

FEDERAL CIVILIAN WORKFORCE STATISTICS



The Fact Book
2002 EDITION



KAY COLES JAMES
Director



OFFICE OF THE DIRECTOR

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

A MESSAGE FROM THE DIRECTOR

I am pleased to present the 2002 edition of The Fact Book. This report, published annually by the Office of Personnel Management (OPM), summarizes a variety of data on the Federal Government's talented workforce and reflects a refocused mission as Departments and Agencies respond to President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based.

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

To provide widespread and easy access to this very important information, this report is also available on our web site at <http://www.opm.gov/feddata/factbook/index.htm>. Since this report is available on our web site, this will be the last printed version of this publication. If you would like additional information on our civilian workforce, or if you have suggestions for our staff, please call 202-606-2704 or email owi@opm.gov.

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

Kay Coles James
Director

INTRODUCTION

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

The 1997 through 2002 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 5 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), 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 Zoraida Arledge at (202) 606-1309, or email to: zvarledg@opm.gov.



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Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1986 - 2001

(in thousands)

	1986	1988	1990	1994	1996	1998	2000	2001
Total, Federal Civilian	3,022.2	3,112.8	3,128.3	2,971.6	2,847.4	2,789.5	2,708.1	2,710.0
<i>% change*</i>		3.0	0.5	-5.0	-4.2	-2.0	-2.9	0.1
Washington, D.C., MSA**	342.4	350.6	358.4	366.4	340.0	323.4	325.9	325.8
<i>% change*</i>		2.4	2.2	2.2	-7.2	-4.9	0.8	-0.0
Overseas	141.3	145.0	141.0	108.5	108.6	104.2	88.7	89.7
<i>% change*</i>		2.6	-2.8	-23.0	0.1	-4.1	-14.9	1.1
Legislative Branch	36.5	37.5	37.5	35.4	31.5	30.5	31.2	30.4
<i>% change*</i>		2.7	0.0	-5.6	-11.0	-3.2	2.3	-2.6
Judicial Branch	19.0	21.5	23.6	28.0	29.6	31.7	32.2	33.8
<i>% change*</i>		13.2	9.8	18.6	5.7	7.1	1.6	5.0
Executive Branch	2,966.7	3,053.8	3,067.2	2,908.2	2,786.3	2,727.3	2,644.8	2,645.7
<i>% change*</i>		2.9	0.4	-5.2	-4.2	-2.1	-3.0	0.0
Department of Defense	1,068.0	1,049.6	1,034.2	879.9	795.9	717.9	676.3	671.6
<i>% change*</i>		-1.7	-1.5	-14.9	-9.5	-9.8	-5.8	-0.7
Non-Department of Defense	1,107.7	1,172.2	1,216.1	1,205.6	1,138.1	1,137.9	1,107.8	1,126.3
<i>% change*</i>		5.8	3.7	-0.9	-5.6	-0.0	-2.6	1.7
United States Postal Service	791.0	832.0	816.9	822.7	852.3	871.5	860.7	847.8
<i>% change*</i>		5.2	-1.8	0.7	3.6	2.3	-1.2	-1.5

Note: All data are as of September 30th.

*Represents percent change from the prior reported year.

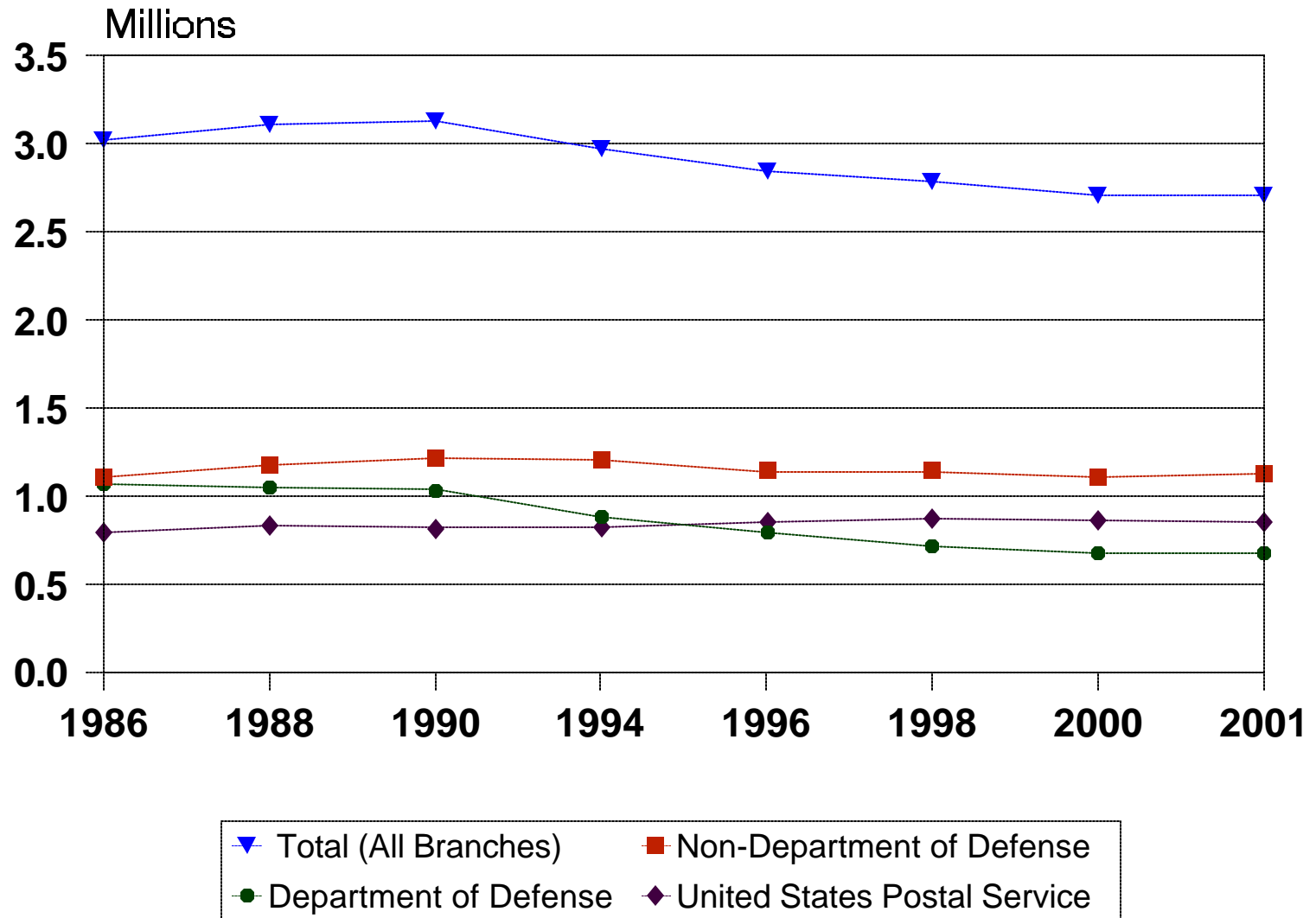
**Washington, D.C. Metropolitan Statistical Area (MSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties in Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, 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

1986 - 2001





Trend of Employment, 1991- 2001

Individual Characteristics

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001*
Average Age ^a	42.5	43.0	43.8	44.1	44.3	44.8	45.2	45.6	45.9	46.3	46.5
Average Length of Service ^a	13.5	14.1	14.9	15.2	15.5	15.9	16.3	16.6	16.9	17.1	17.1
Retirement Eligible ^b											
Civil Service Retirement System	8%	10%	10%	10%	10%	11%	12%	13%	15%	17%	19%
Federal Employees Retirement System	3%	3%	4%	5%	5%	6%	7%	8%	10%	11%	10%
College-Conferred (Bachelor's Degree or higher)	35%	36%	37%	38%	39%	39%	40%	40%	40%	41%	41%
Gender											
Men	56%	57%	56%	56%	56%	56%	56%	56%	55%	55%	55%
Women	44%	43%	44%	44%	44%	44%	44%	44%	45%	45%	45%

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

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

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



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Trend of Employment, 1991 - 2001

Individual Characteristics

(continued from previous page)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001*
Race & National Origin											
Total Minorities	27.7%	27.9%	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%	30.4%	30.6%
Black	16.8%	16.7%	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%	17.1%	17.1%
Hispanic	5.4%	5.5%	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%	6.6%	6.7%
Asian/Pacific Islander	3.6%	3.8%	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%	4.5%	4.6%
American Indian/ Alaska Native	1.9%	1.9%	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	28%	28%	27%	27%	26%	26%	25%	25%	25%	24%	24%
Vietnam Era Veterans	15%	16%	16%	17%	17%	17%	15%	14%	14%	14%	13%
Retired Military	4.7%	4.4%	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%	4.2%
Retired Officers	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%

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

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

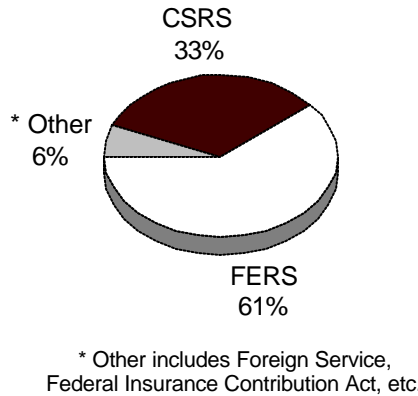




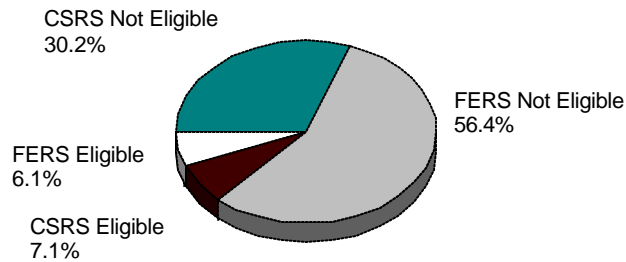
The "Typical" Federal Civilian Employee, 2001

Individual Characteristics

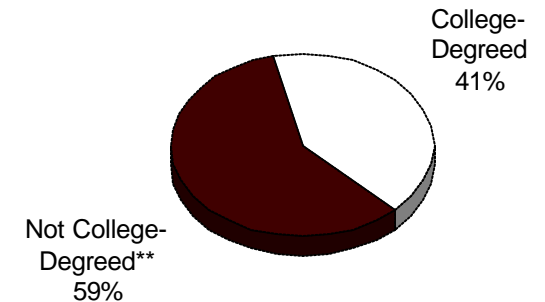
FERS = Federal Employees Retirement System
CSRS = Civil Service Retirement System



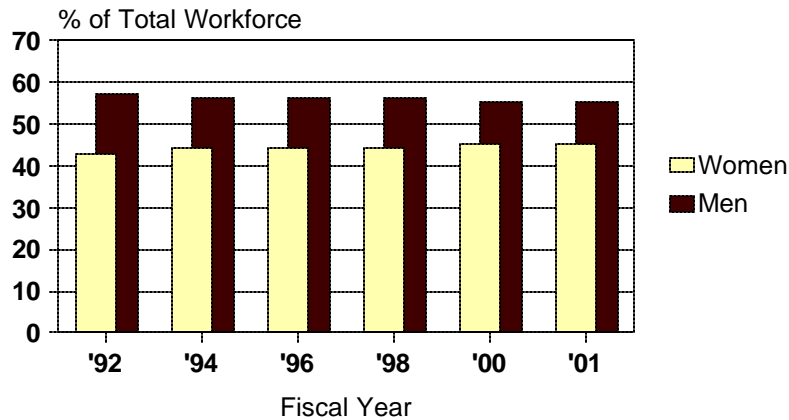
Participants**



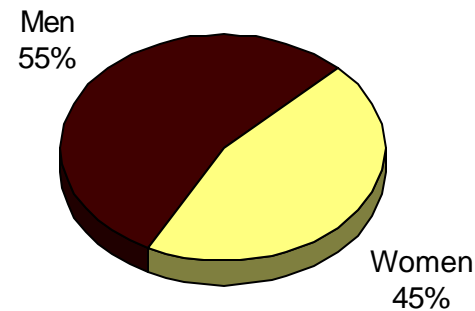
Retirement Eligibility



Education



Trend In Gender



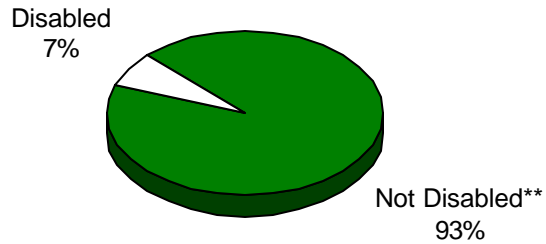
Gender

** Data shown are excluded from the source tables.

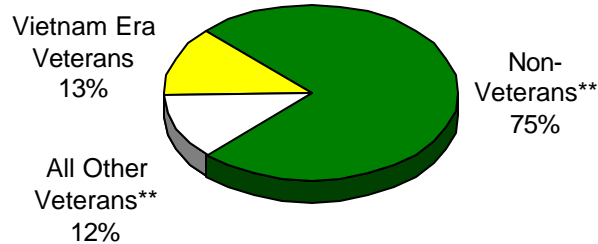


The "Typical" Federal Civilian Employee, 2001

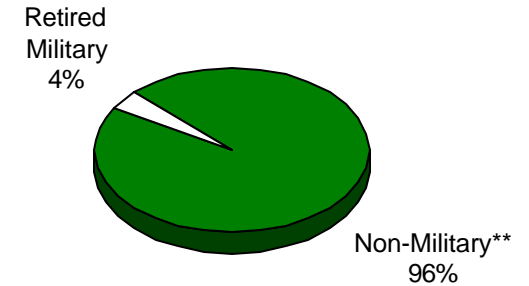
Individual Characteristics (Continued)



Disability

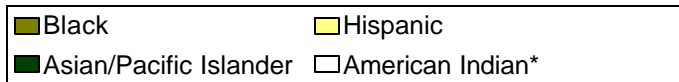
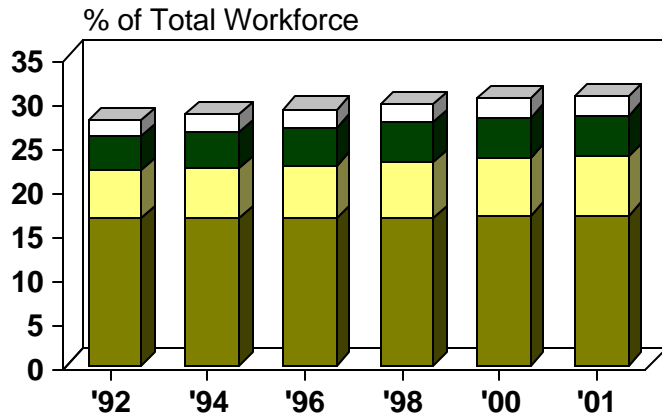


Veterans Status

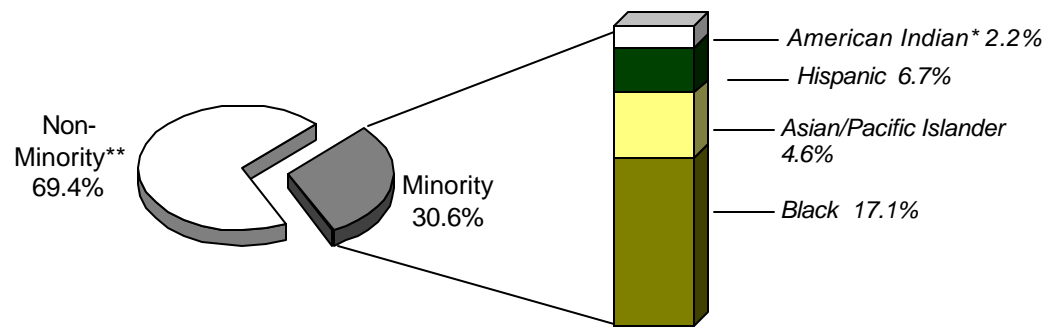


Retired Military Status

Minority Groups



* American Indian refers to American Indian/Alaska Native



Minority Status



Trend of Employment, 1991 - 2001

Job Characteristics

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001*
Annual Base Salary	\$34,100	\$36,279	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764	\$51,618	\$53,959
Washington, DC-											
-MD-VA-WV Metropolitan Statistical Area	\$42,515	\$45,038	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198	\$64,969	\$68,239
Average GS Grade	8.8	8.9	9.1	9.2	9.3	9.3	9.3	9.4	9.4	9.5	9.5
Washington, DC-											
-MD-VA-WV Metropolitan Statistical Area	10.4	10.5	10.6	10.8	10.9	11.0	11.1	11.1	11.1	11.3	11.4
Pay System											
General Schedule	73%	74%	74%	74%	75%	73%	73%	72%	72%	72%	73%
Wage Systems	17%	16%	16%	15%	14%	14%	14%	13%	13%	13%	12%
Others	10%	10%	10%	11%	11%	13%	13%	15%	15%	15%	15%
Occupational Category											
White-Collar	83%	84%	84%	85%	85%	86%	86%	87%	87%	87%	88%
Professional	22%	22%	23%	23%	24%	24%	24%	24%	24%	24%	24%
Administrative	25%	25%	26%	27%	27%	28%	29%	29%	30%	31%	32%
Blue-Collar	17%	16%	16%	15%	15%	14%	14%	13%	13%	13%	12%
Supervisory Status											
Supervisors/Managers	12.4%	12.6%	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%	11.0%
Permanent Appointments											
Full-time Permanent	89%	89%	90%	90%	90%	90%	90%	90%	91%	91%	91%
	87%	87%	87%	87%	87%	88%	88%	87%	88%	88%	89%

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

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

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



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Trend of Employment, 1991 - 2001

Job Characteristics

(continued from previous page)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Work Schedule											
Full-time	93%	93%	93%	92%	93%	93%	93%	93%	94%	94%	94%
Part-time	4%	4%	4%	4%	4%	3%	3%	3%	3%	3%	3%
Intermittent	3%	3%	3%	4%	3%	4%	4%	4%	3%	3%	3%
Service											
Competitive	80%	80%	80%	80%	80%	78%	77%	77%	77%	77%	77%
Excepted & Senior Executive Service	20%	20%	20%	20%	20%	22%	23%	23%	23%	23%	23%
Agency											
Department of Defense	44%	44%	43%	42%	42%	41%	40%	39%	39%	38%	37%
Department of Veterans Affairs	12%	12%	13%	13%	14%	13%	13%	13%	12%	12%	13%
All Others	44%	44%	44%	45%	44%	46%	47%	48%	49%	50%	50%
Geographic Location											
United States	97%	97%	97%	97%	97%	97%	97%	96%	96%	96%	97%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	15%	15%	15%	15%	15%	15%	15%	15%	16%	16%	16%

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

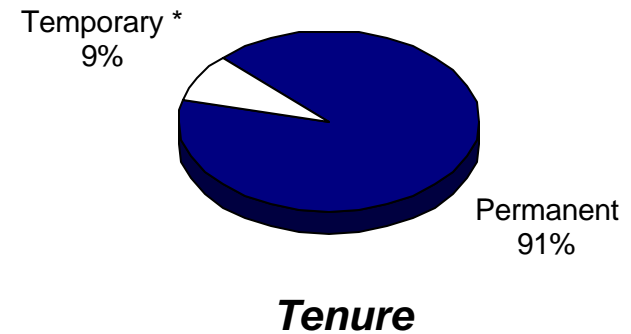
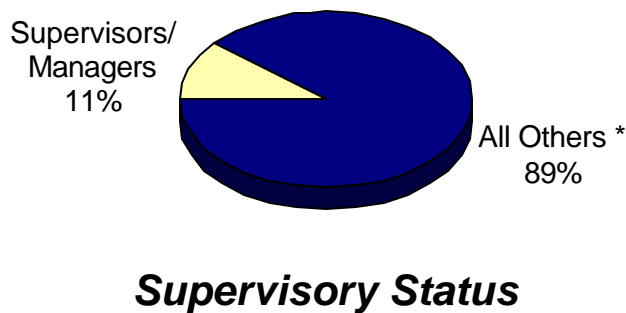
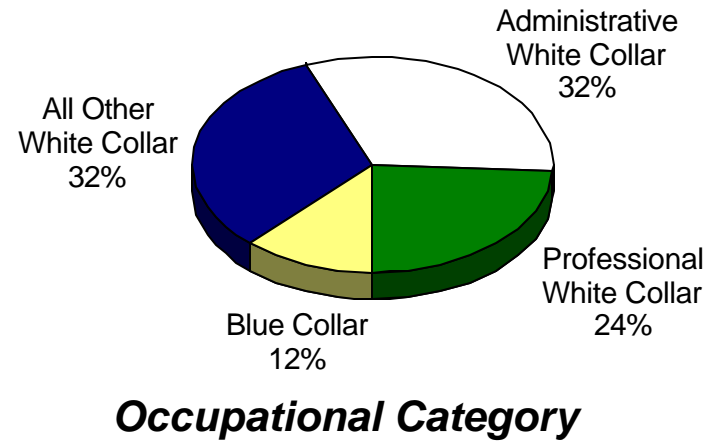
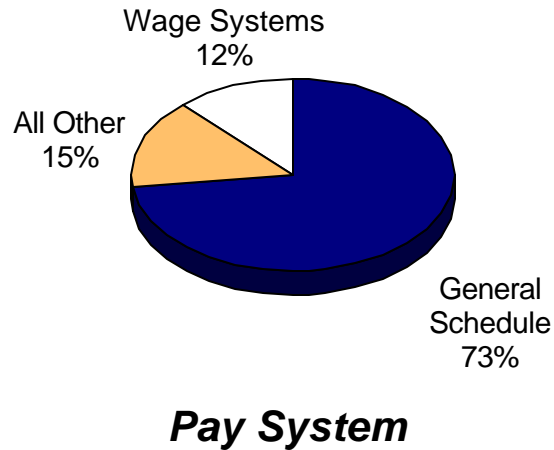
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The "Typical" Federal Civilian Employee, 2001

Job Characteristics

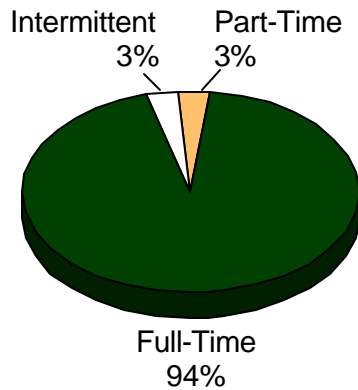


* Data shown are **excluded** from the source tables.

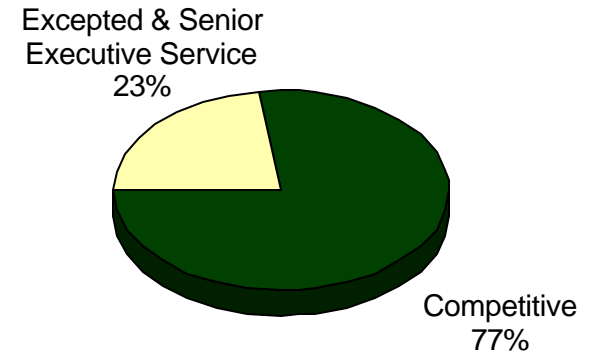


The "Typical" Federal Civilian Employee, 2001

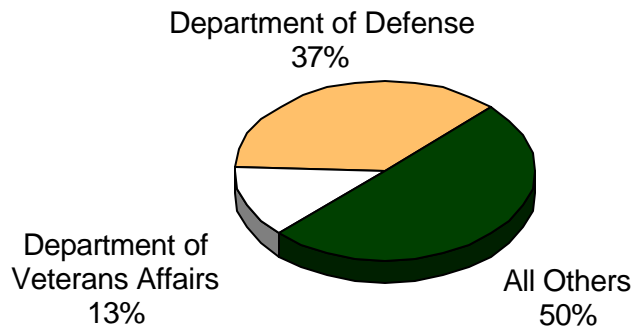
Job Characteristics (Continued)



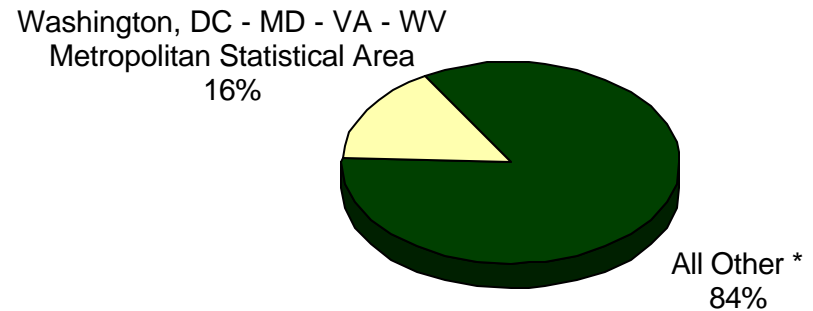
Work Schedule



Service



Employing Agency



Geographic Location



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

As of March 31, 2001

STATE (STATE ABBREVIATION)	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA (AL)	35,510	\$52,692	24,918	\$52,701	4,132	\$34,979	6,460	\$63,985
ALASKA (AK)	11,223	\$49,365	7,390	\$44,831	2,184	\$52,955	1,649	\$64,926
ARIZONA (AZ)	29,088	\$45,886	21,660	\$45,462	4,041	\$37,421	3,387	\$58,700
ARKANSAS (AR)	11,052	\$44,751	8,028	\$44,699	1,932	\$33,177	1,092	\$65,602
CALIFORNIA (CA)	137,376	\$53,457	97,198	\$50,865	16,822	\$39,575	23,356	\$74,245
COLORADO (CO)	32,336	\$54,185	26,327	\$53,456	2,731	\$35,660	3,278	\$75,470
CONNECTICUT (CT)	6,756	\$53,146	5,034	\$52,411	841	\$35,247	881	\$74,434
DELAWARE (DE)	2,508	\$47,011	1,661	\$45,383	647	\$43,073	200	\$73,281
DISTRICT OF COLUMBIA (DC)	143,768	\$67,941	110,882	\$66,240	5,580	\$38,208	27,306	\$80,925
FLORIDA (FL)	61,372	\$50,650	45,346	\$48,579	7,534	\$36,448	8,492	\$74,313
GEORGIA (GA)	62,938	\$49,157	47,367	\$49,021	10,186	\$36,621	5,385	\$74,060
HAWAII (HI)	19,557	\$47,077	12,660	\$44,909	5,750	\$48,144	1,147	\$65,663
IDAHO (ID)	7,490	\$47,785	5,997	\$48,115	978	\$36,611	515	\$65,172
ILLINOIS (IL)	39,996	\$55,284	30,753	\$53,117	3,768	\$40,455	5,475	\$77,660
INDIANA (IN)	19,495	\$47,765	11,813	\$46,876	2,300	\$40,301	5,382	\$52,905
IOWA (IA)	6,992	\$46,500	4,959	\$45,449	1,179	\$38,042	854	\$64,275
KANSAS (KS)	14,761	\$47,655	11,028	\$44,749	2,076	\$40,860	1,657	\$75,505
KENTUCKY (KY)	19,624	\$43,102	14,490	\$41,205	2,233	\$36,521	2,901	\$57,646
LOUISIANA (LA)	19,843	\$46,732	15,292	\$46,415	3,106	\$37,654	1,445	\$69,593
MAINE (ME)	8,197	\$47,323	5,183	\$49,898	2,569	\$38,304	445	\$69,405
MARYLAND (MD)	101,461	\$62,321	76,896	\$60,798	6,445	\$40,472	18,120	\$76,554
MASSACHUSETTS (MA)	24,369	\$53,644	19,138	\$52,298	2,343	\$36,306	2,888	\$76,637
MICHIGAN (MI)	21,006	\$54,163	16,658	\$53,030	2,105	\$43,183	2,243	\$72,886
MINNESOTA (MN)	12,975	\$52,284	9,357	\$48,306	1,566	\$40,350	2,052	\$79,529
MISSISSIPPI (MS)	16,725	\$46,386	11,654	\$45,771	2,781	\$34,403	2,290	\$64,069
MISSOURI (MO)	31,767	\$46,763	26,483	\$45,099	2,568	\$38,470	2,716	\$70,837
MONTANA (MT)	8,009	\$46,596	6,623	\$46,133	940	\$40,452	446	\$66,422
NEBRASKA (NB)	7,595	\$47,871	6,119	\$47,777	760	\$34,619	716	\$62,737
NEVADA (NV)	7,294	\$51,529	5,596	\$49,089	697	\$40,729	1001	\$72,687
NEW HAMPSHIRE (NH)	3,083	\$59,476	1,874	\$50,926	342	\$35,865	867	\$87,272

Continued on next page ==>



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

As of March 31, 2001

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)	25,411	\$58,237	19,519	\$57,629	2,774	\$40,768	3,118	\$77,589
NEW MEXICO (NM)	20,962	\$48,028	15,338	\$47,763	2,126	\$35,320	3,498	\$56,912
NEW YORK (NY)	56,478	\$51,972	42,552	\$49,322	6,040	\$36,495	7,886	\$78,127
NORTH CAROLINA (NC)	30,488	\$46,340	20,365	\$46,283	6,672	\$37,727	3,451	\$63,331
NORTH DAKOTA (ND)	5,015	\$44,724	3,482	\$44,723	921	\$38,168	612	\$54,592
OHIO (OH)	42,000	\$54,383	32,874	\$52,088	3,264	\$40,367	5,862	\$75,060
OKLAHOMA (OK)	32,673	\$46,510	18,907	\$47,502	9,802	\$38,099	3,964	\$62,574
OREGON (OR)	17,270	\$50,282	13,542	\$49,710	2,144	\$42,904	1,584	\$65,160
PENNSYLVANIA (PA)	61,134	\$48,072	47,386	\$47,987	9,540	\$37,860	4,208	\$72,178
RHODE ISLAND (RI)	5,728	\$57,922	2,965	\$49,630	594	\$34,087	2169	\$75,785
SOUTH CAROLINA (SC)	15,707	\$46,912	10,848	\$45,824	2,396	\$35,393	2,463	\$62,908
SOUTH DAKOTA (SD)	6,789	\$43,774	4,671	\$44,170	1,055	\$36,091	1,063	\$49,657
TENNESSEE (TN)	33,215	\$49,084	17,999	\$42,872	2,759	\$33,678	12,457	\$61,471
TEXAS (TX)	100,006	\$49,049	75,508	\$47,646	12,968	\$35,317	11,530	\$73,680
UTAH (UT)	25,395	\$44,616	18,375	\$44,408	5,739	\$39,059	1,281	\$72,497
VERMONT (VT)	2,936	\$47,071	2,303	\$46,252	344	\$35,264	289	\$67,650
VIRGINIA (VA)	113,781	\$58,129	85,628	\$58,552	11,092	\$36,424	17,061	\$70,118
WASHINGTON (WA)	42,105	\$51,442	27,980	\$50,647	9,823	\$45,580	4,302	\$70,003
WEST VIRGINIA (WV)	12,119	\$47,969	9,689	\$47,402	1,365	\$37,051	1065	\$67,114
WISCONSIN (WI)	11,029	\$47,297	8,012	\$46,294	1,766	\$37,618	1,251	\$67,384
WYOMING (WY)	4,421	\$45,316	3,328	\$45,039	768	\$39,469	325	\$61,975
UNSPECIFIED 1/	18,894	\$55,895	18,582	\$55,768	232	\$39,656	80	...
TOTALS	1,607,722	\$53,115	1,188,237	\$51,998	195,320	\$38,568	224,165	\$71,709



