# Executive Branch Retirement Statistics: Fiscal Years 2007 - 2016

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# Summary

This report examines the patterns and trends of retirement in the federal executive branch, during fiscal years 2007 - 2016. The summary analysis of the retirement data from the Office of Personnel Management's federal employee database shows – in the 10 most recent fiscal years, 616,785 employees retired from federal service. Their average retirement age was 60.7 years and average length of service was 27.4 years; 58 percent of those were 60 or older; and about half of retirees had 30 or more years of service.  Overall, January was the most popular month for retiring during the last 10 fiscal years and accounted for 9,958 retirees in fiscal year 2016. From fiscal year 2007 to fiscal year 2016, retirement increased by 2.3 percent. Over the same time period, the average retirement age in a given year rose from 59.5 to 61.8 years and the average length of service at retirement for a given year went down from 28.3 to 25.6 years.

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## Introduction

The current report covers the last 10 fiscal years (2007 - 2016) 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) at the Office of Personnel Management (OPM).  The EHRI-SDM 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 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.

## Data

The analysis was conducted using the Dynamics data from the EHRI-SDM. 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, 2006 through September 30, 2016. The data includes, in general, federal civilian employees of the executive branch. (Refer to Appendix I for further information on the data coverage.)

## 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.

Notes: The detail statistics displayed on the tables exclude unspecified or missing values; therefore, the detail values may not add to the overall total. Fiscal year (FY) is the period from October 1 of a given year to September 30 of the subsequent year.

## 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 2016 figures with the overall (fiscal years 2007 - 2016) 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 2015 (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 2016?

Answer: **63,817**   Average age: 61.8   Average length of Service: 25.6

**Note: 63,817** 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 in the last 10 fiscal years (2007 - 2016)?

Answer: **61,678**   Average age: 60.7   Average length of Service: 27.4

**Q3** How many employees retired voluntarily from the federal civil service in fiscal year 2016?

Answer: **58,479**   Average age: 62.5   Average length of Service: 26.1

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

Answer: **53,560**   Average age: 61.8   Average length of Service: 28.2

**Q5** How many employees retired with "disability" in fiscal year 2016?

Answer: **2,926**   Average age: 51.9   Average length of Service: 14.4

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

Answer: **4,014**   Average age: 51.7   Average length of Service: 16.5

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

Answer: **325,350**   Average age: 61.0   Average length of Service: 21.0

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

Answer: **289,600**   Average age: 60.4   Average length of Service: 34.5

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

Answer: **27.1**

**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 in the last 10 fiscal years?
**Answer:**

- **Department of Veteran Affairs** (89,526 retirees)
- **Department of the Army** (84,786 retirees)
- **Department of the Navy** (60,524 retirees)

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

- **Miscellaneous Administrative and Program** (29,937 retirees)
- **Information Technology Management** (24,452 retirees)
- **Management and Program Analysis** (23,329 retirees)

**Q13** In fiscal year 2016, what was the most popular month to retire?
**Answer: January** (9,958 retirees)

- What were the next two most popular months?
  **Answer:**
  - **December** (9,502 retirees)
  - **April** (5,798 retirees)

- What month has the lowest retirement number?
  **Answer: November** (3,162 retirees)

**Q14** In fiscal years 2007 - 2016, what was the most popular month to retire?
**Answer: January** (102,927 retirees)

- What were the next two most popular months?
  **Answer:**
  - **December** (86,626 retirees)
  - **June** (53,466 retirees)

- What month had the lowest retirement number?
  **Answer: November** (29,445 retirees)

**Q15** What fiscal year (2007 - 2016) had the highest retirement number?

      **Answer: Fiscal year 2012** (69,320 retirees)

**Q16** What fiscal year (2007 - 2016) 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 year 2007 to 2016.

**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, 616,785 (average of 61,678 retirees per fiscal year) employees retired from fiscal year 2007 to fiscal year 2016. Their average age was 60.7 years and average length of service was 27.4 years.  Among all agency categories, the cabinet-level accounted for 90.5 percent of the total number of retirees. Among all retirement types, the average age (51.7 years) and average length of service (16.5 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 2016 – the retirement number was 63,817 – that is down from 65,361 in fiscal year 2015. The number of retirees for fiscal years 2008 (58,913), 2009 (46,100), and 2010 (52,660) were all below the last 10 fiscal years' average retirement count (61,678) – with 2009 having the lowest number.

**Table 3** presents the distribution of the above population – by fiscal year and characteristic. 2016 accounted for 10.3 percent of the overall number of retirees in the last 10 fiscal years.

The following categories show moderate to substantial percentage increase or decrease (absolute difference of six percentage points or higher) in retirement, from fiscal year 2007 to fiscal year 2016:

- Retirement System – in fiscal year 2016, FERS represented 70.8 percent of all retirees, up from 36.6 percent in fiscal year 2007; whereas in fiscal year 2016, CSRS represented 29 percent of all retirees, down from 63.1 percent in fiscal year 2007.
- Retirement Type – the percentage for voluntary retirement increased from 81.8 in fiscal year 2007 to 91.6 in fiscal year 2016; whereas the percentage for early-out retirement decreased from 7.5 percent in fiscal year 2007 to 1.5 percent in fiscal year 2015;
- Veteran Status – in fiscal year 2016, veterans represented 31.4 percent of all retirees, down from 37.8 percent in fiscal year 2007; whereas in fiscal year 2016, non-veterans represented 67.8 percent, up from 59.7 percent in fiscal year 2007.

**Table 4** presents the average retirement age of executive branch federal civilian employees by fiscal year. The average retirement age went up 2.4 years – from 59.5 years in fiscal year 2007 to 61.8 years in fiscal year 2016.

The following categories show moderate change (difference of 3 years or higher) in retirement age, from fiscal year 2007 to fiscal year 2016: Occupational Category – the average retirement age for blue-collars was 62.1 years in fiscal year 2016, up from 58.7 years in fiscal year 2006.

**Table 5** presents the average length of service (LOS) of executive branch federal civilian employees at retirement, by fiscal year. The retirement age declined from 28.3 years in fiscal year 2007 to 25.6 years in fiscal year 2016.

The following category shows moderate change (difference of 2 years or higher) in average LOS, from fiscal year 2007 to fiscal year 2016: Retirement System – the average LOS for CSRS was 35.9 years in fiscal year 2016, up from 33.1 years in fiscal year 2007.

**Table 6**  presents the distribution of executive branch federal civilian retirees – by age and length of service, separately.  During the last 10 fiscal years, 96.9 percent of employees who retired were 50 or older.  Approximately half of the retirees had worked 30 years or more. In fiscal year 2016, employees in the age group 50 to 59 represented 31.8 percent of all retirements, down from 32.8 percent in fiscal year 2015 and 48 percent in fiscal year 2007; whereas those in the age group 60 or above represented 64.1 percent in fiscal year 2016, up from 64.2 percent in fiscal year 2015 and from 48 percent in fiscal year 2007.

