



441 G St. N.W.
Washington, DC 20548

June 17, 2026

Congressional Requesters

Federal Agency Workforce Changes: Update for July 2025 to January 2026

Over the course of 2025, federal agencies took steps to reduce the size of their workforces in response to presidential directives.¹ These steps included offering incentives for employees to voluntarily resign or retire, implementing reductions in force (RIF), terminating employees in probationary or trial periods, and restricting hiring for most positions.

You asked us to provide updates with quarterly data on workforce changes at Chief Financial Officers (CFO) Act agencies and information on the Office of Personnel Management's (OPM) efforts to collect and publish agency human capital data.² This correspondence builds on our February 2026 report,³ and

- provides information on workforce changes at CFO Act agencies across all of 2025, including more detailed information on the number and characteristics of employees who were hired by, or separated from, each agency during the second half of the year; and
- describes OPM's continued efforts to update how it makes federal workforce data available.

To address the first objective, we used two sources of data:

- First, in December 2025 and February 2026, we sent data collection spreadsheets to the CFO Act agencies requesting relevant data on their workforces and personnel actions taken during the fourth quarter of fiscal year 2025 and the first quarter of fiscal year 2026.⁴ We leveraged data we previously reported on changes during the first half of 2025, and requested data from June 29, 2025, to January 10, 2026, as these dates aligned with relevant federal pay periods, which agencies use to structure their collection of workforce data. They also included the periods when nearly all employees who took a deferred resignation offer during 2025 separated from their agencies. The Small Business Administration and U.S. Agency for International Development did not provide

¹See, for example, Exec. Order No. 14210, *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative*, 90 Fed. Reg. 9669 (Feb. 14, 2025).

²The 24 CFO Act agencies are the Departments of Agriculture, Commerce, Defense, Education, Energy, Health and Human Services, Homeland Security, Housing and Urban Development, the Interior, Justice, Labor, State, Transportation, the Treasury, and Veterans Affairs, as well as the Environmental Protection Agency, the General Services Administration, the National Aeronautics and Space Administration, the National Science Foundation, the Nuclear Regulatory Commission, the Office of Personnel Management, the Small Business Administration, the Social Security Administration, and the U.S. Agency for International Development. 31 U.S.C. § 901(b).

³GAO, *Federal Agency Workforce Changes: Update for January to June 2025*, [GAO-26-108719](#) (Washington, D.C.: Feb. 24, 2026).

⁴This data collection only requested information on agency civilian employees and did not include federal contractors.

data in response to these requests. We assessed the reliability of these data for our reporting purposes by (1) reviewing information agencies provided on the policies and procedures in place to ensure the reliability of data they reported, and (2) performing electronic testing of data that agencies submitted to identify missing or potentially incorrect values. Where we identified potential errors, we notified the relevant agencies and asked them to clarify or make corrections. We determined the data agencies provided to us were sufficiently reliable for our reporting purposes.

- Next, to provide a point of comparison to the size of the workforce prior to the start of our data collection and the issuance of directives to reduce its size, we used data from OPM's Enterprise Human Resources Integration (EHRI) database to determine the size of the total civilian workforce at each agency at the end of December 2024.⁵ We downloaded these data from OPM's Federal Workforce Data (FWD) website, which the agency launched in January 2026 while our work was ongoing.⁶ We determined these data were sufficiently reliable for our reporting purposes.

To address the second objective, we interviewed OPM staff in March 2026 about their continued efforts to develop the FWD website. The data reported in this product and those available through OPM's website may not match exactly due to differences in the specific time periods covered by the data collected, when the data were collected, and the means used to collect the data, among other potential factors.

We conducted our work from June 2025 to June 2026 in accordance with all sections of GAO's Quality Assurance Framework that are relevant to our objectives. The framework requires that we plan and perform the engagement to obtain sufficient and appropriate evidence to meet our stated objectives and to discuss any limitations in our work. We believe that the information and data obtained, and the analysis conducted, provide a reasonable basis for any findings and conclusions in this product.

Background

As we reported in February 2026, in the first half of 2025, the President issued several memorandums and executive orders directing federal agencies to reduce the size of their workforces and restrict hiring.⁷ OPM also issued guidance with more detailed instructions for how agencies should reduce the size of their workforces. These directives and OPM guidance

- placed restrictions on the hiring of civilian employees, but allowed exemptions to hire certain new staff, including for positions related to immigration enforcement, national security, and public safety, seasonal positions, or where limiting hiring would conflict with applicable law;⁸

⁵EHRI is OPM's primary warehouse for data about federal employees that it collects from agencies.

⁶See <https://data.opm.gov/explore-data/data/data-downloads>, last accessed April 9, 2026.

⁷GAO-26-108719.

⁸See, for example, Presidential Memorandum, *Hiring Freeze*, 90 Fed. Reg. 8247 (Jan. 28, 2025).

- established a government-wide deferred resignation program (DRP) that allowed federal employees who agreed to resign or retire by September 30, 2025, to be placed on administrative leave while retaining their salary and benefits in the interim;⁹
- required that agencies identify employees in a probationary or trial period that they determined should not be retained;¹⁰ and
- ordered agencies to prepare for RIFs.¹¹

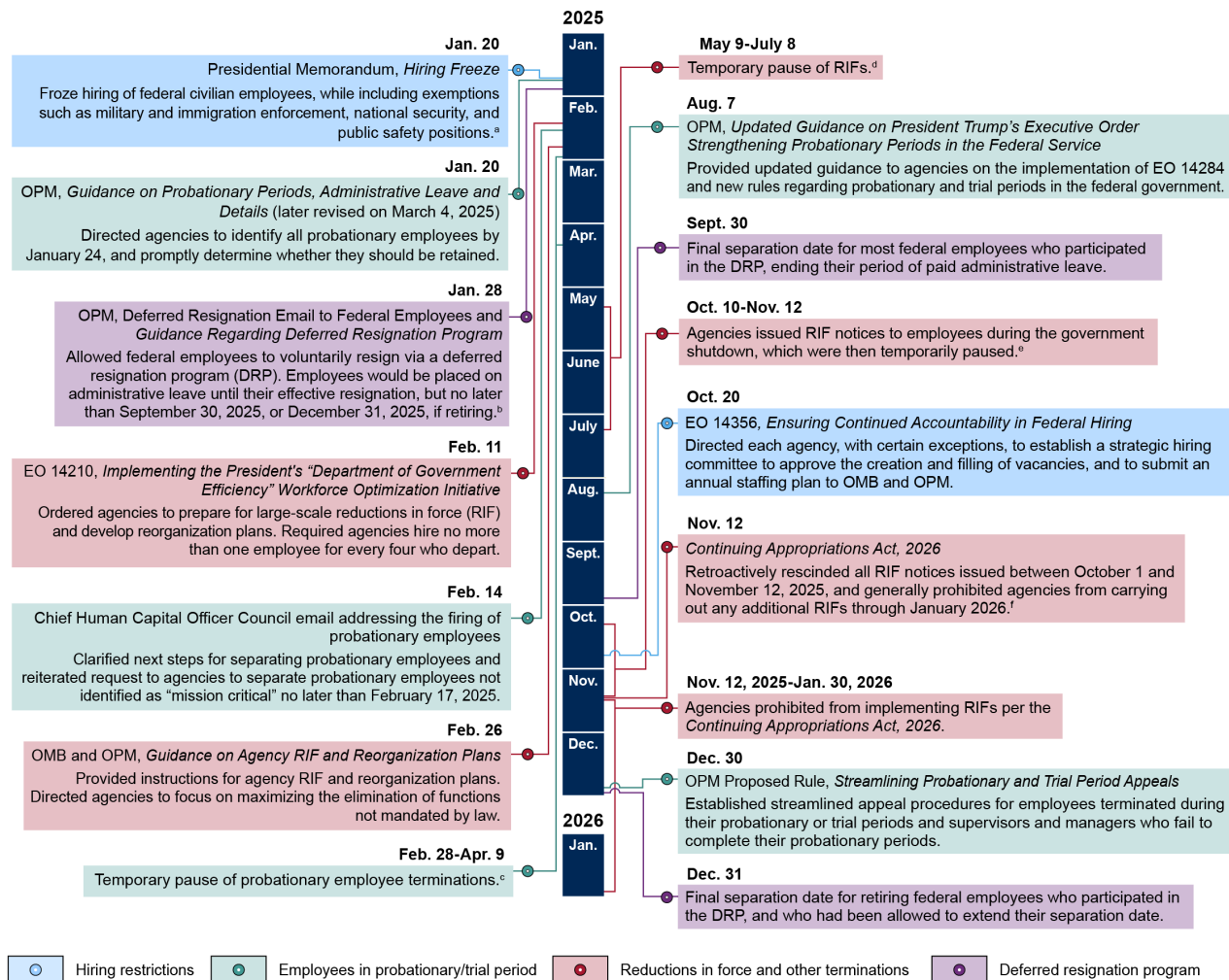
Figure 1 provides information on when relevant directives and guidance were issued, and their purpose. It also includes information on additional directives related to the management of probationary periods and hiring that were issued in the second half of 2025, as well as developments in the implementation of deferred resignations and RIFs. The figure also notes when litigation or congressional action paused the implementation of certain workforce reduction-related activities.

⁹Under the government-wide DRP, with certain exceptions, if an employee was scheduled to retire between October 1, 2025, and December 31, 2025, they could request to extend their resignation date to match their retirement date. See Office of Personnel Management, *Guidance Regarding Deferred Resignation Program* (Washington, D.C.: Jan. 28, 2025), and *Frequently Asked Questions*, <https://www.opm.gov/about-us/fork/faq/>, last accessed March 9, 2026.

¹⁰See, for example, Exec. Order No. 14284, *Strengthening Probationary Periods in the Federal Service*, 90 Fed. Reg. 17729 (Apr. 29, 2025). Employees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager (generally 1 or 2 years, depending on the position).

¹¹See, for example, Exec. Order No. 14210, *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative*, 90 Fed. Reg. 9669 (Feb. 14, 2025). A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

Figure 1: Timeline of Selected Directives, Government-wide Guidance, and Related Actions on Federal Workforce Changes, January 2025–January 2026



Source: GAO review of selected Presidential memorandums, Executive Orders (EO), Office of Management and Budget (OMB) and Office of Personnel Management (OPM) guidance, and relevant statutes, court filings, and opinions. | GAO-26-108583

^aAt the time of the issuance of this report, the hiring freeze had been extended indefinitely.

^bSome agencies, including the Departments of Agriculture, Defense, Housing and Urban Development, and others, also offered agency-specific DRPs.

^cTwo federal district courts issued orders temporarily pausing the termination of probationary employees and required their reinstatement at approximately 20 agencies. See *State of Maryland v. United States Department of Agriculture* (D. Md.) 1:25-CV-00748; and *American Federation of Government Employees, AFL-CIO v. United States Office of Personnel Management* (N.D. Cal.) 3:25-cv-01780. These orders were stayed, respectively, by the U.S. Court of Appeals for the 4th Circuit and the U.S. Supreme Court. In September 2025, the U.S. Court of Appeals for the 4th Circuit found that the states lacked standing in *State of Maryland v. United States Department of Agriculture* and the district court subsequently dismissed the lawsuit. Also in September, the U.S. District Court for the Northern District of California issued an order in the *American Federation of Government Employees, AFL-CIO v. United States Office of Personnel Management* (OPM) case that OPM lacked the authority to direct other agencies to terminate their probationary employees and violated the Administrative Procedure Act. The government subsequently filed a notice of appeal, which is ongoing.

^dA federal district court issued an order temporarily pausing large-scale reductions in force at approximately 20 agencies. See *American Federation of Government Employees, AFL-CIO v. Trump* (N. D. Cal.) 3:25-cv-03698. This order was subsequently stayed by the U.S. Supreme Court. In September 2025, the U.S. District Court for the Northern District of California granted in part and denied in part the administration's motion to dismiss the lawsuit. The case is ongoing.

^eOn October 15, 2025, the U.S. District Court for the Northern District of California issued a temporary restraining order (later supplemented by a preliminary injunction on October 28) that paused the implementation of RIFs initiated in October 2025. The

government subsequently filed a notice of appeal. See American Federation of Government Employees, AFL-CIO v. United States Office of Management and Budget (N. D. Cal.) 3:25-cv-08302; Continuing Appropriations Act, 2026 in Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, 2026, Pub. L. No. 119-37, § 120, 139. Stat. 495, 500-501.

[†]The Continuing Appropriations Act, 2026, generally prohibited federal funds from being used to initiate, notice, or carry out RIFs from November 12, 2025, through January 30, 2026. It also invalidated RIF actions and notices issued between October 1 and November 12, 2025. Pub. L. No. 119-37, § 120, 139. Stat. 495, 500-501.

Staffing Declined at All Major Federal Agencies in 2025

Data reported by 22 CFO Act agencies that provided requested data for all of 2025 showed that all of them had fewer staff at the beginning of 2026 than at the end of 2024. Over the course of the year, the total workforce across these agencies declined by nearly 256,000 employees—or over 11 percent. This decline represented the net result of about 378,000 employee departures, 127,000 hires, and employees shifting between active and nonpay status.¹²

While the relative size of these declines varied across agencies—from about 1 percent at the Department of Homeland Security to over 45 percent at the Department of Education—18 of the 22 agencies had declines greater than 10 percent. Table 1 shows the change in the size of the workforce at each agency from the end of December 2024 to early January 2026, when our data collection period ended.

Table 1: Changes in the Size of the Reported Total Civilian Workforce at Chief Financial Officers Act Agencies

Agency	Size of Total Workforce			Percentage Change, Dec. 2024–Jan. 2026
	December 2024	June 2025	January 2026	
Department of Agriculture	91,047	93,418	74,956	-17.7
Department of Commerce	48,804	42,959	41,606	-14.7
Department of Defense	778,188	755,503	695,248	-10.7
Department of Education	4,273	3,642	2,326	-45.6
Department of Energy	17,607	15,571	12,431	-29.4
Department of Health and Human Services	93,035	85,621	74,795	-19.6
Department of Homeland Security	231,337	231,066	229,342	-0.9
Department of Housing and Urban Development	8,090	7,859	5,625	-30.5
Department of the Interior	64,082	67,925	54,515	-14.9
Department of Justice	117,379	115,217	107,066	-8.8
Department of Labor	14,504	13,883	11,155	-23.1
Department of State	31,648	30,435	27,403	-13.4
Department of Transportation	57,462	56,868	53,107	-7.6

¹²Employees are placed in nonpay status when on (1) leave without pay, which is a temporary absence generally requested by the employee; (2) furlough, a nondisciplinary action caused by a lack of funds or work; or (3) suspension, a disciplinary action. Seasonal employees, who work certain periods of the year, may also move between pay and nonpay status. We asked agencies to provide the total number of employees in pay status at a given time.

Agency	Size of Total Workforce			Percentage Change, Dec. 2024–Jan. 2026
	December 2024	June 2025	January 2026	
Department of the Treasury	117,063	112,234	86,461	-26.1
Department of Veterans Affairs	480,075	462,609	445,256	-7.3
Environmental Protection Agency	16,990	15,505	12,956	-23.7
General Services Administration	13,391	12,819	8,467	-36.8
National Aeronautics and Space Administration	17,999	17,996	14,267	-20.7
National Science Foundation	1,719	1,562	1,161	-32.5
Nuclear Regulatory Commission	2,903	2,781	2,477	-14.7
Office of Personnel Management	3,037	2,827	2,006	-33.9
Social Security Administration	57,952	52,852	49,988	-13.7
Total	2,268,585	2,201,152	2,012,614	-11.3

Source: Data for the end of December 2024 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database and was downloaded from OPM's Federal Workforce Data website. Data for June 2025 and January 2026 reflect the number of employees agencies reported to us as being in pay status as of June 28, 2025, and January 10, 2026. The Small Business Administration and U.S. Agency for International Development did not provide requested data. | GAO-26-108583

Although the Small Business Administration (SBA) and U.S. Agency for International Development (USAID) did not provide data in response to our requests, data available through OPM's FWD website showed that both agencies also had substantial declines in the size of their workforces during 2025. The size of SBA's workforce decreased from 8,611 at the end of December 2024 to 5,418 in January 2026 (a decline of 37 percent), while the size of USAID's workforce declined from 4,895 to 258 (a decline of 95 percent) over the same period.

Declines in the size of agency workforces were driven by the fact that the number of employees who separated from their agencies generally far exceeded the number that agencies hired over the course of 2025.¹³ As noted above, across all 22 agencies that provided data to us, nearly 378,000 employees separated from their agencies during the year, with about 65 percent of those separations coming in the second half of 2025 as employees who had taken a deferred resignation offer departed their agencies. By contrast, agencies reported that they hired a total of about 127,000 employees, including temporary employees, during the year.¹⁴

Table 2 provides data on the number of hires and separations at each of the 22 agencies over the course of 2025, and the relative size of those changes as a percentage of the agency's average headcount during the year.

¹³Separations end an individual's employment with a federal agency. They may be voluntary, such as when an employee resigns or accepts an early retirement incentive, or involuntary, such as when employment ends due to performance or conduct issues, or a reduction in force.

