U.S. GOVERNMENT ACCOUNTABILITY OFFICE

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

February 24, 2026

Congressional Requesters

Federal Agency Workforce Changes: Update for January to June 2025

Since January 2025, in response to presidential directives, many federal agencies have taken steps to reduce the size of their workforces.[1] These steps include offering incentives for employees to voluntarily resign, terminating employees in probationary or trial periods, implementing reductions in force, and placing a hiring freeze on most federal positions. Exemptions to these directives still allowed agencies to hire certain new staff, however, including for positions related to immigration enforcement, national security, and public safety, seasonal positions, or where limiting hiring would conflict with applicable law.

You asked us to provide updates with 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

- provides information on workforce changes at each CFO Act agency from January to June 2025, including the number and characteristics of employees who were hired by, or separated from, each agency; and

- describes steps OPM has taken to update how it reports data on the federal workforce.

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

- First, in August 2025, we sent data collection spreadsheets to the CFO Act agencies requesting relevant data on their workforces and personnel actions taken during the second and third quarters of fiscal year 2025.[3] Specifically, we requested data from December 29, 2024, to June 29, 2025, as these dates aligned with relevant federal pay periods, which agencies use to structure their collection of workforce data. It also included the period where agencies began to implement workforce changes in response to new directives. The Small Business Administration was the only agency of the 24 that did not provide data. We assessed the reliability of these data for our reporting purposes

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

[2]The 24 Chief Financial Officers 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).

[3]This data collection only requested information on agency employees, and did not include federal contractors.

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, we used OPM's Enterprise Human Resources Integration (EHRI) database to determine the size of the total civilian workforce at each agency, as well as select subcomponents, at the end of September 2024.[4] The end of September 2024 was used because data for the end of December 2024 were unavailable at the time of our analysis. We determined these data were sufficiently reliable for our reporting purposes.

To address the second objective, we interviewed OPM staff about their efforts to replace the website where workforce data are made publicly available and to increase the frequency of OPM's data reporting. In January 2026, after OPM launched a new data reporting website, we reviewed its features and the data available through it, which are described below. Please note that 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.

This correspondence is part of an ongoing body of work at GAO reviewing workforce changes and their effects on agencies and programs across the federal government. We will provide updates to the information in this product in future reports on these issues. In addition, we also have ongoing work examining terminations of federal employees during probationary or trial periods, and the use of paid administrative leave during the implementation of agency workforce changes, among other related topics.

We conducted our work from June 2025 to February 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

Since January 20, 2025, the President has issued several memorandums and executive orders directing federal agencies to reduce the size of their workforces and restrict hiring. OPM has also issued guidance with more detailed instructions on 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 such as for military personnel and positions related to immigration enforcement, national security, and public safety, or that had been exempted by the Director of OPM;[5]

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

[5]See, e.g., Presidential Memorandum, *Hiring Freeze,* 90 Fed. Reg. 8247 (Jan. 28, 2025).

- established a government-wide deferred resignation program 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;[6]

- required that agencies identify employees in a probationary or trial period that they determined should not be retained;[7] and

- ordered agencies to prepare for reductions in force.[8]

Figure 1 provides information on when relevant directives and guidance were issued, and their purpose. The figure also notes when litigation paused the implementation of certain workforce reduction-related activities.

[6]Under the government-wide deferred resignation program, 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 November 21, 2025.

[7]See, e.g., 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). Under the OPM regulations in effect prior to June 24, 2025, a probationary employee who was terminated had very limited appeal rights to the Merits Systems Protection Board. OPM is currently in the process of revising its regulations on probationary and trial period appeals.

[8]See, e.g., Exec. Order No. 14210*, Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative*, 90 Fed. Reg. 9669 (Feb. 14, 2025). A reduction in force 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 to July 2025

Source: GAO review of selected Presidential memorandums, EOs, Office of Personnel Management (OPM) guidance, and relevant court filings and opinions. | GAO-26-108719

[a]At the time of the issuance of this report, the hiring freeze had been extended indefinitely.

[b]Two 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.

[c]A federal district court issued an order temporarily pausing large-scale reductions in force at 22 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.

Staffing Declined at Nearly All Major Federal Agencies from January to June 2025

Data reported by 23 CFO Act agencies showed that from January to June 2025, a total of 134,122 individuals separated from their agencies.[9] Separations end an individual's federal employment. 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. The relative size of these separations varied, from less than 5 percent of the civilian workforce at the Department of Defense and National Aeronautics and Space Administration to over 20 percent at the Department of Education.

[9]The Small Business Administration did not provide data.

Agencies also reported that they hired a total of 65,953 employees during this period.[10] After these changes, data from OPM and the agencies showed that 22 of the 23 agencies had fewer staff than at end of June 2025 than at the end of September 2024.[11] Table 1 provides data on the number of hires and separations at each agency from January to June 2025, and the relative size of those changes as a percentage of the agency's headcount during that period.

Table 1: Workforce Changes at Chief Financial Officers Act Agencies, January to June 2025

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 (Sept. 2024-June 2025)
Department of Agriculture	6,375	6.7%	4,698	4.9%	95,841
Department of Commerce	7,013	15.4%	951	2.1%	45,655
Department of Defense	37,050	4.9%	18,334	2.4%	763,018
Department of Education	813	20.8%	168	4.3%	3,918
Department of Energy	1,469	8.9%	430	2.6%	16,446
Department of Health and Human Services	9,939	11.2%	2,076	2.3%	88,924
Department of Homeland Security	11,412	5.0%	10,222	4.5%	228,948
Department of Housing and Urban Development	674	8.3%	171	2.1%	8,089
Department of the Interior	3,808	5.6%	7,490	10.9%	68,534
Department of Justice	6,174	5.3%	3,103	2.7%	116,082
Department of Labor	879	6.2%	214	1.5%	14,222
Department of State	2,533	8.2%	1,304	4.2%	31,049
Department of Transportation	3,060	5.4%	2,059	3.6%	56,892
Department of the Treasury	8,214	7.3%	2,137	1.9%	113,012
Department of Veterans Affairs	24,900	5.3%	10,916	2.3%	472,160
Environmental Protection Agency	1,343	8.3%	406	2.5%	16,114
General Services Administration	820	6.3%	223	1.7%	13,068
National Aeronautics and Space Administration	883	4.8%	387	2.1%	18,228
National Science Foundation	217	13.3%	38	2.3%	1,636

[10]In some instances during this period, employees were rehired by their agencies after being separated. However, with the data currently available, we are unable to determine how many of the total employees hired were rehires.

[11]The Department of Homeland Security was the one agency that had more staff at the end of June 2025 than at the end of September 2024, although its separations slightly exceeded hires for the period from January to June 2025. For data on the size of each agency's workforce from September 2024 to June 2025, see the data tables for each agency in the enclosures that follow this letter. The end of September 2024 was used as the point of comparison because workforce data for the end of December 2024 were unavailable at the time of our analysis.

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 (Sept. 2024-June 2025)
Nuclear Regulatory Commission	203	7.1%	54	1.9%	2,861
Office of Personnel Management	398	13.7%	164	5.6%	2,914
Small Business Administration	Agency Did Not Provide Data				
Social Security Administration	5,196	9.3%	47	0.1%	55,614
U.S. Agency for International Development	749	16.6%	361	8.0%	4,510
Total	**134,122**	**6.0%**	**65,953**	**2.9%**	**2,237,735**

Source: GAO analysis of data provided by 23 Chief Financial Officers Act agencies, and from the Office of Personnel Management's (OPM) Electronic Human Resources Integration (EHRI) database. | GAO-26-108719

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 percent of each agency's workforce were calculated using the average of total staff in September 2024, taken from OPM's EHRI database, and June 2025, which was provided by each agency. Because the overall size of the workforce varied over time, we accounted for this by taking the average of the workforce at the beginning and end of that period. In 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.

Of the 134,122 employees who separated from the 23 CFO Act agencies during the period from January to June 2025, a substantial majority (around 77 percent) retired or resigned.[12] Another roughly 19 percent were terminated or removed from their positions. Of these, agencies reported that nearly 4,500 employees (or about 3 percent) were terminated during a probationary or trial period. Less than 1 percent were separated through a reduction in force during this period. See table 2 for more detailed information on the various ways in which CFO Act agency employees separated from their agencies during the January to June 2025 period.

Table 2: Number and Percent of Chief Financial Officers Act Agency Employees Who Left Federal Employment by Type of Separation, January to June 2025

Type of Separation	Total Across 23 Agencies	Percent of Total
Employees who took early retirement due to an agency reduction in force (RIF) or reorganization[a]	4,900	3.7%
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	947	<1%
Deferred resignation program recipients who separated	593	<1%
Other retirements/resignations[b]	97,118	72.4%
Employees terminated during probationary or trial period[c]	4,495	3.4%

[12]Agencies 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.

Other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	19,219	14.3%
Employees separated through a RIF	358	<1%
All other separations, including when an employee died or transferred to another agency	6,492	4.8%
Total Separations	**134,122**	**100%**

Source: GAO analysis of data provided by 23 Chief Financial Officers Act agencies. The Small Business Administration did not provide data. | GAO-26-108719

[a]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[b]This 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.

[c]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. 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.

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

Agencies reported that from January to June 2025, 143,904 employees across all 23 agencies were approved for a government-wide or agency deferred resignation program (DRP) offer. As noted above, on January 28, 2025, OPM announced that federal employees could voluntarily resign via a DRP. Employees electing to resign would have their duties re-assigned or eliminated by their agencies and would be placed on paid administrative leave until their effective resignations, but no later than September 30, 2025 (or up to December 31, if they were retiring and requested to extend their resignation date to match their retirement date). See table 3 for the number of employees that agencies reported were approved for deferred resignation during the January to June 2025 period, and the percentage of each agency's workforce that represented.

Table 3: Number of Employees Approved for Government-wide or Agency Deferred Resignation Program, January to June 2025

Agency	Number Approved for Deferred Resignation Program (DRP)	DRP Approvals as a Percentage of the Agency's Workforce	Average Size of Workforce (Sept. 2024-June 2025)
Department of Agriculture	16,414	17.1%	95,841
Department of Commerce	1,641	3.6%	45,655
Department of Defense	48,002	6.3%	763,018
Department of Education	258	6.6%	3,918
Department of Energy	4,238	25.8%	16,446
Department of Health and Human Services	1,829	2.1%	88,924
Department of Homeland Security	6,665	2.9%	228,948
Department of Housing and Urban Development	2,311	28.6%	8,089
Department of the Interior	6,856	10%	68,534
Department of Justice	4,405	3.8%	116,082

Department of Labor	2,467	17.3%	14,222
Department of State	1,595	5.1%	31,049
Department of Transportation	4,124	7.2%	56,892
Department of the Treasury	17,640	15.6%	113,012
Department of Veterans Affairs	16,140	3.4%	472,160
Environmental Protection Agency	2,251	14.0%	16,114
General Services Administration	3,894	29.8%	13,068
National Aeronautics and Space Administration	878	4.9%	18,228
National Science Foundation	336	20.5%	1,636
Nuclear Regulatory Commission	112	3.9%	2,861
Office of Personnel Management	767	26.3%	2,914
Small Business Administration	Agency Did Not Provide Data		
Social Security Administration	830	1.5%	55,614
U.S. Agency for International Development	251	5.6%	4,510
Total	**143,904**	**6.4%**	**2,237,735**

Source: GAO analysis of data provided by 23 Chief Financial Officers (CFO) Act agencies, and from the Office of Personnel Management's (OPM) Electronic Human Resources Integration (EHRI) database. | GAO-26-108719

Note: DRP approvals as a percent of each agency's workforce were calculated using the average of total staff in September 2024, taken from OPM's EHRI database, and June 2025, which was provided by each agency. Because the overall size of the workforce varied over time, we accounted for this by taking the average of the workforce at the beginning and end of the period.

As noted above, agencies reported that 593 DRP recipients (or less than 1 percent of total separations across all agencies) separated early from their agencies during the January to June period, while the rest remained on administrative leave. DRP recipients who remained on administrative leave through September 30 were not separated from their agencies until that date (or up to December 31, if retiring). Those separations will be reflected in our future data releases covering those dates.

The enclosures that follow this letter provide information on hires, separations, DRP approvals, and other workforce characteristics for each of the 23 CFO Act agencies that provided data for the period from January to June 2025.

OPM Has Updated How It Reports Federal Human Capital Data

In January 2026, OPM launched a new website to make data on the federal workforce publicly available.[13]

OPM has broad responsibilities for collecting, maintaining, and reporting human capital data across the federal government. 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.

[13]https://data.opm.gov, last accessed January 9, 2026.

OPM has historically made statistical information about the federal workforce available through a website called FedScope, so it could be accessed by Congress, other federal agencies, researchers, the media, and interested members of the public. However, as OPM has acknowledged, the data available through the site was not updated in a timely manner, which limited its usefulness to policymakers and the public.

In September 2025, an OPM official told us that the agency established a project team to develop a new data website that would replace FedScope and be designed to meet the needs of different types of users. To inform its development, OPM staff said that in July 2025 they interviewed individuals representing different user groups, including researchers, members of the media, agency officials, and auditors. According to OPM staff, these interviews helped them better understand the data that users are most interested in, additional data they would use if they were available, and challenges associated with the FedScope user interface.

The new website OPM released in January 2026 features an updated design that makes data available in various ways. For example, it offers interactive visualizations that allow users to sort and filter data on a range of topics, including the size and composition of the federal workforce, workforce changes, employee compensation and performance, and federal recruitment. Those visualizations also allow users to select the specific agencies, subcomponents, and time frames they want. For those with the ability to work with detailed data files, it also allows users to download datasets from OPM's EHRI database.

OPM expects to update the website with new data every month, and an OPM official told us they have worked with agencies to help ensure they can meet that reporting schedule. To maintain the monthly schedule, the official told us if there are any gaps or limitations, rather than holding off on releasing all data, OPM will instead highlight any issues that exist and release updated versions of the data as they are addressed. For this reason, website updates will also include release notes that identify any missing submissions or potential data quality issues.

We provided a draft of this report to the 24 Chief Financial Officers Act agencies for review and comment. The Departments of Energy, Health and Human Services, Housing and Urban Development, and Veterans Affairs provided technical comments, which we incorporated as appropriate. Seventeen agencies informed us they had no comments: the Departments of Agriculture, Commerce, Defense, Education, Homeland Security, Interior, Justice, Labor, State, and Transportation, the Environmental Protection Agency, General Services Administration, National Aeronautics and Space Administration, National Science Foundation, Nuclear Regulatory Commission, Office of Personnel Management, and Social Security Administration. The Department of the Treasury, the 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, Mercedes Wilson-Barthes and Clarette Yen made key contributions to this report.

//SIGNED//

Dawn G. Locke
Director
Strategic Issues

Enclosures – 23

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 April McClain Delaney
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 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 (CFO) Act Agencies, Fiscal Year 2025, Quarters 2 and 3

The enclosures that follow present data that 23 of the 24 Chief Financial Officers (CFO) Act agencies reported on changes in their workforces. These changes occurred in quarters 2 (January through March) and 3 (April through June) of fiscal year 2025. The Small Business Administration did not provide data and therefore does not have an enclosure.

The enclosures include information on hires, separations, and deferred resignation program participation, broken down by different employee characteristics, including occupational group, tenure group, and location. They also provide a detailed summary of the types of separations that occurred at each agency during this period. Please note that in some instances during this period, employees were rehired by their agencies after being separated. However, with the data currently available, we are unable to determine how many of the total employees hired were rehires.

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 with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	98,264	93,554	93,418
Number in Career Conditional/Probationary/Trial Status[a]	23,543	22,961	21,069
Number on Extended Administrative Leave[b]	--	6,444	14,175

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Agriculture. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 5: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	592	24.9	4,056	28.9
Administrative	960	40.4	6,043	43.1
Technical	725	30.5	3,119	22.2
Clerical	44	1.9	422	3
Other White Collar[b]	26	1.1	245	1.7
Blue Collar	30	1.3	152	1.1
Total	**2,377**	**100**	**14,037**	**100**

Source: Department of Agriculture. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.

Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. Due to rounding, percentages in the table may not sum exactly to 100.

