

# THE FACT BOOK



2001 Edition



Federal Civilian Workforce Statistics



**United States  
Office of  
Personnel  
Management**

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

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# INTRODUCTION

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

The 1995 through 2001 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 2 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Lotus 1-2-3 (wk4), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document. You are welcome to print the statistical tables and charts for use in your own reports and presentations, and may make copies of this publication for distribution purposes.

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



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# **Part 1:**

# **Employee Demographics**

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# Trend of Federal Civilian Employment, 1984 - 2000

(in thousands)

	1984	1986	1988	1990	1994	1996	1998	2000
<b>Total, Federal Civilian</b>	<b>2,934.3</b>	<b>3,022.2</b>	<b>3,112.8</b>	<b>3,128.3</b>	<b>2,971.6</b>	<b>2,847.4</b>	<b>2,789.5</b>	<b>2,708.1</b>
<i>% change*</i>		3.0	3.0	0.5	-5.0	-4.2	-2.0	-2.9
Washington, D.C., MSA**	353.0	342.4	350.6	358.4	366.4	340.0	323.4	325.9
<i>% change*</i>		-3.0	2.4	2.2	2.2	-7.2	-4.9	0.8
Overseas	133.6	141.3	145.0	141.0	108.5	108.6	104.2	88.7
<i>% change*</i>		5.8	2.6	-2.8	-23.0	0.1	-4.1	-14.9
<b>Legislative Branch</b>	<b>38.8</b>	<b>36.5</b>	<b>37.5</b>	<b>37.5</b>	<b>35.4</b>	<b>31.5</b>	<b>30.5</b>	<b>31.2</b>
<i>% change*</i>		-5.9	2.7	0.0	-5.6	-11.0	-3.2	2.3
<b>Judicial Branch</b>	<b>17.2</b>	<b>19.0</b>	<b>21.5</b>	<b>23.6</b>	<b>28.0</b>	<b>29.6</b>	<b>31.7</b>	<b>32.2</b>
<i>% change*</i>		10.5	13.2	9.8	18.6	5.7	7.1	1.6
<b>Executive Branch</b>	<b>2,878.2</b>	<b>2,966.7</b>	<b>3,053.8</b>	<b>3,067.2</b>	<b>2,908.2</b>	<b>2,786.3</b>	<b>2,727.3</b>	<b>2,644.8</b>
<i>% change*</i>		3.1	2.9	0.4	-5.2	-4.2	-2.1	-3.0
Department of Defense	1,043.8	1,068.0	1,049.6	1,034.2	879.9	795.9	717.9	676.3
<i>% change*</i>		2.3	-1.7	-1.5	-14.9	-9.5	-9.8	-5.8
Non-Department of Defense	1,127.6	1,107.7	1,172.2	1,216.1	1,205.6	1,138.1	1,137.9	1,107.8
<i>% change*</i>		-1.8	5.8	3.7	-0.9	-5.6	-0.0	-2.6
United States Postal Service	706.8	791.0	832.0	816.9	822.7	852.3	871.5	860.7
<i>% change*</i>		11.9	5.2	-1.8	0.7	3.6	2.3	-1.2

Note: All data are as of September 30th.

\*Represents percent change from the prior reported year.

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

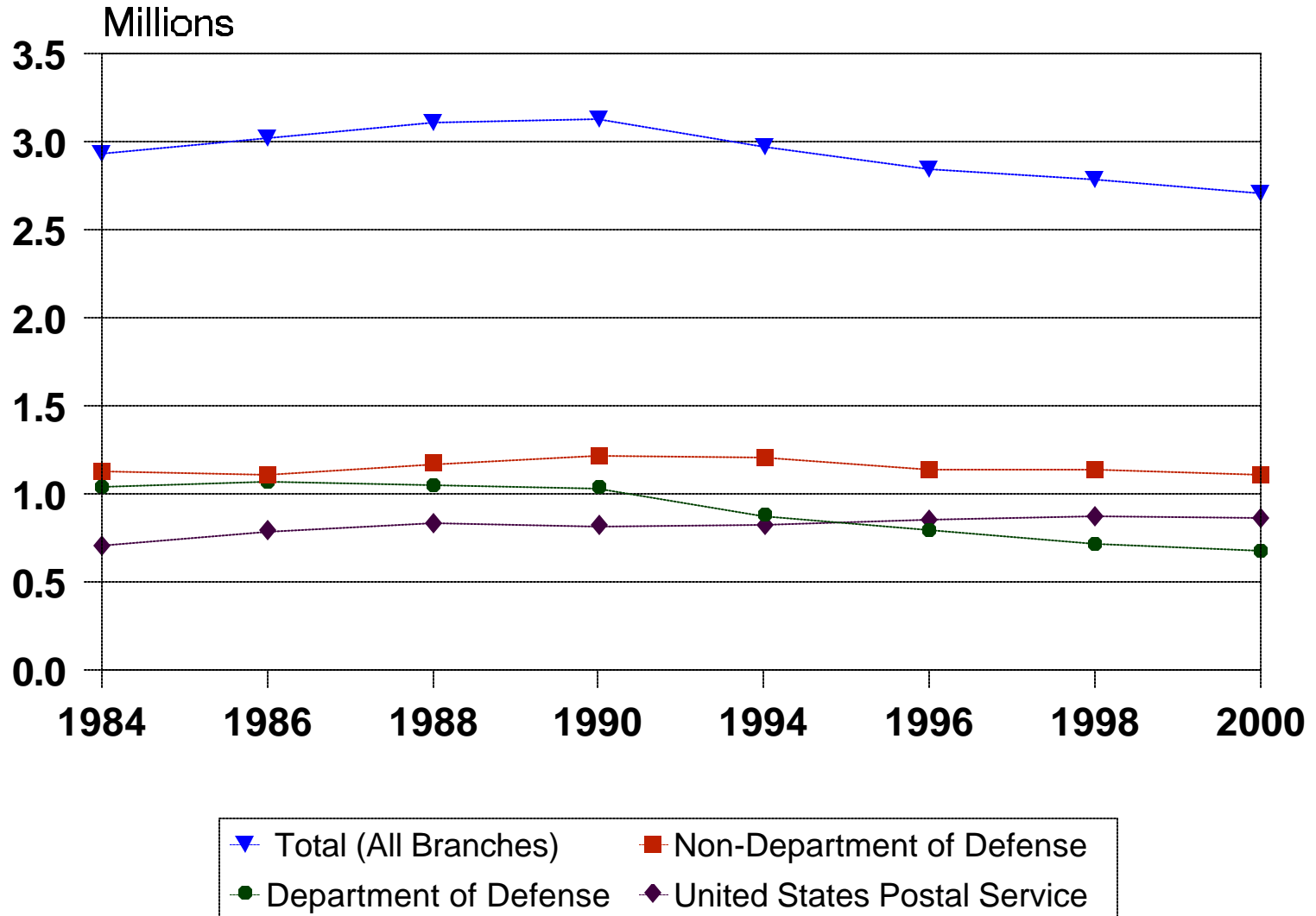


Source: *Monthly Report of Federal Civilian Employment (SF 113-A)*; Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV



# Trend of Federal Civilian Employment

1984 - 2000





# Trend of Employment, 1990- 2000

## Individual Characteristics

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000*
<b>Average Age</b> <sup>a</sup>	42.3	42.5	43.0	43.8	44.1	44.3	44.8	45.2	45.6	45.9	46.3
<b>Average Length of Service</b> <sup>a</sup>	13.4	13.5	14.1	14.9	15.2	15.5	15.9	16.3	16.6	16.9	17.1
<b>Retirement Eligible</b> <sup>b</sup>											
<b>Civil Service Retirement System</b>	8%	8%	10%	10%	10%	10%	11%	12%	13%	15%	17%
<b>Federal Employees Retirement System</b>	3%	3%	3%	4%	5%	5%	6%	7%	8%	10%	11%
<b>College-Conferred</b> (Bachelor's Degree or higher)	35%	35%	36%	37%	38%	39%	39%	40%	40%	40%	41%
<b>Gender</b>											
<b>Men</b>	57%	56%	57%	56%	56%	56%	56%	56%	56%	55%	55%
<b>Women</b>	43%	44%	43%	44%	44%	44%	44%	44%	44%	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.



Source: "Profile of Federal Civilian Non-Postal Employees"; Office of Workforce Information. (202) 606-1817  
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## Trend of Employment, 1990 - 2000

### Individual Characteristics

*(continued from previous page)*

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000*
<b>Race &amp; National Origin</b>											
<b>Total Minorities</b>	27.4%	27.7%	27.9%	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%	30.4%
<b>Black</b>	16.7%	16.8%	16.7%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%	17.1%
<b>Hispanic</b>	5.4%	5.4%	5.5%	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%	6.6%
<b>Asian/Pacific Islander</b>	3.5%	3.6%	3.8%	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%	4.5%
<b>American Indian/     Alaska Native</b>	1.8%	1.9%	1.9%	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%	2.2%
<b>Disabled</b>	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
<b>Veterans Preference</b>	30%	28%	28%	27%	27%	26%	26%	25%	25%	25%	24%
<b>Vietnam Era Veterans</b>	17%	15%	16%	16%	17%	17%	17%	15%	14%	14%	14%
<b>Retired Military</b>	4.9%	4.7%	4.4%	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%
<b>Retired Officers</b>	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%

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

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

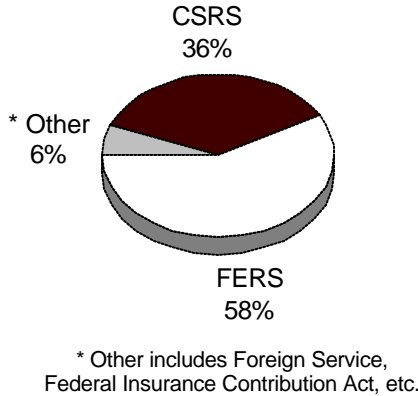
Source: "Profile of Federal Civilian Non-Postal Employees"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV



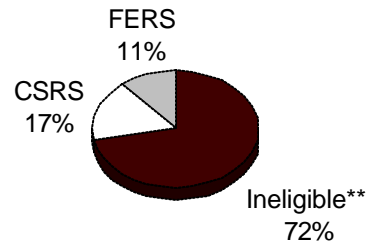
# The "Typical" Federal Civilian Employee, 2000

## Individual Characteristics

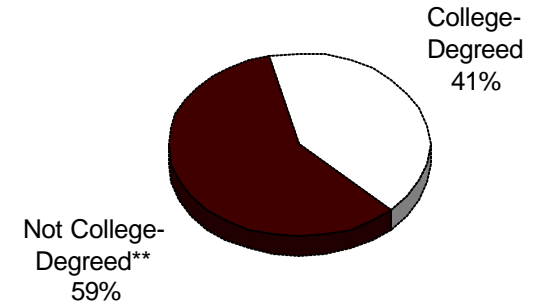
FERS = Federal Employees Retirement System  
CSRS = Civil Service Retirement System



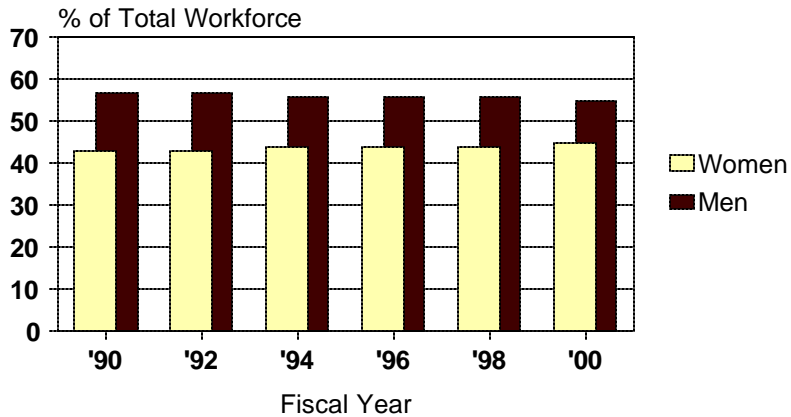
**Participants\*\***



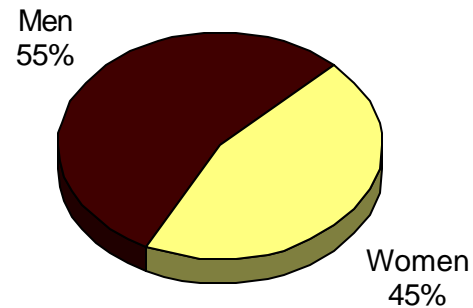
**Retirement Eligibility**



**Education**



**Trend**

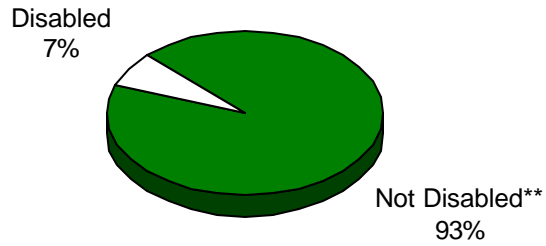


**Gender**

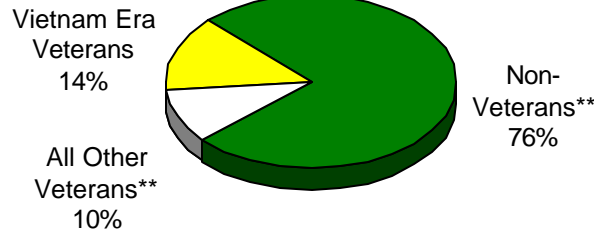
\*\* Data shown are excluded from the source tables.

# The "Typical" Federal Civilian Employee, 2000

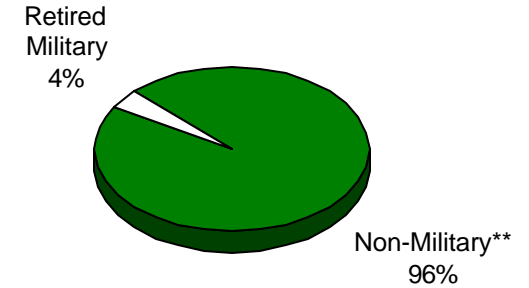
## Individual Characteristics (Continued)



**Disability**

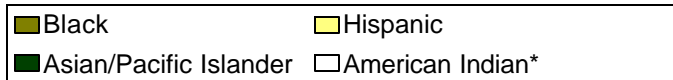
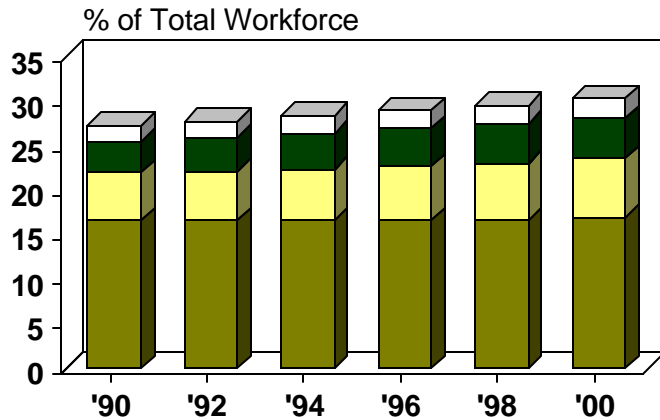


**Veterans Preference**

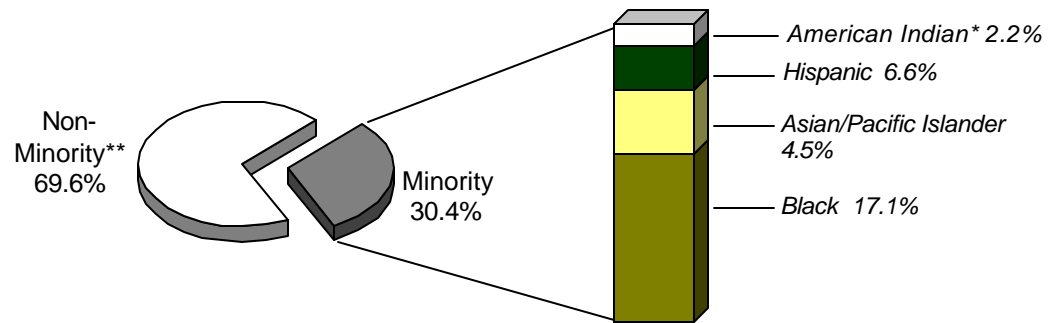


**Retired Military Status**

### Minority Groups



\* American Indian refers to American Indian/Alaska Native



**Minority Status**



# Trend of Employment, 1990- 2000

## Job Characteristics

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000*
<b>Annual Base Salary</b>	\$32,026	\$34,100	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764	\$51,618
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	\$39,834	\$42,515	\$45,038	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198	\$64,969
<b>Average GS Grade</b>	8.7	8.8	8.9	9.1	9.2	9.3	9.3	9.3	9.4	9.4	9.5
Washington, D.C.- -MD-VA-WV Metropolitan Statistical Area	10.3	10.4	10.5	10.6	10.8	10.9	11.0	11.1	11.1	11.1	11.3
<b>Pay System</b>											
General Schedule	73%	73%	74%	74%	74%	75%	73%	73%	72%	72%	72%
Wage Systems	17%	17%	16%	16%	15%	14%	14%	14%	13%	13%	13%
Others	10%	10%	10%	10%	11%	11%	13%	13%	15%	15%	15%
<b>Occupational Category</b>											
White-Collar	83%	83%	84%	84%	85%	85%	86%	86%	87%	87%	87%
Professional	21%	22%	22%	23%	23%	24%	24%	24%	24%	24%	24%
Administrative	24%	25%	25%	26%	27%	27%	28%	29%	29%	30%	31%
Blue-Collar	17%	17%	16%	16%	15%	15%	14%	14%	13%	13%	13%
<b>Supervisory Status</b>											
Supervisors/Managers	12.4%	12.4%	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%
<b>Permanent Appointments</b>											
Full-time Permanent	89%	89%	89%	90%	90%	90%	90%	90%	90%	91%	91%
	87%	87%	87%	87%	87%	87%	88%	88%	87%	88%	88%

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

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

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

Source: "Profile of Federal Civilian Non-Postal Employees"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV

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## Trend of Employment, 1990 - 2000

### Job Characteristics

(continued from previous page)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
<b>Work Schedule</b>											
Full-time	93%	93%	93%	93%	92%	93%	93%	93%	93%	94%	94%
Part-time	4%	4%	4%	4%	4%	4%	3%	3%	3%	3%	3%
Intermittent	3%	3%	3%	3%	4%	3%	4%	4%	4%	3%	3%
<b>Service</b>											
Competitive	80%	80%	80%	80%	80%	80%	78%	77%	77%	77%	77%
Excepted & Senior Executive Service	20%	20%	20%	20%	20%	20%	22%	23%	23%	23%	23%
<b>Agency</b>											
Department of Defense	46%	44%	44%	43%	42%	42%	41%	40%	39%	39%	38%
Department of Veterans Affairs	12%	12%	12%	13%	13%	14%	13%	13%	13%	12%	12%
All Others	42%	44%	44%	44%	45%	44%	46%	47%	48%	49%	50%
<b>Geographic Location</b>											
United States	96%	97%	97%	97%	97%	97%	97%	97%	96%	96%	96%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	14%	15%	15%	15%	15%	15%	15%	15%	15%	16%	16%

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

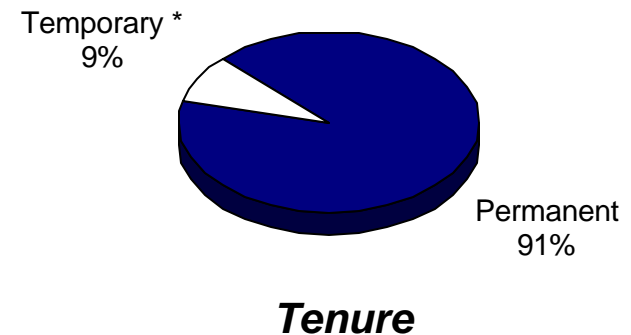
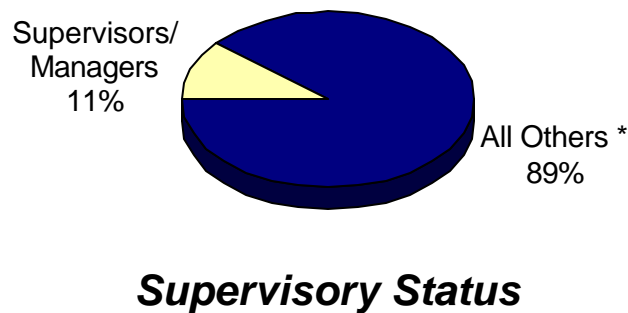
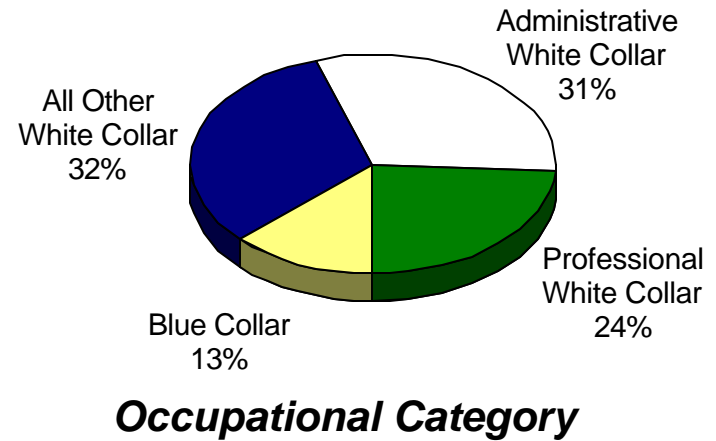
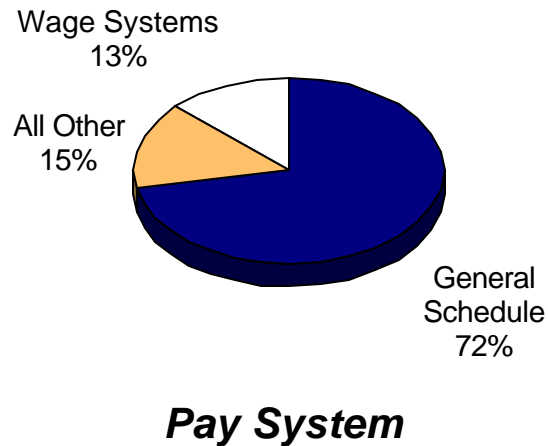
\* Some data shown in graphs are not provided in the table above.

Source: "Profile of Federal Civilian Non-Postal Employees"; Office of Workforce Information. (202) 606-1817 OWI@OPM.GOV



# The "Typical" Federal Civilian Employee, 2000

## Job Characteristics



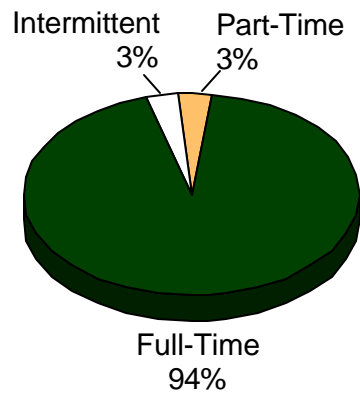
\* Data shown are **excluded** from the source tables.



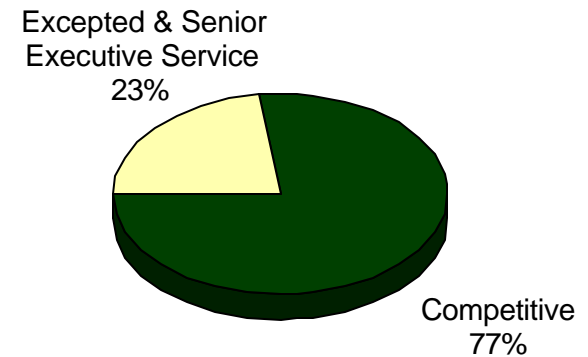


# The "Typical" Federal Civilian Employee, 2000

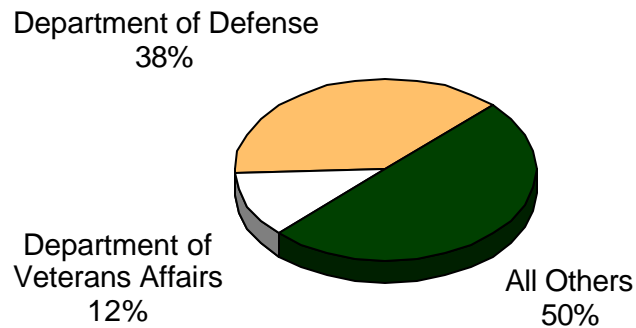
## Job Characteristics (Continued)



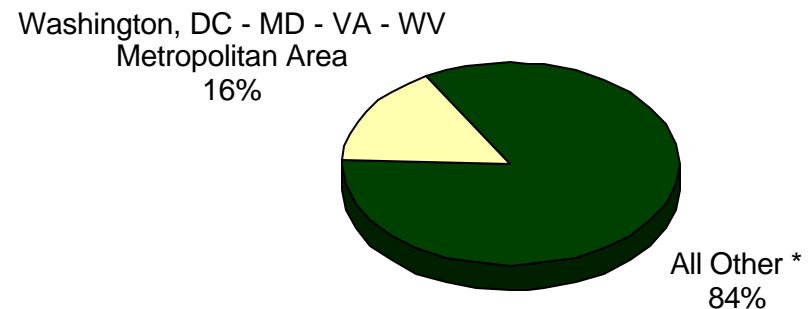
**Work Schedule**



**Service**



**Employing Agency**



**Geographic Location**



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

As of March 31, 2000

STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA (AL)	36,203	\$50,329	24,869	\$50,249	4,337	\$33,702	6,997	\$60,917
ALASKA (AK)	11,170	\$47,316	7,309	\$43,101	2,186	\$51,615	1,675	\$60,096
ARIZONA (AZ)	28,169	\$44,036	20,748	\$43,884	4,086	\$35,956	3,335	\$54,879
ARKANSAS (AR)	10,959	\$42,810	7,894	\$42,886	1,956	\$32,003	1,109	\$61,330
CALIFORNIA (CA)	141,377	\$50,639	99,339	\$48,423	18,268	\$38,478	23,770	\$69,243
COLORADO (CO)	33,138	\$51,098	26,567	\$50,763	3,104	\$33,954	3,467	\$69,019
CONNECTICUT (CT)	7,130	\$51,290	5,014	\$50,056	865	\$33,799	1,251	\$68,328
DELAWARE (DE)	2,478	\$45,033	1,609	\$43,476	664	\$41,553	205	\$68,519
DISTRICT OF COLUMBIA (DC)	143,751	\$65,176	110,064	\$63,245	5,763	\$36,920	27,924	\$78,618
FLORIDA (FL)	60,220	\$48,494	44,385	\$46,584	7,370	\$35,629	8,465	\$69,713
GEORGIA (GA)	62,345	\$46,787	46,036	\$46,968	10,793	\$35,281	5,516	\$67,792
HAWAII (HI)	19,084	\$45,157	12,483	\$43,030	5,479	\$47,004	1,122	\$59,816
IDAHO (ID)	7,336	\$46,236	5,862	\$46,675	933	\$35,528	541	\$59,948
ILLINOIS (IL)	40,696	\$52,350	31,004	\$50,574	3,920	\$39,180	5,772	\$70,832
INDIANA (IN)	21,884	\$43,145	12,108	\$44,443	2,555	\$38,596	7,221	\$42,578
IOWA (IA)	6,950	\$44,449	4,853	\$43,519	1,163	\$37,216	934	\$58,292
KANSAS (KS)	14,669	\$45,588	10,893	\$42,829	2,085	\$39,653	1,691	\$70,674
KENTUCKY (KY)	19,407	\$41,471	14,052	\$39,761	2,261	\$34,938	3,094	\$54,009
LOUISIANA (LA)	19,767	\$44,728	15,167	\$44,415	3,077	\$36,088	1,523	\$65,293
MAINE (ME)	7,893	\$45,496	5,010	\$47,761	2,431	\$37,400	452	\$63,920
MARYLAND (MD)	101,425	\$58,911	77,072	\$57,727	6,852	\$39,029	17,501	\$71,909
MASSACHUSETTS (MA)	24,905	\$50,963	19,365	\$49,844	2,415	\$35,121	3,125	\$70,134
MICHIGAN (MI)	21,348	\$51,553	16,652	\$50,525	2,103	\$41,993	2,593	\$65,907
MINNESOTA (MN)	12,926	\$49,685	9,274	\$46,165	1,545	\$38,751	2,107	\$73,195
MISSISSIPPI (MS)	16,591	\$44,618	11,509	\$43,987	2,730	\$33,305	2,352	\$60,834
MISSOURI (MO)	32,295	\$44,478	26,800	\$43,062	2,584	\$37,036	2,911	\$64,111
MONTANA (MT)	7,780	\$44,987	6,352	\$44,793	953	\$38,645	475	\$60,311
NEBRASKA (NB)	7,515	\$45,942	6,033	\$46,001	755	\$33,599	727	\$58,273
NEVADA (NV)	7,234	\$49,514	5,561	\$47,242	667	\$39,886	1,006	\$68,454
NEW HAMPSHIRE (NH)	3,094	\$55,698	1,856	\$48,167	355	\$34,156	883	\$80,190

Continued on next page ==>



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

As of March 31, 2000

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)	25,782	\$55,478	19,724	\$55,027	2,827	\$39,269	3,231	\$72,411
NEW MEXICO (NM)	20,936	\$45,817	15,359	\$45,857	2,377	\$33,684	3,200	\$54,635
NEW YORK (NY)	57,456	\$49,330	43,033	\$46,921	6,191	\$35,212	8,232	\$72,543
NORTH CAROLINA (NC)	30,294	\$44,344	20,070	\$44,404	6,639	\$36,601	3,585	\$58,346
NORTH DAKOTA (ND)	4,970	\$42,719	3,429	\$42,880	935	\$36,630	606	\$51,203
OHIO (OH)	42,376	\$51,679	32,896	\$49,673	3,613	\$39,382	5,867	\$70,497
OKLAHOMA (OK)	32,212	\$44,482	18,103	\$45,529	10,058	\$36,671	4,051	\$59,194
OREGON (OR)	17,044	\$47,906	13,470	\$47,432	2,016	\$41,032	1,558	\$60,896
PENNSYLVANIA (PA)	61,448	\$45,927	47,130	\$45,983	9,842	\$36,460	4,476	\$66,160
RHODE ISLAND (RI)	5,771	\$53,138	2,968	\$45,235	598	\$33,092	2205	\$69,213
SOUTH CAROLINA (SC)	15,880	\$44,672	10,837	\$43,841	2,543	\$33,945	2,500	\$59,182
SOUTH DAKOTA (SD)	6,768	\$41,880	4,594	\$42,416	1,103	\$34,742	1,071	\$46,930
TENNESSEE (TN)	35,309	\$48,308	17,617	\$41,183	2,649	\$32,683	15,043	\$59,404
TEXAS (TX)	102,361	\$46,714	76,492	\$45,674	13,725	\$33,834	12,144	\$67,824
UTAH (UT)	24,166	\$42,710	17,470	\$42,344	5,413	\$38,051	1,283	\$67,355
VERMONT (VT)	2,853	\$44,862	2,235	\$44,135	340	\$34,331	278	\$63,586
VIRGINIA (VA)	114,436	\$55,322	86,590	\$55,827	11,610	\$35,130	16,236	\$67,071
WASHINGTON (WA)	41,775	\$49,125	27,444	\$48,512	10,008	\$43,951	4,323	\$64,993
WEST VIRGINIA (WV)	11,755	\$45,770	9,385	\$45,204	1,326	\$35,477	1044	\$63,930
WISCONSIN (WI)	10,967	\$45,252	7,886	\$44,456	1,803	\$36,491	1,278	\$62,525
WYOMING (WY)	4,354	\$43,757	3,228	\$43,626	774	\$38,148	352	\$57,286
UNSPECIFIED 1/	19,577	\$52,369	19,262	\$52,239	234	\$37,352	81	...
<b>TOTALS</b>	<b>1,618,229</b>	<b>\$50,616</b>	<b>1,184,962</b>	<b>\$49,680</b>	<b>200,879</b>	<b>\$37,228</b>	<b>232,388</b>	<b>\$66,958</b>