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

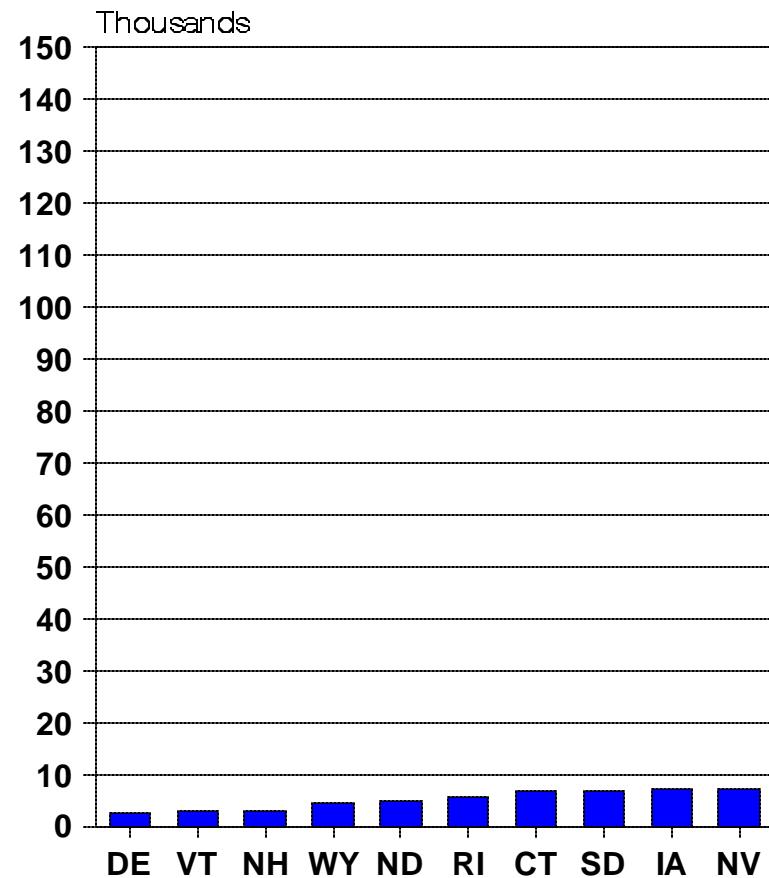
Source: *Pay Structure of the Federal Civil Service; Office of Workforce Information.* (202) 606-1309 OWI@OPM.GOV

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

Rank by Salary*



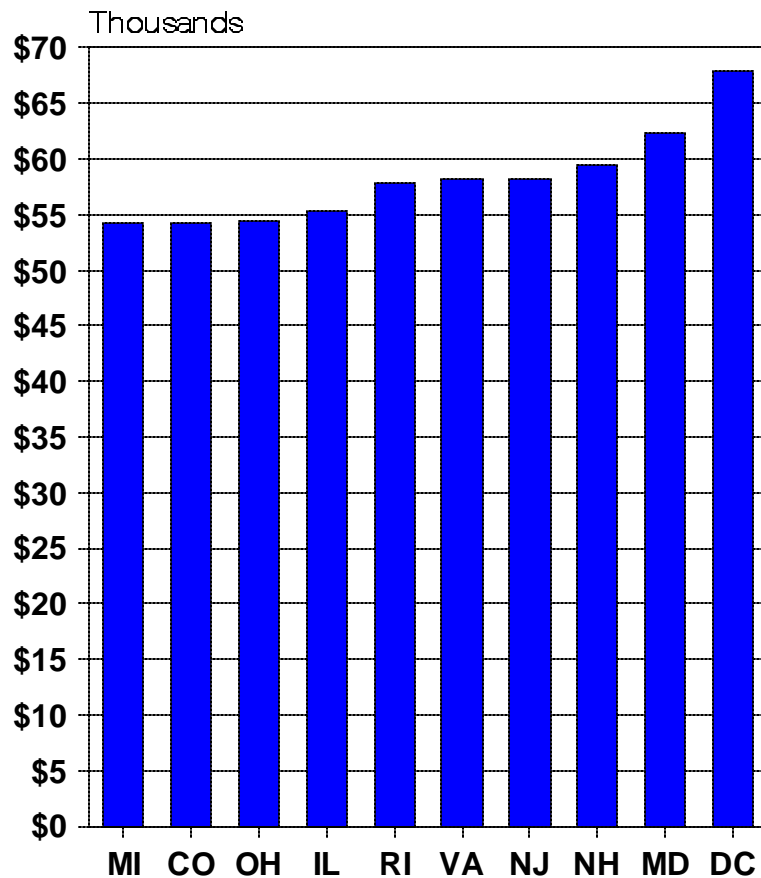
Rank by Employment*



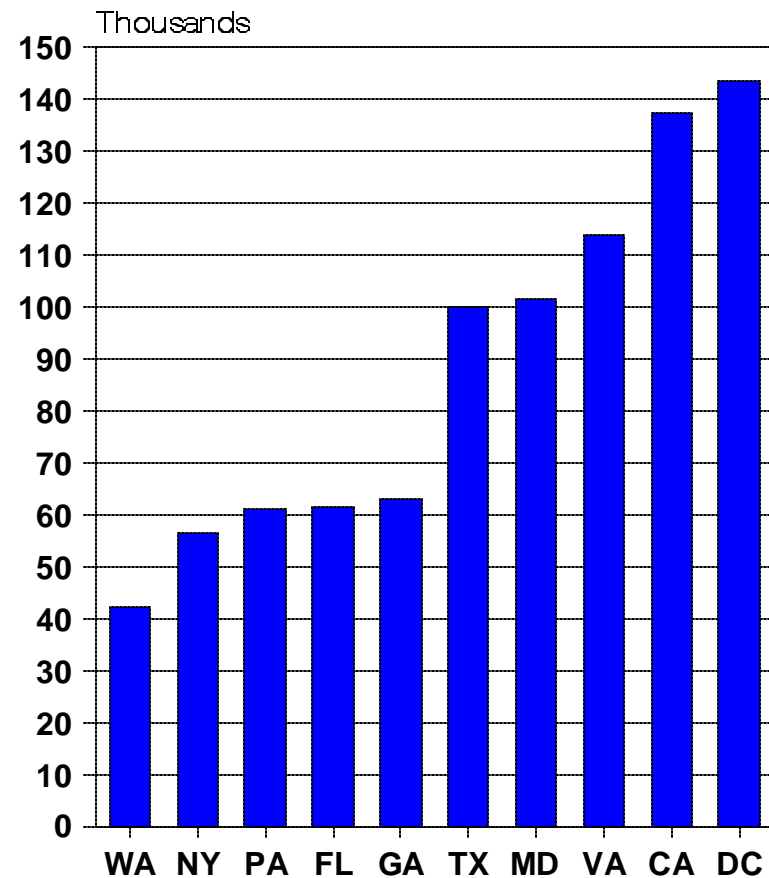
*State salary rank does not correlate with state employment rank.

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.

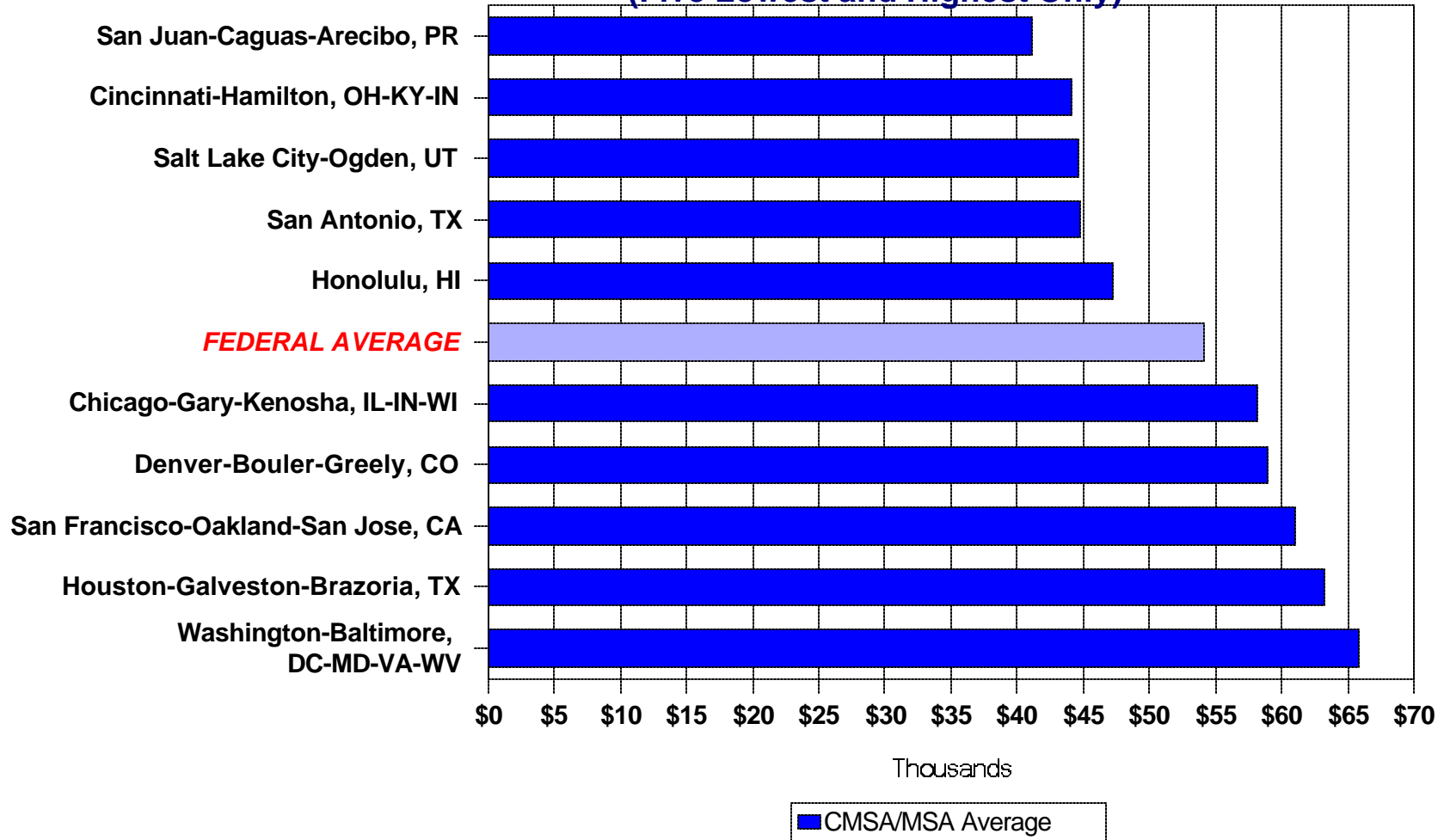
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected
Metropolitan Statistical Areas (MSA) and Consolidated MSA
AS OF MARCH 31, 2001**

	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
All CMSAs and MSAs with 15,000 or More Employees								
ATLANTA, GA	29,102	\$55,039	24,295	\$51,897	1,027	\$39,969	3,780	\$79,326
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,103	\$54,609	20,255	\$53,418	3,563	\$37,590	3,285	\$80,410
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,453	\$58,117	19,373	\$54,911	1,695	\$37,172	4,385	\$80,376
CINCINNATI-HAMILTON, OH-KY-IN	9,702	\$44,138	8,789	\$42,201	300	\$33,826	613	\$76,958
CLEVELAND-AKRON-LORAIN, OH	10,619	\$57,297	8,214	\$53,288	535	\$36,606	1,870	\$80,830
DALLAS-FORT WORTH, TX	22,058	\$57,404	15,927	\$43,041	1,175	\$37,524	4,956	\$76,136
DENVER-BOULDER-GREELEY, CO	20,354	\$58,964	16,672	\$57,407	1,148	\$37,567	2,534	\$78,899
DETROIT-ANN ARBOR-FLINT, MI	13,589	\$57,157	11,194	\$55,916	1,038	\$45,725	1,357	\$76,134
HONOLULU, HI	18,511	\$47,236	11,934	\$45,075	5,533	\$48,302	1,044	\$66,286
HOUSTON-GALVESTON-BRAZORIA, TX	12,479	\$63,297	9,723	\$60,363	694	\$34,716	2,062	\$86,750
KANSAS CITY, MO-KS	19,542	\$49,588	16,576	\$46,243	753	\$41,444	2,213	\$77,417
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	41,978	\$54,626	30,962	\$52,220	4,424	\$38,407	6,592	\$76,813
MIAMI-FORT LAUDERDALE, FL	12,082	\$54,271	9,206	\$49,765	736	\$34,541	2,140	\$80,442
MILWAUKEE-RACINE, WI	4,356	\$49,685	3,199	\$47,903	540	\$38,975	617	\$68,297
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	60,423	\$55,842	47,765	\$53,815	5,034	\$36,540	7,624	\$81,288
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA	37,206	\$47,643	24,329	\$51,171	7,148	\$35,240	5,729	\$48,138
OKLAHOMA CITY, OK	22,152	\$48,052	11,430	\$49,548	7,371	\$38,832	3,351	\$63,228
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	37,703	\$50,065	29,785	\$48,366	4,235	\$40,110	3,683	\$75,250
PORTLAND-SALEM, OR-WA	11,040	\$54,431	8,488	\$54,170	1,119	\$42,504	1,433	\$65,288
SACRAMENTO-YOLO, CA	6,685	\$55,042	5,699	\$53,169	315	\$40,350	671	\$77,842
SALT LAKE CITY-OGDEN, UT	21,498	\$44,673	15,310	\$44,194	5,041	\$39,109	1,147	\$75,526
SAN ANTONIO, TX	19,748	\$44,802	14,737	\$44,860	2,951	\$33,146	2,060	\$61,086
SAN DIEGO, CA	28,873	\$52,068	18,473	\$49,102	5,065	\$39,225	5,335	\$74,531
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,064	\$61,000	20,736	\$58,878	2,307	\$43,136	4,021	\$82,189
SAN JUAN-CAGUAS-ARECIBO, PR	8,422	\$41,078	5,796	\$39,056	890	\$24,946	1,736	\$56,096
SEATTLE-TACOMA-BREMERTON, WA	32,076	\$51,923	20,583	\$51,175	8,547	\$46,259	2,946	\$73,581
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,303	\$65,840	232,333	\$64,067	13,926	\$39,550	55,044	\$79,978

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 1985 - 2001

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
FY85	541,787	451,516	484,742	185,453	2,210,487	32,214	1.5
FY86	466,191	379,267	478,595	182,124	2,207,807	-2,680	-0.1
FY87	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
FY88	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
FY89	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
FY90*	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
FY91*	495,123	351,112	515,673	134,175	2,224,389	-124,069	-5.3
FY92	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
FY93	382,399	253,374	423,830	127,140	2,189,416	-49,219	-2.2
FY94	317,509	219,026	398,134	111,096	2,114,387	-75,029	-3.4
FY95	345,166	222,025	457,246	91,909	2,037,890	-76,542	-3.6
FY96	266,473	199,463	356,566	80,922	1,960,892	-76,953	-3.8
FY97	283,517	208,725	333,431	81,574	1,895,295	-65,597	-3.3
FY98	320,830	242,637	321,292	84,124	1,855,112	-40,183	-2.1
FY99	423,500	346,988	372,778	129,196	1,846,170	-8,942	-0.5
FY00***	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4
FY01***	308,877	233,034	301,659	82,495	1,783,239	-163,445	-8.4

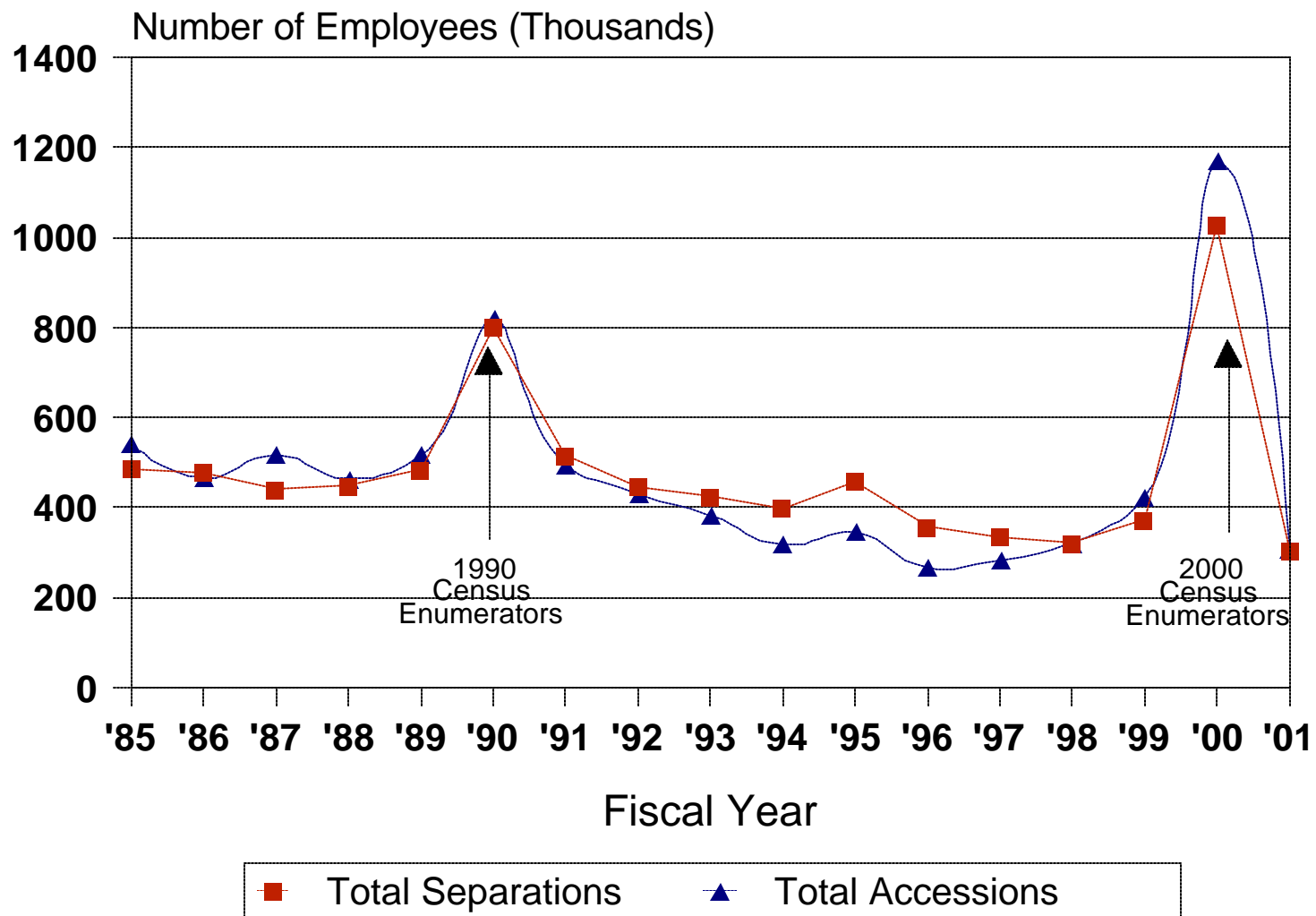
* Includes census enumerators hired for the 1990 Census. **Less than 0.01 percent ***Includes census enumerators hired for the 2000 Census.

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY01, there were 502,825 Accessions (excluding Transfers) of which 441,886 were temporary and permanent new hires, and 60,939 were returns to duty, etc. There were 491,877 Separations (excluding transfers) of which 133,796 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 1985 - 2001



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1962 - 2001

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
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
1971	7.92	1981	8.24	1991	8.95	2001	9.71

Notes: Data are as of June 30th for 1962-1971 and as of March 31st for 1972-2001

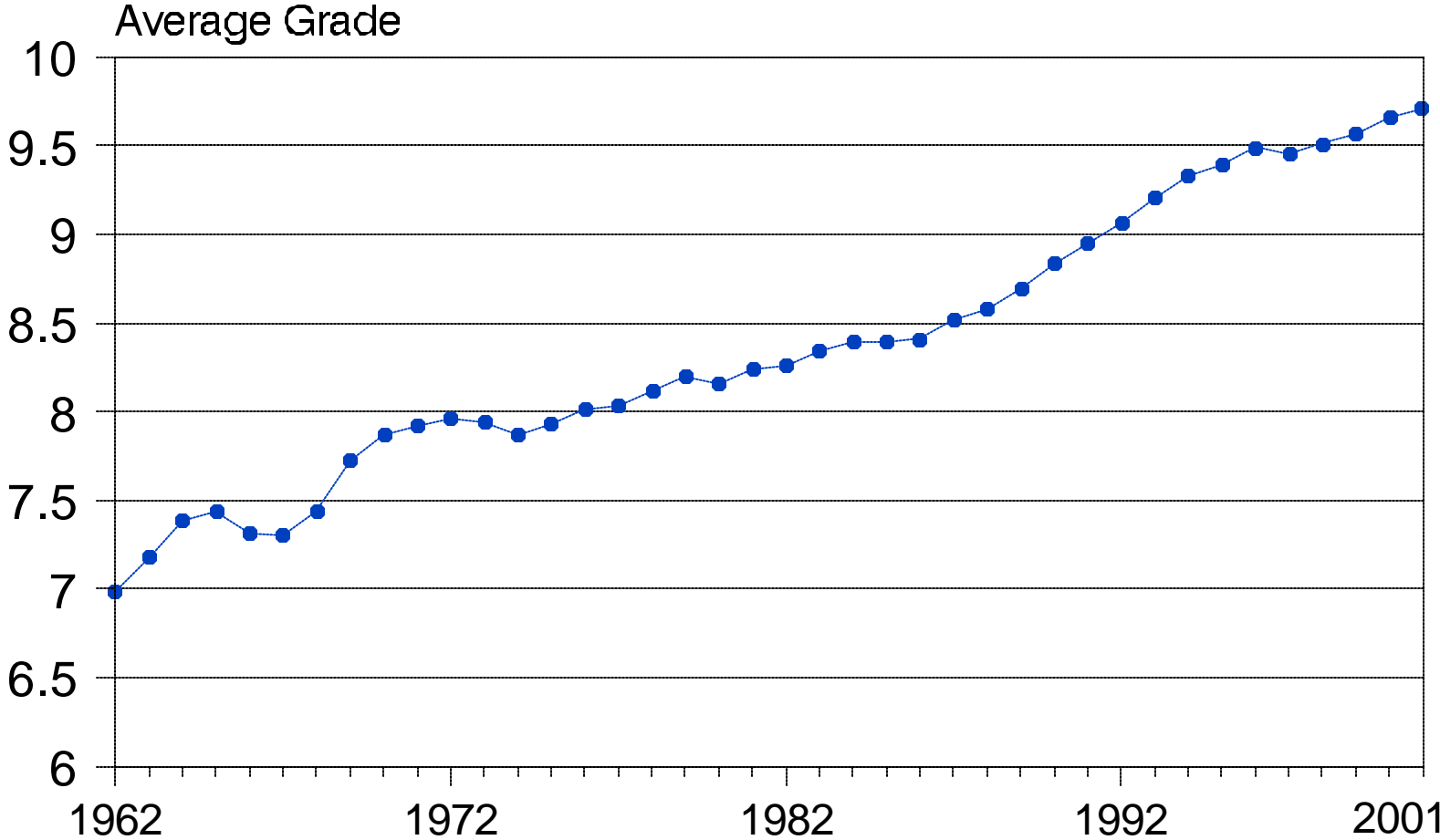
Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.



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 (1962 - 2001)



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

1994 - 2001

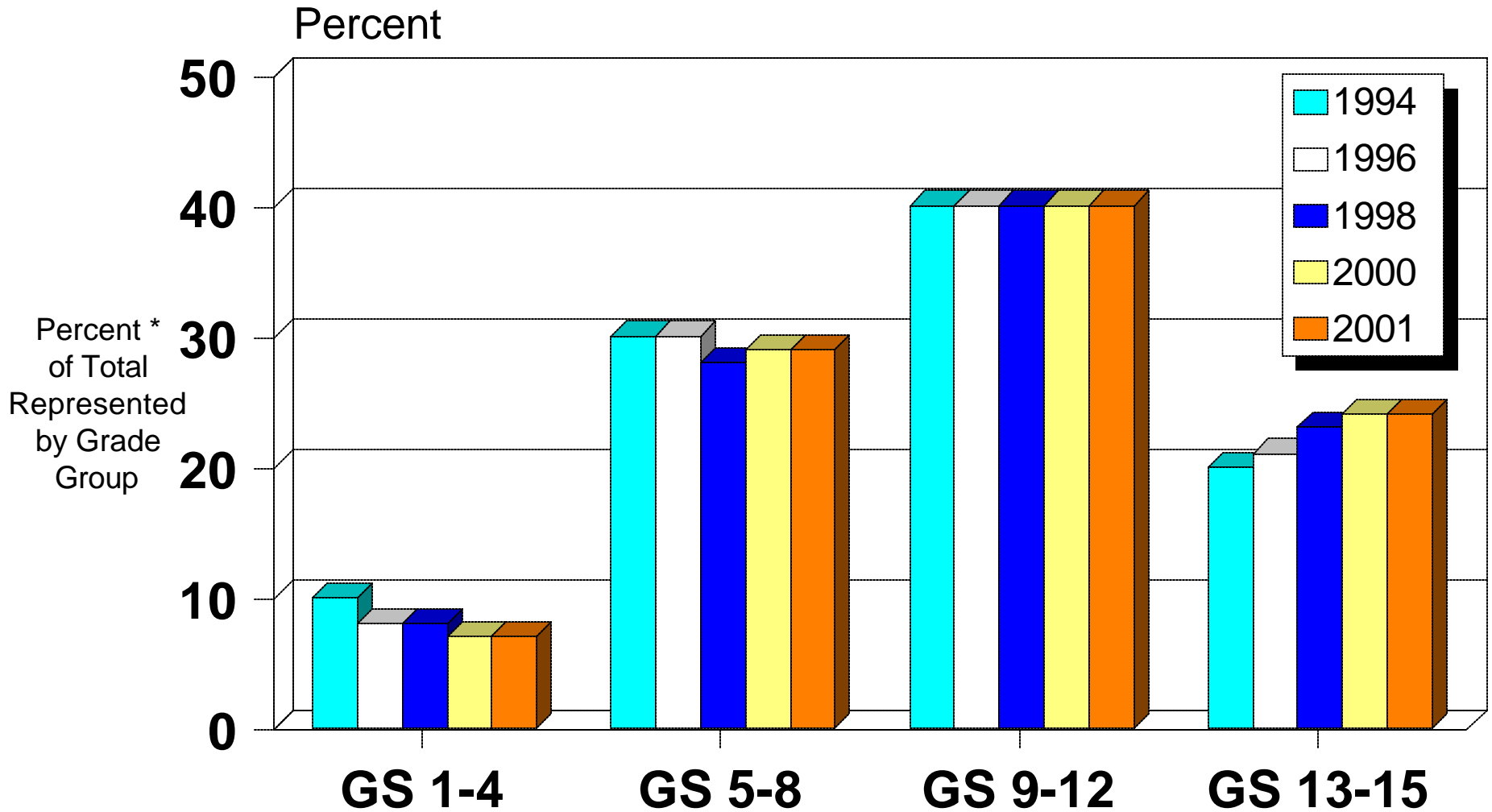
	1994	1996	1998	2000	2001	% change '94 - '01
Total GS and Related	1,587,069	1,482,644	1,472,870	1,378,381	1,395,005	-12.1%
GS 1	2,931	2,966	3,141	2,684	2,488	-15.1%
GS 2	7,182	6,060	6,672	5,698	6,226	-13.3%
GS 3	38,919	29,286	27,490	25,038	27,544	-29.2%
GS 4	112,406	85,079	74,397	66,408	65,303	-41.9%
GS 1 - 4	161,438	123,391	111,700	99,828	101,561	-37.1%
GS 5	174,651	153,574	134,473	121,660	121,762	-30.3%
GS 6	110,708	103,066	95,974	89,658	88,425	-20.1%
GS 7	148,224	141,705	142,377	133,976	137,194	-7.4%
GS 8	43,878	43,652	44,134	51,165	51,707	17.8%
GS 5 - 8	477,461	441,997	416,958	396,459	399,088	-16.4%
GS 9	148,263	138,369	132,763	132,145	133,878	-9.7%
GS 10	16,693	17,601	17,531	16,631	16,309	-2.3%
GS 11	217,145	198,314	191,585	185,518	182,861	-15.8%
GS 12	250,646	245,527	232,898	223,144	226,421	-9.7%
GS 9 - 12	632,747	599,811	574,777	557,438	559,469	-11.6%
GS 13	169,968	174,908	179,597	183,900	190,009	11.8%
GS 14	93,010	90,250	91,746	86,821	90,023	-3.2%
GS 15	52,445	52,287	53,092	53,935	54,855	4.6%
GS 13 - 15	315,423	317,445	324,435	324,656	334,887	6.2%



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, 1994 - 2001



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

Federal Wage Systems Employment

1984 - 2001

Wage Systems Employment

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
2001	225,000

As of September 30, 2001

11% are Women

34% are Minorities

*84% 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.