Table 6: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	**FY25 Q2 Hires**	**Percent of Total Q2 Hires**	**FY25 Q3 Hires**	**Percent of Total Q3 Hires**	**FY25 Q2 Separations**	**Percent of Total Q2 Separations**	**FY25 Q3 Separations**	**Percent of Total Q3 Separations**
Professional	299	21.4	*	--	675	20.5	616	19.9
Administrative	241	17.2	183	5.5	1,095	33.3	770	24.9
Technical	756	54	3,054	92.6	1,286	39.1	1,410	45.7
Clerical	34	2.4	*	--	68	2.1	62	2
Other White Collar	37	2.6	37	1.1	79	2.4	188	6.1
Blue Collar	32	2.3	21	0.6	84	2.6	42	1.4
Total	**1,399**	**100**	**3,299**	**100**	**3,287**	**100**	**3,088**	**100**

Source: Department of Agriculture. | GAO-26-108719

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 7: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Tenure Group	**FY25 Q2 Hires**	**Percent of Total Q2 Hires**	**FY25 Q3 Hires**	**Percent of Total Q3 Hires**	**FY25 Q2 Separations**	**Percent of Total Q2 Separations**	**FY25 Q3 Separations**	**Percent of Total Q3 Separations**
Permanent, career[a]	97	6.9	27	0.8	1,632	49.7	1,182	38.3
Career-conditional, probationary, or trial periods[b]	981	70.1	750	22.7	621	18.9	786	25.5
Limited time or indefinite appointments[c]	160	11.4	120	3.6	336	10.2	230	7.4
No tenure group[d]	161	11.5	2,402	72.8	698	21.2	890	28.8
Total	**1,399**	**100**	**3,299**	**100**	**3,287**	**100**	**3,088**	**100**

Source: Department of Agriculture. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 8: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	23	1.6	*	--	35	1.1	31	1
Alaska	*	--	*	--	32	1	27	0.9
Arizona	62	4.4	300	9.1	100	3	101	3.3
Arkansas	13	0.9	*	--	49	1.5	62	2
California	122	8.7	805	24.4	347	10.6	312	10.1
Colorado	42	3	145	4.4	117	3.6	121	3.9
Connecticut	*	--	0	--	*	--	*	--
Delaware	*	--	*	--	13	0.4	12	0.4
District of Columbia	86	6.1	81	2.5	277	8.4	78	2.5
Florida	27	1.9	*	--	48	1.5	53	1.7
Georgia	47	3.4	*	--	76	2.3	64	2.1
Hawaii	16	1.1	0	--	63	1.9	60	1.9
Idaho	68	4.9	351	10.6	101	3.1	133	4.3
Illinois	35	2.5	*	--	43	1.3	44	1.4
Indiana	12	0.9	*	--	32	1	30	1
Iowa	42	3	*	--	48	1.5	56	1.8
Kansas	28	2	*	--	35	1.1	37	1.2
Kentucky	23	1.6	*	--	28	0.9	29	0.9
Louisiana	41	2.9	*	--	66	2	47	1.5
Maine	*	--	*	--	13	0.4	13	0.4
Maryland	34	2.4	0	--	114	3.5	78	2.5
Massachusetts	14	1	*	--	15	0.5	21	0.7
Michigan	*	--	13	0.4	31	0.9	39	1.3
Minnesota	29	2.1	*	--	54	1.6	69	2.2
Mississippi	23	1.6	*	--	39	1.2	76	2.5
Missouri	23	1.6	*	--	79	2.4	80	2.6
Montana	28	2	406	12.3	81	2.5	122	4
Nebraska	*	--	*	--	43	1.3	41	1.3
Nevada	13	0.9	35	1.1	32	1	24	0.8
New Hampshire	*	--	*	--	*	--	18	0.6
New Jersey	*	--	*	--	20	0.6	21	0.7
New Mexico	70	5	171	5.2	96	2.9	108	3.5
New York	16	1.1	*	--	32	1	47	1.5
North Carolina	23	1.6	*	--	84	2.6	55	1.8

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
North Dakota	*	--	*	--	38	1.2	27	0.9
Ohio	19	1.4	*	--	34	1	45	1.5
Oklahoma	13	0.9	*	--	26	0.8	25	0.8
Oregon	51	3.6	441	13.4	163	5	140	4.5
Pennsylvania	21	1.5	*	--	37	1.1	51	1.7
Rhode Island	*	--	*	--	*	--	12	0.4
South Carolina	19	1.4	*	--	28	0.9	44	1.4
South Dakota	*	--	36	1.1	34	1	41	1.3
Tennessee	22	1.6	*	--	53	1.6	44	1.4
Texas	50	3.6	*	--	168	5.1	116	3.8
Utah	42	3	89	2.7	74	2.3	82	2.7
Vermont	*	--	*	--	*	--	12	0.4
Virginia	34	2.4	*	--	99	3	76	2.5
Washington	35	2.5	196	5.9	123	3.7	106	3.4
West Virginia	*	--	*	--	21	0.6	28	0.9
Wisconsin	33	2.4	*	--	55	1.7	59	1.9
Wyoming	13	0.9	79	2.4	29	0.9	29	0.9
Territories and Possessions	22	1.6	*	--	27	0.8	29	0.9
All Foreign Areas	0	--	0	--	*	--	*	--
Total	**1,399**	**100**	**3,299**	**100**	**3,287**	**100**	**3,088**	**100**

Source: Department of Agriculture. | GAO-26-108719

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 and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	63	2
Employees terminated during probationary or trial period[a]	42	1.3	*	--
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	600	18.3	887	28.7
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	48	1.5	208	6.7
Other retirements[c]	1,202	36.6	591	19.1

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other resignations[d]	1,103	33.6	1,176	38.1
All other separations, including when an employee died or transferred to another agency	258	7.8	142	4.6
Total separations	**3,287**	**100**	**3,088**	**100**

Source: Department of Agriculture. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 10: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
Forest Service	524	3,085	1,209	1,277	39,200	36,957
Natural Resources Conservation Service	222	35	226	191	11,595	11,952

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Agriculture. | GAO-26-108719

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 11: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	48,351	47,450	42,959
Number in Career Conditional/Probationary/Trial Status[a]	7,725	7,999	5,662
Number on Extended Administrative Leave[b]	--	2,001	1,191

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Commerce. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 12: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	702	42.8	0	--
Administrative	665	40.5	0	--
Technical	91	5.5	0	--
Clerical	134	8.2	0	--
Other White Collar[b]	*	--	0	--
Blue Collar	33	2.0	0	--
Unknown Group	*	--	0	--
Total	**1,641**	**100**	**0**	**--**

Source: Department of Commerce. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	435	51.4	*	--	815	27.5	1,291	31.9
Administrative	218	25.8	58	55.2	982	33.2	1,227	30.3

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	18	2.1	0	--	72	2.4	165	4.1
Clerical	153	18.1	37	35.2	964	32.6	1,284	31.7
Other White Collar	*	--	*	--	89	3	20	0.5
Blue Collar	16	1.9	0	--	*	--	48	1.2
Unknown Group	*	--	0	--	*	--	17	0.4
Total	**846**	**100**	**105**	**100**	**2,961**	**100**	**4,052**	**100**

Source: Department of Commerce. | GAO-26-108719

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 14: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	71	8.4	*	--	797	26.9	2,832	69.9
Career-conditional, probationary, or trial periods[b]	513	60.6	0	--	888	30	355	8.8
Limited time or indefinite appointments[c]	87	10.3	*	--	558	18.8	455	11.2
No tenure group[d]	175	20.7	55	52.4	718	24.2	410	10.1
Total	**846**	**100**	**105**	**100**	**2,961**	**100**	**4,052**	**100**

Source: Department of Commerce. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 add exactly to 100.

Table 15: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	0	--	32	1.1	32	0.8
Alaska	*	--	0	--	40	1.4	47	1.2

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arizona	*	--	0	--	23	0.8	79	1.9
Arkansas	*	--	*	--	17	0.6	25	0.6
California	76	9	*	--	180	6.1	218	5.4
Colorado	28	3.3	0	--	94	3.2	128	3.2
Connecticut	*	--	0	--	*	--	14	0.3
Delaware	*	--	*	--	*	--	11	0.3
District of Columbia	118	13.9	65	61.9	408	13.8	270	6.7
Florida	39	4.6	0	--	119	4	137	3.4
Georgia	24	2.8	0	--	48	1.6	49	1.2
Hawaii	*	--	0	--	24	0.8	49	1.2
Idaho	*	--	*	--	13	0.4	11	0.3
Illinois	20	2.4	*	--	57	1.9	79	1.9
Indiana	*	--	*	--	73	2.5	183	4.5
Iowa	0	--	0	--	24	0.8	34	0.8
Kansas	*	--	0	--	24	0.8	26	0.6
Kentucky	*	--	0	--	11	0.4	24	0.6
Louisiana	*	--	0	--	19	0.6	24	0.6
Maine	*	--	0	--	*	--	13	0.3
Maryland	125	14.8	*	--	647	21.9	1,134	28
Massachusetts	17	2	0	--	50	1.7	85	2.1
Michigan	13	1.5	*	--	39	1.3	51	1.3
Minnesota	*	--	0	--	29	1	46	1.1
Mississippi	*	--	0	--	28	0.9	23	0.6
Missouri	*	--	*	--	37	1.2	49	1.2
Montana	*	--	0	--	*	--	14	0.3
Nebraska	0	--	0	--	*	--	15	0.4
Nevada	*	--	*	--	17	0.6	21	0.5
New Hampshire	*	--	0	--	*	--	*	--
New Jersey	*	--	0	--	25	0.8	32	0.8
New Mexico	0	--	0	--	12	0.4	18	0.4
New York	25	3	*	--	63	2.1	69	1.7
North Carolina	19	2.2	0	--	61	2.1	73	1.8
North Dakota	*	--	0	--	*	--	*	--
Ohio	*	--	0	--	16	0.5	38	0.9
Oklahoma	14	1.7	0	--	35	1.2	36	0.9

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Oregon	20	2.4	0	--	44	1.5	44	1.1
Pennsylvania	18	2.1	0	--	42	1.4	63	1.6
Rhode Island	*	--	0	--	17	0.6	18	0.4
South Carolina	14	1.7	0	--	37	1.2	65	1.6
South Dakota	0	--	0	--	*	--	*	--
Tennessee	*	--	0	--	47	1.6	20	0.5
Texas	66	7.8	0	--	95	3.2	132	3.3
Utah	*	--	0	--	19	0.6	23	0.6
Vermont	*	--	0	--	*	--	*	--
Virginia	60	7.1	*	--	216	7.3	284	7
Washington	25	3	*	--	85	2.9	145	3.6
West Virginia	*	--	0	--	*	--	12	0.3
Wisconsin	*	--	*	--	15	0.5	29	0.7
Wyoming	0	--	0	--	*	--	*	--
Territories and Possessions	*	--	0	--	14	0.5	12	0.3
All Foreign Areas	0	--	0	--	*	--	*	--
Unknown Location	0	--	*	--	0	--	0	--
Total	**846**	**100**	**105**	**100**	**2,961**	**100**	**4,052**	**100**

Source: Department of Commerce. | GAO-26-108719

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 16: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
Employees terminated during probationary or trial period[a]	791	26.7	77	1.9
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	577	19.5	552	13.6
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	*	--	882	21.8
Other retirements[c]	634	21.4	1,560	38.5
Other resignations[d]	803	27.1	931	23

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
All other separations, including when an employee died or transferred to another agency	140	4.7	32	0.8
Total separations	**2,961**	**100**	**4,052**	**100**

Source: Department of Commerce. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 17: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
National Oceanic And Atmospheric Administration	153	*	885	1,149	12,398	11,034
Patent And Trademark Office	317	*	406	505	14,032	13,782
Census Bureau	187	36	1,082	1,733	13,220	10,390

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Commerce. | GAO-26-108719

Note: Where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk.

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 18: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Civilian Workforce	770,532	771,999	755,503
Number in Career Conditional/Probationary/Trial Status[a]	158,722	167,386	150,521
Number on Extended Administrative Leave[b]	--	8,903	50,178

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Defense. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 19: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	5,444	26.2	8,048	29.6
Administrative	10,606	51	13,580	49.9
Technical	2,301	11.1	2,587	9.5
Clerical	432	2.1	629	2.3
Other White Collar[b]	*	--	*	--
Blue Collar	1,778	8.5	2,111	7.8
Unknown Group	*	--	*	--
Total	**20,805**	**100**	**27,197**	**100**

Source: Department of Defense. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 20: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	3,148	21.8	703	18.1	4,199	20.9	3,629	21.4
Administrative	4,959	34.3	940	24.2	7,857	39	5,623	33.2

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	2,038	14.1	594	15.3	2,670	13.3	2,617	15.5
Clerical	876	6.1	132	3.4	*	--	*	--
Other White Collar	*	--	270	7	981	4.9	1,194	7.1
Blue Collar	2,712	18.8	1,240	32	3,449	17.1	2,926	17.3
Unknown Group	*	--	0	--	*	--	*	--
Total	**14,455**	**100**	**3,879**	**100**	**20,128**	**100**	**16,922**	**100**

Source: Department of Defense. | GAO-26-108719

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 and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	815	5.6	145	3.7	12,832	63.8	8,994	53.1
Career-conditional, probationary, or trial periods[b]	10,159	70.3	2,399	61.8	3,709	18.4	3,808	22.5
Limited time or indefinite appointments[c]	1,796	12.4	379	9.8	1,503	7.5	2,034	12
No tenure group[d]	1,685	11.7	956	24.6	2,084	10.4	2,086	12.3
Total	**14,455**	**100**	**3,879**	**100**	**20,128**	**100**	**16,922**	**100**

Source: Department of Defense. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 22: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	395	2.7	50	1.3	530	2.6	426	2.5
Alaska	147	1	18	0.5	138	0.7	177	1

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arizona	156	1.1	38	1	268	1.3	232	1.4
Arkansas	69	0.5	12	0.3	109	0.5	70	0.4
California	1,294	9	307	7.9	1,393	6.9	1,007	6
Colorado	277	1.9	61	1.6	383	1.9	409	2.4
Connecticut	61	0.4	17	0.4	63	0.3	75	0.4
Delaware	22	0.2	*	—	48	0.2	60	0.4
District of Columbia	281	1.9	38	1	380	1.9	298	1.8
Florida	645	4.5	83	2.1	942	4.7	631	3.7
Georgia	453	3.1	217	5.6	850	4.2	657	3.9
Hawaii	303	2.1	198	5.1	410	2	325	1.9
Idaho	90	0.6	21	0.5	113	0.6	55	0.3
Illinois	204	1.4	17	0.4	355	1.8	251	1.5
Indiana	163	1.1	12	0.3	278	1.4	272	1.6
Iowa	58	0.4	*	—	73	0.4	79	0.5
Kansas	128	0.9	59	1.5	203	1	181	1.1
Kentucky	171	1.2	32	0.8	260	1.3	259	1.5
Louisiana	115	0.8	11	0.3	139	0.7	188	1.1
Maine	120	0.8	26	0.7	166	0.8	142	0.8
Maryland	643	4.4	83	2.1	1,030	5.1	913	5.4
Massachusetts	95	0.7	19	0.5	186	0.9	197	1.2
Michigan	132	0.9	*	—	211	1	187	1.1
Minnesota	37	0.3	*	—	103	0.5	104	0.6
Mississippi	203	1.4	48	1.2	374	1.9	229	1.4
Missouri	152	1.1	30	0.8	234	1.2	285	1.7
Montana	41	0.3	*	—	47	0.2	74	0.4
Nebraska	85	0.6	*	—	103	0.5	104	0.6
Nevada	103	0.7	24	0.6	88	0.4	76	0.4
New Hampshire	12	0.1	*	—	36	0.2	52	0.3
New Jersey	115	0.8	*	—	263	1.3	219	1.3
New Mexico	140	1	15	0.4	210	1	132	0.8
New York	175	1.2	33	0.9	385	1.9	334	2
North Carolina	425	2.9	145	3.7	548	2.7	491	2.9
North Dakota	37	0.3	12	0.3	65	0.3	72	0.4

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Ohio	483	3.3	47	1.2	641	3.2	551	3.3
Oklahoma	405	2.8	87	2.2	544	2.7	509	3
Oregon	53	0.4	17	0.4	101	0.5	90	0.5
Pennsylvania	485	3.4	198	5.1	641	3.2	444	2.6
Rhode Island	98	0.7	12	0.3	122	0.6	112	0.7
South Carolina	224	1.5	30	0.8	391	1.9	250	1.5
South Dakota	17	0.1	28	0.7	53	0.3	47	0.3
Tennessee	139	1	48	1.2	205	1	256	1.5
Texas	889	6.2	177	4.6	1,203	6	980	5.8
Utah	228	1.6	78	2	317	1.6	289	1.7
Vermont	18	0.1	29	0.7	23	0.1	24	0.1
Virginia	2,167	15	816	21	3,016	15	2,037	12
Washington	429	3	115	3	701	3.5	592	3.5
West Virginia	29	0.2	19	0.5	92	0.5	56	0.3
Wisconsin	60	0.4	37	1	89	0.4	92	0.5
Wyoming	43	0.3	*	—	23	0.1	40	0.2
Territories and Possessions	136	0.9	81	2.1	148	0.7	173	1
All Foreign Areas	1,005	7	374	9.6	834	4.1	1,117	6.6
Total	**14,455**	**100**	**3,879**	**100**	**20,128**	**100**	**16,922**	**100**

Source: Department of Defense. | GAO-26-108719

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 23: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY Q2 Separations	Percent of Total Q2 Separations	FY Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	—	154	0.9
Employees terminated during probationary or trial period[a]	585	2.9	470	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	2,595	12.9	3,294	19.5
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	109	0.5	63	0.4
Employees who took early retirement due to an agency RIF or reorganization	40	0.2	208	1.2

Type of Separation	FY Q2 Separations	Percent of Total Q2 Separations	FY Q3 Separations	Percent of Total Q3 Separations
Other retirements[c]	8,469	42.1	4,193	24.8
Other resignations[d]	6,754	33.6	7,883	46.6
All other separations, including when an employee died or transferred to another agency	1,576	7.8	657	3.9
Total separations	**20,128**	**100**	**16,922**	**100**

Source: Department of Defense. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 24: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
Air Force	3,258	804	5,197	4,359	171,354	169,140
Army	3,854	513	5,637	4,742	220,799	216,570
Navy	3,729	947	4,667	2,934	220,288	218,932

