

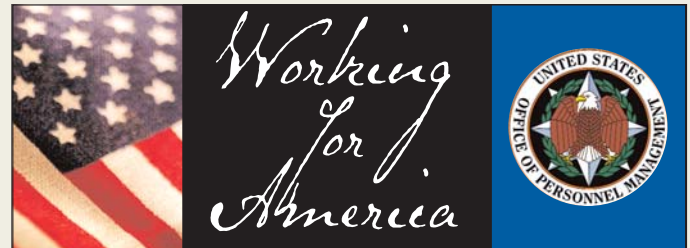
FEDERAL CIVILIAN
WORKFORCE STATISTICS

THE FACT BOOK

2004 EDITION

Kay Coles James, Director
September 2004

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT





OFFICE OF THE DIRECTOR

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

A MESSAGE FROM THE DIRECTOR

I am pleased to present the 2004 edition of The Fact Book. This report, published annually by the Office of Personnel Management (OPM), summarizes a variety of data on the Federal Government's talented workforce and reflects President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based.

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

Each year this report is issued as a helpful guide summarizing and compiling Federal employee statistics from the previous year. The 2004 edition of The Fact Book is primarily based on 2003 statistics and therefore contains early statistics on the Department of Homeland Security.

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

Kay Coles James
Director

INTRODUCTION

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

The 1998 through 2004 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 5 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Excel (xls), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document.

THE FACT BOOK is designed to provide you with an easy-to-use document. We welcome your comments and suggestions for its improvement. For more information, please call Theresa E. Neal at (202) 606-2942, or email to: teneal@opm.gov.

TABLE OF CONTENTS

Part 1 : Employee Demographics	PAGE NUMBER	
	Table	Chart
Trend of Federal Civilian Employment: 1990 - 2003.....	8	9
Trend of Employment: Individual Characteristics, 1993 - 2003	10	12
Trend of Employment: Job Characteristics, 1993 - 2003.....	14	16
Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State, March 31, 2003.....	18	20
Average Adjusted Basic Salaries of Full-Time Employment by Pay System, Selected Metropolitan Statistical Areas (MSA) and Consolidated MSA, March 31, 2003.....	22	23
Turnover Data: Executive Branch - All Areas, Fiscal Years 1986 - 2003.....	24	25
Average Grade Trend for General Schedule Employees: 1964 - 2003.....	26	27
Executive Branch Employment by General Schedule (GS) and Related Grades, 1998 - 2003	28	29
Federal Wage Systems Employment: 1988 - 2003.....	30	31
Employment of Veterans by Executive Branch Departments, September 30, 2003.....	32	
Distribution of Veteran Employment by Agency: September 30, 2003.....		33
Executive Branch: Veterans Employment Programs, Fiscal Years 1984 - 2003	34	35
Executive Branch Employment by Gender and Race/National Origin: 1996 - 2003.....	36	37

	PAGE NUMBER	
	Table	Chart
Part 1 : Employee Demographics (continued)		
Minority Employment by General Schedule and Related Grades: 1996 - 2003	38	39
Employment of Minorities: Federal Civilian and Private Sector, 1994 - 2003	40	41
Executive Branch Employment of Workers with Disabilities: 1996 - 2003	42	43
Employees With Disabilities by Executive Branch Department, September 30, 2003.....	44	45
Race/National Origin: Employment and Average Salary by White-Collar Occupational Category, September 30, 2003.....	46	47
Race/National Origin: Federal and U.S. Civilian Labor Force, September 30, 2003.....	48	49
Employment of Women by White-Collar Occupational Category: 1992 - 2003.....	50	51
Employment of Women by General Schedule and Related Grades: 1994 - 2003.....	52	53
Employment by Executive Branch Departments: Gender, September 30, 2003.....	54	55
Employment by Executive Branch Departments: Race/National Origin, September 30, 2003.....	56	57
Employment by Executive Branch Departments and Age Groupings, September 30, 2003.....	58	59

Part 2 : Compensation, Payroll, and Work Years

Civilian Payroll for Executive Branch Agencies: 1990 - 2003	62	63
Trend of Federal Civilian Compensation and Benefits: 1990 - 2003	64	65
Work Years in Executive Branch Agencies: 1989 - 2002.....	66	67

	PAGE NUMBER	
	Table	Chart
Part 3 : Performance Management Programs and Senior Executive Service (SES)		
Performance Recognition For Employees: Performance and Other Awards, Fiscal Years 1993 - 2003.....	70	71
Performance Recognition For Non-SES Employees: Quality Step Increases and Time Off Awards, Fiscal Years 1993 - 2003.....	72	73
<hr/>		
Part 4 : Senior Executive Service (SES)		
Senior Executive Service: Member Profile, 1996 - 2003	74	75
Senior Executive Service: Positions and Appointments, 1987 - 2003	76	77
Senior Executive Service: Awards, Fiscal Years 1993 - 2003.....	78	79
<hr/>		
Part 5 : Retirement and Insurance Programs		
Retirement and Insurance Payments, 1994 - 2004.....	82	83
Federal Employee Health Benefits: Enrollment and Coverage: March 31, 2003.....	84	85
Federal Employee Health Benefits: Weighted Average Monthly Premiums, 1993 - 2003.....	86	87
Federal Employee Health Benefits Program: Financial Data, Fiscal Years 1991 - 2003.....	88	89
Retirement Eligibility Statistics (Selected Agencies): Federal Employees Retirement System (FERS) - September 30, 2003.....	90	91

	PAGE NUMBER	
	Table	Chart
Part 5 : Retirement and Insurance Programs (continued)		
Retirement Eligibility Statistics (Selected Agencies): Civil Service Retirement System (CSRS) - September 30, 2003.....	92	93
Retirement System: On Annuity Roll, Fiscal Years 1985 - 2003.....	94	95
Retirement System: Additions to Annuity Roll, Fiscal Years 1985 - 2003.....	96	97
Retirement Systems Coverage: CSRS and FERS, Fiscal Years 1993 - 2003.....	98	99
Federal Employee Group Life Insurance (Fiscal Year 2003): Enrollment and Coverage, Claims Paid, Revenues and Expenses.....	100	101
 Part 6 : Student Employment Programs		
Presidential Management Internship Program: Selections (1985 - 2003), Universities (2003) Employing Agencies (2003)	104	105
Student Career Experience Program: Employing Agencies and Participant Demographics: Fiscal Year 2003.....	106	107
Student Career Experience Program: Participants' Educational Level and Occupational Groups: Fiscal Year 2003.....	108	109
Student Temporary Employment Program: Employing Agencies and Demographics: Fiscal Year 2003.....	110	111

Part 1:
Employee Demographics

Trend of Federal Civilian Employment, 1990 - 2003

(in thousands)

	1990	1994	1996	1998	2000	2001	2002	2003
Total, Federal Civilian	3,128.3	2,971.6	2,847.4	2,789.5	2,708.1	2,710.0	2,715.5	2,725.9
<i>% change*</i>	0.5	-5.0	-4.2	-2.0	-2.9	-2.8	0.3	0.6
Washington, D.C., MSA**	358.4	366.4	340.0	323.4	325.9	325.8	334.1	336.2
<i>% change*</i>	2.2	2.2	-7.2	-4.9	0.8	0.7	2.5	3.2
Overseas	141.0	108.5	108.6	104.2	88.7	89.7	90.8	92.7
<i>% change*</i>	-2.8	-23.0	0.1	-4.1	-14.9	-13.9	2.4	3.3
Legislative Branch	37.5	35.4	31.5	30.5	31.2	30.4	30.9	31.5
<i>% change*</i>	0.0	-5.6	-11.0	-3.2	2.3	-0.3	-1.0	3.6
Judicial Branch	23.6	28.0	29.6	31.7	32.2	33.8	34.7	34.7
<i>% change*</i>	9.8	18.6	5.7	7.1	1.6	6.6	7.8	2.7
Executive Branch	3,067.2	2,908.2	2,786.3	2,727.3	2,644.8	2,645.7	2,649.9	2,659.6
<i>% change*</i>	0.4	-5.2	-4.2	-2.1	-3.0	-3.0	0.2	0.5
Department of Defense	1,034.2	879.9	795.9	717.9	676.3	671.6	670.2	664.5
<i>% change*</i>	-1.5	-14.9	-9.5	-9.8	-5.8	-6.4	-0.9	-1.1
Non-Department of Defense	1,216.1	1,205.6	1,138.1	1,137.9	1,107.8	1,126.3	1,168.1	1,207.3
<i>% change*</i>	3.7	-0.9	-5.6	0.0	-2.6	-1.0	5.4	7.2
United States Postal Service	816.9	822.7	852.3	871.5	860.7	847.8	811.6	787.8
<i>% change*</i>	-1.8	0.7	3.6	2.3	-1.2	-2.7	-5.7	-7.1

Note: All data are as of September 30th.

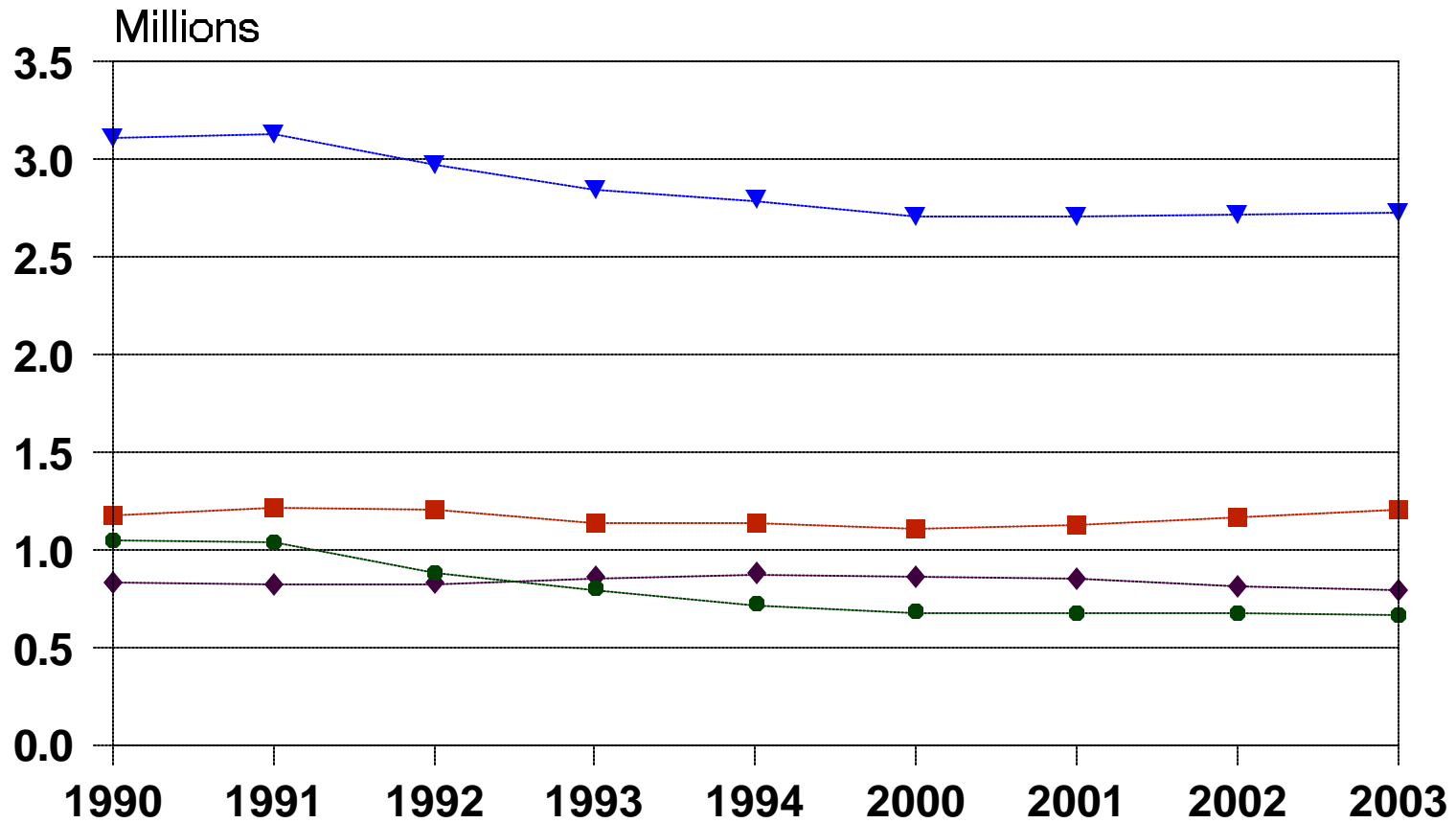
*Represents percent change from the prior reported year.

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

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

Trend of Federal Civilian Employment

1990 - 2003



Trend of Employment, 1993- 2003

Individual Characteristics

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002*	2003*
Average Age ^a	43.8	44.1	44.3	44.8	45.2	45.6	45.9	46.3	46.5	46.5	46.7
Average Length of Service ^a	14.9	15.2	15.5	15.9	16.3	16.6	16.9	17.1	17.1	16.8	16.8
Retirement Eligible ^b											
Civil Service Retirement System	10%	10%	10%	11%	12%	13%	15%	17%	19%	23%	27%
Federal Employees Retirement System	4%	5%	5%	6%	7%	8%	10%	11%	10%	11%	12%
College-Conferred (Bachelor's Degree or higher)	37%	38%	39%	39%	40%	40%	40%	41%	41%	41%	41%
Gender											
Men	56%	56%	56%	56%	56%	56%	55%	55%	55%	55%	55%
Women	44%	44%	44%	44%	44%	44%	45%	45%	45%	45%	45%

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

a. Data shown for "Average Age" and "Average Length of Service" represent full-time permanent employees.

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

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

Continued on next page ==>

[<=== Return to previous page](#)

Trend of Employment, 1993 - 2003

Individual Characteristics

(continued from previous page)

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003*
Race and National Origin											
Total Minorities	28.2%	28.5%	28.9%	29.1%	29.4%	29.7%	30.0%	30.4%	30.6%	30.8%	31.1%
Black	16.7%	16.7%	16.8%	16.7%	16.7%	16.7%	17.0%	17.1%	17.1%	17.0%	17.0%
Hispanic	5.6%	5.7%	5.9%	6.1%	6.2%	6.4%	6.5%	6.6%	6.7%	6.9%	7.1%
Asian/Pacific Islander	3.9%	4.1%	4.2%	4.3%	4.4%	4.5%	4.4%	4.5%	4.6%	4.7%	4.8%
American Indian/ Alaska Native	2.0%	2.0%	2.0%	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%	2.2%	2.1%
Disabled	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Veterans Preference	27%	27%	26%	26%	25%	25%	25%	24%	24%	23%	22%
Vietnam Era Veterans	16%	17%	17%	17%	15%	14%	14%	14%	13%	13%	13%
Retired Military	4.3%	4.3%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%	4.2%	4.4%	4.6%
Retired Officers	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%	0.8%

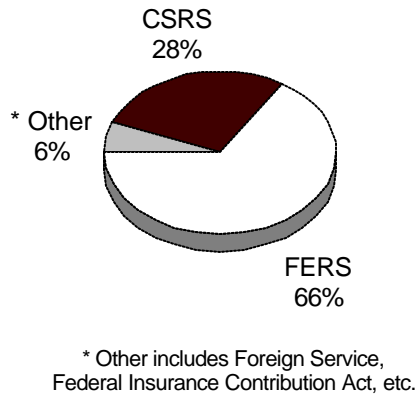
Note: All data are as of September 30th of selected year.

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

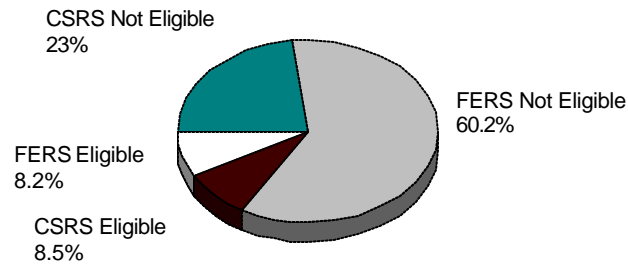
The "Typical" Federal Civilian Employee, 2003

Individual Characteristics

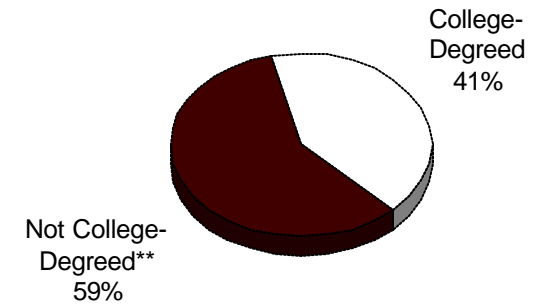
FERS = Federal Employees Retirement System
 CSRS = Civil Service Retirement System



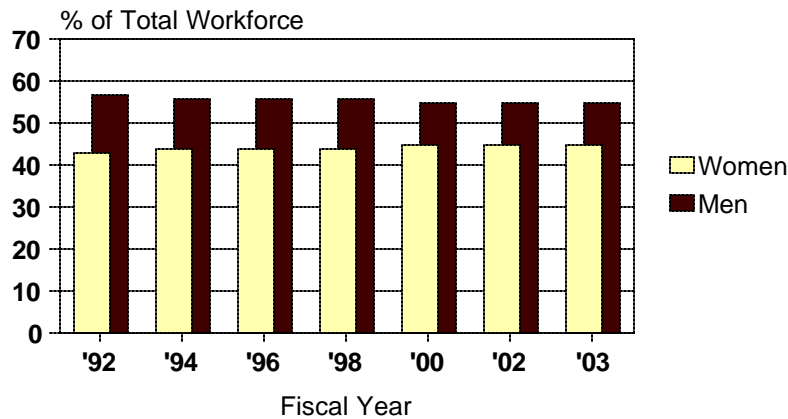
Participants**



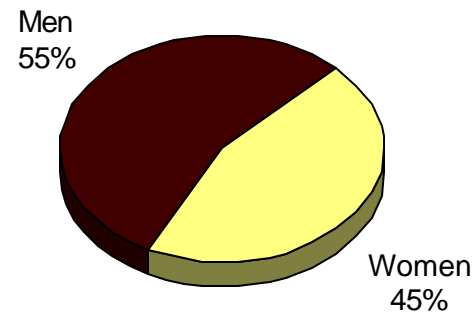
Retirement Eligibility



Education



Trend In Gender

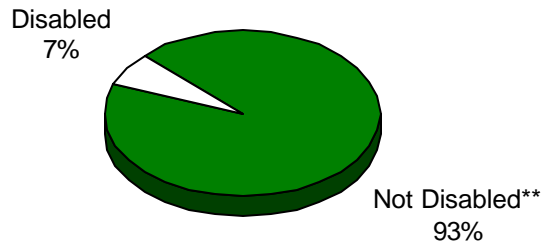


Gender

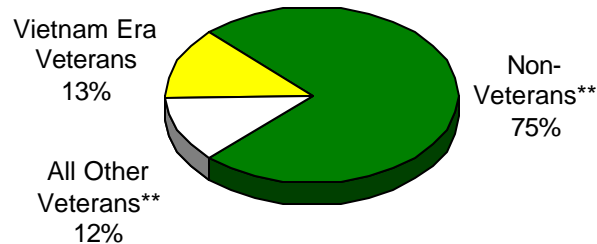
** Data shown are excluded from the source tables.

The "Typical" Federal Civilian Employee, 2003

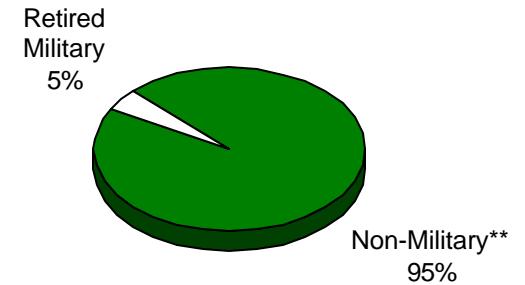
Individual Characteristics (Continued)



Disability

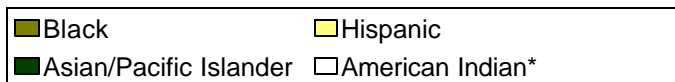
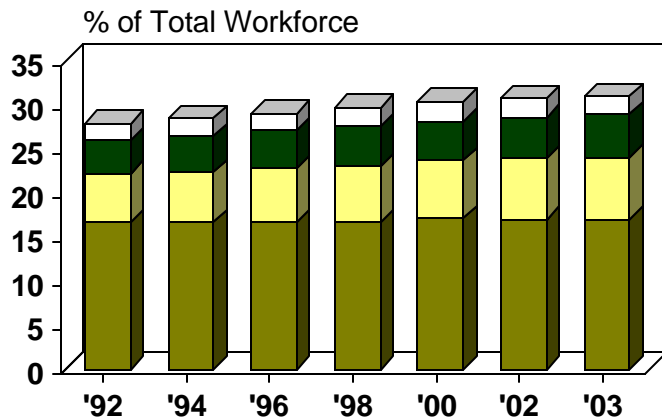


Veterans Status

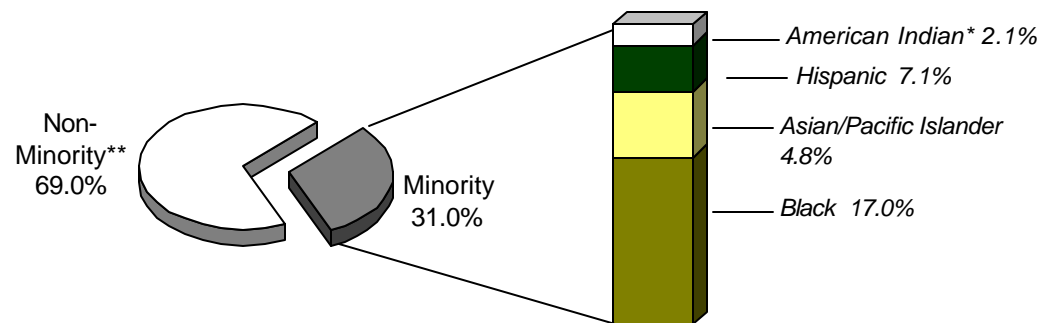


Retired Military Status

Minority Groups



* American Indian refers to American Indian/Alaska Native



Minority Status

Trend of Employment, 1993 - 2003

Job Characteristics

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003*
Annual Base Salary											
Washington, DC-	\$38,287	\$39,958	\$41,557	\$43,187	\$44,902	\$46,560	\$48,764	\$51,618	\$53,959	\$56,400	\$59,238
-MD-VA-WV Metropolitan Statistical Area	\$46,933	\$49,554	\$51,754	\$54,025	\$55,565	\$58,506	\$61,198	\$64,969	\$68,239	\$72,078	\$75,817
Average GS Grade											
Washington, DC-	9.1	9.2	9.3	9.3	9.3	9.4	9.4	9.5	9.5	9.6	9.7
-MD-VA-WV Metropolitan Statistical Area	10.6	10.8	10.9	11.0	11.1	11.1	11.1	11.3	11.4	11.5	11.6
Pay System											
General Schedule	74%	74%	75%	73%	73%	72%	72%	72%	73%	72%	71%
Wage Systems	16%	15%	14%	14%	14%	13%	13%	13%	12%	12%	11%
Others	10%	11%	11%	13%	13%	15%	15%	15%	15%	16%	18%
Occupational Category											
White-Collar	84%	85%	85%	86%	86%	87%	87%	87%	88%	88%	89%
Professional	23%	23%	24%	24%	24%	24%	24%	24%	24%	24%	24%
Administrative	26%	27%	27%	28%	29%	29%	30%	31%	32%	32%	33%
Blue-Collar	16%	15%	15%	14%	14%	13%	13%	13%	12%	12%	11%
Supervisory Status											
Supervisors/Managers	12.7%	12.2%	11.6%	11.2%	11.1%	10.9%	11.1%	11.1%	11.0%	11.0%	11.1%
Permanent Appointments											
Full-time Permanent	90%	90%	90%	90%	90%	90%	91%	91%	91%	91%	90%
	87%	87%	87%	88%	88%	87%	88%	88%	89%	88%	87%

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.

Continued on next page ==>

Trend of Employment, 1993 - 2003

Job Characteristics

(continued from previous page)

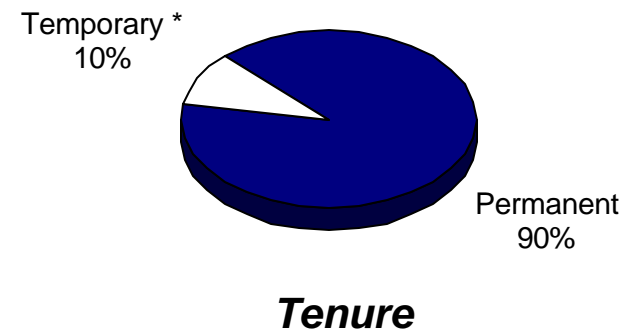
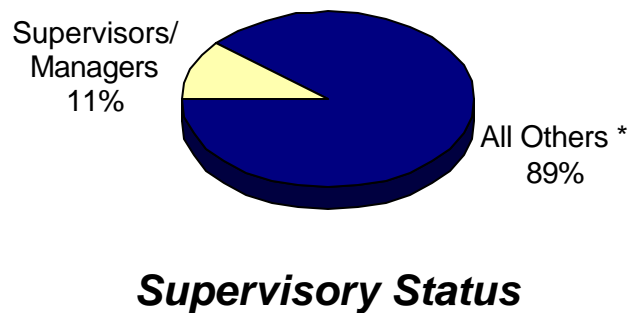
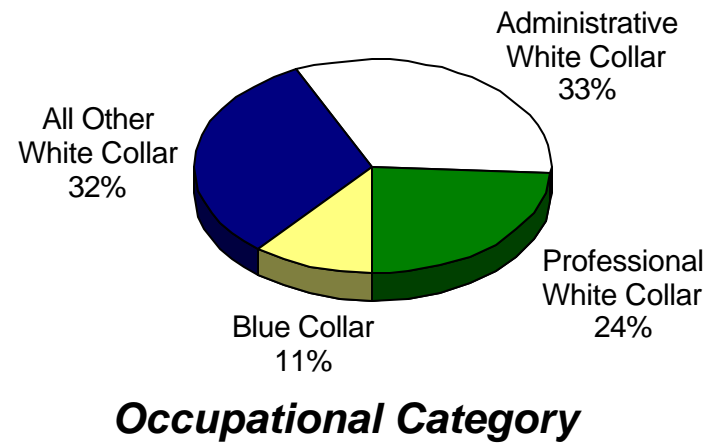
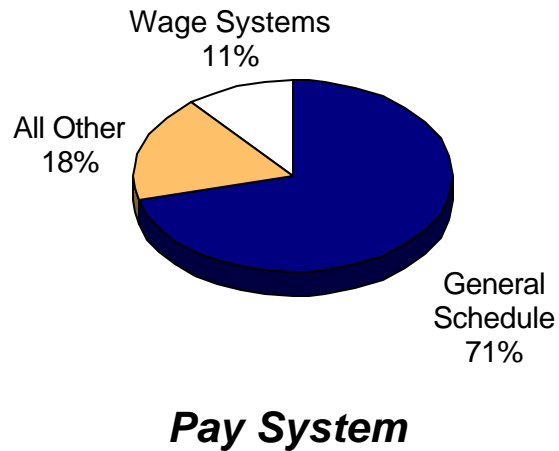
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Work Schedule											
Full-time	93%	92%	93%	93%	93%	93%	94%	94%	94%	94%	94%
Part-time	4%	4%	4%	3%	3%	3%	3%	3%	3%	3%	3%
Intermittent	3%	4%	3%	4%	4%	4%	3%	3%	3%	3%	3%
Service											
Competitive	80%	80%	80%	78%	77%	77%	77%	77%	77%	75%	73%
Excepted and Senior Executive Service	20%	20%	20%	22%	23%	23%	23%	23%	23%	25%	27%
Agency											
Department of Defense	43%	42%	42%	41%	40%	39%	39%	38%	37%	36%	35%
Department of Homeland Security	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13%
Department of Veterans Affairs	13%	13%	14%	13%	13%	13%	12%	12%	13%	12%	9%
All Others	44%	45%	44%	46%	47%	48%	49%	50%	50%	52%	44%
Geographic Location											
United States	97%	97%	97%	97%	97%	96%	96%	96%	97%	97%	97%
Washington, DC - MD - VA - WV Metropolitan Statistical Area	15%	15%	15%	15%	15%	15%	16%	16%	16%	16%	16%

Note: All data are as of September of selected year. DHS was created in 2003.

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

The "Typical" Federal Civilian Employee, 2003

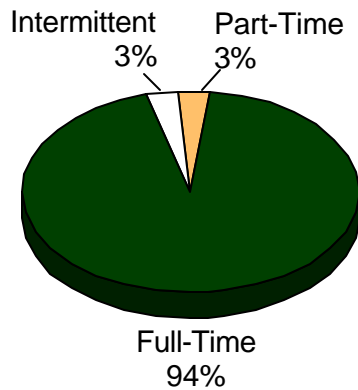
Job Characteristics



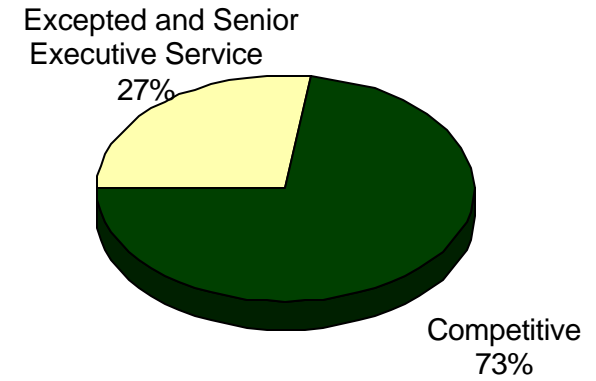
* Data shown are **excluded** from the source tables.

