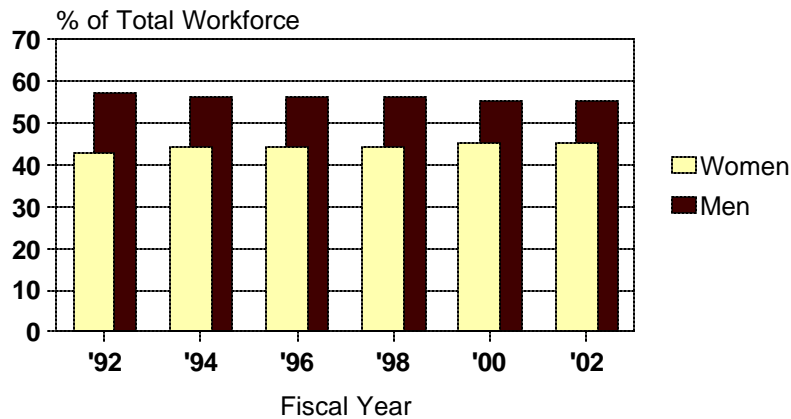
Participants**



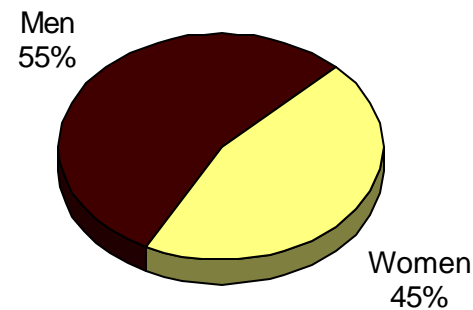
Retirement Eligibility



Education



Trend In Gender



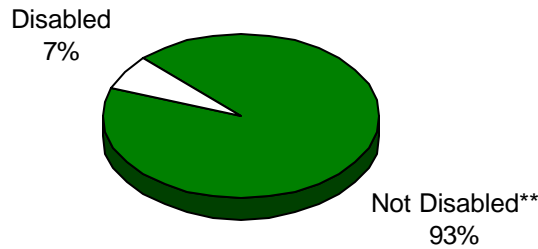
Gender

** Data shown are excluded from the source tables.

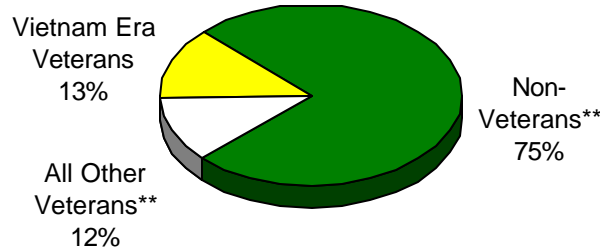


The "Typical" Federal Civilian Employee, 2002

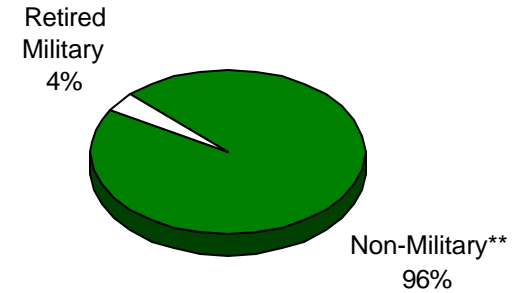
Individual Characteristics (Continued)



Disability

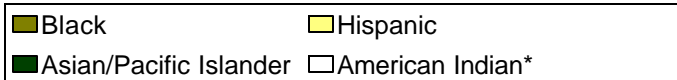
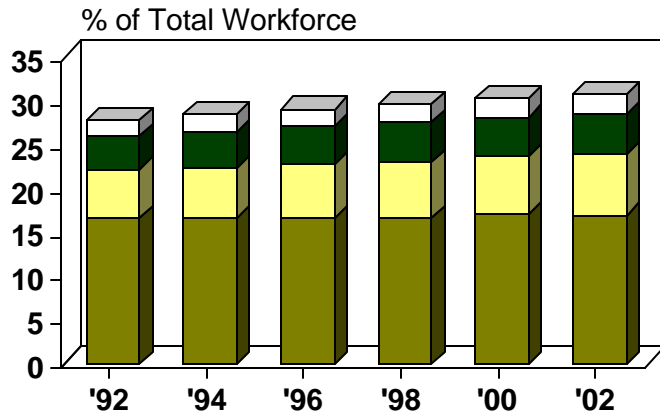


Veterans Status

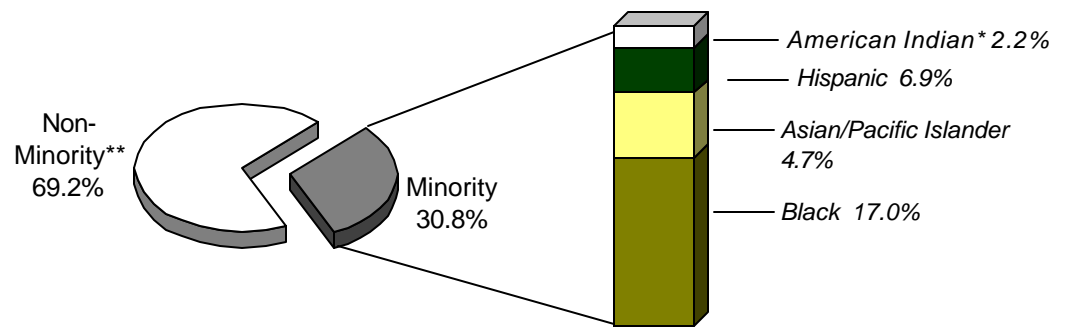


Retired Military Status

Minority Groups



* American Indian refers to American Indian/Alaska Native



Minority Status



Trend of Employment, 1992 - 2002

Job Characteristics

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002*
Annual Base Salary	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764	\$51,618	\$53,959	\$56,400
Washington, DC-											
-MD-VA-WV Metropolitan Statistical Area	\$45,038	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198	\$64,969	\$68,239	\$72,078
Average GS Grade	8.9	9.1	9.2	9.3	9.3	9.3	9.4	9.4	9.5	9.5	9.6
Washington, DC-											
-MD-VA-WV Metropolitan Statistical Area	10.5	10.6	10.8	10.9	11.0	11.1	11.1	11.1	11.3	11.4	11.5
Pay System											
General Schedule	74%	74%	74%	75%	73%	73%	72%	72%	72%	73%	72%
Wage Systems	16%	16%	15%	14%	14%	14%	13%	13%	13%	12%	12%
Others	10%	10%	11%	11%	13%	13%	15%	15%	15%	15%	16%
Occupational Category											
White-Collar	84%	84%	85%	85%	86%	86%	87%	87%	87%	88%	88%
Professional	22%	23%	23%	24%	24%	24%	24%	24%	24%	24%	24%
Administrative	25%	26%	27%	27%	28%	29%	29%	30%	31%	32%	32%
Blue-Collar	16%	16%	15%	15%	14%	14%	13%	13%	13%	12%	12%
Supervisory Status											
Supervisors/Managers	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%	11.0%	11.0%
Permanent Appointments											
Full-time Permanent	89%	90%	90%	90%	90%	90%	90%	91%	91%	91%	91%
Full-time Permanent	87%	87%	87%	87%	88%	88%	87%	88%	88%	89%	88%

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

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

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

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Trend of Employment, 1992 - 2002

Job Characteristics

(continued from previous page)

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Work Schedule											
Full-time	93%	93%	92%	93%	93%	93%	93%	94%	94%	94%	94%
Part-time	4%	4%	4%	4%	3%	3%	3%	3%	3%	3%	3%
Intermittent	3%	3%	4%	3%	4%	4%	4%	3%	3%	3%	3%
Service											
Competitive	80%	80%	80%	80%	78%	77%	77%	77%	77%	77%	75%
Excepted & Senior Executive Service	20%	20%	20%	20%	22%	23%	23%	23%	23%	23%	25%
Agency											
Department of Defense	44%	43%	42%	42%	41%	40%	39%	39%	38%	37%	36%
Department of Veterans Affairs	12%	13%	13%	14%	13%	13%	13%	12%	12%	13%	12%
All Others	44%	44%	45%	44%	46%	47%	48%	49%	50%	50%	52%
Geographic Location											
United States	97%	97%	97%	97%	97%	97%	96%	96%	96%	97%	97%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	15%	15%	15%	15%	15%	15%	15%	16%	16%	16%	16%

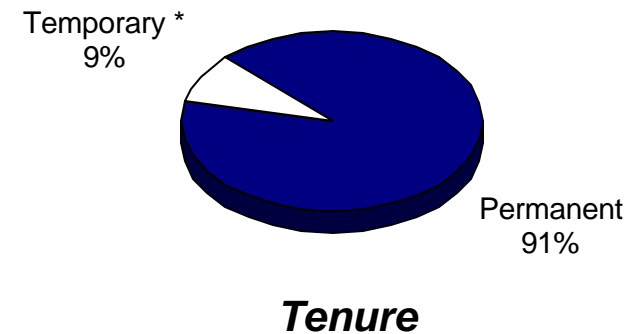
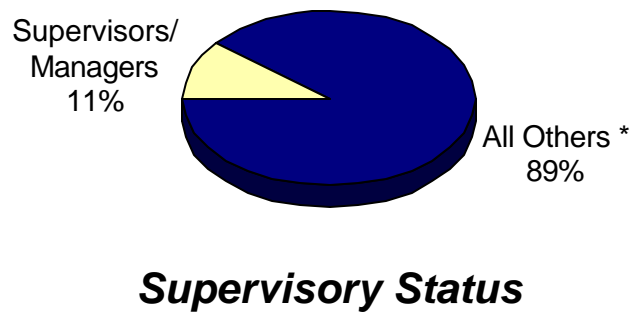
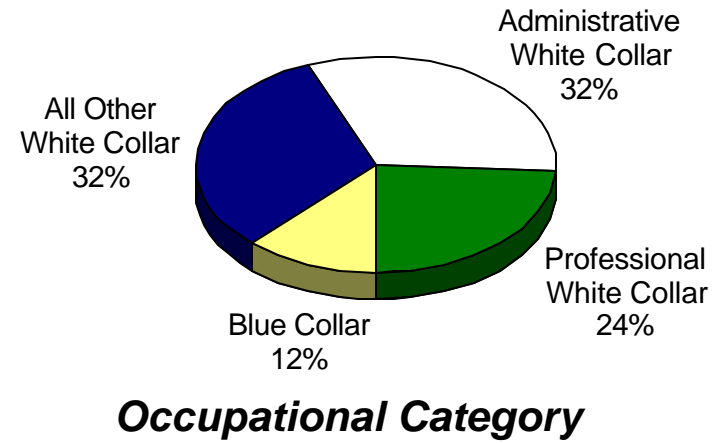
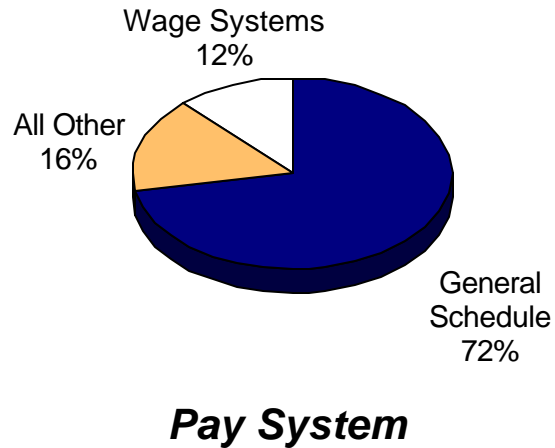
Note: All data are as of September of selected year.

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



The "Typical" Federal Civilian Employee, 2002

Job Characteristics

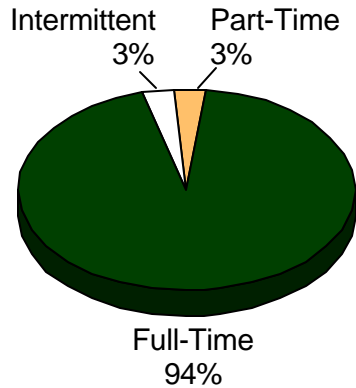


* Data shown are **excluded** from the source tables.

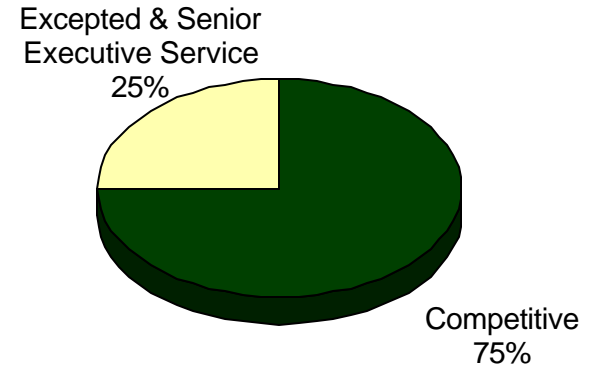


The "Typical" Federal Civilian Employee, 2002

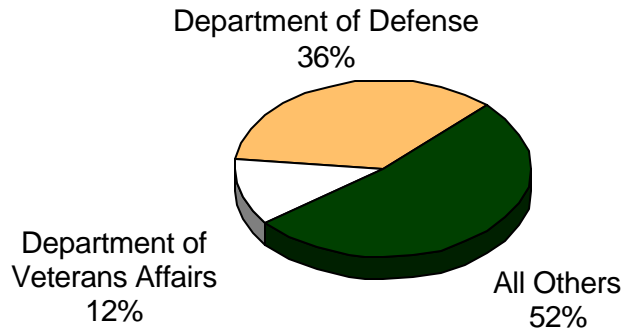
Job Characteristics (Continued)



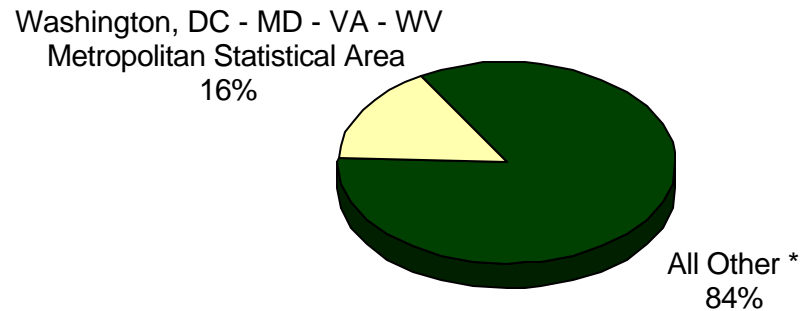
Work Schedule



Service



Employing Agency



Geographic Location



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

As of March 31, 2002

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)	35,545	\$55,429	24,674	\$55,643	4,230	\$35,341	6,641	\$67,432
ALASKA (AK)	11,248	\$51,269	7,453	\$46,839	2,070	\$53,981	1,725	\$67,158
ARIZONA (AZ)	29,932	\$47,960	22,524	\$47,455	4,011	\$38,684	3,397	\$62,264
ARKANSAS (AR)	11,239	\$47,114	8,257	\$46,692	1,846	\$34,317	1,136	\$70,977
CALIFORNIA (CA)	138,684	\$56,171	98,559	\$53,230	16,040	\$41,426	24,085	\$78,027
COLORADO (CO)	32,257	\$57,399	26,558	\$56,323	2,340	\$37,468	3,359	\$79,793
CONNECTICUT (CT)	6,669	\$56,376	4,988	\$55,310	788	\$36,900	893	\$79,517
DELAWARE (DE)	2,565	\$49,402	1,720	\$47,723	648	\$45,028	197	\$78,446
DISTRICT OF COLUMBIA (DC)	149,300	\$72,246	115,060	\$70,300	5,465	\$39,916	28,775	\$86,166
FLORIDA (FL)	63,459	\$53,080	46,981	\$50,835	7,495	\$37,856	8,983	\$77,519
GEORGIA (GA)	64,343	\$51,598	48,236	\$51,321	10,137	\$37,909	5,970	\$77,088
HAWAII (HI)	19,792	\$49,197	12,981	\$46,815	5,550	\$50,442	1261	\$68,237
IDAHO (ID)	7,826	\$49,537	6,328	\$49,844	964	\$38,087	534	\$66,573
ILLINOIS (IL)	40,347	\$58,232	31,022	\$55,958	3,749	\$41,802	5,576	\$81,929
INDIANA (IN)	18,115	\$52,206	11,868	\$49,109	2,159	\$42,037	4,088	\$66,566
IOWA (IA)	7,113	\$48,743	5,073	\$47,766	1,176	\$39,224	864	\$67,437
KANSAS (KS)	15,033	\$49,884	11,058	\$46,773	2,059	\$42,397	1,916	\$75,883
KENTUCKY (KY)	20,002	\$44,545	15,350	\$42,341	1,760	\$36,976	2,892	\$60,849
LOUISIANA (LA)	19,877	\$49,216	15,127	\$48,704	3,029	\$39,135	1,721	\$71,462
MAINE (ME)	8,450	\$50,058	5,316	\$52,833	2,665	\$40,493	469	\$72,967
MARYLAND (MD)	102,707	\$65,814	77,801	\$63,968	6,127	\$42,394	18,779	\$81,103
MASSACHUSETTS (MA)	24,352	\$56,557	19,221	\$54,943	2,142	\$37,607	2,989	\$80,522
MICHIGAN (MI)	21,427	\$57,064	16,915	\$55,527	2,050	\$45,004	2,462	\$77,667
MINNESOTA (MN)	13,146	\$54,931	9,527	\$50,643	1,524	\$41,403	2,095	\$84,271
MISSISSIPPI (MS)	16,655	\$48,877	11,632	\$48,249	2,673	\$35,511	2,350	\$67,191
MISSOURI (MO)	32,356	\$49,010	26,877	\$47,196	2,605	\$39,780	2,874	\$74,341
MONTANA (MT)	8,384	\$48,176	7,009	\$47,699	923	\$41,603	452	\$68,993
NEBRASKA (NB)	7,965	\$49,643	6,401	\$49,644	784	\$35,293	780	\$64,062
NEVADA (NV)	7,674	\$53,806	5,850	\$51,296	706	\$41,932	1118	\$74,441
NEW HAMPSHIRE (NH)	3,034	\$63,554	1,856	\$54,245	290	\$37,143	888	\$91,634

Continued on next page ==>



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

As of March 31, 2002

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)	25,670	\$61,386	19,486	\$60,757	2,538	\$42,319	3,646	\$78,024
NEW MEXICO (NM)	21,262	\$50,238	15,623	\$49,958	2,054	\$36,417	3,585	\$59,380
NEW YORK (NY)	57,002	\$54,531	43,078	\$51,606	5,850	\$37,518	8,074	\$82,463
NORTH CAROLINA (NC)	30,562	\$48,874	20,839	\$48,487	6,281	\$40,077	3,442	\$67,276
NORTH DAKOTA (ND)	5,047	\$47,068	3,577	\$46,867	865	\$39,723	605	\$58,757
OHIO (OH)	41,642	\$57,497	32,377	\$54,977	3,179	\$41,938	6,086	\$79,031
OKLAHOMA (OK)	33,088	\$48,900	19,321	\$49,797	9,567	\$39,840	4,200	\$65,408
OREGON (OR)	17,345	\$52,314	13,634	\$51,668	2,094	\$44,346	1,617	\$68,074
PENNSYLVANIA (PA)	61,295	\$50,696	47,738	\$50,508	9,161	\$39,513	4,396	\$76,046
RHODE ISLAND (RI)	5,820	\$61,772	3,001	\$52,488	543	\$36,161	2276	\$80,123
SOUTH CAROLINA (SC)	15,887	\$49,506	11,156	\$48,188	2,169	\$36,722	2,562	\$66,067
SOUTH DAKOTA (SD)	6,973	\$45,782	4,855	\$46,304	1,052	\$37,091	1,066	\$51,980
TENNESSEE (TN)	33,991	\$50,777	19,008	\$44,025	2,638	\$35,304	12,345	\$64,479
TEXAS (TX)	101,612	\$51,438	76,693	\$49,928	12,967	\$36,432	11,952	\$77,406
UTAH (UT)	26,424	\$46,383	18,973	\$46,362	6,087	\$39,743	1,364	\$76,296
VERMONT (VT)	2,993	\$48,792	2,482	\$47,223	216	\$35,321	295	\$71,851
VIRGINIA (VA)	112,862	\$61,189	84,332	\$61,526	10,745	\$38,028	17,785	\$73,583
WASHINGTON (WA)	43,313	\$53,993	28,961	\$53,206	9,724	\$46,970	4,628	\$73,667
WEST VIRGINIA (WV)	12,283	\$50,627	9,825	\$49,938	1,341	\$38,188	1117	\$71,623
WISCONSIN (WI)	11,176	\$49,257	8,195	\$48,240	1,714	\$38,210	1,267	\$70,782
WYOMING (WY)	4,593	\$46,999	3,507	\$46,745	755	\$40,202	331	\$65,194
UNSPECIFIED 1/	18,395	\$59,888	18,109	\$59,808	216	\$41,693	70	...
TOTALS	1,628,731	\$55,932	1,206,992	\$54,601	189,761	\$40,040	231,978	\$75,852



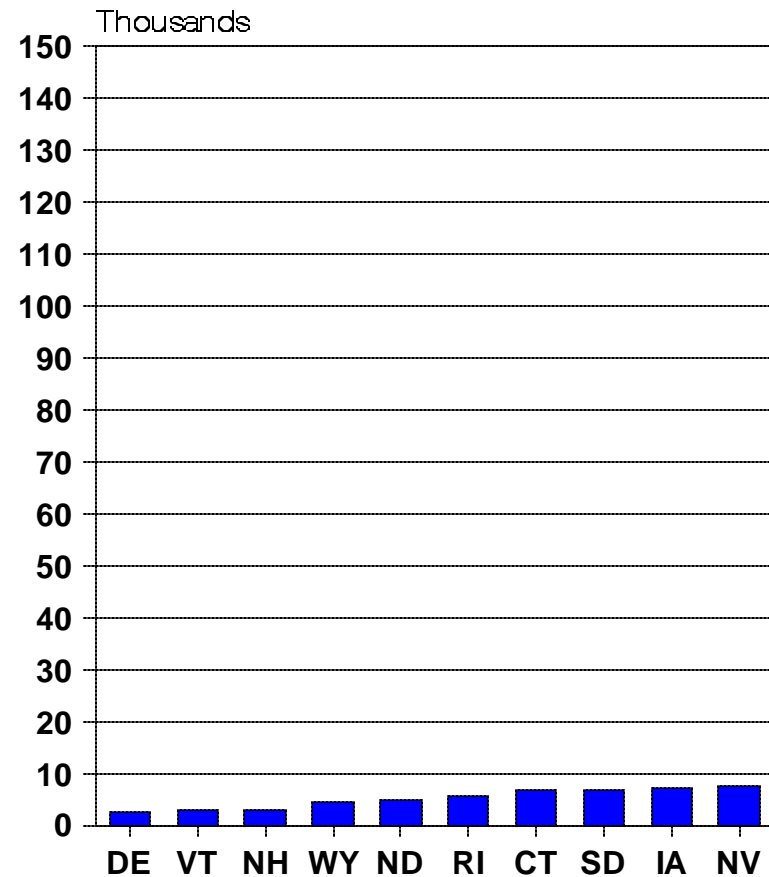
1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).
 Source: Pay Structure of the Federal Civil Service; Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

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

Rank by Salary*



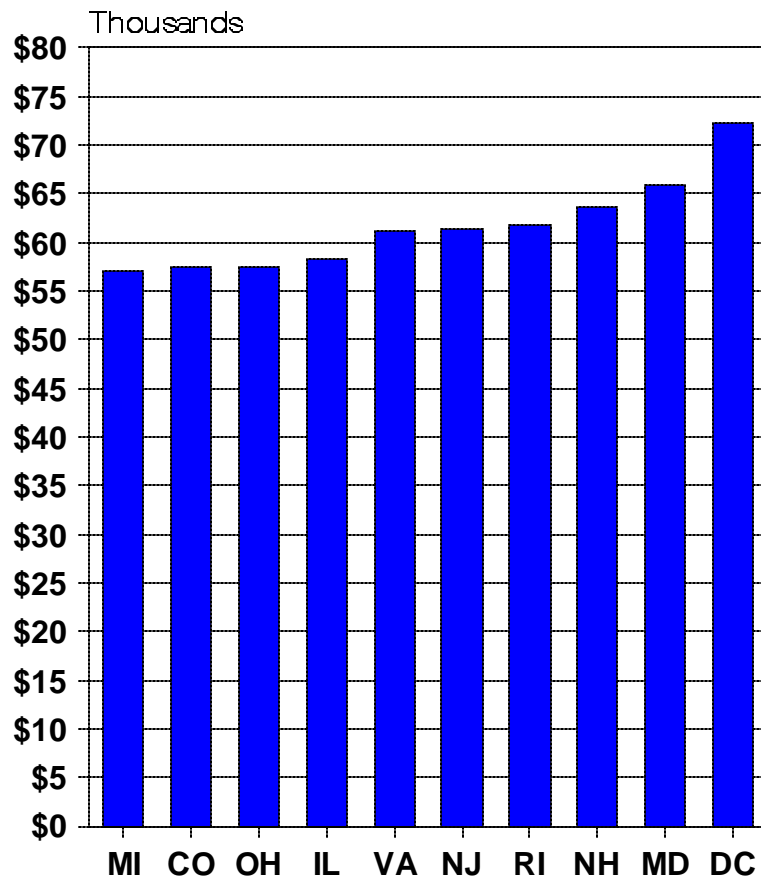
Rank by Employment*



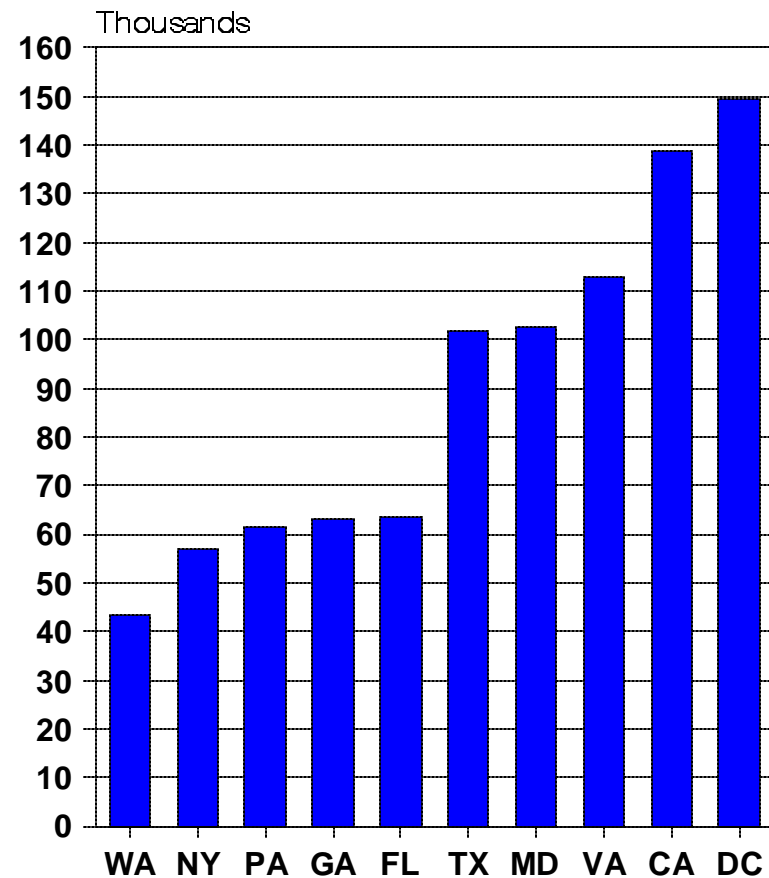
*State salary rank does not correlate with state employment rank.