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Defense. | GAO-26-108719

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 25: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	4,195	4,067	3,642
Number in Career Conditional/Probationary/Trial Status[a]	682	674	578
Number on Extended Administrative Leave[b]	--	440	1,511

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Education. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 26: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	*	--	*	--
Administrative	148	57.6	0	--
Technical	0	--	0	--
Clerical	*	--	0	--
Other White Collar[b]	0	--	0	--
Blue Collar	0	--	0	--
Total	**257**	**100**	*****	**--**

Source: Department of Education . | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 27: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	*	--	*	--	80	23.2	153	32.7
Administrative	87	76.3	50	92.6	256	74.2	307	65.6
Technical	*	--	0	--	*	--	*	--
Clerical	0	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	0	--	0	--	*	--	0	--
Blue Collar	0	--	*	--	0	--	0	--
Total	**114**	**100**	**54**	**100**	**345**	**100**	**468**	**100**

Source: Department of Education. | GAO-26-108719

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 28: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	15	13.2	0	--	171	49.6	397	84.8
Career-conditional, probationary, or trial periods[b]	54	47.4	0	--	13	3.8	47	10
Limited time or indefinite appointments[c]	27	23.7	30	55.6	107	31	*	--
No tenure group[d]	18	15.8	24	44.4	54	15.7	*	--
Total	**114**	**100**	**54**	**100**	**345**	**100**	**468**	**100**

Source: Department of Education. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 29: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	0	--	*	--	0	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	*	--	0	--	*	--
Arkansas	0	--	0	--	0	--	0	--
California	0	--	*	--	*	--	14	3
Colorado	*	--	0	--	*	--	13	2.8

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Connecticut	*	--	0	--	0	--	0	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	77	67.5	45	83.3	213	61.7	216	46.2
Florida	*	--	0	--	*	--	*	--
Georgia	*	--	0	--	*	--	15	3.2
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	0	--	*	--
Illinois	*	--	0	--	*	--	24	5.1
Indiana	*	--	0	--	*	--	*	--
Iowa	*	--	0	--	0	--	0	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	0	--	0	--
Louisiana	*	--	0	--	0	--	*	--
Maine	0	--	0	--	0	--	0	--
Maryland	*	--	0	--	39	11.3	65	13.9
Massachusetts	0	--	*	--	*	--	*	--
Michigan	0	--	0	--	0	--	*	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	0	--	*	--
Missouri	*	--	0	--	*	--	*	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	0	--	*	--
Nevada	*	--	0	--	0	--	*	--
New Hampshire	0	--	0	--	*	--	0	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	0	--	0	--	0	--	0	--
New York	*	--	*	--	*	--	*	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	*	--	0	--	*	--	*	--
Oklahoma	0	--	0	--	0	--	0	--
Oregon	0	--	*	--	0	--	0	--
Pennsylvania	*	--	0	--	*	--	11	2.4
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	*	--	*	--
Utah	0	--	0	--	*	--	*	--
Vermont	0	--	0	--	0	--	0	--
Virginia	*	--	0	--	23	6.7	17	3.6
Washington	0	--	0	--	*	--	12	2.6
West Virginia	0	--	*	--	0	--	*	--
Wisconsin	*	--	*	--	0	--	*	--
Wyoming	0	--	0	--	0	--	*	--
Territories and Possessions	0	--	0	--	*	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**114**	**100**	**54**	**100**	**345**	**100**	**468**	**100**

Source: Department of Education. | GAO-26-108719
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 30: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
Employees terminated during probationary or trial period[a]	0	--	0	--
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	17	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	25	7.2	144	30.8
Other retirements[c]	113	32.8	183	39.1
Other resignations[d]	157	45.5	97	20.7
All other separations, including when an employee died or transferred to another agency	25	7.2	24	5.1
Total separations	**345**	**100**	**468**	**100**

Source: Department of Education. | GAO-26-108719
[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 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 31: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	17,320	15,966	15,571
Number in Career Conditional/Probationary/Trial Status[a]	4,232	3,719	3,115
Number on Extended Administrative Leave[b]	--	1,461	2,826

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Energy. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 32: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	392	33.7	1,173	38.1
Administrative	636	54.7	1,682	54.7
Technical	27	2.3	51	1.7
Clerical	*	--	*	--
Other White Collar[b]	*	--	*	--
Blue Collar	60	5.2	65	2.1
Unknown Group	38	3.3	93	3.0
Total	**1,162**	**100**	**3,076**	**100**

Source: Department of Energy. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 33: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	109	29.8	*	--	392	36	151	39.7
Administrative	217	59.3	49	76.6	633	58.1	173	45.5

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	*	--	0	--	23	2.1	*	--
Clerical	*	--	0	--	*	--	*	--
Other White Collar	22	6	*	--	*	--	24	6.3
Blue Collar	*	--	0	--	*	--	20	5.3
Total	**366**	**100**	**64**	**100**	**1,089**	**100**	**380**	**100**

Source: Department of Energy. | GAO-26-108719

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 34: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	49	13.4	0	--	232	21.3	200	52.6
Career-conditional, probationary, or trial periods[b]	218	59.6	12	18.8	602	55.3	124	32.6
Limited time or indefinite appointments[c]	77	21	35	54.7	137	12.6	*	--
No tenure group[d]	22	6	17	26.6	118	10.8	*	--
Total	**366**	**100**	**64**	**100**	**1,089**	**100**	**380**	**100**

Source: Department of Energy. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 35: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	*	--	0	--	0	--
Alaska	0	--	0	--	*	--	0	--
Arizona	0	--	0	--	*	--	*	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arkansas	*	--	0	--	11	1	*	--
California	17	4.6	0	--	41	3.8	*	--
Colorado	28	7.7	0	--	55	5.1	27	7.1
Connecticut	0	--	0	--	*	--	0	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	141	38.5	51	79.7	369	33.9	87	22.9
Florida	*	--	0	--	11	1	*	--
Georgia	*	--	0	--	*	--	*	--
Hawaii	0	--	0	--	*	--	0	--
Idaho	*	--	0	--	18	1.7	*	--
Illinois	*	--	0	--	*	--	*	--
Indiana	0	--	0	--	0	--	0	--
Iowa	*	--	0	--	0	--	0	--
Kansas	0	--	0	--	*	--	0	--
Kentucky	*	--	0	--	*	--	0	--
Louisiana	*	--	0	--	*	--	*	--
Maine	*	--	0	--	*	--	0	--
Maryland	13	3.6	0	--	67	6.2	34	8.9
Massachusetts	0	--	0	--	*	--	*	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	0	--	0	--	0	--	*	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	*	--	0	--	*	--	*	--
Montana	*	--	0	--	*	--	*	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	*	--	*	--
New Hampshire	0	--	0	--	0	--	0	--
New Jersey	0	--	0	--	*	--	*	--
New Mexico	19	5.2	*	--	24	2.2	21	5.5
New York	*	--	0	--	26	2.4	*	--
North Carolina	*	--	0	--	*	--	*	--
North Dakota	*	--	0	--	*	--	*	--
Ohio	*	--	0	--	17	1.6	*	--
Oklahoma	*	--	0	--	*	--	0	--
Oregon	22	6	0	--	71	6.5	31	8.2

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	*	--	0	--	38	3.5	*	--
Rhode Island	*	--	0	--	*	--	*	--
South Carolina	*	--	0	--	21	1.9	*	--
South Dakota	*	--	0	--	*	--	*	--
Tennessee	13	3.6	*	--	17	1.6	23	6.1
Texas	*	--	*	--	28	2.6	*	--
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	*	--	0	--	29	2.7	*	--
Washington	19	5.2	0	--	103	9.5	52	13.7
West Virginia	*	--	0	--	28	2.6	*	--
Wisconsin	*	--	0	--	*	--	0	--
Wyoming	0	--	0	--	*	--	*	--
Territories and Possessions	*	--	0	--	*	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Unknown Location	26	7.1	0	--	*	--	*	--
Total	**366**	**100**	**64**	**100**	**1,089**	**100**	**380**	**100**

Source: Department of Energy. | GAO-26-108719

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, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	0	--
Employees terminated during probationary or trial period[a]	94	8.6	*	--
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	518	47.6	39	10.3
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]	157	14.4	97	25.5
Other resignations[d]	260	23.9	209	55

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
All other separations, including when an employee died or transferred to another agency	51	4.7	25	6.6
Total separations	**1,089**	**100**	**380**	**100**

Source: Department of Energy. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 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 37: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	92,226	92,407	85,621
Number in Career Conditional/Probationary/Trial Status[a]	16,663	16,401	13,396
Number on Extended Administrative Leave[b]	--	9,530	3,981

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Health and Human Services. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 38: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	801	43.8	0	--
Administrative	923	50.5	0	--
Technical	39	2.1	0	--
Clerical	20	1.1	0	--
Other White Collar[b]	20	1.1	0	--
Blue Collar	12	0.7	0	--
Unknown Group	14	0.8	0	--
Total	**1,829**	**100**	**0**	**--**

Source: Department of Health and Human Services. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. Due to rounding, percentages in the table may not sum exactly to 100.

Table 39: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	679	42.6	187	38.8	1,260	48.2	3,029	41.4
Administrative	701	44	137	28.4	996	38.1	3,425	46.8
Technical	86	5.4	66	13.7	159	6.1	279	3.8
Clerical	39	2.4	57	11.8	71	2.7	158	2.2

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	21	1.3	*	--	33	1.3	178	2.4
Blue Collar	28	1.8	22	4.6	54	2.1	71	1
Unknown Group	40	2.5	*	--	42	1.6	184	2.5
Total	**1,594**	**100**	**482**	**100**	**2,615**	**100**	**7,324**	**100**

Source: Department of Health and Human Services. | GAO-26-108719

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 40: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	194	12.2	43	8.9	1,431	54.7	4,054	55.4
Career-conditional, probationary, or trial periods[b]	1,091	68.4	293	60.8	406	15.5	2,212	30.2
Limited time or indefinite appointments[c]	172	10.8	81	16.8	366	14	535	7.3
No tenure group[d]	137	8.6	65	13.5	412	15.8	523	7.1
Total	**1,594**	**100**	**482**	**100**	**2,615**	**100**	**7,324**	**100**

Source: Department of Health and Human Services. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	0	--	*	--	21	0.3
Alaska	*	--	*	--	*	--	*	--
Arizona	82	5.1	86	17.8	122	4.7	167	2.3
Arkansas	*	--	0	--	13	0.5	50	0.7

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	38	2.4	12	2.5	69	2.6	160	2.2
Colorado	13	0.8	0	--	19	0.7	70	1
Connecticut	*	--	0	--	*	--	14	0.2
Delaware	*	--	0	--	*	--	*	--
District of Columbia	206	12.9	87	18	303	11.6	456	6.2
Florida	*	--	0	--	52	2	115	1.6
Georgia	89	5.6	11	2.3	259	9.9	917	12.5
Hawaii	*	--	0	--	0	--	*	--
Idaho	*	--	0	--	*	--	*	--
Illinois	21	1.3	*	--	20	0.8	87	1.2
Indiana	*	--	*	--	*	--	17	0.2
Iowa	*	--	*	--	*	--	*	--
Kansas	*	--	*	--	12	0.5	17	0.2
Kentucky	*	--	0	--	*	--	12	0.2
Louisiana	*	--	0	--	*	--	16	0.2
Maine	0	--	*	--	*	--	*	--
Maryland	674	42.3	39	8.1	966	36.9	3,532	48.2
Massachusetts	11	0.7	*	--	28	1.1	61	0.8
Michigan	*	--	*	--	*	--	25	0.3
Minnesota	21	1.3	17	3.5	32	1.2	55	0.8
Mississippi	0	--	0	--	*	--	*	--
Missouri	*	--	0	--	14	0.5	36	0.5
Montana	33	2.1	23	4.8	46	1.8	64	0.9
Nebraska	*	--	*	--	*	--	*	--
Nevada	*	--	*	--	*	--	11	0.2
New Hampshire	*	--	0	--	*	--	12	0.2
New Jersey	*	--	0	--	17	0.7	29	0.4
New Mexico	58	3.6	81	16.8	117	4.5	129	1.8
New York	22	1.4	*	--	33	1.3	114	1.6
North Carolina	20	1.3	*	--	37	1.4	152	2.1
North Dakota	17	1.1	*	--	14	0.5	20	0.3
Ohio	11	0.7	0	--	26	1	78	1.1
Oklahoma	38	2.4	30	6.2	40	1.5	92	1.3
Oregon	*	--	*	--	25	1	22	0.3
Pennsylvania	18	1.1	0	--	32	1.2	139	1.9

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Rhode Island	0	--	0	--	*	--	*	--
South Carolina	*	--	0	--	*	--	22	0.3
South Dakota	62	3.9	50	10.4	68	2.6	66	0.9
Tennessee	*	--	0	--	12	0.5	40	0.5
Texas	28	1.8	0	--	40	1.5	115	1.6
Utah	*	--	*	--	*	--	11	0.2
Vermont	0	--	0	--	*	--	*	--
Virginia	17	1.1	*	--	45	1.7	150	2
Washington	17	1.1	*	--	30	1.1	69	0.9
West Virginia	*	--	0	--	18	0.7	65	0.9
Wisconsin	*	--	0	--	*	--	*	--
Wyoming	0	--	0	--	*	--	*	--
Territories and Possessions	*	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	*	--	11	0.2
Total	**1,594**	**100**	**482**	**100**	**2,615**	**100**	**7,324**	**100**

Source: Department of Health and Human Services. | GAO-26-108719

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 42: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
Employees terminated during probationary or trial period[a]	39	1.5	186	2.5
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	318	12.2	1,974	27
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	18	0.7	69	0.9
Employees who took early retirement due to an agency RIF or reorganization	*	--	1,591	21.7
Other retirements[c]	1,132	43.3	1,723	23.5
Other resignations[d]	901	34.5	1,687	23
All other separations, including when an employee died or transferred to another agency	196	7.5	89	1.2
Total separations	**2,615**	**100**	**7,324**	**100**

Source: Department of Health and Human Services. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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.

Table 43: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
Centers For Disease Control and Prevention	85	12	358	1,178	12,745	11,511
Food and Drug Administration	117	18	411	1,514	20,816	19,287
Indian Health Service	351	341	494	586	13,834	13,629
National Institutes of Health	439	12	509	2,089	20,985	19,225

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Health and Human Services. | GAO-26-108719

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 44: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	226,829	233,073	231,066
Number in Career Conditional/Probationary/Trial Status[a]	31,596	34,738	20,595
Number on Extended Administrative Leave[b]	--	1,083	6,610

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Homeland Security. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 45: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	110	10.5	488	8.7
Administrative	894	85.2	4,809	85.6
Technical	21	2	82	1.5
Clerical	*	--	174	3.1
Other White Collar[b]	*	--	39	0.7
Blue Collar	*	--	*	--
Unknown Group	0	--	*	--
Total	**1,049**	**100**	**5,616**	**100**

Source: Department of Homeland Security. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. Due to rounding, percentages in the table may not add exactly to 100. 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 Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	244	4.1	116	2.7	274	5.1	342	5.6
Administrative	2,727	45.7	1,215	28.5	2,955	55.5	3,358	55.1

Occupational Group	Hires				Separations			
	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	46	0.8	22	0.5	76	1.4	70	1.1
Clerical	2,529	42.4	2,089	49.1	1,706	32.1	1,917	31.5
Other White Collar	367	6.2	802	18.8	261	4.9	368	6
Blue Collar	52	0.9	13	0.3	49	0.9	36	0.6
Total	**5,965**	**100**	**4,257**	**100**	**5,321**	**100**	**6,091**	**100**

Source: Department of Homeland Security. | GAO-26-108719

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

Table 47: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY 25 Q3 Hires	Percent of Total Q3 Hires	FY 25 Q2 Separations	Percent of Total Q2 Separations	FY 25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	306	5.1	141	3.3	2,588	48.6	3,256	53.5
Career-conditional, probationary, or trial periods[b]	4,367	73.2	3,734	87.7	1,475	27.7	1,474	24.2
Limited time or indefinite appointments[c]	579	9.7	301	7.1	311	5.8	525	8.6
No tenure group[d]	713	12	81	1.9	947	17.8	836	13.7
Total	**5,965**	**100**	**4,257**	**100**	**5,321**	**100**	**6,091**	**100**

Source: Department of Homeland Security. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 48: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY 25 Q3 Hires	Percent of Total Q3 Hires	FY 25 Q2 Separations	Percent of Total Q2 Separations	FY 25 Q3 Separations	Percent of Total Q3 Separations
Alabama	23	0.4	*	--	40	0.8	29	0.5
Alaska	29	0.5	47	1.1	18	0.3	39	0.6
Arizona	218	3.7	227	5.3	123	2.3	220	3.6
Arkansas	15	0.3	16	0.4	*	--	14	0.2