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

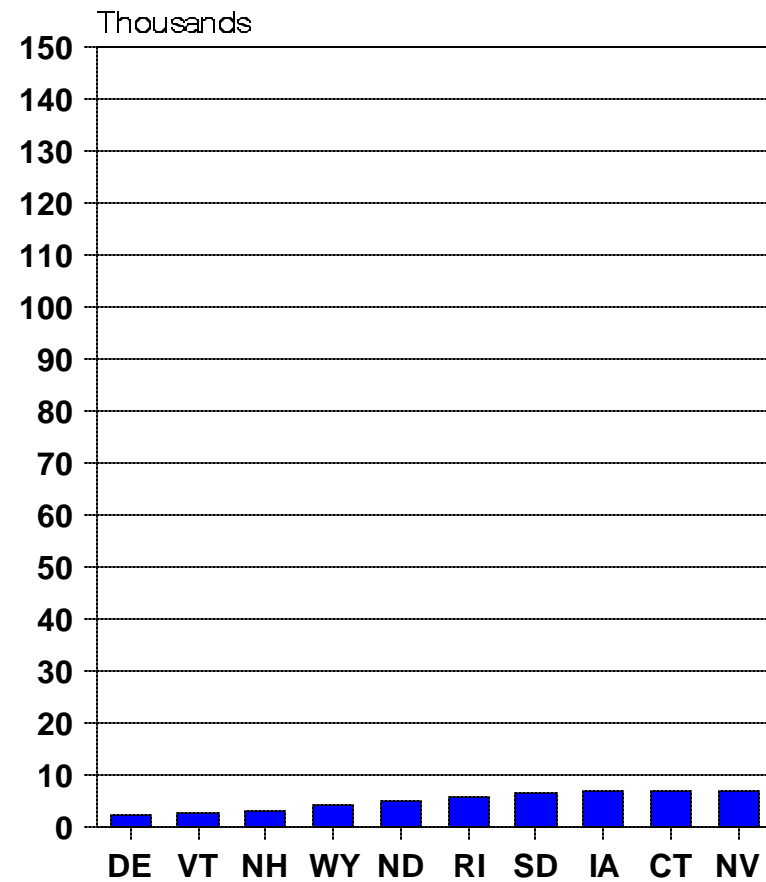
Source: [Pay Structure of the Federal Civil Service](#); Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

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

**Rank by Salary\***



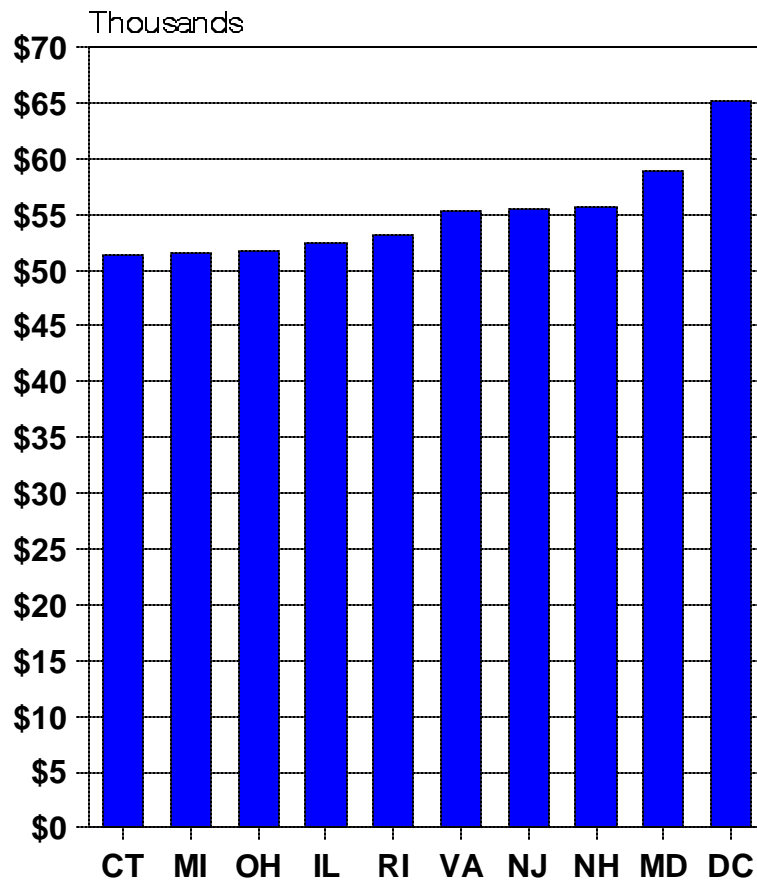
**Rank by Employment\***



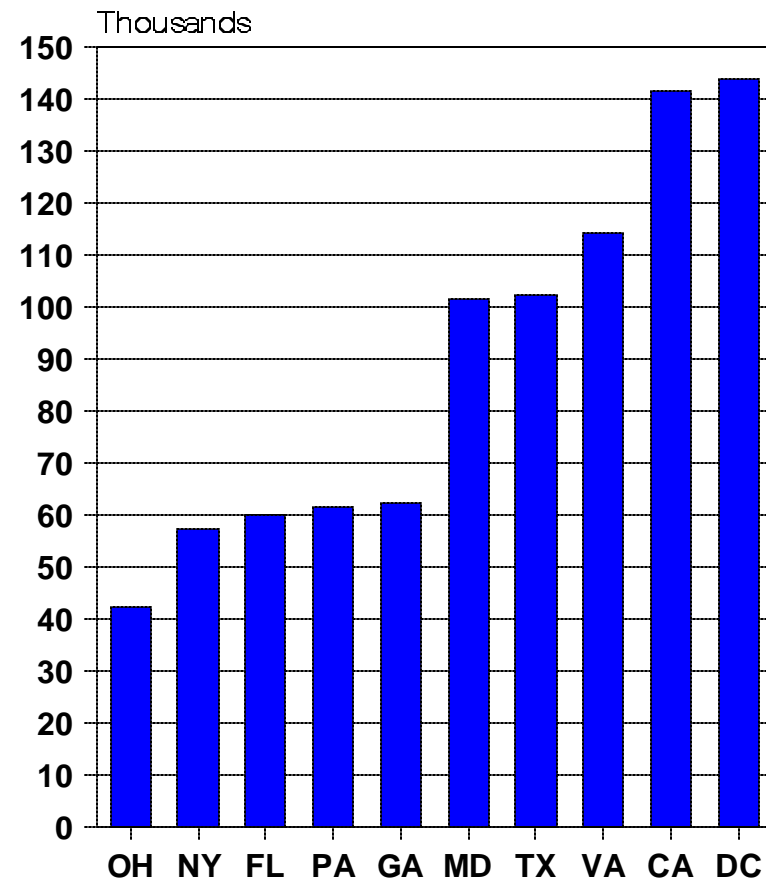
\*State salary rank does not correlate with state employment rank.

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

**Rank by Salary\***



**Rank by Employment\***



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

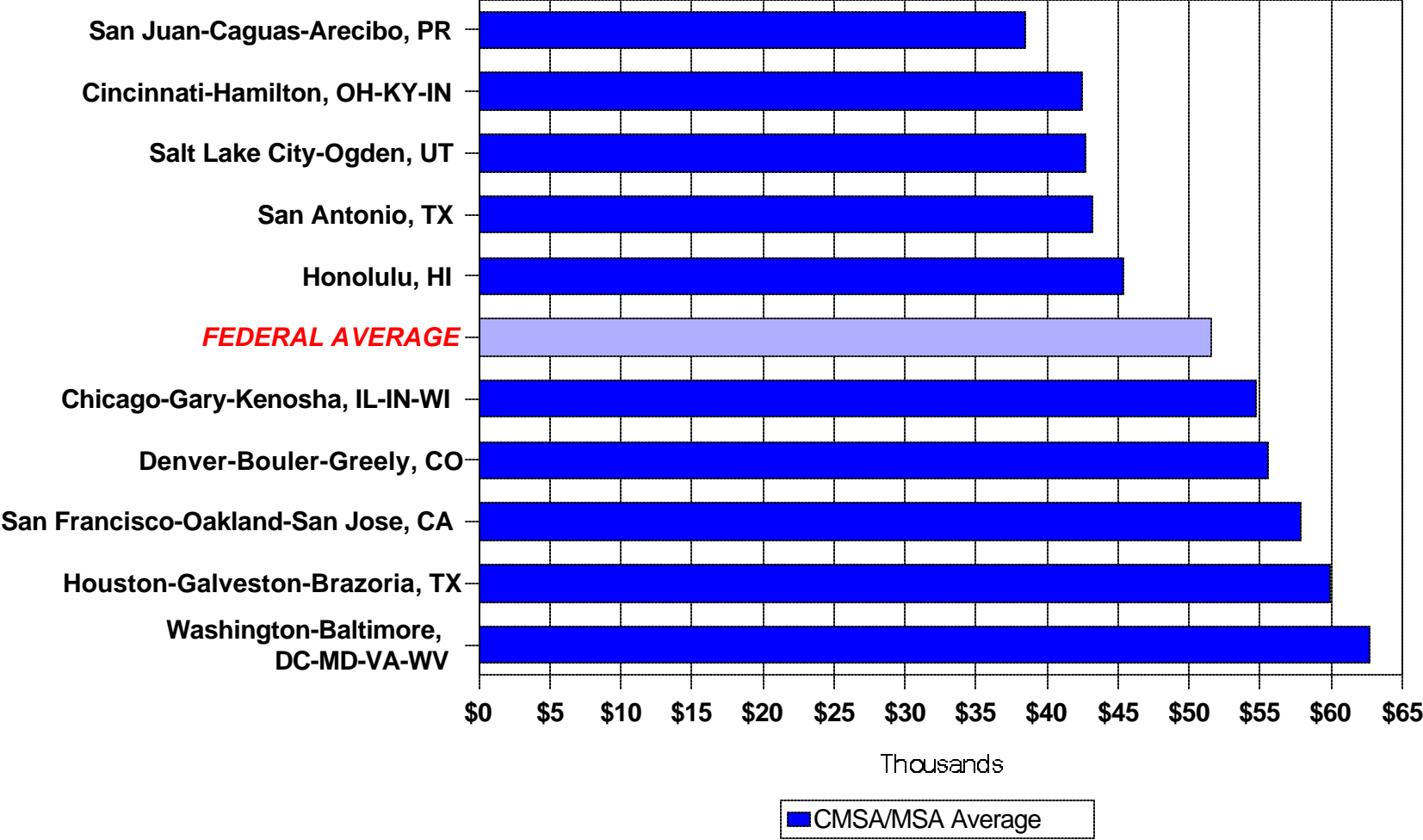
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected Metropolitan Statistical Areas (MSA) and Consolidated MSA**  
AS OF MARCH 31, 2000

	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
<b>All CMSAs and MSAs with 15,000 or More Employees</b>								
ATLANTA, GA	28,779	\$52,176	23,788	\$49,559	1,131	\$39,106	3,860	\$72,137
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,273	\$51,982	20,310	\$50,866	3,464	\$36,694	3,499	\$73,595
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,965	\$54,743	19,575	\$52,121	1,761	\$35,931	4,629	\$72,986
CINCINNATI-HAMILTON, OH-KY-IN	9,369	\$42,491	8,476	\$40,719	285	\$32,791	608	\$71,745
CLEVELAND-AKRON-LORAIN, OH	10,420	\$54,702	7,825	\$51,389	710	\$38,265	1,885	\$74,649
DALLAS-FORT WORTH, TX	22,284	\$54,360	15,738	\$50,602	1,168	\$36,587	5,378	\$69,217
DENVER-BOULDER-GREELEY, CO	20,866	\$55,595	16,938	\$54,376	1,200	\$36,072	2,728	\$71,751
DETROIT-ANN ARBOR-FLINT, MI	13,920	\$54,120	11,197	\$53,059	1,056	\$44,154	1,667	\$67,557
HONOLULU, HI	18,031	\$45,335	11,769	\$43,196	5,246	\$47,221	1,016	\$60,366
HOUSTON-GALVESTON-BRAZORIA, TX	12,374	\$59,872	9,565	\$57,361	711	\$33,472	2,098	\$80,269
KANSAS CITY, MO-KS	19,708	\$46,800	16,579	\$43,822	783	\$40,173	2,346	\$70,054
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	42,845	\$51,831	31,255	\$49,852	4,676	\$37,156	6,914	\$70,704
MIAMI-FORT LAUDERDALE, FL	12,235	\$51,424	9,261	\$47,287	735	\$33,366	2,239	\$74,460
MILWAUKEE-RACINE, WI	4,354	\$47,538	3,165	\$45,939	563	\$38,236	626	\$63,990
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	61,693	\$52,955	48,445	\$51,167	5,123	\$35,052	8,125	\$74,906
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA	37,443	\$45,423	24,460	\$48,730	7,466	\$33,955	5,517	\$46,277
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	37,410	\$47,941	29,253	\$46,484	4,266	\$38,564	3,891	\$69,176
PORTLAND-SALEM, OR-WA	10,847	\$51,487	8,388	\$51,406	1,044	\$40,114	1,415	\$60,358
ST. LOUIS, MO-IL	14,503	\$45,517	12,128	\$44,363	1,285	\$38,006	1,090	\$67,210
SACRAMENTO-YOLO, CA	8,494	\$51,286	6,943	\$50,659	879	\$40,458	672	\$71,922
SALT LAKE CITY-OGDEN, UT	20,352	\$42,683	14,510	\$41,965	4,705	\$38,184	1,137	\$70,460
SAN ANTONIO, TX	22,230	\$43,148	16,722	\$43,522	3,408	\$32,063	2,100	\$58,161
SAN DIEGO, CA	29,610	\$49,179	18,753	\$46,416	5,408	\$38,004	5,449	\$69,780
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,640	\$57,802	21,208	\$55,877	2,418	\$42,155	4,014	\$77,397
SAN JUAN-CAGUAS-ARECIBO, PR	8,225	\$39,428	5,528	\$37,871	907	\$23,824	1,790	\$52,144
SEATTLE-TACOMA-BREMERTON, WA	32,009	\$49,579	20,254	\$49,004	8,755	\$44,571	3,000	\$68,080
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,456	\$62,742	232,440	\$61,000	14,580	\$38,170	54,436	\$76,766

Source: *Pay Structure of the Federal Civil Service*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

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

(Five Lowest and Highest Only)



## Turnover Data Executive Branch - All Areas Fiscal Years 1984 - 2000

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
<b>FY84</b>	533,865	427,349	496,426	193,195	2,178,273	19,498	0.9
<b>FY85</b>	541,787	451,516	484,742	185,453	2,210,487	32,214	1.5
<b>FY86</b>	466,191	379,267	478,595	182,124	2,207,807	(2,680)	-0.1
<b>FY87</b>	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
<b>FY88</b>	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
<b>FY89</b>	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
<b>FY90*</b>	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
<b>FY91*</b>	495,123	351,112	515,673	134,175	2,224,389	(124,069)	-5.3
<b>FY92</b>	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
<b>FY93</b>	382,399	253,374	423,830	127,140	2,189,416	(49,219)	-2.2
<b>FY94</b>	317,509	219,026	398,134	111,096	2,114,387	(75,029)	-3.4
<b>FY95</b>	345,166	222,025	457,246	91,909	2,037,890	(76,542)	-3.6
<b>FY96</b>	266,473	199,463	356,566	80,922	1,960,892	(76,953)	-3.8
<b>FY97</b>	283,517	208,725	333,431	81,574	1,895,295	(65,597)	-3.3
<b>FY98</b>	320,830	242,637	321,292	84,124	1,855,112	(40,183)	-2.1
<b>FY99</b>	423,500	346,988	372,778	129,196	1,846,170	(8,942)	-0.5
<b>FY00***</b>	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4

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

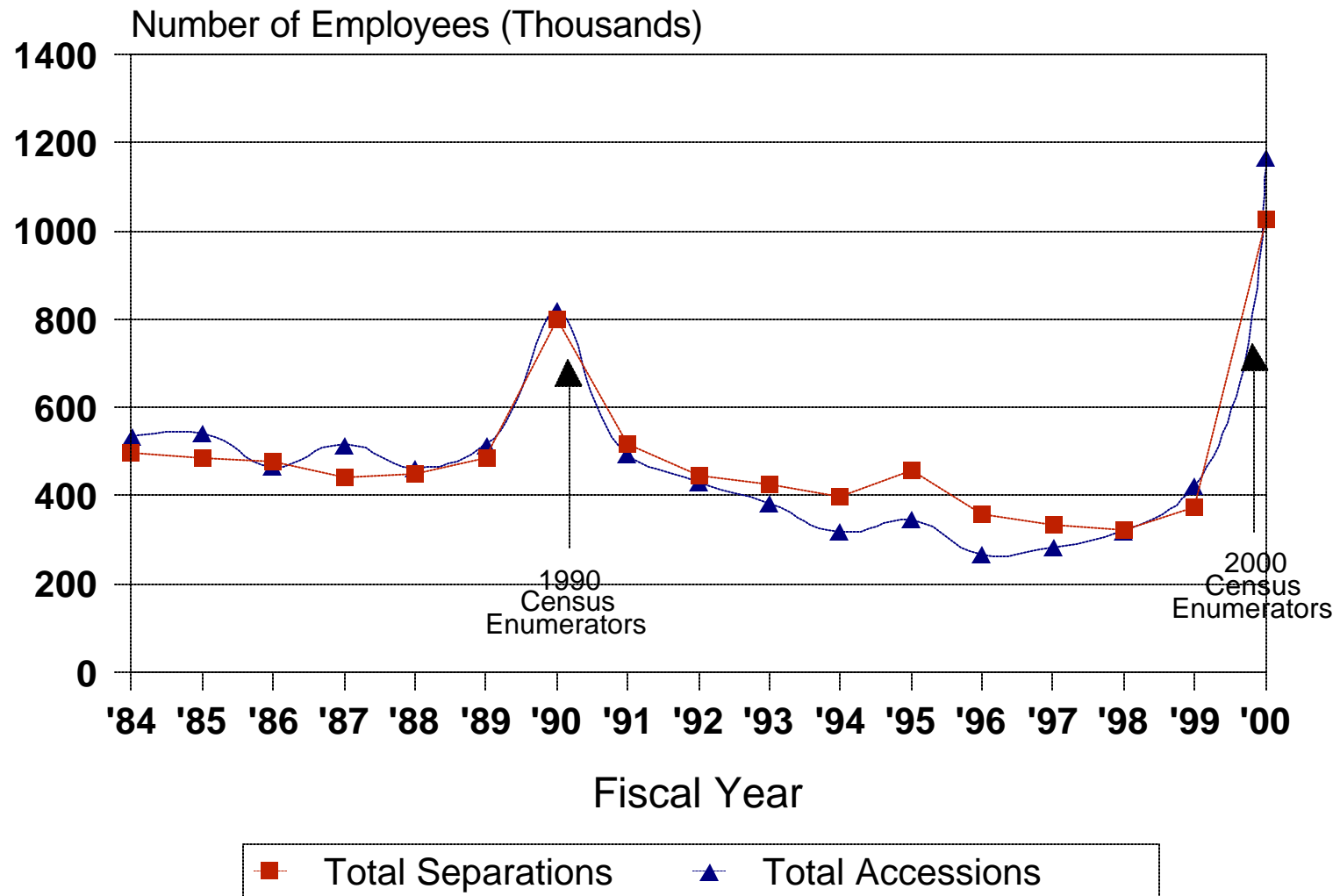
Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY99, there were 1,365,281 Accessions (excluding Transfers) of which 1,304,521 were temporary and permanent new hires, and 60,760 were returns to duty, etc. There were 1,217,759 Separations (excluding transfers) of which 853,669 were quits.

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



# Turnover Data

## Fiscal Years 1984 - 2000



# Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

**1961 - 2000**

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
1961	6.85	1971	7.92	1981	8.24	1991	8.95
1962	6.98	1972	7.96	1982	8.26	1992	9.06
1963	7.18	1973	7.94	1983	8.34	1993	9.21
1964	7.39	1974	7.87	1984	8.39	1994	9.33
1965	7.44	1975	7.93	1985	8.39	1995	9.39
1966	7.31	1976	8.01	1986	8.41	1996	9.49
1967	7.30	1977	8.03	1987	8.52	1997	9.45
1968	7.44	1978	8.12	1988	8.58	1998	9.51
1969	7.72	1979	8.20	1989	8.69	1999	9.57
1970	7.87	1980	8.16	1990	8.84	2000	9.66

Notes: Data are as of June 30th for 1961-1971 and as of March 31st for 1972-1994

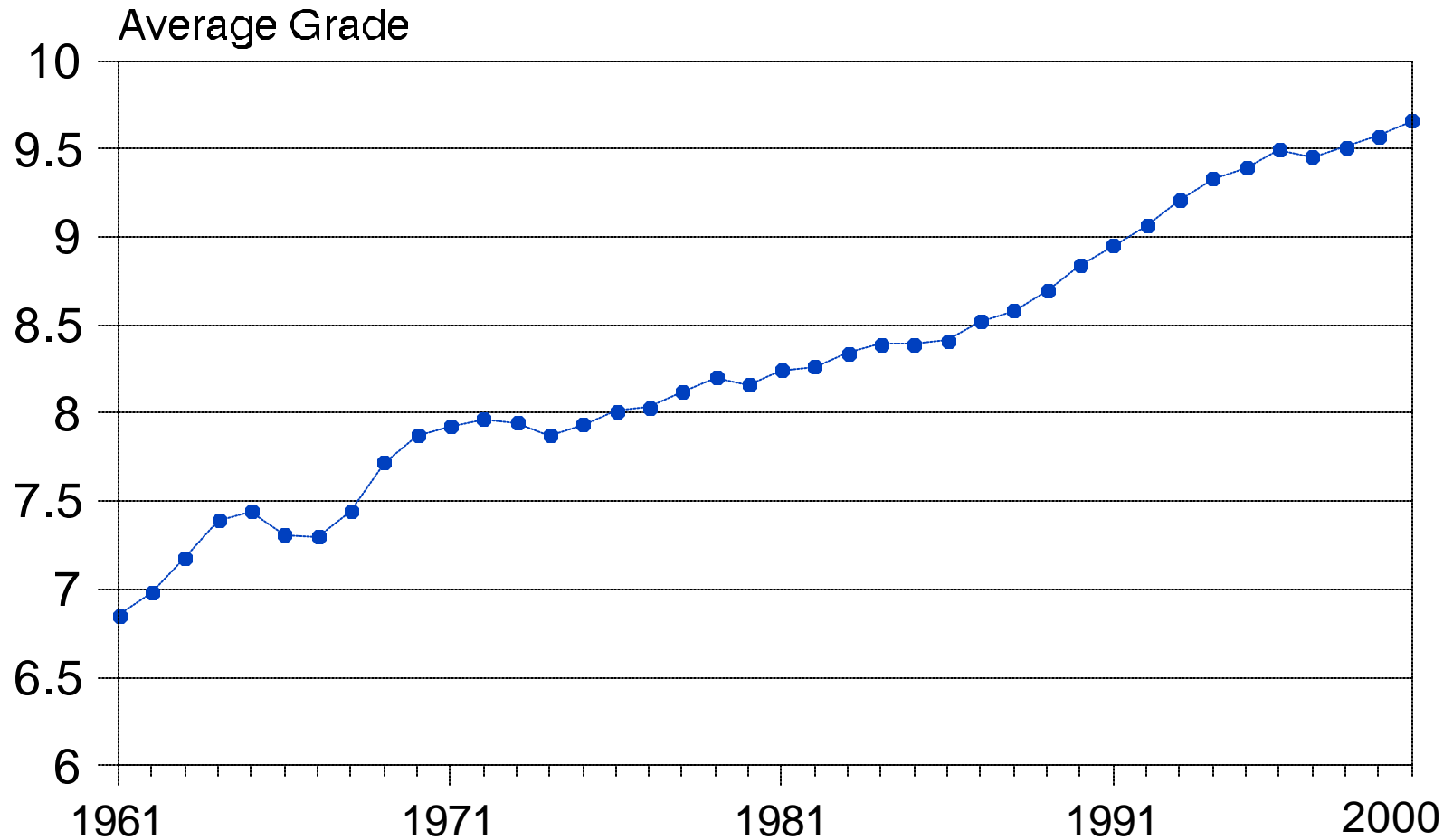
Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.



Source: *Pay Structure of the Federal Civil Service*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

# Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1961 - 2000)



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

1990 - 2000

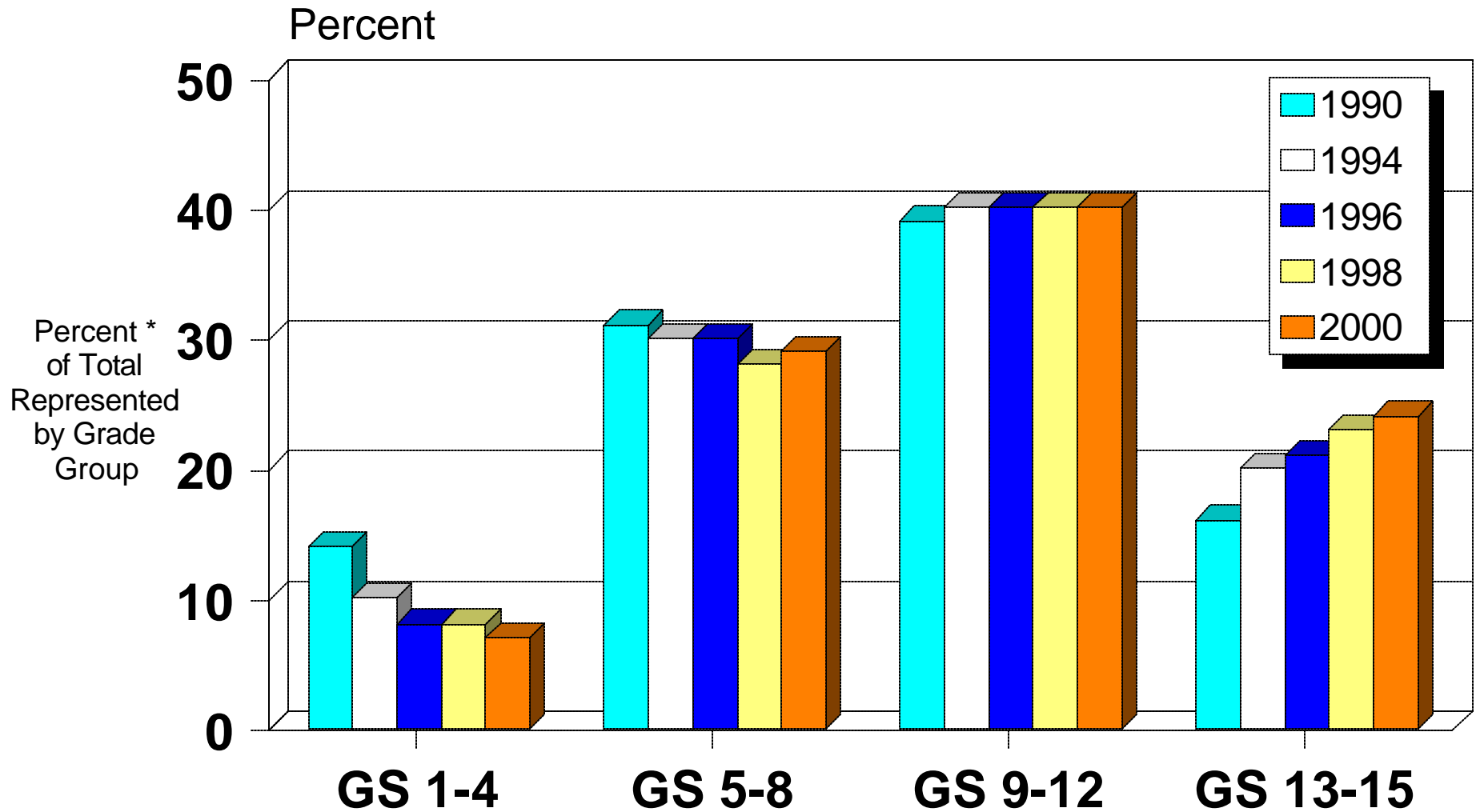
	1990	1994	1996	1998	2000	% change '90 - '00
<b>Total GS and Related</b>	<b>1,655,562</b>	<b>1,587,069</b>	<b>1,482,644</b>	<b>1,472,870</b>	<b>1,378,381</b>	<b>-16.7%</b>
GS 1	4,649	2,931	2,966	3,141	2,684	-42.3%
GS 2	11,282	7,182	6,060	6,672	5,698	-49.5%
GS 3	56,946	38,919	29,286	27,490	25,038	-56.0%
GS 4	155,252	112,406	85,079	74,397	66,408	-57.2%
<b>GS 1 - 4</b>	<b>228,129</b>	<b>161,438</b>	<b>123,391</b>	<b>111,700</b>	<b>99,828</b>	<b>-56.2%</b>
GS 5	206,425	174,651	153,574	134,473	121,660	-41.1%
GS 6	108,943	110,708	103,066	95,974	89,658	-17.7%
GS 7	155,887	148,224	141,705	142,377	133,976	-14.1%
GS 8	34,878	43,878	43,652	44,134	51,165	46.7%
<b>GS 5 - 8</b>	<b>506,133</b>	<b>477,461</b>	<b>441,997</b>	<b>416,958</b>	<b>396,459</b>	<b>-21.7%</b>
GS 9	170,821	148,263	138,369	132,763	132,145	-22.6%
GS 10	31,024	16,693	17,601	17,531	16,631	-46.4%
GS 11	222,726	217,145	198,314	191,585	185,518	-16.7%
GS 12	223,636	250,646	245,527	232,898	223,144	-0.2%
<b>GS 9 - 12</b>	<b>648,207</b>	<b>632,747</b>	<b>599,811</b>	<b>574,777</b>	<b>557,438</b>	<b>-14.0%</b>
GS 13	145,918	169,968	174,908	179,597	183,900	26.0%
GS 14	81,226	93,010	90,250	91,746	86,821	6.9%
GS 15	45,949	52,445	52,287	53,092	53,935	17.4%
<b>GS 13 - 15</b>	<b>273,093</b>	<b>315,423</b>	<b>317,445</b>	<b>324,435</b>	<b>324,656</b>	<b>18.9%</b>



Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

# Executive Branch Employment

## By General Schedule (GS) and Related Grades, 1990 - 2000



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

# Federal Wage Systems Employment

1982 - 2000

## Wage Systems Employment

1982	492,000
1984	476,000
1986	459,000
1988	429,000
1990	412,000
1992	374,000
1994	326,000
1996	285,000
1998	255,000
2000	230,000

### ***As of September 30, 2000***

*11% are Women*

*35% are Minorities*

*83% work in the Department of Defense  
& the Department of Veterans Affairs*

*49% are Veterans*

*SOURCE: Central Personnel Data File (CPDF)*



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

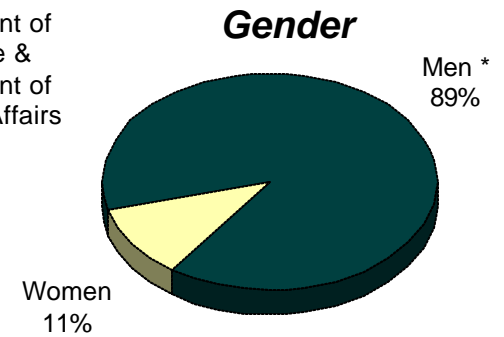
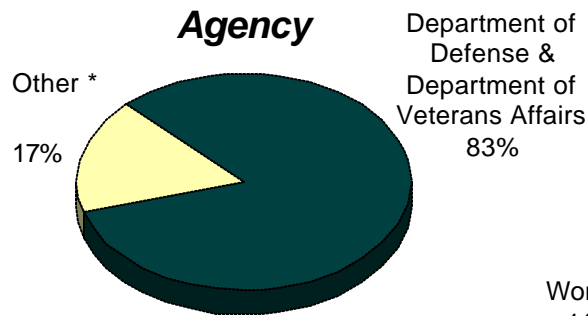
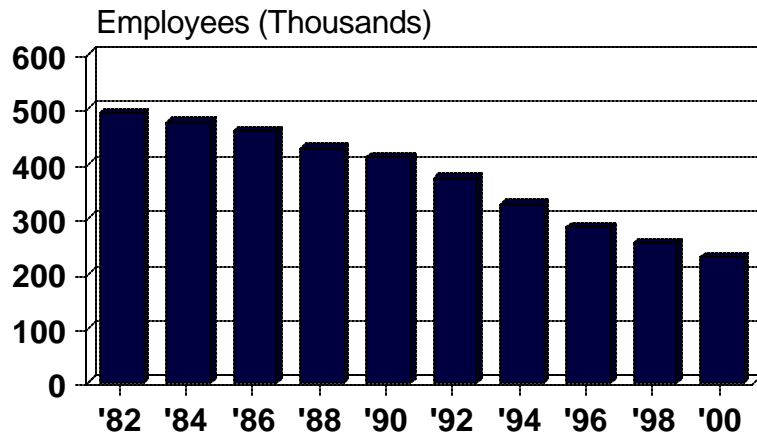
Sources: *"Monthly Report of Federal Civilian Employment" (SF 113-A)*, and Central Personnel Data File;  
Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