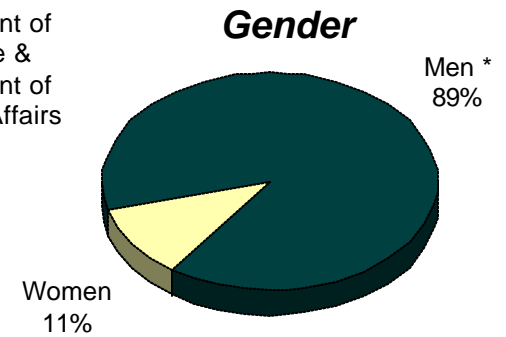
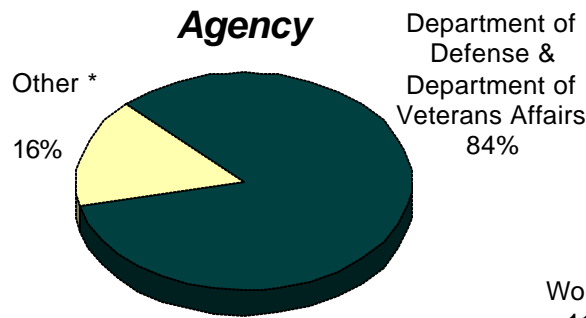
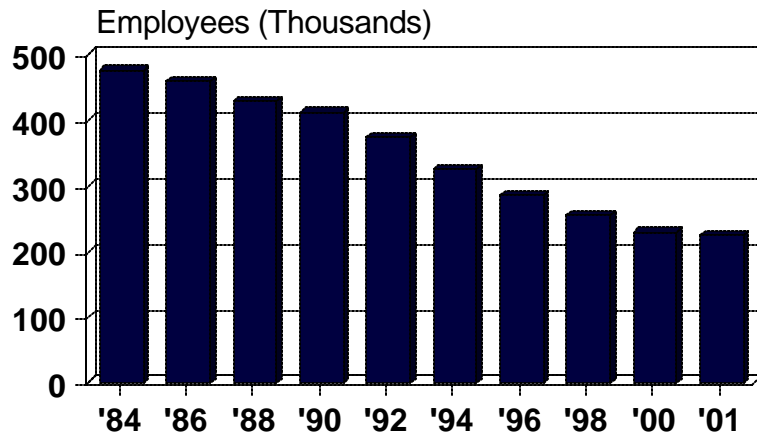
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Federal Wage Systems Employment

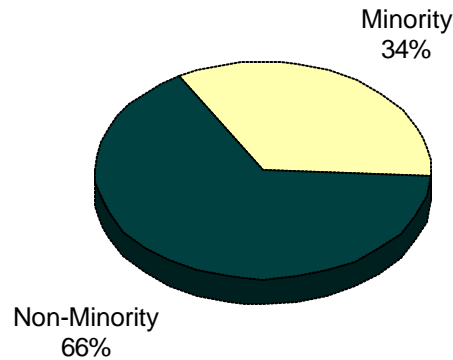
1984 - 2001

As of September 30, 2001

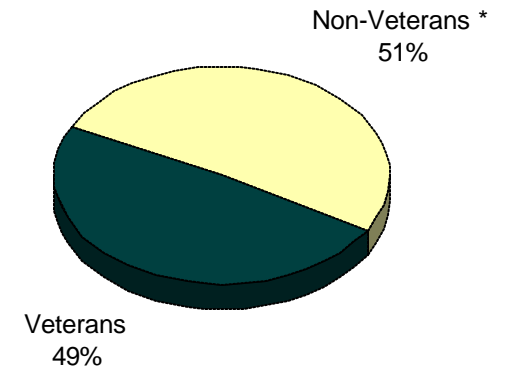
**Executive Branch Employment
1984 - 2001**



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, 2001

	ALL EMPLOYEES			VETERANS					
	TOTAL	TOTAL	%	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,764,083	442,156	25.8	43,868	9.9	78,414	17.7	32,636	7.4
EXECUTIVE DEPTS	1,584,295	417,600	27.2	41,689	10.0	74,917	17.9	31,365	7.5
Department of Agriculture	110,739	14,949	13.5	987	6.6	1,808	12.1	592	4.0
Department of Commerce	40,061	5,439	13.6	359	6.6	662	12.2	224	4.1
Department of Defense	659,228	230,186	37.6	22,805	9.9	43,683	19.0	18,265	7.9
Department of the Army	221,106	77,297	39.4	9,055	11.7	16,267	21.0	7,075	9.2
Department of the Navy	179,701	66,914	37.2	4,946	7.4	10,076	15.1	3,985	6.0
Department of the Air Force	154,049	55,462	42.2	5,265	9.5	11,719	21.1	4,825	8.7
Department of Education	4,841	461	9.5	38	8.2	77	16.7	26	5.6
Department of Energy	16,056	3,710	23.1	190	5.1	485	13.1	164	4.4
Department of Health & Human Services	65,125	5,801	8.9	795	13.7	778	13.4	287	4.9
Department of Housing & Urban Development	10,145	1,554	15.3	137	8.8	276	17.8	109	7.0
Department of the Interior	76,880	14,152	18.4	808	5.7	2,070	14.6	757	5.3
Department of Justice	127,182	28,136	22.1	2,175	7.7	3,482	12.4	1,088	3.9
Department of Labor	16,358	3,170	19.4	285	9.0	761	24.0	327	10.3
Department of State	19,976	2,834	14.2	228	8.0	246	8.7	75	2.6
Department of Transportation	65,455	22,731	34.7	1,425	6.3	2,522	11.1	836	3.7
Department of the Treasury	147,471	21,467	14.6	1,769	8.2	2,758	12.8	964	4.5
Department of Veterans Affairs	224,778	63,010	28.0	9,688	15.4	15,309	24.3	7,651	12.1
INDEPENDENT AGENCIES	178,764	24,461	13.7	2,166	8.9	3,492	14.3	1,268	5.2

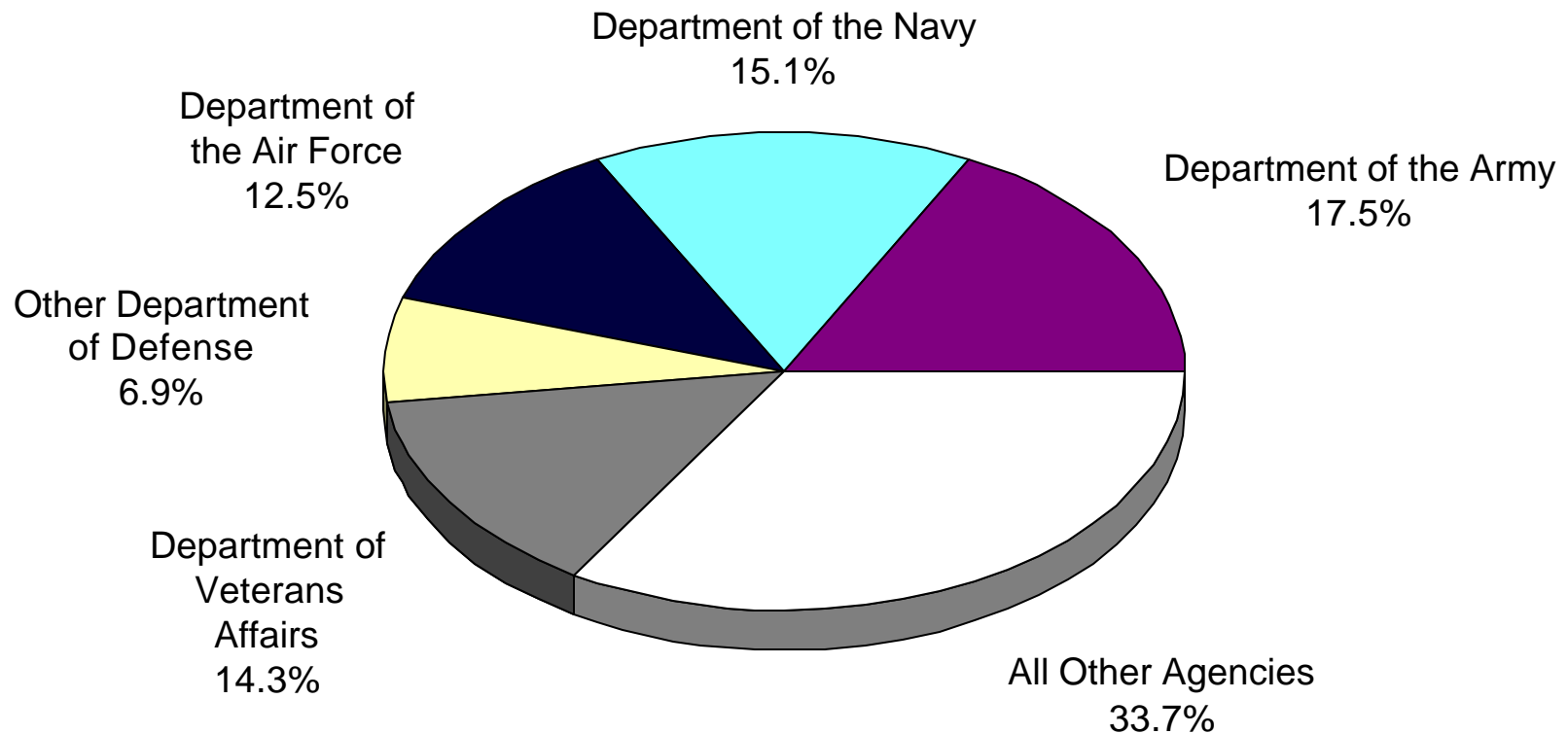
*This number represents percent of the overall Veterans total.

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, 2001



Executive Branch Veterans Employment Programs

Fiscal Years 1983 - 2001

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
FY83	15,307	35.9	4,206	6.0	42.0	2,542
FY84	20,704	36.2	4,724	6.0	39.0	3,157
FY85	17,477	35.6	5,361	7.0	43.0	3,622
FY86	14,032	35.2	4,231	6.8	42.5	2,714
FY87	12,912	35.3	4,766	6.9	40.9	3,325
FY88	10,642	38.2	3,365	6.7	40.5	2,166
FY89	12,343	36.7	4,273	7.3	40.8	2,576
FY90	7,305	35.8	2,878	7.2	39.9	1,632
FY91	10,287	38.3	3,225	7.7	39.5	1,827
FY92	10,701	39.0	2,876	6.8	38.6	1,662
FY93	14,008	41.4	2,894	7.1	40.2	1,717
FY94	12,468	40.6	2,757	7.2	38.7	1,670
FY95	10,772	40.3	2,896	7.2	40.0	1,652
FY96	12,672	39.7	2,820	8.1	41.7	1,594
FY97	11,059	39.9	2,956	9.1	44.7	1,586
FY98	11,839	38.6	2,471	7.2	44.5	1,125
FY99	10,325	39.5	3,067	9.3	49.3	1,336
FY00	8,891	39.2	3,476	9.5	51.2	1,418
FY01	7,283	39.2	4,035	10.1	53.8	1,463

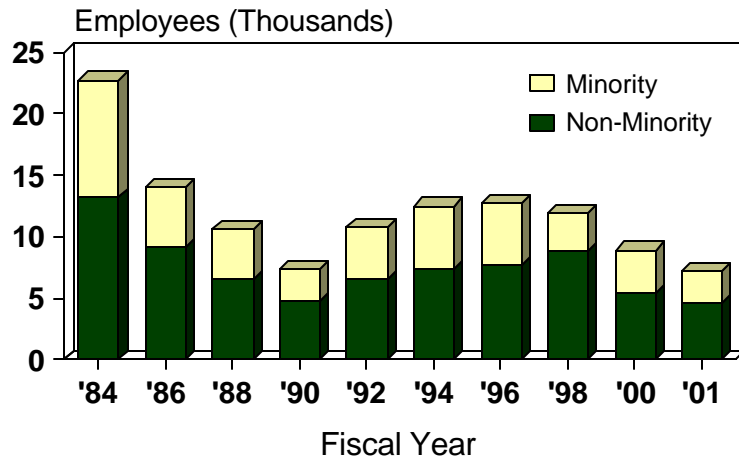
Non-Postal Employment as of September 30, 2001

Veterans	25.7%
Retired Military	4.2%

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

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

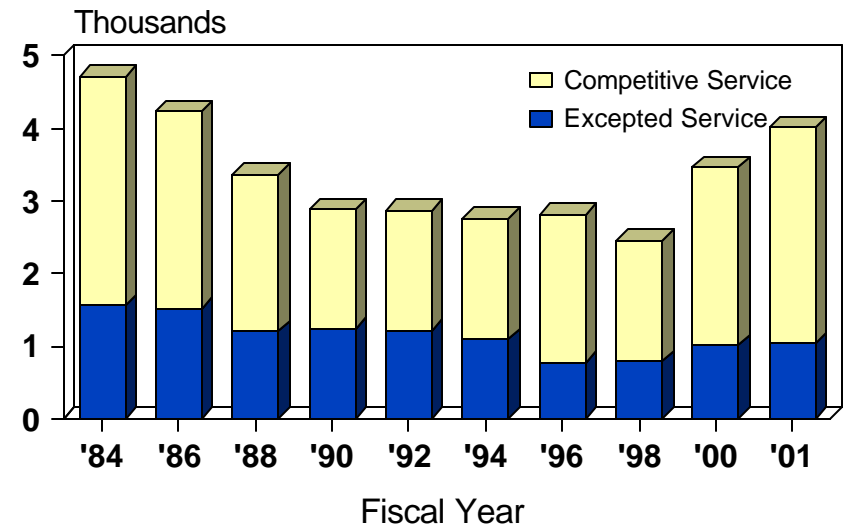
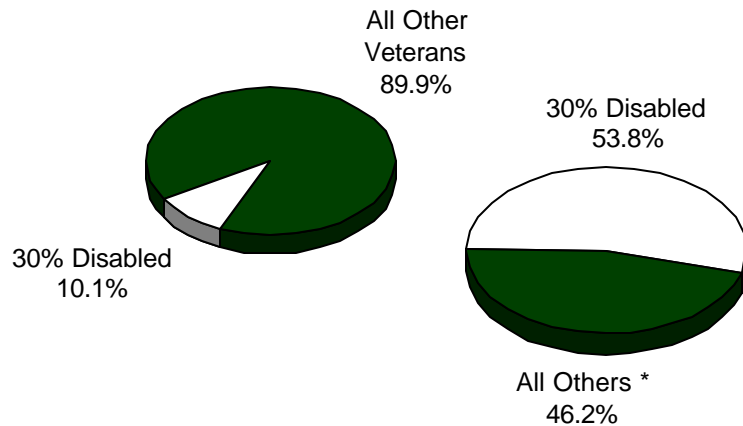
Veterans Readjustment Appointments (VRA)



Veterans Employment Programs

30% Disabled Veterans Hired

All Veteran Hires (Fiscal Year 2001)



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

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

September 1988 - September 2001

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
1988													
Men	1,228,049	270,144	12.7	141,774	6.7	66,689	3.1	42,683	2.0	18,998	0.9	957,905	45.1
Women	897,099	297,211	14.0	208,278	9.8	42,877	2.0	27,349	1.3	18,707	0.9	599,888	28.2
1990													
Men	1,223,255	273,764	12.7	140,171	6.5	68,432	3.2	45,876	2.1	19,285	0.9	949,491	44.2
Women	927,104	313,749	14.6	216,696	10.1	46,738	2.2	30,436	1.4	19,879	0.9	613,355	28.5
1992													
Men	1,231,412	281,005	12.9	140,747	6.5	70,924	3.3	48,574	2.2	20,760	1.0	950,407	43.7
Women	944,167	322,636	14.8	218,844	10.1	49,091	2.3	33,090	1.5	21,611	1.0	621,531	28.6
1994													
Men	1,147,332	268,315	13.1	131,556	6.4	68,141	3.3	48,850	2.4	19,768	1.0	879,017	43.0
Women	896,117	312,949	15.3	208,956	10.2	48,722	2.4	34,033	1.7	21,238	1.0	583,168	28.5
1996													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
1998													
Men	1,003,341	245,164	13.6	113,988	6.3	66,995	3.7	46,329	2.6	17,852	1.0	758,177	42.0
Women	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4
2000													
Men	965,520	239,431	13.6	112,197	6.4	65,488	3.7	44,009	2.5	17,737	1.0	726,089	41.4
Women	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
2001													
Men	970,957	243,073	13.8	112,437	6.4	67,344	3.8	45,305	2.6	17,987	1.0	727,884	41.3
Women	793,126	294,897	16.7	186,766	10.6	50,928	2.9	36,528	2.1	20,675	1.2	498,229	28.2

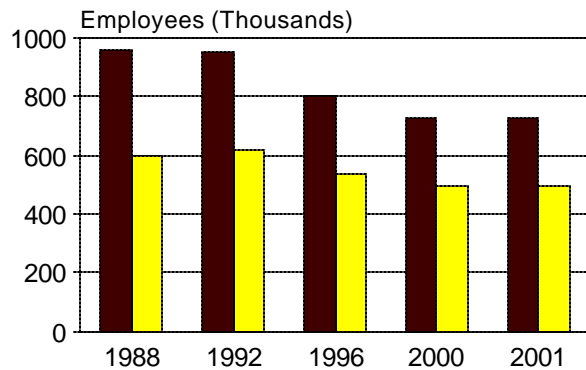
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: Central Personnel Data File; Executive Branch (non-Postal) Agencies only. (202) 606-1309 OWI@OPM.GOV

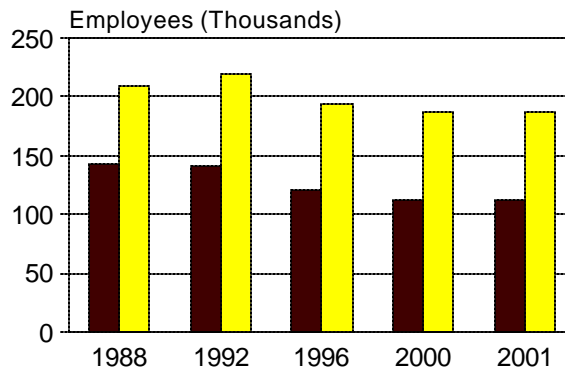
Executive Branch Employment

By Gender & Race/National Origin, 1988 - 2001

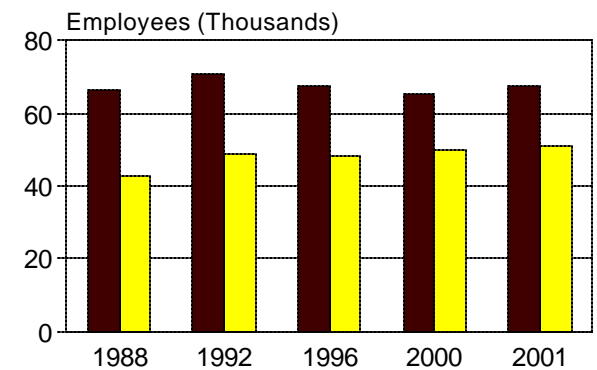
White Non-Hispanic



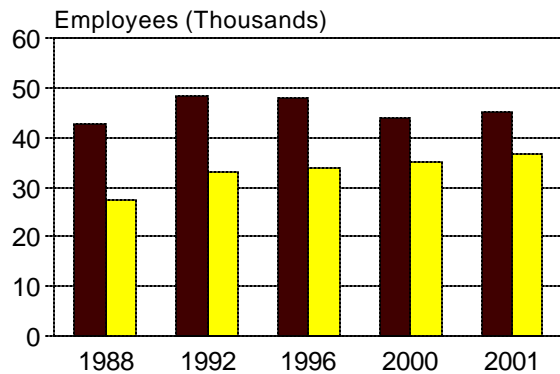
Black



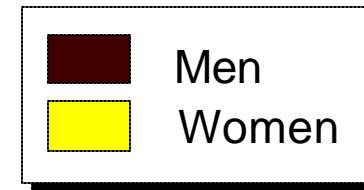
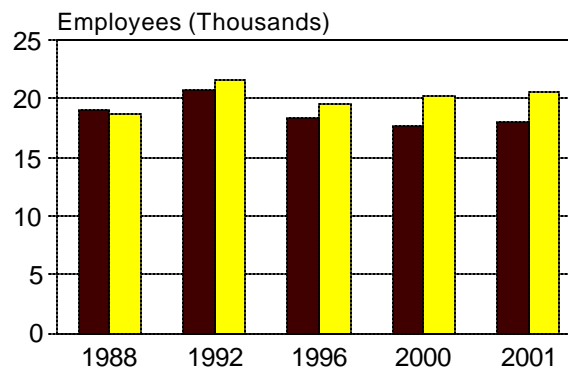
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades

1994 - 2001

	1994	1996	1998	2000	2001	% change 1994 - 2001
Total GS and Related	440,079	421,781	417,077	417,120	426,067	-3.2%
GS 1	1,611	1,721	1,736	1,379	1,263	-21.6%
GS 2	3,647	2,903	3,237	2,643	2,984	-18.2%
GS 3	17,553	13,130	11,998	11,398	11,656	-33.6%
GS 4	48,598	37,649	32,820	29,341	28,290	-41.8%
GS 1 - 4	71,409	55,403	49,791	44,761	44,193	-38.1%
GS 5	67,127	62,014	55,987	51,745	52,439	-21.9%
GS 6	40,532	38,766	36,867	35,574	35,314	-12.9%
GS 7	50,574	50,383	52,142	49,724	51,250	1.3%
GS 8	15,229	15,741	16,618	20,288	20,832	36.8%
GS 5 - 8	173,462	166,904	161,614	157,331	159,835	-7.9%
GS 9	41,045	40,553	40,897	42,580	43,726	6.5%
GS 10	3,834	4,372	4,463	4,480	4,541	18.4%
GS 11	51,777	49,642	50,065	51,053	51,034	-1.4%
GS 12	51,410	53,593	53,735	54,676	56,612	10.1%
GS 9 - 12	148,066	148,160	149,160	152,789	155,913	5.3%
GS 13	28,342	31,311	34,543	38,299	40,886	44.3%
GS 14	12,122	12,719	14,047	15,392	16,393	35.2%
GS 15	6,678	7,284	7,922	8,548	8,847	32.5%
GS 13 - 15	47,142	51,314	56,512	62,239	66,126	40.3%

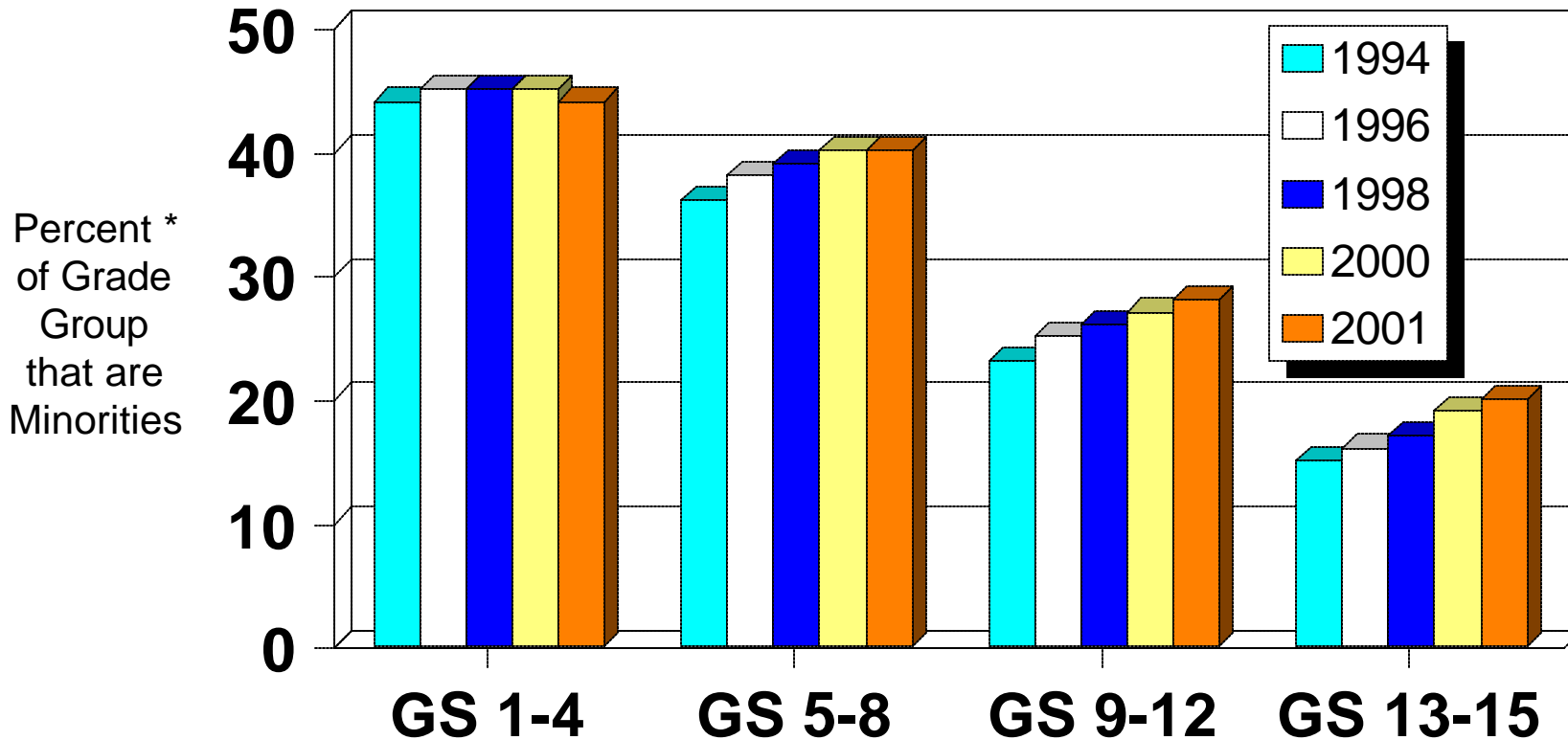


"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

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, 1994 - 2001



"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, 1990 - 2001

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1990	FCW	57.4	42.6	12.9	14.6	6.8	10.3	3.2	2.1	2.9	2.2
	CLF	54.7	45.3	11.9	9.9	5.1	5.2	5.2	3.3	1.6	1.4
1992	FCW	56.2	43.8	13.0	15.2	6.7	10.5	3.3	2.3	3.0	2.4
	CLF	54.6	45.4	12.5	10.5	5.2	5.4	5.4	3.5	1.9	1.6
1994	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
1996	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
1998	FCW	57.1	42.9	13.8	15.7	6.6	10.5	3.8	2.6	3.4	2.6
	CLF	53.7	46.3	14.0	12.3	5.2	5.8	6.5	4.3	2.3	2.2
2000	FCW	56.2	43.8	13.9	16.4	6.7	10.9	3.8	2.7	3.4	2.8
	CLF	53.5	46.6	14.4	13.2	5.2	6.0	6.8	5.0	2.4	2.4
2001	FCW	56.0	44.0	14.2	16.6	6.7	11.0	3.9	2.8	3.5	2.9
	CLF	53.5	46.5	14.8	13.2	5.3	6.0	6.9	5.0	2.6	2.2

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

CLF = Civilian Labor Force

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

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

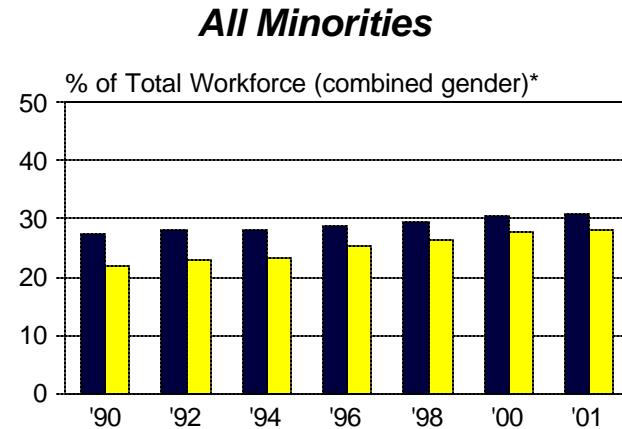
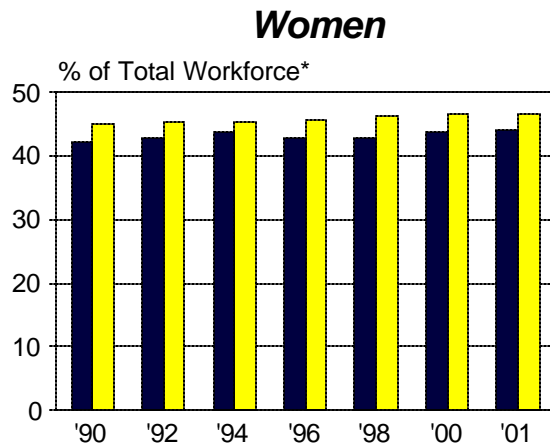
Source: Federal Government and Private Sector data: "Annual Report to Congress on the Federal Equal Opportunity Recruitment Programs" (FEORP)

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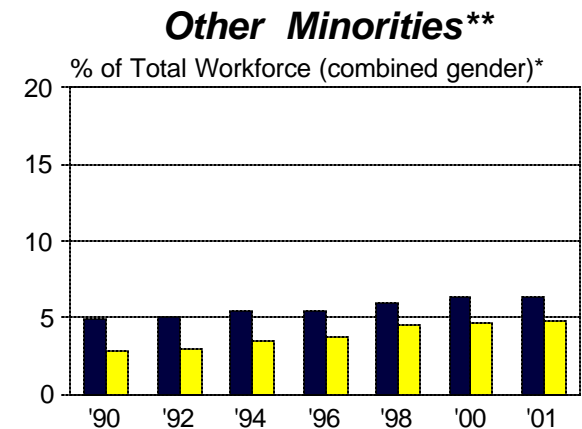
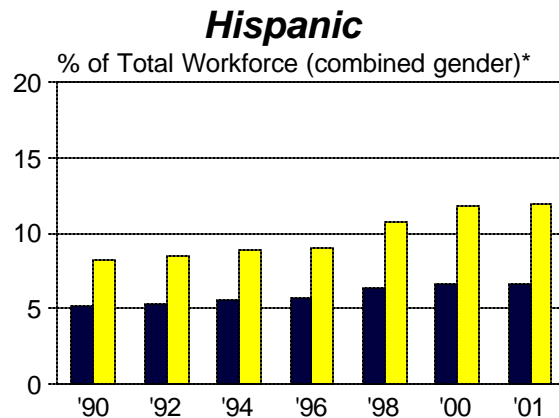
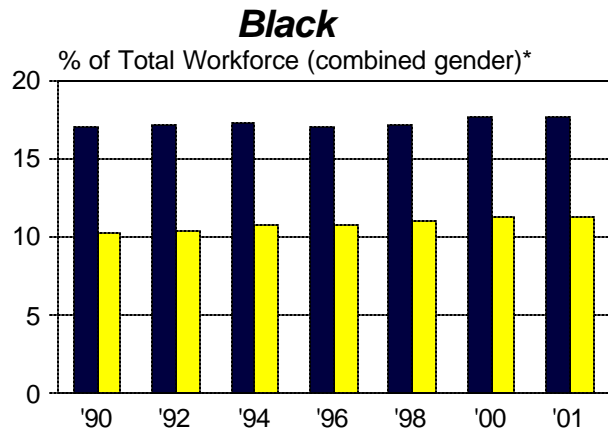
Employment of Minorities

Federal Civilian and Private Sector

1990 - 2001



Federal Civilian
 Private Sector



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

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

Executive Branch Employment of Workers with Disabilities

1994 - 2001

	1994	1996	1998	2000	2001
Workers with Disabilities	145,105	132,344	124,139	120,525	120,634
<i>% of total Workforce</i>	<i>7.4</i>	<i>7.3</i>	<i>7.1</i>	<i>7.1</i>	<i>7.1</i>
Severely Disabled *	24,560	22,277	20,614	19,877	19,702
<i>% of total Workforce</i>	<i>1.3</i>	<i>1.2</i>	<i>1.2</i>	<i>1.2</i>	<i>1.2</i>

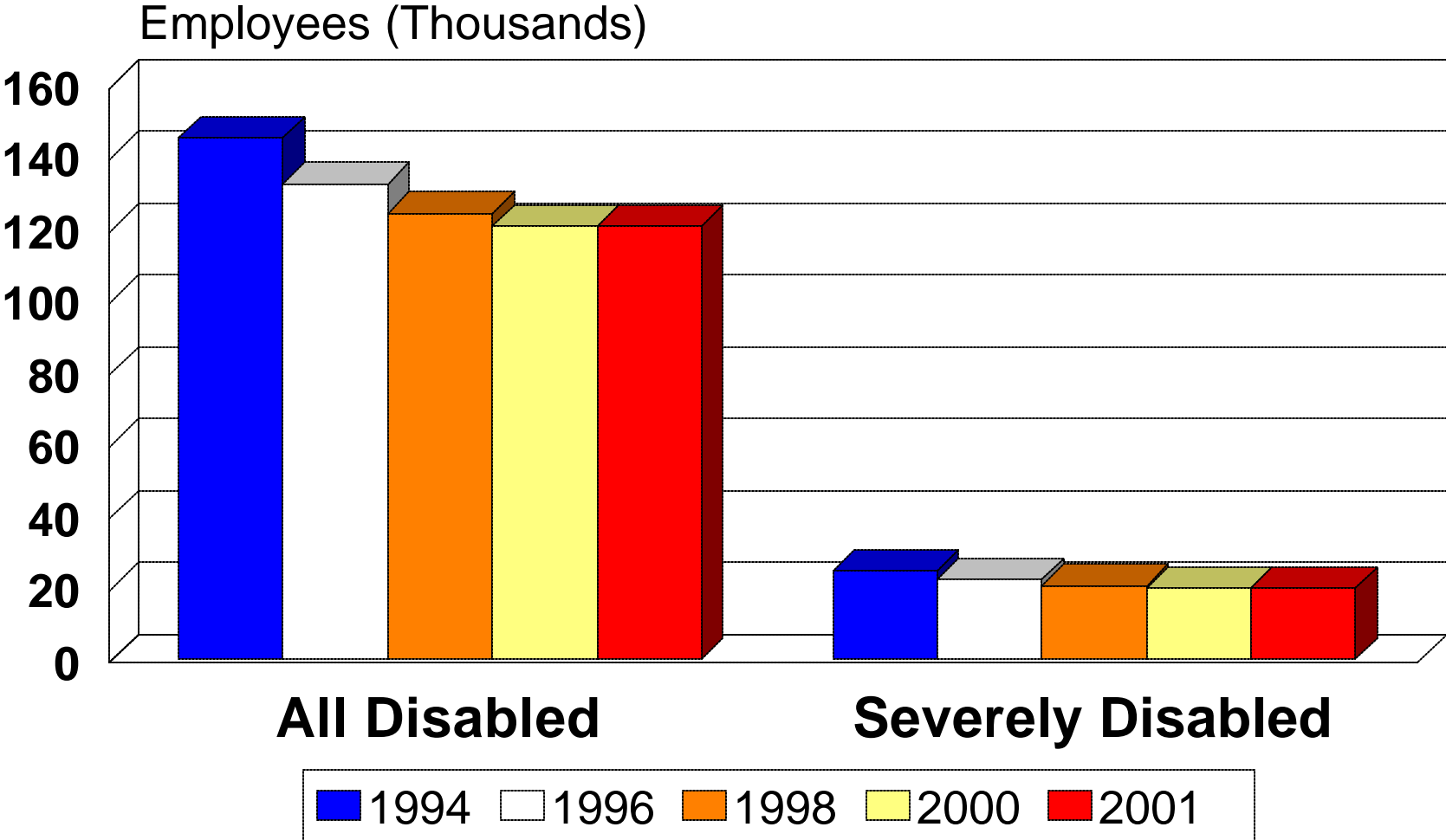
* As designated by the Equal Employment Opportunity Commission (EEOC).



