

Common Characteristics of the Government



2011

This document provides a brief outline of the OPM's Federal employee databases, from their coverage to their most commonly requested data. Anyone using OPM data is highly encouraged to read through this document.

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Purpose

This document serves as an overview of the size and characteristics of the Federal civilian workforce, enabling reporters, external analysts, and the general public access to commonly requested descriptive information.

This document will first cover the limitations and nature of the federal employment data that OPM regularly posts on the web. It will then describe commonly used definitions and outline their implications. Lastly, it presents some basic data, in the form of tables and graphs, to offer some insight into the current and historical composition of the Federal Government.

Introduction

As a prerequisite to analyzing and interpreting the OPM’s employment data, one must understand (a) the coverage of the OPM’s databases, (b) the various types of employment, (c) the basic trends in Federal employment, and (d) the common practices of the Data Analysis Group (DAG). The validity and accuracy of inferences drawn from OPM statistics will depend heavily on these four items.

Coverage

The OPM houses a human resources database, the Enterprise Human Resources Integration (EHRI). Production data are typically released every month. “Status” data (cross-sections; used for total employment aggregates) are available one to two months after the end of each month. “Dynamics” data (all personnel actions; used for hiring numbers, retirement figures, etc.) require more time, approximately four months from the end of a particular month, to become production data because of the late actions, cancellations, and corrections, which Status data do not have.

Often, OPM coverage is equated to the Federal Executive civilian workforce. The coverage is in fact exclusively Federal and exclusively civilian, but the data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some pieces of the Legislative Branch. For specific exclusions and inclusions, visit FedData on the OPM’s website: <http://www.opm.gov/feddata/html/sdminfo.asp>. One final point about personnel coverage, OPM data do not include contractors.

In addition to *who* the OPM covers, it is also helpful to know *what* the OPM collects. The EHRI contain over 100 different variables, or data elements, for each employee. The vast majority of these elements pertain strictly to employment. Items such as marital status or residence are not gathered. In accordance with the Freedom of Information Act (FOIA), most of the OPM’s data are public information, even data at the individual level. Certain exclusions apply, however. Visit <http://www.opm.gov/efoia/> for

more information including requesting individualized data. Requests that are not specific to certain employees can be handled through FedStats@opm.gov. For the complete guide to what elements OPM data include, visit <http://www.opm.gov/feddata/guidance.asp>.

Types of Employment

Each Federal employee has a particular work schedule, type of appointment, tenure, and appointment authority, among other variables, which dictate the “type” of his or her employment. These variables have many levels and definitions. Collectively, however, they lead to six types of employment.¹

- All employees: this category includes all Federal employees.
- Permanent (P): this category includes all employees hired with no absolute end date.
- Full-time (FT): this category includes all employees working a 40-hour work week.
- Full-time Non-seasonal (FTNS): this category includes all employees working a 40-hour work week year-round.
- Full-time Permanent (FTP): this category includes all employees working a 40-hour work week with no absolute end date.
- Non-seasonal Full-time Permanent (NSFTP): this category includes all employees working a 40-hour work week year round with no absolute end date.

Each category carries very different characteristics. Most notably, the employment type heavily affects count and salary statistics, which also happen to be the most commonly requested statistics. To understand the magnitude of these differences, see TABLE 1. TYPES OF EMPLOYMENT.

¹ Data are always filtered to employees in pay status, meaning only employees currently receiving a paycheck are included.

TABLE 1. TYPES OF EMPLOYMENT

Statistics for all types of employment from all quarters of FY2011

EMPLOYMENT

EMPLOYMENT TYPE	DEC2010	MAR2011	JUN2011	SEP2011
ALL EMPLOYEES	2,111,471	2,124,066	2,137,494	2,130,289
PERMANENT	1,937,022	1,951,609	1,942,387	1,947,053
FULL-TIME	1,979,916	1,988,303	2,010,307	1,994,805
FULL-TIME NON-SEASONAL	1,947,618	1,946,466	1,979,443	1,962,138
FULL-TIME PERMANENT	1,874,548	1,887,239	1,879,476	1,882,279
NON-SEASONAL FULL-TIME PERMANENT	1,849,354	1,852,519	1,854,973	1,856,580

AVERAGE SALARY

EMPLOYMENT TYPE	DEC2010	MAR2011	JUN2011	SEP2011
ALL EMPLOYEES	\$ 74,807	\$ 74,915	\$ 74,730	\$ 75,296
PERMANENT	\$ 75,928	\$ 76,002	\$ 76,349	\$ 76,662
FULL-TIME	\$ 75,807	\$ 75,994	\$ 75,588	\$ 76,365
FULL-TIME NON-SEASONAL	\$ 76,245	\$ 76,644	\$ 76,053	\$ 76,795
FULL-TIME PERMANENT	\$ 76,345	\$ 76,453	\$ 76,780	\$ 77,144
NON-SEASONAL FULL-TIME PERMANENT	\$ 76,701	\$ 77,031	\$ 77,200	\$ 77,505

Naturally, the counts descend as the employment type becomes more specific. The broadest definition is, of course, All Employees. The most restrictive is NSFTP; nonetheless, filtering to NSFTP omits only around 250,000 employees, a relatively small portion of the two million plus employees in total. Salary, on the other hand, rises as the category becomes more specific. This increase is not attributable to part-time and non-seasonal employees working limited hours, because salary statistics are annualized. The increase is actually the result of differences in occupation and qualification. Recognizing the employment category on each OPM data request or report and understanding the differences among these categories is especially important when comparing data that have different employment filters.

Trends in Employment

In addition to the effect of the type of employment, the timing of employment has a strong influence on various statistics. Of course, employment will vary from year to year, depending on a number of factors. Often overlooked is the predictable pattern hiring follows *within* a year. See FIGURE 1. SEASONALITY OF EMPLOYMENT and FIGURE 2. SEASONALITY OF SALARY to view the seasonal effects on employment and salary, respectively.

FIGURE 1. SEASONALITY OF EMPLOYMENT

Statistics for all types of employment from all quarters of FY2011

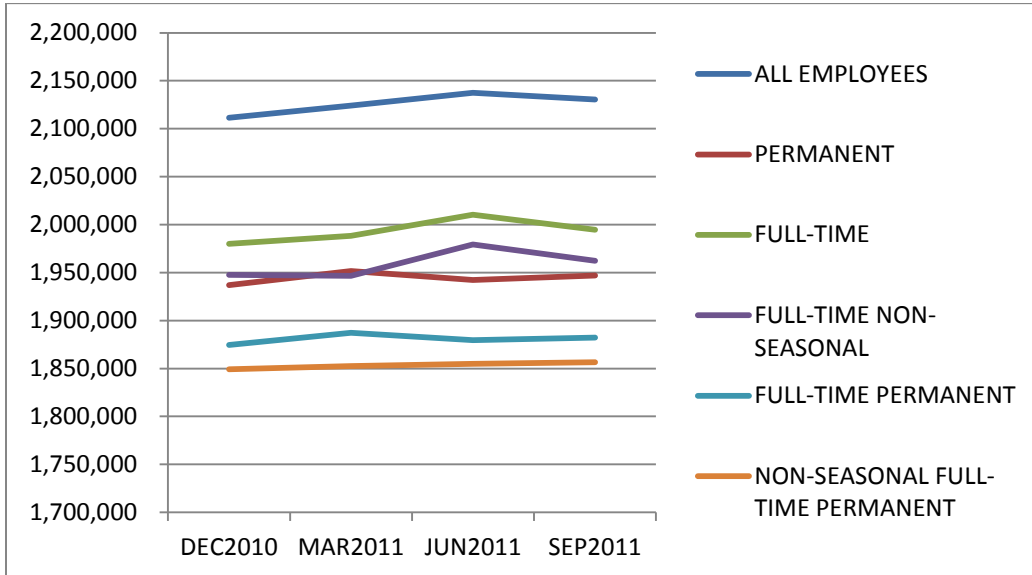
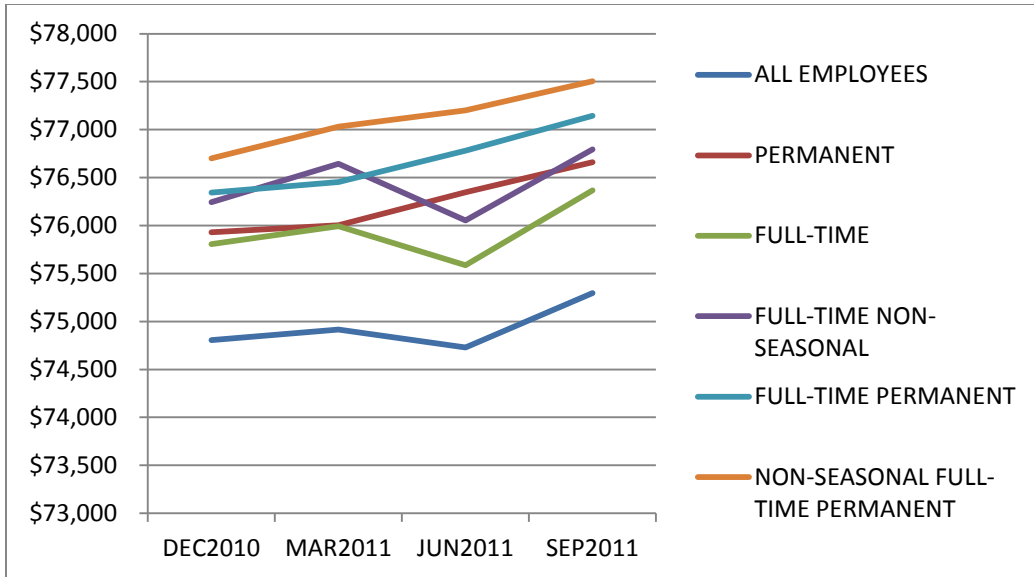


