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Executive Branch Retirement Statistics: Fiscal Year 2003–2012

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a New Day for Federal Service

Executive Branch Retirement Statistics: Fiscal Year 2003–2012

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Summary

This report examines the patterns and trends of federal retirement in the executive branch, during fiscal years 2003-2012. The descriptive analysis of the retirement data from the Office of Personnel Management's Central Personnel Data File shows – in recent 10 fiscal years, 583,709 employees retired from the federal civil service. Their average retirement age was 59.6 years and average length of service was 28 years – 46.5 percent of employees aged 60 or above retired from federal civil service and about half of retirees had 30 or more years of service. Overall, January was the most popular month for retirement. From 2003 to 2012, retirement increased by 32.2 percent. Over the same time period, the retirement age rose from 58.4 to 60.8 years and the average length of service at retirement went up from 27.7 to just 27.9 years. The proportion of retirement for women was 44.4 percent in fiscal 2012, up from 37.7 percent in fiscal 2003 and retirement under Federal Employees Retirement System rose by 155.2 percent.

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Introduction

The retirement statistics in this report cover the last 10 fiscal years (fiscal 2003 – 2012) and include federal civilian employees in the executive branch-with personal records in the Central Personnel Data File (CPDF) at the Office of Personnel Management (OPM). The CPDF contains personnel data for most agencies in the executive branch as well as a few agencies in the legislative branch. (You may read [Appendix I](#) for further information on the CPDF coverage.)

Nearly all federal civilian employees retired under the law of the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS). To retire under CSRS or FERS, employees need minimum years of service. (You may visit OPM website for age and length of service requirements for [CSRS¹](#) and [FERS²](#)). There are many ways to retire: voluntary, disability, mandatory, early-out or in-lieu-of-involuntary-action. (You may read [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 Sources](#).

Data

The analysis was conducted using the Dynamic data from the Central Personnel Data File. The dynamics file reflects all personnel actions (e.g., appointments, promotions and separations) occurring within a quarter (i.e., March, June, September and December). The data comprised records (e.g., salary, gender and date of birth) on employees for the time period: October 1, 2002 through September 30, 2012.

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

Statistical Analysis

Descriptive statistics - number, percentage, average age and average length of service - were assessed using the aforementioned data. Retirement number is the cumulative frequency of personal actions (i.e., retirements). The percentage is the percent of total retirement numbers during a time period. The averages age and length of service was estimated with the mean values

of age and length of service, respectively. The results of the descriptive analysis are summarized in the appended [Tables](#) and [Figures](#).

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

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

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

Note: The summary statistics reported in the tables and figures exclude records with unspecified or missing values. Therefore the aggregated numbers may not add to the total number.

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 2012 figures with the overall (fiscal 2003-12) 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 2012 (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 2012?

Answer: **69,140** **Average age:** 60.8 **Average length of Service:** 27.9

Note: 69,140 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 (fiscal 2003-2012)?

Answer: **58,371** **Average age:** 59.6 **Average length of Service:** 28.0

Q3 How many employees retired voluntarily from the federal civil service in fiscal 2012?

Answer: **59,713** **Average age:** 58.4 **Average length of Service:** 27.7

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

Answer: **47,399** **Average age:** 61.0 **Average length of Service:** 29.0

Q5 How many employees retired with “disability” in fiscal 2012?

Answer: **3,686** **Average age:** 51.8 **Average length of Service:** 16.0

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

Answer: **4,732** **Average age:** 51.5 **Average length of Service:** 17.8

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

Answer: **225,706** **Average age:** 60.1 **Average length of Service:** 20.1

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

Answer: **354,498** **Average age:** 59.3 **Average length of Service:** 33.0

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

Answer: **28.2**

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

Answer: **27.7**

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

Answer:

- **Department of the Army** (86,433 retirements)
- **Department of Veteran Affairs** (75,713 retirements)
- **Department of the Navy** (62,030 retirements)

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** (26,765 retirements)
- **Information Technology Management** (23,140 retirements)
- **Management and Program Analysis** (21,729 retirements)

Q13 In fiscal 2012, what was the most popular month to retire?

Answer: December (19,760 retirements)

- What were the other two popular months?

Answer:

- **June** (7,926 retirements)
- **April** (5,895 retirements)

- What month has the lowest retirement number?

Answer: November (2,908 retirements)

Q14 In fiscal 2003-2012, what was the most popular month to retire?

Answer: January (100,677 retirements)

- What were the next two popular months?

Answer:

- **December** (69,989 retirements)
- **September** (59,083 retirements)

- What month had the lowest retirement number?

Answer: November (24,343 retirements)

Q15 What fiscal year (in fiscal 2003 through 2012) had the highest retirement number?

Answer: Fiscal 2012 (69,140 retirements)

Q16 What fiscal year (in fiscal 2003 through 2012) had the lowest retirement number?

Answer: Fiscal 2009 (46,100 retirements)

Highlights and Trends

This section provides in-depth analysis of the federal retirement by characteristics, from fiscal 2003 through 2012.

Table 1 presents the number, average age and length of service of federal civilian employees who retired over the last fiscal years. Overall, 583,709 (averaged out to 58,371 retirements per fiscal year) federal civilian employees retired from fiscal 2003 through 2012. Their average age was 59.6 years and their average length of service was 28 years. Among all agency categories, the cabinet-level accounted for about 90 percent of the total retirements. Among all retirement types, the averages for ‘disability’ age (51.5 years) and length of service (17.8 years) were substantially lower, relative to the overall averages. The average length of service for CSRS was about 13 years higher than that of FERS.

Table 2 presents the number of federal civilian employees who retired during each fiscal year. In fiscal 2012, the retirement number was 69,140, up from 52,281 in fiscal 2003. Retirements for fiscal 2003 (52,281), 2004 (55,906), and 2009 (46,100) were below the 10-fiscal year retirement average (58,371) – with fiscal 2009 having the lowest retirement number.

The following categories show moderate to substantial change (percent difference of 50 or higher) in retirement from fiscal 2003 to 2012:

- Retirement System – FERS retirement rose by 155.2 percent, from 13,605 in fiscal 2003.
- Gender – retirement among women increased by 55.9, from 19,707 in fiscal 2003.
- Retirement type - mandatory retirement went up by 148.4 percent, from 378 in fiscal 2003 and voluntary retirements grew also by 57.4 percent, from 37,929 in fiscal 2003.
- Veteran status - retirement among non-veterans increased by 55.8 percent, from 29,235 in fiscal 2003.

