



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Human Capital Data  
Management and Modernization

HCDMM/DSA/PPSB/EM  
Reference # 2022-00300

November 17, 2021

Kiernan Nicholls  
Investigative Reporting Workshop  
4400 Massachusetts Ave NW  
Washington, D.C. 20016

Dear Kiernan Nicholls:

This responds to your Freedom of Information Act request for federal employee data from the Enterprise Human Resource Integration-Statistical Data Mart and Central Personnel Data File. The data elements are contained in the accompanied file named: FOIA 2022-00300 NonDoD Data Record Format & Counts.xlsx.

For the information OPM is providing to you pursuant to your request, we have enclosed one .zip file consisting of 37 .txt data files and 1 Excel spreadsheet. The files have been zipped, encrypted and password-protected using WinZip version 23.0. The password will be provided to you separately. Please contact [DataFOIA@opm.gov](mailto:DataFOIA@opm.gov) to receive the password. In your email, please include '2022-00300 Password' in the subject line. Once funds have been confirmed, we will release the password for you to access your data file.

The accompanying CD is comprised of the following files:

**Data files:**

Non-DOD agencies: FOIA 2022-00300 Dynamics – NonDoD – FY 2017 Quarter 01.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2017 Quarter 02.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2017 Quarter 03.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2017 Quarter 04.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2018 Quarter 01.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2018 Quarter 02.txt



FOIA 2022-00300 Dynamics – NonDoD – FY 2018 Quarter 03.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2018 Quarter 04.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2019 Quarter 01.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2019 Quarter 02.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2019 Quarter 03.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2019 Quarter 04.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2020 Quarter 01.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2020 Quarter 02.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2020 Quarter 03.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2020 Quarter 04.txt  
FOIA 2022-00300 Dynamics – NonDoD – FY 2021 Quarter 01.txt  
FOIA 2022-00300 Status – NonDoD – 201609.txt  
FOIA 2022-00300 Status – NonDoD – 201612.txt  
FOIA 2022-00300 Status – NonDoD – 201703.txt  
FOIA 2022-00300 Status – NonDoD – 201706.txt  
FOIA 2022-00300 Status – NonDoD – 201709.txt  
FOIA 2022-00300 Status – NonDoD – 201712.txt  
FOIA 2022-00300 Status – NonDoD – 201803.txt  
FOIA 2022-00300 Status – NonDoD – 201806.txt  
FOIA 2022-00300 Status – NonDoD – 201809.txt  
FOIA 2022-00300 Status – NonDoD – 201812.txt  
FOIA 2022-00300 Status – NonDoD – 201903.txt  
FOIA 2022-00300 Status – NonDoD – 201906.txt  
FOIA 2022-00300 Status – NonDoD – 201909.txt  
FOIA 2022-00300 Status – NonDoD – 201912.txt  
FOIA 2022-00300 Status – NonDoD – 202003.txt  
FOIA 2022-00300 Status – NonDoD – 202006.txt  
FOIA 2022-00300 Status – NonDoD – 202009.txt  
FOIA 2022-00300 Status – NonDoD – 202012.txt  
FOIA 2022-00300 Status – NonDoD – 202103.txt  
FOIA 2022-00300 Status – NonDoD – 202106.txt

**Extract Format:**

FOIA 2022-00300 NonDoD Data Record Format & Counts.xlsx

Please note that our data is limited to Executive Branch Federal civilian employees and excludes Intelligence Agencies because those entities no longer provide personnel records to OPM.

For those instances where data elements are not released, they are being withheld under FOIA Exemption 6; personnel and medical files and similar files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy. 5 U.S.C. § 552(b)(6).



Kiernan Nicholls

OPM withholds names and duty station location (i.e., State, City, County, CBSA, Locality Pay Area, Adjusted Basic Pay, and Law Enforcement Officer Geographic Area ID) of employees in sensitive occupations and at the Federal Bureau of Investigation, the Drug Enforcement Administration, the Bureau of Alcohol, Tobacco, Firearms and Explosives, the Alcohol and Tobacco Tax and Trade Bureau, the United States Secret Service, and all U.S. Attorneys' Offices. For these employees in security agencies or sensitive occupations, OPM will provide base pay and a separate total compensation field. The total compensation field will be the sum of adjusted basic pay and all award data elements, including those not otherwise releasable.

OPM also withholds nature of action codes describing adverse actions (Nature of Action Codes: 327-330, 336-338, 344-349, 358-360, 365, 381-386, 450,452, 710-715, 830-833, 888 and 897). OPM only releases non-performance rating-based awards. These awards actions (Nature of Action Codes: 841-844,849, 878, 887, and 889) are aggregated for the year and provided as a single amount in the Cumulative Award field.