	Hires				Separations			
Location	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY 25 Q3 Hires	Percent of Total Q3 Hires	FY 25 Q2 Separations	Percent of Total Q2 Separations	FY 25 Q3 Separations	Percent of Total Q3 Separations
California	566	9.5	509	12	490	9.2	482	7.9
Colorado	163	2.7	125	2.9	106	2	107	1.8
Connecticut	56	0.9	*	--	25	0.5	25	0.4
Delaware	*	--	*	--	*	--	*	--
District of Columbia	476	8	273	6.4	559	10.5	560	9.2
Florida	548	9.2	302	7.1	440	8.3	442	7.3
Georgia	204	3.4	75	1.8	251	4.7	189	3.1
Hawaii	51	0.9	34	0.8	40	0.8	40	0.7
Idaho	27	0.5	22	0.5	25	0.5	30	0.5
Illinois	122	2	121	2.8	141	2.6	122	2
Indiana	53	0.9	41	1	25	0.5	48	0.8
Iowa	25	0.4	14	0.3	13	0.2	24	0.4
Kansas	16	0.3	*	--	18	0.3	18	0.3
Kentucky	29	0.5	39	0.9	23	0.4	35	0.6
Louisiana	69	1.2	48	1.1	77	1.4	66	1.1
Maine	*	--	22	0.5	20	0.4	23	0.4
Maryland	190	3.2	41	1	199	3.7	325	5.3
Massachusetts	117	2	111	2.6	112	2.1	131	2.2
Michigan	96	1.6	101	2.4	78	1.5	105	1.7
Minnesota	64	1.1	46	1.1	62	1.2	65	1.1
Mississippi	14	0.2	*	--	22	0.4	21	0.3
Missouri	95	1.6	54	1.3	80	1.5	82	1.3
Montana	19	0.3	40	0.9	17	0.3	26	0.4
Nebraska	70	1.2	34	0.8	44	0.8	42	0.7
Nevada	108	1.8	45	1.1	65	1.2	50	0.8
New Hampshire	*	--	*	--	*	--	13	0.2
New Jersey	42	0.7	51	1.2	85	1.6	82	1.3
New Mexico	38	0.6	59	1.4	32	0.6	47	0.8
New York	271	4.5	176	4.1	247	4.6	299	4.9
North Carolina	119	2	31	0.7	110	2.1	101	1.7
North Dakota	24	0.4	33	0.8	19	0.4	20	0.3
Ohio	55	0.9	47	1.1	56	1.1	71	1.2
Oklahoma	12	0.2	15	0.4	18	0.3	24	0.4
Oregon	69	1.2	63	1.5	36	0.7	55	0.9
Pennsylvania	162	2.7	65	1.5	125	2.3	153	2.5

Location	Hires				Separations			
	FY 25 Q2 Hires	Percent of Total Q2 Hires	FY 25 Q3 Hires	Percent of Total Q3 Hires	FY 25 Q2 Separations	Percent of Total Q2 Separations	FY 25 Q3 Separations	Percent of Total Q3 Separations
Rhode Island	*	--	12	0.3	*	--	21	0.3
South Carolina	58	1	28	0.7	44	0.8	57	0.9
South Dakota	*	--	*	--	*	--	*	--
Tennessee	67	1.1	43	1	53	1	70	1.1
Texas	803	13.5	722	17	550	10.3	818	13.4
Utah	38	0.6	56	1.3	38	0.7	33	0.5
Vermont	70	1.2	36	0.8	50	0.9	89	1.5
Virginia	349	5.9	183	4.3	390	7.3	469	7.7
Washington	133	2.2	129	3	126	2.4	149	2.4
West Virginia	32	0.5	*	--	27	0.5	24	0.4
Wisconsin	16	0.3	18	0.4	24	0.5	23	0.4
Wyoming	13	0.2	15	0.4	*	--	11	0.2
Territories and Possessions	94	1.6	48	1.1	126	2.4	90	1.5
All Foreign Areas	0	--	0	--	*	--	*	--
Total	**5,965**	**100**	**4,257**	**100**	**5,321**	**100**	**6,091**	**100**

Source: Department of Homeland Security. | GAO-26-108719

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 49: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
Employees terminated during probationary or trial period[a]	657	12.3	397	6.5
Employees separated through a reduction in force (RIF)[b]	0	--	178	2.9
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	734	13.8	797	13.1
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	*	--	82	1.3
Other retirements[c]	1,737	32.6	1,865	30.6
Other resignations[d]	1,798	33.8	2,492	40.9
All other separations, including when an employee died or transferred to another agency	383	7.2	232	3.8
Total separations	**5,321**	**100**	**6,091**	**100**

Source: Department of Homeland Security. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 50: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY2024 Q4	Total Subcomponent Workforce FY2025 Q3
Citizenship And Immigration Services	562	*	398	429	21,962	22,281
Customs And Border Protection	1,103	1,265	804	987	66,430	67,347
Federal Emergency Management Agency	1,075	*	1,056	1,221	24,069	24,719
Immigration And Customs Enforcement	294	406	431	546	20,590	20,889
Transportation Security Administration	2,313	2,068	1,826	1,970	64,392	66,637

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Homeland Security. | GAO-26-108719

Note: Where the number of employees in a specified group is 10 or fewer, 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 51: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	8,319	8,178	7,859
Number in Career Conditional/Probationary/Trial Status[a]	1,773	1,573	1,326
Number on Extended Administrative Leave[b]	--	568	2,124

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Housing and Urban Development. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 52: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	53	8.6	177	10.4
Administrative	462	75	1,213	71.6
Technical	*	--	*	--
Clerical	11	1.8	*	--
Other White Collar[b]	80	13	193	11.4
Blue Collar	0	--	0	--
Unknown Group	*	--	64	3.8
Total	**616**	**100**	**1,695**	**100**

Source: Department of Housing and Urban Development. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 53: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	17	12.7	*	--	33	11	76	20.3
Administrative	94	70.1	*	--	240	80	230	61.5
Technical	*	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Clerical	12	9	0	--	*	--	*	--
Other White Collar	*	--	0	--	21	7	47	12.6
Blue Collar	0	--	0	--	0	--	0	--
Total	**134**	**100**	**37**	**100**	**300**	**100**	**374**	**100**

Source: Department of Housing and Urban Development. | GAO-26-108719

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 and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	20	14.9	0	--	158	52.7	210	56.1
Career-conditional, probationary, or trial periods[b]	66	49.3	0	--	44	14.7	119	31.8
Limited time or indefinite appointments[c]	30	22.4	*	--	64	21.3	34	9.1
No tenure group[d]	18	13.4	*	--	34	11.3	11	2.9
Total	**134**	**100**	**37**	**100**	**300**	**100**	**374**	**100**

Source: Department of Housing and Urban Development. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 55: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	*	--	*	--	*	--	*	--
Colorado	*	--	*	--	*	--	12	3.2
Connecticut	0	--	0	--	0	--	*	--
Delaware	0	--	0	--	0	--	*	--
District of Columbia	73	54.5	27	73	155	51.7	131	35
Florida	0	--	0	--	*	--	14	3.7
Georgia	*	--	*	--	*	--	23	6.1
Hawaii	*	--	0	--	*	--	*	--
Idaho	0	--	0	--	0	--	0	--
Illinois	*	--	0	--	*	--	14	3.7
Indiana	0	--	0	--	*	--	*	--
Iowa	0	--	*	--	0	--	0	--
Kansas	*	--	0	--	*	--	*	--
Kentucky	0	--	0	--	0	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	0	--
Maryland	*	--	0	--	13	4.3	12	3.2
Massachusetts	0	--	0	--	*	--	11	2.9
Michigan	*	--	0	--	*	--	*	--
Minnesota	*	--	0	--	*	--	*	--
Mississippi	*	--	0	--	*	--	*	--
Missouri	*	--	0	--	0	--	*	--
Montana	0	--	0	--	*	--	0	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	0	--	0	--	0	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	*	--	0	--	0	--	*	--
New York	*	--	*	--	*	--	14	3.7
North Carolina	*	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	*	--
Ohio	*	--	0	--	*	--	*	--
Oklahoma	*	--	0	--	*	--	*	--
Oregon	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	*	--	0	--	*	--	12	3.2
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	*	--	0	--	0	--	0	--
Texas	*	--	*	--	15	5	17	4.5
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	0	--	0	--	*	--	*	--
Washington	*	--	0	--	*	--	*	--
West Virginia	*	--	0	--	0	--	*	--
Wisconsin	0	--	*	--	0	--	0	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**134**	**100**	**37**	**100**	**300**	**100**	**374**	**100**

Source: Department of Housing and Urban Development. | GAO-26-108719

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 56: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	0	--
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	*	--	103	27.5
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	13	4.3	44	11.8
Other retirements[c]	110	36.7	119	31.8
Other resignations[d]	132	44	96	25.7
All other separations, including when an employee died or transferred to another agency	39	13	*	--

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Total separations	**300**	**100**	**374**	**100**

Source: Department of Housing and Urban Development. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload. [c]This 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.
[d]This 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 57: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	69,144	64,466	67,925
Number in Career Conditional/Probationary/Trial Status[a]	13,618	13,581	11,862
Number on Extended Administrative Leave[b]	--	4,323	6,840

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of the Interior. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 58: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	591	24.9	1,782	39.7
Administrative	968	40.8	1,840	41
Technical	383	16.1	557	12.4
Clerical	78	3.3	126	2.8
Other White Collar[b]	36	1.5	15	0.3
Blue Collar	316	13.3	164	3.7
Total	**2,372**	**100**	**4,484**	**100**

Source: Department of the Interior. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. Due to rounding, percentages in the table may not sum exactly to 100.

Table 59: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	321	26.1	*	--	302	23.7	735	29
Administrative	368	29.9	1,463	23.4	410	32.2	797	31.5
Technical	224	18.2	1,482	23.7	260	20.4	417	16.5
Clerical	66	5.4	572	9.1	*	--	*	--
Other White Collar	137	11.1	1,183	18.9	108	8.5	206	8.1

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Blue Collar	113	9.2	1,536	24.5	136	10.7	267	10.5
Unknown Group	0	--	*	--	*	--	*	--
Total	**1,229**	**100**	**6,261**	**100**	**1,274**	**100**	**2,534**	**100**

Source: Department of the Interior. | GAO-26-108719

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 and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	169	13.8	*	--	528	41.4	1,335	52.7
Career-conditional, probationary, or trial periods[b]	702	57.1	259	4.1	274	21.5	512	20.2
Limited time or indefinite appointments[c]	207	16.8	66	1.1	*	--	*	--
No tenure group[d]	151	12.3	5,889	94.1	298	23.4	359	14.2
Unknown group	0	--	*	--	*	--	*	--
Total	**1,229**	**100**	**6,261**	**100**	**1,274**	**100**	**2,534**	**100**

Source: Department of the Interior. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 61: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	*	--	*	--	11	0.4
Alaska	32	2.6	359	5.7	36	2.8	96	3.8
Arizona	81	6.6	180	2.9	64	5	153	6
Arkansas	*	--	24	0.4	*	--	15	0.6

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	138	11.2	776	12.4	123	9.7	265	10.5
Colorado	95	7.7	408	6.5	109	8.6	206	8.1
Connecticut	0	--	*	--	*	--	*	--
Delaware	*	--	*	--	*	--	*	--
District of Columbia	110	9	73	1.2	125	9.8	90	3.6
Florida	25	2	*	--	25	2	91	3.6
Georgia	28	2.3	31	0.5	18	1.4	45	1.8
Hawaii	14	1.1	*	--	20	1.6	23	0.9
Idaho	42	3.4	244	3.9	45	3.5	78	3.1
Illinois	*	--	15	0.2	11	0.9	14	0.6
Indiana	*	--	46	0.7	*	--	18	0.7
Iowa	*	--	*	--	*	--	*	--
Kansas	*	--	13	0.2	*	--	18	0.7
Kentucky	*	--	47	0.8	*	--	13	0.5
Louisiana	*	--	0	--	13	1	13	0.5
Maine	*	--	94	1.5	*	--	*	--
Maryland	14	1.1	47	0.8	25	2	35	1.4
Massachusetts	20	1.6	160	2.6	11	0.9	56	2.2
Michigan	*	--	167	2.7	13	1	26	1
Minnesota	17	1.4	73	1.2	*	--	31	1.2
Mississippi	*	--	31	0.5	15	1.2	17	0.7
Missouri	13	1.1	45	0.7	13	1	37	1.5
Montana	41	3.3	401	6.4	37	2.9	60	2.4
Nebraska	*	--	23	0.4	*	--	14	0.6
Nevada	37	3	179	2.9	41	3.2	73	2.9
New Hampshire	*	--	*	--	*	--	*	--
New Jersey	*	--	116	1.9	*	--	18	0.7
New Mexico	60	4.9	110	1.8	54	4.2	111	4.4
New York	20	1.6	205	3.3	25	2	47	1.9
North Carolina	17	1.4	110	1.8	18	1.4	35	1.4
North Dakota	14	1.1	53	0.8	12	0.9	20	0.8
Ohio	13	1.1	56	0.9	*	--	19	0.7
Oklahoma	13	1.1	*	--	*	--	35	1.4
Oregon	46	3.7	220	3.5	40	3.1	105	4.1
Pennsylvania	14	1.1	80	1.3	18	1.4	35	1.4

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Rhode Island	0	--	*	--	*	--	*	--
South Carolina	*	--	11	0.2	*	--	22	0.9
South Dakota	15	1.2	142	2.3	19	1.5	42	1.7
Tennessee	15	1.2	85	1.4	15	1.2	37	1.5
Texas	17	1.4	37	0.6	22	1.7	65	2.6
Utah	49	4	287	4.6	44	3.5	60	2.4
Vermont	0	--	*	--	0	--	*	--
Virginia	56	4.6	231	3.7	65	5.1	139	5.5
Washington	32	2.6	369	5.9	51	4	73	2.9
West Virginia	*	--	29	0.5	*	--	26	1
Wisconsin	*	--	54	0.9	13	1	35	1.4
Wyoming	30	2.4	561	9	27	2.1	55	2.2
Territories and Possessions	*	--	11	0.2	*	--	22	0.9
All Foreign Areas	0	--	0	--	0	--	*	--
Unknown Location	0	--	*	--	*	--	*	--
Total	**1,229**	**100**	**6,261**	**100**	**1,274**	**100**	**2,534**	**100**

Source: Department of the Interior. | GAO-26-108719

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 62: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	24	0.9
Employees terminated during probationary or trial period[a]	27	2.1	39	1.5
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	200	15.7	290	11.4
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	15	1.2	237	9.4
Other retirements[c]	336	26.4	734	29
Other resignations[d]	555	43.6	1,138	44.9
All other separations, including when an employee died or transferred to another agency	136	10.7	72	2.8

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Total separations	**1,274**	**100**	**2,534**	**100**

Source: Department of the Interior. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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.

Table 63: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
Bureau Of Land Management	186	1,057	195	296	10,860	10,143
National Park Service	354	4,707	423	916	21,791	20,124

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of the Interior. | GAO-26-108719

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. The Department of Justice was unable to provide data on the number of employees approved for a deferred resignation broken by occupational group.

