Senior Executive Service

Fiscal Year 2010

This document provides a brief summary of federal employees in Senior Executive Service.

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Purpose

This document presents an overview of the characteristics of the Senior Executive Service (SES), providing the public and analysts access to commonly requested descriptive information.

This document presents basic data, in the form of tables and charts, on the current and historical composition of the Senior Executive Service (SES).

Data

Table 1, Senior Executive Service (SES) Appointments, provides counts and percentages of SES employees broken down by type of appointment for Fiscal Year 2010. Nearly 89% of SES employees are career.

Table 1. Senior Executive Service (SES) Appointments
Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

APPOINTMENT	COUNT	PERCENT
**-UNSPECIFIED	89	1.13
50-CAREER (SES PERM)	6,999	88.54
55-NONCAREER (SES PERM)	672	8.5
60-LIMITED TERM (SES NONPERM)	144	1.82
65-LIMITED EMERGENCY (SES NONPERM)	1	0.01
All	**7,905**	**100**

Table 2, Senior Executive Service (SES) Appointments Trends, provides counts of SES employees for the last five fiscal years broken down by type of appointment.

Table 2. Senior Executive Service (SES) Appointment Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

APPOINTMENT	FY2006	FY2007	FY2008	FY2009	FY2010
**-UNSPECIFIED	109	114	115	100	89
50-CAREER (SES PERM)	6,347	6,553	6,853	6,968	6,999
55-NONCAREER (SES PERM)	642	678	631	501	672
60-LIMITED TERM (SES NONPERM)	113	121	132	137	144
65-LIMITED EMERGENCY (SES NONPERM)	6	7	5	6	1
All	**7,217**	**7,473**	**7,736**	**7,712**	**7,905**

Figure 1, Senior Executive Service (SES) Appointment Trends, is a graphical representation of the totals in Table 2.

Figure 1. Senior Executive Service (SES) Appointment Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
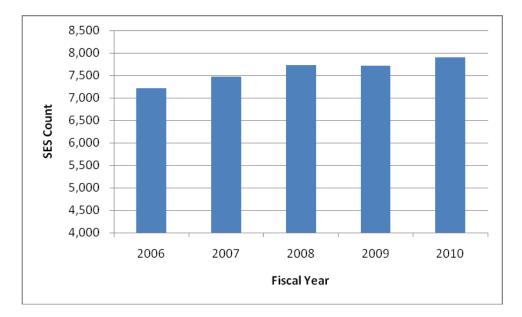
Table 3, Senior Executive Service (SES) Agency, provides counts and percentages of SES employees broken down by agency for Fiscal Year 2010. The Cabinet level agencies contain over three quarters of the SES employees.

Table 3. Senior Executive Service (SES) Agency
Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

AGENCY	COUNT	PERCENT
AA-ADMIN CONFERENCE OF THE UNITED STATES	1	0.01
AF-DEPARTMENT OF THE AIR FORCE	195	2.47
AG-DEPARTMENT OF AGRICULTURE	364	4.6
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	22	0.28
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	31	0.39
AR-DEPARTMENT OF THE ARMY	284	3.59
AU-FEDERAL LABOR RELATIONS AUTHORITY	9	0.11
AW-ARCTIC RESEARCH COMMISSION	1	0.01
BD-MERIT SYSTEMS PROTECTION BOARD	16	0.2
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	10	0.13
BO-OFFICE OF MANAGEMENT AND BUDGET	73	0.92
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	1	0.01
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	1	0.01
CC-COMMISSION ON CIVIL RIGHTS	2	0.03
CE-COUNCIL OF ECONOMIC ADVISERS	1	0.01
CF-COMMISSION OF FINE ARTS	1	0.01
CM-DEPARTMENT OF COMMERCE	372	4.71
DD-OTHER DEPARTMENT OF DEFENSE	514	6.5
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	1	0.01
DJ-DEPARTMENT OF JUSTICE	750	9.49
DL-DEPARTMENT OF LABOR	171	2.16
DN-DEPARTMENT OF ENERGY	454	5.74
ED-DEPARTMENT OF EDUCATION	79	1
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28	0.35
EP-ENVIRONMENTAL PROTECTION AGENCY	280	3.54
EW-TRADE AND DEVELOPMENT AGENCY	2	0.03
FC-FEDERAL COMMUNICATIONS COMMISSION	37	0.47
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	1	0.01
FM-FED MEDIATION AND CONCILIATION SERVICE	3	0.04
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	9	0.11
FT-FEDERAL TRADE COMMISSION	37	0.47
FW-OFFICE OF SPECIAL COUNSEL	2	0.03
GE-BARRY GOLDWATER SCHOL & EXCEL IN ED FOUN	1	0.01
GG-OFFICE OF GOVERNMENT ETHICS	5	0.06
GS-GENERAL SERVICES ADMINISTRATION	98	1.24
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	1	0.01
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	454	5.74
HP-ADV COUNCIL ON HISTORIC PRESERVATION	1	0.01
HS-DEPARTMENT OF HOMELAND SECURITY	513	6.49
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	0.01