# Federal Wage Systems Employment

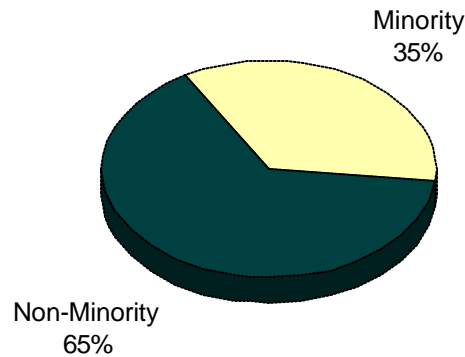
1982 - 2000

*As of September 30, 2000*

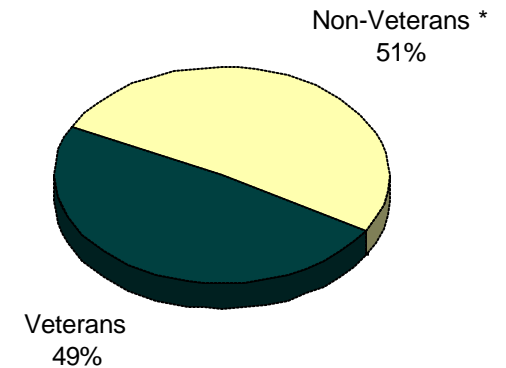
**Executive Branch Employment  
1982 - 2000**



**Minority Status**



**Veterans Status**



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

## EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

*as of September 30, 2000*

	ALL EMPLOYEES			VETERANS					
	TOTAL	TOTAL	%	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,755,689	445,282	26.1	41,538	9.3	77,817	17.5	31,272	7.0
EXECUTIVE DEPTS	1,576,277	420,163	27.5	39,483	9.4	74,378	17.7	30,084	7.2
Department of Agriculture	106,708	15,294	14.3	918	6.0	1,797	11.7	570	3.7
Department of Commerce	43,155	6,055	14.0	412	6.8	771	12.7	263	4.3
Department of Defense	669,442	233,283	37.5	21,784	9.3	43,784	18.8	17,572	7.5
Department of the Army	222,337	78,786	39.8	8,613	10.9	16,431	20.9	6,903	8.8
Department of the Navy	181,702	68,013	37.4	4,834	7.1	10,135	14.9	3,840	5.6
Department of the Air Force	153,743	54,818	41.8	4,795	8.7	11,417	20.8	4,421	8.1
Department of Education	4,922	474	9.6	33	7.0	78	16.5	29	6.1
Department of Energy	15,754	3,687	23.4	176	4.8	462	12.5	158	4.3
Department of Health & Human Services	62,899	5,828	9.3	724	12.4	745	12.8	276	4.7
Department of Housing & Urban Development	10,284	1,610	15.7	132	8.2	279	17.3	111	6.9
Department of the Interior	74,717	14,266	19.1	746	5.2	2,043	14.3	720	5.0
Department of Justice	125,364	27,953	22.3	2,112	7.6	3,422	12.2	1,039	3.7
Department of Labor	16,068	3,201	19.9	259	8.1	722	22.6	307	9.6
Department of State	19,390	2,782	14.3	202	7.3	222	8.0	57	2.0
Department of Transportation	63,577	22,193	34.9	1,261	5.7	2,367	10.7	758	3.4
Department of the Treasury	144,696	21,909	15.1	1,751	8.0	2,800	12.8	961	4.4
Department of Veterans Affairs	219,301	61,628	28.1	8,973	14.6	14,886	24.2	7,263	11.8
INDEPENDENT AGENCIES	178,277	25,016	14.0	2,041	8.2	3,435	13.7	1,186	4.7

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

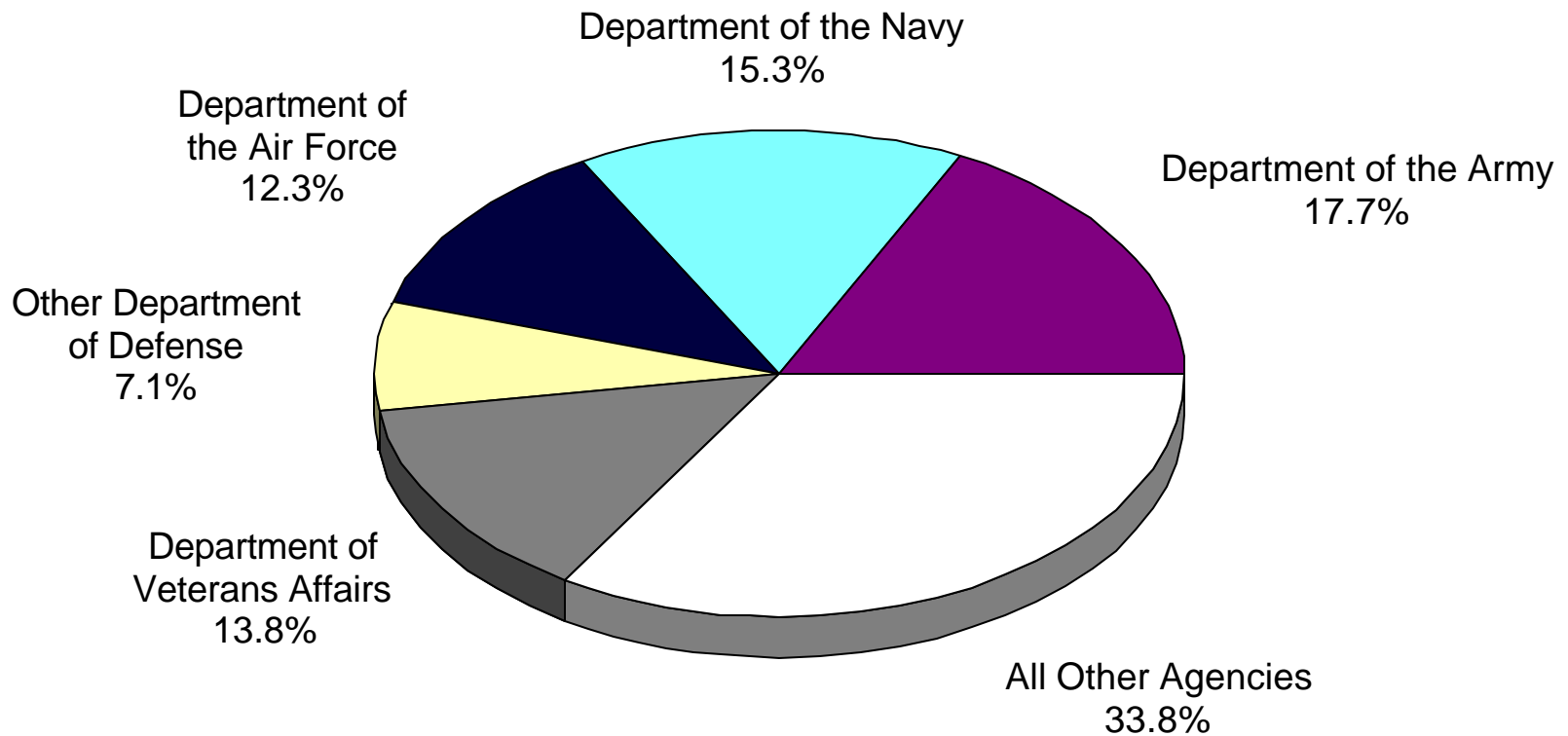
NOTE: Army/Air Force National Guard excluded from Veteran Counts/Percents. This exclusion affects Veterans Totals and Percents for the Executive Branch, Executive Departments, and the Departments of Defense, Army, and the Air Force.

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV  
U.S. Office of Personnel Management



# Distribution of Veteran Employment by Agency

September 30, 2000



# Executive Branch Veterans Employment Programs

Fiscal Years 1982 - 2000

Veterans Readjustment Authority (VRA)			30 Percent or more Disabled Veteran Hires			
Fiscal Year (FY)	FY Appointments	% Minority	Total Hires	Percent of all Veteran Hires	Percent of all Disabled Veteran Hires	Temporary Appointments to Competitive Service
<b>FY82</b>	15,017	32.1	3,369	4.0	32.0	1,648
<b>FY83</b>	15,307	35.9	4,206	6.0	42.0	2,542
<b>FY84</b>	20,704	36.2	4,724	6.0	39.0	3,157
<b>FY85</b>	17,477	35.6	5,361	7.0	43.0	3,622
<b>FY86</b>	14,032	35.2	4,231	6.8	42.5	2,714
<b>FY87</b>	12,912	35.3	4,766	6.9	40.9	3,325
<b>FY88</b>	10,642	38.2	3,365	6.7	40.5	2,166
<b>FY89</b>	12,343	36.7	4,273	7.3	40.8	2,576
<b>FY90</b>	7,305	35.8	2,878	7.2	39.9	1,632
<b>FY91</b>	10,287	38.3	3,225	7.7	39.5	1,827
<b>FY92</b>	10,701	39.0	2,876	6.8	38.6	1,662
<b>FY93</b>	14,008	41.4	2,894	7.1	40.2	1,717
<b>FY94</b>	12,468	40.6	2,757	7.2	38.7	1,670
<b>FY95</b>	10,772	40.3	2,896	7.2	40.0	1,652
<b>FY96</b>	12,672	39.7	2,820	8.1	41.7	1,594
<b>FY97</b>	11,059	39.9	2,956	9.1	44.7	1,586
<b>FY98</b>	11,839	38.6	2,471	7.2	44.5	1,125
<b>FY99</b>	10,325	39.5	3,067	9.3	49.3	1,336
<b>FY00</b>	8,891	39.2	3,476	9.5	51.2	1,418

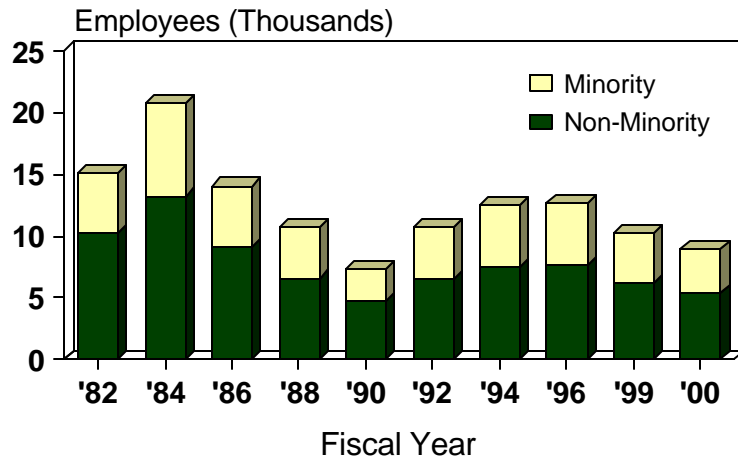
### Non-Postal Employment as of September 30, 2000

Veterans	26.1%
Retired Military	3.9%

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

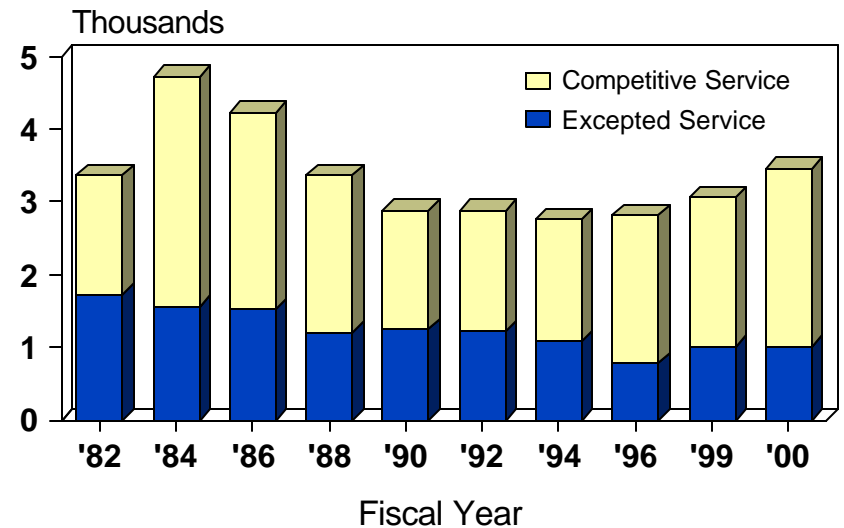
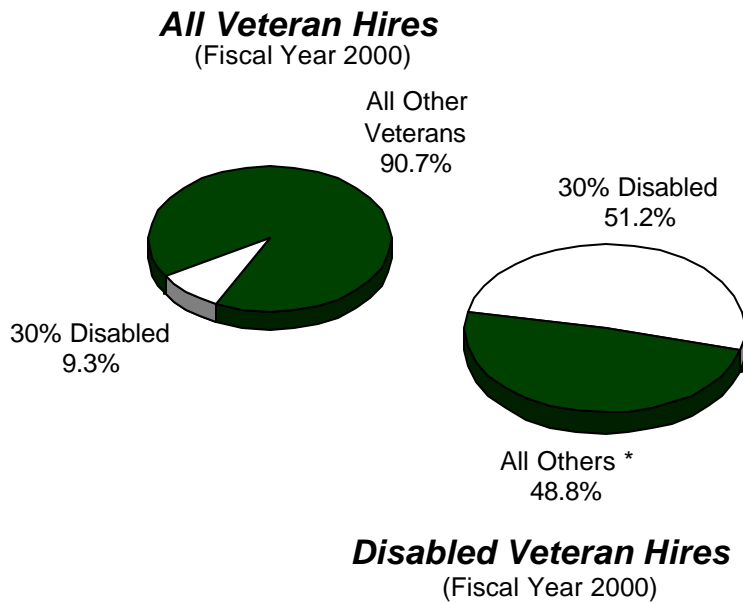
Source: "Disabled Veteran Affirmative Action Program Report to Congress"; Central Personnel Data File. (202) 606-1991 PAKAPLAN@OPM.GOV

# Veterans Readjustment Appointments (VRA)



# Veterans Employment Programs

**30% Disabled Veterans Hired**



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

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

September 1986 - September 2000

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
<b>1986</b>													
Men	1,222,803	265,170	12.7	142,779	6.9	66,054	3.2	38,760	1.9	17,577	0.8	957,633	46.0
Women	861,182	276,612	13.3	196,991	9.5	39,137	1.9	23,377	1.1	17,107	0.8	584,570	28.1
<b>1988</b>													
Men	1,228,049	270,144	12.7	141,774	6.7	66,689	3.1	42,683	2.0	18,998	0.9	957,905	45.1
Women	897,099	297,211	14.0	208,278	9.8	42,877	2.0	27,349	1.3	18,707	0.9	599,888	28.2
<b>1990</b>													
Men	1,223,255	273,764	12.7	140,171	6.5	68,432	3.2	45,876	2.1	19,285	0.9	949,491	44.2
Women	927,104	313,749	14.6	216,696	10.1	46,738	2.2	30,436	1.4	19,879	0.9	613,355	28.5
<b>1992</b>													
Men	1,231,412	281,005	12.9	140,747	6.5	70,924	3.3	48,574	2.2	20,760	1.0	950,407	43.7
Women	944,167	322,636	14.8	218,844	10.1	49,091	2.3	33,090	1.5	21,611	1.0	621,531	28.6
<b>1994</b>													
Men	1,147,332	268,315	13.1	131,556	6.4	68,141	3.3	48,850	2.4	19,768	1.0	879,017	43.0
Women	896,117	312,949	15.3	208,956	10.2	48,722	2.4	34,033	1.7	21,238	1.0	583,168	28.5
<b>1996</b>													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
<b>1998</b>													
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
<b>2000</b>													
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

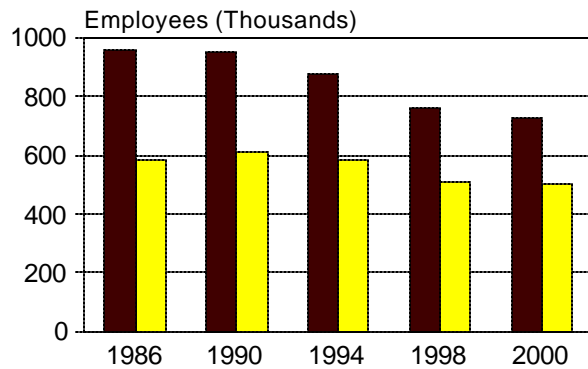
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

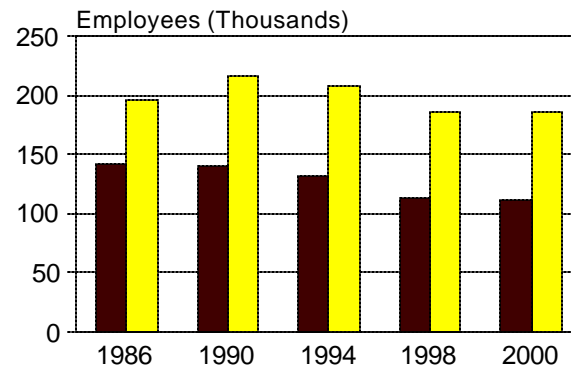
# Executive Branch Employment

By Gender & Race/National Origin, 1986 - 2000

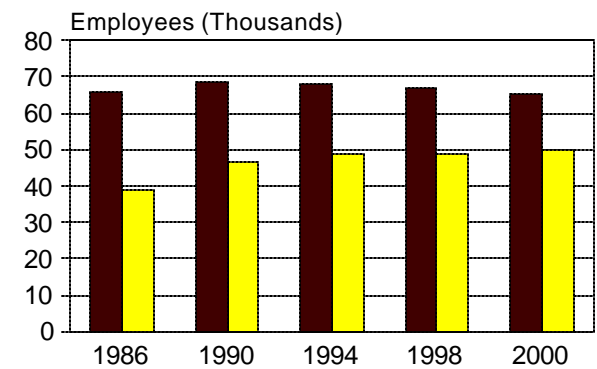
**White Non-Hispanic**



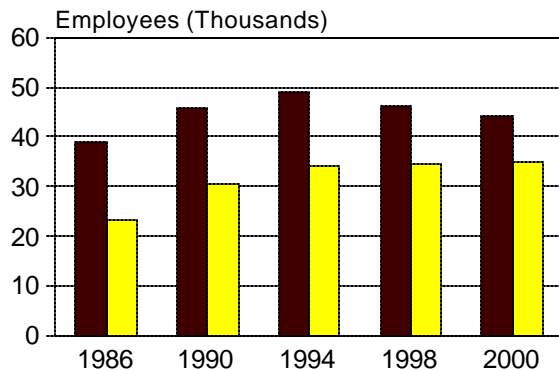
**Black**



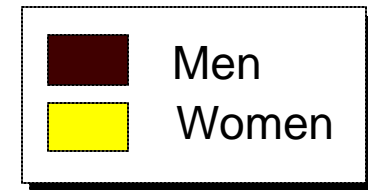
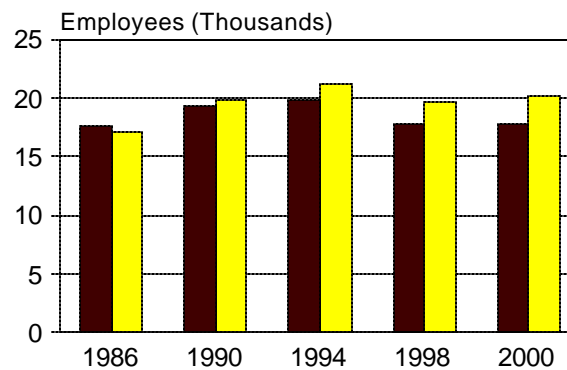
**Hispanic**



**Asian/Pacific Islander**



**American Indian/Alaska Native**



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

**1990 - 2000**

	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>2000</b>	<b>% change 1990 - 2000</b>
<b>Total GS and Related</b>	<b>437,374</b>	<b>440,079</b>	<b>421,781</b>	<b>417,077</b>	<b>417,120</b>	<b>-4.6%</b>
GS 1	2,625	1,611	1,721	1,736	1,379	<b>-47.5%</b>
GS 2	5,830	3,647	2,903	3,237	2,643	<b>-54.7%</b>
GS 3	25,567	17,553	13,130	11,998	11,398	<b>-55.4%</b>
GS 4	62,079	48,598	37,649	32,820	29,341	<b>-52.7%</b>
<b>GS 1 - 4</b>	<b>96,101</b>	<b>71,409</b>	<b>55,403</b>	<b>49,791</b>	<b>44,761</b>	<b>-53.4%</b>
GS 5	72,906	67,127	62,014	55,987	51,745	<b>-29.0%</b>
GS 6	37,474	40,532	38,766	36,867	35,574	<b>-5.1%</b>
GS 7	47,361	50,574	50,383	52,142	49,724	<b>5.0%</b>
GS 8	10,939	15,229	15,741	16,618	20,288	<b>85.5%</b>
<b>GS 5 - 8</b>	<b>168,680</b>	<b>173,462</b>	<b>166,904</b>	<b>161,614</b>	<b>157,331</b>	<b>-6.7%</b>
GS 9	42,544	41,045	40,553	40,897	42,580	<b>0.1%</b>
GS 10	6,998	3,834	4,372	4,463	4,480	<b>-36.0%</b>
GS 11	48,403	51,777	49,642	50,065	51,053	<b>5.5%</b>
GS 12	40,001	51,410	53,593	53,735	54,676	<b>36.7%</b>
<b>GS 9 - 12</b>	<b>137,946</b>	<b>148,066</b>	<b>148,160</b>	<b>149,160</b>	<b>152,789</b>	<b>10.8%</b>
GS 13	20,720	28,342	31,311	34,543	38,299	<b>84.8%</b>
GS 14	8,954	12,122	12,719	14,047	15,392	<b>71.9%</b>
GS 15	4,973	6,678	7,284	7,922	8,548	<b>71.9%</b>
<b>GS 13 - 15</b>	<b>34,647</b>	<b>47,142</b>	<b>51,314</b>	<b>56,512</b>	<b>62,239</b>	<b>79.6%</b>

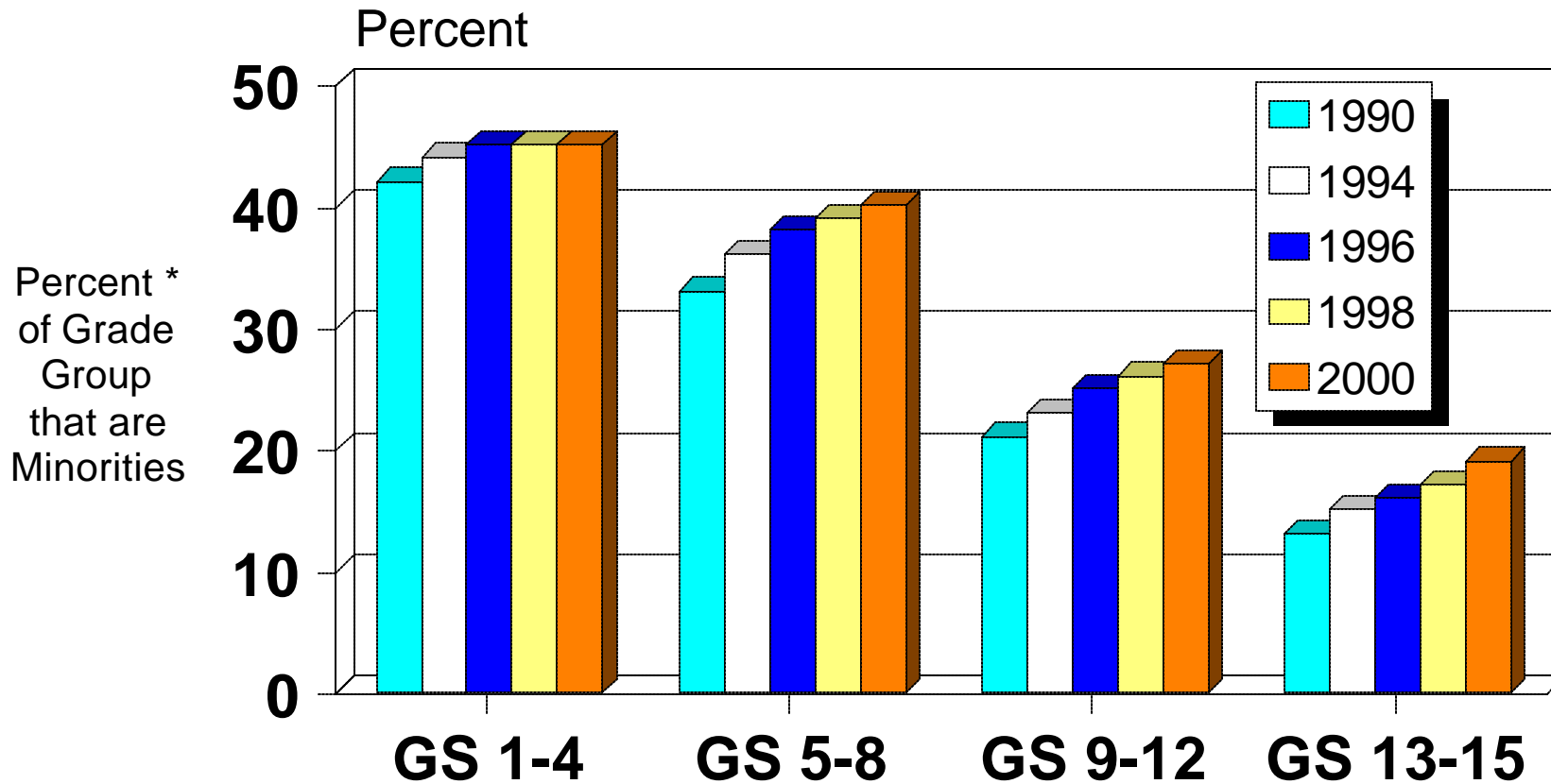


"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

# Minority Employment

## By General Schedule (GS) and Related Grades, 1990 - 2000



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

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

# Employment of Minorities: Federal Civilian and Private Sector

Percent of Total Workforce, As of September 30, 1988 - 2000

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>1988</b>	FCW*	58.0	42.0	12.9	14.2	6.9	10.1	3.2	2.0	2.8	2.1
	CLF**	55.0	45.0	11.8	9.8	5.2	5.3	5.0	3.2	1.6	1.3
<b>1990</b>	FCW	57.4	42.6	12.9	14.6	6.8	10.3	3.2	2.1	2.9	2.2
	CLF	54.7	45.3	11.9	9.9	5.1	5.2	5.2	3.3	1.6	1.4
<b>1992</b>	FCW	56.2	43.8	13.0	15.2	6.7	10.5	3.3	2.3	3.0	2.4
	CLF	54.6	45.4	12.5	10.5	5.2	5.4	5.4	3.5	1.9	1.6
<b>1994</b>	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
<b>1996</b>	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
<b>1998</b>	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
<b>2000</b>	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

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

\*\*CLF = Civilian Labor Force

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

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

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

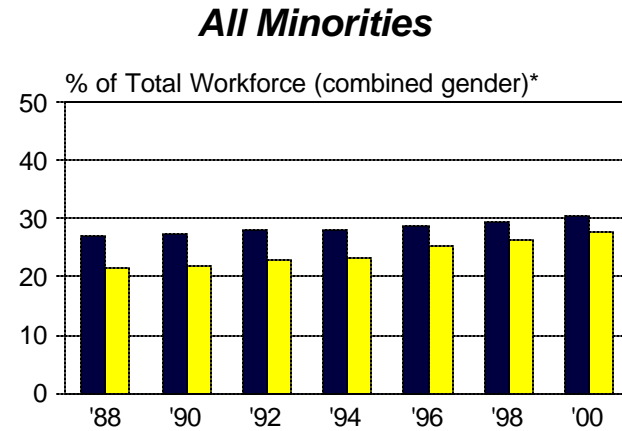
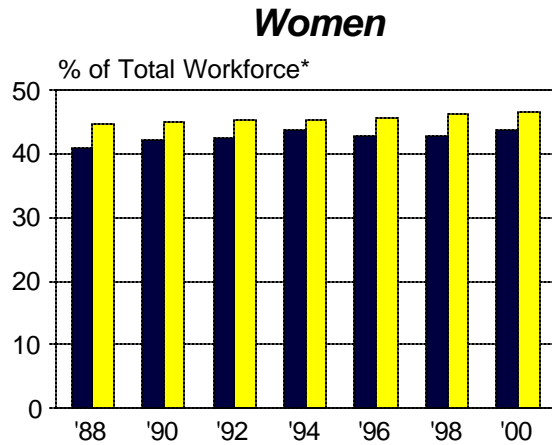
(202) 606-1991 PAKAPLAN@OPM.GOV



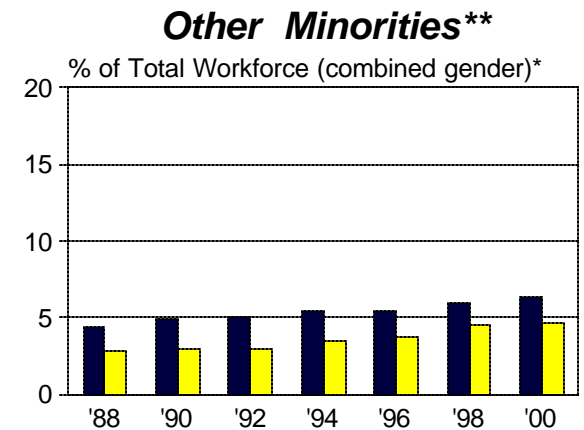
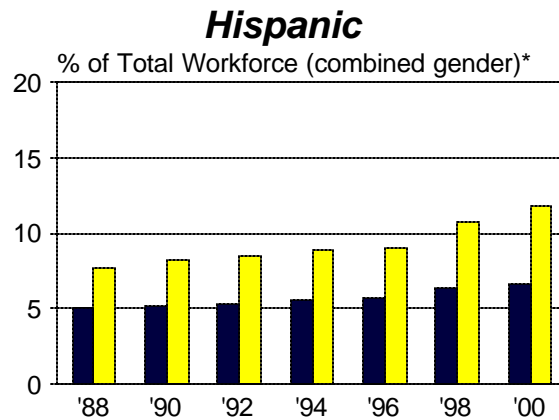
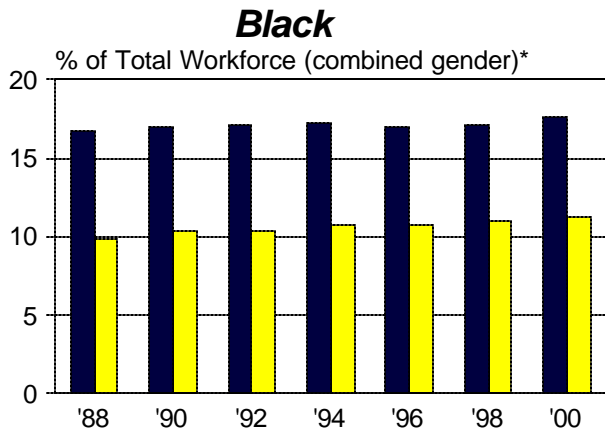
# Employment of Minorities

## Federal Civilian and Private Sector

### 1988 - 2000



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



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

\*Derived from source data in the table on page 40 (may not match due to rounding).

