

Who are the Civilian Federal Employees in

Montana - 2021

Federal Workers in Montana: 10,429

Percentage Who Are Veterans: 23.46%

Non-Federal Workers in Montana: 524,000¹

Percentage Who Are Veterans: 9.16%¹

Five Largest Federal Employers

Agriculture: 2,667



DOI: 1,770



VA: 1,753



HHS: 1,202



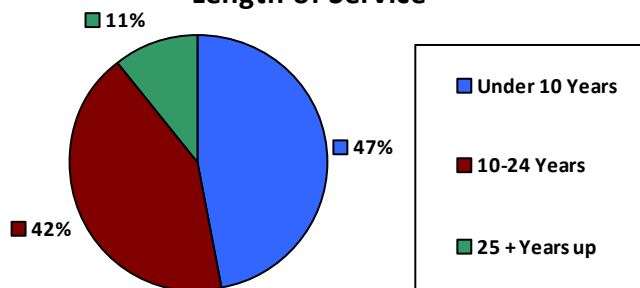
Air Force: 749



Race and Ethnicity

White, non-Hispanic	8,296	79.5%
Black/African American, non-Hispanic	76	0.7%
Hispanic or Latino	365	3.5%
Asian, non-Hispanic	89	0.9%
Two or more races	184	1.8%
American Indian and Alaska Native	1,368	13.1%
Native Hawaiian and Other Pacific Islander	12	0.1%

Length of Service



Educational Attainment

HS or Below	3,066	29.4%
Occupational Program	175	1.7%
Between HS and Bachelors	2,250	21.6%
Bachelors + Post Bachelors	3,431	32.9%
Masters and Post Grad	1,138	10.9%
Doctorate and Post Doc	355	3.4%

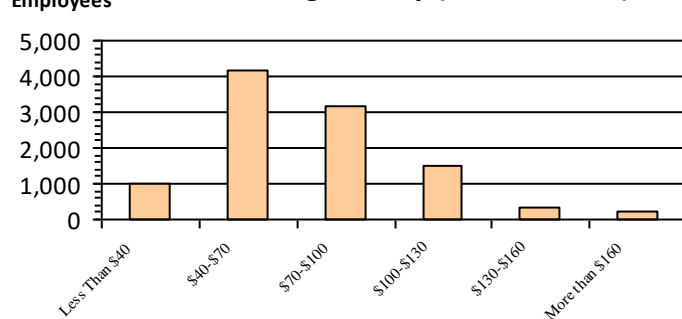
Gender

M	5,860	56.2%
F	4,569	43.8%

Age

<35	1,862	17.9%
35-54	5,823	55.8%
55+	2,744	26.3%

Average Salary (in thousands)



Type of Employment²

Administrative	3,030	29.1%
Professional	2,418	23.2%
Technical	667	6.4%
Clerical	412	4.0%
Other White Collar	927	8.9%
Blue Collar	885	8.5%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2015 reporting period. ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2015 Annual Averages https://www.bls.gov/news.release/archives/vet_03222016.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to <http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf>.

Who are the Civilian Federal Employees in

Montana - 2020

Federal Workers in Montana: 10,198

Percentage Who Are Veterans: 23.66%

Non-Federal Workers in Montana: 499,000¹

Percentage Who Are Veterans: 8.22%¹

Five Largest Federal Employers

Agriculture: 2,598



DOI: 1,789



VA: 1,777



HHS: 970



Air Force: 779



Race and Ethnicity

White, non-Hispanic	8,250	80.9%
Black/African American, non-Hispanic	86	0.8%
Hispanic or Latino	313	3.1%
Asian, non-Hispanic	75	0.7%
Two or more races	188	1.8%
American Indian and Alaska Native	1,239	12.1%
Native Hawaiian and Other Pacific Islander	15	0.1%