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

Executive Branch Employment of Workers with Disabilities

1994 - 2001



EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2001

	ALL EMPLOYEES			DISABILITY STATUS					
	TOTAL	DISABLED	%*	EEOC SPECIFIED DISABILITY** %***		NON-DISABLED %*		NOT IDENTIFIED %	
EXECUTIVE BRANCH	1,764,083	120,634	7.1	19,702	1.2	1,589,299	92.9	54,150	3.1
EXECUTIVE DEPTS	1,584,295	108,477	7.0	17,024	1.1	1,436,751	93.0	39,067	2.5
Department of Agriculture	110,739	7,671	7.2	1,120	1.0	99,063	92.8	4,005	3.6
Department of Commerce	40,061	2,484	6.4	389	1.0	36,540	93.6	1,037	2.6
Department of Defense	659,228	46,820	7.2	6,548	1.0	599,464	92.8	12,944	2.0
Department of the Army	221,106	14,507	6.7	1,915	0.9	202,632	93.3	3,967	1.8
Department of the Navy	179,701	12,136	6.9	1,761	1.0	164,024	93.1	3,541	2.0
Department of the Air Force	154,049	11,886	7.9	1,385	0.9	139,465	92.1	2,698	1.8
Department of Education	4,841	290	6.5	79	1.8	4,203	93.5	348	7.2
Department of Energy	16,056	1,034	6.9	131	0.9	13,933	93.1	1,089	6.8
Department of Health & Human Services	65,125	3,937	6.5	702	1.2	56,283	93.5	4,905	7.5
Department of Housing & Urban Development	10,145	845	8.7	144	1.5	8,835	91.3	465	4.6
Department of the Interior	76,880	4,736	6.4	713	1.0	69,497	93.6	2,647	3.4
Department of Justice	127,182	3,984	3.2	514	0.4	121,528	96.8	1,670	1.3
Department of Labor	16,358	1,097	7.1	205	1.3	14,275	92.9	986	6.0
Department of State	19,976	1,847	9.4	84	0.4	17,790	90.6	339	1.7
Department of Transportation	65,455	3,212	5.0	367	0.6	61,342	95.0	901	1.4
Department of the Treasury	147,471	10,231	7.1	2,232	1.6	133,569	92.9	3,671	2.5
Department of Veterans Affairs	224,778	20,289	9.2	3,796	1.7	200,429	90.8	4,060	1.8
ALL OTHER Executive Branch Agencies	179,788	12,157	7.4	2,678	1.6	152,548	92.6	15,083	8.4

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

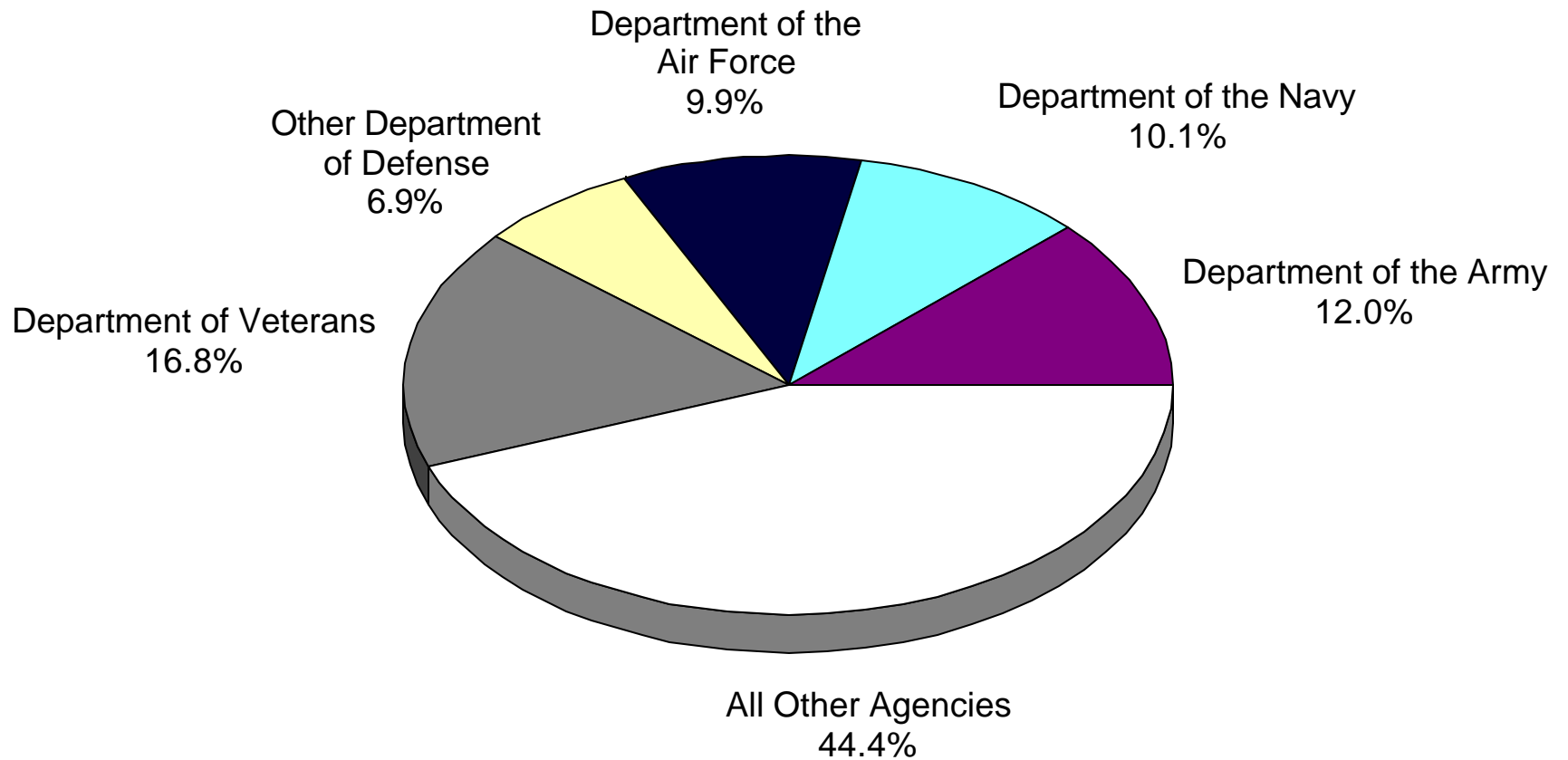
**The Equal Employment Opportunity Commission (EEOC) has specified disabilities which classify employees as "severely disabled," including: total deafness in both ears (with or without understandable speech); blindness in both eyes; missing arms or legs; paralysis; convulsive disorders (e.g., epilepsy);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

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

Source: *Demographic Profile of the Federal Workforce, 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, 2001



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

Executive Branch Agencies

September 30, 2001

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	1,547,056	463,372	258,584	101,746	71,091	31,951	1,083,684
<i>Average Salary (\$)</i>	<i>54,173</i>	<i>47,328</i>	<i>45,793</i>	<i>46,978</i>	<i>55,612</i>	<i>42,452</i>	<i>57,098</i>
Professional Series	420,292	94,239	37,033	18,851	32,380	5,975	326,053
<i>Average Salary (\$)</i>	<i>69,447</i>	<i>65,125</i>	<i>62,962</i>	<i>63,961</i>	<i>69,701</i>	<i>57,427</i>	<i>70,695</i>
Administrative Series	563,128	148,540	86,739	35,873	17,466	8,462	414,588
<i>Average Salary (\$)</i>	<i>63,539</i>	<i>58,792</i>	<i>59,518</i>	<i>56,782</i>	<i>59,254</i>	<i>58,911</i>	<i>65,240</i>
Technical Series	345,257	129,389	79,555	25,584	12,570	11,680	215,868
<i>Average Salary (\$)</i>	<i>35,645</i>	<i>33,880</i>	<i>34,391</i>	<i>33,942</i>	<i>33,902</i>	<i>30,248</i>	<i>36,702</i>
Clerical Series	165,070	71,017	46,089	13,134	7,089	4,705	94,053
<i>Average Salary (\$)</i>	<i>27,721</i>	<i>27,395</i>	<i>27,924</i>	<i>26,434</i>	<i>26,359</i>	<i>26,451</i>	<i>27,968</i>
Other Series	53,309	20,187	9,168	8,304	1,586	1,129	33,122
<i>Average Salary (\$)</i>	<i>36,547</i>	<i>36,134</i>	<i>35,067</i>	<i>38,801</i>	<i>30,603</i>	<i>32,784</i>	<i>36,796</i>

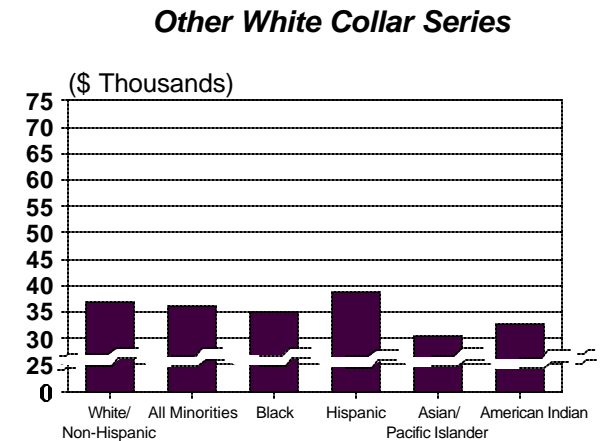
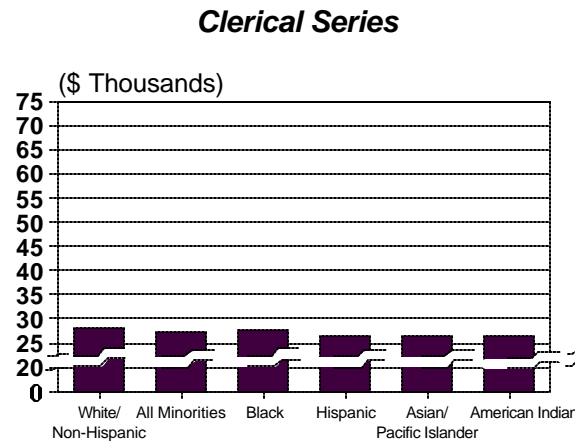
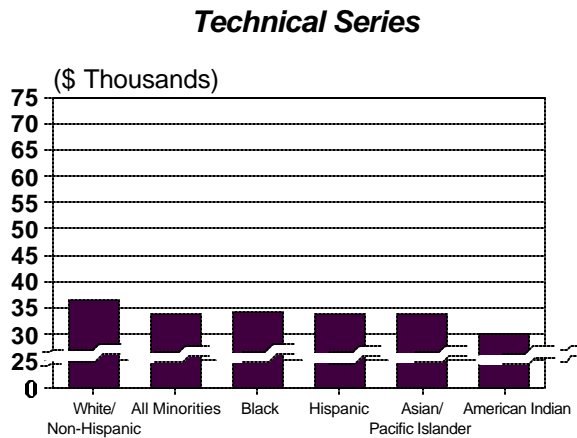
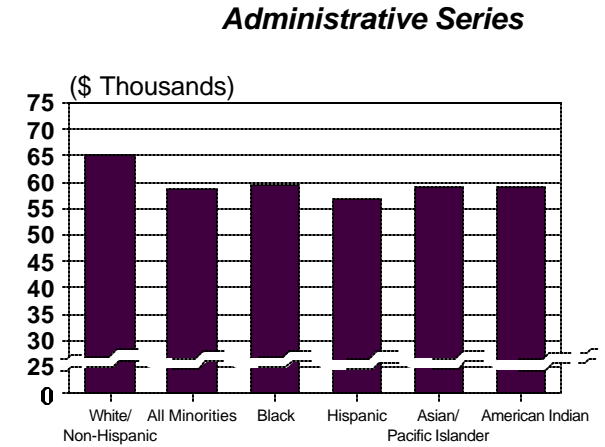
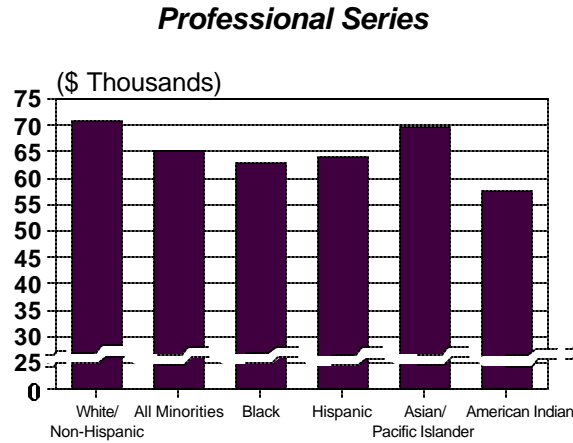
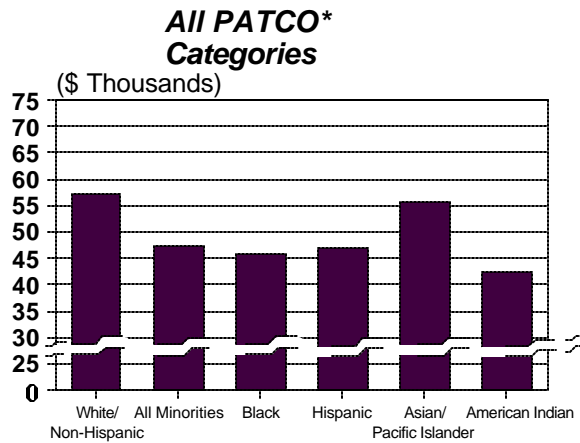
* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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, 2001



* 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, 2001

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	56.0	44.0	30.8	17.7	6.7	4.4	2.0	69.2
CLF*	100.0	53.5	46.5	28.0	11.3	11.9	3.9	0.9	72.0

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

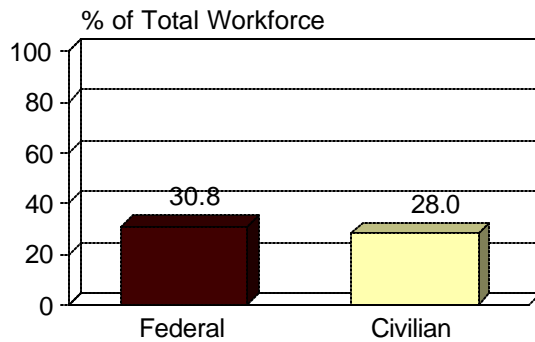
FCW = Federal Civilian Workforce. The FCW covers full and part-time permanent employees in Federal Executive Branch agencies participating in CPDF. Note that due to different population coverage, the RNO percentage distributions found in this table could differ from those presented in other tables containing 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

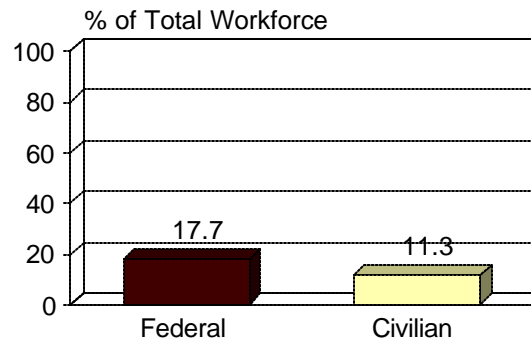
Race/National Origin: Federal and U.S. Civilian Labor Force

September 30, 2001

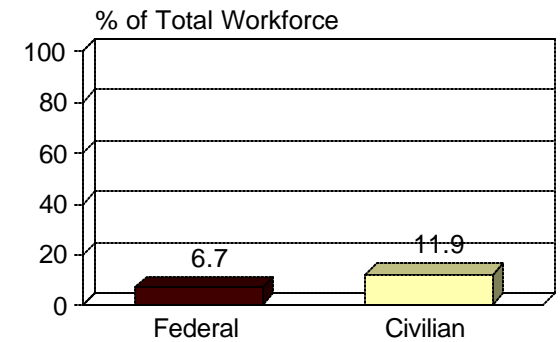
All Minorities



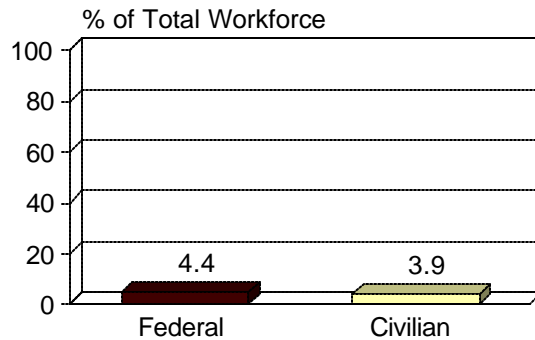
Black



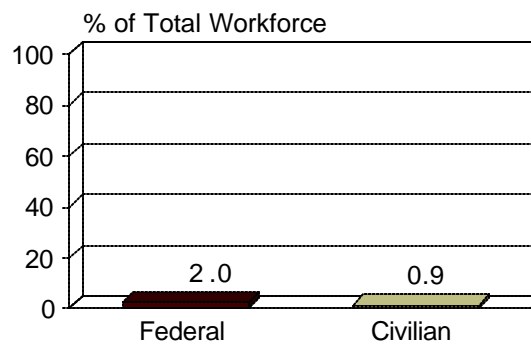
Hispanic



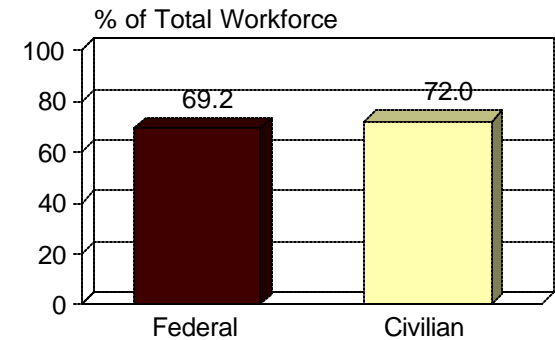
Asian/Pacific Islander



**American Indian/
Alaska Native**



White Non-Hispanic



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

Executive Branch Agencies

1992 - 2001

	1992	1994	1996	1998	2000	2001
Total White-Collar	1,821,715	1,734,673	1,623,205	1,563,644	1,532,484	1,547,056
Women	905,675	862,418	803,153	775,575	765,579	770,298
<i>% Women</i>	49.7	49.7	49.5	49.6	50.0	49.8
Professional	484,566	477,610	459,121	439,041	420,482	420,292
Women	170,416	173,187	172,315	171,064	171,106	171,222
<i>% Women</i>	35.2	36.3	37.5	39.0	40.7	40.7
Administrative	548,397	541,731	528,238	530,192	547,862	563,128
Women	218,737	223,151	220,664	225,649	241,483	251,708
<i>% Women</i>	39.9	41.2	41.8	42.6	44.1	44.7
Technical	415,883	393,239	365,449	348,720	339,100	345,257
Women	233,553	227,998	218,475	210,409	204,116	207,345
<i>% Women</i>	56.2	58.0	59.8	60.3	60.2	60.1
Clerical	322,073	273,360	224,040	198,222	175,018	165,070
Women	273,947	230,000	185,948	162,669	142,237	132,471
<i>% Women</i>	85.1	84.1	83.0	82.1	81.3	80.3
Other	50,796	48,733	46,357	47,469	50,222	53,309
Women	9,022	8,082	5,751	5,784	6,637	7,552
<i>% Women</i>	17.8	16.6	12.4	12.2	13.2	14.2

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

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

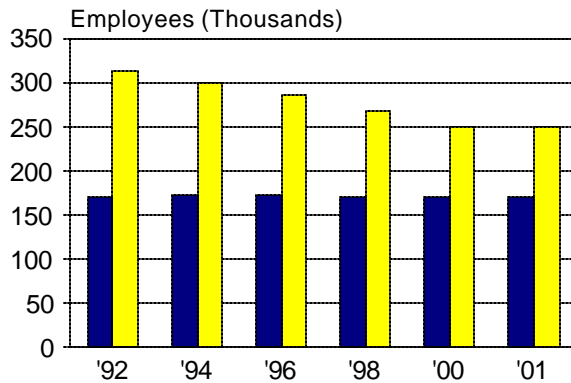


Employment of Women by Occupational Category

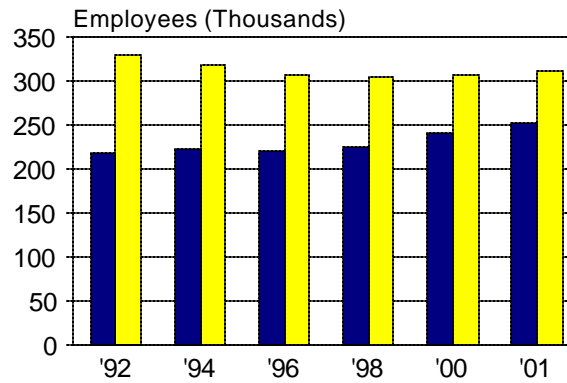
1992 - 2001

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

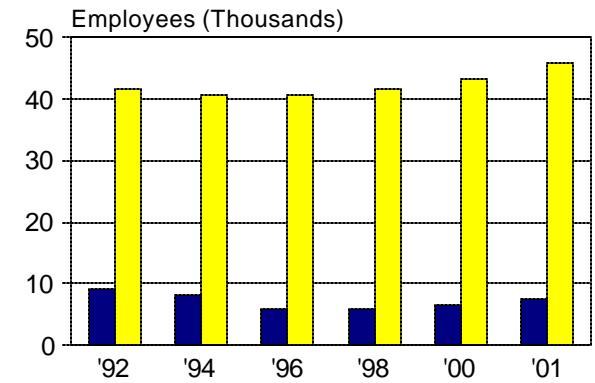
Professional



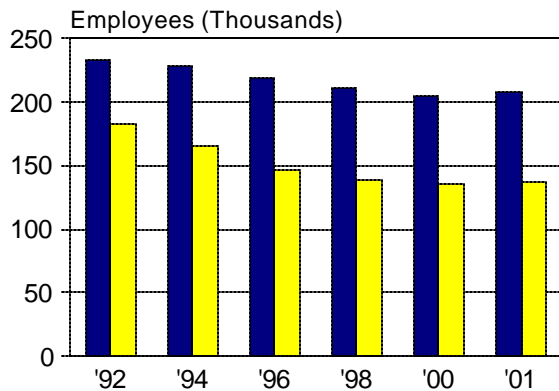
Administrative



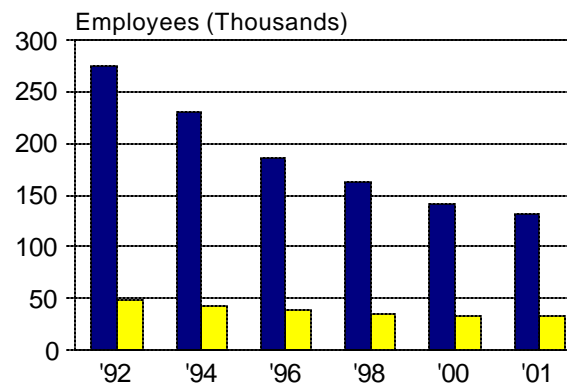
Other



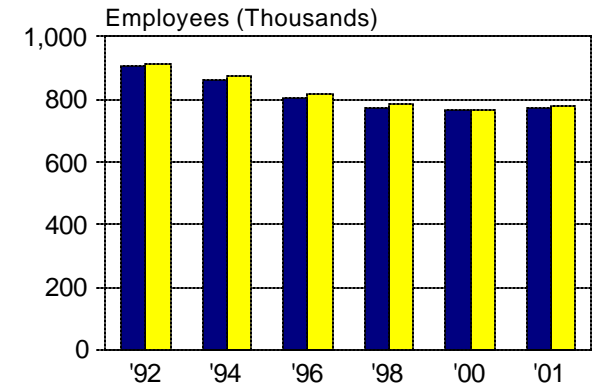
Technical



Clerical



All Categories



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

1994 - 2001

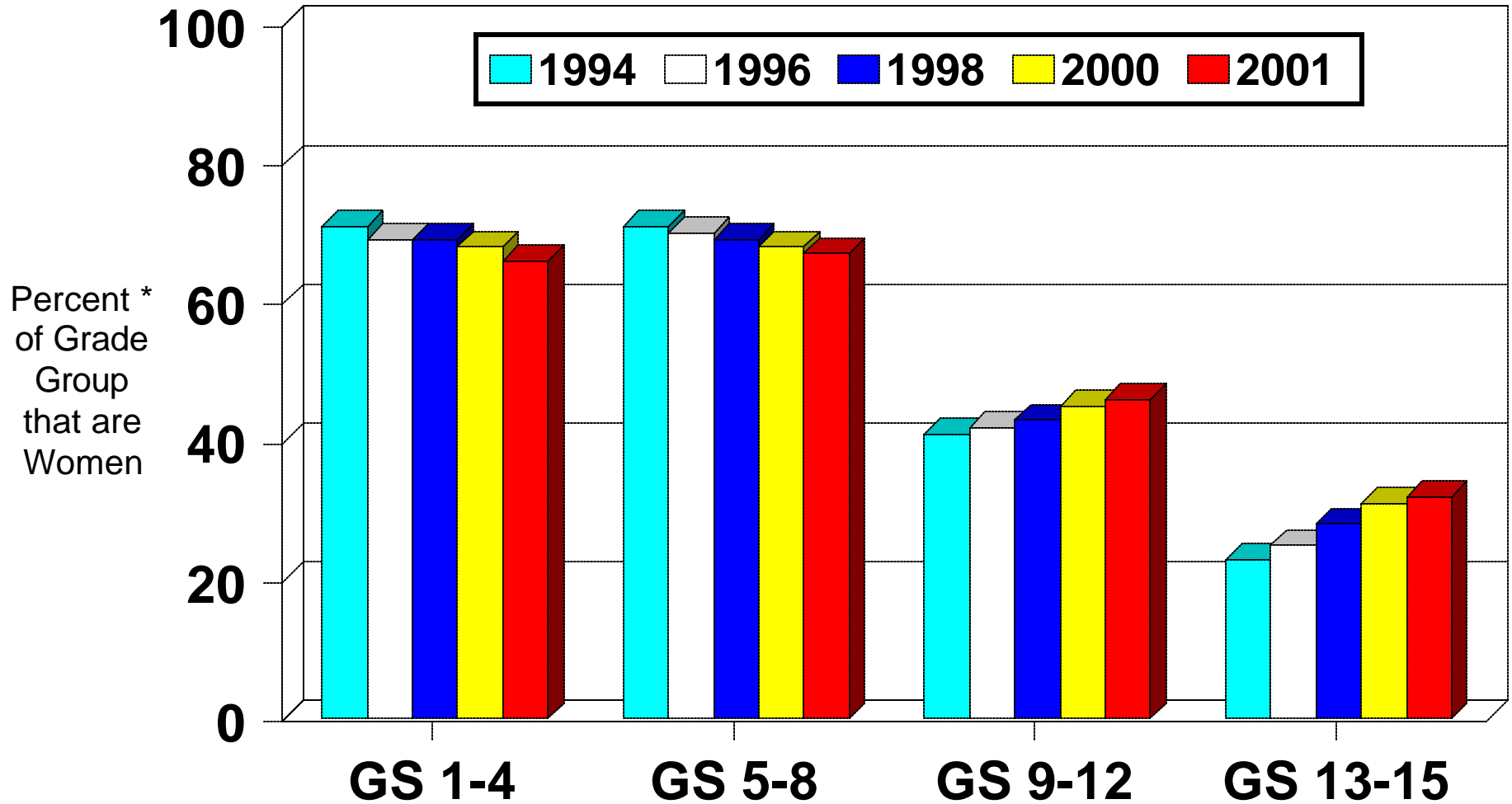
	1994	1996	1998	2000	2001	% change '94 - '01
Total GS and Related	786,343	729,392	702,728	688,790	696,044	-11.5%
GS 1	2,057	1,974	2,190	1,793	1,556	-24.4%
GS 2	4,853	3,999	4,479	3,573	3,931	-19.0%
GS 3	25,883	19,747	18,845	16,917	17,762	-31.4%
GS 4	81,305	59,924	51,494	45,559	44,054	-45.8%
GS 1 - 4	114,098	85,644	77,008	67,842	67,303	-41.0%
GS 5	128,264	109,623	94,146	83,476	82,181	-35.9%
GS 6	83,923	76,855	70,171	64,187	62,404	-25.6%
GS 7	98,348	94,375	93,725	88,239	88,949	-9.6%
GS 8	28,515	28,299	28,554	33,505	33,613	17.9%
GS 5 - 8	339,050	309,152	286,596	269,407	267,147	-21.2%
GS 9	74,392	70,540	68,058	68,028	69,399	-6.7%
GS 10	7,374	7,872	8,122	8,124	8,178	10.9%
GS 11	95,000	89,528	88,419	88,592	86,940	-8.5%
GS 12	82,565	85,722	85,028	86,808	91,146	10.4%
GS 9 - 12	259,331	253,662	249,627	251,552	255,663	-1.4%
GS 13	44,709	49,480	54,338	60,456	64,178	43.5%
GS 14	19,836	20,904	23,265	25,953	27,636	39.3%
GS 15	9,319	10,550	11,894	13,580	14,117	51.5%
GS 13 - 15	73,864	80,934	89,497	99,989	105,931	43.4%