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

Rank by Salary*



Rank by Employment*



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

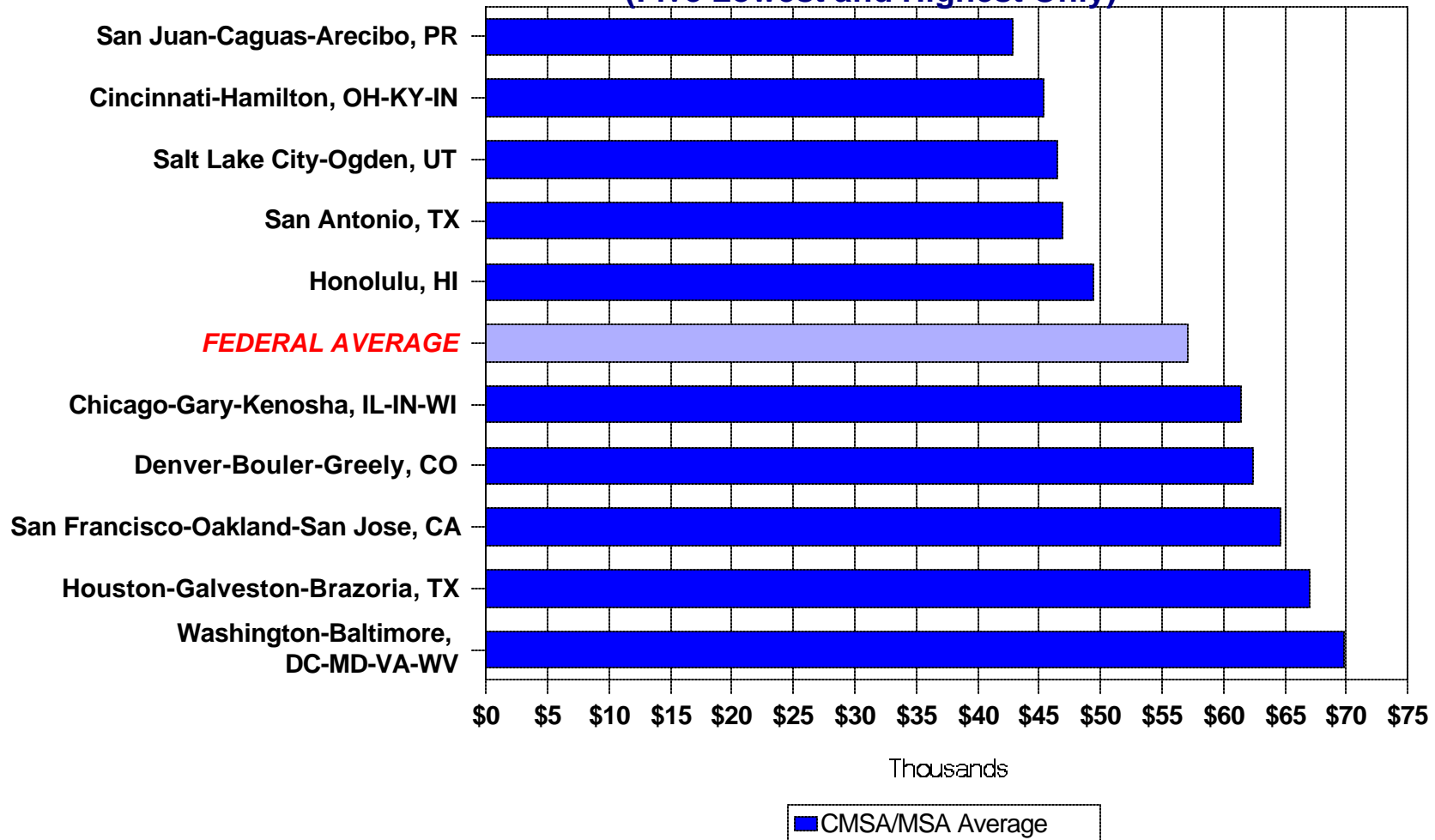
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected
Metropolitan Statistical Areas (MSA) and Consolidated MSA
AS OF MARCH 31, 2002**

	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
All CMSAs and MSAs with 15,000 or More Employees								
ATLANTA, GA	30,127	\$57,630	24,973	\$54,113	961	\$41,732	4,193	\$82,223
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,518	\$57,494	20,475	\$56,181	3,650	\$39,632	3,393	\$84,637
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,617	\$61,495	19,503	\$58,040	1,651	\$38,661	4,463	\$85,036
CINCINNATI-HAMILTON, OH-KY-IN	10,542	\$45,354	9,533	\$42,911	287	\$35,315	722	\$81,601
CLEVELAND-AKRON-LORAIN, OH	10,294	\$61,383	7,856	\$57,188	525	\$37,589	1,913	\$85,141
DALLAS-FORT WORTH, TX	22,226	\$60,388	16,050	\$55,655	1,115	\$39,364	5,061	\$80,030
DENVER-BOULDER-GREELEY, CO	20,239	\$62,407	16,557	\$60,623	1,079	\$38,586	2,603	\$83,221
DETROIT-ANN ARBOR-FLINT, MI	13,904	\$60,362	11,337	\$58,583	1,001	\$47,754	1,566	\$81,296
HONOLULU, HI	18,685	\$49,373	12,206	\$46,992	5,328	\$50,649	1,151	\$68,717
HOUSTON-GALVESTON-BRAZORIA, TX	12,737	\$67,040	9,861	\$63,997	648	\$35,795	2,228	\$89,592
KANSAS CITY, MO-KS	19,894	\$52,055	16,767	\$48,432	777	\$42,724	2,350	\$80,990
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	41,956	\$57,608	30,926	\$54,843	4,146	\$40,335	6,884	\$80,429
MIAMI-FORT LAUDERDALE, FL	12,702	\$56,936	9,648	\$52,138	734	\$36,218	2,320	\$83,446
MILWAUKEE-RACINE, WI	4,461	\$51,635	3,294	\$49,700	533	\$39,468	634	\$71,918
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	60,856	\$58,640	48,098	\$56,339	4,876	\$37,548	7,882	\$85,728
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA	37,555	\$50,159	24,623	\$53,846	7,085	\$36,888	5,847	\$50,713
OKLAHOMA CITY, OK	22,439	\$50,608	11,697	\$51,897	7,222	\$40,681	3,520	\$66,691
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	38,143	\$52,955	30,074	\$50,921	3,804	\$42,297	4,265	\$76,810
PORTLAND-SALEM, OR-WA	11,450	\$57,014	8,903	\$56,717	1,070	\$44,308	1,477	\$68,012
SACRAMENTO-YOLO, CA	6,637	\$58,008	5,688	\$55,746	228	\$41,864	721	\$80,962
SALT LAKE CITY-OGDEN, UT	22,440	\$46,425	15,794	\$46,169	5,414	\$39,698	1,232	\$79,268
SAN ANTONIO, TX	19,464	\$46,903	14,463	\$46,796	2,858	\$34,095	2,143	\$64,702
SAN DIEGO, CA	28,683	\$55,069	18,469	\$51,699	4,814	\$41,300	5,400	\$78,871
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,111	\$64,580	20,880	\$62,295	2,172	\$45,329	4,059	\$86,634
SAN JUAN-CAGUAS-ARECIBO, PR	8,505	\$42,890	5,861	\$40,696	877	\$26,176	1,767	\$58,464
SEATTLE-TACOMA-BREMERTON, WA	32,889	\$54,405	21,081	\$53,665	8,564	\$47,467	3,244	\$77,529
WASHINGTON-BALTIMORE, DC-MD-VA-WV	306,169	\$69,848	235,119	\$67,808	13,327	\$41,368	57,723	\$84,734

Source: Pay Structure of the Federal Civil Service; Workforce Information and Planning Group. (202) 606-1309 fedstats@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 1986 - 2002

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
FY86	466,191	379,267	478,595	182,124	2,207,807	-2,680	-0.1
FY87	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
FY88	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
FY89	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
FY90*	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
FY91*	495,123	351,112	515,673	134,175	2,224,389	-124,069	-5.3
FY92	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
FY93	382,399	253,374	423,830	127,140	2,189,416	-49,219	-2.2
FY94	317,509	219,026	398,134	111,096	2,114,387	-75,029	-3.4
FY95	345,166	222,025	457,246	91,909	2,037,890	-76,542	-3.6
FY96	266,473	199,463	356,566	80,922	1,960,892	-76,953	-3.8
FY97	283,517	208,725	333,431	81,574	1,895,295	-65,597	-3.3
FY98	320,830	242,637	321,292	84,124	1,855,112	-40,183	-2.1
FY99	423,500	346,988	372,778	129,196	1,846,170	-8,942	-0.5
FY00***	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4
FY01***	308,877	233,034	301,659	82,495	1,783,239	-163,445	-8.4
FY02***	316,837	242,280	280,714	55,167	1,808,634	25,395	1.4

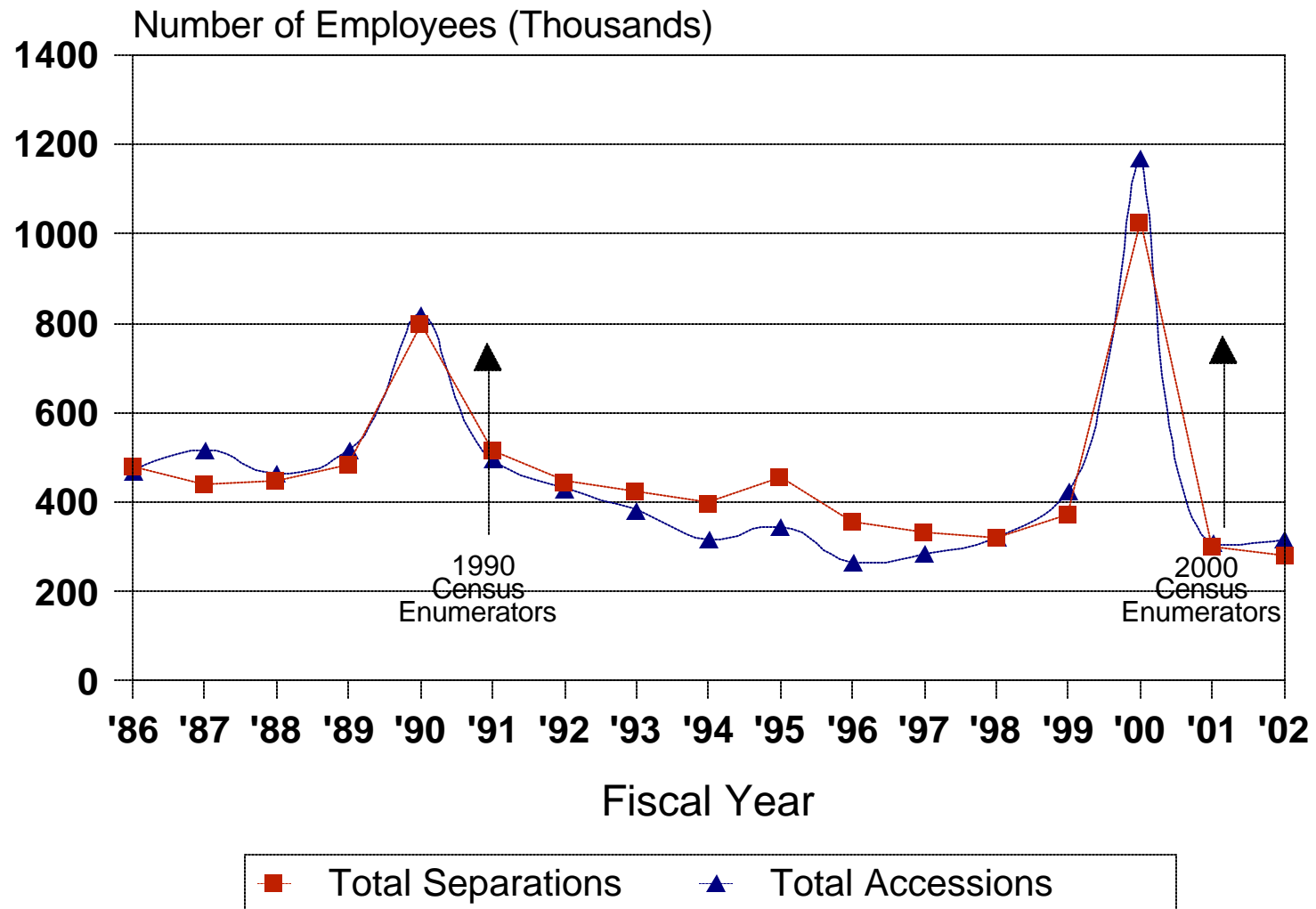
* Includes census enumerators hired for the 1990 Census. **Less than 0.01 percent ***Includes census enumerators hired for the 2000 Census.

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY02, there were 443,868 Accessions (excluding Transfers) of which 382,875 were temporary and permanent new hires, and 60,993 were returns to duty, etc. There were 429,930 Separations (excluding transfers) of which 90,372 were quits.

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

Turnover Data

Fiscal Years 1986 - 2002



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1963 - 2002

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
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
1970	7.87	1980	8.16	1990	8.84	2000	9.66
1971	7.92	1981	8.24	1991	8.95	2001	9.71
1972	7.96	1982	8.26	1992	9.06	2002	9.75

Notes: Data are as of June 30th for 1962-1971 and as of March 31st for 1972-2002

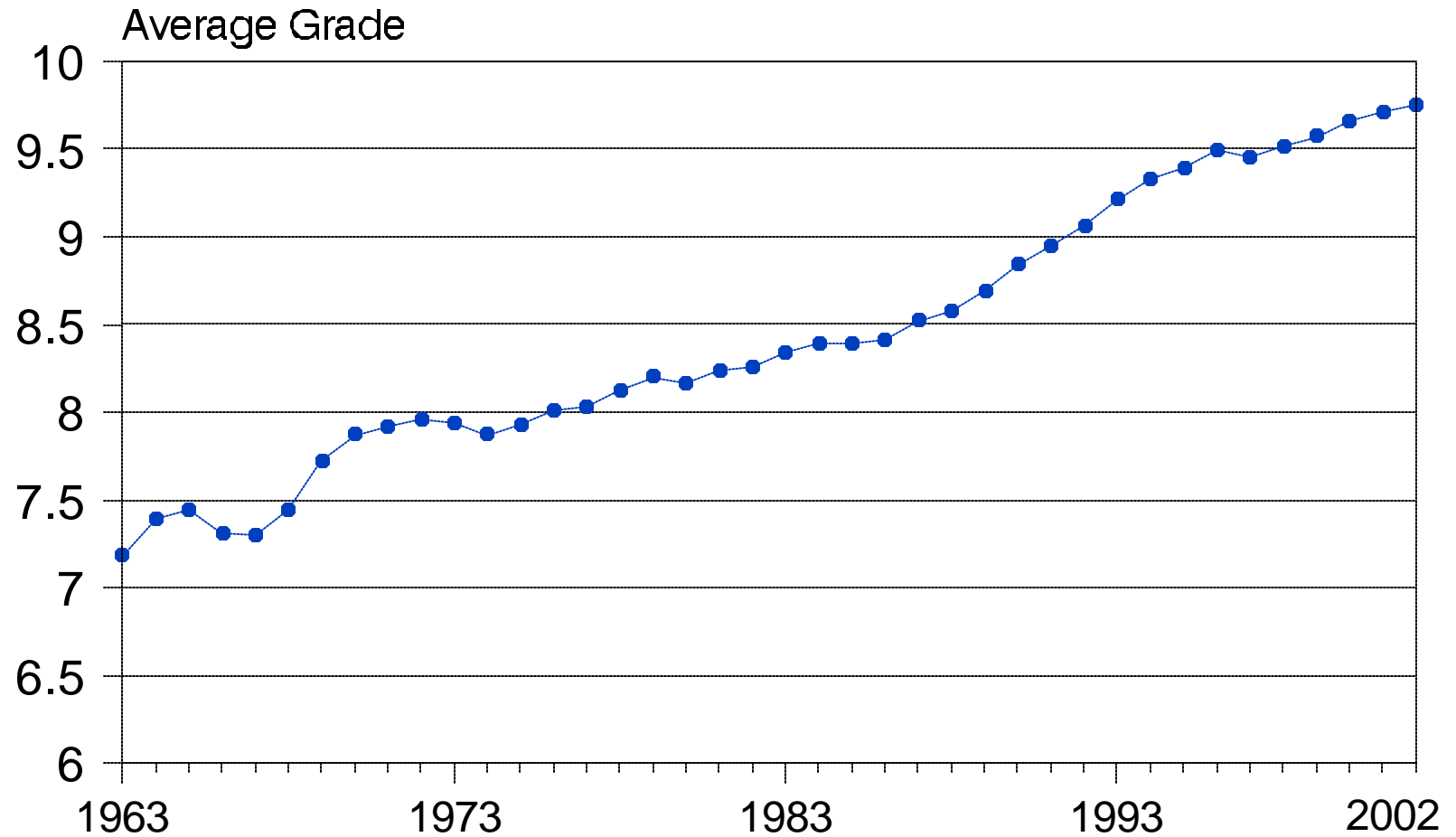
Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.



Source: "Pay Structure of the Federal Civil Service;" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1963 - 2002)



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

1996 - 2002

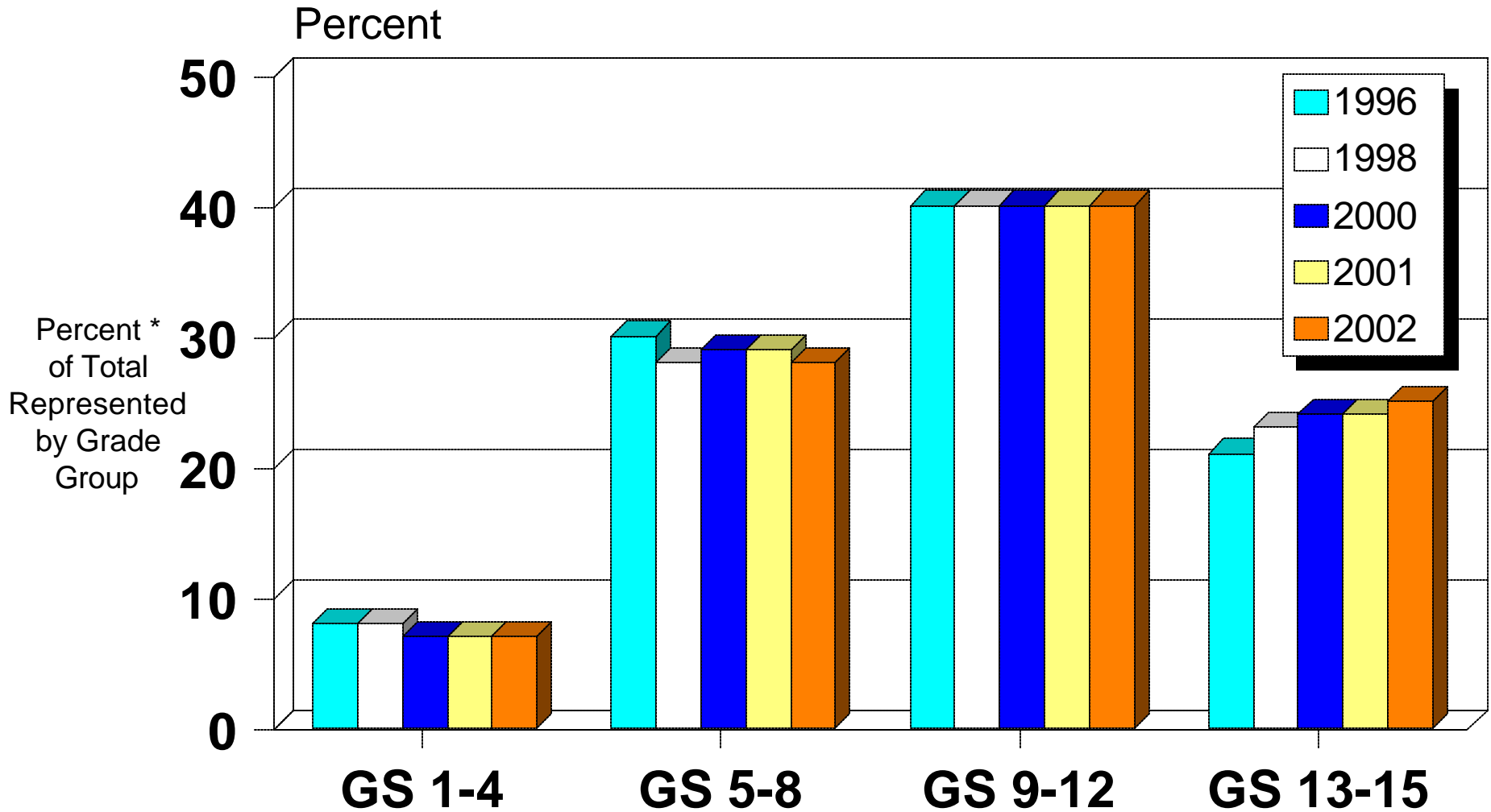
	1996	1998	2000	2001	2002	% change '96 - '02
Total GS and Related	1,482,644	1,472,870	1,378,381	1,395,005	1,406,576	-5.1%
GS 1	2,966	3,141	2,684	2,488	2,670	-10.0%
GS 2	6,060	6,672	5,698	6,226	5,996	-1.1%
GS 3	29,286	27,490	25,038	27,544	25,206	-13.9%
GS 4	85,079	74,397	66,408	65,303	62,856	-26.1%
GS 1 - 4	123,391	111,700	99,828	101,561	96,728	-21.6%
GS 5	153,574	134,473	121,660	121,762	117,478	-23.5%
GS 6	103,066	95,974	89,658	88,425	87,390	-15.2%
GS 7	141,705	142,377	133,976	137,194	138,990	-1.9%
GS 8	43,652	44,134	51,165	51,707	53,360	22.2%
GS 5 - 8	441,997	416,958	396,459	399,088	397,218	-10.1%
GS 9	138,369	132,763	132,145	133,878	129,482	-6.4%
GS 10	17,601	17,531	16,631	16,309	17,162	-2.5%
GS 11	198,314	191,585	185,518	182,861	190,996	-3.7%
GS 12	245,527	232,898	223,144	226,421	228,926	-6.8%
GS 9 - 12	599,811	574,777	557,438	559,469	566,566	-5.5%
GS 13	174,908	179,597	183,900	190,009	196,176	12.2%
GS 14	90,250	91,746	86,821	90,023	93,132	3.2%
GS 15	52,287	53,092	53,935	54,855	56,756	8.5%
GS 13 - 15	317,445	324,435	324,656	334,887	346,064	9.0%



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

Executive Branch Employment

By General Schedule (GS) and Related Grades, 1996 - 2002



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

Federal Wage Systems Employment

1986 - 2002

Wage Systems Employment

1986	459,000
1988	429,000
1990	412,000
1992	374,000
1994	326,000
1996	285,000
1998	255,000
2000	230,000
2001	223,000
2002	218,000

As of September 30, 2002

11% are Women

34% are Minorities

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

48% are Veterans

SOURCE: Central Personnel Data File (CPDF)



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

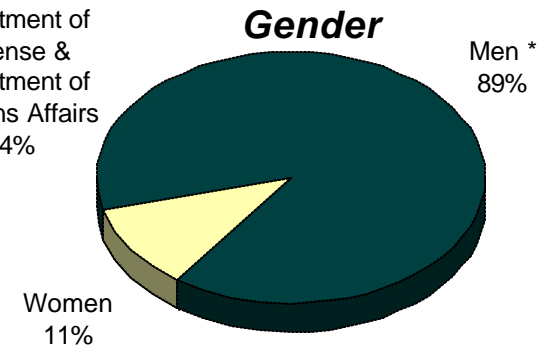
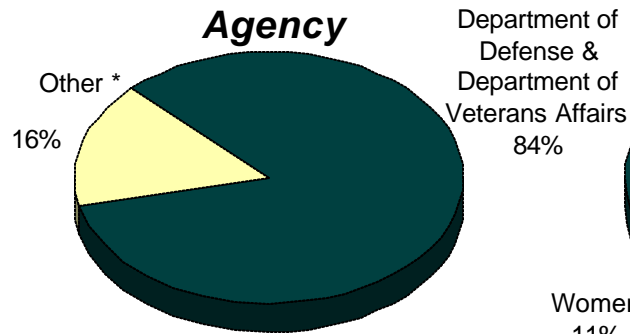
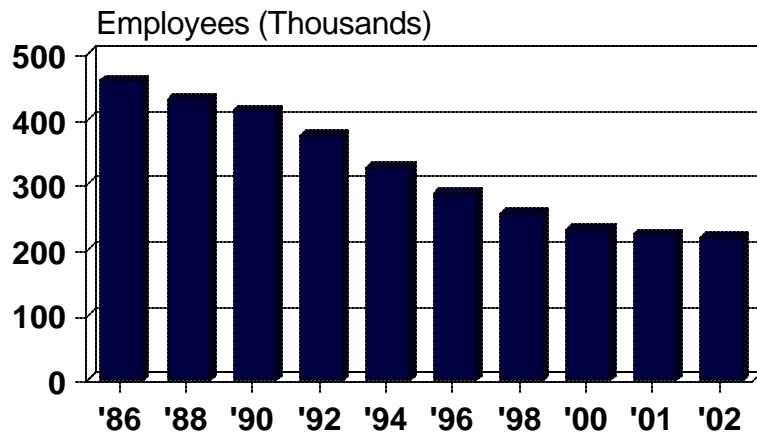
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-1309 fedstats@opm.gov

Federal Wage Systems Employment

1986 - 2002

As of September 30, 2002

Executive Branch Employment 1986 - 2002



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

EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2002

	ALL EMPLOYEES			VETERANS					
	TOTAL	TOTAL	%	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,813,047	448,778	25.4	47,190	10.5	80,339	17.9	35,081	7.8
EXECUTIVE DEPTS	1,632,753	424,716	26.8	44,956	10.6	76,800	18.1	33,761	7.9
Department of Agriculture	114,552	14,848	13.0	1,057	7.1	1,916	12.9	659	4.4
Department of Commerce	38,354	5,151	13.4	370	7.2	671	13.0	233	4.5
Department of Defense	658,994	233,372	38.1	24,921	10.7	44,780	19.2	19,809	8.5
Department of the Army	225,060	78,247	39.2	9,688	12.4	16,794	21.5	7,654	9.8
Department of the Navy	181,352	67,386	37.2	5,244	7.8	10,353	15.4	4,391	6.5
Department of the Air Force	151,900	59,331	45.3	6,588	11.1	12,296	20.7	5,402	9.1
Department of Education	4,768	450	9.4	46	10.2	69	15.3	25	5.6
Department of Energy	16,102	3,641	22.6	204	5.6	500	13.7	185	5.1
Department of Health & Human Services	70,637	5,913	8.4	889	15.0	850	14.4	344	5.8
Department of Housing & Urban Development	10,285	1,527	14.8	149	9.8	292	19.1	120	7.9
Department of the Interior	78,390	14,065	17.9	880	6.3	2,110	15.0	819	5.8
Department of Justice	130,310	27,965	21.5	2,298	8.2	3,636	13.0	1,206	4.3
Department of Labor	16,288	3,098	19.0	305	9.8	779	25.1	352	11.4
Department of State	21,668	3,080	14.2	276	9.0	297	9.6	103	3.3
Department of Transportation	102,785	29,086	28.3	1,988	6.8	2,902	10.0	1,034	3.6
Department of the Treasury	146,892	20,745	14.1	1,819	8.8	2,720	13.1	982	4.7
Department of Veterans Affairs	222,728	61,775	27.7	9,754	15.8	15,278	24.7	7,890	12.8
INDEPENDENT AGENCIES	179,029	23,971	13.4	2,223	9.3	3,535	14.7	1,319	5.5

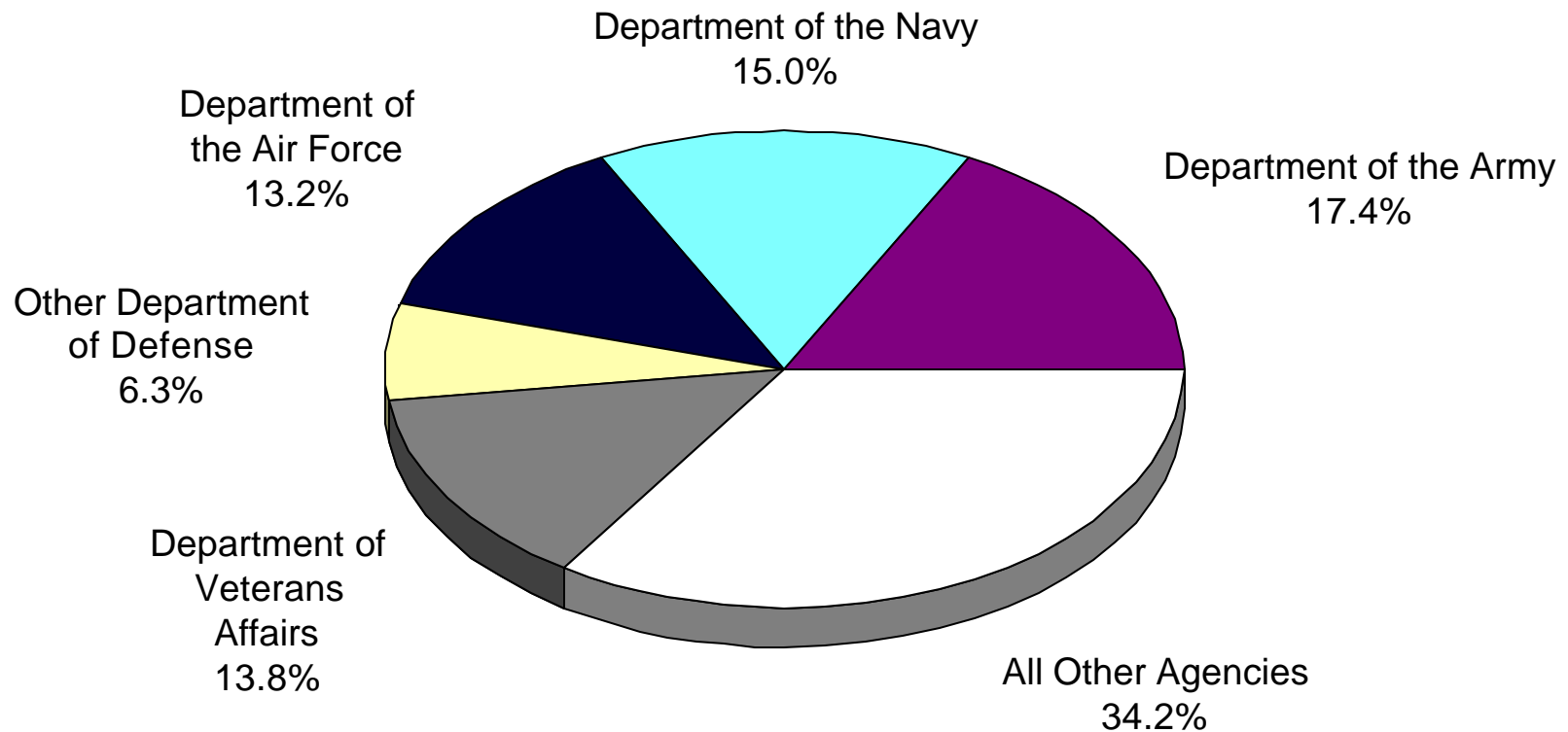
*This number represents percent of the overall Veterans total.