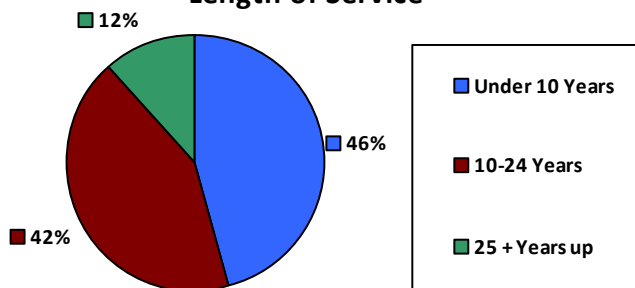
Gender

M	5,697	55.9%
F	4,501	44.1%

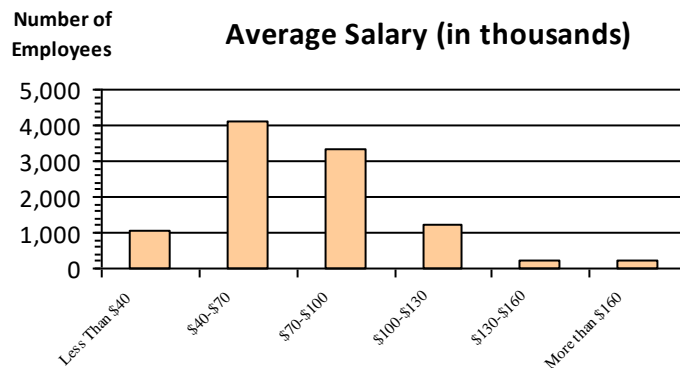
Age

<35	1,788	17.5%
35-54	5,683	55.7%
55+	2,727	26.7%

Length of Service



Average Salary (in thousands)



Educational Attainment

HS or Below	2,908	28.5%
Occupational Program	184	1.8%
Between HS and Bachelors	2,267	22.2%
Bachelors + Post Bachelors	3,362	33.0%
Masters and Post Grad	1,124	11.0%
Doctorate and Post Doc	311	3.0%

Type of Employment²

Administrative	2,918	28.6%
Professional	2,876	28.2%
Technical	2,398	23.5%
Clerical	704	6.9%
Other White Collar	407	4.0%
Blue Collar	885	8.7%

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Who are the Civilian Federal Employees in

Montana - 2019

Federal Workers in Montana: 10,058

Percentage Who Are Veterans: 24.14%

Non-Federal Workers in Montana: 511,000¹

*Percentage Who Are Veterans: 8.22%*¹

Five Largest Federal Employers

Agriculture: 2,429



DOI: 1,797



VA: 1,694



HHS: 1,078



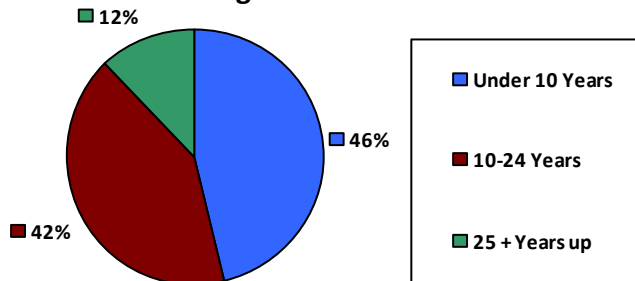
Air Force: 800



Race and Ethnicity

White, non-Hispanic	8,057	80.1%
Black/African American, non-Hispanic	91	0.9%
Hispanic or Latino	306	3.0%
Asian, non-Hispanic	68	0.7%
Two or more races	168	1.7%
American Indian and Alaska Native	1,331	13.2%
Native Hawaiian and Other Pacific Islander	16	0.2%

Length of Service



Educational Attainment

HS or Below	2,783	27.7%
Occupational Program	258	2.6%
Between HS and Bachelors	2,277	22.6%
Bachelors + Post Bachelors	3,287	32.7%
Masters and Post Grad	1,064	10.6%
Doctorate and Post Doc	332	3.3%

