

Profile of Federal Civilian Non-Postal Employees September 30, 2000

Introduction

The **Atypical Federal civilian employee®** is a topic of frequent interest for the news media, businesses, private citizens and organizations. This factsheet lists summary statistics often requested for speeches, letters and reports. **(Data are for total on-board employment (i.e., all work schedules) unless otherwise indicated and may differ from other releases due to coverage C e.g., agency, work schedule, tenure C and as-of dates.)**

If you have any questions, please call the Office of Communications at 202-606-1800.

Demographic Characteristics

Age 46.3 years average for full-time permanent employees
Length of Service 17.1 years average for full-time permanent employees
Retirement Eligibility 16.6% of full-time permanents covered under Civil Service Retirement
(excluding hires since January 1984)
Education Level 40.5% have Bachelor's Degree or higher degree
Gender..... 55.0% men and 45.0% women
Race and National Origin 30.4% minority group members: 17.1% Black, 6.6% Hispanic,
4.5% Asian/Pacific Islander, 2.2% Native American
Disability Status 7.1% have disabilities
Veterans Preference..... 24.2% have veterans preference (13.7% are Vietnam Era veterans)
Retired Military 3.9% of total: 0.5% officers and 3.4% enlisted personnel

Job Characteristics

Average Annual Base Salary (adjusted to include locality pay)
for Total..... \$49,954 worldwide; \$64,082 in Washington, DC-MD-VA-WV Metropolitan Statistical Area
for Full-Time Permanents..... \$51,618 worldwide; \$64,969 in Washington, DC-MD-VA-WV Metropolitan Statistical Area
Special Rates 8.5% paid higher rates for retention in shortage occupations
General Schedule Grade..... 9.5 average grade; 11.3 in Washington, DC-MD-VA-WV Metropolitan Statistical Area
Pay System 72.4% General Schedule, 12.7% wage systems, and 14.9% others
Work Schedule..... 93.6% full-time, 3.5% part-time and 2.9% intermittent
Tenure 90.7% permanent appointments; 88.1% full-time permanent appointments
Occupation and Category 87.2% White-Collar (23.9% Professional, 31.2% Administrative, 19.3% Technical,
10.0% Clerical, 2.8% Other), 12.8% Blue-Collar
Supervisory Status 11.1% Supervisors and Managers
Union Representation 75.0% eligible and 60% represented
Service (Position Occupied) 76.9% Competitive, 22.7% Excepted, and 0.4% Senior Executive Service
Agency 38.1% Department of Defense and 12.4% Department of Veterans Affairs
Geographic Location 96.4% USA and 15.8% Washington, DC-MD-VA-WV Metropolitan Statistical Area
Retirement Plan..... 33.0% Civil Service Retirement (including 1.0% in special plan
for law enforcement and firefighter personnel)
2.6% Civil Service Retirement and Social Security,
58.2% Federal Employees Retirement System and Social Security,
5.4% Social Security only,
0.7% Foreign Service Retirement or other system, 0.1% none
Life Insurance..... 94.1% eligible for Federal Employees' Group Life Insurance: 14.0% waived,
25.6% have basic coverage and 54.5% have more than basic coverage
Employment in This Profile 1,762,559 Total; 1,551,698 Full-Time Permanent

Data Sources

U.S. Office of Personnel Management's Central Personnel Data File covers all Federal civilian employees except Members and employees of Congress, Architect of the Capitol, Botanic Garden, Library of Congress, General Accounting Office, Congressional Budget Office, John C. Stennis Center for Public Service Training and Development, Office of Compliance, U.S. Court of Appeals to Veterans Claims, Commission on Security and Cooperation in Europe, Judicial Branch, White House Office, Office of the Vice President, Office of Policy Development, Federal Reserve Board, Tennessee Valley Authority, U.S. Postal Service, Postal Rate Commission, Central Intelligence Agency, National Security Agency, Defense Intelligence Agency, National Imagery and Mapping Agency, Army/Air Force Exchange Service, Defense Consolidated Metropolitan Technical Personnel Center, Defense Career Management and Support Agency, Public Health Service's Commissioned Corps, and foreign nationals employed overseas.