# Executive Branch Employment of Workers with Disabilities

1990 - 2000

	1990	1994	1996	1998	2000
<b>Workers with Disabilities</b>	<b>140,169</b>	<b>145,105</b>	<b>132,344</b>	<b>124,139</b>	<b>120,525</b>
<i>% of total Workforce</i>	6.9	7.4	7.3	7.1	7.1
<b>Severely Disabled *</b>	<b>24,619</b>	<b>24,560</b>	<b>22,277</b>	<b>20,614</b>	<b>19,877</b>
<i>% of total Workforce</i>	1.2	1.3	1.2	1.2	1.2

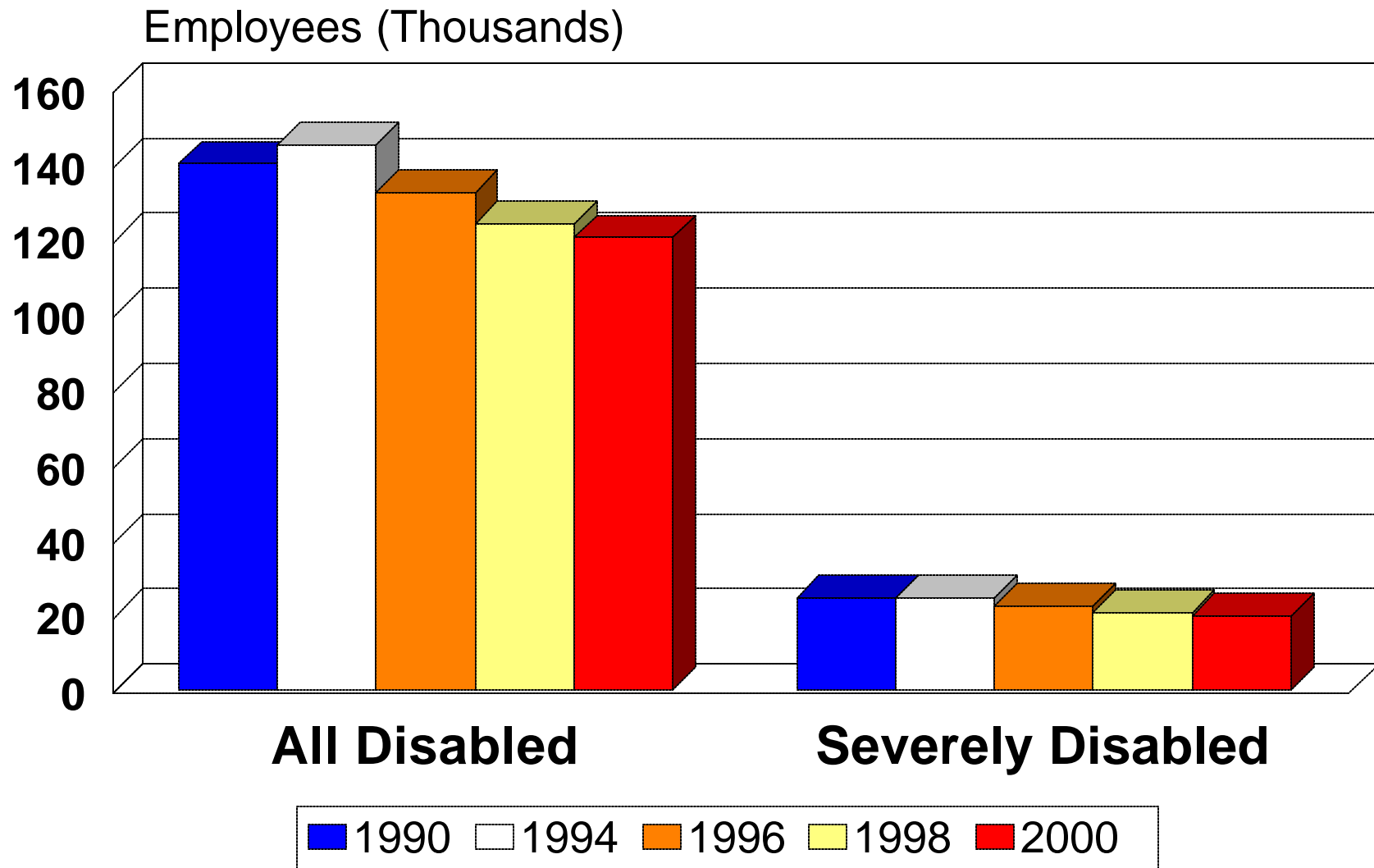
\* As designated by the Equal Employment Opportunity Commission (EEOC).



Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

# Executive Branch Employment of Workers with Disabilities

## 1990 - 2000



## EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

*as of September 30, 2000*

	ALL EMPLOYEES			DISABILITY STATUS					
	TOTAL	DISABLED	%*	EEOC SPECIFIED DISABILITY** %***		NON-DISABLED %*		NOT IDENTIFIED %	
EXECUTIVE BRANCH	1,755,689	120,525	7.1	19,827	1.2	1,578,865	92.9	56,299	3.2
EXECUTIVE DEPTS	1,576,277	108,755	7.1	17,222	1.1	1,427,036	92.9	40,486	2.6
Department of Agriculture	106,708	7,696	7.5	1,122	1.1	94,955	92.5	4,057	3.8
Department of Commerce	43,155	2,770	6.6	431	1.0	39,224	93.4	1,161	2.7
Department of Defense	669,442	48,340	7.4	6,815	1.0	607,820	92.6	13,282	2.0
Department of the Army	222,337	14,977	6.9	2,000	0.9	203,369	93.1	3,991	1.8
Department of the Navy	181,702	12,576	7.1	1,851	1.0	165,496	92.9	3,630	2.0
Department of the Air Force	153,743	12,156	8.1	1,430	0.9	138,805	91.9	2,782	1.8
Department of Education	4,922	295	6.4	90	2.0	4,279	93.6	348	7.1
Department of Energy	15,754	1,011	6.9	130	0.9	13,554	93.1	1,189	7.5
Department of Health & Human Services	62,899	3,491	6.1	643	1.1	53,955	93.9	5,453	8.7
Department of Housing & Urban Development	10,284	863	8.8	145	1.5	8,929	91.2	492	4.8
Department of the Interior	74,717	4,606	6.4	714	1.0	67,414	93.6	2,697	3.6
Department of Justice	125,364	3,934	3.2	520	0.4	119,710	96.8	1,720	1.4
Department of Labor	16,068	1,049	7.0	197	1.3	13,974	93.0	1,045	6.5
Department of State	19,390	2,098	11.0	86	0.5	16,937	89.0	355	1.8
Department of Transportation	63,577	3,027	4.8	348	0.6	59,672	95.2	878	1.4
Department of the Treasury	144,696	9,788	6.9	2,187	1.6	131,080	93.1	3,828	2.6
Department of Veterans Affairs	219,301	19,787	9.2	3,794	1.8	195,533	90.8	3,981	1.8
ALL OTHER Executive Branch Agencies	179,412	11,770	7.2	2,605	1.6	151,829	92.8	15,813	8.8

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

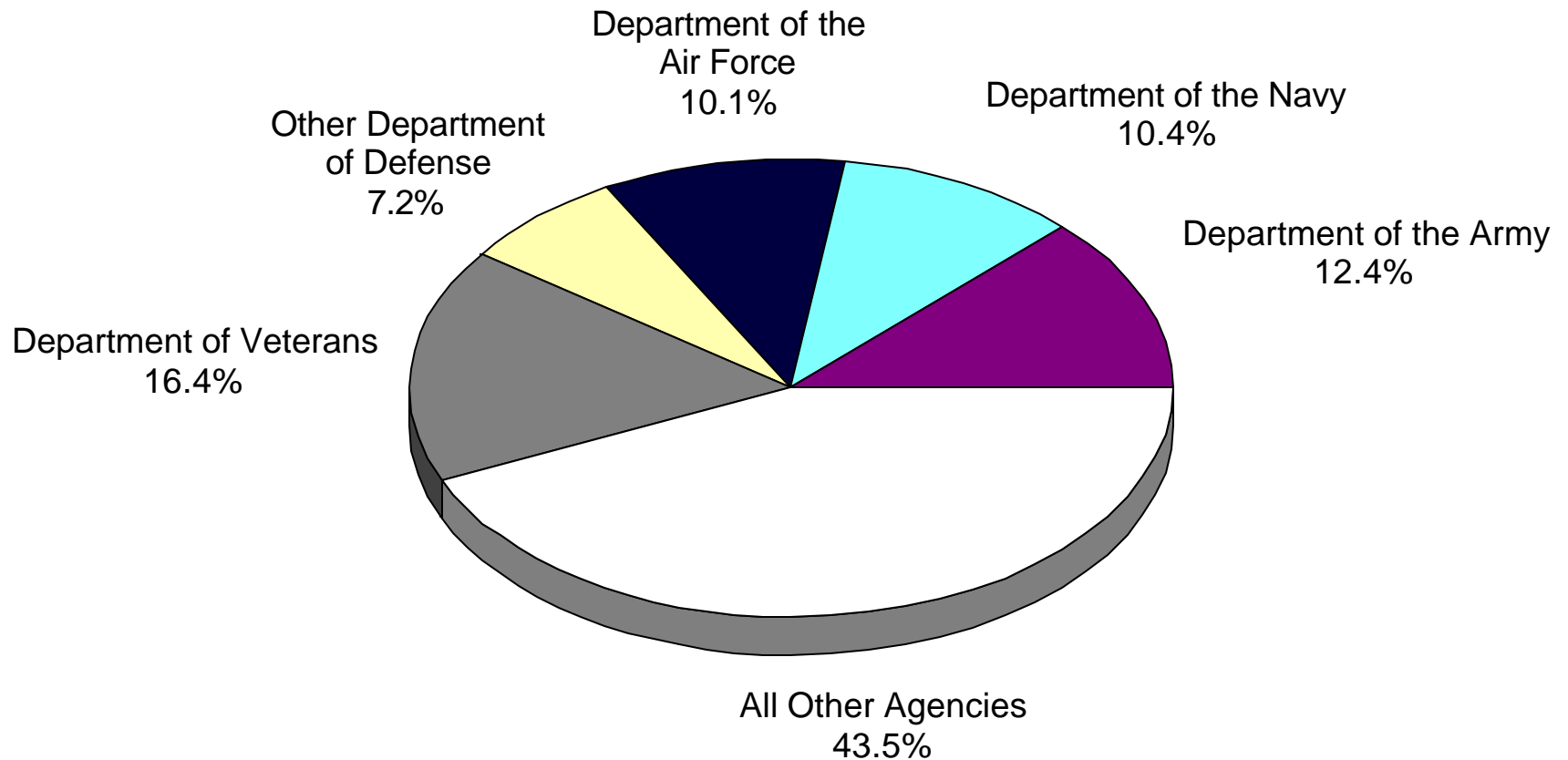
\*\*The Equal Employment Opportunity Commission (EEOC) has specified disabilities which classify employees as "severely disabled," including: total deafness in both ears (with or without understandable speech); blindness in both eyes; missing arms or legs; paralysis; convulsive disorders (e.g., epilepsy);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

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

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV  
U.S. Office of Personnel Management

# Distribution of Employees With Disabilities by Agency

September 30, 2000



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

## Executive Branch Agencies

September 30, 2000

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
<b>Total White-Collar</b>	<b>1,532,484</b>	<b>453,724</b>	<b>256,111</b>	<b>98,321</b>	<b>68,100</b>	<b>31,192</b>	<b>1,078,760</b>
<i>Average Salary (\$)</i>	<i>51,856</i>	<i>45,171</i>	<i>43,608</i>	<i>45,278</i>	<i>52,906</i>	<i>40,798</i>	<i>54,668</i>
<b>Professional Series</b>	<b>420,482</b>	<b>91,756</b>	<b>36,571</b>	<b>18,484</b>	<b>30,782</b>	<b>5,919</b>	<b>328,726</b>
<i>Average Salary (\$)</i>	<i>66,381</i>	<i>62,163</i>	<i>59,999</i>	<i>61,696</i>	<i>66,432</i>	<i>54,807</i>	<i>67,559</i>
<b>Administrative Series</b>	<b>547,862</b>	<b>141,913</b>	<b>83,008</b>	<b>34,192</b>	<b>16,523</b>	<b>8,190</b>	<b>405,949</b>
<i>Average Salary (\$)</i>	<i>60,825</i>	<i>56,319</i>	<i>56,971</i>	<i>54,670</i>	<i>56,409</i>	<i>56,399</i>	<i>62,401</i>
<b>Technical Series</b>	<b>339,100</b>	<b>125,060</b>	<b>76,822</b>	<b>24,630</b>	<b>12,282</b>	<b>11,326</b>	<b>214,040</b>
<i>Average Salary (\$)</i>	<i>34,627</i>	<i>32,918</i>	<i>33,444</i>	<i>33,050</i>	<i>32,684</i>	<i>29,323</i>	<i>35,626</i>
<b>Clerical Series</b>	<b>175,018</b>	<b>76,377</b>	<b>50,918</b>	<b>13,532</b>	<b>7,158</b>	<b>4,769</b>	<b>98,641</b>
<i>Average Salary (\$)</i>	<i>26,928</i>	<i>26,555</i>	<i>27,023</i>	<i>25,656</i>	<i>25,559</i>	<i>25,610</i>	<i>27,216</i>
<b>Other Series</b>	<b>50,022</b>	<b>18,618</b>	<b>8,792</b>	<b>7,483</b>	<b>1,355</b>	<b>988</b>	<b>31,404</b>
<i>Average Salary (\$)</i>	<i>35,363</i>	<i>34,974</i>	<i>33,850</i>	<i>37,531</i>	<i>30,053</i>	<i>32,366</i>	<i>35,593</i>

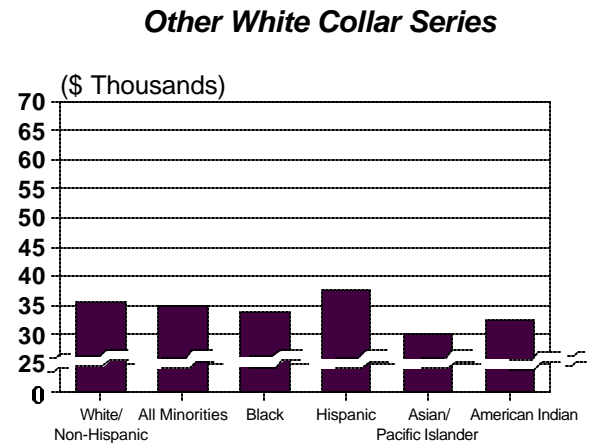
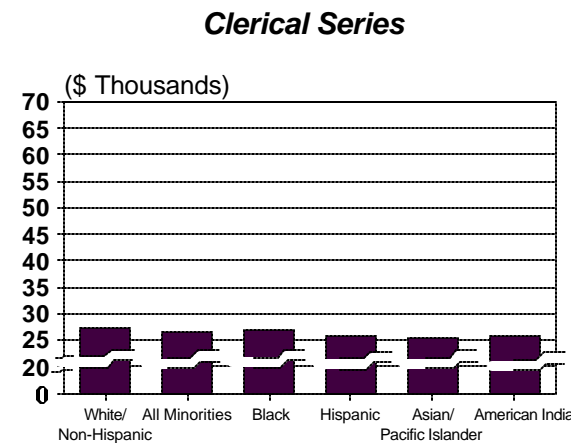
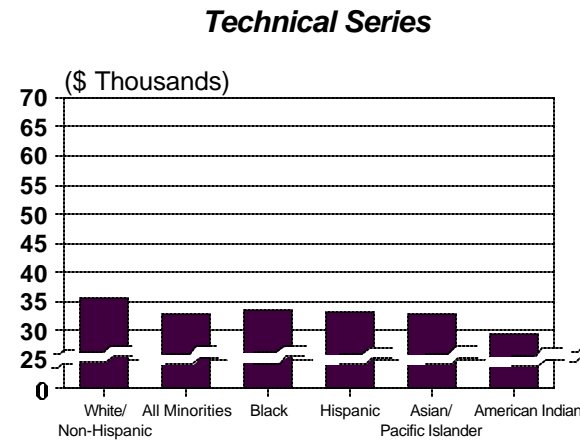
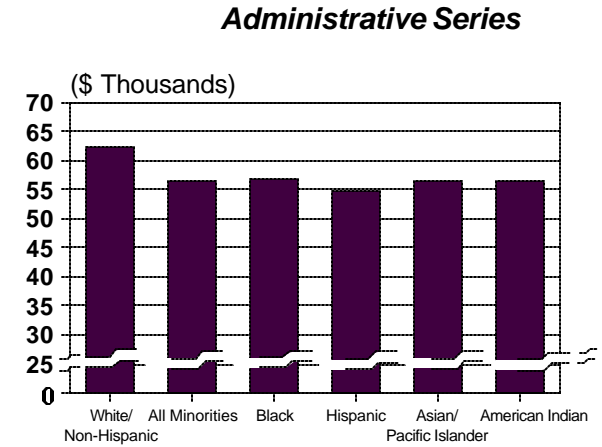
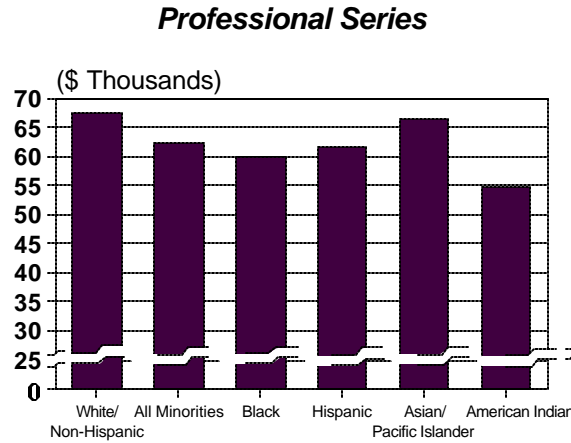
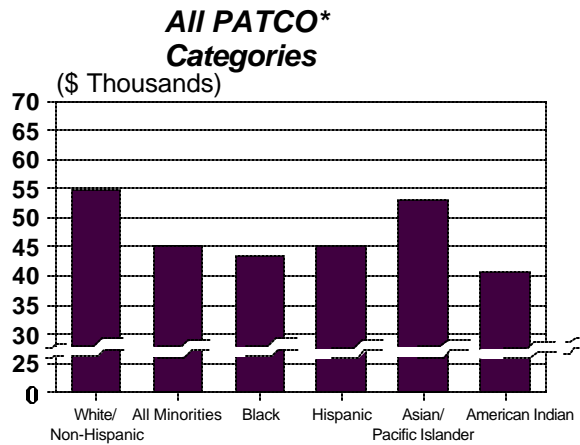
\* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

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

Executive Branch Employment, September 30, 2000



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

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

## Percent of Total Workforce

As of September 30, 2000

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
<b>FCW*</b>	100.0	56.2	43.8	30.4	17.6	6.6	4.3	2.0	69.6
<b>CLF*</b>	100.0	53.5	46.6	27.6	11.2	11.8	3.8	0.9	72.5

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

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

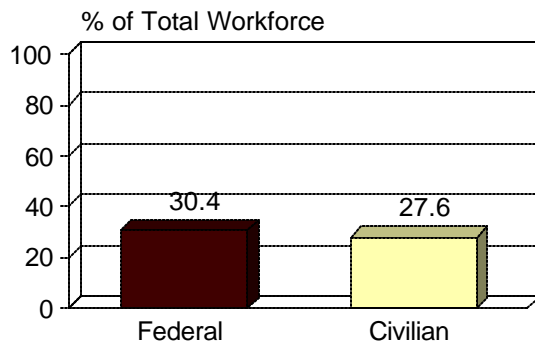
Source: Annual Report to Congress on the Federal Equal Opportunity Recruitment Program (FEORP). (202) 606-1991 PKAPLAN@OPM.GOV



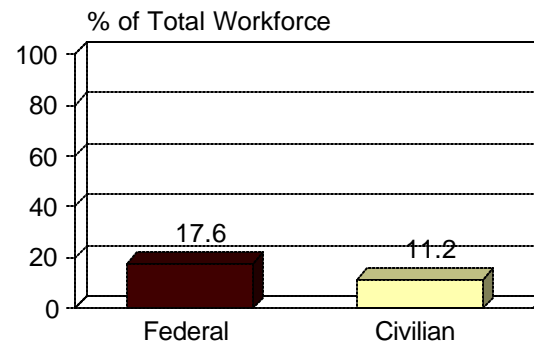
# Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 2000

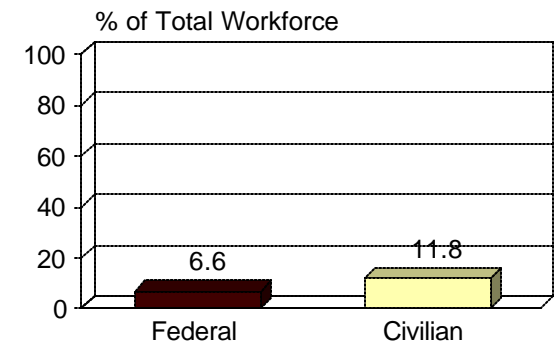
**All Minorities**



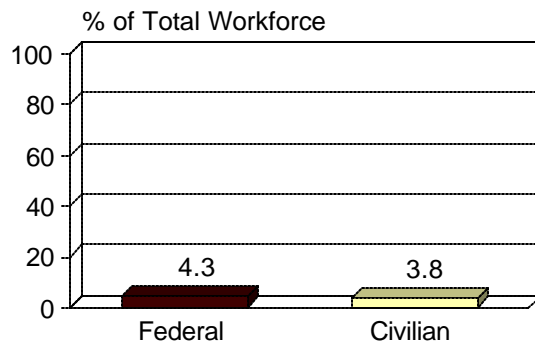
**Black**



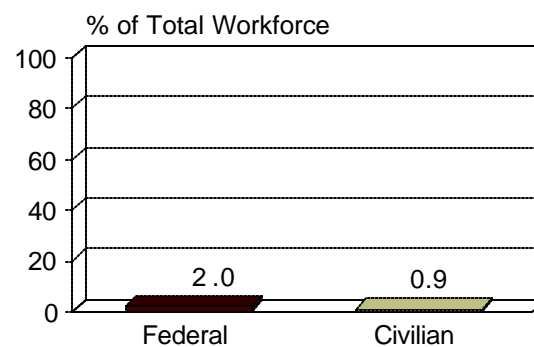
**Hispanic**



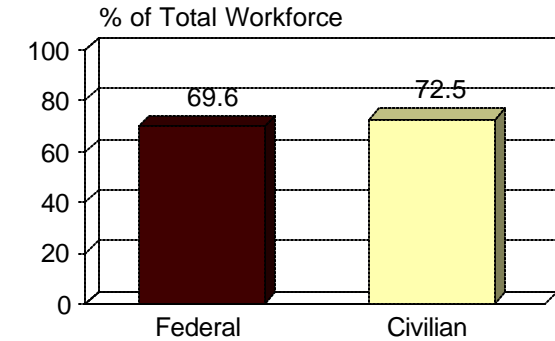
**Asian/Pacific Islander**



**American Indian/  
Alaska Native**



**White Non-Hispanic**



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

## Executive Branch Agencies

1990 - 2000

	1990	1992	1994	1996	1998	2000
<b>Total White-Collar</b>	<b>1,780,874</b>	<b>1,821,715</b>	<b>1,734,673</b>	<b>1,623,205</b>	<b>1,563,644</b>	<b>1,532,484</b>
Women	885,372	905,675	862,418	803,153	775,575	765,579
<i>% Women</i>	49.7	49.7	49.7	49.5	49.6	50.0
<b>Professional</b>	<b>463,576</b>	<b>484,566</b>	<b>477,610</b>	<b>459,121</b>	<b>439,041</b>	<b>420,482</b>
Women	156,294	170,416	173,187	172,315	171,064	171,106
<i>% Women</i>	33.7	35.2	36.3	37.5	39.0	40.7
<b>Administrative</b>	<b>512,204</b>	<b>548,397</b>	<b>541,731</b>	<b>528,238</b>	<b>530,192</b>	<b>547,862</b>
Women	196,062	218,737	223,151	220,664	225,649	241,483
<i>% Women</i>	38.3	39.9	41.2	41.8	42.6	44.1
<b>Technical</b>	<b>388,534</b>	<b>415,883</b>	<b>393,239</b>	<b>365,449</b>	<b>348,720</b>	<b>339,100</b>
Women	211,540	233,553	227,998	218,475	210,409	204,116
<i>% Women</i>	54.4	56.2	58.0	59.8	60.3	60.2
<b>Clerical</b>	<b>373,768</b>	<b>322,073</b>	<b>273,360</b>	<b>224,040</b>	<b>198,222</b>	<b>175,018</b>
Women	316,573	273,947	230,000	185,948	162,669	142,237
<i>% Women</i>	84.7	85.1	84.1	83.0	82.1	81.3
<b>Other</b>	<b>42,792</b>	<b>50,796</b>	<b>48,733</b>	<b>46,357</b>	<b>47,469</b>	<b>50,222</b>
Women	4,903	9,022	8,082	5,751	5,784	6,637
<i>% Women</i>	11.5	17.8	16.6	12.4	12.2	13.2

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

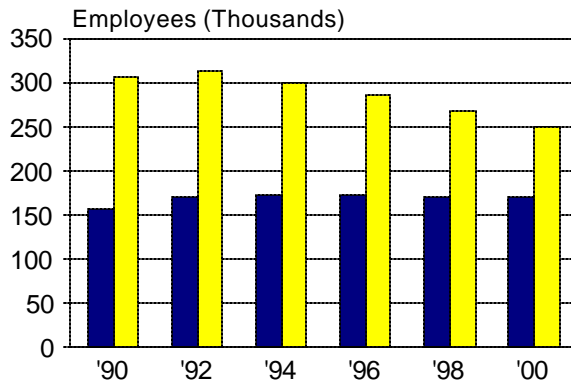
Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV

# Employment of Women by Occupational Category

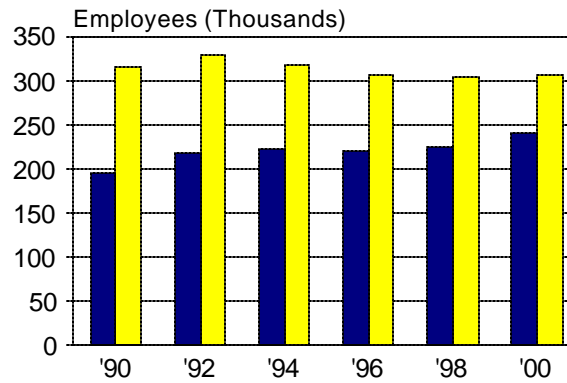
1990 - 2000

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

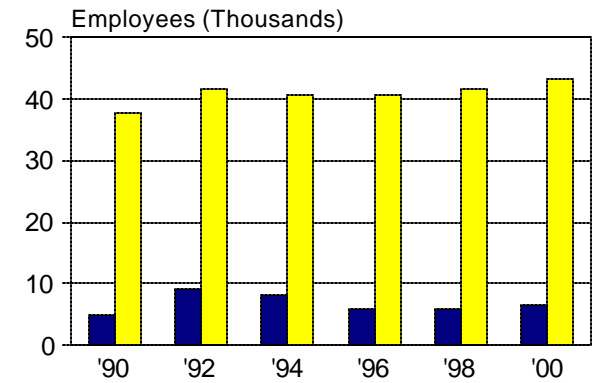
## Professional



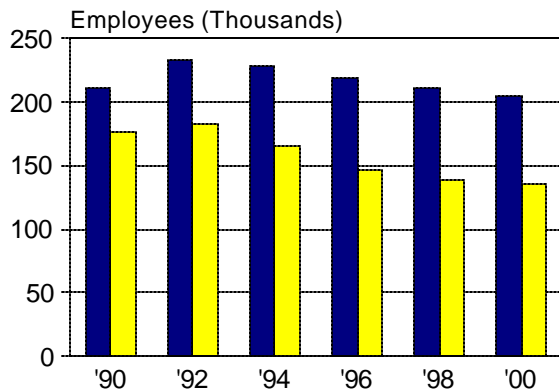
## Administrative



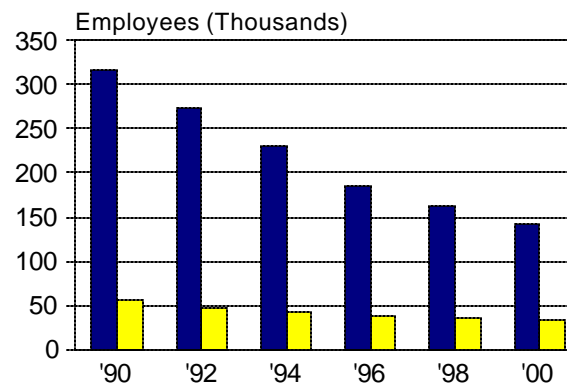
## Other



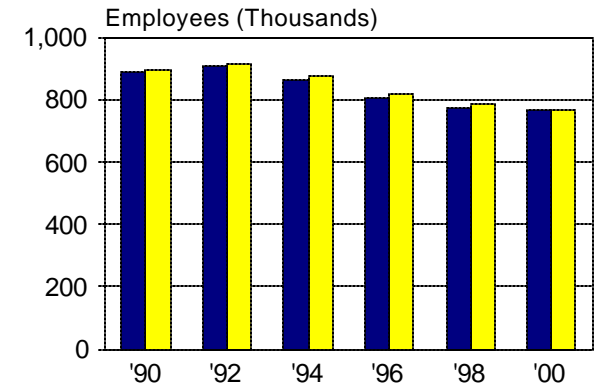
## Technical



## Clerical



## All Categories



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

**1990 - 2000**

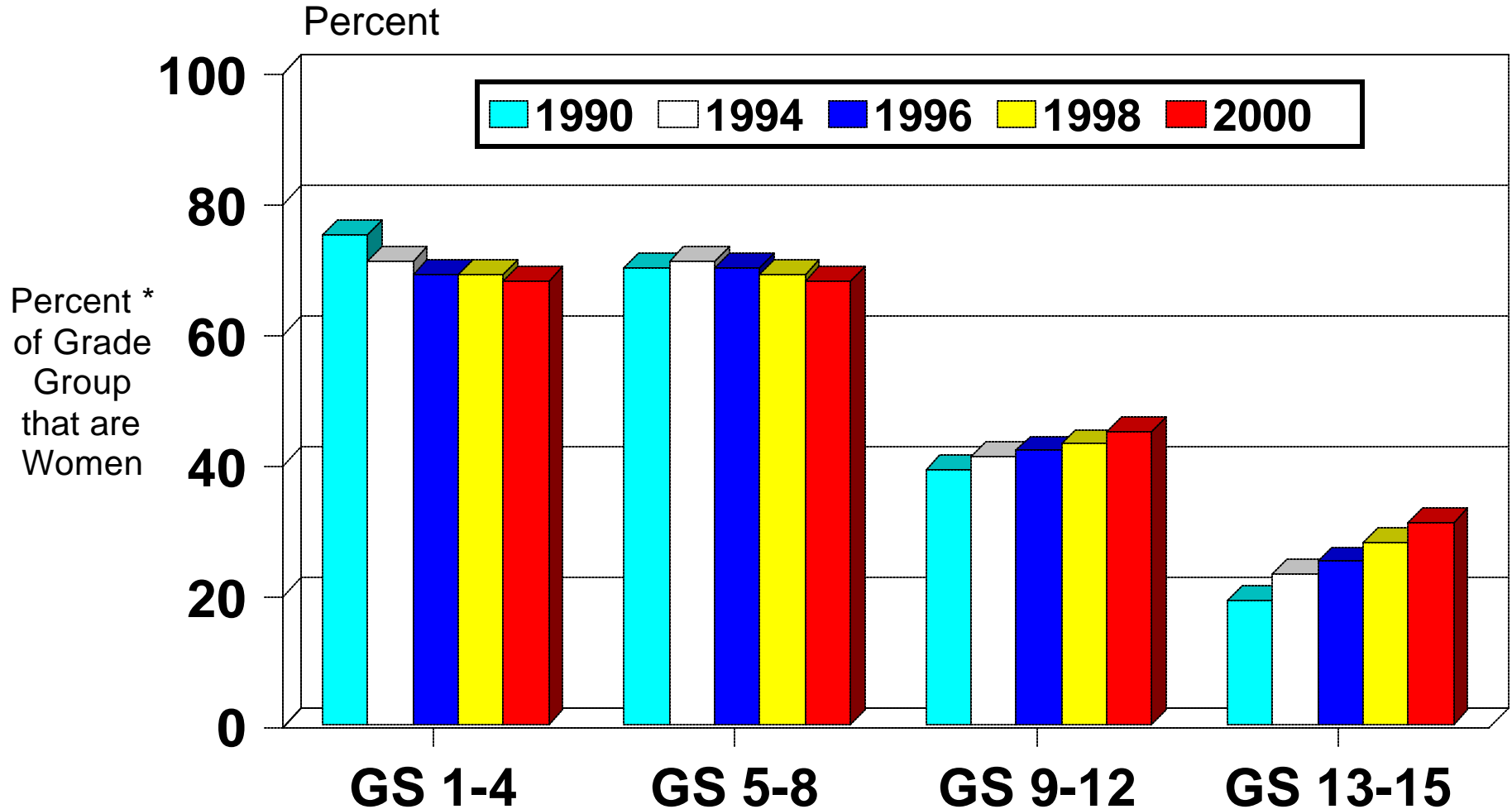
	<b>1990</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>2000</b>	<b>% change '90 - '00</b>
<b>Total GS and Related</b>	<b>831,662</b>	<b>786,343</b>	<b>729,392</b>	<b>702,728</b>	<b>688,790</b>	<b>-17.2%</b>
GS 1	3,513	2,057	1,974	2,190	1,793	-49.0%
GS 2	8,123	4,853	3,999	4,479	3,573	-56.0%
GS 3	41,522	25,883	19,747	18,845	16,917	-59.3%
GS 4	118,284	81,305	59,924	51,494	45,559	-61.5%
<b>GS 1 - 4</b>	<b>171,442</b>	<b>114,098</b>	<b>85,644</b>	<b>77,008</b>	<b>67,842</b>	<b>-60.4%</b>
GS 5	152,559	128,264	109,623	94,146	83,476	-45.3%
GS 6	83,545	83,923	76,855	70,171	64,187	-23.2%
GS 7	99,042	98,348	94,375	93,725	88,239	-10.9%
GS 8	21,034	28,515	28,299	28,554	33,505	59.3%
<b>GS 5 - 8</b>	<b>356,180</b>	<b>339,050</b>	<b>309,152</b>	<b>286,596</b>	<b>269,407</b>	<b>-24.4%</b>
GS 9	81,507	74,392	70,540	68,058	68,028	-16.5%
GS 10	16,235	7,374	7,872	8,122	8,124	-50.0%
GS 11	90,093	95,000	89,528	88,419	88,592	-1.7%
GS 12	65,125	82,565	85,722	85,028	86,808	33.3%
<b>GS 9 - 12</b>	<b>252,960</b>	<b>259,331</b>	<b>253,662</b>	<b>249,627</b>	<b>251,552</b>	<b>-0.6%</b>
GS 13	31,804	44,709	49,480	54,338	60,456	90.1%
GS 14	13,228	19,836	20,904	23,265	25,953	96.2%
GS 15	6,048	9,319	10,550	11,894	13,580	124.5%
<b>GS 13 - 15</b>	<b>51,080</b>	<b>73,864</b>	<b>80,934</b>	<b>89,497</b>	<b>99,989</b>	<b>95.7%</b>