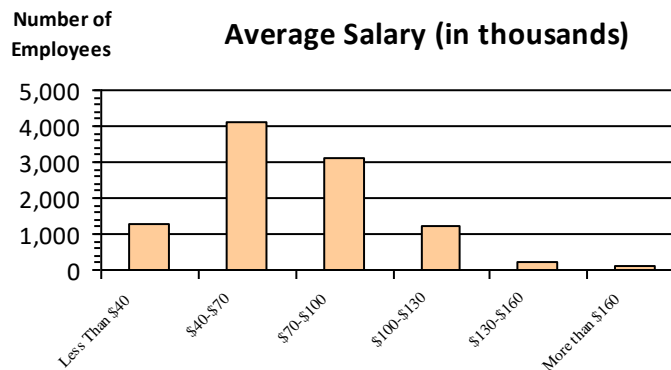
Gender

M	5,627	55.9%
F	4,431	44.1%

Age

<35	1,694	16.8%
35-54	5,573	55.4%
55+	2,791	27.7%

Average Salary (in thousands)



Type of Employment²

Administrative	2,802	27.9%
Professional	2,802	27.9%
Technical	2,327	23.1%
Clerical	741	7.4%
Other White Collar	400	4.0%
Blue Collar	975	9.7%

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Who are the Civilian Federal Employees in

Montana - 2018

Federal Workers in Montana: 10,061

Percentage Who Are Veterans: 23.92%

Non-Federal Workers in Montana: 500,000¹

Percentage Who Are Veterans: 8.60%¹

Five Largest Federal Employers

Agriculture: 2,469



DOI: 1,772



VA: 1,628



HHS: 1,094



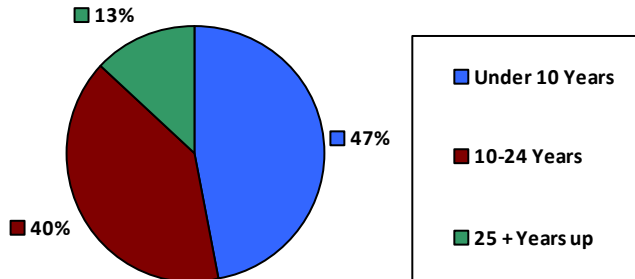
Air Force: 807



Race and Ethnicity

White, non-Hispanic	8,065	80.2%
Black/African American, non-Hispanic	89	0.9%
Hispanic or Latino	315	3.1%
Asian, non-Hispanic	66	0.7%
Two or more races	151	1.5%
American Indian and Alaska Native	1,355	13.5%
Native Hawaiian and Other Pacific Islander	15	0.1%

Length of Service



Educational Attainment

HS or Below	2,729	27.1%
Occupational Program	270	2.7%
Between HS and Bachelors	2,350	23.4%
Bachelors + Post Bachelors	3,302	32.8%
Masters and Post Grad	1,046	10.4%
Doctorate and Post Doc	320	3.2%

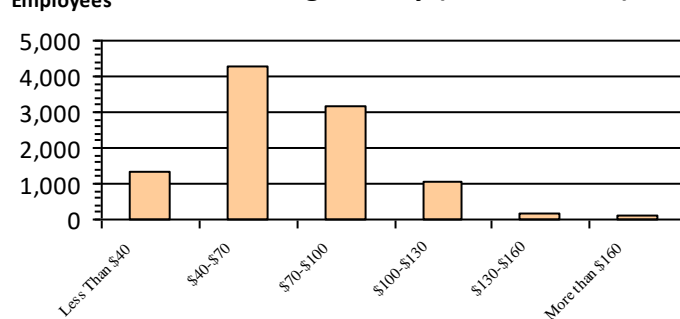
Gender

M	5,669	56.3%
F	4,391	43.6%

Age

<35	1,727	17.2%
35-54	5,542	55.1%
55+	2,792	27.7%

Average Salary (in thousands)