Table 3 presents the percentage of total retirement for federal civilian employees who retired during each fiscal year: 2003-12. Fiscal 2012 accounted for approximately 12 percent of the overall retirements in the last 10 fiscal years.

The following categories show moderate to substantial change (absolute difference of 6 percent or higher) in retirement, from fiscal 2003 to 2012:

- Retirement System - in fiscal 2012, FERS represented about 50 percent of all retirements, up from 26 percent in fiscal 2003; whereas in fiscal 2012, CSRS represented 49.5 percent retirees, down from nearly 73 percent in fiscal 2003.
- Gender – in fiscal 2012, women represented around 44 percent of all retirements, up from nearly 38 percent in fiscal 2003; whereas in fiscal 2012, men represented about 56 percent of all retirees, down from about 62 percent in fiscal 2003.
- Retirement type - the percentage for early-out retirement decreased from 15 in fiscal 2001 to about 6 in fiscal 2012; whereas the percentage for voluntary retirement increased from 72.5 in fiscal 2003 to about 86 in fiscal 2012.

- Veteran status – in fiscal 2012, veterans represented around 33 percent, down from about 42 percent in fiscal 2003; whereas in fiscal 2012, non-veterans represented around 66 percent, up from approximately 56 percent in fiscal 2003.

Table 4 presents the average retirement age for federal civilian employees per fiscal year. The average retirement age went up 2.4 years from 58.4 in fiscal 2003 to 60.8 in fiscal 2012. The following categories show moderate change (difference of 3 years or higher) in retirement age, from fiscal 2003 to 2012:

- Agency category - the average retirement age for large-independent agencies was 61.4 in fiscal 2012, up from 58.4 in fiscal 2003; and in small-independent agencies, the average retirement age was 64.9 in fiscal 2012, up from 59.2 in fiscal 2003.
- Occupational category – the average retirement for blue-collar was 60.6 in fiscal 2012, up from 57.5 in fiscal 2003.
- Veteran status – the average retirement age for veteran was 62 in fiscal 2012, up from 58.8 in fiscal 2003.

Table 5 presents the average length of service (LOS) at retirement for federal civilian employees per fiscal year. The retirement age increased minimally from 27.7 in fiscal 2003 to 27.9 in fiscal 2012.

The following categories show moderate change (difference of 2 years or higher) in average LOS, from fiscal 2003 to 2012:

- Retirement System - the average LOS for FERS was 21.1 in fiscal 2012, up from 18.8 in fiscal 2003; and in CSRS, the average LOS was 34.8 in fiscal 2012, up from 31.2 in fiscal 2003.
- Gender – the average LOS for women was 58.5 in fiscal 2012, up from 56.5 in fiscal 2003; whereas the average retirement LOS for men was 27.4 in fiscal 2012, down from 28.4 in fiscal 2003.

Table 6 presents the percentages of total retirement by age and length of service, separately. During the last 10 fiscal years, about 96 percent of employees who retired were 50 or older. About half of the retirees had worked 30 years or more. In fiscal 2012, employees in the age group 50 to 59 represented 39.4 percent of all retirements, down from 54.5 percent in fiscal 2003; whereas those in the age group 60 or above represented 58 percent in fiscal 2012, up from 40.2 percent in fiscal 2003.

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

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

- Cabinet-Level Agencies - Department of the Army (86,433 retirements)
- Large Independent Agencies - Social Security Administration (26,559 retirements)
- Medium Independent Agencies - Railroad Retirement Board (424 retirements)

- Small Independent Agencies - Occupational Safety & Health Review Commission (36 retirements)

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

- Administrative - miscellaneous administration and program (26,765 retirements)
- Professional - nurse (14,583 retirements)
- Technical - miscellaneous clerk and Assistant (12,413 retirements)
- Blue Collar - custodial working (4,683 retirements)

Table 8 shows the monthly retirement number. In the last 10 fiscal years, January accounted for most retirement, except in fiscal 2011 and 2012. December surpassed January and all other months in fiscal 2011 and 2012. Retirements for January went down from 10,662 in fiscal 2003 to 3,963 in 2012; whereas the counts for December went up from 3,465 in 2003 to 19,760 in 2012.

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 a gradual increase in retirement from 52,281 in fiscal 2003 to 61,860 in fiscal 2005, before declining to 60,253 in fiscal 2006. Retirement rose slightly to 62,366 in fiscal 2007, then decreased in fiscal 2008 and dipped to its lowest point at 46,100 in fiscal 2009. In fiscal 2010, retirement increased again and reached its highest point at 69,140 in fiscal 2012.
- The second graph shows a steady increase in average retirement age from 58.4 in fiscal 2003 to 60.8 in fiscal 2012.
- The third graph shows the average length of service at retirement increased from 27.7 in fiscal 2003 to 28 in fiscal 2004, and decreased minimally to 27.9 in fiscal 2005. It rose again and stayed at 28.3 from fiscal 2006 to 2007. It then declined from 28.2 in fiscal 2008 to 27.7 in fiscal 2010. The average length of service climbed back to 28 in fiscal 2011 and dropped again to its fiscal 2005 level in fiscal 2012.

Figure 2 compares the percentages of total retirement by category.

This figure shows retirement during fiscal 2003-12 was greater in the following levels:

- Agency Category – cabinet-level
- Occupational Category – administrative
- Race/RNO – White
- Retirement system – CSRS
- Veteran Status – non-veteran
- Gender - men
- Payplan - 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 2003-12 was mostly concentrated in the following age groups: 50-59 and 60 or above:

- Age 50-59 – 31.1 percent of employees in this age group had 30 or more years of service
- Age 60+ – 19.2 percent of employees in this age group had 30 or more years of service.

Figure 4 depicts monthly total retirement for each fiscal year. Retirement peaked during January from fiscal 2003 to 2010. January dropped to the fourth place and seventh place in fiscal 2011 and 2012, respectively. December surpassed all other months in fiscal 2011 and 2012 - with an all-time high of 19,760 retirements in fiscal 2012.

Conclusion

All fiscal years

The analysis reveals in the last ten fiscal years (2003-12), 583,709 federal civilian employees retired from service - about 58,371 employees retired 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.

The overall average retirement age was 59.6 years and average length of service at retirement was 28 years. Half of employees who retired were 60 years of age or older and about 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 (17.8 years) relative to those in other retirement types. Employees who retired under Federal Employees Retirement System had on average also fewer length of service (20.1 years) than those who retired under Civil Service Retirement System (33 years); although, the overall average retirement age in both retirement systems were slightly close.

