

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Executive Branch Retirement Statistics: Fiscal Years 2004 - 2013

November 2014

a New Day for Federal Service

Summary

This report examines the patterns and trends of retirement in the federal executive branch, during fiscal years 2004 - 2013. The summary analysis of the retirement data from the Office of Personnel Management's federal employee database shows – in recent 10 fiscal years, 596,788 employees retired from federal service. Their average retirement age was 59.9 years and average length of service was 28 years; 51 percent of those were 60 or older; and half of retirees had 30 or more years of service. Overall, January was the most popular month for retiring during the last ten fiscal years; though in fiscal year 2013, December accounted for most retirement. From fiscal years 2004 to 2013, retirement increased by 17 percent. Over the same time period, the average retirement age rose from 58.7 to 61.3 years and the average length of service at retirement went down from 28 to just 27.5 years.

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Introduction

The current report covers the last 10 fiscal years (2004 - 2013) and includes all federal civilian employees mostly in the non-postal executive branch – having personnel records in the Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM) and Central Personnel Data File (CPDF) at the Office of Personnel Management (OPM). The EHRI-SDM and CPDF contains personnel data for most agencies in the executive branch as well as a few agencies in the legislative and judiciary branches. (Refer to [Appendix I](#) for further information on the EHRI-SDM and CPDF coverage.)

Nearly all federal civilian employees retired under the law of the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS). The Civil Service Retirement System which became effective on August 1, 1920, was replaced by the Federal Employees Retirement System for federal employees who entered service on or after January 1, 1987. To retire under CSRS or FERS, employees need to satisfy the minimum years of service requirement. (Visit OPM website for age and length of service requirements for [CSRS](#)¹ and [FERS](#)²). There are many ways to retire, collectively referred to as Total Retirement: voluntary, disability, mandatory, early-out or in-lieu-of-involuntary-action. (See [Appendix II](#) for further information on retirement type eligibility.)

The aims of this report are: (1) to provide answer to frequently asked questions and (2) to highlight retirement patterns and examine the trends over the last 10 fiscal years.

This report is presented in a variety of ways to be informative and useful. It consists of four major parts: (1) [Frequently Asked Questions and Answers](#), (2) [Highlights and Trends](#), (3) Tables and Figures, and (4) [Definitions and Data Sources](#).

Note: Fiscal year (FY) is the period from October 1 of a given year through September 30 of the subsequent year.

Data

The analysis was conducted using the Dynamics data from the EHRI-SDM and CPDF. The dynamics file reflects personnel actions (e.g., appointments, promotions and separations) occurring over a given time period. The extracted data contains employee retirement records for the time period: October 1, 2003 through September 30, 2013. The data includes, in general, federal civilian employees of the executive branch representing about 99.9 percent of the total workforce records maintained by OPM.

Statistical Analysis

Descriptive statistics such as retirement count, average age and average length of service were assessed using the aforementioned data. Retirement number/count is the cumulative frequency of personnel actions (i.e., retirements) during a time period. The average age was estimated using the mean values of age: the number of years between date of birth and the personnel action effective date. Similarly, the average length of service was estimated using the mean of length of service: the number of years (in federal service) between Service Computation Date (generally the date when one was hired) and the retirement effective date.

In this report, Total Retirement denotes voluntary, disability, mandatory, early out and in-lieu of involuntary retirements. Furthermore, the current retirement figures include all federal civilian employees (as described in the data coverage) regardless of their work schedule (e.g., full-time) and type of appointment (e.g., permanent) and may include late actions submitted by agencies in subsequent data files; therefore these figures may differ from other OPM reports due to differences in coverage and reporting periods.

The analysis includes the following characteristics, as of the retirement effective date:

- Age
- Agency
- Gender
- Length of service
- Occupational category
- Pay plan
- Race/National Origin
- Retirement system
- Retirement type
- Supervisory status
- Veteran status

(See [appendix III](#) for information on **Race/ National Origin, Occupational category, and Veteran status.**)

The results of the descriptive analysis are presented in the appended [Tables](#) and [Figures](#).

Note: The detail statistics displayed on the tables exclude unspecified or missing values; therefore, the detail values may not add to the overall total.

Frequently Asked Questions and Answers

This section provides answers to frequently asked questions related to federal civilian retirement statistics. These questions are described as follows (values can be found in the listed tables):

- Questions 1-6 compare the fiscal year 2013 figures with the overall (fiscal years 2004 - 2013) figures (Tables 1-2, 4-5).
- Questions 7-8 compare the overall Federal Employees Retirement System figures with those for Civil Service Retirement System figures (Table 1).
- Questions 9-10 compare the overall average length of service for men with that for women (Table 1).
- Question 11 lists the overall top-3 agencies in the Cabinet-level (Table 7).
- Question 12 lists the overall top-3 occupational series in Administrative (Table 7).
- Question 13 lists the most popular month in fiscal year 2013 (Table 8).
- Question 14 lists the overall top-3 popular months and least popular month (Table 8).
- Question 15 lists the top fiscal year (Table 2).
- Question 16 lists the bottom fiscal year (Table 2).

Q1 How many employees retired from the federal civil service in fiscal year 2013?

Answer: 65,176 **Average age:** 61.3 **Average length of Service:** 27.5

Note: 65,176 include voluntary, disability, mandatory, early out retirement types and in-lieu of involuntary actions.

Q2 How do the retirement numbers in Q1 compare to the average figures for the last 10 fiscal years (2004 - 2013)?

Answer: 59,679 **Average age:** 59.9 **Average length of Service:** 28.0

Q3 How many employees retired voluntarily from the federal civil service in fiscal year 2013?

Answer: 58,261 **Average age:** 62.1 **Average length of Service:** 28.1

Q4 How do the retirement numbers in Q3 compare to the average figures for the last 10 fiscal years?

Answer: 49,443 **Average age:** 61.2 **Average length of Service:** 28.9

Q5 How many employees retired with “disability” in fiscal year 2013?

Answer: 3,221 **Average age:** 51.9 **Average length of Service:** 15.6

Q6 How do the retirement numbers in Q5 compare to the average figures for the last 10 fiscal years?

Answer: 4,531 Average age: 51.5 Average length of Service: 17.6

Q7 How many employees in the Federal Employees Retirement System (FERS) retired in the last 10 fiscal years?

Answer: 248,099 Average age: 60.4 Average length of Service: 20.3

Q8 How do the retirement numbers in Q7 compare to the figures for Civil Service Retirement System (CSRS)?

Answer: 345,694 Average age: 59.6 Average length of Service: 33.4

Q9 In the last 10 fiscal years, on average how long do men stay in service before retiring?

Answer: **28.1**

Q10 How does this figure in Q9 compare to the average length of service for women?

Answer: **27.8**

Q11 What were the top-3 cabinet level agencies with the most retirements for the last 10 fiscal years?

Answer:

- **Department of the Army** (85,900 retirees)
- **Department of Veteran Affairs** (79,478 retirees)
- **Department of the Navy** (61,507 retirees)

Q12 What were the top-3 occupational series in Administrative with the most retirements for the last 10 fiscal years?

Answer:

- **Miscellaneous Administrative and Program** (27,955 retirees)
- **Information Technology Management** (23,900 retirees)
- **Management and Program Analysis** (22,260 retirees)

Q13 In fiscal year 2013, what was the most popular month to retire?