Type of Employment²

Administrative	2,750	27.3%
Professional	2,766	27.5%
Technical	2,395	23.8%
Clerical	749	7.4%
Other White Collar	396	3.9%
Blue Collar	997	9.9%

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Who are the Civilian Federal Employees in

Montana - 2017

Federal Workers in Montana: 10,013

Percentage Who Are Veterans: 23.42%

Non-Federal Workers in Montana: 496,000¹

Percentage Who Are Veterans: 10.96%²

Five Largest Federal Employers

Agriculture: 2,521



DOI: 1,810



VA: 1,511



HHS: 1,081



Air Force: 811



Race and Ethnicity

White, non-Hispanic	8,047	80.4%
Black/African American, non-Hispanic	83	0.8%
Hispanic or Latino	302	3.0%
Asian, non-Hispanic	65	0.6%
Two or more races	147	1.5%
American Indian and Alaska Native	1,348	13.5%
Native Hawaiian and Other Pacific Islander	17	0.2%

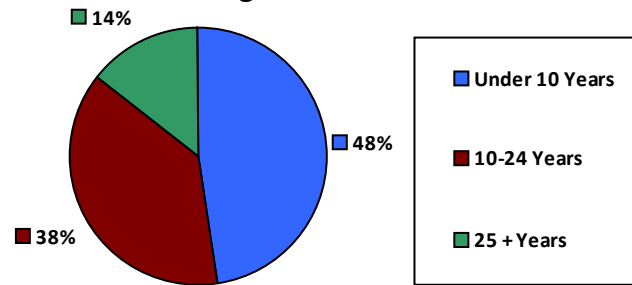
Gender

M	5,650	56.4%
F	4,363	43.6%

Age

<35	1,699	17.0%
35-54	5,504	55.0%
55+	2,810	28.1%

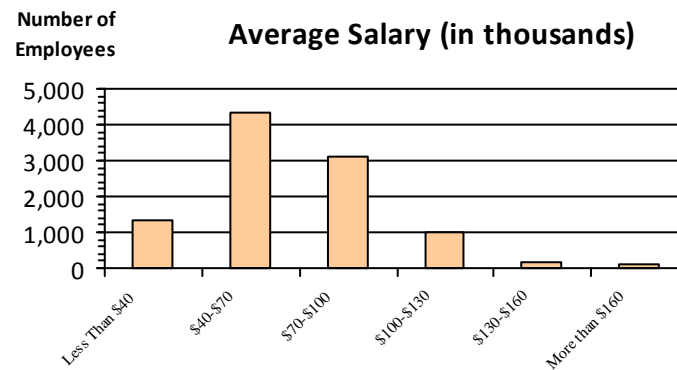
Length of Service



Educational Attainment

HS or Below	2,702	27.0%
Occupational Program	298	3.0%
Between HS and Bachelors	2,330	23.3%
Bachelors + Post Bachelors	3,292	32.9%
Masters and Post Grad	1,048	10.5%
Doctorate and Post Doc	308	3.1%

Average Salary (in thousands)



Type of Employment²

Administrative	2,742	27.4%
Professional	2,779	27.8%
Technical	2,405	24.0%
Clerical	713	7.1%
Other White Collar	361	3.6%
Blue Collar	1,012	10.1%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2017 reporting period. Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2017 Annual Averages <https://www.bls.gov/news.release/vet.htm>.¹ Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" (Revised: 2009), available at <https://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf>.²

Who are the Civilian Federal Employees in

Montana - 2016

Federal Workers in Montana: 10,080

Percentage Who Are Veterans: 23.07%

Non-Federal Workers in Montana: 494,000¹

Percentage Who Are Veterans: 10.12%¹

Five Largest Federal Employers

Agriculture: 2,606



DOI: 1,892



VA: 1,481



HHS: 1,075



DHS: 756



Race and Ethnicity

White, non-Hispanic	8,055	79.9%
Black/African American, non-Hispanic	79	0.8%
Hispanic or Latino	303	3.0%
Asian, non-Hispanic	65	0.6%
Two or more races	141	1.4%
American Indian and Alaska Native	1,414	14.0%
Native Hawaiian and Other Pacific Islander	19	0.2%