Across fiscal years

From fiscal 2003 to 2012, retirement increased by 32.2 percent, from 52,281 to 69,140. The lowest retirement number was recorded in fiscal 2009 (46,100 retirements); and the highest number was in fiscal 2012 (69,140 retirement). Over the last 10 fiscal years, the retirement numbers for women and employees in Federal Employees Retirement System went up by 55.9 percent and 155.2 percent, respectively.

From fiscal 2003 to 2012, the average age trended up; whereas the average length of service fluctuated over the same time period but has not substantially changed. On average, employees who retired in fiscal 2012 were slightly older (average age 61.4) than those who retired in fiscal 2003 (average age 58.4) – 58 percent were 60 years of age or older in fiscal 2012 compared with 40.2 percent in fiscal 2003.

Tables

Table 1

Fiscal 2003-12 Retirement Statistics for Federal Civilian Employees			
	Number (% of Total)	Avg. Age (years)	Avg. LOS (years)
Governmentwide			
All	583,709	59.6	28.0
Agency Category			
Cabinet-Level Agencies	524,263 (89.8%)	59.6	27.7
Large Indep. Agencies	55,803 (9.6%)	59.9	30.8
Medium Indep. Agencies	3,280 (0.6%)	60.9	29.2
Small Indep. Agencies	363 (0.1%)	61.7	27.4
Payplan			
GS/GM/GL	402,039 (68.9%)	59.7	28.3
Senior Executive Service	5,397 (0.9%)	59.6	31.7
Other	176,273 (30.2%)	59.6	27.2
Retirement System			
FERS	225,706 (38.7%)	60.1	20.1
CSRS	354,598 (60.7%)	59.3	33.0
Other	3,256 (0.6%)	57.6	27.6
Retirement Type			
Mandatory	6,134 (1.1%)	58.0	28.1
Disability	47,321 (8.1%)	51.5	17.8
Voluntary	473,991 (81.2%)	61.0	29.0
Early Out	45,631 (7.8%)	54.4	27.7
Other	10,632 (1.8%)	58.0	27.9
Gender			
Men	345,815 (59.2%)	59.7	28.2
Women	237,893 (40.8%)	59.5	27.7
Race/National Origin			
Black/African American	83,135 (14.2%)	59.1	28.9
White	437,048 (74.9%)	59.7	28.0
Hispanic/Latino	32,055 (5.5%)	59.1	27.5
Other	31,099 (5.3%)	61.3	26.3
Veteran Status			
Veteran	215,781 (37.0%)	60.3	27.6
Exempt	13,533 (2.3%)	53.4	24.4
Non-Veteran	354,394 (60.7%)	59.5	28.4
Supervisory Status			
Supervisor/Manager	104,207 (17.9%)	59.0	30.6
Non Supervisor/Manager	479,321 (82.1%)	59.8	27.4
Occupational Category			
Administrative	239,270 (41.0%)	59.0	29.8
Professional	118,436 (20.3%)	61.1	28.6
Technical	103,865 (17.8%)	60.1	25.9
Blue Collar	75,859 (13.0%)	58.8	26.8
Other	46,066 (7.9%)	59.6	23.6

Note: Records with unspecified values were excluded.

Table 2

	Retirement Number for Each Fiscal Year										
	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	% Change FY03-12
Governmentwide											
All	52,281	55,906	61,860	60,253	62,366	58,913	46,100	52,660	64,230	69,140	32.2
Agency Category											
Cabinet-Level Agencies	46,970	49,339	54,746	53,824	56,090	53,187	41,788	47,631	58,505	62,183	32.4
Large Indep. Agencies	5,018	6,157	6,645	6,012	5,943	5,360	4,041	4,738	5,348	6,541	0.4
Medium Indep. Agencies	258	367	427	376	298	330	240	267	338	379	46.9
Small Indep. Agencies	35	43	42	41	35	36	31	24	39	37	5.7
Payplan											
GS/GM/GL	36,871	40,271	44,581	42,558	42,247	37,235	28,538	33,792	46,101	49,845	35.2
Senior Executive Service	483	522	533	542	591	538	483	509	590	606	25.5
Other	14,927	15,113	16,746	17,153	19,528	21,140	17,079	18,359	17,539	18,689	25.2
Retirement System											
FERS	13,605	16,111	19,284	20,040	22,802	23,568	20,302	24,666	30,611	34,717	155.2
CSRS	38,109	39,181	41,965	39,788	39,356	35,136	25,596	27,798	33,426	34,243	-10.1
Other	567	601	580	322	208	209	202	196	191	180	-68.3
Retirement Type											
Mandatory	378	507	557	500	563	516	585	755	834	939	148.4
Disability	5,292	5,419	5,606	5,035	5,093	4,892	4,456	3,925	3,917	3,686	-30.3
Voluntary	37,929	42,386	47,155	47,103	51,017	49,053	38,983	45,758	54,894	59,713	57.4
Early Out	7,858	6,619	7,511	5,788	4,687	3,552	1,241	1,456	2,815	4,104	-47.8
Other	824	975	1,031	1,827	1,006	900	835	766	1,770	698	-15.3
Gender											
Men	32,574	33,947	37,241	36,472	37,602	35,291	27,401	30,481	36,398	38,408	17.9
Women	19,707	21,958	24,619	23,781	24,764	23,622	18,699	22,179	27,832	30,732	55.9
Race/National Origin											
Black/African American	7,272	8,135	8,970	8,473	8,466	7,789	6,449	7,547	9,458	10,576	45.4
White	39,842	42,041	46,687	45,580	47,118	44,780	34,401	38,947	47,503	50,149	25.9
Hispanic/Latino	2,827	3,164	3,438	3,121	3,216	3,060	2,608	3,008	3,477	4,136	46.3
Other	2,317	2,553	2,757	3,019	3,553	3,267	2,559	3,070	3,755	4,249	83.4
Veteran Status											
Veteran	22,131	22,208	23,828	23,345	23,600	21,496	16,635	18,686	21,170	22,682	2.5
Exempt	915	1,540	1,770	1,626	1,561	1,703	1,211	1,130	1,155	922	0.8
Non-Veteran	29,235	32,157	36,262	35,282	37,205	35,714	28,254	32,844	41,905	45,536	55.8
Supervisory Status											
Supervisor/Manager	9,009	9,983	10,532	10,750	11,276	10,707	8,393	9,422	11,540	12,595	39.8
Non Supervisor/Manager	43,243	45,890	51,260	49,480	51,069	48,201	37,706	43,237	52,690	56,545	30.8
Occupational Category											
Administrative	20,101	22,288	24,711	25,004	25,805	24,053	18,915	21,673	27,301	29,419	46.4
Professional	9,858	10,615	12,434	12,568	12,598	12,308	9,285	10,906	13,581	14,283	44.9
Technical	9,195	10,118	11,514	10,475	10,925	10,483	8,247	9,539	11,185	12,184	32.5
Blue Collar	8,382	7,976	8,232	7,558	8,210	7,600	5,959	6,489	7,379	8,074	-3.7
Other	4,682	4,887	4,934	4,639	4,816	4,454	3,679	4,033	4,772	5,170	10.4

Note: Records with unspecified values were excluded.