¹⁴In some instances during this period, employees were rehired by their agencies after being separated. However, with the data available at the time of our analysis, we were unable to determine how many of the total employees hired were rehires.

Table 2: Separations and Hires at Chief Financial Officers Act Agencies, January 2025–January 2026

Agency	Separations (including temporary employees)	Separations as a Percent of Workforce	Hires (including temporary employees)	Hires as a Percent of Workforce	Average Size of Workforce (Dec. 2024–Jan. 2026)
Department of Agriculture	26,160	31.5	6,203	7.5	83,002
Department of Commerce	10,591	23.4	3,698	8.2	45,205
Department of Defense	116,089	15.8	32,330	4.4	736,718
Department of Education	2,322	70.4	239	7.2	3,300
Department of Energy	5,038	33.5	512	3.4	15,019
Department of Health and Human Services	21,438	25.5	2,884	3.4	83,915
Department of Homeland Security	27,934	12.1	25,728	11.2	230,340
Department of Housing and Urban Development	2,997	43.7	217	3.2	6,858
Department of the Interior	17,432	29.4	9,136	15.4	59,298
Department of Justice	16,334	14.6	5,252	4.7	112,222
Department of Labor	3,679	28.7	285	2.2	12,830
Department of State	6,724	22.8	2,639	8.9	29,526
Department of Transportation	8,812	15.9	4,097	7.4	55,284
Department of the Treasury	31,180	30.6	3,939	3.9	101,762
Department of Veterans Affairs	56,148	12.1	28,732	6.2	462,666
Environmental Protection Agency	4,463	29.8	429	2.9	14,973
General Services Administration	5,180	47.4	232	2.1	10,929
National Aeronautics and Space Administration	4,646	28.8	412	2.6	16,133
National Science Foundation	621	43.1	41	2.8	1,440
Nuclear Regulatory Commission	522	19.4	69	2.6	2,690
Office of Personnel Management	1,266	50.2	195	7.7	2,522
Social Security Administration	8,146	15.1	91	0.2	53,970
Total	377,722	17.6	127,360	5.9	2,140,602

Source: GAO analysis of data provided by 22 Chief Financial Officers Act agencies. The Small Business Administration and U.S. Agency for International Development did not provide requested data. | GAO-26-108583.

Note: Temporary employees are those hired by agencies to fill short-term positions not expected to last longer than 1 year. Separations reflect the number of employees who retired or resigned, were terminated or removed from their positions, were separated through a reduction in force, who transferred to another agency, or who died. Separations and hires as a percentage of each agency's workforce were calculated using the average of total staff on December 31, 2024, taken from the Office of Personnel Management's Enterprise Human Resources Integration database and downloaded from the Federal Workforce Data website, and

January 10, 2026, which was provided by each agency. Because the overall size of the workforce varied over that time, we accounted for this by taking the average of the workforce at the beginning and end of that period.

Of the nearly 378,000 employees who separated from the 22 CFO Act agencies over the course of 2025, a substantial majority (83 percent) retired or resigned, including about 129,000 who separated after taking a deferred resignation offer.¹⁵ Another 14 percent were terminated or removed from their positions. Of these, agencies reported that almost 6,700 employees (or about 2 percent) had been terminated during a probationary or trial period. Lastly, another 2 percent were separated through a RIF during the year, with nearly all those separations coming from the Departments of Education, Health and Human Services, and State.

See table 3 for more detailed information on the various ways in which CFO Act agency employees separated from their agencies during 2025.

Table 3: Number and Percent of Chief Financial Officers Act Agency Employees Who Left Agency Employment by Type of Separation, January 2025–January 2026

Type of Separation	Total Across 22 Agencies	Percent of Total Separations
Other retirements/resignations ^a	172,527	45.7
Deferred resignation program recipients who separated ^b	128,589	34.0
Employees who took early retirement due to an agency reduction in force (RIF) or reorganization ^c	10,243	2.7
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	2,235	0.6
Other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	39,848	10.5
Employees terminated during probationary or trial period ^d	6,697	1.8
Employees separated through a RIF	6,331	1.7
All other separations, including when an employee died or transferred to another agency	11,252	3.0
Total Separations	377,722	100

Source: GAO analysis of data provided by 22 Chief Financial Officers Act agencies. The Small Business Administration and U.S. Agency for International Development did not provide requested data. | GAO-26-108583

^aThis includes mandatory retirements, retirements due to disability, voluntary retirements unrelated to RIFs or reorganizations, employees moving to full retirement status, resignations, or when an employee is entering duty with the uniformed services and has provided notice they do not intend to return to an agency.

^bThis includes separations under the government-wide deferred resignation program (DRP) announced on January 28, 2025, as well as agency-specific DRPs.

^cA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^dEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable

¹⁵Agencies use their human capital information systems to maintain data on agency personnel and any changes that are made to their employment, such as when an employee is terminated or retires. When an action is taken, agencies document it using Nature of Action (NOA) codes, which are standardized across the government. For example, NOA code 356 is used if someone is terminated due to a reduction in force, while NOA code 385 is used when an employee is terminated during a probationary or trial period. To track the separation of employees who received deferred resignation, agencies were also directed to include an additional Legal Authority Code indicating when an employee separated under the government-wide or an agency DRP.

to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

Note: The categories above are mutually exclusive, and separated employees were included in only one of the categories.

In February 2026, we reported that these agencies had approved about 144,000 employees for deferred resignations in the first half of 2025.¹⁶ As noted in the table above, agencies reported that, ultimately, about 129,000 employees separated under a DRP during 2025. According to information from agencies, some employees who had initially been approved for a DRP ultimately did not separate under the program because they decided to rescind their application, the agency subsequently canceled their approval to avoid critical staff vacancies, or the agency later determined the employee was ineligible. Agencies also reported that in some cases employees ultimately separated under a different authority, such as a voluntary early retirement program.

The enclosures to this report provide information for each of the 22 CFO Act agencies that provided requested data for all of 2025. This information includes more detailed data on the size of each agency's workforce at points throughout 2025, as well as data on hires and separations that occurred during the second half of 2025. Detailed data on hires and separations from the first half of 2025 can be found in our February 2026 report.

OPM Has Continued to Add Data and Features to Its Workforce Data Reporting Website

In January 2026, OPM launched a new website to make data on the federal workforce publicly available.¹⁷ Since the Federal Workforce Data (FWD) website was launched, OPM has updated it each month with new data and has added a tool that allows users to generate customized tables using data available through the site.

As we reported in February 2026, OPM has broad responsibilities for collecting, maintaining, and reporting human capital data from across the federal government.¹⁸ Federal agencies are required to regularly submit human resources and payroll data files to OPM, which OPM integrates into its Enterprise Human Resources Integration (EHRI) database. It includes information on characteristics of the federal workforce, as well as personnel actions (e.g., hires, separations, etc.) that agencies have taken.

For the purposes of reporting data through the FWD website, OPM has updated the process by which it collects data from agencies. According to information from OPM, agencies are required to send their data files to them by the fifth business day after the end of a month. OPM receives these files and works with agencies to address any issues it identifies through its data quality checks. OPM then processes the data, structures it for reporting, and makes it available through the FWD website early the following month.

While OPM has emphasized the importance of making these data available in a timely way, the website also highlights other dimensions of data quality, including completeness and accuracy. To support transparency and the disclosure of any data quality issues, the FWD website

¹⁶[GAO-26-108719](#).

¹⁷<https://data.opm.gov>.

¹⁸[GAO-26-108719](#).

includes a “Data Quality” page with information on the results of quality checks for each data release. With this information users could identify potential issues with specific data by agency. In addition, it includes a “Missing Files” report with information on data that have not yet been submitted, helping users understand where data may be incomplete.

As we also noted in February 2026, the design of the FWD website allows users to access data in various ways. For example, it offers interactive graphics that allow users to sort and filter data by agency and time period on a range of topics, including changes in the size and composition of the federal workforce. For those with the ability to work with detailed data files, it also allows users to download datasets from OPM’s EHRI database. In addition, in May 2026, OPM added a Table Builder feature that allows users to create customized tables using any of the metrics available through the website.¹⁹

We provided a draft of this report to the 24 CFO Act agencies for review and comment. The Department of Housing and Urban Development, the Nuclear Regulatory Commission, and Office of Personnel Management provided technical comments, which we incorporated as appropriate. Eighteen agencies informed us they had no comments: the Departments of Agriculture, Commerce, Defense, Education, Energy, Health and Human Services, Homeland Security, Interior, Justice, Labor, State, Transportation, and the Treasury, the Environmental Protection Agency, General Services Administration, National Aeronautics and Space Administration, National Science Foundation, and Social Security Administration. The Department of Veterans Affairs, Small Business Administration, and U.S. Agency for International Development did not provide responses.

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We are sending copies of this product to the appropriate congressional committees, the Director of the Office of Personnel Management, the heads of the other 23 CFO Act agencies, and other interested parties. In addition, the report is available at no charge on the GAO website at <https://www.gao.gov>.

If you or your staff have any questions concerning this product please contact me at LockeD@gao.gov. Contact points for our Offices of Congressional Relations and Media Relations may be found on the last page of this report. In addition, Shea Bader (Assistant Director), Adam Miles (Analyst-in-Charge), Madeline Barch, Mike Bechetti, Krista Loose, and Mercedes Wilson-Barthes made key contributions to this report.

//SIGNED//

Dawn G. Locke
Director
Strategic Issues

Enclosures – 22

¹⁹<https://data.opm.gov/explore-data/data/table-builder>, last accessed May 6, 2026.

List of Requesters

The Honorable Gary C. Peters
Ranking Member
Committee on Homeland Security and Governmental Affairs
United States Senate

The Honorable Chris Van Hollen
Ranking Member
Subcommittee on Commerce, Justice, Science, and Related Agencies
Committee on Appropriations
United States Senate

The Honorable Jack Reed
Ranking Member
Subcommittee on Financial Services and General Government
Committee on Appropriations
United States Senate

The Honorable Robert Garcia
Ranking Member
Committee on Oversight and Government Reform
House of Representatives

The Honorable Steny H. Hoyer
Ranking Member
Subcommittee on Financial Services and General Government
Committee on Appropriations
House of Representatives

The Honorable Angela Alsobrooks
United States Senate

The Honorable Richard Blumenthal
United States Senate

The Honorable Tim Kaine
United States Senate

The Honorable Patty Murray
United States Senate

The Honorable Alex Padilla
United States Senate

The Honorable Bernard Sanders
United States Senate

The Honorable Brian Schatz
United States Senate

The Honorable Mark Warner
United States Senate

The Honorable Yassamin Ansari
House of Representatives

The Honorable Wesley Bell
House of Representatives

The Honorable Donald S. Beyer, Jr.
House of Representatives

The Honorable Sanford D. Bishop, Jr.
House of Representatives

The Honorable Shontel M. Brown
House of Representatives

The Honorable Greg Casar
House of Representatives

The Honorable Jasmine Crockett
House of Representatives

The Honorable Sarah Elfreth
House of Representatives

The Honorable Maxwell Alejandro Frost
House of Representatives

The Honorable Glenn Ivey
House of Representatives

The Honorable Ro Khanna
House of Representatives

The Honorable Raja Krishnamoorthi
House of Representatives

The Honorable Summer L. Lee
House of Representatives

The Honorable Stephen F. Lynch
House of Representatives

The Honorable April McClain Delaney
House of Representatives

The Honorable Jennifer L. McClellan
House of Representatives

The Honorable Kweisi Mfume
House of Representatives

The Honorable Dave Min
House of Representatives

The Honorable Eleanor Holmes Norton
House of Representatives

The Honorable Emily Randall
House of Representatives

The Honorable Jamie Raskin
House of Representatives

The Honorable Lateefah Simon
House of Representatives

The Honorable Melanie A. Stansbury
House of Representatives

The Honorable Suhas Subramanyam
House of Representatives

The Honorable Rashida Tlaib
House of Representatives

The Honorable Eugene Simon Vindman
House of Representatives

Data on Workforce Changes at Chief Financial Officer Act Agencies, Fiscal Year 2025, Quarter 4, and Fiscal Year 2026, Quarter 1

The enclosures that follow present data on workforce changes that 22 of the 24 Chief Financial Officers Act agencies reported to us for the second half of 2025. Specifically, these data cover changes from June 29 to October 4, 2025 (for fiscal year 2025, quarter 4), and October 5, 2025, to January 10, 2026 (for fiscal year 2026, quarter 1).

Tables in these enclosures present data on

- the size of an agency’s workforce over the course of 2025;
- hires and separations that occurred during the two quarters noted above, broken down by different employee characteristics, including occupational group, tenure group, and location;
- the types of separations that occurred at each agency during this period; and
- hires, separations, and changes in the size of the workforce at selected agency subcomponents that had more than 10,000 employees at the end of fiscal year 2024.

For detailed information on agency workforce changes that occurred during the first half of 2025 see the enclosures in [GAO-26-108719](#).

The Small Business Administration and U.S. Agency for International Development did not provide data and therefore do not have enclosures.

Enclosure 1: Department of Agriculture

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 4: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	91,047	93,554	93,418	78,026	74,956
Number in Career Conditional/Probationary/Trial Status ^a	23,691	22,961	21,069	14,736	13,186

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management’s (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM’s Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Agriculture reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 5: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	29	3.4	61	9.4	4,511	27.3	387	11.9
Administrative	66	7.7	63	9.7	6,215	37.6	503	15.4
Technical	693	81.1	406	62.5	4,821	29.2	2,248	69
Clerical	*	--	*	--	447	2.7	25	0.8
Other White Collar ^b	*	--	*	--	333	2	38	1.2
Blue Collar	41	4.8	72	11.1	198	1.2	59	1.8
Total	855	100	650	100	16,525	100	3,260	100

Source: Department of Agriculture. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 6: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Permanent, career ^a	34	4	24	3.7	9,888	59.8	1,157	35.5
Career-conditional, probationary, or trial periods ^b	268	31.3	196	30.2	4,833	29.2	394	12.1
Limited time or indefinite appointments ^c	122	14.3	86	13.2	608	3.7	55	1.7
No tenure group ^d	431	50.4	344	52.9	1,196	7.2	1,654	50.7
Total	855	100	650	100	16,525	100	3,260	100

Source: Department of Agriculture. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 7: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Alabama	*	--	*	--	164	1	19	0.6
Alaska	*	--	0	--	230	1.4	15	0.5
Arizona	25	2.9	17	2.6	463	2.8	178	5.5
Arkansas	*	--	15	2.3	243	1.5	25	0.8
California	120	14	21	3.2	1,025	6.2	559	17.1
Colorado	41	4.8	25	3.8	772	4.7	167	5.1
Connecticut	*	--	*	--	52	0.3	*	--
Delaware	*	--	*	--	39	0.2	*	--
District of Columbia	35	4.1	24	3.7	932	5.6	86	2.6
Florida	11	1.3	*	--	421	2.5	32	1
Georgia	17	2	52	8	393	2.4	48	1.5
Hawaii	43	5	*	--	102	0.6	21	0.6
Idaho	44	5.1	*	--	537	3.2	253	7.8
Illinois	*	--	*	--	315	1.9	24	0.7
Indiana	*	--	*	--	159	1	*	--
Iowa	14	1.6	11	1.7	338	2	39	1.2
Kansas	*	--	11	1.7	342	2.1	21	0.6
Kentucky	*	--	*	--	167	1	20	0.6
Louisiana	*	--	19	2.9	369	2.2	57	1.7
Maine	*	--	*	--	82	0.5	*	--
Maryland	*	--	*	--	795	4.8	49	1.5
Massachusetts	*	--	*	--	116	0.7	*	--
Michigan	*	--	*	--	260	1.6	22	0.7
Minnesota	*	--	*	--	373	2.3	35	1.1
Mississippi	*	--	*	--	276	1.7	25	0.8
Missouri	*	--	*	--	590	3.6	57	1.7
Montana	22	2.6	*	--	592	3.6	303	9.3
Nebraska	*	--	*	--	207	1.3	22	0.7
Nevada	14	1.6	*	--	84	0.5	39	1.2
New Hampshire	*	--	*	--	77	0.5	*	--
New Jersey	*	--	*	--	104	0.6	*	--
New Mexico	11	1.3	14	2.2	634	3.8	112	3.4
New York	*	--	*	--	232	1.4	15	0.5
North Carolina	*	--	14	2.2	360	2.2	44	1.3

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
North Dakota	*	--	*	--	142	0.9	*	--
Ohio	*	--	*	--	171	1	14	0.4
Oklahoma	*	--	*	--	161	1	17	0.5
Oregon	63	7.4	*	--	705	4.3	298	9.1
Pennsylvania	11	1.3	11	1.7	217	1.3	17	0.5
Rhode Island	*	--	*	--	30	0.2	*	--
South Carolina	14	1.6	25	3.8	167	1	32	1
South Dakota	15	1.8	*	--	160	1	42	1.3
Tennessee	32	3.7	89	13.7	200	1.2	21	0.6
Texas	93	10.9	126	19.4	606	3.7	104	3.2
Utah	20	2.3	*	--	316	1.9	78	2.4
Vermont	*	--	*	--	80	0.5	*	--
Virginia	*	--	*	--	526	3.2	42	1.3
Washington	39	4.6	13	2	434	2.6	150	4.6
West Virginia	*	--	*	--	129	0.8	11	0.3
Wisconsin	*	--	*	--	341	2.1	21	0.6
Wyoming	*	--	*	--	198	1.2	36	1.1
Territories and Possessions	27	3.2	*	--	86	0.5	27	0.8
All Foreign Areas	0	--	0	--	11	0.1	0	--
Total	855	100	650	100	16,525	100	3,260	100

Source: Department of Agriculture. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 8: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	13,848	83.8	271	8.3
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	731	4.4	1,643	50.4
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	157	1	115	3.5
Other retirements ^c	440	2.7	502	15.4

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Other resignations ^d	1,185	7.2	629	19.3
All other separations, including when an employee died or transferred to another agency	128	0.8	76	2.3
Total separations	16,525	100	3,260	100

Source: Department of Agriculture. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 9: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Forest Service	*	*	5,506	2,209	31,853	29,540
Natural Resources Conservation Service	*	*	2,516	147	9,431	9,255

Source: Department of Agriculture. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk.