AGENCY	COUNT	PERCENT
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	112	1.42
IB-BROADCASTING BOARD OF GOVERNORS	14	0.18
IN-DEPARTMENT OF INTERIOR	267	3.38
MC-FEDERAL MARITIME COMMISSION	8	0.1
NF-NATIONAL SCIENCE FOUNDATION	84	1.06
NL-NATIONAL LABOR RELATIONS BOARD	61	0.77
NM-NATIONAL MEDIATION BOARD	1	0.01
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	441	5.58
NP-NATIONAL CAPITAL PLANNING COMMISSION	2	0.03
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	18	0.23
NU-NUCLEAR REGULATORY COMMISSION	161	2.04
NV-DEPARTMENT OF THE NAVY	350	4.43
OM-OFFICE OF PERSONNEL MANAGEMENT	58	0.73
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	3	0.04
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	12	0.15
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	1	0.01
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	7	0.09
RH-ARMED FORCES RETIREMENT HOME	1	0.01
RR-RAILROAD RETIREMENT BOARD	9	0.11
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	1	0.01
SB-SMALL BUSINESS ADMINISTRATION	53	0.67
SK-CONSUMER PRODUCT SAFETY COMMISSION	14	0.18
SS-SELECTIVE SERVICE SYSTEM	2	0.03
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	173	2.19
SZ-SOCIAL SECURITY ADMINISTRATION	155	1.96
TB-NATIONAL TRANSPORTATION SAFETY BOARD	16	0.2
TC-U.S. INTERNATIONAL TRADE COMMISSION	10	0.13
TD-DEPARTMENT OF TRANSPORTATION	214	2.71
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	23	0.29
TR-DEPARTMENT OF TREASURY	466	5.9
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	3	0.04
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	1	0.01
VA-DEPARTMENT OF VETERANS AFFAIRS	338	4.28
All	**7,905**	**100**

Table 4, Senior Executive Service (SES) Agency Trends, provides counts of SES employees broken down by agency for the last five fiscal years.

Table 4. Senior Executive Service (SES) Agency Trends

Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

AGENCY	FY2006	FY2007	FY2008	FY2009	FY2010
AA-ADMIN CONFERENCE OF THE UNITED STATES	.	.	.	.	1
AB-AMERICAN BATTLE MONUMENTS COMMISSION	1	1	1	1	.
AF-DEPARTMENT OF THE AIR FORCE	166	169	161	164	195
AG-DEPARTMENT OF AGRICULTURE	360	366	345	347	364
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	14	16	20	22	22
AM-U.S. INTERNL DEVELOPMENT COOPERATION AGY	20	22	23	30	31
AR-DEPARTMENT OF THE ARMY	261	259	271	276	284
AU-FEDERAL LABOR RELATIONS AUTHORITY	8	8	8	8	9
AW-ARCTIC RESEARCH COMMISSION	1	1	1	1	1
BD-MERIT SYSTEMS PROTECTION BOARD	14	13	13	15	16
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	9	10	9	10	10
BO-OFFICE OF MANAGEMENT AND BUDGET	69	63	66	74	73
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	2	2	1	1	1
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	.	.	.	.	1
CC-COMMISSION ON CIVIL RIGHTS	2	2	2	2	2
CE-COUNCIL OF ECONOMIC ADVISERS	1	1	1	1	1
CF-COMMISSION OF FINE ARTS	1	1	1	1	1
CM-DEPARTMENT OF COMMERCE	352	361	373	383	372
DD-OTHER DEPARTMENT OF DEFENSE	487	501	509	502	514
DF-OFC FED COORD ALASKA GAS TRANSPORT PROJ	.	.	.	1	1
DJ-DEPARTMENT OF JUSTICE	665	707	727	747	750
DL-DEPARTMENT OF LABOR	168	178	187	180	171
DN-DEPARTMENT OF ENERGY	457	464	487	468	454
ED-DEPARTMENT OF EDUCATION	88	85	90	79	79
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	27	31	29	28	28
EP-ENVIRONMENTAL PROTECTION AGENCY	285	287	284	263	280
EW-TRADE AND DEVELOPMENT AGENCY	3	3	3	3	2
FC-FEDERAL COMMUNICATIONS COMMISSION	27	39	35	37	37
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	1	1	1	1	1
FM-FED MEDIATION AND CONCILIATION SERVICE	.	.	2	3	3
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	.	.	11	10	9
FT-FEDERAL TRADE COMMISSION	34	36	36	34	37
FW-OFFICE OF SPECIAL COUNSEL	4	4	4	4	2
GE-BARRY GOLDWATER SCHOL & EXCEL IN ED FOUN	1	1	1	1	1
GG-OFFICE OF GOVERNMENT ETHICS	5	5	5	5	5
GS-GENERAL SERVICES ADMINISTRATION	89	97	98	92	98
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	1	.	1	1	1
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	409	423	428	416	454
HP-ADV COUNCIL ON HISTORIC PRESERVATION	1	1	1	1	1
HS-DEPARTMENT OF HOMELAND SECURITY	327	404	491	503	513