Table 3**Percentage of Total Retirement for Each Fiscal Year**

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY03-12
Governmentwide											
All	9.0	9.6	10.6	10.3	10.7	10.1	7.9	9.0	11.0	11.8	2.9
Agency Category											
Cabinet-Level Agencies	89.8	88.3	88.5	89.3	89.9	90.3	90.6	90.5	91.1	89.9	0.1
Large Indep. Agencies	9.6	11.0	10.7	10.0	9.5	9.1	8.8	9.0	8.3	9.5	-0.1
Medium Indep. Agencies	0.5	0.7	0.7	0.6	0.5	0.6	0.5	0.5	0.5	0.5	0.1
Small Indep. Agencies	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.1	0.1	-0.0
Payplan											
GS/GM/GL	70.5	72.0	72.1	70.6	67.7	63.2	61.9	64.2	71.8	72.1	1.6
Senior Executive Service	0.9	0.9	0.9	0.9	0.9	0.9	1.0	1.0	0.9	0.9	-0.0
Other	28.6	27.0	27.1	28.5	31.3	35.9	37.0	34.9	27.3	27.0	-1.5
Retirement System											
FERS	26.0	28.8	31.2	33.3	36.6	40.0	44.0	46.8	47.7	50.2	24.2
CSRS	72.9	70.1	67.8	66.0	63.1	59.6	55.5	52.8	52.0	49.5	-23.4
Other	1.1	1.1	0.9	0.5	0.3	0.4	0.4	0.4	0.3	0.3	-0.8
Retirement Type											
Mandatory	0.7	0.9	0.9	0.8	0.9	0.9	1.3	1.4	1.3	1.4	0.6
Disability	10.1	9.7	9.1	8.4	8.2	8.3	9.7	7.5	6.1	5.3	-4.8
Voluntary	72.5	75.8	76.2	78.2	81.8	83.3	84.6	86.9	85.5	86.4	13.8
Early Out	15.0	11.8	12.1	9.6	7.5	6.0	2.7	2.8	4.4	5.9	-9.1
Other	1.6	1.7	1.7	3.0	1.6	1.5	1.8	1.5	2.8	1.0	-0.6
Gender											
Men	62.3	60.7	60.2	60.5	60.3	59.9	59.4	57.9	56.7	55.6	-6.8
Women	37.7	39.3	39.8	39.5	39.7	40.1	40.6	42.1	43.3	44.4	6.8
Race/National Origin											
Black/African American	13.9	14.6	14.5	14.1	13.6	13.2	14.0	14.3	14.7	15.3	1.4
White	76.2	75.2	75.5	75.6	75.6	76.0	74.6	74.0	74.0	72.5	-3.7
Hispanic/Latino	5.4	5.7	5.6	5.2	5.2	5.2	5.7	5.7	5.4	6.0	0.6
Other	4.4	4.6	4.5	5.0	5.7	5.5	5.6	5.8	5.8	6.1	1.7
Veteran Status											
Veteran	42.3	39.7	38.5	38.7	37.8	36.5	36.1	35.5	33.0	32.8	-9.5
Exempt	1.8	2.8	2.9	2.7	2.5	2.9	2.6	2.1	1.8	1.3	-0.4
Non-Veteran	55.9	57.5	58.6	58.6	59.7	60.6	61.3	62.4	65.2	65.9	9.9
Supervisory Status											
Supervisor/Manager	17.2	17.9	17.0	17.8	18.1	18.2	18.2	17.9	18.0	18.2	1.0
Non Supervisor/Manager	82.7	82.1	82.9	82.1	81.9	81.8	81.8	82.1	82.0	81.8	-0.9
Occupational Category											
Administrative	38.4	39.9	39.9	41.5	41.4	40.8	41.0	41.2	42.5	42.6	4.1
Professional	18.9	19.0	20.1	20.9	20.2	20.9	20.1	20.7	21.1	20.7	1.8
Technical	17.6	18.1	18.6	17.4	17.5	17.8	17.9	18.1	17.4	17.6	0.0
Blue Collar	16.0	14.3	13.3	12.5	13.2	12.9	12.9	12.3	11.5	11.7	-4.4
Other	9.0	8.7	8.0	7.7	7.7	7.6	8.0	7.7	7.4	7.5	-1.5

Note: Records with unspecified values were excluded.