Answer: **December** (11,497 retirees)

- What were the other two popular months?

Answer:

- **January** (9,842 retirees)
- **June** (6,559 retirees)
- What month has the lowest retirement number?

Answer: February (2,918 retirees)

Q14 In fiscal years 2004 - 2013, what was the most popular month to retire?

Answer: January (99,865 retirees)

- What were the next two popular months?

Answer:

- **December** (78,026 retirees)
- **September** (58,338 retirees)

- What month had the lowest retirement number?

Answer: November (25,407 retirees)

Q15 What fiscal year (2004 - 2013) had the highest retirement number?

Answer: Fiscal year 2012 (69,316 retirees)

Q16 What fiscal year (2004 - 2013) had the lowest retirement number?

Answer: Fiscal year 2009 (46,100 retirees)

Highlights and Trends

This section provides in-depth analysis of the federal retirement by characteristics, from fiscal years 2004 through 2013.

Table 1 presents the number, average age and length of service of federal civilian employees of the executive branch who retired over the last ten fiscal years. Overall, 596,788 (averaged out to 59,679 retirees per fiscal year) employees retired from fiscal years 2004 through 2013. Their average age was 60 years and average length of service was 28 years. Among all agency categories, the cabinet-level accounted for 90 percent of the total number of retirees. Among all retirement types, the average age (51.5 years) and average length of service (17.6 years) for “disability” were substantially lower relative to the overall averages.

Table 2 presents the number of federal civilian employees of the executive branch who retired during each fiscal year. In fiscal year 2013 – the retirement number was 65,176 – that is down from 69,316 in fiscal year 2012; but, up from 55,906 in fiscal year 2004. The number of retirees for fiscal years 2004 (55,906) and 2009 (46,100) were both below the last 10 fiscal years’ average retirement count (59,679) – with 2009 having the lowest number.

The following categories show moderate to substantial change (percent difference of 50 or higher) in retirement count from fiscal years 2004 to 2013:

- Retirement System – FERS retirement rose by 122.7 percent, from 55,906 in fiscal year 2004.
- Retirement Type – mandatory retirement went up by 90.3 percent, from 507 in fiscal year 2004 and early-out retirement declined by 67.3 percent, from 6,619 in fiscal year 2004.

Table 3 presents the proportions of the above population – by fiscal year and characteristic. 2013 accounted for 11 percent of the overall number of retirees in the last 10 fiscal years.

The following categories show moderate to substantial increase (absolute difference of 6 percentage points or higher) in retirement, from fiscal year 2004 to 2013:

- Retirement System – in fiscal year 2013, FERS represented 55 percent of all retirees, up from 28.8 percent in fiscal year 2004; whereas in fiscal year 2013, CSRS represented 45 percent retirees, down from 70 percent in fiscal year 2004.
- Retirement Type – the percentage for voluntary retirement increased from 76 in fiscal year 2004 to 89 in fiscal year 2013; whereas the percentage for early-out retirement decreased from 12 percent in fiscal year 2004 to 3 percent in fiscal year 2013;
- Veteran Status – in fiscal year 2013, veterans represented 33 percent of all retirees, down from about 40 percent in fiscal year 2004; whereas in fiscal year 2013, non-veterans represented 66.5 percent, up from 57.5 percent in fiscal year 2004.

Table 4 presents the average retirement age of executive branch federal civilian employees by fiscal year. The average retirement age went up 2.6 years – from 58.7 years in fiscal year 2004 to 61.3 years in fiscal year 2013.

The following categories show moderate change (difference of 3 years or higher) in retirement age, from fiscal years 2004 to 2013:

- Occupational Category – the average retirement age for blue-collar was 61.3 in fiscal year 2013, up from 57.8 in fiscal year 2004.
- Veteran Status – the average retirement age for veterans was 62.4 in fiscal year 2013, up from 59.1 in fiscal year 2004.

Table 5 presents the average length of service (LOS) of executive branch federal civilian employees at retirement, by fiscal year. The retirement age increased minimally from 28 years in fiscal year 2004 to 27.5 years in fiscal year 2013.

The following category shows moderate change (difference of 2 years or higher) in average LOS, from fiscal years 2004 to 2013: Retirement System – the average LOS for FERS was 21.1 in fiscal year 2013, up from 18.8 in fiscal year 2004; and that for CSRS was 35.3 years in fiscal year 2013, up from 31.8 years in fiscal year 2004.

Table 6 presents the proportion of executive branch federal civilian retirees – by age and length of service, separately. During the last 10 fiscal years, 96 percent of employees who retired were 50 or older. Half of the retirees had worked 30 years or more. In fiscal year 2013, employees in the age group 50 to 59 represented 33.5 percent of all retirements, down from 39 percent in fiscal year 2012 and 54 percent in fiscal year 2004; whereas those in the age group 60 or above represented 64 percent in fiscal year 2013, up from 58 percent in fiscal year 2012 and 41 percent in fiscal year 2004.

Table 7 presents the top 3 retirement agencies and occupations within agency category and occupational category, respectively.

In the agency category, the following agencies accounted for most retirements:

- Cabinet-Level Agencies - Department of the Army (85,900 retirees)
- Large Independent Agencies - Social Security Administration (26,869 retirees)
- Medium Independent Agencies - Railroad Retirement Board (459 retirees)
- Small Independent Agencies - Occupational Safety & Health Review Commission (36 retirees)

In the occupational category, the following occupations accounted for most retirement:

- Administrative - Miscellaneous Administration and Program (27,955 retirees)
- Professional - Nurse (15,682 retirees)
- Technical - Miscellaneous Clerk and Assistant (12,927 retirees)
- Blue Collar - Custodial Working (4,656 retirees)

Table 8 shows the number of executive branch federal civilian employees who retired during each month from fiscal years 2004 through 2013. In the last 10 fiscal years, January accounted for most retirement, except in fiscal years 2011, 2012, and 2013. December surpassed January and all other months in fiscal year 2011, 2012, and 2013. Retirement for January went down from 11,238 in fiscal year 2004 to 39,842 in fiscal year 2013; whereas, the counts for December went up from 3,319 in fiscal year 2004 to 11,497 in fiscal year 2013.

Figure 1 depicts separately the trends in total retirement (1st graph from top), average retirement age (2nd graph) and average length of service at retirement (3rd graph).

- The first graph shows an increase in retirement from 55,906 in fiscal year 2004 to 61,860 in fiscal year 2005, before declining to 60,253 in fiscal year 2006. Retirement rose slightly to 62,366 in fiscal year 2007, then decreased in fiscal year 2008 and dipped to its lowest point at 46,100 in fiscal year 2009. In fiscal year 2010, retirement increased again and reached its highest point at 69,316 in fiscal year 2012 and thereafter dropped to 65,176 in fiscal year 2013.
- The second graph shows a steady increase in average retirement age from 58.7 in fiscal year 2004 to 61.3 in fiscal year 2013.

- The third graph shows the average length of service at retirement decreased slightly from 28 in fiscal year 2004 to 27.9 in fiscal year 2005. It rose and stayed at 28.3 from fiscal year 2006 to 2007. It then declined from 28.2 in fiscal year 2008 to 27.7 in fiscal year 2010. The average length of service climbed back to 28 in fiscal year 2011 and dropped again to its fiscal year 2005 level in fiscal year 2012 and to 27.5 in fiscal year 2013.