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, 1994 - 2001



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

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

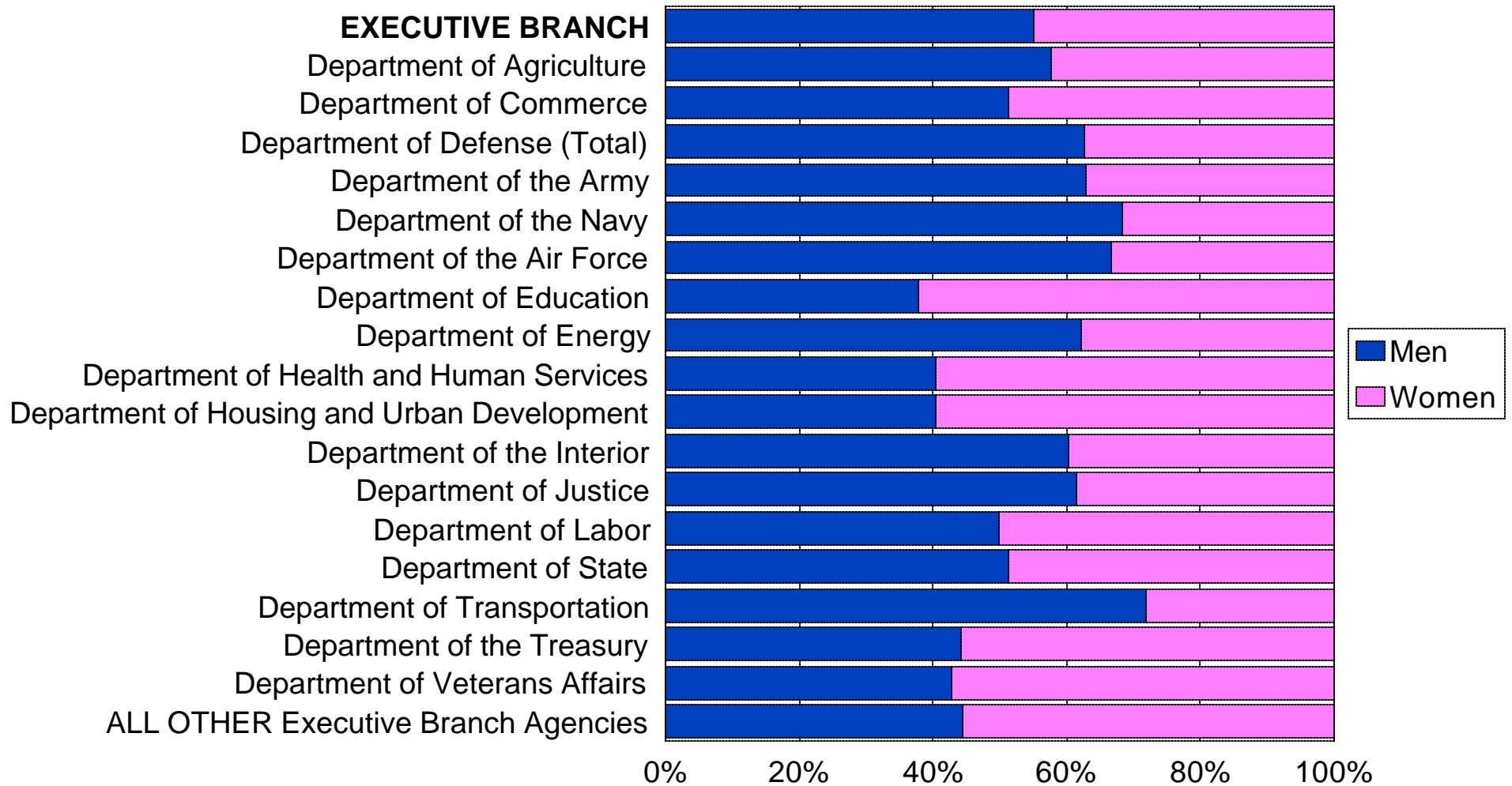
as of September 30, 2001

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,764,083	970,957	55.0	793,126	45.0
EXECUTIVE DEPARTMENTS	1,584,295	890,907	56.2	693,388	43.8
Department of Agriculture	110,739	63,794	57.6	46,945	42.4
Department of Commerce	40,061	20,591	51.4	19,470	48.6
Department of Defense	659,228	412,848	62.6	246,380	37.4
Department of the Army	221,106	139,197	63.0	81,909	37.0
Department of the Navy	179,701	122,999	68.4	56,702	31.6
Department of the Air Force	154,049	102,692	66.7	51,357	33.3
Department of Education	4,841	1,825	37.7	3,016	62.3
Department of Energy	16,056	9,981	62.2	6,075	37.8
Department of Health and Human Services	65,125	26,322	40.4	38,803	59.6
Department of Housing and Urban Development	10,145	4,097	40.4	6,048	59.6
Department of the Interior	76,880	46,285	60.2	30,595	39.8
Department of Justice	127,182	78,312	61.6	48,870	38.4
Department of Labor	16,358	8,145	49.8	8,213	50.2
Department of State	19,976	10,269	51.4	9,707	48.6
Department of Transportation	65,455	47,113	72.0	18,342	28.0
Department of the Treasury	147,471	65,268	44.3	82,203	55.7
Department of Veterans Affairs	224,778	96,057	42.7	128,721	57.3
ALL OTHER Executive Branch Agencies	179,788	80,050	44.5	99,738	55.5

*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, 2001



EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

as of September 30, 2001

	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	%
EXECUTIVE BRANCH	1,764,083	1,226,113	69.5	537,970	30.5	299,203	17.0	118,272	6.7	81,833	4.6	38,662	2.2
EXECUTIVE DEPARTMENTS	1,584,295	1,111,207	70.1	473,088	29.9	255,993	16.2	104,943	6.6	75,152	4.7	37,000	2.3
Department of Agriculture	110,739	86,521	78.1	24,218	21.9	11,872	10.7	6,688	6.0	2,889	2.6	2,769	2.5
Department of Commerce	40,061	28,993	72.4	11,068	27.6	6,921	17.3	1,403	3.5	2,500	6.2	244	0.6
Department of Defense	659,228	482,497	73.2	176,731	26.8	94,116	14.3	39,298	6.0	36,905	5.6	6,412	1.0
Department of the Army	221,106	162,087	73.3	59,019	26.7	33,985	15.4	13,966	6.3	8,598	3.9	2,470	1.1
Department of the Navy	179,701	129,353	72.0	50,348	28.0	23,530	13.1	7,975	4.4	17,508	9.7	1,335	0.7
Department of the Air Force	154,049	118,560	77.0	35,489	23.0	16,710	10.8	11,623	7.5	5,330	3.5	1,826	1.2
Department of Education	4,841	2,583	53.4	2,258	46.6	1,813	37.5	232	4.8	166	3.4	47	1.0
Department of Energy	16,056	12,507	77.9	3,549	22.1	1,778	11.1	879	5.5	665	4.1	227	1.4
Department of Health and Human Services	65,125	37,983	58.3	27,142	41.7	10,869	16.7	2,154	3.3	3,920	6.0	10,199	15.7
Department of Housing and Urban Development	10,145	5,400	53.2	4,745	46.8	3,568	35.2	705	6.9	364	3.6	108	1.1
Department of the Interior	76,880	55,842	72.6	21,038	27.4	4,227	5.5	3,657	4.8	1,393	1.8	11,761	15.3
Department of Justice	127,182	84,448	66.4	42,734	33.6	20,661	16.2	17,174	13.5	3,929	3.1	970	0.8
Department of Labor	16,358	10,582	64.7	5,776	35.3	3,966	24.2	1,127	6.9	571	3.5	112	0.7
Department of State	19,976	15,254	76.4	4,722	23.6	3,051	15.3	854	4.3	740	3.7	77	0.4
Department of Transportation	65,455	51,489	78.7	13,966	21.3	7,615	11.6	3,293	5.0	2,120	3.2	938	1.4
Department of the Treasury	147,471	95,808	65.0	51,663	35.0	32,290	21.9	13,105	8.9	5,078	3.4	1,190	0.8
Department of Veterans Affairs	224,778	141,300	62.9	83,478	37.1	53,246	23.7	14,374	6.4	13,912	6.2	1,946	0.9
ALL OTHER Executive Branch Agencies	179,788	114,906	63.9	64,882	36.1	43,210	24.0	13,329	7.4	6,681	3.7	1,662	0.9

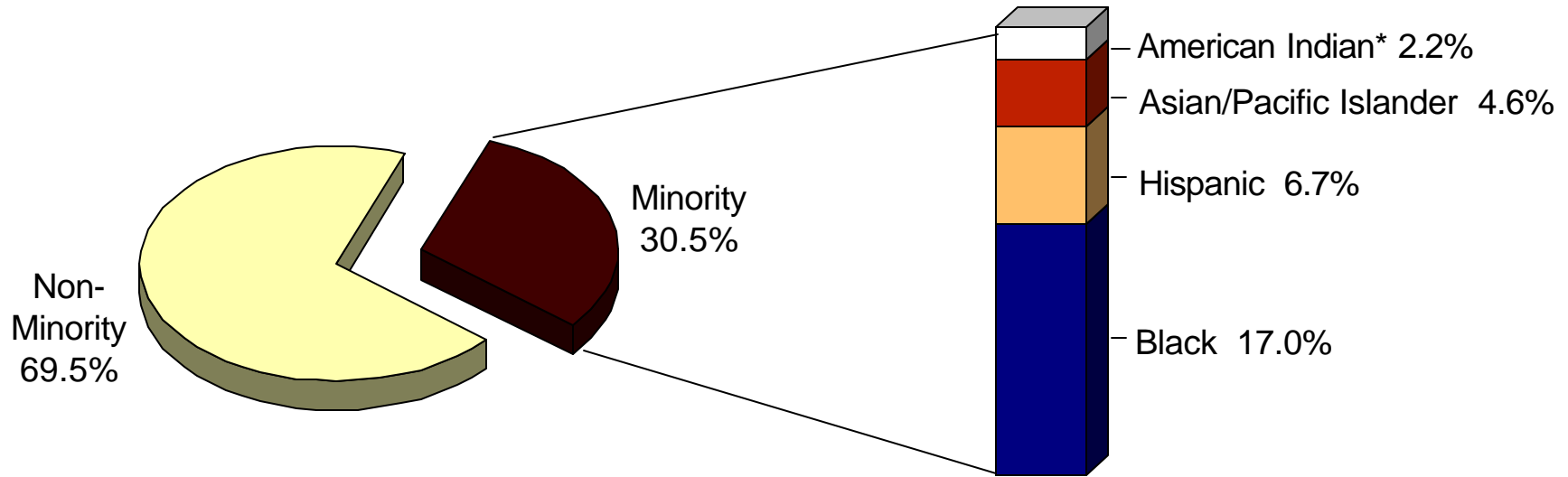
*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

**Asian refers to Asian/Pacific Islander.

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

Source: *Demographic Profile of the Federal Workforce, 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, 2001



*American Indian refers to American Indian/Alaska Native

**Chart reflects total executive branch employment.

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

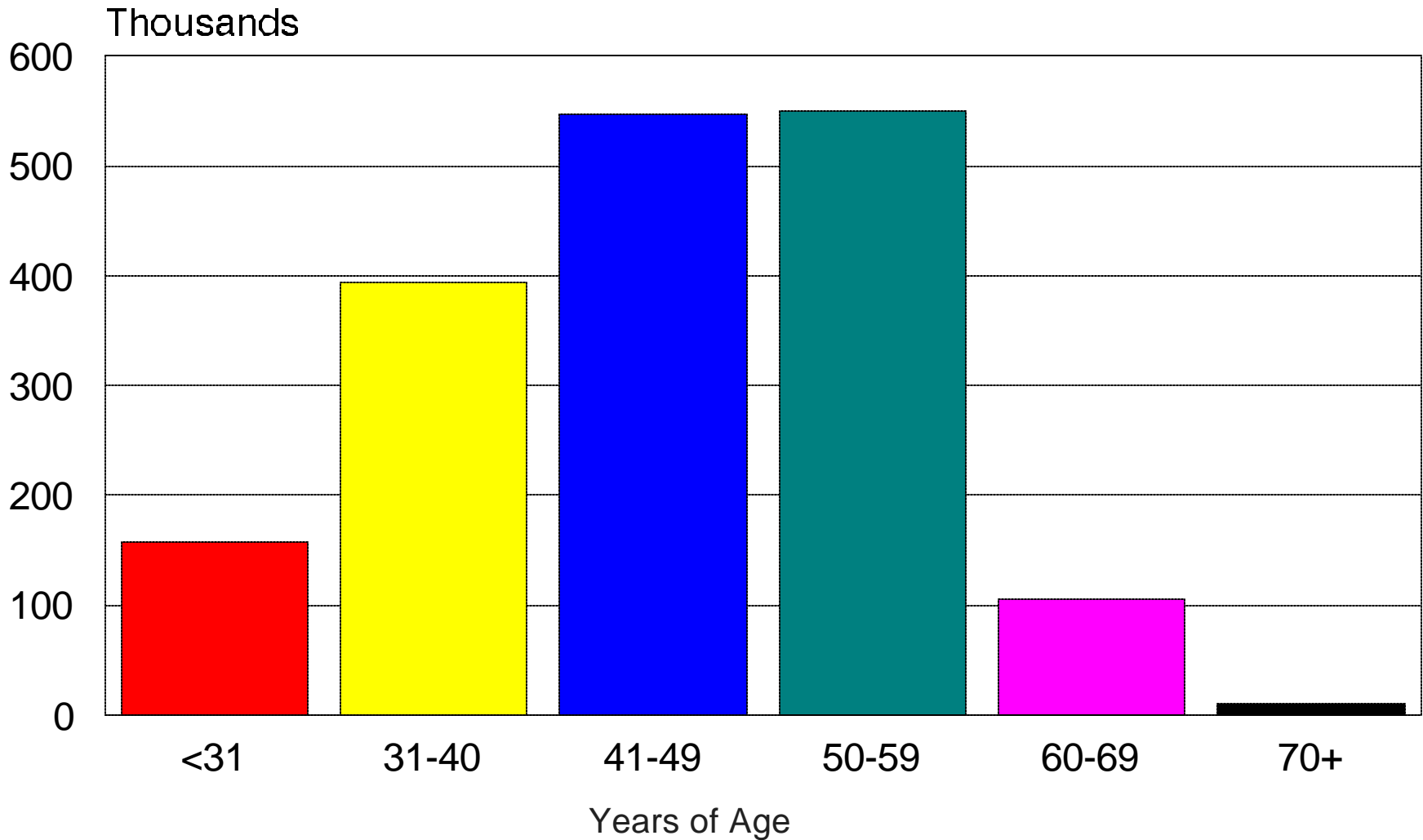
as of September 30, 2001

	AVERAGE		<31 %		31-40 %		41-49 %		50-59 %		60-69 %		70+ %	
	AGE	TOTAL												
EXECUTIVE BRANCH	45.8	1,764,083	158,246	9.0	393,302	22.3	546,892	31.0	549,444	31.1	105,389	6.0	10,810	0.6
EXECUTIVE DEPARTMENTS	45.7	1,584,295	142,624	9.0	354,912	22.4	494,438	31.2	490,637	31.0	92,786	5.9	8,898	0.6
Department of Agriculture	44.2	110,739	17,651	15.9	21,465	19.4	33,575	30.3	30,934	27.9	6,316	5.7	798	0.7
Department of Commerce	45.5	40,061	4,648	11.6	9,784	24.4	10,449	26.1	11,180	27.9	3,305	8.2	695	1.7
Department of Defense	46.6	659,228	46,539	7.1	132,141	20.0	213,828	32.4	223,792	33.9	40,290	6.1	2,638	0.4
Department of the Army	46.9	221,106	15,106	6.8	42,559	19.2	70,585	31.9	77,614	35.1	14,169	6.4	1,073	0.5
Department of the Navy	46.8	179,701	11,406	6.3	35,215	19.6	60,658	33.8	60,772	33.8	10,974	6.1	676	0.4
Department of the Air Force	45.7	154,049	13,389	8.7	34,200	22.2	48,513	31.5	49,006	31.8	8,476	5.5	465	0.3
Department of Education	46.5	4,841	479	9.9	1,046	21.6	1,163	24.0	1,736	35.9	376	7.8	41	0.8
Department of Energy	47.7	16,056	805	5.0	2,986	18.6	5,004	31.2	6,103	38.0	1,087	6.8	71	0.4
Department of Health and Human Services	46.0	65,125	6,127	9.4	15,067	23.1	18,426	28.3	19,901	30.6	4,947	7.6	657	1.0
Department of Housing and Urban Development	48.3	10,145	482	4.8	1,797	17.7	2,936	28.9	4,011	39.5	835	8.2	84	0.8
Department of the Interior	44.4	76,880	11,373	14.8	15,606	20.3	23,065	30.0	22,537	29.3	3,916	5.1	383	0.5
Department of Justice	40.7	127,182	18,950	14.9	49,989	39.3	35,151	27.6	20,110	15.8	2,706	2.1	276	0.2
Department of Labor	46.7	16,358	1,489	9.1	3,234	19.8	4,420	27.0	5,950	36.4	1,155	7.1	110	0.7
Department of State	45.9	19,976	1,823	9.1	4,900	24.5	5,825	29.2	5,706	28.6	1,406	7.0	316	1.6
Department of Transportation	45.9	65,455	3,444	5.3	17,073	26.1	22,121	33.8	18,966	29.0	3,543	5.4	308	0.5
Department of the Treasury	45.3	147,471	13,070	8.9	36,720	24.9	45,089	30.6	43,922	29.8	7,655	5.2	1,015	0.7
Department of Veterans Affairs	46.9	224,778	15,744	7.0	43,104	19.2	73,386	32.6	75,789	33.7	15,249	6.8	1,506	0.7
ALL OTHER Executive Branch Agencies	46.4	179,788	15,622	8.7	38,390	21.4	52,454	29.2	58,807	32.7	12,603	7.0	1,912	1.1

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, 2001



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

Civilian Payroll for Executive Branch Agencies

1986 - 2001

September (Sept)	Sept-86	Sept-88	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00	Sept-01
Monthly Payroll (\$ millions)									
Total Executive Branch	4,953.7	5,449.8	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,436.5	7,573.2
Executive Departments	4,042.5	4,434.5	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9	6,591.9
Defense	2,454.2	2,637.1	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2	2,396.7
All other Executive Departments	1,588.3	1,797.4	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7	4,195.2
Independent Agencies	911.2	1,015.3	547.8	645.5	687.5	845.6	875.2	912.6	981.3
Fiscal Year (FY)	FY86	FY88	FY90	FY92	FY94	FY96	FY98	FY00	FY01
Annual Payroll									
(in \$billions)	60.2	63.7	71.1	77.5	83.1	83.0	84.9	91.4	91.6
<i>Percent Change*</i>		5.8	11.6	9.0	7.2	-0.1	2.3	10.1	0.2

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

*Represents percent change from the previous reported year.

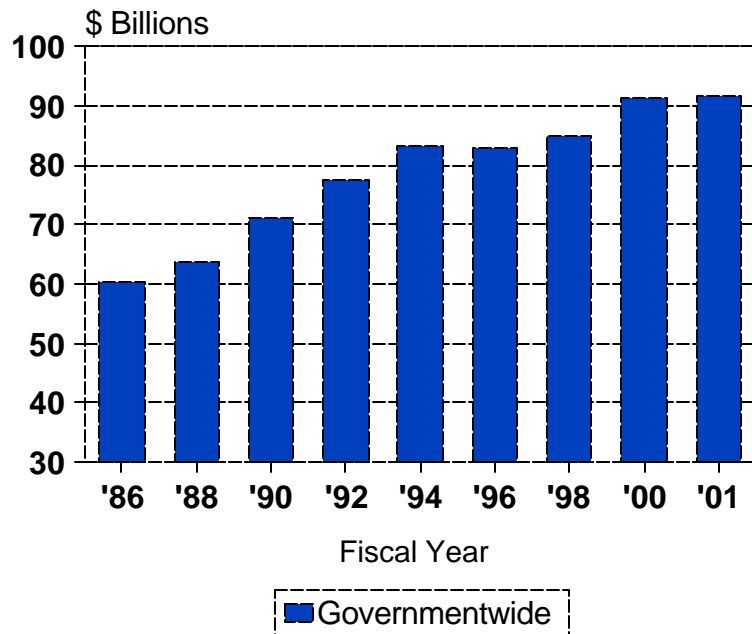
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Office of Workforce Information. (202) 606-2684 OWI@OPM.GOV

Civilian Payroll

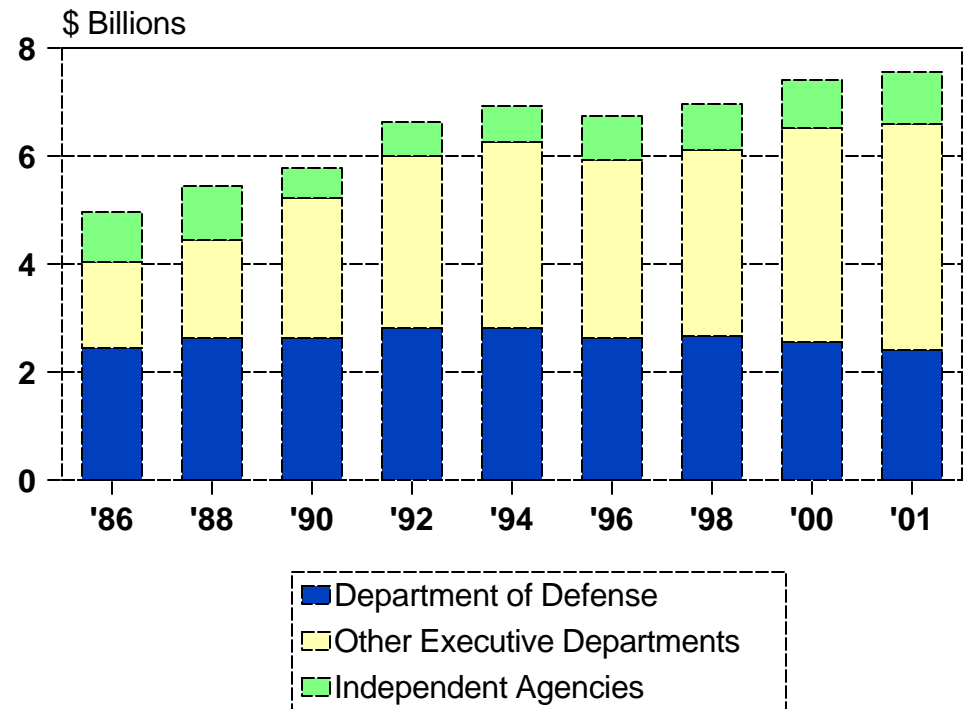
Executive Branch Agencies (non-Postal)

1986 - 2001

Annual



Monthly



Trend of Civilian Compensation and Benefits

1986 - 2001 (\$ millions)

	1986	1988	1990	1992	1994	1996	1998	2000	2001
Executive Branch									
Direct Compensation*	58,475	63,085	69,950	82,664	84,383	85,153	86,659	95,325	97,803
Personnel Benefits*	12,894	15,777	19,610	24,663	26,743	27,144	28,723	32,273	41,822
U.S. Postal Service									
Direct Compensation	20,901	23,571	26,198	28,311	30,781	32,566	34,704	36,981	37,979
Personnel Benefits	3,805	5,957	6,913	8,751	7,765	8,969	9,648	11,116	11,629
Legislative Branch									
Direct Compensation	N/A	N/A	N/A	770	786	1,206	1,273	1,375	1,420
Personnel Benefits	N/A	N/A	N/A	146	154	259	275	315	431
Judicial Branch									
Direct Compensation	N/A	N/A	N/A	1,096	1,264	1,430	1,625	1,907	2,037
Personnel Benefits	N/A	N/A	N/A	228	312	348	406	493	640
Legislative and Judicial Branches									
Direct Compensation	1,132	1,299	1,445	1,866	2,050	2,636	2,898	3,282	3,457
Personnel Benefits	139	199	266	374	466	607	681	808	1,071
Total Direct Compensation	80,508	87,955	97,593	112,841	117,214	120,355	124,261	135,588	139,239
Total Personnel Benefits	16,838	21,933	26,789	33,788	34,974	36,720	39,052	44,197	54,522
Total Civilian Costs	97,346	109,888	124,382	146,629	152,188	157,075	163,313	179,785	193,761
Retired Civilian Pay*	23,729	26,251	31,288	35,766	41,014	44,492	48,038	51,220	53,943

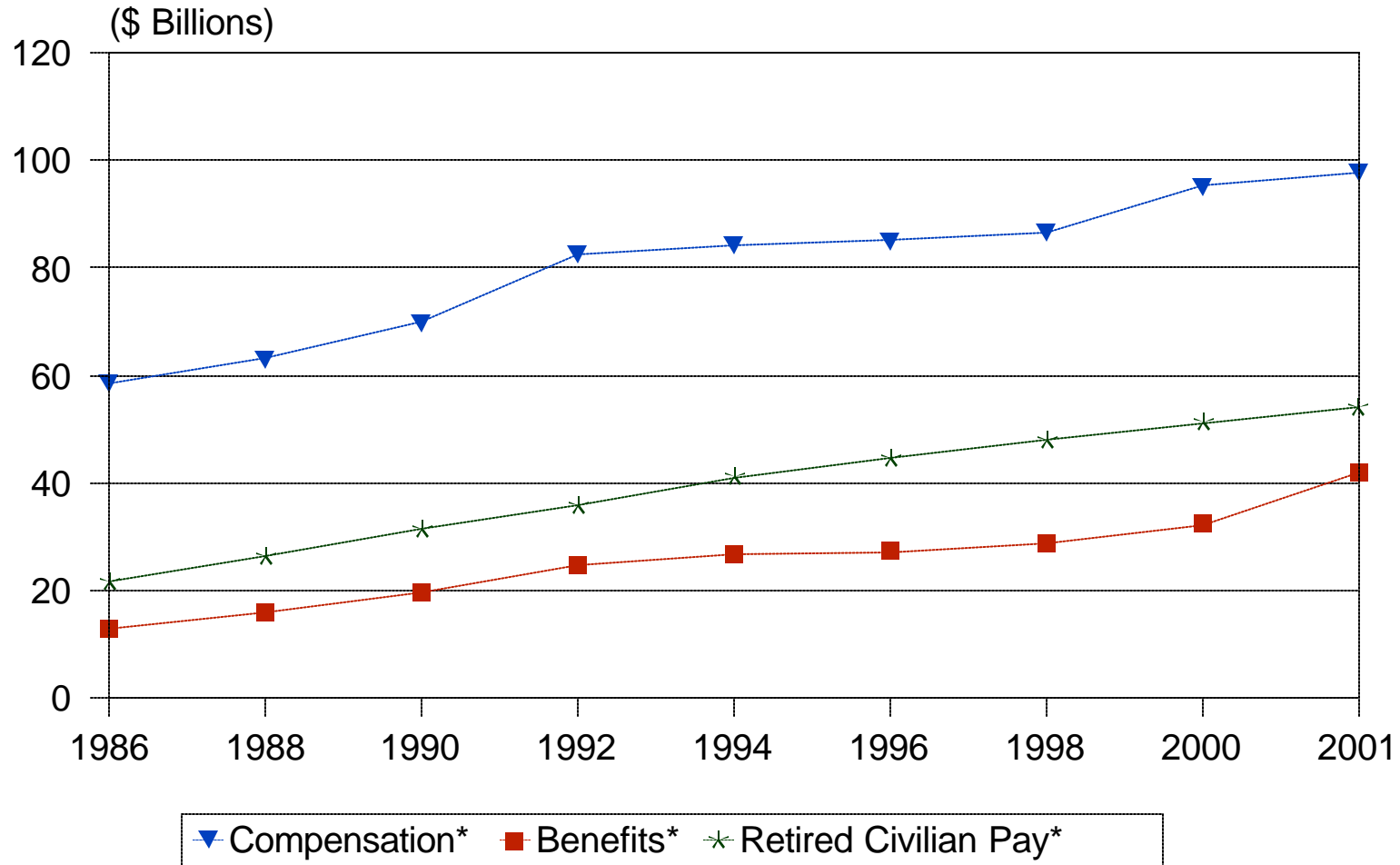
N/A = Not Available

* 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

1986 - 2001



See reference () on the table on page 64.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1987 - 2000

	1987	1989	1991	1993	1995	1997	1999	2000
Total Work Years	2,200,954	2,220,186	2,200,030	2,184,822	2,005,634	1,861,377	1,848,750	1,870,956
Basic Work Years	2,135,377	2,157,047	2,132,533	2,129,221	1,940,158	1,808,085	1,800,287	1,808,728
Full-time Permanent	1,915,664	1,957,279	1,935,483	1,948,725	1,787,680	1,677,015	1,649,761	1,621,165
Full-time Temporary	153,004	126,620	129,476	111,231	99,676	82,542	93,037	78,671
Part-time and Intermittent	66,709	73,148	67,574	69,265	52,802	48,528	57,489	108,892
Overtime and Holiday	65,577	63,139	67,497	55,601	65,476	53,292	48,463	62,228

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

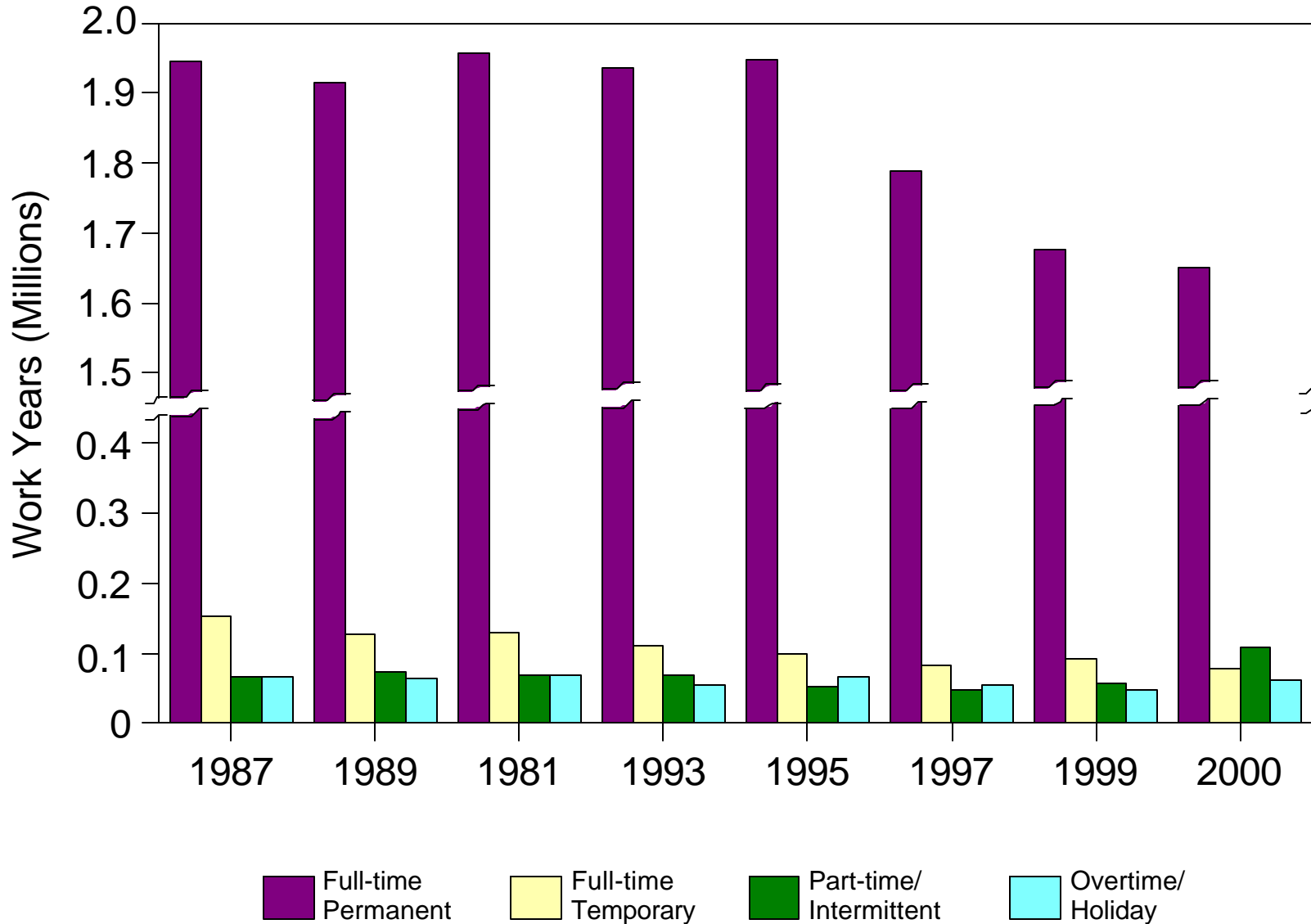
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.