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

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

Distribution of Veteran Employment by Agency

September 30, 2002



Executive Branch Veterans Employment Programs

Fiscal Years 1984 - 2002

Veterans Readjustment Authority (VRA)			30 Percent or more Disabled Veteran Hires			
Fiscal Year (FY)	FY Appointments	% Minority	Total Hires	Percent of all Veteran Hires	Percent of all Disabled Veteran Hires	Temporary Appointments to Competitive Service
FY84	20,704	36.2	4,724	6.0	39.0	3,157
FY85	17,477	35.6	5,361	7.0	43.0	3,622
FY86	14,032	35.2	4,231	6.8	42.5	2,714
FY87	12,912	35.3	4,766	6.9	40.9	3,325
FY88	10,642	38.2	3,365	6.7	40.5	2,166
FY89	12,343	36.7	4,273	7.3	40.8	2,576
FY90	7,305	35.8	2,878	7.2	39.9	1,632
FY91	10,287	38.3	3,225	7.7	39.5	1,827
FY92	10,701	39.0	2,876	6.8	38.6	1,662
FY93	14,008	41.4	2,894	7.1	40.2	1,717
FY94	12,468	40.6	2,757	7.2	38.7	1,670
FY95	10,772	40.3	2,896	7.2	40.0	1,652
FY96	12,672	39.7	2,820	8.1	41.7	1,594
FY97	11,059	39.9	2,956	9.1	44.7	1,586
FY98	11,839	38.6	2,471	7.2	44.5	1,125
FY99	10,325	39.5	3,067	9.3	49.3	1,336
FY00	8,891	39.2	3,476	9.5	51.2	1,418
FY01	7,283	37.5	4,035	10.1	53.8	1,463
FY02	6,836	35.2	4,370	9.2	55.5	1,631

Non-Postal Employment as of September 30, 2002

Veterans	25.4%
Retired Military	4.4%

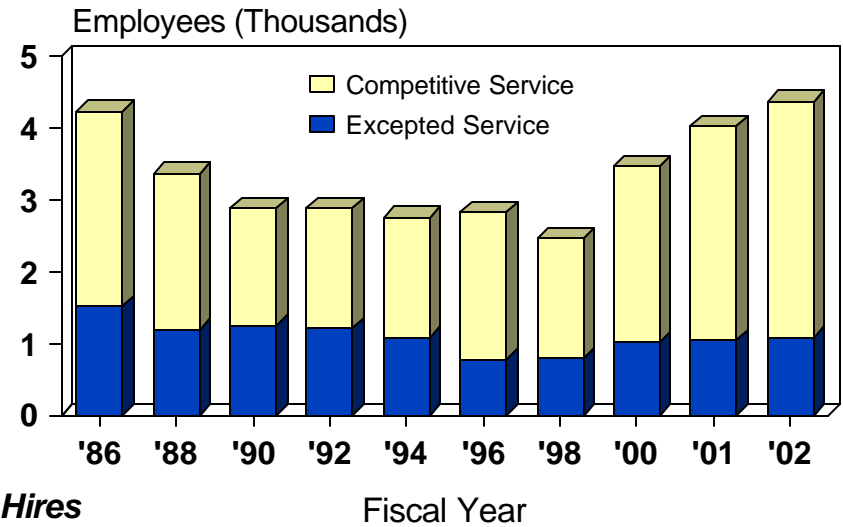
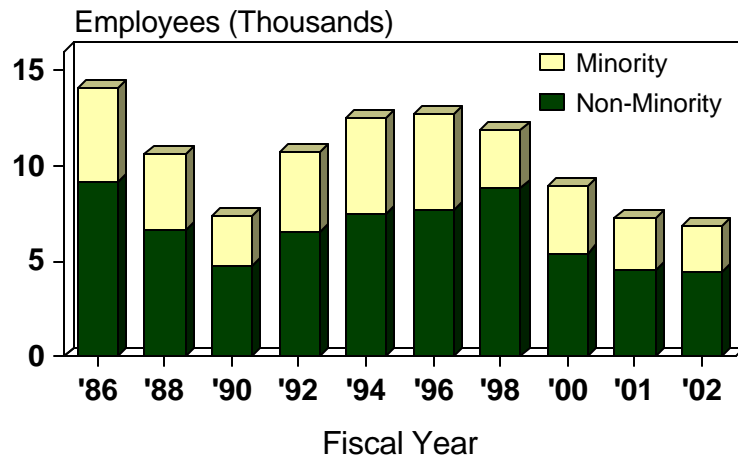
Note: All data exclude employees in the Army and Air Force National Guard Bureaus

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

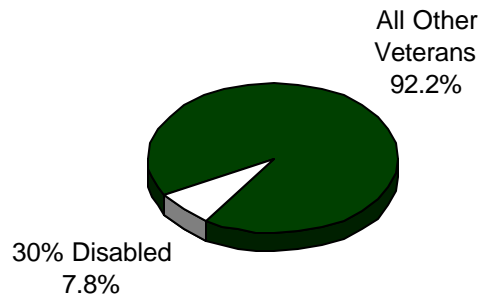
Veterans Employment Programs

Veterans Readjustment Appointments (VRA)

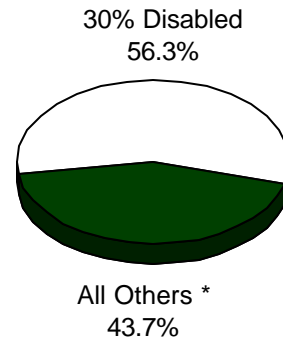
30% Disabled Veterans Hired



All Veteran Hires
(Fiscal Year 2002)



Disabled Veteran Hires
(Fiscal Year 2002)



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

September 1990 - September 2002

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
1990													
Men	1,223,255	273,764	12.7	140,171	6.5	68,432	3.2	45,876	2.1	19,285	0.9	949,491	44.2
Women	927,104	313,749	14.6	216,696	10.1	46,738	2.2	30,436	1.4	19,879	0.9	613,355	28.5
1992													
Men	1,231,412	281,005	12.9	140,747	6.5	70,924	3.3	48,574	2.2	20,760	1.0	950,407	43.7
Women	944,167	322,636	14.8	218,844	10.1	49,091	2.3	33,090	1.5	21,611	1.0	621,531	28.6
1994													
Men	1,147,332	268,315	13.1	131,556	6.4	68,141	3.3	48,850	2.4	19,768	1.0	879,017	43.0
Women	896,117	312,949	15.3	208,956	10.2	48,722	2.4	34,033	1.7	21,238	1.0	583,168	28.5
1996													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
1998													
Men	1,003,341	245,164	13.6	113,988	6.3	66,995	3.7	46,329	2.6	17,852	1.0	758,177	42.0
Women	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4
2000													
Men	965,520	239,431	13.6	112,197	6.4	65,488	3.7	44,009	2.5	17,737	1.0	726,089	41.4
Women	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
2001													
Men	970,957	243,073	13.8	112,437	6.4	67,344	3.8	45,305	2.6	17,987	1.0	727,884	41.3
Women	793,126	294,897	16.7	186,766	10.6	50,928	2.9	36,528	2.1	20,675	1.2	498,229	28.2
2002													
Men	1,004,612	254,910	14.1	116,920	6.4	71,872	4.0	47,881	2.6	18,237	1.0	749,702	41.4
Women	808,435	302,196	16.7	189,208	10.4	52,996	2.9	38,544	2.1	21,448	1.2	506,239	27.9

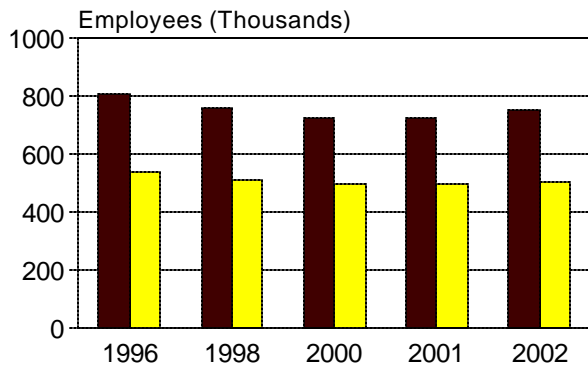
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: Central Personnel Data File; Executive Branch (non-Postal) Agencies only. (202) 606-1309 fedstats@opm.gov

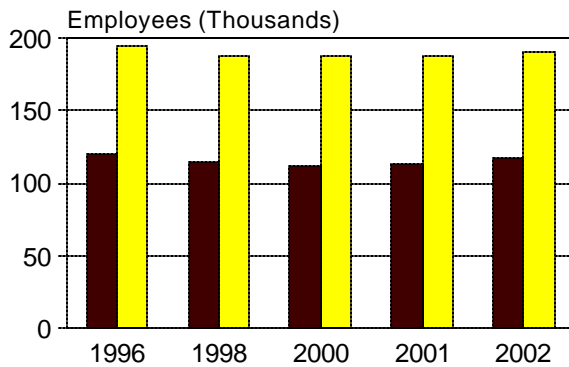
Executive Branch Employment

By Gender & Race/National Origin, 1996 - 2002

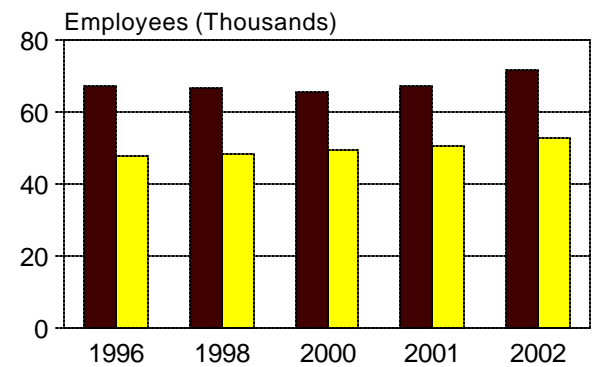
White Non-Hispanic



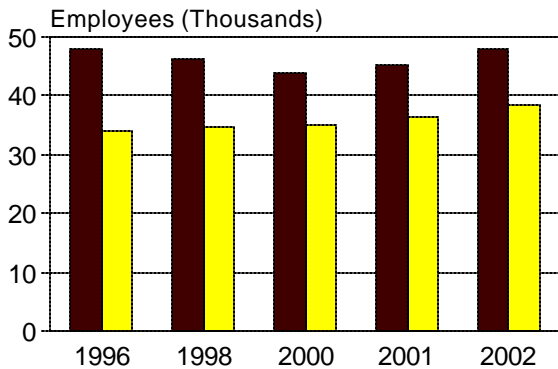
Black



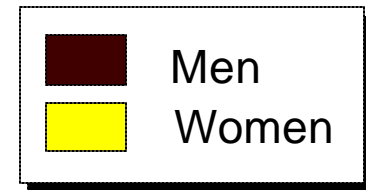
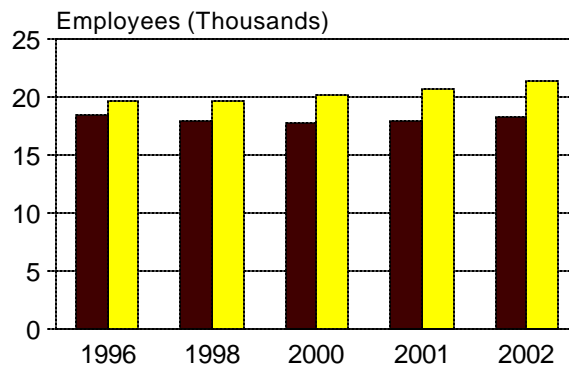
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades

1994 - 2002

	1994	1996	1998	2000	2002	% change 1994 - 2002
Total GS and Related	440,079	421,781	417,077	417,120	432,619	-1.7%
GS 1	1,611	1,721	1,736	1,379	1,227	-23.8%
GS 2	3,647	2,903	3,237	2,643	2,879	-21.1%
GS 3	17,553	13,130	11,998	11,398	10,702	-39.0%
GS 4	48,598	37,649	32,820	29,341	26,915	-44.6%
GS 1 - 4	71,409	55,403	49,791	44,761	41,723	-41.6%
GS 5	67,127	62,014	55,987	51,745	50,627	-24.6%
GS 6	40,532	38,766	36,867	35,574	35,283	-13.0%
GS 7	50,574	50,383	52,142	49,724	51,855	2.5%
GS 8	15,229	15,741	16,618	20,288	21,646	42.1%
GS 5 - 8	173,462	166,904	161,614	157,331	159,411	-8.1%
GS 9	41,045	40,553	40,897	42,580	42,178	2.8%
GS 10	3,834	4,372	4,463	4,480	4,887	27.5%
GS 11	51,777	49,642	50,065	51,053	55,404	7.0%
GS 12	51,410	53,593	53,735	54,676	58,514	13.8%
GS 9 - 12	148,066	148,160	149,160	152,789	160,983	8.7%
GS 13	28,342	31,311	34,543	38,299	43,563	53.7%
GS 14	12,122	12,719	14,047	15,392	17,611	45.3%
GS 15	6,678	7,284	7,922	8,548	9,328	39.7%
GS 13 - 15	47,142	51,314	56,512	62,239	70,502	49.6%

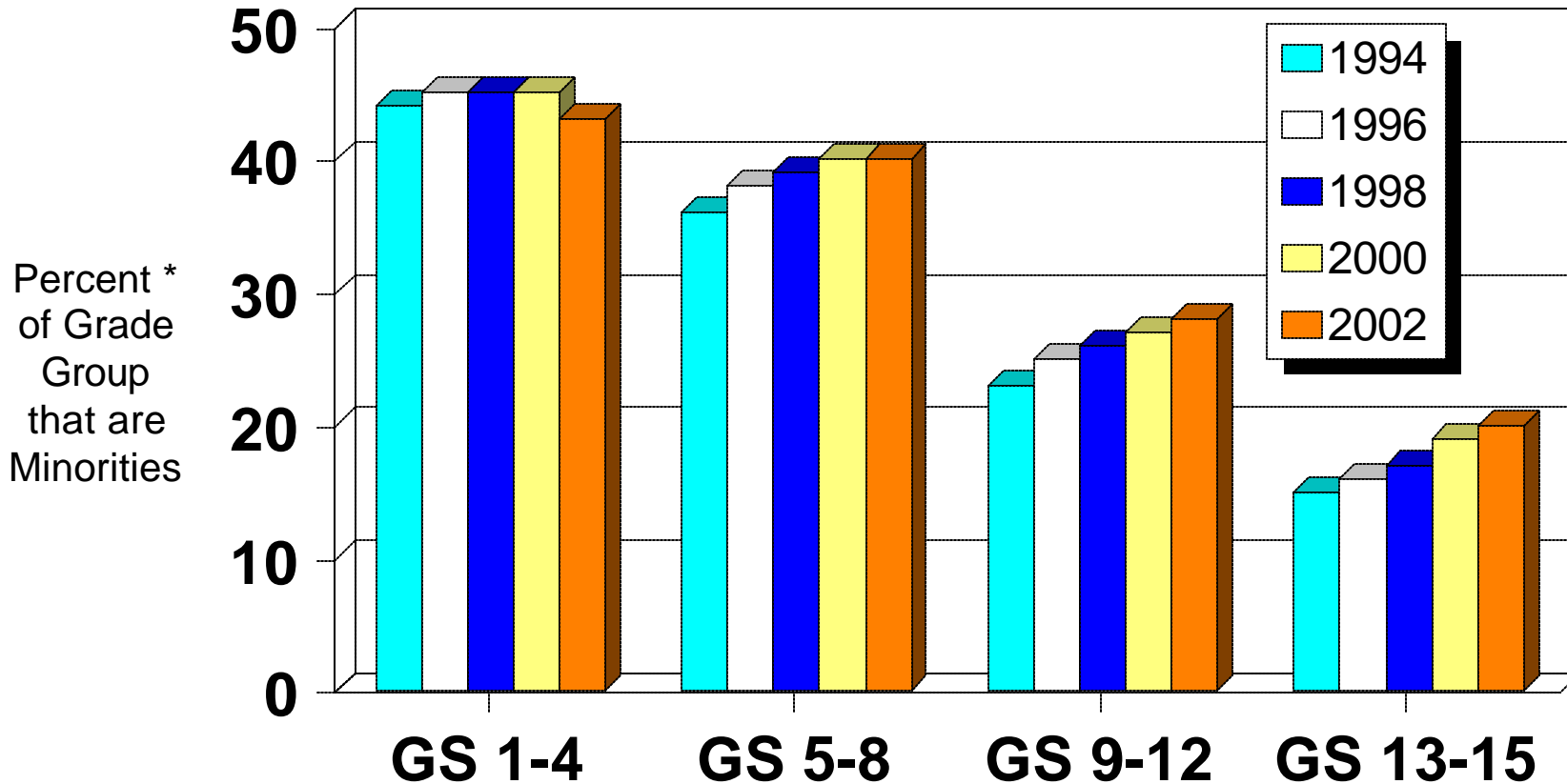


"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

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

Minority Employment

By General Schedule (GS) and Related Grades, 1994 - 2002



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

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

Employment of Minorities: Federal Civilian Workforce and U.S. Civilian Labor Force

As of September 30, 1992 - 2002

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1992	FCW	56.2	43.8	13.0	15.2	6.7	10.5	3.3	2.3	3.0	2.4
	CLF	54.6	45.4	12.5	10.5	5.2	5.4	5.4	3.5	1.9	1.6
1994	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
1996	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
1998	FCW	57.1	42.9	13.8	15.7	6.6	10.5	3.8	2.6	3.4	2.6
	CLF	53.7	46.3	14.0	12.3	5.2	5.8	6.5	4.3	2.3	2.2
2000	FCW	56.2	43.8	13.9	16.4	6.7	10.9	3.8	2.7	3.4	2.8
	CLF	53.5	46.6	14.4	13.2	5.2	6.0	6.8	5.0	2.4	2.4
2001	FCW	56.0	44.0	14.2	16.6	6.7	11.0	3.9	2.8	3.5	2.9
	CLF	53.5	46.5	14.8	13.2	5.3	6.0	6.9	5.0	2.6	2.2
2002	FCW	56.0	44.0	14.2	16.8	6.7	10.9	4.0	2.9	3.5	3.0
	CLF	53.4	46.6	14.9	13.5	5.3	6.0	7.0	5.2	2.6	2.3

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

CLF = Civilian Labor Force; derived from Bureau of Labor Statistics, September Current Population Survey. Percentages by gender may not add to 100 due to rounding.

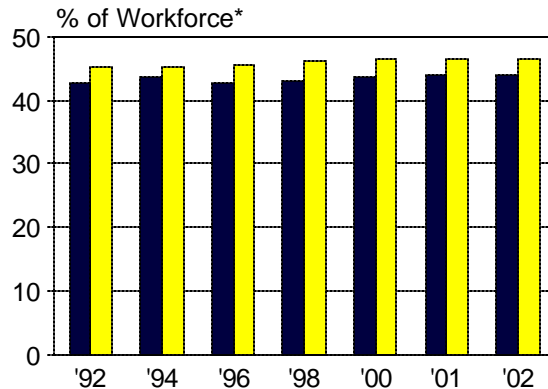
"All Minorities" includes the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

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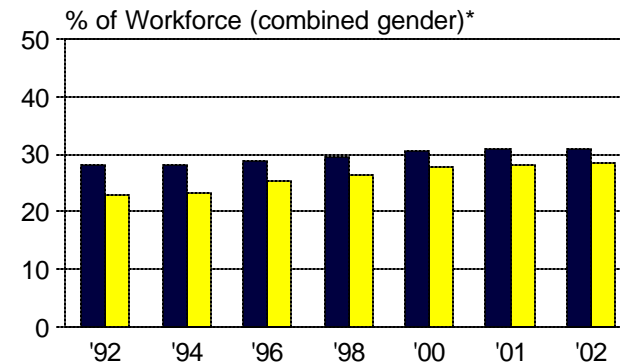
Employment of Minorities

Federal Civilian Workforce and U.S. Civilian Labor Force 1992 - 2002

Women

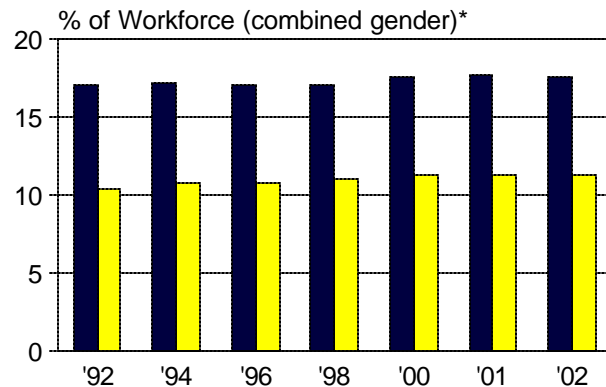


All Minorities

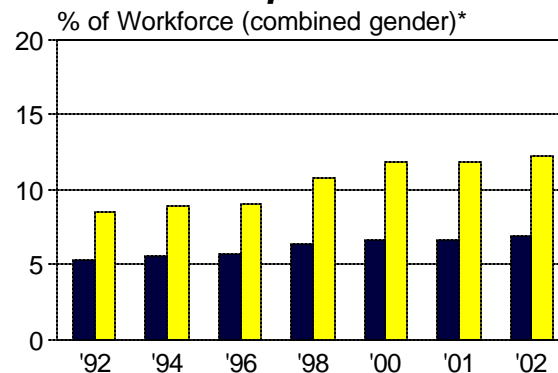


Federal Civilian **Private Sector**

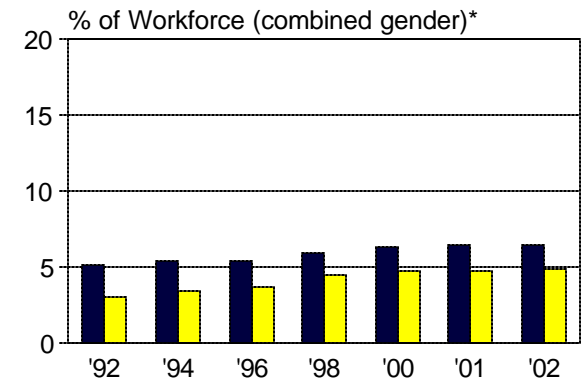
Black



Hispanic



Other Minorities**



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

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

Executive Branch Employment of Workers with Disabilities

1994 - 2002

	1994	1996	1998	2000	2002
Workers with Disabilities	145,105	132,344	124,139	120,525	123,308
<i>% of total Workforce</i>	<i>7.4</i>	<i>7.3</i>	<i>7.1</i>	<i>7.1</i>	<i>7.1</i>
Severely Disabled *	24,560	22,277	20,614	19,877	19,455
<i>% of total Workforce</i>	<i>1.3</i>	<i>1.2</i>	<i>1.2</i>	<i>1.2</i>	<i>1.1</i>

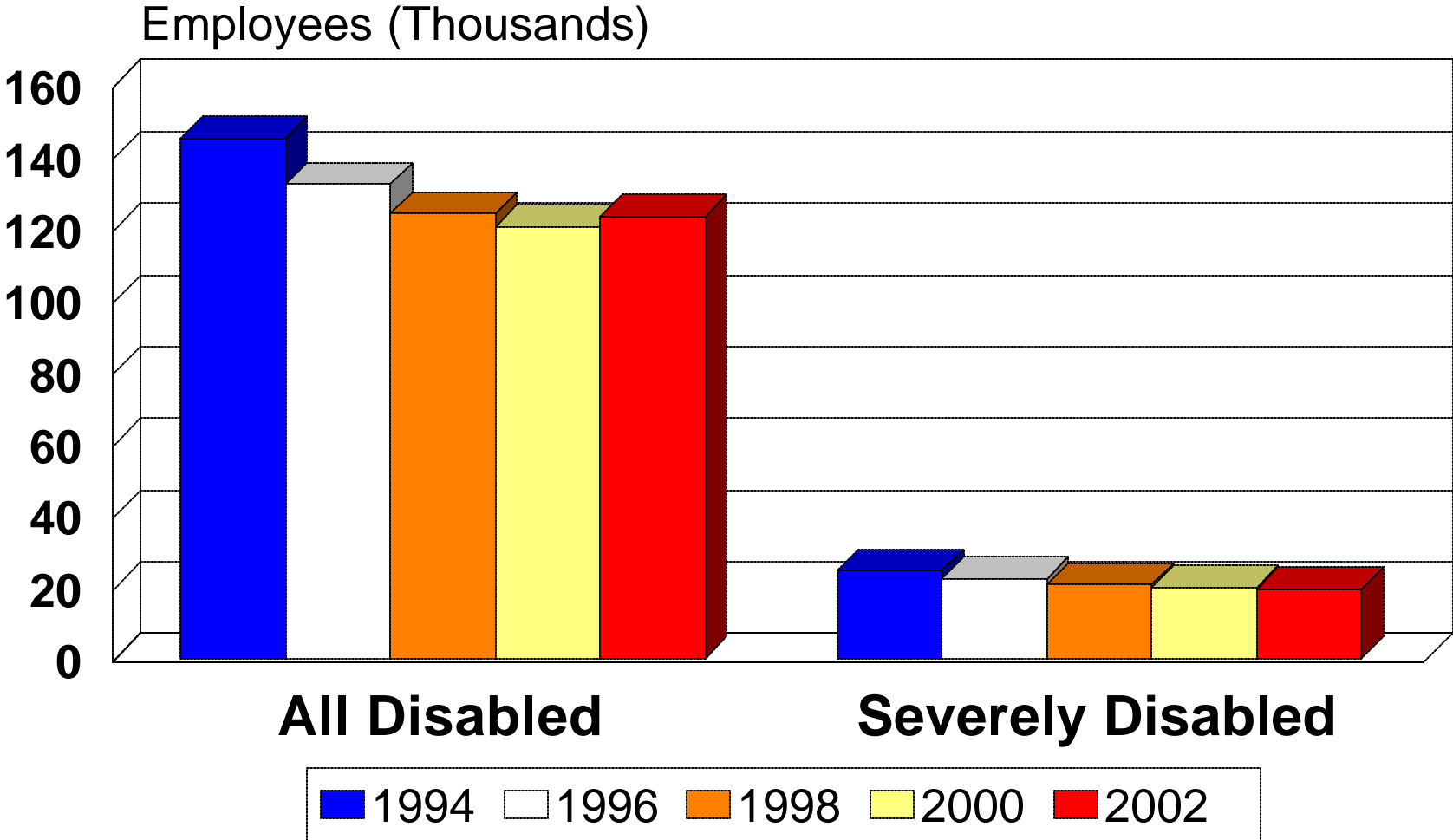
* As designated by the Equal Employment Opportunity Commission (EEOC).