FIGURE 2. SEASONALITY OF AVERAGE SALARY

Statistics for all types of employment from all quarters of FY2011



Although these charts examine only one fiscal year, the trends they display persist for most fiscal years. As with employment type, observing the quarter from which OPM data came and knowing these typical within-year trends are important in making proper inferences.

Common Practices of DAG

DAG is the group responsible for, among other things, producing official statistics on Federal civilian employment. The way in which DAG approaches most data requests is important to note. Foremost, unless otherwise requested, DAG filters statistics to NSFTP employees. As can be seen in the figures above, NSFTP counts are the least susceptible to seasonal variation, and, keeping in mind there is normally an annual pay increases in January, NSFTP salaries are the most constant within a year. The implication is that NSFTP statistics offer the best quarter-to-quarter comparisons. The data in the following section are restricted to NSFTP. Furthermore, as mentioned above in a footnote, the data are also restricted to employees in pay status (employees receiving a paycheck), a restriction DAG always observes. Lastly, the data in the section below represent the Fiscal Year, which, in the Federal Government, ends on the 30th of September. In many tables, a column or row may be headed “FY2011,” for example. For Status data, FY2011 represents the composition of the Federal Government on September 30, 2011. For Dynamics data (only the “Action” Tables and Graphs), FY2011 is the compilation of all personnel actions between October 1, 2010 and September 30, 2011. The logic repeats for any Fiscal Year.

Data

Framing the Federal Population

Context is a good place to start. Just how large is the Federal employee population? To relate the size of the Federal civilian workforce to the U.S. as a whole, the first data presented in this section compare the Federal population to the national population. TABLE 2. NSFTP POPULATION COMPARISON provides some basic statistics.

TABLE 2. NSFTP POPULATION COMPARISON

Federal counts restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

POPULATION	FY2007	FY2008	FY2009	FY2010	FY2011
TOTAL U.S. POPULATION*	301,579,895	304,374,846	307,006,550	309,330,219	311,591,917
NSFTP FEDERAL EMPLOYEES	1,618,159	1,673,249	1,757,105	1,831,719	1,856,580
NSFTP FEDERAL EMPLOYEES PER 1,000 AMERICANS	5.366	5.497	5.723	5.922	5.958

The table shows the Federal NSFTP population and the total United States population since 2007². It is important to note that this table considers the entire U.S. population, not simply the labor force or workforce.

The OPM houses only Federal civilian employment data. For total population figures, visit the Census Bureau website (the source of some information in Table 2) at <http://www.census.gov/>. For employment information, extending beyond the Federal civilian portion, visit the Bureau of Labor Statistics (BLS) website at <http://www.bls.gov/>. The BLS tracks labor force participation, price indices, and similar information. Census and BLS data are in no way linked to OPM data.

Commonly Requested Data, Fiscal Year 2011

Counts by agency are the most common data requests DAG receives. The OPM databases consist of about 120 Federal agencies, ranging from single-digit to six-digit employee counts. TABLE 3 NSFTP AGENCY provides the counts and percentages of employees by agency. The percentage is the fraction of agency employees over total Federal employees. Cabinet-level agencies dominate the percentages, particularly the four military branches as well as Veterans' Affairs and Homeland Security. The smallest agencies will have missing percentages because, having rounded to only two decimal places, the percentages would have appeared as zero. Regardless, the percentage for many agencies is nearly negligible.

TABLE 3. NSFTP AGENCY

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

AGENCY	COUNT	PERCENT
AA-ADMIN CONFERENCE OF THE UNITED STATES	12	0.00
AB-AMERICAN BATTLE MONUMENTS COMMISSION	29	0.00
AF-DEPARTMENT OF THE AIR FORCE	166,338	8.96
AG-DEPARTMENT OF AGRICULTURE	79,899	4.30
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	350	0.02
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	2,226	0.12
AN-AFRICAN DEVELOPMENT FOUNDATION	22	0.00
AP-APPALACHIAN REGIONAL COMMISSION	9	0.00
AR-DEPARTMENT OF THE ARMY	255,487	13.76
AU-FEDERAL LABOR RELATIONS AUTHORITY	125	0.01
AW-ARCTIC RESEARCH COMMISSION	2	0.00
BD-MERIT SYSTEMS PROTECTION BOARD	208	0.01
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	107	0.01
BG-PENSION BENEFIT GUARANTY CORPORATION	920	0.05
BK-JAMES MADISON MEMORIAL FELLOWSHIP FOUND	2	0.00
BO-OFFICE OF MANAGEMENT AND BUDGET	469	0.03
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	28	0.00
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	10	0.00

² The U.S. population estimates came from the Census Bureau's July release: http://www.census.gov/popest/data/historical/2000s/vintage_2009/index.html and <http://www.census.gov/popest/data/national/totals/2011/index.html>.

AGENCY	COUNT	PERCENT
BZ-CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATN	2	0.00
CC-COMMISSION ON CIVIL RIGHTS	27	0.00
CE-COUNCIL OF ECONOMIC ADVISERS	4	0.00
CF-COMMISSION OF FINE ARTS	10	0.00
CM-DEPARTMENT OF COMMERCE	34,501	1.86
CT-COMMODITY FUTURES TRADING COMMISSION	624	0.03
CU-NATIONAL CREDIT UNION ADMINISTRATION	1,151	0.06
DD-OTHER DEPARTMENT OF DEFENSE	85,818	4.62
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	1	0.00
DJ-DEPARTMENT OF JUSTICE	112,867	6.08
DL-DEPARTMENT OF LABOR	15,190	0.82
DN-DEPARTMENT OF ENERGY	15,548	0.84
EB-EXPORT-IMPORT BANK OF THE UNITED STATES	367	0.02
EC-OFFICE OF ADMINISTRATION	203	0.01
ED-DEPARTMENT OF EDUCATION	4,066	0.22
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,422	0.13
EO-MORRIS K UDALL SCHOLARSHIP...FOUNDATION	4	0.00
EP-ENVIRONMENTAL PROTECTION AGENCY	16,702	0.90
EQ-COUNCIL ON ENVIR QUAL/OFC OF ENVIR QUAL	3	0.00
EW-TRADE AND DEVELOPMENT AGENCY	36	0.00
FC-FEDERAL COMMUNICATIONS COMMISSION	1,677	0.09
FD-FEDERAL DEPOSIT INSURANCE CORPORATION	5,339	0.29
FI-FEDERAL FINANCIAL INST. EXAM. COUNCIL	10	0.00
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	36	0.00
FK-FARM CREDIT SYSTEM INSURANCE CORPORATION	9	0.00
FL-FARM CREDIT ADMINISTRATION	271	0.01
FM-FED MEDIATION AND CONCILIATION SERVICE	241	0.01
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	1,216	0.07
FR-FEDERAL RESERVE SYS -- BD OF GOVERNORS	495	0.03
FT-FEDERAL TRADE COMMISSION	1,010	0.05
FW-OFFICE OF SPECIAL COUNSEL	99	0.01
GB-OVERSEAS PRIVATE INVESTMENT CORPORATION	189	0.01
GG-OFFICE OF GOVERNMENT ETHICS	65	0.00
GJ-PRESIDIO TRUST	295	0.02
GM-VALLES CALDERA TRUST	19	0.00
GO-VIETNAM EDUCATION FOUNDATION	5	0.00
GQ-ELECTION ASSISTANCE COMMISSION	2	0.00
GS-GENERAL SERVICES ADMINISTRATION	12,448	0.67
GW-INTERNAT BOUNDARY & WATER CMSN: US & MEX	226	0.01
GX-INTERNAT BOUNDARY CMSN: U.S. AND CANADA	7	0.00
GY-INTERNATIONAL JOINT CMSN: U.S. & CANADA	12	0.00
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	27	0.00
HD-U.S. HOLOCAUST MEMORIAL MUSEUM	185	0.01
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	60,303	3.25
HF-FEDERAL HOUSING FINANCE AGENCY	581	0.03
HP-ADV COUNCIL ON HISTORIC PRESERVATION	35	0.00
HS-DEPARTMENT OF HOMELAND SECURITY	166,210	8.95
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	0.00
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	9,269	0.50
HW-U.S. INTERAGENCY COUNCIL ON HOMELESSNESS	1	0.00
IB-BROADCASTING BOARD OF GOVERNORS	1,623	0.09
IF-INTER-AMERICAN FOUNDATION	37	0.00
IG-COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY	5	0.00
IN-DEPARTMENT OF INTERIOR	53,393	2.88
KS-CORP FOR NATIONAL AND COMMUNITY SERVICE	546	0.03

