ENTERPRISE HUMAN RESOURCES INTEGRATION DATASET CODEBOOK

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The following codebook provides information on the agency-year data used to produce the policymaking-capacity scores.

I. Data

Since 1998, the Office of Personnel Records have published a version of its Enterprise Human Resources Integration database called "Fedscope." This database includes personnel records for civilian employees in the majority of federal agencies. From 1998 to 2008, OPM published the database online every year in September. Since 2008, OPM has published the data quarterly. The dataset includes quarterly data, but the estimation of the policymaking-capacity scores only uses the September data.

The data provided in these replication files is made from OPM's "Employment Cubes." These Employment Cubes may be downloaded from OPM's website at: https://www.opm.gov/data/datasets.

Each row in the dataset is an agency-year. The variables are aggregated statistics about the employees within a given agency. To enter the dataset, the employee must (1) work in the United States, (2) be classified as a white-collar worker, and (3) not be classified as an "intermittent" worker.

Many of the descriptive statistics report information on certain categories of employees. Three categories appear throughout this codebook:

- Policymaking Employees: Employees in occupations that perform tasks related to policymaking, such as "developing regulations," "planning policies," or "advising on programs."
- Policymaking and Research Employees: Policymaking employees and employees that perform tasks related to conducting scientific or technical research.
- Policymaking and Research Employees in Washington DC: Policymaking employees and research employees classified as working in the "District of Columbia." Many agencies have missing data for this subset because they do not have any employees located within Washington DC.

A broader description of these categories can be found throughout the Online Appendix.

IDs ending in "-DEP" aggregate data for all bureaus within a given department. Not every agency that appears in the EHRI dataset has a policymaking-capacity score.

II. Variables for the Main EHRI File

Agency ID <AGYSUB>

The Agency ID assigned by the Office of Personnel Management.

Agency ID Text <AGYSUBT>

The text description of the Agency ID assigned by the Office of Personnel Management.

Date <DATECODE>

The date code used by the Office of Personnel Management to mark the data release. The first four digits correspond to the year. The last two digits correspond to the month.

Total Number of White-Collar FTE Employees <TOTAL_RAWNUMa>

The total number of white-collar FTE employees working in the agency.

Total Number of Policymaking and Research Employees
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_RAWNUM>

The total number of employees classified as policymaking and research employees working in the agency.

Total Number of Policymaking and Research Employees (Logged)
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_RAWNUM_LOG>

The total number of employees classified as policymaking and research employees working in the agency.

Proportion of Workforce in Policymaking and Research Positions
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_PROP>

The proportion of the total number of white-collar FTE employees classified as policymaking and research employees working in the agency.

Mean Salary of Policymaking and Research Employees
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_SALARY_MEAN>

The mean salary of policymaking and research employees working in the agency. Many personnel records report the individual's actual salary. Some personnel records, however, only report the individual's grade on the GS-scale. If the salary information is missing for an employee, I use the middle value for their rank on the GS-scale.

Mean Length of Service of Policymaking and Research Employees
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_LOS_MEAN>

The mean number of years that policymaking and research employees have worked in government service. Office of Personnel Management defines "length of service" as "the number

of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation."

Cumulative Length of Service of Policymaking and Research Employees
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_LOS_RAW_YRS>

The cumulative number of years of experience of policymaking and research employees working in the agency.

Cumulative Length of Service of Policymaking and Research Employees (Logged)
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_LOS_RAW_YRS_LOG>

The logged cumulative number of years of experience of policymaking and research employees working in the agency.

Proportion of Policymaking and Research Employees with a College Degree
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_COLLEGE_PROP>

The proportion of policymaking and research employees with a college degree or higher.

Proportion of Policymaking and Research Employees with a Graduate Degree
<POLICYEMPLOYEE_GENRESEARCHINCLUDED_POSTCOLLEGE_PROP>

The proportion of policymaking and research employees with a graduate degree or higher.

Total Number of Policymaking Employees
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_RAWNUM>

The total number of employees classified as policymaking employees working in the agency.