For the State Department, personnel records for all employees in the Foreign Service pay plan are no longer provided to OPM (included until March 2006). If you would like this information, please contact:

U. S. Department of State  
Bureau of Human Resources  
Systems Oversight Division  
2401 E Street NW, Room 800  
Washington, D.C. 20522

Also, OPM withholds certain information at the request of various agencies and has therefore referred your request to those entities for direct response to you as follows:

#### DEPARTMENT OF DEFENSE DATA

Office of Freedom of Information Act  
Executive Services Directorate  
ATTN: Stephanie Carr, FOIA, Suite 02F09-02  
4800 Mark Center Drive  
Alexandria, VA 22350

#### INTERNAL REVENUE SERVICE DATA

The extract excludes name for all employees of the Internal Revenue Service, in light of their Registered Pseudonym Program. We have referred your request for name data to the IRS for a direct response to you.



Kiernan Nicholls

Internal Revenue Service  
Headquarters Disclosure Office  
Stop 211  
2385 Chamblee Tucker Road  
Chamblee, GA 30341

#### NATIONAL NUCLEAR SECURITY ADMINISTRATION

The extract excludes all pay grade and salary data for all employees of the National Nuclear Security Administration (NNSA), Department of Energy (DOE). We have referred your request as follows for this agency's pay information.

National Nuclear Security Administration  
FOIA/PA Officer  
NNSA/Office of the General Counsel  
P. O. Box 5400  
Albuquerque, NM 87185-5400

#### NATIONAL CREDIT UNION ADMINISTRATION

The extract excludes all pay grade and salary data for all employees of the National Credit Union Administration (NCUA). We have referred your request as follows for this agency's pay information.

National Credit Union Administration  
OGC/ FOIA  
1775 Duke Street,  
Alexandria, VA, 22314

#### FARM CREDIT ADMINISTRATION AND FARM CREDIT SYSTEM INSURANCE CORPORATION

The extract excludes all salary data for all employees of the Farm Credit Administration (FCA) and Farm Credit System Insurance Corporation (FCSIC). We have referred your request as follows for these agency's pay information.

Farm Credit Administration  
FOIA Officer  
1501 Farm Credit Drive  
McLean, VA 22102



Kiernan Nicholls

Any plans to use the names to distribute material to these Federal civilian employees are subject to a General Services Administration (GSA) Federal Property Management Regulation (41 CFR 101-20.308) which states: "...Commercial soliciting and vending of all kinds, displaying or distributing commercial advertising, or collecting private debts in or on GSA-controlled property is prohibited." Agencies are not required to deliver mail received in violation of this provision.

## **Appeals**

As this is a partial denial of your FOIA request, you have the right to appeal this determination. Pursuant to 5 CFR 294.110, you may appeal this response to the Office of Personnel Management Office of General Counsel. If you choose to appeal, the Office of General Counsel must receive your FOIA appeal no later than **90 days** from the date of this letter.

Your appeal must be made in **writing**. You may submit your appeal and accompanying materials to the Office of General Counsel by mail, courier service, fax, or email. All communications concerning your appeal should be clearly marked with: "APPEAL UNDER FREEDOM OF INFORMATION ACT." You must also include with your appeal copies of all correspondence between you and OPM concerning your FOIA request, including your original FOIA request, this response, and a statement as to why you believe the denying official erred within 90 days from the date of this letter.

Please include your name and daytime telephone number (or the name and telephone number of an appropriate contact), email address and fax number (if available) in case additional information or clarification is needed to review your appeal.

## **OPM FOIA Appeals**

Office of General Counsel  
U.S. Office of Personnel Management Room 7355  
1900 E Street NW  
Washington, DC 20415.

## **Additional Information**

The Office of Government Information Services (OGIS) was created to offer mediation services to resolve disputes between FOIA requesters and federal agencies as a non-exclusive alternative to litigation. You may contact OGIS in any of the following ways:

The U.S. National Archives and Records Administration  
Office of Government Information Services  
8601 Adelphi Road - OGIS  
College Park, MD 20740-6001  
Telephone: 202-741-5770 or 1-877-684-6448



Kiernan Nicholls

Fax: 202-741-5769 OGIS

Email: [ogis@nara.gov](mailto:ogis@nara.gov)

You may also seek additional assistance from OPM's Public Liaison. The OPM FOIA Public Liaison can be reached as follows:

Email: [foia@opm.gov](mailto:foia@opm.gov)

Telephone Hotline: 202-606-1153

Sincerely,

EMILY NAIL

Digitally signed by EMILY  
NAIL  
Date: 2021.11.17  
12:11:23 -05'00'

Emily Nail

Manager, Program and Policy Support Branch

Data Support and Analysis

Human Capital Data Management and Modernization

Enclosure