AGENCY	COUNT	PERCENT
LF-FEDERAL ELECTION COMMISSION	335	0.02
LP-GOVERNMENT PRINTING OFFICE	2,163	0.12
LT-U.S. TAX COURT	100	0.01
MA-MARINE MAMMAL COMMISSION	12	0.00
MC-FEDERAL MARITIME COMMISSION	118	0.01
MI-MILLENNIUM CHALLENGE CORPORATION	227	0.01
NF-NATIONAL SCIENCE FOUNDATION	1,207	0.07
NK-NATIONAL COUNCIL ON DISABILITY	9	0.00
NL-NATIONAL LABOR RELATIONS BOARD	1,622	0.09
NM-NATIONAL MEDIATION BOARD	44	0.00
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	17,801	0.96
NP-NATIONAL CAPITAL PLANNING COMMISSION	36	0.00
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	2,703	0.15
NS-NATIONAL SECURITY COUNCIL	22	0.00
NU-NUCLEAR REGULATORY COMMISSION	3,796	0.20
NV-DEPARTMENT OF THE NAVY	191,975	10.34
OM-OFFICE OF PERSONNEL MANAGEMENT	5,186	0.28
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	52	0.00
PU-PEACE CORPS	4	0.00
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	82	0.00
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	40	0.00
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	89	0.00
RH-ARMED FORCES RETIREMENT HOME	269	0.01
RO-MEDICAID & CHIP PAYMENT & ACCESS COMM	14	0.00
RR-RAILROAD RETIREMENT BOARD	945	0.05
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	42	0.00
SB-SMALL BUSINESS ADMINISTRATION	2,289	0.12
SE-SECURITIES AND EXCHANGE COMMISSION	3,569	0.19
SK-CONSUMER PRODUCT SAFETY COMMISSION	507	0.03
SM-SMITHSONIAN INSTITUTION	4,782	0.26
SS-SELECTIVE SERVICE SYSTEM	119	0.01
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	9,443	0.51
SZ-SOCIAL SECURITY ADMINISTRATION	64,539	3.48
TB-NATIONAL TRANSPORTATION SAFETY BOARD	391	0.02
TC-U.S. INTERNATIONAL TRADE COMMISSION	329	0.02
TD-DEPARTMENT OF TRANSPORTATION	56,092	3.02
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	193	0.01
TR-DEPARTMENT OF TREASURY	96,232	5.18
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	14	0.00
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	4	0.00
UT-UTAH RECLAMATN MITIGATN & CONSERVTN CMSN	8	0.00
VA-DEPARTMENT OF VETERANS AFFAIRS	277,461	14.94
ZL-MEDICARE PAYMENT ADVISORY COMMISSION	33	0.00
ZP-U.S. CMSN ON INTERNATL RELIGIOUS FREEDOM	3	0.00
ZU-DWIGHT D. EISENHOWER MEMORIAL COMMISSION	1	0.00
All	1,856,580	100.00

TABLE 16. NSFTP AGENCY TREND provides counts of Federal employees by agency and fiscal year. Counts of Federal employees by agency and fiscal year are some of the most commonly requested historical data.

TABLE 4. NSFTP AGENCY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

AGENCY	FY2007	FY2008	FY2009	FY2010	FY2011
AA-ADMIN CONFERENCE OF THE UNITED STATES	.	.	.	10	12
AB-AMERICAN BATTLE MONUMENTS COMMISSION	48	41	38	34	29
AF-DEPARTMENT OF THE AIR FORCE	145,987	142,957	148,133	158,039	166,338
AG-DEPARTMENT OF AGRICULTURE	78,993	78,369	78,962	80,510	79,899
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	325	343	348	353	350
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	1,787	1,865	1,972	2,130	2,226
AN-AFRICAN DEVELOPMENT FOUNDATION	23	18	17	23	22
AP-APPALACHIAN REGIONAL COMMISSION	6	6	7	10	9
AR-DEPARTMENT OF THE ARMY	216,076	225,881	241,329	257,947	255,487
AU-FEDERAL LABOR RELATIONS AUTHORITY	120	112	114	125	125
AW-ARCTIC RESEARCH COMMISSION	5	4	3	3	2
BD-MERIT SYSTEMS PROTECTION BOARD	213	209	208	210	208
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	85	88	97	99	107
BG-PENSION BENEFIT GUARANTY CORPORATION	805	841	863	890	920
BK-JAMES MADISON MEMORIAL FELLOWSHIP FOUNDD	5	5	4	3	2
BO-OFFICE OF MANAGEMENT AND BUDGET	425	439	465	472	469
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	26	26	27	26	28
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	11	9	8	9	10
BZ-CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATN	1	1	1	2	2
CC-COMMISSION ON CIVIL RIGHTS	36	38	34	31	27
CE-COUNCIL OF ECONOMIC ADVISERS	5	4	6	5	4
CF-COMMISSION OF FINE ARTS	8	10	10	10	10
CM-DEPARTMENT OF COMMERCE	32,177	32,924	33,642	33,711	34,501
CT-COMMODITY FUTURES TRADING COMMISSION	409	430	525	622	624
CU-NATIONAL CREDIT UNION ADMINISTRATION	883	917	988	1,051	1,151
CX-NAT CMSN ON LIBRARIES AND INFO SCIENCE	2	.	.	.	.
DD-OTHER DEPARTMENT OF DEFENSE	70,111	72,133	76,622	81,179	85,818
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	2	.	1	1	1
DJ-DEPARTMENT OF JUSTICE	102,716	104,282	108,349	112,688	112,867
DL-DEPARTMENT OF LABOR	14,406	14,322	14,762	15,387	15,190
DN-DEPARTMENT OF ENERGY	14,286	14,803	15,134	15,757	15,548
EB-EXPORT-IMPORT BANK OF THE UNITED STATES	341	337	352	347	367
EC-OFFICE OF ADMINISTRATION	206	209	207	206	203
ED-DEPARTMENT OF EDUCATION	3,789	3,825	3,769	4,010	4,066
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,103	2,139	2,300	2,476	2,422
EO-MORRIS K UDALL SCHOLARSHIP...FOUNDATION	4	4	4	4	4
EP-ENVIRONMENTAL PROTECTION AGENCY	16,206	16,221	16,456	16,601	16,702
EQ-COUNCIL ON ENVIR QUAL/OFC OF ENVIR QUAL	5	6	6	3	3
EW-TRADE AND DEVELOPMENT AGENCY	41	40	42	37	36
FC-FEDERAL COMMUNICATIONS COMMISSION	1,709	1,708	1,705	1,708	1,677
FD-FEDERAL DEPOSIT INSURANCE CORPORATION	4,187	4,345	4,853	5,101	5,339
FI-FEDERAL FINANCIAL INST. EXAM. COUNCIL	8	7	9	10	10
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	34	31	35	37	36
FK-FARM CREDIT SYSTEM INSURANCE CORPORATION	9	10	10	10	9
FL-FARM CREDIT ADMINISTRATION	243	251	261	273	271
FM-FED MEDIATION AND CONCILIATION SERVICE	250	247	246	241	241
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	1,112	1,159	1,223	1,228	1,216