Table 64: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	116,948	116,637	115,217
Number in Career Conditional/Probationary/Trial Status[a]	15,690	14,003	14,107
Number on Extended Administrative Leave[b]	--	1,332	4,077

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Justice. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 65: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group[a]	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	321	19.5	180	12.3	1,023	32.2	950	31.7
Administrative	418	25.4	317	21.7	1,420	44.7	1,127	37.6
Technical	133	8.1	117	8	163	5.1	141	4.7
Clerical	62	3.8	297	20.4	72	2.3	141	4.7
Other White Collar[b]	687	41.8	527	36.1	427	13.4	547	18.2
Blue Collar	23	1.4	21	1.4	71	2.2	92	3.1
Total	**1,644**	**100**	**1,459**	**100**	**3,176**	**100**	**2,998**	**100**

Source: Department of Justice. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other 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 66: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Tenure Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	270	16.4	315	21.6	2,272	71.5	2,012	67.1
Career-conditional, probationary, or trial periods[b]	1,151	70	732	50.2	488	15.4	580	19.3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Limited time or indefinite appointments[c]	166	10.1	91	6.2	174	5.5	227	7.6
No tenure group[d]	57	3.5	321	22	242	7.6	179	6
Total	**1,644**	**100**	**1,459**	**100**	**3,176**	**100**	**2,998**	**100**

Source: Department of Justice. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 67: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	29	1.8	34	2.3	47	1.5	48	1.6
Alaska	*	--	*	--	*	--	*	--
Arizona	27	1.6	18	1.2	63	2	55	1.8
Arkansas	*	--	*	--	19	0.6	25	0.8
California	116	7.1	90	6.2	195	6.1	229	7.6
Colorado	37	2.3	37	2.5	52	1.6	69	2.3
Connecticut	12	0.7	20	1.4	16	0.5	15	0.5
Delaware	0	--	*	--	*	--	*	--
District of Columbia	223	13.6	195	13.4	721	22.7	668	22.3
Florida	121	7.4	71	4.9	157	4.9	120	4
Georgia	25	1.5	25	1.7	77	2.4	69	2.3
Hawaii	*	--	*	--	14	0.4	22	0.7
Idaho	*	--	*	--	*	--	*	--
Illinois	70	4.3	43	2.9	76	2.4	102	3.4
Indiana	20	1.2	*	--	44	1.4	30	1
Iowa	0	--	*	--	*	--	*	--
Kansas	*	--	*	--	23	0.7	13	0.4
Kentucky	40	2.4	47	3.2	61	1.9	71	2.4
Louisiana	22	1.3	20	1.4	54	1.7	48	1.6
Maine	*	--	*	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Maryland	26	1.6	17	1.2	51	1.6	31	1
Massachusetts	30	1.8	13	0.9	37	1.2	56	1.9
Michigan	19	1.2	12	0.8	40	1.3	33	1.1
Minnesota	14	0.9	15	1	34	1.1	48	1.6
Mississippi	12	0.7	22	1.5	16	0.5	31	1
Missouri	26	1.6	18	1.2	44	1.4	46	1.5
Montana	*	--	*	--	*	--	*	--
Nebraska	*	--	*	--	*	--	*	--
Nevada	*	--	*	--	*	--	14	0.5
New Hampshire	*	--	*	--	*	--	11	0.4
New Jersey	38	2.3	44	3	49	1.5	59	2
New Mexico	*	--	*	--	16	0.5	23	0.8
New York	75	4.6	95	6.5	137	4.3	138	4.6
North Carolina	37	2.3	27	1.9	68	2.1	53	1.8
North Dakota	*	--	*	--	*	--	*	--
Ohio	*	--	*	--	38	1.2	30	1
Oklahoma	28	1.7	21	1.4	30	0.9	27	0.9
Oregon	23	1.4	*	--	21	0.7	22	0.7
Pennsylvania	58	3.5	52	3.6	107	3.4	109	3.6
Rhode Island	*	--	0	--	*	--	*	--
South Carolina	29	1.8	28	1.9	39	1.2	45	1.5
South Dakota	*	--	*	--	*	--	*	--
Tennessee	*	--	21	1.4	39	1.2	34	1.1
Texas	120	7.3	116	8	252	7.9	222	7.4
Utah	*	--	0	--	*	--	*	--
Vermont	*	--	0	--	*	--	*	--
Virginia	156	9.5	169	11.6	271	8.5	176	5.9
Washington	26	1.6	12	0.8	28	0.9	25	0.8
West Virginia	68	4.1	62	4.2	108	3.4	77	2.6
Wisconsin	*	--	16	1.1	15	0.5	21	0.7
Wyoming	*	--	*	--	*	--	*	--
Territories and Possessions	*	--	17	1.2	17	0.5	15	0.5
All Foreign Areas	0	--	0	--	19	0.6	12	0.4
Total	**1,644**	**100**	**1,459**	**100**	**3,176**	**100**	**2,998**	**100**

Source: Department of Justice. | GAO-26-108719

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 68: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	39	1.3
Employees terminated during probationary or trial period[a]	47	1.5	52	1.7
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	144	4.5	155	5.2
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	18	0.6	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	55	1.8
Other retirements[c]	1,639	51.6	1,172	39.1
Other resignations[d]	1,034	32.6	1,353	45.1
All other separations, including when an employee died or transferred to another agency	279	8.8	152	5.1
Total separations	**3,176**	**100**	**2,998**	**100**

Source: Department of Justice. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 69: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY2024 Q4	Total Subcomponent Workforce FY2025 Q3
Bureau of Prisons	815	647	910	1,018	35,681	35,980
Federal Bureau of Investigation	197	514	632	565	37,384	37,026
Office for United States Attorneys	141	37	498	423	11,904	11,143

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Justice. | GAO-26-108719

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 70: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	14,561	14,101	13,883
Number in Career Conditional/Probationary/Trial Status[a]	2,484	2,253	1,911
Number on Extended Administrative Leave[b]	--	699	2,635

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Labor. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 71: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	137	19.8	390	22
Administrative	512	74	1,279	72.1
Technical	*	--	37	2.1
Clerical	23	3.3	55	3.1
Other White Collar[b]	0	--	*	--
Blue Collar	*	--	0	--
Unknown Group	0	--	*	--
Total	**692**	**100**	**1,775**	**100**

Source: Department of Labor. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 72: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	18	12.8	*	--	98	17	74	24.5
Administrative	102	72.3	*	--	437	75.7	179	59.3
Technical	13	9.2	0	--	25	4.3	34	11.3

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Clerical	*	--	0	--	11	1.9	*	--
Other White Collar	*	--	0	--	*	--	*	--
Blue Collar	0	--	0	--	0	--	0	--
Unknown Group	*	--	0	--	*	--	*	--
Total	**141**	**100**	**73**	**100**	**577**	**100**	**302**	**100**

Source: Department of Labor. | GAO-26-108719
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, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	19	13.5	*	--	365	63.3	217	71.9
Career-conditional, probationary, or trial periods[b]	60	42.6	*	--	56	9.7	55	18.2
Limited time or indefinite appointments[c]	17	12.1	*	--	94	16.3	12	4
No tenure group[d]	45	31.9	64	87.7	62	10.7	18	6
Total	**141**	**100**	**73**	**100**	**577**	**100**	**302**	**100**

Source: Department of Labor. | GAO-26-108719
[a]These 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.
[b]These 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.
[c]These 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.
[d]These 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 74: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	*	--	0	--	25	4.3	*	--
Colorado	*	--	0	--	*	--	*	--
Connecticut	0	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	93	66	*	--	214	37.1	61	20.2
Florida	*	--	0	--	25	4.3	*	--
Georgia	*	--	0	--	15	2.6	*	--
Hawaii	0	--	0	--	*	--	*	--
Idaho	0	--	0	--	*	--	*	--
Illinois	*	--	*	--	17	2.9	16	5.3
Indiana	0	--	0	--	*	--	*	--
Iowa	0	--	0	--	*	--	0	--
Kansas	0	--	0	--	*	--	*	--
Kentucky	0	--	0	--	*	--	*	--
Louisiana	*	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	0	--
Maryland	0	--	0	--	30	5.2	28	9.3
Massachusetts	*	--	0	--	13	2.3	*	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	*	--	0	--	0	--	0	--
Missouri	*	--	0	--	*	--	*	--
Montana	0	--	0	--	*	--	0	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	*	--	*	--
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	0	--	0	--	*	--	0	--
New York	*	--	0	--	20	3.5	16	5.3
North Carolina	*	--	0	--	*	--	*	--
North Dakota	0	--	0	--	*	--	0	--
Ohio	*	--	0	--	11	1.9	13	4.3
Oklahoma	*	--	0	--	*	--	*	--
Oregon	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	*	--	0	--	23	4	19	6.3
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	*	--	0	--
Tennessee	*	--	0	--	*	--	*	--
Texas	*	--	0	--	34	5.9	22	7.3
Utah	*	--	0	--	*	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	*	--	0	--	31	5.4	18	6
Washington	*	--	0	--	*	--	*	--
West Virginia	*	--	0	--	*	--	*	--
Wisconsin	0	--	0	--	*	--	*	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**141**	**100**	**73**	**100**	**577**	**100**	**302**	**100**

Source: Department of Labor. | GAO-26-108719

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 75: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
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	16	2.8	29	9.6
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	94	16.3	*	--
Employees who took early retirement due to an agency RIF or reorganization	*	--	*	--
Other retirements[c]	271	47	128	42.4
Other resignations[d]	112	19.4	118	39.1
All other separations, including when an employee died or transferred to another agency	69	12	20	6.6

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Total separations	**577**	**100**	**302**	**100**

Source: Department of Labor. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 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 76: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce[a]	31,663	31,661	30,435
Number in Career Conditional/Probationary/Trial Status[b]	3,399	5,847	5,554
Number on Extended Administrative Leave[c]	--	477	1,670

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of State. | GAO-26-108719

[a]State Department officials clarified that this count does not include Locally Employed staff or contractors.
[b]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[c]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 77: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	92	16.5	286	27.5
Administrative	359	64.6	609	58.6
Technical	*	--	22	2.1
Clerical	57	10.3	54	5.2
Other White Collar[b]	*	--	*	--
Blue Collar	13	2.3	*	--
Unknown Group	28	5.0	44	4.2
Total	**556**	**100**	**1039**	**100**

Source: Department of State. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 78: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	129	12.4	43	16.4	364	32.3	106	7.5
Administrative	377	36.2	169	64.5	525	46.6	540	38.4

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	*	--	0	--	27	2.4	39	2.8
Clerical	169	16.2	*	--	89	7.9	352	25
Other White Collar	211	20.2	0	--	*	--	211	15
Blue Collar	*	--	*	--	*	--	14	1
Unknown Group	127	12.2	29	11.1	103	9.1	145	10.3
Total	**1,042**	**100**	**262**	**100**	**1,126**	**100**	**1,407**	**100**

Source: Department of State. | GAO-26-108719

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, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	35	3.4	*	--	284	25.2	323	23
Career-conditional, probationary, or trial periods[b]	339	32.5	122	46.6	72	6.4	64	4.5
Limited time or indefinite appointments[c]	374	35.9	105	40.1	308	27.4	700	49.8
No tenure group[d]	294	28.2	*	--	462	41	320	22.7
Total	**1,042**	**100**	**262**	**100**	**1,126**	**100**	**1,407**	**100**

Source: Department of State. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 80: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	0	--	*	--	0	--
Arizona	*	--	*	--	*	--	0	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arkansas	0	--	0	--	*	--	*	--
California	*	--	*	--	*	--	*	--
Colorado	0	--	0	--	*	--	*	--
Connecticut	*	--	0	--	0	--	0	--
Delaware	0	--	0	--	0	--	0	--
District of Columbia	493	47.3	105	40.1	746	66.3	555	39.4
Florida	0	--	0	--	23	2	*	--
Georgia	*	--	*	--	*	--	0	--
Hawaii	0	--	0	--	*	--	0	--
Idaho	0	--	0	--	*	--	0	--
Illinois	*	--	0	--	*	--	*	--
Indiana	0	--	0	--	0	--	0	--
Iowa	0	--	0	--	0	--	*	--
Kansas	0	--	0	--	*	--	0	--
Kentucky	0	--	0	--	0	--	*	--
Louisiana	*	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	0	--	0	--	0	--	0	--
Massachusetts	*	--	0	--	0	--	*	--
Michigan	*	--	0	--	*	--	*	--
Minnesota	*	--	0	--	*	--	*	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	0	--	0	--	*	--	0	--
Montana	*	--	0	--	*	--	0	--
Nebraska	0	--	0	--	*	--	0	--
Nevada	0	--	0	--	*	--	0	--
New Hampshire	0	--	*	--	*	--	*	--
New Jersey	0	--	0	--	*	--	*	--
New Mexico	0	--	0	--	0	--	0	--
New York	*	--	*	--	21	1.9	16	1.1
North Carolina	*	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	*	--	0	--
Oklahoma	0	--	0	--	0	--	0	--
Oregon	0	--	0	--	*	--	0	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	*	--	*	--	*	--	*	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	11	1.1	*	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	0	--
Texas	0	--	*	--	*	--	*	--
Utah	0	--	0	--	0	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	*	--	*	--	13	1.2	12	0.9
Washington	*	--	*	--	*	--	*	--
West Virginia	*	--	0	--	*	--	0	--
Wisconsin	0	--	0	--	0	--	*	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	0	--	*	--
All Foreign Areas	497	47.7	122	46.6	238	21.1	773	54.9
Total	**1,042**	**100**	**262**	**100**	**1,126**	**100**	**1,407**	**100**

Source: Department of State. | GAO-26-108719

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, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
Employees terminated during probationary or trial period[a]	15	1.3	*	--
Employees separated through a reduction in force (RIF)[b]	0	--	0	--
All other terminations/removals, including for unacceptable performance or conduct of the expiration or a temporary appointment	309	27.4	323	23
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]	200	17.8	256	18.2
Other resignations[d]	522	46.4	789	56.1
All other separations, including when an employee died or transferred to another agency	77	6.8	22	1.6
Total separations	**1,126**	**100**	**1,407**	**100**

Source: Department of State. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 82: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	56,917	57,369	56,868
Number in Career Conditional/Probationary/Trial Status[a]	4,859	3,140	3,002
Number on Extended Administrative Leave[b]	--	1,568	4,016

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Transportation. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 83: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	328	29.7	785	26
Administrative	639	57.9	2,014	66.7
Technical	91	8.2	119	3.9
Clerical	38	3.4	66	2.2
Other White Collar[b]	0	--	18	0.6
Blue Collar	*	--	*	--
Unknown Group	*	--	*	--
Total	**1,104**	**100**	**3,020**	**100**

Source: Department of Transportation. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 84: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	190	16.8	53	5.7	287	17.8	178	12.3
Administrative	847	75.1	852	91.5	1,223	75.7	1045	72.3
Technical	68	6.0	22	2.4	51	3.2	33	2.3

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Clerical	12	1.1	0	--	*	--	*	--
Other White Collar	*	--	*	--	*	--	173	12
Blue Collar	*	--	0	--	*	--	*	--
Unknown Group	*	--	*	--	0	--	0	--
Total	**1,128**	**100**	**931**	**100**	**1,615**	**100**	**1,445**	**100**

Source: Department of Transportation. | GAO-26-108719
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 add exactly to 100.

Table 85: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	121	10.7	68	7.3	1165	72.1	924	63.9
Career-conditional, probationary, or trial periods[b]	535	47.4	270	29	169	10.5	141	9.8
Limited time or indefinite appointments[c]	439	38.9	569	61.1	193	12	337	23.3
No tenure group[d]	33	2.9	24	2.6	88	5.4	43	3
Total	**1,128**	**100**	**931**	**100**	**1,615**	**100**	**1,445**	**100**

Source: Department of Transportation. | GAO-26-108719
[a]These 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.
[b]These 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.
[c]These 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.
[d]These 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 86: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	*	--	*	--	*	--
Alaska	15	1.3	24	2.6	29	1.8	22	1.5
Arizona	*	--	*	--	19	1.2	22	1.5
Arkansas	*	--	*	--	*	--	*	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	39	3.5	16	1.7	72	4.5	87	6
Colorado	25	2.2	*	--	55	3.4	35	2.4
Connecticut	0	--	*	--	*	--	*	--
Delaware	0	--	0	--	*	--	*	--
District of Columbia	552	48.9	591	63.5	457	28.3	362	25.1
Florida	24	2.1	18	1.9	74	4.6	58	4
Georgia	19	1.7	19	2	61	3.8	59	4.1
Hawaii	0	--	*	--	12	0.7	*	--
Idaho	*	--	*	--	*	--	*	--
Illinois	38	3.4	18	1.9	35	2.2	40	2.8
Indiana	*	--	*	--	14	0.9	17	1.2
Iowa	*	--	*	--	*	--	*	--
Kansas	*	--	*	--	17	1.1	15	1
Kentucky	11	1	*	--	*	--	12	0.8
Louisiana	*	--	*	--	*	--	*	--
Maine	*	--	0	--	*	--	*	--
Maryland	*	--	0	--	29	1.8	26	1.8
Massachusetts	*	--	*	--	26	1.6	38	2.6
Michigan	*	--	*	--	25	1.5	13	0.9
Minnesota	*	--	*	--	28	1.7	23	1.6
Mississippi	*	--	*	--	*	--	*	--
Missouri	14	1.2	*	--	27	1.7	21	1.5
Montana	*	--	*	--	*	--	*	--
Nebraska	*	--	*	--	*	--	*	--
Nevada	*	--	*	--	14	0.9	*	--
New Hampshire	*	--	*	--	19	1.2	16	1.1
New Jersey	24	2.1	*	--	55	3.4	58	4
New Mexico	*	--	*	--	18	1.1	11	0.8
New York	38	3.4	17	1.8	56	3.5	51	3.5
North Carolina	*	--	*	--	12	0.7	18	1.2
North Dakota	*	--	*	--	*	--	*	--
Ohio	*	--	*	--	21	1.3	32	2.2
Oklahoma	40	3.5	12	1.3	70	4.3	58	4
Oregon	*	--	*	--	*	--	*	--
Pennsylvania	15	1.3	*	--	24	1.5	14	1

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Rhode Island	*	--	*	--	*	--	*	--
South Carolina	*	--	*	--	13	0.8	*	--
South Dakota	*	--	*	--	*	--	*	--
Tennessee	15	1.3	12	1.3	28	1.7	22	1.5
Texas	56	5	28	3	88	5.4	108	7.5
Utah	*	--	11	1.2	*	--	*	--
Vermont	*	--	0	--	0	--	*	--
Virginia	20	1.8	*	--	56	3.5	52	3.6
Washington	37	3.3	18	1.9	55	3.4	52	3.6
West Virginia	*	--	*	--	*	--	0	--
Wisconsin	*	--	*	--	*	--	*	--
Wyoming	*	--	0	--	*	--	*	--
Territories and Possessions	*	--	*	--	*	--	*	--
All Foreign Areas	0	--	0	--	*	--	*	--
Total	**1,128**	**100**	**931**	**100**	**1,615**	**100**	**1,445**	**100**

Source: Department of Transportation. | GAO-26-108719

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 87: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	17	1.2
Employees terminated during probationary or trial period[a]	23	1.4	24	1.7
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	143	8.9	332	23
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]	931	57.6	664	46
Other resignations[d]	420	26	365	25.3
All other separations, including when an employee died or transferred to another agency	90	5.6	35	2.4
Total separations	**1,615**	**100**	**1,445**	**100**

Source: Department of Transportation. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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.