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV



# Employment of Women

## By General Schedule (GS) and Related Grades, 1990 - 2000



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

# EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

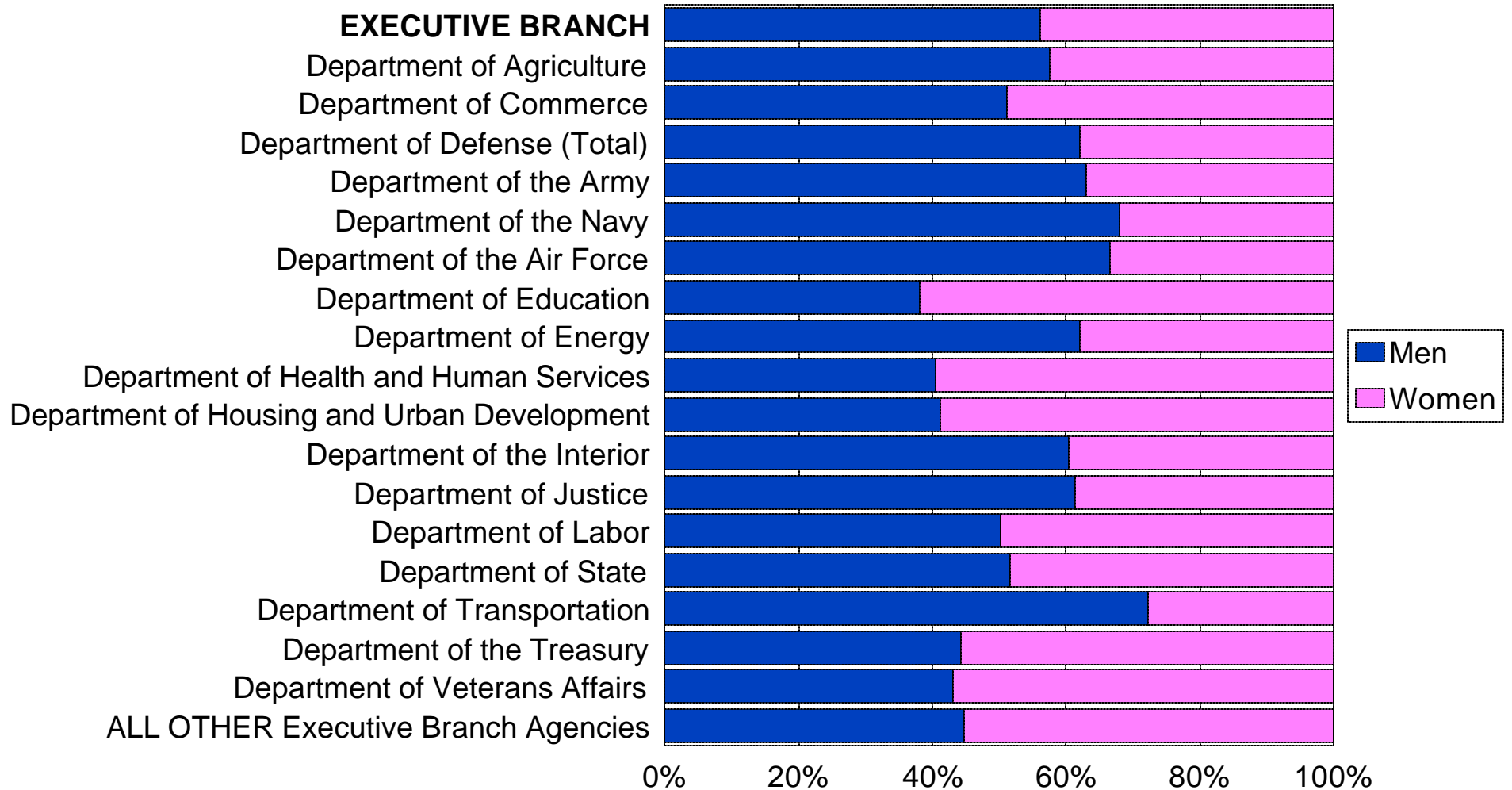
*as of September 30, 2000*

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,755,689	965,520	55.0	790,169	45.0
EXECUTIVE DEPARTMENTS	1,576,277	885,364	56.2	690,913	43.8
Department of Agriculture	106,708	61,392	57.5	45,316	42.5
Department of Commerce	43,155	22,080	51.2	21,075	48.8
Department of Defense	669,442	415,913	62.1	253,529	37.9
Department of the Army	222,337	139,928	62.9	82,409	37.1
Department of the Navy	181,702	123,688	68.1	58,014	31.9
Department of the Air Force	153,743	102,289	66.5	51,454	33.5
Department of Education	4,922	1,875	38.1	3,047	61.9
Department of Energy	15,754	9,771	62.0	5,983	38.0
Department of Health and Human Services	62,899	25,452	40.5	37,447	59.5
Department of Housing and Urban Development	10,284	4,223	41.1	6,061	58.9
Department of the Interior	74,717	45,116	60.4	29,601	39.6
Department of Justice	125,364	76,992	61.4	48,372	38.6
Department of Labor	16,068	8,078	50.3	7,990	49.7
Department of State	19,390	10,004	51.6	9,386	48.4
Department of Transportation	63,577	45,911	72.2	17,666	27.8
Department of the Treasury	144,696	64,014	44.2	80,682	55.8
Department of Veterans Affairs	219,301	94,543	43.1	124,758	56.9
ALL OTHER Executive Branch Agencies	179,412	80,156	44.7	99,256	55.3

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV  
U.S. Office of Personnel Management



# Employment by Executive Branch Department: Gender as of September 30, 2000



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

*as of September 30, 2000*

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,755,689	1,224,836	69.8	530,853	30.2	298,701	17.0	115,247	6.6	78,969	4.5	37,936	2.2
EXECUTIVE DEPARTMENTS	1,576,277	1,109,146	70.4	467,131	29.6	255,241	16.2	102,800	6.5	72,645	4.6	36,445	2.3
Department of Agriculture	106,708	83,556	78.3	23,152	21.7	11,495	10.8	6,212	5.8	2,750	2.6	2,695	2.5
Department of Commerce	43,155	30,478	70.6	12,677	29.4	8,118	18.8	1,786	4.1	2,464	5.7	309	0.7
Department of Defense	669,442	490,530	73.3	178,912	26.7	95,698	14.3	40,049	6.0	36,608	5.5	6,557	1.0
Department of the Army	222,337	163,104	73.4	59,233	26.6	34,445	15.5	13,735	6.2	8,508	3.8	2,545	1.1
Department of the Navy	181,702	130,878	72.0	50,824	28.0	24,014	13.2	8,061	4.4	17,386	9.6	1,363	0.8
Department of the Air Force	153,743	118,180	76.9	35,563	23.1	16,494	10.7	12,102	7.9	5,151	3.4	1,816	1.2
Department of Education	4,922	2,655	53.9	2,267	46.1	1,825	37.1	228	4.6	167	3.4	47	1.0
Department of Energy	15,754	12,252	77.8	3,502	22.2	1,794	11.4	845	5.4	643	4.1	220	1.4
Department of Health and Human Services	62,899	36,967	58.8	25,932	41.2	10,405	16.5	1,962	3.1	3,575	5.7	9,990	15.9
Department of Housing and Urban Development	10,284	5,553	54.0	4,731	46.0	3,550	34.5	720	7.0	351	3.4	110	1.1
Department of the Interior	74,717	54,247	72.6	20,470	27.4	4,190	5.6	3,494	4.7	1,327	1.8	11,459	15.3
Department of Justice	125,364	84,171	67.1	41,193	32.9	20,323	16.2	16,232	12.9	3,688	2.9	950	0.8
Department of Labor	16,068	10,392	64.7	5,676	35.3	3,938	24.5	1,110	6.9	515	3.2	113	0.7
Department of State	19,390	14,805	76.4	4,585	23.6	3,024	15.6	787	4.1	702	3.6	72	0.4
Department of Transportation	63,577	50,307	79.1	13,270	20.9	7,263	11.4	3,136	4.9	1,933	3.0	938	1.5
Department of the Treasury	144,696	94,289	65.2	50,407	34.8	31,945	22.1	12,501	8.6	4,819	3.3	1,142	0.8
Department of Veterans Affairs	219,301	138,944	63.4	80,357	36.6	51,673	23.6	13,738	6.3	13,103	6.0	1,843	0.8
ALL OTHER Executive Branch Agencies	179,412	115,690	64.5	63,722	35.5	43,460	24.2	12,447	6.9	6,324	3.5	1,491	0.8

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

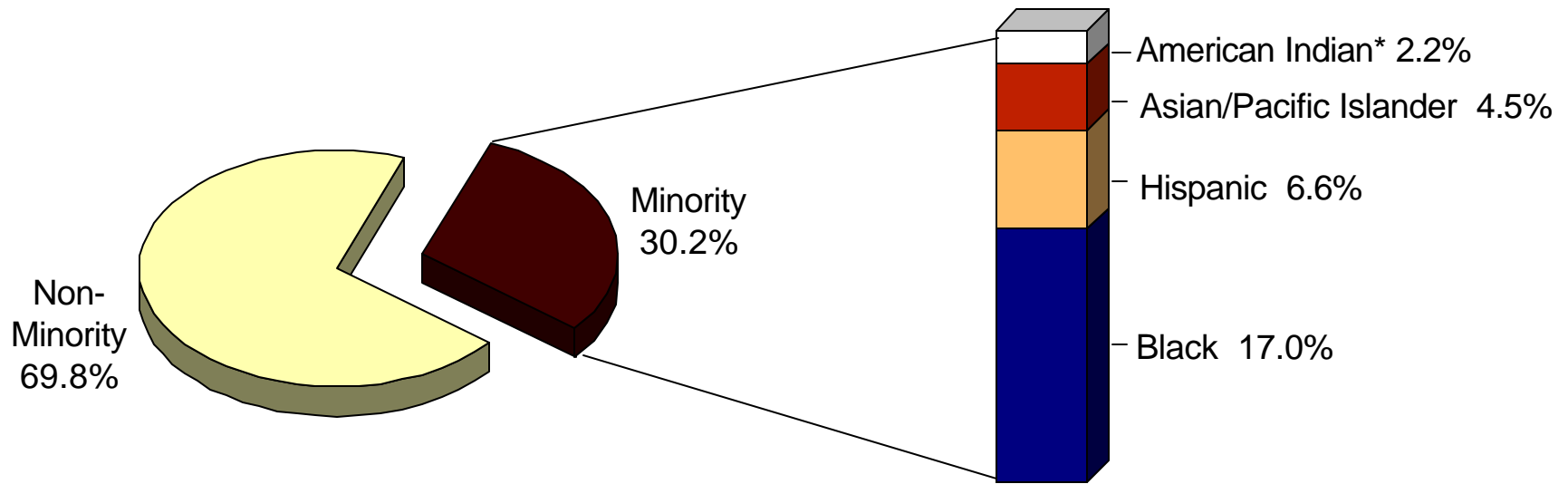
\*\*Asian refers to Asian/Pacific Islander.

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

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV  
U.S. Office of Personnel Management



# Employment by Executive Branch Department: Race/National Origin as of September 30, 2000



\*American Indian refers to American Indian/Alaska Native

## EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

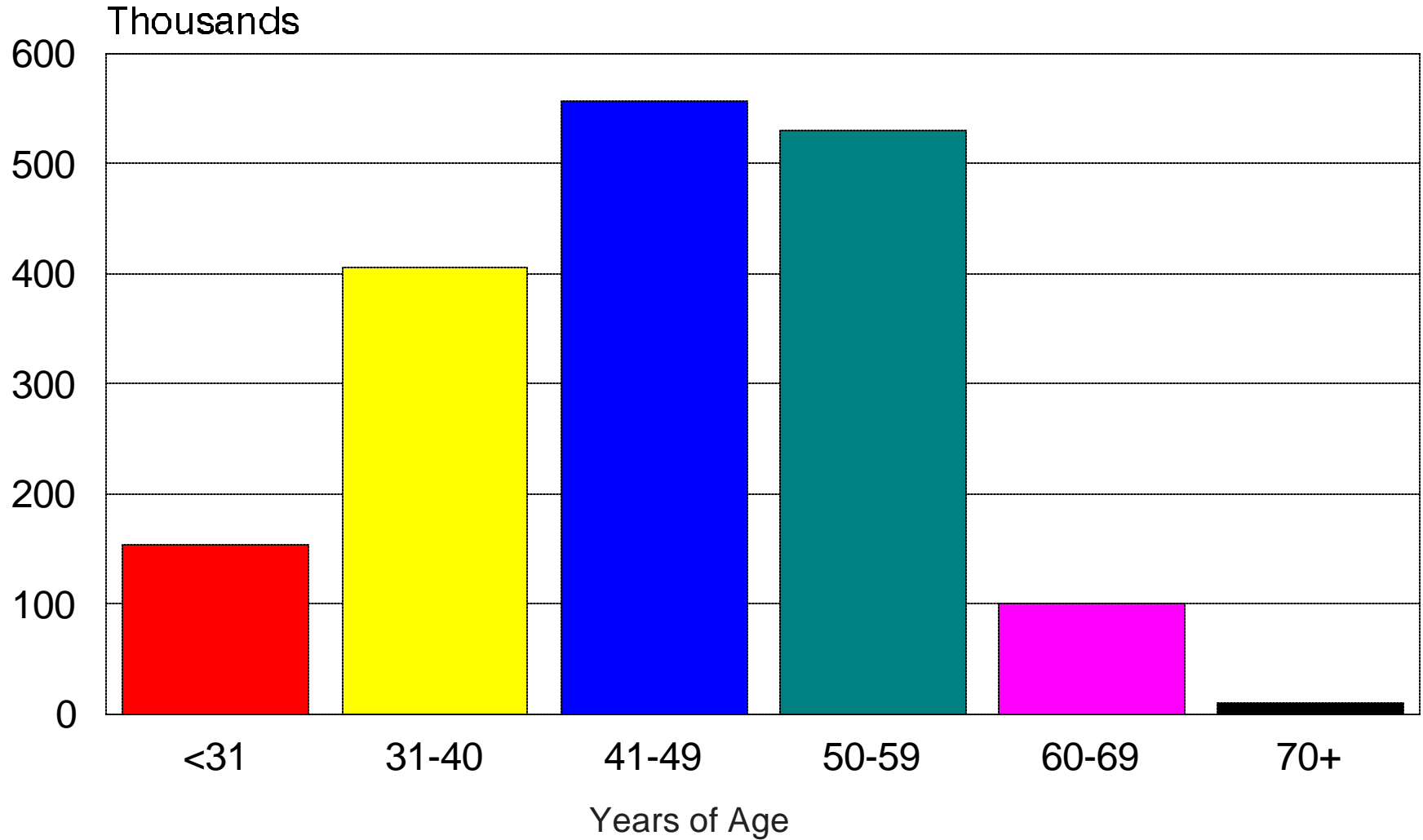
*as of September 30, 2000*

	AVERAGE		<31 %		31-40 %		41-49 %		50-59 %		60-69 %		70+ %	
	AGE	TOTAL												
EXECUTIVE BRANCH	45.6	1,755,689	153,601	8.7	405,607	23.1	556,501	31.7	529,595	30.2	100,272	5.7	10,113	0.6
EXECUTIVE DEPARTMENTS	45.5	1,576,277	138,294	8.8	366,379	23.2	501,918	31.8	473,126	30.0	88,230	5.6	8,330	0.5
Department of Agriculture	44.4	106,708	15,309	14.3	21,845	20.5	33,939	31.8	28,937	27.1	5,931	5.6	747	0.7
Department of Commerce	44.7	43,155	5,793	13.4	10,756	24.9	11,381	26.4	11,448	26.5	3,162	7.3	615	1.4
Department of Defense	46.4	669,442	43,963	6.6	141,864	21.2	220,563	32.9	221,260	33.1	39,188	5.9	2,604	0.4
Department of the Army	46.7	222,337	14,191	6.4	44,819	20.2	72,674	32.7	76,019	34.2	13,580	6.1	1,054	0.5
Department of the Navy	46.6	181,702	10,643	5.9	38,243	21.0	61,924	34.1	59,551	32.8	10,678	5.9	663	0.4
Department of the Air Force	45.7	153,743	12,236	8.0	35,647	23.2	48,732	31.7	48,340	31.4	8,349	5.4	439	0.3
Department of Education	45.4	4,922	558	11.3	1,046	21.3	1,218	24.7	1,689	34.3	373	7.6	38	0.8
Department of Energy	47.6	15,754	682	4.3	3,039	19.3	5,129	32.6	5,859	37.2	980	6.2	65	0.4
Department of Health and Human Services	45.8	62,899	6,130	9.7	14,451	23.0	18,302	29.1	18,824	29.9	4,576	7.3	616	1.0
Department of Housing and Urban Development	47.8	10,284	473	4.6	1,950	19.0	3,123	30.4	3,893	37.9	771	7.5	74	0.7
Department of the Interior	44.3	74,717	10,434	14.0	15,806	21.2	23,585	31.6	20,919	28.0	3,619	4.8	354	0.5
Department of Justice	40.4	125,364	20,485	16.3	49,209	39.3	34,011	27.1	18,929	15.1	2,460	2.0	270	0.2
Department of Labor	46.5	16,068	1,484	9.2	3,188	19.8	4,544	28.3	5,639	35.1	1,104	6.9	109	0.7
Department of State	45.6	19,390	1,793	9.2	4,866	25.1	5,777	29.8	5,368	27.7	1,289	6.6	297	1.5
Department of Transportation	45.6	63,577	3,399	5.3	17,657	27.8	20,929	32.9	18,015	28.3	3,320	5.2	257	0.4
Department of the Treasury	45.1	144,696	12,095	8.4	37,521	25.9	45,522	31.5	41,540	28.7	7,115	4.9	903	0.6
Department of Veterans Affairs	46.6	219,301	15,696	7.2	43,181	19.7	73,895	33.7	70,806	32.3	14,342	6.5	1,381	0.6
ALL OTHER Executive Branch Agencies	46.2	179,412	15,307	8.5	39,228	21.9	54,583	30.4	56,469	31.5	12,042	6.7	1,783	1.0

Source: *Demographic Profile of the Federal Workforce*; Office of Workforce Information. (202) 606-1309 OWI@OPM.GOV  
U.S. Office of Personnel Management

# EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

As of September 30, 2000



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

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# Civilian Payroll for Executive Branch Agencies

1984 - 2000

September (Sept)	Sept-84	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00
<b>Monthly Payroll (\$ millions)</b>									
<b>Total Executive Branch</b>	5,043.7	4,953.7	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,436.5
<b>Executive Departments</b>	4,167.1	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9
Defense	2,176.4	2,454.2	2,637.1	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2
All other Executive Departments	1,990.7	1,588.3	1,797.4	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7
<b>Independent Agencies</b>	876.6	911.2	1,015.3	547.8	645.5	687.5	845.6	875.2	912.6
<b>Fiscal Year (FY)</b>									
	<b>FY84</b>	<b>FY86</b>	<b>FY88</b>	<b>FY90</b>	<b>FY92</b>	<b>FY94</b>	<b>FY96</b>	<b>FY98</b>	<b>FY00</b>
<b>Annual Payroll</b>									
<b>(in \$billions)</b>	54.8	60.2	63.7	71.1	77.5	83.1	83.0	84.9	91.4
<i>Percent Change*</i>		9.9	5.8	11.6	9.0	7.2	-0.1	2.3	7.7

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

\*Represents percent change from the previous reported year.

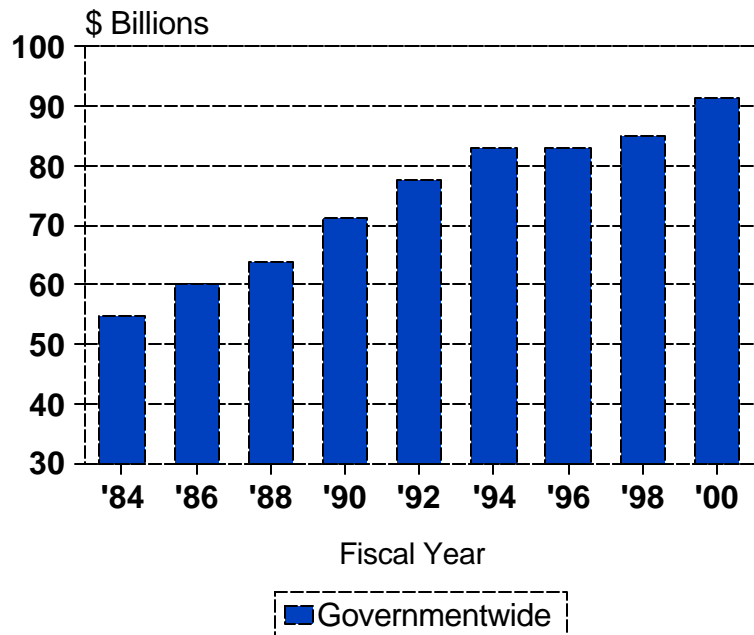
Source: *Monthly Report of Federal Civilian Employment (SF 113-A)*; Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

# Civilian Payroll

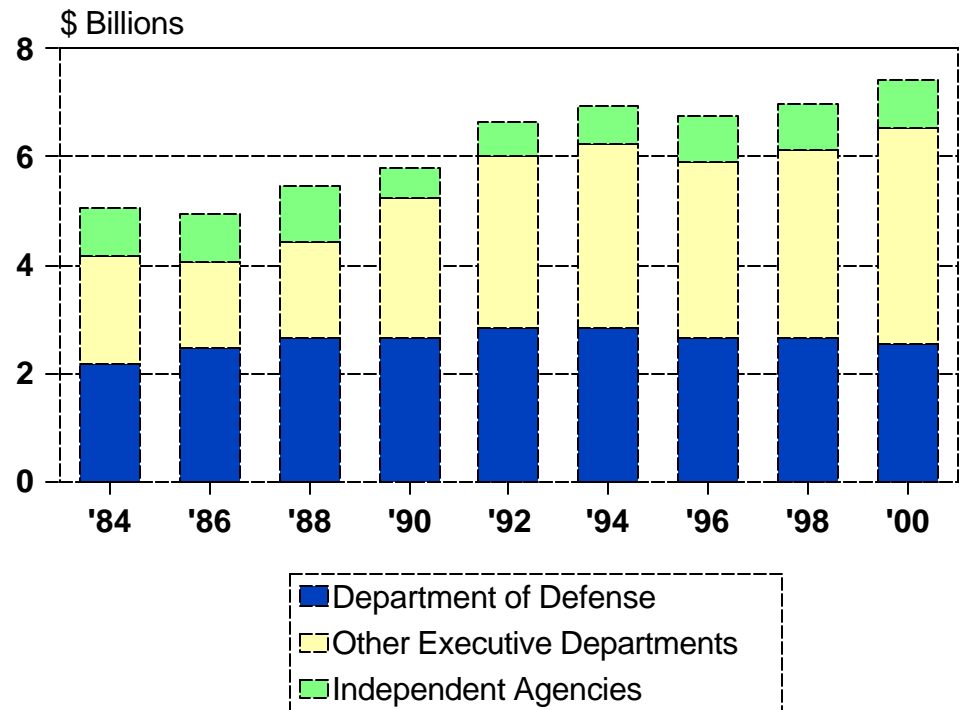
## Executive Branch Agencies (non-Postal)

1984 - 2000

*Annual*



*Monthly*



# Trend of Civilian Compensation and Benefits

1984 - 2000 (\$ millions)

	1984	1986	1988	1990	1992	1994	1996	1998	2000
<b>Executive Branch</b>									
Direct Compensation*	54,609	58,475	63,085	69,950	82,664	84,383	85,153	86,659	95,325
Personnel Benefits*	11,392	12,894	15,777	19,610	24,663	26,743	27,144	28,723	32,273
<b>U.S. Postal Service</b>									
Direct Compensation	18,771	20,901	23,571	26,198	28,311	30,781	32,566	34,704	36,981
Personnel Benefits	2,740	3,805	5,957	6,913	8,751	7,765	8,969	9,648	11,116
<b>Legislative Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	770	786	1,206	1,273	1,375
Personnel Benefits	N/A	N/A	N/A	N/A	146	154	259	275	315
<b>Judicial Branch</b>									
Direct Compensation	N/A	N/A	N/A	N/A	1,096	1,264	1,430	1,625	1,907
Personnel Benefits	N/A	N/A	N/A	N/A	228	312	348	406	493
<b>Legislative and Judicial Branches</b>									
Direct Compensation	1,019	1,132	1,299	1,445	1,866	2,050	2,636	2,898	3,282
Personnel Benefits	122	139	199	266	374	466	607	681	808
<b>Total Direct Compensation</b>	<b>74,399</b>	<b>80,508</b>	<b>87,955</b>	<b>97,593</b>	<b>112,841</b>	<b>117,214</b>	<b>120,355</b>	<b>124,261</b>	<b>135,588</b>
<b>Total Personnel Benefits</b>	<b>14,254</b>	<b>16,838</b>	<b>21,933</b>	<b>26,789</b>	<b>33,788</b>	<b>34,974</b>	<b>36,720</b>	<b>39,052</b>	<b>44,197</b>
Total Civilian Costs	88,653	97,346	109,888	124,382	146,629	152,188	157,075	163,313	179,785
Retired Civilian Pay*	21,639	23,729	26,251	31,288	35,766	41,014	44,492	48,038	51,220

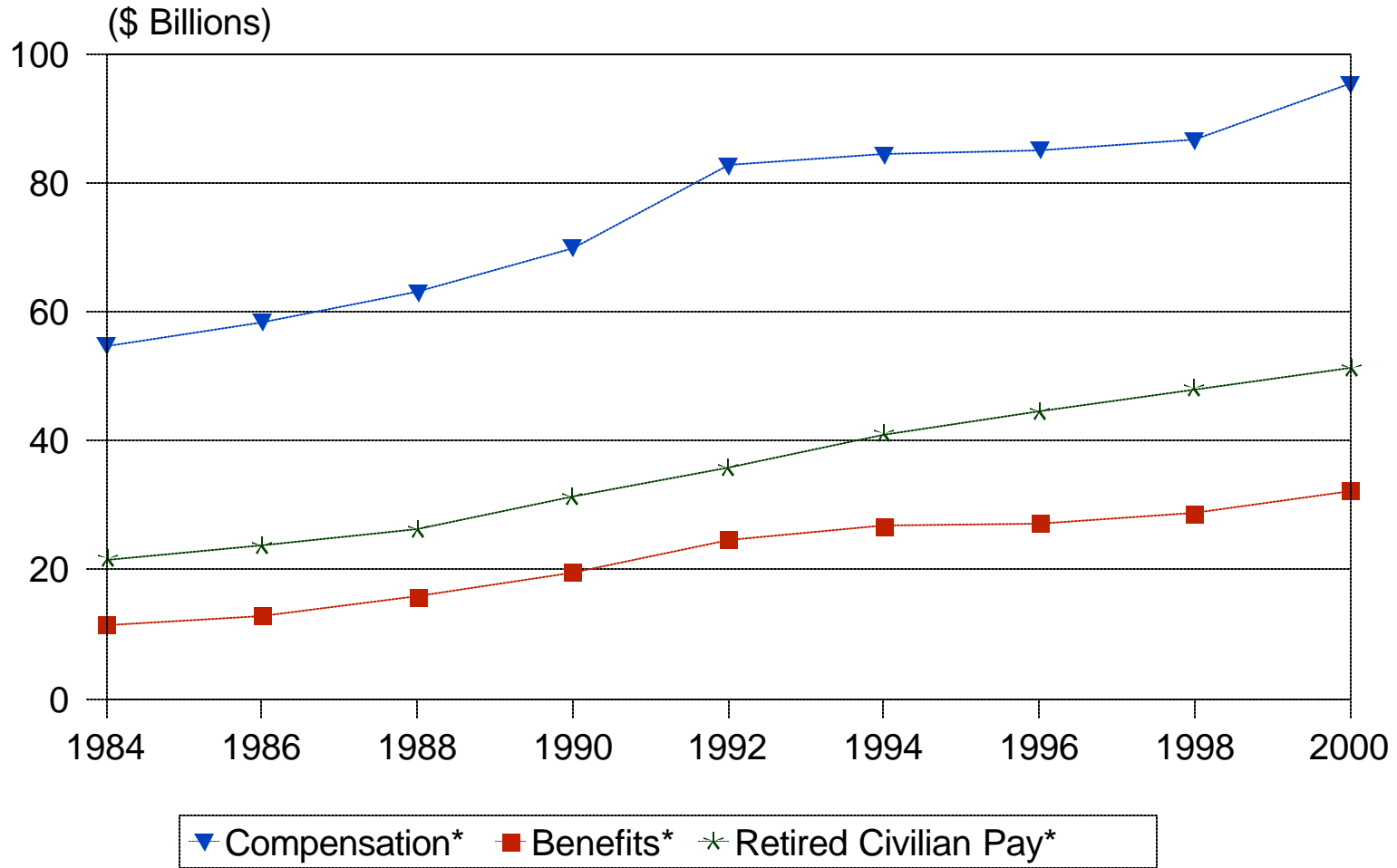
N/A = Not Available

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

Source: Personnel Compensation and Benefits Table, Special Analysis I and Analytical Perspectives; Budget of the United States. (202)606-2684 OWI@OPM.GOV

# Trend of Civilian Compensation and Benefits

1984 - 2000



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



# Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1985 - 1999

	1985	1987	1989	1991	1993	1995	1997	1999
<b>Total Work Years</b>	2,211,014	2,200,954	2,220,186	2,200,030	2,184,822	2,005,634	1,861,377	1,848,750
<b>Basic Work Years</b>	2,143,783	2,135,377	2,157,047	2,132,533	2,129,221	1,940,158	1,808,085	1,800,287
Full-time Permanent	1,944,963	1,915,664	1,957,279	1,935,483	1,948,725	1,787,680	1,677,015	1,649,761
Full-time Temporary	123,125	153,004	126,620	129,476	111,231	99,676	82,542	93,037
Part-time and Intermittent	75,695	66,709	73,148	67,574	69,265	52,802	48,528	57,489
<b>Overtime and Holiday</b>	67,231	65,577	63,139	67,497	55,601	65,476	53,292	48,463

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

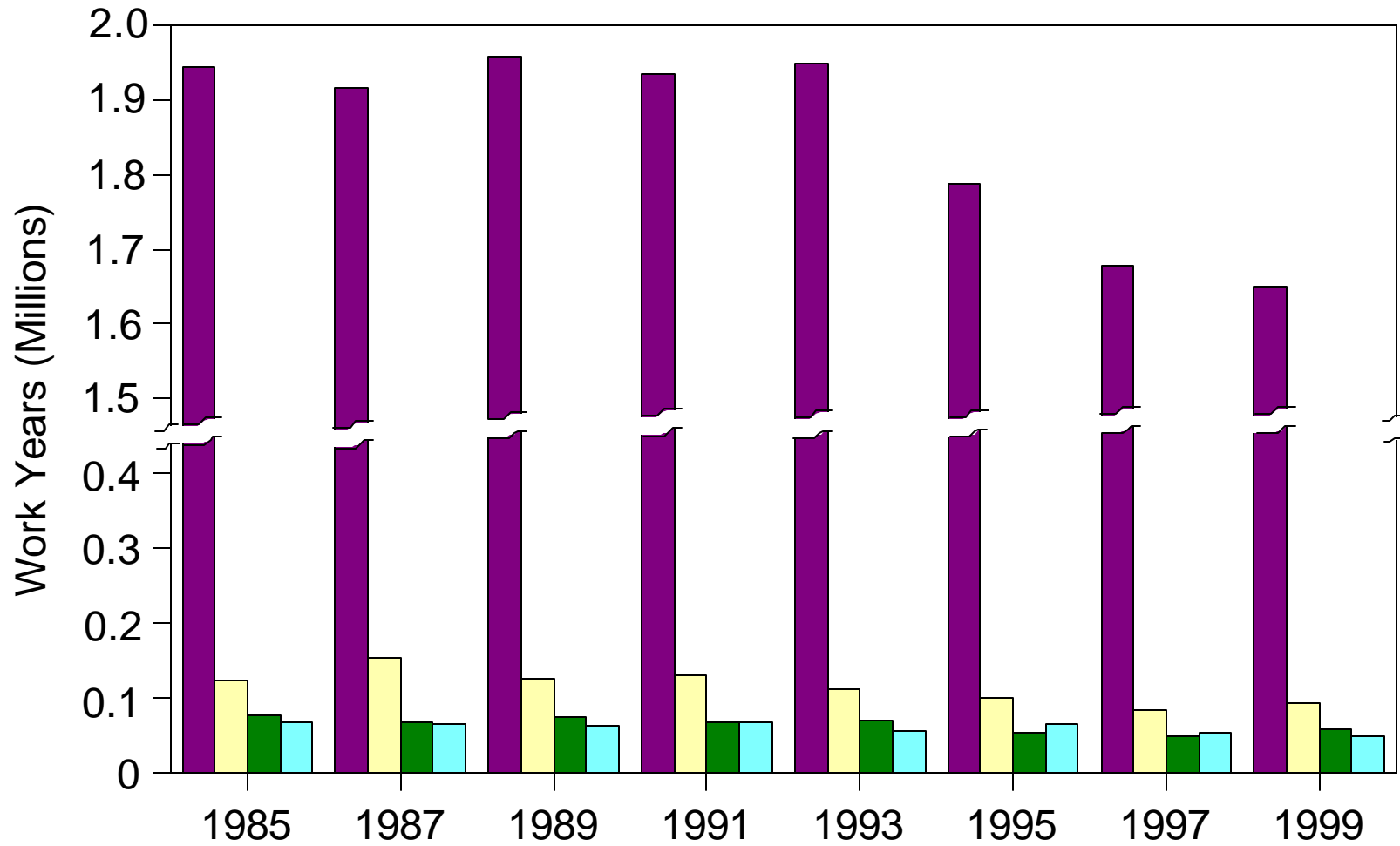
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.