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)

1987 - 2000



Part 3:

Performance Management and Senior Executive Service

Performance Recognition For Employees

Fiscal Years 1990 - 2000

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Performance Awards (1)											
Number of Awards	633,128	695,559	759,642	811,879	780,994	830,572	683,759	647,117	595,233	510,918	430,667
Total \$ Awarded (millions)	\$483.6	\$487.5	\$549.7	\$586.3	\$561.8	\$586.7	\$512.2	\$491.0	\$480.9	\$434.5	\$379.1
Average Award	\$764	\$701	\$724	\$722	\$719	\$706	\$749	\$758	\$808	\$851	\$880
Spending as % of Total Salaries	0.76%	0.73%	0.76%	0.77%	0.73%	0.76%	0.66%	0.63%	0.62%	0.55%	0.49%
Other Cash Awards (2)											
Number of Awards	320,615	335,644	571,607	413,936	487,733	644,083	554,487	687,411	827,558	825,744	854,135
Total \$ Awarded (millions)	\$132.7	\$157.3	\$175.3	\$164.7	\$153.8	\$194.0	\$203.9	\$273.6	\$343.6	\$400.4	\$416.0
Average Award	\$414	\$469	\$307	\$323	\$315	\$301	\$368	\$398	\$415	\$485	\$487
Spending as % of Total Salaries	0.21%	0.23%	0.27%	0.22%	0.20%	0.25%	0.26%	0.35%	0.44%	0.51%	0.53%

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

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

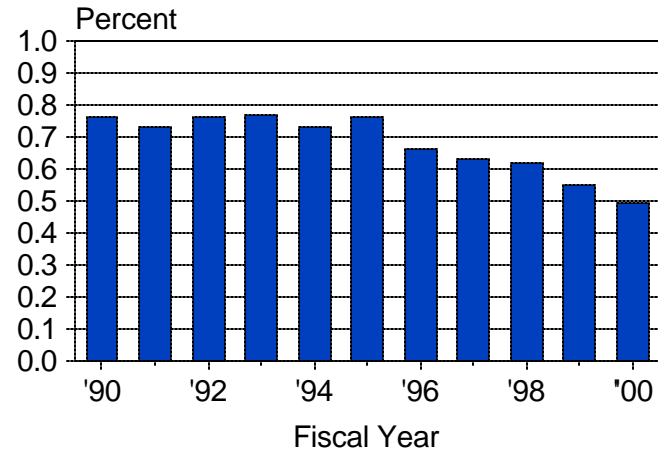
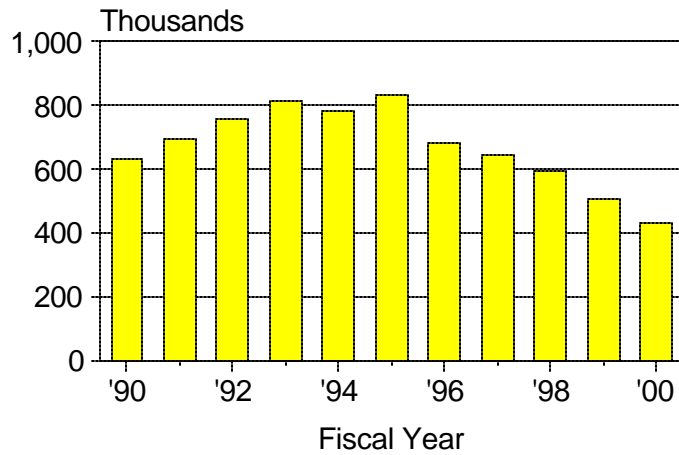
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports.

(202) 606-2720 Perform-mgmt@OPM.GOV

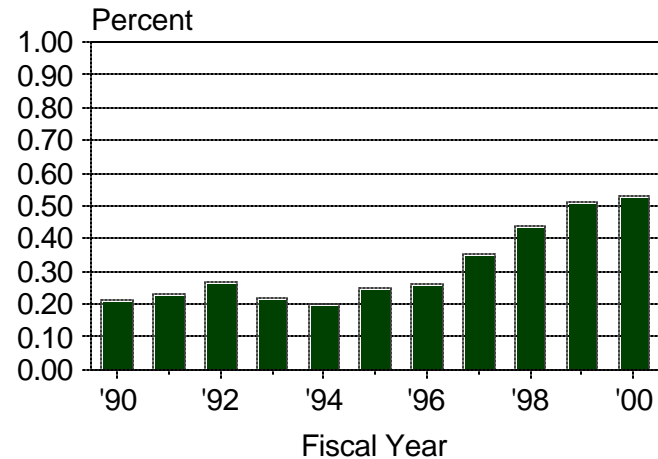
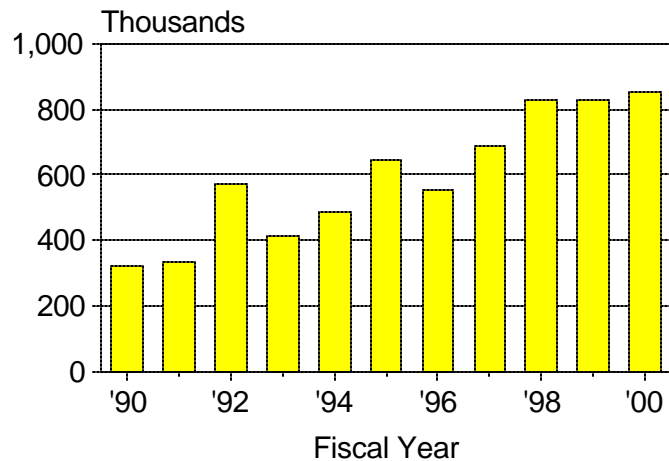
Performance Recognition For Employees

Fiscal Years 1990 - 2000

Performance Awards



Other Awards



Number of Awards
 Spending on Awards as a Percent of Total Salaries

Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1990 - 2000

Quality Step Increases (QSI's)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Number Granted	48,565	56,158	57,786	62,158	60,919	68,849	62,168	57,323	61,258	55,132	61,551
Estimated Cost (millions)	\$21.2	\$24.1	\$28.1	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8	\$47.4	\$42.9	\$49.9
Average Value	\$438	\$430	\$486	\$530	\$595	\$666	\$676	\$730	\$774	\$778	\$811

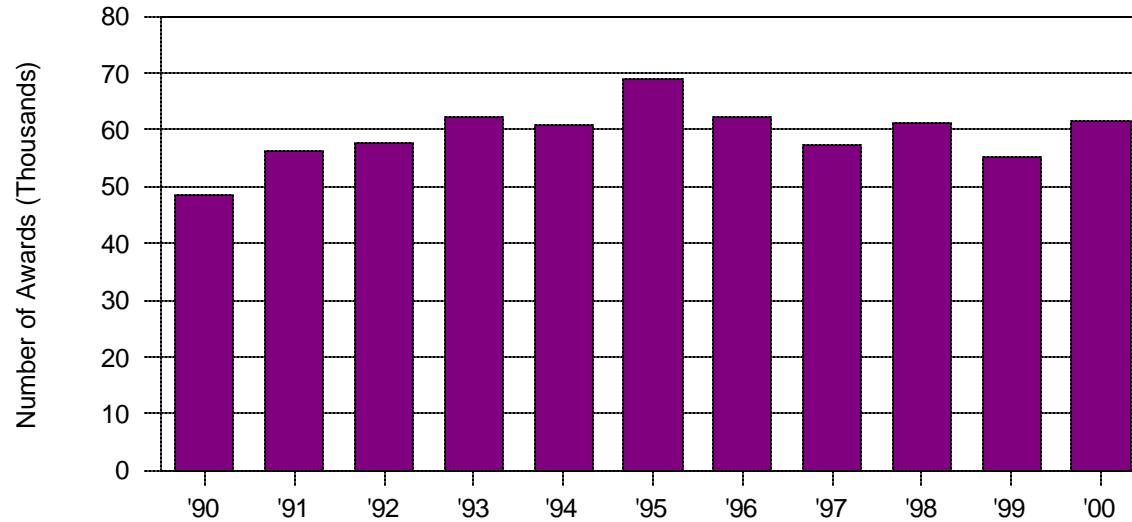
Time-off Awards

	Total Awarded	Average Award (Hours)
Fiscal Year 1996	301,770	10.8
Fiscal Year 1997	253,452	12.7
Fiscal Year 1998	229,463	13.6
Fiscal Year 1999	242,677	13.3
Fiscal Year 2000	255,135	13.6

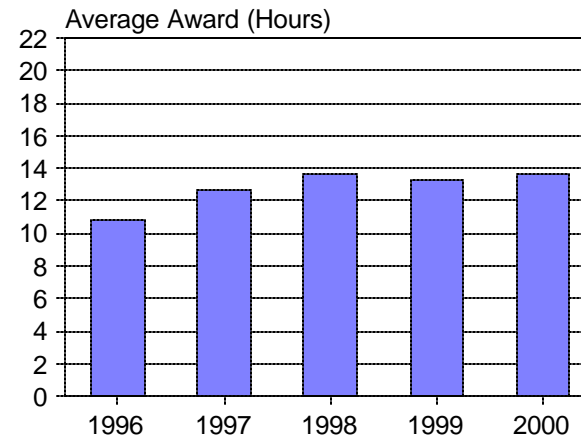
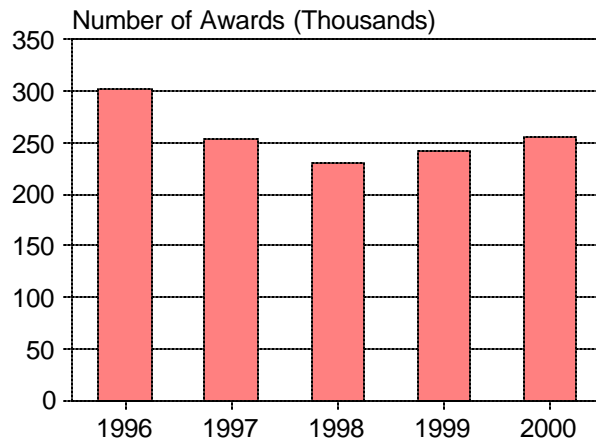
Source: Workforce Compensation and Performance Service, Incentive Awards Program databases, and Annual Reports. (202) 606-2720 Perform-mgmt@OPM.GOV

Performance Recognition For Non-Senior Executive Service Employees

Quality Step Increases (QSI's)
Fiscal Years 1990 - 2000



Time Off Awards
Fiscal Years 1996 - 2000



Senior Executive Service

Member Profile

1992 - 2001

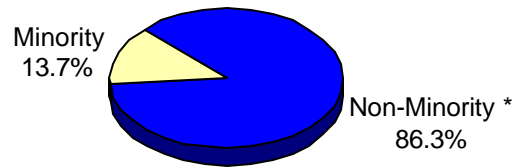
	1992	1994	1996	1998	2000	2001
Average Age	51.8	51.8	51.9	52.3	52.7	52.9
Average Length of Service (Years)	23.2	22.8	22.8	22.8	23.5	23.8
Retirement Eligible (Career Appointees)						
Regular	22.0%	31.0%	24.3%	27.0%	27.6%	32.0%
Early-Out	29.0%	36.0%	37.3%	39.2%	40.6%	38.2%
Education						
Not College Graduate	5.0%	5.0%	4.3%	4.4%	5.2%	5.3%
College Graduate	29.0%	26.0%	26.0%	26.4%	27.0%	27.7%
Advanced Degree	66.0%	69.0%	69.7%	69.0%	67.8%	67.0%
Gender						
Men	87.5%	83.5%	79.6%	77.6%	74.7%	75.2%
Women	12.5%	16.5%	20.4%	22.4%	25.3%	24.8%
Minority	8.0%	10.6%	11.7%	12.9%	14.4%	13.7%
Occupation						
Scientist or Engineer	29.0%	27.0%	24.4%	23.0%	22.3%	21.5%
Other Professional	24.0%	24.0%	25.5%	23.5%	23.3%	23.1%
Administrative / Technical	48.0%	49.0%	50.2%	53.5%	54.4%	55.4%
Geographic Location						
Washington, D.C. area	72.0%	73.0%	73.5%	72.5%	72.6%	75.1%

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

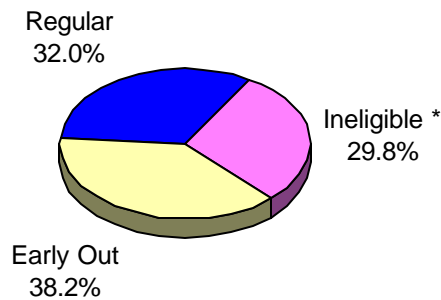
Source: Office of Executive Resources Management SESdata@OPM.GOV

Senior Executive Service Member Profile

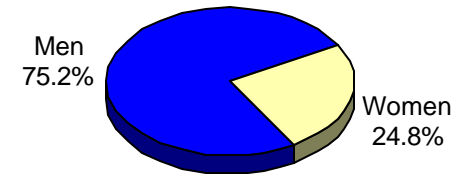
(As of September 2001)



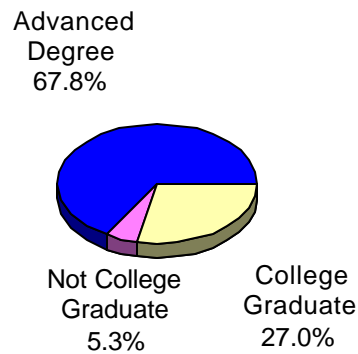
Minority Status



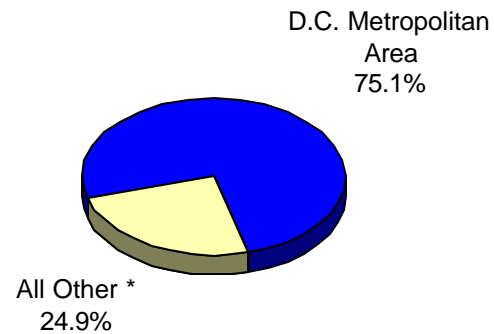
Retirement Eligibility



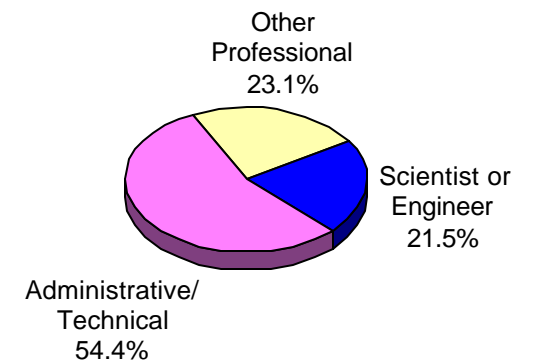
Gender



Education



Geographic Location



Occupation

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

Senior Executive Service (SES)

Positions and Appointments

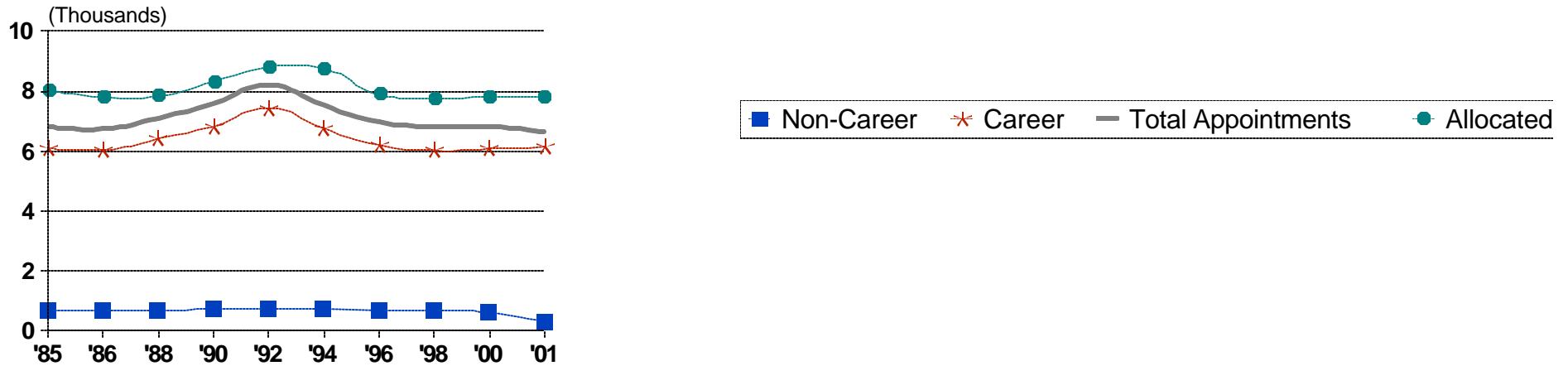
1985 - 2001

	SES Appointments				
	Allocated Positions	Total	Career	Noncareer	Limited
1985	8,044	6,818	6,101	651	66
1986	7,790	6,742	6,030	658	54
1987	7,781	6,948	6,223	682	43
1988	7,838	7,108	6,400	659	49
1989	8,167	7,305	6,703	523	79
1990	8,314	7,590	6,829	699	62
1991	8,610	8,012	7,220	722	70
1992	8,804	8,200	7,426	704	70
1993	8,805	7,816	7,387	360	69
1994	8,751	7,509	6,740	704	65
1995	8,302	7,294	6,473	733	88
1996	7,896	6,985	6,191	684	110
1997	7,698	6,885	6,105	659	121
1998	7,736	6,804	6,010	649	145
1999	7,753	6,718	5,953	301	164
2000	7,813	6,824	6,066	593	165
2001	7,795	6,626	6,118	265	243

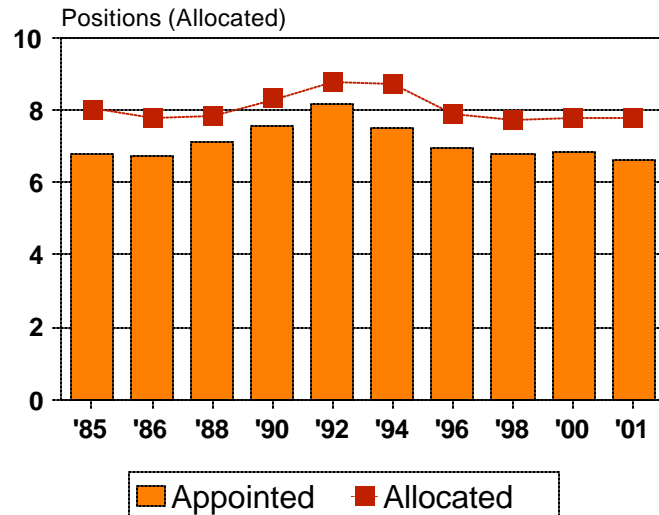
Notes: "Allocated" = Maximum number of SES positions authorized.
 "Appointments" = Number of SES positions actually filled.
 All data as of September 30th.

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

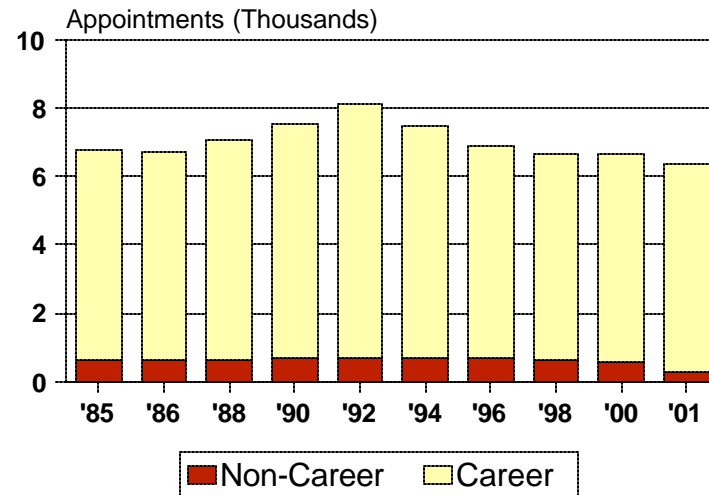
Senior Executive Service Positions and Appointments 1985 - 2001



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1991 - 2001

	Presidential Rank Awards										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Number of Awards	401	414	275	265	208	233	273	294	311	340	344
Distinguished (\$20,000)*	67	68	62	57	62	63	60	52	58	53	56
Meritorious (\$10,000)*	334	346	213	208	146	170	213	242	253	287	288
Total Awarded (\$ millions)	4.68	4.80	3.37	3.22	2.70	2.96	3.33	3.46	8.30	7.80	9.64

	Performance Awards										
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001**
Number of Awards	2,475	2,939	2,971	2,683	2,352	1,763	2,256	2,043	2,823	3,063	3,045
Percent of Career Members Receiving Awards	35	40	40	38	36	28	36	34	47	50	50
Total Awarded (\$ millions)	14.34	20.25	21.18	18.95	16.44	12.4	16.2	15.4	28.9	34.7	37.1
Average Amount of Award	\$5,793	\$6,891	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$10,237	\$11,353	\$12,184

*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%.

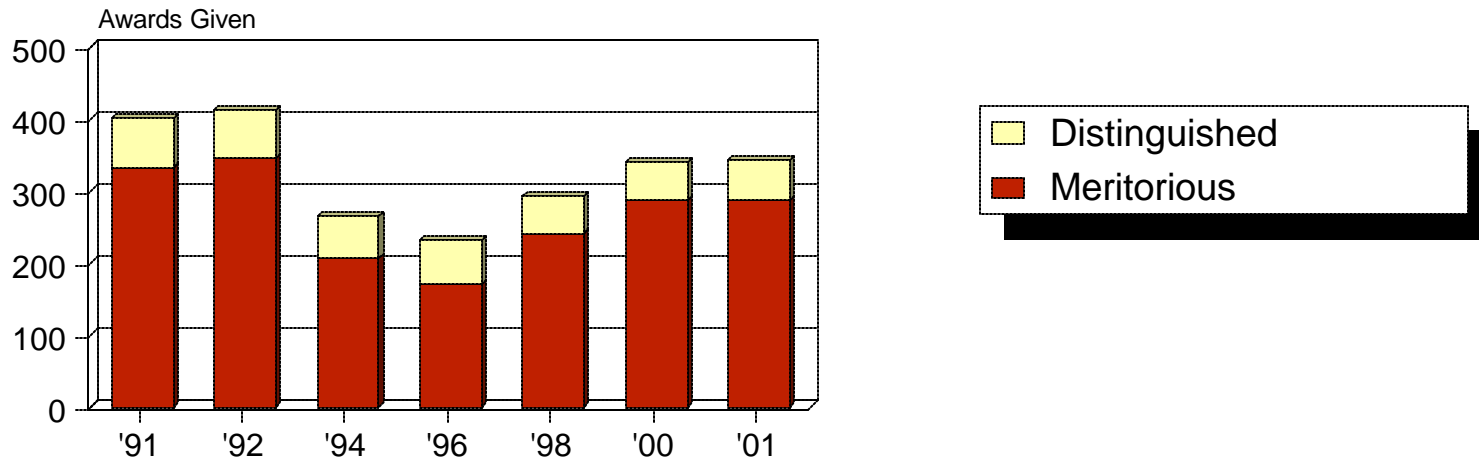
**Preliminary

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

Senior Executive Service: Awards

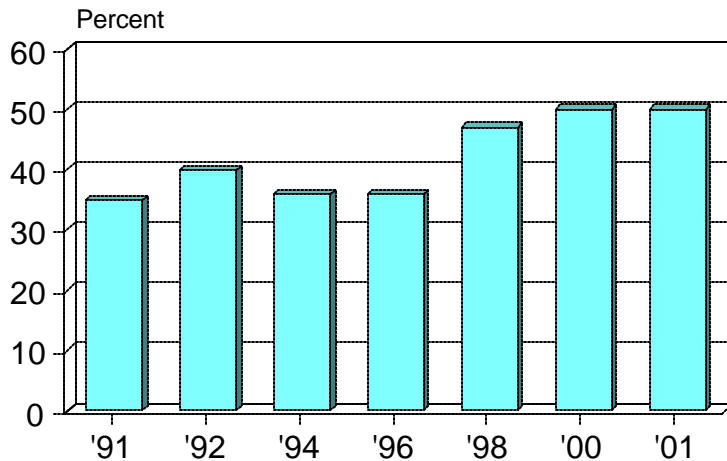
1991 - 2001

Presidential Rank Awards

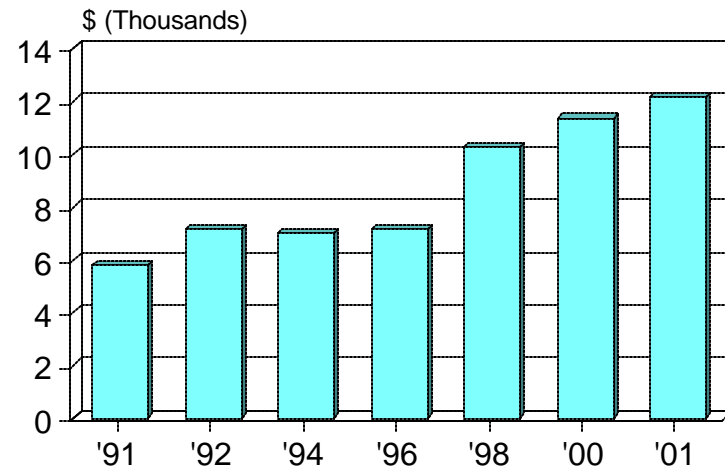


Performance Awards

Percent of Career Members Receiving Awards



Average Amount of Award



Part 4:
Retirement and Insurance Programs

Retirement and Insurance Payments

1992 - 2002

	1992 ^a	1993	1994	1995	1996	1997	1998	1999	2000	2001 ^r	2002 ^b
U.S. Office of Personnel Management (OPM)											
Payment Accounts in Millions (\$)											
Government Payments for Annuitants Health Benefits	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	5,528.0	6,127.0
% Change		10.4	6.7	-4.4	0.4	2.7	4.6	12.0	9.5	9.5	10.8
Government Payments for Annuitants Life Insurance	7.3	11.2	15.5	21.9	24.9	27.8	30.0	31.0	27.0	32.0	32.4
% Change		53.4	38.4	41.3	13.7	11.6	7.9	3.3	-12.9	18.5	1.3
Government Payments to Civil Service Retirement and Disability Fund	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	21,639.0	22,139.0
% Change		3.6	-0.5	1.2	0.6	5.9	0.5	0.2	0.7	0.4	2.3

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

r. Revised Data

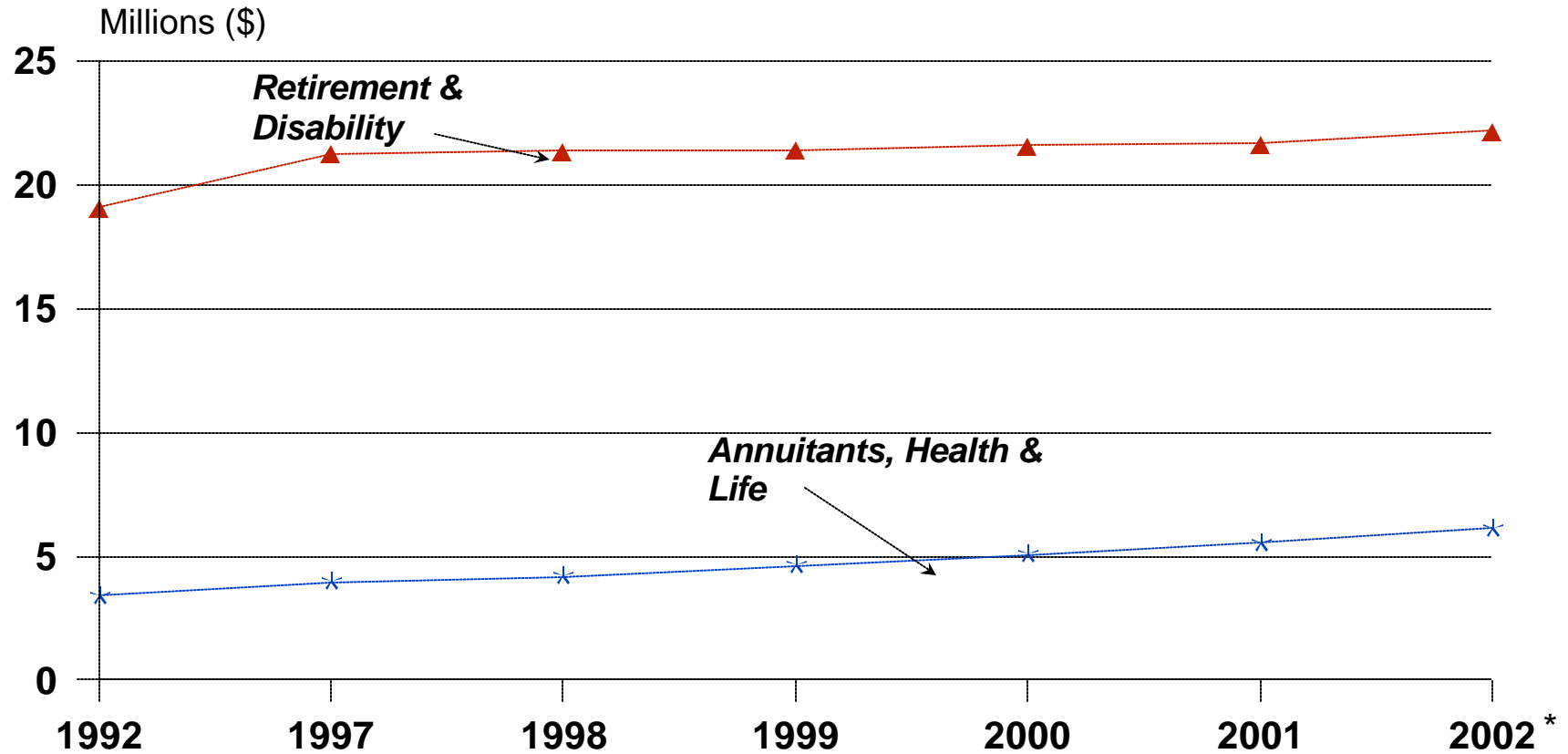
b. Budget Data for 2002 are estimated.