AGENCY	FY2006	FY2007	FY2008	FY2009	FY2010
HT-HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	1	1	1
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	100	103	107	99	112
IB-BROADCASTING BOARD OF GOVERNORS	15	15	14	12	14
IN-DEPARTMENT OF INTERIOR	263	255	261	265	267
MC-FEDERAL MARITIME COMMISSION	7	7	5	6	8
NF-NATIONAL SCIENCE FOUNDATION	86	89	86	88	84
NL-NATIONAL LABOR RELATIONS BOARD	61	60	61	60	61
NM-NATIONAL MEDIATION BOARD	1	1	1	1	1
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	430	445	457	444	441
NP-NATIONAL CAPITAL PLANNING COMMISSION	3	2	2	2	2
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	17	17	19	20	18
NU-NUCLEAR REGULATORY COMMISSION	152	146	152	162	161
NV-DEPARTMENT OF THE NAVY	313	326	335	326	350
OM-OFFICE OF PERSONNEL MANAGEMENT	50	50	54	54	58
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	2	3	3	3	3
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	13	14	14	11	12
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	2	2	2	1	1
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	7	7	8	7	7
RH-ARMED FORCES RETIREMENT HOME	.	.	.	1	1
RR-RAILROAD RETIREMENT BOARD	10	9	9	9	9
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	1	1	1	1	1
SB-SMALL BUSINESS ADMINISTRATION	46	49	52	55	53
SK-CONSUMER PRODUCT SAFETY COMMISSION	13	12	14	14	14
SS-SELECTIVE SERVICE SYSTEM	1	2	1	1	2
ST-DEPARTMENT OF STATE (MINUS FOREIGN SVC)	162	160	168	151	173
SZ-SOCIAL SECURITY ADMINISTRATION	155	144	150	149	155
TB-NATIONAL TRANSPORTATION SAFETY BOARD	11	16	18	16	16
TC-U.S. INTERNATIONAL TRADE COMMISSION	8	9	10	10	10
TD-DEPARTMENT OF TRANSPORTATION	206	220	219	210	214
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	23	25	23	25	23
TR-DEPARTMENT OF TREASURY	410	417	440	466	466
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	3	3	4	3	3
UJ-JAPAN-UNITED STATES FRIENDSHIP CMSN	1	1	1	1	1
VA-DEPARTMENT OF VETERANS AFFAIRS	284	300	318	323	338
All	**7,217**	**7,473**	**7,736**	**7,712**	**7,905**

Table 5, Senior Executive Service (SES) Age Trends, lists the age distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2010(FY2010), at the 25th percentile, 25% of SES employees are younger than 49; 75% of SES employees are older than 49. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees are younger than 54.3 while 50% of SES employees are older than 54.3 for FY2010.   For FY2010 the 75th percentile is 59.2; 75% of SES employees are younger than 59.2, while 25% of SES employees are older than 59.2.