The "Typical" Federal Civilian Employee, 2003

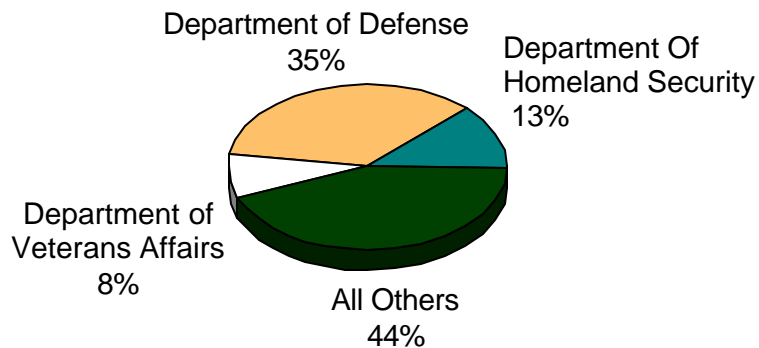
Job Characteristics (Continued)



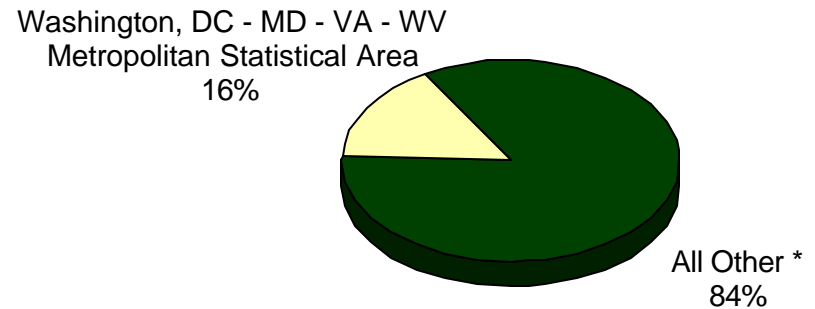
Work Schedule



Service



Employing Agency



Geographic Location

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

As of March 31, 2003

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)	35,223	\$58,150	23,926	\$57,825	3,809	\$36,799	7,488	\$70,048
ALASKA (AK)	12,323	\$51,391	7,866	\$48,158	2,196	\$53,841	2,261	\$60,259
ARIZONA (AZ)	32,076	\$49,323	23,207	\$49,553	3,971	\$40,077	4,898	\$55,729
ARKANSAS (AR)	11,646	\$48,755	8,358	\$48,707	1,854	\$35,312	1,434	\$66,418
CALIFORNIA (CA)	145,996	\$57,552	99,259	\$55,524	15,292	\$42,652	31,445	\$71,197
COLORADO (CO)	33,893	\$58,871	26,599	\$58,845	2,205	\$38,728	5,089	\$67,734
CONNECTICUT (CT)	6,994	\$57,955	4,969	\$57,937	771	\$39,151	1,254	\$69,585
DELAWARE (DE)	2,563	\$51,230	1,726	\$49,418	621	\$46,006	216	\$80,732
DISTRICT OF COLUMBIA (DC)	151,338	\$75,925	115,215	\$73,713	5,401	\$40,810	30,722	\$90,397
FLORIDA (FL)	70,901	\$53,136	47,313	\$53,201	6,996	\$38,045	16,592	\$59,311
GEORGIA (GA)	64,931	\$54,298	47,829	\$54,447	9,100	\$40,377	8,002	\$69,234
HAWAII (HI)	21,241	\$49,757	13,169	\$48,674	5,400	\$52,768	2,672	\$49,011
IDAHO (ID)	8,190	\$51,133	6,495	\$51,814	867	\$40,618	828	\$56,799
ILLINOIS (IL)	43,602	\$58,864	30,678	\$58,726	3,682	\$43,038	9,242	\$65,626
INDIANA (IN)	19,093	\$53,307	11,872	\$51,144	2,130	\$43,210	5,091	\$62,577
IOWA (IA)	7,475	\$49,927	5,199	\$49,364	1,125	\$40,469	1,151	\$61,714
KANSAS (KS)	15,043	\$52,022	10,862	\$48,810	2,001	\$43,680	2,180	\$75,683
KENTUCKY (KY)	20,814	\$46,831	15,044	\$45,347	1,916	\$38,148	3,854	\$56,941
LOUISIANA (LA)	20,540	\$50,848	15,156	\$51,025	2,890	\$40,744	2,494	\$61,483
MAINE (ME)	9,001	\$51,053	5,555	\$54,604	2,758	\$41,295	688	\$61,505
MARYLAND (MD)	105,702	\$68,831	79,227	\$67,128	5,782	\$43,452	20,693	\$82,445
MASSACHUSETTS (MA)	25,304	\$58,420	18,965	\$58,137	1,900	\$39,887	4,439	\$67,563
MICHIGAN (MI)	23,862	\$57,177	17,418	\$57,484	2,066	\$45,610	4,378	\$61,415
MINNESOTA (MN)	14,431	\$55,327	9,689	\$52,727	1,496	\$43,140	3,246	\$68,705
MISSISSIPPI (MS)	17,021	\$50,827	11,700	\$50,485	2,701	\$36,849	2,620	\$66,762
MISSOURI (MO)	33,310	\$50,851	26,943	\$49,470	2,607	\$40,592	3,760	\$67,865
MONTANA (MT)	9,086	\$49,446	7,323	\$49,660	999	\$42,580	764	\$56,370
NEBRASKA (NB)	8,578	\$50,813	6,555	\$51,709	913	\$36,053	1,110	\$57,666
NEVADA (NV)	9,441	\$52,111	6,054	\$52,956	690	\$44,029	2,697	\$52,283
NEW HAMPSHIRE (NH)	3,309	\$64,223	1,875	\$56,980	281	\$38,614	1,153	\$82,243

Continued on next page ==>

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

As of March 31, 2003

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)	27,443	\$62,458	19,457	\$63,070	2,622	\$43,567	5,364	\$69,473
NEW MEXICO (NM)	21,848	\$52,218	15,974	\$52,028	1,962	\$37,822	3,912	\$60,217
NEW YORK (NY)	60,794	\$55,850	42,440	\$54,267	5,798	\$38,787	12,556	\$69,080
NORTH CAROLINA (NC)	32,178	\$50,271	21,213	\$50,690	5,932	\$41,001	5,033	\$59,429
NORTH DAKOTA (ND)	5,355	\$48,396	3,748	\$48,565	910	\$40,944	697	\$57,216
OHIO (OH)	42,495	\$59,553	31,988	\$57,754	3,065	\$42,762	7,442	\$74,201
OKLAHOMA (OK)	33,261	\$50,691	19,060	\$51,977	9,562	\$40,997	4,639	\$65,387
OREGON (OR)	18,661	\$53,426	13,989	\$53,851	2,175	\$45,911	2,497	\$57,595
PENNSYLVANIA (PA)	63,138	\$52,271	47,370	\$52,942	9,117	\$40,042	6,651	\$64,250
RHODE ISLAND (RI)	6,191	\$63,303	3,031	\$54,989	519	\$36,935	2,641	\$78,026
SOUTH CAROLINA (SC)	16,509	\$51,183	11,268	\$50,177	2,149	\$38,037	3,092	\$63,988
SOUTH DAKOTA (SD)	7,158	\$47,417	4,933	\$48,146	995	\$38,393	1,230	\$51,796
TENNESSEE (TN)	35,177	\$52,819	18,734	\$46,559	2,697	\$36,634	13,746	\$64,526
TEXAS (TX)	106,501	\$53,074	77,171	\$52,339	12,114	\$37,913	17,216	\$67,037
UTAH (UT)	27,422	\$47,871	19,009	\$48,620	5,916	\$41,574	2,497	\$57,091
VERMONT (VT)	3,586	\$49,044	2,855	\$48,134	327	\$37,876	404	\$64,512
VIRGINIA (VA)	116,012	\$63,623	83,177	\$64,502	10,231	\$39,915	22,604	\$71,120
WASHINGTON (WA)	45,767	\$55,498	29,865	\$55,631	9,509	\$48,724	6,393	\$64,954
WEST VIRGINIA (WV)	12,625	\$52,931	9,965	\$52,583	1,351	\$39,313	1,309	\$69,631
WISCONSIN (WI)	11,786	\$50,717	8,269	\$50,593	1,583	\$40,452	1,934	\$59,652
WYOMING (WY)	4,886	\$48,641	3,694	\$48,538	793	\$40,886	399	\$65,012
UNSPECIFIED 1/	18,599	\$62,639	18,308	\$62,520	213	\$44,056	78	...
TOTALS	1,700,319	\$57,704	1,211,564	\$57,162	183,960	\$41,409	304,795	\$69,694

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

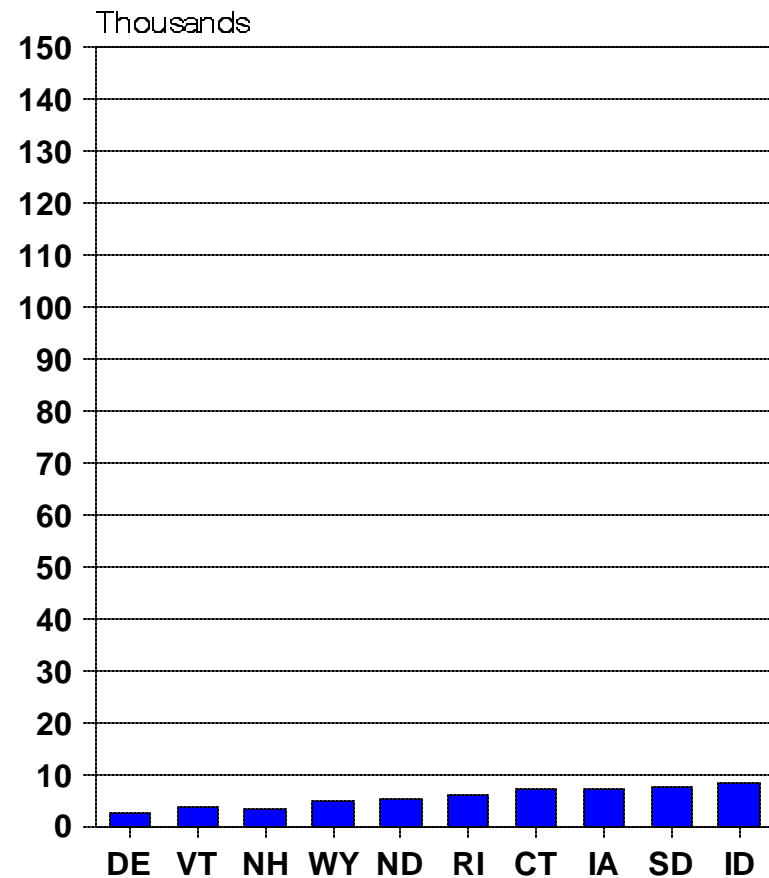
Source: Pay Structure of the Federal Civil Service; Workforce Information and Planning Group. fedstats@opm.gov

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

Rank by Salary*



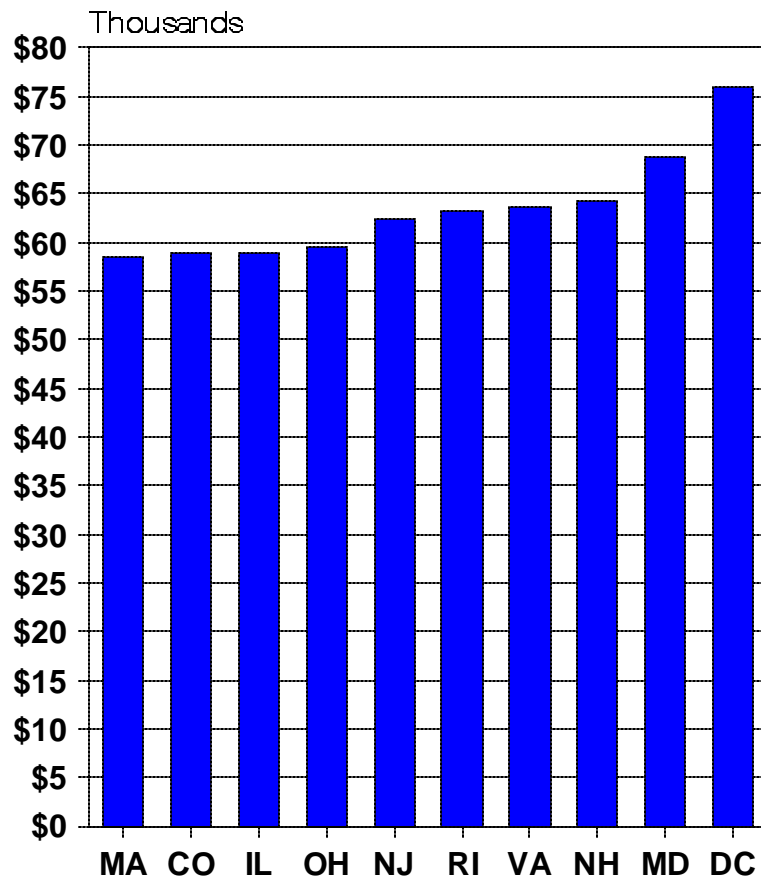
Rank by Employment*



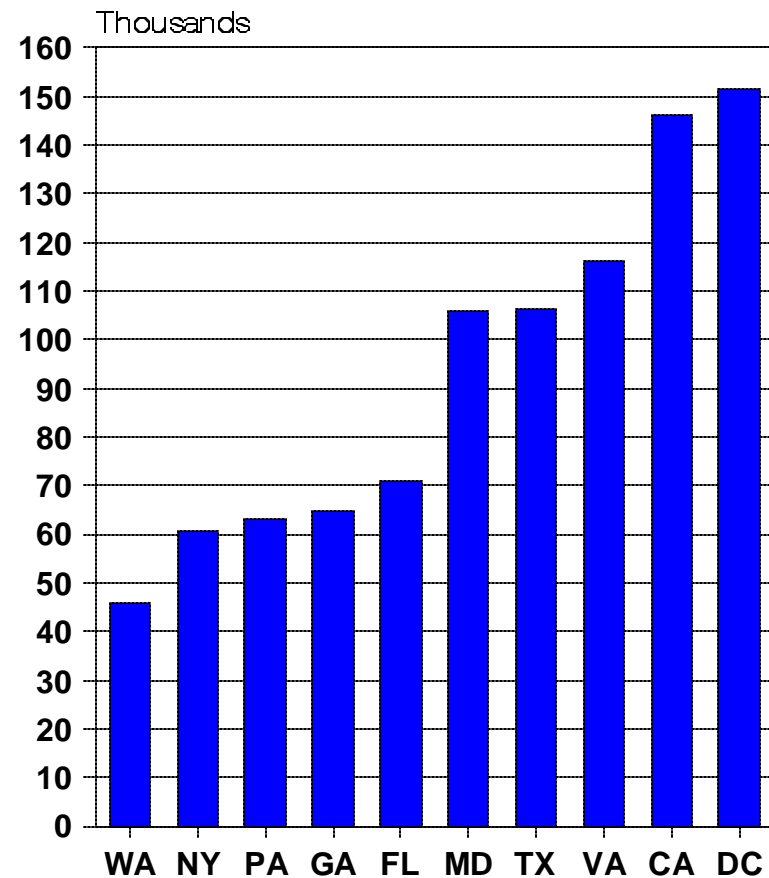
*State salary rank does not correlate with state employment rank.

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

Rank by Salary*



Rank by Employment*



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

**Average Adjusted Basic Salaries of Full-Time Employment by Pay System
Selected Metropolitan Statistical Areas (MSA) and Consolidated MSA**

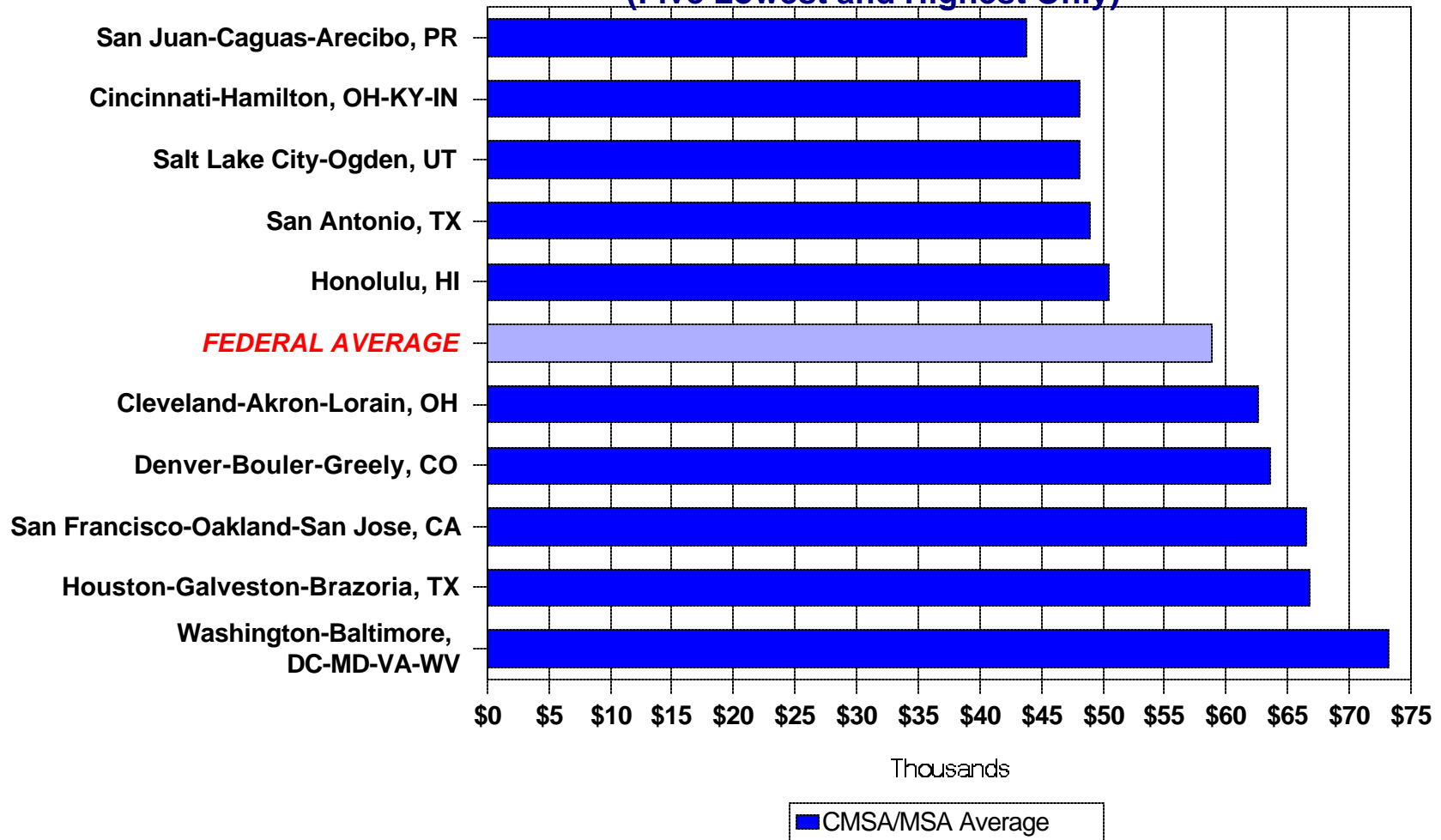
AS OF MARCH 31, 2003

	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	31,798	\$59,795	24,876	\$57,625	950	\$43,259	5,972	\$71,466
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	29,015	\$58,986	20,326	\$59,423	3,627	\$37,983	3,802	\$66,733
CHICAGO-GARY-KENOSHA, IL-IN-WI	28,687	\$61,184	19,198	\$61,167	1,616	\$39,877	7,873	\$65,599
CINCINNATI-HAMILTON, OH-KY-IN	10,709	\$48,144	9,054	\$46,461	284	\$36,661	1,371	\$61,638
CLEVELAND-AKRON-LORAIN, OH	11,077	\$62,592	7,862	\$60,207	529	\$38,757	2,686	\$74,265
DALLAS-FORT WORTH, TX	24,411	\$60,419	16,136	\$58,118	1,109	\$40,921	7,166	\$68,619
DENVER-BOULDER-GREELEY, CO	21,240	\$63,626	16,285	\$63,470	1,014	\$40,742	3,941	\$70,161
DETROIT-ANN ARBOR-FLINT, MI	15,531	\$60,339	11,621	\$60,720	995	\$48,722	2,915	\$62,786
HONOLULU, HI	19,509	\$50,542	12,374	\$48,883	5,193	\$52,991	1,942	\$54,564
HOUSTON-GALVESTON-BRAZORIA, TX	14,353	\$66,814	10,006	\$67,123	636	\$37,792	3,711	\$70,954
KANSAS CITY, MO-KS	19,868	\$54,822	16,615	\$50,980	763	\$43,600	2,490	\$83,895
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	46,432	\$57,826	31,207	\$57,286	3,884	\$41,446	11,341	\$64,923
MIAMI-FORT LAUDERDALE, FL	15,787	\$54,508	9,714	\$54,540	706	\$37,134	5,367	\$56,737
MILWAUKEE-RACINE, WI	4,855	\$52,618	3,304	\$52,338	537	\$41,274	1,014	\$59,537
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	65,083	\$59,912	46,946	\$59,283	4,788	\$38,979	13,349	\$69,632
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA	38,630	\$52,145	24,993	\$56,443	6,856	\$39,108	6,841	\$49,541
OKLAHOMA CITY, OK	22,144	\$52,735	11,390	\$54,545	7,051	\$41,931	3,703	\$67,740
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	39,242	\$54,902	30,109	\$53,395	3,855	\$43,275	5,278	\$71,992
PORTLAND-SALEM, OR-WA	12,442	\$58,068	9,173	\$59,476	1,071	\$45,831	2,198	\$58,153
SACRAMENTO-YOLO, CA	7,033	\$60,386	5,536	\$58,410	224	\$43,319	1,273	\$71,984
SALT LAKE CITY-OGDEN, UT	23,088	\$48,043	15,546	\$48,692	5,198	\$41,763	2,344	\$57,663
SAN ANTONIO, TX	19,572	\$48,985	14,610	\$48,943	2,489	\$34,986	2,473	\$63,326
SAN DIEGO, CA	29,212	\$57,196	18,396	\$54,228	4,511	\$42,578	6,305	\$76,315
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,652	\$66,460	20,771	\$65,198	2,036	\$46,773	4,845	\$80,142
SAN JUAN-CAGUAS-ARECIBO, PR	8,967	\$43,737	5,819	\$42,511	793	\$27,236	2,355	\$52,320
SEATTLE-TACOMA-BREMERTON, WA	34,432	\$56,063	21,505	\$56,312	8,310	\$49,349	4,617	\$66,985
WASHINGTON-BALTIMORE, DC-MD-VA-WV	312,854	\$73,128	235,040	\$71,169	12,784	\$42,337	65,030	\$86,264

Source: Pay Structure of the Federal Civil Service; Workforce Information and Planning Group. fedstats@opm.gov

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

(Five Lowest and Highest Only)



Turnover Data Executive Branch - All Areas Fiscal Years 1986 - 2003

Fiscal Year (FY)	Total Accessions	New Hires	Total Separations	Quits	Average Total Employment	Change From Prior Year	Percent Change
FY86	466,191	379,267	478,595	182,124	2,207,807	-2,680	-0.1
FY87	515,958	431,687	440,797	176,813	2,207,828	21	0.0 **
FY88	463,413	375,561	448,025	175,374	2,226,642	18,814	0.9
FY89	515,759	435,911	483,850	172,376	2,233,981	7,339	0.3
FY90*	819,554	716,066	799,237	165,099	2,348,458	114,477	5.1
FY91*	495,123	351,112	515,673	134,175	2,224,389	-124,069	-5.3
FY92	430,021	290,883	446,126	129,167	2,238,635	14,246	0.6
FY93	382,399	253,374	423,830	127,140	2,189,416	-49,219	-2.2
FY94	317,509	219,026	398,134	111,096	2,114,387	-75,029	-3.4
FY95	345,166	222,025	457,246	91,909	2,037,890	-76,542	-3.6
FY96	266,473	199,463	356,566	80,922	1,960,892	-76,953	-3.8
FY97	283,517	208,725	333,431	81,574	1,895,295	-65,597	-3.3
FY98	320,830	242,637	321,292	84,124	1,855,112	-40,183	-2.1
FY99	423,500	346,988	372,778	129,196	1,846,170	-8,942	-0.5
FY00***	1,168,783	1,092,888	1,027,653	801,684	1,946,684	100,514	5.4
FY01***	308,877	233,034	301,659	82,495	1,783,239	-163,445	-8.4
FY02***	316,837	242,280	280,714	55,167	1,808,634	25,395	1.4
FY03	508,160	254,030	461,171	53,187	1,875,696	67,062	3.7

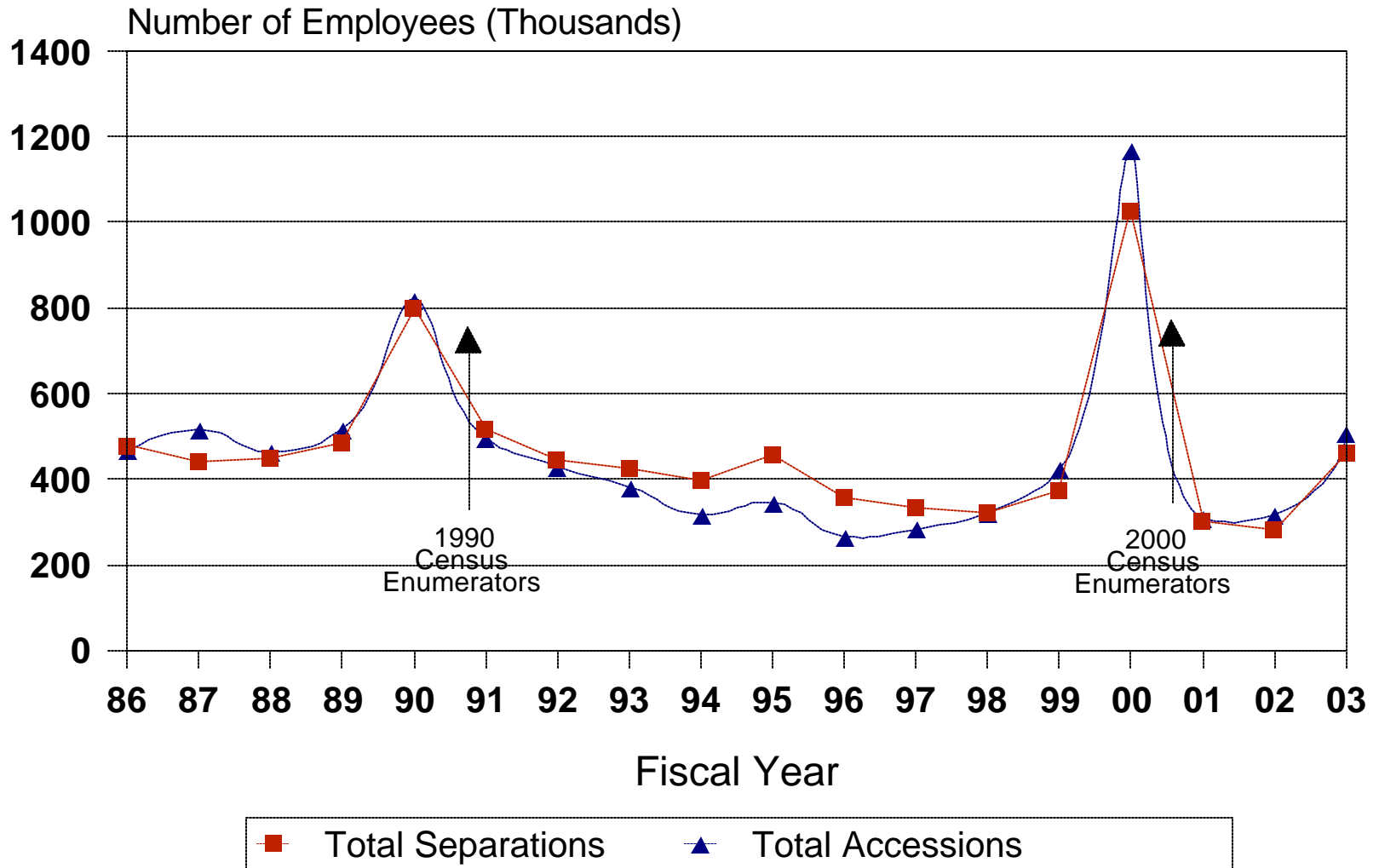
* Includes census enumerators hired for the 1990 Census. **Less than 0.01 percent ***Includes census enumerators hired for the 2000 Census.

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission. Governmentwide (including U.S. Postal Service) in FY03, there were 456,368 Accessions (excluding Transfers of which 377,751 were temporary and permanent new hires, and 78,617 were returns to duty, etc. There were 428,678 Separations (excluding transfers) of which 80,370 were quits

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

Turnover Data

Fiscal Years 1986 - 2003



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1964 - 2003

Year	Average Grade	Year	Average Grade	Year	Average Grade	Year	Average Grade
1964	7.39	1974	7.87	1984	8.39	1994	9.33
1965	7.44	1975	7.93	1985	8.39	1995	9.39
1966	7.31	1976	8.01	1986	8.41	1996	9.49
1967	7.30	1977	8.03	1987	8.52	1997	9.45
1968	7.44	1978	8.12	1988	8.58	1998	9.51
1969	7.72	1979	8.20	1989	8.69	1999	9.57
1970	7.87	1980	8.16	1990	8.84	2000	9.66
1971	7.92	1981	8.24	1991	8.95	2001	9.71
1972	7.96	1982	8.26	1992	9.06	2002	9.75
1973	7.94	1983	8.34	1993	9.21	2003	9.82

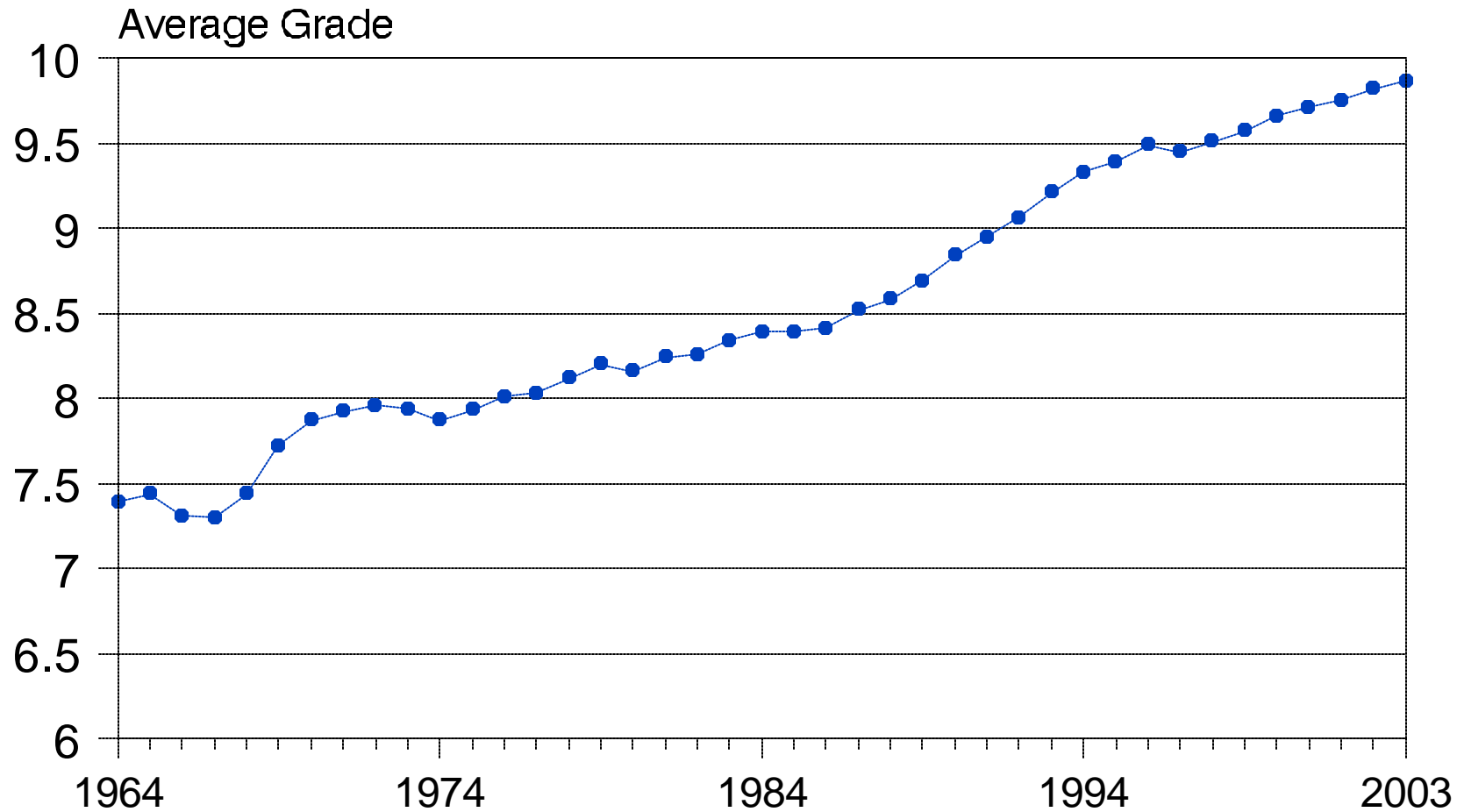
Notes: Data are as of June 30th for 1964-1971 and as of March 31st for 1972-2003

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

Source: "Pay Structure of the Federal Civil Service;" Workforce Information and Planning Group. fedstats@opm.gov

Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1964 - 2003)



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

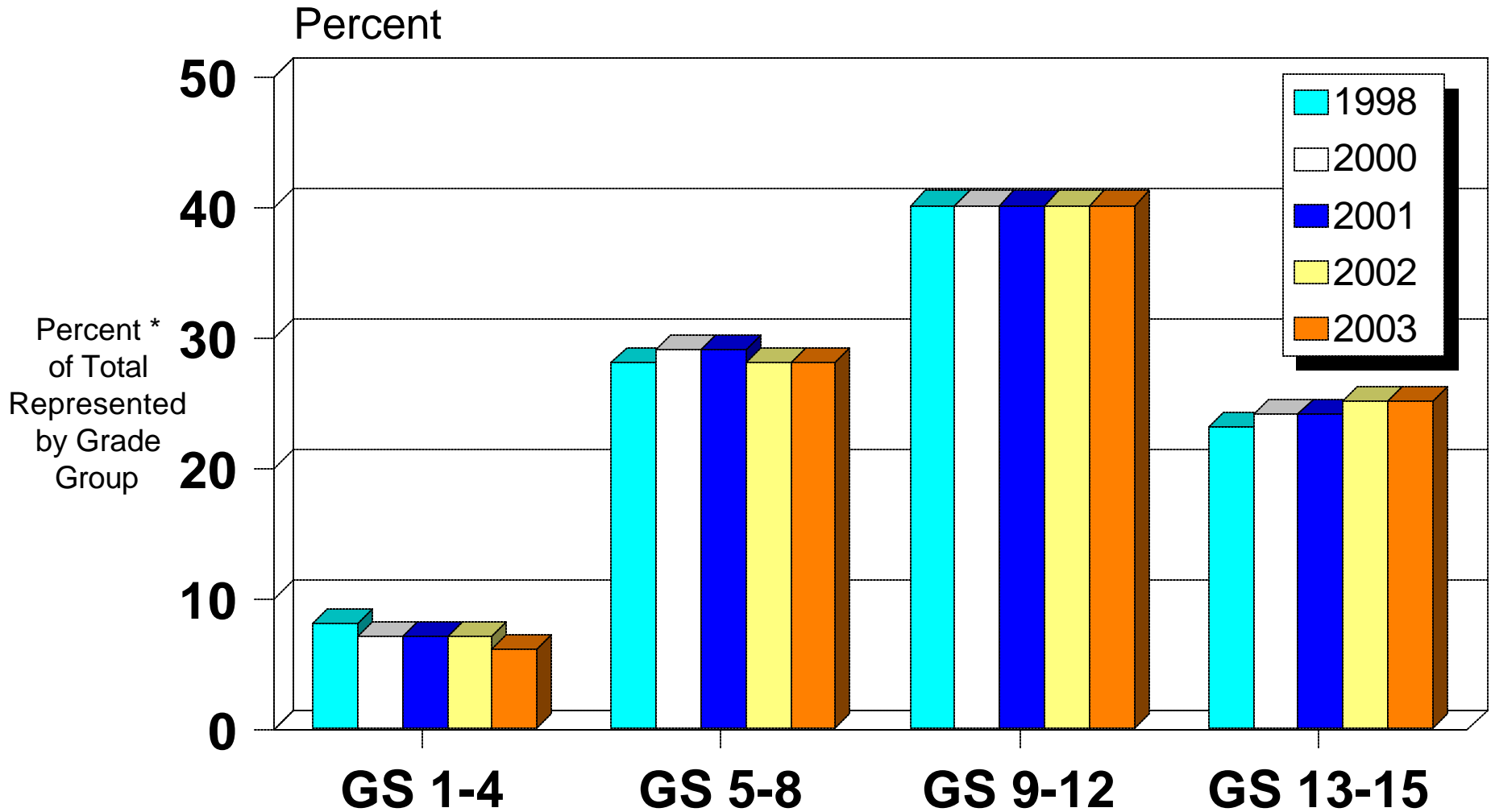
1998 - 2003

	1998	2000	2001	2002	2003	% change '98 - '03
Total GS and Related	1,472,870	1,378,381	1,395,005	1,406,576	1,407,276	-4.5%
GS 1	3,141	2,684	2,488	2,670	2,725	-13.2%
GS 2	6,672	5,698	6,226	5,996	5,128	-23.1%
GS 3	27,490	25,038	27,544	25,206	22,223	-19.2%
GS 4	74,397	66,408	65,303	62,856	60,216	-19.1%
GS 1 - 4	111,700	99,828	101,561	96,728	90,292	-19.2%
GS 5	134,473	121,660	121,762	117,478	112,495	-16.3%
GS 6	95,974	89,658	88,425	87,390	85,618	-10.8%
GS 7	142,377	133,976	137,194	138,990	140,127	-1.6%
GS 8	44,134	51,165	51,707	53,360	54,424	23.3%
GS 5 - 8	416,958	396,459	399,088	397,218	392,664	-5.8%
GS 9	132,763	132,145	133,878	129,482	130,547	-1.7%
GS 10	17,531	16,631	16,309	17,162	17,669	0.8%
GS 11	191,585	185,518	182,861	190,996	192,309	0.4%
GS 12	232,898	223,144	226,421	228,926	229,028	-1.7%
GS 9 - 12	574,777	557,438	559,469	566,566	569,553	-0.9%
GS 13	179,597	183,900	190,009	196,176	199,506	11.1%
GS 14	91,746	86,821	90,023	93,132	96,061	4.7%
GS 15	53,092	53,935	54,855	56,756	59,200	11.5%
GS 13 - 15	324,435	324,656	334,887	346,064	354,767	9.3%

Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group. fedstats@opm.gov

Executive Branch Employment

By General Schedule (GS) and Related Grades, 1998 - 2003



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

Federal Wage Systems Employment

1988 - 2003

Wage Systems Employment

1988	429,000
1990	412,000
1992	374,000
1994	326,000
1996	285,000
1998	255,000
2000	230,000
2001	223,000
2002	218,000
2003	210,000

As of September 30, 2003

10% are Women

34% are Minorities

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

47% are Veterans

SOURCE: Central Personnel Data File (CPDF)

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

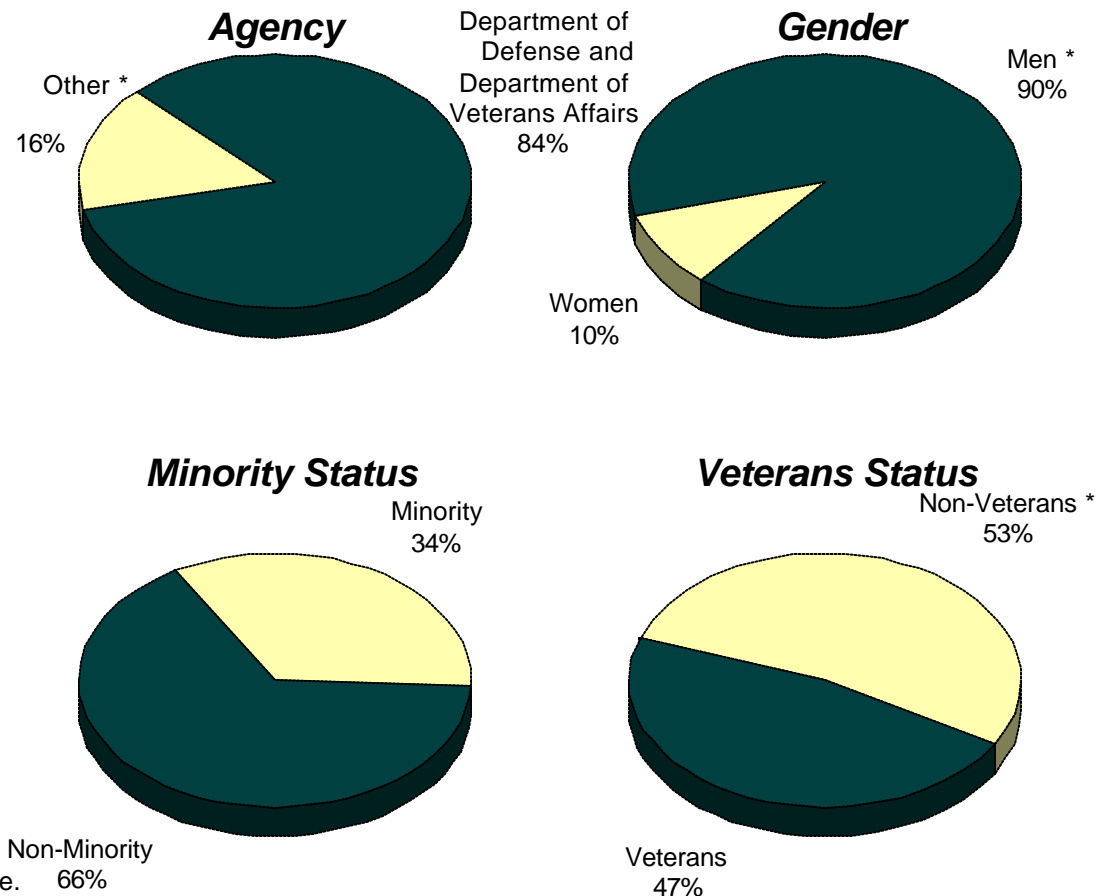
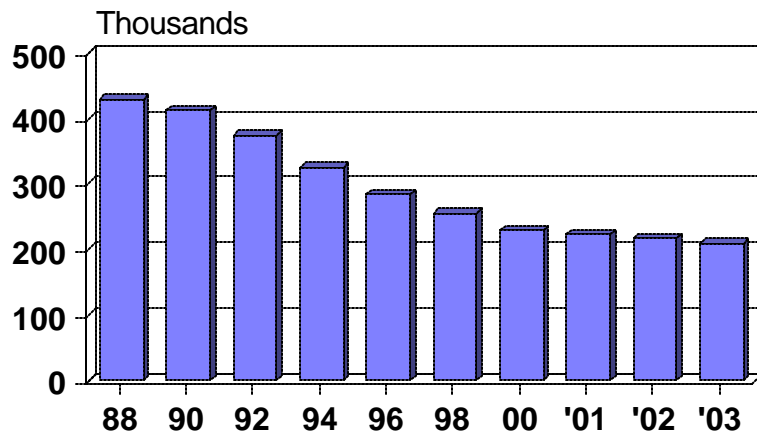
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
WIPG. fedstats@opm.gov

Federal Wage Systems Employment

1988 - 2003

As of September 30, 2003

**Executive Branch Employment
1988 - 2003**



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

EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2003

	ALL EMPLOYEES		VETERANS						
	TOTAL	TOTAL	%	WOMEN	%*	ALL DISABLED	%*	30% DISABLED	%*
EXECUTIVE BRANCH	1,832,626	447,426	24.4	49,364	11.0	78,269	17.5	35,812	8.0
EXECUTIVE DEPTS	1,662,881	426,716	25.7	47,180	11.1	75,009	17.6	34,538	8.1
Department of Agriculture	113,138	14,210	12.6	1,109	7.8	1,955	13.8	715	5.0
Department of Commerce	37,719	4,995	13.2	381	7.6	669	13.4	237	4.7
Department of Defense	642,560	225,645	35.1	25,183	11.2	40,539	18.0	18,887	8.4
Department of the Army	222,503	76,270	34.3	10,003	13.1	17,059	22.4	8,255	10.8
Department of the Navy	179,450	66,210	36.9	5,362	8.1	6,003	9.1	2,468	3.7
Department of the Air Force	140,808	55,859	45.3	6,422	11.5	12,190	21.8	5,732	10.3
Department of Education	4,675	426	9.1	51	12.0	64	15.0	23	5.4
Department of Energy	15,586	3,464	22.2	202	5.8	493	14.2	193	5.6
Department of Health and Human Services	64,254	5,602	8.7	897	16.0	852	15.2	363	6.5
Department of Homeland Security	156,548	37,827	24.2	3,064	8.1	4,769	12.6	1,994	5.3
Department of Housing and Urban Development	10,390	1,523	14.7	185	12.1	330	21.7	146	9.6
Department of the Interior	78,270	13,792	17.6	906	6.6	2,169	15.7	861	6.2
Department of Justice	101,519	18,414	18.1	1,684	9.1	2,058	11.2	635	3.4
Department of Labor	16,248	3,019	18.6	303	10.0	779	25.8	376	12.5
Department of State	22,836	3,276	14.3	321	9.8	369	11.3	140	4.3
Department of Transportation	58,653	19,449	33.2	1,263	6.5	2,294	11.8	765	3.9
Department of the Treasury	110,351	12,110	11.0	1,260	10.4	1,758	14.5	711	5.9
Department of Veterans Affairs	230,134	62,964	27.4	10,371	16.5	15,911	25.3	8,492	13.5
INDEPENDENT AGENCIES	168,486	20,619	12.2	2,173	10.5	3,247	15.7	1,266	6.1

*This number represents percent of the overall Veterans total.

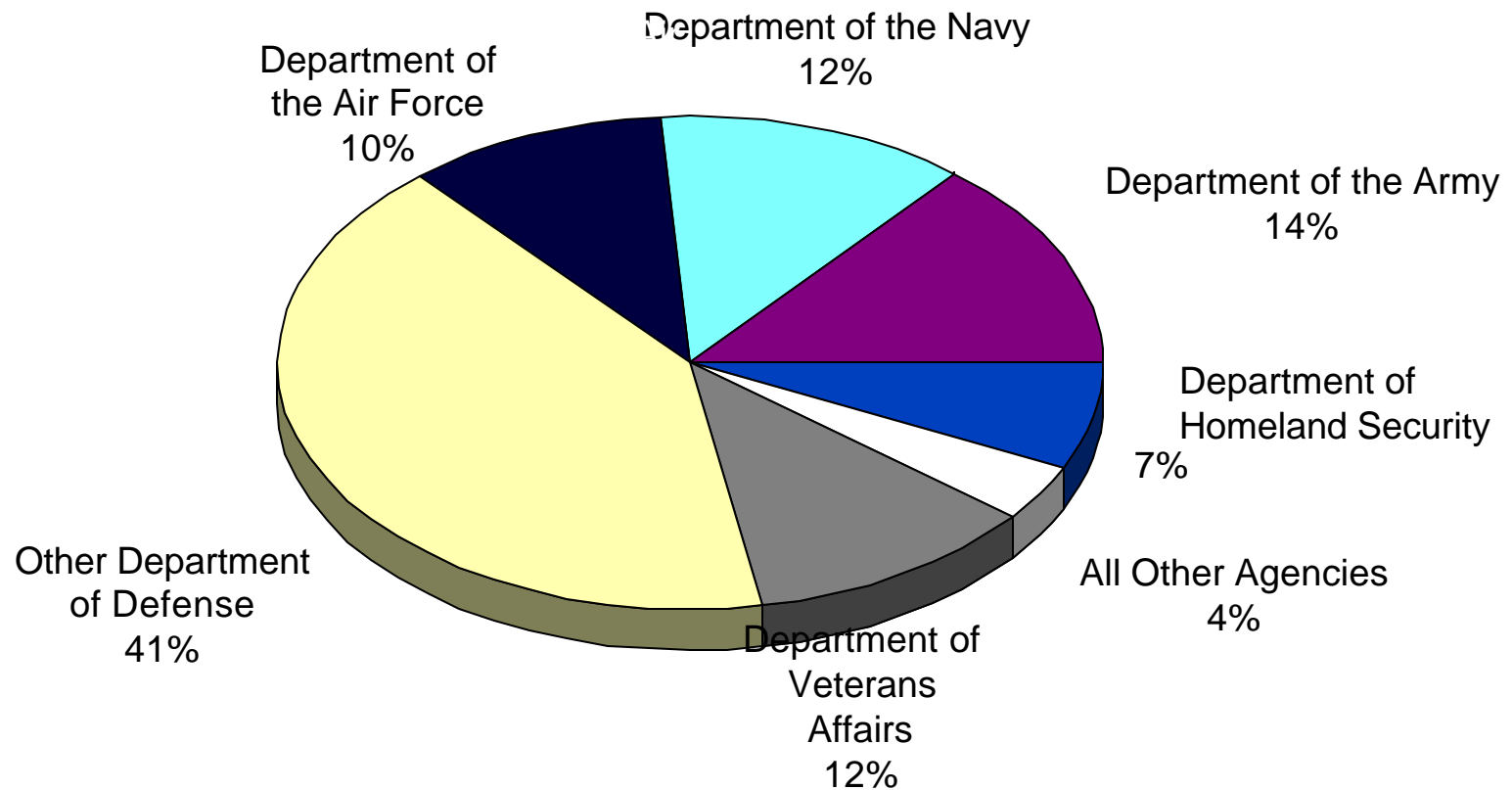
NOTE: Army/Air Force National Guard excluded from Veteran Counts/Percents. This exclusion affects Veterans Totals and Percents for the Executive Branch, Executive Departments, and the Departments of Defense, Army, and the Air Force.

Source: *Demographic Profile of the Federal Workforce, WIPG (202) 606-1309 fedstats@opm.gov*

U.S. Office of Personnel Management

Distribution of Veteran Employment by Agency

September 30, 2003



Executive Branch Veterans Employment Programs

Fiscal Years 1984 - 2003

Veterans Readjustment Authority (VRA)			30 Percent or more Disabled Veteran Hires			
Fiscal Year (FY)	FY Appointments	% Minority	Total Hires	Percent of all Veteran Hires	Percent of all Disabled Veteran Hires	Temporary Appointments to Competitive Service
FY84	20,704	36.2	4,724	6.0	39.0	3,157
FY85	17,477	35.6	5,361	7.0	43.0	3,622
FY86	14,032	35.2	4,231	6.8	42.5	2,714
FY87	12,912	35.3	4,766	6.9	40.9	3,325
FY88	10,642	38.2	3,365	6.7	40.5	2,166
FY89	12,343	36.7	4,273	7.3	40.8	2,576
FY90	7,305	35.8	2,878	7.2	39.9	1,632
FY91	10,287	38.3	3,225	7.7	39.5	1,827
FY92	10,701	39.0	2,876	6.8	38.6	1,662
FY93	14,008	41.4	2,894	7.1	40.2	1,717
FY94	12,468	40.6	2,757	7.2	38.7	1,670
FY95	10,772	40.3	2,896	7.2	40.0	1,652
FY96	12,672	39.7	2,820	8.1	41.7	1,594
FY97	11,059	39.9	2,956	9.1	44.7	1,586
FY98	11,839	38.6	2,471	7.2	44.5	1,125
FY99	10,325	39.5	3,067	9.3	49.3	1,336
FY00	8,891	39.2	3,476	9.5	51.2	1,418
FY01	7,283	37.5	4,035	10.1	53.8	1,463
FY02	6,836	35.2	4,370	9.2	55.5	1,631
FY03	5,904	35.4	5,101	11.2	57.0	1,791

Non-Postal Employment as of September 30, 2003	
Veterans	25.0%
Retired Military	4.6%

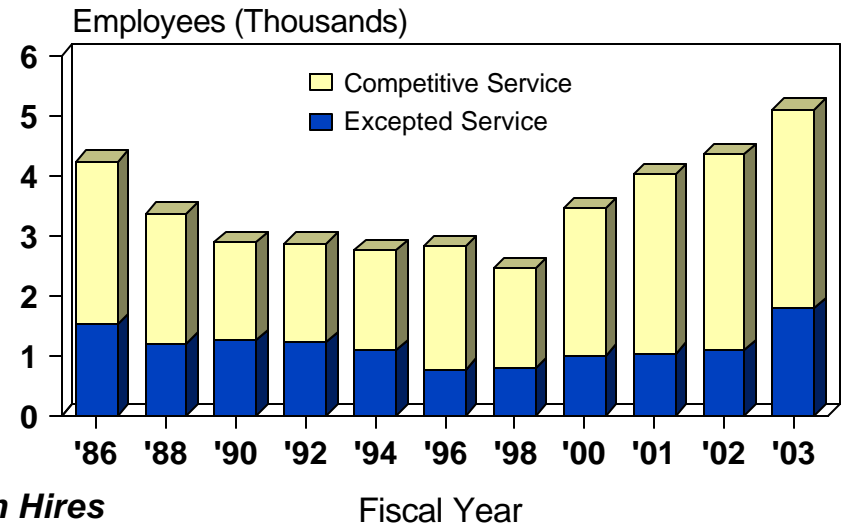
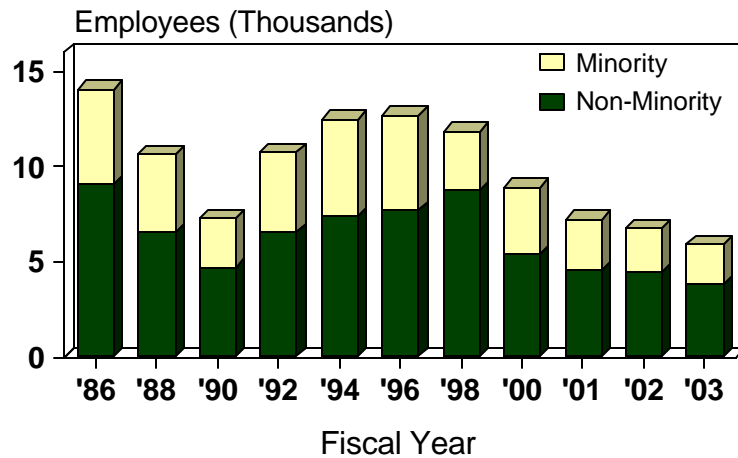
Note: All data exclude employees in the Army and Air Force National Guard Bureaus

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

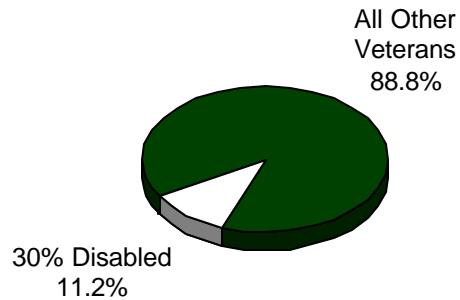
Veterans Employment Programs

Veterans Readjustment Appointments (VRA)

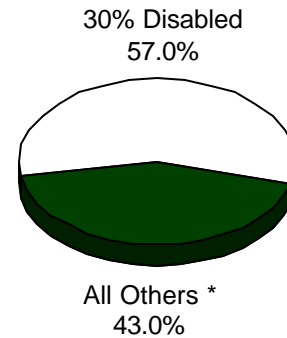
30% Disabled Veterans Hired



All Veteran Hires
(Fiscal Year 2003)



Disabled Veteran Hires
(Fiscal Year 2003)



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

September 1996 - September 2003

	Total On-board	All Minorities		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaska Native		White Non-Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
1996													
Men	1,058,566	254,297	13.5	120,486	6.4	67,547	3.6	47,905	2.5	18,359	1.0	804,269	42.5
Women	831,840	294,952	15.6	193,324	10.2	48,097	2.5	33,946	1.8	19,585	1.0	536,888	28.4
1998													
Men	1,003,341	245,164	13.6	113,988	6.3	66,995	3.7	46,329	2.6	17,852	1.0	758,177	42.0
Women	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4
2000													
Men	965,520	239,431	13.6	112,197	6.4	65,488	3.7	44,009	2.5	17,737	1.0	726,089	41.4
Women	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
2001													
Men	970,957	243,073	13.8	112,437	6.4	67,344	3.8	45,305	2.6	17,987	1.0	727,884	41.3
Women	793,126	294,897	16.7	186,766	10.6	50,928	2.9	36,528	2.1	20,675	1.2	498,229	28.2
2002													
Men	1,004,612	254,910	14.1	116,920	6.4	71,872	4.0	47,881	2.6	18,237	1.0	749,702	41.4
Women	808,435	302,196	16.7	189,208	10.4	52,996	2.9	38,544	2.1	21,448	1.2	506,239	27.9
2003													
Men	1,016,163	261,531	14.3	119,421	6.5	75,168	7.4	49,003	4.8	17,939	1.8	754,632	74.3
Women	816,463	307,500	16.8	191,201	10.4	55,324	3.0	39,681	2.2	21,294	1.2	508,963	27.8

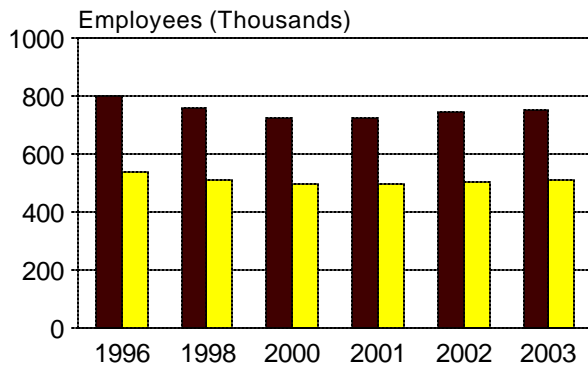
Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

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

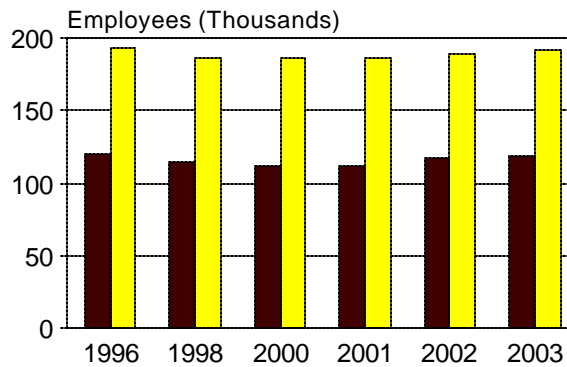
Executive Branch Employment

By Gender and Race/National Origin, 1996 - 2003

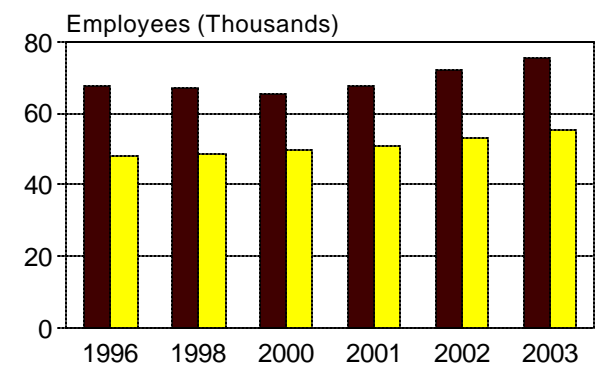
White Non-Hispanic



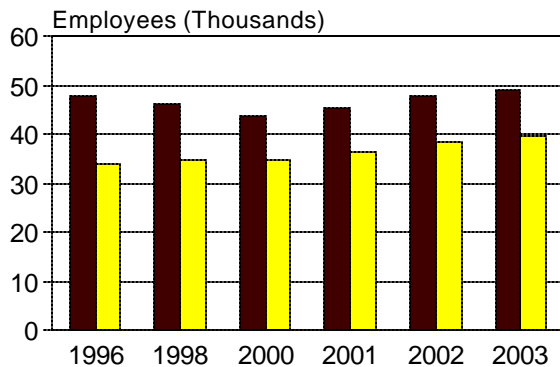
Black



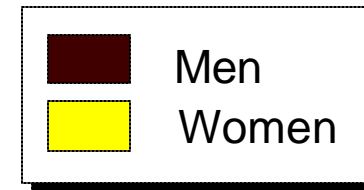
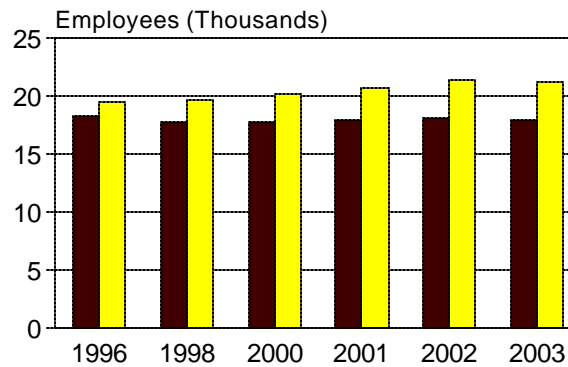
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Minority Employment by General Schedule (GS) and Related Grades

1996 - 2003

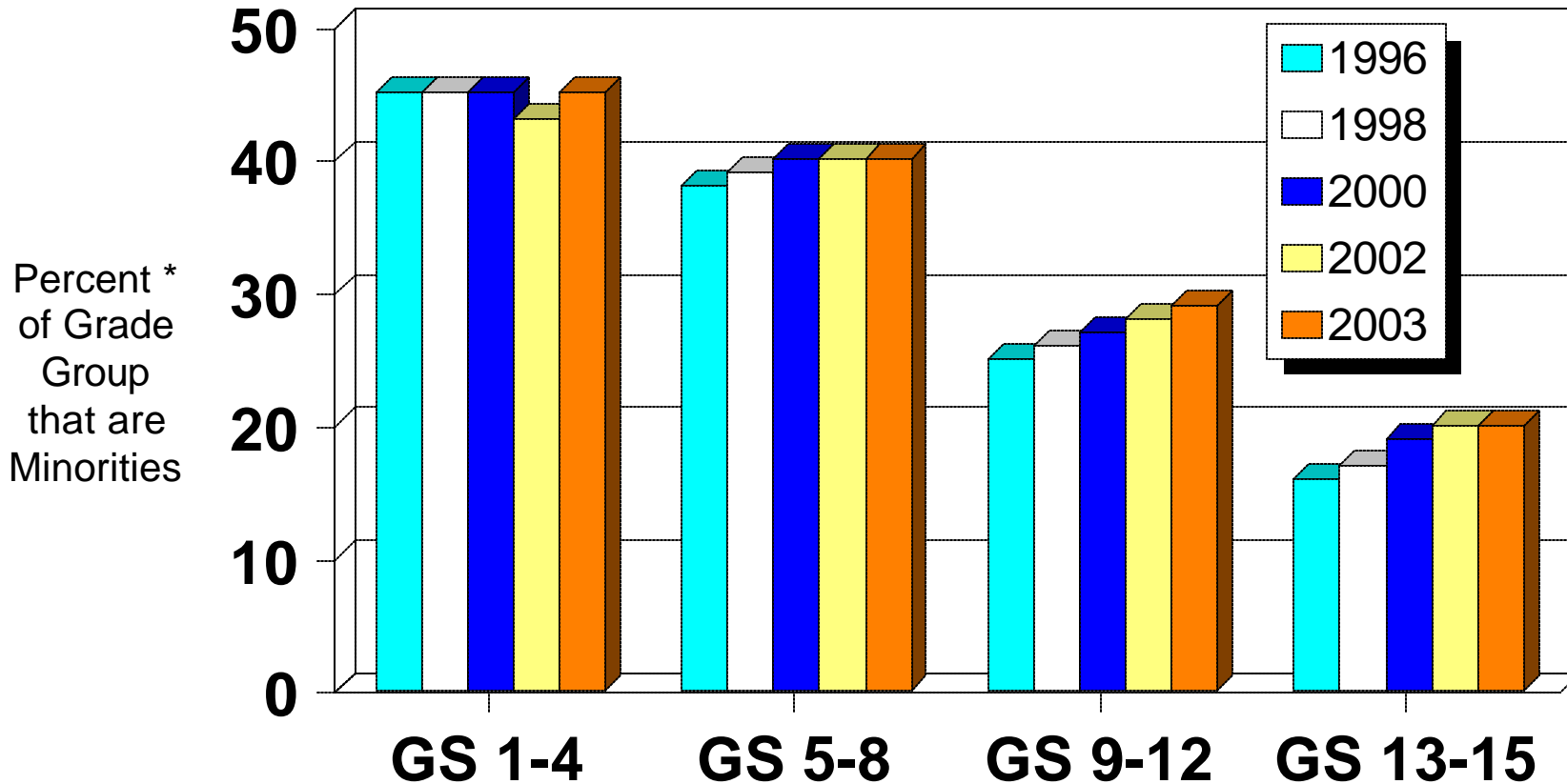
	1996	1998	2000	2002	2003	% change 1996 - 2003
Total GS and Related	421,781	417,077	417,120	432,619	435,182	3.2%
GS 1	1,721	1,736	1,379	1,227	1,278	-25.7%
GS 2	2,903	3,237	2,643	2,879	2,362	-18.6%
GS 3	13,130	11,998	11,398	10,702	9,611	-26.8%
GS 4	37,649	32,820	29,341	26,915	25,527	-32.2%
GS 1 - 4	55,403	49,791	44,761	41,723	38,778	-30.0%
GS 5	62,014	55,987	51,745	50,627	48,296	-22.1%
GS 6	38,766	36,867	35,574	35,283	34,455	-11.1%
GS 7	50,383	52,142	49,724	51,855	52,833	4.9%
GS 8	15,741	16,618	20,288	21,646	22,443	42.6%
GS 5 - 8	166,904	161,614	157,331	159,411	158,027	-5.3%
GS 9	40,553	40,897	42,580	42,178	42,689	5.3%
GS 10	4,372	4,463	4,480	4,887	5,163	18.1%
GS 11	49,642	50,065	51,053	55,404	56,830	14.5%
GS 12	53,593	53,735	54,676	58,514	59,495	11.0%
GS 9 - 12	148,160	149,160	152,789	160,983	164,177	10.8%
GS 13	31,311	34,543	38,299	43,563	45,240	44.5%
GS 14	12,719	14,047	15,392	17,611	18,927	48.8%
GS 15	7,284	7,922	8,548	9,328	10,033	37.7%
GS 13 - 15	51,314	56,512	62,239	70,502	74,200	44.6%

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

Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group. fedstats@opm.gov

Minority Employment

By General Schedule (GS) and Related Grades, 1996 - 2003



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

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

Employment of Minorities: Federal Civilian Workforce and U.S. Civilian Labor Force
As of September 30, 1994 - 2003

		Total		All Minorities		Black		Hispanic		All Other Minorities	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1994	FCW	57.3	42.7	13.1	15.0	6.6	10.4	3.4	2.3	3.1	2.3
	CLF	54.4	45.6	12.7	10.5	5.2	5.3	5.5	3.5	2.0	1.7
1996	FCW	57.1	42.9	13.4	15.3	6.5	10.5	3.6	2.4	3.2	2.5
	CLF	53.7	46.3	13.6	11.9	5.1	5.6	6.2	4.3	2.2	2.0
1998	FCW	57.1	42.9	13.8	15.7	6.6	10.5	3.8	2.6	3.4	2.6
	CLF	53.7	46.3	14.0	12.3	5.2	5.8	6.5	4.3	2.3	2.2
2000	FCW	56.2	43.8	13.9	16.4	6.7	10.9	3.8	2.7	3.4	2.8
	CLF	53.5	46.6	14.4	13.2	5.2	6.0	6.8	5.0	2.4	2.4
2001	FCW	56.0	44.0	14.2	16.6	6.7	11.0	3.9	2.8	3.5	2.9
	CLF	53.5	46.5	14.8	13.2	5.3	6.0	6.9	5.0	2.6	2.2
2002	FCW	56.0	44.0	14.2	16.8	6.7	10.9	4.0	2.9	3.5	3.0
	CLF	53.4	46.6	14.9	13.5	5.3	6.0	7.0	5.2	2.6	2.3
2003	FCW	56.0	44.0	14.4	16.8	6.7	10.9	4.1	2.9	3.6	3.0
	CLF	53.6	46.5	15.3	13.3	4.9	5.5	7.7	5.4	2.7	2.4

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

CLF = Civilian Labor Force; derived from Bureau of Labor Statistics, September Current Population Survey.

Percentages are computed and rounded independently and may not add to 100.