Enclosure 2: Department of Commerce

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 10: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY 25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	48,804	47,450	42,959	42,184	41,606
Number in Career Conditional/Probationary/Trial Status ^a	8,010	7,999	5,662	4,879	4,691

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Commerce reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 11: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	291	14.8	321	40.9	1,022	44.5	490	38.2
Administrative	42	2.1	26	3.3	621	27	407	31.7
Technical	0	--	14	1.8	92	4	45	3.5
Clerical	1,591	81.1	380	48.4	495	21.6	300	23.4
Other White Collar ^b	24	1.2	12	1.5	*	--	*	--
Blue Collar	14	0.7	32	4.1	41	1.8	23	1.8
Unknown Group	0	--	0	--	*	--	*	--
Total	1,962	100	785	100	2,296	100	1,282	100

Source: Department of Commerce. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 12: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	*	--	19	2.4	1,293	56.3	777	60.6
Career-conditional, probationary, or trial periods ^b	294	15	334	42.5	481	20.9	145	11.3
Limited time or indefinite appointments ^c	*	--	29	3.7	303	13.2	118	9.2
No tenure group ^d	1,630	83.1	403	51.3	219	9.5	242	18.9
Total	1,962	100	785	100	2,296	100	1,282	100

Source: Department of Commerce. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 13: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	15	0.8	*	--	15	0.7	*	--
Alaska	*	--	13	1.7	36	1.6	*	--
Arizona	32	1.6	*	--	29	1.3	14	1.1
Arkansas	44	2.2	*	--	12	0.5	*	--
California	161	8.2	25	3.2	140	6.1	85	6.6
Colorado	29	1.5	17	2.2	91	4	54	4.2
Connecticut	*	--	*	--	*	--	*	--
Delaware	15	0.8	*	--	*	--	*	--
District of Columbia	55	2.8	36	4.6	178	7.8	144	11.2
Florida	53	2.7	18	2.3	104	4.5	45	3.5
Georgia	27	1.4	17	2.2	33	1.4	17	1.3
Hawaii	*	--	*	--	26	1.1	11	0.9
Idaho	17	0.9	*	--	11	0.5	*	--
Illinois	88	4.5	36	4.6	44	1.9	16	1.2

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Indiana	54	2.8	*	--	60	2.6	18	1.4
Iowa	63	3.2	21	2.7	*	--	15	1.2
Kansas	*	--	*	--	*	--	*	--
Kentucky	16	0.8	*	--	19	0.8	*	--
Louisiana	12	0.6	*	--	*	--	*	--
Maine	*	--	0	--	12	0.5	*	--
Maryland	46	2.3	24	3.1	515	22.4	285	22.2
Massachusetts	26	1.3	*	--	37	1.6	15	1.2
Michigan	66	3.4	*	--	40	1.7	16	1.2
Minnesota	25	1.3	*	--	*	--	*	--
Mississippi	12	0.6	*	--	16	0.7	*	--
Missouri	32	1.6	*	--	37	1.6	11	0.9
Montana	*	--	*	--	*	--	*	--
Nebraska	*	--	*	--	*	--	*	--
Nevada	17	0.9	*	--	*	--	*	--
New Hampshire	*	--	*	--	*	--	*	--
New Jersey	36	1.8	16	2	19	0.8	11	0.9
New Mexico	20	1	*	--	*	--	*	--
New York	77	3.9	26	3.3	56	2.4	27	2.1
North Carolina	41	2.1	*	--	37	1.6	18	1.4
North Dakota	0	--	*	--	*	--	*	--
Ohio	65	3.3	16	2	31	1.4	16	1.2
Oklahoma	31	1.6	*	--	13	0.6	15	1.2
Oregon	15	0.8	*	--	27	1.2	25	2
Pennsylvania	60	3.1	12	1.5	44	1.9	26	2
Rhode Island	*	--	*	--	*	--	0	--
South Carolina	22	1.1	13	1.7	27	1.2	12	0.9
South Dakota	*	--	*	--	*	--	*	--
Tennessee	61	3.1	*	--	19	0.8	16	1.2
Texas	111	5.7	51	6.5	95	4.1	30	2.3
Utah	*	--	*	--	*	--	*	--
Vermont	*	--	0	--	*	--	0	--
Virginia	343	17.5	289	36.8	267	11.6	202	15.8
Washington	43	2.2	*	--	59	2.6	31	2.4
West Virginia	14	0.7	*	--	*	--	*	--
Wisconsin	25	1.3	*	--	12	0.5	11	0.9
Wyoming	*	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Territories and Possessions	*	--	*	--	*	--	*	--
All Foreign Areas	0	--	0	--	*	--	*	--
Unknown Location	14	0.7	0	--	0	--	0	--
Total	1,962	100	785	100	2,296	100	1,282	100

Source: Department of Commerce. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 14: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,277	55.6	341	26.6
Employees terminated during probationary or trial period ^a	58	2.5	36	2.8
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	191	8.3	114	8.9
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	*	--
Other retirements ^c	111	4.8	282	22
Other resignations ^d	578	25.2	451	35.2
All other separations, including when an employee died or transferred to another agency	40	1.7	34	2.7
Total separations	2,296	100	1,282	100

Source: Department of Commerce. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 15: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
National Oceanic And Atmospheric Administration	16	76	537	226	10,114	9,935
Patent And Trademark Office	286	260	622	337	13,463	13,374
U.S. Census Bureau	1,618	393	687	370	11,273	11,268

Source: Department of Commerce. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1).

Enclosure 3: Department of Defense

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 16: Number of Civilian Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	778,188	771,999	755,503	711,724	695,248
Number in Career Conditional/Probationary/Trial Status ^a	162,899	157,870	144,262	126,168	116,539

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management’s (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM’s Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Defense reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments. Counts for FY25 Q2 and Q3 have been updated from those previously reported in GAO-26-108719.

Table 17: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	1,889	24.7	1,320	20.7	6,092	10.9	5,006	21.6
Administrative	1,987	26	1,745	27.4	15,543	27.8	10,314	44.5
Technical	2,050	26.9	783	12.3	24,366	43.6	2,787	12
Clerical	906	11.9	370	5.8	6,565	11.8	878	3.8
Other White Collar ^b	*	--	*	--	1,894	3.4	789	3.4
Blue Collar	420	5.5	1,811	28.5	*	--	3,404	14.7
Unknown Group	*	--	*	--	*	--	0	--
Total	7,633	100	6,363	100	55,861	100	23,178	100

Source: Department of Defense. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 18: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		FY26 Q1	
	Q4	Total Q4	Q1	Total Q1	Separations	Separations	Separations	Separations
	Hires	Hires	Hires	Hires				
Permanent, career ^a	349	4.6	325	5.1	38,962	69.7	17,582	75.9
Career-conditional, probationary, or trial periods ^b	5,040	66	3,789	59.5	10,314	18.5	2,947	12.7
Limited time or indefinite appointments ^c	730	9.6	708	11.1	3,690	6.6	1,270	5.5
No tenure group ^d	1,514	19.8	1,541	24.2	2,895	5.2	1,379	5.9
Total	7,633	100	6,363	100	55,861	100	23,178	100

Source: Department of Defense. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 19: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		FY26 Q1	
	Q4	Total Q4	Q1	Total Q1	Separations	Percent of Total	Separations	Percent of Total
	Hires	Hires	Hires	Hires		Q4 Separations		Q1 Separations
Alabama	119	1.6	88	1.4	1,922	3.4	870	3.8
Alaska	27	0.4	52	0.8	525	0.9	193	0.8
Arizona	88	1.2	67	1.1	698	1.2	355	1.5
Arkansas	39	0.5	42	0.7	238	0.4	105	0.5
California	557	7.3	393	6.2	4,449	8	1,845	8
Colorado	75	1	73	1.1	1,238	2.2	481	2.1
Connecticut	46	0.6	26	0.4	181	0.3	84	0.4
Delaware	28	0.4	13	0.2	89	0.2	41	0.2
District of Columbia	131	1.7	83	1.3	1,137	2	318	1.4
Florida	206	2.7	179	2.8	2,752	4.9	1,364	5.9
Georgia	299	3.9	175	2.8	2,086	3.7	956	4.1
Hawaii	219	2.9	162	2.5	1,030	1.8	516	2.2
Idaho	45	0.6	41	0.6	192	0.3	71	0.3
Illinois	86	1.1	57	0.9	1,068	1.9	409	1.8
Indiana	63	0.8	49	0.8	928	1.7	327	1.4

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Iowa	24	0.3	16	0.3	102	0.2	50	0.2
Kansas	68	0.9	35	0.6	525	0.9	269	1.2
Kentucky	97	1.3	59	0.9	796	1.4	357	1.5
Louisiana	26	0.3	30	0.5	371	0.7	166	0.7
Maine	145	1.9	183	2.9	624	1.1	186	0.8
Maryland	268	3.5	170	2.7	3,386	6.1	1,096	4.7
Massachusetts	51	0.7	25	0.4	635	1.1	191	0.8
Michigan	35	0.5	75	1.2	824	1.5	278	1.2
Minnesota	32	0.4	19	0.3	165	0.3	80	0.3
Mississippi	49	0.6	165	2.6	540	1	265	1.1
Missouri	49	0.6	45	0.7	557	1	233	1
Montana	*	--	14	0.2	93	0.2	44	0.2
Nebraska	24	0.3	22	0.3	284	0.5	135	0.6
Nevada	37	0.5	36	0.6	267	0.5	135	0.6
New Hampshire	24	0.3	21	0.3	78	0.1	26	0.1
New Jersey	40	0.5	46	0.7	641	1.1	284	1.2
New Mexico	25	0.3	17	0.3	562	1	189	0.8
New York	75	1	76	1.2	862	1.5	371	1.6
North Carolina	298	3.9	270	4.2	1,517	2.7	779	3.4
North Dakota	14	0.2	16	0.3	132	0.2	59	0.3
Ohio	181	2.4	194	3	2,137	3.8	817	3.5
Oklahoma	77	1	131	2.1	1,406	2.5	521	2.2
Oregon	26	0.3	28	0.4	260	0.5	66	0.3
Pennsylvania	313	4.1	274	4.3	1,687	3	633	2.7
Rhode Island	39	0.5	37	0.6	439	0.8	125	0.5
South Carolina	104	1.4	95	1.5	935	1.7	403	1.7
South Dakota	18	0.2	*	--	105	0.2	45	0.2
Tennessee	141	1.8	119	1.9	604	1.1	185	0.8
Texas	228	3	226	3.6	3,522	6.3	1,768	7.6
Utah	54	0.7	67	1.1	1,043	1.9	330	1.4
Vermont	*	--	*	--	43	0.1	21	0.1
Virginia	1,436	18.8	993	15.6	7,573	13.6	3,202	13.8
Washington	360	4.7	346	5.4	1,676	3	783	3.4
West Virginia	22	0.3	21	0.3	139	0.2	39	0.2
Wisconsin	53	0.7	37	0.6	232	0.4	97	0.4
Wyoming	*	--	20	0.3	80	0.1	42	0.2

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
	Territories and Possessions	138	1.8	118	1.9	433	0.8	173
All Foreign Areas	1,013	13.3	804	12.6	2,053	3.7	800	3.5
Total	7,633	100	6,363	100	55,861	100	23,178	100

Source: Department of Defense. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 20: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	37,215	66.6	9,070	39.1
Employees terminated during probationary or trial period ^a	340	0.6	200	0.9
Employees separated through a reduction in force (RIF) ^b	0	--	*	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	4,401	7.9	2,547	11
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	83	0.1	56	0.2
Employees who took early retirement due to an agency RIF or reorganization	359	0.6	*	--
Other retirements ^c	5,105	9.1	4,467	19.3
Other resignations ^d	7,593	13.6	6,103	26.3
All other separations, including when an employee died or transferred to another agency	765	1.4	706	3
Total separations	55,861	100	23,178	100

Source: Department of Defense. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 21: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Air Force	1,034	1,254	13,076	5,449	157,308	153,818
Army	1,250	1,022	16,653	6,933	200,997	194,462
Navy	2,449	1,614	15,130	5,605	205,978	202,015

Source: Department of Defense. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). These counts reflect the Department of the Air Force and the Department of the Navy, including the Space Force and Marine Corps, respectively.

Enclosure 4: Department of Education

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 22: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	4,273	4,067	3,642	2,551	2,326
Number in Career Conditional/Probationary/Trial Status ^a	693	674	578	312	279

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Education reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 23: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	365	30	115	39.1
Administrative	*	--	*	--	831	68.4	174	59.2
Technical	0	--	0	--	*	--	*	--
Clerical	0	--	0	--	*	--	*	--
Other White Collar ^b	0	--	0	--	*	--	0	--
Blue Collar	0	--	0	--	0	--	*	--
Total	39	100	32	100	1,215	100	294	100

Source: Department of Education. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 24: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	*	--	*	--	948	78	237	80.6
Career-conditional, probationary, or trial periods ^b	0	--	*	--	218	17.9	36	12.2
Limited time or indefinite appointments ^c	24	61.5	*	--	23	1.9	*	--
No tenure group ^d	*	--	14	43.8	26	2.1	*	--
Total	39	100	32	100	1,215	100	294	100

Source: Department of Education. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 25: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	*	--	0	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	0	--	*	--
California	*	--	*	--	40	3.3	19	6.5
Colorado	*	--	*	--	21	1.7	*	--
Connecticut	0	--	0	--	*	--	0	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	35	89.7	20	62.5	610	50.2	84	28.6
Florida	0	--	0	--	19	1.6	11	3.7
Georgia	0	--	0	--	62	5.1	19	6.5
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	*	--	0	--
Illinois	0	--	*	--	31	2.6	17	5.8

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	0	--	0	--	*	--	0	--
Iowa	0	--	0	--	*	--	0	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	0	--	0	--	*	--	0	--
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	*	--	85	7	18	6.1
Massachusetts	0	--	0	--	18	1.5	12	4.1
Michigan	0	--	0	--	*	--	0	--
Minnesota	0	--	0	--	*	--	0	--
Mississippi	0	--	0	--	0	--	*	--
Missouri	0	--	0	--	31	2.6	*	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	*	--	0	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	0	--	0	--	13	1.1	11	3.7
New Mexico	0	--	0	--	0	--	0	--
New York	*	--	*	--	27	2.2	13	4.4
North Carolina	0	--	0	--	12	1	0	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	13	1.1	*	--
Oklahoma	0	--	0	--	*	--	0	--
Oregon	0	--	0	--	0	--	0	--
Pennsylvania	0	--	*	--	29	2.4	16	5.4
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	*	--	0	--
Texas	0	--	*	--	54	4.4	27	9.2
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	0	--	*	--
Virginia	0	--	*	--	61	5	18	6.1
Washington	0	--	*	--	*	--	*	--
West Virginia	0	--	0	--	*	--	0	--
Wisconsin	0	--	0	--	*	--	0	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	39	100	32	100	1,215	100	294	100

Source: Department of Education. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 26: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	163	13.4	90	30.6
Employees terminated during probationary or trial period ^a	*	--	0	--
Employees separated through a reduction in force (RIF) ^b	668	55	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	16	1.3	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	158	13	0	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	24	8.2
Other retirements ^c	109	9	77	26.2
Other resignations ^d	69	5.7	86	29.3
All other separations, including when an employee died or transferred to another agency	23	1.9	*	--
Total separations	1,215	100	294	100

Source: Department of Education. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 5: Department of Energy

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 27: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	17,607	15,966	15,571	13,731	12,431
Number in Career Conditional/Probationary/Trial Status ^a	4,301	3,719	3,115	1,997	1,870

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Energy reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 28: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	12	36.4	730	38.7	577	34.3
Administrative	34	69.4	17	51.5	1,091	57.8	975	58
Technical	*	--	*	--	22	1.2	42	2.5
Clerical	0	--	0	--	*	--	*	--
Other White Collar ^b	11	22.4	*	--	*	--	*	--
Blue Collar	0	--	*	--	*	--	67	4
Total	49	100	33	100	1,888	100	1,681	100