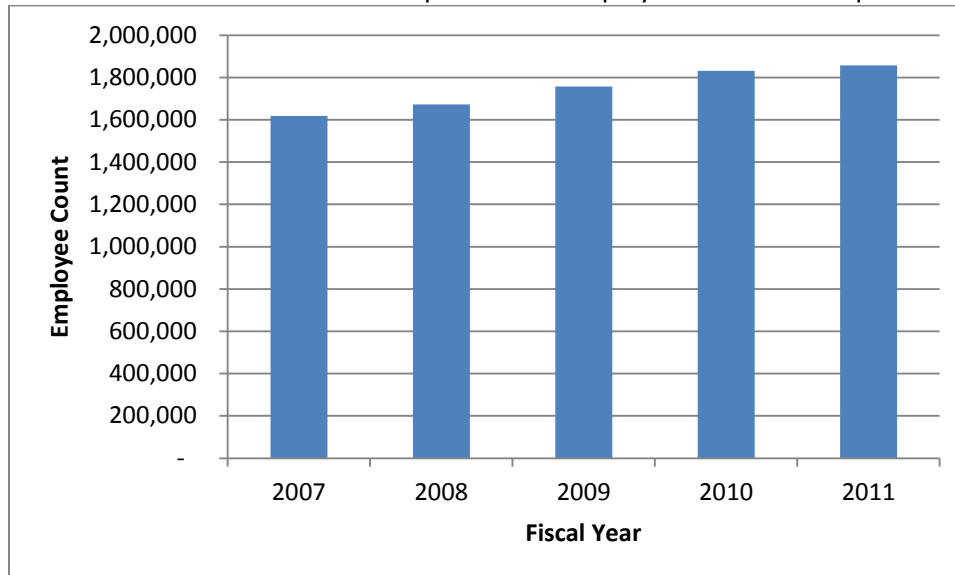
AGENCY	FY2007	FY2008	FY2009	FY2010	FY2011
FR-FEDERAL RESERVE SYS -- BD OF GOVERNORS	.	.	.	.	495
FT-FEDERAL TRADE COMMISSION	951	975	995	1,059	1,010
FW-OFFICE OF SPECIAL COUNSEL	83	91	96	92	99
FY-FEDERAL HOUSING FINANCE BOARD	123	127	.	.	.
GB-OVERSEAS PRIVATE INVESTMENT CORPORATION	167	177	186	184	189
GE-BARRY GOLDWATER SCHOL & EXCEL IN ED FOUN	2	1	1	1	.
GG-OFFICE OF GOVERNMENT ETHICS	69	69	65	67	65
GJ-PRESIDIO TRUST	287	300	307	300	295
GM-VALLES CALDERA TRUST	8	10	17	17	19
GO-VIETNAM EDUCATION FOUNDATION	2	2	4	5	5
GQ-ELECTION ASSISTANCE COMMISSION	2	2	2	3	2
GS-GENERAL SERVICES ADMINISTRATION	11,738	11,742	12,234	12,554	12,448
GW-INTERNAT BOUNDARY & WATER CMSN: US & MEX	211	221	235	229	226
GX-INTERNAT BOUNDARY CMSN: U.S. AND CANADA	4	6	6	5	7
GY-INTERNATIONAL JOINT CMSN: U.S. & CANADA	14	13	11	12	12
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	22	24	23	25	27
HD-U.S. HOLOCAUST MEMORIAL MUSEUM	201	190	187	184	185
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	52,842	53,325	56,124	58,946	60,303
HF-FEDERAL HOUSING FINANCE AGENCY	.	.	418	433	581
HP-ADV COUNCIL ON HISTORIC PRESERVATION	39	36	37	35	35
HS-DEPARTMENT OF HOMELAND SECURITY	134,850	147,533	157,573	161,273	166,210
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	6	4	4	3	3
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	9,237	9,445	9,147	9,397	9,269
HW-U.S. INTERAGENCY COUNCIL ON HOMELESSNESS	1	1	1	1	1
IB-BROADCASTING BOARD OF GOVERNORS	1,481	1,653	1,673	1,658	1,623
IF-INTER-AMERICAN FOUNDATION	38	35	33	32	37
IG-COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY	.	.	.	.	5
IN-DEPARTMENT OF INTERIOR	51,953	51,828	52,796	53,460	53,393
KS-CORP FOR NATIONAL AND COMMUNITY SERVICE	509	511	505	551	546
LF-FEDERAL ELECTION COMMISSION	323	341	349	330	335
LP-GOVERNMENT PRINTING OFFICE	2,255	2,345	2,274	2,259	2,163
LT-U.S. TAX COURT	118	113	117	113	100
MA-MARINE MAMMAL COMMISSION	10	12	12	13	12
MC-FEDERAL MARITIME COMMISSION	110	111	116	119	118
MI-MILLENNIUM CHALLENGE CORPORATION	138	237	233	235	227
NF-NATIONAL SCIENCE FOUNDATION	1,102	1,148	1,180	1,200	1,207
NK-NATIONAL COUNCIL ON DISABILITY	9	8	9	8	9
NL-NATIONAL LABOR RELATIONS BOARD	1,617	1,544	1,538	1,586	1,622
NM-NATIONAL MEDIATION BOARD	41	42	44	40	44
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	16,892	16,923	16,970	17,190	17,801
NP-NATIONAL CAPITAL PLANNING COMMISSION	34	38	37	39	36
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	2,399	2,450	2,556	2,690	2,703
NS-NATIONAL SECURITY COUNCIL	26	24	21	22	22
NU-NUCLEAR REGULATORY COMMISSION	3,409	3,704	3,818	3,867	3,796
NV-DEPARTMENT OF THE NAVY	166,714	172,392	180,913	189,389	191,975
OM-OFFICE OF PERSONNEL MANAGEMENT	4,422	4,400	4,414	4,856	5,186
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	55	49	49	51	52
PU-PEACE CORPS	17	11	8	6	4
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	77	76	79	79	82
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	45	45	45	43	40
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	63	69	73	84	89
RH-ARMED FORCES RETIREMENT HOME	285	267	256	259	269
RO-MEDICAID & CHIP PAYMENT & ACCESS COMM	.	.	.	1	14
RR-RAILROAD RETIREMENT BOARD	972	942	950	964	945
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	28	33	31	45	42

AGENCY	FY2007	FY2008	FY2009	FY2010	FY2011
SB-SMALL BUSINESS ADMINISTRATION	2,184	2,260	2,299	2,327	2,289
SE-SECURITIES AND EXCHANGE COMMISSION	3,251	3,360	3,466	3,611	3,569
SK-CONSUMER PRODUCT SAFETY COMMISSION	373	404	429	467	507
SM-SMITHSONIAN INSTITUTION	4,583	4,695	4,774	4,754	4,782
SS-SELECTIVE SERVICE SYSTEM	128	119	121	123	119
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	8,009	8,428	8,622	8,959	9,443
SZ-SOCIAL SECURITY ADMINISTRATION	60,022	61,486	64,696	66,666	64,539
TB-NATIONAL TRANSPORTATION SAFETY BOARD	352	378	368	363	391
TC-U.S. INTERNATIONAL TRADE COMMISSION	315	327	336	337	329
TD-DEPARTMENT OF TRANSPORTATION	52,530	53,549	55,433	56,151	56,092
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	190	202	210	200	193
TR-DEPARTMENT OF TREASURY	94,603	93,961	98,361	99,868	96,232
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	15	17	15	14	14
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	3	3	4	4	4
UT-UTAH RECLAMATN MITIGATN & CONSERVTN CMSN	10	10	9	9	8
VA-DEPARTMENT OF VETERANS AFFAIRS	215,336	236,761	255,012	268,187	277,461
ZL-MEDICARE PAYMENT ADVISORY COMMISSION	23	26	27	32	33
ZP-U.S. CMSN ON INTERNATL RELIGIOUS FREEDOM	2	2	4	3	3
ZU-DWIGHT D. EISENHOWER MEMORIAL COMMISSION	.	.	.	1	1
All	1,618,159	1,673,249	1,757,105	1,831,719	1,856,580

FIGURE 3. NSFTP EMPLOYMENT TREND charts the size of the Federal workforce over the last five years. Again, these counts are restricted to NSFTP employees.

FIGURE 3. NSFTP EMPLOYMENT TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007



Geography is also frequently requested. Although the OPM databases can provide information as local as county or city, TABLE 5. NSFTP STATE shows counts and percentages of Federal employees by state. At the bottom of the table there is an Unspecified category, which typically denotes errors in reporting. This Unspecified category will appear again in many other data tables. It is important to note that the data reflect places of employment, not places of residence.