Figure 2 compares the percentages of total retirement by category. This figure shows retirement during fiscal years 2004 - 2013 was greater in the following levels (or subcategories):

- Agency Category – cabinet-level
- Occupational Category – administrative
- Race/RNO – White
- Retirement system – CSRS
- Veteran Status – non-veteran
- Gender – men
- Pay plan – GS/GM/GL
- Retirement Category – voluntary
- Supervisory Status – non supervisor/manager

Figure 3 compares the percentages of total retirement by age and length of service categories. This figure reveals that retirement during fiscal years 2004 - 2013 was mostly concentrated in the following age groups: 50-59 and 60 or above:

- Age 50-59 – 30 percent of employees in this age group had 30 or more years of service.
- Age 60+ – 20 percent of employees in this age group had 30 or more years of service.

Figure 4 contrasts the monthly total retirement during each fiscal year. Retirement peaked during January from fiscal year 2004 to 2010. January dropped to the fourth place, seventh place and second place in fiscal years 2011, 2012, and 2013, respectively. December surpassed all others months from fiscal years 2011 through 2013 – with an all-time high of 19,765 retirees in fiscal year 2012.

Conclusion

All fiscal years: The analysis reveals in the last ten fiscal years (2004 - 2013), 596,788 federal civilian employees of the executive branch retired from service – which is about 59,679 retirees per fiscal year. They mostly retired voluntarily and were more likely to retire in January and December than any other months. They were mainly men, whites, non-veterans, non-supervisors and were largely in the cabinet-level agencies, in general schedule and equivalent pay-plans, in Civil Service Retirement System and in administrative occupations.

Over the same time period, the overall average retirement age was 59.9 years and average length of service at retirement was 28 years. About half of retirees were 60 years of age or older and half of them had worked 30 years or more. On average, employees who retired with disability tended to be younger (51.5 years old) and had lower years of service (17.6 years) compared with those in other retirement types.

Across fiscal years: From fiscal years 2004 to 2013, retirement increased by 16.6 percent, from 55,906 to 65,176. The lowest retirement number was recorded in fiscal year 2009 (46,100 retirees); and the highest number was in fiscal year 2012 (69,316 retirees). Over the last 10 fiscal years, the retirement numbers for employees who retired mandatory went up by 90 percent; while early-out retirement decreased by 67 percent.

From fiscal years 2004 to 2013, the average age trended up (2.6 years increase by end of fiscal year 2013); whereas, the average length of service fluctuated over the same time period but has not substantially changed (0.5 year decrease by end of fiscal year 2013). On average, employees who retired in fiscal year 2013 were slightly older (average age 61.3) than those who retired in fiscal year 2004 (average age 58.7) – 64 percent were 60 years of age or older in fiscal year 2013 compared with 41 percent in fiscal year 2004.

Tables

Table 1. Fiscal Years 2004 - 2013 Retirement Statistics for Federal Civilian Employees

	Number of Ret. (% of Total)	Avg. Age (years)	Avg. LOS (years)
Executive Branch			
Total	596,788 (100.0%)	59.9	28.0
Agency Category			
Cabinet-Level Agencies	536,566 (89.9%)	59.9	27.6
Large Indep. Agencies	56,442 (9.5%)	60.2	31.0
Medium Indep. Agencies	3,417 (0.6%)	61.1	29.2
Small Indep. Agencies	363 (0.1%)	62.1	27.2
Pay plan			
GS/GM/GL	410,995 (68.9%)	59.9	28.3
Senior Executive Service	5,522 (0.9%)	59.9	31.7
Other	180,271 (30.2%)	59.9	27.0
Retirement System			
FERS	248,099 (41.6%)	60.4	20.3
CSRS	345,694 (57.9%)	59.6	33.4
Other	2,846 (0.5%)	58.1	27.8
Retirement Type			
Mandatory	6,722 (1.1%)	57.9	28.0
Disability	45,308 (7.6%)	51.5	17.6
Voluntary	494,428 (82.8%)	61.2	28.9
Early Out	39,955 (6.7%)	54.5	27.7
Other	10,375 (1.7%)	58.1	27.8
Gender			
Men	350,082 (58.7%)	60.0	28.1
Women	246,705 (41.3%)	59.8	27.8
Race/National Origin			
Black/African American	85,558 (14.3%)	59.4	29.0
White	444,079 (74.4%)	59.9	27.9
Hispanic/Latino	33,185 (5.6%)	59.4	27.5
Other	33,589 (5.6%)	61.6	26.5
Veteran Status			
Veteran	214,962 (36.0%)	60.7	27.3
Exempt	13,228 (2.2%)	53.5	24.4
Non-Veteran	368,597 (61.8%)	59.7	28.4
Supervisory Status			
Supervisor/Manager	107,479 (18.0%)	59.2	30.5
Non Supervisor/Manager	489,156 (82.0%)	60.1	27.4
Occupational Category			
Administrative	246,338 (41.3%)	59.2	29.8
Professional	123,013 (20.6%)	61.4	28.5
Technical	106,120 (17.8%)	60.4	25.9
Blue Collar	74,789 (12.5%)	59.2	26.8
Other	46,371 (7.8%)	59.8	23.6

Unspecified values are omitted -- detail may not add to total.