Table 88: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY24 Q4	Total Subcomponent Workforce FY25 Q3
Federal Aviation Administration	865	866	1,142	1,189	46,107	46,203

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Transportation. | GAO-26-108719

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 89: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	113,789	116,557	112,234
Number in Career Conditional/Probationary/Trial Status[a]	35,986	36,459	32,242
Number on Extended Administrative Leave[b]	--	--	--

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of the Treasury. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter. The Department of the Treasury reported that they were unable to compile these data due to technical issues.

Table 90: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	754	25.5	2,893	19.7
Administrative	1,109	37.5	6,748	46
Technical	672	22.7	2,802	19.1
Clerical	313	10.6	2,056	14
Other White Collar[b]	*	--	16	0.1
Blue Collar	90	3.0	103	0.7
Unknown Group	*	--	65	0.4
Total	**2,957**	**100**	**14,683**	**100**

Source: Department of the Treasury. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	581	27.8	*	--	530	13.8	1,071	24.5
Administrative	545	26.1	*	--	1,289	33.5	1,399	32

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Technical	399	19.1	0	--	1,294	33.7	1,118	25.6
Clerical	531	25.4	0	--	620	16.1	722	16.5
Other White Collar	21	1.0	0	--	36	0.9	18	0.4
Blue Collar	*	--	0	--	52	1.4	26	0.6
Unknown Group	*	--	0	--	24	0.6	15	0.3
Total	**2,089**	**100**	**48**	**100**	**3,845**	**100**	**4,369**	**100**

Source: Department of the Treasury. | GAO-26-108719

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 Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	111	5.3	*	--	1,996	51.9	2,282	52.2
Career-conditional, probationary, or trial periods[b]	1,878	89.9	*	--	1,610	41.9	1,949	44.6
Limited time or indefinite appointments[c]	25	1.2	15	31.2	93	2.4	50	1.1
No tenure group[d]	75	3.6	27	56.2	146	3.8	88	2
Total	**2,089**	**100**	**48**	**100**	**3,845**	**100**	**4,369**	**100**

Source: Department of the Treasury. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 93: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	15	0.7	0	--	17	0.4	17	0.4
Alaska	0	--	0	--	*	--	0	--
Arizona	*	--	0	--	13	0.3	19	0.4

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arkansas	*	--	0	--	*	--	*	--
California	167	8	0	--	258	6.7	383	8.8
Colorado	27	1.3	0	--	47	1.2	48	1.1
Connecticut	*	--	0	--	16	0.4	34	0.8
Delaware	*	--	0	--	*	--	*	--
District of Columbia	169	8.1	46	95.8	393	10.2	343	7.9
Florida	79	3.8	0	--	129	3.4	167	3.8
Georgia	58	2.8	0	--	295	7.7	260	6
Hawaii	*	--	0	--	*	--	*	--
Idaho	*	--	0	--	*	--	*	--
Illinois	27	1.3	0	--	57	1.5	92	2.1
Indiana	15	0.7	0	--	26	0.7	34	0.8
Iowa	45	2.2	0	--	14	0.4	*	--
Kansas	*	--	0	--	*	--	25	0.6
Kentucky	52	2.5	0	--	105	2.7	137	3.1
Louisiana	11	0.5	0	--	*	--	24	0.5
Maine	*	--	0	--	*	--	*	--
Maryland	55	2.6	0	--	170	4.4	186	4.3
Massachusetts	18	0.9	0	--	80	2.1	88	2
Michigan	23	1.1	0	--	37	1	78	1.8
Minnesota	*	--	0	--	14	0.4	32	0.7
Mississippi	*	--	0	--	13	0.3	*	--
Missouri	162	7.8	*	--	223	5.8	245	5.6
Montana	0	--	0	--	*	--	*	--
Nebraska	*	--	0	--	*	--	*	--
Nevada	*	--	0	--	*	--	11	0.3
New Hampshire	*	--	0	--	*	--	11	0.3
New Jersey	36	1.7	0	--	45	1.2	85	1.9
New Mexico	*	--	0	--	*	--	*	--
New York	185	8.9	*	--	278	7.2	326	7.5
North Carolina	23	1.1	0	--	25	0.7	50	1.1
North Dakota	*	--	0	--	*	--	*	--
Ohio	22	1.1	0	--	59	1.5	108	2.5
Oklahoma	*	--	0	--	*	--	16	0.4
Oregon	*	--	0	--	19	0.5	22	0.5

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	113	5.4	0	--	205	5.3	290	6.6
Rhode Island	*	--	0	--	13	0.3	*	--
South Carolina	*	--	0	--	14	0.4	*	--
South Dakota	0	--	0	--	*	--	*	--
Tennessee	70	3.4	0	--	157	4.1	164	3.8
Texas	268	12.8	0	--	492	12.8	428	9.8
Utah	200	9.6	0	--	253	6.6	264	6
Vermont	*	--	0	--	0	--	*	--
Virginia	34	1.6	0	--	98	2.5	90	2.1
Washington	27	1.3	0	--	39	1	30	0.7
West Virginia	40	1.9	0	--	64	1.7	82	1.9
Wisconsin	14	0.7	0	--	*	--	28	0.6
Wyoming	*	--	0	--	*	--	*	--
Territories and Possessions	22	1.1	0	--	84	2.2	72	1.6
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**2,089**	**100**	**48**	**100**	**3,845**	**100**	**4,369**	**100**

Source: Department of the Treasury. | GAO-26-108719

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 94: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	139	3.2
Employees terminated during probationary or trial period[a]	125	3.3	45	1
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	110	2.9	216	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	0	--	226	5.2
Other retirements[c]	1,578	41	1,401	32.1
Other resignations[d]	1,810	47.1	2,217	50.7
All other separations, including when an employee died or transferred to another agency	214	5.6	117	2.7

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Total separations	**3,845**	**100**	**4,369**	**100**

Source: Department of the Treasury. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload. [c]This 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.
[d]This 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 95: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY2024 Q4	Total Subcomponent Workforce FY2025 Q3
Internal Revenue Service	1,839	*	3,272	3,759	98,819	97,987

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of the Treasury. | GAO-26-108719
Note: Where the number of employees in a specified group is 10 or fewer, we mark this with an asterisk.

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 96: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	481,712	471,541	462,609
Number in Career Conditional/Probationary/Trial Status[a]	70,601	48,363	42,388
Number on Extended Administrative Leave[b]	--	5,623	10,590

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Veterans Affairs. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 97: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	847	13	1,230	12.8
Administrative	4,100	62.8	6,264	65.2
Technical	323	4.9	454	4.7
Clerical	318	4.9	426	4.4
Other White Collar[b]	50	0.8	72	0.7
Blue Collar	231	3.5	290	3
Unknown Group	664	10.2	871	9.1
Total	**6,533**	**100**	**9,607**	**100**

Source: Department of Veterans Affairs . | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. Due to rounding, percentages in the table may not sum exactly to 100.

Table 98: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	2,488	47.9	2,472	43.2	4,068	39.6	6,924	47.3
Administrative	776	14.9	743	13	2,614	25.5	3,390	23.2
Technical	1,050	20.2	1,377	24.1	1,760	17.1	2,317	15.8
Clerical	92	1.8	31	0.5	165	1.6	206	1.4

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	88	1.7	283	4.9	214	2.1	292	2
Blue Collar	579	11.1	788	13.8	1,145	11.2	1,165	8
Unknown Group	123	2.4	26	0.5	299	2.9	341	2.3
Total	**5,196**	**100**	**5,720**	**100**	**10,265**	**100**	**14,635**	**100**

Source: Department of Veterans Affairs. | GAO-26-108719

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

Table 99: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	1,600	30.8	1,624	28.4	7,709	75.1	10,365	70.8
Career-conditional, probationary, or trial periods[b]	3,060	58.9	3,369	58.9	1,904	18.5	2,243	15.3
Limited time or indefinite appointments[c]	48	0.9	20	0.3	47	0.5	70	0.5
No tenure group[d]	488	9.4	707	12.4	605	5.9	1,957	13.4
Total	**5,196**	**100**	**5,720**	**100**	**10,265**	**100**	**14,635**	**100**

Source: Department of Veterans Affairs. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 100: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	58	1.1	39	0.7	148	1.4	222	1.5
Alaska	21	0.4	33	0.6	38	0.4	51	0.3
Arizona	226	4.3	205	3.6	278	2.7	390	2.7
Arkansas	54	1	46	0.8	149	1.5	195	1.3
California	458	8.8	490	8.6	786	7.7	997	6.8

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Colorado	135	2.6	180	3.1	183	1.8	265	1.8
Connecticut	26	0.5	36	0.6	84	0.8	105	0.7
Delaware	*	--	*	--	22	0.2	57	0.4
District of Columbia	109	2.1	49	0.9	215	2.1	172	1.2
Florida	481	9.3	587	10.3	819	8	1,107	7.6
Georgia	123	2.4	40	0.7	307	3	478	3.3
Hawaii	51	1	31	0.5	40	0.4	65	0.4
Idaho	46	0.9	62	1.1	55	0.5	113	0.8
Illinois	122	2.3	129	2.3	319	3.1	445	3
Indiana	63	1.2	83	1.5	178	1.7	298	2
Iowa	37	0.7	76	1.3	133	1.3	208	1.4
Kansas	33	0.6	36	0.6	136	1.3	140	1
Kentucky	102	2	86	1.5	151	1.5	208	1.4
Louisiana	58	1.1	85	1.5	132	1.3	150	1
Maine	23	0.4	45	0.8	72	0.7	126	0.9
Maryland	43	0.8	44	0.8	150	1.5	159	1.1
Massachusetts	84	1.6	135	2.4	197	1.9	268	1.8
Michigan	160	3.1	140	2.4	194	1.9	369	2.5
Minnesota	52	1	64	1.1	192	1.9	287	2
Mississippi	55	1.1	62	1.1	98	1	158	1.1
Missouri	119	2.3	79	1.4	243	2.4	389	2.7
Montana	18	0.3	39	0.7	39	0.4	64	0.4
Nebraska	34	0.7	74	1.3	89	0.9	159	1.1
Nevada	109	2.1	129	2.3	118	1.1	183	1.3
New Hampshire	14	0.3	35	0.6	36	0.4	54	0.4
New Jersey	*	--	*	--	86	0.8	122	0.8
New Mexico	71	1.4	49	0.9	103	1	139	0.9
New York	100	1.9	230	4	521	5.1	729	5
North Carolina	173	3.3	268	4.7	369	3.6	504	3.4
North Dakota	17	0.3	24	0.4	37	0.4	63	0.4
Ohio	210	4	300	5.2	387	3.8	583	4
Oklahoma	76	1.5	88	1.5	177	1.7	238	1.6
Oregon	130	2.5	106	1.9	160	1.6	243	1.7
Pennsylvania	195	3.8	179	3.1	364	3.5	553	3.8
Rhode Island	31	0.6	36	0.6	67	0.7	87	0.6

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Carolina	96	1.8	34	0.6	177	1.7	239	1.6
South Dakota	20	0.4	37	0.6	70	0.7	131	0.9
Tennessee	152	2.9	244	4.3	284	2.8	431	2.9
Texas	330	6.4	180	3.1	715	7	972	6.6
Utah	14	0.3	74	1.3	85	0.8	161	1.1
Vermont	*	--	27	0.5	31	0.3	39	0.3
Virginia	250	4.8	317	5.5	286	2.8	390	2.7
Washington	138	2.7	153	2.7	244	2.4	382	2.6
West Virginia	33	0.6	34	0.6	112	1.1	194	1.3
Wisconsin	106	2	111	1.9	268	2.6	390	2.7
Wyoming	25	0.5	43	0.8	41	0.4	75	0.5
Territories and Possessions	84	1.6	28	0.5	80	0.8	88	0.6
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**5,196**	**100**	**5,720**	**100**	**10,265**	**100**	**14,635**	**100**

Source: Department of Veterans Affairs. | GAO-26-108719

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 Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
Employees terminated during probationary or trial period[a]	351	3.4	236	1.6
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	707	6.9	2,109	14.4
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	*	--	66	0.5
Other retirements[c]	4,082	39.8	4,346	29.7
Other resignations[d]	4,450	43.4	7,596	51.9
All other separations, including when an employee died or transferred to another agency	649	6.3	247	1.7
Total separations	**10,265**	**100**	**14,635**	**100**

Source: Department of Veterans Affairs. | GAO-26-108719

[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 102: Number of Hires and Separations at Selected Subcomponents, Fiscal Year (FY) 2025, Quarters 2 and 3, and Total Subcomponent Workforce, End of FY 2024 and FY 2025, Quarter 3

Subcomponent	FY25 Q2 Hires	FY25 Q3 Hires	FY25 Q2 Separations	FY25 Q3 Separations	Total Subcomponent Workforce FY2024 Q4	Total Subcomponent Workforce FY2025 Q3
Veterans Benefits Administration	45	*	719	1,048	34,722	33,136
Veterans Health Administration	4,949	*	9,100	13,213	426,952	411,100

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Department of Veterans Affairs. | GAO-26-108719
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.

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 103: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	16,723	15,873	15,505
Number in Career Conditional/Probationary/Trial Status[a]	3,667	3,608	3,128
Number on Extended Administrative Leave[b]	--	932	2,214

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Environmental Protection Agency. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 104: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	280	49.6	925	54.8
Administrative	269	47.7	679	40.2
Technical	*	--	19	1.1
Clerical	*	--	*	--
Other White Collar[b]	*	--	50	3
Blue Collar	0	--	*	--
Total	**564**	**100**	**1,687**	**100**

Source: Environmental Protection Agency. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 105: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	179	49.3	*	--	508	59.4	293	60
Administrative	176	48.5	39	90.7	325	38	164	33.6
Technical	*	--	0	--	*	--	*	--
Clerical	0	--	0	--	0	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	*	--	0	--	*	--	27	5.5
Blue Collar	*	--	*	--	0	--	*	--
Total	**363**	**100**	**43**	**100**	**855**	**100**	**488**	**100**

Source: Environmental Protection Agency. | GAO-26-108719

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. Note: 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, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	31	8.5	0	--	410	48	253	51.8
Career-conditional, probationary, or trial periods[b]	238	65.6	*	--	64	7.5	122	25
Limited time or indefinite appointments[c]	49	13.5	35	81.4	319	37.3	94	19.3
No tenure group[d]	45	12.4	*	--	62	7.3	19	3.9
Total	**363**	**100**	**43**	**100**	**855**	**100**	**488**	**100**

Source: Environmental Protection Agency. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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. Note: 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, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	*	--	*	--
Alaska	0	--	*	--	*	--	0	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	0	--	0	--	0	--
California	35	9.6	0	--	58	6.8	21	4.3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Colorado	12	3.3	*	--	38	4.4	20	4.1
Connecticut	*	--	0	--	*	--	*	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	122	33.6	31	72.1	238	27.8	124	25.4
Florida	*	--	0	--	11	1.3	*	--
Georgia	15	4.1	0	--	47	5.5	22	4.5
Hawaii	*	--	0	--	0	--	*	--
Idaho	*	--	0	--	0	--	*	--
Illinois	32	8.8	*	--	37	4.3	45	9.2
Indiana	*	--	0	--	*	--	*	--
Iowa	0	--	0	--	*	--	0	--
Kansas	*	--	0	--	12	1.4	14	2.9
Kentucky	0	--	0	--	*	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	*	--	0	--	26	3	*	--
Massachusetts	*	--	*	--	37	4.3	25	5.1
Michigan	*	--	0	--	13	1.5	11	2.3
Minnesota	*	--	0	--	*	--	*	--
Mississippi	*	--	0	--	*	--	0	--
Missouri	0	--	0	--	*	--	*	--
Montana	*	--	0	--	0	--	*	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	*	--	*	--	*	--	*	--
New Hampshire	0	--	0	--	*	--	0	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	0	--	0	--	*	--	*	--
New York	*	--	*	--	41	4.8	21	4.3
North Carolina	33	9.1	0	--	53	6.2	28	5.7
North Dakota	0	--	0	--	*	--	0	--
Ohio	*	--	0	--	14	1.6	24	4.9
Oklahoma	*	--	0	--	*	--	0	--
Oregon	*	--	0	--	*	--	*	--
Pennsylvania	15	4.1	*	--	39	4.6	19	3.9
Rhode Island	*	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Carolina	0	--	0	--	*	--	*	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	*	--	0	--	*	--	0	--
Texas	17	4.7	*	--	40	4.7	21	4.3
Utah	*	--	0	--	*	--	*	--
Vermont	*	--	0	--	*	--	0	--
Virginia	*	--	*	--	21	2.5	*	--
Washington	*	--	0	--	29	3.4	22	4.5
West Virginia	*	--	0	--	*	--	0	--
Wisconsin	*	--	0	--	*	--	0	--
Wyoming	0	--	0	--	*	--	0	--
Territories and Possessions	0	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**363**	**100**	**43**	**100**	**855**	**100**	**488**	**100**

Source: Environmental Protection Agency. | GAO-26-108719
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, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
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	236	27.6	96	19.7
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]	367	42.9	157	32.2
Other resignations[d]	200	23.4	204	41.8
All other separations, including when an employee died or transferred to another agency	42	4.9	13	2.7
Total separations	**855**	**100**	**488**	**100**

Source: Environmental Protection Agency. | GAO-26-108719
[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.
[c]This 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.
[d]This 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 109: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	13,317	13,186	12,819
Number in Career Conditional/Probationary/Trial Status[a]	2,375	2,260	1,988
Number on Extended Administrative Leave[b]	--	1,905	4,299

