

# **Salary Information for the Executive Branch Fiscal Year 2016**



# Salary Information for the Executive Branch

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Fiscal Year 2016

This document provides a brief summary of salary data for the Executive Branch of the Federal Government.

U.S. Office of Personnel Management  
Planning and Policy Analysis  
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## Purpose

This document presents an overview of salary data for the Executive Branch of the Federal Government, providing the public and analysts access to commonly requested information about salary for the Federal Workforce.

This document presents data in the form of tables on salary information for the Executive Branch of the Federal Government.

## Coverage

The Office of Personnel Management (OPM) data coverage is often equated to the Federal Executive civilian workforce. The data excludes a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include some parts or components of the Legislative and Judiciary Branch. OPM data excludes contractors and contract employees.

For specific exclusions and inclusions, visit FedData on the OPM's website:

<http://www.opm.gov/feddata/html/sdminfo.asp>.

## Important Information about the Data

The data provided is comprised of Non-Seasonal Full-Time Permanent (NSFTP) Employees only. NSFTP includes all employees working a 40-hour work week year round with no absolute end date. Non-seasonal Full-Time Permanent (NSFTP) employees make up the majority of the Federal workforce, over 89%. NSFTP counts are comparably the least susceptible to seasonal variation. The implication is that NSFTP statistics offer the most consistent month-to-month comparisons. The data in the following section are restricted to NSFTP. Furthermore, the data are also restricted to employees in pay status (employees receiving a paycheck).<sup>1</sup> The data in the section below represent Fiscal Year 2016, which, in the Federal Government, ended on the 30<sup>th</sup> of September 2016. Lastly, it is important to note that the data reflect places of employment, not places of residence.

## Data

This section presents basic data, in the form of tables, on salary information for the Executive Branch of the Federal Government.

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<sup>1</sup> Data are always filtered to employees in pay status, meaning only employees currently receiving a paycheck are included.

**Table 1. Federal Executive Branch Salary**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 1 shows the average salary and quartiles for Executive Branch of the Federal workforce. The interpretation, for the 25<sup>th</sup> percentile is that, 25% of the Federal workforce salaries are less than \$54,617; 75% of the workforce salaries are greater than \$54,617. The interpretation is the same for the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than \$77,490 while 50% are also greater. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than \$103,130; 25% of the workforce salaries are greater than \$103,130.

AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
\$83,072	\$54,617	\$77,490	\$103,130

**Table 2. Federal Executive Branch salary by Major Agencies**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 2 provides the average salary and quartiles by agencies, for commonly requested agencies for Fiscal Year 2016. The table also has a category, “ALL OTHER AGENCIES” which contains all agencies not listed. The interpretation for the quartiles is the same as in table 1. For the 25<sup>th</sup> percentile, 25% of the Federal workforce salaries are less than the number listed while 75% are greater than that number. For the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than the number listed while 50% are also greater than that number. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than the number listed while 25% are greater than that number.

AGENCY	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
SECURITIES AND EXCHANGE COMMISSION	\$177,488	\$147,249	\$188,781	\$207,671
FEDERAL DEPOSIT INSURANCE CORPORATION	\$142,616	\$96,650	\$139,929	\$184,265
NUCLEAR REGULATORY COMMISSION	\$125,941	\$110,578	\$127,036	\$149,432
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$120,049	\$99,785	\$122,531	\$145,162
ENVIRONMENTAL PROTECTION AGENCY	\$113,557	\$96,538	\$114,251	\$132,178
DEPARTMENT OF ENERGY	\$112,481	\$91,557	\$109,781	\$135,881
DEPARTMENT OF TRANSPORTATION	\$111,426	\$83,414	\$110,539	\$137,769
DEPARTMENT OF EDUCATION	\$110,415	\$87,821	\$109,592	\$132,366
DEPARTMENT OF COMMERCE	\$106,457	\$82,656	\$104,751	\$131,536
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$106,226	\$89,841	\$104,433	\$123,406
GENERAL SERVICES ADMINISTRATION	\$99,912	\$82,684	\$98,289	\$116,722
DEPARTMENT OF STATE	\$98,888	\$75,672	\$98,289	\$119,794
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$97,435	\$67,679	\$98,289	\$119,794
DEPARTMENT OF LABOR	\$93,883	\$76,498	\$92,316	\$110,941
DEPARTMENT OF JUSTICE	\$87,759	\$60,586	\$80,481	\$109,915
DEPARTMENT OF THE TREASURY	\$85,078	\$54,246	\$77,490	\$110,241
OFFICE OF PERSONNEL MANAGEMENT	\$83,566	\$59,315	\$84,536	\$100,736
DEPARTMENT OF DEFENSE	\$82,367	\$54,262	\$79,364	\$101,361
DEPARTMENT OF THE NAVY	\$81,072	\$55,867	\$77,115	\$101,321
DEPARTMENT OF THE INTERIOR	\$79,526	\$57,127	\$75,747	\$97,434
DEPARTMENT OF HOMELAND SECURITY	\$79,077	\$52,043	\$80,481	\$97,137
SMITHSONIAN INSTITUTION	\$78,179	\$50,965	\$67,679	\$98,289
SOCIAL SECURITY ADMINISTRATION	\$76,723	\$56,154	\$71,920	\$90,869
DEPARTMENT OF THE ARMY	\$76,168	\$52,232	\$70,607	\$93,607
DEPARTMENT OF VETERANS AFFAIRS	\$75,356	\$44,335	\$63,654	\$89,089
DEPARTMENT OF AGRICULTURE	\$74,307	\$52,043	\$67,251	\$92,145
DEPARTMENT OF THE AIR FORCE	\$73,923	\$55,495	\$69,170	\$88,189
ALL OTHER AGENCIES	\$107,262	\$77,579	\$103,779	\$137,926