**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 the most retirements in the last 10 fiscal years:

- Cabinet-Level Agencies – Department of Veterans Affairs (89,526 retirees)
- Large Independent Agencies – Social Security Administration (25,485 retirees)
- Medium Independent Agencies  – Railroad  Retirement Board (478 retirees)
- Small Independent Agencies –  Office of National Drug Control Policy (26 retirees)

In the occupational category, the following occupations accounted for the most retirements:
- Administrative – Miscellaneous Administration and Program (29,937 retirees)
- Professional – Nurse  (18,853 retirees)
- Technical - Miscellaneous Clerk and Assistant (13,518 retirees)
- Blue Collar - Custodial Working (4,946 retirees)

**Table 8** shows the number of executive branch federal civilian employees who retired during each month from fiscal year 2007 to fiscal year 2016. In the last 10 fiscal years, January accounted for the most retirements, except in fiscal years 2011, 2012, and 2013.  December surpassed January and all other months in fiscal years 2011, 2012, and 2013.  Retirement for January went down from 11,204 in fiscal year 2015 to 9,958 in fiscal year 2016; whereas, the number for December went up from 9,503 in fiscal year 2015 to 9,053 in fiscal year 2016.

**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 decrease in retirement from fiscal year 2007 to fiscal year 2008. Retirement dipped to its lowest point in fiscal year 2009. In fiscal year 2010 it increased, then reached its highest point in fiscal year 2012.Thereafter, it dropped in fiscal year 2013, but nearly rose to the 2012 level in fiscal year 2014 before declining to almost the 2013 level in fiscal year 2015.  It dropped again in fiscal year 2016.
- The second graph shows a steady increase in average retirement age from fiscal year 2007 to fiscal year 2016.
- The third graph shows the average length of service at retirement declined from fiscal year 2007 to fiscal year 2010. The average length of service increased in fiscal year 2011, but thereafter, it dropped in fiscal year 2012 and continued declining sharply over the next few fiscal years to reach its lowest point in fiscal year 2016.

**Figure 2** compares the percentages of total retirement by category.  This figure shows retirement during fiscal years 2007 - 2016 was greater in the following levels (or subcategories):

- Agency Category – cabinet-level
- Occupational Category – administrative
- Race/RNO – White
- Retirement system – FERS
- 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 2007 - 2016 was mostly concentrated in the following age groups: 50-59 and 60 or above:

- Age 50-59 – 25.4 percent of employees in this age group had 30 or more years of service.
- Age 60+ – 22.9 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 2007 to fiscal year 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 for fiscal years 2011 through 2013 – with an all-time high in fiscal

year 2012. From fiscal year 2014 to fiscal year 2016, December was surpassed by January for the most retirements.

## Conclusion

*All fiscal years*: The analysis reveals in the last 10 fiscal years (2007 - 2016), 616,785 federal civilian employees of the executive branch retired from service – which is about 61,678 retirees per fiscal year. They mostly retired voluntarily and were more likely to retire in January or December than any other month.  They were mainly white males, non-veterans, and non-supervisors, and were largely in the cabinet-level agencies with general schedule and equivalent pay-plans, Federal Employees Retirement System, and administrative occupations.

Over the same time period, the overall average retirement age was 60.7 years and average length of service at retirement was 27.4 years. About three out of five retirees were 60 years of age or older and nearly half of the retirees had worked 30 years or more. On average, employees who retired with disability tended to be younger (51.7 years old) and had fewer years of service (16.5 years) compared with those in other retirement types.

*Across fiscal years*: From fiscal year 2007 to fiscal year 2016, retirement increased by 2.3 percent, from 62,366 to 63,817. The lowest retirement number was recorded in fiscal year 2009 (46,100 retirees); the highest number was in fiscal year 2012 (69,320 retirees).  Over the last 10 fiscal years, the retirement numbers for employees who retired mandatory went up by 73.7 percent; while early-out retirement decreased by 79.8 percent.

From fiscal year 2007 to fiscal year 2016, the average age trended up (2.4 years increase by end of fiscal year 2016), whereas, the average length of service fluctuated over the same time period and has decreased by 2.6 years through the end of fiscal year 2016. On average, employees who retired in fiscal year 2016 were slightly older (average age 61.8) than those who retired in fiscal year 2007 (average age 59.5) – 66.1 percent were 60 years of age or older in fiscal year 2016 compared with 48 percent in fiscal year 2007.

# Tables

**Table 1. Fiscal Years 2007 - 2016 Retirement Statistics for Federal Civilian Employees**

|  | Number of Ret. (% of Total) | Avg. Age (years) | Avg. LOS (years) |
|---|---|---|---|
| **Executive Branch** | | | |
| All | 616,785 (100.0%) | 60.7 | 27.4 |
| **Agency Category** | | | |
| Cabinet-Level Agencies | 557,987 (90.5%) | 60.7 | 27.0 |
| Large Indep. Agencies | 55,247 (9.0%) | 61.2 | 30.9 |
| Medium Indep. Agencies | 3,200 (0.5%) | 61.9 | 29.3 |
| Small Indep. Agencies | 351 (0.1%) | 62.8 | 26.9 |
| **Pay Plan** | | | |
| GS/GM/GL | 423,316 (68.6%) | 60.7 | 27.9 |
| Senior Executive Service | 5,717 (0.9%) | 60.4 | 31.0 |
| Other | 187,752 (30.4%) | 60.8 | 26.2 |
| **Retirement System** | | | |
| FERS | 325,350 (52.7%) | 61.0 | 21.0 |
| CSRS | 289,600 (47.0%) | 60.4 | 34.5 |
| Other | 1,833 (0.3%) | 60.1 | 28.1 |
| **Retirement Type** | | | |
| Mandatory | 8,121 (1.3%) | 57.7 | 27.9 |
| Disability | 40,149 (6.5%) | 51.7 | 16.5 |
| Voluntary | 535,601 (86.8%) | 61.8 | 28.2 |
| Early Out | 24,771 (4.0%) | 54.6 | 27.8 |
| Other | 8,132 (1.3%) | 58.5 | 27.3 |
| **Gender** | | | |
| Men | 352,203 (57.1%) | 60.8 | 27.1 |
| Women | 264,582 (42.9%) | 60.6 | 27.7 |
| **Race/National Origin** | | | |
| Black/African American | 90,640 (14.7%) | 60.3 | 28.7 |
| White | 450,846 (73.1%) | 60.7 | 27.2 |
| Hispanic/Latino | 36,122 (5.9%) | 59.9 | 27.2 |
| Other | 38,843 (6.3%) | 62.3 | 26.3 |
| **Veteran Status** | | | |
| Veteran | 207,877 (33.7%) | 61.7 | 25.9 |
| Exempt | 9,918 (1.6%) | 54.2 | 24.5 |
| Non-Veteran | 398,990 (64.7%) | 60.4 | 28.2 |
| **Supervisory Status** | | | |
| Supervisor/Manager | 113,215 (18.4%) | 59.8 | 29.8 |
| Non Supervisor/Manager | 503,514 (81.6%) | 60.9 | 26.8 |
| **Occupational Category** | | | |
| Administrative | 256,072 (41.5%) | 59.9 | 29.3 |
| Professional | 133,831 (21.7%) | 62.2 | 27.5 |
| Technical | 108,489 (17.6%) | 61.3 | 25.2 |
| Blue Collar | 70,615 (11.4%) | 60.3 | 26.3 |
| Other | 46,499 (7.5%) | 60.3 | 23.3 |
| | Unspecified values are omitted -- details may not add to total. | | |