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

Executive Branch Employment of Workers with Disabilities

1994 - 2002



EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2002

	ALL EMPLOYEES			DISABILITY STATUS					
	TOTAL	DISABLED	%*	EEOC SPECIFIED DISABILITY** %***		NON-DISABLED %*		NOT IDENTIFIED %	
EXECUTIVE BRANCH	1,813,047	123,308	7.0	19,455	1.1	1,637,162	93.0	52,577	2.9
EXECUTIVE DEPTS	1,632,753	111,187	7.0	16,770	1.1	1,483,279	93.0	38,287	2.3
Department of Agriculture	114,552	7,750	7.0	1,123	1.0	103,047	93.0	3,755	3.3
Department of Commerce	38,354	2,216	5.9	344	0.9	35,203	94.1	935	2.4
Department of Defense	658,994	47,658	7.4	6,370	1.0	598,552	92.6	12,784	1.9
Department of the Army	225,060	15,142	6.9	1,864	0.8	205,589	93.1	4,329	1.9
Department of the Navy	181,352	12,787	7.2	1,745	1.0	164,795	92.8	3,770	2.1
Department of the Air Force	151,900	11,560	7.7	1,331	0.9	138,119	92.3	2,221	1.5
Department of Education	4,768	283	6.4	77	1.7	4,154	93.6	331	6.9
Department of Energy	16,102	1,044	6.9	128	0.8	14,060	93.1	998	6.2
Department of Health & Human Services	70,637	4,256	6.5	721	1.1	61,676	93.5	4,705	6.7
Department of Housing & Urban Development	10,285	867	8.8	152	1.5	8,979	91.2	439	4.3
Department of the Interior	78,390	4,804	6.3	694	0.9	71,007	93.7	2,579	3.3
Department of Justice	130,310	4,129	3.2	521	0.4	124,509	96.8	1,672	1.3
Department of Labor	16,288	1,087	7.1	195	1.3	14,281	92.9	920	5.6
Department of State	21,668	1,837	8.6	91	0.4	19,497	91.4	334	1.5
Department of Transportation	102,785	5,243	5.2	512	0.5	96,092	94.8	1,450	1.4
Department of the Treasury	146,892	10,086	7.0	2,195	1.5	133,311	93.0	3,495	2.4
Department of Veterans Affairs	222,728	19,927	9.1	3,647	1.7	198,911	90.9	3,890	1.7
ALL OTHER Executive Branch Agencies	180,294	12,121	7.3	2,685	1.6	153,883	92.7	14,290	7.9

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

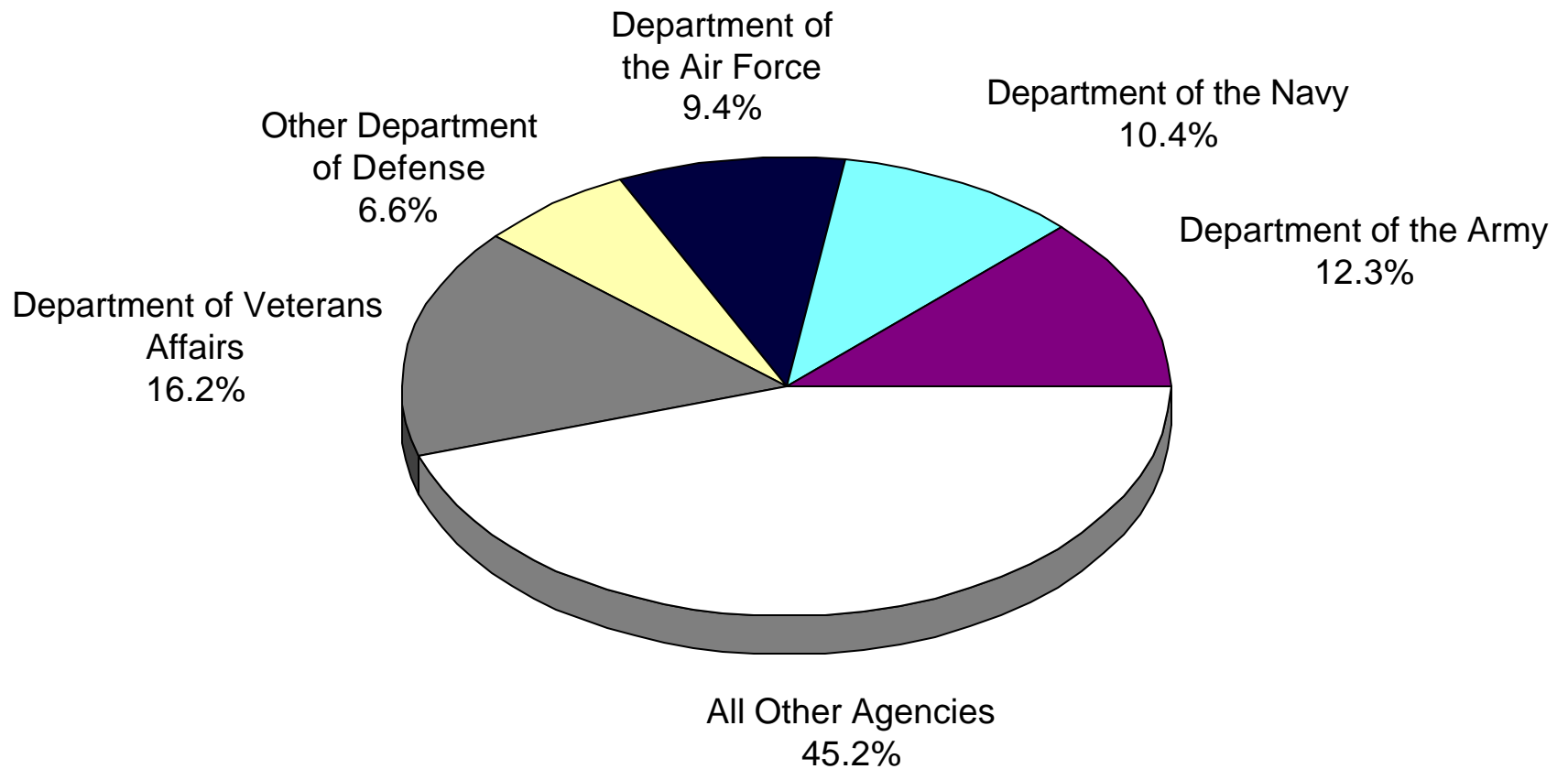
**The Equal Employment Opportunity Commission (EEOC) has specified disabilities which classify employees as "severely disabled," including: total deafness in both ears (with or without understandable speech); blindness in both eyes; missing arms or legs; paralysis; convulsive disorders (e.g., epilepsy);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

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

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

Distribution of Employees With Disabilities by Agency

September 30, 2002



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

Executive Branch Agencies

September 30, 2002

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	1,601,450	484,296	266,774	108,851	75,559	33,112	1,117,154
<i>Average Salary (\$)</i>	<i>56,604</i>	<i>49,765</i>	<i>48,303</i>	<i>49,104</i>	<i>58,128</i>	<i>44,587</i>	<i>59,569</i>
Professional Series	429,842	97,904	38,011	19,690	34,058	6,145	331,938
<i>Average Salary (\$)</i>	<i>72,653</i>	<i>68,362</i>	<i>66,262</i>	<i>66,853</i>	<i>73,018</i>	<i>60,296</i>	<i>73,918</i>
Administrative Series	586,038	157,350	91,058	38,446	18,963	8,883	428,688
<i>Average Salary (\$)</i>	<i>66,613</i>	<i>61,883</i>	<i>62,805</i>	<i>59,738</i>	<i>61,903</i>	<i>61,671</i>	<i>68,350</i>
Technical Series	376,025	140,529	85,449	29,184	13,677	12,219	235,496
<i>Average Salary (\$)</i>	<i>36,680</i>	<i>35,083</i>	<i>35,624</i>	<i>34,905</i>	<i>35,128</i>	<i>31,653</i>	<i>37,633</i>
Clerical Series	154,580	66,991	42,824	12,298	7,209	4,660	87,589
<i>Average Salary (\$)</i>	<i>29,052</i>	<i>28,755</i>	<i>29,409</i>	<i>27,715</i>	<i>27,349</i>	<i>27,647</i>	<i>29,279</i>
Other Series	54,965	21,522	9,432	9,233	1,652	1,205	33,443
<i>Average Salary (\$)</i>	<i>38,104</i>	<i>37,719</i>	<i>36,476</i>	<i>40,461</i>	<i>32,017</i>	<i>34,200</i>	<i>38,353</i>

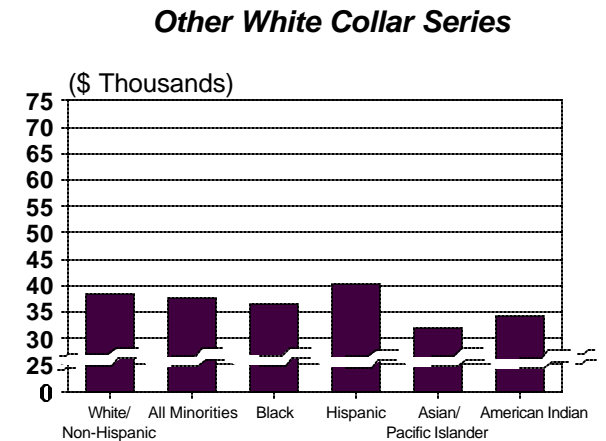
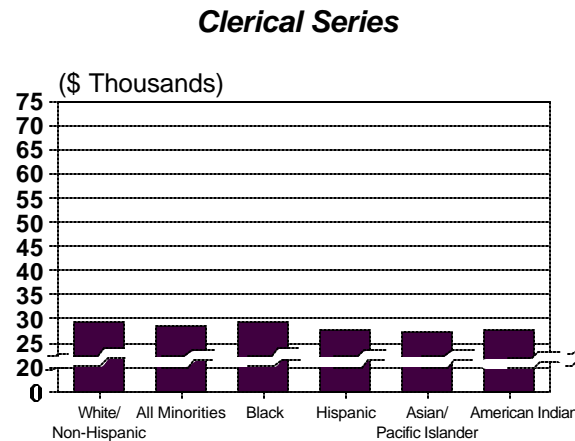
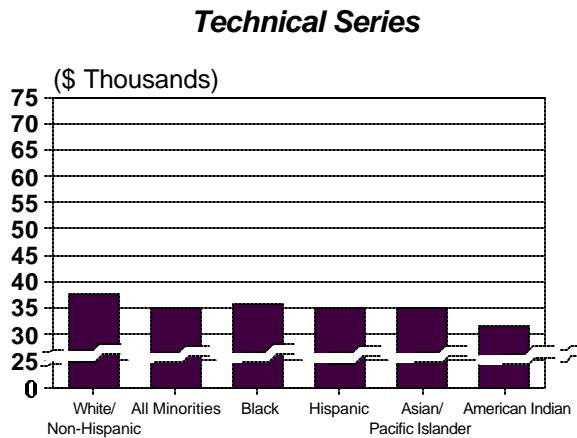
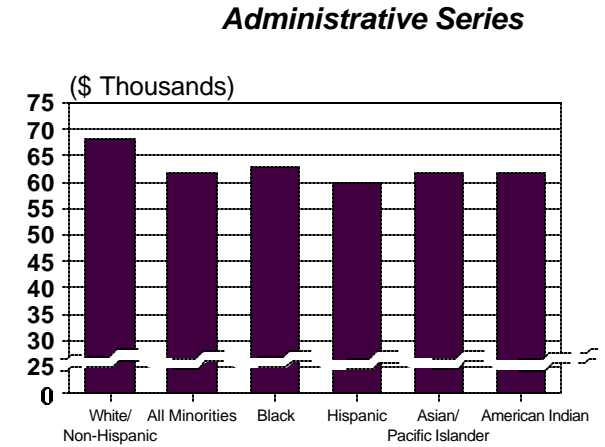
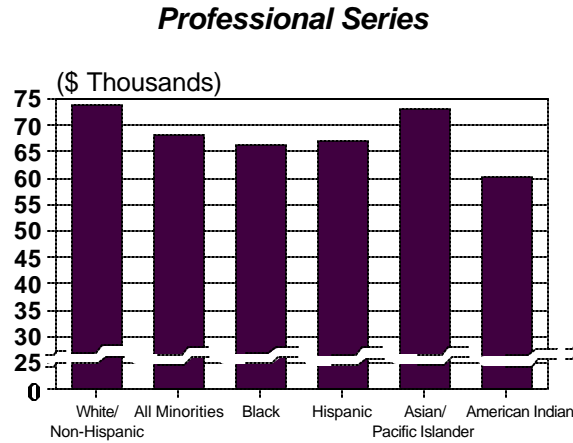
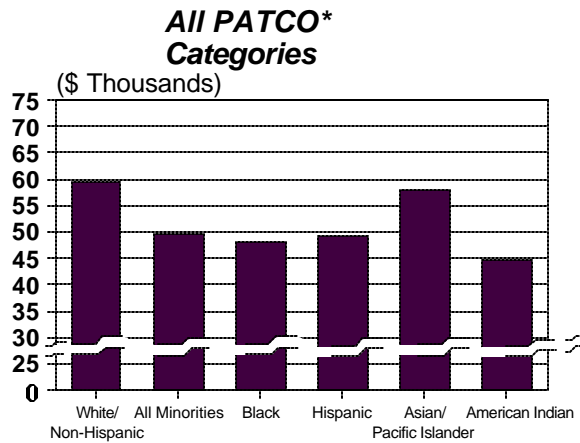
* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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

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

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

Executive Branch Employment, September 30, 2002



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

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

As of September 30, 2002

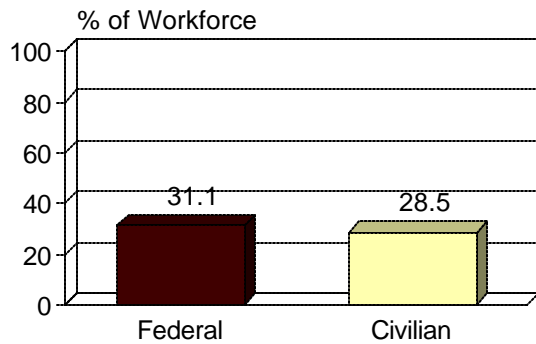
	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	56.0	44.0	31.1	17.6	6.9	4.5	2.0	69.0
CLF*	100.0	53.4	46.6	28.5	11.3	12.2	4.0	0.9	71.5

* Notes: FCW = Federal Civilian Workforce; covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF). Note that due to different population coverage, the Race/National Origin percentage distributions found in this table could differ from those presented in other tables.
CLF = U.S. Civilian Labor Force; Derived from Bureau of Labor Statistics, September Current Population Survey. Percentages by gender may not add to 100 due to rounding.

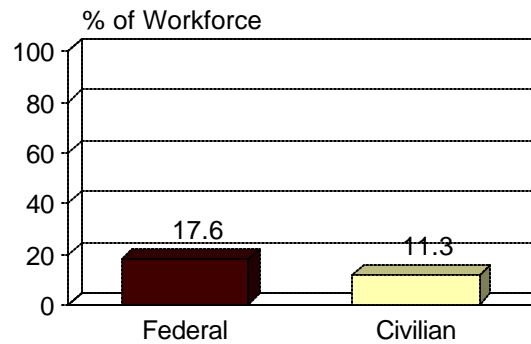
Race/National Origin: Federal Civilian Workforce and U.S. Civilian Labor Force

September 30, 2002

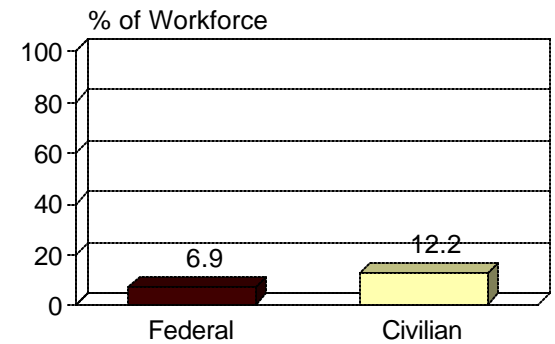
All Minorities



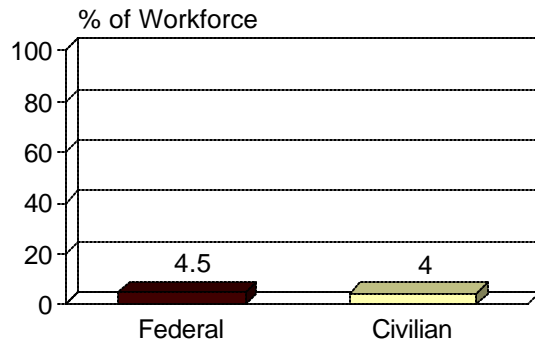
Black



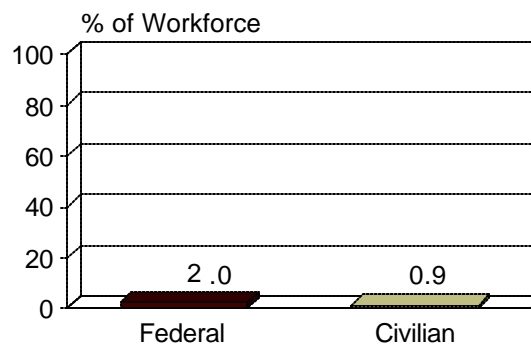
Hispanic



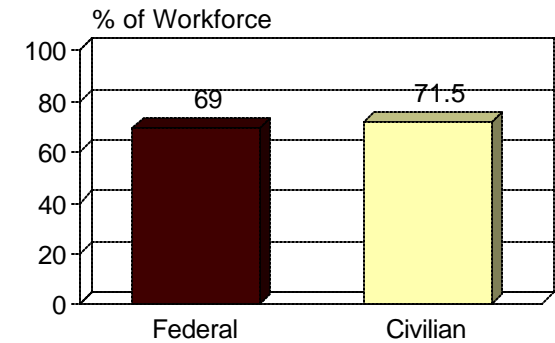
Asian/Pacific Islander



**American Indian/
Alaska Native**



White Non-Hispanic



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

Executive Branch Agencies

1992 - 2002

	1992	1994	1996	1998	2000	2002
Total White-Collar	1,821,715	1,734,673	1,623,205	1,563,644	1,532,484	1,601,450
Women	905,675	862,418	803,153	775,575	765,579	786,118
% Women	49.7	49.7	49.5	49.6	50.0	49.1
Professional	484,566	477,610	459,121	439,041	420,482	429,842
Women	170,416	173,187	172,315	171,064	171,106	176,594
% Women	35.2	36.3	37.5	39.0	40.7	41.1
Administrative	548,397	541,731	528,238	530,192	547,862	586,038
Women	218,737	223,151	220,664	225,649	241,483	261,562
% Women	39.9	41.2	41.8	42.6	44.1	44.6
Technical	415,883	393,239	365,449	348,720	339,100	376,025
Women	233,553	227,998	218,475	210,409	204,116	216,798
% Women	56.2	58.0	59.8	60.3	60.2	57.7
Clerical	322,073	273,360	224,040	198,222	175,018	154,580
Women	273,947	230,000	185,948	162,669	142,237	123,312
% Women	85.1	84.1	83.0	82.1	81.3	79.8
Other	50,796	48,733	46,357	47,469	50,222	54,965
Women	9,022	8,082	5,751	5,784	6,637	7,852
% Women	17.8	16.6	12.4	12.2	13.2	14.3

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

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

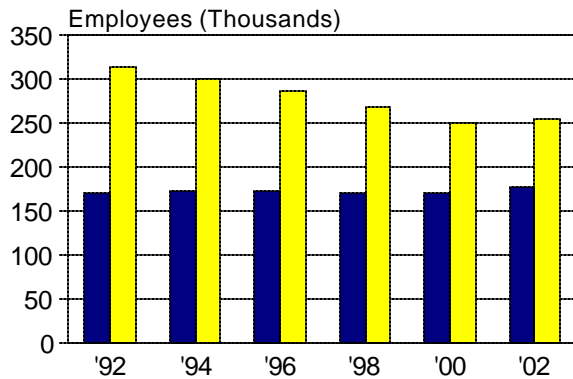


Employment of Women by Occupational Category

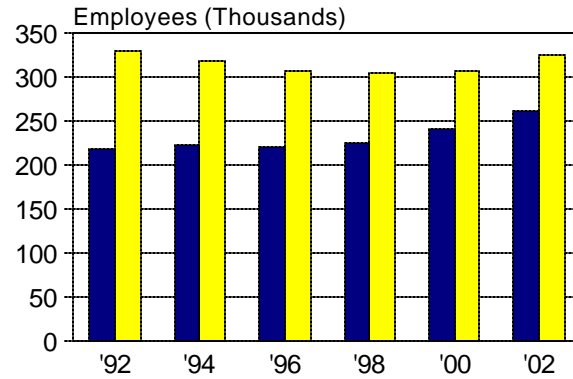
1992 - 2002

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

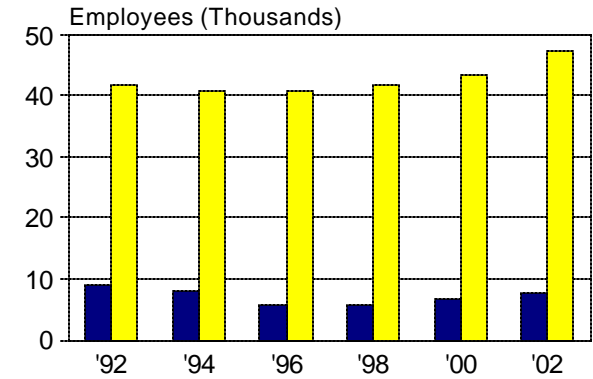
Professional



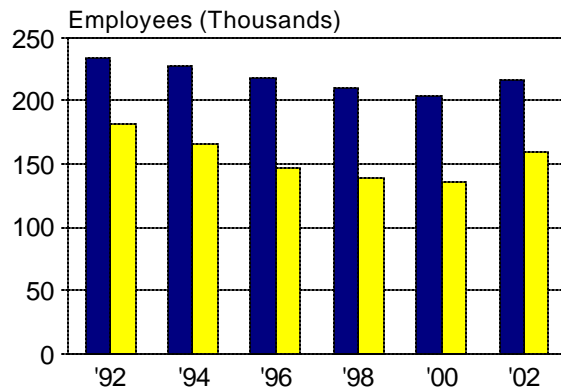
Administrative



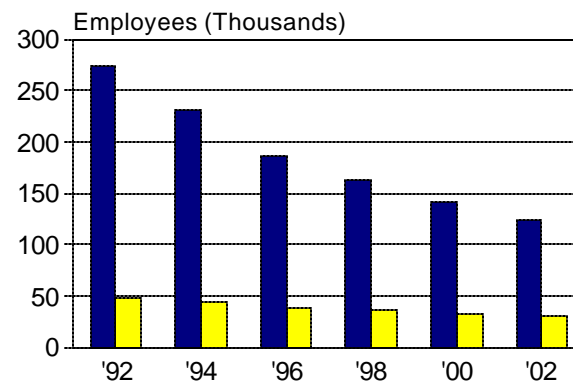
Other



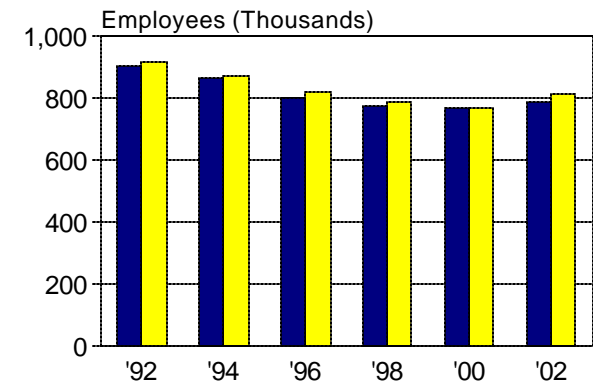
Technical



Clerical



All Categories



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

1994 - 2002

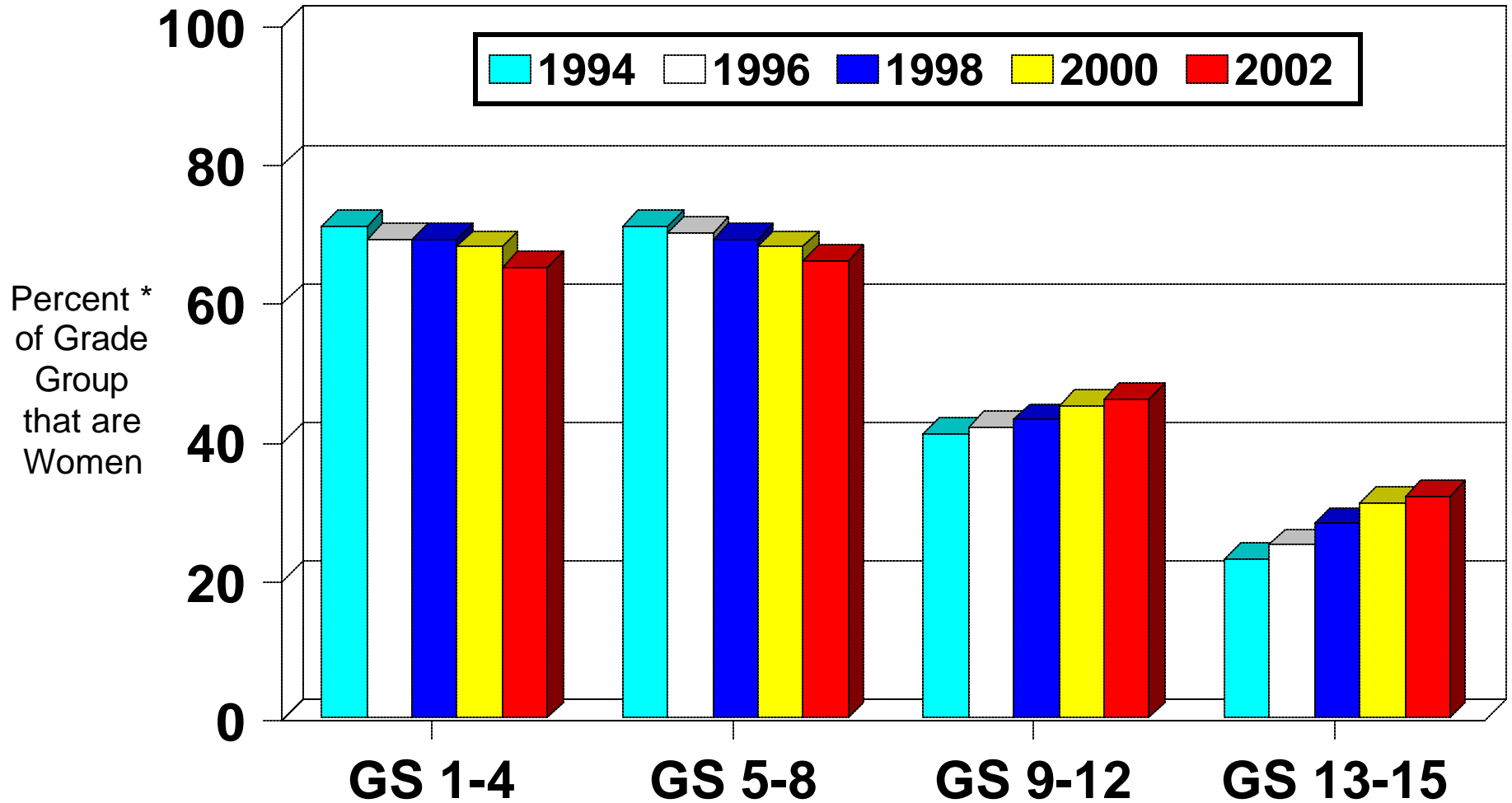
	1994	1996	1998	2000	2002	% change '94 - '02
Total GS and Related	786,343	729,392	702,728	688,790	698,099	-11.2%
GS 1	2,057	1,974	2,190	1,793	1,653	-19.6%
GS 2	4,853	3,999	4,479	3,573	3,689	-24.0%
GS 3	25,883	19,747	18,845	16,917	15,894	-38.6%
GS 4	81,305	59,924	51,494	45,559	41,430	-49.0%
GS 1 - 4	114,098	85,644	77,008	67,842	62,666	-45.1%
GS 5	128,264	109,623	94,146	83,476	77,036	-39.9%
GS 6	83,923	76,855	70,171	64,187	60,997	-27.3%
GS 7	98,348	94,375	93,725	88,239	88,926	-9.6%
GS 8	28,515	28,299	28,554	33,505	34,797	22.0%
GS 5 - 8	339,050	309,152	286,596	269,407	261,756	-22.8%
GS 9	74,392	70,540	68,058	68,028	70,063	-5.8%
GS 10	7,374	7,872	8,122	8,124	8,536	15.8%
GS 11	95,000	89,528	88,419	88,592	89,364	-5.9%
GS 12	82,565	85,722	85,028	86,808	93,881	13.7%
GS 9 - 12	259,331	253,662	249,627	251,552	261,844	1.0%
GS 13	44,709	49,480	54,338	60,456	67,570	51.1%
GS 14	19,836	20,904	23,265	25,953	29,291	47.7%
GS 15	9,319	10,550	11,894	13,580	14,972	60.7%
GS 13 - 15	73,864	80,934	89,497	99,989	111,833	51.4%