**Table 3. Federal Executive Branch Salary by State**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 3 shows the average salary and quartiles of the executive Branch of the Federal workforce for each State and the District of Columbia. It is important to note that the data reflect places of employment, not places of residence. The interpretation for the quartiles is the same as in table 1. For the 25<sup>th</sup> percentile, 25% of the Federal workforce salaries are less than the number listed while 75% are greater than that number. For the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than the number listed while 50% are also greater than that number. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than the number listed while 25% are greater than that number.

STATE	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
DISTRICT OF COLUMBIA	\$114,228	\$90,404	\$112,517	\$140,892
MARYLAND	\$101,962	\$77,490	\$101,361	\$123,406
VIRGINIA	\$92,232	\$61,221	\$89,949	\$119,744
NEW JERSEY	\$90,232	\$62,702	\$88,258	\$111,318
RHODE ISLAND	\$88,430	\$59,811	\$85,519	\$114,023
NEW HAMPSHIRE	\$86,801	\$57,831	\$77,834	\$107,859
MASSACHUSETTS	\$85,974	\$55,786	\$82,158	\$107,859
CALIFORNIA	\$84,984	\$56,767	\$80,481	\$104,334
CONNECTICUT	\$82,947	\$55,100	\$78,371	\$101,883
ILLINOIS	\$82,935	\$55,507	\$77,899	\$101,480
COLORADO	\$82,664	\$54,758	\$78,885	\$102,885
ALABAMA	\$82,658	\$53,448	\$78,114	\$105,795
MICHIGAN	\$81,827	\$57,127	\$79,829	\$100,415
NEW YORK	\$81,546	\$52,913	\$73,634	\$101,335
ALASKA	\$81,009	\$58,955	\$77,801	\$98,589
OHIO	\$80,882	\$54,100	\$77,053	\$98,519
GEORGIA	\$78,352	\$53,615	\$72,535	\$96,538
OREGON	\$78,101	\$53,405	\$71,104	\$92,889
TEXAS	\$77,629	\$51,833	\$73,380	\$93,541
FLORIDA	\$77,535	\$49,775	\$71,897	\$95,351
MINNESOTA	\$77,493	\$51,185	\$69,131	\$92,905
WASHINGTON	\$77,484	\$54,216	\$73,814	\$93,640
HAWAII	\$76,998	\$54,377	\$73,525	\$94,302
DELAWARE	\$76,255	\$54,082	\$67,431	\$90,255
NEW MEXICO	\$75,432	\$49,374	\$71,095	\$92,179
VERMONT	\$75,169	\$52,133	\$71,326	\$87,582
PENNSYLVANIA	\$74,948	\$51,263	\$67,278	\$92,744
INDIANA	\$74,117	\$49,620	\$69,120	\$90,397
WEST VIRGINIA	\$74,038	\$51,486	\$66,373	\$89,949
ARIZONA	\$73,732	\$50,244	\$71,112	\$87,279
IDAHO	\$73,405	\$52,232	\$68,341	\$89,011
NORTH CAROLINA	\$73,268	\$48,857	\$65,652	\$87,976
SOUTH CAROLINA	\$73,207	\$48,968	\$66,508	\$89,949
LOUISIANA	\$72,934	\$49,374	\$67,145	\$87,582
NEVADA	\$72,817	\$45,047	\$65,284	\$88,265
TENNESSEE	\$72,747	\$46,831	\$63,654	\$87,582
NEBRASKA	\$72,492	\$49,374	\$68,729	\$90,073
MISSOURI	\$71,410	\$48,827	\$63,800	\$87,582
KANSAS	\$70,896	\$46,888	\$63,382	\$85,319
NORTH DAKOTA	\$70,767	\$48,968	\$66,538	\$83,522
MISSISSIPPI	\$70,648	\$48,968	\$63,654	\$85,215
MONTANA	\$70,436	\$49,378	\$65,761	\$84,308
MAINE	\$70,084	\$48,537	\$64,862	\$85,215
WISCONSIN	\$69,885	\$46,705	\$63,384	\$84,043
UTAH	\$69,799	\$51,716	\$64,426	\$83,394
ARKANSAS	\$69,693	\$46,832	\$62,022	\$82,848
OKLAHOMA	\$68,770	\$50,130	\$61,221	\$82,845
IOWA	\$68,765	\$48,040	\$61,235	\$80,481
WYOMING	\$67,209	\$48,767	\$63,196	\$79,875
KENTUCKY	\$66,876	\$46,831	\$59,854	\$79,990
SOUTH DAKOTA	\$66,361	\$44,430	\$59,246	\$78,226