TABLE 5. NSFTP STATE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

STATE	COUNT	PERCENT
01-ALABAMA	39,832	2.15
02-ALASKA	11,474	0.62
04-ARIZONA	37,777	2.03
05-ARKANSAS	12,837	0.69
06-CALIFORNIA	151,259	8.15
08-COLORADO	36,535	1.97
09-CONNECTICUT	7,731	0.42
10-DELAWARE	3,029	0.16
11-DISTRICT OF COLUMBIA	144,037	7.76
12-FLORIDA	82,574	4.45
13-GEORGIA	72,499	3.90
15-HAWAII	23,457	1.26
16-IDAHO	7,293	0.39
17-ILLINOIS	46,462	2.50
18-INDIANA	22,003	1.19
19-IOWA	7,827	0.42
20-KANSAS	15,709	0.85
21-KENTUCKY	23,287	1.25
22-LOUISIANA	19,387	1.04
23-MAINE	9,886	0.53
24-MARYLAND	120,258	6.48
25-MASSACHUSETTS	25,140	1.35
26-MICHIGAN	27,619	1.49
27-MINNESOTA	15,946	0.86
28-MISSISSIPPI	17,003	0.92
29-MISSOURI	33,071	1.78
30-MONTANA	8,711	0.47
31-NEBRASKA	9,738	0.52
32-NEVADA	10,419	0.56
33-NEW HAMPSHIRE	3,962	0.21
34-NEW JERSEY	25,168	1.36
35-NEW MEXICO	23,643	1.27
36-NEW YORK	62,396	3.36
37-NORTH CAROLINA	39,779	2.14
38-NORTH DAKOTA	5,454	0.29
39-OHIO	49,237	2.65
40-OKLAHOMA	36,435	1.96
41-OREGON	17,116	0.92
42-PENNSYLVANIA	64,393	3.47
44-RHODE ISLAND	6,123	0.33
45-SOUTH CAROLINA	19,994	1.08
46-SOUTH DAKOTA	7,161	0.39
47-TENNESSEE	25,291	1.36
48-TEXAS	131,066	7.06
49-UTAH	26,515	1.43
50-VERMONT	4,107	0.22

STATE	COUNT	PERCENT
51-VIRGINIA	143,105	7.71
53-WASHINGTON	50,235	2.71
54-WEST VIRGINIA	18,092	0.97
55-WISCONSIN	13,354	0.72
56-WYOMING	4,851	0.26
**-UNSPECIFIED	1,078	0.06
All	1,856,580	100.00

TABLE 6. NSFTP STATE TREND shows the number of Federal employees by state dating back to FY2007. It is important to note that the data reflects places of employment, not places of residence. Federal employee counts by state and fiscal year are very commonly requested.

TABLE 6. NSFTP STATE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

STATE	FY2007	FY2008	FY2009	FY2010	FY2011
01-ALABAMA	32,830	34,213	35,858	38,593	39,832
02-ALASKA	10,552	10,614	10,955	11,493	11,474
04-ARIZONA	31,892	33,596	35,539	36,678	37,777
05-ARKANSAS	11,842	12,097	12,736	12,960	12,837
06-CALIFORNIA	131,760	137,046	144,510	149,865	151,259
08-COLORADO	32,302	32,817	34,404	35,420	36,535
09-CONNECTICUT	6,711	6,989	7,379	7,542	7,731
10-DELAWARE	2,731	2,869	2,942	2,979	3,029
11-DISTRICT OF COLUMBIA	128,870	132,721	138,583	144,598	144,037
12-FLORIDA	70,237	73,162	77,747	81,048	82,574
13-GEORGIA	63,500	65,562	68,892	71,923	72,499
15-HAWAII	19,937	20,748	21,687	23,089	23,457
16-IDAHO	7,062	7,141	7,343	7,413	7,293
17-ILLINOIS	42,519	43,465	45,501	46,774	46,462
18-INDIANA	18,690	19,667	20,865	21,588	22,003
19-IOWA	7,218	7,367	7,576	7,736	7,827
20-KANSAS	13,136	13,535	14,539	15,413	15,709
21-KENTUCKY	18,856	19,612	21,624	23,240	23,287
22-LOUISIANA	17,341	17,710	18,482	18,988	19,387
23-MAINE	9,036	9,312	9,764	9,980	9,886
24-MARYLAND	97,980	99,514	104,748	111,410	120,258
25-MASSACHUSETTS	22,744	22,950	24,201	25,079	25,140
26-MICHIGAN	23,399	24,178	25,712	26,932	27,619
27-MINNESOTA	14,311	14,897	15,445	16,062	15,946
28-MISSISSIPPI	15,488	16,004	16,066	16,737	17,003
29-MISSOURI	30,890	31,568	33,362	33,866	33,071
30-MONTANA	7,982	8,158	8,455	8,626	8,711
31-NEBRASKA	8,370	8,570	9,011	9,500	9,738
32-NEVADA	8,855	9,284	9,820	10,056	10,419
33-NEW HAMPSHIRE	3,555	3,785	3,872	3,878	3,962
34-NEW JERSEY	27,048	27,751	28,463	28,638	25,168
35-NEW MEXICO	20,514	21,182	22,393	23,414	23,643
36-NEW YORK	57,206	58,674	61,024	62,325	62,396
37-NORTH CAROLINA	32,554	34,391	36,298	38,198	39,779
38-NORTH DAKOTA	5,059	5,172	5,298	5,513	5,454

STATE	FY2007	FY2008	FY2009	FY2010	FY2011
39-OHIO	41,601	43,521	45,923	48,604	49,237
40-OKLAHOMA	31,445	31,740	33,336	35,752	36,435
41-OREGON	15,907	16,248	16,747	17,312	17,116
42-PENNSYLVANIA	59,368	61,695	63,414	64,889	64,393
44-RHODE ISLAND	5,454	5,589	5,902	6,068	6,123
45-SOUTH CAROLINA	16,921	17,764	18,718	19,468	19,994
46-SOUTH DAKOTA	6,193	6,525	6,797	7,040	7,161
47-TENNESSEE	22,437	23,533	23,955	25,283	25,291
48-TEXAS	109,199	114,725	121,981	128,229	131,066
49-UTAH	25,253	24,997	25,806	26,599	26,515
50-VERMONT	3,353	3,755	4,012	3,946	4,107
51-VIRGINIA	123,096	127,999	135,012	140,907	143,105
53-WASHINGTON	42,772	44,438	47,038	49,476	50,235
54-WEST VIRGINIA	16,096	16,740	17,436	17,993	18,092
55-WISCONSIN	11,265	11,712	12,268	13,059	13,354
56-WYOMING	4,377	4,489	4,588	4,789	4,851
**-UNSPECIFIED	659	732	838	887	1078
All	1,618,159	1,673,249	1,757,105	1,831,719	1,856,580

TABLE 7. NSFTP CBSA provides counts of Federal employees by the ten largest (in terms of Federal employee count) Core Based Statistical Areas (CBSAs) in the U.S. A CBSA is defined as “a geographic area having at least one urban area of population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.”³ There are over 950 CBSA in the U.S.

TABLE 7. NSFTP CBSA

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

CORE BASED STATISTICAL AREAS	COUNT
47900-WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	285,337
35620-NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	53,982
47260-VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	45,138
12580-BALTIMORE-TOWSON, MD	44,109
37980-PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	34,065
41740-SAN DIEGO-CARLSBAD-SAN MARCOS, CA	33,619
12060-ATLANTA-SANDY SPRINGS-MARIETTA, GA	30,795
31100-LOS ANGELES-LONG BEACH-SANTA ANA, CA	30,659
16980-CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	29,190
41700-SAN ANTONIO-NEW BRAUNFELS, TX	26,369

TABLE 8. NSFTP AGE TREND illustrates the age distribution of Federal employees for the last five fiscal years the average age and the quartiles listed in order. The interpretation, for the 25th percentile of FY2011 is that, 25% of the Federal workforce is younger than 38.7 years of age; 75% of the workforce is older than 38.7. The interpretation is the same for the median, which again is the 50th percentile, and for the 75th percentile.

³ Definition from the OPM’s Guide to Data Standards found here: <http://www.opm.gov/feddata/guidance.asp>. This guide is best source of detailed information about specific data elements in the OPM databases.

TABLE 8. NSFTP AGE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2007	47.1	39.9	48.1	54.8
2008	46.9	39.5	48.0	54.9
2009	46.8	39.0	48.0	55.0
2010	46.8	38.8	48.0	55.2
2011	46.9	38.7	48.1	55.3

FIGURE 4. NSFTP AGE GRAPH illustrates the data in Table 8. Aside from the 25th percentile which declines slightly, the age statistics are relatively stable over the last five fiscal years.