Source: Office of Personnel Management's Enterprise Human Resource Integration database and General Services Administration. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 110: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	421	24.2	501	23.3
Administrative	1,285	73.8	1,617	75.1
Technical	19	1.1	19	0.9
Clerical	*	--	*	--
Other White Collar[b]	12	0.7	*	--
Blue Collar	*	--	*	--
Total	**1,742**	**100**	**2,152**	**100**

Source: General Services Administration. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	53	26	*	--	84	20.1	94	23.4
Administrative	145	71.1	*	--	324	77.5	290	72.1
Technical	*	--	0	--	*	--	*	--
Clerical	*	--	0	--	0	--	0	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	0	--	0	--	*	--	*	--
Blue Collar	*	--	0	--	*	--	0	--
Unknown Group	0	--	0	--	*	--	0	--
Total	**204**	**100**	**19**	**100**	**418**	**100**	**402**	**100**

Source: General Services Administration. | GAO-26-108719

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 112: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	51	25	0	--	318	76.1	271	67.4
Career-conditional, probationary, or trial periods[b]	102	50	0	--	39	9.3	70	17.4
Limited time or indefinite appointments[c]	36	17.6	14	73.7	42	10	*	--
No tenure group[d]	*	--	*	--	19	4.5	*	--
Unknown group	*	--	*	--	0	--	0	--
Total	**204**	**100**	**19**	**100**	**418**	**100**	**402**	**100**

Source: General Services Administration. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 113: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	0	--	*	--	*	--
Alaska	0	--	0	--	0	--	*	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	0	--	*	--	*	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
California	*	--	0	--	31	7.4	27	6.7
Colorado	*	--	0	--	16	3.8	18	4.5
Connecticut	*	--	0	--	0	--	*	--
Delaware	0	--	0	--	0	--	0	--
District of Columbia	40	19.6	19	100	81	19.4	77	19.2
Florida	15	7.4	0	--	*	--	12	3
Georgia	*	--	0	--	30	7.2	18	4.5
Hawaii	*	--	0	--	0	--	0	--
Idaho	*	--	0	--	*	--	*	--
Illinois	*	--	0	--	15	3.6	18	4.5
Indiana	0	--	0	--	0	--	*	--
Iowa	*	--	0	--	0	--	*	--
Kansas	*	--	0	--	*	--	*	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	*	--	0	--	*	--	*	--
Maine	0	--	0	--	*	--	*	--
Maryland	*	--	0	--	38	9.1	42	10.4
Massachusetts	*	--	0	--	13	3.1	*	--
Michigan	*	--	0	--	*	--	*	--
Minnesota	*	--	0	--	*	--	*	--
Mississippi	*	--	0	--	*	--	0	--
Missouri	*	--	0	--	11	2.6	18	4.5
Montana	0	--	0	--	*	--	*	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	*	--	0	--	0	--	*	--
New Hampshire	*	--	0	--	*	--	*	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	*	--	0	--	*	--	*	--
New York	*	--	0	--	16	3.8	15	3.7
North Carolina	*	--	0	--	*	--	*	--
North Dakota	*	--	0	--	*	--	0	--
Ohio	*	--	0	--	*	--	*	--
Oklahoma	*	--	0	--	*	--	0	--
Oregon	*	--	0	--	*	--	*	--
Pennsylvania	12	5.9	0	--	16	3.8	16	4

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Rhode Island	0	--	0	--	*	--	0	--
South Carolina	*	--	0	--	*	--	*	--
South Dakota	0	--	0	--	*	--	0	--
Tennessee	*	--	0	--	0	--	0	--
Texas	11	5.4	0	--	30	7.2	21	5.2
Utah	*	--	0	--	0	--	*	--
Vermont	0	--	0	--	0	--	*	--
Virginia	12	5.9	0	--	40	9.6	32	8
Washington	*	--	0	--	*	--	*	--
West Virginia	*	--	0	--	0	--	0	--
Wisconsin	0	--	0	--	*	--	*	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	*	--	0	--	*	--	0	--
All Foreign Areas	0	--	0	--	0	--	*	--
Unknown Location	0	--	0	--	*	--	*	--
Total	**204**	**100**	**19**	**100**	**418**	**100**	**402**	**100**

Source: General Services Administration. | GAO-26-108719

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

Table 114: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
Employees terminated during probationary or trial period[a]	*	--	*	--
Employees separated through a reduction in force (RIF)[b]	0	--	54	13.4
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	*	--	35	8.7
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	*	--	42	10.4
Other retirements[c]	236	56.5	141	35.1
Other resignations[d]	88	21.1	91	22.6
All other separations, including when an employee died or transferred to another agency	73	17.5	21	5.2

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Total separations	**418**	**100**	**402**	**100**

Source: General Services Administration. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 115: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	18,461	18,342	17,996
Number in Career Conditional/Probationary/Trial Status[a]	3,101	3,705	3,229
Number on Extended Administrative Leave[b]	--	715	878

Source: Office of Personnel Management's Enterprise Human Resource Integration database and National Aeronautics and Space Administration. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 116: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	548	62.4	0	--
Administrative	289	32.9	0	--
Technical	31	3.5	0	--
Clerical	*	--	0	--
Other White Collar[b]	*	--	0	--
Blue Collar	0	--	0	--
Total	**878**	**100**	**0**	**--**

Source: National Aeronautics and Space Administration. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 117: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	186	50.1	*	--	312	60.2	209	57.3
Administrative	*	--	*	--	168	32.4	88	24.1
Technical	*	--	0	--	*	--	*	--
Clerical	0	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	107	28.8	0	--	25	4.8	55	15.1
Blue Collar	0	--	0	--	0	--	0	--
Total	**371**	**100**	**16**	**100**	**518**	**100**	**365**	**100**

Source: National Aeronautics and Space Administration. | GAO-26-108719

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 118: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	*	--	0	--	399	77	238	65.2
Career-conditional, probationary, or trial periods[b]	295	79.5	*	--	45	8.7	78	21.4
Limited time or indefinite appointments[c]	56	15.1	*	--	33	6.4	33	9
No tenure group[d]	*	--	*	--	41	7.9	16	4.4
Total	**371**	**100**	**16**	**100**	**518**	**100**	**365**	**100**

Source: National Aeronautics and Space Administration. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 119: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	80	21.6	0	--	77	14.9	39	10.7
Alaska	0	--	0	--	0	--	0	--
Arizona	*	--	0	--	*	--	*	--
Arkansas	0	--	0	--	0	--	0	--
California	32	8.6	0	--	33	6.4	34	9.3
Colorado	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Connecticut	0	--	0	--	0	--	0	--
Delaware	0	--	0	--	0	--	0	--
District of Columbia	31	8.4	*	--	51	9.8	46	12.6
Florida	47	12.7	0	--	51	9.8	21	5.8
Georgia	0	--	0	--	*	--	*	--
Hawaii	0	--	0	--	0	--	*	--
Idaho	0	--	0	--	0	--	0	--
Illinois	0	--	0	--	*	--	*	--
Indiana	0	--	0	--	0	--	0	--
Iowa	0	--	0	--	0	--	*	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	0	--	0	--
Louisiana	0	--	0	--	*	--	0	--
Maine	0	--	0	--	0	--	*	--
Maryland	17	4.6	0	--	90	17.4	88	24.1
Massachusetts	0	--	0	--	*	--	0	--
Michigan	0	--	0	--	0	--	*	--
Minnesota	0	--	0	--	0	--	0	--
Mississippi	*	--	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	--	*	--	*	--
New York	0	--	0	--	0	--	*	--
North Carolina	0	--	0	--	0	--	0	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	19	5.1	*	--	40	7.7	24	6.6
Oklahoma	0	--	0	--	0	--	0	--
Oregon	0	--	0	--	0	--	0	--
Pennsylvania	0	--	0	--	*	--	*	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	*	--	0	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	0	--	*	--
Texas	112	30.2	0	--	71	13.7	50	13.7
Utah	0	--	0	--	0	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	24	6.5	0	--	80	15.4	35	9.6
Washington	0	--	0	--	0	--	*	--
West Virginia	0	--	0	--	*	--	0	--
Wisconsin	0	--	0	--	0	--	0	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**371**	**100**	**16**	**100**	**518**	**100**	**365**	**100**

Source: National Aeronautics and Space Administration. | GAO-26-108719

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 120: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
Employees terminated during probationary or trial period[a]	*	--	0	--
Employees separated through a reduction in force (RIF)[b]	0	--	13	3.6
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	18	3.5	*	--
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	--
Other retirements[c]	369	71.2	171	46.8
Other resignations[d]	89	17.2	152	41.6
All other separations, including when an employee died or transferred to another agency	35	6.8	13	3.6
Total separations	**518**	**100**	**365**	**100**

Source: National Aeronautics and Space Administration. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.
[d]This 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 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 121: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	1,710	1,615	1,562
Number in Career Conditional/Probationary/Trial Status[a]	259	206	202
Number on Extended Administrative Leave[b]	--	113	229

Source: Office of Personnel Management's Enterprise Human Resource Integration database and National Science Foundation. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 122: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	51	43.6	*	--
Administrative	66	56.4	112	51.1
Technical	0	--	0	--
Clerical	0	--	*	--
Other White Collar[b]	0	--	0	--
Blue Collar	0	--	0	--
Total	**117**	**100**	**219**	**100**

Source: National Science Foundation. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 123: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	24	66.7	0	--	118	73.8	32	56.1
Administrative	*	--	*	--	*	--	*	--
Technical	*	--	0	--	0	--	0	--
Clerical	0	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	0	--	0	--	0	--	0	--
Blue Collar	0	--	0	--	0	--	0	--
Total	**36**	**100**	*****	**--**	**160**	**100**	**57**	**100**

Source: National Science Foundation. | GAO-26-108719
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 124: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	*	--	0	--	38	23.8	24	42.1
Career-conditional, probationary, or trial periods[b]	14	38.9	0	--	*	--	*	--
Limited time or indefinite appointments[c]	*	--	0	--	*	--	*	--
No tenure group[d]	*	--	*	--	98	61.3	21	36.8
Total	**36**	**100**	*****	**--**	**160**	**100**	**57**	**100**

Source: National Science Foundation. | GAO-26-108719
[a]These 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.
[b]These 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.
[c]These 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.
[d]These 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 125: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	0	--	0	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	*	--	0	--
Arkansas	0	--	0	--	0	--	0	--
California	*	--	0	--	*	--	*	--
Colorado	0	--	0	--	*	--	0	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Connecticut	0	--	0	--	*	--	0	--
Delaware	0	--	0	--	*	--	0	--
District of Columbia	0	--	0	--	*	--	*	--
Florida	*	--	0	--	*	--	0	--
Georgia	*	--	0	--	*	--	0	--
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	0	--	0	--
Illinois	0	--	0	--	*	--	0	--
Indiana	0	--	0	--	*	--	0	--
Iowa	0	--	0	--	*	--	0	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	0	--	0	--	0	--	*	--
Maine	0	--	0	--	0	--	0	--
Maryland	*	--	0	--	*	--	*	--
Massachusetts	0	--	0	--	*	--	*	--
Michigan	0	--	0	--	*	--	0	--
Minnesota	0	--	0	--	0	--	0	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	0	--	0	--	*	--	0	--
Montana	0	--	0	--	*	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	0	--	0	--	0	--	0	--
New Hampshire	0	--	0	--	*	--	0	--
New Jersey	0	--	0	--	*	--	*	--
New Mexico	*	--	0	--	*	--	0	--
New York	0	--	0	--	*	--	*	--
North Carolina	0	--	0	--	*	--	0	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	*	--	0	--	*	--	0	--
Oklahoma	0	--	0	--	*	--	0	--
Oregon	0	--	0	--	*	--	0	--
Pennsylvania	0	--	0	--	*	--	0	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	*	--	0	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	0	--
Texas	0	--	0	--	*	--	0	--
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	29	80.6	*	--	75	46.9	48	84.2
Washington	0	--	0	--	0	--	0	--
West Virginia	0	--	0	--	0	--	0	--
Wisconsin	0	--	0	--	*	--	0	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**36**	**100**	*****	**--**	**160**	**100**	**57**	**100**

Source: National Science Foundation. | GAO-26-108719
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 126: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
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	103	64.4	19	33.3
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	--	0	--
Other retirements[c]	30	18.8	18	31.6
Other resignations[d]	14	8.8	13	22.8
All other separations, including when an employee died or transferred to another agency	*	--	*	--
Total separations	**160**	**100**	**57**	**100**

Source: National Science Foundation. | GAO-26-108719
[a]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. 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.
[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.
[d]This 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 127: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	2,941	2,894	2,781
Number in Career Conditional/Probationary/Trial Status[a]	435	441	399
Number on Extended Administrative Leave[b]	--	80	106

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Nuclear Regulatory Commission. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 128: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	83	74.8	*	--
Administrative	*	--	0	--
Technical	0	--	0	--
Clerical	*	--	0	--
Other White Collar[b]	0	--	0	--
Blue Collar	0	--	0	--
Total	**111**	**100**	*****	**--**

Source: Nuclear Regulatory Commission. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 129: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	31	58.5	*	--	45	54.2	69	57.5
Administrative	*	--	0	--	33	39.8	32	26.7
Technical	0	--	0	--	*	--	*	--
Clerical	*	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	0	--	0	--	*	--	12	10
Blue Collar	0	--	0	--	0	--	0	--
Total	**53**	**100**	*****	**--**	**83**	**100**	**120**	**100**

Source: Nuclear Regulatory Commission. | GAO-26-108719

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 130: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	23	43.4	0	--	68	81.9	77	64.2
Career-conditional, probationary, or trial periods[b]	26	49.1	0	--	*	--	12	10
Limited time or indefinite appointments[c]	*	--	0	--	*	--	14	11.7
No tenure group[d]	*	--	*	--	*	--	17	14.2
Total	**53**	**100**	*****	**--**	**83**	**100**	**120**	**100**

Source: Nuclear Regulatory Commission. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 131: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	0	--	0	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	0	--	*	--
Arkansas	0	--	0	--	*	--	0	--
California	*	--	0	--	0	--	*	--
Colorado	0	--	0	--	0	--	*	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Connecticut	0	--	0	--	0	--	*	--
Delaware	*	--	0	--	0	--	0	--
District of Columbia	0	--	0	--	0	--	0	--
Florida	0	--	0	--	*	--	0	--
Georgia	*	--	0	--	*	--	*	--
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	0	--	*	--
Illinois	*	--	0	--	*	--	*	--
Indiana	0	--	0	--	0	--	*	--
Iowa	0	--	0	--	0	--	0	--
Kansas	0	--	0	--	0	--	0	--
Kentucky	0	--	0	--	0	--	0	--
Louisiana	0	--	0	--	0	--	0	--
Maine	0	--	0	--	0	--	0	--
Maryland	34	64.2	*	--	52	62.7	70	58.3
Massachusetts	0	--	0	--	*	--	*	--
Michigan	0	--	0	--	0	--	0	--
Minnesota	0	--	0	--	0	--	*	--
Mississippi	0	--	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	--	0	--
New Jersey	0	--	0	--	0	--	0	--
New Mexico	0	--	0	--	*	--	0	--
New York	0	--	0	--	0	--	*	--
North Carolina	0	--	0	--	0	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	0	--	0	--	0	--	0	--
Oklahoma	0	--	0	--	0	--	0	--
Oregon	0	--	0	--	0	--	0	--
Pennsylvania	*	--	0	--	*	--	*	--
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	0	--	0	--	*	--	*	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	*	--	*	--
Utah	0	--	0	--	0	--	0	--
Vermont	0	--	0	--	0	--	*	--
Virginia	*	--	0	--	*	--	*	--
Washington	0	--	0	--	0	--	0	--
West Virginia	0	--	0	--	0	--	*	--
Wisconsin	0	--	0	--	0	--	*	--
Wyoming	0	--	0	--	0	--	0	--
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**53**	**100**	*****	**--**	**83**	**100**	**120**	**100**

Source: Nuclear Regulatory Commission. | GAO-26-108719

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 132: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	*	--
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	--	0	--
Employees who took early retirement due to an agency RIF or reorganization	0	--	0	--
Other retirements[c]	67	80.7	55	45.8
Other resignations[d]	*	--	54	45
All other separations, including when an employee died or transferred to another agency	*	--	*	--
Total separations	**83**	**100**	**120**	**100**

Source: Nuclear Regulatory Commission. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.
[d]This 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 133: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	3,001	3,000	2,827
Number in Career Conditional/Probationary/Trial Status[a]	597	618	535
Number on Extended Administrative Leave[b]	--	533	774

Source: Office of Personnel Management's (OPM) Enterprise Human Resource Integration database and OPM. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 134: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	71	9.3	0	--
Administrative	602	78.5	0	--
Technical	48	6.3	0	--
Clerical	*	--	0	--
Other White Collar[b]	25	3.3	0	--
Blue Collar	*	--	0	--
Unknown Group	16	2.1	0	--
Total	**767**	**100**	**0**	**--**

Source: Office of Personnel Management. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 135: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	15	10.3	*	--	17	8.5	*	--
Administrative	118	81.4	15	78.9	149	74.1	157	79.7
Technical	*	--	0	--	*	--	13	6.6