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



Employment of Women

By General Schedule (GS) and Related Grades, 1994 - 2002



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

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

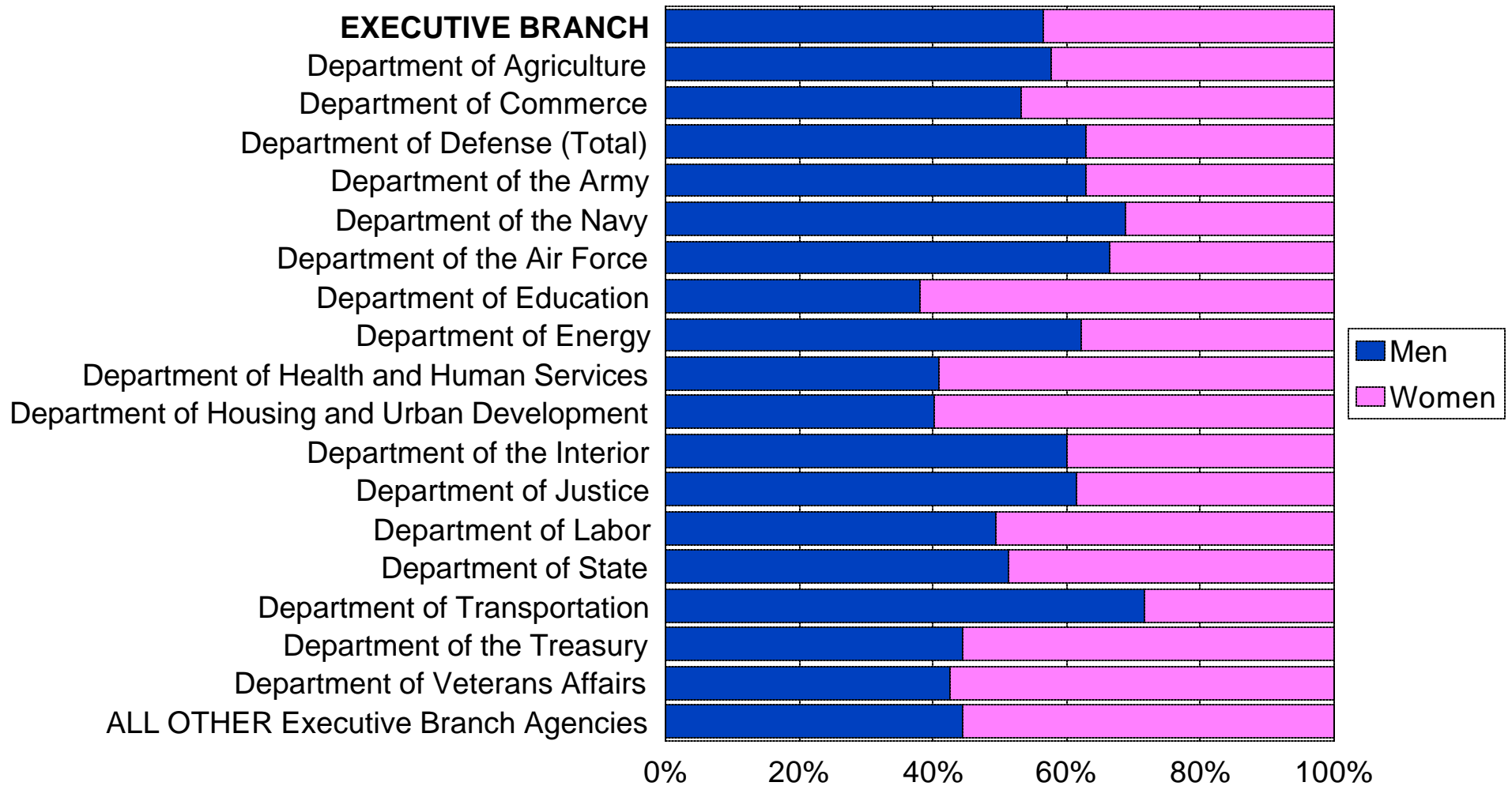
as of September 30, 2002

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,813,047	1,004,612	55.4	808,435	44.6
EXECUTIVE DEPARTMENTS	1,632,753	924,355	56.6	708,398	43.4
Department of Agriculture	114,552	66,011	57.6	48,541	42.4
Department of Commerce	38,354	20,370	53.1	17,984	46.9
Department of Defense	658,994	413,593	62.8	245,401	37.2
Department of the Army	225,060	141,642	62.9	83,418	37.1
Department of the Navy	181,352	124,965	68.9	56,387	31.1
Department of the Air Force	151,900	100,990	66.5	50,910	33.5
Department of Education	4,768	1,814	38.0	2,954	62.0
Department of Energy	16,102	9,995	62.1	6,107	37.9
Department of Health and Human Services	70,637	28,871	40.9	41,766	59.1
Department of Housing and Urban Development	10,285	4,125	40.1	6,160	59.9
Department of the Interior	78,390	47,073	60.0	31,317	40.0
Department of Justice	130,310	79,969	61.4	50,341	38.6
Department of Labor	16,288	8,062	49.5	8,226	50.5
Department of State	21,668	11,140	51.4	10,528	48.6
Department of Transportation	102,785	73,560	71.6	29,225	28.4
Department of the Treasury	146,892	65,202	44.4	81,690	55.6
Department of Veterans Affairs	222,728	94,570	42.5	128,158	57.5
ALL OTHER Executive Branch Agencies	180,294	80,257	44.5	100,037	55.5

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



Employment by Executive Branch Department: Gender as of September 30, 2002



EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

as of September 30, 2002

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,813,047	1,255,941	69.3	557,106	30.7	306,128	16.9	124,868	6.9	86,425	4.8	39,685	2.2
EXECUTIVE DEPARTMENTS	1,632,753	1,141,283	69.9	491,470	30.1	262,628	16.1	111,494	6.8	79,370	4.9	37,978	2.3
Department of Agriculture	114,552	89,565	78.2	24,987	21.8	12,196	10.6	7,023	6.1	3,038	2.7	2,730	2.4
Department of Commerce	38,354	27,464	71.6	10,890	28.4	6,567	17.1	1,362	3.6	2,734	7.1	227	0.6
Department of Defense	658,994	480,846	73.0	178,148	27.0	94,051	14.3	39,469	6.0	38,229	5.8	6,399	1.0
Department of the Army	225,060	164,471	73.1	60,589	26.9	34,856	15.5	14,342	6.4	8,895	4.0	2,496	1.1
Department of the Navy	181,352	130,106	71.7	51,246	28.3	23,605	13.0	8,066	4.4	18,235	10.1	1,340	0.7
Department of the Air Force	151,900	116,695	76.8	35,205	23.2	16,523	10.9	11,393	7.5	5,479	3.6	1,810	1.2
Department of Education	4,768	2,567	53.8	2,201	46.2	1,762	37.0	221	4.6	172	3.6	46	1.0
Department of Energy	16,102	12,498	77.6	3,604	22.4	1,768	11.0	921	5.7	687	4.3	228	1.4
Department of Health and Human Services	70,637	41,499	58.7	29,138	41.3	11,340	16.1	2,453	3.5	4,408	6.2	10,937	15.5
Department of Housing and Urban Development	10,285	5,317	51.7	4,968	48.3	3,746	36.4	731	7.1	382	3.7	109	1.1
Department of the Interior	78,390	57,288	73.1	21,102	26.9	4,201	5.4	3,683	4.7	1,450	1.8	11,768	15.0
Department of Justice	130,310	85,714	65.8	44,596	34.2	20,914	16.0	18,481	14.2	4,219	3.2	982	0.8
Department of Labor	16,288	10,528	64.6	5,760	35.4	3,932	24.1	1,111	6.8	610	3.7	107	0.7
Department of State	21,668	16,424	75.8	5,244	24.2	3,253	15.0	979	4.5	931	4.3	81	0.4
Department of Transportation	102,785	76,088	74.0	26,697	26.0	14,750	14.4	7,515	7.3	3,185	3.1	1,247	1.2
Department of the Treasury	146,892	96,081	65.4	50,811	34.6	31,285	21.3	13,188	9.0	5,185	3.5	1,153	0.8
Department of Veterans Affairs	222,728	139,404	62.6	83,324	37.4	52,863	23.7	14,357	6.4	14,140	6.3	1,964	0.9
ALL OTHER Executive Branch Agencies	180,294	114,658	63.6	65,636	36.4	43,500	24.1	13,374	7.4	7,055	3.9	1,707	0.9

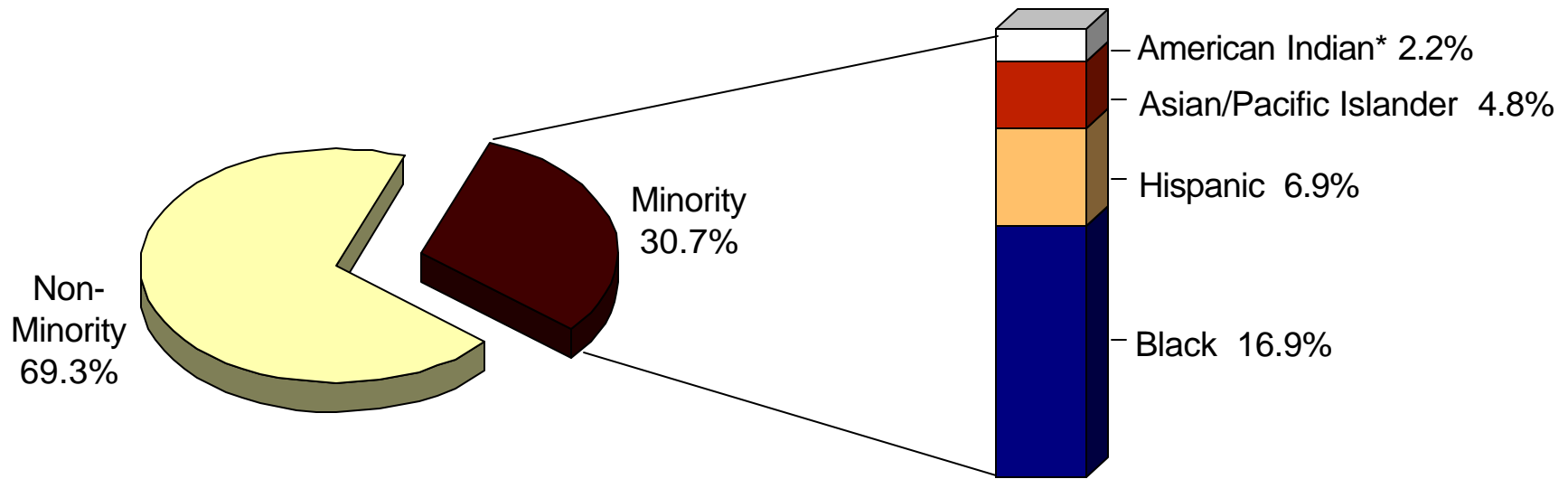
*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

**Asian refers to Asian/Pacific Islander.

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

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

Employment by Executive Branch Department: ** Race/National Origin as of September 30, 2002



*American Indian refers to American Indian/Alaska Native

**Chart reflects total executive branch employment.

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

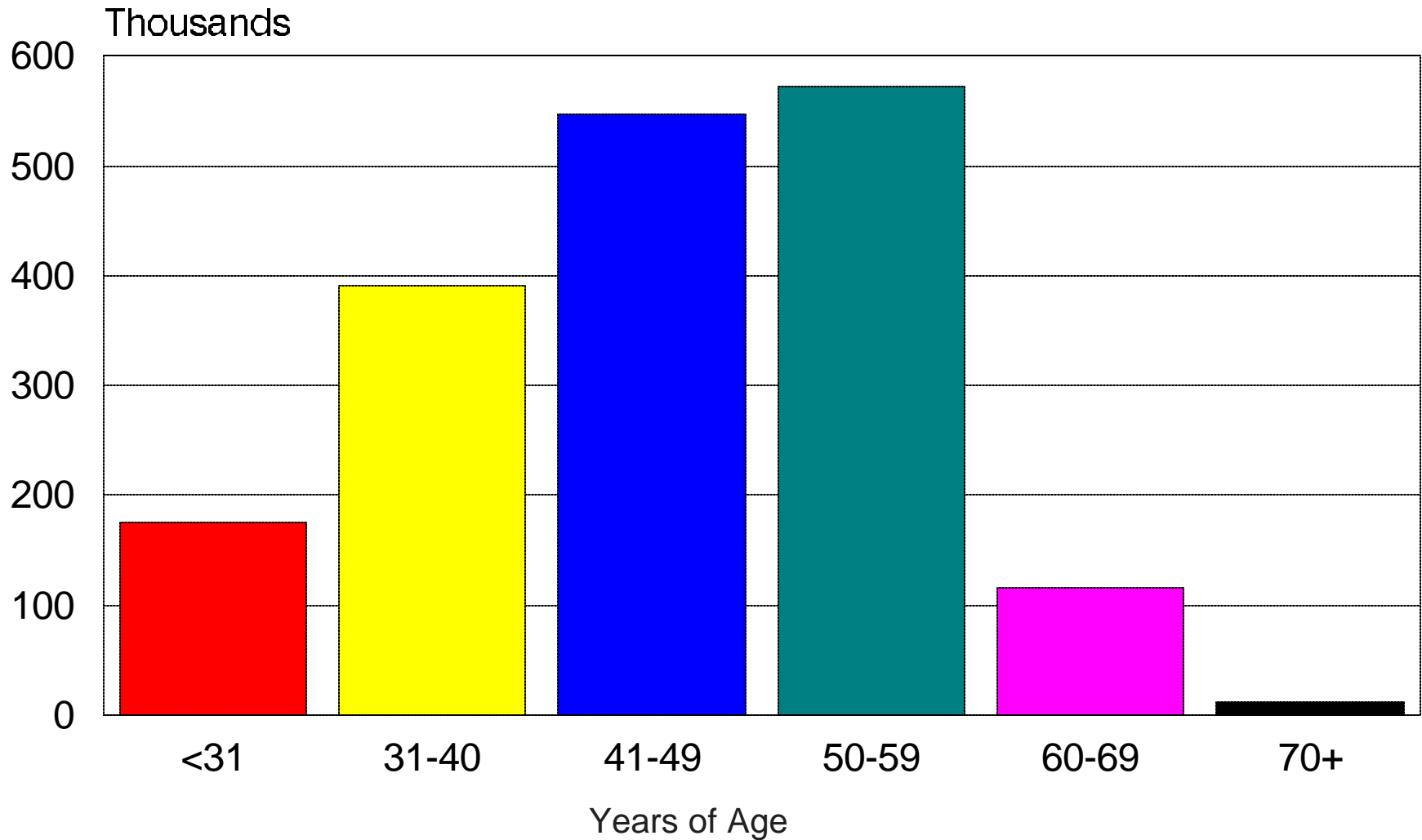
as of September 30, 2002

	AVERAGE		<31 %		31-40 %		41-49 %		50-59 %		60-69 %		70+ %	
	AGE	TOTAL												
EXECUTIVE BRANCH	45.8	1,813,047	175,266	9.7	390,928	21.6	547,449	30.2	572,272	31.6	115,558	6.4	11,574	0.6
EXECUTIVE DEPARTMENTS	45.7	1,632,753	160,148	9.8	353,831	21.7	496,743	30.4	510,969	31.3	101,580	6.2	9,482	0.6
Department of Agriculture	44.2	114,552	19,568	17.1	21,347	18.6	33,056	28.9	32,804	28.6	6,889	6.0	888	0.8
Department of Commerce	45.5	38,354	4,446	11.6	9,394	24.5	9,906	25.8	10,765	28.1	3,200	8.3	643	1.7
Department of Defense	47.0	658,994	51,155	7.8	123,634	18.8	210,799	32.0	227,068	34.5	43,446	6.6	2,892	0.4
Department of the Army	47.0	225,060	17,079	7.6	41,217	18.3	70,190	31.2	79,884	35.5	15,491	6.9	1,199	0.5
Department of the Navy	46.8	181,352	13,460	7.4	32,934	18.2	60,038	33.1	62,132	34.3	12,051	6.6	737	0.4
Department of the Air Force	46.0	151,900	13,475	8.9	31,473	20.7	48,240	31.8	49,071	32.3	9,128	6.0	513	0.3
Department of Education	47.0	4,768	434	9.1	1,026	21.5	1,111	23.3	1,752	36.7	402	8.4	43	0.9
Department of Energy	47.9	16,102	902	5.6	2,826	17.6	4,876	30.3	6,183	38.4	1,239	7.7	76	0.5
Department of Health and Human Services	45.8	70,637	7,158	10.1	16,636	23.6	19,566	27.7	21,084	29.8	5,465	7.7	728	1.0
Department of Housing and Urban Development	48.2	10,285	720	7.0	1,661	16.1	2,776	27.0	4,101	39.9	928	9.0	99	1.0
Department of the Interior	44.6	78,390	11,806	15.1	15,339	19.6	22,419	28.6	24,084	30.7	4,322	5.5	420	0.5
Department of Justice	40.1	130,310	18,202	14.0	50,319	38.6	36,853	28.3	21,538	16.5	3,105	2.4	293	0.2
Department of Labor	46.9	16,288	1,401	8.6	3,265	20.0	4,225	25.9	6,020	37.0	1,261	7.7	116	0.7
Department of State	45.5	21,668	2,295	10.6	5,340	24.6	6,026	27.8	6,074	28.0	1,593	7.4	340	1.6
Department of Transportation	43.5	102,785	14,052	13.7	27,383	26.6	31,101	30.3	25,140	24.5	4,712	4.6	397	0.4
Department of the Treasury	45.5	146,892	13,413	9.1	34,876	23.7	44,034	30.0	45,302	30.8	8,291	5.6	976	0.7
Department of Veterans Affairs	47.4	222,728	14,596	6.6	40,785	18.3	69,995	31.4	79,054	35.5	16,727	7.5	1,571	0.7
ALL OTHER Executive Branch Agencies	46.9	180,294	15,118	8.4	37,097	20.6	50,706	28.1	61,303	34.0	13,978	7.8	2,092	1.2

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

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

As of September 30, 2002



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

Civilian Payroll for Executive Branch Agencies

1988 - 2002

September (Sept)	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00	Sept-01	Sept-02
Monthly Payroll (\$ millions)									
Total Executive Branch	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,436.5	7,573.2	8,018.2
Executive Departments	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9	6,591.9	6,994.4
Defense	2,637.1	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2	2,396.7	2,408.7
All other Executive Departments	1,797.4	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7	4,195.2	4,585.7
Independent Agencies	1,015.3	547.8	645.5	687.5	845.6	875.2	912.6	981.3	1,023.8
Fiscal Year (FY)	FY88	FY90	FY92	FY94	FY96	FY98	FY00	FY01	FY02
Annual Payroll									
(in \$billions)	63.7	71.1	77.5	83.1	83.0	84.9	91.4	91.6	96.8
<i>Percent Change*</i>		11.6	9.0	7.2	-0.1	2.3	7.7	0.2	5.7

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

*Represents percent change from the previous reported year.

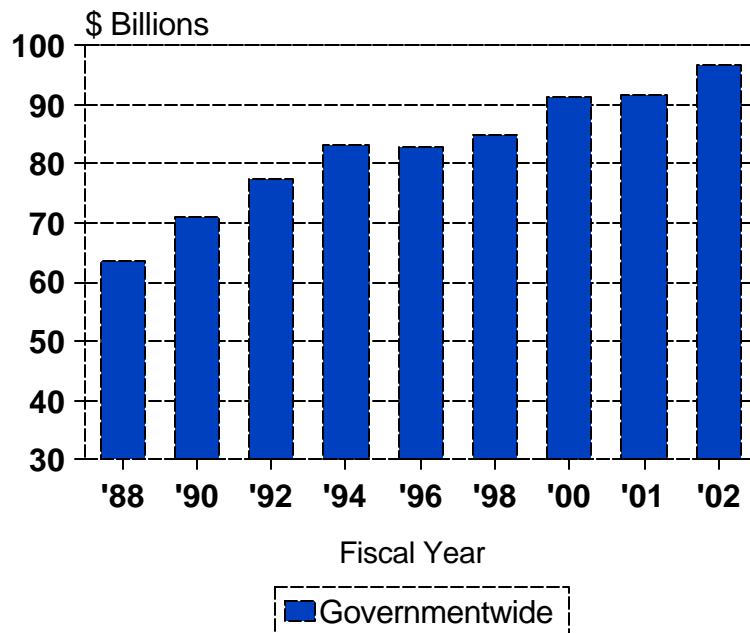
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Civilian Payroll

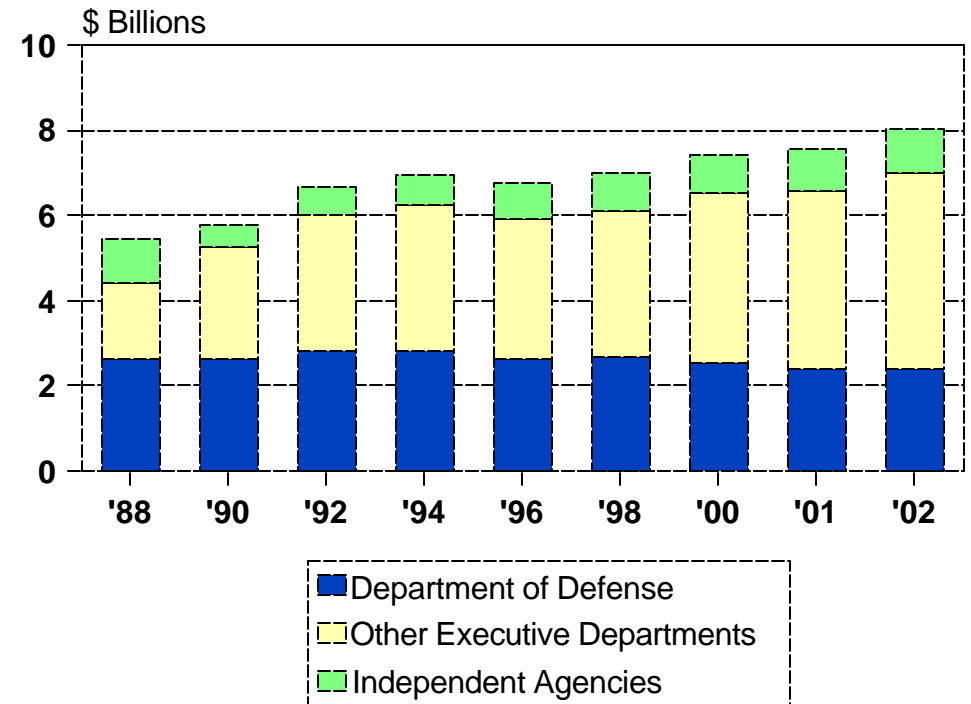
Executive Branch Agencies (non-Postal)

1988 - 2002

Annual



Monthly



Trend of Civilian Compensation and Benefits

1988 - 2002 (\$ millions)

	1988	1990	1992	1994	1996	1998	2000	2001	2002
Executive Branch									
Direct Compensation*	63,085	69,950	82,664	84,383	85,153	86,659	95,325	97,803	104,497
Personnel Benefits*	15,777	19,610	24,663	26,743	27,144	28,723	32,273	41,822	36,134
U.S. Postal Service									
Direct Compensation	23,571	26,198	28,311	30,781	32,566	34,704	36,981	37,979	36,877
Personnel Benefits	5,957	6,913	8,751	7,765	8,969	9,648	11,116	11,629	12,670
Legislative Branch									
Direct Compensation	N/A	N/A	770	786	1,206	1,273	1,375	1,420	1,521
Personnel Benefits	N/A	N/A	146	154	259	275	315	431	366
Judicial Branch									
Direct Compensation	N/A	N/A	1,096	1,264	1,430	1,625	1,907	2,037	2,214
Personnel Benefits	N/A	N/A	228	312	348	406	493	640	591
Legislative and Judicial Branches									
Direct Compensation	1,299	1,445	1,866	2,050	2,636	2,898	3,282	3,457	3,735
Personnel Benefits	199	266	374	466	607	681	808	1,071	957
Total Direct Compensation	87,955	97,593	112,841	117,214	120,355	124,261	135,588	139,239	145,109
Total Personnel Benefits	21,933	26,789	33,788	34,974	36,720	39,052	44,197	54,522	49,761
Total Civilian Costs	109,888	124,382	146,629	152,188	157,075	163,313	179,785	193,761	194,870
Retired Civilian Pay*	26,251	31,288	35,766	41,014	44,492	48,038	51,220	53,943	56,049

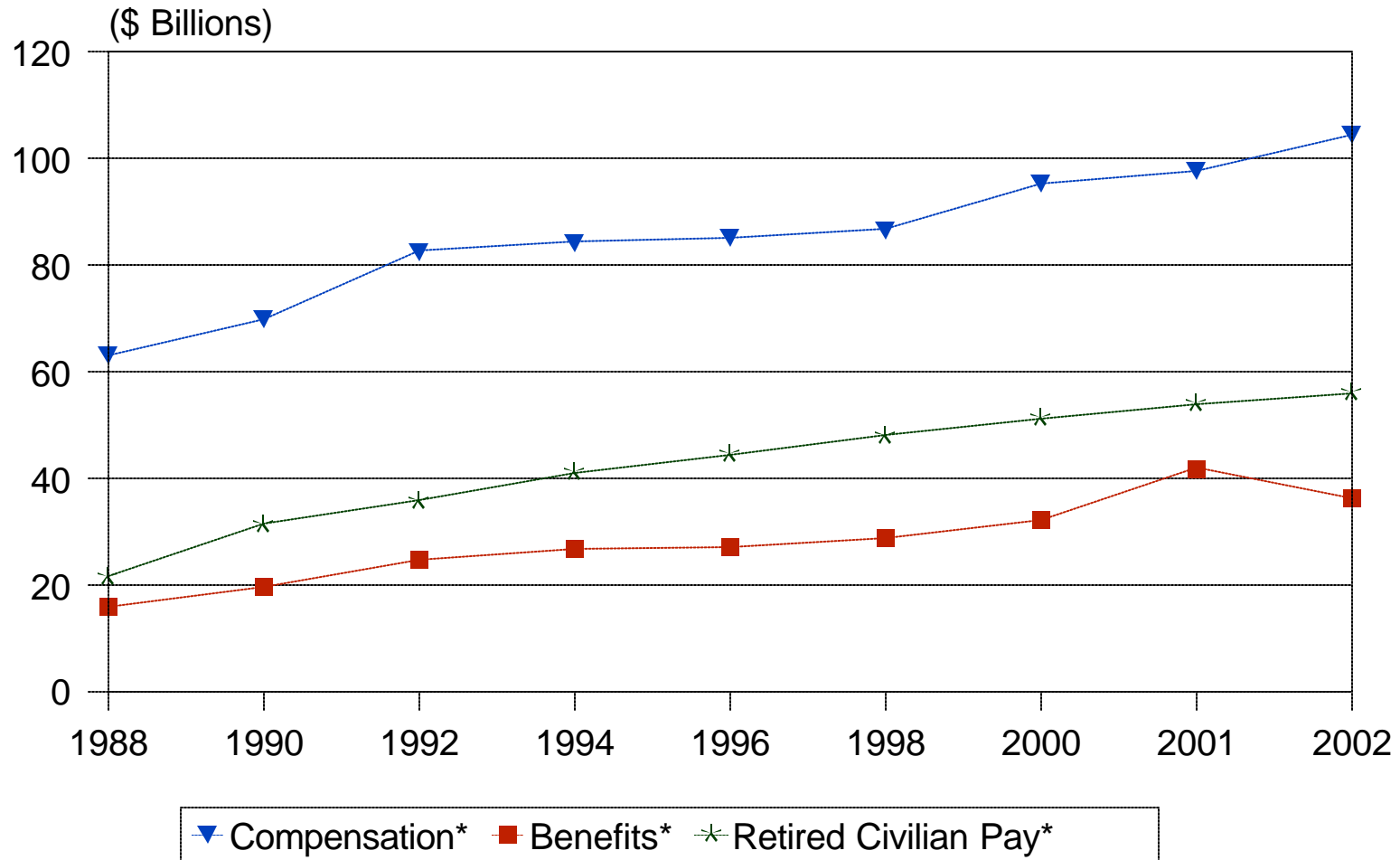
N/A = Not Available

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

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

Trend of Civilian Compensation and Benefits

1988 - 2002



See reference () on the table on page 64.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1989 - 2001

	1989	1991	1993	1995	1997	1999	2000	2001
Total Work Years	2,220,186	2,200,030	2,184,822	2,005,634	1,861,377	1,848,750	1,870,956	1,791,388
Basic Work Years	2,157,047	2,132,533	2,129,221	1,940,158	1,808,085	1,800,287	1,808,728	1,732,997
Full-time Permanent	1,957,279	1,935,483	1,948,725	1,787,680	1,677,015	1,649,761	1,621,165	1,612,830
Full-time Temporary	126,620	129,476	111,231	99,676	82,542	93,037	78,671	78,645
Part-time and Intermittent	73,148	67,574	69,265	52,802	48,528	57,489	108,892	41,522
Overtime and Holiday	63,139	67,497	55,601	65,476	53,292	48,463	62,228	58,391

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

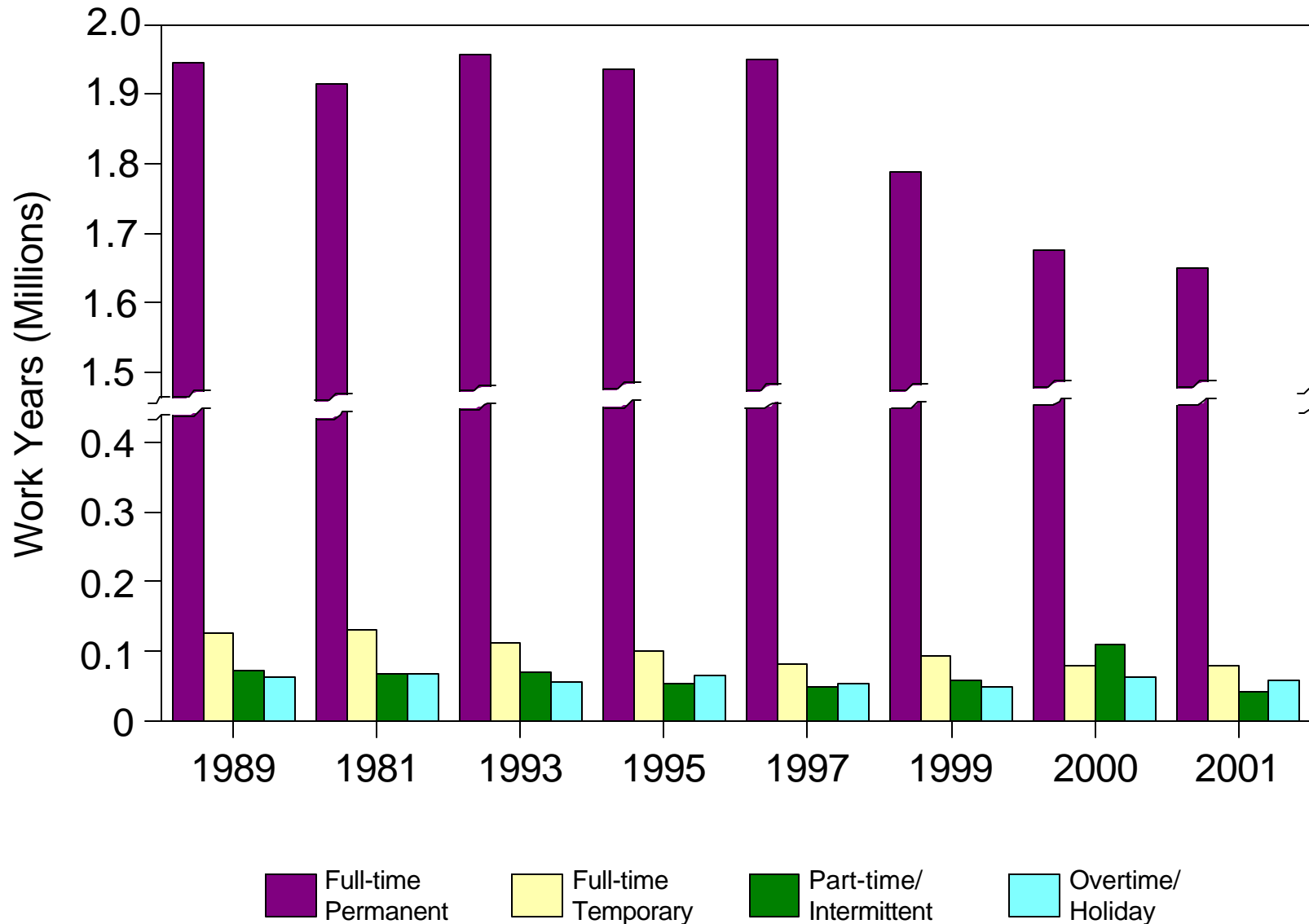
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.