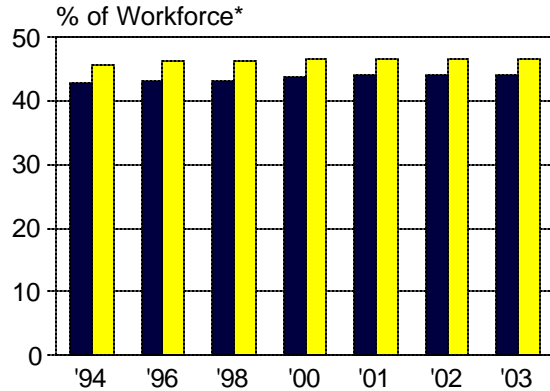
"All Minorities" includes the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

(202) 606-1991 pakaplan@opm.gov

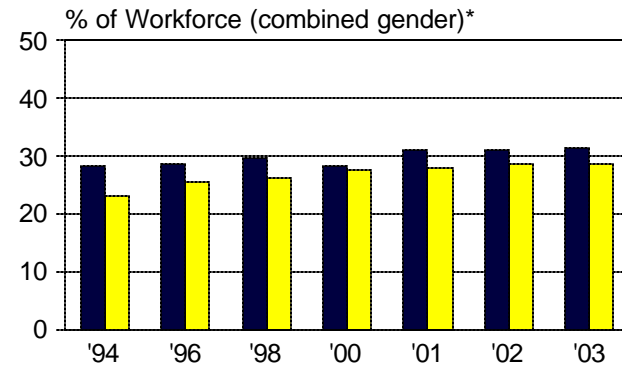
Employment of Minorities

Federal Civilian Workforce and U.S. Civilian Labor Force 1994 - 2003

Women

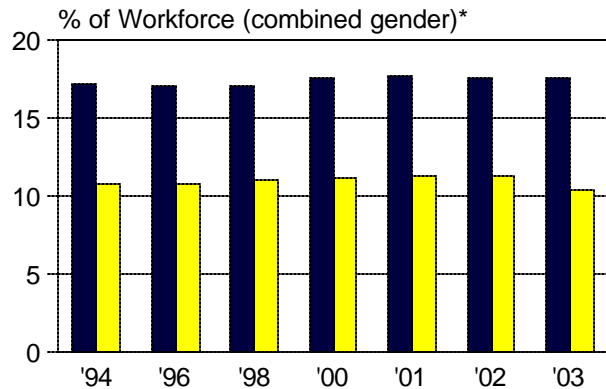


All Minorities

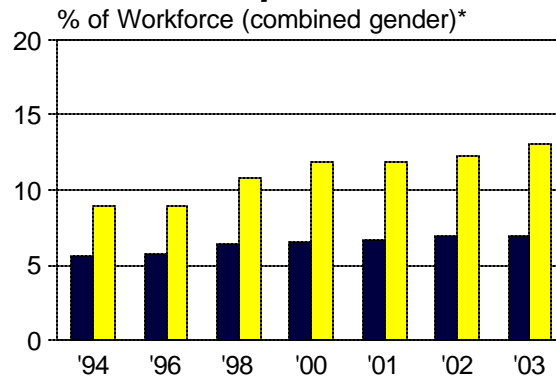


Federal Civilian
 Private Sector

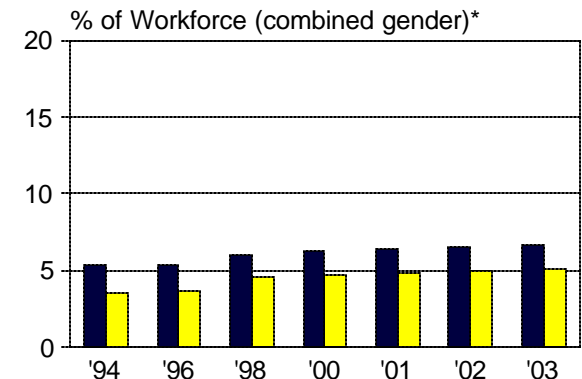
Black



Hispanic



Other Minorities**



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

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

Executive Branch Employment of Workers with Disabilities

1996 - 2003

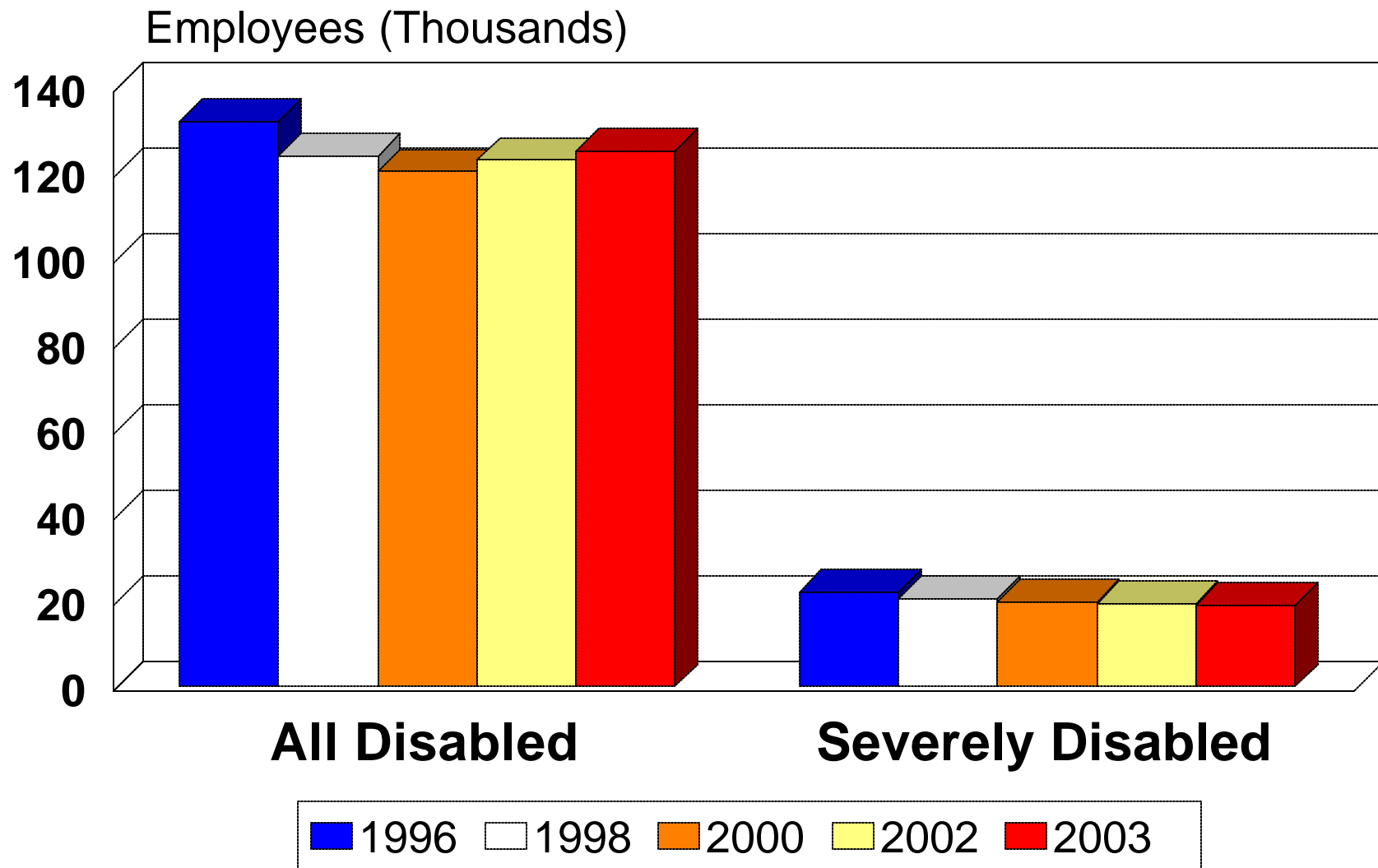
	1996	1998	2000	2002	2003
Workers with Disabilities	132,344	124,139	120,525	123,308	125,408
<i>% of total Workforce</i>	7.3	7.1	7.1	7.1	7
Severely Disabled *	22,277	20,614	19,877	19,455	19,121
<i>% of total Workforce</i>	1.2	1.2	1.2	1.1	1.1

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

Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group fedstats@opm.gov

Executive Branch Employment of Workers with Disabilities

1996 - 2003



EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2003

	ALL EMPLOYEES			DISABILITY STATUS					
	TOTAL	DISABLED	%*	EEOC SPECIFIED		NON-DISABLED		NOT IDENTIFIED	
				DISABILITY**	%***		%*		%
EXECUTIVE BRANCH	1,832,626	125,408	7.0	19,121	1.1	1,656,347	93.0	50,871	2.8
EXECUTIVE DEPTS	1,662,881	114,180	7.0	16,597	1.0	1,510,958	93.0	37,743	2.3
Department of Agriculture	113,138	7,560	6.9	1,077	1.0	102,019	93.1	3,559	3.1
Department of Commerce	37,719	2,187	5.9	334	0.9	34,612	94.1	920	2.4
Department of Defense	642,560	45,634	7.2	5,919	0.9	584,438	92.8	12,488	1.9
Department of the Army	222,503	14,820	6.8	1,752	0.8	203,408	93.2	4,275	1.9
Department of the Navy	179,450	12,356	7.0	1,644	0.9	163,300	93.0	3,794	2.1
Department of the Air Force	140,808	10,637	7.7	1,192	0.9	128,065	92.3	2,106	1.5
Department of Education	4,675	273	6.3	73	1.7	4,090	93.7	312	6.7
Department of Energy	15,586	1,042	7.1	122	0.8	13,681	92.9	863	5.5
Department of Health and Human Services	64,254	3,821	6.4	673	1.1	56,294	93.6	4,139	6.4
Department of Homeland Security	156,548	7,469	4.8	756	0.5	146,821	95.2	2,258	1.4
Department of Housing and Urban Development	10,390	867	8.7	147	1.5	9,104	91.3	419	4.0
Department of the Interior	78,270	4,844	6.4	702	0.9	70,971	93.6	2,455	3.1
Department of Justice	101,519	3,443	3.4	396	0.4	96,669	96.6	1,407	1.4
Department of Labor	16,248	1,308	8.5	221	1.4	14,093	91.5	847	5.2
Department of State	22,836	1,803	8.0	93	0.4	20,712	92.0	321	1.4
Department of Transportation	58,653	2,901	5.0	307	0.5	54,968	95.0	784	1.3
Department of the Treasury	110,351	10,708	10.0	2,156	2.0	96,735	90.0	2,908	2.6
Department of Veterans Affairs	230,134	20,320	9.0	3,621	1.6	205,751	91.0	4,063	1.8
ALL OTHER Executive Branch Agencies	168,486	11,199	7.2	2,520	1.6	144,171	92.8	13,116	7.8

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

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

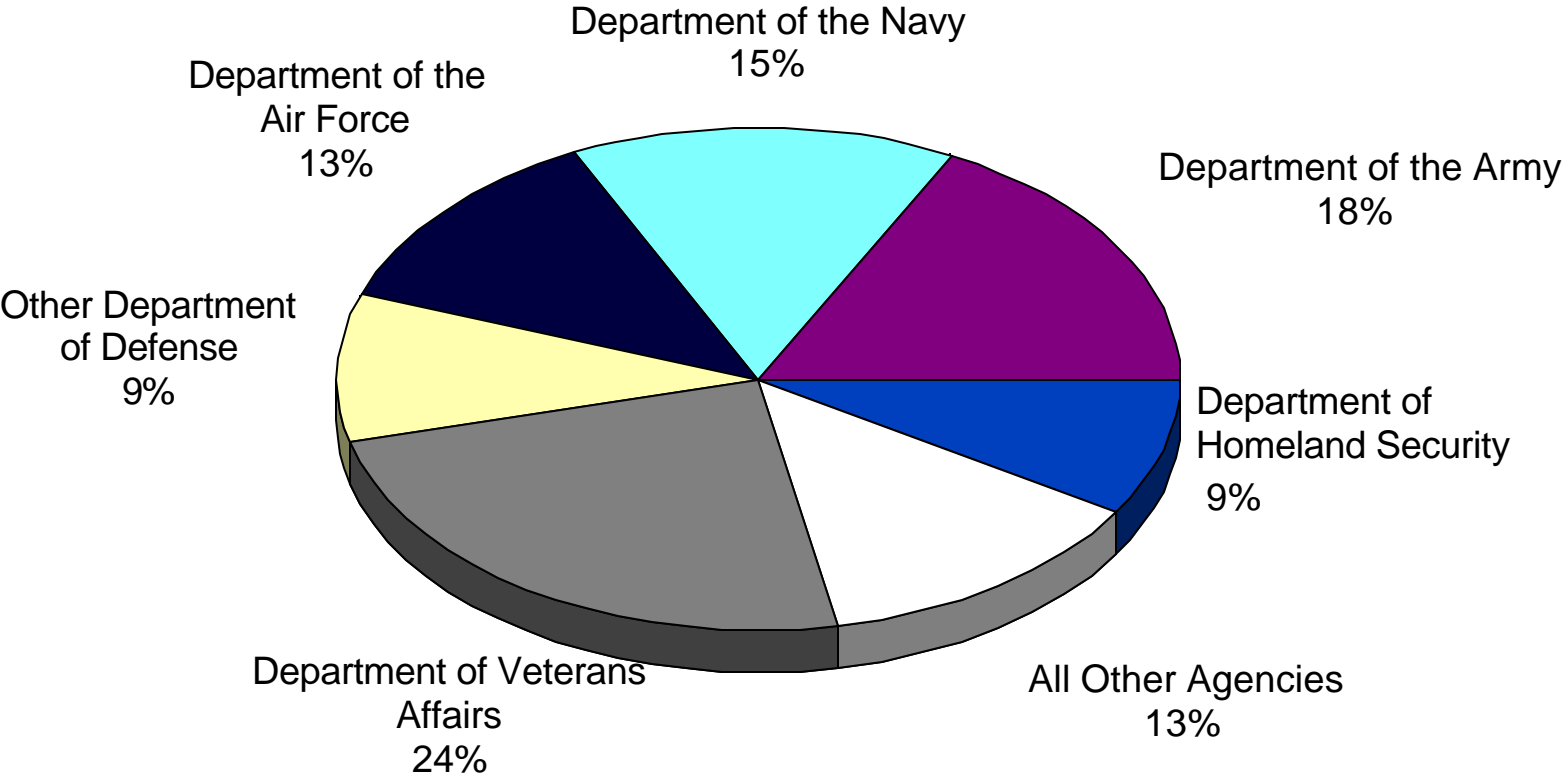
***This number represents percent of the overall for each agency.

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

U.S. Office of Personnel Management

Distribution of Employees With Disabilities by Agency

September 30, 2003



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

Executive Branch Agencies

September 30, 2003

Occupational Category	Total On-Board	Total Minorities	Black	Hispanic	Asian / Pacific Islander	American Indian*	White, Non-Hispanic
Total White-Collar	1,629,461	499,202	272,584	115,080	78,709	32,829	1,130,259
<i>Average Salary (\$)</i>	<i>59,016</i>	<i>52,045</i>	<i>50,643</i>	<i>50,950</i>	<i>60,662</i>	<i>46,871</i>	<i>62,096</i>
Professional Series	436,206	100,363	38,834	20,214	35,153	6,462	335,843
<i>Average Salary (\$)</i>	<i>75,744</i>	<i>71,628</i>	<i>69,424</i>	<i>69,604</i>	<i>76,720</i>	<i>63,097</i>	<i>76,976</i>
Administrative Series	603,136	166,498	96,079	41,374	20,075	8,970	436,638
<i>Average Salary (\$)</i>	<i>69,282</i>	<i>64,293</i>	<i>65,322</i>	<i>61,821</i>	<i>64,368</i>	<i>64,509</i>	<i>71,186</i>
Technical Series	389,625	147,787	88,384	32,106	15,127	12,170	241,838
<i>Average Salary (\$)</i>	<i>37,594</i>	<i>35,872</i>	<i>36,479</i>	<i>35,423</i>	<i>35,483</i>	<i>33,126</i>	<i>38,647</i>
Clerical Series	142,479	61,999	39,389	11,508	6,725	4,377	80,480
<i>Average Salary (\$)</i>	<i>30,427</i>	<i>30,127</i>	<i>30,899</i>	<i>28,931</i>	<i>28,458</i>	<i>28,879</i>	<i>30,658</i>
Other Series	58,015	22,555	9,898	9,878	1,629	1,150	35,460
<i>Average Salary (\$)</i>	<i>40,537</i>	<i>40,540</i>	<i>39,319</i>	<i>43,293</i>	<i>34,283</i>	<i>36,381</i>	<i>40,535</i>

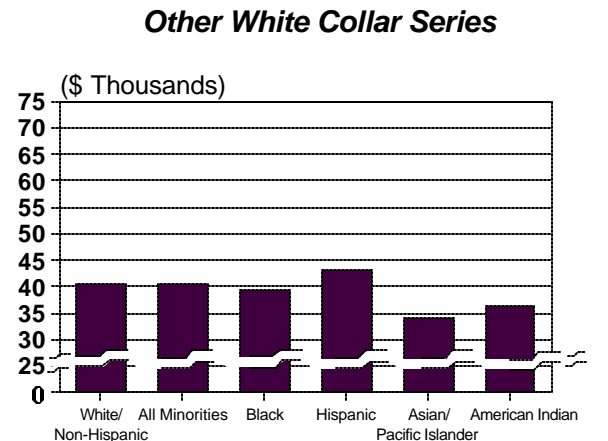
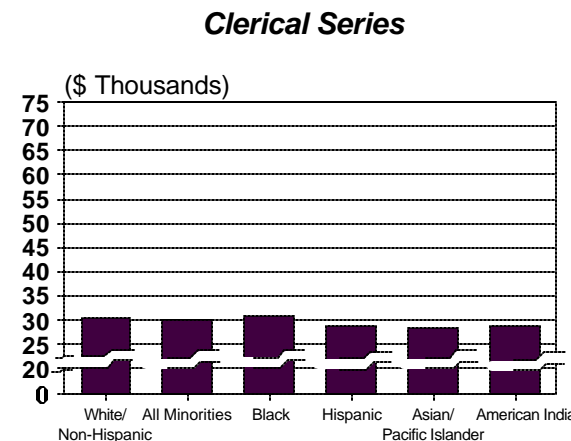
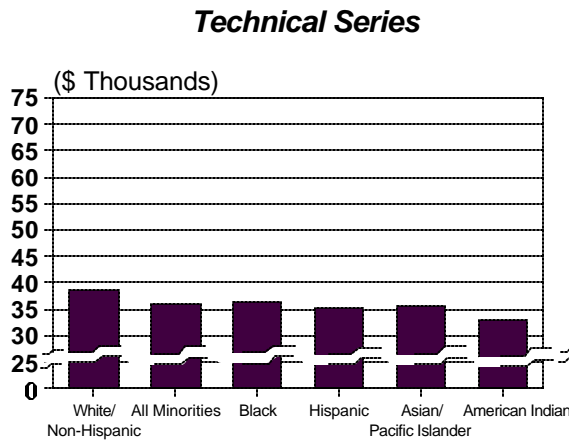
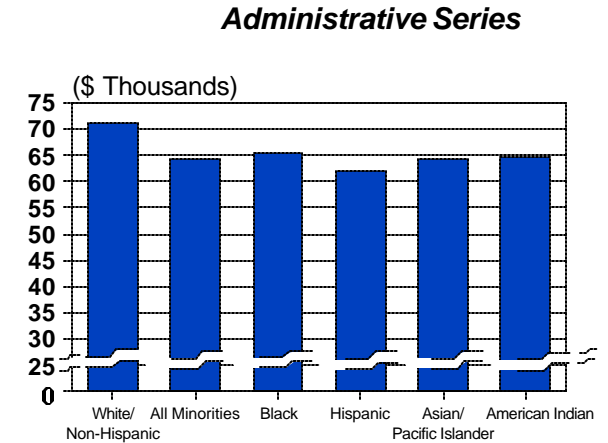
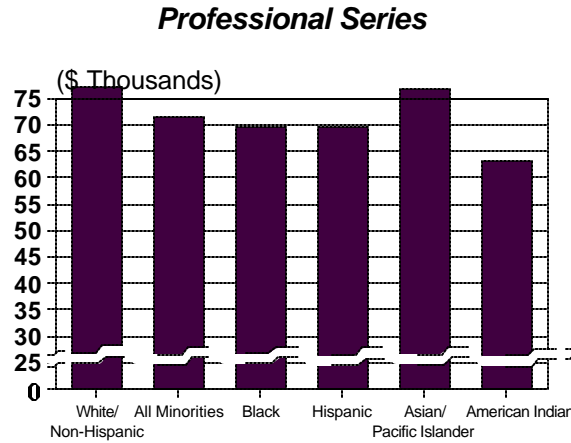
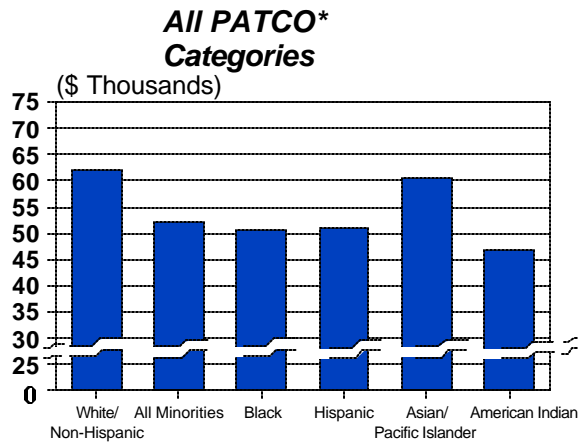
* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

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

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

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

Executive Branch Employment, September 30, 2003



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

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

As of September 30, 2003

	Total	Men	Women	Total Minority	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	White Non- Hispanic
FCW*	100.0	56.0	44.0	31.3	17.6	7.0	4.6	2.0	68.7
CLF*	100.0	53.5	46.5	28.6	10.4	13.1	4.5	0.6	71.4

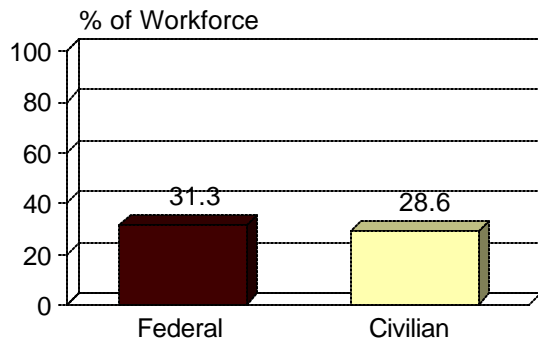
* Notes: FCW = Federal Civilian Workforce; covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF). Note that due to different population coverage, the Race/National Origin percentage distributions found in this table could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

CLF = U.S. Civilian Labor Force; Derived from Bureau of Labor Statistics, September Current Population Survey.

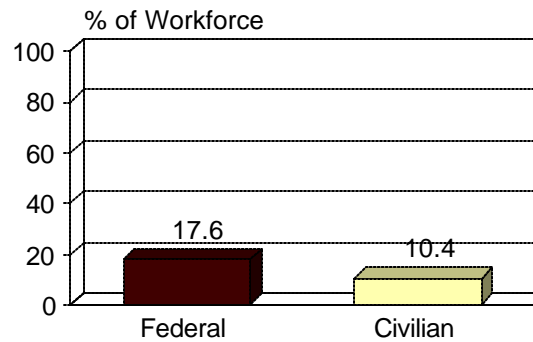
Race/National Origin: Federal Civilian Workforce and U.S. Civilian Labor Force

September 30, 2003

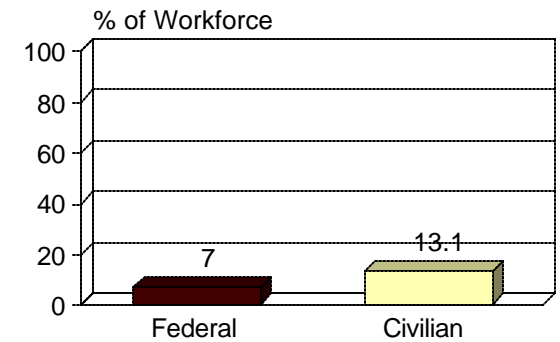
All Minorities



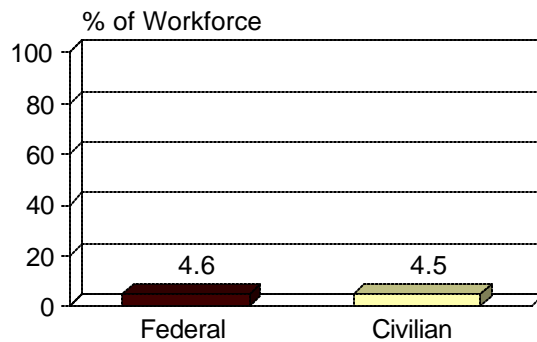
Black



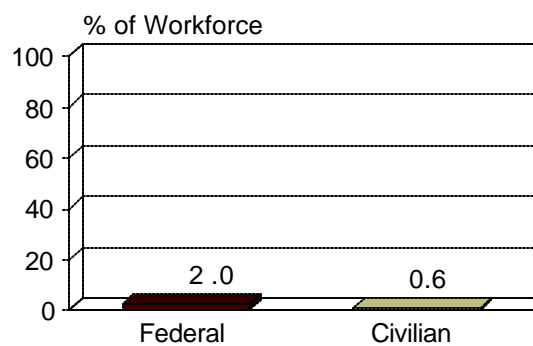
Hispanic



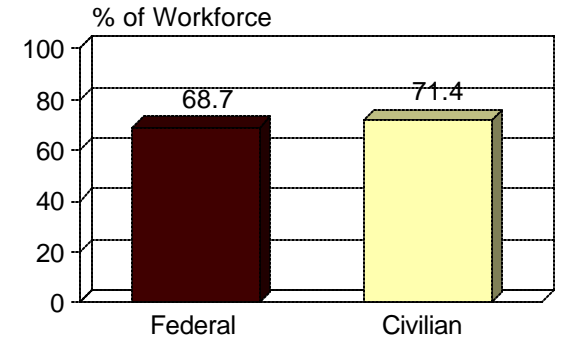
Asian/Pacific Islander



**American Indian/
Alaska Native**



White Non-Hispanic



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

Executive Branch Agencies

1992 - 2003

	1992	1994	1996	1998	2000	2002	2003
Total White-Collar	1,821,715	1,734,673	1,623,205	1,563,644	1,532,484	1,601,450	1,629,461
Women	905,675	862,418	803,153	775,575	765,579	786,118	794,313
% Women	49.7	49.7	49.5	49.6	50.0	49.1	48.7
Professional	484,566	477,610	459,121	439,041	420,482	429,842	436,206
Women	170,416	173,187	172,315	171,064	171,106	176,594	181,847
% Women	35.2	36.3	37.5	39.0	40.7	41.1	41.7
Administrative	548,397	541,731	528,238	530,192	547,862	586,038	603,136
Women	218,737	223,151	220,664	225,649	241,483	261,562	269,301
% Women	39.9	41.2	41.8	42.6	44.1	44.6	44.7
Technical	415,883	393,239	365,449	348,720	339,100	376,025	389,625
Women	233,553	227,998	218,475	210,409	204,116	216,798	221,581
% Women	56.2	58.0	59.8	60.3	60.2	57.7	56.9
Clerical	322,073	273,360	224,040	198,222	175,018	154,580	142,479
Women	273,947	230,000	185,948	162,669	142,237	123,312	113,248
% Women	85.1	84.1	83.0	82.1	81.3	79.8	79.5
Other	50,796	48,733	46,357	47,469	50,222	54,965	58,015
Women	9,022	8,082	5,751	5,784	6,637	7,852	8,336
% Women	17.8	16.6	12.4	12.2	13.2	14.3	14.4

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

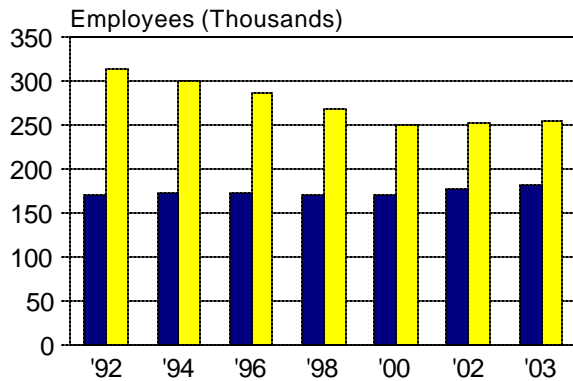
Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group fedstats@opm.gov

Employment of Women by Occupational Category

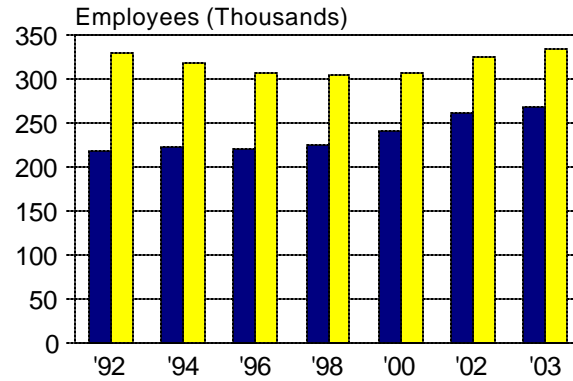
1992 - 2003

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

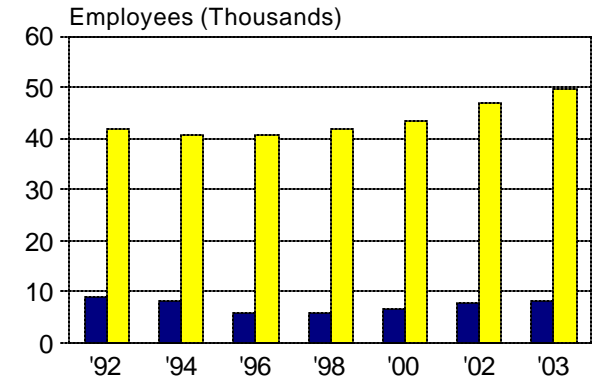
Professional



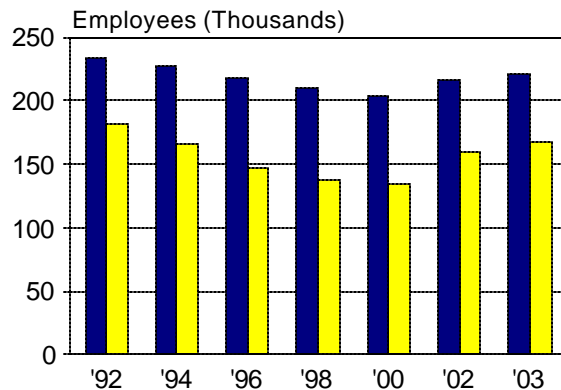
Administrative



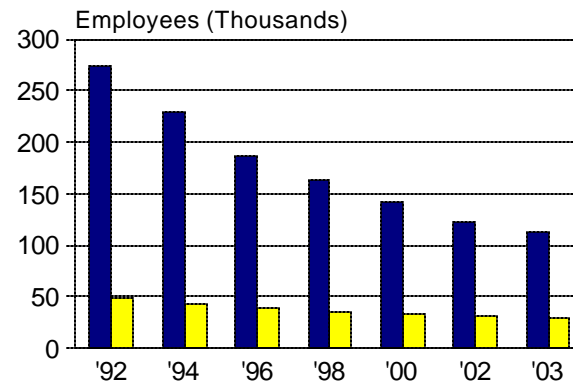
Other



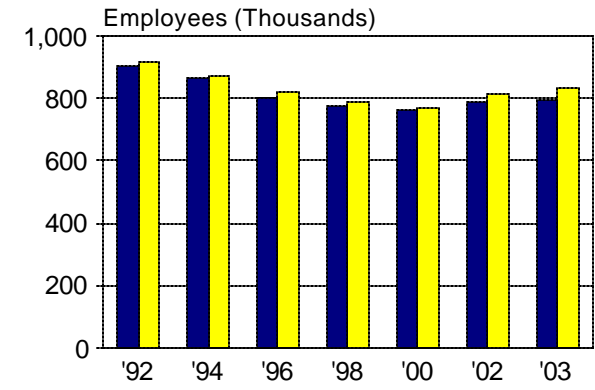
Technical



Clerical



All Categories



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

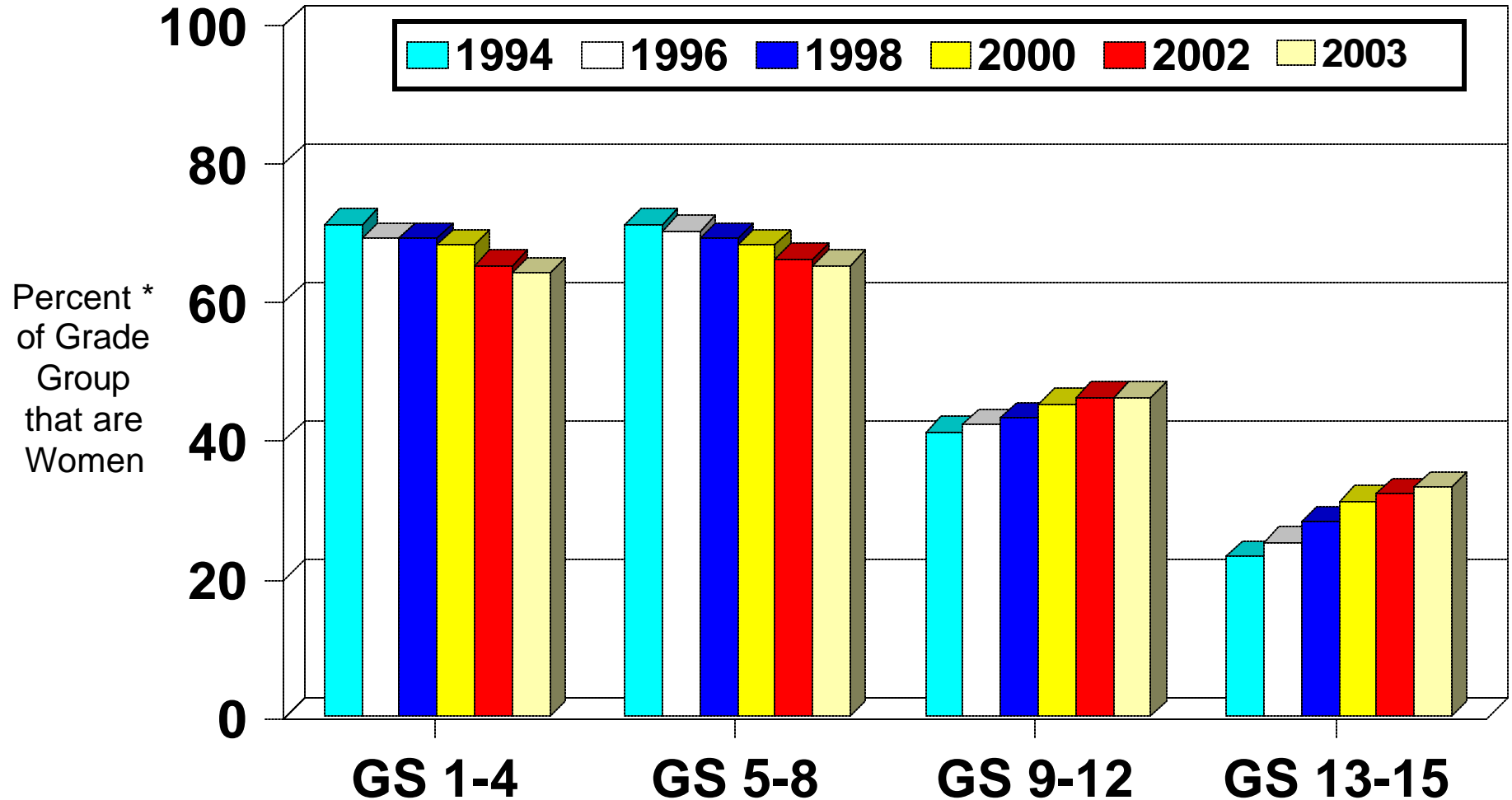
1994 - 2003

	1994	1996	1998	2000	2002	2003	% change 94 - '03
Total GS and Related	786,343	729,392	702,728	688,790	698,099	694,440	-11.7%
GS 1	2,057	1,974	2,190	1,793	1,653	1,671	-18.8%
GS 2	4,853	3,999	4,479	3,573	3,689	3,103	-36.1%
GS 3	25,883	19,747	18,845	16,917	15,894	13,997	-45.9%
GS 4	81,305	59,924	51,494	45,559	41,430	39,262	-51.7%
GS 1 - 4	114,098	85,644	77,008	67,842	62,666	58,033	-49.1%
GS 5	128,264	109,623	94,146	83,476	77,036	72,418	-43.5%
GS 6	83,923	76,855	70,171	64,187	60,997	59,166	-29.5%
GS 7	98,348	94,375	93,725	88,239	88,926	87,930	-10.6%
GS 8	28,515	28,299	28,554	33,505	34,797	35,398	24.1%
GS 5 - 8	339,050	309,152	286,596	269,407	261,756	254,912	-24.8%
GS 9	74,392	70,540	68,058	68,028	70,063	70,312	-5.5%
GS 10	7,374	7,872	8,122	8,124	8,536	8,932	21.1%
GS 11	95,000	89,528	88,419	88,592	89,364	89,914	-5.4%
GS 12	82,565	85,722	85,028	86,808	93,881	95,344	15.5%
GS 9 - 12	259,331	253,662	249,627	251,552	261,844	264,502	2.0%
GS 13	44,709	49,480	54,338	60,456	67,570	69,876	56.3%
GS 14	19,836	20,904	23,265	25,953	29,291	30,994	56.3%
GS 15	9,319	10,550	11,894	13,580	14,972	16,123	73.0%
GS 13 - 15	73,864	80,934	89,497	99,989	111,833	116,993	58.4%