**Table 2. Number of Retirees during each Fiscal Year**

| | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | % Change FY07-16 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Executive Branch** | | | | | | | | | | | |
| All | 62,366 | 58,913 | 46,100 | 52,660 | 64,238 | 69,320 | 65,264 | 68,746 | 65,361 | 63,817 | 2.3% |
| **Agency Category** | | | | | | | | | | | |
| Cabinet-Level Agencies | 56,090 | 53,187 | 41,788 | 47,631 | 58,512 | 62,358 | 59,178 | 61,886 | 59,175 | 58,182 | 3.7% |
| Large Indep. Agencies | 5,917 | 5,339 | 4,061 | 4,753 | 5,365 | 6,566 | 5,688 | 6,453 | 5,798 | 5,307 | (10.3%) |
| Medium Indep. Agencies | 320 | 347 | 220 | 252 | 322 | 358 | 364 | 366 | 354 | 297 | (7.2%) |
| Small Indep. Agencies | 39 | 40 | 31 | 24 | 39 | 38 | 34 | 41 | 34 | 31 | (20.5%) |
| **Pay Plan** | | | | | | | | | | | |
| GS/GM/GL | 42,247 | 37,235 | 28,538 | 33,792 | 46,106 | 49,973 | 45,765 | 48,952 | 46,432 | 44,276 | 4.8% |
| Senior Executive Service | 591 | 538 | 483 | 509 | 590 | 608 | 606 | 632 | 573 | 587 | (0.7%) |
| Other | 19,528 | 21,140 | 17,079 | 18,359 | 17,542 | 18,739 | 18,893 | 19,162 | 18,356 | 18,954 | (2.9%) |
| **Retirement System** | | | | | | | | | | | |
| FERS | 22,802 | 23,568 | 20,302 | 24,666 | 30,616 | 34,831 | 35,952 | 43,114 | 44,317 | 45,182 | 98.1% |
| CSRS | 39,356 | 35,136 | 25,596 | 27,798 | 33,429 | 34,305 | 29,158 | 25,460 | 20,885 | 18,477 | (53.1%) |
| Other | 208 | 209 | 202 | 196 | 191 | 184 | 154 | 172 | 159 | 158 | (24.0%) |
| **Retirement Type** | | | | | | | | | | | |
| Mandatory | 563 | 516 | 585 | 755 | 834 | 941 | 965 | 1,024 | 960 | 978 | 73.7% |
| Disability | 5,093 | 4,892 | 4,456 | 3,925 | 3,919 | 3,743 | 3,254 | 3,669 | 4,272 | 2,926 | (42.5%) |
| Voluntary | 51,017 | 49,053 | 38,983 | 45,758 | 54,900 | 59,812 | 58,295 | 61,017 | 58,287 | 58,479 | 14.6% |
| Early Out | 4,687 | 3,552 | 1,241 | 1,456 | 2,815 | 4,124 | 2,184 | 2,468 | 1,298 | 946 | (79.8%) |
| Other | 1,006 | 900 | 835 | 766 | 1,770 | 700 | 566 | 568 | 544 | 477 | (52.6%) |
| **Gender** | | | | | | | | | | | |
| Men | 37,602 | 35,291 | 27,401 | 30,481 | 36,402 | 38,493 | 36,787 | 38,115 | 36,108 | 35,523 | (5.5%) |
| Women | 24,764 | 23,622 | 18,699 | 22,179 | 27,836 | 30,827 | 28,477 | 30,631 | 29,253 | 28,294 | 14.3% |
| **Race/National Origin** | | | | | | | | | | | |
| Black/African American | 8,466 | 7,789 | 6,449 | 7,547 | 9,460 | 10,621 | 9,664 | 10,582 | 10,243 | 9,819 | 16.0% |
| White | 47,118 | 44,780 | 34,401 | 38,947 | 47,506 | 50,259 | 46,816 | 49,454 | 46,234 | 45,331 | (3.8%) |
| Hispanic/Latino | 3,216 | 3,060 | 2,608 | 3,008 | 3,479 | 4,149 | 3,953 | 4,262 | 4,225 | 4,162 | 29.4% |
| Other | 3,553 | 3,267 | 2,559 | 3,070 | 3,756 | 4,259 | 4,805 | 4,440 | 4,640 | 4,494 | 26.5% |
| **Veteran Status** | | | | | | | | | | | |
| Veteran | 23,600 | 21,496 | 16,635 | 18,686 | 21,173 | 22,738 | 21,276 | 21,752 | 20,502 | 20,019 | (15.2%) |
| Exempt | 1,561 | 1,703 | 1,211 | 1,130 | 1,155 | 923 | 611 | 548 | 533 | 543 | (65.2%) |
| Non-Veteran | 37,205 | 35,714 | 28,254 | 32,844 | 41,910 | 45,659 | 43,377 | 46,446 | 44,326 | 43,255 | 16.3% |
| **Supervisory Status** | | | | | | | | | | | |
| Supervisor/Manager | 11,276 | 10,707 | 8,393 | 9,422 | 11,541 | 12,624 | 12,261 | 12,926 | 12,110 | 11,955 | 6.0% |
| Non Supervisor/Manager | 51,069 | 48,201 | 37,706 | 43,237 | 52,697 | 56,696 | 53,002 | 55,817 | 53,245 | 51,844 | 1.5% |
| **Occupational Category** | | | | | | | | | | | |
| Administrative | 25,805 | 24,053 | 18,915 | 21,673 | 27,304 | 29,460 | 27,153 | 28,633 | 26,992 | 26,084 | 1.1% |
| Professional | 12,598 | 12,308 | 9,285 | 10,906 | 13,583 | 14,322 | 14,410 | 16,090 | 15,194 | 15,135 | 20.1% |
| Technical | 10,925 | 10,483 | 8,247 | 9,539 | 11,188 | 12,237 | 11,416 | 11,825 | 11,792 | 10,837 | (0.8%) |
| Blue Collar | 8,210 | 7,600 | 5,959 | 6,489 | 7,379 | 8,097 | 7,296 | 7,066 | 6,528 | 5,991 | (27.0%) |
| Other | 4,816 | 4,454 | 3,679 | 4,033 | 4,772 | 5,194 | 4,982 | 5,122 | 4,841 | 4,606 | (4.4%) |