FIGURE 5. NSFTP AGE GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

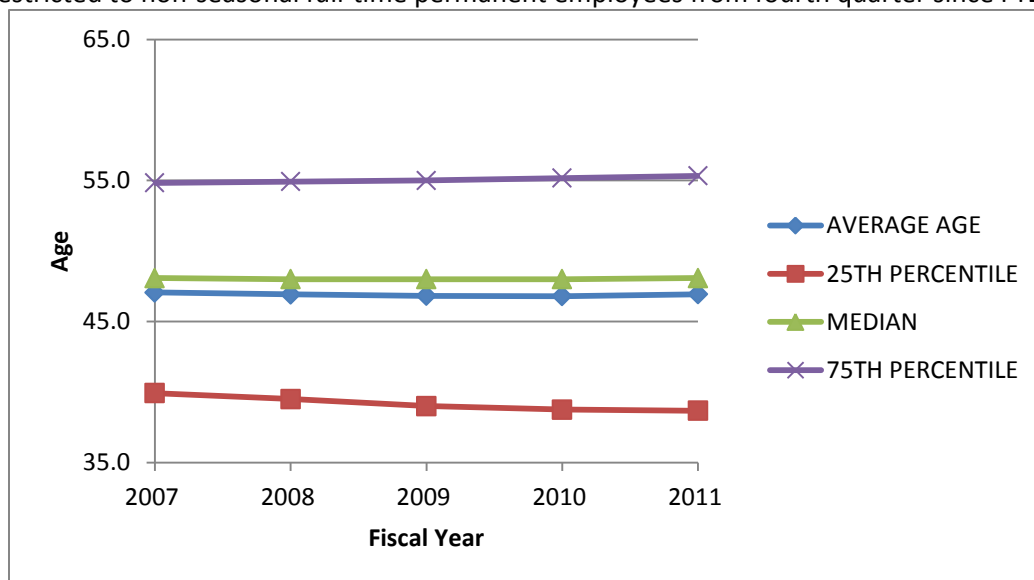


TABLE 9. NSFTP GENDER provides counts and percentages broken out by gender. Over 57% of the Federal workforce is male. Again, there is an Unspecified category.

TABLE 9. NSFTP GENDER

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

GENDER	COUNT	PERCENT
FEMALE	796,627	42.91
MALE	1,059,952	57.09
UNSPECIFIED	1	0.00
All	1,856,580	100.00

TABLE 10. NSFTP GENDER TREND provides counts of Federal employees broken out by gender and fiscal year since FY2007. Although the number of both male and female Federal employees has increased over the past five fiscal years, the male-female ratio has remained about the same.

TABLE 10. NSFTP GENDER TREND

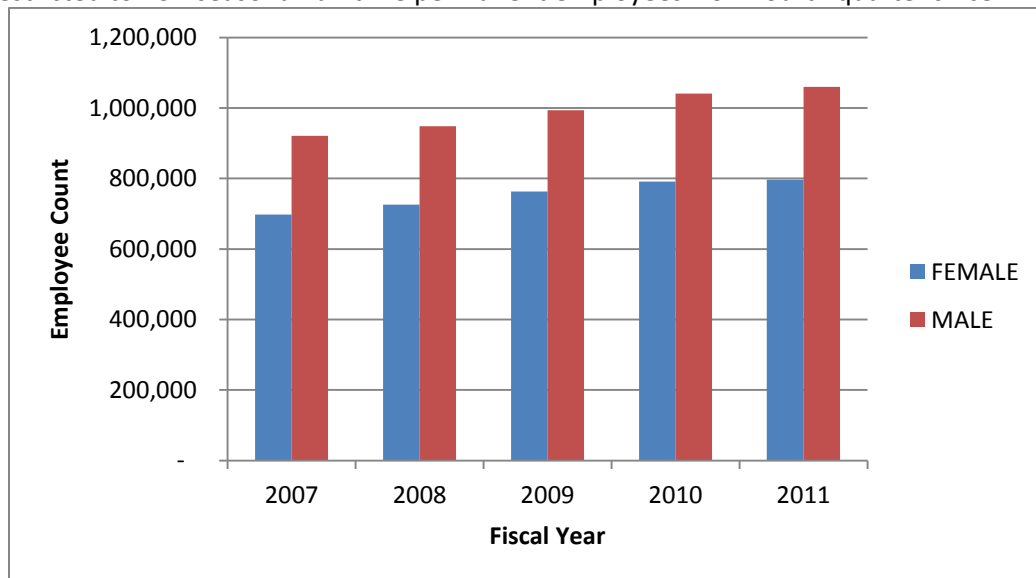
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

FISCAL YEAR	FEMALE	MALE	UNSPECIFIED	ALL
2007	697,592	920,546	21	1,618,159
2008	725,428	947,808	13	1,673,249
2009	763,181	993,921	3	1,757,105
20010	791,124	1,040,594	1	1,831,719
2011	796,627	1,059,952	1	1,856,580

FIGURE 6. NSFTP GENDER GRAPH illustrates the data in Table 10. Counts of both males and females are increasing over time, while the ratio remains fairly constant

FIGURE 6. NSFTP GENDER GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007



In 2006, the Office of Management and Budget switched reporting standards for race; it added an ethnicity indicator (either Hispanic/Latino or Not Hispanic/Latino) and modified the race categories. The result is the categories in TABLE 11. NSFTP GENDER. Counts and percentages are included.

TABLE 11. NSFTP ETHNICITY AND RACE

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	1,858	0.1
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	32,035	1.73
NOT HISP/LATINO & ASIAN	97,650	5.26
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	332,766	17.92
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	6,966	0.38
NOT HISP/LATINO & WHITE	1,220,452	65.74
NOT HISP/LATINO & OF MORE THAN ONE RACE	15,294	0.82
HISP/LATINO	115,512	6.22
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	2,360	0.13
HISP/LATINO & ASIAN	541	0.03
HISP/LATINO & BLACK/AFRICAN AMERICAN	1,854	0.1
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	287	0.02
HISP/LATINO & WHITE	26,214	1.41
HISP/LATINO & OF MORE THAN ONE RACE	2,791	0.15
All	1,856,580	100

TABLE 12. NSFTP ETHNICITY AND RACE TREND provides counts for each ethnicity and race category for the past five fiscal years.

TABLE 12. NSFTP ETHNICITY AND RACE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

ETHNICITY AND RACE	FY2007	FY2008	FY2009	FY2010	FY2011
UNSPECIFIED	1,290	1,121	3,109	1,610	1,858
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	30,130	31,088	32,018	32,348	32,035
NOT HISP/LATINO & ASIAN	81,128	84,843	89,794	95,064	97,650
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	288,838	301,507	314,332	327,832	332,766
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	3,930	4,751	5,619	6,396	6,966
NOT HISP/LATINO & WHITE	1,084,113	1,112,030	1,163,780	1,208,899	1,220,452
NOT HISP/LATINO & OF MORE THAN ONE RACE	3,135	5,559	8,680	12,803	15,294
HISP/LATINO	118,665	120,980	122,734	117,045	115,512
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	548	883	1,335	2,077	2,360
HISP/LATINO & ASIAN	124	224	317	467	541
HISP/LATINO & BLACK/AFRICAN AMERICAN	407	774	1,159	1,566	1,854
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	77	135	205	247	287
HISP/LATINO & WHITE	5,299	8,548	12,706	23,151	26,214
HISP/LATINO & OF MORE THAN ONE RACE	475	806	1,317	2,214	2,791
All	1,618,159	1,673,249	1,757,105	1,831,719	1,856,580

The education variable in the OPM databases has over twenty levels. TABLE 13. NSFTP EDUCATION shows a common grouping of those levels. Over 99% of Federal employees have obtained at least a high school degree; nearly half, at least a college degree. It is important to note that education is not an element regularly updated by agencies. Typically, it is recorded at the time of hire and only at the employees' initiative thereafter. As a result, OPM education statistics should be treated as lower bounds on the true educational attainment of the Federal workforce.

TABLE 13. NSFTP EDUCATION

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	11,446	0.62
HIGH SCHOOL DEGREE	491,951	26.5
SOME COLLEGE	281,178	15.14
TECHNICAL TRAINING	55,805	3.01
ASSOCIATES DEGREE	116,487	6.27
COLLEGE DEGREE	492,196	26.51
ADVANCED DEGREE	406,770	21.91
UNKNOWN OR UNSPECIFIED	747	0.04
All	1,856,580	100

TABLE 14. NSFTP EDUCATION TREND contains counts of Federal employees by education level and for the past five fiscal years. It is important to reiterate that education level is recorded at the time of hire and is only updated at the employees' initiative thereafter. As a result, OPM educational attainment statistics should be treated as lower bounds on the true education of the Federal workforce.

TABLE 14. NSFTP EDUCATION TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

EDUCATION	FY2007	FY2008	FY2009	FY2010	FY2011
NO HIGH SCHOOL DEGREE	13,654	13,284	12,925	12,338	11,446
HIGH SCHOOL DEGREE	442,360	459,699	476,009	491,855	491,951
SOME COLLEGE	269,546	278,836	282,467	283,816	281,178
TECHNICAL TRAINING	52,615	54,253	55,238	55,769	55,805
ASSOCIATES DEGREE	96,531	103,400	109,772	114,673	116,487
COLLEGE DEGREE	403,550	426,256	456,313	482,917	492,196
ADVANCED DEGREE	338,661	336,413	363,128	388,857	406,770
UNKNOWN OR UNSPECIFIED	1,242	1,108	1,253	1,494	747
All	1,618,159	1,673,249	1,757,105	1,831,719	1,856,580

FIGURE 7. NSFTP EDUCATION GRAPH is a graphical interpretation of the data from Table 14, illustrating the trend in education level of Federal employees. Higher levels of education have become more prevalent in the Federal workforce in recent years.