Table 5. Senior Executive Service (SES) Age Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

FISCAL YEAR	AVERAGE AGE	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	53.4	48.8	54.0	58.4
2007	53.3	48.5	53.8	58.5
2008	53.4	48.6	53.8	58.7
2009	53.8	48.9	54.2	59.0
2010	54.0	49.0	54.3	59.2

Figure 2, Senior Executive Service (SES) Age Trends, is a graphical representation of Table 5. Figure 2 shows that the age distribution is relatively stable over the last five fiscal years.

Figure 2. Senior Executive Service (SES) Age Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
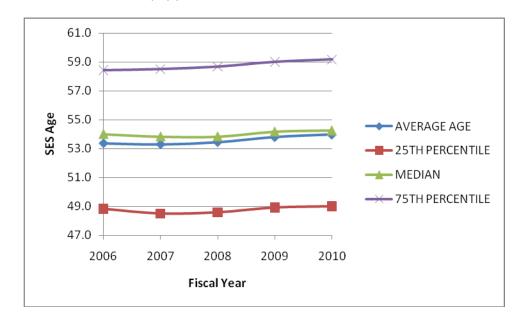
Table 6, Senior Executive Service (SES) Gender, provides counts and percentages of SES employees broken down by gender for Fiscal Year 2010. Over 68% of SES employees are male.

Table 6. Senior Executive Service (SES) Gender
Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

GENDER	COUNT	PERCENT
FEMALE	2,480	31.37
MALE	5,425	68.63
All	**7,905**	**100**

Table 7, Senior Executive Service (SES) Gender Trends, provides counts of SES employees for the last five fiscal years broken down by gender.

Table 7. Senior Executive Service (SES) Gender Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

GENDER	FY2006	FY2007	FY2008	FY2009	FY2010
FEMALE	2,017	2,141	2,243	2,373	2,480
MALE	5,200	5,332	5,493	5,339	5,425
All	**7,217**	**7,473**	**7,736**	**7,712**	**7,905**

Figure 3, Senior Executive Service (SES) Gender Trends, is a graphical representation of Table 7.

Figure 3. Senior Executive Service (SES) Gender Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
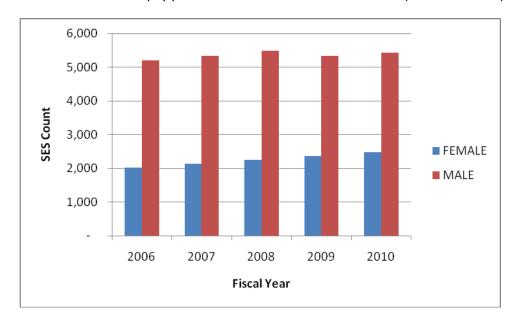
Table 8, Senior Executive Service (SES) Ethnicity and Race, provides counts and percentages of SES employees broken down by ethnicity and race for Fiscal Year 2010.

Table 8. Senior Executive Service (SES) Ethnicity and Race
Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

ETHNICITY AND RACE	COUNT	PERCENT
UNSPECIFIED	14	0.18
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	93	1.18
NOT HISP/LATINO & ASIAN	229	2.9
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	752	9.51
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	7	0.09
NOT HISP/LATINO & WHITE	6,477	81.94
NOT HISP/LATINO & OF MORE THAN ONE RACE	32	0.4
HISP/LATINO	242	3.06
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	1	0.01
HISP/LATINO & ASIAN	1	0.01
HISP/LATINO & BLACK/AFRICAN AMERICAN	3	0.04
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	0.01
HISP/LATINO & WHITE	47	0.59
HISP/LATINO & OF MORE THAN ONE RACE	6	0.08
All	7,905	100

Table 9, Senior Executive Service (SES) Ethnicity and Race Trends, provides counts of SES employees for the last five fiscal years broken down by ethnicity and race.