Source: *Work Years and Personnel Costs*; Office of Workforce Information. (202) 606-1350 OWI@OPM.GOV

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

1985 - 1999



Full-time Permanent
  Full-time Temporary
  Part-time/Intermittent
  Overtime/Holiday

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## **Part 3:**

# **Performance Management and Senior Executive Service**

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# Performance Recognition For Employees

## Fiscal Years 1989 - 1999

	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Performance Awards (1)</b>											
Number of Awards	565,138	633,128	695,559	759,642	811,879	780,994	830,572	683,759	647,117	589,965	503,769
Total \$ Awarded (millions)	\$414.8	\$483.6	\$487.5	\$549.7	\$586.3	\$561.8	\$586.7	\$512.2	\$491.0	\$461.4	\$424.0
Average Award	\$734	\$764	\$701	\$724	\$722	\$719	\$706	\$749	\$758	\$782	\$842
Spending as % of Total Salaries	0.69%	0.76%	0.73%	0.76%	0.77%	0.73%	0.76%	0.66%	0.63%	0.59%	0.53%

<b>Other Cash Awards (2)</b>											
Number of Awards	228,650	320,615	335,644	571,607	413,936	487,733	644,083	554,487	687,411	658,530	809,110
Total \$ Awarded (millions)	\$109.8	\$132.7	\$157.3	\$175.3	\$164.7	\$153.8	\$194.0	\$203.9	\$273.6	\$282.3	\$390.2
Average Award	\$480	\$414	\$469	\$307	\$323	\$315	\$301	\$368	\$398	\$429	\$482
Spending as % of Total Salaries	0.18%	0.21%	0.23%	0.27%	0.22%	0.20%	0.25%	0.26%	0.35%	0.36%	0.49%

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

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

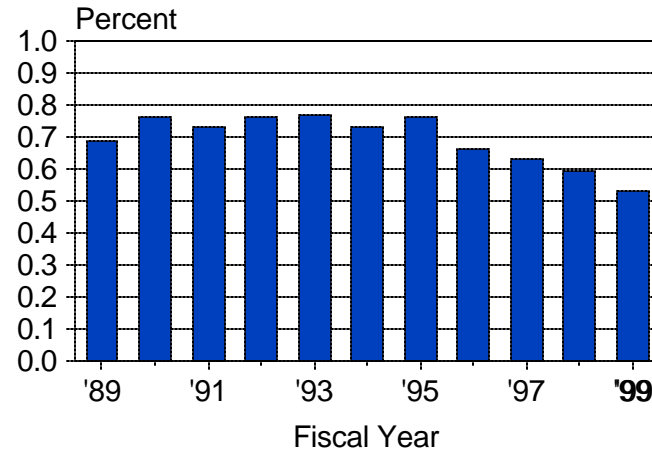
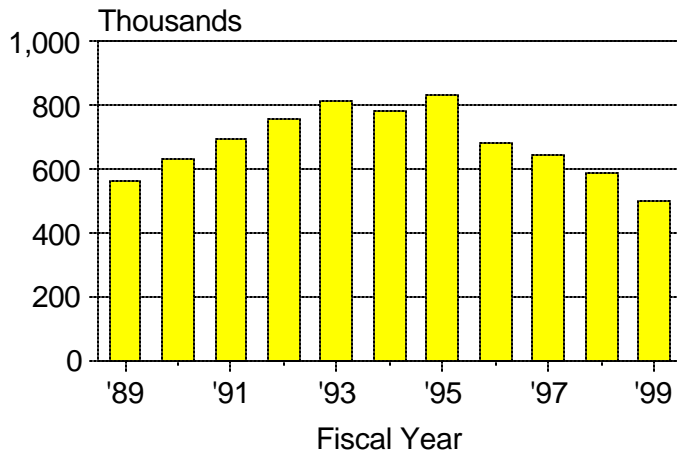
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports.

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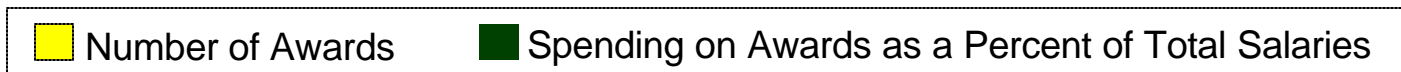
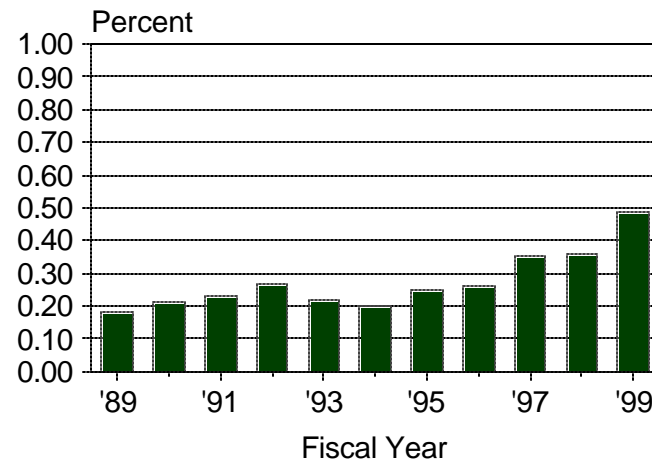
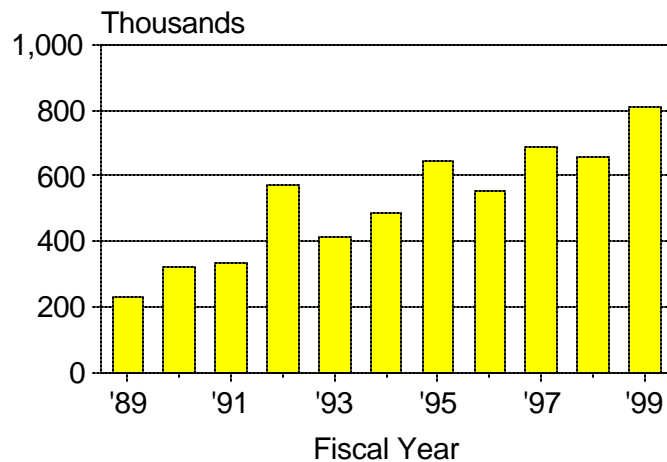
# Performance Recognition For Employees

**Fiscal Years 1989 - 1999**

## Performance Awards



## Other Awards



# Performance Recognition For Non-Senior Executive Service Employees

**Fiscal Years 1989 - 1999**

## Quality Step Increases (QSI's)

	<b>1989</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>
Number Granted	44,322	48,565	56,158	57,786	62,158	60,919	68,849	62,168	57,323	60,995	54,821
Estimated Cost (millions)	\$18.7	\$21.2	\$24.1	\$28.1	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8	\$47.2	\$42.6
Average Value	\$422	\$438	\$430	\$486	\$530	\$595	\$666	\$676	\$730	\$774	\$778

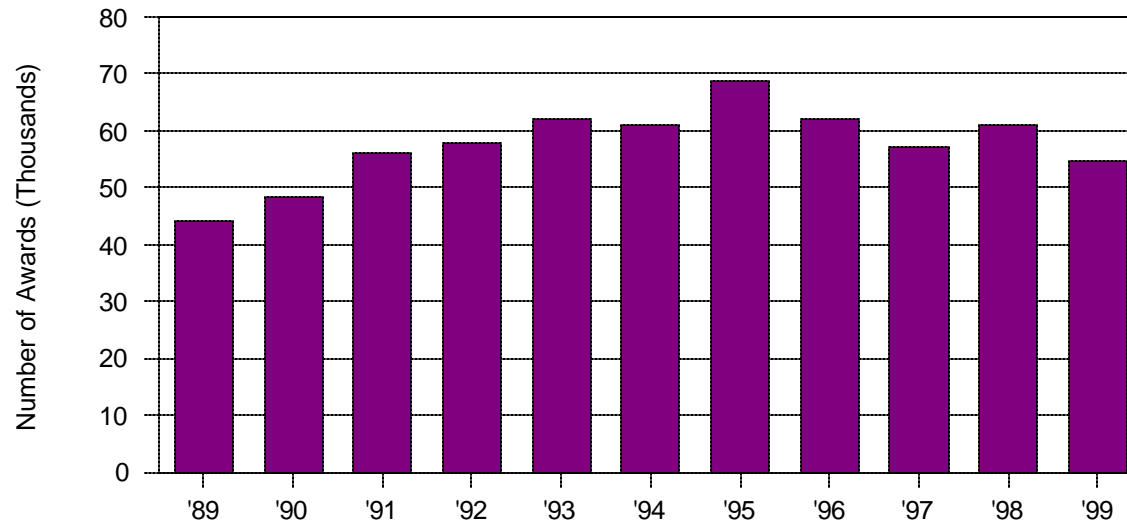
## Time-off Awards

	<b>Total Awarded</b>	<b>Average Award (Hours)</b>
Fiscal Year 1995	264,904	10.6
Fiscal Year 1996	301,770	10.8
Fiscal Year 1997	253,452	12.7
Fiscal Year 1998	215,475	20.1
Fiscal Year 1999	239,118	13.3

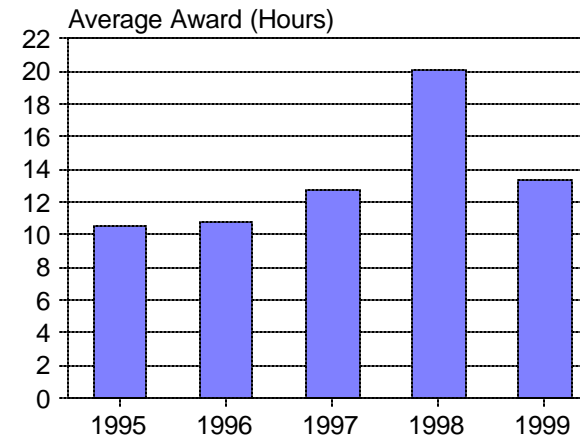
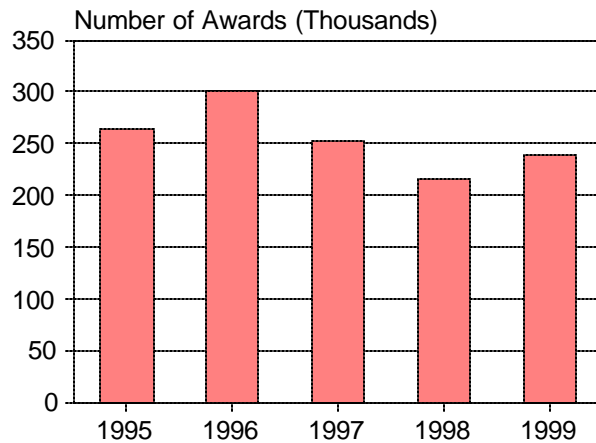
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 Perform-mgmt@OPM.GOV

# Performance Recognition For Non-Senior Executive Service Employees

**Quality Step Increases (QSI's)**  
Fiscal Years 1989 - 1999



**Time Off Awards**  
Fiscal Years 1995 - 1999



# Senior Executive Service Member Profile

**1990 - 2000**

	<b>1990</b>	<b>1992</b>	<b>1994</b>	<b>1996</b>	<b>1998</b>	<b>2000</b>
<b>Average Age</b>	50.7	51.8	51.8	51.9	52.3	52.7
<b>Average Length of Service (Years)</b>	22.1	23.2	22.8	22.8	22.8	23.5
<b>Retirement Eligible (Career Appointees)</b>						
Regular	20.0%	22.0%	31.0%	24.3%	27.0%	27.6%
Early-Out	34.0%	29.0%	36.0%	37.3%	39.2%	40.6%
<b>Education</b>						
Not College Graduate	5.0%	5.0%	5.0%	4.3%	4.4%	5.2%
College Graduate	29.0%	29.0%	26.0%	26.0%	26.4%	27.0%
Advanced Degree	66.0%	66.0%	69.0%	69.7%	69.0%	67.8%
<b>Gender</b>						
Men	88.8%	87.5%	83.5%	79.6%	77.6%	74.7%
Women	11.2%	12.5%	16.5%	20.4%	22.4%	25.3%
<b>Minority</b>	7.6%	8.0%	10.6%	11.7%	12.9%	14.4%
<b>Occupation</b>						
Scientist or Engineer	30.0%	29.0%	27.0%	24.4%	23.0%	22.3%
Other Professional	20.0%	24.0%	24.0%	25.5%	23.5%	23.3%
Administrative / Technical	50.0%	48.0%	49.0%	50.2%	53.5%	54.4%
<b>Geographic Location</b>						
Washington, D.C. area	72.0%	72.0%	73.0%	73.5%	72.5%	72.6%

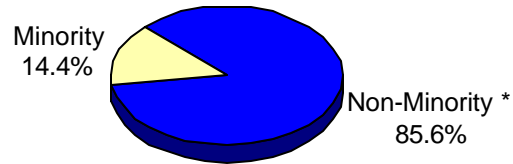
Note: All data as of September 30th; Percentages may not add to 100 due to rounding.

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

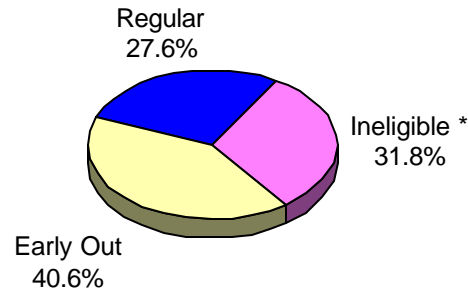


# Senior Executive Service Member Profile

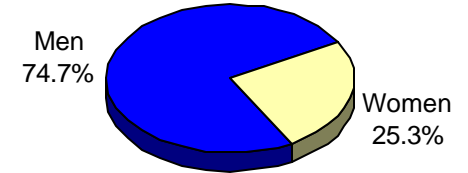
(As of September 2000)



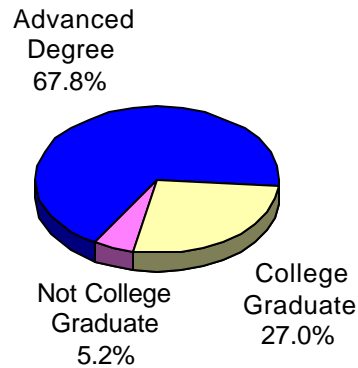
**Minority Status**



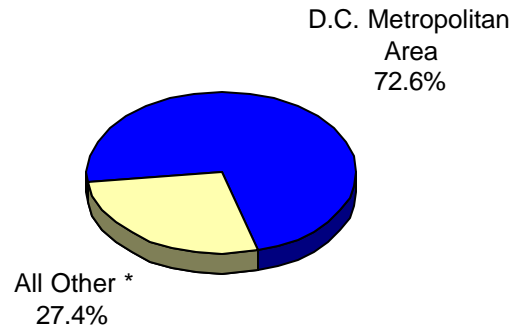
**Retirement Eligibility**



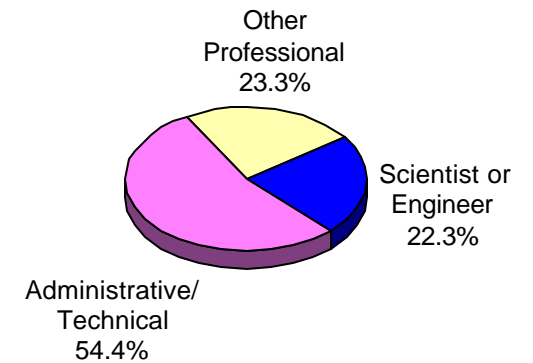
**Gender**



**Education**



**Geographic Location**



**Occupation**

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

# Senior Executive Service (SES)

## Positions and Appointments

1984 - 2000

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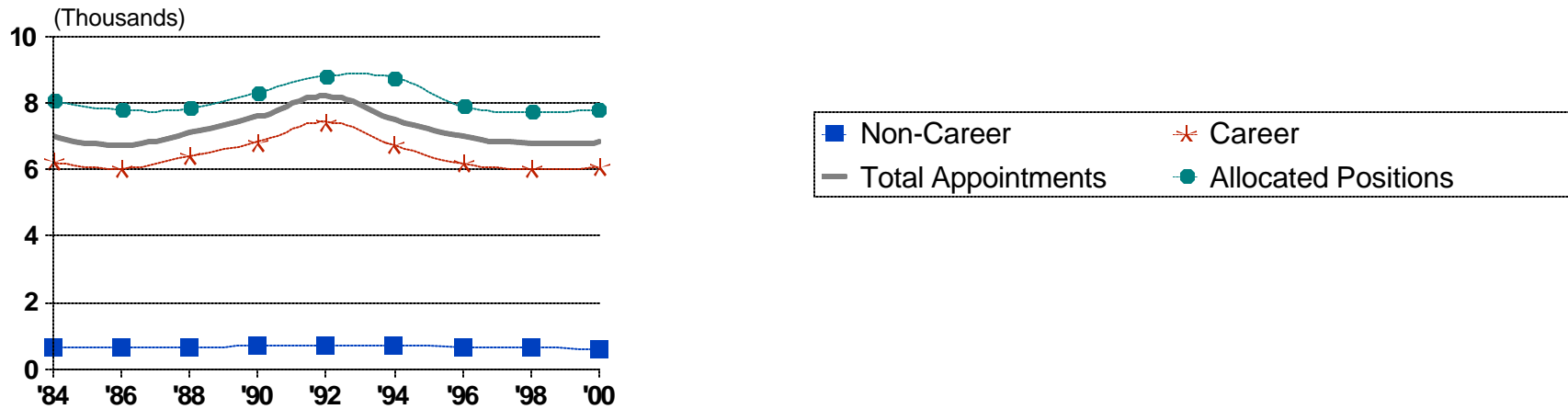
	SES Appointments				
	Allocated Positions	Total	Career	Noncareer	Limited
<b>1984</b>	8,063	6,988	6,243	665	80
<b>1985</b>	8,044	6,818	6,101	651	66
<b>1986</b>	7,790	6,742	6,030	658	54
<b>1987</b>	7,781	6,948	6,223	682	43
<b>1988</b>	7,838	7,108	6,400	659	49
<b>1989</b>	8,167	7,305	6,703	523	79
<b>1990</b>	8,314	7,590	6,829	699	62
<b>1991</b>	8,610	8,012	7,220	722	70
<b>1992</b>	8,804	8,200	7,426	704	70
<b>1993</b>	8,805	7,816	7,387	360	69
<b>1994</b>	8,751	7,509	6,740	704	65
<b>1995</b>	8,302	7,294	6,473	733	88
<b>1996</b>	7,896	6,985	6,191	684	110
<b>1997</b>	7,698	6,885	6,105	659	121
<b>1998</b>	7,736	6,804	6,010	649	145
<b>1999</b>	7,753	6,718	5,953	301	164
<b>2000</b>	7,813	6,824	6,066	593	165

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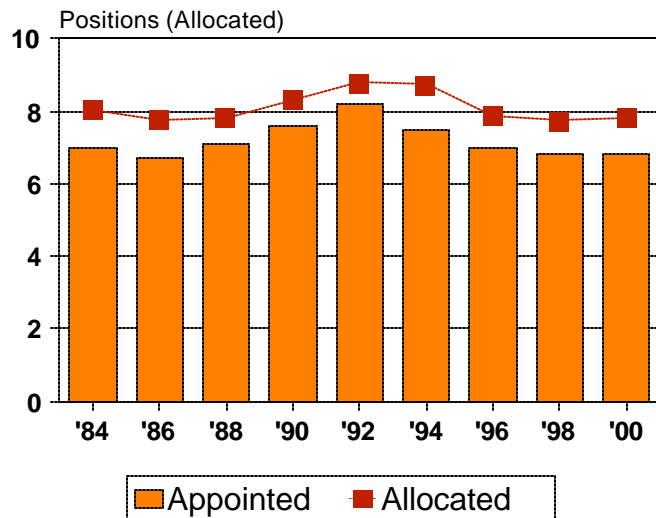
Notes: "Allocated" = Maximum number of SES positions authorized.  
"Appointments" = Number of SES positions actually filled.  
All data as of September 30th.

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

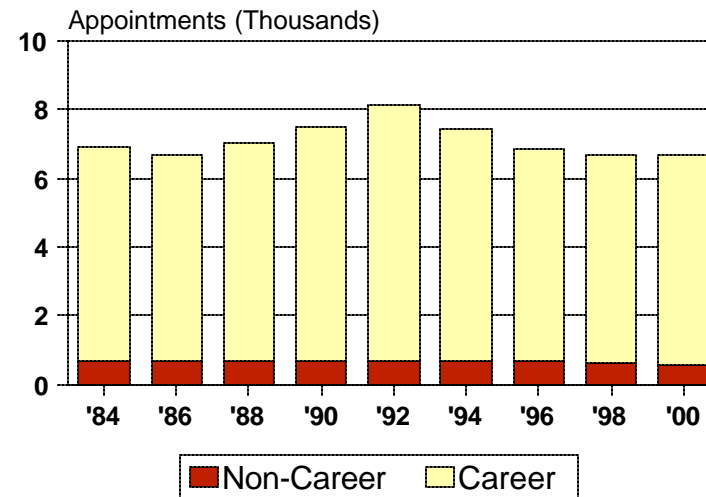
# Senior Executive Service Positions and Appointments 1984 - 2000



**Allocated vs Appointed**



**Career vs Non-Career**



# Senior Executive Service Awards

**Fiscal Years 1990 - 2000**

## Presidential Rank Awards

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000**
<b>Number of Awards</b>	382	401	414	275	265	208	233	273	294	311	340
<b>Distinguished (\$20,000)</b>	66	67	68	62	57	62	63	60	52	58	53
<b>Meritorious (\$10,000)</b>	316	334	346	213	208	146	170	213	242	253	287
<b>Total Awarded (\$ millions) *</b>	4.48	4.68	4.80	3.37	3.22	2.70	2.96	3.33	3.46	8.30	7.80

## Performance Awards

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000***
<b>Number of Awards</b>	2,495	2,475	2,939	2,971	2,683	2,352	1,763	2,256	2,043	1,978	2,606
<b>Percent of Career Members Receiving Awards</b>	37	35	40	40	38	36	28	36	34	33	43
<b>Total Awarded (\$ millions)</b>	13.76	14.34	20.25	21.18	18.95	16.44	12.4	16.2	15.4	19.5	26.6
<b>Average Amount of Award</b>	\$5,517	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$9,844	\$10,196

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

\*\*Preliminary; Represents payments for 45 Distinguished Awards and 241 Meritorious Awards.

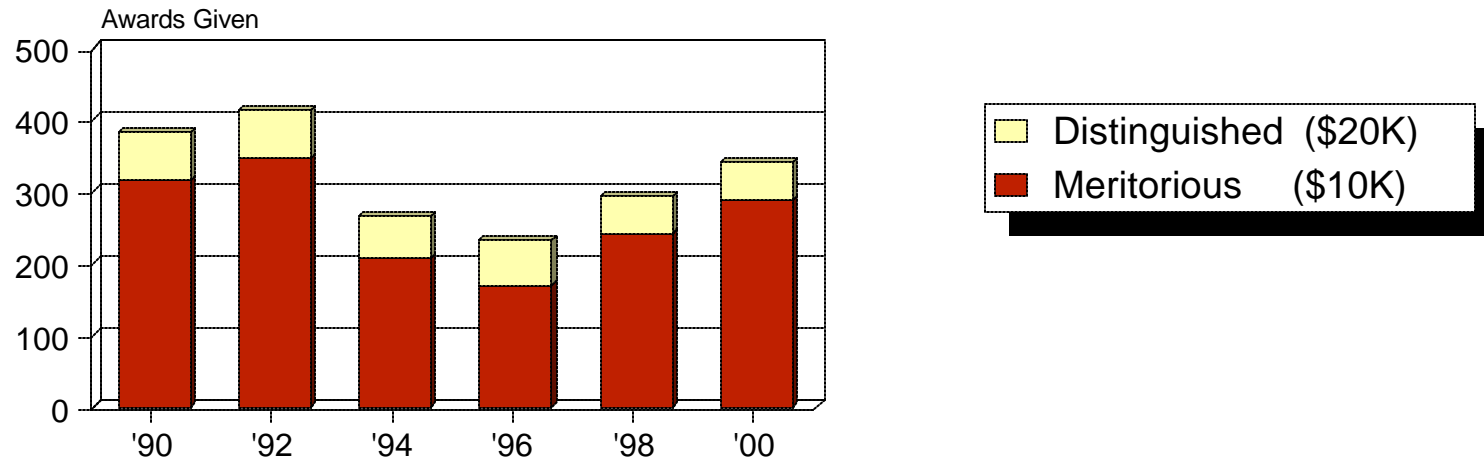
\*\*\*Preliminary

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

# Senior Executive Service: Awards

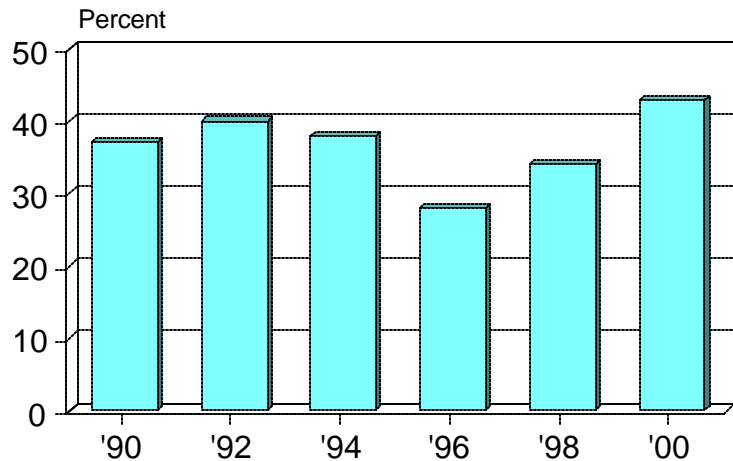
## 1990 - 2000

### Presidential Rank Awards

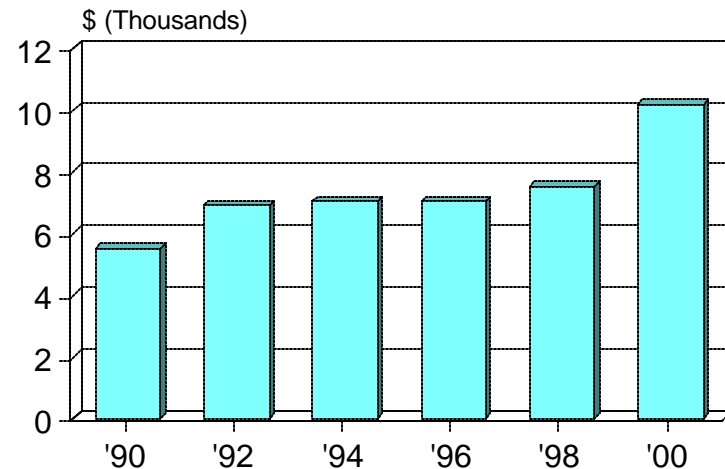


### Performance Awards

#### Percent of Career Members Receiving Awards



#### Average Amount of Award



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

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# Retirement and Insurance Payments

1991 - 2001

	1991 <sup>a</sup>	1992	1993	1994	1995	1996	1997	1998	1999	2000 <sup>r</sup>	2001 <sup>b</sup>
<b>U.S. Office of Personnel Management (OPM)</b>											
<b>Payment Accounts in Millions (\$)</b>											
Government Payments for Annuitants Health Benefits	3,189.2	3,388.9	3,739.8	3,990.7	3,813.3	3,829.5	3,934.1	4,115.0	4,610.0	5,049.0	5,572.0
% Change		6.3	10.4	6.7	-4.4	0.4	2.7	4.6	12.0	9.5	10.4
Government Payments for Annuitants Life Insurance	5.7	7.3	11.2	15.5	21.9	24.9	27.8	30.0	31.0	27.0	32.0
% Change		28.1	53.4	38.4	41.3	13.7	11.6	7.9	3.3	-12.9	18.5
Government Payments to Civil Service Retirement and Disability Fund	18,509.1	19,101.2	19,793.3	19,698.1	19,935.2	20,060.3	21,253.7	21,357.0	21,401.0	21,557.0	21,804.0
% Change		3.2	3.6	-0.5	1.2	0.6	5.9	0.5	0.2	0.7	1.1

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

r. Revised Data

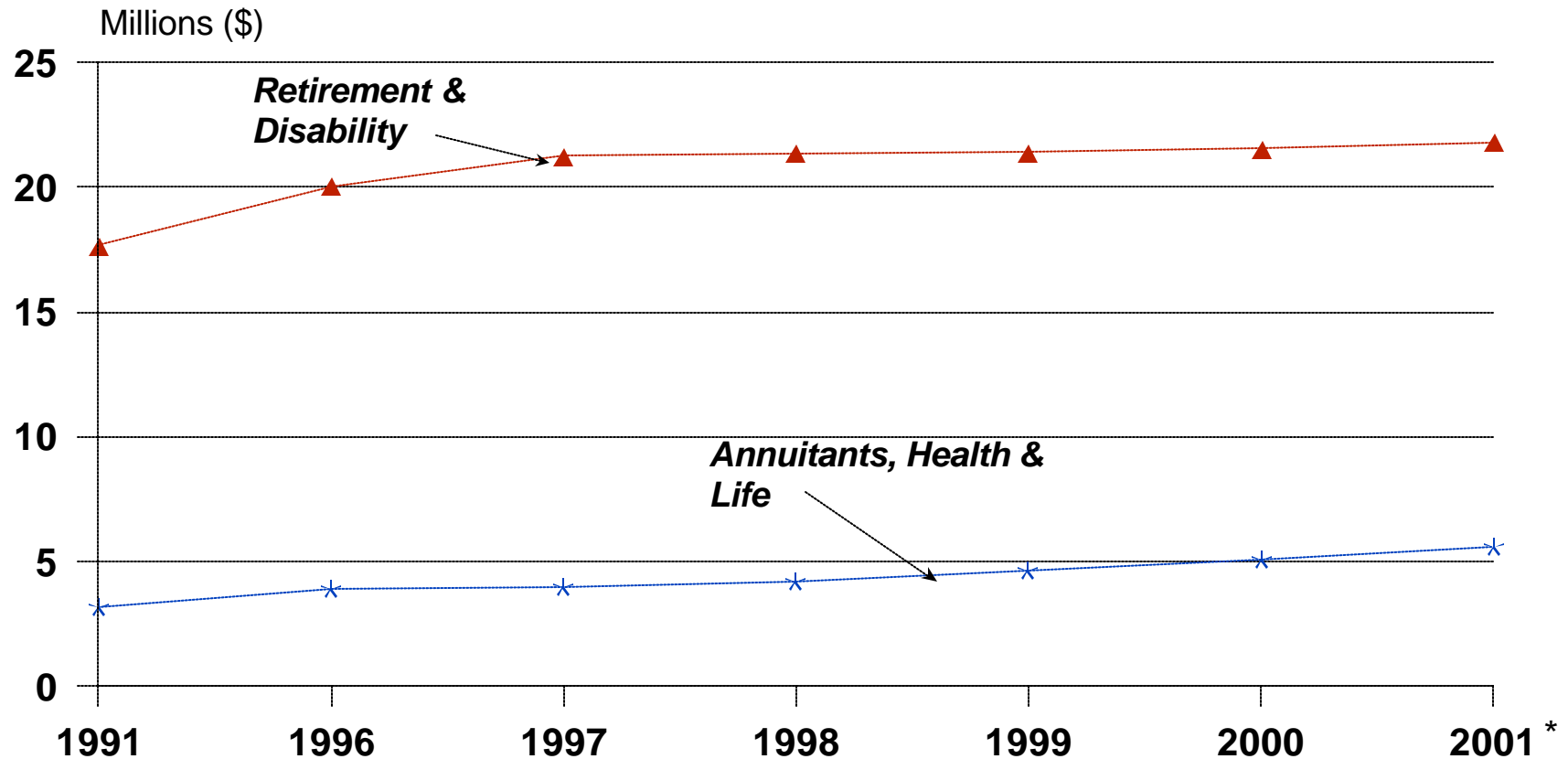
b. Budget Data for 2001 are estimated.