FIGURE 7. NSFTP EDUCATION GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

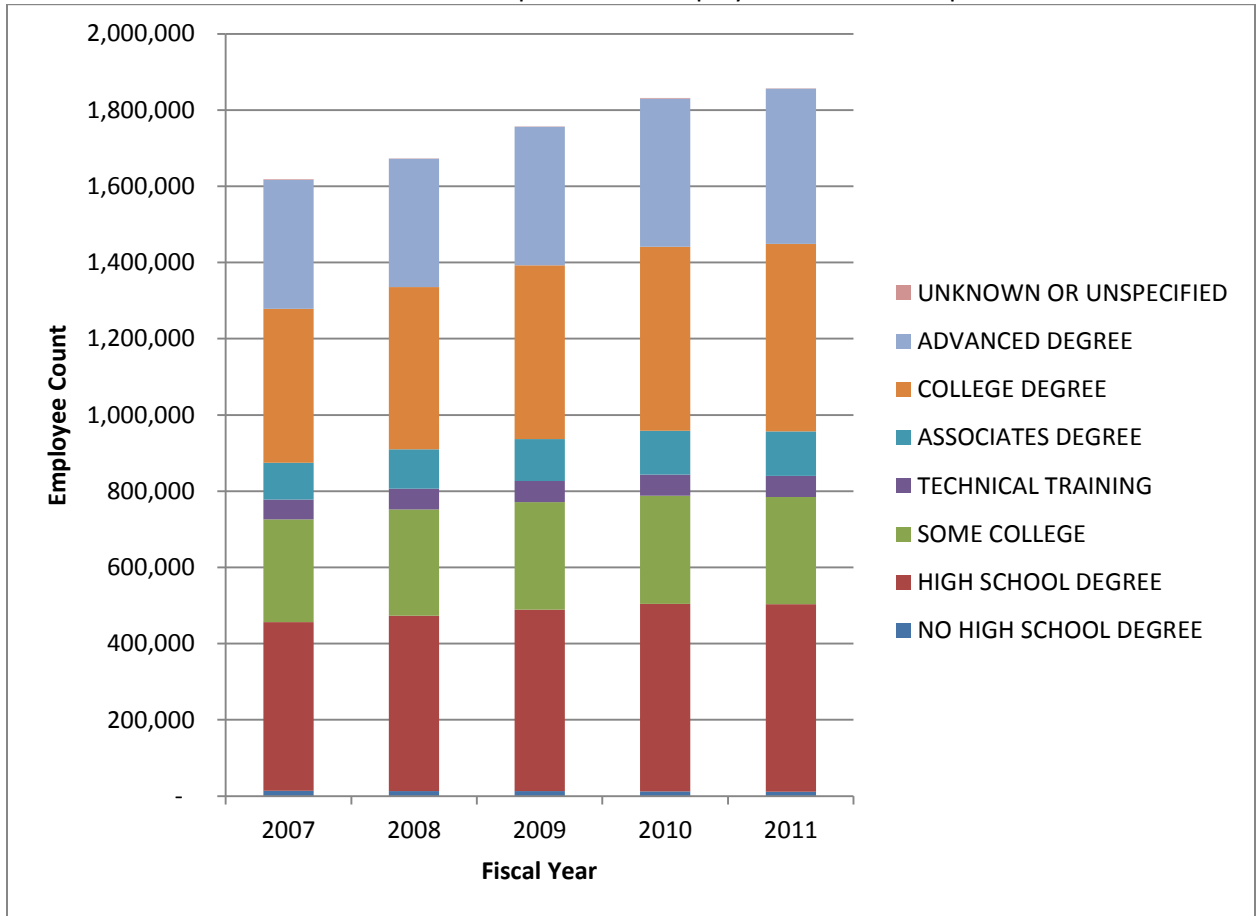


TABLE 15. NSFTP LENGTH OF SERVICE TREND illustrates the distribution of Federal employees' lengths of service (LOS) over the last five fiscal years. Table 15, has the average LOS and the quartiles listed in order. Using FY2011 as an example, 25% of the Federal workforce had been on board fewer than 4.2 years; 75% of the workforce had been on board for over 4.2 years. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile.

TABLE 15. NSFTP LENGTH OF SERVICE TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2007	16.2	6.3	16.3	24.3
2008	15.6	6.0	15.1	24.0
2009	15.1	5.5	13.3	23.8
2010	14.4	4.7	11.5	23.2
2011	13.8	4.2	10.5	22.8

FIGURE 8. NSFTP LENGTH OF SERVICE GRAPH illustrates the trend in LOS over the past five years, using the data from Table 15. Each statistic is decreasing, most noticeably the median.

FIGURE 8. NSFTP LENGTH OF SERVICE GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

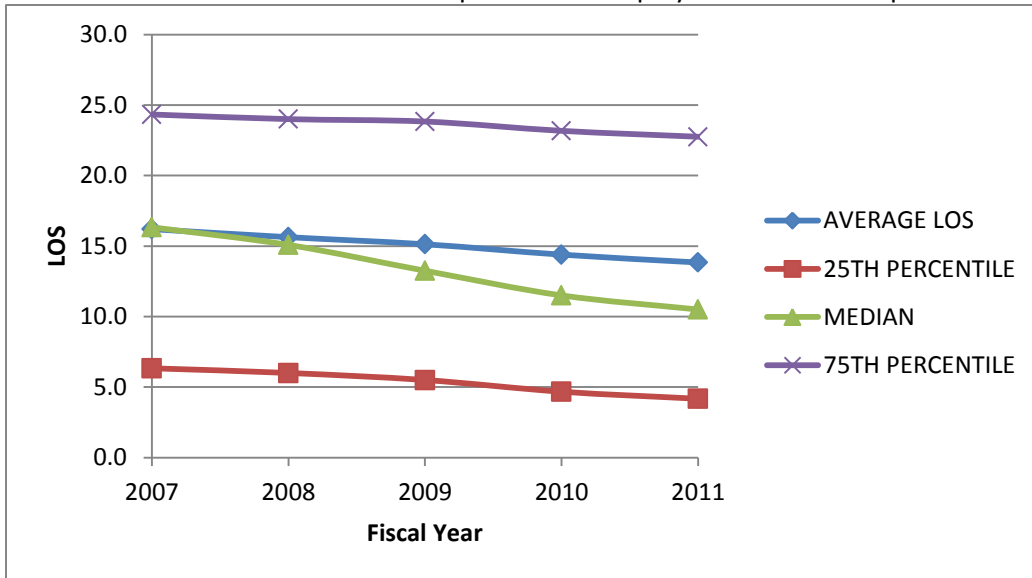


TABLE 16. NSFTP SALARY TREND illustrates the distribution of Federal employees' salary over the last five fiscal years. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment. In addition to the average, the quartiles are listed in order. In FY2011 for the 25th percentile, 25% of the Federal workforce makes less than \$51,445, while 75% makes more. The interpretation is the same for the median, which is simply the 50th percentile, and for the 75th percentile. The calculations are based on the adjusted basic pay of employees, which is annualized and includes a locality adjustment.

TABLE 16. NSFTP SALARY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2007	\$ 68,994	\$ 45,934	\$ 62,913	\$ 86,707
2008	\$ 71,414	\$ 47,193	\$ 65,031	\$ 89,842
2009	\$ 74,368	\$ 49,127	\$ 67,613	\$ 93,620
2010	\$ 76,586	\$ 50,431	\$ 69,550	\$ 95,989
2011	\$ 77,505	\$ 51,445	\$ 71,102	\$ 97,309

FIGURE 9. NSFTP SALARY GRAPH illustrates the data from Table 16. Apparent from the graph, each statistic is increasing. A portion of this increase is attributable to the annual raise typically given each year for the cost of living adjustment.