Table 9. Senior Executive Service (SES) Ethnicity and Race Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

ETHNICITY AND RACE	FY2006	FY2007	FY2008	FY2009	FY2010
UNSPECIFIED	3	11	9	22	14
NOT HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	94	90	88	87	93
NOT HISP/LATINO & ASIAN	164	176	180	210	229
NOT HISP/LATINO & BLACK/AFRICAN AMERICAN	587	593	625	687	752
NOT HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	1	2	3	5	7
NOT HISP/LATINO & WHITE	6,094	6,310	6,530	6,386	6,477
NOT HISP/LATINO & OF MORE THAN ONE RACE	4	13	18	23	32
HISP/LATINO	263	253	255	235	242
HISP/LATINO & AMERICAN INDIAN/ALASKAN NATIVE	.	.	1	1	1
HISP/LATINO & ASIAN	.	.	.	1	1
HISP/LATINO & BLACK/AFRICAN AMERICAN	1	2	3	5	3
HISP/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	.	.	1	1	1
HISP/LATINO & WHITE	5	23	22	43	47
HISP/LATINO & OF MORE THAN ONE RACE	1	.	1	6	6
All	**7,217**	**7,473**	**7,736**	**7,712**	**7,905**

Figure 4, Senior Executive Service (SES) Ethnicity and Race Trends, is a graphical representation of Table 9. For ease of viewing, the fourteen categories listed in Table 9 have been rolled into five categories. The groups in Figure 4 equate to the categories used prior to the introduction of an Ethnicity Indicator in 2006. Also for ease of viewing, the unspecified category has been discarded.

Figure 4. Senior Executive Service (SES) Ethnicity and Race Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
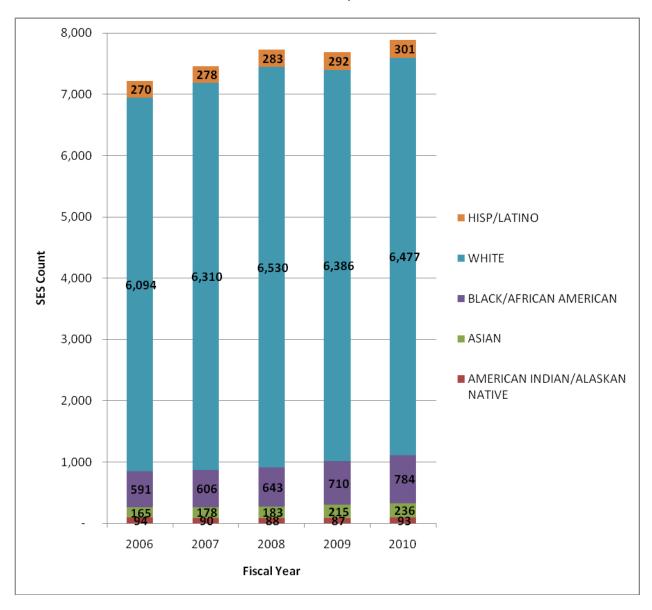
Rolled Up

Table 10, Senior Executive Service (SES) Education, provides counts and percentages of SES employees broken down by education levels for Fiscal Year 2010. The education variable in the OPM databases has over twenty levels. Table 10 shows a common grouping of those levels. It is important to note that education is not an element regularly collected 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. Over 68% of SES employees have an advanced degree.

Table 10. Senior Executive Service (SES) Education
Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

EDUCATION	COUNT	PERCENT
NO HIGH SCHOOL DEGREE	4	0.05
HIGH SCHOOL DEGREE	285	3.61
SOME COLLEGE	216	2.73
TECHNICAL TRAINING	3	0.04
ASSOCIATES DEGREE	40	0.51
COLLEGE DEGREE	1,946	24.62
ADVANCED DEGREE	5,401	68.32
UNKNOWN OR UNSPECIFIED	10	0.13
All	**7,905**	**100**

Table 11, Senior Executive Service (SES) Education Trends, provides counts of SES employees for the last five fiscal years broken down by education level. Just as Table 10, the education variable in the OPM databases has over twenty levels. Table 11 shows a common grouping of those levels. It is important to note that education is not an element regularly collected 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 11. Senior Executive Service (SES) Education Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

EDUCATION	FY2006	FY2007	FY2008	FY2009	FY2010
NO HIGH SCHOOL DEGREE	5	3	4	3	4
HIGH SCHOOL DEGREE	330	309	300	272	285
SOME COLLEGE	180	180	197	204	216
TECHNICAL TRAINING	4	4	3	3	3
ASSOCIATES DEGREE	34	37	38	39	40
COLLEGE DEGREE	1,749	1,789	1,908	1,856	1,946
ADVANCED DEGREE	4,905	5,140	5,270	5,328	5,401
UNKNOWN OR UNSPECIFIED	10	11	16	7	10
All	**7,217**	**7,473**	**7,736**	**7,712**	**7,905**

Figure 5, Senior Executive Service (SES) Education trends, is a graphical representation of Table 11. For ease of viewing, the eight categories listed in Table 11 have been rolled into four categories. Also for ease of viewing, the unknown or unspecified category has been discarded.