Source: Department of Energy. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 29: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	*	--	*	--	825	43.7	1458	86.7
Career-conditional, probationary, or trial periods ^b	17	34.7	21	63.6	812	43	*	--
Limited time or indefinite appointments ^c	17	34.7	*	--	76	4	*	--
No tenure group ^d	*	--	*	--	175	9.3	117	7
Unknown group	0	--	0	--	0	--	57	3.4
Total	49	100	33	100	1,888	100	1,681	100

Source: Department of Energy. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 30: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	*	--	0	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	26	1.4	20	1.2
California	0	--	*	--	83	4.4	50	3
Colorado	0	--	0	--	147	7.8	125	7.4
Connecticut	0	--	0	--	11	0.6	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	33	67.3	15	45.5	503	26.6	330	19.6
Florida	0	--	0	--	42	2.2	17	1
Georgia	0	--	0	--	22	1.2	12	0.7
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	0	--	21	1.1	38	2.3

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	
Illinois	0	--	0	--	29	1.5	55	3.3
Indiana	0	--	0	--	*	--	*	--
Iowa	0	--	0	--	*	--	*	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	*	--	11	0.7
Louisiana	0	--	0	--	*	--	14	0.8
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	0	--	165	8.7	203	12.1
Massachusetts	0	--	0	--	21	1.1	*	--
Michigan	0	--	0	--	18	1	*	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	*	--	*	--
Missouri	0	--	0	--	13	0.7	*	--
Montana	0	--	0	--	13	0.7	11	0.7
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	13	0.7	16	1
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	0	--	0	--	17	0.9	*	--
New Mexico	*	--	*	--	49	2.6	71	4.2
New York	0	--	*	--	55	2.9	11	0.7
North Carolina	0	--	0	--	23	1.2	12	0.7
North Dakota	0	--	0	--	*	--	*	--
Ohio	0	--	0	--	19	1	28	1.7
Oklahoma	0	--	0	--	11	0.6	*	--
Oregon	0	--	*	--	56	3	58	3.5
Pennsylvania	0	--	*	--	69	3.7	57	3.4
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	42	2.2	63	3.7
South Dakota	0	--	0	--	*	--	19	1.1
Tennessee	*	--	0	--	44	2.3	94	5.6
Texas	*	--	*	--	52	2.8	27	1.6
Utah	0	--	0	--	*	--	*	--
Vermont	0	--	0	--	*	--	0	--
Virginia	*	--	0	--	50	2.6	39	2.3
Washington	*	--	*	--	92	4.9	188	11.2
West Virginia	0	--	0	--	43	2.3	40	2.4
Wisconsin	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Wyoming	0	--	0	--	*	--	*	--
Territories and Possessions	0	--	0	--	11	0.6	0	--
All Foreign Areas	0	--	0	--	*	--	0	--
Unknown Location	0	--	0	--	*	--	11	0.7
Total	49	100	33	100	1,888	100	1,681	100

Source: Department of Energy. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 31: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,579	83.6	1,181	70.3
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	127	6.7	31	1.8
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	0	--
Employees who took early retirement due to an agency RIF or reorganization	0	--	247	14.7
Other retirements ^c	48	2.5	129	7.7
Other resignations ^d	103	5.5	67	4
All other separations, including when an employee died or transferred to another agency	*	--	*	--
Total separations	1,888	100	1,681	100

Source: Department of Energy. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 6: Department of Health and Human Services

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 32: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	93,035	92,407	85,621	76,916	74,795
Number in Career Conditional/Probationary/Trial Status ^a	17,007	16,401	13,396	10,742	9,519

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Health and Human Services reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 33: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	406	69.6	104	46.2	3,398	37.2	1,211	51.2
Administrative	79	13.6	84	37.3	4,821	52.8	889	37.6
Technical	51	8.7	16	7.1	348	3.8	116	4.9
Clerical	21	3.6	*	--	167	1.8	51	2.2
Other White Collar ^b	*	--	*	--	74	0.8	21	0.9
Blue Collar	16	2.7	11	4.9	89	1	47	2
Unknown Group	*	--	*	--	235	2.6	32	1.4
Total	583	100	225	100	9,132	100	2,367	100

Source: Department of Health and Human Services. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 34: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	126	21.6	30	13.3	6,444	70.6	1,485	62.7
Career-conditional, probationary, or trial periods ^b	232	39.8	116	51.6	1,636	17.9	291	12.3
Limited time or indefinite appointments ^c	132	22.6	46	20.4	680	7.4	314	13.3
No tenure group ^d	93	16	33	14.7	372	4.1	277	11.7
Total	583	100	225	100	9,132	100	2,367	100

Source: Department of Health and Human Services. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 35: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	19	0.2	*	--
Alaska	*	--	0	--	*	--	*	--
Arizona	76	13	35	15.6	153	1.7	138	5.8
Arkansas	0	--	0	--	35	0.4	34	1.4
California	18	3.1	*	--	252	2.8	73	3.1
Colorado	*	--	*	--	98	1.1	36	1.5
Connecticut	*	--	*	--	13	0.1	*	--
Delaware	0	--	0	--	11	0.1	*	--
District of Columbia	41	7	46	20.4	586	6.4	110	4.6
Florida	*	--	0	--	150	1.6	36	1.5
Georgia	34	5.8	11	4.9	1,030	11.3	309	13.1
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	*	--	11	0.1	*	--
Illinois	*	--	*	--	147	1.6	23	1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	0	--	0	--	13	0.1	*	--
Iowa	0	--	0	--	*	--	*	--
Kansas	*	--	*	--	22	0.2	*	--
Kentucky	0	--	0	--	15	0.2	*	--
Louisiana	0	--	0	--	17	0.2	*	--
Maine	*	--	0	--	*	--	*	--
Maryland	184	31.6	37	16.4	4,248	46.5	918	38.8
Massachusetts	0	--	*	--	104	1.1	18	0.8
Michigan	*	--	0	--	40	0.4	12	0.5
Minnesota	*	--	*	--	58	0.6	20	0.8
Mississippi	0	--	0	--	13	0.1	*	--
Missouri	0	--	0	--	51	0.6	14	0.6
Montana	18	3.1	*	--	73	0.8	33	1.4
Nebraska	0	--	0	--	*	--	*	--
Nevada	*	--	*	--	17	0.2	*	--
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	*	--	*	--	37	0.4	*	--
New Mexico	73	12.5	18	8	143	1.6	92	3.9
New York	*	--	*	--	160	1.8	28	1.2
North Carolina	*	--	*	--	114	1.2	39	1.6
North Dakota	11	1.9	*	--	16	0.2	12	0.5
Ohio	0	--	0	--	70	0.8	27	1.1
Oklahoma	13	2.2	*	--	351	3.8	26	1.1
Oregon	14	2.4	*	--	27	0.3	14	0.6
Pennsylvania	0	--	*	--	132	1.4	41	1.7
Rhode Island	*	--	0	--	*	--	*	--
South Carolina	0	--	0	--	39	0.4	*	--
South Dakota	45	7.7	11	4.9	77	0.8	38	1.6
Tennessee	*	--	*	--	50	0.5	18	0.8
Texas	*	--	*	--	200	2.2	60	2.5
Utah	*	--	0	--	12	0.1	*	--
Vermont	0	--	0	--	*	--	*	--
Virginia	*	--	0	--	232	2.5	37	1.6
Washington	*	--	*	--	121	1.3	30	1.3
West Virginia	0	--	*	--	46	0.5	15	0.6
Wisconsin	0	--	*	--	17	0.2	*	--
Wyoming	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	*	--	*	--	27	0.3	*	--
All Foreign Areas	0	--	0	--	25	0.3	*	--
Total	583	100	225	100	9,132	100	2,367	100

Source: Department of Health and Human Services. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 36: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,196	13.1	188	7.9
Employees terminated during probationary or trial period ^a	45	0.5	36	1.5
Employees separated through a reduction in force (RIF) ^b	4,299	47.1	*	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	546	6	366	15.5
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	1,076	11.8	*	--
Employees who took early retirement due to an agency RIF or reorganization	64	0.7	206	8.7
Other retirements ^c	654	7.2	745	31.5
Other resignations ^d	1,157	12.7	695	29.4
All other separations, including when an employee died or transferred to another agency	95	1	105	4.4
Total separations	9,132	100	2,367	100

Source: Department of Health and Human Services. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 37: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Centers for Disease Control and Prevention	*	*	1,365	450	10,177	9,737
Food and Drug Administration	*	33	2,230	562	17,030	16,498
Indian Health Service	287	89	861	390	13,040	12,740
National Institutes of Health	83	*	1,889	411	17,375	16,849

Source: Department of Health and Human Services. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk.

Enclosure 7: Department of Homeland Security

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 38: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	231,337	233,073	231,066	227,518	229,342
Number in Career Conditional/Probationary/Trial Status ^a	34,111	34,738	20,595	33,459	35,467

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Homeland Security reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 39: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	332	5.1	912	10.1	782	7.7	346	5.5
Administrative	4,198	64.8	6,781	75.2	6,995	68.6	3,738	59.1
Technical	24	0.4	43	0.5	161	1.6	69	1.1
Clerical	1,172	18.1	415	4.6	1,877	18.4	1,651	26.1
Other White Collar ^b	732	11.3	837	9.3	311	3	455	7.2
Blue Collar	25	0.4	35	0.4	71	0.7	66	1
Total	6,483	100	9,023	100	10,197	100	6,325	100

Source: Department of Homeland Security. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 40: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	198	3.1	188	2.1	6,947	68.1	3,575	56.5
Career-conditional, probationary, or trial periods ^b	4,976	76.8	6,942	76.9	1,915	18.8	1,733	27.4
Limited time or indefinite appointments ^c	1,224	18.9	1,783	19.8	832	8.2	654	10.3
No tenure group ^d	85	1.3	110	1.2	503	4.9	363	5.7
Total	6,483	100	9,023	100	10,197	100	6,325	100

Source: Department of Homeland Security. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 41: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	52	0.8	53	0.6	55	0.5	60	0.9
Alaska	22	0.3	21	0.2	44	0.4	30	0.5
Arizona	419	6.5	447	5	221	2.2	244	3.9
Arkansas	22	0.3	31	0.3	22	0.2	16	0.3
California	651	10	992	11	869	8.5	547	8.6
Colorado	84	1.3	180	2	185	1.8	159	2.5
Connecticut	21	0.3	31	0.3	37	0.4	23	0.4
Delaware	*	--	*	--	*	--	*	--
District of Columbia	357	5.5	346	3.8	1,331	13.1	573	9.1
Florida	469	7.2	829	9.2	617	6.1	438	6.9
Georgia	250	3.9	447	5	326	3.2	231	3.7
Hawaii	38	0.6	29	0.3	72	0.7	44	0.7
Idaho	23	0.4	30	0.3	28	0.3	15	0.2
Illinois	178	2.7	238	2.6	217	2.1	140	2.2

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	48	0.7	52	0.6	62	0.6	50	0.8
Iowa	25	0.4	14	0.2	26	0.3	*	--
Kansas	16	0.2	11	0.1	53	0.5	25	0.4
Kentucky	32	0.5	50	0.6	54	0.5	36	0.6
Louisiana	123	1.9	153	1.7	81	0.8	87	1.4
Maine	30	0.5	22	0.2	61	0.6	28	0.4
Maryland	96	1.5	178	2	585	5.7	174	2.8
Massachusetts	151	2.3	152	1.7	172	1.7	149	2.4
Michigan	168	2.6	165	1.8	118	1.2	118	1.9
Minnesota	84	1.3	95	1.1	91	0.9	59	0.9
Mississippi	21	0.3	24	0.3	46	0.5	25	0.4
Missouri	71	1.1	77	0.9	220	2.2	89	1.4
Montana	20	0.3	25	0.3	35	0.3	25	0.4
Nebraska	24	0.4	30	0.3	139	1.4	35	0.6
Nevada	22	0.3	45	0.5	82	0.8	64	1
New Hampshire	*	--	*	--	25	0.2	*	--
New Jersey	125	1.9	217	2.4	145	1.4	117	1.8
New Mexico	65	1	114	1.3	68	0.7	55	0.9
New York	356	5.5	456	5.1	406	4	322	5.1
North Carolina	87	1.3	139	1.5	179	1.8	122	1.9
North Dakota	22	0.3	20	0.2	17	0.2	16	0.3
Ohio	91	1.4	71	0.8	118	1.2	61	1
Oklahoma	46	0.7	46	0.5	21	0.2	14	0.2
Oregon	42	0.6	39	0.4	56	0.5	43	0.7
Pennsylvania	99	1.5	208	2.3	185	1.8	113	1.8
Rhode Island	*	--	*	--	14	0.1	17	0.3
South Carolina	31	0.5	58	0.6	80	0.8	41	0.6
South Dakota	14	0.2	*	--	18	0.2	*	--
Tennessee	94	1.4	135	1.5	96	0.9	46	0.7
Texas	1,262	19.5	1,958	21.7	957	9.4	1,015	16
Utah	46	0.7	100	1.1	43	0.4	42	0.7
Vermont	32	0.5	46	0.5	236	2.3	42	0.7
Virginia	271	4.2	346	3.8	1,217	11.9	402	6.4
Washington	129	2	133	1.5	194	1.9	138	2.2
West Virginia	23	0.4	28	0.3	50	0.5	29	0.5
Wisconsin	51	0.8	19	0.2	47	0.5	31	0.5
Wyoming	*	--	11	0.1	12	0.1	12	0.2

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1				
Territories and Possessions	52	0.8	83	0.9	148	1.5	133	2.1
All Foreign Areas	0	--	0	--	*	--	*	--
Total	6,483	100	9,023	100	10,197	100	6,325	100

Source: Department of Homeland Security. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 42: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Separations	Q4 Separations	Separations	Q1 Separations
Deferred resignation program recipients who separated	3,961	38.8	0	--
Employees terminated during probationary or trial period ^a	387	3.8	220	3.5
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	473	4.6	578	9.1
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	1,045	10.2	*	--
Other retirements ^c	1,801	17.7	2,527	40
Other resignations ^d	2,303	22.6	2,627	41.5
All other separations, including when an employee died or transferred to another agency	*	--	238	3.8
Total separations	10,197	100	6,325	100

Source: Department of Homeland Security. | GAO-26-108583

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 43: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Citizenship And Immigration Services	*	*	2,155	322	20,136	19,926
Customs And Border Protection	1,522	1,532	818	1,166	67,855	67,645
Federal Emergency Management Agency	*	*	1,596	946	23,146	21,805
Immigration And Customs Enforcement	3,265	6,472	474	1,345	24,025	30,064
Transportation Security Administration	1,074	226	2,409	1,734	65,414	63,448

Source: Department of Homeland Security. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk.