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

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

# Retirement and Insurance Payments, 1991 - 2001

## Treasury Payments to Civil Service Benefit Programs



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

\* Estimated



# Federal Employee Health Benefits Program

## Enrollment and Coverage

**September 30, 2000**

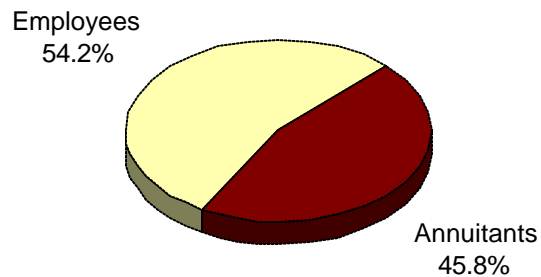
	<b>Employees</b>	<b>Annuitants</b>	<b>Total Enrolled</b>	<b>Dependents (Estimated)</b>	<b>Total Covered</b>
<b>Governmentwide</b>	937,288	1,026,821	1,964,109	1,890,842	3,854,951
<b>Employee Organizations</b>	400,651	533,837	934,488	1,104,228	2,038,716
<b>Comprehensive (Health Maintenance Organizations)</b>	878,306	312,562	1,190,868	1,560,688	2,751,556
Experience - Rated	97,601	48,051	145,652	198,649	344,301
Community - Rated	780,705	264,511	1,045,216	1,362,038	2,407,254
<b>Total, All Plans</b>	<b>2,216,245</b>	<b>1,873,220</b>	<b>4,089,465</b>	<b>4,555,758</b>	<b>8,645,223</b>

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

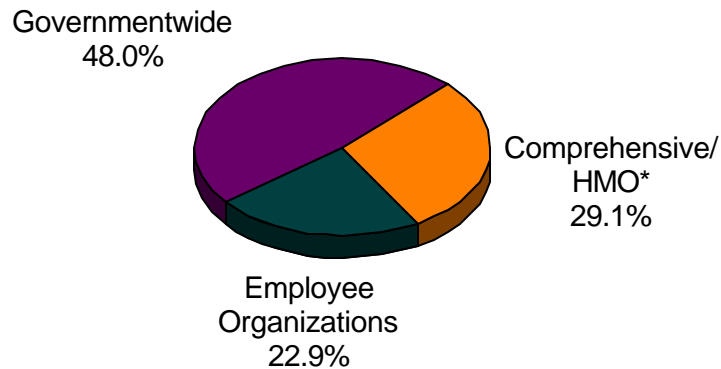
# Federal Employee Health Benefits Program Enrollment & Coverage

September 30, 2000

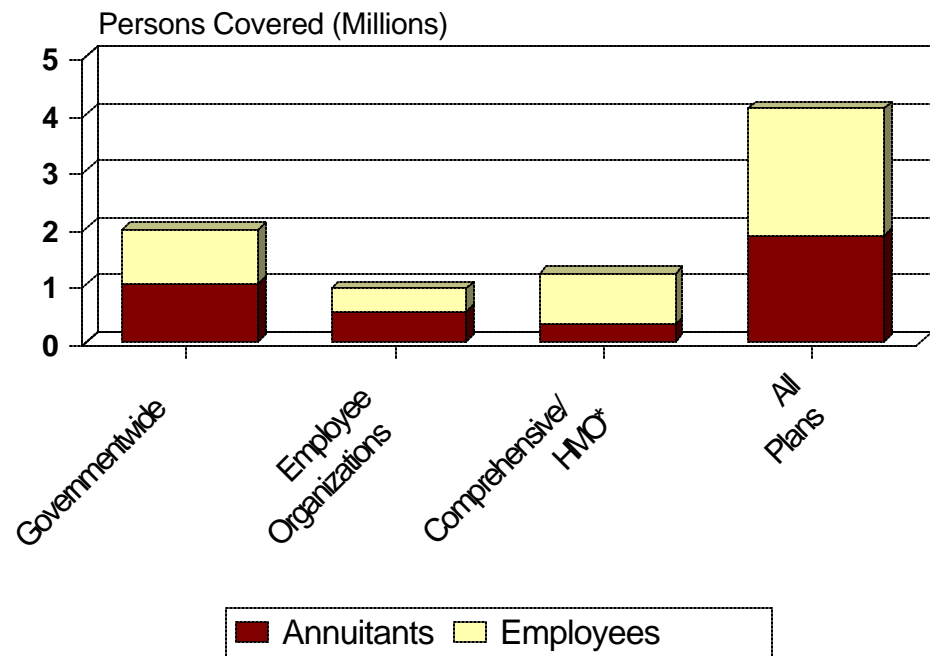
**Enrollee Category**



**Type of Plan**



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



\*HMO = Health Maintenance Organization

# Federal Employee Health Benefits

## Weighted Average Monthly Premiums

1990 - 2000

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
<b>NON-POSTAL EMPLOYEES</b>											
Government Share	\$181.95	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91	\$292.45
Enrollee Share	\$69.10	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97	\$118.33
<b>Total Premiums</b>	<b>\$251.05</b>	<b>\$264.68</b>	<b>\$287.53</b>	<b>\$313.46</b>	<b>\$324.69</b>	<b>\$314.09</b>	<b>\$314.29</b>	<b>\$320.69</b>	<b>\$342.96</b>	<b>\$376.88</b>	<b>\$410.78</b>
<b>POSTAL EMPLOYEES</b>											
Government Share	\$250.37	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75	\$371.15
Enrollee Share	\$29.89	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51	\$71.23
<b>Total Premiums</b>	<b>\$280.26</b>	<b>\$301.66</b>	<b>\$326.23</b>	<b>\$353.79</b>	<b>\$363.72</b>	<b>\$349.98</b>	<b>\$345.63</b>	<b>\$352.09</b>	<b>\$374.88</b>	<b>\$406.26</b>	<b>\$442.38</b>
<b>ANNUITANTS</b>											
Government Share	\$170.57	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30	\$261.74
Enrollee Share	\$81.44	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10	\$112.96
<b>Total Premiums</b>	<b>\$252.01</b>	<b>\$258.65</b>	<b>\$273.48</b>	<b>\$295.42</b>	<b>\$301.17</b>	<b>\$288.14</b>	<b>\$288.51</b>	<b>\$292.25</b>	<b>\$314.33</b>	<b>\$343.40</b>	<b>\$374.70</b>
<b>TOTAL PROGRAM WEIGHTED AVERAGE</b>											
Government Share	\$189.27	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41	\$292.01
Enrollee Share	\$67.19	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58	\$107.75
<b>Total Premiums</b>	<b>\$256.46</b>	<b>\$268.48</b>	<b>\$288.26</b>	<b>\$312.16</b>	<b>\$321.03</b>	<b>\$309.06</b>	<b>\$308.27</b>	<b>\$313.36</b>	<b>\$335.52</b>	<b>\$366.99</b>	<b>\$399.74</b>
<i>% Change</i>		4.7	7.4	8.3	2.8	-3.7	-0.3	1.7	7.1	9.4	8.9

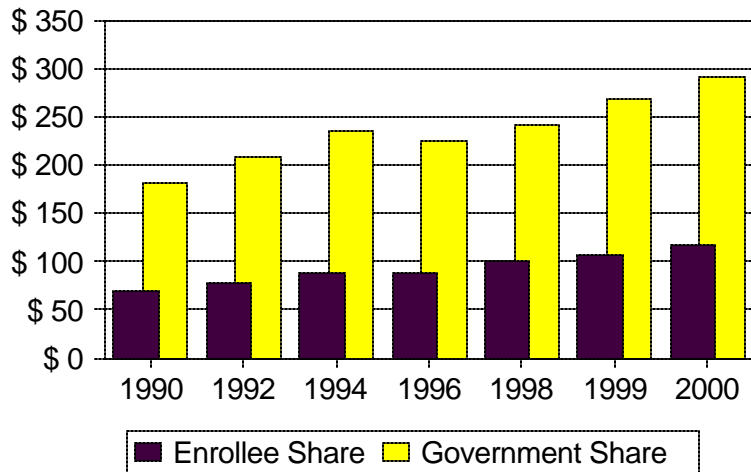
Note: Premiums are weighted based on enrollments as of March.

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

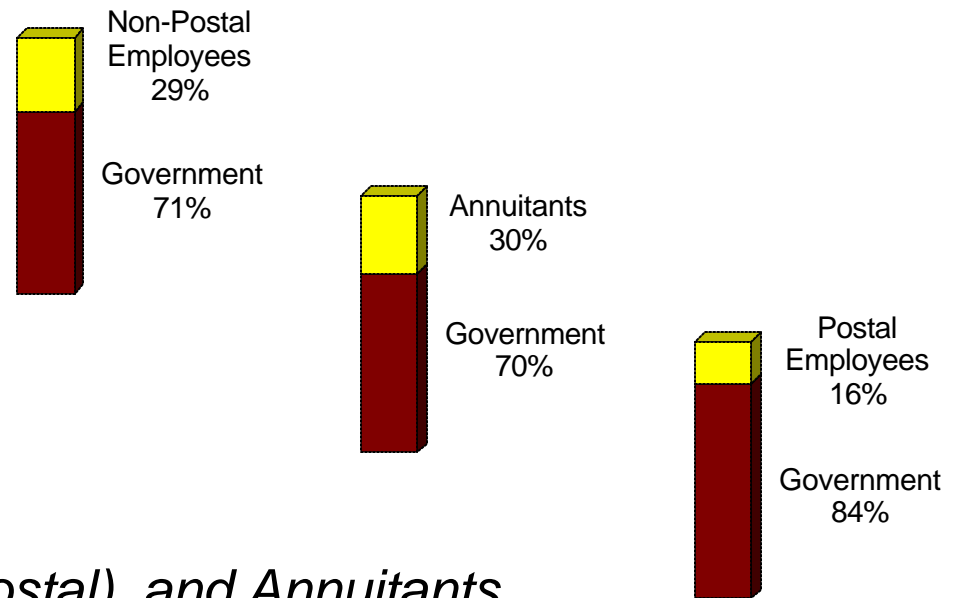
# Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:  
Postal, Non-Postal, & Annuitants  
1990 - 2000**



**Average Monthly Premiums  
2000**



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

# Federal Employee Health Benefits Program Financial Data

**Fiscal Years 1988 - 2000**

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
<b>1988</b>	9,031	9,016	15	597
<b>1989</b>	10,985	10,169	816	1,413
<b>1990</b>	12,186	11,003	1,183	4,626 *
<b>1991</b>	13,384	12,414	971	5,584
<b>1992</b>	14,262	13,874	389	5,952
<b>1993</b>	15,496	14,624	872	6,875
<b>1994</b>	16,121	15,471	651	7,489
<b>1995</b>	16,210	15,886	324	7,814
<b>1996</b>	15,706	16,150	(444)	7,371
<b>1997</b>	15,910	16,578	(668)	6,703
<b>1998</b>	16,695	17,160	(465)	6,237
<b>1999</b>	18,039	18,463	(424)	5,813
<b>2000</b>	19,737	19,575	162	5,978

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

Source: President's Budget Status of the Fund Schedule

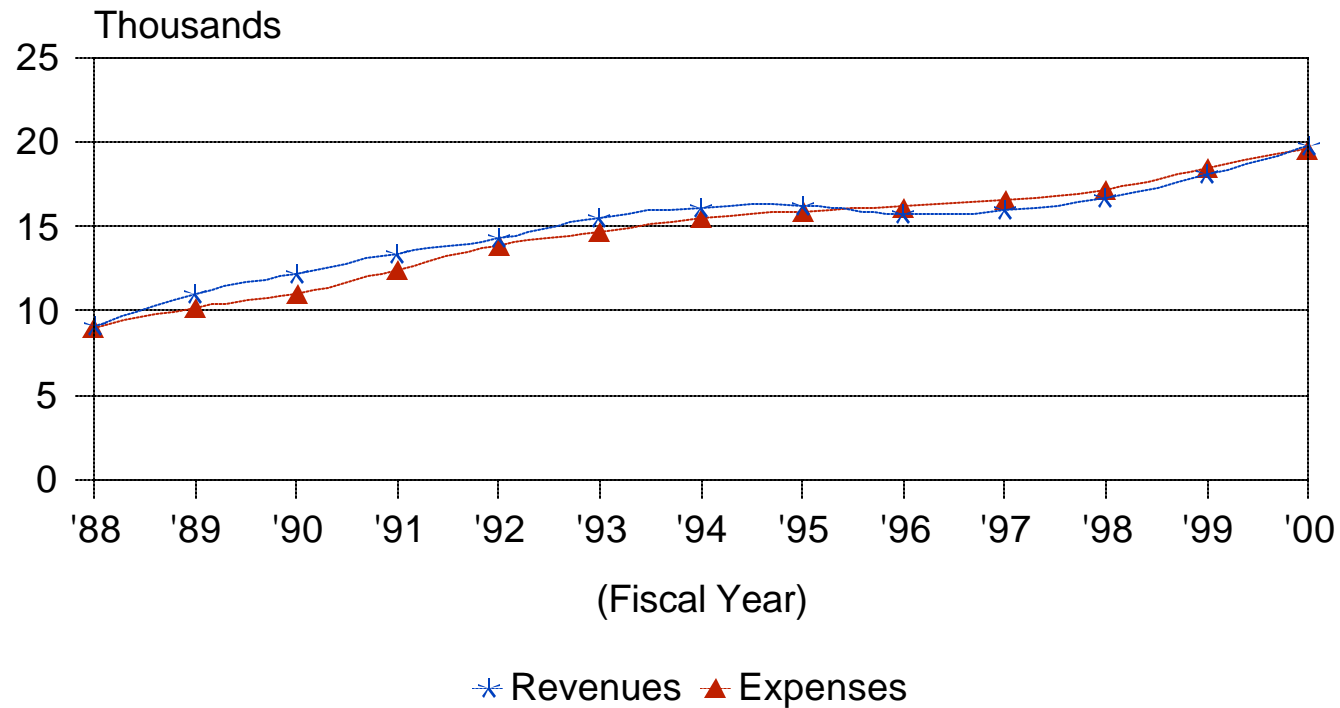
(202) 606-0650 [RISBUDGET@OPM.GOV](mailto:RISBUDGET@OPM.GOV)

# Federal Employees Health Benefits (FEHB) Program

## Financial Data

**Fiscal Years 1988 - 2000**

### Revenues vs Expenses



# Retirement Eligibility Statistics

## Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2000

	TOTAL	FERS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	ELIGIBLES	%	ELIGIBLES	%
	#	#	#	%	#	%
<b>All Agencies</b>	1,762,559	1,023,933	19,986	2.0	93,358	9.1
Department of Agriculture	106,715	50,554	947	1.9	3,783	7.5
Department of Commerce	43,159	25,619	354	1.4	1,634	6.4
Department of Defense (Total)	672,077	375,999	9,065	2.4	42,282	11.2
Department of the Air Force	154,045	90,788	1,759	1.9	9,489	10.5
Department of the Army	222,881	126,200	3,317	2.6	14,327	11.4
Department of the Navy	181,907	97,741	2,475	2.5	11,198	11.5
Department of Defense (Excluding Military Departments)	113,244	61,270	1,514	2.5	7,268	11.9
Department of Education	4,930	2,641	53	2.0	219	8.3
Department of Energy	15,787	8,067	209	2.6	862	10.7
Department of Health and Human Services	63,096	37,253	615	1.7	2,839	7.6
Department of Housing and Urban Development	10,285	5,340	89	1.7	668	12.5
Department of the Interior	74,765	39,459	658	1.7	2,975	7.5
Department of Justice	125,364	98,864	1,011	1.0	3,352	3.4
Department of Labor	16,085	8,766	139	1.6	682	7.8
Department of State	19,495	5,994	80	1.3	412	6.9
Department of Transportation	63,598	36,159	511	1.4	2,786	7.7
Department of the Treasury	144,700	90,087	1,478	1.6	7,946	8.8
Department of Veterans Affairs	219,415	143,955	2,045	1.4	14,668	10.2
Environmental Protection Agency	18,596	11,287	178	1.6	690	6.1
General Services Administration	14,242	7,865	212	2.7	977	12.4
National Aeronautics and Space Administration	18,816	10,719	141	1.3	648	6.0
Office of Personnel Management	3,727	1,743	27	1.5	254	14.6
Small Business Administration	4,215	2,475	45	1.8	324	13.1
Social Security Administration	64,521	28,703	1,543	5.4	2,605	9.1
All Other Agencies	58,971	32,384	586	1.8	2,752	8.5

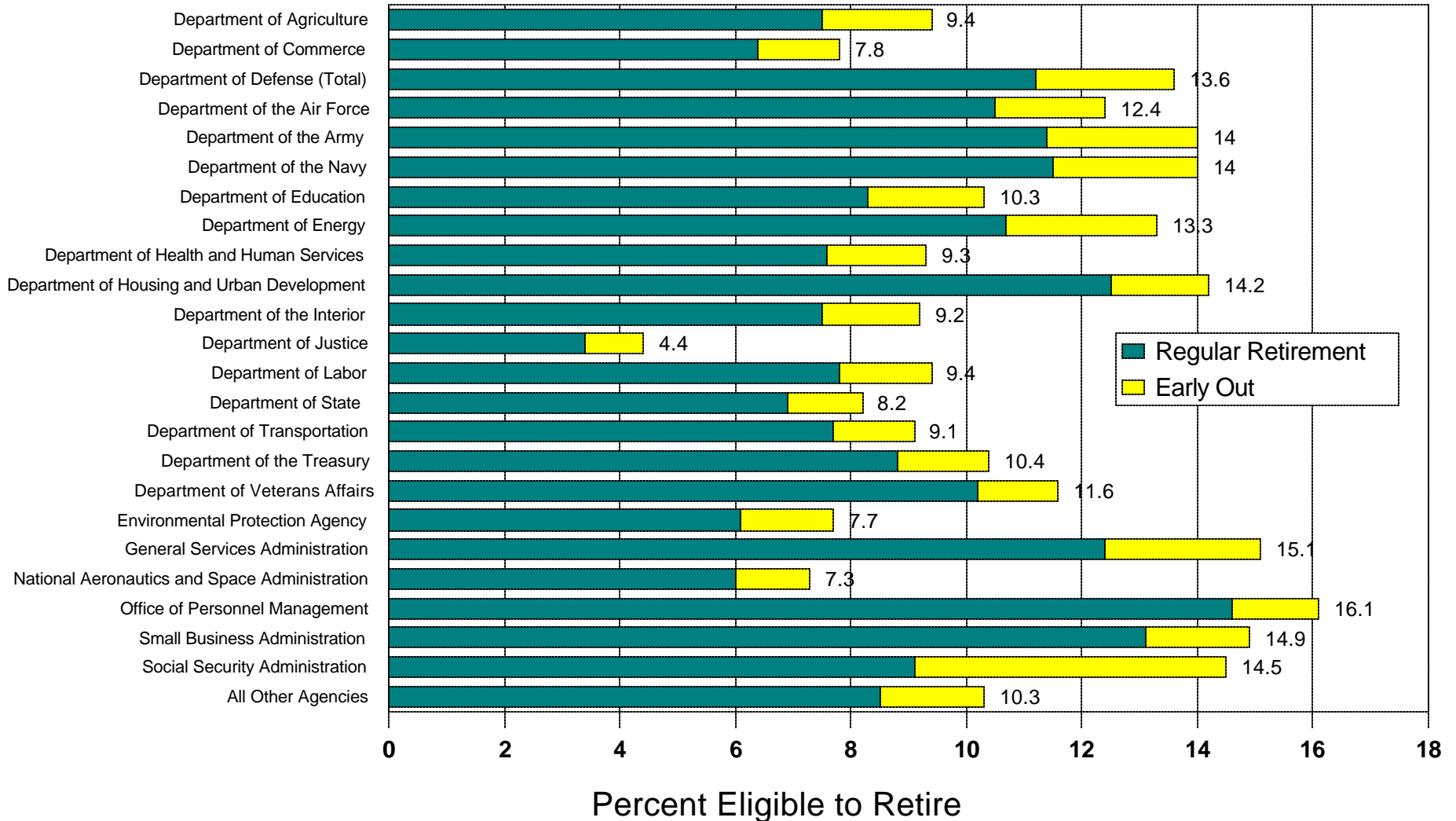
Notes: Data are calculated under current law provisions.

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 OWI@OPM.GOV

# Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2000





# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2000

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
<b>All Agencies</b>	1,762,559	628,369	288,478	45.9	106,979	17.0
Department of Agriculture	106,715	37,627	15,911	42.3	6,784	18.0
Department of Commerce	43,159	11,575	5,421	46.8	2,547	22.0
Department of Defense (Total)	672,077	269,553	127,765	47.4	40,976	15.2
Department of the Air Force	154,045	57,925	27,177	46.9	9,126	15.8
Department of the Army	222,881	89,740	43,272	48.2	14,410	16.1
Department of the Navy	181,907	81,338	38,203	47.0	11,974	14.7
Department of Defense (Excluding Military Departments)	113,244	40,550	19,113	47.1	5,466	13.5
Department of Education	4,930	1,935	974	50.3	388	20.1
Department of Energy	15,787	7,597	3,844	50.6	1,295	17.0
Department of Health and Human Services	63,096	18,494	8,767	47.4	4,211	22.8
Department of Housing and Urban Development	10,285	4,835	2,450	50.7	993	20.5
Department of the Interior	74,765	24,370	10,947	44.9	3,985	16.4
Department of Justice	125,364	24,362	8,116	33.3	5,309	21.8
Department of Labor	16,085	7,154	3,604	50.4	1,519	21.2
Department of State	19,495	3,007	1,345	44.7	507	16.9
Department of Transportation	63,598	26,926	9,099	33.8	7,341	27.3
Department of the Treasury	144,700	50,669	23,085	45.6	7,399	14.6
Department of Veterans Affairs	219,415	63,830	29,850	46.8	9,752	15.3
Environmental Protection Agency	18,596	6,391	3,035	47.5	1,182	18.5
General Services Administration	14,242	6,317	3,356	53.1	1,022	16.2
National Aeronautics and Space Administration	18,816	7,948	2,830	35.6	2,115	26.6
Office of Personnel Management	3,727	1,276	644	50.5	205	16.1
Small Business Administration	4,215	1,427	698	48.9	317	22.2
Social Security Administration	64,521	34,330	17,747	51.7	5,332	15.5
All Other Agencies	58,971	18,746	8,990	48.0	3,800	20.3

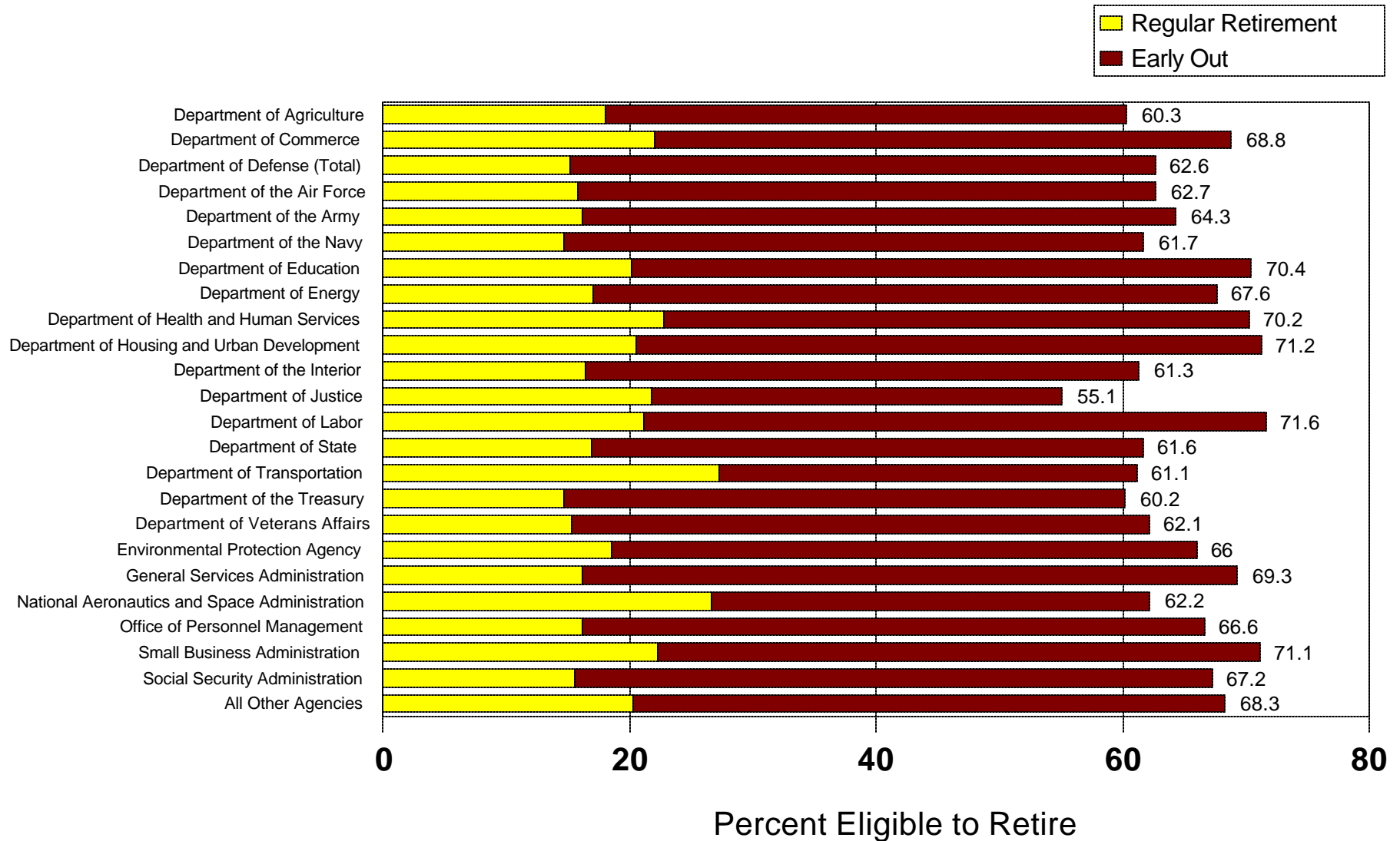
Notes: Data are calculated under current law provisions.