Figure 5. Senior Executive Service (SES) Education Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
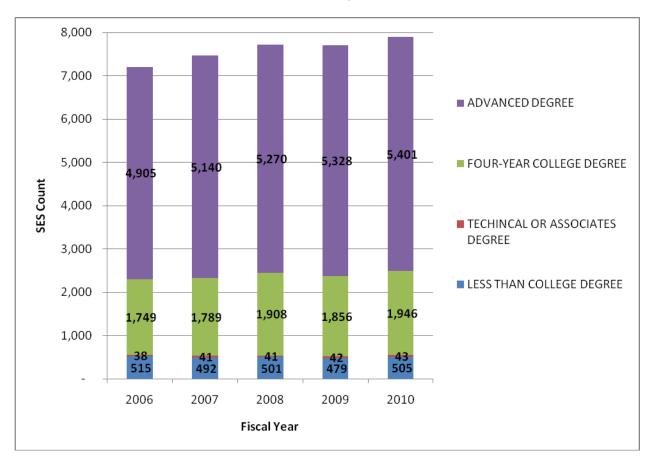
**** Rolled Up ****

Table 12, Senior Executive Service (SES) Length of Service (LOS) Trends, lists the LOS distribution of SES employees for the last five fiscal years. An employee's LOS is based on all prior federal service, not just their prior SES. In addition to the average, the quartiles are listed in order. For Fiscal Year 2010(FY2010), at the 25th percentile, 25% of SES employees have served less than 13.7 years ; 75% of SES employees have served more than 13.7 years. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees have served less than 24.0 while 50% of SES employees have served more than 24.0 years, for FY2010.   For FY2010 the 75th percentile is 31.2; 75% of SES employees have served less than 31.2 years, while 25% of SES employees have served more than 31.2 years.

Table 12. Senior Executive Service (SES) Length of Service (LOS) Trends

Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

FISCAL YEAR	AVERAGE LOS	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	22.9	15.9	25.0	31.2
2007	22.7	15.8	24.3	30.9
2008	22.7	15.8	24.3	30.8
2009	22.8	15.5	24.5	31.2
2010	22.3	13.7	24.0	31.2

Figure 6, Senior Executive Service (SES) Length of Service (LOS) Trends, is a graphical representation of Table 12. Figure 6 shows that the LOS statistics are relatively stable over the last five fiscal years with the exception of FY2010 which shows a decrease.

Figure 6. Senior Executive Service (SES) Length of Service (LOS) Trends

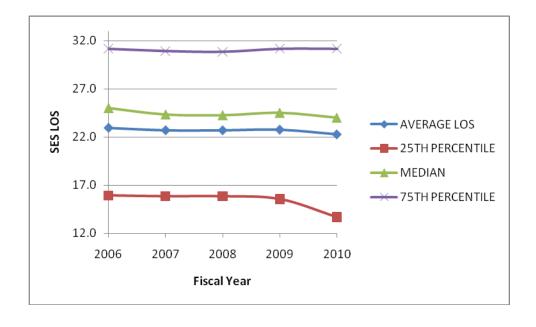Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

Table 13. Senior Executive Service (SES) Salary Trends, lists the Salary distribution of SES employees for the last five fiscal years. In addition to the average, the quartiles are listed in order. For Fiscal Year 2010 (FY2010), at the 25th percentile, 25% of SES employees earn less than $161,619 a year; 75% of SES employees earn more than $161,619 a year. The interpretation is the same for the median, which is simply the 50th percentile; 50% of SES employees earn less than $167,989 a year, while 50% of SES employees earn more than $167,989 a year, for FY2010.   For FY2010 the 75th percentile is $177,000; 75% of SES employees earn less than $177,000 a year, while 25% of SES employees earn more than $177,000 a year.