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

**Table 3. Percent of Total Retirement for each Fiscal Year**

| | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | Change FY07-16 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Executive Branch** | | | | | | | | | | | |
| All | 10.1% | 9.6% | 7.5% | 8.5% | 10.4% | 11.2% | 10.6% | 11.1% | 10.6% | 10.3% | 0.2% |
| **Agency Category** | | | | | | | | | | | |
| Cabinet-Level Agencies | 89.9% | 90.3% | 90.6% | 90.5% | 91.1% | 90.0% | 90.7% | 90.0% | 90.5% | 91.2% | 1.2% |
| Large Indep. Agencies | 9.5% | 9.1% | 8.8% | 9.0% | 8.4% | 9.5% | 8.7% | 9.4% | 8.9% | 8.3% | (1.2%) |
| Medium Indep. Agencies | 0.5% | 0.6% | 0.5% | 0.5% | 0.5% | 0.5% | 0.6% | 0.5% | 0.5% | 0.5% | (0.0%) |
| Small Indep. Agencies | 0.1% | 0.1% | 0.1% | 0.0% | 0.1% | 0.1% | 0.1% | 0.1% | 0.1% | 0.0% | (0.0%) |
| **Pay Plan** | | | | | | | | | | | |
| GS/GM/GL | 67.7% | 63.2% | 61.9% | 64.2% | 71.8% | 72.1% | 70.1% | 71.2% | 71.0% | 69.4% | 1.6% |
| Senior Executive Service | 0.9% | 0.9% | 1.0% | 1.0% | 0.9% | 0.9% | 0.9% | 0.9% | 0.9% | 0.9% | (0.0%) |
| Other | 31.3% | 35.9% | 37.0% | 34.9% | 27.3% | 27.0% | 28.9% | 27.9% | 28.1% | 29.7% | (1.6%) |
| **Retirement System** | | | | | | | | | | | |
| FERS | 36.6% | 40.0% | 44.0% | 46.8% | 47.7% | 50.2% | 55.1% | 62.7% | 67.8% | 70.8% | 34.2% |
| CSRS | 63.1% | 59.6% | 55.5% | 52.8% | 52.0% | 49.5% | 44.7% | 37.0% | 32.0% | 29.0% | (34.2%) |
| Other | 0.3% | 0.4% | 0.4% | 0.4% | 0.3% | 0.3% | 0.2% | 0.3% | 0.2% | 0.2% | (0.1%) |
| **Retirement Type** | | | | | | | | | | | |
| Mandatory | 0.9% | 0.9% | 1.3% | 1.4% | 1.3% | 1.4% | 1.5% | 1.5% | 1.5% | 1.5% | 0.6% |
| Disability | 8.2% | 8.3% | 9.7% | 7.5% | 6.1% | 5.4% | 5.0% | 5.3% | 6.5% | 4.6% | (3.6%) |
| Voluntary | 81.8% | 83.3% | 84.6% | 86.9% | 85.5% | 86.3% | 89.3% | 88.8% | 89.2% | 91.6% | 9.8% |
| Early Out | 7.5% | 6.0% | 2.7% | 2.8% | 4.4% | 5.9% | 3.3% | 3.6% | 2.0% | 1.5% | (6.0%) |
| Other | 1.6% | 1.5% | 1.8% | 1.5% | 2.8% | 1.0% | 0.9% | 0.8% | 0.8% | 0.7% | (0.9%) |
| **Gender** | | | | | | | | | | | |
| Men | 60.3% | 59.9% | 59.4% | 57.9% | 56.7% | 55.5% | 56.4% | 55.4% | 55.2% | 55.7% | (4.6%) |
| Women | 39.7% | 40.1% | 40.6% | 42.1% | 43.3% | 44.5% | 43.6% | 44.6% | 44.8% | 44.3% | 4.6% |
| **Race/National Origin** | | | | | | | | | | | |
| Black/African American | 13.6% | 13.2% | 14.0% | 14.3% | 14.7% | 15.3% | 14.8% | 15.4% | 15.7% | 15.4% | 1.8% |
| White | 75.6% | 76.0% | 74.6% | 74.0% | 74.0% | 72.5% | 71.7% | 71.9% | 70.7% | 71.0% | (4.5%) |
| Hispanic/Latino | 5.2% | 5.2% | 5.7% | 5.7% | 5.4% | 6.0% | 6.1% | 6.2% | 6.5% | 6.5% | 1.4% |
| Other | 5.7% | 5.5% | 5.6% | 5.8% | 5.8% | 6.1% | 7.4% | 6.5% | 7.1% | 7.0% | 1.3% |
| **Veteran Status** | | | | | | | | | | | |
| Veteran | 37.8% | 36.5% | 36.1% | 35.5% | 33.0% | 32.8% | 32.6% | 31.6% | 31.4% | 31.4% | (6.5%) |
| Exempt | 2.5% | 2.9% | 2.6% | 2.1% | 1.8% | 1.3% | 0.9% | 0.8% | 0.8% | 0.9% | (1.7%) |
| Non-Veteran | 59.7% | 60.6% | 61.3% | 62.4% | 65.2% | 65.9% | 66.5% | 67.6% | 67.8% | 67.8% | 8.1% |
| **Supervisory Status** | | | | | | | | | | | |
| Supervisor/Manager | 18.1% | 18.2% | 18.2% | 17.9% | 18.0% | 18.2% | 18.8% | 18.8% | 18.5% | 18.7% | 0.7% |
| Non Supervisor/Manager | 81.9% | 81.8% | 81.8% | 82.1% | 82.0% | 81.8% | 81.2% | 81.2% | 81.5% | 81.2% | (0.6%) |
| **Occupational Category** | | | | | | | | | | | |
| Administrative | 41.4% | 40.8% | 41.0% | 41.2% | 42.5% | 42.5% | 41.6% | 41.7% | 41.3% | 40.9% | (0.5%) |
| Professional | 20.2% | 20.9% | 20.1% | 20.7% | 21.1% | 20.7% | 22.1% | 23.4% | 23.2% | 23.7% | 3.5% |
| Technical | 17.5% | 17.8% | 17.9% | 18.1% | 17.4% | 17.7% | 17.5% | 17.2% | 18.0% | 17.0% | (0.5%) |
| Blue Collar | 13.2% | 12.9% | 12.9% | 12.3% | 11.5% | 11.7% | 11.2% | 10.3% | 10.0% | 9.4% | (3.8%) |
| Other | 7.7% | 7.6% | 8.0% | 7.7% | 7.4% | 7.5% | 7.6% | 7.5% | 7.4% | 7.2% | (0.5%) |