Table 4

Average Retirement Age (years) for Each Fiscal Year											
	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY03-12
Governmentwide											
All	58.4	58.7	58.9	59.3	59.5	59.6	59.8	60.3	60.6	60.8	2.4
Agency Category											
Cabinet-Level Agencies	58.4	58.7	58.9	59.3	59.4	59.5	59.8	60.3	60.6	60.8	2.3
Large Indep. Agencies	58.4	58.8	59.2	59.3	59.8	60.0	60.4	60.4	61.2	61.4	3.0
Medium Indep. Agencies	59.9	59.9	59.3	59.8	60.8	60.8	62.0	62.1	62.6	62.1	2.2
Small Indep. Agencies	59.2	62.3	60.4	60.0	61.0	59.8	61.4	65.2	63.7	64.9	5.6
Payplan											
GS/GM/GL	58.5	58.8	59.0	59.4	59.5	59.6	59.8	60.3	60.6	60.7	2.2
Senior Executive Service	58.4	58.5	59.1	59.5	59.5	59.8	60.0	60.1	60.5	60.4	2.0
Other	58.3	58.6	58.6	58.9	59.3	59.6	59.8	60.5	60.8	61.2	2.9
Retirement System											
FERS	58.9	59.2	59.4	59.7	60.0	59.9	60.0	60.6	60.8	61.1	2.2
CSRS	58.3	58.5	58.7	59.0	59.2	59.4	59.7	60.1	60.4	60.6	2.3
Other	55.9	56.1	57.0	57.2	57.3	59.2	59.7	59.8	60.5	60.8	5.0
Retirement Type											
Mandatory	58.7	58.1	58.4	58.2	58.0	57.9	58.0	58.0	57.7	57.6	-1.0
Disability	51.3	51.3	51.3	51.5	51.7	51.6	51.6	51.4	51.7	51.8	0.5
Voluntary	60.4	60.4	60.6	60.8	60.8	60.8	61.0	61.4	61.6	61.9	1.5
Early Out	54.0	54.3	54.3	54.4	54.4	54.3	54.5	54.5	54.7	54.9	0.8
Other	56.6	56.9	57.4	57.4	57.7	57.3	58.5	58.0	60.0	58.7	2.1
Gender											
Men	58.5	58.8	59.0	59.4	59.5	59.6	59.9	60.4	60.8	61.1	2.6
Women	58.3	58.6	58.8	59.1	59.4	59.5	59.7	60.2	60.4	60.5	2.2
Race/National Origin											
Black/African American	57.8	58.1	58.1	58.6	59.0	59.2	59.3	59.8	60.2	60.4	2.5
White	58.5	58.8	59.0	59.3	59.5	59.6	59.9	60.4	60.6	60.9	2.4
Hispanic/Latino	58.1	58.5	58.6	58.8	58.7	59.0	59.2	59.6	60.1	60.0	1.9
Other	59.9	60.1	60.7	60.9	60.9	61.3	61.4	61.9	62.4	62.3	2.4
Veteran Status											
Veteran	58.8	59.1	59.5	59.8	60.1	60.5	60.8	61.3	61.8	62.0	3.2
Exempt	53.7	53.7	52.7	53.6	53.4	52.9	52.9	52.9	53.5	55.4	1.7
Non-Veteran	58.3	58.7	58.9	59.2	59.3	59.4	59.6	60.1	60.2	60.4	2.0
Supervisory Status											
Supervisor/Manager	58.1	58.1	58.3	58.7	58.7	59.0	59.2	59.5	59.8	59.9	1.8
Non Supervisor/Manager	58.5	58.8	59.1	59.4	59.6	59.7	60.0	60.5	60.8	61.0	2.5
Occupational Category											
Administrative	58.0	58.1	58.4	58.7	58.8	58.9	59.2	59.6	59.9	60.0	2.0
Professional	60.0	60.2	60.4	60.7	60.9	61.1	61.4	61.8	61.9	62.2	2.2
Technical	58.7	59.0	59.2	59.7	60.0	60.1	60.2	60.8	61.1	61.5	2.7
Blue Collar	57.5	57.8	57.8	58.2	58.7	58.6	58.9	59.7	60.1	60.6	3.1
Other	58.4	58.9	58.8	59.3	59.6	59.8	59.7	60.0	60.7	60.6	2.2

Note: Records with unspecified values were excluded.

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

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY03-12
Governmentwide											
All	27.7	28.0	27.9	28.3	28.3	28.2	27.8	27.7	28.0	27.9	0.2
Agency Category											
Cabinet-Level Agencies	27.5	27.7	27.6	28.0	28.0	27.9	27.5	27.4	27.7	27.5	0.0
Large Indep. Agencies	29.9	30.5	30.3	30.5	30.9	31.2	31.2	30.8	31.4	31.6	1.7
Medium Indep. Agencies	28.6	28.8	29.0	29.5	28.7	28.9	28.1	29.2	30.6	30.2	1.6
Small Indep. Agencies	27.3	29.3	26.8	27.1	28.1	26.6	28.0	27.1	25.3	27.9	0.6
Payplan											
GS/GM/GL	27.8	28.1	28.2	28.4	28.5	28.5	28.1	28.2	28.5	28.4	0.6
Senior Executive Service	31.8	32.4	32.1	32.4	31.7	32.0	29.5	31.8	31.8	31.7	-0.0
Other	27.3	27.5	27.0	27.7	27.8	27.5	27.3	26.8	26.5	26.3	-1.0
Retirement System											
FERS	18.0	18.8	19.0	19.6	20.1	20.3	20.2	20.6	20.9	21.1	3.1
CSRS	31.2	31.8	32.0	32.6	33.1	33.5	33.9	34.1	34.6	34.8	3.6
Other	26.6	27.3	26.9	27.2	27.2	28.4	28.2	29.9	29.9	28.5	1.9
Retirement Type											
Mandatory	28.2	29.1	28.5	28.6	28.9	28.6	27.4	27.3	27.9	27.3	-0.9
Disability	18.5	18.6	18.3	18.3	18.3	18.3	17.6	16.7	16.1	16.0	-2.5
Voluntary	29.0	29.3	29.1	29.4	29.3	29.2	29.0	28.7	28.8	28.7	-0.3
Early Out	27.7	27.6	27.5	27.5	28.0	28.1	28.0	28.1	27.6	27.9	0.2
Other	26.9	27.6	27.2	29.5	28.2	28.4	26.3	26.8	29.0	25.3	-1.6
Gender											
Men	28.4	28.6	28.4	28.8	28.7	28.4	28.0	27.6	27.7	27.4	-1.0
Women	26.5	27.1	27.2	27.4	27.7	27.8	27.6	27.9	28.4	28.5	2.0
Race/National Origin											
Black/African American	27.7	28.8	28.4	29.0	29.0	29.1	28.6	29.0	29.4	29.5	1.8
White	27.9	28.0	28.0	28.3	28.3	28.2	27.8	27.7	27.9	27.7	-0.2
Hispanic/Latino	27.4	27.6	27.5	27.5	27.6	27.6	27.2	27.3	27.7	27.6	0.2
Other	25.2	25.5	25.4	26.3	27.1	26.4	26.5	26.4	26.5	26.6	1.4
Veteran Status											
Veteran	27.8	28.0	27.8	28.4	28.4	28.2	27.6	26.9	26.6	25.9	-1.9
Exempt	25.7	26.0	24.7	25.0	24.9	24.8	23.3	21.8	22.8	24.6	-1.1
Non-Veteran	27.7	28.1	28.1	28.3	28.4	28.3	28.2	28.4	28.8	29.0	1.3
Supervisory Status											
Supervisor/Manager	30.8	30.9	30.7	30.9	30.9	30.7	30.3	30.1	30.4	30.1	-0.6
Non Supervisor/Manager	27.1	27.4	27.3	27.7	27.7	27.6	27.3	27.2	27.5	27.4	0.3
Occupational Category											
Administrative	29.6	29.8	29.7	30.0	30.0	29.9	29.7	29.7	29.9	29.7	0.2
Professional	28.7	28.9	28.7	28.8	28.9	28.8	28.7	28.1	28.5	28.1	-0.6
Technical	25.6	26.1	26.0	26.2	26.2	26.3	25.6	25.6	25.7	25.8	0.2
Blue Collar	26.7	26.7	26.2	27.0	27.6	27.3	26.6	26.2	26.4	26.7	0.0
Other	23.5	23.6	24.1	24.1	23.5	23.2	23.0	23.6	23.9	23.6	0.1

Note: Records with unspecified values were excluded.