Table 13. Senior Executive Service (SES) Salary Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

FISCAL YEAR	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
2006	$ 150,273	$ 145,477	$ 152,000	$ 157,273
2007	$ 153,586	$ 148,160	$ 154,600	$ 161,739
2008	$ 157,917	$ 152,079	$ 158,500	$ 166,500
2009	$ 163,214	$ 157,400	$ 163,512	$ 172,200
2010	$ 167,037	$ 161,619	$ 167,989	$ 177,000

Figure 7, Senior Executive Service (SES) Salary Trends, is a graphical representation of Table 13. Figure 7 shows the statistics have increased over the last five fiscal years.

Figure 7. Senior Executive Service (SES) Salary Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
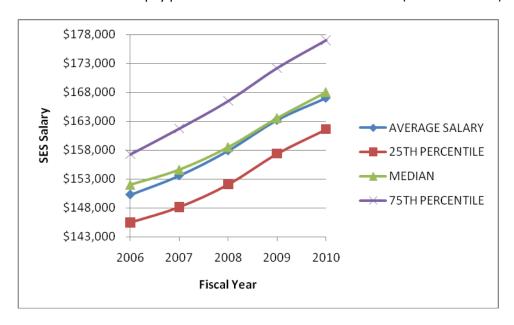
Table 14, Senior Executive Service (SES) Veterans, provides counts and percentages of SES employees broken down by veteran status for Fiscal Year 2010. In order to match the OPM's Veterans Report, the data excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard. Nearly 13% of SES employees are veterans.

Table 14. Senior Executive Service (SES) Veterans

Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010). In order to match the OPM's Veterans Report, the data excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard

VETERAN STATUS	COUNT	PERCENT
VETERAN	1,011	12.79
NON-VETERAN	6,894	87.21
All	7,905	100

Table 15, Senior Executive Service (SES) Veterans Trends, provides counts of SES employees broken down by veteran status for the last five fiscal years. In order to match the OPM's Veterans Report, the data excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard.

Table 15. Senior Executive Service (SES) Veterans Trends

Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010). In order to match the OPM's Veterans Report, the data excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard

VETERAN STATUS	FY2006	FY2007	FY2008	FY2009	FY2010
VETERAN	998	1,012	1,021	971	1,011
NON-VETERAN	6,219	6,461	6,715	6,741	6,894
All	7,217	7,473	7,736	7,712	7,905

Figure 8, Senior Executive Service (SES) Veterans Trends, is a graphical representation of Table 15. Figure 8 shows that the ratio of veterans to non-veterans SES employees remains fairly constant over the last five fiscal years

Figure 8. Senior Executive Service (SES) Veterans Trends

Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010). In order to match the OPM's Veterans Report, the data excludes the Legislative agencies, the Air Force National Guard, and the Army National Guard
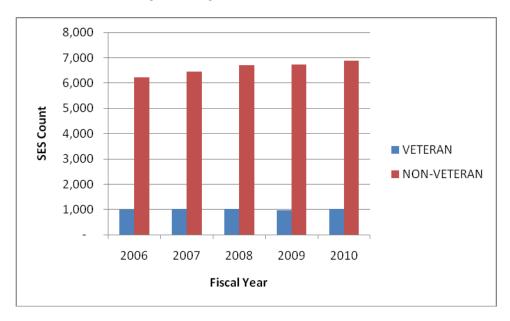

Table 16, Senior Executive Service (SES) Disability, provides counts and percentages of SES employees broken down by disability status for Fiscal Year 2010. There are five basic groupings of disability status. Together, the Non-targeted, Targeted, and Unlisted Disability categories comprise all employees with a disability. Of the known disabilities, Targeted versus Non-targeted is defined by the Equal Employment Opportunity Commission (EEOC), with Targeted disabilities typically having a greater effect on the quality of life. The Unlisted Disability category captures employees who reported having a disability other than the 61 available choices. The Disability Status Unknown group represents employees who chose not to reveal their disability status.

Table 16. Senior Executive Service (SES) Disability

Statistics restricted to pay plan ES from Fiscal Year 2010 (FY2010)

DISABILITY	COUNT	PERCENT
UNLISTED DISABILITY	29	0.37
NO DISABILITY	7,284	92.14
NON-TARGETED DISABILITY	263	3.33
TARGETED DISABILITY	36	0.46
DISABILITY STATUS UNKNOWN	293	3.71
All	**7,905**	**100**

Table 17, Senior Executive Service (SES) Disability Trends, provides counts of SES employees broken down by disability status for the last five fiscal years. There are five basic groupings of disability status. Together, the Non-targeted, Targeted, and Unlisted Disability categories comprise all employees with a disability. Of the known disabilities, Targeted versus Non-targeted is defined by the Equal Employment Opportunity Commission (EEOC), with Targeted disabilities typically having a greater effect on the quality of life. The Unlisted Disability category captures employees who reported having a disability other than the 61 available choices. The Disability Status Unknown group represents employees who chose not to reveal their disability status.