Table 2. Number of Retirees during each Fiscal Year

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	% Change FY04-13
Executive Branch											
Total	55,906	61,860	60,253	62,366	58,913	46,100	52,660	64,238	69,316	65,176	16.6
Agency Category											
Cabinet-Level Agencies	49,339	54,746	53,824	56,090	53,187	41,788	47,631	58,512	62,354	59,095	19.8
Large Indep. Agencies	6,157	6,645	6,012	5,943	5,360	4,041	4,738	5,349	6,545	5,652	(8.2)
Medium Indep. Agencies	367	427	376	298	330	240	267	338	379	395	7.6
Small Indep. Agencies	43	42	41	35	36	31	24	39	38	34	(20.9)
Pay plan											
GS/GM/GL	40,271	44,581	42,558	42,247	37,235	28,538	33,792	46,106	49,970	45,697	13.5
Senior Executive Service	522	533	542	591	538	483	509	590	608	606	16.1
Other	15,113	16,746	17,153	19,528	21,140	17,079	18,359	17,542	18,738	18,873	24.9
Retirement System											
FERS	16,111	19,284	20,040	22,802	23,568	20,302	24,666	30,616	34,827	35,883	122.7
CSRS	39,181	41,965	39,788	39,356	35,136	25,596	27,798	33,429	34,305	29,140	(25.6)
Other	601	580	322	208	209	202	196	191	184	153	(74.5)
Retirement Type											
Mandatory	507	557	500	563	516	585	755	834	940	965	90.3
Disability	5,419	5,606	5,035	5,093	4,892	4,456	3,925	3,919	3,742	3,221	(40.6)
Voluntary	42,386	47,155	47,103	51,017	49,053	38,983	45,758	54,900	59,812	58,261	37.5
Early Out	6,619	7,511	5,788	4,687	3,552	1,241	1,456	2,815	4,122	2,164	(67.3)
Other	975	1,031	1,827	1,006	900	835	766	1,770	700	565	(42.1)
Gender											
Men	33,947	37,241	36,472	37,602	35,291	27,401	30,481	36,402	38,490	36,755	8.3
Women	21,958	24,619	23,781	24,764	23,622	18,699	22,179	27,836	30,826	28,421	29.4
Race/National Origin											
Black/African American	8,135	8,970	8,473	8,466	7,789	6,449	7,547	9,460	10,621	9,648	18.6
White	42,041	46,687	45,580	47,118	44,780	34,401	38,947	47,506	50,255	46,764	11.2
Hispanic/Latino	3,164	3,438	3,121	3,216	3,060	2,608	3,008	3,479	4,149	3,942	24.6
Other	2,553	2,757	3,019	3,553	3,267	2,559	3,070	3,756	4,259	4,796	87.9
Veteran Status											
Veteran	22,208	23,828	23,345	23,600	21,496	16,635	18,686	21,173	22,736	21,255	(4.3)
Exempt	1,540	1,770	1,626	1,561	1,703	1,211	1,130	1,155	923	609	(60.5)
Non-Veteran	32,157	36,262	35,282	37,205	35,714	28,254	32,844	41,910	45,657	43,312	34.7
Supervisory Status											
Supervisor/Manager	9,983	10,532	10,750	11,276	10,707	8,393	9,422	11,541	12,624	12,251	22.7
Non Supervisor/Manager	45,890	51,260	49,480	51,069	48,201	37,706	43,237	52,697	56,692	52,924	15.3
Occupational Category											
Administrative	22,288	24,711	25,004	25,805	24,053	18,915	21,673	27,304	29,457	27,128	21.7
Professional	10,615	12,434	12,568	12,598	12,308	9,285	10,906	13,583	14,321	14,395	35.6
Technical	10,118	11,514	10,475	10,925	10,483	8,247	9,539	11,188	12,237	11,394	12.6
Blue Collar	7,976	8,232	7,558	8,210	7,600	5,959	6,489	7,379	8,097	7,289	(8.6)
Other	4,887	4,934	4,639	4,816	4,454	3,679	4,033	4,772	5,194	4,963	1.6

Unspecified values are omitted -- detail may not add to total.

Table 3. Percent of Total Retirement for Each Fiscal Year

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Change FY04-13
Executive Branch											
Total	9.4	10.4	10.1	10.5	9.9	7.7	8.8	10.8	11.6	10.9	1.6
Agency Category											
Cabinet-Level Agencies	88.3	88.5	89.3	89.9	90.3	90.6	90.5	91.1	90.0	90.7	2.4
Large Indep. Agencies	11.0	10.7	10.0	9.5	9.1	8.8	9.0	8.3	9.4	8.7	(2.3)
Medium Indep. Agencies	0.7	0.7	0.6	0.5	0.6	0.5	0.5	0.5	0.5	0.6	(0.1)
Small Indep. Agencies	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	(0.0)
Pay plan											
GS/GM/GL	72.0	72.1	70.6	67.7	63.2	61.9	64.2	71.8	72.1	70.1	(1.9)
Senior Executive Service	0.9	0.9	0.9	0.9	0.9	1.0	1.0	0.9	0.9	0.9	(0.0)
Other	27.0	27.1	28.5	31.3	35.9	37.0	34.9	27.3	27.0	29.0	1.9
Retirement System											
FERS	28.8	31.2	33.3	36.6	40.0	44.0	46.8	47.7	50.2	55.1	26.2
CSRS	70.1	67.8	66.0	63.1	59.6	55.5	52.8	52.0	49.5	44.7	(25.4)
Other	1.1	0.9	0.5	0.3	0.4	0.4	0.4	0.3	0.3	0.2	(0.8)
Retirement Type											
Mandatory	0.9	0.9	0.8	0.9	0.9	1.3	1.4	1.3	1.4	1.5	0.6
Disability	9.7	9.1	8.4	8.2	8.3	9.7	7.5	6.1	5.4	4.9	(4.8)
Voluntary	75.8	76.2	78.2	81.8	83.3	84.6	86.9	85.5	86.3	89.4	13.6
Early Out	11.8	12.1	9.6	7.5	6.0	2.7	2.8	4.4	5.9	3.3	(8.5)
Other	1.7	1.7	3.0	1.6	1.5	1.8	1.5	2.8	1.0	0.9	(0.9)
Gender											
Men	60.7	60.2	60.5	60.3	59.9	59.4	57.9	56.7	55.5	56.4	(4.3)
Women	39.3	39.8	39.5	39.7	40.1	40.6	42.1	43.3	44.5	43.6	4.3
Race/National Origin											
Black/African American	14.6	14.5	14.1	13.6	13.2	14.0	14.3	14.7	15.3	14.8	0.3
White	75.2	75.5	75.6	75.6	76.0	74.6	74.0	74.0	72.5	71.8	(3.4)
Hispanic/Latino	5.7	5.6	5.2	5.2	5.2	5.7	5.7	5.4	6.0	6.0	0.4
Other	4.6	4.5	5.0	5.7	5.5	5.6	5.8	5.8	6.1	7.4	2.8
Veteran Status											
Veteran	39.7	38.5	38.7	37.8	36.5	36.1	35.5	33.0	32.8	32.6	(7.1)
Exempt	2.8	2.9	2.7	2.5	2.9	2.6	2.1	1.8	1.3	0.9	(1.8)
Non-Veteran	57.5	58.6	58.6	59.7	60.6	61.3	62.4	65.2	65.9	66.5	8.9
Supervisory Status											
Supervisor/Manager	17.9	17.0	17.8	18.1	18.2	18.2	17.9	18.0	18.2	18.8	0.9
Non Supervisor/Manager	82.1	82.9	82.1	81.9	81.8	81.8	82.1	82.0	81.8	81.2	(0.9)
Occupational Category											
Administrative	39.9	39.9	41.5	41.4	40.8	41.0	41.2	42.5	42.5	41.6	1.8
Professional	19.0	20.1	20.9	20.2	20.9	20.1	20.7	21.1	20.7	22.1	3.1
Technical	18.1	18.6	17.4	17.5	17.8	17.9	18.1	17.4	17.7	17.5	(0.6)
Blue Collar	14.3	13.3	12.5	13.2	12.9	12.9	12.3	11.5	11.7	11.2	(3.1)
Other	8.7	8.0	7.7	7.7	7.6	8.0	7.7	7.4	7.5	7.6	(1.1)

Unspecified values are omitted -- detail may not add to total.