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

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

1989 - 2001



Part 3:
Performance Management Programs

Performance Recognition For Employees

Fiscal Years 1991 - 2001

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
Performance Awards (1)											(3)	
											Individual Cash	Group Cash
Number of Awards	695,559	759,642	811,879	780,994	830,572	683,759	647,117	595,233	510,918	486,262	1,123,913	150,692
Total \$ Awarded (millions)	\$487.5	\$549.7	\$586.3	\$561.8	\$586.7	\$512.2	\$491.0	\$480.9	\$434.5	\$438.1	\$851.9	\$80.8
Average Award	\$701	\$724	\$722	\$719	\$706	\$749	\$758	\$808	\$851	\$901	\$754	\$535
Spending as % of Total Salaries	0.73%	0.76%	0.77%	0.73%	0.76%	0.66%	0.63%	0.62%	0.55%	0.52%	0.96%	0.09%
Other Cash Awards (2)											Cash Suggestion Awards	
											Individual	Group
Number of Awards	335,644	571,607	413,936	487,733	644,083	554,487	687,411	827,558	825,744	854,135	5,661	1,385
Total \$ Awarded (millions)	\$157.3	\$175.3	\$164.7	\$153.8	\$194.0	\$203.9	\$273.6	\$343.6	\$400.4	\$416.0	\$2.9	\$0.6
Average Award	\$469	\$307	\$323	\$315	\$301	\$368	\$398	\$415	\$485	\$487	\$511	\$425
Spending as % of Total Salaries	0.23%	0.27%	0.22%	0.20%	0.25%	0.26%	0.35%	0.44%	0.51%	0.53%	0.00%	0.00%

(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.

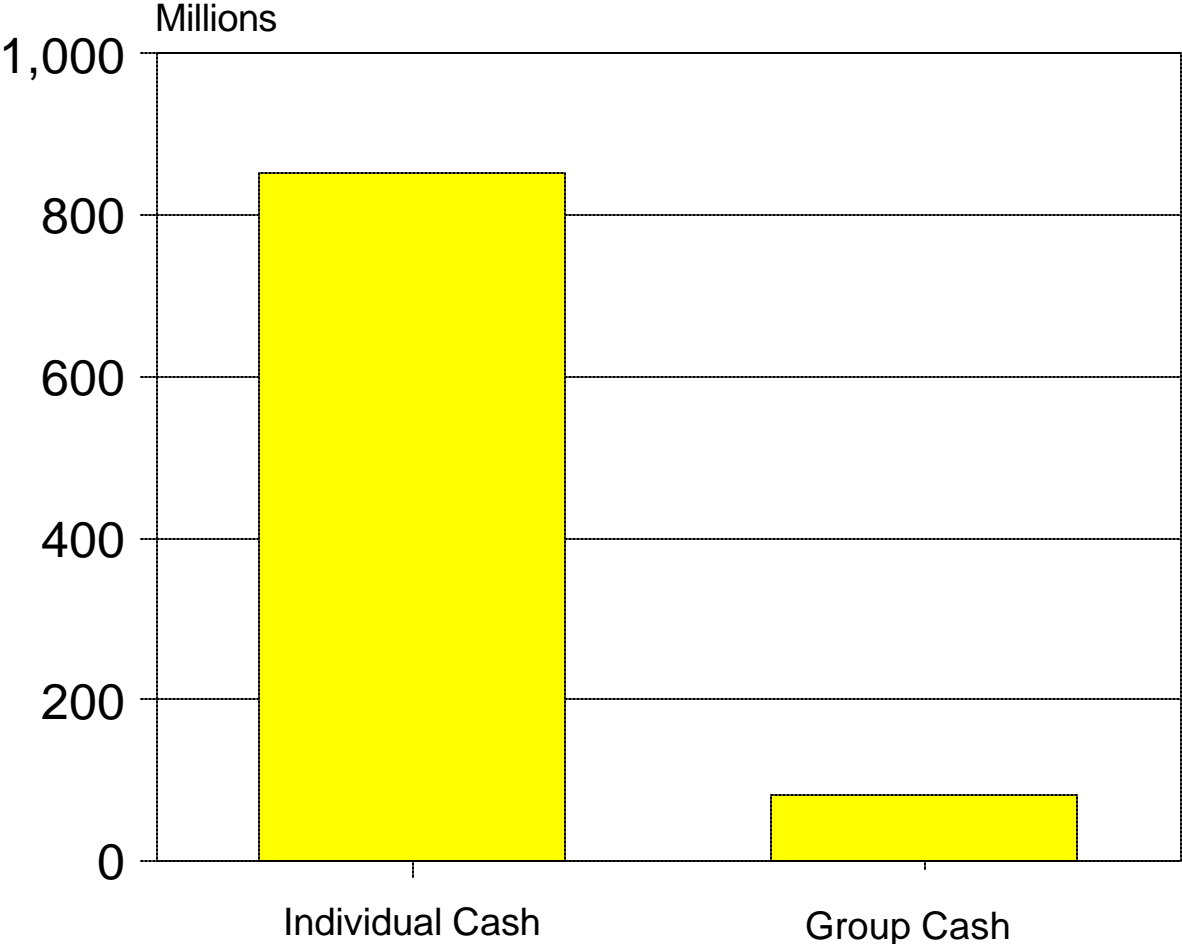
(3) Data codes changed in FY 2001. Individual and Group cash awards now include performance, special act awards and SES awards except for SES Performance and SES Rank awards.

Source: Center for Pay and Performance Policy, Incentive Awards Program databases, Annual Reports, and CPDF.

(202) 606-2720 pay-performance-policy@OPM.GOV

Individual and Group Cash Awards as Recognition For Employees

Fiscal Year 2001



Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1991 - 2001

Quality Step Increases (QSI's)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Number Granted	56,158	57,786	62,158	60,919	68,849	62,168	57,323	61,258	55,132	58,834	58,978
Estimated Cost (millions)	\$24.1	\$28.1	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8	\$47.4	\$42.9	\$47.2	\$50.9
Average Value	\$430	\$486	\$530	\$595	\$666	\$676	\$730	\$774	\$778	\$802	\$863

Time-off Awards

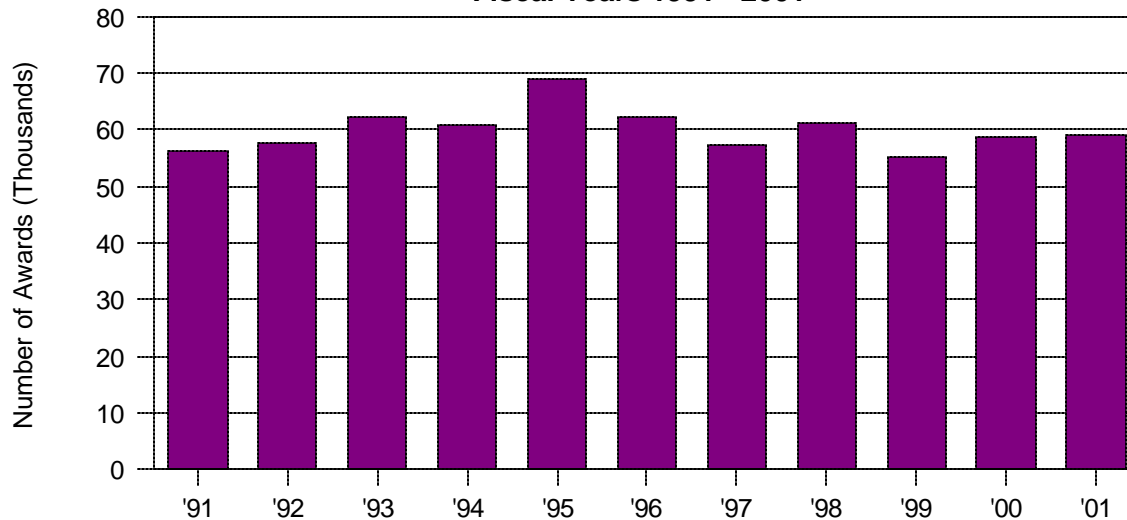
	Total Awarded	Average Award (Hours)
Fiscal Year 1997	253,452	12.7
Fiscal Year 1998	229,463	13.6
Fiscal Year 1999	242,677	13.3
Fiscal Year 2000	276,205	13.4
Fiscal Year 2001	276,762	14.0

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

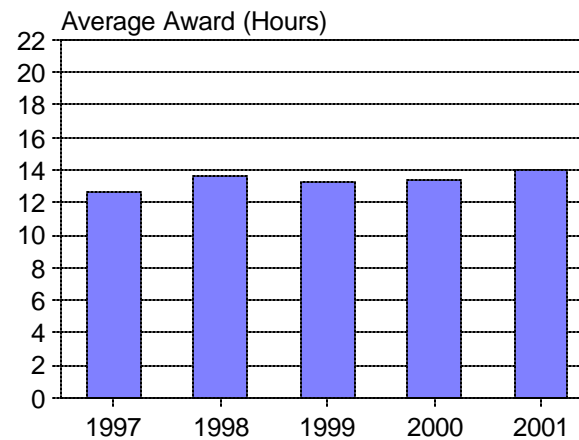
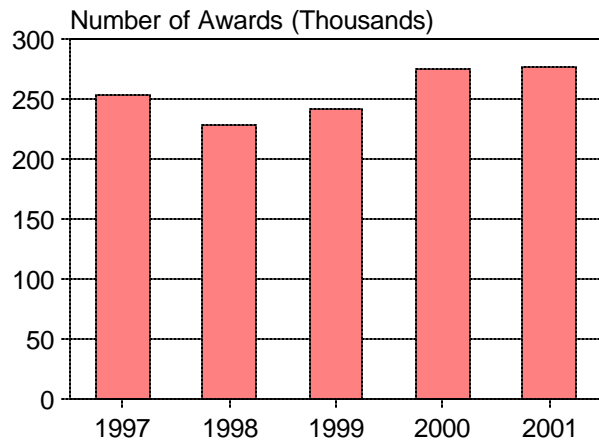
Performance Recognition For Non-Senior Executive Service Employees

Quality Step Increases (QSI's)

Fiscal Years 1991 - 2001



Time Off Awards Fiscal Years 1997 - 2001



Part 4:
Senior Executive Service (SES)

Senior Executive Service Member Profile

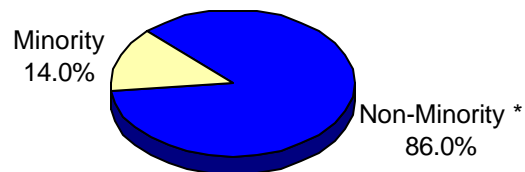
1994 - 2002

	1994	1996	1998	2000	2001	2002
Average Age	51.8	51.9	52.3	52.7	52.9	53.8
Average Length of Service (Years)	22.8	22.8	22.8	23.5	23.8	25.5
Retirement Eligible (Career Appointees)						
Regular	31.0%	24.3%	27.0%	27.6%	32.0%	41.2%
Early-Out	36.0%	37.3%	39.2%	40.6%	38.2%	34.1%
Education						
Not College Graduate	5.0%	4.3%	4.4%	5.2%	5.3%	5.0%
College Graduate	26.0%	26.0%	26.4%	27.0%	27.7%	29.2%
Advanced Degree	69.0%	69.7%	69.0%	67.8%	67.0%	65.8%
Gender						
Men	83.5%	79.6%	77.6%	74.7%	75.2%	74.5%
Women	16.5%	20.4%	22.4%	25.3%	24.8%	25.5%
Minority	10.6%	11.7%	12.9%	14.4%	13.7%	14.0%
Occupation						
Scientist or Engineer	27.0%	24.4%	23.0%	22.3%	21.5%	20.5%
Other Professional	24.0%	25.5%	23.5%	23.3%	23.1%	22.2%
Administrative / Technical	49.0%	50.2%	53.5%	54.4%	55.4%	57.3%
Geographic Location						
Washington, D.C. area	73.0%	73.5%	72.5%	72.6%	75.1%	75.6%

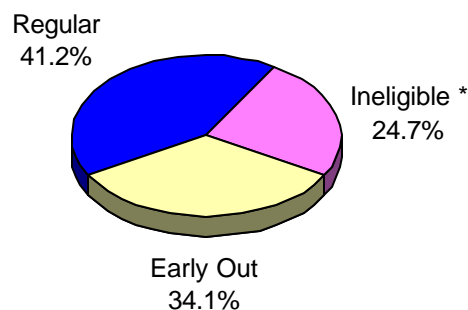
Note: All data as of September 30th. Percentages may not add to 100 due to rounding.

Senior Executive Service Member Profile

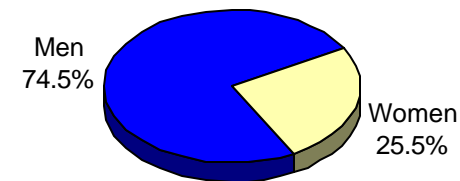
(As of September 2002)



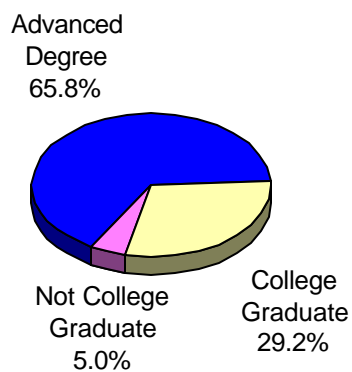
Minority Status



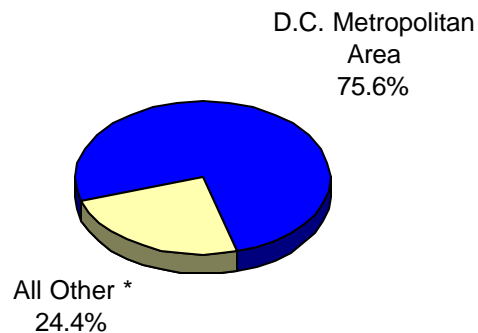
Retirement Eligibility



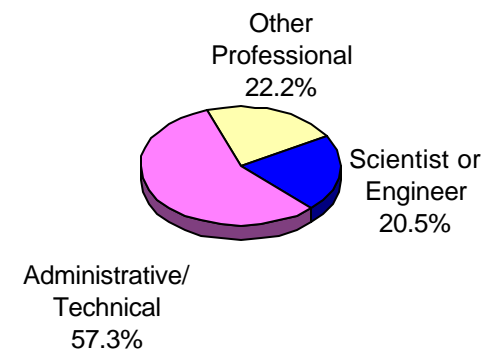
Gender



Education



Geographic Location



Occupation

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

Senior Executive Service (SES)

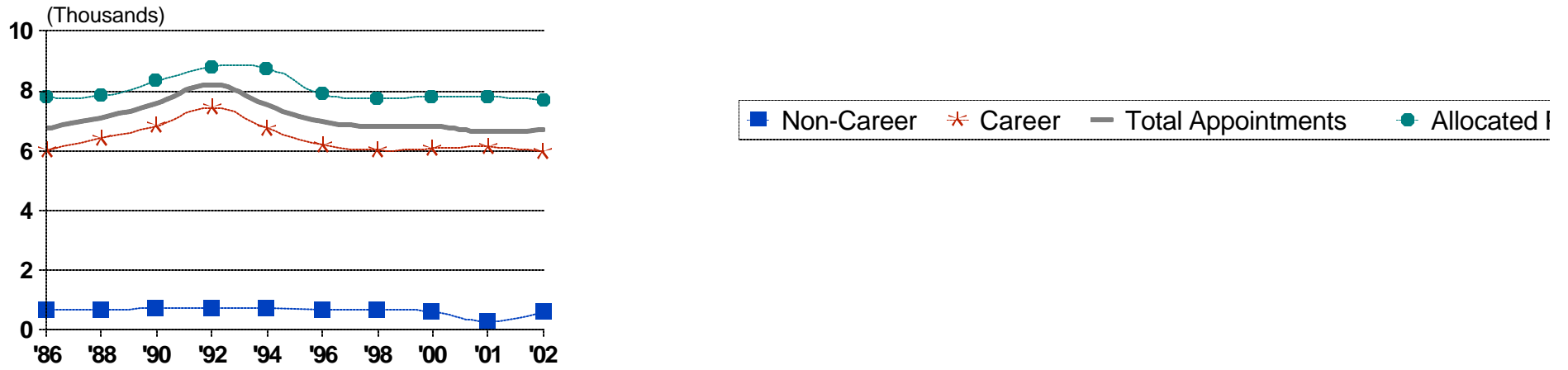
Positions and Appointments

1986 - 2002

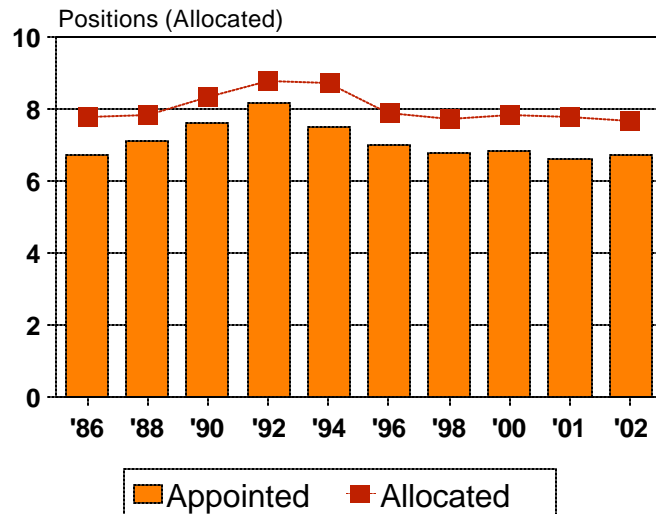
	SES Appointments				
	Allocated Positions	Total	Career	Noncareer	Limited
1986	7,790	6,742	6,030	658	54
1987	7,781	6,948	6,223	682	43
1988	7,838	7,108	6,400	659	49
1989	8,167	7,305	6,703	523	79
1990	8,314	7,590	6,829	699	62
1991	8,610	8,012	7,220	722	70
1992	8,804	8,200	7,426	704	70
1993	8,805	7,816	7,387	360	69
1994	8,751	7,509	6,740	704	65
1995	8,302	7,294	6,473	733	88
1996	7,896	6,985	6,191	684	110
1997	7,698	6,885	6,105	659	121
1998	7,736	6,804	6,010	649	145
1999	7,753	6,718	5,953	301	164
2000	7,813	6,824	6,066	593	165
2001	7,795	6,626	6,118	265	243
2002	7,671	6,703	5,962	575	166

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

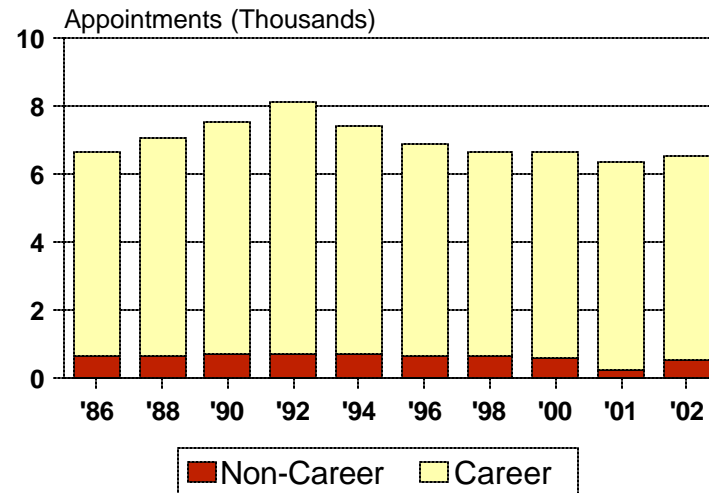
Senior Executive Service Positions and Appointments 1986 - 2002



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1992 - 2002

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Number of Rank Awards	414	275	265	208	233	273	294	311	340	344	348
Distinguished*	68	62	57	62	63	60	52	58	53	56	55
Meritorious*	346	213	208	146	170	213	242	253	287	288	293
Total Awarded (\$ millions)	4.80	3.37	3.22	2.70	2.96	3.33	3.46	8.30	7.80	9.64	10.42

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002**
Number of Awards	2,939	2,971	2,683	2,352	1,763	2,256	2,043	2,823	3,084	3,070	3,045
Percent of Career Members Receiving Awards	40	40	38	36	28	36	34	47	53	52	50
Total Awarded (\$ millions)	20.25	21.18	18.95	16.44	12.4	16.2	15.4	28.9	35.05	37.8	37.1
Average Amount of Award	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$10,237	\$11,364	\$12,324	\$11,886

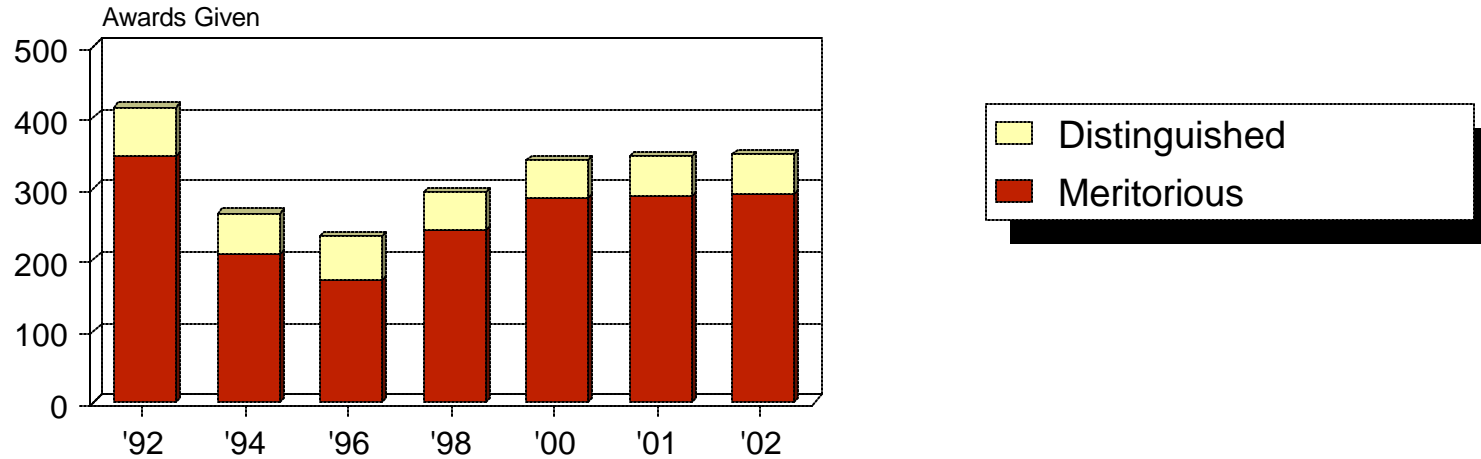
*Prior to 1999, the Distinguished Award was \$20,000 and the Meritorious Award was \$10,000. Beginning in 1999, the Distinguished Award is 35% of basic pay and the Meritorious is 20%.

**Preliminary

Senior Executive Service: Awards

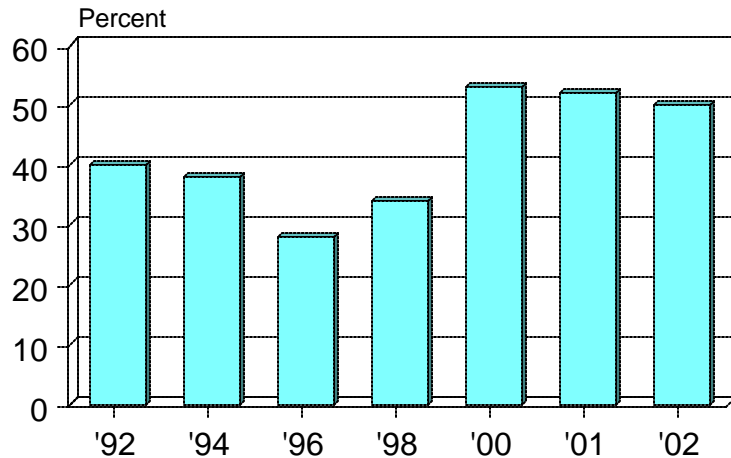
1992 - 2002

Presidential Rank Awards

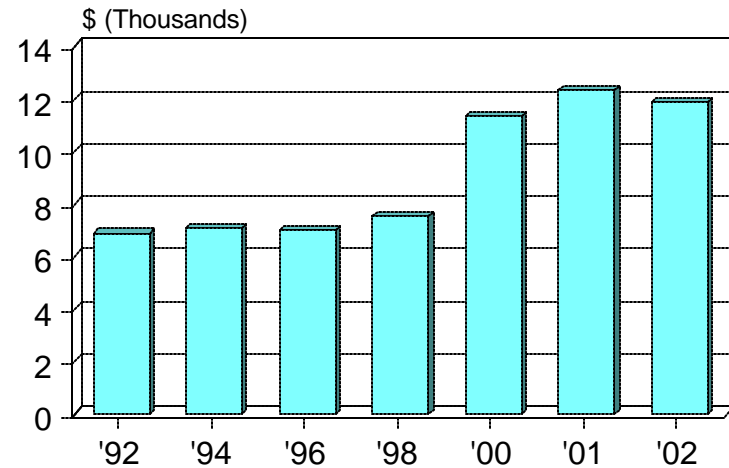


Performance Awards

Percent of Career Members Receiving Awards



Average Amount of Award



Part 5:
Retirement and Insurance Programs

Retirement and Insurance Payments

1993 - 2003

	1993 ^a	1994	1995	1996	1997	1998	1999	2000	2001	2002 ^r	2003 ^b
U.S. Office of Personnel Management (OPM)											
Payment Accounts in Millions (\$)											
Government Payments for Annuitants	3,739.8	3,990.7	3,813.3	3,829.5	3,934.1	4,115.0	4,610.0	5,049.0	5,528.0	6,071.0	6,756.0
Health Benefits											
% Change		6.7	-4.4	0.4	2.7	4.6	12.0	9.5	9.5	9.8	11.3
Government Payments for Annuitants Life Insurance	11.2	15.5	21.9	24.9	27.8	30.0	31.0	27.0	32.0	33.0	34.0
% Change		38.4	41.3	13.7	11.6	7.9	3.3	-12.9	18.5	3.1	3.0
Government Payments to Civil Service Retirement and Disability Fund	19,793.3	19,698.1	19,935.2	20,060.3	21,253.7	21,357.0	21,401.0	21,557.0	21,639.0	22,108.0	22,484.0
% Change		-0.5	1.2	0.6	5.9	0.5	0.2	0.7	0.4	2.2	1.7

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

r. Revised Data

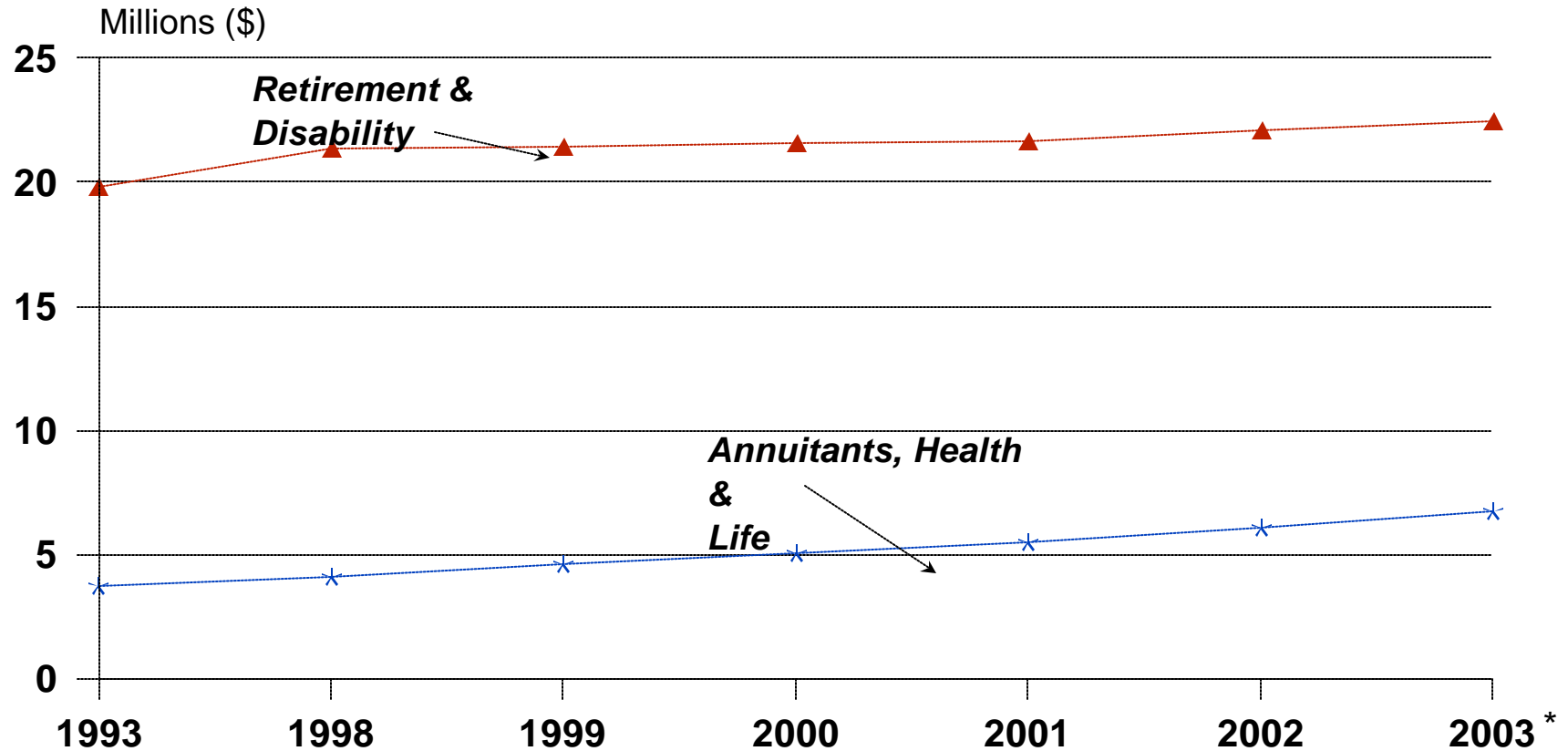
b. Budget Data for 2003 are estimated.