Enclosure 8: Department of Housing and Urban Development

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 44: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	8,090	8,178	7,859	5,972	5,625
Number in Career Conditional/Probationary/Trial Status ^a	1,787	1,573	1,326	675	566

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Housing and Urban Development reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 45: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	0	--	*	--	215	11.1	*	--
Administrative	27	100	*	--	1,426	73.8	295	75.5
Technical	0	--	0	--	40	2.1	*	--
Clerical	0	--	0	--	17	0.9	0	--
Other White Collar ^b	0	--	0	--	234	12.1	59	15.2
Blue Collar	0	--	0	--	0	--	0	--
Total	27	100	19	100	1,932	100	391	100

Source: Department of Housing and Urban Development. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 46: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		Percent of	
	Q4	Total Q4	Q1	Total Q1	FY25 Q4	Total Q4	FY26 Q1	Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	*	--	1,387	71.8	362	92.6
Career-conditional, probationary, or trial periods ^b	0	--	*	--	478	24.7	*	--
Limited time or indefinite appointments ^c	*	--	*	--	44	2.3	*	--
No tenure group ^d	*	--	*	--	23	1.2	16	4.3
Total	27	100	19	100	1,932	100	391	100

Source: Department of Housing and Urban Development. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 47: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		Percent of Total	
	Q4	Total Q4	Q1	Total Q1	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Hires	Hires	Hires	Hires	Separations	Q4 Separations	Separations	Q1 Separations
Alabama	0	--	0	--	11	0.6	*	--
Alaska	0	--	0	--	*	--	*	--
Arizona	0	--	0	--	27	1.4	*	--
Arkansas	0	--	0	--	20	1	*	--
California	0	--	0	--	141	7.3	28	7.2
Colorado	0	--	0	--	85	4.4	31	7.9
Connecticut	0	--	0	--	13	0.7	0	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	22	81.5	19	100	616	31.9	106	27.1
Florida	0	--	0	--	49	2.5	15	3.8
Georgia	0	--	0	--	76	3.9	26	6.6
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	0	--	*	--	0	--
Illinois	0	--	0	--	62	3.2	22	5.6
Indiana	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Iowa	0	--	0	--	*	--	*	--
Kansas	*	--	0	--	43	2.2	*	--
Kentucky	0	--	0	--	*	--	*	--
Louisiana	0	--	0	--	11	0.6	0	--
Maine	0	--	0	--	*	--	0	--
Maryland	0	--	0	--	42	2.2	*	--
Massachusetts	*	--	0	--	57	3	*	--
Michigan	0	--	0	--	36	1.9	*	--
Minnesota	0	--	0	--	13	0.7	*	--
Mississippi	0	--	0	--	*	--	*	--
Missouri	0	--	0	--	23	1.2	*	--
Montana	0	--	0	--	*	--	0	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	*	--	0	--	*	--	*	--
New Jersey	0	--	0	--	30	1.6	0	--
New Mexico	0	--	0	--	13	0.7	*	--
New York	0	--	0	--	109	5.6	14	3.6
North Carolina	0	--	0	--	17	0.9	*	--
North Dakota	0	--	0	--	*	--	*	--
Ohio	0	--	0	--	18	0.9	*	--
Oklahoma	0	--	0	--	22	1.1	*	--
Oregon	0	--	0	--	12	0.6	*	--
Pennsylvania	*	--	0	--	73	3.8	*	--
Rhode Island	0	--	0	--	*	--	*	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	22	1.1	*	--
Texas	*	--	0	--	91	4.7	33	8.4
Utah	0	--	0	--	*	--	*	--
Vermont	0	--	0	--	*	--	0	--
Virginia	0	--	0	--	24	1.2	*	--
Washington	0	--	0	--	33	1.7	*	--
West Virginia	0	--	0	--	*	--	0	--
Wisconsin	0	--	0	--	14	0.7	*	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	13	0.7	*	--
All Foreign Areas	0	--	0	--	*	--	0	--
Total	27	100	19	100	1,932	100	391	100

Source: Department of Housing and Urban Development. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 48: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,851	95.8	289	73.9
Employees terminated during probationary or trial period ^a	*	--	0	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	*	--	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	*	--
Other retirements ^c	22	1.1	50	12.8
Other resignations ^d	37	1.9	23	5.9
All other separations, including when an employee died or transferred to another agency	*	--	12	3.1
Total separations	1,932	100	391	100

Source: Department of Housing and Urban Development. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 9: Department of the Interior

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 49: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	64,082	64,466	67,925	61,994	54,515
Number in Career Conditional/Probationary/Trial Status ^a	13,279	13,581	11,862	9,610	8,507

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of the Interior reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 50: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	1,463	23.1	1,406	19.3
Administrative	109	13.1	166	20.4	1,862	29.3	2,554	35.1
Technical	152	18.2	132	16.3	1,313	20.7	1,184	16.3
Clerical	*	--	82	10.1	356	5.6	*	--
Other White Collar ^b	95	11.4	213	26.2	477	7.5	539	7.4
Blue Collar	129	15.5	196	24.1	724	11.4	1,230	16.9
Unknown Group	282	33.8	*	--	152	2.4	*	--
Total	834	100	812	100	6,347	100	7,277	100

Source: Department of the Interior. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 51: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of	FY26	Percent of
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Total Q4 Separations	Q1 Separations	Total Q1 Separations
Permanent, career ^a	36	4.3	24	3	2,248	35.4	3,720	51.1
Career-conditional, probationary, or trial periods ^b	143	17.1	228	28.1	1,446	22.8	198	2.7
Limited time or indefinite appointments ^c	19	2.3	20	2.5	553	8.7	141	1.9
No tenure group ^d	496	59.5	540	66.5	1,952	30.8	3,218	44.2
Unknown group	140	16.8	0	--	148	2.3	0	--
Total	834	100	812	100	6,347	100	7,277	100

Source: Department of the Interior. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 52: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of Total	FY26	Percent of Total
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Q4 Separations	Q1 Separations	Q1 Separations
Alabama	*	--	*	--	13	0.2	20	0.3
Alaska	13	1.6	*	--	189	3	257	3.5
Arizona	27	3.2	114	14	336	5.3	265	3.6
Arkansas	*	--	*	--	20	0.3	28	0.4
California	122	14.6	151	18.6	652	10.3	799	11
Colorado	17	2	16	2	491	7.7	748	10.3
Connecticut	*	--	0	--	*	--	*	--
Delaware	*	--	0	--	*	--	*	--
District of Columbia	34	4.1	162	20	187	2.9	204	2.8
Florida	*	--	63	7.8	86	1.4	125	1.7
Georgia	20	2.4	12	1.5	50	0.8	89	1.2
Hawaii	13	1.6	*	--	55	0.9	39	0.5
Idaho	24	2.9	*	--	134	2.1	236	3.2
Illinois	*	--	*	--	36	0.6	30	0.4

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	*	--	*	--	18	0.3	34	0.5
Iowa	*	--	*	--	*	--	22	0.3
Kansas	11	1.3	*	--	52	0.8	33	0.5
Kentucky	*	--	*	--	29	0.5	37	0.5
Louisiana	0	--	0	--	65	1	83	1.1
Maine	*	--	*	--	50	0.8	93	1.3
Maryland	*	--	*	--	72	1.1	73	1
Massachusetts	15	1.8	*	--	80	1.3	123	1.7
Michigan	*	--	*	--	77	1.2	124	1.7
Minnesota	*	--	*	--	69	1.1	98	1.3
Mississippi	*	--	0	--	36	0.6	32	0.4
Missouri	*	--	12	1.5	84	1.3	73	1
Montana	16	1.9	14	1.7	221	3.5	341	4.7
Nebraska	*	--	*	--	50	0.8	42	0.6
Nevada	22	2.6	*	--	215	3.4	173	2.4
New Hampshire	0	--	0	--	*	--	18	0.2
New Jersey	*	--	0	--	34	0.5	49	0.7
New Mexico	22	2.6	16	2	330	5.2	240	3.3
New York	18	2.2	*	--	103	1.6	122	1.7
North Carolina	13	1.6	*	--	51	0.8	135	1.9
North Dakota	*	--	11	1.4	69	1.1	51	0.7
Ohio	*	--	*	--	36	0.6	62	0.9
Oklahoma	*	--	*	--	79	1.2	53	0.7
Oregon	43	5.2	*	--	226	3.6	237	3.3
Pennsylvania	*	--	*	--	136	2.1	108	1.5
Rhode Island	0	--	*	--	*	--	*	--
South Carolina	*	--	*	--	27	0.4	33	0.5
South Dakota	14	1.7	21	2.6	117	1.8	130	1.8
Tennessee	12	1.4	*	--	47	0.7	111	1.5
Texas	*	--	32	3.9	132	2.1	124	1.7
Utah	14	1.7	35	4.3	238	3.7	237	3.3
Vermont	0	--	0	--	*	--	*	--
Virginia	33	4	11	1.4	287	4.5	416	5.7
Washington	31	3.7	14	1.7	164	2.6	373	5.1
West Virginia	*	--	0	--	43	0.7	65	0.9
Wisconsin	*	--	*	--	92	1.4	91	1.3
Wyoming	19	2.3	*	--	181	2.9	367	5

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	19	2.3	*	--	26	0.4	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Unknown Location	140	16.8	0	--	529	8.3	0	--
Total	834	100	812	100	6,347	100	7,277	100

Source: Department of the Interior. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 53: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	3,005	47.3	2,670	36.7
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	1,367	21.5	3,092	42.5
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	70	1.1	267	3.7
Other retirements ^c	323	5.1	682	9.4
Other resignations ^d	1,475	23.2	498	6.8
All other separations, including when an employee died or transferred to another agency	78	1.2	49	0.7
Total separations	6,347	100	7,277	100

Source: Department of the Interior. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 54: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Bureau Of Land Management	144	28	781	801	9,057	8,121
National Park Service	511	638	2,353	3,242	18,213	14,854

Source: Department of the Interior. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1).

Enclosure 10: Department of Justice

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 55: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	117,379	116,637	115,217	109,184	107,066
Number in Career Conditional/Probationary/Trial Status ^a	16,210	14,003	14,107	12,808	12,571

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Justice reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 56: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	264	22.5	256	26.2	1,954	27.7	686	22.1
Administrative	339	28.9	277	28.3	3,570	50.6	1,347	43.4
Technical	143	12.2	127	13	478	6.8	203	6.5
Clerical	*	--	31	3.2	213	3	105	3.4
Other White Collar ^b	300	25.6	274	28	732	10.4	628	20.2
Blue Collar	*	--	13	1.3	110	1.6	134	4.3
Total	1,171	100	978	100	7,057	100	3,103	100

Source: Department of Justice. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 57: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of	FY26	Percent of
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Total Q4 Separations	Q1 Separations	Total Q1 Separations
Permanent, career ^a	384	32.8	264	27	5,564	78.8	2,493	80.3
Career-conditional, probationary, or trial periods ^b	426	36.4	564	57.7	998	14.1	458	14.8
Limited time or indefinite appointments ^c	182	15.5	117	12	271	3.8	75	2.4
No tenure group ^d	179	15.3	33	3.4	224	3.2	77	2.5
Total	1,171	100	978	100	7,057	100	3,103	100

Source: Department of Justice. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 58: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of Total	FY26	Percent of Total
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Q4 Separations	Q1 Separations	Q1 Separations
Alabama	20	1.7	19	1.9	120	1.7	54	1.7
Alaska	0	--	*	--	19	0.3	*	--
Arizona	28	2.4	22	2.2	137	1.9	54	1.7
Arkansas	*	--	*	--	29	0.4	19	0.6
California	93	7.9	63	6.4	564	8	283	9.1
Colorado	16	1.4	18	1.8	131	1.9	59	1.9
Connecticut	*	--	*	--	49	0.7	19	0.6
Delaware	*	--	*	--	17	0.2	*	--
District of Columbia	157	13.4	115	11.8	1,587	22.5	388	12.5
Florida	79	6.7	54	5.5	352	5	198	6.4
Georgia	15	1.3	20	2	159	2.3	85	2.7
Hawaii	*	--	*	--	18	0.3	12	0.4
Idaho	*	--	*	--	33	0.5	*	--
Illinois	43	3.7	29	3	157	2.2	114	3.7
Indiana	12	1	15	1.5	55	0.8	37	1.2

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Iowa	*	--	*	--	21	0.3	*	--
Kansas	*	--	*	--	39	0.6	15	0.5
Kentucky	19	1.6	19	1.9	98	1.4	63	2
Louisiana	20	1.7	29	3	104	1.5	83	2.7
Maine	0	--	*	--	13	0.2	*	--
Maryland	16	1.4	*	--	87	1.2	33	1.1
Massachusetts	20	1.7	*	--	103	1.5	46	1.5
Michigan	*	--	13	1.3	88	1.2	37	1.2
Minnesota	16	1.4	*	--	88	1.2	34	1.1
Mississippi	11	0.9	*	--	41	0.6	32	1
Missouri	34	2.9	17	1.7	97	1.4	49	1.6
Montana	*	--	*	--	14	0.2	*	--
Nebraska	*	--	0	--	16	0.2	12	0.4
Nevada	*	--	*	--	42	0.6	12	0.4
New Hampshire	*	--	*	--	18	0.3	*	--
New Jersey	18	1.5	21	2.1	128	1.8	67	2.2
New Mexico	19	1.6	16	1.6	28	0.4	*	--
New York	51	4.4	44	4.5	270	3.8	157	5.1
North Carolina	25	2.1	20	2	125	1.8	68	2.2
North Dakota	*	--	*	--	*	--	*	--
Ohio	17	1.5	*	--	92	1.3	29	0.9
Oklahoma	*	--	12	1.2	65	0.9	30	1
Oregon	*	--	*	--	36	0.5	37	1.2
Pennsylvania	38	3.2	31	3.2	200	2.8	122	3.9
Rhode Island	*	--	*	--	18	0.3	*	--
South Carolina	12	1	12	1.2	75	1.1	50	1.6
South Dakota	*	--	*	--	*	--	*	--
Tennessee	11	0.9	*	--	73	1	40	1.3
Texas	83	7.1	88	9	498	7.1	292	9.4
Utah	*	--	*	--	38	0.5	16	0.5
Vermont	*	--	*	--	15	0.2	*	--
Virginia	155	13.2	96	9.8	532	7.5	216	7
Washington	*	--	23	2.4	100	1.4	31	1
West Virginia	53	4.5	52	5.3	323	4.6	109	3.5
Wisconsin	*	--	11	1.1	51	0.7	14	0.5
Wyoming	*	--	*	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Territories and Possessions	*	--	*	--	50	0.7	12	0.4
All Foreign Areas	*	--	0	--	21	0.3	16	0.5
Total	1,171	100	978	100	7,057	100	3,103	100

Source: Department of Justice. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 59: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	2,866	40.6	83	2.7
Employees terminated during probationary or trial period ^a	56	0.8	24	0.8
Employees separated through a reduction in force (RIF) ^b	*	--	*	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	312	4.4	151	4.9
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	659	9.3	65	2.1
Other retirements ^c	1,302	18.4	1,462	47.1
Other resignations ^d	1,492	21.1	946	30.5
All other separations, including when an employee died or transferred to another agency	336	4.8	353	11.4
Total separations	7,057	100	3,103	100

Source: Department of Justice. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 60: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Bureau Of Prisons	309	364	1,469	1,265	34,787	33,874
Federal Bureau of Investigation	428	210	1,839	612	35,575	35,180
Office for U.S. Attorneys	176	217	1,064	375	10,262	10,126

Source: Department of Justice. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk.

Enclosure 11: Department of Labor

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 61: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	14,504	14,101	13,883	12,563	11,155
Number in Career Conditional/Probationary/Trial Status ^a	2,451	2,253	1,911	1,226	918

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Labor reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 62: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	0	--	0	--	342	25.1	237	16.5
Administrative	46	100	*	--	930	68.2	1,086	75.6
Technical	0	--	*	--	47	3.4	53	3.7
Clerical	0	--	0	--	34	2.5	45	3.1
Other White Collar ^b	0	--	0	--	*	--	*	--
Blue Collar	0	--	0	--	*	--	0	--
Unknown Group	0	--	0	--	*	--	*	--
Total	46	100	25	100	1,364	100	1,436	100

Source: Department of Labor. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 63: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	*	--	*	--	987	72.4	1,337	93.1
Career-conditional, probationary, or trial periods ^b	*	--	*	--	304	22.3	*	--
Limited time or indefinite appointments ^c	0	--	0	--	46	3.4	*	--
No tenure group ^d	37	80.4	18	72	27	2	54	3.8
Total	46	100	25	100	1,364	100	1,436	100

Source: Department of Labor. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 64: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	21	1.5	*	--
Alaska	0	--	0	--	*	--	0	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	*	--	*	--
California	0	--	*	--	89	6.5	106	7.4
Colorado	0	--	0	--	35	2.6	38	2.6
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	44	95.7	23	92	285	20.9	351	24.4
Florida	0	--	0	--	51	3.7	85	5.9
Georgia	0	--	0	--	63	4.6	79	5.5
Hawaii	0	--	0	--	0	--	*	--
Idaho	0	--	0	--	*	--	*	--
Illinois	0	--	0	--	66	4.8	58	4
Indiana	0	--	0	--	12	0.9	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Iowa	0	--	0	--	*	--	*	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	23	1.7	25	1.7
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	0	--	71	5.2	83	5.8
Massachusetts	0	--	0	--	54	4	50	3.5
Michigan	0	--	0	--	14	1	*	--
Minnesota	0	--	0	--	11	0.8	*	--
Mississippi	0	--	0	--	*	--	*	--
Missouri	0	--	0	--	33	2.4	21	1.5
Montana	0	--	0	--	0	--	*	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	*	--	*	--
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	0	--	*	--	21	1.5	20	1.4
New Mexico	0	--	0	--	*	--	*	--
New York	0	--	0	--	53	3.9	48	3.3
North Carolina	*	--	0	--	13	1	18	1.3
North Dakota	0	--	0	--	*	--	*	--
Ohio	0	--	0	--	22	1.6	32	2.2
Oklahoma	0	--	0	--	11	0.8	*	--
Oregon	0	--	0	--	*	--	*	--
Pennsylvania	*	--	0	--	78	5.7	79	5.5
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	14	1	*	--
Texas	0	--	0	--	88	6.5	107	7.5
Utah	0	--	0	--	12	0.9	*	--
Vermont	0	--	0	--	*	--	*	--
Virginia	0	--	0	--	50	3.7	51	3.6
Washington	0	--	0	--	26	1.9	31	2.2
West Virginia	0	--	0	--	25	1.8	23	1.6
Wisconsin	0	--	0	--	15	1.1	*	--
Wyoming	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1				
Territories and Possessions	0	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	46	100	25	100	1,364	100	1,436	100

Source: Department of Labor. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 65: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Separations	Q4 Separations	Separations	Q1 Separations
Deferred resignation program recipients who separated	1,155	84.7	1,225	85.3
Employees terminated during probationary or trial period ^a	0	--	0	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	22	1.6	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	0	--
Other retirements ^c	62	4.5	89	6.2
Other resignations ^d	91	6.7	70	4.9
All other separations, including when an employee died or transferred to another agency	29	2.1	30	2.1
Total separations	1,364	100	1,436	100

Source: Department of Labor. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 12: Department of State

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 66: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce ^a	31,648	31,661	30,435	27,563	27,403
Number in Career Conditional/Probationary/Trial Status ^b	5,863	5,847	5,554	4,750	4,696

Source: Data reflect the number of employees that the Department of State reported as being in pay status as of December 31, 2024 (FY25 Q1), March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aState Department officials clarified that these counts consist of civilian and Foreign Service personnel, and do not include Locally Employed staff or contractors.

^bThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 67: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	72	8.7	34	6.6	842	23.9	105	15.6
Administrative	426	51.8	251	49	1,993	56.6	334	49.7
Technical	*	--	*	--	54	1.5	*	--
Clerical	103	12.5	165	32.2	326	9.3	86	12.8
Other White Collar ^b	0	--	0	--	48	1.4	*	--
Blue Collar	*	--	*	--	73	2.1	*	--
Unknown Group	191	23.2	47	9.2	183	5.2	125	18.6
Total	823	100	512	100	3,519	100	672	100

Source: Department of State. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 68: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		Percent of	
	Q4	Total Q4	Q1	Total Q1	FY25 Q4	Total Q4	FY26 Q1	Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	19	2.3	*	--	2,118	60.2	345	51.3
Career-conditional, probationary, or trial periods ^b	174	21.1	*	--	533	15.1	65	9.7
Limited time or indefinite appointments ^c	576	70	398	77.7	714	20.3	149	22.2
No tenure group ^d	54	6.6	78	15.2	154	4.4	37	5.5
Unknown group	0	--	0	--	0	--	76	11.3
Total	823	100	512	100	3,519	100	672	100

Source: Department of State. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 69: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4		Percent of	
	Q4	Total Q4	Q1	Total Q1	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Hires	Hires	Hires	Hires	Separations	Q4 Separations	Separations	Q1 Separations
Alabama	0	--	0	--	*	--	0	--
Alaska	0	--	0	--	*	--	0	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	*	--	*	--	0	--
California	*	--	*	--	32	0.9	*	--
Colorado	0	--	0	--	*	--	*	--
Connecticut	0	--	0	--	0	--	0	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	312	37.9	72	14.1	2,257	64.1	287	42.7
Florida	0	--	*	--	39	1.1	11	1.6
Georgia	0	--	0	--	*	--	*	--
Hawaii	0	--	*	--	*	--	*	--
Idaho	0	--	0	--	*	--	0	--
Illinois	*	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	0	--	0	--	*	--	0	--
Iowa	0	--	0	--	*	--	0	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	0	--	*	--	*	--	*	--
Maine	*	--	0	--	*	--	*	--
Maryland	0	--	0	--	*	--	*	--
Massachusetts	0	--	0	--	*	--	*	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	*	--	0	--	*	--	*	--
Mississippi	0	--	0	--	*	--	0	--
Missouri	0	--	0	--	*	--	*	--
Montana	*	--	0	--	*	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	*	--	26	0.7	*	--
New Jersey	0	--	0	--	*	--	0	--
New Mexico	0	--	0	--	0	--	0	--
New York	*	--	*	--	38	1.1	*	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	*	--	0	--	*	--	0	--
Ohio	0	--	0	--	*	--	0	--
Oklahoma	0	--	0	--	*	--	0	--
Oregon	0	--	0	--	*	--	0	--
Pennsylvania	0	--	*	--	14	0.4	*	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	18	2.2	*	--	91	2.6	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	0	--
Texas	0	--	*	--	20	0.6	*	--
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	34	4.1	*	--	90	2.6	15	2.2
Washington	0	--	*	--	12	0.3	*	--
West Virginia	0	--	0	--	*	--	0	--
Wisconsin	0	--	0	--	0	--	*	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	0	--	*	--
All Foreign Areas	433	52.6	420	82	774	22	222	33
Unknown Location	0	--	0	--	0	--	76	11.3
Total	823	100	512	100	3,519	100	672	100

Source: Department of State. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 70: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,535	43.6	38	5.7
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	803	22.8	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	119	3.4	33	4.9
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	137	3.9	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	0	--
Other retirements ^c	331	9.4	222	33
Other resignations ^d	546	15.5	260	38.7
All other separations, including when an employee died or transferred to another agency	45	1.3	109	16.2
Total separations	3,519	100	672	100

Source: Department of State. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 13: Department of Transportation

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 71: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	57,462	57,369	56,868	53,359	53,107
Number in Career Conditional/Probationary/Trial Status ^a	5,137	3,140	3,002	3,797	3,604

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Transportation reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 72: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	80	6.8	59	6.9	1,063	23.8	244	19
Administrative	1,077	91.3	779	90.7	3,063	68.5	976	76.1
Technical	*	--	17	2	184	4.1	41	3.2
Clerical	0	--	0	--	91	2	11	0.9
Other White Collar ^b	*	--	*	--	41	0.9	*	--
Blue Collar	0	--	*	--	17	0.4	*	--
Unknown Group	0	--	0	--	11	0.2	0	--
Total	1,179	100	859	100	4,470	100	1,282	100

Source: Department of Transportation. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 73: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	111	9.4	*	--	3,396	76	979	76.4
Career-conditional, probationary, or trial periods ^b	470	39.9	256	29.8	733	16.4	78	6.1
Limited time or indefinite appointments ^c	569	48.3	521	60.7	263	5.9	203	15.8
No tenure group ^d	29	2.5	*	--	78	1.7	22	1.7
Total	1,179	100	859	100	4,470	100	1,282	100

Source: Department of Transportation. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 74: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	*	--	*	--	26	0.6	*	--
Alaska	23	2	*	--	58	1.3	19	1.5
Arizona	15	1.3	*	--	35	0.8	11	0.9
Arkansas	*	--	0	--	19	0.4	*	--
California	54	4.6	27	3.1	168	3.8	65	5.1
Colorado	15	1.3	11	1.3	113	2.5	29	2.3
Connecticut	*	--	*	--	16	0.4	*	--
Delaware	*	--	0	--	*	--	*	--
District of Columbia	610	51.7	554	64.5	1,371	30.7	366	28.5
Florida	41	3.5	26	3	139	3.1	50	3.9
Georgia	28	2.4	18	2.1	178	4	61	4.8
Hawaii	*	--	*	--	13	0.3	*	--
Idaho	*	--	0	--	17	0.4	*	--
Illinois	19	1.6	*	--	101	2.3	32	2.5

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	*	--	*	--	26	0.6	*	--
Iowa	*	--	*	--	23	0.5	*	--
Kansas	13	1.1	*	--	30	0.7	12	0.9
Kentucky	*	--	*	--	25	0.6	*	--
Louisiana	*	--	*	--	13	0.3	*	--
Maine	*	--	*	--	25	0.6	*	--
Maryland	*	--	0	--	99	2.2	31	2.4
Massachusetts	13	1.1	*	--	104	2.3	34	2.7
Michigan	16	1.4	*	--	40	0.9	*	--
Minnesota	*	--	*	--	35	0.8	*	--
Mississippi	*	--	*	--	*	--	*	--
Missouri	11	0.9	*	--	61	1.4	15	1.2
Montana	*	--	*	--	21	0.5	14	1.1
Nebraska	*	--	0	--	*	--	*	--
Nevada	*	--	0	--	20	0.4	*	--
New Hampshire	*	--	*	--	27	0.6	11	0.9
New Jersey	*	--	*	--	171	3.8	22	1.7
New Mexico	*	--	*	--	29	0.6	13	1
New York	34	2.9	18	2.1	157	3.5	34	2.7
North Carolina	13	1.1	*	--	62	1.4	12	0.9
North Dakota	*	--	*	--	*	--	*	--
Ohio	22	1.9	*	--	36	0.8	16	1.2
Oklahoma	16	1.4	14	1.6	278	6.2	77	6
Oregon	*	--	0	--	21	0.5	11	0.9
Pennsylvania	12	1	*	--	60	1.3	20	1.6
Rhode Island	*	--	*	--	17	0.4	*	--
South Carolina	*	--	*	--	22	0.5	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	13	1.1	*	--	57	1.3	19	1.5
Texas	47	4	33	3.8	275	6.2	90	7
Utah	*	--	*	--	30	0.7	11	0.9
Vermont	*	--	0	--	*	--	*	--
Virginia	15	1.3	*	--	150	3.4	56	4.4
Washington	29	2.5	18	2.1	211	4.7	39	3
West Virginia	*	--	*	--	*	--	*	--
Wisconsin	*	--	*	--	22	0.5	*	--
Wyoming	*	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
	Hires	Hires	Hires	Hires	Separations	Q4 Separations	Separations	Q1 Separations
Territories and Possessions	*	--	*	--	*	--	*	--
All Foreign Areas	0	--	0	--	*	--	0	--
Total	1,179	100	859	100	4,470	100	1,282	100

Source: Department of Transportation. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 75: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	3,377	75.5	445	34.7
Employees terminated during probationary or trial period ^a	29	0.6	*	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	227	5.1	188	14.7
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	0	--
Other retirements ^c	434	9.7	323	25.2
Other resignations ^d	349	7.8	261	20.4
All other separations, including when an employee died or transferred to another agency	49	1.1	43	3.4
Total separations	4,470	100	1,282	100

Source: Department of Transportation. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 76: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Federal Aviation Administration	1,119	825	2,483	904	45,644	44,708

Source: Department of Transportation. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1).

Enclosure 14: Department of the Treasury

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 77: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	117,063	116,557	112,234	92,101	86,461
Number in Career Conditional/Probationary/Trial Status ^a	37,808	36,459	32,242	18,939	17,367

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of the Treasury reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 78: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	3,160	15.8	408	13.7
Administrative	48	80	25	1.4	5,862	29.3	1,252	41.9
Technical	0	--	1,703	97.8	7,397	37	811	27.1
Clerical	0	--	*	--	3,270	16.4	421	14.1
Other White Collar ^b	*	--	*	--	52	0.3	26	0.9
Blue Collar	0	--	0	--	161	0.8	58	1.9
Unknown Group	0	--	0	--	76	0.4	12	0.4
Total	60	100	1,742	100	19,978	100	2,988	100

Source: Department of the Treasury. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 79: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of	FY26	Percent of
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Total Q4 Separations	Q1 Separations	Total Q1 Separations
Permanent, career ^a	*	--	*	--	9,458	47.3	2,051	68.6
Career-conditional, probationary, or trial periods ^b	15	25	1,106	63.5	10,214	51.1	777	26
Limited time or indefinite appointments ^c	31	51.7	626	35.9	88	0.4	72	2.4
No tenure group ^d	*	--	*	--	218	1.1	88	2.9
Total	60	100	1,742	100	19,978	100	2,988	100

Source: Department of the Treasury. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 80: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of Total	FY26	Percent of Total
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Q4 Separations	Q1 Separations	Q1 Separations
Alabama	0	--	*	--	117	0.6	14	0.5
Alaska	0	--	0	--	*	--	*	--
Arizona	0	--	0	--	116	0.6	14	0.5
Arkansas	0	--	0	--	32	0.2	*	--
California	0	--	29	1.7	1,481	7.4	191	6.4
Colorado	0	--	*	--	297	1.5	40	1.3
Connecticut	0	--	0	--	67	0.3	16	0.5
Delaware	0	--	0	--	21	0.1	*	--
District of Columbia	60	100	31	1.8	1,062	5.3	295	9.9
Florida	0	--	72	4.1	846	4.2	126	4.2
Georgia	0	--	301	17.3	1,542	7.7	214	7.2
Hawaii	0	--	0	--	20	0.1	*	--
Idaho	0	--	0	--	27	0.1	*	--
Illinois	0	--	0	--	330	1.7	44	1.5
Indiana	0	--	0	--	110	0.6	15	0.5

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Iowa	0	--	0	--	86	0.4	*	--
Kansas	0	--	0	--	28	0.1	*	--
Kentucky	0	--	50	2.9	741	3.7	92	3.1
Louisiana	0	--	0	--	67	0.3	*	--
Maine	0	--	0	--	13	0.1	*	--
Maryland	0	--	32	1.8	804	4	141	4.7
Massachusetts	0	--	0	--	350	1.8	41	1.4
Michigan	0	--	0	--	293	1.5	37	1.2
Minnesota	0	--	0	--	85	0.4	16	0.5
Mississippi	0	--	0	--	76	0.4	*	--
Missouri	0	--	73	4.2	1,088	5.4	171	5.7
Montana	0	--	0	--	15	0.1	*	--
Nebraska	0	--	0	--	30	0.2	*	--
Nevada	0	--	0	--	75	0.4	*	--
New Hampshire	0	--	0	--	36	0.2	*	--
New Jersey	0	--	0	--	130	0.7	36	1.2
New Mexico	0	--	0	--	23	0.1	*	--
New York	0	--	115	6.6	1,459	7.3	172	5.8
North Carolina	0	--	0	--	217	1.1	32	1.1
North Dakota	0	--	0	--	*	--	0	--
Ohio	0	--	*	--	294	1.5	55	1.8
Oklahoma	0	--	0	--	74	0.4	18	0.6
Oregon	0	--	0	--	113	0.6	12	0.4
Pennsylvania	0	--	155	8.9	1,304	6.5	153	5.1
Rhode Island	0	--	0	--	15	0.1	*	--
South Carolina	0	--	0	--	58	0.3	15	0.5
South Dakota	0	--	0	--	12	0.1	*	--
Tennessee	0	--	199	11.4	1,194	6	103	3.4
Texas	0	--	211	12.1	2,334	11.7	425	14.2
Utah	0	--	101	5.8	1,456	7.3	189	6.3
Vermont	0	--	0	--	*	--	*	--
Virginia	0	--	13	0.7	280	1.4	54	1.8
Washington	0	--	*	--	192	1	34	1.1
West Virginia	0	--	0	--	520	2.6	86	2.9
Wisconsin	0	--	0	--	46	0.2	*	--
Wyoming	0	--	0	--	*	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	354	20.3	367	1.8	58	1.9
All Foreign Areas	0	--	0	--	*	--	0	--
Total	60	100	1,742	100	19,978	100	2,988	100

Source: Department of the Treasury. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 81: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	16,841	84.3	1,249	41.8
Employees terminated during probationary or trial period ^a	193	1	201	6.7
Employees separated through a reduction in force (RIF) ^b	*	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	163	0.8	112	3.7
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	337	1.7	*	--
Other retirements ^c	1,136	5.7	424	14.2
Other resignations ^d	1,140	5.7	850	28.4
All other separations, including when an employee died or transferred to another agency	161	0.8	136	4.6
Total separations	19,978	100	2,988	100

Source: Department of the Treasury. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 82: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25 Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations	Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
Internal Revenue Service	0	1,705	18,054	2,410	79,648	74,557

Source: Department of the Treasury. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1).