Table 4. Average Retirement Age (years) for Each Fiscal Year

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Change FY04-13
Executive Branch											
Total	58.7	58.9	59.3	59.5	59.6	59.8	60.3	60.6	60.8	61.3	2.6
Agency Category											
Cabinet-Level Agencies	58.7	58.9	59.3	59.4	59.5	59.8	60.3	60.6	60.8	61.2	2.5
Large Indep. Agencies	58.8	59.2	59.3	59.8	60.0	60.4	60.4	61.2	61.4	61.6	2.8
Medium Indep. Agencies	59.9	59.3	59.8	60.8	60.8	62.0	62.1	62.6	62.1	62.4	2.6
Small Indep. Agencies	62.3	60.4	60.0	61.0	59.8	61.4	65.2	63.7	64.7	63.5	1.2
Pay plan											
GS/GM/GL	58.8	59.0	59.4	59.5	59.6	59.8	60.3	60.6	60.7	61.1	2.4
Senior Executive Service	58.5	59.1	59.5	59.5	59.8	60.0	60.1	60.5	60.4	60.9	2.4
Other	58.6	58.6	58.9	59.3	59.6	59.8	60.5	60.8	61.2	61.6	3.0
Retirement System											
FERS	59.2	59.4	59.7	60.0	59.9	60.0	60.6	60.8	61.1	61.4	2.2
CSRS	58.5	58.7	59.0	59.2	59.4	59.7	60.1	60.4	60.6	61.1	2.5
Other	56.1	57.0	57.2	57.3	59.2	59.7	59.8	60.5	60.7	60.9	4.8
Retirement Type											
Mandatory	58.1	58.4	58.2	58.0	57.9	58.0	58.0	57.7	57.7	57.4	(0.7)
Disability	51.3	51.3	51.5	51.7	51.6	51.6	51.4	51.7	51.8	51.9	0.6
Voluntary	60.4	60.6	60.8	60.8	60.8	61.0	61.4	61.6	61.9	62.1	1.7
Early Out	54.3	54.3	54.4	54.4	54.3	54.5	54.5	54.7	54.9	54.8	0.5
Other	56.9	57.4	57.4	57.7	57.3	58.5	58.0	60.0	58.7	58.3	1.3
Gender											
Men	58.8	59.0	59.4	59.5	59.6	59.9	60.4	60.8	61.1	61.4	2.7
Women	58.6	58.8	59.1	59.4	59.5	59.7	60.2	60.4	60.5	61.0	2.4
Race/National Origin											
Black/African American	58.1	58.1	58.6	59.0	59.2	59.3	59.8	60.2	60.3	60.8	2.8
White	58.8	59.0	59.3	59.5	59.6	59.9	60.4	60.6	60.9	61.3	2.5
Hispanic/Latino	58.5	58.6	58.8	58.7	59.0	59.2	59.6	60.1	60.0	60.5	2.0
Other	60.1	60.7	60.9	60.9	61.3	61.4	61.9	62.4	62.3	62.7	2.6
Veteran Status											
Veteran	59.1	59.5	59.8	60.1	60.5	60.8	61.3	61.8	62.0	62.4	3.3
Exempt	53.7	52.7	53.6	53.4	52.9	52.9	52.9	53.5	55.4	56.2	2.5
Non-Veteran	58.7	58.9	59.2	59.3	59.4	59.6	60.1	60.2	60.4	60.8	2.1
Supervisory Status											
Supervisor/Manager	58.1	58.3	58.7	58.7	59.0	59.2	59.5	59.8	59.9	60.3	2.2
Non Supervisor/Manager	58.8	59.1	59.4	59.6	59.7	60.0	60.5	60.8	61.0	61.5	2.6
Occupational Category											
Administrative	58.1	58.4	58.7	58.8	58.9	59.2	59.6	59.9	60.0	60.4	2.2
Professional	60.2	60.4	60.7	60.9	61.1	61.4	61.8	61.9	62.2	62.6	2.4
Technical	59.0	59.2	59.7	60.0	60.1	60.2	60.8	61.1	61.4	61.9	2.9
Blue Collar	57.8	57.8	58.2	58.7	58.6	58.9	59.7	60.1	60.6	61.3	3.5
Other	58.9	58.8	59.3	59.6	59.8	59.7	60.0	60.7	60.6	60.6	1.7

Unspecified values are omitted -- detail may not add to total.

Table 5. Average Length of Service (years) at Retirement

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Change FY04-13
Executive Branch											
Total	28.0	27.9	28.3	28.3	28.2	27.8	27.7	28.0	27.9	27.5	-0.5
Agency Category											
Cabinet-Level Agencies	27.7	27.6	28.0	28.0	27.9	27.5	27.4	27.7	27.5	27.1	-0.6
Large Indep. Agencies	30.5	30.3	30.5	30.9	31.2	31.2	30.8	31.4	31.6	31.3	0.8
Medium Indep. Agencies	28.8	29.0	29.5	28.7	28.9	28.1	29.2	30.6	30.2	28.6	-0.2
Small Indep. Agencies	29.3	26.8	27.1	28.1	26.6	28.0	27.1	25.3	28.3	25.2	-4.1
Pay plan											
GS/GM/GL	28.1	28.2	28.4	28.5	28.5	28.1	28.2	28.5	28.4	28.0	-0.1
Senior Executive Service	32.4	32.1	32.4	31.7	32.0	29.5	31.8	31.8	31.7	31.2	-1.2
Other	27.5	27.0	27.7	27.8	27.5	27.3	26.8	26.5	26.3	26.0	-1.6
Retirement System											
FERS	18.8	19.0	19.6	20.1	20.3	20.2	20.6	20.9	21.1	21.1	2.3
CSRS	31.8	32.0	32.6	33.1	33.5	33.9	34.1	34.6	34.8	35.3	3.5
Other	27.3	26.9	27.2	27.2	28.4	28.2	29.9	29.9	28.5	27.9	0.6
Retirement Type											
Mandatory	29.1	28.5	28.6	28.9	28.6	27.4	27.3	27.9	27.3	27.6	-1.5
Disability	18.6	18.3	18.3	18.3	18.3	17.6	16.7	16.1	15.9	15.6	-3.0
Voluntary	29.3	29.1	29.4	29.3	29.2	29.0	28.7	28.8	28.7	28.1	-1.1
Early Out	27.6	27.5	27.5	28.0	28.1	28.0	28.1	27.6	27.9	27.6	-0.1
Other	27.6	27.2	29.5	28.2	28.4	26.3	26.8	29.0	25.3	26.1	-1.5
Gender											
Men	28.6	28.4	28.8	28.7	28.4	28.0	27.6	27.7	27.4	27.0	-1.5
Women	27.1	27.2	27.4	27.7	27.8	27.6	27.9	28.4	28.4	28.0	0.9
Race/National Origin											
Black/African American	28.8	28.4	29.0	29.0	29.1	28.6	29.0	29.4	29.5	29.0	0.2
White	28.0	28.0	28.3	28.3	28.2	27.8	27.6	27.9	27.7	27.2	-0.9
Hispanic/Latino	27.6	27.5	27.5	27.6	27.6	27.2	27.3	27.7	27.6	27.4	-0.2
Other	25.5	25.4	26.3	27.1	26.4	26.5	26.3	26.5	26.6	27.3	1.8
Veteran Status											
Veteran	28.0	27.8	28.4	28.4	28.2	27.6	26.9	26.6	25.9	25.3	-2.7
Exempt	26.0	24.7	25.0	24.9	24.8	23.3	21.8	22.8	24.6	25.1	-0.9
Non-Veteran	28.1	28.1	28.3	28.4	28.3	28.2	28.4	28.8	28.9	28.6	0.5
Supervisory Status											
Supervisor/Manager	30.9	30.7	30.9	30.9	30.7	30.3	30.1	30.4	30.1	29.9	-1.0
Non Supervisor/Manager	27.4	27.3	27.7	27.7	27.6	27.3	27.2	27.5	27.4	26.9	-0.5
Occupational Category											
Administrative	29.8	29.7	30.0	30.0	29.9	29.7	29.7	29.9	29.7	29.4	-0.5
Professional	28.9	28.7	28.8	28.9	28.8	28.7	28.1	28.5	28.1	27.6	-1.3
Technical	26.1	26.0	26.2	26.2	26.3	25.6	25.6	25.7	25.7	25.3	-0.8
Blue Collar	26.7	26.2	27.0	27.6	27.3	26.6	26.2	26.4	26.7	26.7	-0.0
Other	23.6	24.1	24.1	23.5	23.2	23.0	23.5	23.9	23.6	22.9	-0.7

Unspecified values are omitted -- detail may not add to total.