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, 1992 - 2002

Treasury Payments to Civil Service Benefit Programs



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

* Estimated

Federal Employee Health Benefits Program

Enrollment and Coverage

March 31, 2001

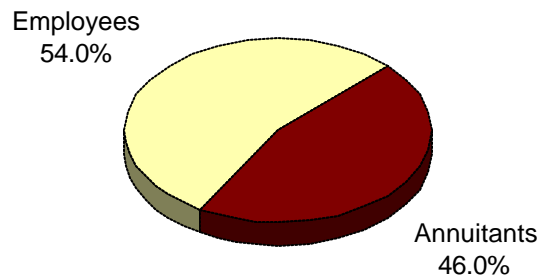
	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	963,481	1,030,506	1,993,987	1,899,634	3,893,621
Employee Organizations	386,861	537,558	924,419	1,070,411	1,994,830
Comprehensive (Health Maintenance Organizations)	848,553	307,848	1,156,401	1,460,700	2,617,101
Experience - Rated	122,278	53,324	175,602	216,890	392,492
Community - Rated	726,275	254,524	980,799	1,243,810	2,224,609
Total, All Plans	2,198,895	1,875,912	4,074,807	4,430,745	8,505,552

*Source: Semi-annual Headcount, as of March 2001 (the number of dependents is estimated based on data provided by health benefits carriers).
(202) 606-0650 RISBUDGET@OPM.GOV*

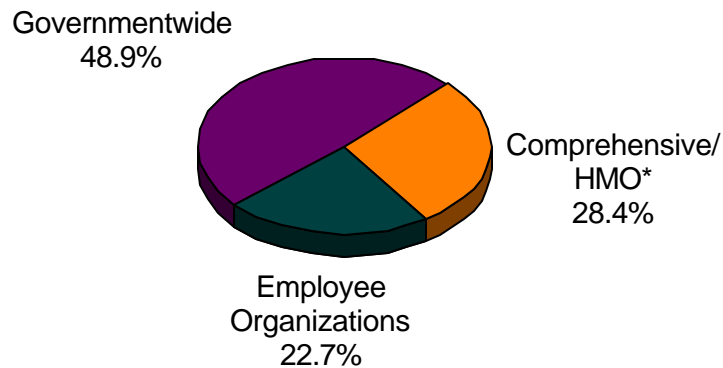
Federal Employee Health Benefits Program Enrollment & Coverage

March 31, 2001

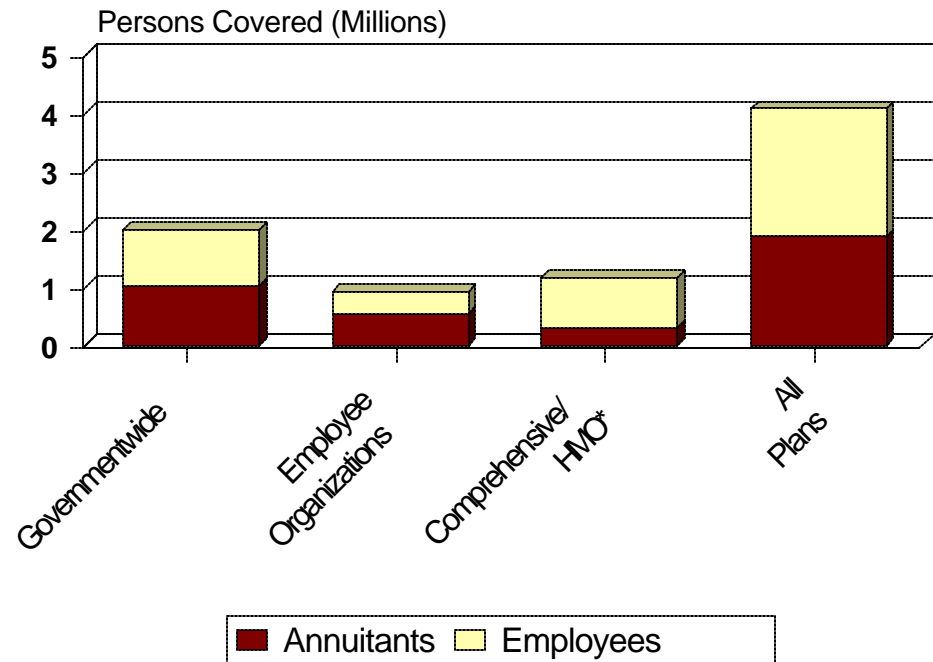
Enrollee Category



Type of Plan



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



*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1991 - 2001

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
NON-POSTAL EMPLOYEES											
Government Share	\$193.45	\$209.20	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91	\$292.45	\$323.05
Enrollee Share	\$71.23	\$78.33	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97	\$118.33	\$132.46
Total Premiums	\$264.68	\$287.53	\$313.46	\$324.69	\$314.09	\$314.29	\$320.69	\$342.96	\$376.88	\$410.78	\$455.52
POSTAL EMPLOYEES											
Government Share	\$271.54	\$292.43	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75	\$371.15	\$410.32
Enrollee Share	\$30.12	\$33.80	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51	\$71.23	\$81.85
Total Premiums	\$301.66	\$326.23	\$353.79	\$363.72	\$349.98	\$345.63	\$352.09	\$374.88	\$406.26	\$442.38	\$492.18
ANNUITANTS											
Government Share	\$178.48	\$193.25	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30	\$261.74	\$287.89
Enrollee Share	\$80.17	\$80.23	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10	\$112.96	\$126.64
Total Premiums	\$258.65	\$273.48	\$295.42	\$301.17	\$288.14	\$288.51	\$292.25	\$314.33	\$343.40	\$374.70	\$414.52
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$200.57	\$216.50	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41	\$292.01	\$321.89
Enrollee Share	\$67.91	\$71.76	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58	\$107.75	\$121.07
Total Premiums	\$268.48	\$288.26	\$312.16	\$321.03	\$309.06	\$308.27	\$313.36	\$335.52	\$366.99	\$399.74	\$442.96
<i>% Change</i>		7.4	8.3	2.8	-3.7	-0.3	1.7	7.1	9.4	8.9	10.8

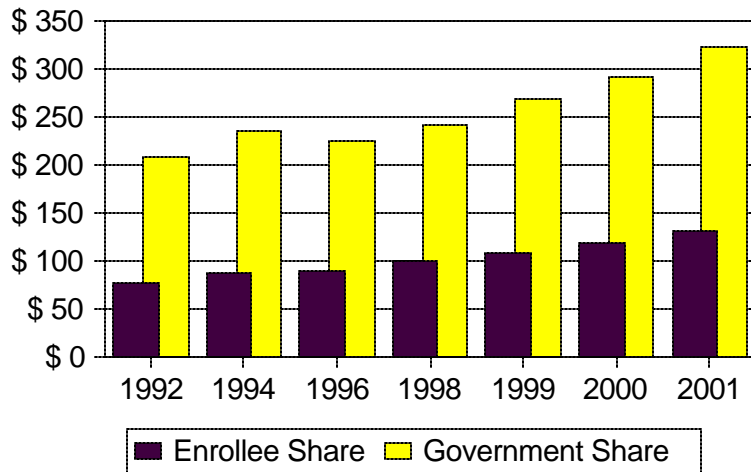
Note: Premiums are weighted based on enrollments as of March.

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

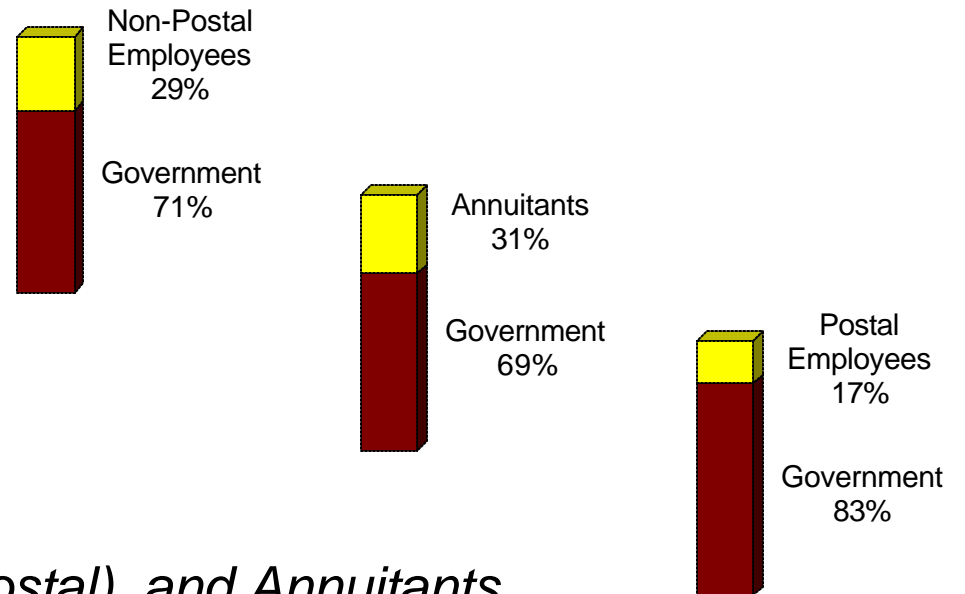
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, & Annuitants
1992 - 2001**



*Average Monthly Premiums
2001*



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1989 - 2001

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
1989	10,985	10,169	816	1,413
1990	12,186	11,003	1,183	4,626 *
1991	13,384	12,414	971	5,584
1992	14,262	13,874	389	5,952
1993	15,496	14,624	872	6,875
1994	16,121	15,471	651	7,489
1995	16,210	15,886	324	7,814
1996	15,706	16,150	-444	7,371
1997	15,910	16,578	-668	6,703
1998	16,695	17,160	-465	6,237
1999	18,039	18,463	-424	5,813
2000	19,737	19,575	162	5,978
2001	21,454	20,779	675	6,654

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

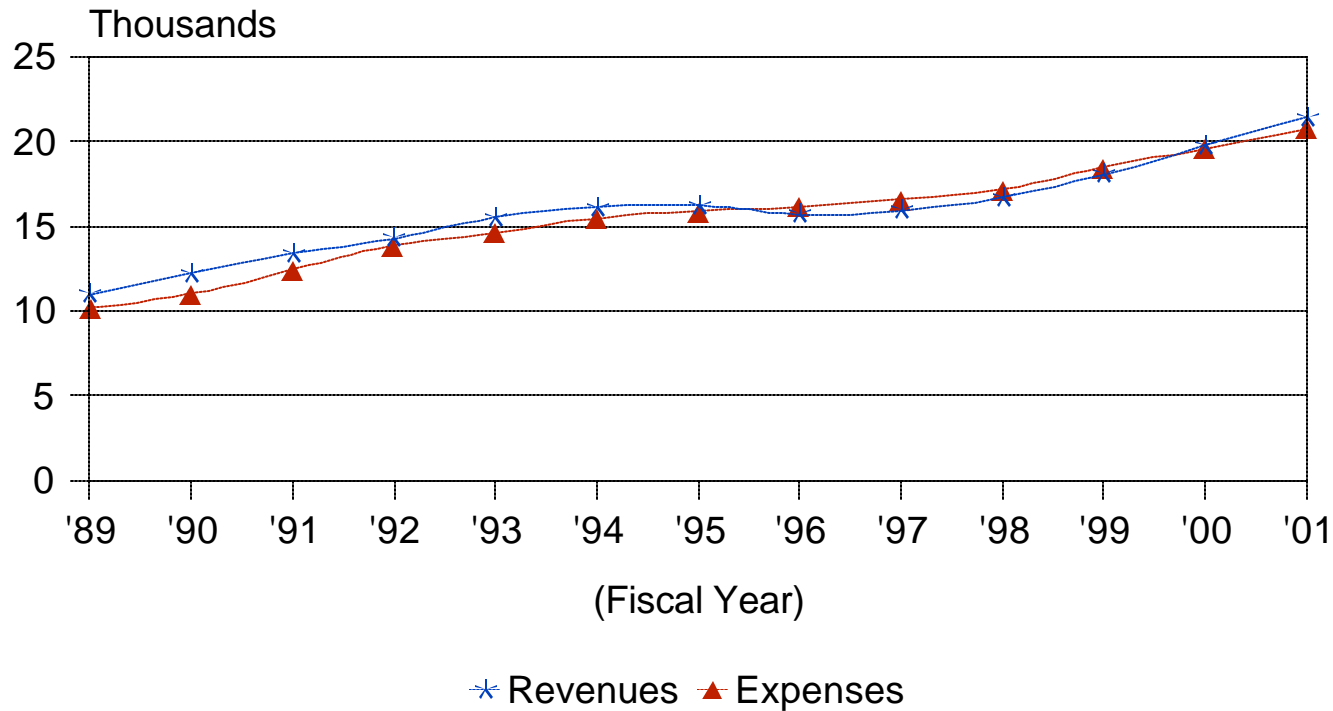
Source: President's Budget Status of the Fund Schedule

(202) 606-0650 RISBUDGET@OPM.GOV

Federal Employees Health Benefits (FEHB) Program Financial Data

Fiscal Years 1989 - 2001

Revenues vs Expenses



Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2001

	TOTAL EMPLOYMENT	FERS EMPLOYMENT	EARLY-OUT ELIGIBLES		VOLUNTARY ELIGIBLES	
			#	%	#	%
All Agencies	1,772,533	1,075,102	25,084	2.3	106,054	9.9
Department of Agriculture	110,750	55,300	1,221	2.2	4,394	7.9
Department of Commerce	40,070	23,860	388	1.6	1,817	7.6
Department of Defense (Total)	661,037	389,460	11,839	3.0	46,569	12.0
Department of the Air Force	154,444	95,698	2,324	2.4	10,437	10.9
Department of the Army	221,664	131,143	4,399	3.4	15,823	12.1
Department of the Navy	180,158	101,638	3,167	3.1	12,229	12.0
Department of Defense (Excluding Military Departments)	104,771	60,981	1,949	3.2	8,080	13.3
Department of Education	4,847	2,656	54	2.0	250	9.4
Department of Energy	16,067	8,675	268	3.1	1,010	11.6
Department of Health and Human Services	65,347	39,733	687	1.7	3,352	8.4
Department of Housing and Urban Development	10,146	5,433	120	2.2	778	14.3
Department of the Interior	76,927	42,181	885	2.1	3,492	8.3
Department of Justice	127,187	102,334	1,207	1.2	4,039	3.9
Department of Labor	16,368	9,362	167	1.8	786	8.4
Department of State	20,027	6,355	96	1.5	479	7.5
Department of Transportation	65,570	39,090	663	1.7	3,313	8.5
Department of the Treasury	148,916	97,214	1,713	1.8	9,181	9.4
Department of Veterans Affairs	224,893	153,983	2,670	1.7	17,082	11.1
Environmental Protection Agency	18,633	11,481	194	1.7	829	7.2
General Services Administration	14,204	8,122	276	3.4	1,088	13.4
National Aeronautics and Space Administration	18,967	11,244	174	1.5	774	6.9
Office of Personnel Management	3,554	1,678	30	1.8	263	15.7
Small Business Administration	4,280	2,388	48	2.0	387	16.2
Social Security Administration	65,377	31,123	1,655	5.3	3,070	9.9
All Other Agencies	59,366	33,430	729	2.2	3,101	9.3

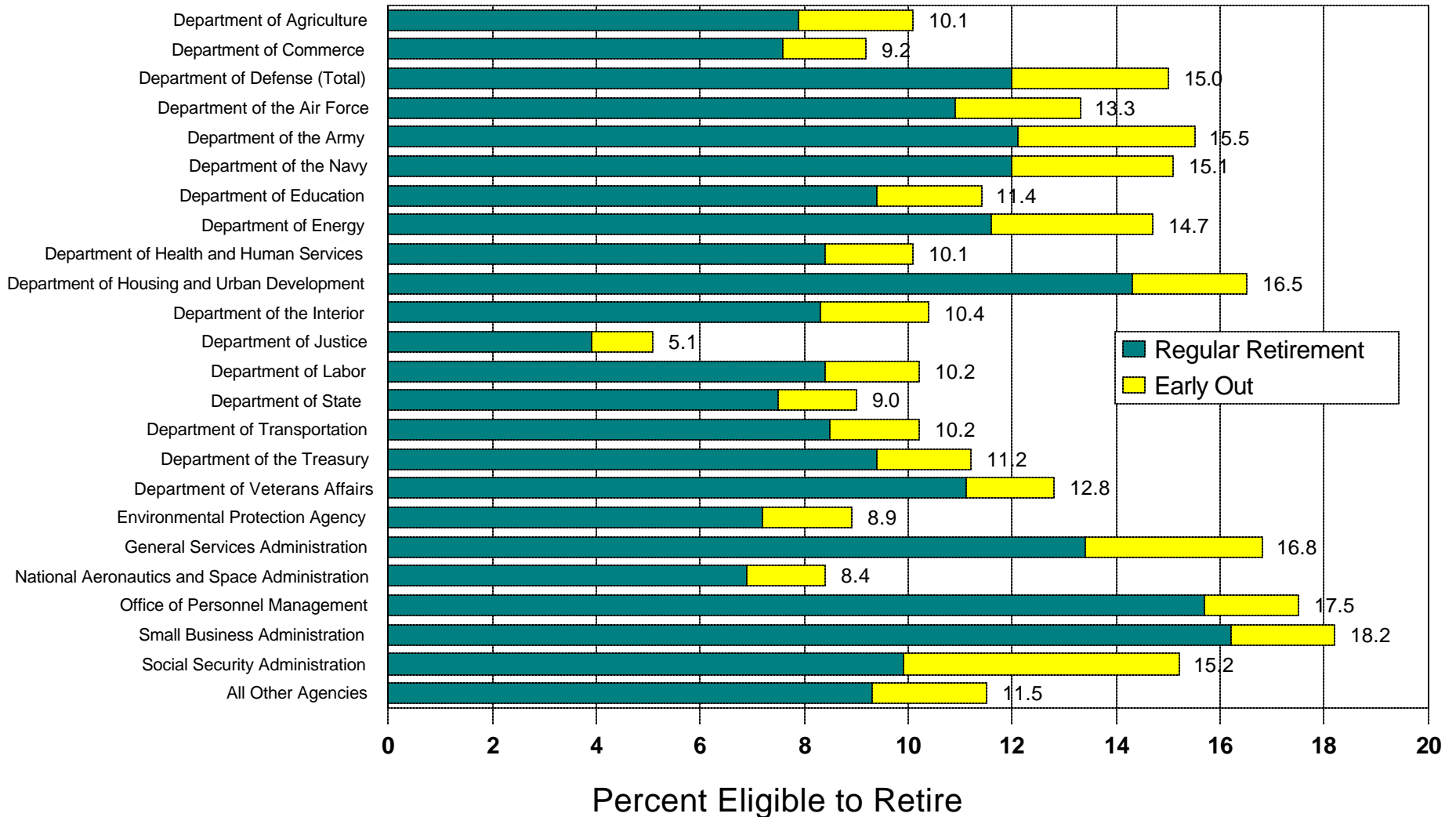
Notes: Data are calculated under current law provisions.

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 Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2001



Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2001

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,772,533	591,599	290,169	49.0	113,867	19.2
Department of Agriculture	110,750	35,888	16,631	46.3	7,099	19.8
Department of Commerce	40,070	10,708	5,130	47.9	2,614	24.4
Department of Defense (Total)	661,037	251,270	127,633	50.8	43,612	17.4
Department of the Air Force	154,444	53,077	26,669	50.2	9,361	17.6
Department of the Army	221,664	84,010	43,328	51.6	15,459	18.4
Department of the Navy	180,158	76,045	38,072	50.1	12,735	16.7
Department of Defense (Excluding Military Departments)	104,771	38,138	19,564	51.3	6,057	15.9
Department of Education	4,847	1,873	981	52.4	443	23.7
Department of Energy	16,067	7,220	3,807	52.7	1,452	20.1
Department of Health and Human Services	65,347	17,649	8,711	49.4	4,537	25.7
Department of Housing and Urban Development	10,146	4,613	2,393	51.9	1,098	23.8
Department of the Interior	76,927	23,314	11,407	48.9	4,310	18.5
Department of Justice	127,187	22,706	8,409	37.0	5,327	23.5
Department of Labor	16,368	6,830	3,580	52.4	1,613	23.6
Department of State	20,027	2,891	1,385	47.9	552	19.1
Department of Transportation	65,570	25,931	9,142	35.3	7,659	29.5
Department of the Treasury	148,916	47,919	23,307	48.6	7,856	16.4
Department of Veterans Affairs	224,893	60,003	30,312	50.5	10,608	17.7
Environmental Protection Agency	18,633	6,173	3,091	50.1	1,305	21.1
General Services Administration	14,204	6,007	3,283	54.7	1,149	19.1
National Aeronautics and Space Administration	18,967	7,587	2,935	38.7	2,079	27.4
Office of Personnel Management	3,554	1,188	625	52.6	215	18.1
Small Business Administration	4,280	1,332	688	51.7	334	25.1
Social Security Administration	65,377	32,685	17,814	54.5	5,899	18.0
All Other Agencies	59,366	17,812	8,905	50.0	4,106	23.1

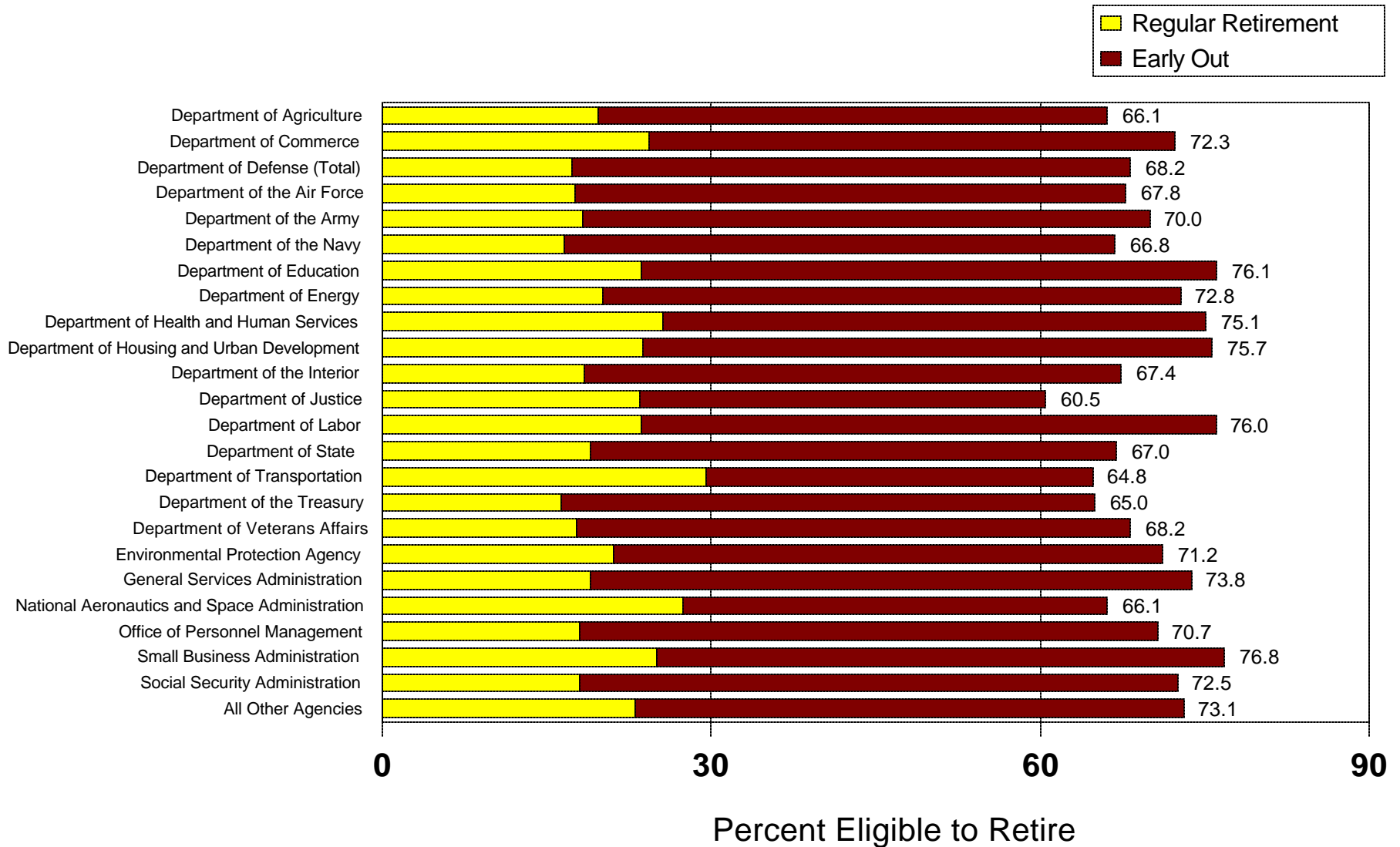
Notes: Data are calculated under current law provisions.