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

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

| | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | Change FY07-16 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Executive Branch** | | | | | | | | | | | |
| All | 59.5 | 59.6 | 59.8 | 60.3 | 60.6 | 60.8 | 61.3 | 61.4 | 61.5 | 61.8 | 2.4 |
| **Agency Category** | | | | | | | | | | | |
| Cabinet-Level Agencies | 59.4 | 59.5 | 59.8 | 60.3 | 60.6 | 60.8 | 61.2 | 61.3 | 61.5 | 61.7 | 2.3 |
| Large Indep. Agencies | 59.8 | 60.0 | 60.5 | 60.4 | 61.2 | 61.4 | 61.6 | 62.1 | 62.0 | 62.6 | 2.8 |
| Medium Indep. Agencies | 60.6 | 60.7 | 61.7 | 62.0 | 62.5 | 62.1 | 62.4 | 62.0 | 62.2 | 63.1 | 2.5 |
| Small Indep. Agencies | 61.2 | 59.8 | 61.4 | 65.2 | 63.7 | 64.7 | 63.5 | 64.2 | 62.4 | 62.6 | 1.3 |
| **Pay Plan** | | | | | | | | | | | |
| GS/GM/GL | 59.5 | 59.6 | 59.8 | 60.3 | 60.6 | 60.7 | 61.1 | 61.2 | 61.4 | 61.7 | 2.2 |
| Senior Executive Service | 59.5 | 59.8 | 60.0 | 60.1 | 60.5 | 60.4 | 60.9 | 60.8 | 60.9 | 60.5 | 1.0 |
| Other | 59.3 | 59.6 | 59.8 | 60.5 | 60.8 | 61.2 | 61.6 | 61.8 | 61.9 | 62.1 | 2.8 |
| **Retirement System** | | | | | | | | | | | |
| FERS | 60.0 | 59.9 | 60.0 | 60.6 | 60.8 | 61.1 | 61.4 | 61.5 | 61.4 | 61.7 | 1.7 |
| CSRS | 59.2 | 59.4 | 59.7 | 60.1 | 60.4 | 60.6 | 61.1 | 61.3 | 61.8 | 62.1 | 2.9 |
| Other | 57.3 | 59.2 | 59.7 | 59.8 | 60.5 | 60.7 | 60.9 | 60.8 | 61.0 | 62.3 | 5.0 |
| **Retirement Type** | | | | | | | | | | | |
| Mandatory | 58.0 | 57.9 | 58.0 | 58.0 | 57.7 | 57.7 | 57.4 | 57.5 | 57.3 | 57.4 | (0.6) |
| Disability | 51.7 | 51.6 | 51.6 | 51.4 | 51.7 | 51.8 | 51.9 | 52.1 | 51.9 | 51.9 | 0.2 |
| Voluntary | 60.8 | 60.8 | 61.0 | 61.4 | 61.6 | 61.9 | 62.1 | 62.3 | 62.5 | 62.5 | 1.8 |
| Early Out | 54.4 | 54.3 | 54.5 | 54.5 | 54.7 | 54.9 | 54.8 | 54.6 | 54.7 | 54.7 | 0.2 |
| Other | 57.7 | 57.3 | 58.5 | 58.0 | 60.0 | 58.7 | 58.3 | 58.2 | 58.3 | 58.4 | 0.7 |
| **Gender** | | | | | | | | | | | |
| Men | 59.5 | 59.6 | 59.9 | 60.4 | 60.8 | 61.1 | 61.4 | 61.7 | 61.7 | 61.9 | 2.4 |
| Women | 59.4 | 59.5 | 59.7 | 60.2 | 60.4 | 60.5 | 61.0 | 61.1 | 61.3 | 61.7 | 2.3 |
| **Race/National Origin** | | | | | | | | | | | |
| Black/African American | 59.0 | 59.2 | 59.3 | 59.8 | 60.2 | 60.3 | 60.8 | 60.8 | 61.0 | 61.5 | 2.6 |
| White | 59.5 | 59.6 | 59.9 | 60.4 | 60.6 | 60.9 | 61.3 | 61.5 | 61.6 | 61.9 | 2.4 |
| Hispanic/Latino | 58.7 | 59.0 | 59.2 | 59.6 | 60.1 | 60.0 | 60.5 | 60.5 | 60.5 | 60.6 | 1.9 |
| Other | 60.9 | 61.3 | 61.4 | 61.9 | 62.4 | 62.3 | 62.7 | 62.8 | 63.0 | 63.3 | 2.3 |
| **Veteran Status** | | | | | | | | | | | |
| Veteran | 60.1 | 60.5 | 60.8 | 61.3 | 61.8 | 62.0 | 62.4 | 62.5 | 62.5 | 62.8 | 2.6 |
| Exempt | 53.4 | 52.9 | 52.9 | 52.9 | 53.5 | 55.4 | 56.2 | 57.4 | 57.6 | 58.0 | 4.6 |
| Non-Veteran | 59.3 | 59.4 | 59.6 | 60.1 | 60.2 | 60.4 | 60.8 | 60.9 | 61.1 | 61.4 | 2.1 |
| **Supervisory Status** | | | | | | | | | | | |
| Supervisor/Manager | 58.7 | 59.0 | 59.2 | 59.5 | 59.8 | 59.9 | 60.3 | 60.4 | 60.4 | 60.6 | 1.8 |
| Non Supervisor/Manager | 59.6 | 59.7 | 60.0 | 60.5 | 60.8 | 61.0 | 61.5 | 61.6 | 61.8 | 62.1 | 2.5 |
| **Occupational Category** | | | | | | | | | | | |
| Administrative | 58.8 | 58.9 | 59.2 | 59.6 | 59.9 | 60.0 | 60.4 | 60.5 | 60.6 | 60.9 | 2.1 |
| Professional | 60.9 | 61.1 | 61.4 | 61.8 | 61.9 | 62.2 | 62.6 | 62.8 | 62.9 | 63.2 | 2.2 |
| Technical | 60.0 | 60.1 | 60.2 | 60.8 | 61.1 | 61.4 | 61.9 | 62.1 | 62.2 | 62.6 | 2.6 |
| Blue Collar | 58.7 | 58.6 | 58.9 | 59.7 | 60.1 | 60.6 | 61.3 | 61.5 | 61.6 | 62.1 | 3.4 |
| Other | 59.6 | 59.8 | 59.7 | 60.0 | 60.7 | 60.6 | 60.6 | 60.6 | 60.3 | 60.8 | 1.3 |