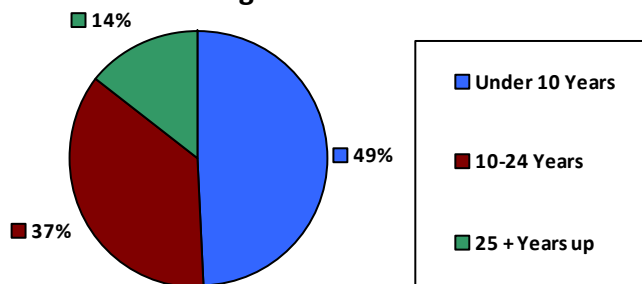
Gender

M	5,637	55.9%
F	4,443	44.1%

Age

<35	1,783	17.7%
35-54	5,498	54.5%
55+	2,799	27.8%

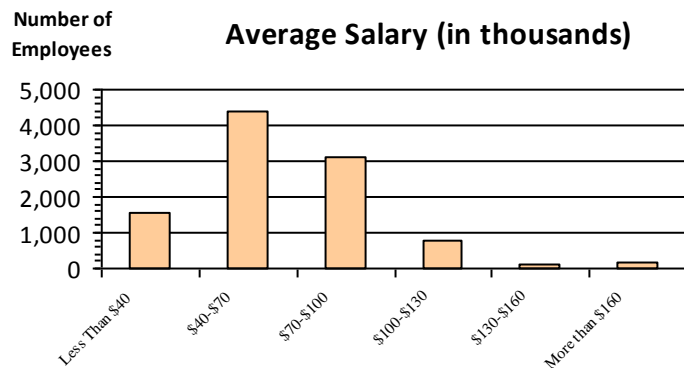
Length of Service



Educational Attainment

HS or Below	2,695	26.7%
Occupational Program	316	3.1%
Between HS and Bachelors	2,348	23.3%
Bachelors + Post Bachelors	3,320	32.9%
Masters and Post Grad	1,036	10.3%
Doctorate and Post Doc	286	2.8%

Average Salary (in thousands)



Type of Employment²

Administrative	2,727	27.1%
Professional	2,780	27.6%
Technical	2,519	25.0%
Clerical	704	7.0%
Other White Collar	353	3.5%
Blue Collar	997	9.9%

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Who are the Civilian Federal Employees in

Montana - 2015

Federal Workers in Montana: 10,080

Percentage Who Are Veterans: 22.94%

Non-Federal Workers in Montana: 495,000¹

Percentage Who Are Veterans: 9.90%¹

Five Largest Federal Employers

Agriculture: 2,584



DOI: 1,856



VA: 1,541



HHS: 1,043



Air Force: 773



Race and Ethnicity

White, non-Hispanic	8,156	80.9%
Black/African American, non-Hispanic	76	0.8%
Hispanic or Latino	282	2.8%
Asian, non-Hispanic	75	0.7%
Two or more races	118	1.2%
American Indian and Alaska Native	1,352	13.4%
Native Hawaiian and Other Pacific Islander	21	0.2%