Table 6. Percent of Total Retirement, by Age and Length of Service

	All FYs	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Age (years)											
<50	3.7	5.0	4.6	4.0	3.9	3.9	4.1	3.4	2.8	2.6	2.1
50-59	45.6	53.6	52.6	51.4	48.0	46.1	42.9	40.2	40.0	39.4	33.5
60+	50.7	41.4	42.8	44.6	48.0	50.0	53.0	56.4	57.2	58.0	64.3
Length of Service (years)											
<20	16.9	17.0	17.0	15.7	15.5	15.8	17.7	17.5	17.3	18.1	19.6
20-29	32.9	32.6	33.8	33.1	33.1	32.8	31.9	33.2	32.2	32.2	35.5
30+	50.2	50.4	49.3	51.2	51.4	51.5	50.4	49.3	50.5	49.7	44.9

Unspecified values are omitted -- detail may not add to total.

Table 7. Fiscal Years 2004 - 2013 Top 3 Retirement Agencies and Occupational Series

	Rank		Retirement Counts
Agency Category	-	Agency	
Cabinet-Level Agencies	1	Department of the Army	85,900
	2	Department of Veterans Affairs	79,478
	3	Department of the Navy	61,507
Large Indep. Agencies	1	Social Security Administration	26,869
	2	Nat Aeronautics and Space Administration	5,596
	3	General Services Administration	4,695
Medium Indep. Agencies	1	Railroad Retirement Board	459
	2	Pension Benefit Guaranty Corporation	239
	3	Armed Forces Retirement Home	213
Small Indep. Agencies	1	Occupational Safety & Health Review Cmsn	36
	2	Office of Government Ethics	30
	3	American Battle Monuments Commission	22
		Commission on Civil Rights	22
		Office of National Drug Control Policy	22
Occupational Series		Occupational Series	
Administrative	1	Miscellaneous Administration and Program	27,955
	2	Information Technology Management	23,900
	3	Management and Program Analysis	22,260
Professional	1	Nurse	15,682
	2	Contracting	10,551
	3	General Engineering	6,666
Technical	1	Miscellaneous Clerk and Assistant	12,927
	2	Engineering Technical	8,314
	3	Contact Representative	7,997
Blue Collar	1	Custodial Working	4,656
	2	Maintenance Mechanic	4,552
	3	Materials Handler	3,651
Other	1	Secretary	11,766
	2	Miscellaneous Clerk and Assistant	6,994
	3	Fire Protection and Prevention	3,497

Table 8. Monthly Retirement Number, by Fiscal Year

	All FYs	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
January	99,865	11,238	9,188	12,272	13,480	12,440	10,196	10,687	6,551	3,971	9,842
February	32,254	2,703	3,227	3,477	3,600	4,505	2,656	3,041	3,178	2,949	2,918
March	42,059	3,266	4,042	4,966	5,832	4,618	2,876	3,508	3,863	4,796	4,292
April	45,579	5,750	5,884	4,245	4,109	3,646	3,029	4,221	4,713	5,912	4,070
May	41,158	4,044	4,221	3,697	3,918	4,874	3,500	3,515	3,881	3,910	5,598
June	52,696	4,557	4,882	5,926	5,597	4,255	3,374	3,995	5,574	7,977	6,559
July	47,380	4,868	4,896	3,938	3,837	3,832	4,570	6,223	7,267	3,840	4,109
August	39,358	3,156	3,567	3,242	5,319	4,901	3,258	3,334	3,785	4,734	4,062
September	58,338	7,052	7,795	7,154	6,150	4,330	3,501	4,254	7,511	5,218	5,373
October	34,668	3,447	4,087	4,331	3,101	3,274	3,371	3,017	3,526	3,335	3,179
November	25,407	2,506	2,218	2,403	2,334	3,162	1,917	2,050	2,231	2,909	3,677
December	78,026	3,319	7,853	4,602	5,089	5,076	3,852	4,815	12,158	19,765	11,497

Figures

Figure 1. Trends in Federal Civilian Retirement Statistics

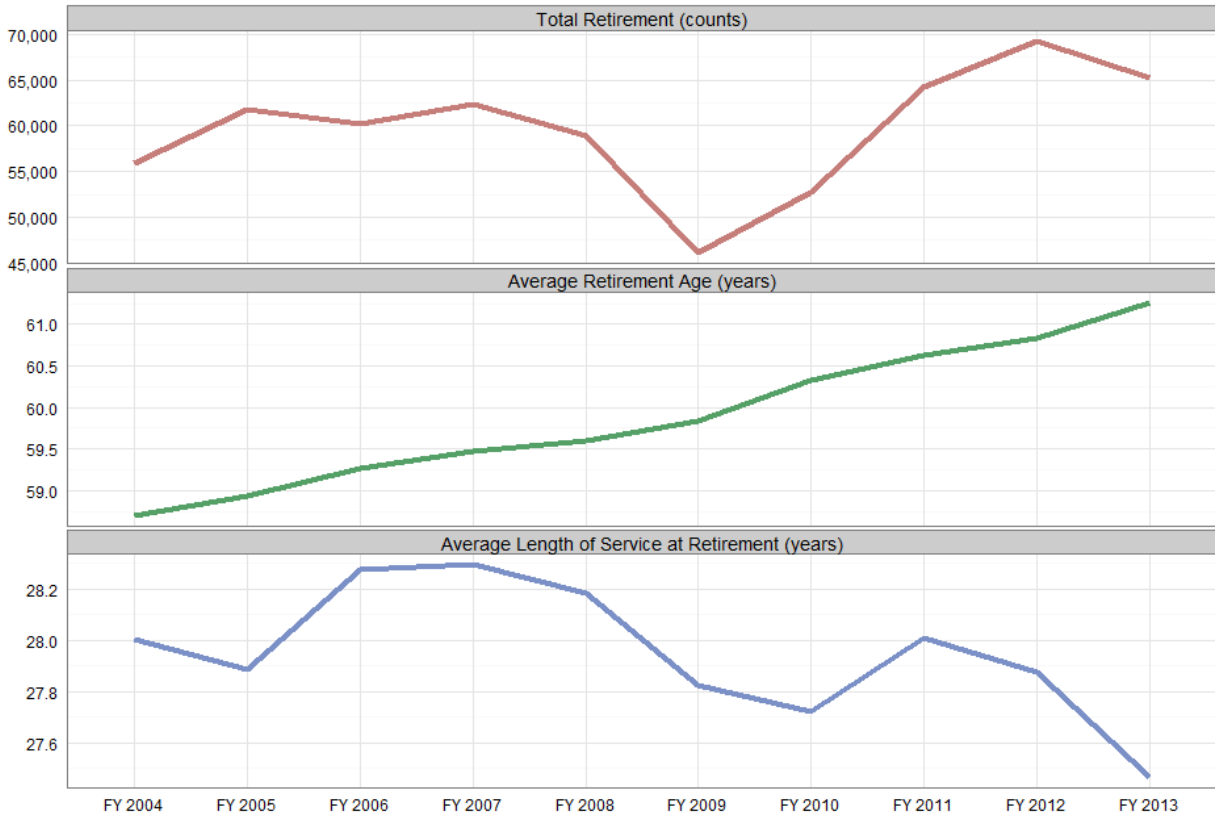


Figure 2. Percent of Fiscal Years 2004 - 2013 Total Retirement



Figure 3. Percent of Fiscal Years 2004 - 2013 Total Retirement by Age and Length of Service (LOS)