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
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Retirement and Insurance Payments, 1993 - 2003

Treasury Payments to Civil Service Benefit Programs



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

* Estimated

Federal Employee Health Benefits Program

Enrollment and Coverage

March 31, 2002

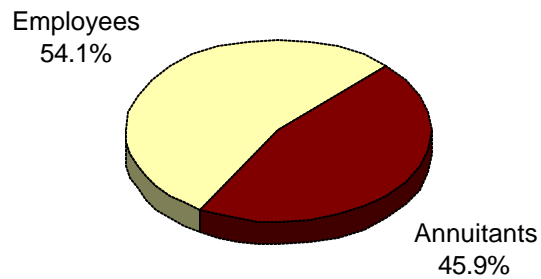
	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	1,030,957	1,033,313	2,064,270	1,974,108	4,038,378
Employee Organizations	367,189	527,523	894,712	929,855	1,824,567
Comprehensive (Health Maintenance Organizations)	790,985	296,178	1,087,163	1,328,130	2,415,293
Experience - Rated	134,582	55,820	190,402	238,207	428,609
Community - Rated	656,403	240,358	896,761	1,089,923	1,986,684
Total, All Plans	2,189,131	1,857,014	4,046,145	4,232,093	8,278,238

*Source: Semi-annual Headcount, as of March 2002 (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

March 31, 2002

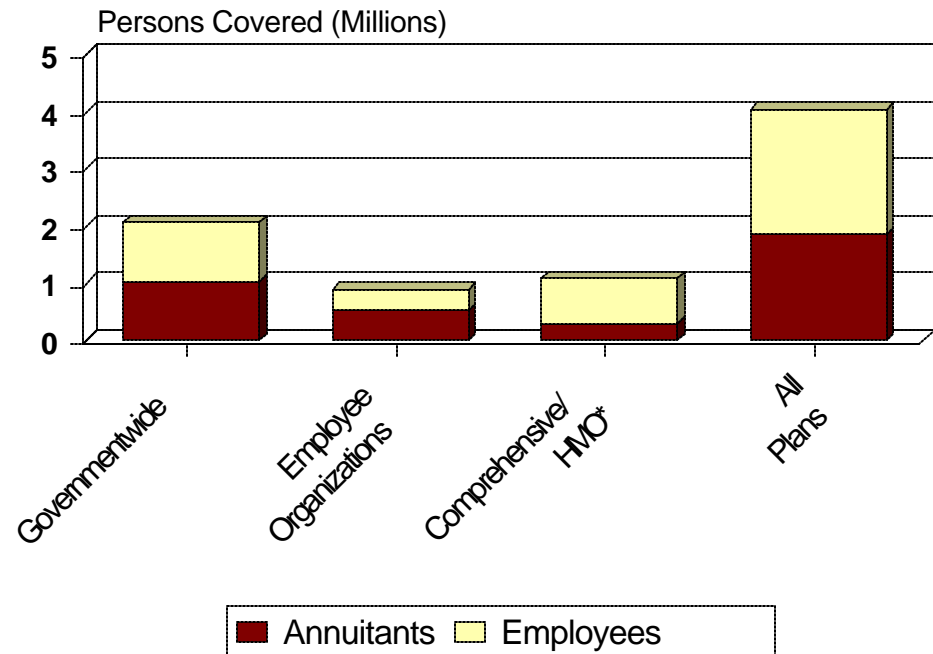
Enrollee Category



Type of Plan



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



*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1992 - 2002

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
NON-POSTAL EMPLOYEES											
Government Share	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91	\$292.45	\$323.05	\$365.10
Enrollee Share	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97	\$118.33	\$132.46	\$150.43
Total Premiums	\$287.53	\$313.46	\$324.69	\$314.09	\$314.29	\$320.69	\$342.96	\$376.88	\$410.78	\$455.52	\$515.53
POSTAL EMPLOYEES											
Government Share	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75	\$371.15	\$410.32	\$466.83
Enrollee Share	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51	\$71.23	\$81.85	\$92.45
Total Premiums	\$326.23	\$353.79	\$363.72	\$349.98	\$345.63	\$352.09	\$374.88	\$406.26	\$442.38	\$492.18	\$559.28
ANNUITANTS											
Government Share	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30	\$261.74	\$287.89	\$324.99
Enrollee Share	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10	\$112.96	\$126.64	\$140.37
Total Premiums	\$273.48	\$295.42	\$301.17	\$288.14	\$288.51	\$292.25	\$314.33	\$343.40	\$374.70	\$414.52	\$465.37
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41	\$292.01	\$321.89	\$363.93
Enrollee Share	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58	\$107.75	\$121.07	\$135.99
Total Premiums	\$288.26	\$312.16	\$321.03	\$309.06	\$308.27	\$313.36	\$335.52	\$366.99	\$399.74	\$442.96	\$499.92
<i>% Change</i>		8.3	2.8	-3.7	-0.3	1.7	7.1	9.4	8.9	10.8	12.9

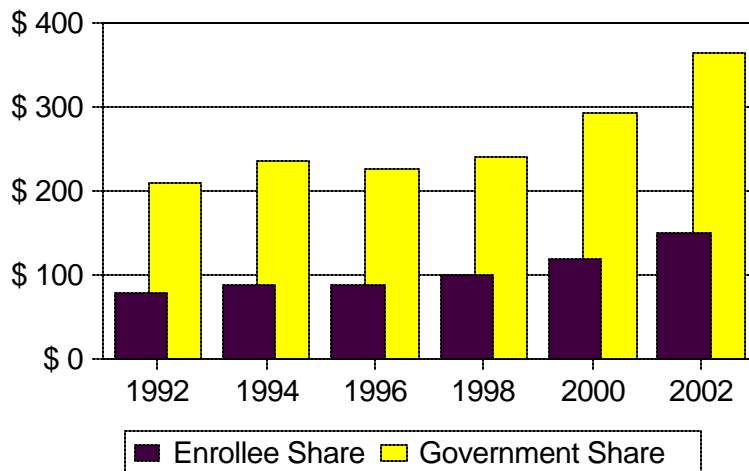
Note: Premiums are weighted based on enrollments as of March.

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

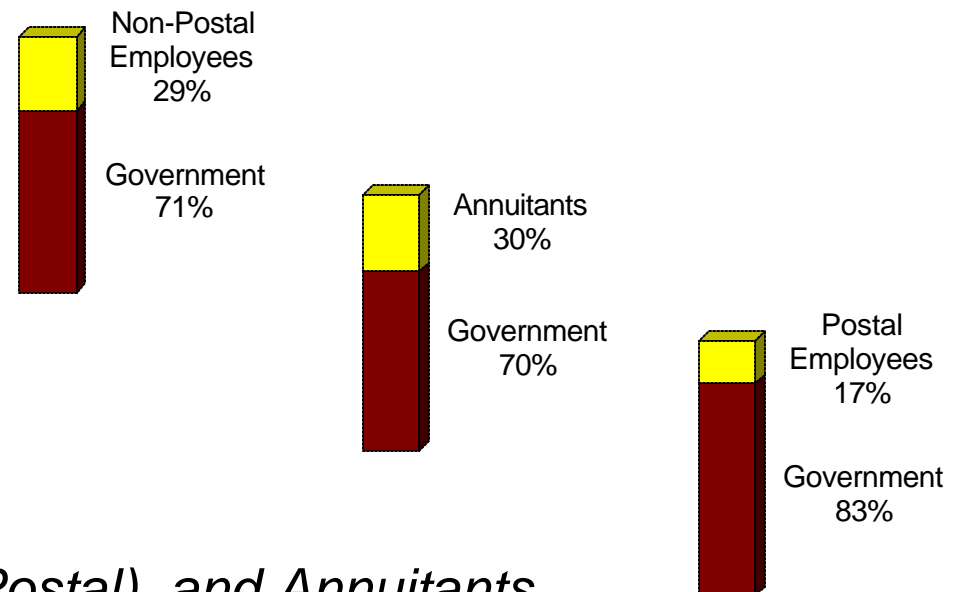
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, & Annuitants
1992 - 2002**



*Average Monthly Premiums
2002*



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1990 - 2002

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
1990	12,186	11,003	1,183	4,626 *
1991	13,384	12,414	971	5,584
1992	14,262	13,874	389	5,952
1993	15,496	14,624	872	6,875
1994	16,121	15,471	651	7,489
1995	16,210	15,886	324	7,814
1996	15,706	16,150	-444	7,371
1997	15,910	16,578	-668	6,703
1998	16,695	17,160	-465	6,237
1999	18,039	18,463	-424	5,813
2000	19,737	19,575	162	5,978
2001	21,454	20,779	675	6,654
2002	23,610	22,707	903	7,556

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

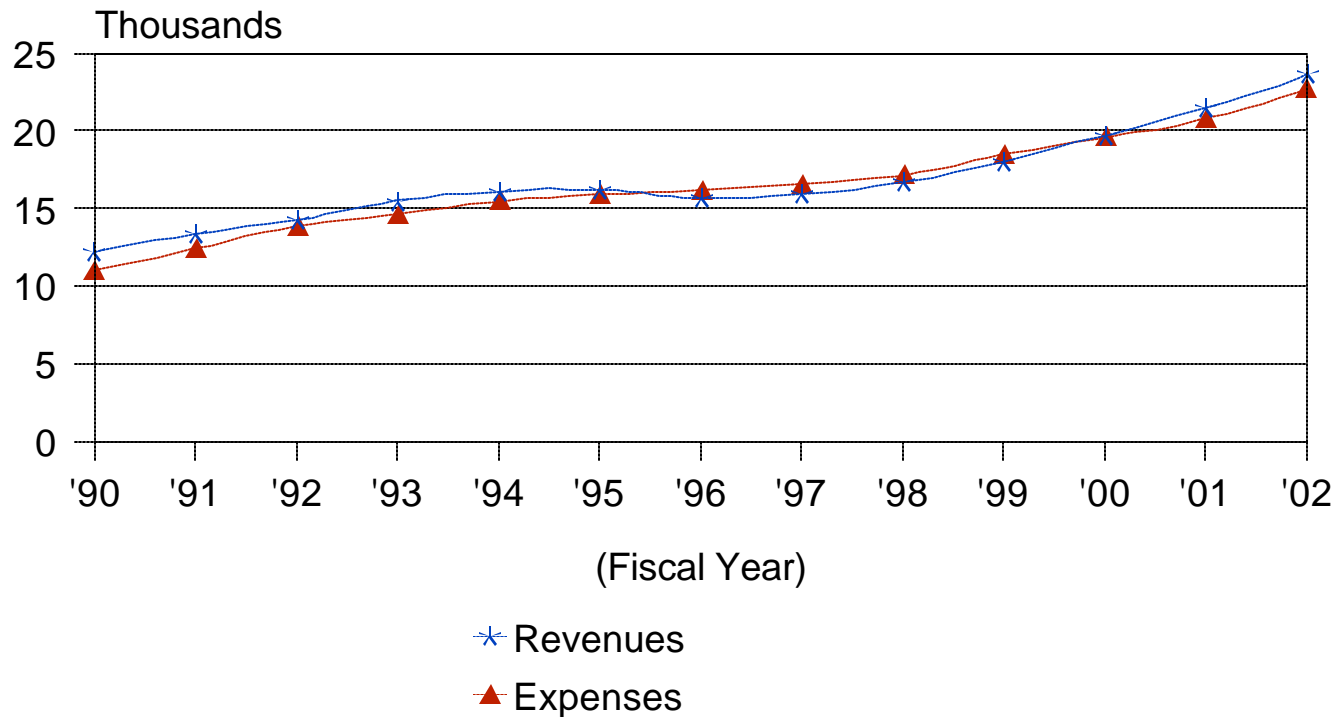
Source: President's Budget Status of the Fund Schedule

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Federal Employees Health Benefits (FEHB) Program Financial Data

Fiscal Years 1990 - 2002

Revenues vs Expenses



Retirement Eligibility Statistics

Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2002

	TOTAL EMPLOYMENT	FERS EMPLOYMENT	EARLY-OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
			#	%	#	%
All Agencies	1,819,107	1,154,906	30,028	2.6	123,926	10.7
Department of Agriculture	114,567	60,025	1,481	2.5	5,364	8.9
Department of Commerce	38,359	24,484	432	1.8	2,080	8.5
Department of Defense (Total)	660,253	404,817	14,326	3.5	53,206	13.1
Department of the Air Force	151,983	98,216	2,868	2.9	12,032	12.3
Department of the Army	225,242	139,031	5,274	3.8	18,451	13.3
Department of the Navy	181,902	108,160	3,917	3.6	13,717	12.7
Department of Defense (Excluding Military Departments)	101,126	59,410	2,267	3.8	9,006	15.2
Department of Education	4,774	2,717	55	2.0	297	10.9
Department of Energy	16,121	9,202	312	3.4	1,192	13.0
Department of Health and Human Services	70,923	43,611	786	1.8	3,971	9.1
Department of Housing and Urban Development	10,397	5,703	157	2.8	888	15.6
Department of the Interior	78,438	44,667	1,087	2.4	4,268	9.6
Department of Justice	130,315	106,959	1,371	1.3	4,909	4.6
Department of Labor	16,306	9,734	185	1.9	970	10.0
Department of State	21,681	7,273	113	1.6	579	8.0
Department of Transportation	102,819	76,938	905	1.2	4,177	5.4
Department of the Treasury	147,498	98,436	2,010	2.0	10,477	10.6
Department of Veterans Affairs	222,855	157,328	3,443	2.2	20,468	13.0
Environmental Protection Agency	18,740	11,802	231	2.0	993	8.4
General Services Administration	14,286	8,446	328	3.9	1,208	14.3
National Aeronautics and Space Administration	18,866	11,485	223	1.9	909	7.9
Office of Personnel Management	3,652	1,806	36	2.0	288	15.9
Small Business Administration	3,880	2,365	60	2.5	435	18.4
Social Security Administration	64,648	32,659	1,655	5.1	3,637	11.1
All Other Agencies	59,729	34,449	832	2.4	3,610	10.5

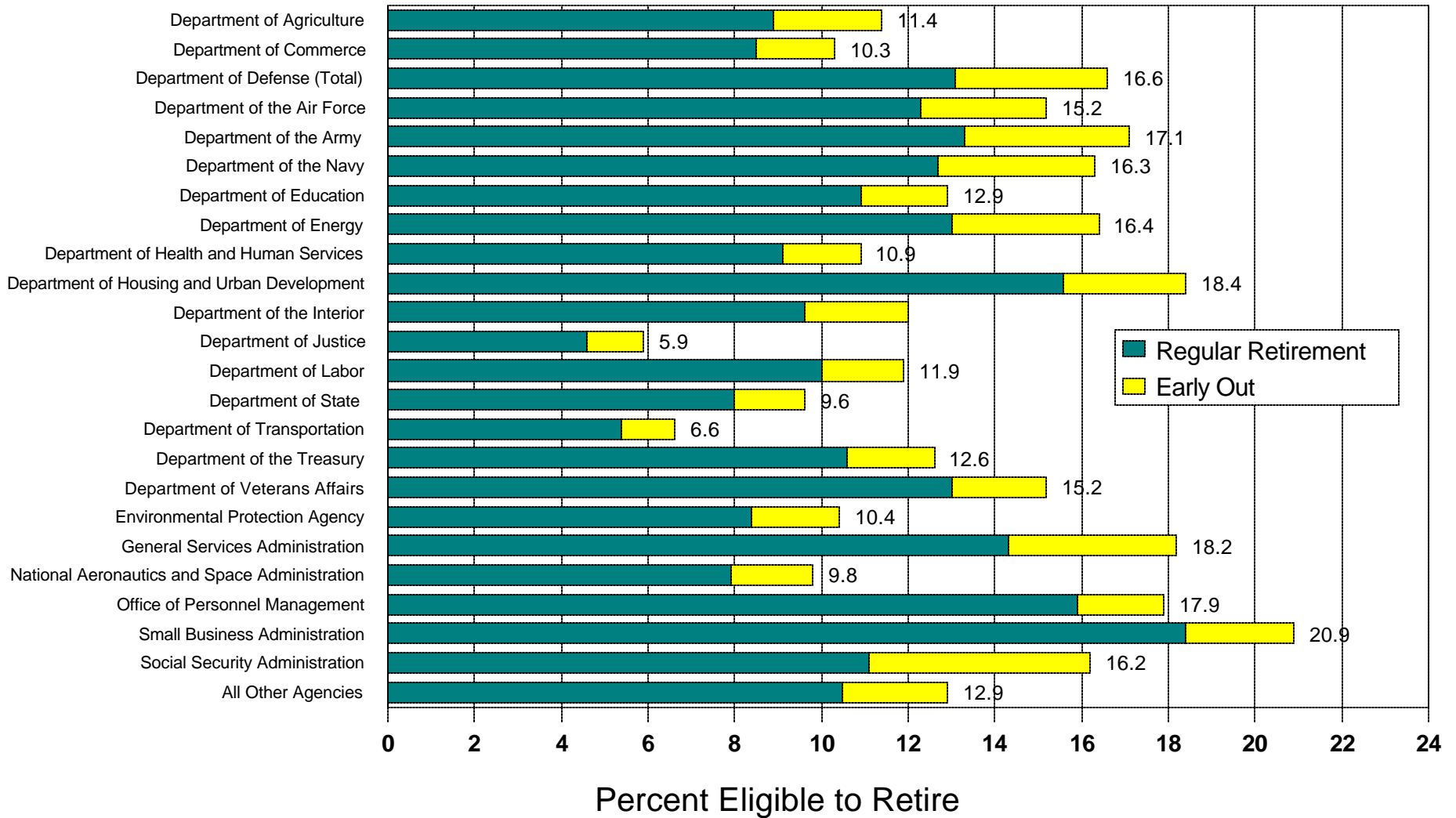
Notes: Data are calculated under current law provisions.

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

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. fedstats@opm.gov

Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2002



Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2002

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,819,107	554,700	280,122	50.5	127,198	22.9
Department of Agriculture	114,567	34,170	16,554	48.4	7,915	23.2
Department of Commerce	38,359	10,134	4,896	48.3	2,895	28.6
Department of Defense (Total)	660,253	232,656	121,819	52.4	48,785	21.0
Department of the Air Force	151,983	48,293	25,029	51.8	10,287	21.3
Department of the Army	225,242	78,717	41,743	53.0	17,545	22.3
Department of the Navy	181,902	71,139	36,575	51.4	14,485	20.4
Department of Defense (Excluding Military Departments)	101,126	34,507	18,472	53.5	6,468	18.7
Department of Education	4,774	1,774	940	53.0	490	27.6
Department of Energy	16,121	6,775	3,517	51.9	1,666	24.6
Department of Health and Human Services	70,923	16,797	8,242	49.1	4,958	29.5
Department of Housing and Urban Development	10,397	4,417	2,263	51.2	1,273	28.8
Department of the Interior	78,438	22,369	11,579	51.8	4,942	22.1
Department of Justice	130,315	21,068	8,419	40.0	5,440	25.8
Department of Labor	16,306	6,368	3,274	51.4	1,798	28.2
Department of State	21,681	2,805	1,354	48.3	646	23.0
Department of Transportation	102,819	24,874	8,991	36.1	8,319	33.4
Department of the Treasury	147,498	45,164	22,735	50.3	9,038	20.0
Department of Veterans Affairs	222,855	56,119	29,846	53.2	11,896	21.2
Environmental Protection Agency	18,740	5,941	2,982	50.2	1,525	25.7
General Services Administration	14,286	5,758	3,107	54.0	1,397	24.3
National Aeronautics and Space Administration	18,866	7,250	2,885	39.8	2,163	29.8
Office of Personnel Management	3,652	1,135	590	52.0	258	22.7
Small Business Administration	3,880	1,236	633	51.2	360	29.1
Social Security Administration	64,648	31,022	17,044	54.9	6,900	22.2
All Other Agencies	59,729	16,868	8,452	50.1	4,534	26.9

Notes: Data are calculated under current law provisions.

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

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. fedstats@opm.gov

Retirement System

On Annuity Roll at End of Fiscal Year

1984 - 2002

Employees (CSRS/FERS)							
Year	Normal	Disability	Other ^a	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
1984	837,368	337,871	244,955	1,420,194	1,078	490,229	501
1985	876,692	331,675	245,839	1,454,206	1,119	501,212	528
1986	916,313	325,978	249,280	1,491,571	1,128	516,413	536
1987	934,269	318,436	251,435	1,504,140	1,146	528,087	552
1988	973,533	311,263	266,152 ^b	1,550,948	1,195	541,098	583
1989	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
1990	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
1991	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
1992	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
1993	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
1994	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
1995	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
1996	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
1997	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
1998	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
1999	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923
2000	1,082,812	241,696	418,688	1,743,196	1,796	633,308	952
2001	1,086,420	239,388	422,270	1,748,078	1,869	634,923	992
2002	1,089,470	236,289	423,161	1,748,920	1,931	634,130	1,024

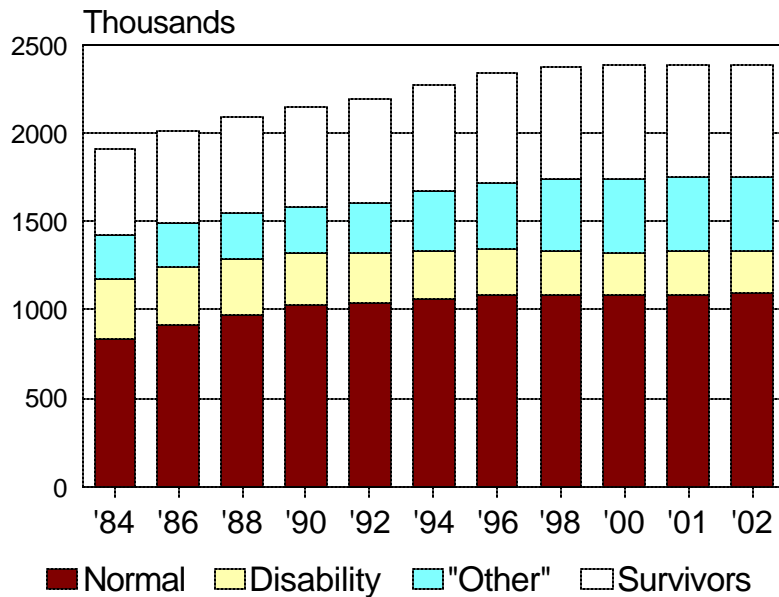
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

Retirement System

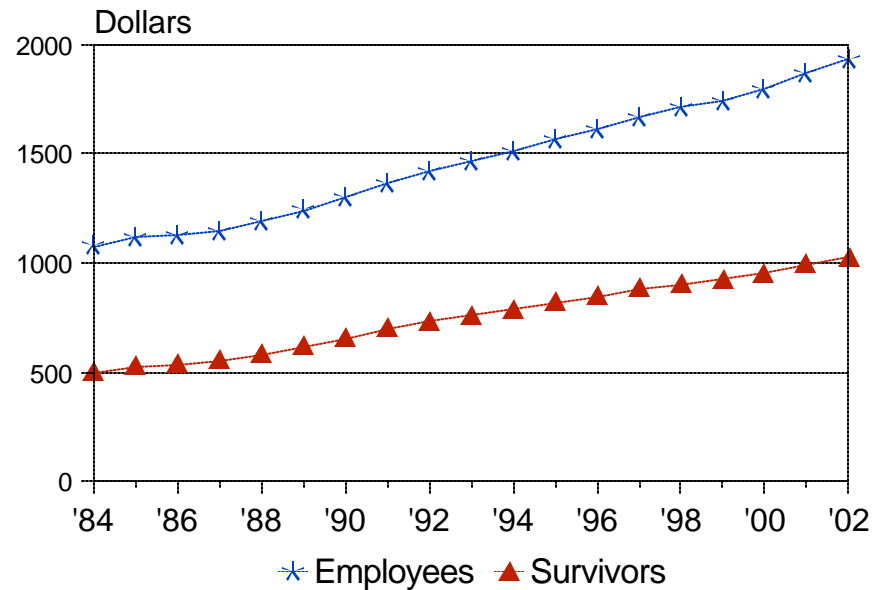
On Annuity Roll at End of Fiscal Year

1984 - 2002

Number on Annuity Roll



Average Monthly Annuity



Retirement System Additions to Annuity Roll

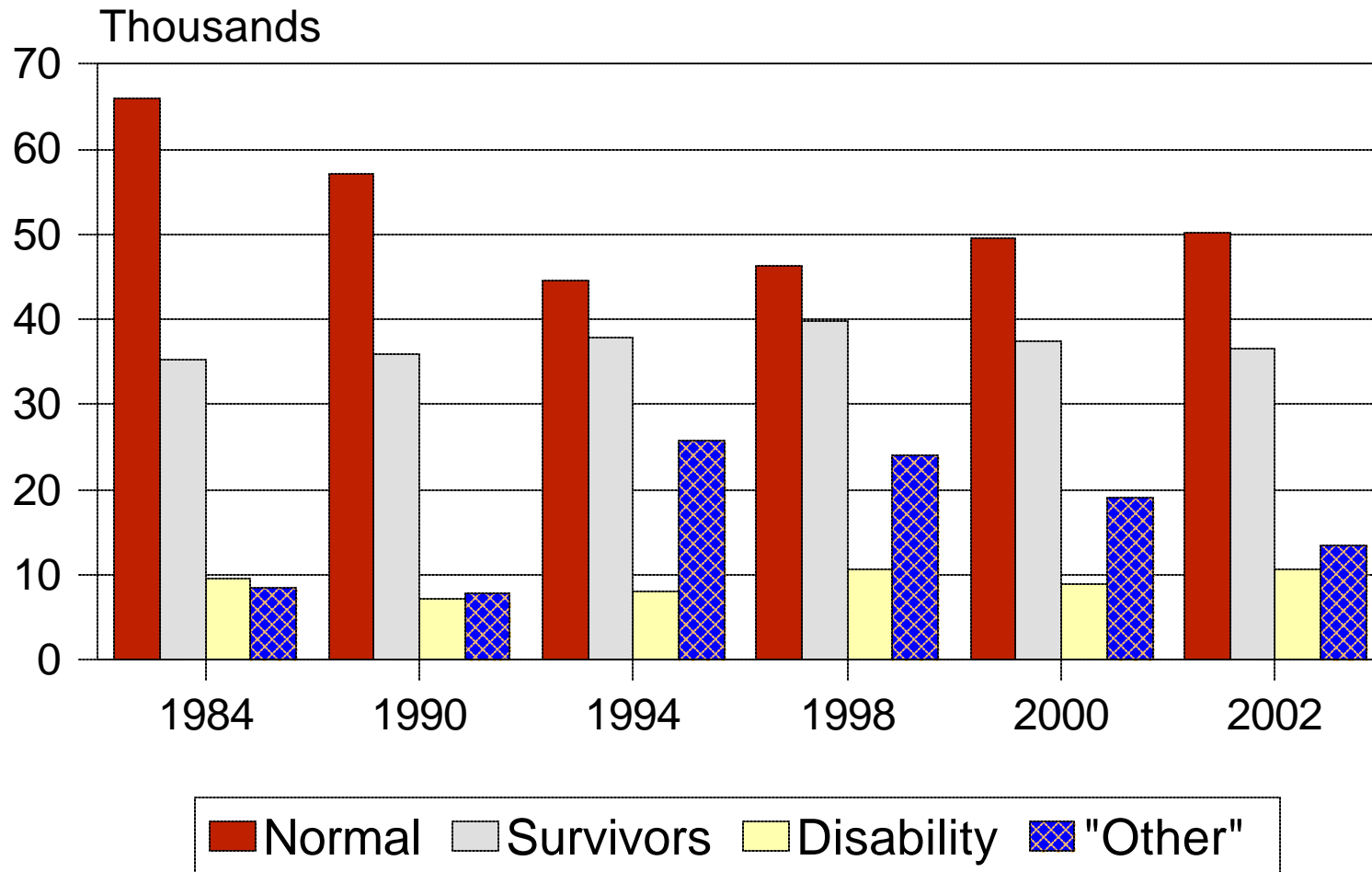
Fiscal Years 1984 - 2002

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 ^b	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 ^c	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404
2001	49,887	11,472	15,971	77,330	38,379
2002	50,149	10,540	13,464	74,153	36,649