Source: Demographic Profile of the Federal Workforce; Workforce Information and Planning Group. fedstats@opm.gov

Employment of Women

By General Schedule (GS) and Related Grades, 1994 - 2003



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

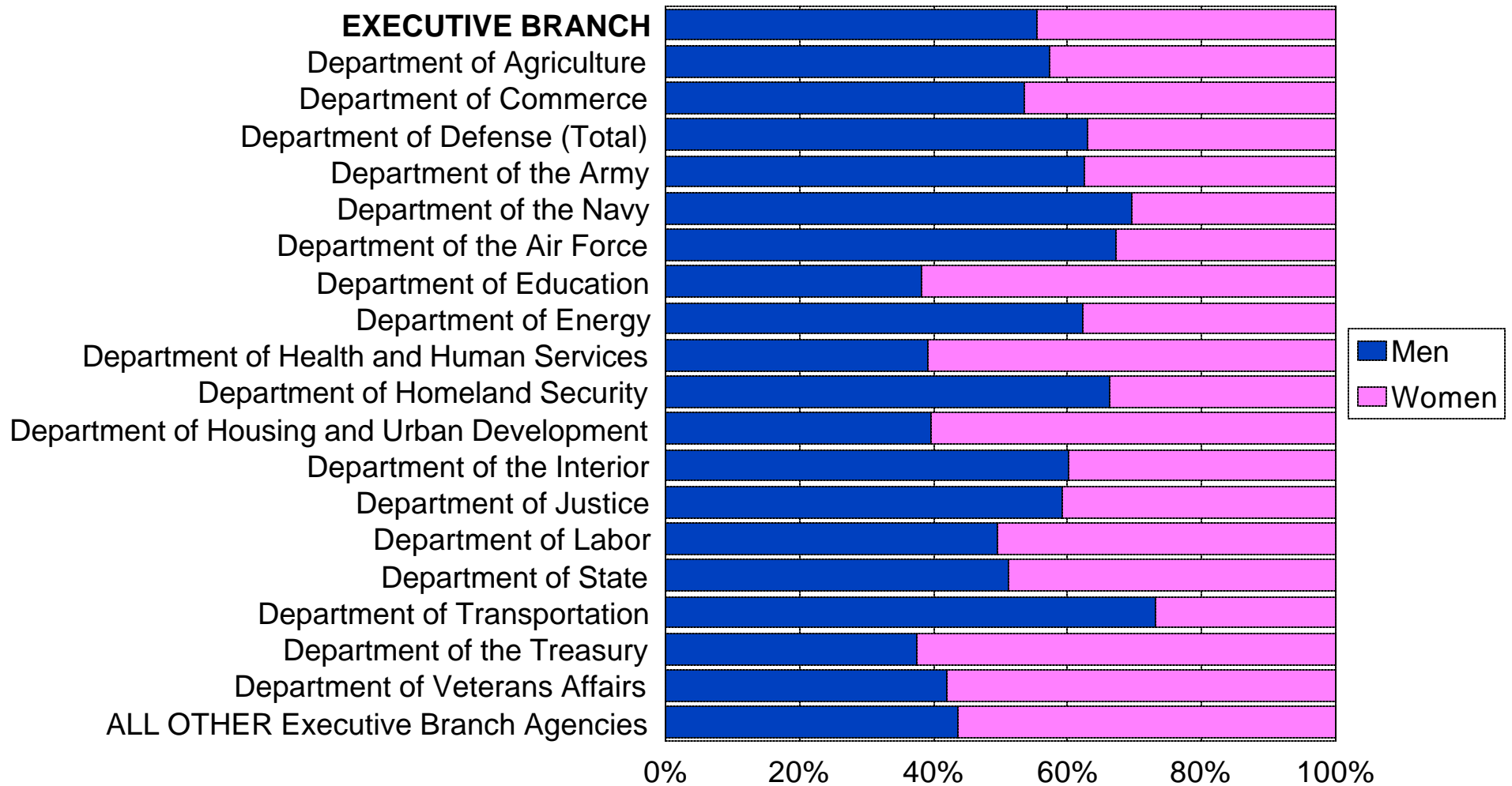
EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

as of September 30, 2003

	ALL	GENDER			
	TOTAL	MEN	%	WOMEN	%
EXECUTIVE BRANCH	1,832,626	1,016,163	55.4	816,463	44.6
EXECUTIVE DEPARTMENTS	1,662,881	942,062	56.7	720,819	43.3
Department of Agriculture	113,138	64,852	57.3	48,286	42.7
Department of Commerce	37,719	20,175	53.5	17,544	46.5
Department of Defense	642,560	404,364	62.9	238,196	37.1
Department of the Army	222,503	139,369	62.6	83,134	37.4
Department of the Navy	179,450	124,692	69.5	54,758	30.5
Department of the Air Force	140,808	94,578	67.2	46,230	32.8
Department of Education	4,675	1,782	38.1	2,893	61.9
Department of Energy	15,586	9,705	62.3	5,881	37.7
Department of Health and Human Services	64,254	25,177	39.2	39,077	60.8
Department of Homeland Security	156,548	103,898	66.4	52,650	33.6
Department of Housing and Urban Development	10,390	4,120	39.7	6,270	60.3
Department of the Interior	78,270	47,004	60.1	31,266	39.9
Department of Justice	101,519	60,109	59.2	41,410	40.8
Department of Labor	16,248	8,043	49.5	8,205	50.5
Department of State	22,836	11,714	51.3	11,122	48.7
Department of Transportation	58,653	42,952	73.2	15,701	26.8
Department of the Treasury	110,351	41,492	37.6	68,859	62.4
Department of Veterans Affairs	230,134	96,675	42.0	133,459	58.0
ALL OTHER Executive Branch Agencies	168,486	73,485	43.6	95,001	56.4

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

Employment by Executive Branch Department: Gender as of September 30, 2003



EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

as of September 30, 2003

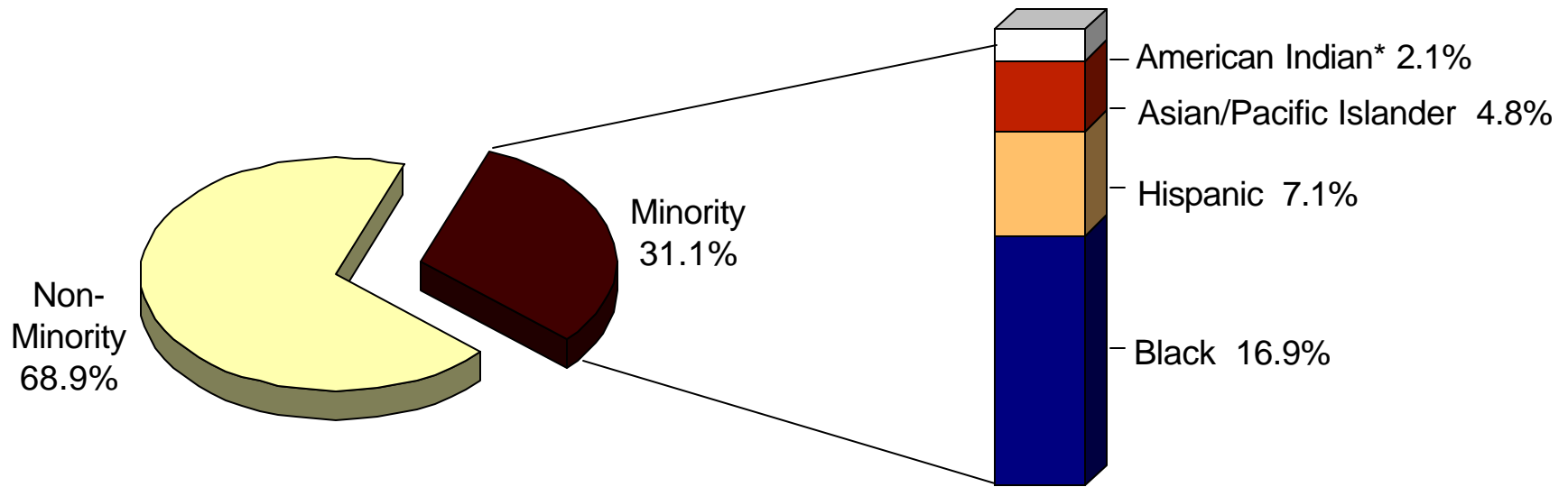
	ALL			MINORITIES									
	TOTAL	WHITES	%	ALL MINORITIES*		BLACK	%	HISPANIC	%	ASIAN**	%	AMERICAN INDIAN***	
EXECUTIVE BRANCH	1,832,626	1,263,595	68.9	569,031	31.1	310,622	16.9	130,492	7.1	88,684	4.8	39,233	2.1
EXECUTIVE DEPARTMENTS	1,662,881	1,157,280	69.6	505,601	30.4	268,729	16.2	117,650	7.1	81,553	4.9	37,669	2.3
Department of Agriculture	113,138	89,083	78.7	24,055	21.3	11,877	10.5	6,667	5.9	2,841	2.5	2,670	2.4
Department of Commerce	37,719	27,048	71.7	10,671	28.3	6,302	16.7	1,359	3.6	2,783	7.4	227	0.6
Department of Defense	642,560	470,029	73.1	172,531	26.9	91,890	14.3	38,176	5.9	36,317	5.7	6,148	1.0
Department of the Army	222,503	162,172	72.9	60,331	27.1	34,259	15.4	14,643	6.6	8,992	4.0	2,437	1.1
Department of the Navy	179,450	128,754	71.7	50,696	28.3	22,992	12.8	8,005	4.5	18,395	10.3	1,304	0.7
Department of the Air Force	140,808	110,594	78.5	30,214	21.5	15,532	11.0	9,746	6.9	3,268	2.3	1,668	1.2
Department of Education	4,675	2,552	54.6	2,123	45.4	1,706	36.5	214	4.6	160	3.4	43	0.9
Department of Energy	15,586	12,058	77.4	3,528	22.6	1,702	10.9	908	5.8	688	4.4	230	1.5
Department of Health and Human Services	64,254	35,974	56.0	28,280	44.0	10,916	17.0	2,274	3.5	4,496	7.0	10,594	16.5
Department of Homeland Security	156,548	99,565	63.6	56,983	36.4	22,947	14.7	25,901	16.5	6,931	4.4	1,204	0.8
Department of Housing and Urban Development	10,390	5,304	51.0	5,086	49.0	3,821	36.8	749	7.2	408	3.9	108	1.0
Department of the Interior	78,270	57,358	73.3	20,912	26.7	4,137	5.3	3,714	4.7	1,502	1.9	11,559	14.8
Department of Justice	101,519	71,195	70.1	30,324	29.9	18,221	17.9	8,562	8.4	2,700	2.7	841	0.8
Department of Labor	16,248	10,485	64.5	5,763	35.5	3,858	23.7	1,139	7.0	649	4.0	117	0.7
Department of State	22,836	16,963	74.3	5,873	25.7	3,507	15.4	1,169	5.1	1,115	4.9	82	0.4
Department of Transportation	58,653	46,011	78.4	12,642	21.6	6,494	11.1	3,264	5.6	1,995	3.4	889	1.5
Department of the Treasury	110,351	70,440	63.8	39,911	36.2	26,660	24.2	8,350	7.6	4,003	3.6	898	0.8
Department of Veterans Affairs	230,134	143,215	62.2	86,919	37.8	54,691	23.8	15,204	6.6	14,965	6.5	2,059	0.9
ALL OTHER Executive Branch Agencies	168,486	105,397	62.6	63,089	37.4	41,657	24.7	12,808	7.6	7,065	4.2	1,559	0.9

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

Asian refers to Asian/Pacific Islander. *American Indian refers to American Indian/Alaska Native

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

Employment by Executive Branch Department: ** Race/National Origin as of September 30, 2003



*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, 2003

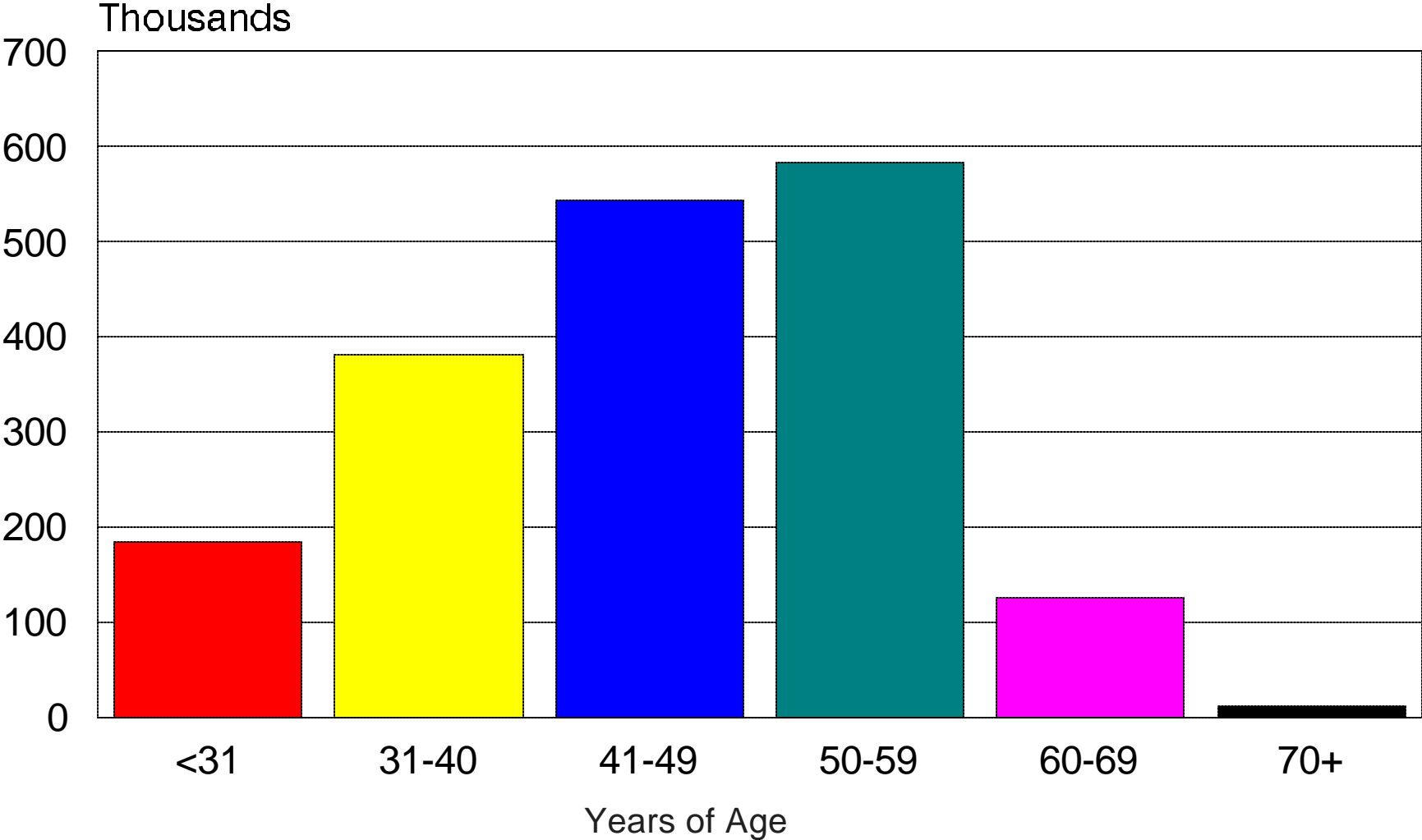
	AVERAGE	TOTAL	<31		31-40		41-49		50-59		60-69		70+	
	AGE		%	%	%	%	%	%	%	%	%			
EXECUTIVE BRANCH	46.1	1,832,626	185,114	10.1	381,895	20.8	543,845	29.7	583,004	31.8	126,423	6.9	12,345	0.7
EXECUTIVE DEPARTMENTS	45.8	1,662,881	170,251	10.2	347,808	20.9	496,864	29.9	524,278	31.5	112,985	6.8	10,695	0.6
Department of Agriculture	44.4	113,138	19,539	17.3	20,387	18.0	31,286	27.7	33,579	29.7	7,407	6.5	940	0.8
Department of Commerce	45.9	37,719	4,173	11.1	8,971	23.8	9,825	26.0	10,694	28.4	3,369	8.9	687	1.8
Department of Defense	46.9	642,560	53,872	8.4	113,233	17.6	203,795	31.7	222,995	34.7	45,627	7.1	3,038	0.5
Department of the Army	47.0	222,503	18,899	8.5	38,926	17.5	68,139	30.6	79,234	35.6	16,078	7.2	1,227	0.6
Department of the Navy	46.9	179,450	14,540	8.1	30,311	16.9	58,718	32.7	62,335	34.7	12,760	7.1	786	0.4
Department of the Air Force	46.6	140,808	11,852	8.4	27,082	19.2	45,850	32.6	46,003	32.7	9,489	6.7	532	0.4
Department of Education	47.5	4,675	379	8.1	981	21.0	1,070	22.9	1,746	37.3	454	9.7	45	1.0
Department of Energy	48.2	15,586	883	5.7	2,576	16.5	4,602	29.5	6,105	39.2	1,342	8.6	78	0.5
Department of Health and Human Services	46.4	64,254	5,850	9.1	14,590	22.7	17,626	27.4	19,864	30.9	5,645	8.8	679	1.1
Department of Homeland Security	41.7	156,548	31,616	20.2	45,646	29.2	38,461	24.6	32,358	20.7	7,419	4.7	1,048	0.7
Department of Housing and Urban Development	48.6	10,390	643	6.2	1,662	16.0	2,752	26.5	4,169	40.1	1,054	10.1	110	1.1
Department of the Interior	45.0	78,270	11,455	14.6	14,941	19.1	21,558	27.5	25,059	32.0	4,859	6.2	428	0.5
Department of Justice	41.5	101,519	11,483	11.3	39,803	39.2	31,265	30.8	16,516	16.3	2,278	2.2	174	0.2
Department of Labor	47.2	16,248	1,364	8.4	3,197	19.7	4,152	25.6	6,051	37.2	1,360	8.4	124	0.8
Department of State	45.5	22,836	2,535	11.1	5,741	25.1	6,158	27.0	6,267	27.4	1,769	7.7	366	1.6
Department of Transportation	46.5	58,653	3,280	5.6	13,017	22.2	21,058	35.9	17,054	29.1	3,901	6.7	343	0.6
Department of the Treasury	47.1	110,351	7,134	6.5	22,045	20.0	34,311	31.1	38,131	34.6	7,827	7.1	903	0.8
Department of Veterans Affairs	47.6	230,134	16,045	7.0	41,018	17.8	68,975	30.0	83,690	36.4	18,674	8.1	1,732	0.8
ALL OTHER Executive Branch Agencies	44.4	168,486	14,652	8.7	33,737	20.0	46,657	27.7	58,428	34.7	13,371	7.9	1,641	1.0

Source: *Demographic Profile of the Federal Workforce; Workforce Information and Planning Group. fedstats@opm.gov*

U.S. Office of Personnel Management

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

As of September 30, 2003



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

Civilian Payroll for Executive Branch Agencies

1990 - 2003

September (Sept)	Sept-90	Sept-92	Sept-94	Sept-96	Sept-98	Sept-00	Sept-02	Sept-03
Monthly Payroll (\$ millions)								
Total Executive Branch	5,794.2	6,650.0	6,937.7	6,763.5	7,073.3	7,436.5	8,018.2	8,550.1
Executive Departments	5,246.4	6,004.5	6,250.2	5,917.9	6,198.1	6,523.9	6,994.4	7,503.9
Defense	2,649.9	2,830.3	2,824.6	2,647.3	2,656.3	2,548.2	2,408.7	2,418.2
All other Executive Departments	2,596.5	3,174.2	3,425.6	3,270.6	3,451.8	3,975.7	4,585.7	5,085.6
Independent Agencies	547.8	645.5	687.5	845.6	875.2	912.6	1,023.8	1,046.2
Fiscal Year (FY)	FY90	FY92	FY94	FY96	FY98	FY00	FY02	FY03
Annual Payroll								
(in \$billions)	71.1	77.5	83.1	83.0	84.9	91.4	96.8	102.9
<i>Percent Change*</i>	11.6	9.0	7.2	-0.1	2.3	10.1	5.9	6.3

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

*Represents percent change from the previous reported year.

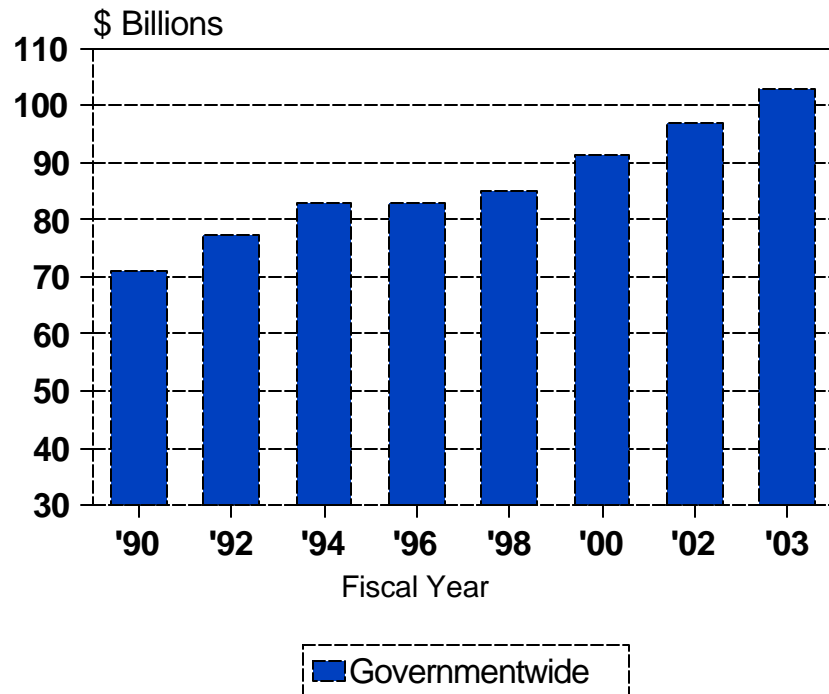
Source: Monthly Report of Federal Civilian Employment (SF 113-A); Workforce Information and Planning Group. fedstats@opm.gov

Civilian Payroll

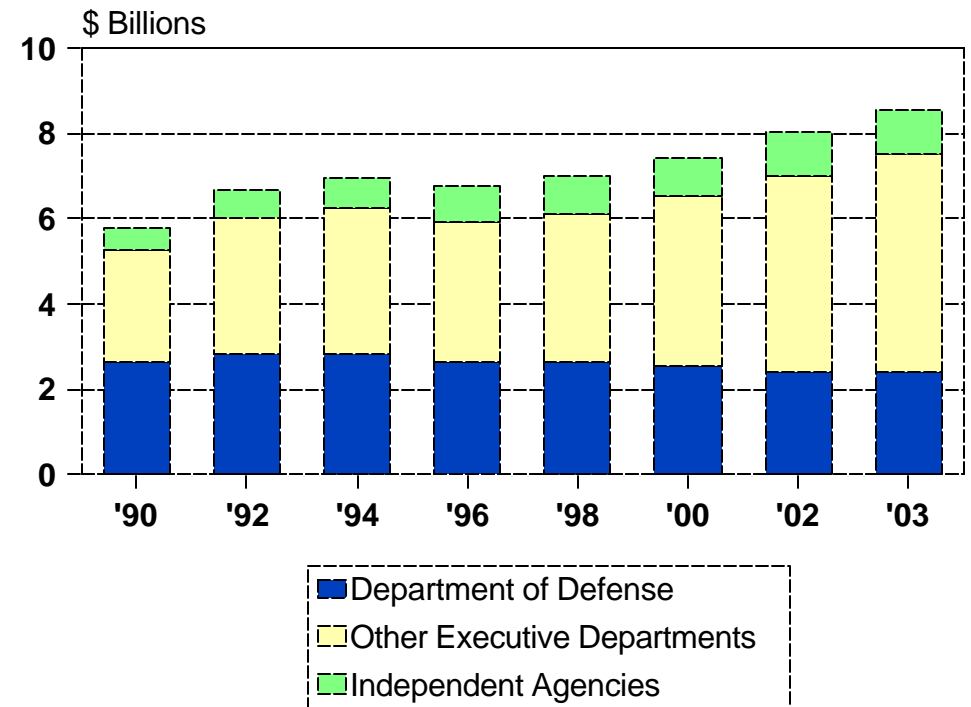
Executive Branch Agencies (non-Postal)

1990 - 2003

Annual



Monthly



Trend of Civilian Compensation and Benefits

1990 - 2003 (\$ millions)

	1990	1992	1994	1996	1998	2000	2001	2002	2003
Executive Branch									
Direct Compensation*	69,950	82,664	84,383	85,153	86,659	95,325	97,803	104,497	112,138
Personnel Benefits*	19,610	24,663	26,743	27,144	28,723	32,273	41,822	36,134	39,267
U.S. Postal Service									
Direct Compensation	26,198	28,311	30,781	32,566	34,704	36,981	37,979	36,877	37,145
Personnel Benefits	6,913	8,751	7,765	8,969	9,648	11,116	11,629	12,670	12,079
Legislative Branch									
Direct Compensation	N/A	770	786	1,206	1,273	1,375	1,420	1,521	1,638
Personnel Benefits	N/A	146	154	259	275	315	431	366	411
Judicial Branch									
Direct Compensation	N/A	1,096	1,264	1,430	1,625	1,907	2,037	2,214	2,341
Personnel Benefits	N/A	228	312	348	406	493	640	591	636
Legislative and Judicial Branches									
Direct Compensation	1,445	1,866	2,050	2,636	2,898	3,282	3,457	3,735	3,979
Personnel Benefits	266	374	466	607	681	808	1,071	957	1,047
Total Direct Compensation	97,593	112,841	117,214	120,355	124,261	135,588	139,239	145,109	153,262
Total Personnel Benefits	26,789	33,788	34,974	36,720	39,052	44,197	54,522	49,761	52,393
Total Civilian Costs	124,382	146,629	152,188	157,075	163,313	179,785	193,761	194,870	205,655
Retired Civilian Pay*	31,288	35,766	41,014	44,492	48,038	51,220	53,943	56,049	58,113

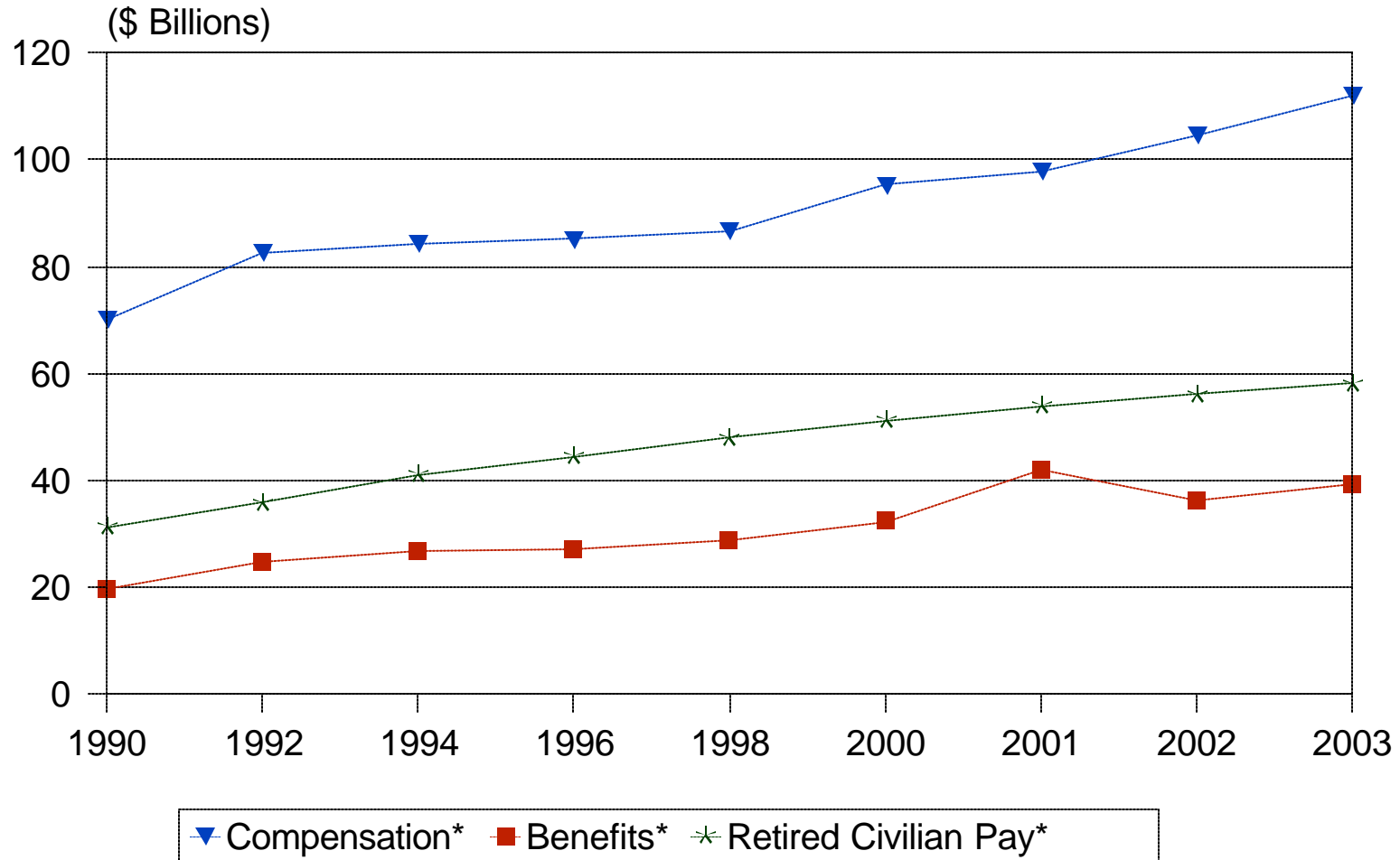
N/A = Not Available

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

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

Trend of Civilian Compensation and Benefits

1990 - 2003



See reference () on the table on page 64.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1991 - 2002

	1991	1993	1995	1997	1999	2000	2001	2002
Total Work Years	2,200,030	2,184,822	2,005,634	1,861,377	1,848,750	1,870,956	1,791,388	1,888,664
Basic Work Years	2,132,533	2,129,221	1,940,158	1,808,085	1,800,287	1,808,728	1,732,997	1,792,361
Full-time Permanent	1,935,483	1,948,725	1,787,680	1,677,015	1,649,761	1,621,165	1,612,830	1,666,645
Full-time Temporary	129,476	111,231	99,676	82,542	93,037	78,671	78,645	86,361
Part-time and Intermittent	67,574	69,265	52,802	48,528	57,489	108,892	41,522	39,355
Overtime and Holiday	67,497	55,601	65,476	53,292	48,463	62,228	58,391	96,303

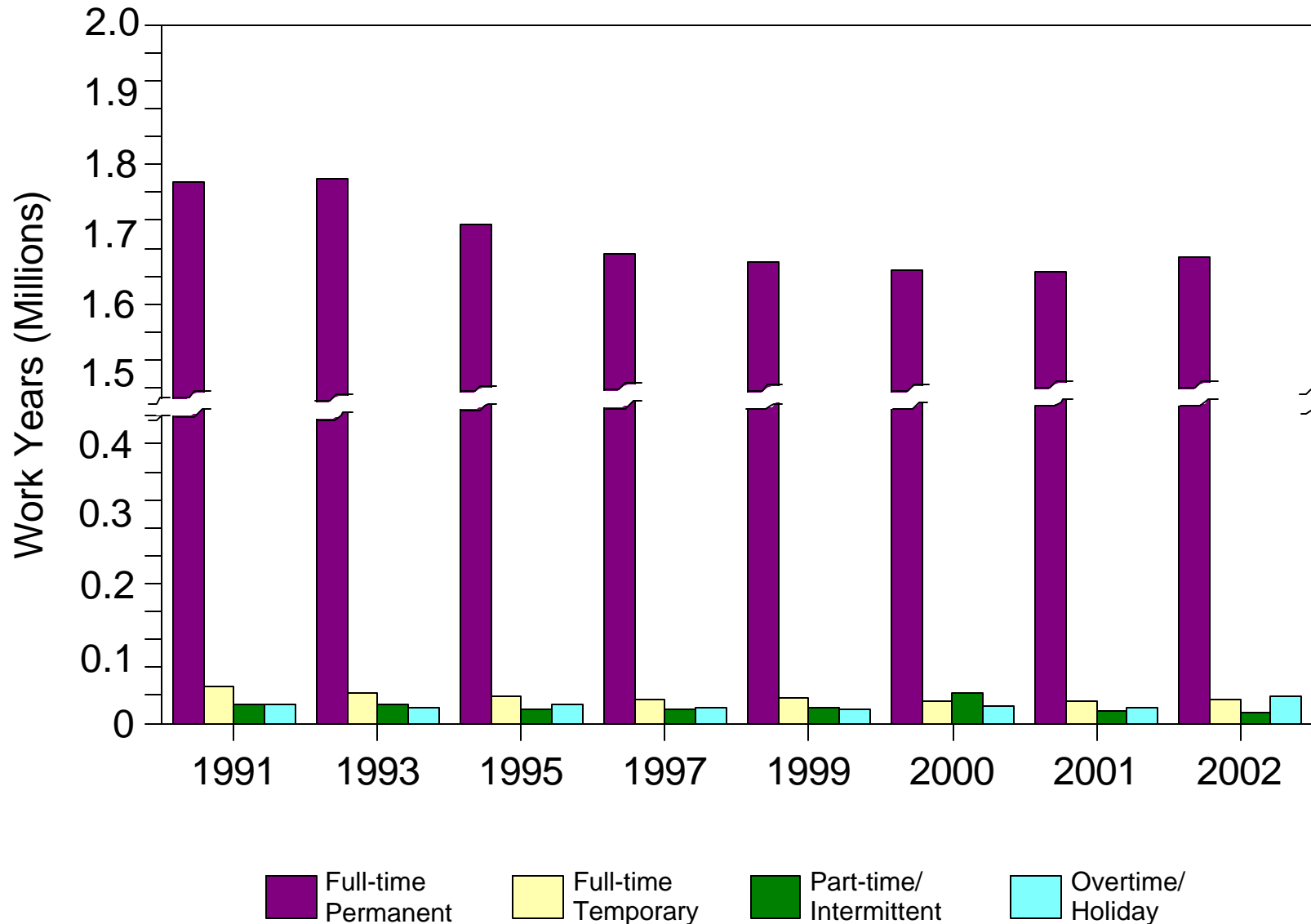
Data include Executive Branch (non-Postal) agencies with 100 or more employees.