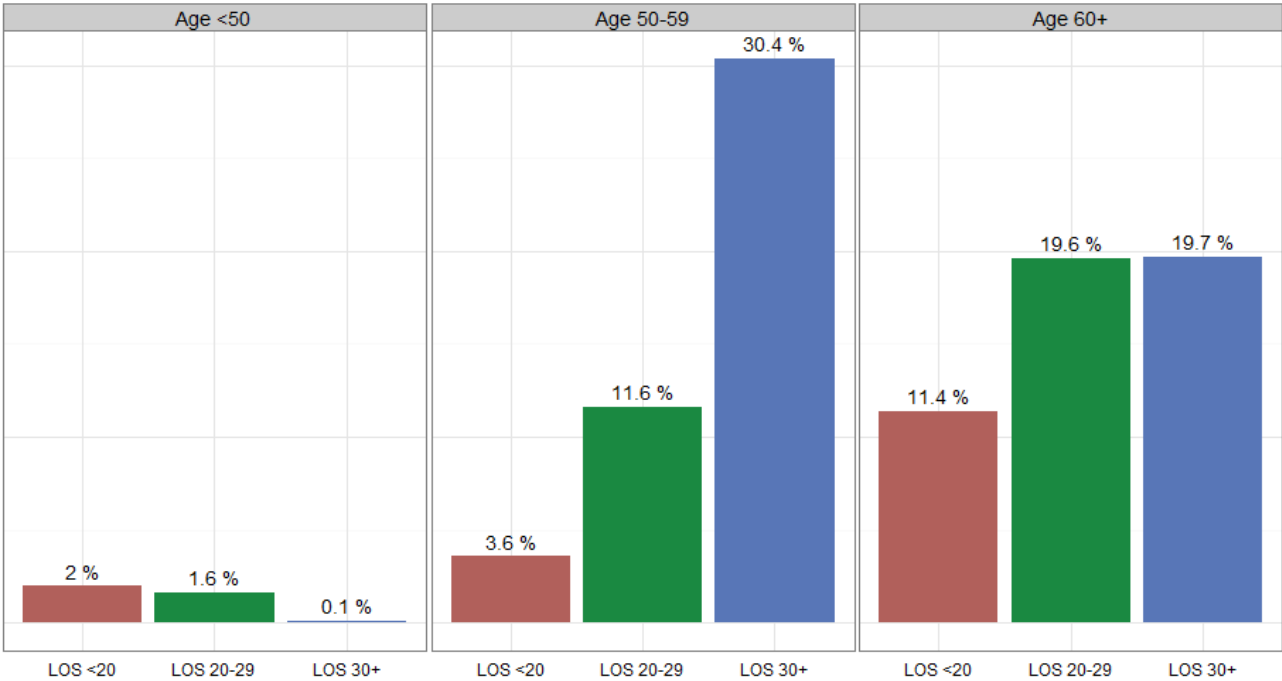
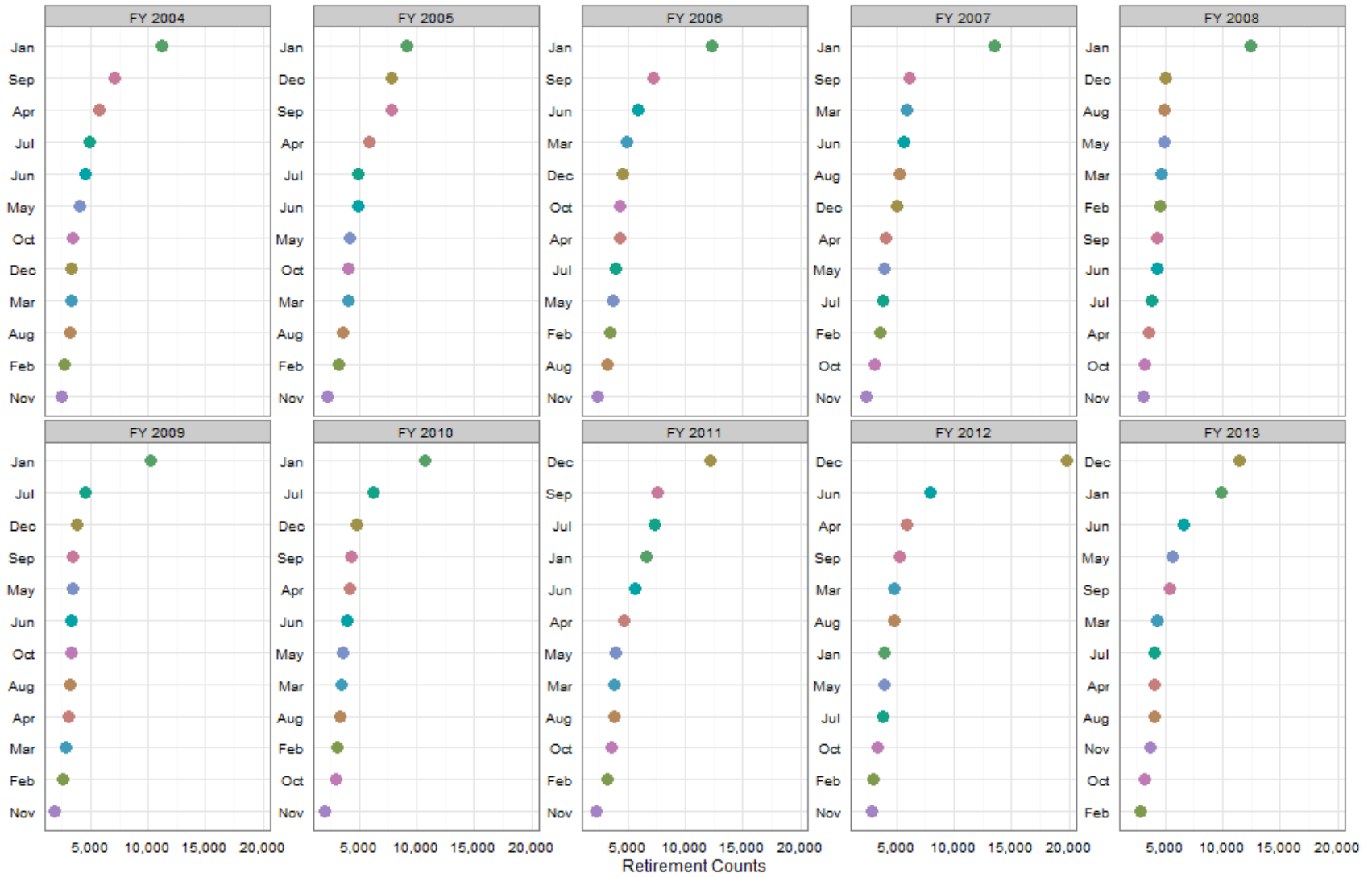


Figure 4. Ranking of Retirement Months by Fiscal Year



Definitions and Data Sources

Valuable information about the aforementioned retirement statistics can be found throughout this section.