- 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 1984 - 2002



Retirement Systems Coverage

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

Fiscal Years 1992 - 2002

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
CSRS	1,608,455	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083	1,009,165	961,237	987,450	897,240
<i>% of total</i>	56.9	54.3	52.0	48.9	47.1	44.5	41.7	39.6	37.1	36.9	34.0
FERS	1,219,051	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698	1,536,339	1,628,825	1,688,643	1,708,523
<i>% of total</i>	43.1	45.7	48.0	51.1	52.9	55.5	58.3	60.4	62.9	63.1	66.0

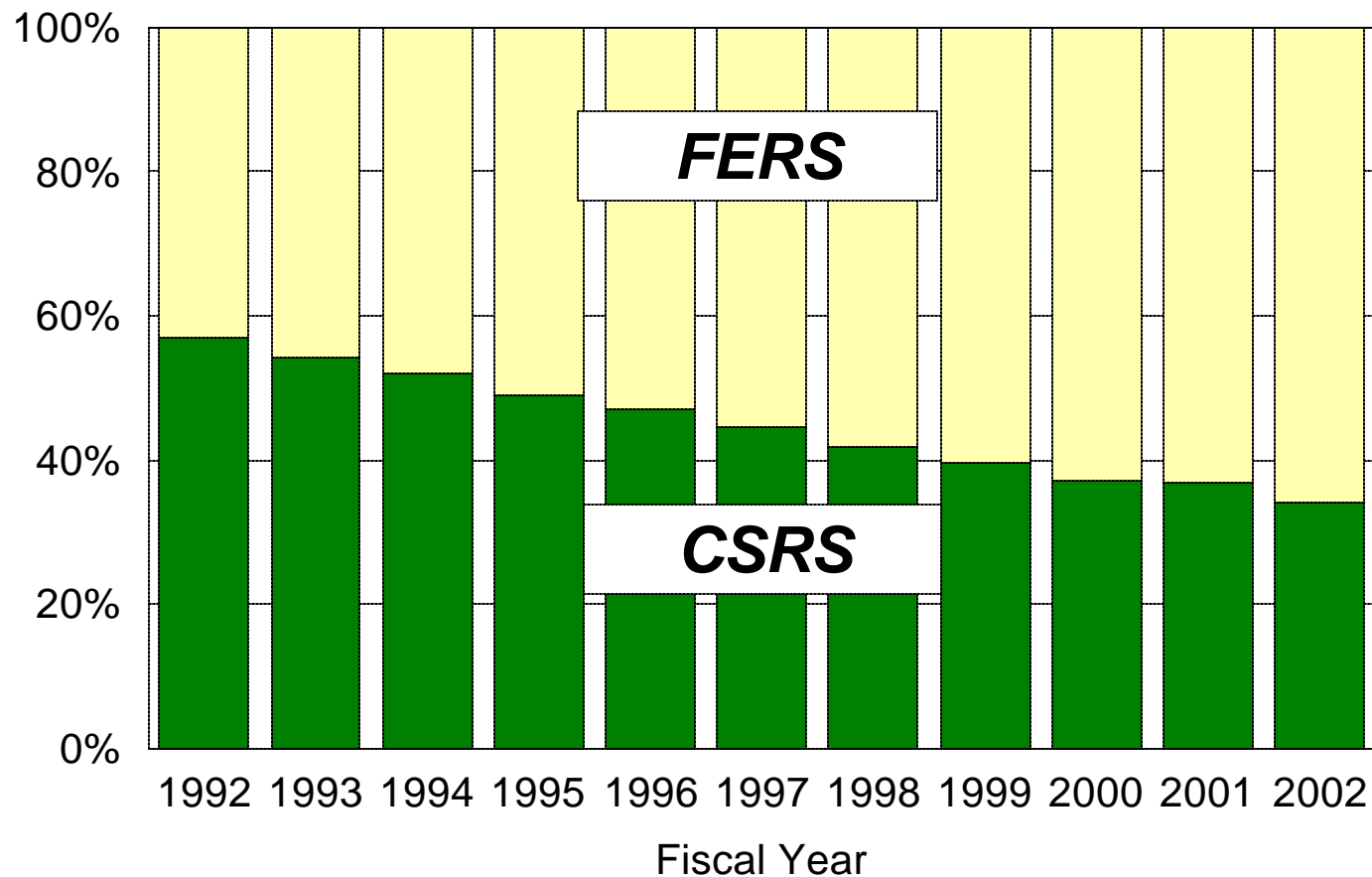
Note: Data do not include employees on leave without pay.

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 1992 - 2002



Federal Employees Group Life Insurance

Fiscal Year 2002

	Employees		Annuitants		Total	
	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)
Coverage						
Basic	2,399	283.0	1,585	38.0	3,984	321.0
Standard	990	19.8	385	2.2	1,375	22.0
Additional	1,125	228.2	160	12.8	1,285	241.0
Family	980	18.5	362	1.0	1,342	19.5
Total	2,399 *	549.5	1,585 *	54.0	3,984 *	603.5

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

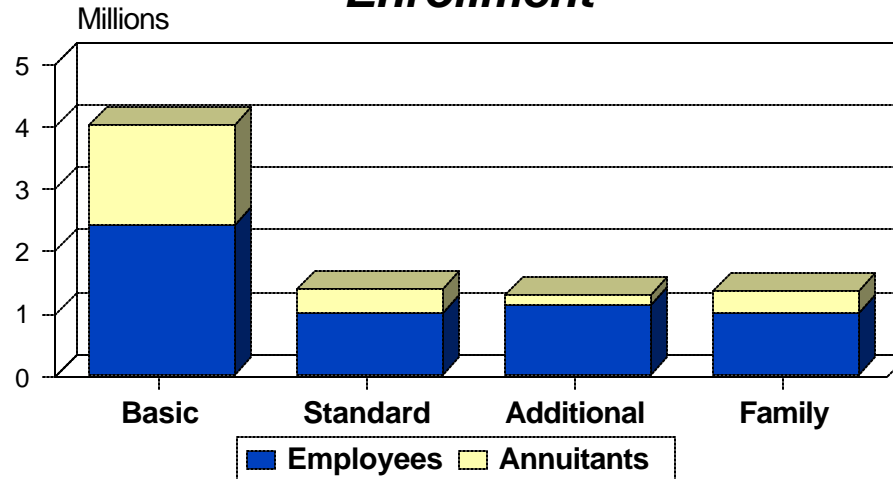
Claims Paid During Fiscal Year 2002			Operating Revenues and Expenses, Fiscal Year 2002	
	Claims	Amount Paid (\$ Thousands)	(\$ Millions)	
Death				
Employees	7,620	\$742,727	Revenues	\$3,472
Annuitants	67,200	\$1,148,702	Expenses	\$2,044
Total	74,820	\$1,891,429	Excess of operating Revenues Over Expenses	\$1,428
Dismemberment				
Total	34	\$1,039		

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

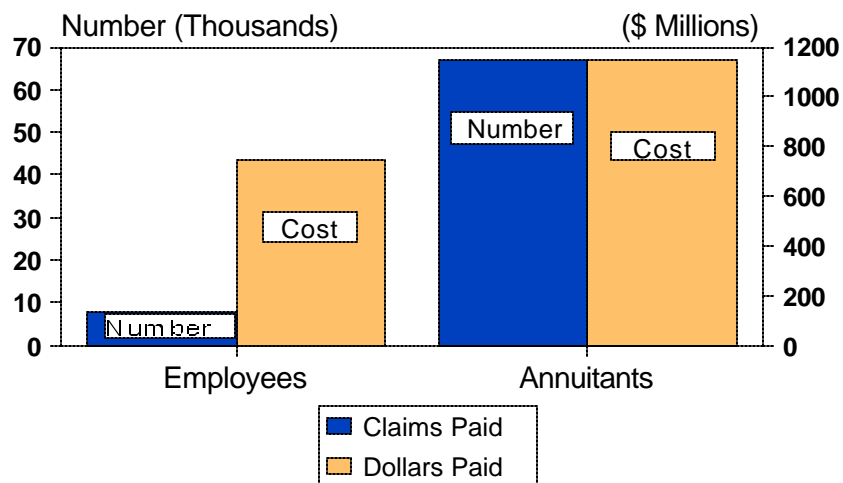
Federal Employees Group Life Insurance

Fiscal Year 2002

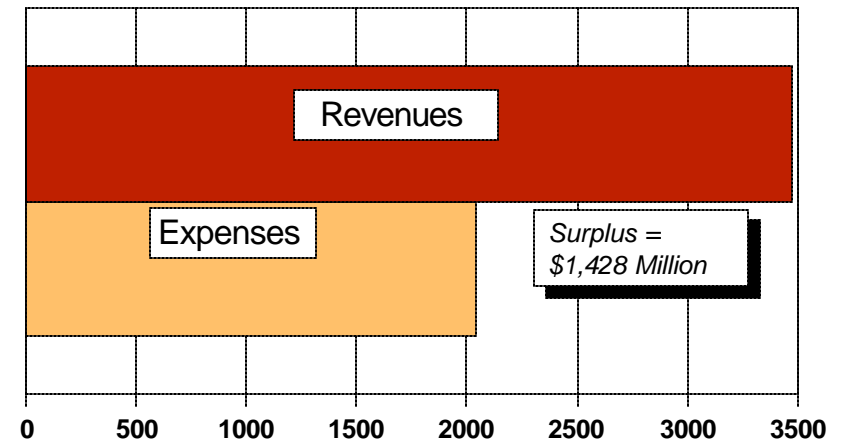
Enrollment



Claims Paid



Revenues vs Expenses



Part 6:
Student Employment Programs

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

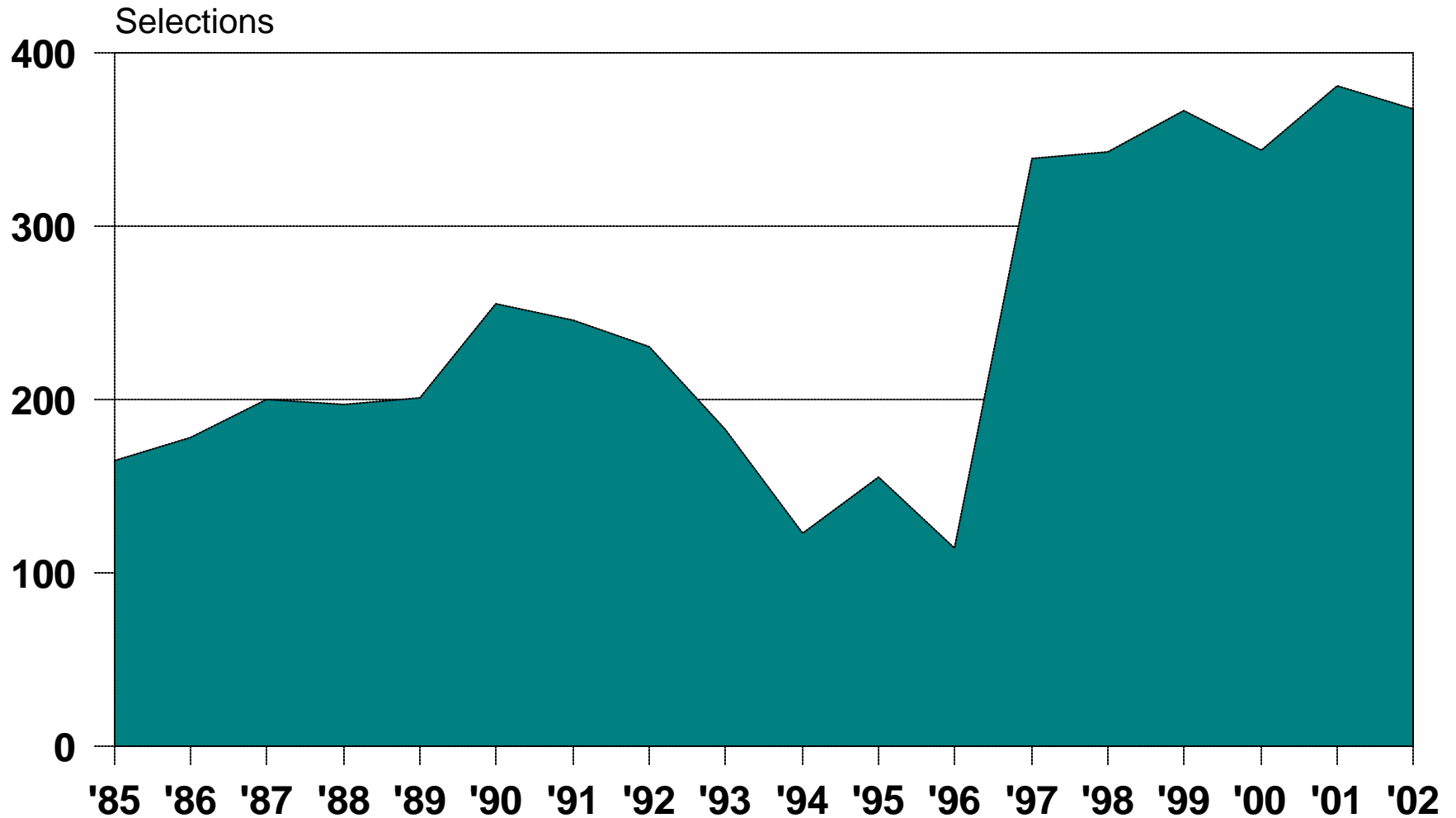
Trends in PMI Selections 1985 - 2002		Top Universities With PMI Finalists in 2002		Top Agencies Employing 2002 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1985	164	Harvard, JFK School of Government	38	Department of State	61
1986	178	American University	33	Department of Justice	40
1987	200	Georgetown University	17	Department of Health and Human Services	36
1988	197	Syracuse University	16	Department of Defense	36
1989	201	Tufts University	16	Department of Housing and Urban Development	31
1990	255	University of Chicago	15	Federal Bureau of Investigation	25
1991	245	University of Michigan - Ann Arbor	14	Department of Commerce	23
1992	230	Columbia Univ, Sch of International Public Affairs	12	Social Security Administration	16
1993	183	George Washington University	12	National Aeronautics and Space Administration	15
1994	123	Johns Hopkins University, Sch Advan Int St	12	Environmental Protection Agency	13
1995	155	University of North Carolina-Chapel Hill	12	International Trade Administration	12
1996	114	University of California - Berkeley	11	Department of Agriculture	11
1997	339	University of Texas - Austin	11	Department of Transportation	11
1998	343	Washington University	10	Department of Energy	10
1999	366	Emory University	9	Department of Labor	10
2000	344	Indiana University - Bloomington	9		
2001	381	Yale University	9		
2002	367	Duke University	8		
		Princeton University	8		
		Rutgers University	7		
		University of Maryland-CLG Park	7		
		Unniversity of Oklahoma	7		
		University of Pittsburgh - Main	7		
		University of Washington	7		
		George Mason University	6		
		New York University	6		
		Stanford University	6		
		Texas A&M University	6		
		UC- Hastings College of Law	6		

Source: Washington, DC - PMI Program data (202) 606-1040 PMI@OPM.GOV

Presidential Management Internship Program

Selections Employing Agencies

1985 - 2002



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2002

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Total	15,164	Total	15,164	100.0%
Navy	3,171	Total Minorities	5,031	33.2%
Agriculture	2,251	Black	2,249	14.8%
Army	2,233	Hispanic	1,319	8.7%
Interior	1,655	Asian/Pacific Islander	1,099	7.2%
Air Force	1,316	American Indian*	364	2.4%
National Aeronautics and Space Administration	703	Non-Minority	10,133	66.8%
Other	3,835	Men	8,825	58.2%
		Women	6,339	41.8%
		Veterans	647	4.3%
		Disabled	518	3.4%

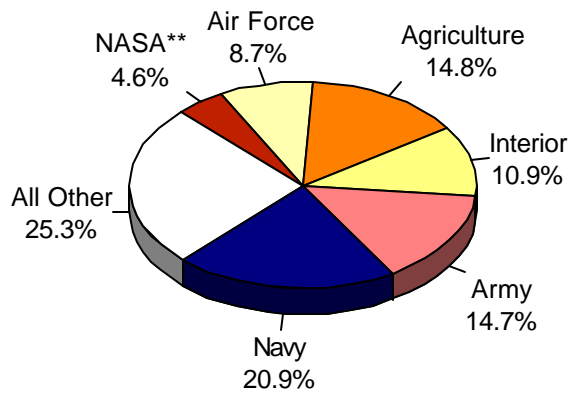
* American Indian refers to American Indian/Alaska Native

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

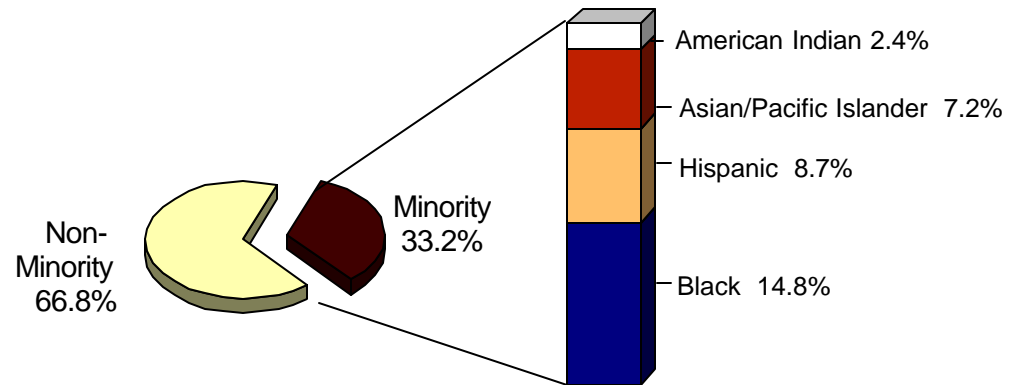
Student Career Experience Program

Fiscal Year 2002

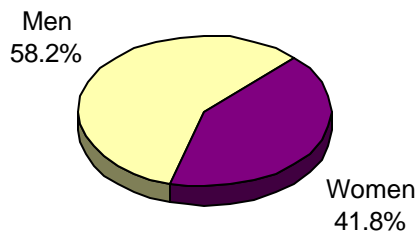
Employing Agencies*



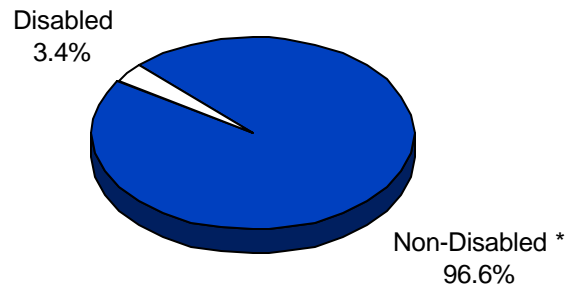
Minority Status



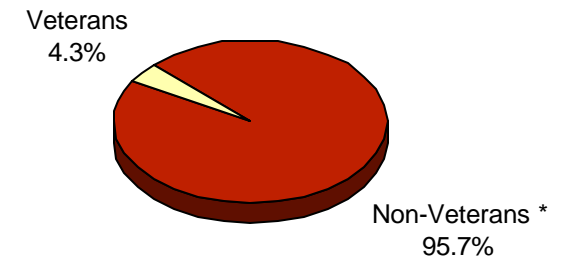
Gender



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 2002

By Educational Level

Degree	Participants	Percent
High School	290	1.9
Associate	2,756	18.2
Baccalaureate	8,044	53.0
* Graduate	2,036	13.4
Other	2,038	13.4
Total	15,164	100.0

By Major Occupational Group

Occupational Group	Participants	Percent
Engineering & Architecture	2,628	17.3
General Administration, Clerical, Office Services	1,771	11.7
Biological Sciences	1,904	12.6
Miscellaneous	945	6.2
Physical Sciences	632	4.2
Other	7,284	48.0
Total	15,164	100.0

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (86.8%), "General Administration, Clerical, & Office Services" category (60.5%).
 - More than 7,880 participants (approximately 52.0%) were classified in five major occupational groups.
- * Also includes Professional Degrees

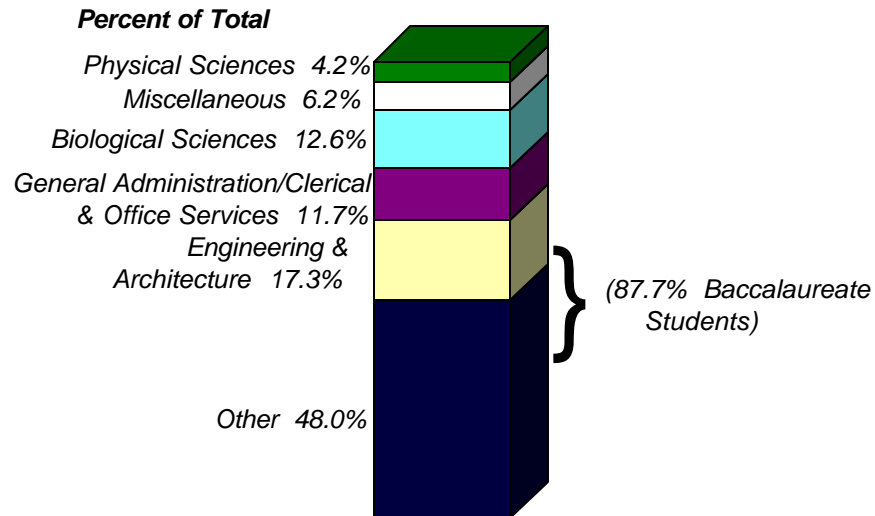
Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program

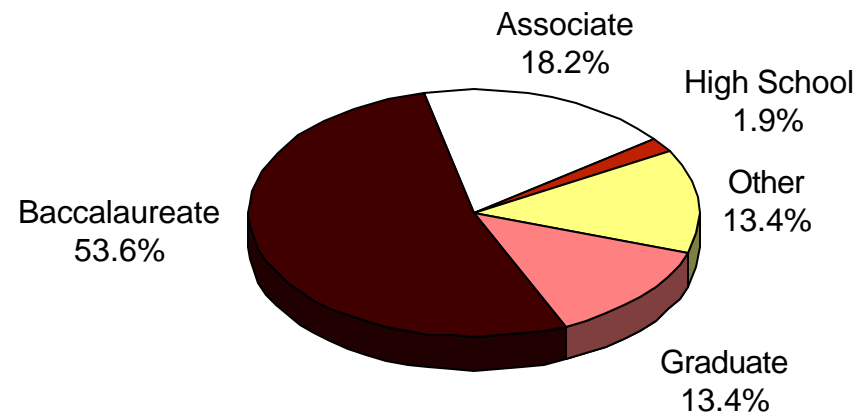
Participants' Educational Levels and Occupational Groups

Fiscal Year 2002

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2002

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	10,115	Total	47,158	100.1
Air Force	5,944	Total Minorities	17,295	36.7
Interior	5,104	Black	9,905	21.0
Army	4,828	Hispanic	3,911	8.3
Justice	2,725	Asian/Pacific Islander	2,797	5.9
Treasury	2,425	American Indian*	682	1.5
Other	16,017	Non-Minority	29,863	63.3
		Men	21,539	45.7
		Women	25,619	54.3
		Veterans	480	1.0
		Disabled	1,452	3.1

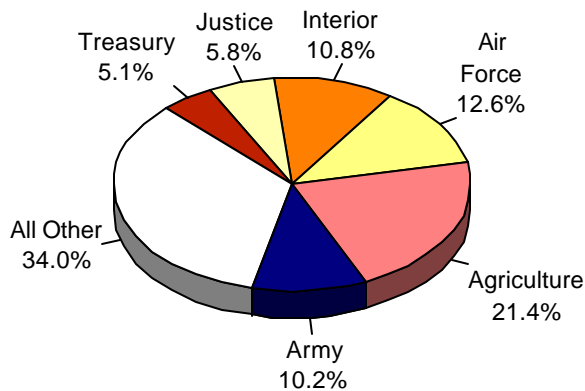
* American Indian refers to American Indian/Alaska Native

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

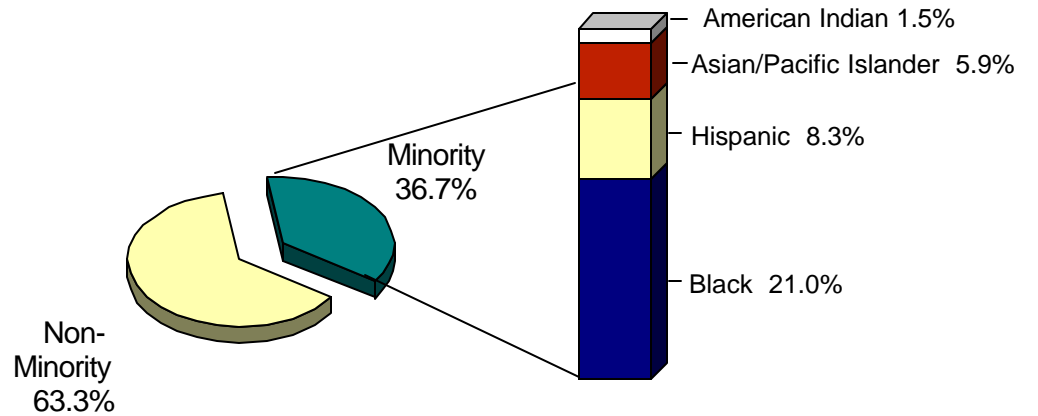
Student Temporary Employment Program

Fiscal Year 2002

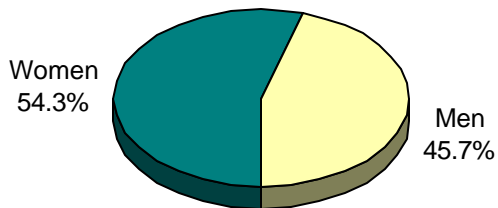
Employing Agencies*



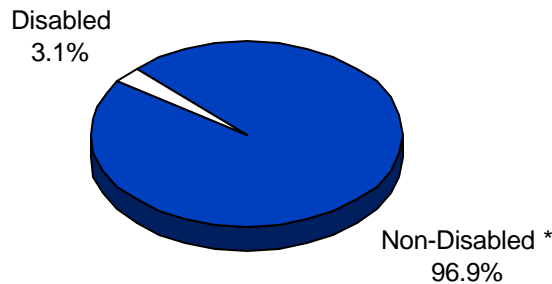
Minority Status



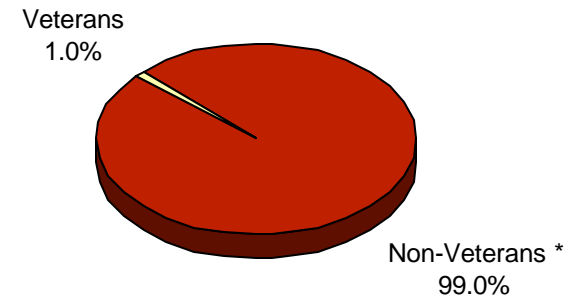
Gender



Disability Status



Veterans Status



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