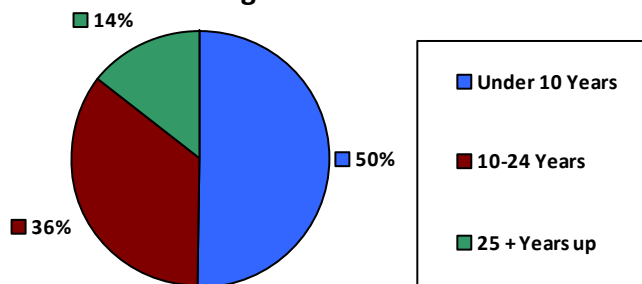
Gender

M	5,660	56.1%
F	4,420	43.8%

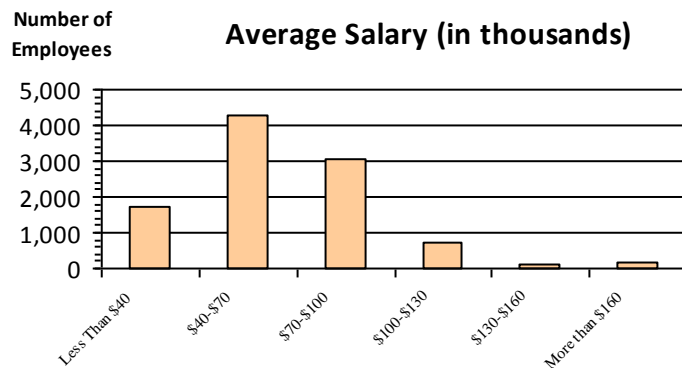
Age

<35	1,775	17.6%
35-54	5,535	54.9%
55+	2,770	27.5%

Length of Service



Average Salary (in thousands)



Educational Attainment

HS or Below	2,693	26.7%
Occupational Program	350	3.5%
Between HS and Bachelors	2,328	23.1%
Bachelors + Post Bachelors	3,357	33.3%
Masters and Post Grad	987	9.8%
Doctorate and Post Doc	283	2.8%

Type of Employment²

Administrative	2,669	26.5%
Professional	2,761	27.4%
Technical	2,603	25.8%
Clerical	670	6.6%
Other White Collar	355	3.5%
Blue Collar	1,022	10.1%

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Who are the Civilian Federal Employees in

Montana - 2014

Federal Workers in Montana: 9,946

Percentage Who Are Veterans: 22.53%

Non-Federal Workers in Montana: 494,000¹

Percentage Who Are Veterans: 9.11%¹

Five Largest Federal Employers

Agriculture: 2,571



DOI: 1,828



VA: 1,484



HHS: 1,029



Air Force: 738



Race and Ethnicity

White, non-Hispanic	8,089	81.3%
Black/African American, non-Hispanic	75	0.8%
Hispanic or Latino	267	2.7%
Asian, non-Hispanic	77	0.8%
Two or more races	98	1.0%
American Indian and Alaska Native	1,317	13.2%
Native Hawaiian and Other Pacific Islander	23	0.2%

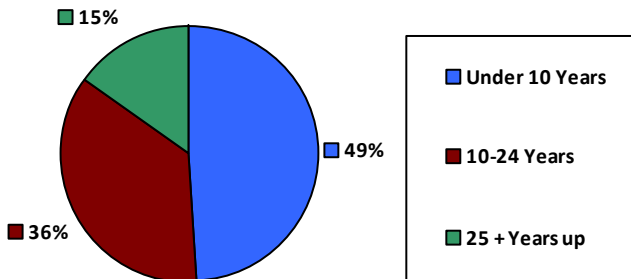
Gender

M	5,620	56.5%
F	4,326	43.5%

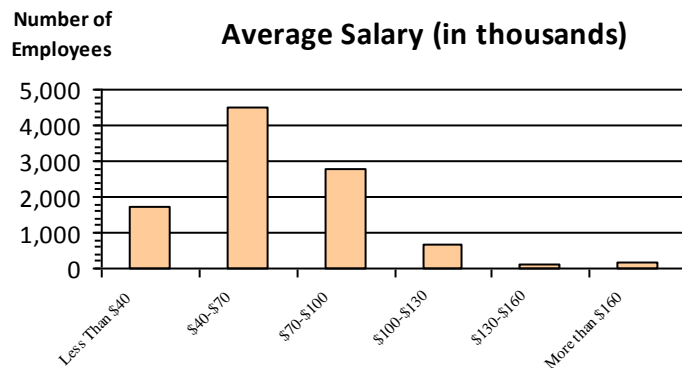
Age

<35	1,784	17.9%
35-54	5,379	54.1%
55+	2,783	28.0%

Length of Service



Average Salary (in thousands)



