

Office of Personnel Management

Mission Statement: “We lead and serve the Federal Government in enterprise human resources management by delivering policies and services to achieve a trusted effective civilian workforce.” (Source: [opm.gov](https://www.opm.gov))

DEPARTMENTAL FACTS

EMPLOYEES

2,365

TOP 5 EMPLOYEE LOCATIONS



1. **D.C.:** 1,161
2. **Pennsylvania:** 733
3. **Georgia:** 112
4. **Virginia:** 52
5. **Texas:** 47



BUDGET INFORMATION

USASpending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding.

For OPM profile: usaspending.gov/#/agency/503

For FY 2020 spending by Agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

Below High School	N/A
High School or Equivalency	444
Between HS & Bachelors	397
Bachelors	832
Masters	497
Doctorate	44
Other	151

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

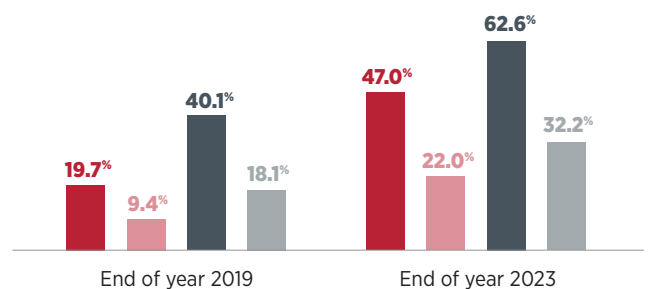
OPM	5.0%
Government-wide	6.8%
U.S. Labor Force	19.7%

ATTRITION RATES (FY 2019)

OPM	4.5%
Government-wide	6.1%

Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

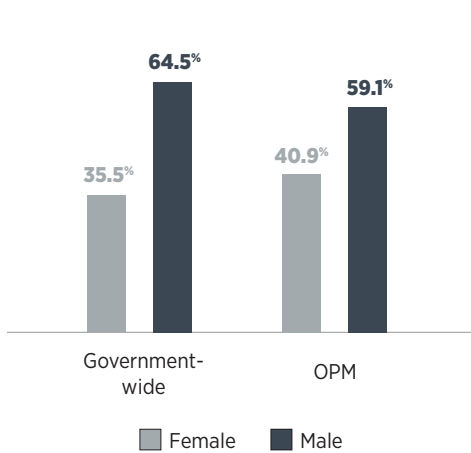
EMPLOYEES ELIGIBLE FOR RETIREMENT



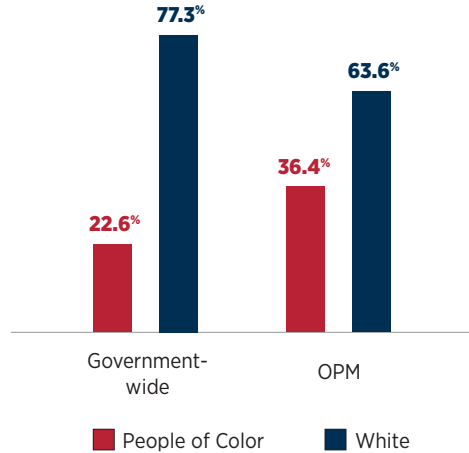
■ OPM SES
 ■ OPM all employees
 ■ Gov't-wide SES
 ■ Gov't-wide all employees

DIVERSITY OF LEADERSHIP

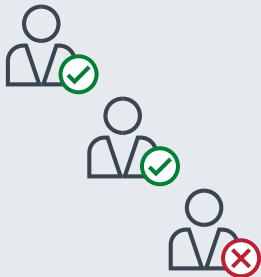
CAREER SENIOR EXECUTIVE SERVICE BY SEX



CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY



KEY LEADERSHIP VACANCIES



Key leadership positions include presidential appointments such as Cabinet secretaries, deputy and assistant secretaries, and other full-time critical leadership positions needing Senate confirmation.