Table 17. Senior Executive Service (SES) Disability Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

DISABILITY	FY2006	FY2007	FY2008	FY2009	FY2010
UNLISTED DISABILITY	18	24	26	26	29
NO DISABILITY	6,555	6,827	7,095	7,084	7,284
NON-TARGETED DISABILITY	235	229	238	246	263
TARGETED DISABILITY	30	34	37	36	36
DISABILITY STATUS UNKNOWN	379	359	340	320	293
All	7,217	7,473	7,736	7,712	7,905

Figure 9, Senior Executive Service (SES) Disability Trends, is a graphical representation of Table 17. For ease of viewing, the No Disability category has been discarded.

Figure 9. Senior Executive Service (SES) Disability Trends

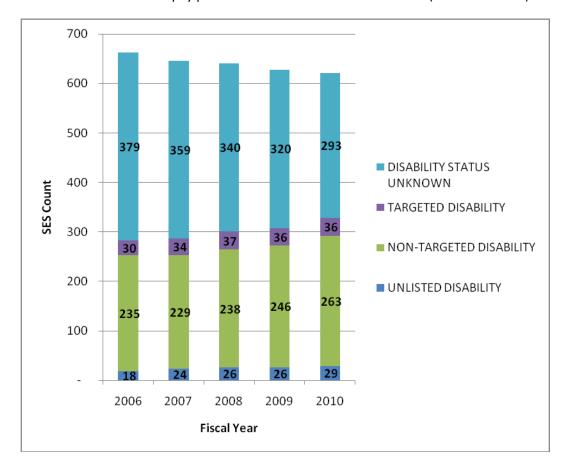Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)
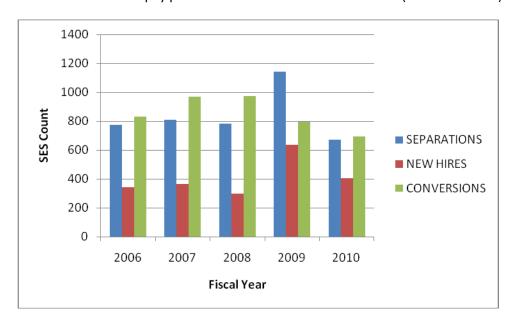
Table 18, Senior Executive Service (SES) Growth Trends, provides counts of SES employees broken down by separations, new hires, and conversions, for the last five fiscal years. Separations represent all employees who left the SES at any point in a particular fiscal year. New hires represent all employees who joined the SES in a particular fiscal year. Conversions represent all employees who were converted to the SES in a particular fiscal year.

Table 18. Senior Executive Service (SES) Growth Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

GROWTH	DYNAMICS	FY2006	FY2007	FY2008	FY2009	FY2010
SEPARATIONS	3B-QUIT	200	206	221	604	134
	3C-DISCHARGE	3	.	4	8	6
	3D-REDUCTION IN FORCE (RIF)	1	2	4	.	1
	3E-MISCELLANEOUS TERMINATION	16	4	5	34	10
	3F-RETIREMENT	542	591	538	484	508
	3G-DEATH	10	4	9	15	8
	3P-OTHER SEPARATION	2	3	4	.	3
NEW HIRES	1E-NEW HIRE - COMP - TEMP/LIMITED APPT	1	.	.	3	.
	1F-NEW HIRE - EXCEPTED APPT	1	.	.	.	.
	1G-NEW HIRE - SES APPT	339	366	297	633	405
CONVERSIONS	2F-CONVERSION - EXCEPTED	1	1	1	1	.
	2G-CONVERSION - SES	830	969	971	797	694

Figure 10, Senior Executive Service (SES) Growth Trends, is a graphical representation of Table 18.

Figure 10. Senior Executive Service (SES) Growth Trends
Statistics restricted to pay plan ES from Fiscal Years 2006 to 2010 (FY2006-FY2010)

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 Data Analysis Group (DAG) through FedStats at FedStats@opm.gov.