

## Profile of Federal Civilian Non-Postal Employees VS. DOT Employees

The "typical Federal civilian employee" is a topic of frequent interest for the news media, businesses, private citizens and organizations. This factsheet lists the 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 "e.g., agency, work schedule, tenure" and as-of dates.

### Demographic Characteristics

	Fedwide Sept 2000	DOT Sept 2002
<b>Age</b> (average for full-time permanent employees)	46.3 years	43.0 years
<b>Length of Service</b> (average for full-time permanent employees)	17.1 years	12.2 years
<b>Retirement Eligibility</b> (%of full-time permanents covered under Civil Service Retirement who are eligible to retire.)	16.6%	5.8%
<b>Education Level</b> (Bachelor's Degree or higher degree)	40.5%	25.7%
<b>Gender</b>		
➤ Men	55.0%	71.6%
➤ Women	45.0%	28.4%
<b>Race and National Origin</b>		
➤ All Minorities	30.4%	26.0%
➤ African American	17.1%	14.4%
➤ Hispanic	6.6%	7.3%
➤ Asian/Pacific Islander	4.5%	3.1%
➤ Native American	2.2%	1.2%
<b>% with Disabilities</b>	7.1%	5.1%
<b>Veterans Preference</b>	24.2%	25.9%

### Job Characteristics

<b>Average Annual Base Salary – Full Time Permanent</b> (adjusted to include locality pay)		
➤ worldwide	\$51,618	\$63,500
➤ Washington, DC-MD-VA-WV Metropolitan Statistical Area	\$64,969	\$76,343
<b>Special Rates</b> (paid higher rates for retention in shortage occupations)	8.5%	2.1%
<b>Pay System</b>		
➤ General Schedule	72.4%	25.0%
➤ wage systems	12.7%	2.1%
➤ others	14.9%	72.9%
<b>Work Schedule</b>		
➤ full-time	93.6%	99.0%
➤ part-time	3.5%	0.9%
➤ intermittent	2.9%	0.1%

<b>Tenure</b>		
➤ permanent appointments	90.7%	98.0%
➤ full-time permanent appointments	88.1%	97.3%
<b>Occupation and Category</b>		
➤ White-Collar	87.2%	97.9%
○ Professional	23.9%	8.4%
○ Administrative	31.2%	53.6%
○ Technical	19.3%	34.8%
○ Clerical	10.0%	2.3%
○ Other	2.8%	0.8%
➤ Blue-Collar	12.8%	2.1%
<b>Supervisors and Managers</b>	11.1%	11.4%
<b>Union Representation</b>		
➤ eligible	75.0%	49.1%
➤ represented	60.0%	44.1%
<b>Service (Position Occupied)</b>		
➤ Competitive	76.9%	14.2%
➤ Excepted	22.7%	85.8%
➤ Senior Executive Service	0.4%	0.5%
<b>Geographic Location</b>		
➤ USA	96.4%	99.1%
➤ Washington, DC-MD-VA-WV Metropolitan Statistical Area	15.8%	8.9%
<b>Retirement Plan</b>		
➤ Civil Service Retirement (including 1.0% in special plan for law enforcement and firefighter personnel)	33.0%	22.1%
➤ Civil Service Retirement and Social Security	2.6%	2.1%
➤ Federal Employees Retirement System and Social Security	58.2%	74.8%
➤ Social Security only	5.4%	1.0%
➤ Foreign Service Retirement or other system	0.7%	0.0%
➤ none	0.1%	0.0%
<b>Life Insurance</b>		
➤ eligible for Federal Employees' Group Life Insurance	94.1%	99.0%
➤ waived	14.0%	9.4%
➤ have basic coverage	25.6%	42.5%
➤ have more than basic coverage	54.5%	48.1%
<b>Employment in This Profile</b>		
➤ Total	1,762,559	103,118
➤ Full-Time Permanent	1,551,698	101,036