See: Partnership for Public Service and Washington Post Political Appointee Tracker (ourpublicservice.org/political-appointee-tracker/)

SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS



FACEBOOK FOLLOWERS



INSTAGRAM FOLLOWERS



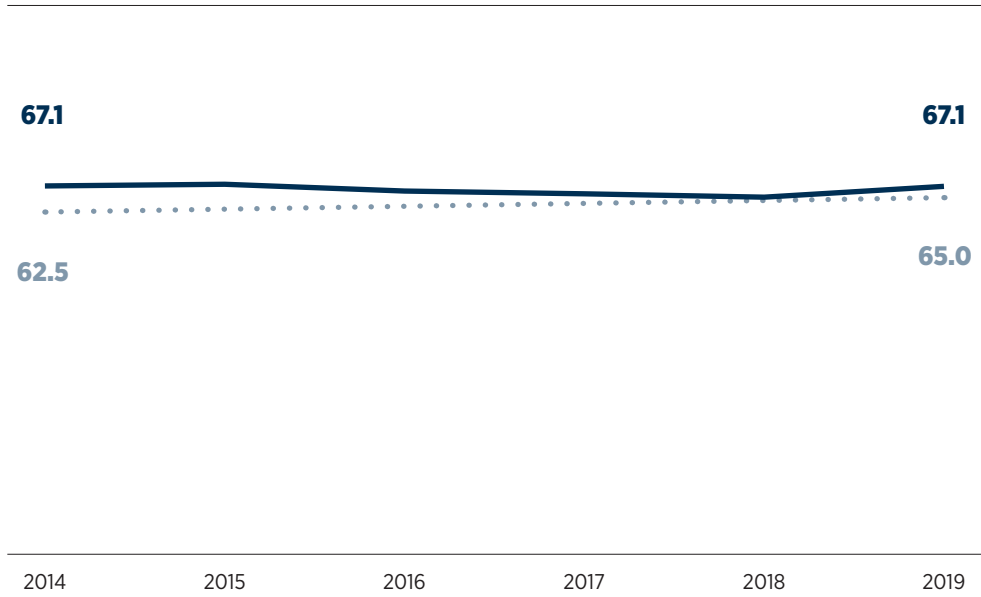
LINKEDIN FOLLOWERS



Numbers are current as of March 3, 2021.

EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



12

out of 25 midsize agencies
(2019 rankings)

OPM BPTW Engagement Score

2019 Government-wide BPTW
Engagement Score: **61.7**

OPM Innovation Category Score

2019 Government-wide Innovation
Category Score: **64.4**

Employee engagement is defined as employee satisfaction, commitment, and willingness to put in discretionary effort.

See: Best Places to Work in the Federal Government® (bestplacetowork.org)

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS



Percentage of respondents who agreed or strongly agreed that "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal."

See: Best Places to Work in the Federal Government®

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- Strategic Human Capital Management

See: Government Accountability Office 2021 High Risk List ([gao.gov/highrisk/overview](https://www.gao.gov/highrisk/overview))

PERFORMANCE INDICATORS

(CONTINUED)

GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE*



*Defined as the percentage of GAO’s recommendations from 2014 that the agency has implemented as of November 2018

See: Priority Open Recommendations, Office of Personnel Management ([gao.gov/assets/700/698381.pdf](https://www.gao.gov/assets/700/698381.pdf))

IT MODERNIZATION



The House Committee on Oversight and Reform issues report cards that grade each agency’s compliance with the Federal Information Technology Acquisition Reform Act.

See: House Committee on Oversight and Reform Biannual Scorecard - December 2020. (oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%2011.pdf)

TOP MANAGEMENT CHALLENGES



See: Top Management Challenges: Fiscal Year 2021, October 16, 2020 (opm.gov/our-inspector-general/top-management-challenges/top-management-challenges-reports/fy-2021-top-management-challenges.pdf)

AUTHORIZING LEGISLATION NEEDED

Some programs lack reauthorization and continue to receive funding. Operating on a long-term basis without a reauthorization bill means that agencies lose an opportunity to obtain legislative changes addressing policy and programmatic challenges or to make adjustment to operate more effectively.

See: Expired and Expiring Authorizations of Appropriations for Fiscal Year 2021—Information for Legislation Enacted Through December 23, 2020 (cbo.gov/publication/56959)