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, 2001



Retirement System

On Annuity Roll at End of Fiscal Year

1983 - 2001

Employees (CSRS/FERS)							
Year	Normal	Disability	Other ^a	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
1983	804,236	343,457	240,923	1,388,616	1,076	481,526	486
1984	837,368	337,871	244,955	1,420,194	1,078	490,229	501
1985	876,692	331,675	245,839	1,454,206	1,119	501,212	528
1986	916,313	325,978	249,280	1,491,571	1,128	516,413	536
1987	934,269	318,436	251,435	1,504,140	1,146	528,087	552
1988	973,533	311,263	266,152 ^b	1,550,948	1,195	541,098	583
1989	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
1990	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
1991	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
1992	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
1993	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
1994	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
1995	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
1996	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
1997	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
1998	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
1999	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923
2000	1,082,812	241,696	418,688	1,743,196	1,796	633,308	952
2001	1,086,420	239,388	422,270	1,748,078	1,869	634,923	992

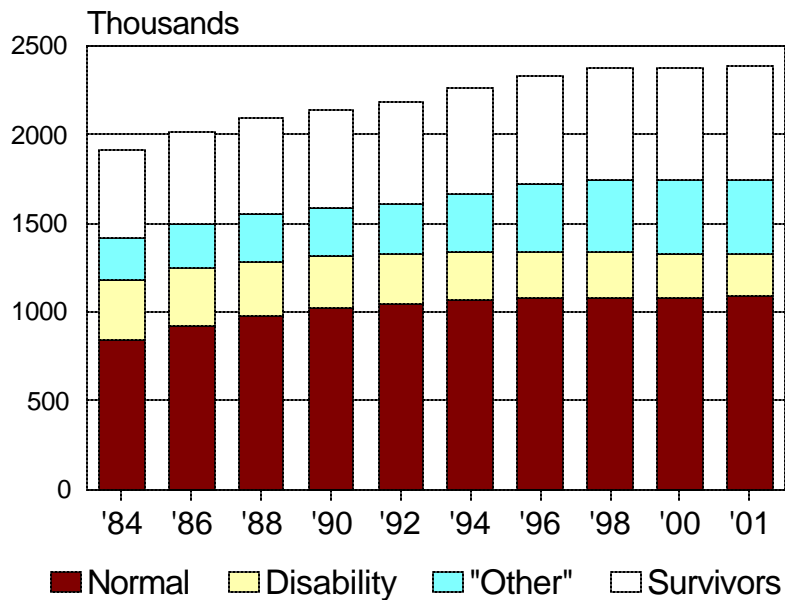
- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

Retirement System

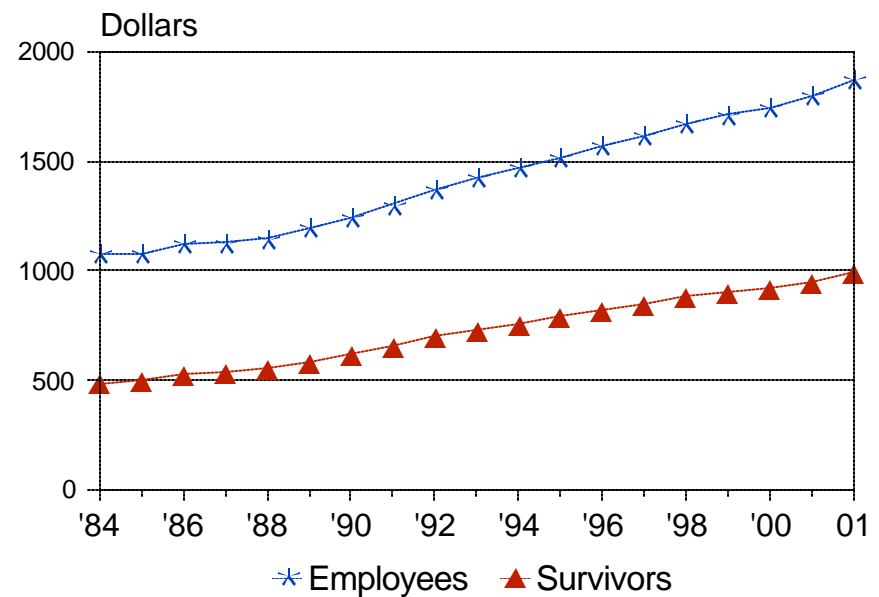
On Annuity Roll at End of Fiscal Year

1984 - 2001

Number on Annuity Roll



Average Monthly Annuity



Retirement System Additions to Annuity Roll

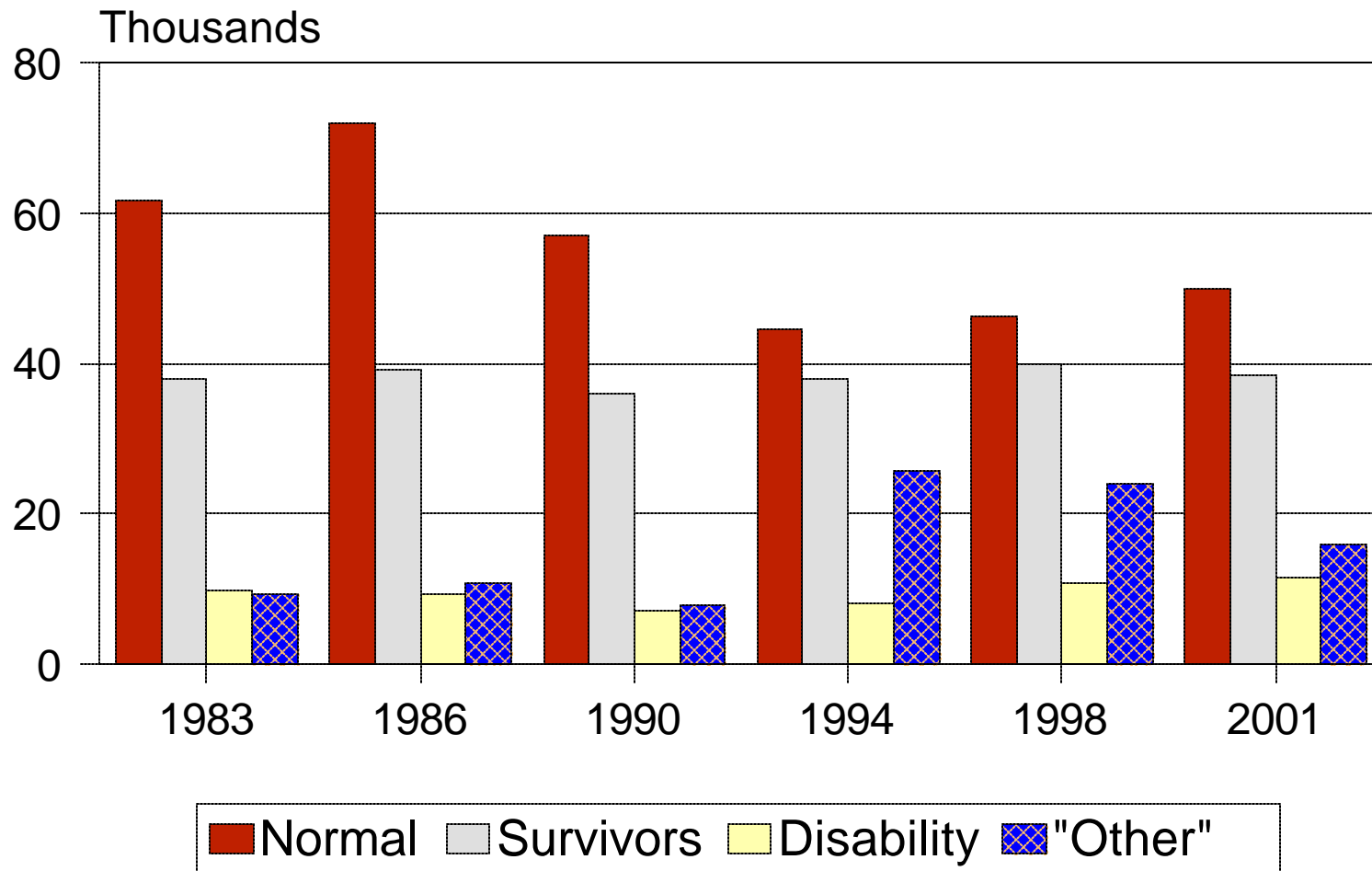
Fiscal Years 1983 - 2001

Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
1983	61,605	9,756	9,366	80,727	37,983
1984	65,937	9,510	8,507	83,954	35,186
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 ^b	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 ^c	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404
2001	49,887	11,472	15,971	77,330	38,379

- 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 1983 - 2001



Retirement Systems Coverage

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

Fiscal Years 1991 - 2001

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000*	2001
CSRS	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	961,237	987,450
<i>% of total</i>	58.6	56.9	54.3	52.0	48.9	47.1	44.5	41.7	39.6	37.1	36.9
FERS	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	1,628,825	1,688,643
<i>% of total</i>	41.4	43.1	45.7	48.0	51.1	52.9	55.5	58.3	60.4	62.9	63.1

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

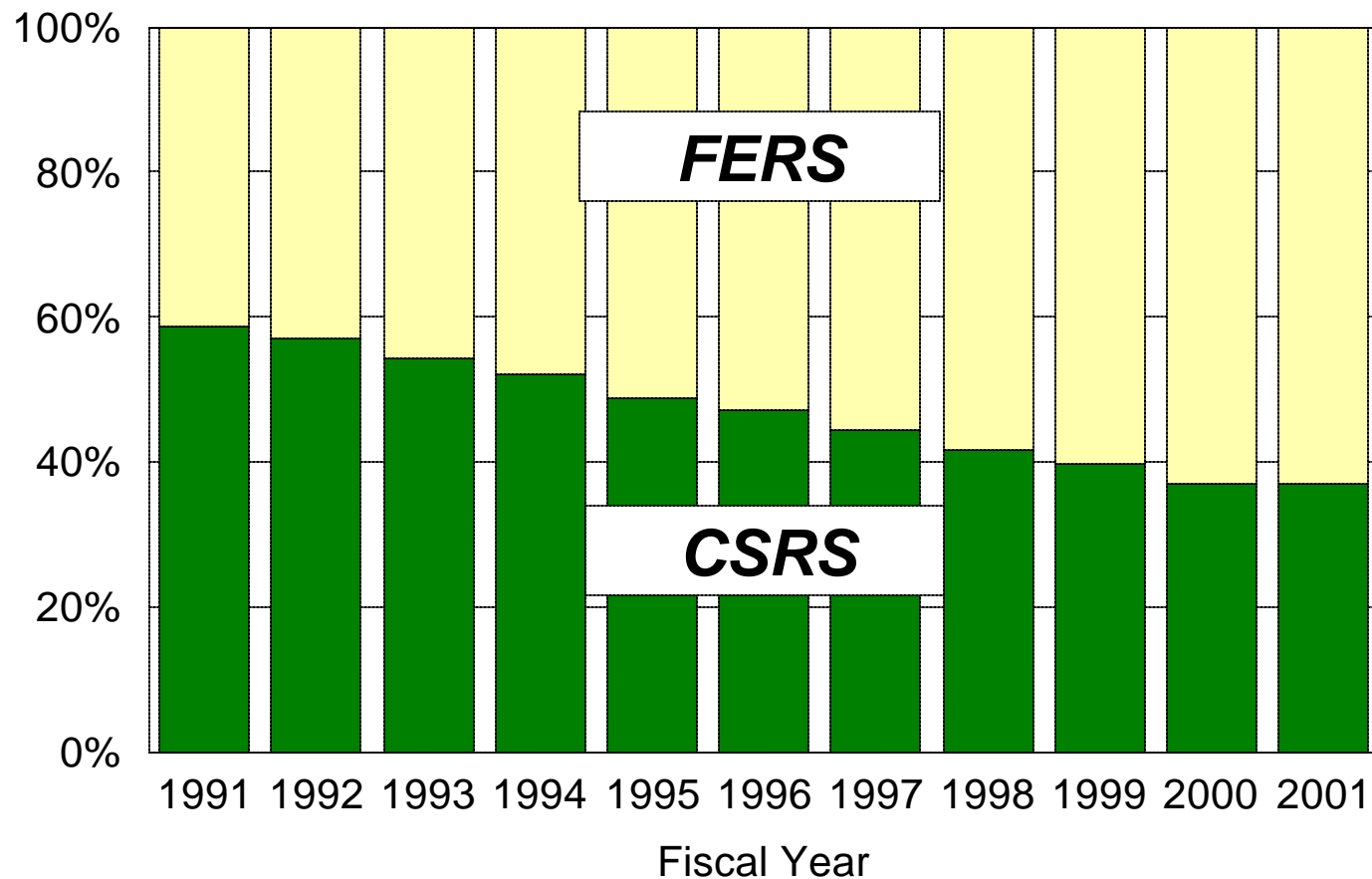
* Revised

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 1991 - 2001



Federal Employees Group Life Insurance

Fiscal Year 2001

	Employees		Annuitants		Total	
	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)	Number Enrolled (Thousands)	Insurance In Force (\$ Billions)
Coverage						
Basic	2,305	275.9	1,600	37.5	3,905	313.4
Standard	976	19.4	377	2.2	1,353	21.6
Additional	1,192	214.5	160	11.8	1,352	226.3
Family	962	18.1	360	1.0	1,322	19.1
Total	2,305 *	527.9	1,600 *	52.5	3,905 *	580.4

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

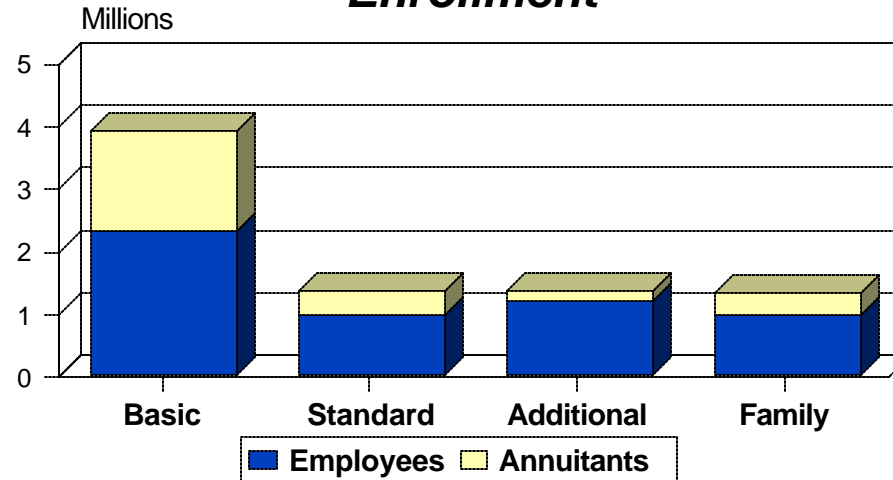
Claims Paid During Fiscal Year 2001			Operating Revenues and Expenses, Fiscal Year 2001	
	Claims	Amount Paid (\$ Thousands)		(\$ Millions)
Death				
Employees	7,517	\$694,743	Revenues	\$3,341
Annuitants	66,786	\$1,070,413	Expenses	\$3,395
Total	74,303	\$1,765,156	Excess of operating Revenues Over Expenses	-\$54
Dismemberment				
Total	32	\$795		

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

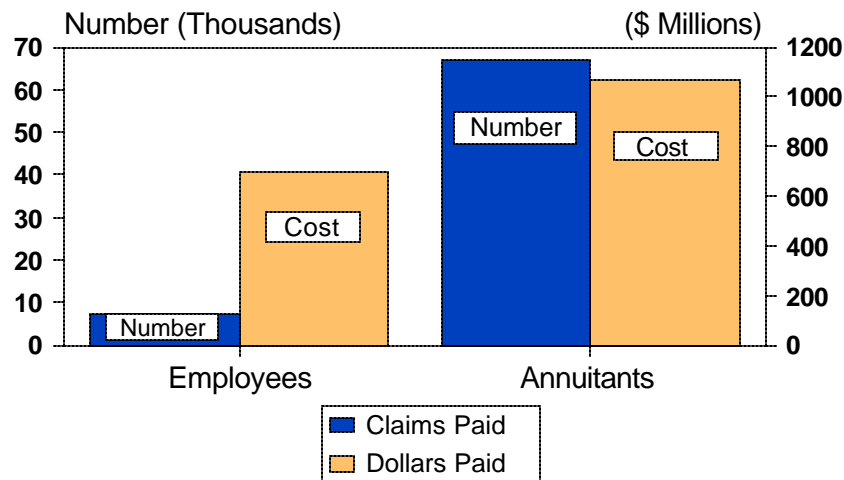
Federal Employees Group Life Insurance

Fiscal Year 2001

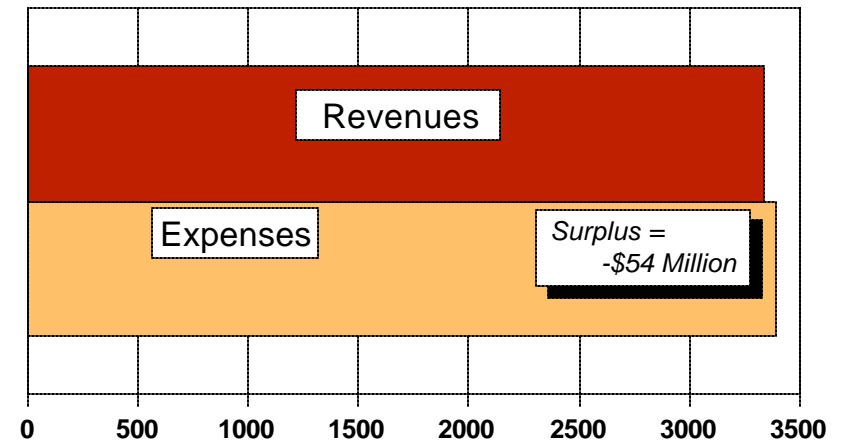
Enrollment



Claims Paid



Revenues vs Expenses



Part 5:
Student Employment Programs

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

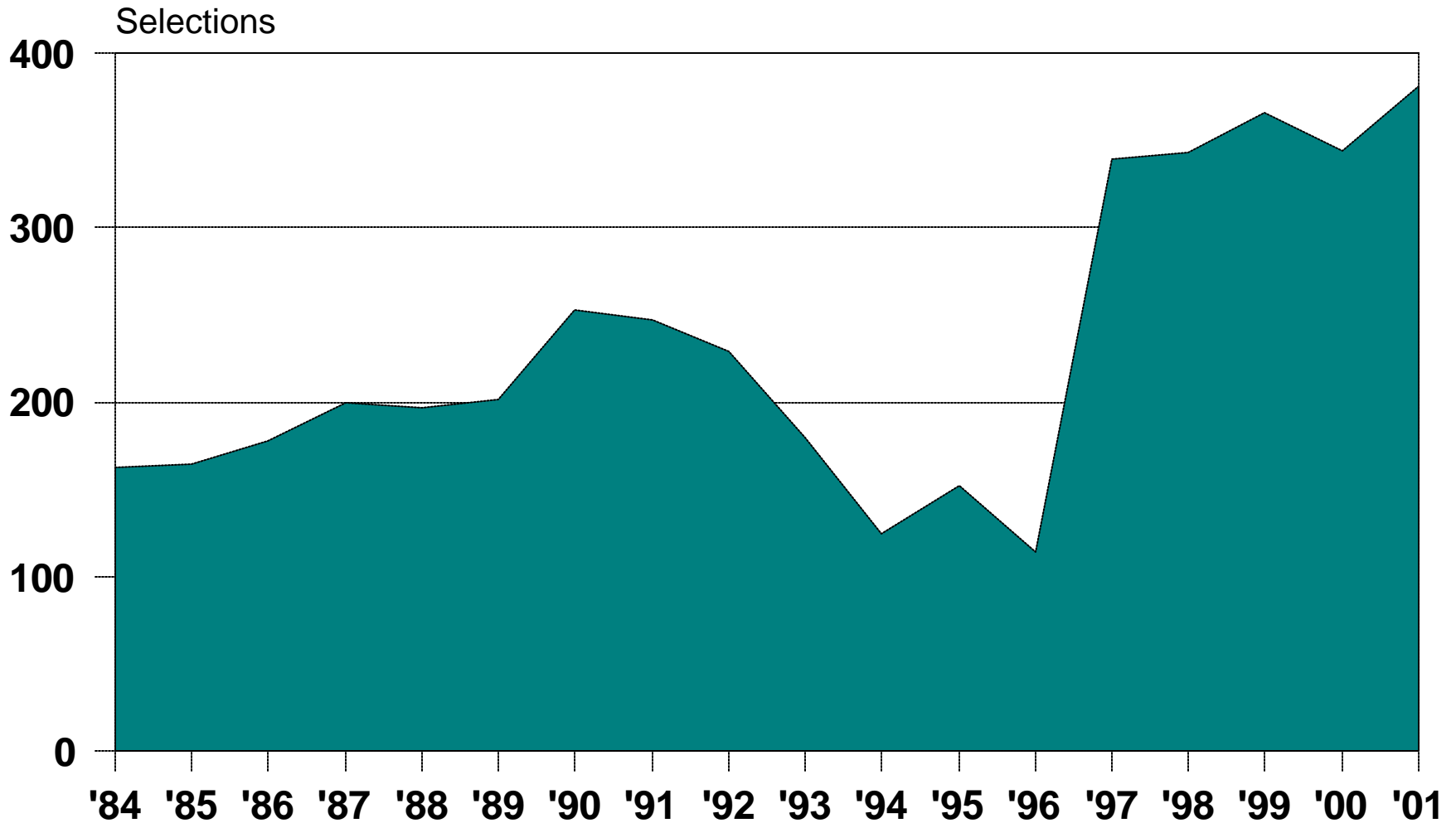
Trends in PMI Selections 1984 - 2001		Top Universities With PMI Finalists in 2001		Top Agencies Employing 2001 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1984	163	Harvard, JFK School of Government	35	Department of Health and Human Services	77
1985	164	American University	31	Department of State	56
1986	178	George Washington University	27	Department of Housing and Urban Development	39
1987	200	Georgetown University	19	Department of Commerce	38
1988	197	Johns Hopkins University, Sch Advan Int St	19	Department of Defense	33
1989	201	University of Texas - Austin	18	Department of Justice	26
1990	253	University of Michigan - Ann Arbor	15	Social Security Administration	15
1991	247	Emory University	15	Department of Transportation	15
1992	229	Columbia Univ, Sch of International Public Affairs	13	Department of Education	15
1993	180	Indiana University - Bloomington	12	U.S. Agency for International Development	14
1994	125	Syracuse University	11	National Aeronautics and Space Administration	11
1995	152	Princeton University	11	Department of Interior	10
1996	114	Rutgers University	11	Office of Management and Budget	9
1997	339	University of Maryland - CLG Park	11	Department of Energy	7
1998	343	University of Vermont - Law School	10	Department of Treasury	7
1999	366	Yale University	10	Department of Veterans Affairs	6
2000	344	University of Maryland at Baltimore	10	Environmental Protection Agency	5
2001	381	Monterey Institutes of International Studies	10	Department of Agriculture	5
		University of California (UCLA)	9	Office of Personnel Management	3
		University of Georgia	9	General Services Administration	3
		University of Minnesota - Twin Cities	8		
		University of Pittsburgh - Main	7		
		University of Delaware	7		
		Tufts University	6		
		University of California - San Diego	5		
		University of Pennsylvania	5		
		University of Washington	5		
		University of California - Berkeley	5		
		Stanford University	4		
		University at Albany - SUNY	4		
		Duke University, School of the Environment	3		

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

Presidential Management Internship Program

Selections Employing Agencies

1984 - 2001



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2001

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Total	13,538	Total	13,538	100.0%
Navy	2,787	Total Minorities	4,838	35.7%
Army	1,956	Black	2,238	16.5%
Agriculture	1,817	Hispanic	1,188	8.8%
Interior	1,567	Asian/Pacific Islander	1,081	8.0%
Air Force	991	American Indian*	331	2.4%
National Aeronautics and Space Administration	715	Non-Minority	8,700	64.3%
Other	3,705	Men	7,692	56.8%
		Women	5,846	43.2%
		Veterans	573	4.2%
		Disabled	460	3.4%

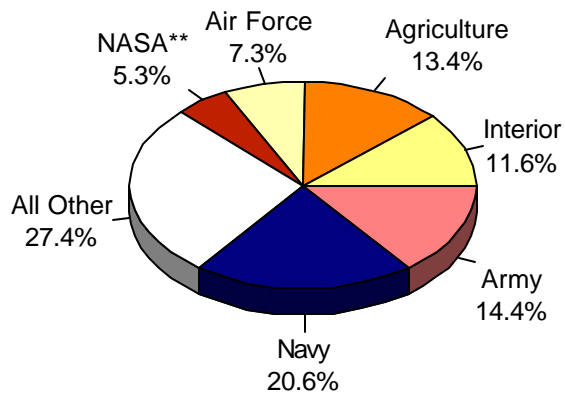
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 OWI@OPM.GOV

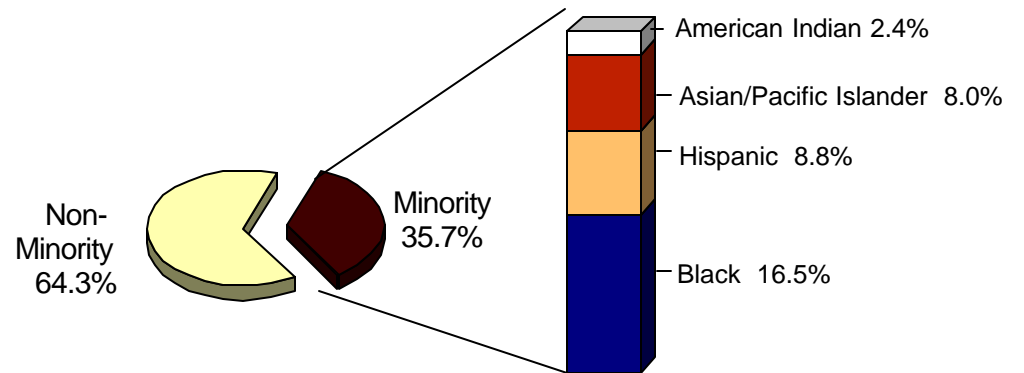
Student Career Experience Program

Fiscal Year 2001

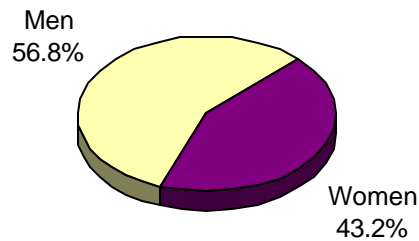
Employing Agencies*



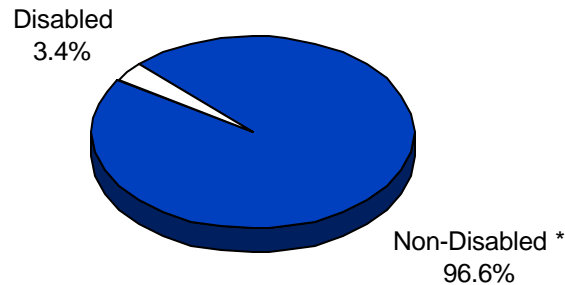
Minority Status



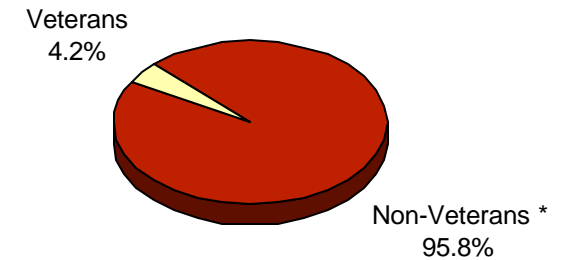
Gender



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 2001

By Educational Level

Degree	Participants	Percent
High School	301	2.2
Associate	2,529	18.7
Baccalaureate	7,249	53.5
* Graduate	1,882	13.9
Other	1,577	11.6
Total	13,538	100.0

By Major Occupational Group

Occupational Group	Participants	Percent
Engineering & Architecture	2,406	17.8
General Administration, Clerical, Office Services	1,802	13.3
Biological Sciences	1,603	11.8
Miscellaneous	841	6.2
Physical Sciences	592	4.4
Other	6,294	46.5
Total	13,538	100.0

- Baccalaureate participants were predominant in the "Engineering & Architecture" category (87.8%), "General Administration, Clerical, & Office Services" category (60.1%).
 - More than 7,244 participants (approximately 53.5%) were classified in five major occupational groups.
- * Also includes Professional Degrees

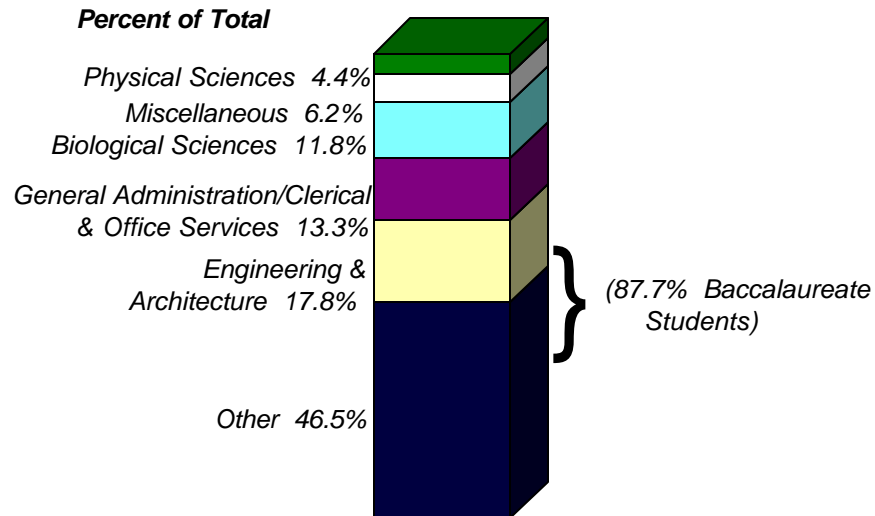
Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 OWI@OPM.GOV

Student Career Experience Program

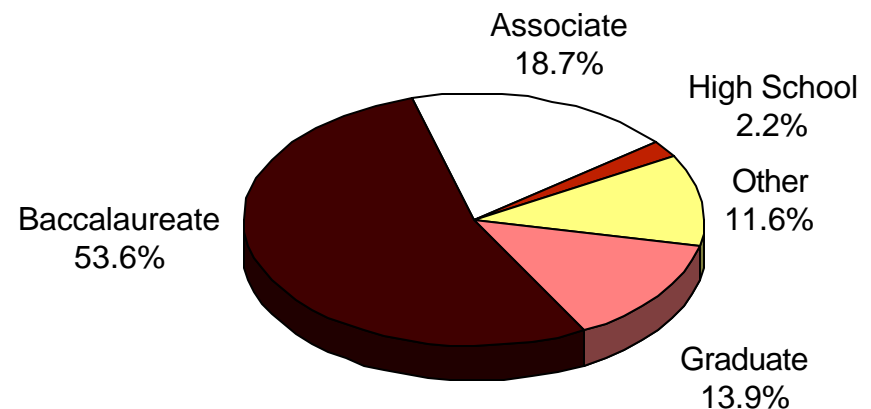
Participants' Educational Levels and Occupational Groups

Fiscal Year 2001

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2001

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	8,836	Total	43,109	99.9
Air Force	5,165	Total Minorities	16,491	38.2
Interior	4,753	Black	9,568	22.2
Army	4,214	Hispanic	3,573	8.3
Justice	2,550	Asian/Pacific Islander	2,681	6.2
Treasury	2,207	American Indian*	669	1.5
Other	15,384	Non-Minority	26,618	61.7
		Men	19,151	44.4
		Women	23,958	55.6
		Veterans	490	1.1
		Disabled	1,346	3.1

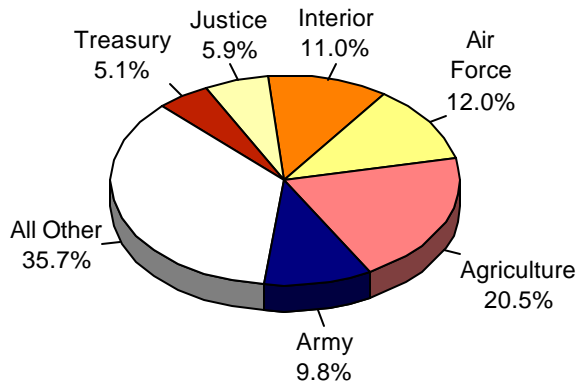
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 OWI@OPM.GOV

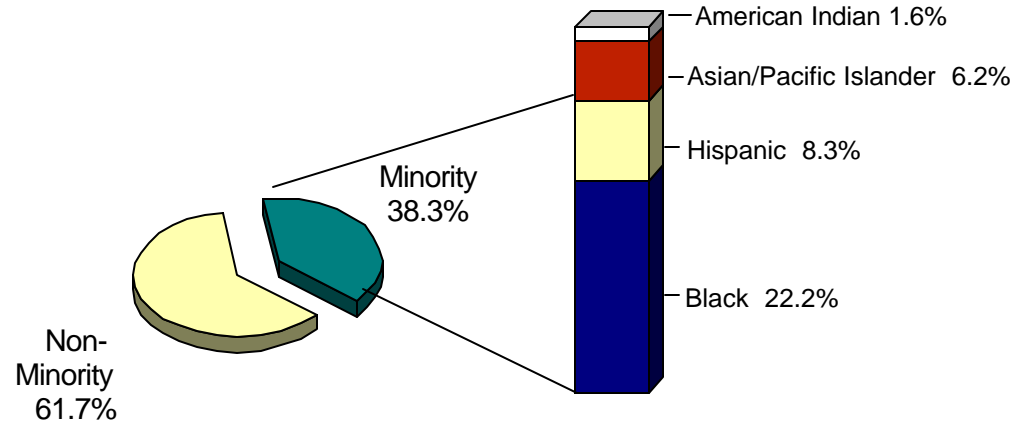
Student Temporary Employment Program

Fiscal Year 2001

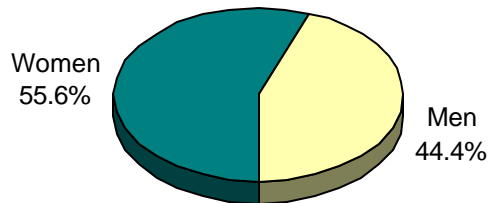
Employing Agencies *



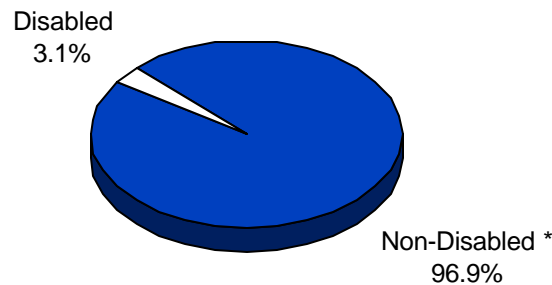
Minority Status



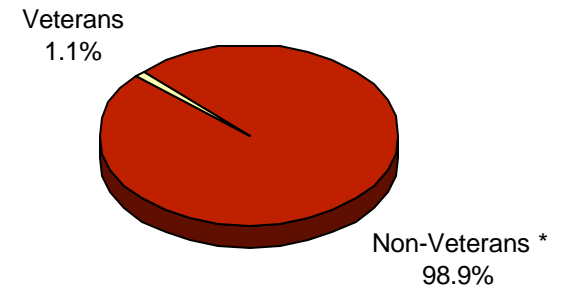
Gender



Disability Status



Veterans Status



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