Table 6

Percentage of Total Retirement by Age and Length of Service											
	All FYs	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Age											
<50	3.9	5.3	5.0	4.6	4.0	3.9	3.9	4.1	3.4	2.8	2.6
50-59	46.6	54.5	53.6	52.6	51.4	48.0	46.1	42.9	40.2	40.0	39.4
60+	49.5	40.2	41.4	42.8	44.6	48.0	50.0	53.0	56.4	57.2	58.0
Length of Service											
<20	16.8	16.1	17.0	17.0	15.7	15.5	15.8	17.7	17.5	17.3	18.1
20-29	32.8	33.9	32.6	33.8	33.1	33.1	32.8	31.9	33.2	32.2	32.2
30+	50.4	50.0	50.4	49.3	51.2	51.4	51.5	50.4	49.3	50.5	49.7

Note: Records with unspecified values were excluded.

Table 7

Fiscal 2003-12 Top 3 Retirement Agencies and Occupational Series

	Rank		Retirement Number
	-		
Agency Category		Agency	
Cabinet-Level Agencies	1	Department of the Army	86,433
	2	Department of Veterans Affairs	75,713
	3	Department of the Navy	62,030
Large Indep. Agencies	1	Social Security Administration	26,559
	2	Nat Aeronautics and Space Administration	5,375
	3	General Services Administration	4,899
Medium Indep. Agencies	1	Railroad Retirement Board	424
	2	Armed Forces Retirement Home	221
	3	Pension Benefit Guaranty Corporation	220
Small Indep. Agencies	1	Occupational Safety & Health Review Cmsn	36
	2	office of Government Ethics	30
	3	American Battle Monuments Commission	26
Occupational Category		Occupational Series	
Administrative	1	Miscellaneous Administration and Program	26,765
	2	Information Technology Management	23,140
	3	Management and Program Analysis	21,729
Professional	1	Nurse	14,583
	2	Contracting	10,395
	3	General Engineering	6,493
Technical	1	Miscellaneous Clerk and Assistant	12,413
	2	Engineering Technical	8,152
	3	Contact Representative	7,822
Blue Collar	1	Custodial Working	4,683
	2	Maintenance Mechanic	4,666
	3	Materials Handler	3,902
Other	1	Secretary	12,223
	2	Miscellaneous Clerk and Assistant	7,069
	3	Fire Protection and Prevention	3,578

Table 8

Monthly Retirement Number											
	All FYs	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
January	100,677	10,662	11,238	9,188	12,272	13,480	12,440	10,196	10,687	6,551	3,963
February	32,254	2,920	2,703	3,227	3,477	3,600	4,505	2,656	3,041	3,178	2,947
March	41,219	3,460	3,266	4,042	4,966	5,832	4,618	2,876	3,508	3,863	4,788
April	44,909	3,417	5,750	5,884	4,245	4,109	3,646	3,029	4,221	4,713	5,895
May	40,031	4,479	4,044	4,221	3,697	3,918	4,874	3,500	3,515	3,880	3,903
June	50,511	4,427	4,557	4,882	5,926	5,597	4,255	3,374	3,995	5,572	7,926
July	47,093	3,838	4,868	4,896	3,938	3,837	3,832	4,570	6,223	7,267	3,824
August	38,962	3,687	3,156	3,567	3,242	5,319	4,901	3,258	3,334	3,783	4,715
September	59,083	6,161	7,052	7,795	7,154	6,150	4,330	3,501	4,254	7,508	5,178
October	34,638	3,151	3,447	4,087	4,331	3,101	3,274	3,371	3,017	3,526	3,333
November	24,343	2,614	2,506	2,218	2,403	2,334	3,162	1,917	2,050	2,231	2,908
December	69,989	3,465	3,319	7,853	4,602	5,089	5,076	3,852	4,815	12,158	19,760