Enclosure 15: Department of Veterans Affairs

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 83: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	480,075	471,541	462,609	448,418	445,256
Number in Career Conditional/Probationary/Trial Status ^a	64,102	48,363	42,388	37,876	36,977

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Department of Veterans Affairs reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 84: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	4,340	56.2	3,938	39	5,882	30.2	4,389	37.3
Administrative	778	10.1	1,443	14.3	8,187	42	3,300	28
Technical	1,218	15.8	2,062	20.4	2,123	10.9	1,823	15.5
Clerical	52	0.7	182	1.8	558	2.9	174	1.5
Other White Collar ^b	156	2	163	1.6	264	1.4	259	2.2
Blue Collar	1,081	14	2,075	20.5	1,403	7.2	1,493	12.7
Unknown Group	92	1.2	236	2.3	1,065	5.5	328	2.8
Total	7,717	100	10,099	100	19,482	100	11,766	100

Source: Department of Veterans Affairs. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 85: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	1,695	22	2,657	26.3	14,832	76.1	9,647	82
Career-conditional, probationary, or trial periods ^b	3,717	48.2	6,806	67.4	3,139	16.1	1,618	13.8
Limited time or indefinite appointments ^c	40	0.5	*	--	94	0.5	35	0.3
No tenure group ^d	2,265	29.4	606	6	1,417	7.3	466	4
Unknown group	0	--	*	--	0	--	0	--
Total	7,717	100	10,099	100	19,482	100	11,766	100

Source: Department of Veterans Affairs. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 86: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	90	1.2	133	1.3	268	1.4	203	1.7
Alaska	20	0.3	83	0.8	*	--	*	--
Arizona	258	3.3	225	2.2	478	2.5	299	2.5
Arkansas	74	1	122	1.2	207	1.1	157	1.3
California	644	8.3	681	6.7	1,379	7.1	829	7
Colorado	196	2.5	236	2.3	448	2.3	213	1.8
Connecticut	64	0.8	72	0.7	166	0.9	98	0.8
Delaware	13	0.2	20	0.2	53	0.3	48	0.4
District of Columbia	61	0.8	100	1	571	2.9	196	1.7
Florida	566	7.3	708	7	1,411	7.2	977	8.3
Georgia	154	2	348	3.4	585	3	313	2.7
Hawaii	35	0.5	28	0.3	103	0.5	52	0.4
Idaho	69	0.9	73	0.7	109	0.6	76	0.6
Illinois	96	1.2	122	1.2	705	3.6	358	3

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Indiana	125	1.6	179	1.8	308	1.6	191	1.6
Iowa	50	0.6	107	1.1	202	1	137	1.2
Kansas	48	0.6	101	1	311	1.6	145	1.2
Kentucky	117	1.5	227	2.2	223	1.1	188	1.6
Louisiana	103	1.3	135	1.3	176	0.9	112	1
Maine	33	0.4	34	0.3	91	0.5	55	0.5
Maryland	78	1	131	1.3	316	1.6	152	1.3
Massachusetts	253	3.3	240	2.4	381	2	218	1.9
Michigan	230	3	318	3.1	530	2.7	271	2.3
Minnesota	115	1.5	201	2	379	1.9	211	1.8
Mississippi	74	1	112	1.1	174	0.9	117	1
Missouri	134	1.7	241	2.4	581	3	318	2.7
Montana	18	0.2	44	0.4	128	0.7	58	0.5
Nebraska	64	0.8	102	1	131	0.7	105	0.9
Nevada	130	1.7	160	1.6	270	1.4	185	1.6
New Hampshire	24	0.3	48	0.5	56	0.3	49	0.4
New Jersey	51	0.7	57	0.6	177	0.9	97	0.8
New Mexico	118	1.5	127	1.3	161	0.8	124	1.1
New York	352	4.6	483	4.8	730	3.7	565	4.8
North Carolina	406	5.3	495	4.9	658	3.4	414	3.5
North Dakota	20	0.3	59	0.6	54	0.3	37	0.3
Ohio	309	4	445	4.4	762	3.9	452	3.8
Oklahoma	120	1.6	211	2.1	271	1.4	175	1.5
Oregon	126	1.6	196	1.9	266	1.4	168	1.4
Pennsylvania	233	3	260	2.6	769	3.9	479	4.1
Rhode Island	52	0.7	49	0.5	81	0.4	60	0.5
South Carolina	105	1.4	126	1.2	302	1.6	195	1.7
South Dakota	38	0.5	65	0.6	126	0.6	71	0.6
Tennessee	355	4.6	385	3.8	624	3.2	356	3
Texas	501	6.5	724	7.2	1,513	7.8	895	7.6
Utah	116	1.5	101	1	157	0.8	98	0.8
Vermont	25	0.3	36	0.4	59	0.3	36	0.3
Virginia	409	5.3	358	3.5	543	2.8	336	2.9
Washington	169	2.2	267	2.6	469	2.4	262	2.2
West Virginia	58	0.8	71	0.7	263	1.3	192	1.6
Wisconsin	157	2	176	1.7	502	2.6	249	2.1
Wyoming	35	0.5	42	0.4	96	0.5	50	0.4

Location	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
	Territories and Possessions	26	0.3	35	0.3	125	0.6	87
All Foreign Areas	0	--	0	--	*	--	*	--
Total	7,717	100	10,099	100	19,482	100	11,766	100

Source: Department of Veterans Affairs. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 87: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	8,833	45.3	1,232	10.5
Employees terminated during probationary or trial period ^a	96	0.5	109	0.9
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	1,742	8.9	1,025	8.7
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	30	0.2	31	0.3
Employees who took early retirement due to an agency RIF or reorganization	321	1.6	24	0.2
Other retirements ^c	3,548	18.2	3,976	33.8
Other resignations ^d	4,679	24	4,978	42.3
All other separations, including when an employee died or transferred to another agency	233	1.2	391	3.3
Total separations	19,482	100	11,766	100

Source: Department of Veterans Affairs. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Due to rounding, percentages in the table may not sum exactly to 100.

Table 88: Number of Hires and Separations at Selected Subcomponents, and Total Subcomponent Workforce, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Subcomponent	FY25		FY26 Q1		Total Subcomponent Workforce FY25 Q4 (Oct. 2025)	Total Subcomponent Workforce FY26 Q1 (Jan. 2026)
	Q4 Hires	FY26 Q1 Hires	FY25 Q4 Separations	FY26 Q1 Separations		
Veterans Benefits Administration	*	0	1,827	718	31,109	30,356
Veterans Health Administration	*	10,010	15,775	10,296	400,821	398,994

Source: Department of Veterans Affairs. | GAO-26-108583

Note: The total subcomponent workforce counts reflect the number of employees in the subcomponent that the agency reported as being in pay status on October 4, 2025 (Q4) and January 10, 2026 (Q1). Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk.

Enclosure 16: Environmental Protection Agency

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 89: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	16,990	15,873	15,505	14,565	12,956
Number in Career Conditional/Probationary/Trial Status ^a	3,751	3,608	3,128	2,492	2,105

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Environmental Protection Agency reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 90: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	513	52.1	1,089	51
Administrative	*	--	*	--	380	38.6	959	44.9
Technical	0	--	0	--	*	--	20	0.9
Clerical	0	--	0	--	*	--	16	0.7
Other White Collar ^b	0	--	0	--	78	7.9	48	2.2
Blue Collar	0	--	0	--	0	--	*	--
Unknown Group	0	--	0	--	*	--	*	--
Total	18	100	*	--	985	100	2,135	100

Source: Environmental Protection Agency. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 91: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	0	--	537	54.5	1,884	88.2
Career-conditional, probationary, or trial periods ^b	0	--	0	--	352	35.7	149	7
Limited time or indefinite appointments ^c	*	--	*	--	79	8	43	2
No tenure group ^d	*	--	*	--	17	1.7	59	2.8
Total	18	100	*	--	985	100	2,135	100

Source: Environmental Protection Agency. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 92: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	*	--	*	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	*	--	0	--
California	0	--	0	--	78	7.9	105	4.9
Colorado	0	--	0	--	44	4.5	69	3.2
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	15	83.3	*	--	231	23.5	553	25.9
Florida	0	--	0	--	*	--	20	0.9
Georgia	0	--	0	--	54	5.5	113	5.3
Hawaii	0	--	0	--	0	--	*	--
Idaho	0	--	0	--	*	--	*	--
Illinois	0	--	0	--	61	6.2	133	6.2

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	
Indiana	0	--	0	--	0	--	*	--
Iowa	0	--	0	--	0	--	0	--
Kansas	*	--	0	--	41	4.2	61	2.9
Kentucky	0	--	0	--	*	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	0	--	20	2	55	2.6
Massachusetts	0	--	0	--	37	3.8	69	3.2
Michigan	0	--	0	--	13	1.3	45	2.1
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	*	--	*	--
Missouri	0	--	0	--	*	--	*	--
Montana	0	--	0	--	*	--	*	--
Nebraska	0	--	0	--	*	--	0	--
Nevada	0	--	0	--	*	--	*	--
New Hampshire	0	--	0	--	0	--	0	--
New Jersey	0	--	0	--	*	--	33	1.5
New Mexico	0	--	0	--	0	--	*	--
New York	0	--	0	--	32	3.2	84	3.9
North Carolina	*	--	0	--	111	11.3	276	12.9
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	33	3.4	100	4.7
Oklahoma	0	--	0	--	*	--	*	--
Oregon	0	--	0	--	12	1.2	17	0.8
Pennsylvania	0	--	0	--	37	3.8	103	4.8
Rhode Island	0	--	0	--	*	--	13	0.6
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	40	4.1	90	4.2
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	0	--	0	--	18	1.8	30	1.4
Washington	0	--	0	--	49	5	81	3.8
West Virginia	0	--	0	--	*	--	*	--
Wisconsin	0	--	0	--	*	--	*	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	*	--
Total	18	100	*	--	985	100	2,135	100

Source: Environmental Protection Agency. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 93: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	708	71.9	1,680	78.7
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	28	2.8	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	50	5.1	43	2
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	189	8.9
Other retirements ^c	51	5.2	78	4.9
Other resignations ^d	121	12.3	114	5.3
All other separations, including when an employee died or transferred to another agency	16	1.6	22	1
Total separations	985	100	2,135	100

Source: Environmental Protection Agency. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 17: General Services Administration

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 94: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	13,391	13,186	12,819	10,585	8,467
Number in Career Conditional/Probationary/Trial Status ^a	2,402	2,260	1,988	991	843

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the General Services Administration reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 95: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	0	--	*	--	596	26.4	424	20.1
Administrative	*	--	*	--	1,616	71.7	1,653	78.5
Technical	0	--	0	--	14	0.6	25	1.2
Clerical	0	--	0	--	*	--	*	--
Other White Collar ^b	0	--	0	--	20	0.9	*	--
Blue Collar	0	--	0	--	*	--	*	--
Total	*	--	*	--	2,254	100	2,106	100

Source: General Services Administration. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 96: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	*	--	1,392	61.8	2,012	95.5
Career-conditional, probationary, or trial periods ^b	0	--	*	--	697	30.9	54	2.6
Limited time or indefinite appointments ^c	0	--	*	--	152	6.7	15	0.7
No tenure group ^d	0	--	*	--	13	0.6	25	1.2
Unknown group	*	--	0	--	0	--	0	--
Total	*	--	*	--	2,254	100	2,106	100

Source: General Services Administration. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 97: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	20	0.9	18	0.9
Alaska	0	--	0	--	15	0.7	*	--
Arizona	0	--	0	--	28	1.2	22	1
Arkansas	0	--	0	--	*	--	*	--
California	0	--	0	--	153	6.8	152	7.2
Colorado	0	--	0	--	95	4.2	65	3.1
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	*	--	*	--	210	9.3	241	11.4
Florida	0	--	0	--	100	4.4	54	2.6
Georgia	0	--	0	--	115	5.1	153	7.3
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	0	--	*	--	*	--
Illinois	0	--	0	--	93	4.1	124	5.9

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	0	--	0	--	16	0.7	12	0.6
Iowa	0	--	0	--	*	--	*	--
Kansas	0	--	0	--	19	0.8	16	0.8
Kentucky	0	--	0	--	*	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	0	--	156	6.9	160	7.6
Massachusetts	0	--	0	--	42	1.9	44	2.1
Michigan	0	--	0	--	30	1.3	20	0.9
Minnesota	0	--	0	--	18	0.8	*	--
Mississippi	0	--	0	--	*	--	*	--
Missouri	0	--	0	--	86	3.8	98	4.7
Montana	0	--	0	--	*	--	*	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	12	0.5	*	--
New Hampshire	0	--	0	--	12	0.5	12	0.6
New Jersey	0	--	0	--	28	1.2	45	2.1
New Mexico	0	--	0	--	*	--	*	--
New York	0	--	0	--	101	4.5	73	3.5
North Carolina	0	--	0	--	25	1.1	20	0.9
North Dakota	0	--	0	--	*	--	*	--
Ohio	0	--	0	--	39	1.7	13	0.6
Oklahoma	0	--	0	--	*	--	*	--
Oregon	0	--	0	--	20	0.9	20	0.9
Pennsylvania	0	--	0	--	124	5.5	115	5.5
Rhode Island	0	--	0	--	*	--	*	--
South Carolina	0	--	0	--	26	1.2	16	0.8
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	23	1	12	0.6
Texas	0	--	0	--	177	7.9	207	9.8
Utah	0	--	0	--	11	0.5	*	--
Vermont	0	--	0	--	*	--	*	--
Virginia	0	--	0	--	189	8.4	163	7.7
Washington	0	--	0	--	74	3.3	83	3.9
West Virginia	0	--	0	--	11	0.5	15	0.7
Wisconsin	0	--	0	--	16	0.7	11	0.5
Wyoming	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	0	--	*	--
All Foreign Areas	0	--	0	--	0	--	*	--
Unknown Location	0	--	0	--	58	2.6	*	--
Total	*	--	*	--	2,254	100	2,106	100

Source: General Services Administration. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 98: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	1,768	78.4	1,907	90.6
Employees terminated during probationary or trial period ^a	*	--	*	--
Employees separated through a reduction in force (RIF) ^b	76	3.4	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	19	0.8	19	0.9
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	58	2.6	0	--
Other retirements ^c	177	7.9	23	1.1
Other resignations ^d	90	4	133	6.3
All other separations, including when an employee died or transferred to another agency	56	2.5	22	1
Total separations	2,254	100	2,106	100

Source: General Services Administration. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 18: National Aeronautics and Space Administration

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 99: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce ^a	17,999	18,342	17,996	17,438	14,267
Number in Career Conditional/Probationary/Trial Status ^b	2,720	2,894	2,556	2,266	1,841

Source: Office of Personnel Management's (OPM) Electronic Human Resources Integration (EHRI) database and National Aeronautics and Space Administration (NASA). | GAO-26-108583

^aData for the end of FY25 Q1 is from OPM's EHRI database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that NASA reported as being in pay status on March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1).

^bThese are employees who have not yet completed the service requirements necessary to finalize their appointments. These data were provided by NASA, including updates to the counts for FY25 Q2 and Q3 that had previously been reported in GAO-26-108719.

Table 100: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	342	59.2	2,013	63.2
Administrative	*	--	*	--	178	30.8	986	31
Technical	0	--	0	--	*	--	115	3.6
Clerical	0	--	0	--	*	--	15	0.5
Other White Collar ^b	0	--	0	--	33	5.7	56	1.8
Blue Collar	0	--	0	--	0	--	0	--
Total	14	100	11	100	578	100	3,185	100

Source: National Aeronautics and Space Administration. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 101: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	0	--	381	65.9	2,729	85.7
Career-conditional, probationary, or trial periods ^b	0	--	*	--	85	14.7	185	5.8
Limited time or indefinite appointments ^c	*	--	*	--	99	17.1	190	6
No tenure group ^d	*	--	*	--	13	2.2	81	2.5
Total	14	100	11	100	578	100	3,185	100

Source: National Aeronautics and Space Administration. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 102: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	*	--	0	--	56	9.7	326	10.2
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	0	--	0	--
California	0	--	*	--	63	10.9	313	9.8
Colorado	0	--	0	--	*	--	16	0.5
Connecticut	0	--	0	--	0	--	*	--
Delaware	0	--	0	--	0	--	*	--
District of Columbia	*	--	*	--	30	5.2	203	6.4
Florida	*	--	*	--	62	10.7	369	11.6
Georgia	0	--	0	--	*	--	*	--
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	*	--	*	--
Illinois	0	--	0	--	0	--	0	--
Indiana	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	
Iowa	0	--	0	--	0	--	*	--
Kansas	0	--	*	--	*	--	*	--
Kentucky	0	--	0	--	*	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	0	--	*	--
Maryland	0	--	0	--	103	17.8	700	22
Massachusetts	0	--	0	--	*	--	*	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	14	2.4	77	2.4
Missouri	0	--	0	--	*	--	0	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	0	--	0	--	*	--
New Jersey	0	--	0	--	0	--	*	--
New Mexico	0	--	0	--	*	--	*	--
New York	0	--	0	--	*	--	*	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	48	8.3	230	7.2
Oklahoma	0	--	0	--	*	--	*	--
Oregon	0	--	0	--	*	--	0	--
Pennsylvania	0	--	0	--	*	--	*	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	0	--	*	--
South Dakota	0	--	0	--	*	--	0	--
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	64	11.1	429	13.5
Utah	0	--	0	--	0	--	*	--
Vermont	0	--	0	--	*	--	0	--
Virginia	0	--	0	--	79	13.7	426	13.4
Washington	0	--	*	--	*	--	*	--
West Virginia	0	--	0	--	*	--	14	0.4
Wisconsin	0	--	0	--	0	--	0	--
Wyoming	0	--	0	--	0	--	*	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	*	--	0	--
All Foreign Areas	0	--	0	--	*	--	0	--
Total	14	100	11	100	578	100	3,185	100

Source: National Aeronautics and Space Administration. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 103: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	354	61.2	2,534	79.6
Employees terminated during probationary or trial period ^a	0	--	0	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	26	4.5	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	0	--
Employees who took early retirement due to an agency RIF or reorganization	39	6.7	392	12.3
Other retirements ^c	87	15.1	154	4.8
Other resignations ^d	55	9.5	76	2.4
All other separations, including when an employee died or transferred to another agency	17	2.9	*	--
Total separations	578	100	3,185	100

Source: National Aeronautics and Space Administration. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 19: National Science Foundation

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 104: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	1,719	1,615	1,562	1,232	1,161
Number in Career Conditional/Probationary/Trial Status ^a	249	206	202	129	109

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the National Science Foundation reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 105: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	0	--	*	--	30	41.7
Administrative	0	--	*	--	166	50	42	58.3
Technical	0	--	0	--	0	--	0	--
Clerical	0	--	0	--	*	--	0	--
Other White Collar ^b	0	--	0	--	0	--	0	--
Blue Collar	0	--	0	--	0	--	0	--
Total	*	--	*	--	332	100	72	100

Source: National Science Foundation. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 106: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	0	--	203	61.1	49	68.1
Career-conditional, probationary, or trial periods ^b	0	--	*	--	60	18.1	*	--
Limited time or indefinite appointments ^c	*	--	0	--	43	13	*	--
No tenure group ^d	0	--	0	--	26	7.8	13	18.1
Total	*	--	*	--	332	100	72	100