FIGURE 9. NSFTP SALARY GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007

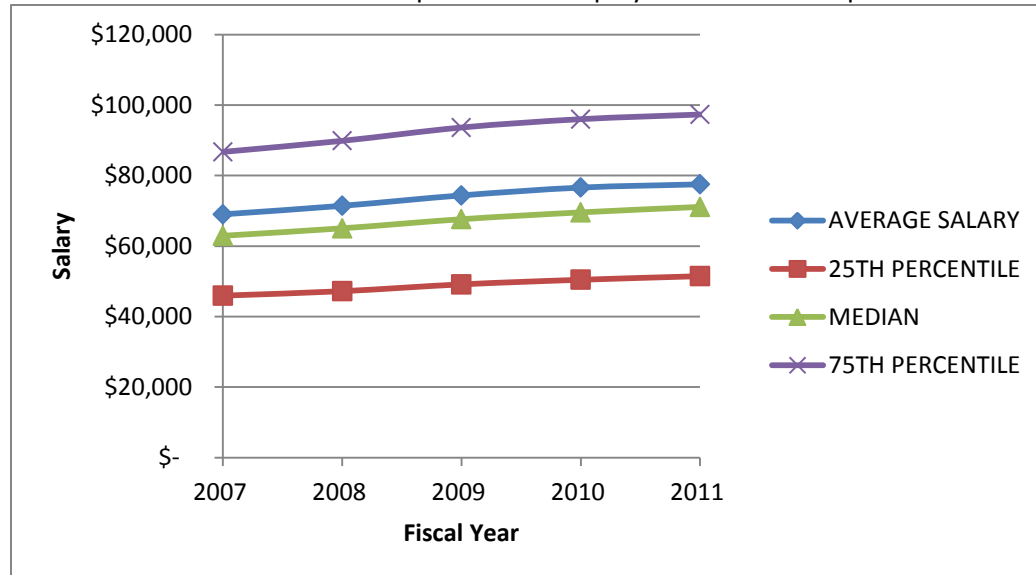


TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND shows the salaries in Table 16 broken out by occupational category (informally called PATCO) for the past five fiscal years. The categories are essentially Blue Collar versus White Collar, with White Collar broken out into five different categories. Occupation is by far the largest determinant of these categories, but other data elements do come into play. The statistics are interpreted as before and are again based on adjusted basic pay.

TABLE 17. NSFTP OCCUPATIONAL CATEGORY TREND

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2007	PROFESSIONAL	385,819	\$ 90,307	\$ 67,646	\$ 85,470	\$ 106,331
	ADMINISTRATIVE	605,603	\$ 79,838	\$ 61,068	\$ 76,103	\$ 94,449
	TECHNICAL	288,303	\$ 46,241	\$ 38,135	\$ 43,788	\$ 50,645
	CLERICAL	104,050	\$ 35,912	\$ 30,961	\$ 33,746	\$ 39,098
	OTHER W/COLLAR	59,393	\$ 48,867	\$ 39,327	\$ 46,646	\$ 56,439
	BLUE COLLAR	174,695	\$ 48,409	\$ 40,905	\$ 47,918	\$ 55,013
	UNSPECIFIED	296	\$ 58,739	\$ 41,823	\$ 51,515	\$ 68,706
2008	PROFESSIONAL	400,784	\$ 93,709	\$ 69,764	\$ 88,372	\$ 110,584
	ADMINISTRATIVE	633,498	\$ 82,293	\$ 62,496	\$ 78,381	\$ 98,033
	TECHNICAL	297,334	\$ 47,304	\$ 38,658	\$ 44,857	\$ 51,809
	CLERICAL	102,212	\$ 36,733	\$ 31,367	\$ 34,677	\$ 39,963
	OTHER W/COLLAR	63,336	\$ 50,371	\$ 40,577	\$ 47,864	\$ 58,206
	BLUE COLLAR	175,793	\$ 49,874	\$ 41,761	\$ 49,358	\$ 56,829
	UNSPECIFIED	292	\$ 64,341	\$ 46,487	\$ 57,027	\$ 75,901
2009	PROFESSIONAL	430,432	\$ 96,678	\$ 71,526	\$ 91,123	\$ 114,570
	ADMINISTRATIVE	673,533	\$ 85,294	\$ 64,306	\$ 81,133	\$ 101,844
	TECHNICAL	309,480	\$ 48,811	\$ 39,834	\$ 45,931	\$ 53,647
	CLERICAL	98,340	\$ 38,301	\$ 32,824	\$ 36,196	\$ 41,873

FISCAL YEAR	OCCUPATIONAL CATEGORY	COUNT	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
	OTHER W/COLLAR	68,808	\$ 52,232	\$ 42,170	\$ 49,553	\$ 60,170
	BLUE COLLAR	176,145	\$ 51,759	\$ 43,326	\$ 51,132	\$ 59,062
	UNSPECIFIED	367	\$ 60,594	\$ 38,666	\$ 53,813	\$ 78,098
2010	PROFESSIONAL	451,985	\$ 99,091	\$ 73,396	\$ 92,749	\$ 117,270
	ADMINISTRATIVE	710,519	\$ 87,697	\$ 66,749	\$ 83,126	\$ 104,357
	TECHNICAL	320,181	\$ 49,669	\$ 40,264	\$ 46,569	\$ 54,875
	CLERICAL	95,696	\$ 39,341	\$ 33,603	\$ 37,260	\$ 42,960
	OTHER W/COLLAR	73,091	\$ 54,396	\$ 42,792	\$ 51,630	\$ 63,259
	BLUE COLLAR	180,023	\$ 52,842	\$ 44,203	\$ 52,175	\$ 60,189
	UNSPECIFIED	224	\$ 73,820	\$ 50,439	\$ 65,227	\$ 90,005
2011	PROFESSIONAL	461,473	\$ 99,910	\$ 74,039	\$ 93,197	\$ 117,963
	ADMINISTRATIVE	728,141	\$ 88,537	\$ 67,618	\$ 84,308	\$ 105,211
	TECHNICAL	319,628	\$ 49,900	\$ 40,706	\$ 46,763	\$ 54,875
	CLERICAL	92,430	\$ 39,446	\$ 34,039	\$ 37,482	\$ 43,017
	OTHER W/COLLAR	74,807	\$ 55,785	\$ 43,738	\$ 52,995	\$ 68,809
	BLUE COLLAR	179,651	\$ 52,958	\$ 44,265	\$ 52,217	\$ 60,252
	UNSPECIFIED	450	\$ 66,372	\$ 52,592	\$ 59,563	\$ 72,535

TABLE 18. NSFTP ACTION TREND provides the number of separations and new hires for the past five fiscal years. Separations represent all employees who left Federal service at any point in a particular fiscal year. New hires represent all employees who joined the Federal Government in a particular fiscal year.

TABLE 18. NSFTP ACTION TREND

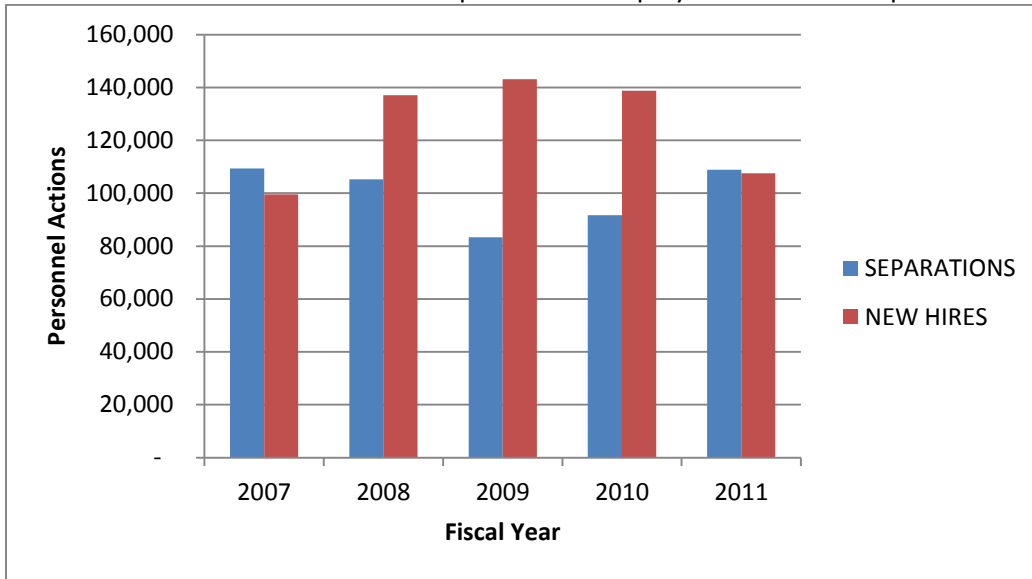
Statistics restricted to non-seasonal full-time permanent employees from fourth quarter of FY2011

ACTION	FY2007	FY2008	FY2009	FY2010	FY2011
SEPARATIONS	109,349	105,268	83,316	91,660	108,921
NEW HIRES	99,502	137,036	143,168	138,735	107,582

FIGURE 10. NSFTP ACTION GRAPH displays the information from Table 18.

FIGURE 10. NSFTP ACTION GRAPH

Statistics restricted to non-seasonal full-time permanent employees from fourth quarter since FY2007



Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated quarterly:

<http://www.fedscope.opm.gov/>. All of the tables and figures above can be replicated in FedScope, with the option for much more detail. The tool is best operated in Internet Explorer. For all other inquiries, contact DAG through FedStats at FedStats@opm.gov.