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

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

| | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 | Change FY07-16 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Executive Branch** | | | | | | | | | | | |
| All | 28.3 | 28.2 | 27.8 | 27.7 | 28.0 | 27.9 | 27.5 | 26.9 | 26.3 | 25.6 | (2.6) |
| **Agency Category** | | | | | | | | | | | |
| Cabinet-Level Agencies | 28.0 | 27.9 | 27.5 | 27.4 | 27.7 | 27.5 | 27.1 | 26.5 | 25.8 | 25.2 | (2.8) |
| Large Indep. Agencies | 30.9 | 31.2 | 31.2 | 30.8 | 31.4 | 31.6 | 31.2 | 30.4 | 30.5 | 30.3 | (0.7) |
| Medium Indep. Agencies | 28.7 | 29.0 | 29.0 | 29.8 | 31.1 | 30.6 | 29.3 | 28.3 | 28.6 | 28.5 | (0.1) |
| Small Indep. Agencies | 28.0 | 26.2 | 28.0 | 27.1 | 25.3 | 28.3 | 25.2 | 28.7 | 24.4 | 27.7 | (0.2) |
| **Pay Plan** | | | | | | | | | | | |
| GS/GM/GL | 28.5 | 28.5 | 28.1 | 28.2 | 28.5 | 28.4 | 28.0 | 27.5 | 26.9 | 26.3 | (2.2) |
| Senior Executive Service | 31.7 | 32.0 | 29.5 | 31.8 | 31.8 | 31.7 | 31.2 | 30.3 | 30.0 | 29.5 | (2.3) |
| Other | 27.8 | 27.5 | 27.3 | 26.8 | 26.5 | 26.3 | 25.9 | 25.0 | 24.6 | 23.9 | (3.8) |
| **Retirement System** | | | | | | | | | | | |
| FERS | 20.1 | 20.3 | 20.2 | 20.6 | 20.9 | 21.1 | 21.1 | 21.6 | 21.5 | 21.4 | 1.4 |
| CSRS | 33.1 | 33.5 | 33.9 | 34.1 | 34.6 | 34.8 | 35.3 | 35.7 | 36.4 | 35.9 | 2.8 |
| Other | 27.2 | 28.4 | 28.2 | 29.9 | 29.9 | 28.5 | 27.9 | 26.7 | 27.7 | 26.2 | (0.9) |
| **Retirement Type** | | | | | | | | | | | |
| Mandatory | 28.9 | 28.6 | 27.4 | 27.3 | 27.9 | 27.3 | 27.6 | 28.0 | 28.0 | 28.5 | (0.4) |
| Disability | 18.3 | 18.3 | 17.6 | 16.7 | 16.1 | 15.9 | 15.6 | 15.6 | 14.9 | 14.4 | (3.9) |
| Voluntary | 29.3 | 29.2 | 29.0 | 28.7 | 28.8 | 28.7 | 28.1 | 27.5 | 27.0 | 26.1 | (3.2) |
| Early Out | 28.0 | 28.1 | 28.0 | 28.1 | 27.6 | 27.9 | 27.6 | 27.5 | 27.1 | 27.2 | (0.8) |
| Other | 28.2 | 28.4 | 26.3 | 26.8 | 29.0 | 25.3 | 26.1 | 25.2 | 25.5 | 28.1 | (0.1) |
| **Gender** | | | | | | | | | | | |
| Men | 28.7 | 28.4 | 28.0 | 27.6 | 27.7 | 27.4 | 27.0 | 26.2 | 25.5 | 25.2 | (3.5) |
| Women | 27.7 | 27.8 | 27.6 | 27.9 | 28.4 | 28.4 | 28.0 | 27.6 | 27.2 | 26.2 | (1.4) |
| **Race/National Origin** | | | | | | | | | | | |
| Black/African American | 29.0 | 29.1 | 28.6 | 29.0 | 29.4 | 29.5 | 29.0 | 28.4 | 28.0 | 26.7 | (2.2) |
| White | 28.3 | 28.2 | 27.8 | 27.6 | 27.9 | 27.7 | 27.2 | 26.6 | 25.9 | 25.4 | (2.9) |
| Hispanic/Latino | 27.6 | 27.6 | 27.2 | 27.3 | 27.7 | 27.6 | 27.4 | 27.1 | 26.4 | 26.0 | (1.6) |
| Other | 27.1 | 26.4 | 26.5 | 26.3 | 26.5 | 26.6 | 27.2 | 25.8 | 25.5 | 25.0 | (2.1) |
| **Veteran Status** | | | | | | | | | | | |
| Veteran | 28.4 | 28.2 | 27.6 | 26.9 | 26.6 | 25.9 | 25.3 | 24.0 | 23.1 | 22.7 | (5.7) |
| Exempt | 24.9 | 24.8 | 23.3 | 21.8 | 22.8 | 24.6 | 25.1 | 27.1 | 27.2 | 28.5 | 3.6 |
| Non-Veteran | 28.4 | 28.3 | 28.2 | 28.4 | 28.8 | 28.9 | 28.6 | 28.2 | 27.7 | 27.0 | (1.4) |
| **Supervisory Status** | | | | | | | | | | | |
| Supervisor/Manager | 30.9 | 30.7 | 30.3 | 30.1 | 30.4 | 30.1 | 29.9 | 29.2 | 28.8 | 28.3 | (2.6) |
| Non Supervisor/Manager | 27.7 | 27.6 | 27.3 | 27.2 | 27.5 | 27.4 | 26.9 | 26.3 | 25.7 | 25.1 | (2.7) |
| **Occupational Category** | | | | | | | | | | | |
| Administrative | 30.0 | 29.9 | 29.7 | 29.7 | 29.9 | 29.7 | 29.3 | 28.7 | 28.1 | 27.9 | (2.1) |
| Professional | 28.9 | 28.8 | 28.7 | 28.1 | 28.5 | 28.1 | 27.6 | 26.7 | 26.2 | 25.0 | (3.9) |
| Technical | 26.2 | 26.3 | 25.6 | 25.6 | 25.7 | 25.7 | 25.3 | 24.7 | 23.8 | 23.2 | (3.0) |
| Blue Collar | 27.6 | 27.3 | 26.6 | 26.2 | 26.4 | 26.7 | 26.7 | 25.7 | 25.2 | 24.4 | (3.2) |
| Other | 23.5 | 23.2 | 23.0 | 23.5 | 23.9 | 23.6 | 22.9 | 23.6 | 23.3 | 22.6 | (0.9) |

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

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

|  | All FYs | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Age** | | | | | | | | | | | |
| <50 | 3.0 | 3.9 | 3.9 | 4.1 | 3.4 | 2.8 | 2.6 | 2.5 | 2.6 | 3.0 | 2.2 |
| 50-59 | 38.9 | 48.0 | 46.1 | 42.9 | 40.2 | 40.0 | 39.4 | 35.9 | 34.6 | 32.8 | 31.8 |
| 60+ | 58.0 | 48.0 | 50.0 | 53.0 | 56.4 | 57.2 | 58.0 | 61.6 | 62.8 | 64.2 | 66.1 |
| **Length of Service (LOS)** | | | | | | | | | | | |
| <20 | 20.6 | 15.5 | 15.8 | 17.7 | 17.5 | 17.3 | 18.1 | 20.8 | 23.5 | 27.0 | 30.4 |
| 20-29 | 31.1 | 33.1 | 32.8 | 31.9 | 33.2 | 32.2 | 32.2 | 30.6 | 31.0 | 28.9 | 25.8 |
| 30+ | 48.4 | 51.4 | 51.5 | 50.4 | 49.3 | 50.5 | 49.7 | 48.6 | 45.5 | 44.1 | 43.8 |

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

**Table 7. Fiscal Years 2007 - 2016 Top 3 Retirement Agencies and Occupational Series**

| Agency Category | Rank - | Agency | Retirement Count |
|---|---|---|---|
| Cabinet-Level Agencies | 1 | Department of Veterans Affairs | 89,526 |
|  | 2 | Department of the Army | 84,786 |
|  | 3 | Department of the Navy | 60,524 |
| Large Indep. Agencies | 1 | Social Security Administration | 25,485 |
|  | 2 | Nat Aeronautics and Space Administration | 5,351 |
|  | 3 | Environmental Protection Agency | 5,219 |
| Medium Indep. Agencies | 1 | Railroad Retirement Board | 478 |
|  | 2 | Pension Benefit Guaranty Corporation | 222 |
|  | 3 | Commodity Futures Trading Commission | 168 |
| Small Indep. Agencies | 1 | Office of National Drug Control Policy | 26 |
|  | 2 | Occupational Safety & Health Review Cmsn | 25 |
|  |  | Office of Government Ethics | 25 |
|  | 3 | National Security Council | 19 |
| **Occupational Category** |  | **Occupational Series** |  |
| Administrative | 1 | Miscellaneous Administration and Program | 29,937 |
|  | 2 | Information Technology Management | 24,452 |
|  | 3 | Management and Program Analysis | 23,329 |
| Professional | 1 | Nurse | 18,853 |
|  | 2 | Contracting | 11,234 |
|  | 3 | General Engineering | 7,119 |
| Technical | 1 | Miscellaneous Clerk and Assistant | 13,518 |
|  | 2 | Contact Representative | 7,990 |
|  | 3 | Engineering Technical | 7,793 |
| Blue Collar | 1 | Custodial Working | 4,946 |
|  | 2 | Maintenance Mechanic | 4,631 |
|  | 3 | Materials Handler | 3,327 |
| Other | 1 | Secretary | 10,109 |
|  | 2 | Miscellaneous Clerk and Assistant | 6,345 |
|  | 3 | Medical Support Assistance | 4,599 |