Educational Attainment

HS or Below	2,644	26.6%
Occupational Program	359	3.6%
Between HS and Bachelors	2,309	23.2%
Bachelors + Post Bachelors	3,338	33.6%
Masters and Post Grad	949	9.5%
Doctorate and Post Doc	264	2.7%

Type of Employment²

Administrative	2,630	26.4%
Professional	2,723	27.4%
Technical	2,519	25.3%
Clerical	670	6.7%
Other White Collar	384	3.9%
Blue Collar	1,020	10.3%

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Who are the Civilian Federal Employees in

Montana - 2013

Federal Workers in Montana: 9,976

Percentage Who Are Veterans: 21.89%

Non-Federal Workers in Montana: 480,000¹

Percentage Who Are Veterans: 10.21%¹

Five Largest Federal Employers

Agriculture: 2,584



DOI: 1,837



VA: 1,345



HHS: 1,027



DHS: 879



Race and Ethnicity

White, non-Hispanic	8,171	81.9%
Black/African American, non-Hispanic	67	0.7%
Hispanic or Latino	233	2.3%
Asian, non-Hispanic	74	0.7%
Two or more races	95	1.0%
American Indian and Alaska Native	1,316	13.2%
Native Hawaiian and Other Pacific Islander	19	0.2%

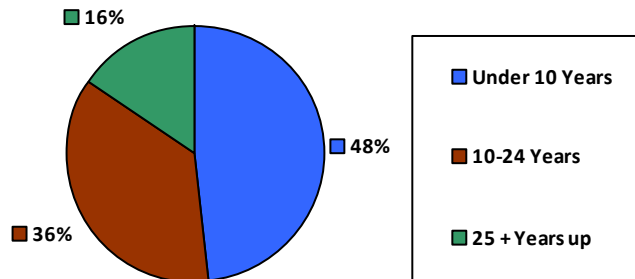
Gender

M	5,630	56.4%
F	4,346	43.6%

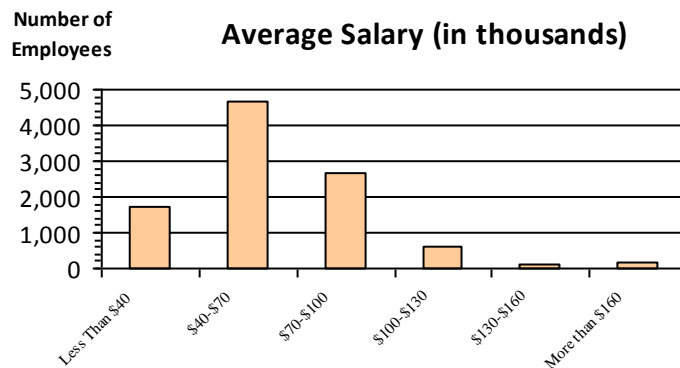
Age

<35	1,838	18.4%
35-54	5,358	53.7%
55+	2,780	27.9%

Length of Service



Average Salary (in thousands)



Educational Attainment

HS or Below	2,665	26.7%
Occupational Program	360	3.6%
Between HS and Bachelors	2,387	23.9%
Bachelors + Post Bachelors	3,290	33.0%
Masters and Post Grad	939	9.4%
Doctorate and Post Doc	271	2.7%

Type of Employment²

Administrative	2,647	26.5%
Professional	2,736	27.4%
Technical	2,460	24.7%
Clerical	698	7.0%
Other White Collar	419	4.2%
Blue Collar	1,015	10.2%

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