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

Source: *Work Years and Personnel Costs; Workforce Information and Planning Group.* fedstats@opm.gov

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

1991 - 2002



Part 3:
Performance Management Programs

Performance Recognition For Employees

Fiscal Years 1993 - 2003

	1993	1995	1997	1999	2000	2002		2003	
Performance Awards (1)						(3)			
						Individual Cash	Group Cash	Individual Cash	Group Cash
Number of Awards	811,879	830,572	647,117	510,918	486,262	1,153,378	188,435	1,174,018	197,597
Total \$ Awarded (millions)	\$586.3	\$586.7	\$491.0	\$434.5	\$438.1	922.6	118.7	1.0*	111.4
Average Award	\$722	\$706	\$758	\$851	\$901	\$800	\$630	\$858	\$564
Spending as % of Total Salaries	0.77%	0.76%	0.63%	0.55%	0.52%	0.96%	0.12%	0.98%	0.11%
Other Cash Awards (2)						Cash Suggestion/Invention Awards			
						Individual	Group	Individual	Group
Number of Awards	413,936	644,083	687,411	825,744	854,135	5,091	939	5,012	874
Total \$ Awarded (millions)	\$164.7	\$194.0	\$273.6	\$400.4	\$416.0	2.4	0.4	2.5	0.4
Average Award	\$323	\$301	\$398	\$485	\$487	\$472	\$409	\$495	\$454
Spending as % of Total Salaries	0.22%	0.25%	0.35%	0.51%	0.53%	<0.01%	<0.01%	<0.01%	<0.01%

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

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

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

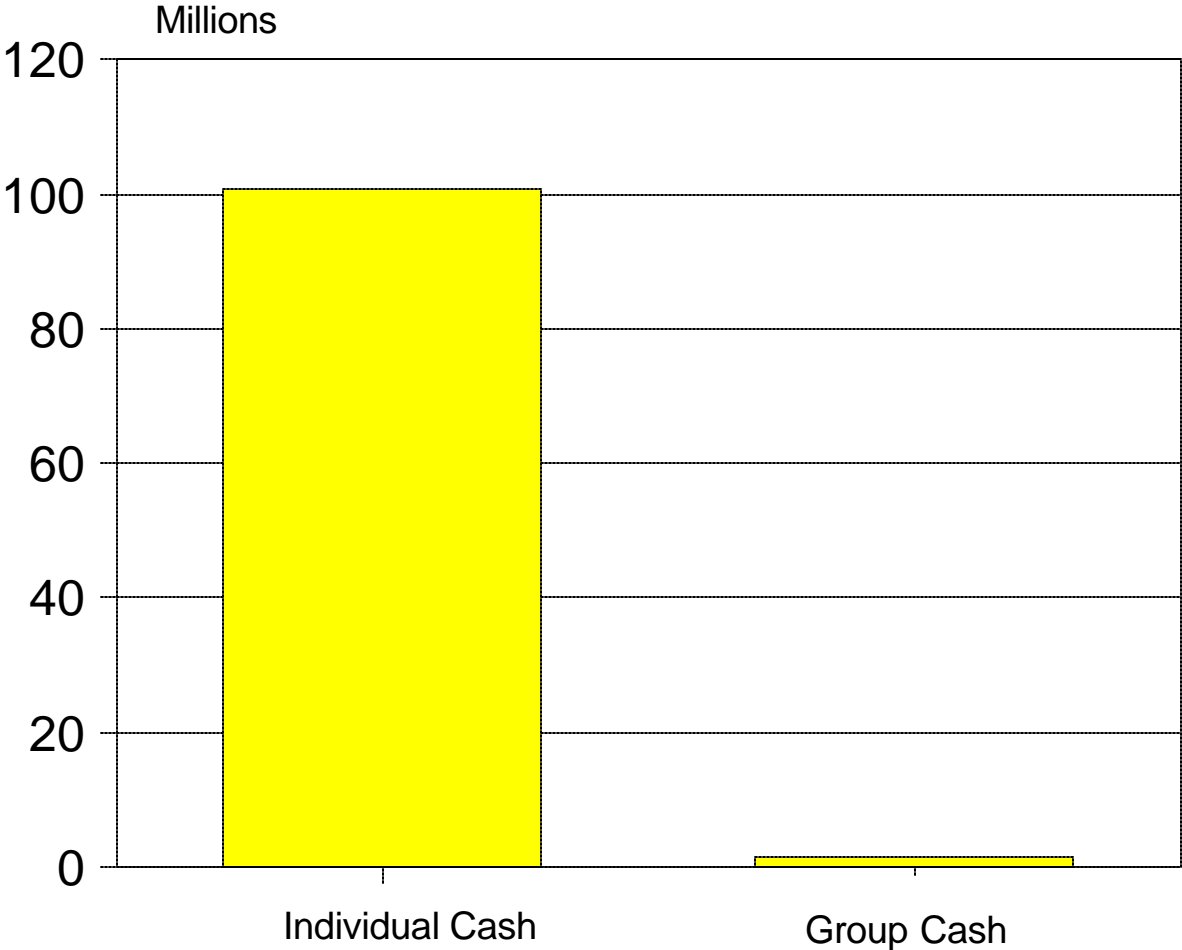
* Individual Cash Awards (billions)

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

(202) 606-2720 pay-performance-policy@opm.gov

Individual and Group Cash Awards as Recognition For Employees

Fiscal Year 2003



Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1993 - 2003

	Quality Step Increases (QSI's)										
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Number Granted	62,158	60,919	68,849	62,168	57,323	61,258	55,132	58,834	58,978	60,600	60,913
Estimated Cost (millions)	\$33.0	\$36.3	\$45.9	\$42.0	\$41.8	\$47.4	\$42.9	\$47.2	\$50.9	\$48.3	\$49.3
Average Value	\$530	\$595	\$666	\$676	\$730	\$774	\$778	\$802	\$863	\$797	\$809

Time-off Awards

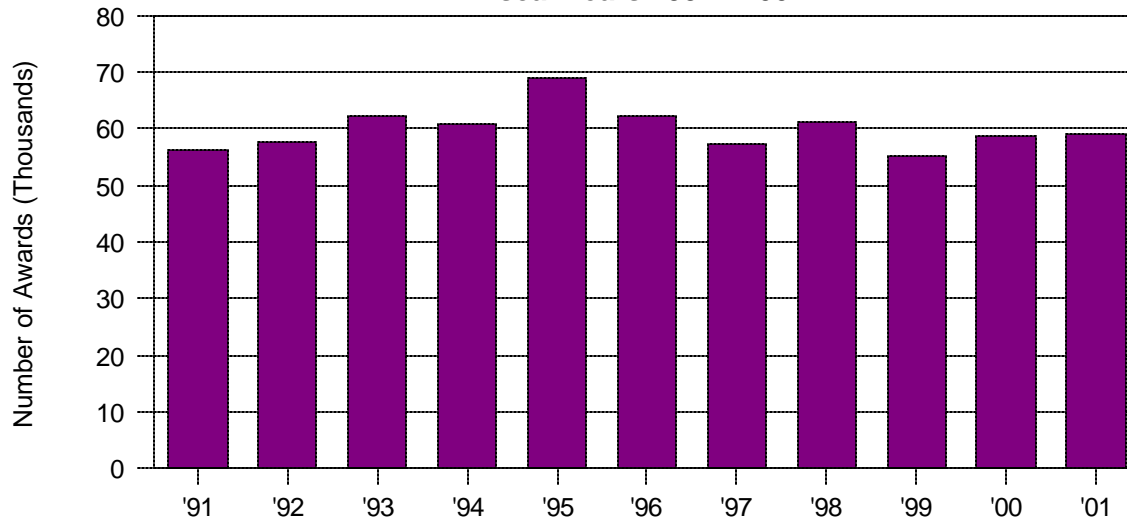
	Total Awarded	Average Award (Hours)
Fiscal Year 1997	253,452	12.7
Fiscal Year 1998	229,463	13.6
Fiscal Year 1999	242,677	13.3
Fiscal Year 2000	276,205	13.4
Fiscal Year 2001	286,508	13.7
Fiscal Year 2002	332,352	14.0
Fiscal Year 2003	325,251	14.1

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

Performance Recognition For Non-Senior Executive Service Employees

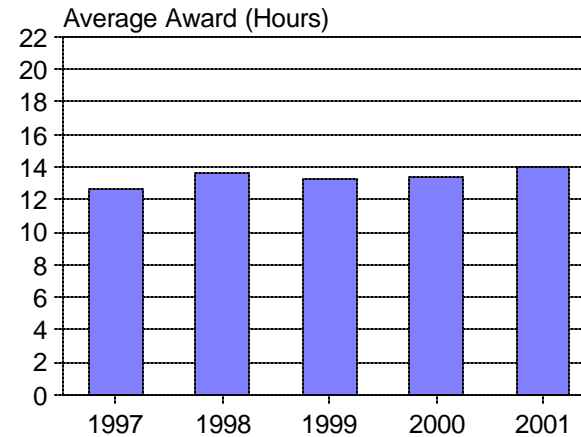
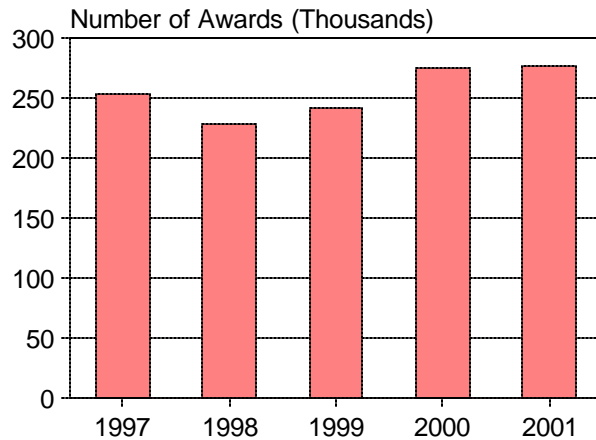
Quality Step Increases (QSI's)

Fiscal Years 1991 - 2001



Time Off Awards

Fiscal Years 1997 - 2001



Part 4:
Senior Executive Service (SES)

Senior Executive Service Member Profile

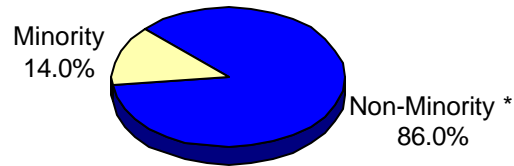
1996 - 2003

	1996	1998	2000	2001	2002	2003
Average Age	51.9	52.3	52.7	52.9	53.8	54.1
Average Length of Service (Years)	22.8	22.8	23.5	23.8	25.5	25.4
Retirement Eligible (Career Appointees)						
Regular	24.3%	27.0%	27.6%	32.0%	41.2%	41.8%
Early-Out	37.3%	39.2%	40.6%	38.2%	34.1%	46.3%
Education						
Not College Graduate	4.3%	4.4%	5.2%	5.3%	5.0%	10.1%
College Graduate	26.0%	26.4%	27.0%	27.7%	29.2%	27.4%
Advanced Degree	69.7%	69.0%	67.8%	67.0%	65.8%	62.4%
Gender						
Men	79.6%	77.6%	74.7%	75.2%	74.5%	73.7%
Women	20.4%	22.4%	25.3%	24.8%	25.5%	26.3%
Minority	11.7%	12.9%	14.4%	13.7%	14.0%	13.5%
Occupation						
Scientist or Engineer	24.4%	23.0%	22.3%	21.5%	20.5%	19.8%
Other Professional	25.5%	23.5%	23.3%	23.1%	22.2%	35.1%
Administrative / Technical	50.2%	53.5%	54.4%	55.4%	57.3%	45.2%
Geographic Location						
Washington, D.C. area	73.5%	72.5%	72.6%	75.1%	75.6%	72.6%

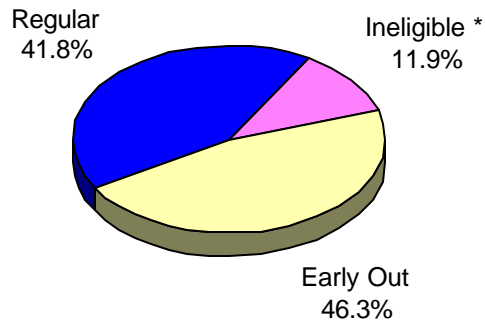
Note: All data as of September 30th. Percentages may not add to 100 due to rounding.

Senior Executive Service Member Profile

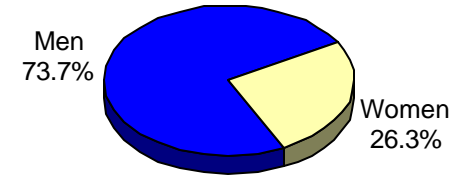
(As of September 2003)



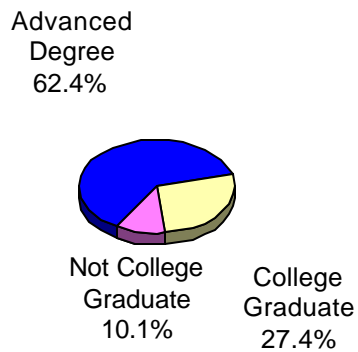
Minority Status



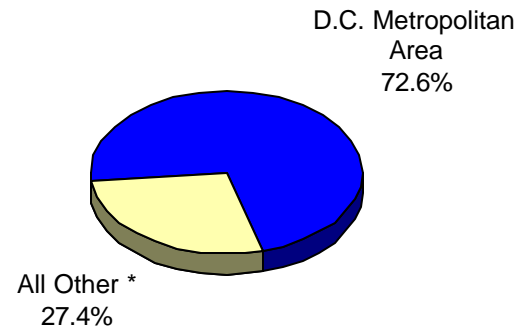
Retirement Eligibility



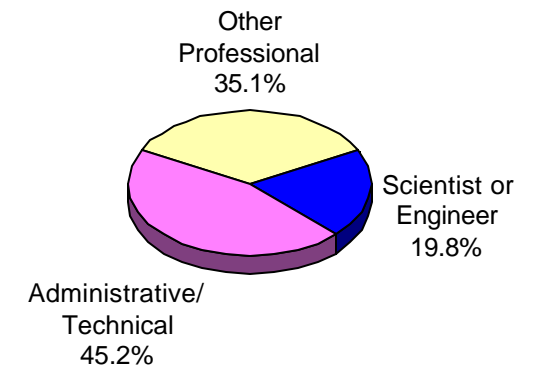
Gender



Education



Geographic Location



Occupation

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

Senior Executive Service (SES)

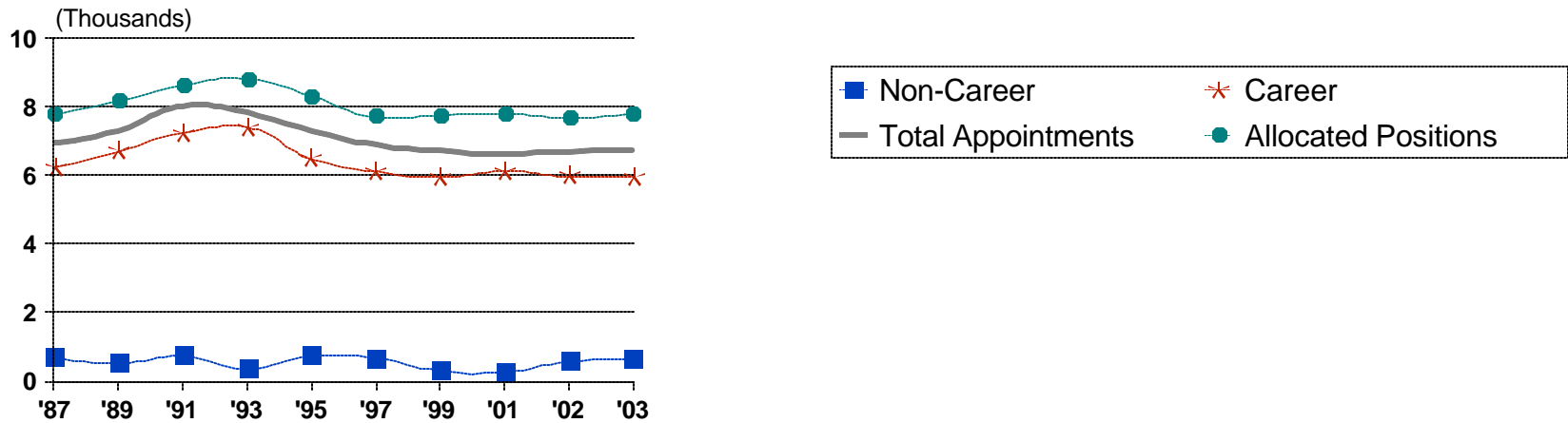
Positions and Appointments

1987 - 2003

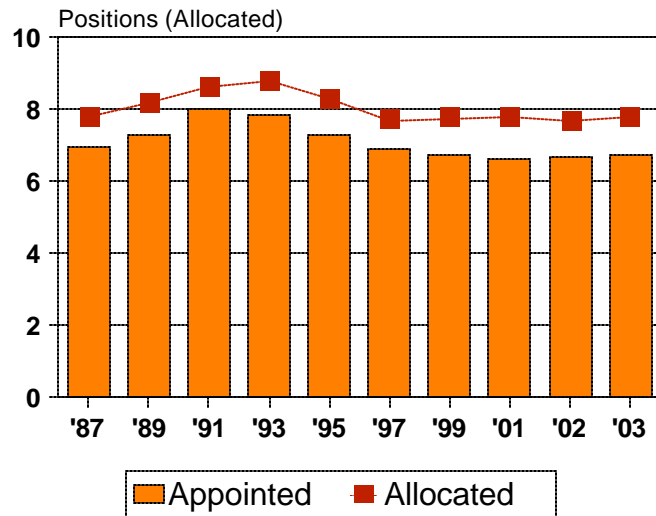
	SES Appointments				
	Allocated Positions	Total	Career	Noncareer	Limited
1987	7,781	6,948	6,223	682	43
1988	7,838	7,108	6,400	659	49
1989	8,167	7,305	6,703	523	79
1990	8,314	7,590	6,829	699	62
1991	8,610	8,012	7,220	722	70
1992	8,804	8,200	7,426	704	70
1993	8,805	7,816	7,387	360	69
1994	8,751	7,509	6,740	704	65
1995	8,302	7,294	6,473	733	88
1996	7,896	6,985	6,191	684	110
1997	7,698	6,885	6,105	659	121
1998	7,736	6,804	6,010	649	145
1999	7,753	6,718	5,953	301	164
2000	7,813	6,824	6,066	593	165
2001	7,795	6,626	6,118	265	243
2002	7,671	6,703	5,962	575	166
2003	7,786	6,736	5,948	631	157

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

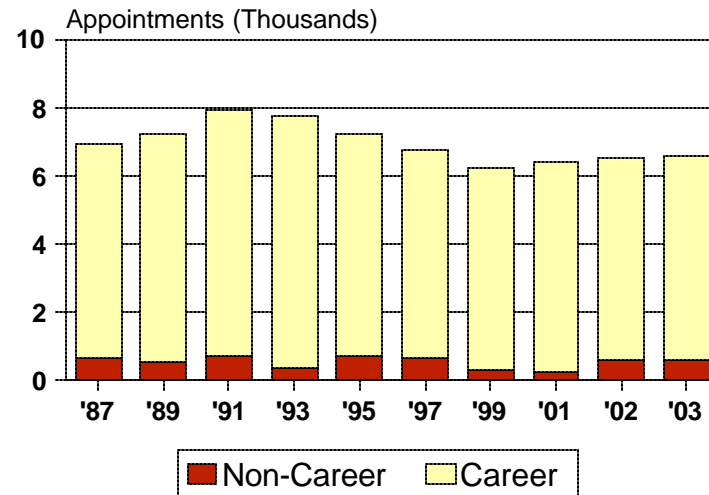
Senior Executive Service Positions and Appointments 1987 - 2003



Allocated vs Appointed



Career vs Non-Career



Senior Executive Service Awards

Fiscal Years 1993 - 2003

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Number of Rank Awards	275	265	208	233	273	294	311	340	344	348	363
Distinguished*	62	57	62	63	60	52	58	53	56	55	55
Meritorious*	213	208	146	170	213	242	253	287	288	293	277
Total Awarded (\$ millions)	3.37	3.22	2.7	2.96	3.33	3.46	8.3	7.8	9.64	10.42	10

	1993	1994	1995	1996	1997	1998	1999	2000	2001**	2002	2003
Number of Awards	2,971	2,683	2,352	1,763	2,256	2,043	2,823	3,063	3,045	2,754	3,136
Percent of Career Members Receiving Awards	40	38	36	28	36	34	47	50	50	50	57
Total Awarded (\$ millions)	21.18	18.95	16.44	12.4	16.2	15.4	28.9	34.7	37.1	37.2	40.4
Average Amount of Award	\$7,129	\$7,064	\$6,992	\$7,034	\$7,161	\$7,538	\$10,237	\$11,353	\$12,184	\$12,444	\$12,903

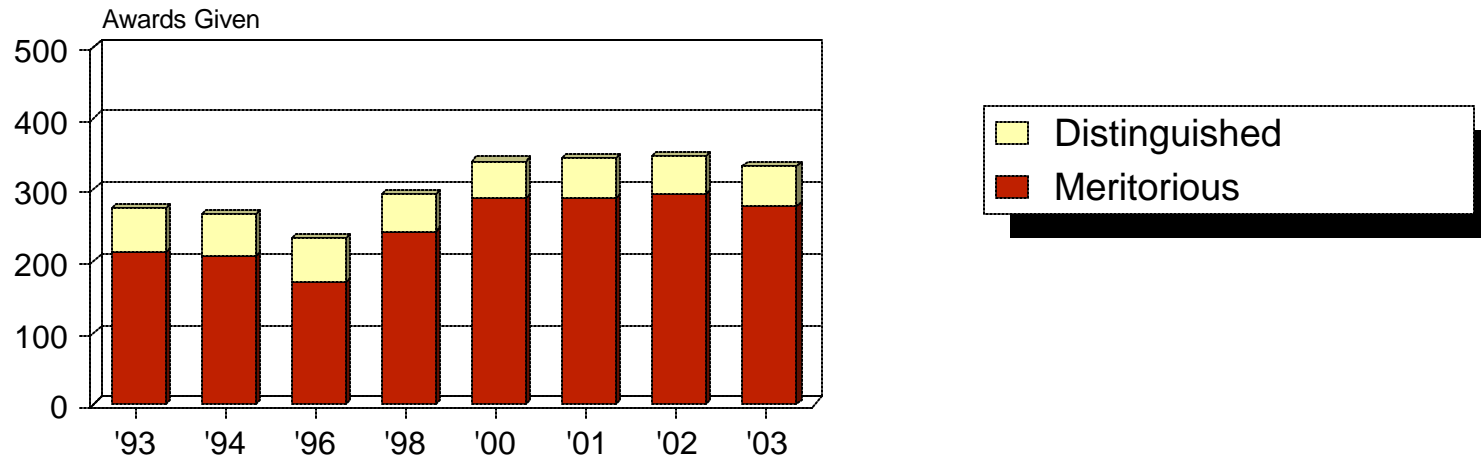
*Prior to 1999, the Distinguished Award was \$20,000 and the Meritorious Award was \$10,000. Beginning in 1999, the Distinguished Award is 35% of basic pay and the Meritorious is 20%.

**Preliminary

Senior Executive Service: Awards

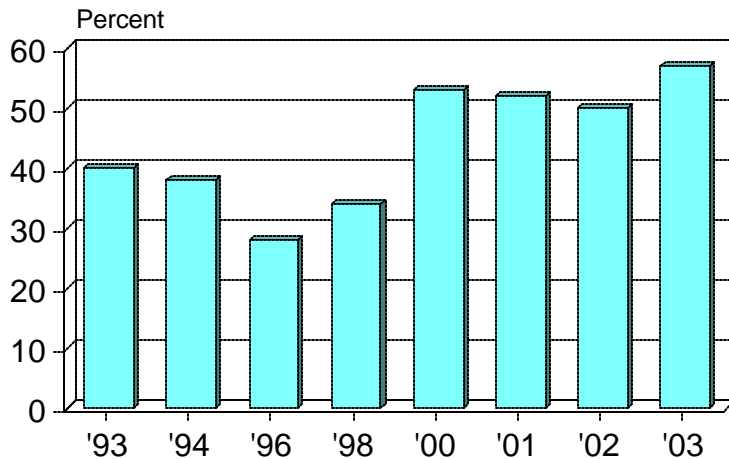
1993- 2003

Presidential Rank Awards

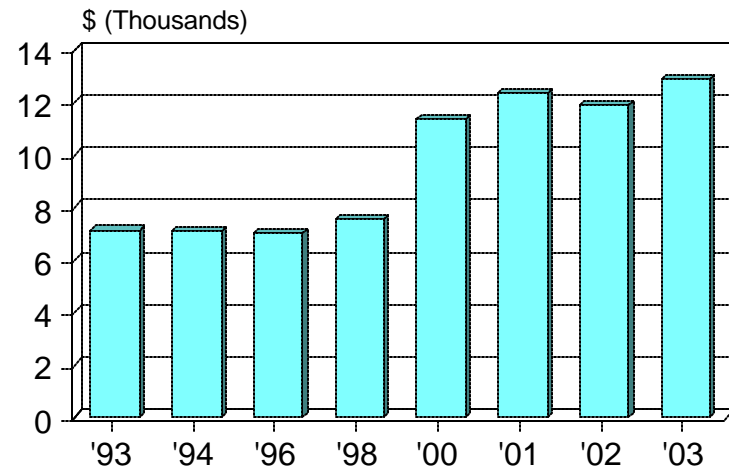


Performance Awards

Percent of Career Members Receiving Awards



Average Amount of Award



Part 5:
Retirement and Insurance Programs

Retirement and Insurance Payments

1994 - 2004

	1994 ^a	1995	1996	1997	1998	1999	2000	2001	2002 ^r	2003 [*]	2004 ^b
U.S. Office of Personnel Management (OPM)											
Payment Accounts in Millions (\$)											
Government Payments for Annuitants Health Benefits	3,990.7	3,813.3	3,829.5	3,934.1	4,115.0	4,610.0	5,049.0	5,528.0	6,071.0	6,674.0	7,358.0
% Change	6.7	-4.4	0.4	2.7	4.6	12.0	9.5	9.5	9.8	9.0	10.2
Government Payments for Annuitants Life Insurance	15.5	21.9	24.9	27.8	30.0	31.0	27.0	32.0	33.0	34.0	35.0
% Change	38.4	41.3	13.7	11.6	7.9	3.3	-12.9	18.5	3.1	3.0	3.0
Government Payments to Civil Service Retirement and Disability Fund	19,698.1	19,935.2	20,060.3	21,253.7	21,357.0	21,401.0	21,557.0	21,639.0	22,108.0	21,878.0	25,970.0
% Change	-0.5	1.2	0.6	5.9	0.5	0.2	0.7	0.4	2.2	-1.0	18.7

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

r. Revised Data

* Budget Data for 2003 are actual.

b. Budget Data for 2004 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.