Figures

Figure 1

Trends in Federal Civilian Retirement Statistics

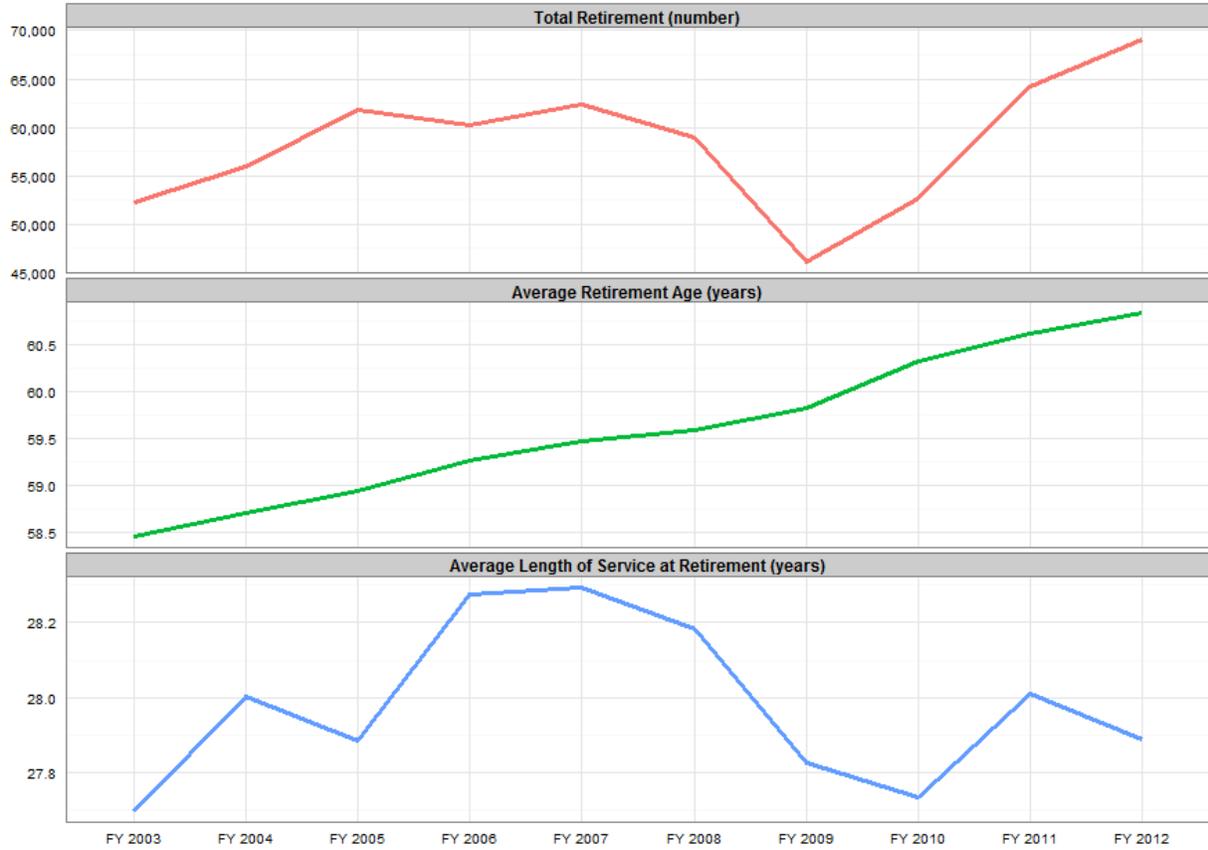


Figure 2

Percentage of Fiscal 2003-12 Total Retirement

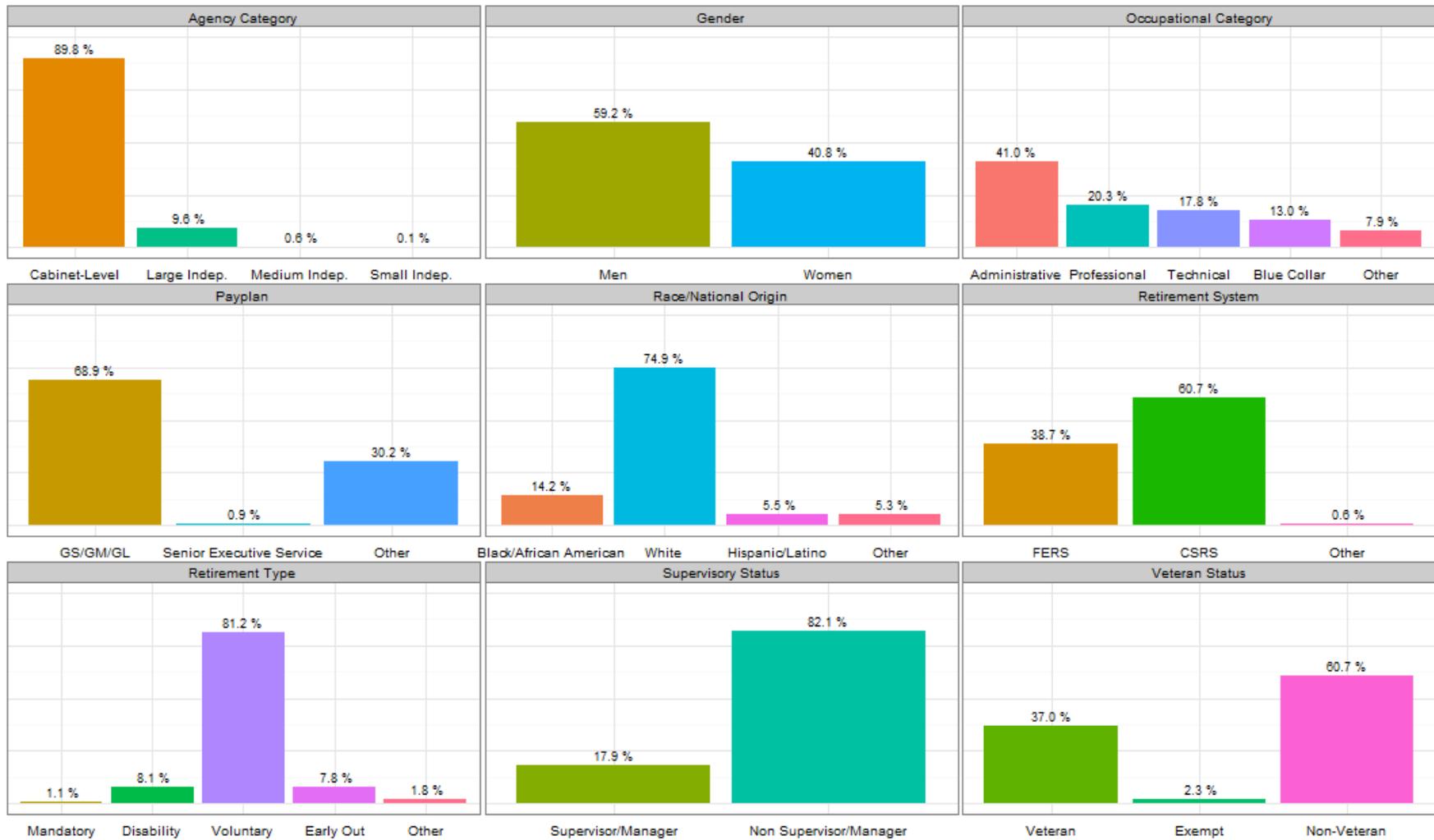


Figure 3

Percentage of Fiscal 2003-12 Total Retirement by Age and Length of Service (LOS)