Source: National Science Foundation. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 107: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	0	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	0	--	0	--
Arkansas	0	--	0	--	0	--	0	--
California	0	--	0	--	*	--	*	--
Colorado	0	--	0	--	*	--	0	--
Connecticut	0	--	0	--	*	--	0	--
Delaware	0	--	0	--	0	--	*	--
District of Columbia	0	--	0	--	*	--	0	--
Florida	0	--	0	--	0	--	0	--
Georgia	0	--	0	--	*	--	*	--
Hawaii	0	--	0	--	*	--	0	--
Idaho	0	--	0	--	0	--	0	--
Illinois	0	--	0	--	*	--	0	--
Indiana	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	
Iowa	0	--	0	--	0	--	0	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	0	--	0	--
Louisiana	0	--	0	--	0	--	*	--
Maine	0	--	0	--	0	--	0	--
Maryland	0	--	0	--	15	4.5	*	--
Massachusetts	0	--	0	--	*	--	0	--
Michigan	0	--	0	--	*	--	0	--
Minnesota	0	--	0	--	0	--	0	--
Mississippi	0	--	0	--	*	--	0	--
Missouri	0	--	0	--	*	--	0	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	0	--	0	--
New Hampshire	0	--	0	--	*	--	0	--
New Jersey	0	--	0	--	*	--	0	--
New Mexico	0	--	0	--	0	--	*	--
New York	0	--	0	--	*	--	0	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	*	--	0	--
Oklahoma	0	--	0	--	0	--	0	--
Oregon	0	--	0	--	*	--	0	--
Pennsylvania	0	--	*	--	*	--	0	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	0	--	0	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	0	--	0	--
Texas	0	--	0	--	*	--	0	--
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	*	--	*	--	274	82.5	57	79.2
Washington	0	--	0	--	*	--	0	--
West Virginia	0	--	0	--	0	--	0	--
Wisconsin	0	--	0	--	0	--	0	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Unknown Location	0	--	0	--	0	--	0	--
Total	*	--	*	--	332	100	72	100

Source: National Science Foundation. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 108: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	275	82.8	43	59.7
Employees terminated during probationary or trial period ^a	0	--	0	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	25	7.5	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	0	--	0	--
Other retirements ^c	*	--	13	18.1
Other resignations ^d	14	4.2	*	--
All other separations, including when an employee died or transferred to another agency	*	--	*	--
Total separations	332	100	72	100

Source: National Science Foundation. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 20: Nuclear Regulatory Commission

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 109: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	2,903	2,894	2,781	2,674	2,477
Number in Career Conditional/Probationary/Trial Status ^a	437	441	399	326	297

Source: Data reflect the number of employees that the Nuclear Regulatory Commission reported as being in pay status as of December 31, 2024 (FY25 Q1), March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 110: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	84	72.4	137	67.5
Administrative	*	--	*	--	21	18.1	51	25.1
Technical	0	--	0	--	*	--	*	--
Clerical	0	--	0	--	*	--	*	--
Other White Collar ^b	0	--	0	--	*	--	*	--
Blue Collar	0	--	0	--	0	--	0	--
Total	*	--	*	--	116	100	203	100

Source: Nuclear Regulatory Commission. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 111: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of	FY26	Percent of
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Total Q4 Separations	Q1 Separations	Total Q1 Separations
Permanent, career ^a	*	--	*	--	77	66.4	172	84.7
Career-conditional, probationary, or trial periods ^b	*	--	*	--	20	17.2	*	--
Limited time or indefinite appointments ^c	*	--	*	--	*	--	*	--
No tenure group ^d	*	--	*	--	*	--	18	8.9
Total	*	--	*	--	116	100	203	100

Source: Nuclear Regulatory Commission. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 112: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25	Percent of Total	FY26	Percent of Total
	Q4 Hires	Total Q4 Hires	Q1 Hires	Total Q1 Hires	Q4 Separations	Q4 Separations	Q1 Separations	Q1 Separations
Alabama	0	--	0	--	0	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	*	--	*	--
Arkansas	0	--	0	--	0	--	0	--
California	0	--	0	--	*	--	*	--
Colorado	0	--	0	--	0	--	0	--
Connecticut	0	--	0	--	0	--	0	--
Delaware	0	--	0	--	0	--	*	--
District of Columbia	0	--	0	--	0	--	0	--
Florida	0	--	0	--	*	--	*	--
Georgia	0	--	*	--	*	--	13	6.4
Hawaii	0	--	0	--	*	--	0	--
Idaho	0	--	0	--	0	--	0	--
Illinois	*	--	*	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Indiana	0	--	0	--	0	--	*	--
Iowa	0	--	0	--	0	--	0	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	0	--	0	--	0	--	0	--
Maine	0	--	0	--	0	--	0	--
Maryland	*	--	*	--	64	55.2	116	57.1
Massachusetts	0	--	0	--	0	--	*	--
Michigan	0	--	0	--	0	--	0	--
Minnesota	0	--	0	--	0	--	0	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	0	--	0	--	0	--	0	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	0	--	0	--
New Hampshire	0	--	0	--	0	--	0	--
New Jersey	0	--	0	--	0	--	*	--
New Mexico	0	--	0	--	*	--	0	--
New York	0	--	0	--	0	--	*	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	0	--	*	--
Oklahoma	0	--	0	--	0	--	*	--
Oregon	0	--	0	--	0	--	0	--
Pennsylvania	0	--	0	--	13	11.2	24	11.8
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	0	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	11	9.5	13	6.4
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	0	--	0	--	*	--	*	--
Washington	0	--	0	--	0	--	*	--
West Virginia	0	--	0	--	0	--	0	--
Wisconsin	0	--	0	--	0	--	0	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1				
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	*	--	*	--	116	100	203	100

Source: Nuclear Regulatory Commission. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 113: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Separations	Q4 Separations	Separations	Q1 Separations
Deferred resignation program recipients who separated	21	18.1	90	44.3
Employees terminated during probationary or trial period ^a	0	--	0	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	*	--	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	0	--	0	--
Other retirements ^c	35	30.2	66	32.5
Other resignations ^d	47	40.5	42	20.7
All other separations, including when an employee died or transferred to another agency	*	--	0	--
Total separations	116	100	203	100

Source: Nuclear Regulatory Commission. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Enclosure 21: Office of Personnel Management

Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 114: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY 25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	3,037	3,000	2,827	2,310	2,006
Number in Career Conditional/Probationary/Trial Status ^a	627	618	535	289	262

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that OPM reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 115: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	*	--	*	--	49	8.9	34	10.7
Administrative	*	--	*	--	422	76.9	264	82.8
Technical	0	--	0	--	40	7.3	12	3.8
Clerical	0	--	0	--	*	--	*	--
Other White Collar ^b	0	--	0	--	*	--	*	--
Blue Collar	0	--	0	--	0	--	*	--
Unknown Group	0	--	*	--	19	3.5	*	--
Total	23	100	*	--	549	100	319	100

Source: Office of Personnel Management. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 116: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	*	--	*	--	308	56.1	270	84.6
Career-conditional, probationary, or trial periods ^b	*	--	*	--	191	34.8	*	--
Limited time or indefinite appointments ^c	*	--	*	--	38	6.9	*	--
No tenure group ^d	*	--	*	--	12	2.2	29	9.1
Total	23	100	*	--	549	100	319	100

Source: Office of Personnel Management. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 117: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	*	--	0	--
Arkansas	0	--	0	--	0	--	*	--
California	0	--	0	--	29	5.3	*	--
Colorado	0	--	0	--	18	3.3	*	--
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	*	--	*	--	161	29.3	149	46.7
Florida	0	--	*	--	18	3.3	*	--
Georgia	0	--	0	--	28	5.1	22	6.9
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	0	--	0	--	*	--
Illinois	0	--	0	--	11	2	*	--
Indiana	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	
Iowa	0	--	0	--	0	--	0	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	*	--	*	--
Louisiana	*	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	0	--
Maryland	0	--	0	--	24	4.4	23	7.2
Massachusetts	0	--	0	--	*	--	0	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	0	--	0	--	14	2.6	*	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	0	--	*	--	0	--
New Jersey	0	--	0	--	*	--	*	--
New Mexico	0	--	0	--	*	--	0	--
New York	0	--	0	--	14	2.6	*	--
North Carolina	0	--	0	--	11	2	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	*	--	*	--
Oklahoma	0	--	0	--	0	--	*	--
Oregon	0	--	0	--	*	--	*	--
Pennsylvania	0	--	0	--	79	14.4	33	10.3
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	0	--
Texas	0	--	*	--	14	2.6	11	3.4
Utah	0	--	0	--	0	--	*	--
Vermont	0	--	0	--	0	--	0	--
Virginia	0	--	0	--	34	6.2	15	4.7
Washington	0	--	0	--	*	--	*	--
West Virginia	0	--	0	--	*	--	*	--
Wisconsin	0	--	0	--	*	--	*	--
Wyoming	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	23	100	*	--	549	100	319	100

Source: Office of Personnel Management. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer, or the number for another location needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 118: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Deferred resignation program recipients who separated	434	79.1	285	89.3
Employees terminated during probationary or trial period ^a	0	--	0	--
Employees separated through a reduction in force (RIF) ^b	55	10	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	*	--	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	0	--	*	--
Employees who took early retirement due to an agency RIF or reorganization	0	--	0	--
Other retirements ^c	14	2.6	11	3.4
Other resignations ^d	26	4.7	15	4.7
All other separations, including when an employee died or transferred to another agency	*	--	*	--
Total separations	549	100	319	100

Source: Office of Personnel Management. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

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Note: In the tables below, where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk. In certain cases, when only one value is 10 or fewer, we mark an additional group of employees with an asterisk to ensure privacy.

Table 119: Number of Employees in Agency Workforce and in Career Conditional/Probationary/Trial Status, Fiscal Year (FY) 2025–FY 2026, Quarter 1

	FY25 Q1 (Dec. 2024)	FY25 Q2 (Mar. 2025)	FY25 Q3 (June 2025)	FY25 Q4 (Oct. 2025)	FY26 Q1 (Jan. 2026)
Total Agency Workforce	57,952	56,263	52,852	51,291	49,988
Number in Career Conditional/Probationary/Trial Status ^a	8,861	7,693	6,935	5,864	4,558

Source: Data for the end of FY25 Q1 are from the Office of Personnel Management's (OPM) Enterprise Human Resources Integration database, and was downloaded from OPM's Federal Workforce Data website. Data for other quarters reflect the number of employees that the Social Security Administration reported as being in pay status as of March 22 (Q2), June 28 (Q3), and October 4, 2025 (Q4), and January 10, 2026 (FY26 Q1). | GAO-26-108583

^aThese are employees who have not yet completed the service requirements necessary to finalize their appointments.

Table 120: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarter 4, and FY2026, Quarter 1

Occupational Group ^a	Hires				Separations			
	FY25 Q4 Hires	Percent of Total Q4 Hires	FY26 Q1 Hires	Percent of Total Q1 Hires	FY25 Q4 Separations	Percent of Total Q4 Separations	FY26 Q1 Separations	Percent of Total Q1 Separations
Professional	0	--	14	63.6	183	11.5	98	7.2
Administrative	11	50	*	--	1,035	64.9	896	66.1
Technical	0	--	0	--	342	21.5	324	23.9
Clerical	11	50	*	--	20	1.3	19	1.4
Other White Collar ^b	0	--	0	--	*	--	*	--
Blue Collar	0	--	0	--	*	--	*	--
Total	22	100	22	100	1,594	100	1,356	100

Source: Social Security Administration. | GAO-26-108583

^aThe Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.

^bOther miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 121: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Tenure Group	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Permanent, career ^a	0	--	0	--	1,244	78	1,154	85.1
Career-conditional, probationary, or trial periods ^b	*	--	14	63.6	273	17.1	157	11.6
Limited time or indefinite appointments ^c	15	68.2	*	--	52	3.3	12	0.9
No tenure group ^d	*	--	*	--	25	1.6	33	2.4
Total	22	100	22	100	1,594	100	1,356	100

Source: Social Security Administration. | GAO-26-108583

^aThese are employees serving under career appointments who have completed a probationary or trial period, or who are not required to serve a probationary or trial period.

^bThese are employees serving under conditional appointments, or in probationary or trial periods. After completing the required service, the employee's appointment converts to permanent career status.

^cThese are employees serving under appointments with time limitations or, in some cases, appointments that are without specific time limitations but are not actually (or potentially) permanent.

^dThese are employees (e.g., temporary) not in the other tenure groups.

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 122: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Location	Hires				Separations			
	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1	FY25 Q4	Percent of Total Q4	FY26 Q1	Percent of Total Q1
	Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations
Alabama	*	--	0	--	51	3.2	48	3.5
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	*	--	19	1.2	12	0.9
Arkansas	0	--	0	--	*	--	*	--
California	*	--	*	--	100	6.3	114	8.4
Colorado	0	--	0	--	26	1.6	19	1.4
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	0	--	*	--	30	1.9	21	1.5
Florida	0	--	*	--	45	2.8	56	4.1
Georgia	0	--	0	--	44	2.8	47	3.5
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	*	--	*	--	0	--
Illinois	*	--	*	--	79	5	80	5.9
Indiana	0	--	0	--	*	--	18	1.3

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1	Separations	Q4 Separations	Separations	Q1 Separations
Hires	Hires	Hires	Hires	Separations	Separations	Separations	Separations	Separations
Iowa	0	--	0	--	*	--	*	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	13	0.8	22	1.6
Louisiana	0	--	*	--	*	--	12	0.9
Maine	0	--	0	--	*	--	*	--
Maryland	*	--	*	--	519	32.6	245	18.1
Massachusetts	*	--	0	--	23	1.4	14	1
Michigan	*	--	*	--	18	1.1	19	1.4
Minnesota	*	--	0	--	*	--	*	--
Mississippi	0	--	*	--	11	0.7	15	1.1
Missouri	0	--	0	--	72	4.5	62	4.6
Montana	0	--	0	--	*	--	*	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	*	--	0	--	*	--	*	--
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	0	--	0	--	11	0.7	21	1.5
New Mexico	0	--	0	--	27	1.7	21	1.5
New York	*	--	*	--	67	4.2	64	4.7
North Carolina	0	--	*	--	36	2.3	41	3
North Dakota	0	--	0	--	*	--	*	--
Ohio	0	--	*	--	23	1.4	22	1.6
Oklahoma	0	--	*	--	*	--	*	--
Oregon	0	--	*	--	*	--	*	--
Pennsylvania	0	--	*	--	84	5.3	84	6.2
Rhode Island	0	--	*	--	*	--	*	--
South Carolina	*	--	*	--	13	0.8	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	16	1	24	1.8
Texas	0	--	*	--	84	5.3	85	6.3
Utah	*	--	0	--	*	--	*	--
Vermont	0	--	0	--	*	--	*	--
Virginia	0	--	*	--	15	0.9	18	1.3
Washington	0	--	0	--	26	1.6	30	2.2
West Virginia	0	--	0	--	*	--	*	--
Wisconsin	0	--	0	--	12	0.8	16	1.2
Wyoming	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25	Percent of	FY26	Percent of	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Q4	Total Q4	Q1	Total Q1				
Territories and Possessions	0	--	0	--	19	1.2	15	1.1
All Foreign Areas	0	--	0	--	0	--	0	--
Total	22	100	22	100	1,594	100	1,356	100

Source: Social Security Administration. | GAO-26-108583

Note: Where the number of employees in a specified group is 10 or fewer we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.

Table 123: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarter 4, and FY 2026, Quarter 1

Type of Separation	FY25 Q4	Percent of Total	FY26 Q1	Percent of Total
	Separations	Q4 Separations	Separations	Q1 Separations
Deferred resignation program recipients who separated	626	39.3	196	14.5
Employees terminated during probationary or trial period ^a	28	1.8	*	--
Employees separated through a reduction in force (RIF) ^b	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	62	3.9	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	0	--
Employees who took early retirement due to an agency RIF or reorganization	143	9	296	21.8
Other retirements ^c	320	20.1	462	34.1
Other resignations ^d	391	24.5	300	22.1
All other separations, including when an employee died or transferred to another agency	*	--	54	4
Total separations	1,594	100	1,356	100

Source: Social Security Administration. | GAO-26-108583.

^aEmployees in a probationary or trial period are those who have not yet completed the service requirements necessary to finalize their appointments, either after being newly hired, or appointed as a supervisor or manager. With the data available, we are unable to distinguish the number of newly hired employees who were terminated during their probationary or trial period from those terminated after initially being appointed as a supervisor or manager.

^bA RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

^cThis includes situations in which employees took mandatory or voluntary retirement unrelated to RIFs or reorganizations, retired due to disability, or moved to full retirement status.

^dThis includes all other voluntary resignations, including when an employee entering duty with the uniformed services has provided notice they do not intend to return to the agency.

Note: Where the number of employees in a specified group is 10 or fewer, or the number in another group needs to be concealed to ensure privacy, we mark this with an asterisk. Due to rounding, percentages in the table may not sum exactly to 100.