**Table 4. Federal Executive Branch Salary by Gender**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 4 shows the average salary and quartiles of the executive Branch of the Federal workforce for gender. The interpretation for the quartiles is the same as in table 1. For the 25<sup>th</sup> percentile, 25% of the Federal workforce salaries are less than the number listed while 75% are greater than that number. For the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than the number listed while 50% are also greater than that number. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than the number listed while 25% are greater than that number.

GENDER	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
FEMALE	\$79,866	\$52,043	\$74,610	\$99,825
MALE	\$85,447	\$56,766	\$79,570	\$106,438

**Table 5. Federal Executive Branch Salary by Ethnicity and Race**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 5 shows the average salary and quartiles of the executive Branch of the Federal workforce for ethnicity and race. For the 25<sup>th</sup> percentile, 25% of the Federal workforce salaries are less than the number listed while 75% are greater than that number. For the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than the number listed while 50% are also greater than that number. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than the number listed while 25% are greater than that number.

ETHNICITY AND RACE	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
NOT HISPANIC/LATINO & ASIAN	\$95,565	\$63,857	\$90,404	\$116,722
NOT HISPANIC/LATINO & WHITE	\$86,308	\$57,631	\$80,481	\$107,505
UNSPECIFIED	\$82,602	\$53,845	\$82,801	\$106,965
HISPANIC/LATINO & ASIAN	\$78,402	\$50,600	\$75,402	\$95,704
HISPANIC/LATINO	\$77,289	\$53,199	\$73,240	\$92,950
NOT HISPANIC/LATINO & OF MORE THAN ONE RACE	\$76,246	\$50,965	\$71,104	\$94,264
HISPANIC/LATINO & WHITE	\$75,082	\$49,443	\$73,392	\$90,404
NOT HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	\$73,644	\$48,040	\$66,778	\$92,987
HISPANIC/LATINO & OF MORE THAN ONE RACE	\$69,738	\$42,392	\$64,624	\$87,258
HISPANIC/LATINO & BLACK/AFRICAN AMERICAN	\$69,579	\$45,232	\$63,403	\$85,583
NOT HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	\$69,327	\$47,668	\$64,138	\$84,557
NOT HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	\$67,587	\$43,229	\$58,759	\$82,848
HISPANIC/LATINO & AMERICAN INDIAN/ALASKA NATIVE	\$67,322	\$45,371	\$63,654	\$82,906
HISPANIC/LATINO & NATIVE HAWAIIAN/PACIFIC ISLANDER	\$65,139	\$42,071	\$58,613	\$78,676

**Table 6. Federal Executive Branch Salary by Occupational Category**

Statistics restricted to non-seasonal full-time permanent employees for Fiscal Year 2016 (as of September 2016)

Table 6 shows the average salary and quartiles of the executive Branch of the Federal workforce for occupational categories. For the 25<sup>th</sup> percentile, 25% of the Federal workforce salaries are less than the number listed while 75% are greater than that number. For the median, which is the 50<sup>th</sup> percentile, 50% of the Federal workforce salaries are less than the number listed while 50% are also greater than that number. The 75<sup>th</sup> percentile means 75% of the Federal workforce salaries are less than the number listed while 25% are greater than that number.

OCCUPATIONAL CATEGORY	AVERAGE SALARY	25TH PERCENTILE	MEDIAN	75TH PERCENTILE
PROFESSIONAL	\$106,348	\$78,114	\$98,289	\$123,641
ADMINISTRATIVE	\$93,675	\$72,451	\$90,020	\$110,323
TECHNICAL	\$51,713	\$42,004	\$48,496	\$56,980
CLERICAL	\$41,139	\$35,549	\$39,627	\$44,787
OTHER WHITE COLLAR	\$63,251	\$47,289	\$58,759	\$80,040
BLUE COLLAR	\$55,039	\$45,601	\$54,241	\$62,902
UNSPECIFIED	\$117,651	\$64,650	\$134,695	\$169,962

## Additional Details

For any data requests, the OPM produces an online data tool, FedScope, which is updated quarterly: <http://www.fedscope.opm.gov/>. Most of the tables above can be replicated in FedScope, with the option for much more detail. The tool is best operated in Internet Explorer. For all other inquiries, contact DAG through FedStats at [FedStats@opm.gov](mailto:FedStats@opm.gov).





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