**Table 8. Monthly Retirement Number, by Fiscal Year**

| | All FYs | FY 2007 | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | FY 2013 | FY 2014 | FY 2015 | FY 2016 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| January | 102,927 | 13,480 | 12,440 | 10,196 | 10,687 | 6,551 | 3,971 | 9,845 | 14,595 | 11,204 | 9,958 |
| February | 33,240 | 3,600 | 4,505 | 2,656 | 3,041 | 3,178 | 2,949 | 2,921 | 3,890 | 3,298 | 3,202 |
| March | 42,604 | 5,832 | 4,618 | 2,876 | 3,508 | 3,863 | 4,796 | 4,299 | 4,945 | 3,985 | 3,882 |
| April | 44,422 | 4,109 | 3,646 | 3,029 | 4,221 | 4,713 | 5,912 | 4,079 | 4,600 | 4,315 | 5,798 |
| May | 47,237 | 3,918 | 4,874 | 3,500 | 3,515 | 3,881 | 3,910 | 5,609 | 7,045 | 6,281 | 4,704 |
| June | 53,466 | 5,597 | 4,255 | 3,374 | 3,995 | 5,574 | 7,977 | 6,571 | 5,771 | 5,152 | 5,200 |
| July | 48,027 | 3,837 | 3,832 | 4,570 | 6,223 | 7,267 | 3,840 | 4,118 | 4,491 | 5,319 | 4,530 |
| August | 41,447 | 5,319 | 4,901 | 3,258 | 3,334 | 3,785 | 4,734 | 4,077 | 4,510 | 4,007 | 3,522 |
| September | 51,920 | 6,150 | 4,330 | 3,501 | 4,254 | 7,511 | 5,222 | 5,384 | 5,805 | 4,546 | 5,217 |
| October | 35,424 | 3,101 | 3,274 | 3,371 | 3,017 | 3,526 | 3,335 | 3,180 | 2,967 | 4,513 | 5,140 |
| November | 29,445 | 2,334 | 3,162 | 1,917 | 2,050 | 2,231 | 2,909 | 3,680 | 4,312 | 3,688 | 3,162 |
| December | 86,626 | 5,089 | 5,076 | 3,852 | 4,815 | 12,158 | 19,765 | 11,501 | 5,815 | 9,053 | 9,502 |

# Figures

**Figure 1. Trends in Federal Civilian Retirement Statistics**
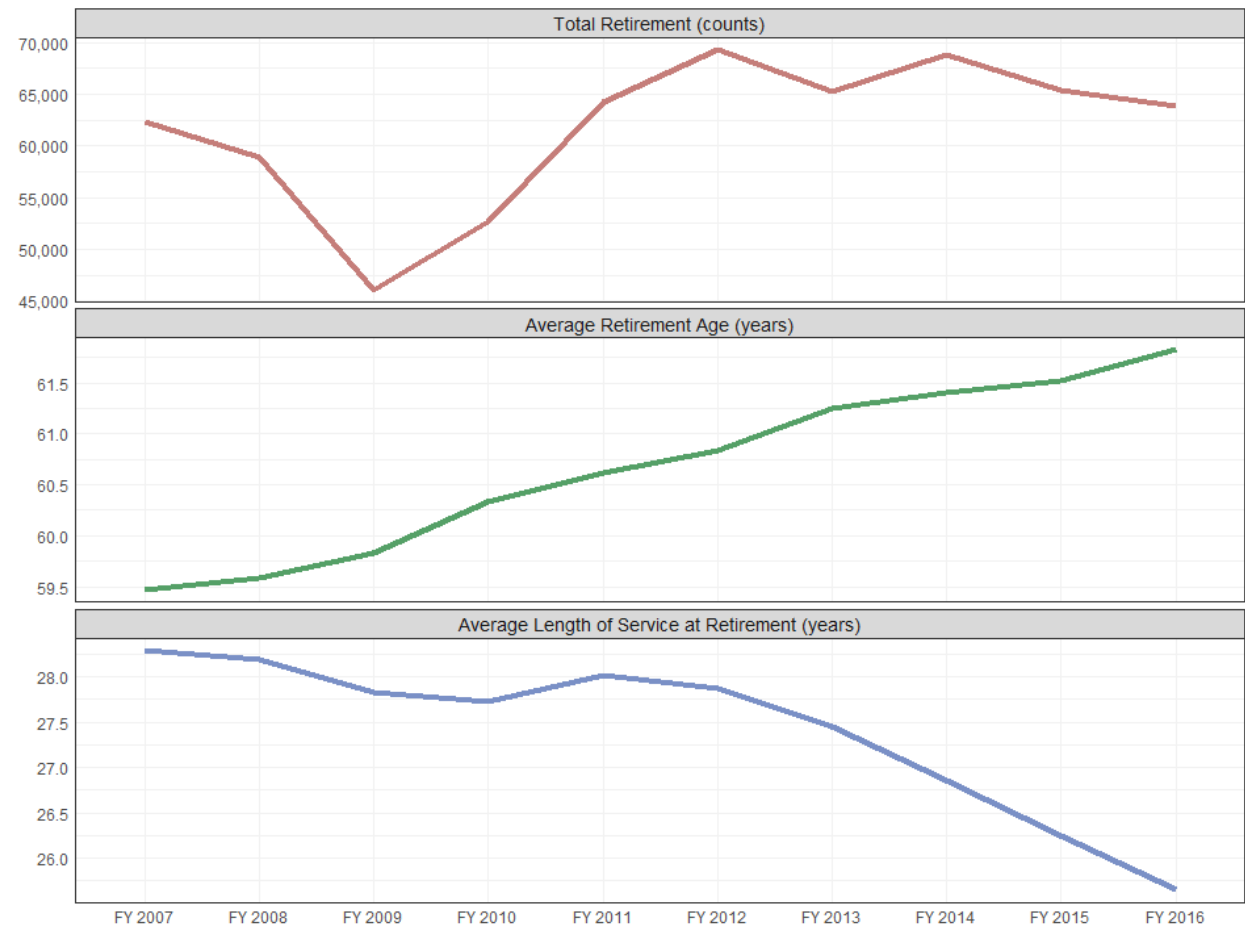
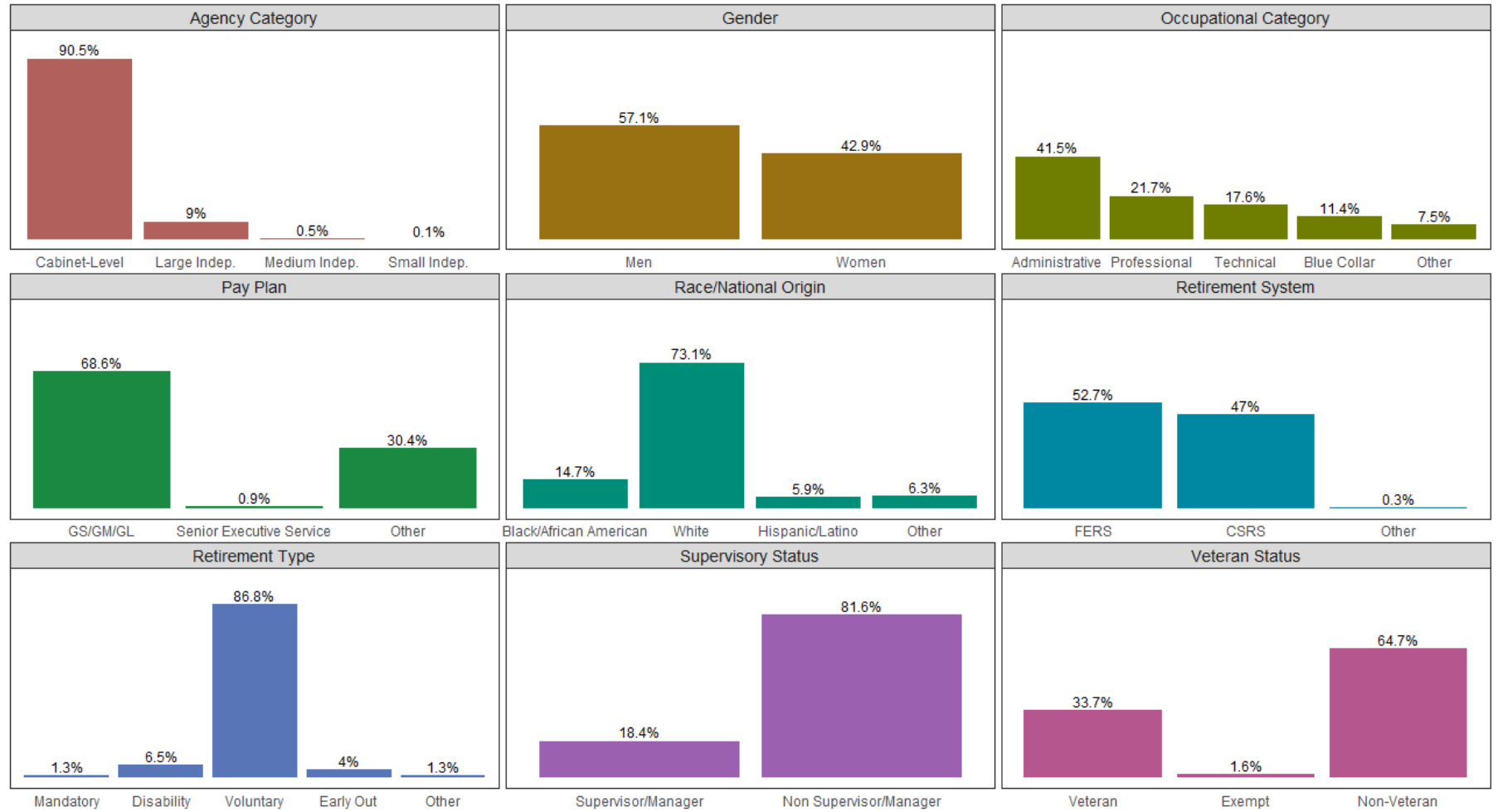**Figure 2. Percent of Fiscal Years 2007 - 2016 Total Retirement**