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

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

# Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2000



# Retirement System

## On Annuity Roll at End of Fiscal Year

### 1982 - 2000

Employees (CSRS/FERS)							
Year	Normal	Disability	Other <sup>a</sup>	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
1982	769,916	348,068	239,703	1,357,687	1,041	469,817	463
1983	804,236	343,457	240,923	1,388,616	1,076	481,526	486
1984	837,368	337,871	244,955	1,420,194	1,078	490,229	501
1985	876,692	331,675	245,839	1,454,206	1,119	501,212	528
1986	916,313	325,978	249,280	1,491,571	1,128	516,413	536
1987	934,269	318,436	251,435	1,504,140	1,146	528,087	552
1988	973,533	311,263	266,152 <sup>b</sup>	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

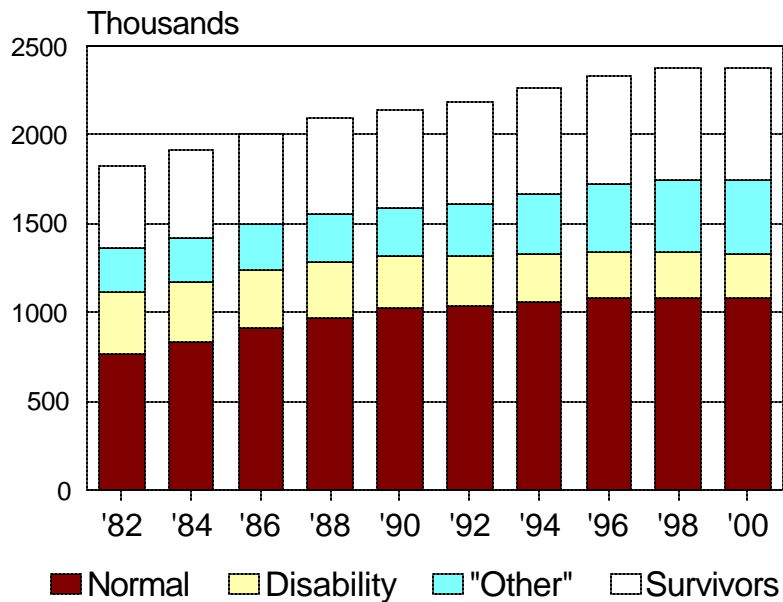
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

# Retirement System

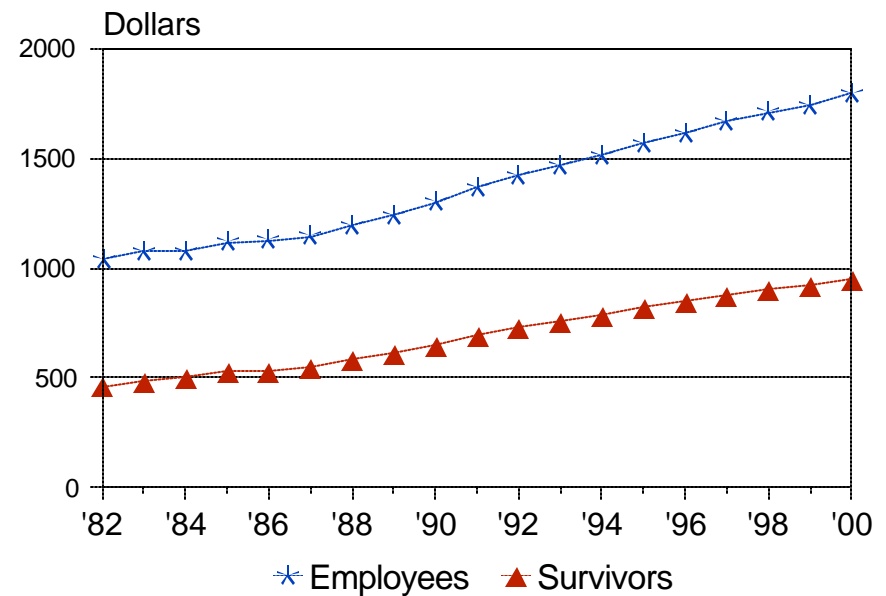
## On Annuity Roll at End of Fiscal Year

1982 - 2000

*Number on Annuity Roll*



*Average Monthly Annuity*



# Retirement System Additions to Annuity Roll

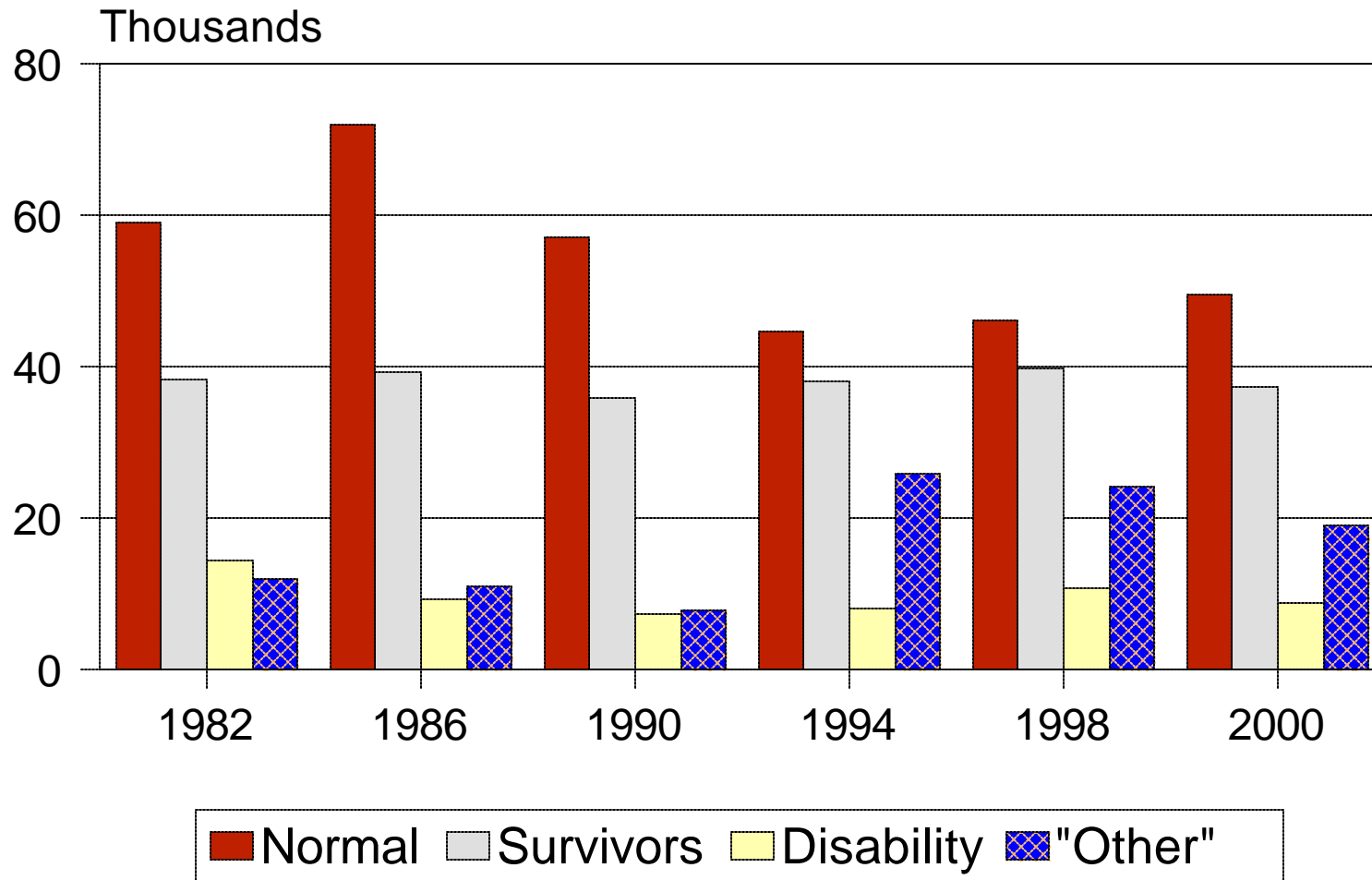
Fiscal Years 1982 - 2000

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other <sup>a</sup>		
1982	58,933	14,307	11,843	85,083	38,380
1983	61,605	9,756	9,366	80,727	37,983
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 <sup>b</sup>	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 <sup>c</sup>	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404

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

# Retirement System Additions to Annuity Roll

**Fiscal Years 1982 - 2000**



# Retirement Systems Coverage

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

**Fiscal Years 1990 - 2000**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999*	2000
<b>CSRS</b>	1,754,280	1,667,628	1,608,455	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083	1,009,165	947,918
<i>% of total</i>	61.5	58.6	56.9	54.3	52.0	48.9	47.1	44.5	41.7	39.6	37.7
<b>FERS</b>	1,096,874	1,176,993	1,219,051	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698	1,536,339	1,569,656
<i>% of total</i>	38.5	41.4	43.1	45.7	48.0	51.1	52.9	55.5	58.3	60.4	62.3

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

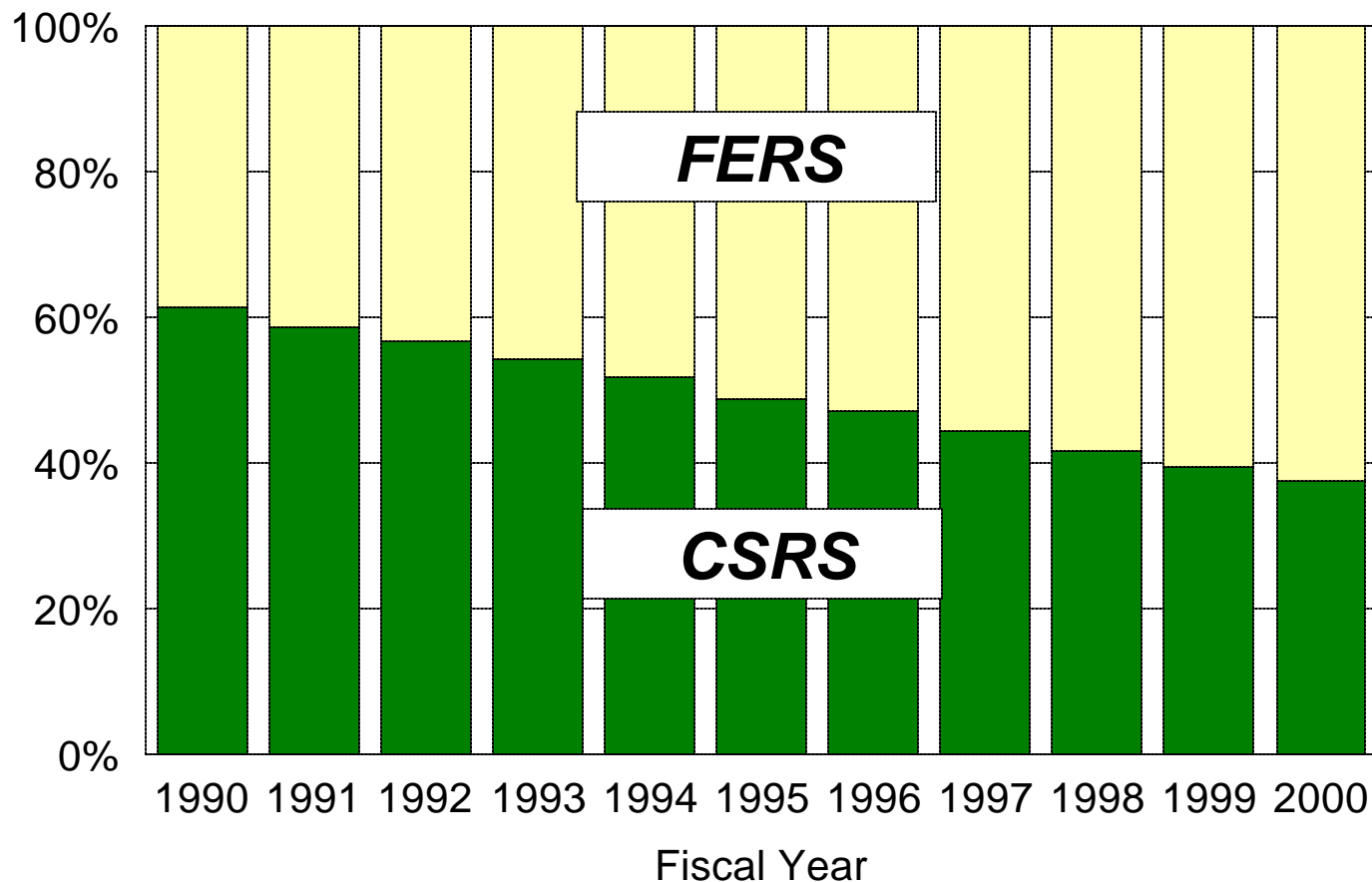
\* Revised

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

# Retirement Systems Coverage

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

Fiscal Years 1990 - 2000





# Federal Employees Group Life Insurance

## Fiscal Year 2000

	<b>Employees</b>		<b>Annuitants</b>		<b>Total</b>	
	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)
<b>Coverage</b>						
Basic	2,334	268.7	1,607	36.6	3,941	305.3
Standard	1,023	20.0	307	2.2	1,330	22.2
Additional	1,226	199.0	149	10.6	1,375	209.6
Family	1,002	17.5	345	1.0	1,347	18.5
<b>Total</b>	<b>2,334 *</b>	<b>505.2</b>	<b>1,607 *</b>	<b>50.4</b>	<b>3,941 *</b>	<b>555.6</b>

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

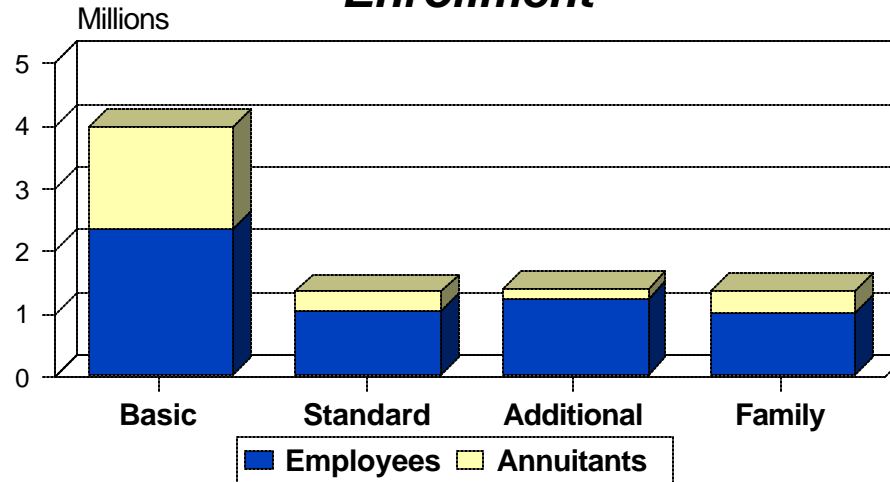
<b>Claims Paid During Fiscal Year 2000</b>			<b>Operating Revenues and Expenses, Fiscal Year 2000</b>	
	<b>Claims</b>	<b>Amount Paid (\$ Thousands)</b>		<b>(\$ Millions)</b>
<b>Death</b>				
Employees	7,906	\$688,206	<b>Revenues</b>	\$3,167
Annuitants	70,708	\$1,122,794	<b>Expenses</b>	\$2,937
<b>Total</b>	<b>78,614</b>	<b>\$1,811,000</b>	<b>Excess of operating Revenues Over Expenses</b>	<b>\$230</b>
<b>Dismemberment</b>				
<b>Total</b>	<b>43</b>	<b>\$1,060</b>		

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

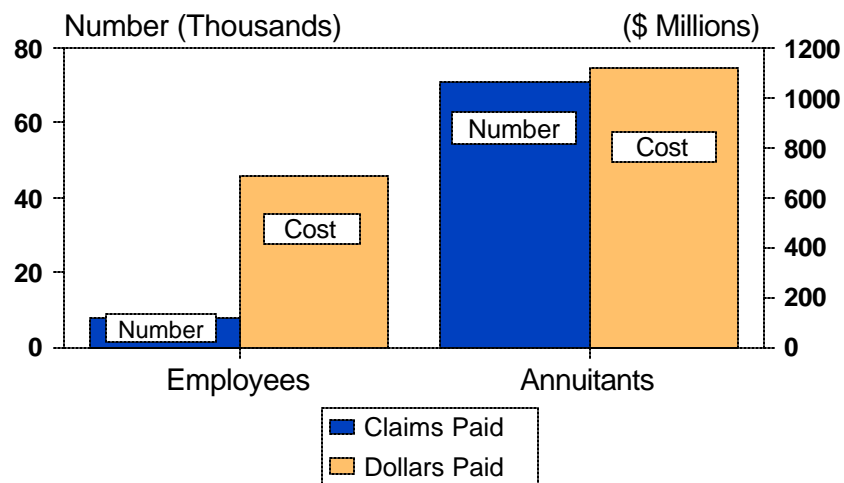
# Federal Employees Group Life Insurance

Fiscal Year 2000

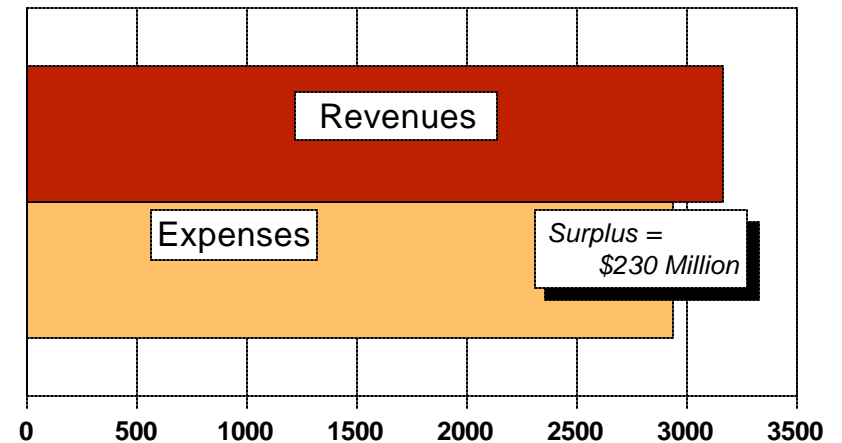
## Enrollment



## Claims Paid



## Revenues vs Expenses



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

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

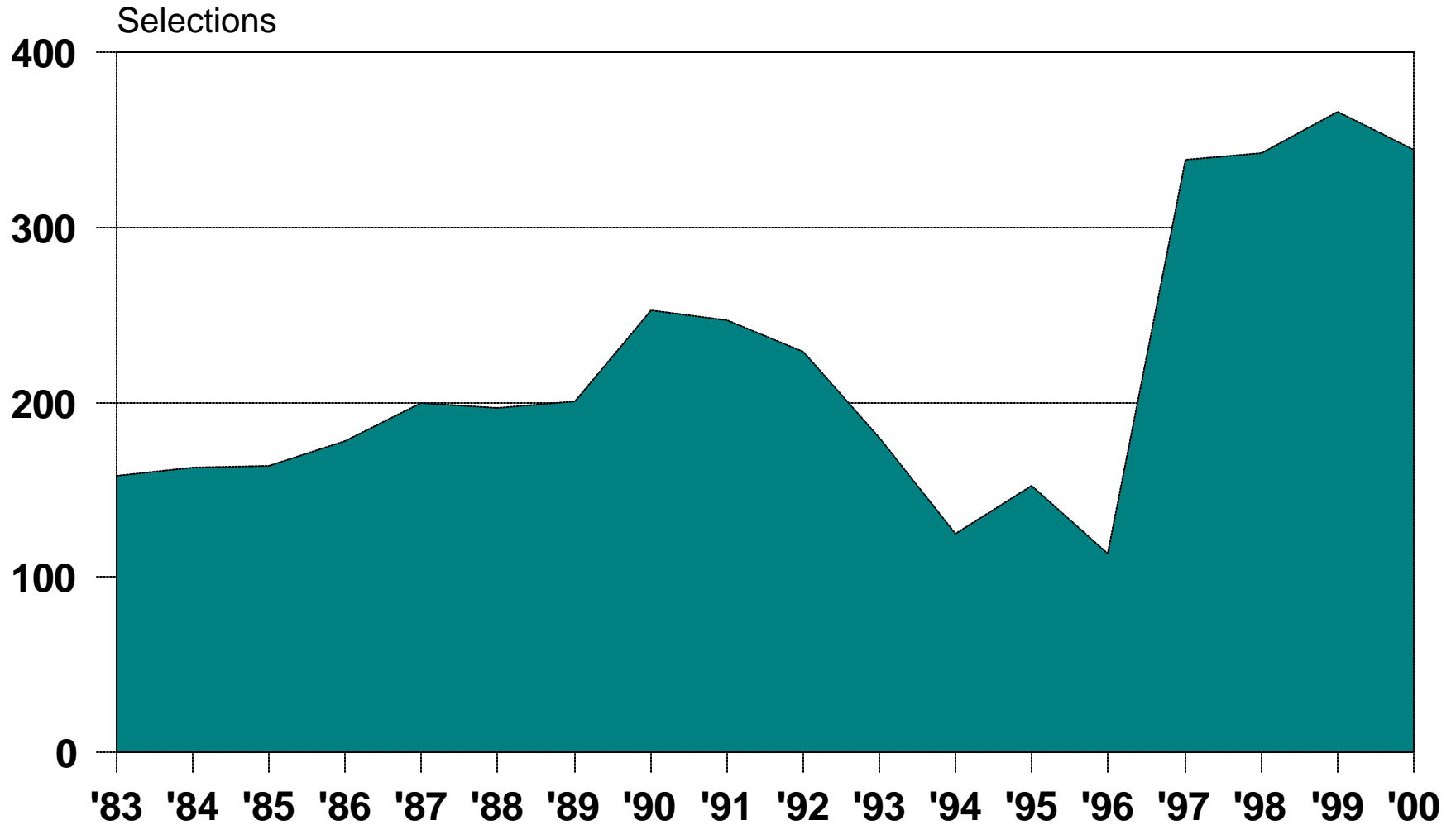
Trends in PMI Selections 1983 - 2000		Top Universities With PMI Finalists in 2000		Top Agencies Employing 2000 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1983	158	Harvard, JFK School of Government	27	Department of Health and Human Services	57
1984	163	Columbia Univ, Sch of International Public Affairs	25	Department of State	48
1985	164	American University	23	Department of Defense	29
1986	178	Johns Hopkins University, Sch Advan Int St	22	Department of Commerce	24
1987	200	George Washington University	21	Social Security Administration	21
1988	197	Georgetown University	18	Department of Justice	19
1989	201	Tufts University	16	Department of Interior	17
1990	253	University of Maryland at Baltimore	15	Department of Labor	17
1991	247	University of Michigan - Ann Arbor	13	Department of Housing and Urban Development	13
1992	229	Yale University	13	National Aeronautics and Space Administration	12
1993	180	University of Texas - Austin	12	Office of Management and Budget	12
1994	125	Indiana University	11	U.S. Agency for International Development	11
1995	152	University of Vermont - Law School	11	Department of Energy	10
1996	114	Emory University	10	Department of Transportation	10
1997	339	Stanford University	10	Office of Personnel Management	9
1998	343	Syracuse University	10	Department of Education	7
1999	366	University of California - San Diego	10	Department of Veterans Affairs	7
2000	344	University of Pittsburgh - Main	10	Environmental Protection Agency	5
		Princeton University	8	Department of Treasury	5
		Rutgers University	8	Department of Agriculture	4
		University of California (UCLA)	7	General Services Administration	3
		University of Pennsylvania	7	Export-Import Bank of the United States	2
		University of Washington	7	National Archives and Records Administration	1
		Duke University, School of the Environment	6	National Science Foundation	1
		University at Albany - SUNY	6		
		University of California - Berkeley	6		
		University of North Carolina	6		

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

# Presidential Management Internship Program

Selections Employing Agencies

1983 - 2000



# Student Career Experience Program

## Employing Agencies and Participant Demographics

Fiscal Year 2000

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
<b>Total</b>	<b>11,093</b>	<b>Total</b>	<b>11,093</b>	100.0%
Navy	2,205	Total Minorities	4,181	37.7%
Army	1,535	Black	2,054	18.5%
Interior	1,415	Hispanic	980	8.8%
Agriculture	1,343	Asian/Pacific Islander	874	7.9%
Air Force	784	American Indian*	273	2.5%
National Aeronautics and Space Administration	617	Non-Minority	6,912	62.3%
Other	3,194	Men	6,043	54.5%
		Women	5,050	45.5%
		Veterans	499	4.5%
		Disabled	377	3.4%

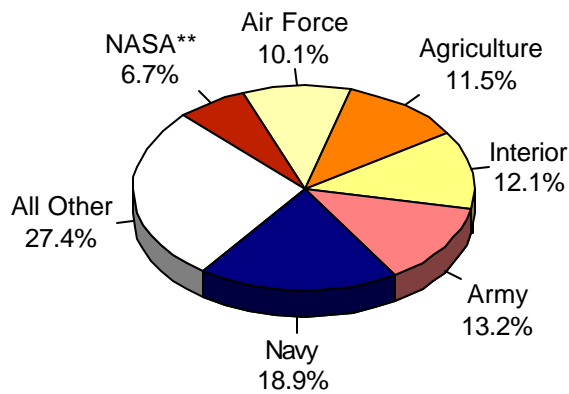
\* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2000. (202) 606-2684 OWI@OPM.GOV

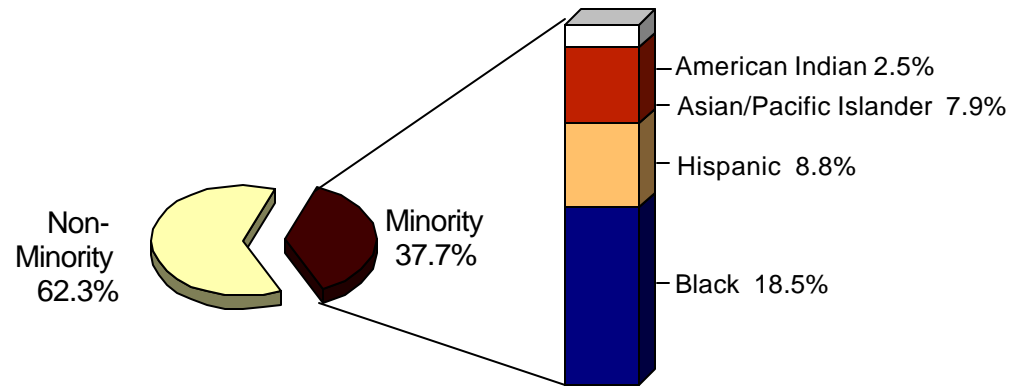
# Student Career Experience Program

Fiscal Year 2000

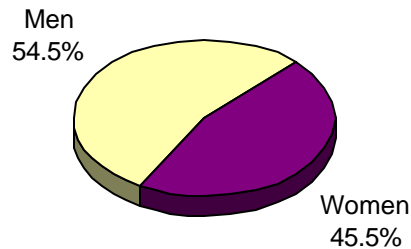
**Employing Agencies\***



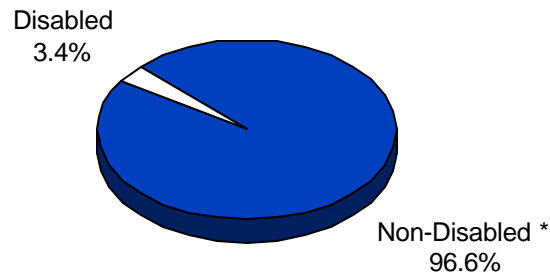
**Minority Status**



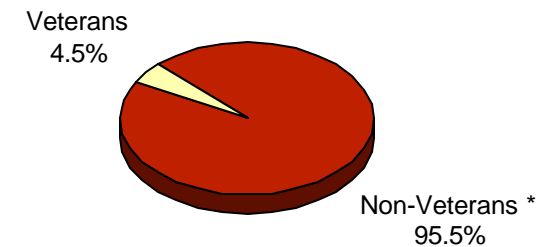
**Gender**



**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 2000

### By Educational Level

Degree	Participants	Percent
High School	329	3.0
Associate	2,014	18.2
Baccalaureate	6,108	55.1
* Graduate	1,641	14.8
Other	1,001	9.0
<b>Total</b>	<b>11,093</b>	<b>100.0</b>

### By Major Occupational Group

Occupational Group	Participants	Percent
Engineering & Architecture	2,038	18.4
General Administration, Clerical, Office Services	1,657	14.9
Biological Sciences	1,184	10.7
Miscellaneous	657	5.9
Physical Sciences	549	4.9
Other	5,008	45.1
<b>Total</b>	<b>11,093</b>	<b>100.0</b>

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (88.5%), "General Administration, Clerical, & Office Services" category (55.2%).
  - More than 6,085 participants (approximately 54.9%) were classified in five major occupational groups.
- \* Also includes Professional Degrees

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Source: Central Personnel Data File, Fiscal Year (October - September) 2000. (202) 606-2684 OWI@OPM.GOV

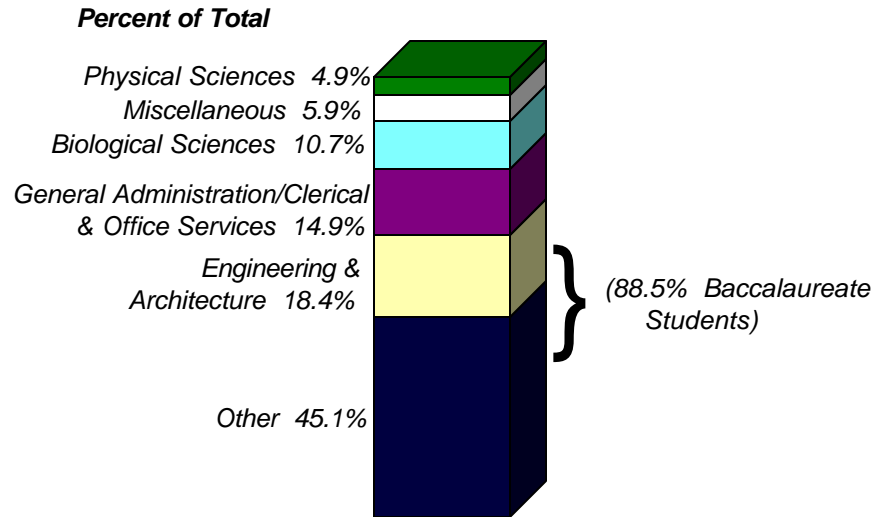


# Student Career Experience Program

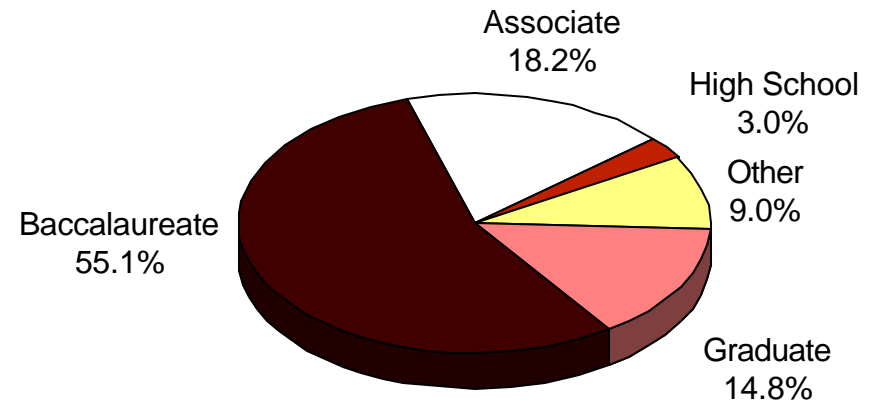
## Participants' Educational Levels and Occupational Groups

**Fiscal Year 2000**

### By Major Occupational Groups



### By Educational Level



# Student Temporary Employment Program

## Employing Agencies and Participant Demographics

Fiscal Year 2000

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	6,833	<b>Total</b>	<b>39,250</b>	<b>100.0</b>
Air Force	4,442	Total Minorities	15,869	40.4
Army	4,258	Black	9,412	24.0
Interior	4,202	Hispanic	3,325	8.5
Justice	2,579	Asian/Pacific Islander	2,525	6.4
Navy	2,172	American Indian*	607	1.5
Other	14,764	Non-Minority	23,381	59.6
		Men	16,840	42.9
		Women	22,410	57.1
		Veterans	483	1.2
		Disabled	1,288	3.3

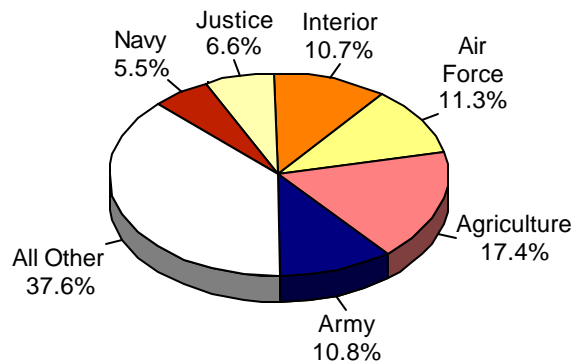
\* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2000. (202) 606-2684 OWI@OPM.GOV

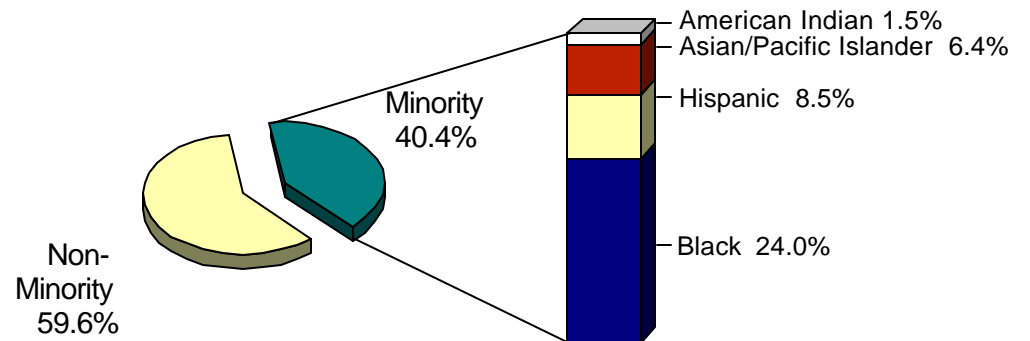
# Student Temporary Employment Program

Fiscal Year 2000

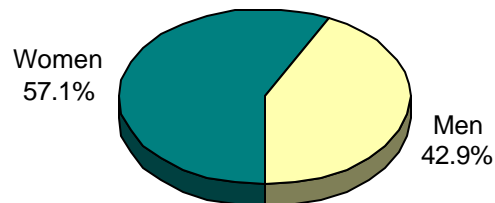
**Employing Agencies\***



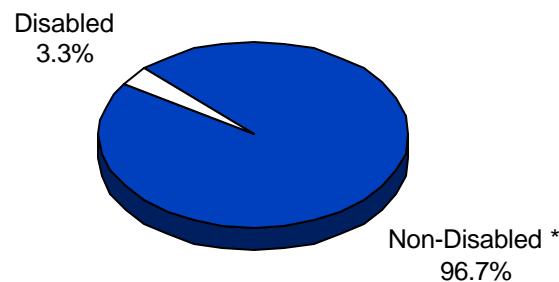
**Minority Status**



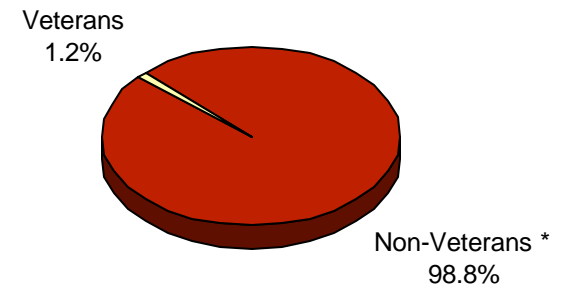
**Gender**



**Disability Status**



**Veterans Status**



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