Appendix I: EHRI-SDM and CPDF Coverage

The Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM) / Central Personnel Data File (CPDF) is an information system used primarily to support statistical analyses of federal personnel management programs. Both databases are composed of two primary data files: **status file** (documents characteristics of employees – such as gender, data of birth and race/ethnicity – at a specific point in time) and **dynamic file** (documents personnel actions – such as appointments, promotions and separations – over a period of time). FY2005 and later datasets are extracted from EHRI-SDM, and FY2004 and earlier datasets are extracted from CPDF. EHRI-SDM and CPDF cover the following branches:

- **Executive Branch:** includes all agencies **except** the following:
 - Board of Governors of the Federal Reserve
 - Central Intelligence Agency
 - Defense Intelligence Agency
 - Foreign Service Personnel at the State Department(included until March 2006)
 - National Geospatial-Intelligence Agency
 - National Security Agencies
 - Non-appropriated fund employees
 - Office of the Director of National Intelligence
 - Office of the Vice President
 - Postal Regulatory Commission
 - Public Health Service's Commissioned Officer Corps
 - Tennessee Valley Authority
 - United States Postal Service
 - White House Office
- **Legislative Branch:** includes
 - Dwight D. Eisenhower Memorial Commission
 - Financial Crisis Inquiry Commission
 - Government Printing Office
 - Medicare Payment Advisory Commission
 - Ronald Reagan Centennial Commission
 - United States Commission on International Religious Freedom
 - United States - China Economic and Security Review Commission
- **Judicial Branch:** includes
 - United State Tax Court

(This coverage is subject to change overtime.)

- Recent significant change to coverage: includes
 - The Bureau of Consumer Financial Protection, a component of the Federal Reserve, began reporting in March 2011.
 - The Federal Bureau of Investigation did not report data on personnel actions until fiscal year 2007.
 - The State Department stopped providing data on Foreign Service Personnel in March 2006.
 - Prior to September 2013 the U.S. Tax Court although covered – was reflected as a legislative agency.

Appendix II: Retirement Type Eligibility Requirements

This appendix provides age and length of service requirements for retiring under FERS and CSRS.

Voluntary

1. Under both-the Civil Service Retirement System (CSRS) **and** the Federal Employees Retirement System (FERS), Federal personnel can retire if they:
 - (a) Are 55-59 years of age **and**
 - (b) Have 30 or more years of creditable service.

Or

 - (a) Are 60-61 years of age **and**
 - (b) Have 20 or more years of creditable service.

Or

 - (a) Are 62 years of age or older **and**
 - (b) Have 5 or more years of creditable service.

2. Under the Federal Employees Retirement System Law only, Federal personnel can retire if they:
 - (a) Are 55-61 years of age **and**
 - (b) Have 10 or more years of creditable service.

Note: Hazardous duty employees (law enforcers, firefighters) can retire voluntarily at age 50 with 20 years of creditable FERS or CSRS service.

Disability

Employees who have completed 5 years of creditable service under CSRS or FERS and who the Office of Personnel Management finds to have become disabled can retire based on that disability. Note that for this retirement, there is no minimum age requirement.

Mandatory

Under retirement law, air traffic controllers must retire at age 55 unless exempted by the Secretary of Transportation. These exempted employees must ultimately retire at age

62. Additionally, retirement law stipulates that hazardous duty employees must retire at age 55 or must complete 20 years of creditable service if over that age. An agency may exempt these employees from that provision if the public interest so requires until the age of 60 when they must retire.

Early-Out

Employees may retire under the Early-out authority - if the Office of Personnel Management determines that an agency is undergoing - major reduction-in-force (RIF), major reorganization, **or** transfer of function. They can retire under either Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS) if they:

- (a) Are 50-54 years of age and
- (b) Have at least 20 years of creditable service.

Or

- (a) Are 55-59 years of age **and**
- (b) Have between 20 and 29 years of creditable service.

Or

- (a) 49 years of age or less **and**
- (b) Have at least 25 years of creditable service to CSRS or to FERS.

In-Lieu-Of-Involuntary-Action (ILIA)

The in-lieu-of-adverse-action retirements can be granted to employees involuntarily separated. To be eligible, employees must be at least 50 years old and have at least 20 years of service credited under CSRS or FERS.

Appendix III: Key Demographic Definitions

This appendix provides keys definitions for the following demographics:

- Race or National Origin(RNO)
 - **Black/African American:** a person having origins in any of the black racial groups of Africa. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.
 - **White:** a person having origins in any of the original people of Europe, North Africa, or the Middle East. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.
 - **Hispanic/Latino:** a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. Does not include persons of Portuguese culture or origin.
 - **Other:** includes persons who are American Indians or Alaskan natives, Asians or Pacific Islanders.
- Occupational category
 - **Administrative:** involves the exercise of analytical ability judgment, discretion, and personal responsibility, and application of a substantial body of knowledge, principles, concepts, and practices applicable to one or more fields of administration or management.

- **Professional:** requires knowledge in a field of science or learning characteristically acquired through education or training pertinent to the specialized field as distinguished from general education.
- **Technical:** involves work that is non-routine in nature and is typically associated with, and in support of, a professional or administrative field.
- **Blue-Collar:** comprises the trades, crafts, and manual labor (unskilled, semiskilled, and skilled), including foreman and supervisory positions entailing trade, craft, or laboring experience.
- **Other:** includes employees in occupations that do not fall into the above occupational categories.
- Veteran status
 - **Veteran:** includes employees who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable and meet at least one of the following criteria:
 - Vietnam-era veteran (A veteran who served any time during the Vietnam era (i.e., from August 5, 1964, through May 7, 1975)
 - Pre-Vietnam-era veteran. A veteran whose service ended before the Vietnam era (i.e., before August 5, 1964).
 - Post-Vietnam-era veteran. A veteran whose service began after the Vietnam era (i.e., after May 7, 1975).
 - Non veteran: Not a veteran
 - Exempt: Employees exempt to report their veteran status.

(Refer to OPM website for further information on definition of data elements.³)

References

1. OPM CSRS Information - Eligibility. <http://www.opm.gov/retirement-services/csrs-information/eligibility/> . Accessed November 28, 2014.
2. OPM FERS Information - Eligibility. <http://www.opm.gov/retirement-services/fers-information/eligibility/> . Accessed November 28, 2014.
3. OPM Guide to Data Standards. <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/data-policy-guidance/reporting-guidance/part-a-human-resources.pdf> . Accessed November 28, 2014.

If you have questions concerning this analysis, please e-mail Fedstats@opm.gov .



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