Total Number of Policymaking Employees (Logged)
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_RAWNUM_LOG>

The total number of employees classified as policymaking employees working in the agency.

Proportion of Workforce in Policymaking Positions
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_PROP>

The proportion of the total number of white-collar FTE employees classified as policymaking employees working in the agency.

Mean Salary of Policymaking and Research Employees
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_SALARY_MEAN>

The mean salary of policymaking and research employees working in the agency. Many personnel records report the individual's actual salary. Some personnel records, however, only report the individual's grade on the GS-scale. If the salary information is missing for an employee, I use the middle value for their rank on the GS-scale.

Mean Length of Service of Policymaking Employees
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_LOS_MEAN>

The mean number of years that policymaking employees have worked in government service. Office of Personnel Management defines "length of service" as "the number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation."

Cumulative Length of Service of Policymaking Employees
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_LOS_RAW_YRS>

The cumulative number of years of experience of policymaking and research employees working in the agency.

Cumulative Length of Service of Policymaking Employees (Logged)
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_LOS_RAW_YRS_LOG>

The logged cumulative number of years of experience of policymaking employees working in the agency.

Proportion of Policymaking with a College Degree
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_COLLEGE_PROP>

The proportion of policymaking employees with a college degree or higher.

Proportion of Policymaking with a Graduate Degree
<POLICYEMPLOYEE_GENRESEARCHEXCLUDED_POSTCOLLEGE_PROP>

The proportion of policymaking employees with a graduate degree or higher.

Total Number of Policymaking and Research Employees in Washington DC
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_RAWNUM>

The total number of employees classified as policymaking and research employees working in the agency in Washington DC.

Total Number of Policymaking and Research Employees in Washington DC (Logged)
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_RAWNUM_LOG>

The total number of employees classified as policymaking and research employees working in the agency in Washington DC.

Proportion of Workforce in Policymaking and Research Positions in Washington DC
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_PROP>

The proportion of the total number of white-collar FTE employees classified as policymaking and research employees working in the agency in Washington DC.

Mean Salary of Policymaking and Research Employees in Washington DC
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_SALARY_MEAN>

The mean salary of policymaking and research employees working in the agency in Washington DC. Many personnel records report the individual's actual salary. Some personnel records, however, only report the individual's grade on the GS-scale. If the salary information is missing for an employee, I use the middle value for their rank on the GS-scale.

Mean Length of Service of Policymaking and Research Employees in Washington DC
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_LOS_MEAN>

The mean number of years that policymaking and research employees in Washington DC have worked in government service. Office of Personnel Management defines "length of service" as "the number of years of Federal civilian employment, creditable military service, and other service made creditable by specific legislation."

Cumulative Length of Service of Policymaking and Research Employees in Washington DC
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_LOS_RAW_YRS>

The cumulative number of years of experience of policymaking and research employees in Washington DC working in the agency.

Cumulative Length of Service of Policymaking and Research Employees in Washington DC (Logged) <POLICYEMPLOYEE_GENRESEARCHINCLUDED_LOS_RAW_YRS_LOG>

The logged cumulative number of years of experience of policymaking and research employees working in the agency.

Proportion of Policymaking and Research Employees in Washington DC with a College Degree
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_COLLEGE_PROP>

The proportion of policymaking and research employees in Washington DC with a college degree or higher.

Proportion of Policymaking and Research Employees in Washington DC with a Graduate Degree
<POLICYEMPLOYEE_DC_GENRESEARCHINCLUDED_POSTCOLLEGE_PROP>

The proportion of policymaking and research employees in Washington DC with a graduate degree or higher.

III. Variables for the EHRI – OEWS Extension File

Online Appendix A7 includes a robustness check that adjusts agency salaries based on data from the Bureau of Labor Statistics. A separate file includes this data. The data includes a subset of the same variables as above, but the salary measures are adjusted according to Online Appendix A7. For reasons explained in Online Appendix A7, it is not recommended that this data be used for anything other than the robustness check performed in the paper. Scholars wanting to explore the relationship between federal salaries and industry salaries should find alternative ways of measuring this concept.