2. Decrease was due to Postal Pension Reform Act.

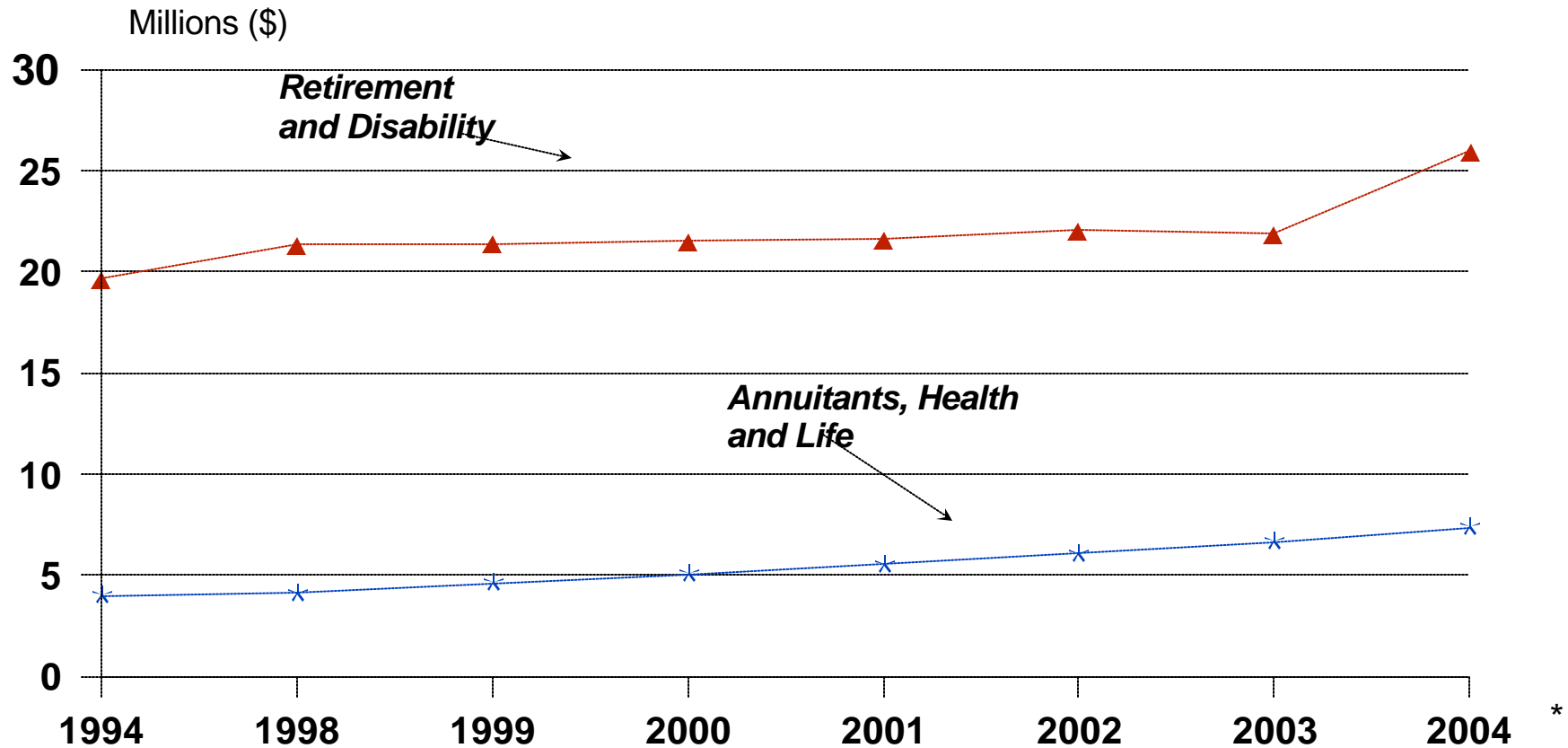
Sources: *Appendix, Budget of the U.S. Government*

Historical Tables, Budget of the U.S. Government

(202) 606-0650 risbudget@opm.gov

Retirement and Insurance Payments, 1994 - 2004

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, 2003

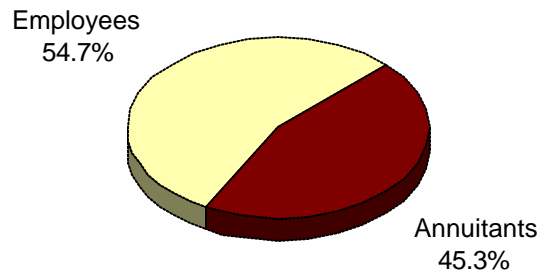
	Employees	Annuitants	Total Enrolled	Dependents (Estimated)	Total Covered
Governmentwide	1,100,102	1,027,437	2,127,539	2,053,013	4,180,552
Employee Organizations	353,059	517,553	870,612	762,946	1,633,558
Comprehensive (Health Maintenance Organizations)	761,044	291,799	1,052,843	1,259,276	2,312,119
Experience - Rated	136,780	58,086	194,866	238,736	433,602
Community - Rated	624,264	233,713	857,977	1,020,540	1,878,517
Total, All Plans	2,214,205	1,836,789	4,050,994	4,075,235	8,126,229

*Source: Semi-annual Headcount, as of March 2003 (the number of dependents is estimated based on data provided by health benefits carriers).
(202) 606-0650 risbudget@opm.gov*

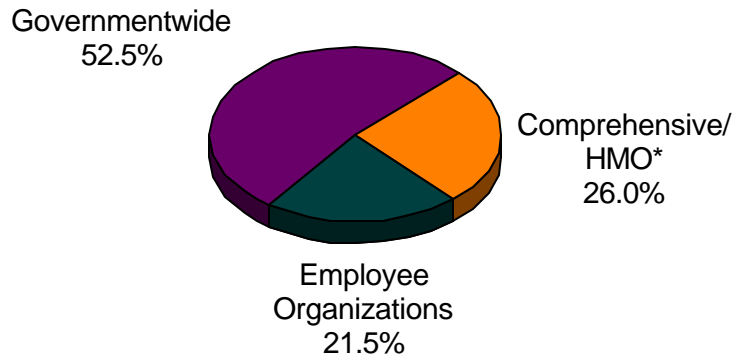
Federal Employee Health Benefits Program Enrollment and Coverage

March 31, 2003

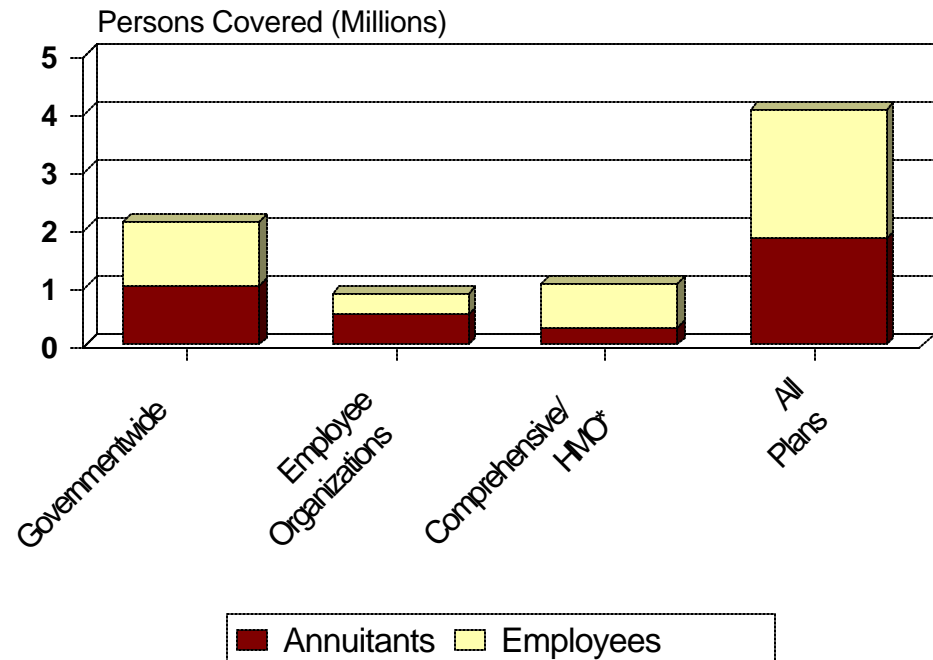
Enrollee Category



Type of Plan



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



*HMO = Health Maintenance Organization

Federal Employee Health Benefits

Weighted Average Monthly Premiums

1993 - 2003

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
NON-POSTAL EMPLOYEES											
Government Share	\$228.43	\$236.48	\$226.81	\$225.17	\$229.46	\$241.69	\$268.91	\$292.45	\$323.05	\$365.10	\$406.94
Enrollee Share	\$85.03	\$88.21	\$87.28	\$89.12	\$91.23	\$101.27	\$107.97	\$118.33	\$132.46	\$150.43	\$166.73
Total Premiums	\$313.46	\$324.69	\$314.09	\$314.29	\$320.69	\$342.96	\$376.88	\$410.78	\$455.52	\$515.53	\$573.67
POSTAL EMPLOYEES											
Government Share	\$318.25	\$322.37	\$302.20	\$294.19	\$294.77	\$308.44	\$333.75	\$371.15	\$410.32	\$466.83	\$524.74
Enrollee Share	\$35.54	\$41.35	\$47.78	\$51.44	\$57.32	\$66.44	\$72.51	\$71.23	\$81.85	\$92.45	\$102.70
Total Premiums	\$353.79	\$363.72	\$349.98	\$345.63	\$352.09	\$374.88	\$406.26	\$442.38	\$492.18	\$559.28	\$627.45
ANNUITANTS											
Government Share	\$210.40	\$216.18	\$205.72	\$203.76	\$206.78	\$216.94	\$240.30	\$261.74	\$287.89	\$324.99	\$361.52
Enrollee Share	\$85.02	\$84.99	\$82.42	\$84.75	\$85.47	\$94.39	\$103.10	\$112.96	\$126.64	\$140.37	\$155.34
Total Premiums	\$295.42	\$301.17	\$288.14	\$288.51	\$292.25	\$314.33	\$343.40	\$374.70	\$414.52	\$465.37	\$516.86
TOTAL PROGRAM WEIGHTED AVERAGE											
Government Share	\$234.70	\$241.59	\$230.37	\$227.35	\$230.41	\$241.95	\$267.41	\$292.01	\$321.89	\$363.93	\$405.62
Enrollee Share	\$77.46	\$79.44	\$78.69	\$80.92	\$82.95	\$93.57	\$99.58	\$107.75	\$121.07	\$135.99	\$151.09
Total Premiums	\$312.16	\$321.03	\$309.06	\$308.27	\$313.36	\$335.52	\$366.99	\$399.74	\$442.96	\$499.92	\$556.71
<i>% Change</i>	<i>#REF!</i>	2.8	-3.7	-0.3	1.7	7.1	9.4	8.9	10.8	12.9	11.4

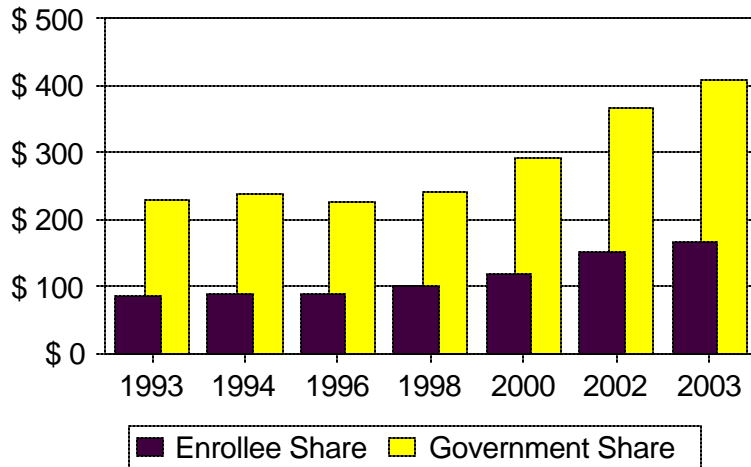
Note: Premiums are weighted based on enrollments as of March.

Source: Office of Personnel Management, Retirement and Insurance Service. (202) 606-0650 risbudget@opm.gov

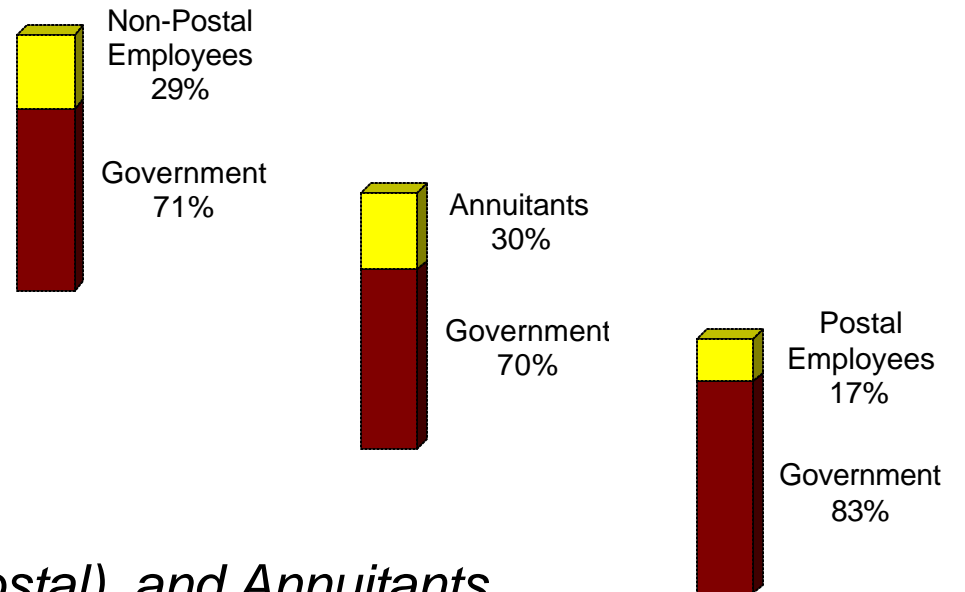
Federal Employee Health Benefits Program

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

**Weighted Average Monthly Premiums:
Postal, Non-Postal, and Annuitants
1993 - 2003**



*Average Monthly Premiums
2003*



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

Federal Employee Health Benefits Program Financial Data

Fiscal Years 1991 - 2003

(\$ in millions)

	Revenues	Expenses	Revenues in Excess of Expenses	Excess (Deficiency) of Revenues Over Expenses
1991	13,384	12,414	971	5,584
1992	14,262	13,874	389	5,952
1993	15,496	14,624	872	6,875
1994	16,121	15,471	651	7,489
1995	16,210	15,886	324	7,814
1996	15,706	16,150	-444	7,371
1997	15,910	16,578	-668	6,703
1998	16,695	17,160	-465	6,237
1999	18,039	18,463	-424	5,813
2000	19,737	19,575	162	5,978
2001	21,454	20,779	675	6,654
2002	23,610	22,707	903	7,556
2003	26,446	24,964	1,482	9,038

*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

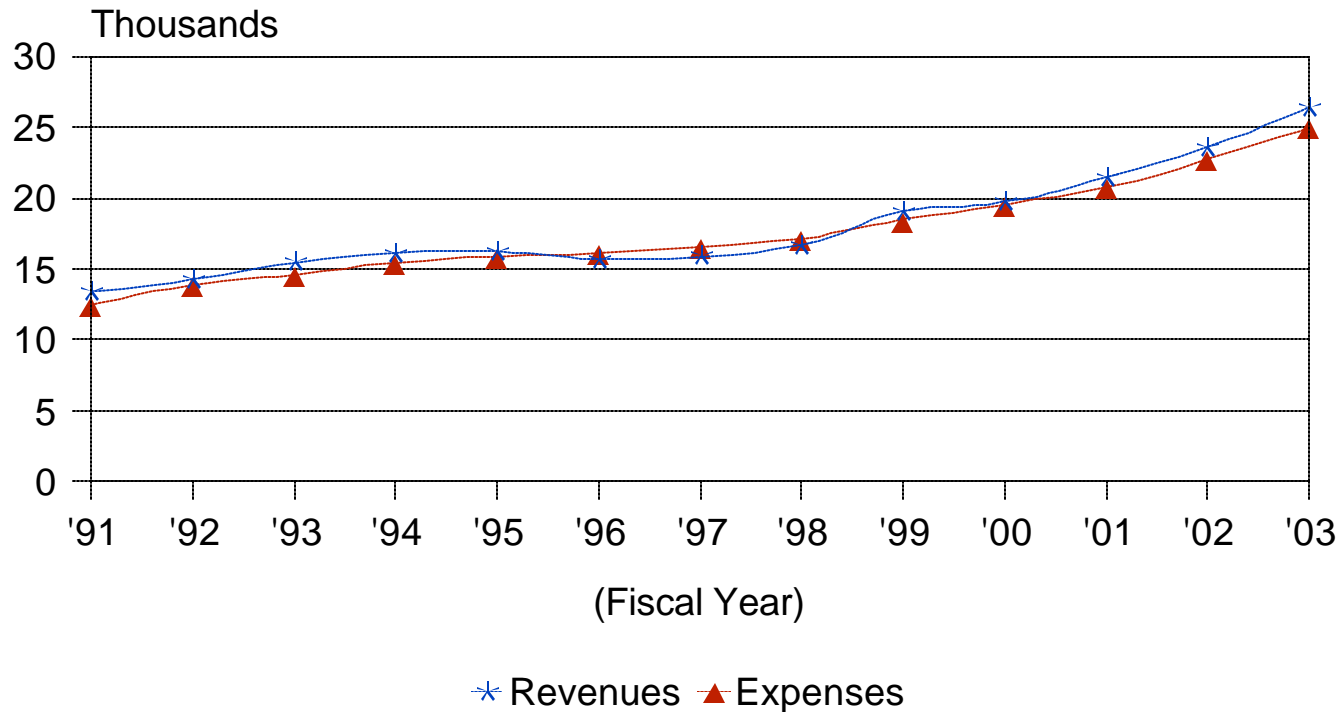
(202) 606-0650 risbudget@opm.gov

Federal Employees Health Benefits (FEHB) Program

Financial Data

Fiscal Years 1991 - 2003

Revenues vs Expenses



Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2003

	TOTAL	FERS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,839,600	1,218,929	35,823	2.9	139,111	11.4
Department of Agriculture	113,155	61,304	1,812	3.0	6,114	10.0
Department of Commerce	37,723	24,825	496	2.0	2,392	9.6
Department of Defense (Total)	645,509	412,644	16,996	4.1	57,757	14.0
Department of the Air Force	140,900	95,437	3,212	3.4	12,754	13.4
Department of the Army	222,715	143,372	6,225	4.3	20,278	14.1
Department of the Navy	181,519	113,122	4,912	4.3	14,944	13.2
Department of Defense (Excluding Military Departments)	100,375	60,713	2,647	4.4	9,781	16.1
Department of Education	4,679	2,751	71	2.6	354	12.9
Department of Energy	15,590	9,283	365	3.9	1,291	13.9
Department of Health and Human Services	64,500	44,349	920	2.1	4,452	10.0
Department of Homeland Security	156,611	125,981	1,252	1.0	5,227	4.1
Department of Housing and Urban Development	10,534	6,205	197	3.2	1,006	16.2
Department of the Interior	78,315	46,450	1,431	3.1	4,910	10.6
Department of Justice	101,523	84,439	1,320	1.6	4,015	4.8
Department of Labor	16,254	10,189	249	2.4	1,130	11.1
Department of State	22,856	8,064	127	1.6	690	8.6
Department of Transportation	58,668	37,491	828	2.2	4,107	11.0
Department of the Treasury	110,366	73,447	1,860	2.5	10,010	13.6
Department of Veterans Affairs	230,238	167,929	4,299	2.6	23,744	14.1
Environmental Protection Agency	18,923	12,251	300	2.4	1,161	9.5
General Services Administration	12,605	7,664	346	4.5	1,145	14.9
National Aeronautics and Space Administration	18,996	11,914	281	2.4	1,010	8.5
Office of Personnel Management	3,571	1,808	44	2.4	294	16.3
Small Business Administration	3,639	2,302	71	3.1	492	21.4
Social Security Administration	64,903	34,810	1,680	4.8	4,117	11.8
All Other Agencies	207,053	158,810	2,130	1.3	8,920	5.6

Notes: Data are calculated under current law provisions.

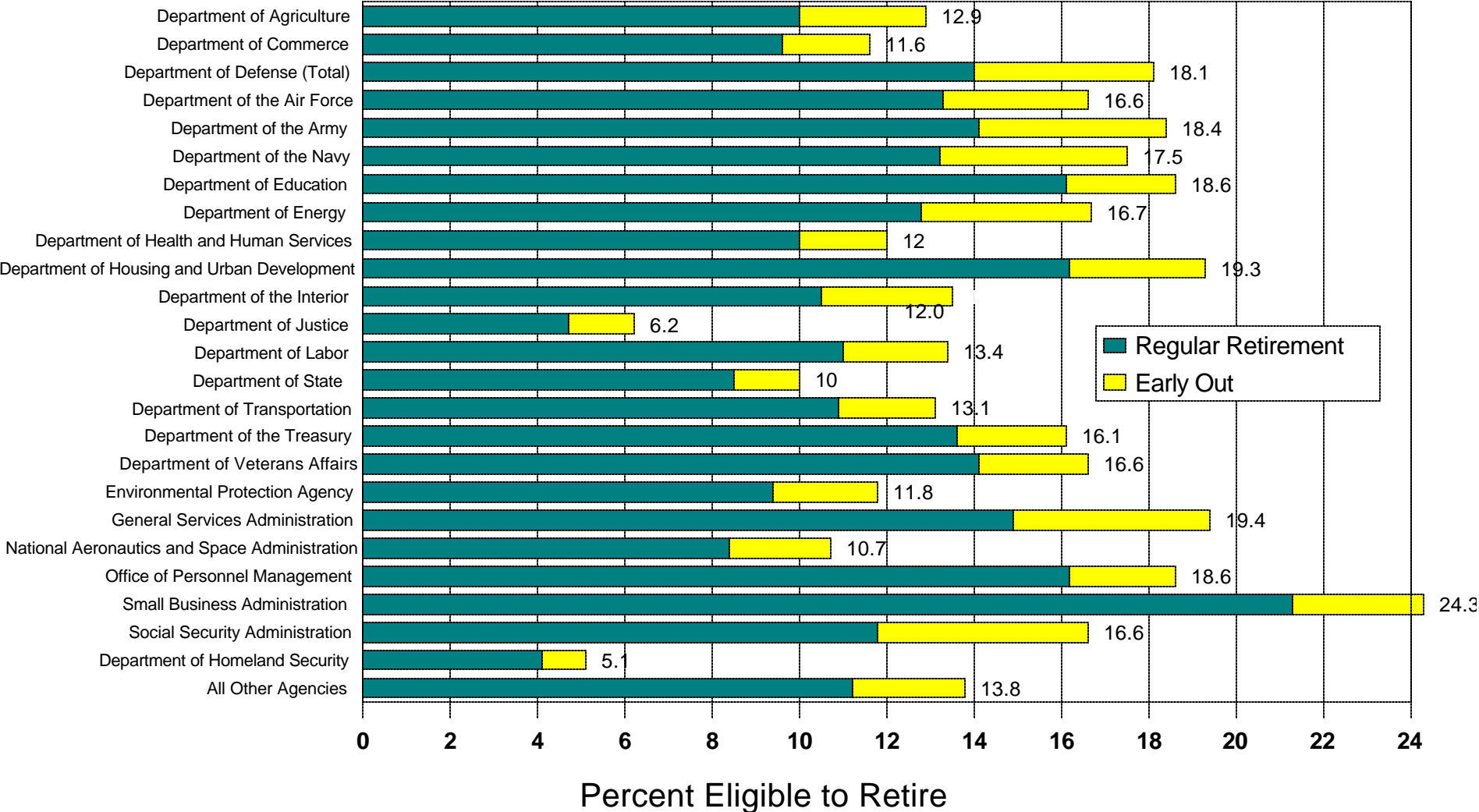
Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

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

Retirement Eligibility Statistics

Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2003



Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2003

	TOTAL	CSRS	EARLY-OUT		VOLUNTARY	
	EMPLOYMENT	EMPLOYMENT	#	%	#	%
All Agencies	1,839,600	509,586	263,691	51.7	134,841	26.5
Department of Agriculture	113,155	31,896	16,258	51.0	8,387	26.3
Department of Commerce	37,723	9,458	4,564	48.3	3,084	32.6
Department of Defense (Total)	645,509	209,018	112,257	53.7	50,151	24.0
Department of the Air Force	140,900	41,339	22,059	53.4	10,175	24.6
Department of the Army	222,715	70,945	38,379	54.1	17,891	25.2
Department of the Navy	181,519	65,633	34,721	52.9	15,317	23.3
Department of Defense (Excluding Military Departments)	100,375	31,101	17,098	55.0	6,768	21.8
Department of Education	4,679	1,668	863	51.7	542	32.5
Department of Energy	15,590	6,181	3,235	52.3	1,788	28.9
Department of Health and Human Services	64,500	15,331	7,415	48.4	5,217	34.0
Department of Homeland Security	156,611	14,820	7,113	48.0	4,383	29.6
Department of Housing and Urban Development	10,534	4,190	2,120	50.6	1,396	33.3
Department of the Interior	78,315	21,103	11,342	53.7	5,416	25.7
Department of Justice	101,523	15,806	6,748	42.7	4,454	28.2
Department of Labor	16,254	5,893	3,025	51.3	1,908	32.4
Department of State	22,856	2,668	1,303	48.8	730	27.4
Department of Transportation	58,668	20,886	7,601	36.4	8,064	38.6
Department of the Treasury	110,366	34,776	18,308	52.6	7,681	22.1
Department of Veterans Affairs	230,238	52,537	28,741	54.7	13,391	25.5
Environmental Protection Agency	18,923	5,648	2,908	51.5	1,678	29.7
General Services Administration	12,605	4,871	2,696	55.3	1,311	26.9
National Aeronautics and Space Administration	18,996	6,904	2,910	42.1	2,201	31.9
Office of Personnel Management	3,571	1,049	552	52.6	280	26.7
Small Business Administration	3,639	1,161	587	50.6	395	34.0
Social Security Administration	64,903	29,121	15,761	54.1	7,911	27.2
All Other Agencies	207,053	29,421	14,497	49.3	8,856	30.1

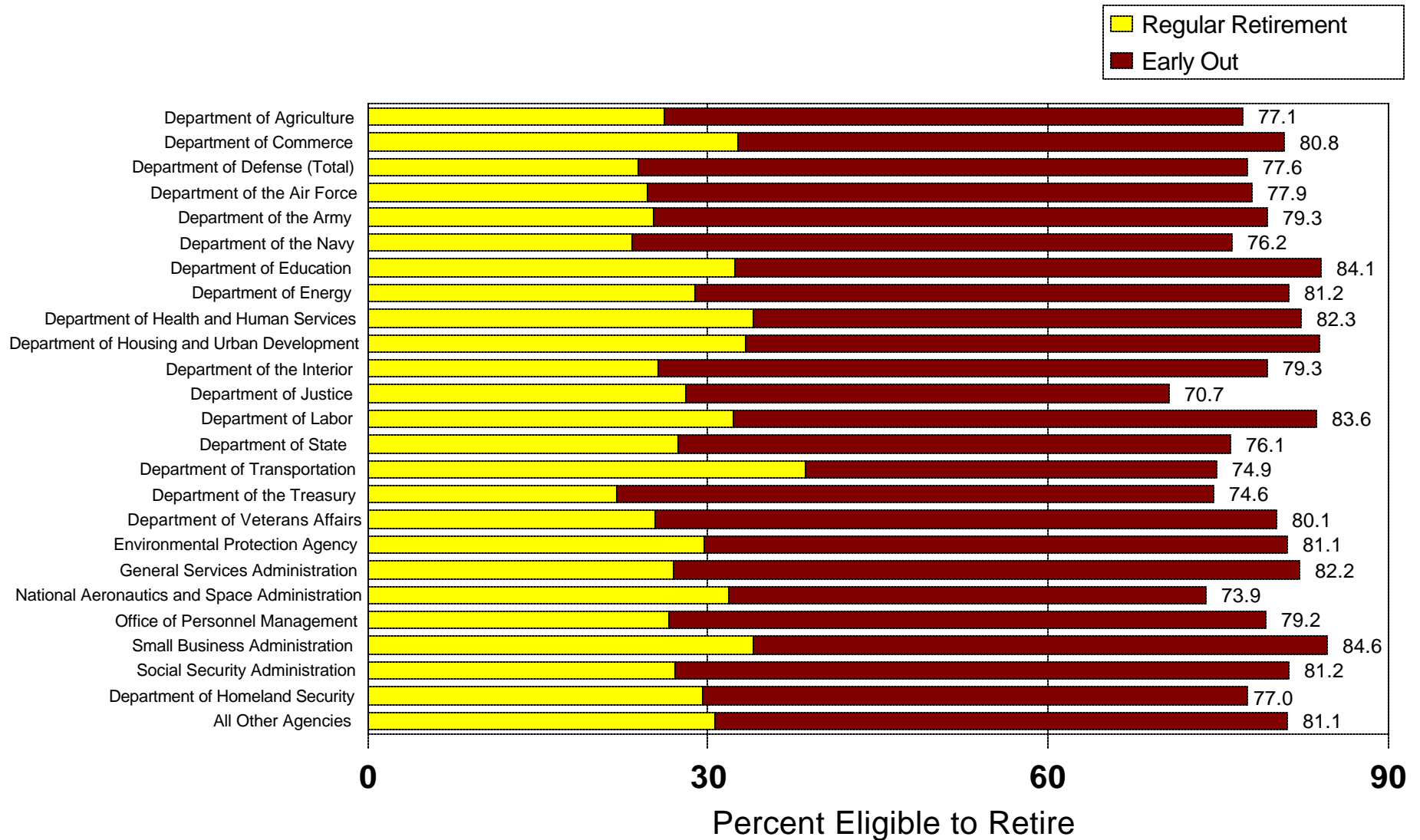
Notes: Data are calculated under current law provisions.

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 fedstats@opm.gov

Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2003



Retirement System

On Annuity Roll at End of Fiscal Year

1985 - 2003

Employees (CSRS/FERS)							
Year	Normal	Disability	Other ^a	Total	Average Monthly Annuity (\$)	Survivors	Average Monthly Annuity (\$)
1985	876,692	331,675	245,839	1,454,206	1,119	501,212	528
1986	916,313	325,978	249,280	1,491,571	1,128	516,413	536
1987	934,269	318,436	251,435	1,504,140	1,146	528,087	552
1988	973,533	311,263	266,152 ^b	1,550,948	1,195	541,098	583
1989	1,000,986	304,571	265,861	1,571,418	1,243	548,373	616
1990	1,021,950	297,257	265,578	1,584,785	1,301	558,196	653
1991	1,054,589	289,723	269,994	1,614,306	1,371	569,814	698
1992	1,040,441	281,690	282,313	1,604,444	1,423	581,035	731
1993	1,059,486	274,401	318,780	1,652,667	1,468	589,151	760
1994	1,063,518	268,375	334,333	1,666,226	1,515	597,078	789
1995	1,077,004	263,377	363,086	1,703,467	1,568	607,244	819
1996	1,078,296	259,885	380,717	1,718,898	1,616	614,252	849
1997	1,079,935	256,595	394,422	1,730,952	1,669	621,325	881
1998	1,081,613	252,942	406,822	1,741,377	1,711	627,973	904
1999	1,078,730	246,427	411,807	1,736,964	1,743	631,153	923
2000	1,082,812	241,696	418,688	1,743,196	1,796	633,308	952
2001	1,086,420	239,388	422,270	1,748,078	1,869	634,923	992
2002	1,089,470	236,289	423,161	1,748,920	1,931	634,130	1,024
2003	1,097,897	233,350	426,426	1,757,673	1,980	632,004	1,044

- 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.