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Clerical	0	--	0	--	0	--	*	--
Other White Collar	*	--	0	--	17	8.5	11	5.6
Blue Collar	0	--	0	--	0	--	0	--
Unknown Group	*	--	*	--	*	--	*	--
Total	**145**	**100**	**19**	**100**	**201**	**100**	**197**	**100**

Source: Office of Personnel Management. | GAO-26-108719

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 136: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	34	23.4	0	--	89	44.3	131	66.5
Career-conditional, probationary, or trial periods[b]	65	44.8	0	--	42	20.9	37	18.8
Limited time or indefinite appointments[c]	19	13.1	*	--	22	10.9	11	5.6
No tenure group[d]	27	18.6	*	--	48	23.9	18	9.1
Total	**145**	**100**	**19**	**100**	**201**	**100**	**197**	**100**

Source: Office of Personnel Management. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 137: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	0	--	*	--
Alaska	0	--	0	--	0	--	0	--
Arizona	*	--	0	--	0	--	*	--

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Arkansas	0	--	0	--	0	--	*	--
California	*	--	0	--	*	--	*	--
Colorado	*	--	0	--	*	--	*	--
Connecticut	*	--	0	--	*	--	*	--
Delaware	0	--	0	--	0	--	*	--
District of Columbia	82	56.6	*	--	97	48.3	93	47.2
Florida	*	--	0	--	11	5.5	*	--
Georgia	*	--	0	--	14	7	*	--
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	0	--	*	--
Illinois	*	--	0	--	0	--	*	--
Indiana	*	--	0	--	0	--	0	--
Iowa	*	--	0	--	*	--	0	--
Kansas	*	--	0	--	0	--	*	--
Kentucky	0	--	0	--	0	--	*	--
Louisiana	0	--	0	--	*	--	*	--
Maine	*	--	0	--	0	--	*	--
Maryland	*	--	0	--	*	--	*	--
Massachusetts	0	--	0	--	0	--	0	--
Michigan	*	--	0	--	0	--	0	--
Minnesota	0	--	0	--	*	--	*	--
Mississippi	0	--	0	--	0	--	0	--
Missouri	*	--	*	--	0	--	*	--
Montana	0	--	0	--	0	--	0	--
Nebraska	0	--	0	--	0	--	0	--
Nevada	*	--	0	--	0	--	0	--
New Hampshire	0	--	0	--	0	--	0	--
New Jersey	*	--	0	--	*	--	*	--
New Mexico	0	--	0	--	0	--	0	--
New York	*	--	0	--	0	--	*	--
North Carolina	0	--	0	--	*	--	*	--
North Dakota	0	--	0	--	0	--	0	--
Ohio	*	--	0	--	*	--	*	--
Oklahoma	0	--	0	--	*	--	*	--
Oregon	0	--	0	--	0	--	0	--

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Pennsylvania	17	11.7	0	--	28	13.9	25	12.7
Rhode Island	0	--	0	--	0	--	0	--
South Carolina	*	--	0	--	*	--	0	--
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	*	--	*	--
Texas	*	--	0	--	*	--	*	--
Utah	0	--	0	--	0	--	0	--
Vermont	0	--	0	--	0	--	0	--
Virginia	*	--	0	--	11	5.5	12	6.1
Washington	*	--	0	--	0	--	0	--
West Virginia	0	--	0	--	*	--	0	--
Wisconsin	*	--	0	--	*	--	0	--
Wyoming	0	--	0	--	*	--	0	--
Territories and Possessions	*	--	0	--	*	--	*	--
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**145**	**100**	**19**	**100**	**201**	**100**	**197**	**100**

Source: Office of Personnel Management. | GAO-26-108719

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 138: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
Employees terminated during probationary or trial period[a]	26	12.9	*	--
Employees separated through a reduction in force (RIF)[b]	0	--	74	37.6
All other terminations/removals, including for unacceptable performance or conduct or the expiration of a temporary appointment	19	9.5	*	--
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	*	--	*	--
Other retirements[c]	64	31.8	49	24.9
Other resignations[d]	61	30.3	27	13.7
All other separations, including when an employee died or transferred to another agency	29	14.4	20	10.2
Total separations	**201**	**100**	**197**	**100**

Source: Office of Personnel Management. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.

[d]This 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 22: Social Security 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 139: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	58,376	56,263	52,852
Number in Career Conditional/Probationary/Trial Status[a]	9,850	7,693	6,935
Number on Extended Administrative Leave[b]	--	361	813

Source: Office of Personnel Management's Enterprise Human Resource Integration database and Social Security Administration. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 140: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY 25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	101	12.2	0	--
Administrative	718	86.5	0	--
Technical	*	--	0	--
Clerical	*	--	0	--
Other White Collar[b]	*	--	0	--
Blue Collar	*	--	0	--
Total	**830**	**100**	**0**	**--**

Source: Social Security Administration. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 141: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	11	27.5	0	--	168	9.5	237	6.9
Administrative	21	52.5	*	--	1,163	65.6	2,244	65.6
Technical	*	--	0	--	414	23.3	860	25.1
Clerical	*	--	*	--	21	1.2	57	1.7

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	0	--	0	--	*	--	11	0.3
Blue Collar	*	--	0	--	*	--	13	0.4
Total	**40**	**100**	*****	**--**	**1,774**	**100**	**3,422**	**100**

Source: Social Security Administration. | GAO-26-108719
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 add exactly to 100.

Table 142: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	*	--	*	--	1,067	60.1	2,992	87.4
Career-conditional, probationary, or trial periods[b]	21	52.5	0	--	276	15.6	345	10.1
Limited time or indefinite appointments[c]	*	--	*	--	24	1.4	24	0.7
No tenure group[d]	11	27.5	*	--	407	22.9	61	1.8
Total	**40**	**100**	*****	**--**	**1,774**	**100**	**3,422**	**100**

Source: Social Security Administration. | GAO-26-108719
[a]These 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.
[b]These 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.
[c]These 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.
[d]These 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 143: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Alabama	*	--	0	--	83	4.7	133	3.9
Alaska	0	--	0	--	0	--	*	--
Arizona	0	--	0	--	12	0.7	40	1.2
Arkansas	0	--	0	--	*	--	22	0.6
California	0	--	*	--	154	8.7	267	7.8
Colorado	*	--	0	--	24	1.4	34	1

	Hires				Separations			
Location	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Connecticut	0	--	0	--	16	0.9	12	0.4
Delaware	0	--	0	--	*	--	*	--
District of Columbia	*	--	0	--	38	2.1	80	2.3
Florida	*	--	*	--	65	3.7	177	5.2
Georgia	*	--	0	--	36	2	109	3.2
Hawaii	0	--	0	--	*	--	15	0.4
Idaho	0	--	0	--	*	--	*	--
Illinois	0	--	0	--	90	5.1	155	4.5
Indiana	0	--	0	--	19	1.1	40	1.2
Iowa	0	--	0	--	20	1.1	11	0.3
Kansas	0	--	0	--	15	0.8	15	0.4
Kentucky	0	--	0	--	17	1	36	1.1
Louisiana	0	--	0	--	24	1.4	27	0.8
Maine	0	--	0	--	*	--	*	--
Maryland	27	67.5	*	--	314	17.7	552	16.1
Massachusetts	0	--	0	--	29	1.6	52	1.5
Michigan	*	--	0	--	40	2.3	78	2.3
Minnesota	0	--	0	--	*	--	20	0.6
Mississippi	0	--	0	--	11	0.6	26	0.8
Missouri	*	--	0	--	81	4.6	178	5.2
Montana	0	--	0	--	*	--	*	--
Nebraska	0	--	0	--	*	--	*	--
Nevada	0	--	0	--	13	0.7	17	0.5
New Hampshire	0	--	0	--	*	--	*	--
New Jersey	0	--	0	--	16	0.9	31	0.9
New Mexico	0	--	0	--	47	2.6	61	1.8
New York	0	--	0	--	88	5	181	5.3
North Carolina	0	--	*	--	37	2.1	80	2.3
North Dakota	0	--	0	--	0	--	*	--
Ohio	*	--	0	--	58	3.3	77	2.3
Oklahoma	0	--	0	--	14	0.8	25	0.7
Oregon	*	--	0	--	*	--	29	0.8
Pennsylvania	*	--	0	--	102	5.7	265	7.7
Rhode Island	0	--	0	--	*	--	*	--
South Carolina	0	--	0	--	20	1.1	29	0.8

Location	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
South Dakota	0	--	0	--	*	--	*	--
Tennessee	0	--	0	--	17	1	69	2
Texas	0	--	0	--	85	4.8	201	5.9
Utah	0	--	0	--	*	--	*	--
Vermont	0	--	0	--	*	--	*	--
Virginia	0	--	0	--	42	2.4	55	1.6
Washington	0	--	0	--	27	1.5	73	2.1
West Virginia	0	--	0	--	*	--	20	0.6
Wisconsin	0	--	0	--	22	1.2	44	1.3
Wyoming	0	--	0	--	*	--	*	--
Territories and Possessions	0	--	0	--	14	0.8	24	0.7
All Foreign Areas	0	--	0	--	0	--	0	--
Total	**40**	**100**	*****	**--**	**1,774**	**100**	**3,422**	**100**

Source: Social Security Administration. | GAO-26-108719

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 144: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	*	--	*	--
Employees terminated during probationary or trial period[a]	38	2.1	51	1.5
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	400	22.5	95	2.8
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	77	4.3	832	24.3
Other retirements[c]	801	45.2	1,639	47.9
Other resignations[d]	372	21	756	22.1
All other separations, including when an employee died or transferred to another agency	82	4.6	*	--
Total separations	**1,774**	**100**	**3,422**	**100**

Source: Social Security Administration. | GAO-26-108719

[a]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. 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.

[b]A RIF is the federal government process for eliminating positions due to agency reorganization, reduced funding, or reduced workload.

[c]This 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.
[d]This 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 23: U.S. Agency for International 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 145: Number of Employees in Agency Workforce and with Specific Characteristics, End of Fiscal Year (FY) 2024 and FY 2025, Quarters 2 and 3

	FY24 Q4	FY25 Q2	FY25 Q3
Total Agency Workforce	4,774	4,707	4,245
Number in Career Conditional/Probationary/Trial Status[a]	405	452	395
Number on Extended Administrative Leave[b]	--	25	2,022

Source: Office of Personnel Management's Enterprise Human Resource Integration database and U.S. Agency for International Development. | GAO-26-108719

[a]These are employees who have not yet completed the service requirements necessary to finalize their appointments.
[b]For the purposes of collecting these data, we asked agencies to identify the number of employees with 60 or more hours of paid administrative leave in the last full pay period of the quarter.

Table 146: Number of Employees Approved for Deferred Resignation Program by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Occupational Group[a]	FY25 Q2	Percent of Total FY25 Q2	FY25 Q3	Percent of Total FY25 Q3
Professional	*	--	0	--
Administrative	170	67.7	0	--
Technical	0	--	0	--
Clerical	*	--	0	--
Other White Collar[b]	0	--	0	--
Blue Collar	0	--	0	--
Total	**251**	**100**	**0**	**--**

Source: U.S. Agency for International Development. | GAO-26-108719

[a]The Office of Personnel Management has established a uniform set of classification standards for agencies to organize their positions within occupational categories.
[b]Other miscellaneous white-collar positions (e.g., correctional officers) that do not fall into any of the prior categories.
Note: The federal government, and some individual agencies, offered a deferred resignation program (DRP) that allowed federal employees who voluntarily agreed to resign or retire by September 30, 2025, to be placed on extended administrative leave while retaining their salary and benefits in the interim. Under the government-wide DRP, employees could request to extend the date by which they would retire through December 31, 2025, based on their retirement eligibility. The table above reflects the number of employees the agency approved to participate in a DRP. 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 147: Number and Percentage of Hires and Separations by Occupational Group, Fiscal Year (FY) 2025, Quarters 2 and 3

	Hires				Separations			
Occupational Group	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Professional	115	31.9	0	--	*	--	124	25.8
Administrative	208	57.8	*	--	187	69.5	349	72.7
Technical	0	--	0	--	0	--	*	--
Clerical	*	--	0	--	*	--	*	--

Occupational Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Other White Collar	*	--	0	--	51	19	*	--
Blue Collar	0	--	0	--	0	--	0	--
Total	**360**	**100**	*****	**--**	**269**	**100**	**480**	**100**

Source: U.S. Agency for International Development. | GAO-26-108719

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 148: Number and Percentage of Hires and Separations by Employee Tenure Group, Fiscal Year (FY) 2025, Quarters 2 and 3

Tenure Group	Hires				Separations			
	FY25 Q2 Hires	Percent of Total Q2 Hires	FY25 Q3 Hires	Percent of Total Q3 Hires	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Permanent, career[a]	32	8.9	*	--	76	28.3	302	62.9
Career-conditional, probationary, or trial periods[b]	103	28.6	0	--	*	--	*	--
Limited time or indefinite appointments[c]	195	54.2	0	--	117	43.5	119	24.8
No tenure group[d]	30	8.3	0	--	*	--	*	--
Total	**360**	**100**	*****	**--**	**269**	**100**	**480**	**100**

Source: U.S. Agency for International Development. | GAO-26-108719

[a]These 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.

[b]These 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.

[c]These 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.

[d]These 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 149: Number and Percentage of Hires and Separations by Location, Fiscal Year (FY) 2025, Quarters 2 and 3

Location	Hires				Separations			
	Q2 Hires	Percent of Total Q2 Hires	Q3 Hires	Percent of Total Q3 Hires	Q2 Separations	Percent of Total Q2 Separations	Q3 Separations	Percent of Total Q3 Separations
Alabama	0	--	0	--	0	--	0	--
Alaska	0	--	0	--	0	--	0	--
Arizona	0	--	0	--	0	--	0	--
Arkansas	0	--	0	--	0	--	0	--
California	*	--	0	--	*	--	*	--
Colorado	*	--	0	--	*	--	0	--

Location	Hires				Separations			
	Q2 Hires	Percent of Total Q2 Hires	Q3 Hires	Percent of Total Q3 Hires	Q2 Separations	Percent of Total Q2 Separations	Q3 Separations	Percent of Total Q3 Separations
Connecticut	0	--	0	--	0	--	*	--
Delaware	0	--	0	--	0	--	0	--
District of Columbia	324	90	*	--	206	76.6	298	62.1
Florida	*	--	0	--	*	--	*	--
Georgia	*	--	0	--	*	--	*	--
Hawaii	0	--	0	--	0	--	0	--
Idaho	0	--	0	--	0	--	0	--
Illinois	*	--	0	--	0	--	*	--
Indiana	0	--	0	--	0	--	0	--
Iowa	0	--	0	--	*	--	0	--
Kansas	0	--	0	--	*	--	0	--
Kentucky	0	--	0	--	*	--	0	--
Louisiana	0	--	0	--	0	--	*	--
Maine	0	--	0	--	0	--	0	--
Maryland	*	--	0	--	*	--	25	5.2
Massachusetts	*	--	0	--	*	--	*	--
Michigan	0	--	0	--	*	--	*	--
Minnesota	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	--	*	--	*	--
New York	*	--	0	--	*	--	*	--
North Carolina	*	--	0	--	*	--	*	--
North Dakota	*	--	0	--	0	--	0	--
Ohio	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	--

Location	Hires				Separations			
	Q2 Hires	Percent of Total Q2 Hires	Q3 Hires	Percent of Total Q3 Hires	Q2 Separations	Percent of Total Q2 Separations	Q3 Separations	Percent of Total Q3 Separations
South Dakota	0	--	0	--	0	--	0	--
Tennessee	0	--	0	--	0	--	0	--
Texas	*	--	0	--	*	--	*	--
Utah	0	--	0	--	*	--	0	--
Vermont	0	--	0	--	*	--	0	--
Virginia	*	--	0	--	*	--	28	5.8
Washington	*	--	0	--	0	--	*	--
West Virginia	0	--	0	--	0	--	0	--
Wisconsin	*	--	0	--	0	--	*	--
Wyoming	0	--	0	--	0	--	*	--
Territories and Possessions	0	--	0	--	0	--	0	--
All Foreign Areas	*	--	0	--	12	4.5	90	18.8
Total	**360**	**100**	*****	**--**	**269**	**100**	**480**	**100**

Source: U.S. Agency for International Development. | GAO-26-108719

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 150: Number and Percentage of Separations by Type of Separation, Fiscal Year (FY) 2025, Quarters 2 and 3

Type of Separation	FY25 Q2 Separations	Percent of Total Q2 Separations	FY25 Q3 Separations	Percent of Total Q3 Separations
Deferred resignation program recipients who separated	0	--	0	--
Employees terminated during probationary or trial period[a]	*	--	0	--
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	54	20.1	*	--
Employees who resigned or retired in lieu of involuntary action or separation, such as demotion or termination	*	--	383	79.8
Employees who took early retirement due to an agency RIF or reorganization	0	--	0	--
Other retirements[c]	48	17.8	58	12.1
Other resignations[d]	131	48.7	*	--
All other separations, including when an employee died or transferred to another agency	32	11.9	17	3.5
Total separations	**269**	**100**	**480**	**100**

Source: U.S. Agency for International Development. | GAO-26-108719

[a]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. 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.

[b]A RIF is a formal process that federal agencies use to separate or reassign employees due to budget cuts, reorganization, or changing agency responsibilities.

[c]This 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.
[d]This 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.

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