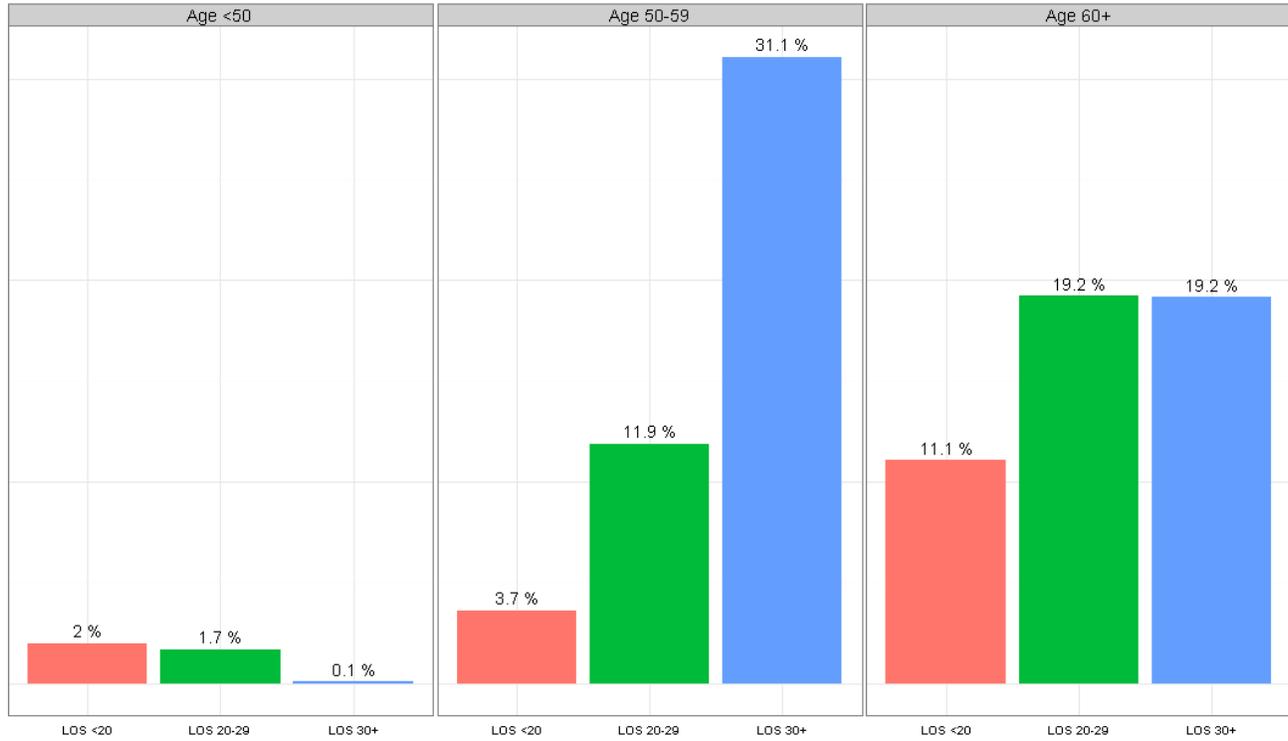
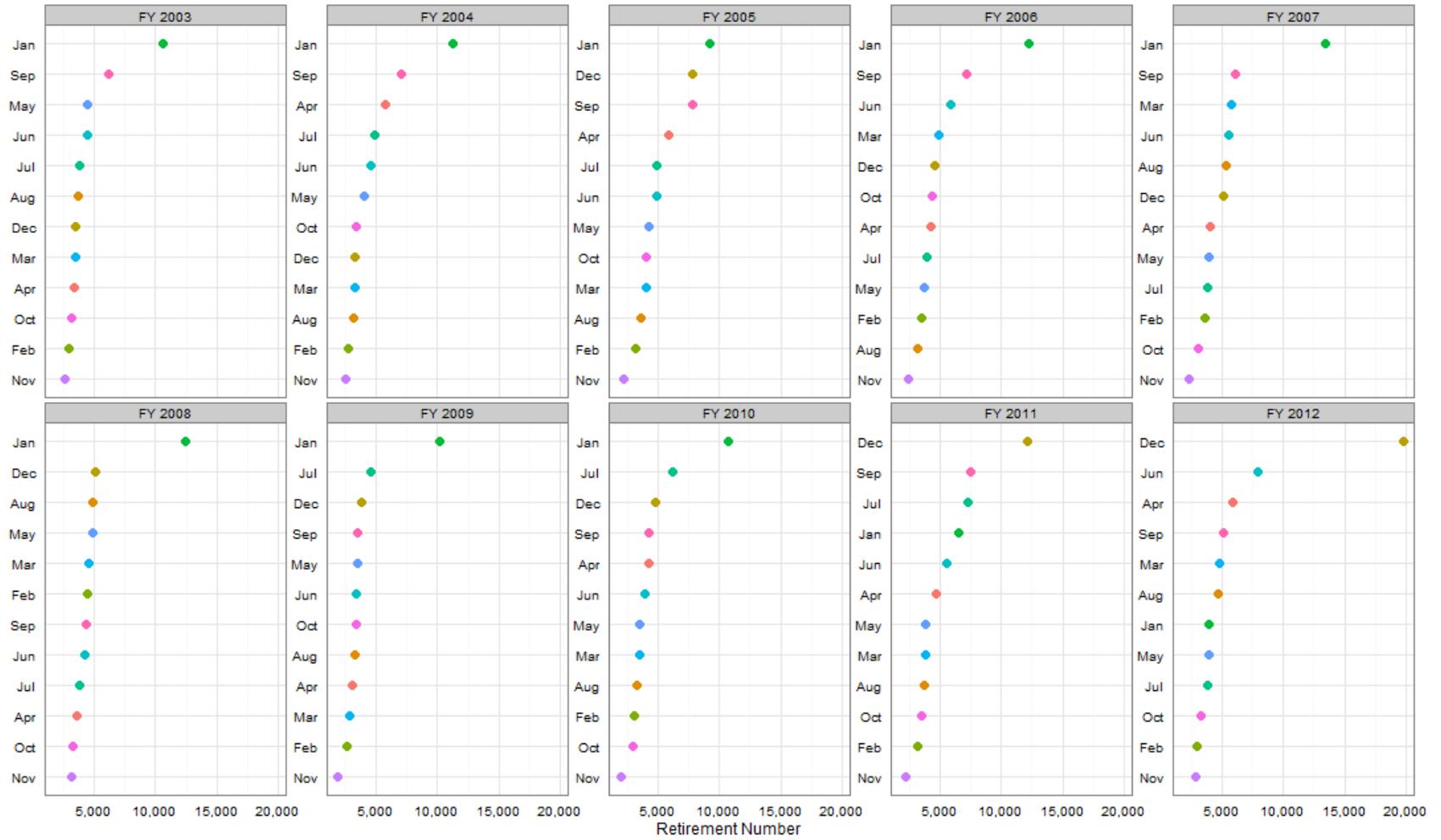


Figure 4

Ranking of Retirement Months by Fiscal Year



Definitions and Sources

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

Appendix I: CPDF Coverage

The Central Personnel Data File (CPDF) is an information system used primarily to support statistical analyses of federal personnel management programs. It is composed of two primary data files: **status file** (documents characteristics of employees at a specific point in time) and **dynamic file** (documents personnel actions - such as appointments, promotions and separations). Currently, 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
 - National Geospatial-Intelligence Agency
 - National Imagery and Mapping Agency
 - National Security Agencies
 - Nonappropriated fund employees
 - Office of the Director of National
 - Office of the Vice President
 - Postal Rate Commission
 - Public Health Services' 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 Commission on International Religious Freedom
 - United States - China Economic and Security Review Commission
 - United States Tax Courts
- 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 2007.
 - The State Department stopped providing data on Foreign Service Personnel in March 2006.

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: 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.

(You may visit 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 February 21, 2013.
2. OPM FERS Information - Eligibility. <http://www.opm.gov/retirement-services/fers-information/eligibility/> . Accessed February 21, 2013.
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 February 21, 2013.

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



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