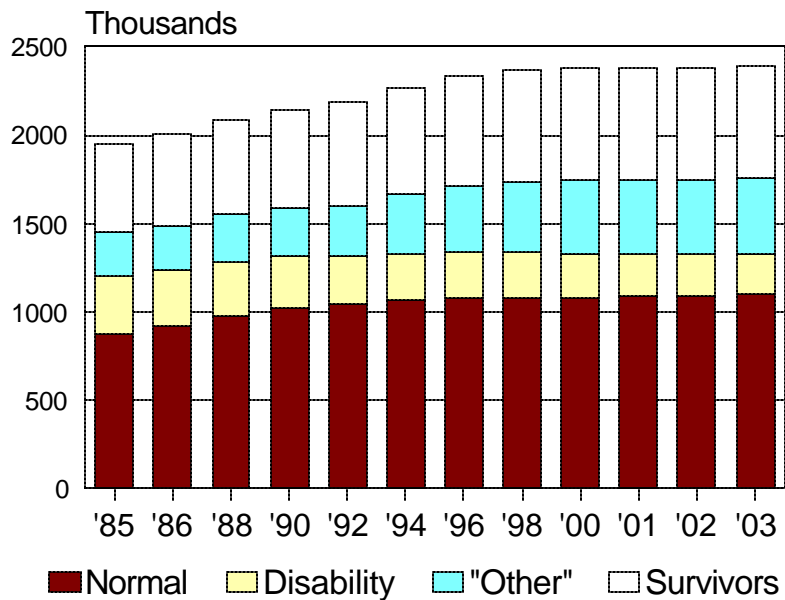
Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 risbudget@opm.gov

Retirement System

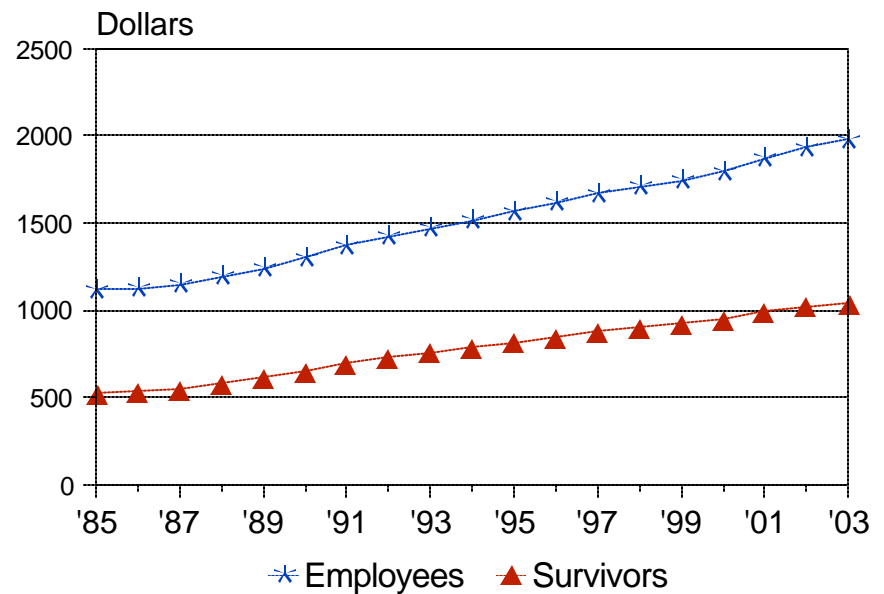
On Annuity Roll at End of Fiscal Year

1985 - 2003

Number on Annuity Roll



Average Monthly Annuity



Retirement System Additions to Annuity Roll

Fiscal Years 1985 - 2003

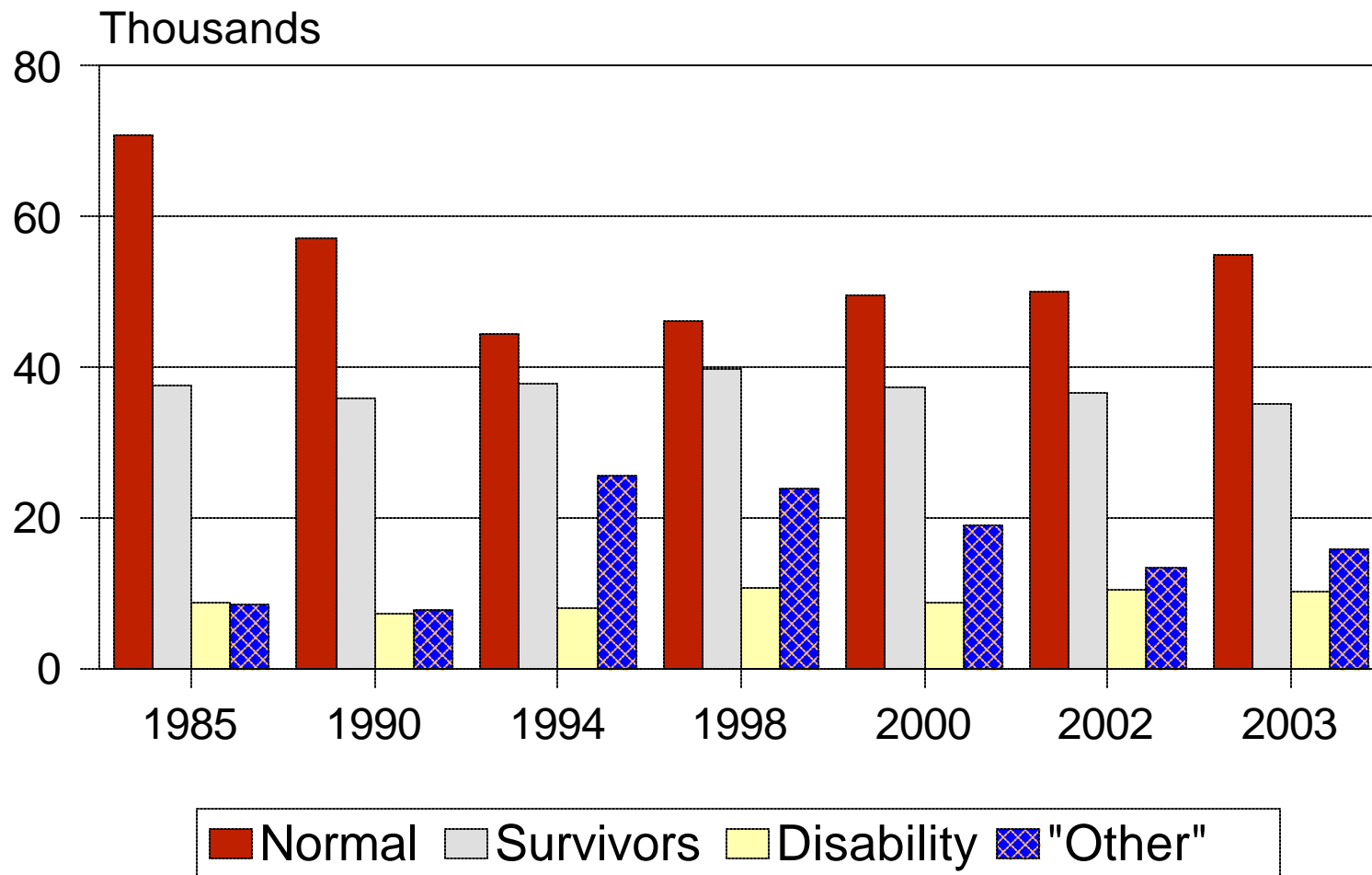
Fiscal Year	Employees			Total	Survivors
	Normal	Disability	Other ^a		
1985	70,867	8,857	8,450	88,174	37,506
1986	71,888	9,316	10,868	92,072	39,245
1987	52,059	7,719	9,911	69,689	38,034
1988	75,112	8,455	22,888 ^b	106,455	40,171
1989	60,639	7,341	10,338	78,318	35,709
1990	57,013	7,225	7,924	72,162	35,953
1991	68,719	6,523	12,744	87,986	39,250
1992	35,629	5,996	8,852	50,477	37,020
1993 ^c	58,747	7,039	46,250	112,036	36,851
1994	44,515	8,091	25,751	78,357	37,938
1995	54,292	8,926	38,907	102,125	40,021
1996	43,528	10,504	28,501	82,533	38,972
1997	44,717	10,856	25,146	80,719	38,315
1998	46,185	10,716	24,043	80,944	39,821
1999	42,019	7,500	16,938	66,457	38,142
2000	49,471	8,872	19,040	77,383	37,404
2001	49,887	11,472	15,971	77,330	38,379
2002	50,149	10,540	13,464	74,153	36,649
2003	55,000	10,300	15,828	81,128	35,232

- 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.

Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 risbudget@opm.gov

Retirement System Additions to Annuity Roll

Fiscal Years 1985 - 2003



Retirement Systems Coverage

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

Fiscal Years 1993 - 2003

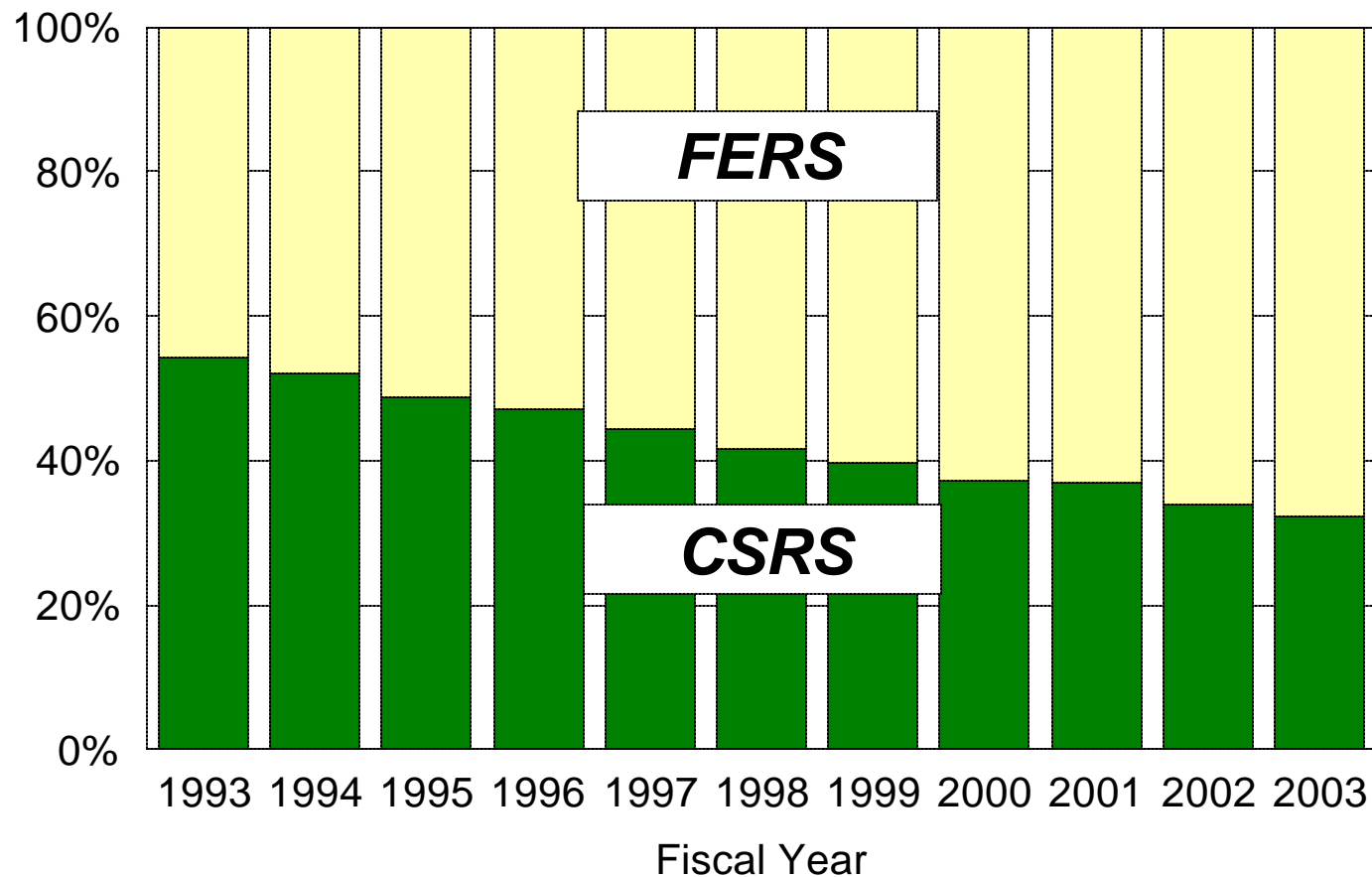
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
CSRS	1,484,037	1,401,821	1,311,465	1,235,153	1,194,166	1,108,083	1,009,165	961,237	987,450	897,240	861,610
<i>% of total</i>	54.3	52.0	48.9	47.1	44.5	41.7	39.6	37.1	36.9	34.0	32.3
FERS	1,250,934	1,296,461	1,370,953	1,385,181	1,487,284	1,549,698	1,536,339	1,628,825	1,688,643	1,708,523	1,807,998
<i>% of total</i>	45.7	48.0	51.1	52.9	55.5	58.3	60.4	62.9	63.1	66.0	67.7

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

Source: Headcount Reports, Retirement and Insurance Service. (202) 606-0650 risbudget@opm.gov

Retirement Systems Coverage Civil Service Retirement System (CSRS) vs Federal Employees Retirement System (FERS)

Fiscal Years 1993 - 2003



Federal Employees Group Life Insurance

Fiscal Year 2003

	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	2,443	296.1	1,583	39.6	4,026	335.7
Standard	960	19.2	390	2.2	1,350	21.4
Additional	1,198	239.3	173	13.7	1,371	253.0
Family	936	19.2	369	1.1	1,305	20.3
Total	2,443 *	573.8	1,583 *	56.6	4,026 *	630.4

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

Claims Paid During Fiscal Year 2003

	Claims	Amount Paid (\$ Thousands)
Death		
Employees	7,655	\$750,564
Annuitants	75,289	\$1,941,350
Total	82,944	\$2,691,914
Dismemberment		
Total	32	\$870

Operating Revenues and Expenses, Fiscal Year 2003

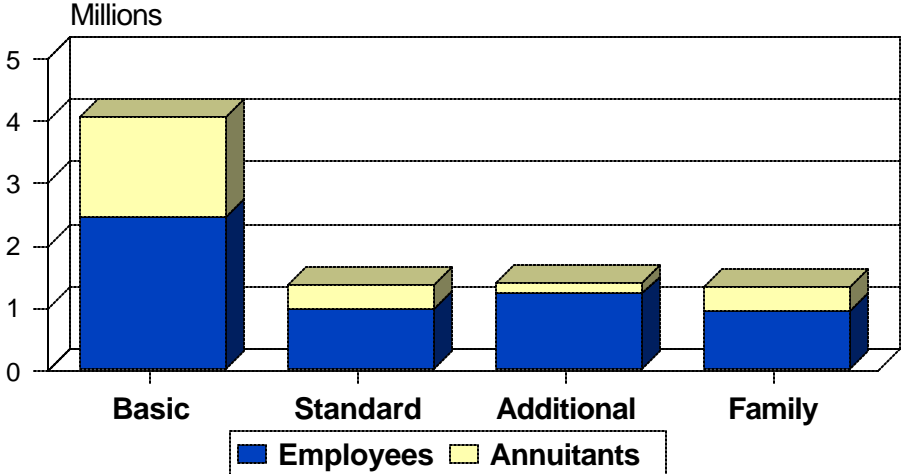
	(\$ Millions)
Revenues	\$3,499
Expenses	\$2,022
Excess of operating Revenues Over Expenses	\$1,477

Sources: Headcount Reports, Central Personnel Data File. (202) 606-0650 risbudget@opm.gov

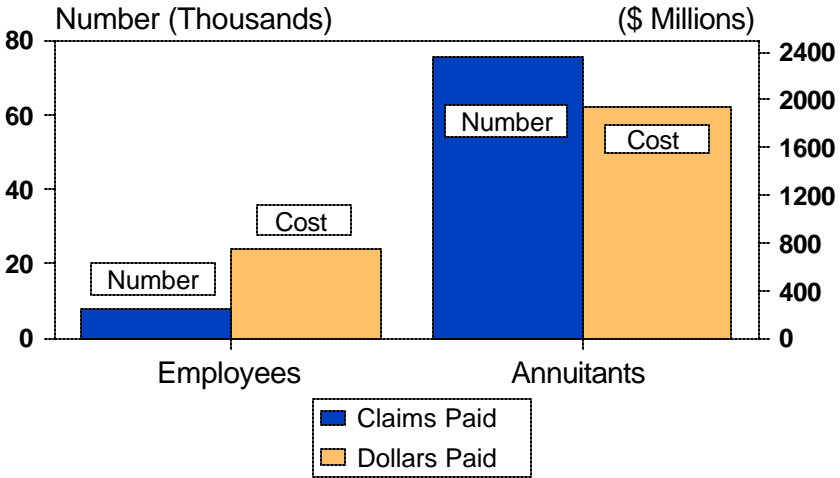
Federal Employees Group Life Insurance

Fiscal Year 2003

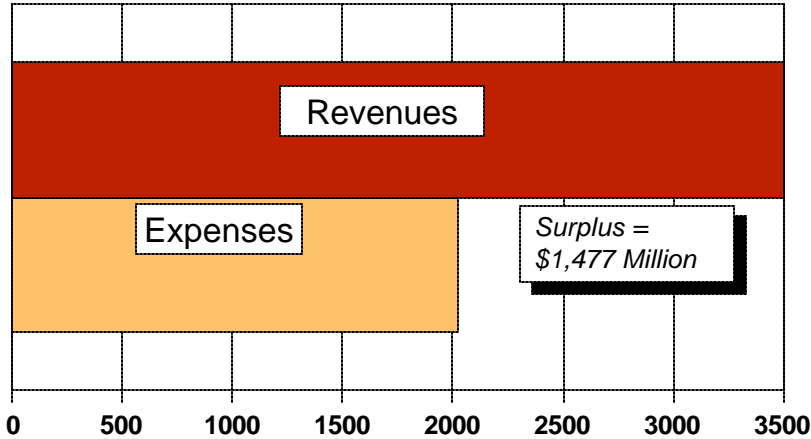
Enrollment



Claims Paid



Revenues vs Expenses



Part 6:
Student Employment Programs

Presidential Management Internship (PMI) Program

Selections, Universities, and Employing Agencies

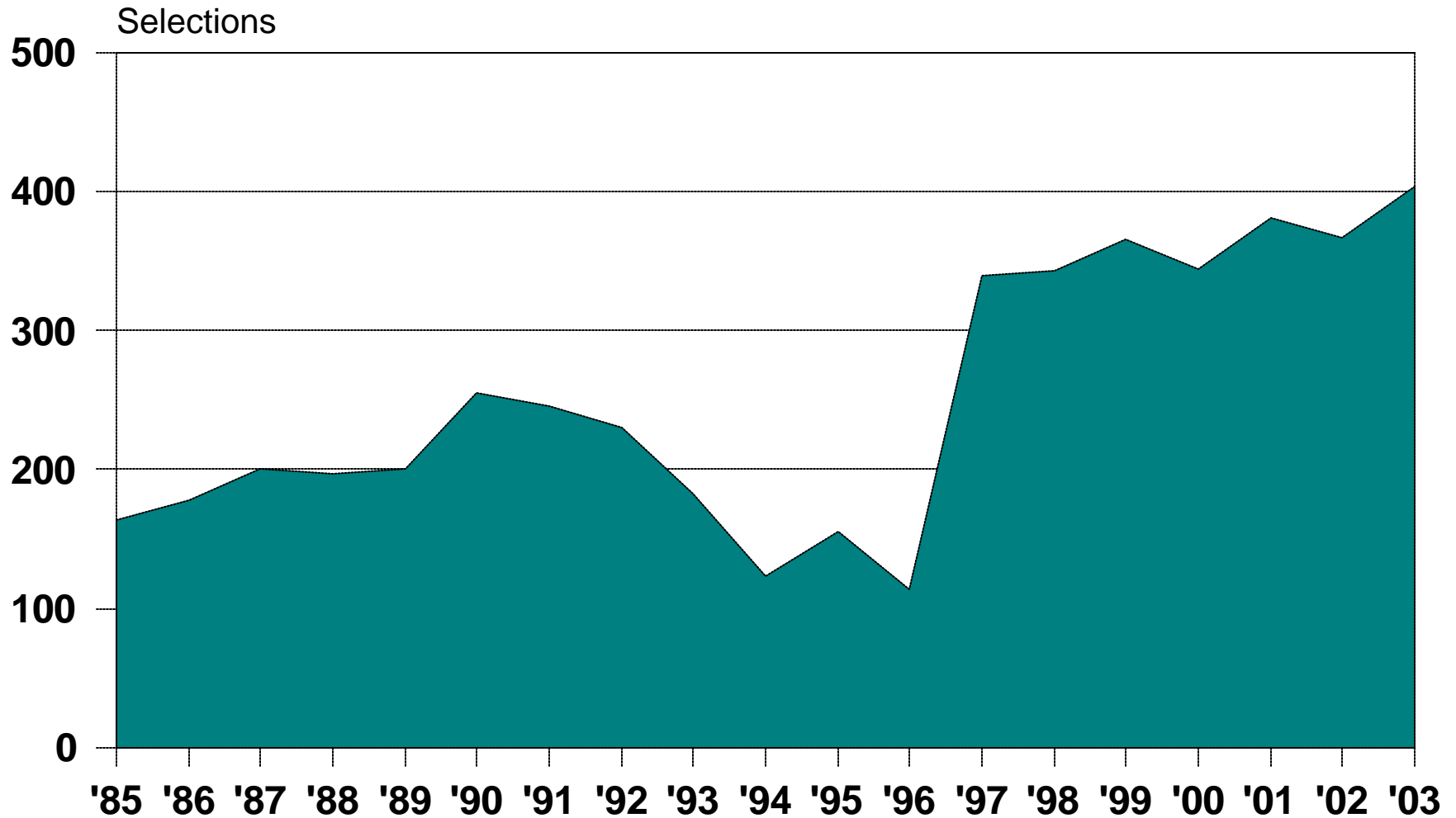
Trends in PMI Selections 1985 - 2003		Top Universities With PMI Finalists in 2003		Top Agencies Employing 2003 PMI Finalists	
Year	Selections	University	Finalists	Agency	Selections
1985	164	Harvard, JFK School of Government	40	Department of State	41
1986	178	Georgetown University	34	Department of Health and Human Services	40
1987	200	George Washington University	29	Department of Justice	29
1988	197	American University	27	Department of Defense	24
1989	201	Columbia Univ, Sch of International Public Affairs	21	Social Security Administration	21
1990	255	Yale University	18	Department of Homeland Security	17
1991	245	Johns Hopkins University, Sch Advan Int St	17	Office of Personnel Management	14
1992	230	University of Texas - Austin	14	U.S. Agency For International Development	13
1993	183	Tufts University	13	Library of Congress	10
1994	123	University of Michigan - Ann Arbor	12	Department of Interior	9
1995	155	University of North Carolina-Chapel Hill	12	Department of Transportation	9
1996	114	Syracuse University	11	Environmental Protection Agency	9
1997	339	University of California - Berkeley	11	National Aeronautics and Space Administration	8
1998	343	University of Oregon	11	Department of Agriculture	7
1999	366	Washington University	11	Department of Commerce	7
2000	344	Indiana University - Bloomington	10	Department of Housing and Urban Development	7
2001	381	Monterey Inst of Internatl Studies	9	Department of Veterans Affairs	7
2002	367	University of Washington	9	Department of Treasury	6
2003	404	University of Maryland-CLG Park	8		
		University of Chicago	8		
		University of Minnesota-Twin Cities	8		
		Catholic University of America	7		
		Emory University	7		
		George Mason University	7		
		New York University	7		
		Princeton University	7		
		Texas Southern University	6		
		The College of William and Mary	6		
		UC-Hastings College of The Law	6		
		University of California - Davis	6		
		University of Pennsylvania	6		
		University of Pittsburgh-Main	6		

Source: Washington, DC - PMI Program data (202) 606-1040 pmi@opm.gov

Presidential Management Internship Program

Selections Employing Agencies

1985 - 2003



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2003

Top Six Employing Agencies	
Agency	Number Employed
Total	15,756
Navy	3,631
Agriculture	2,161
Army	2,404
Interior	1,524
Air Force	1,560
National Aeronautics and Space Administration	675
Other	3,801

Participant Demographics (All Agencies)		
Category	Participants	Percent of Total
Total	15,756	100.0%
Total Minorities	5,166	32.8%
Black	2,283	14.5%
Hispanic	1,373	8.7%
Asian/Pacific Islande	1,202	7.6%
American Indian*	308	2.0%
Non-Minority	10,590	67.2%
Men	9,341	59.3%
Women	6,415	40.7%
Veterans	720	4.6%
Disabled	518	3.3%

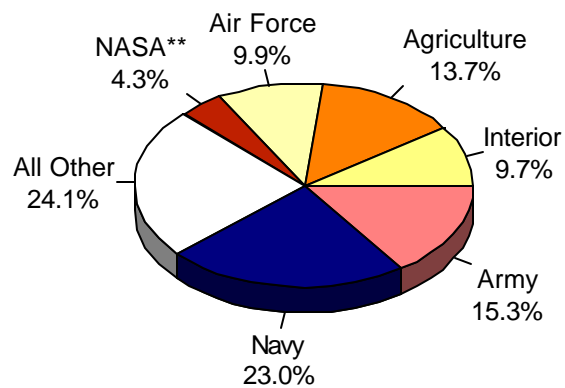
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2003. fedstats@opm.gov

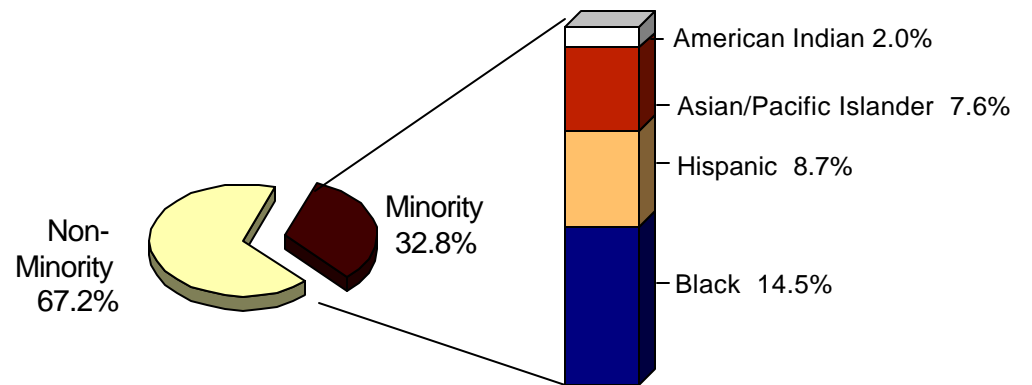
Student Career Experience Program

Fiscal Year 2003

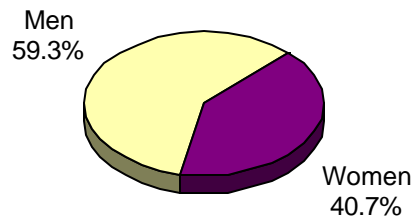
Employing Agencies*



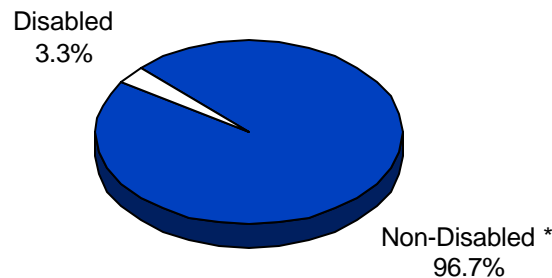
Minority Status



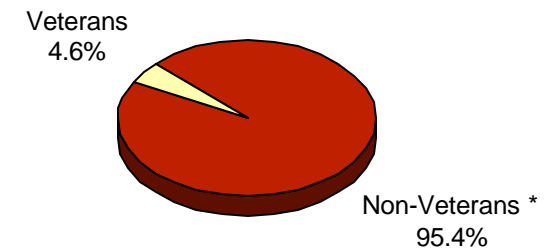
Gender



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 2003

By Educational Level

Degree	Participants	Percent
High School	306	1.9
Associate	3,145	20.0
Baccalaureate	8,110	51.5
* Graduate	2,183	13.9
Other	2,012	12.8
Total	15,756	100.0

By Major Occupational Group

Occupational Group	Participants	<u>Percent</u>
Engineering and Architecture	2,776	17.6
General Administration, Clerical, Office Services	1,653	10.5
Biological Sciences	1,772	11.2
Miscellaneous	854	5.4
Physical Sciences	595	3.8
Other	8,106	51.4
Total	15,756	100.0

- Baccalaureate participants were predominant in the "Engineering and Architecture" category (86.8%), "General Administration, Clerical, and Office Services" category (60.5%).

- More than 7,880 participants (approximately 52.0%) were classified in five major occupational groups.

* Also includes Professional Degrees

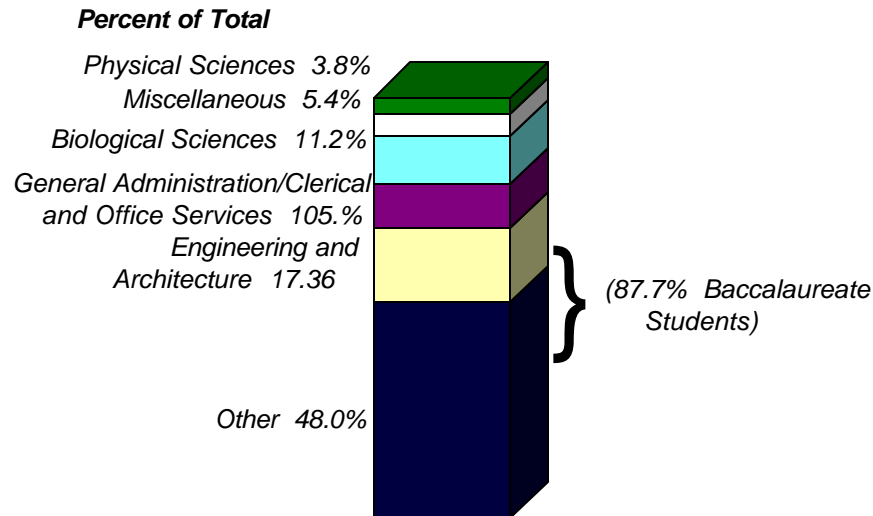
Source: Central Personnel Data File, Fiscal Year (October - September) 2001. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program

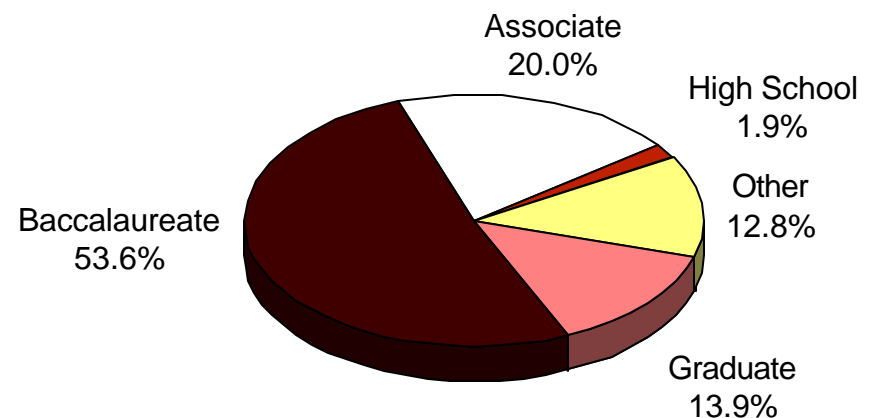
Participants' Educational Levels and Occupational Groups

Fiscal Year 2003

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2003

Top Six Employing Agencies		Participant Demographics (All Agencies)		
Agency	Number Employed	Category	Participants	Percent of Total
Agriculture	10,566	Total	47,671	100.2
Air Force	5,473	Total Minorities	17,514	36.9
Interior	4,928	Black	9,824	20.6
Army	5,107	Hispanic	4,074	8.5
Justice	2,432	Asian/Pacific Islander	2,995	6.3
Treasury	1,621	American Indian*	621	1.5
Other	16,544	Non-Minority	30,157	63.3
		Men	22,031	46.2
		Women	25,640	53.8
		Veterans	514	1.1
		Disabled	1,353	2.8

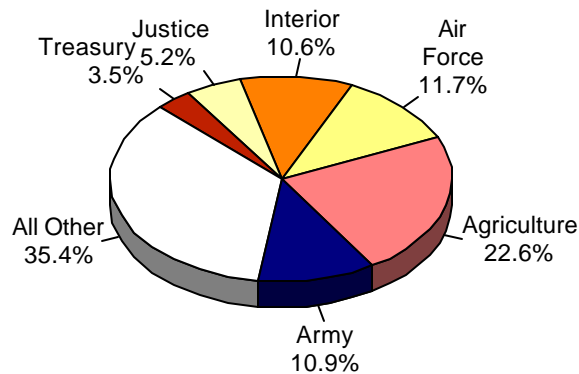
* American Indian refers to American Indian/Alaska Native

Source: Central Personnel Data File, Fiscal Year (October - September) 2003. fedstats@opm.gov

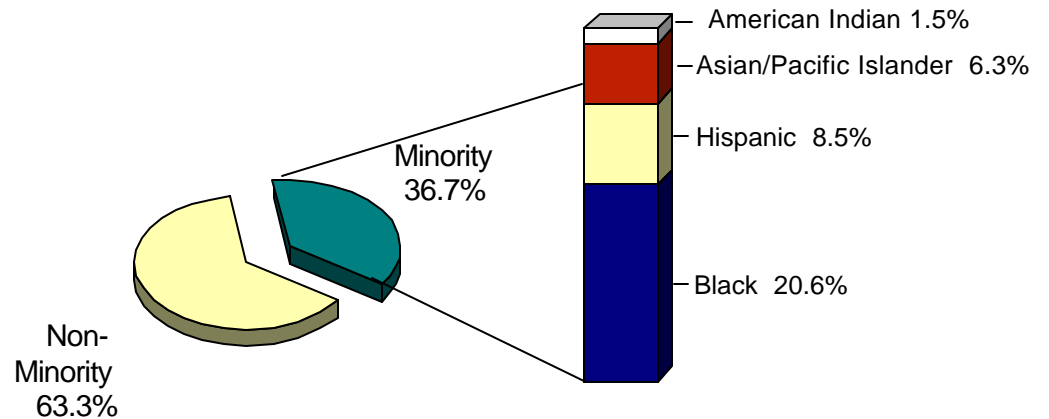
Student Temporary Employment Program

Fiscal Year 2003

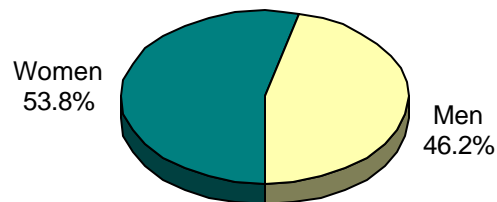
Employing Agencies*



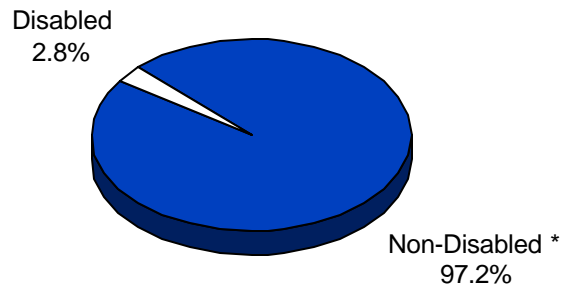
Minority Status



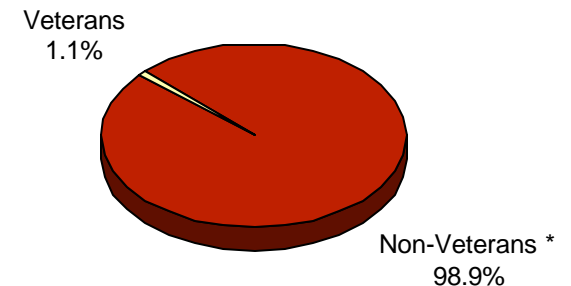
Gender



Disability Status



Veterans Status



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