Agency Category
- Cabinet-Level: 90.5%
- Large Indep.: 9%
- Medium Indep.: 0.5%
- Small Indep.: 0.1%

Gender
- Men: 57.1%
- Women: 42.9%

Occupational Category
- Administrative: 41.5%
- Professional: 21.7%
- Technical: 17.6%
- Blue Collar: 11.4%
- Other: 7.5%

Pay Plan
- GS/GM/GL: 68.6%
- Senior Executive Service: 0.9%
- Other: 30.4%

Race/National Origin
- Black/African American: 14.7%
- White: 73.1%
- Hispanic/Latino: 5.9%
- Other: 6.3%

Retirement System
- FERS: 52.7%
- CSRS: 47%
- Other: 0.3%

Retirement Type
- Mandatory: 1.3%
- Disability: 6.5%
- Voluntary: 86.8%
- Early Out: 4%
- Other: 1.3%

Supervisory Status
- Supervisor/Manager: 18.4%
- Non Supervisor/Manager: 81.6%

Veteran Status
- Veteran: 33.7%
- Exempt: 1.6%
- Non-Veteran: 64.7%

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**Figure 3. Percent of Fiscal Years 2007 - 2016 Total Retirement by Age and Length of Service (LOS)**
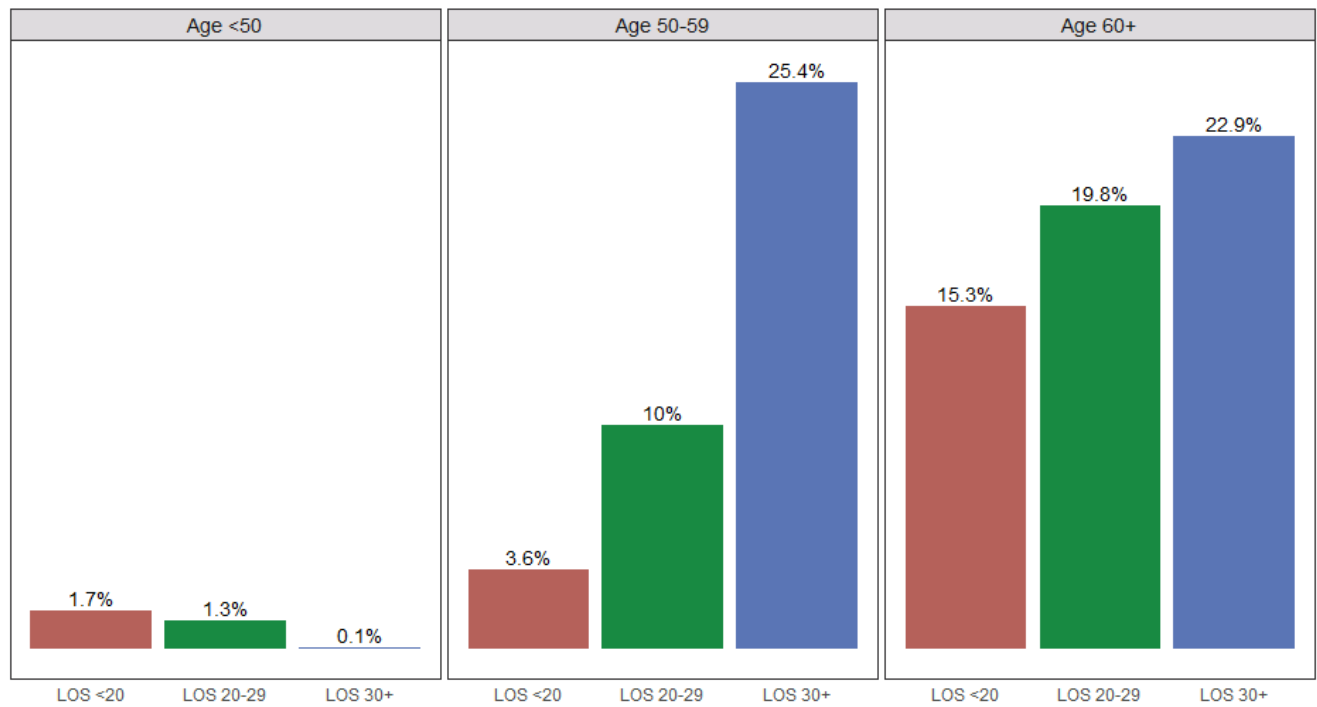
Figure 4. Ranking of Retirement Months by Fiscal Year

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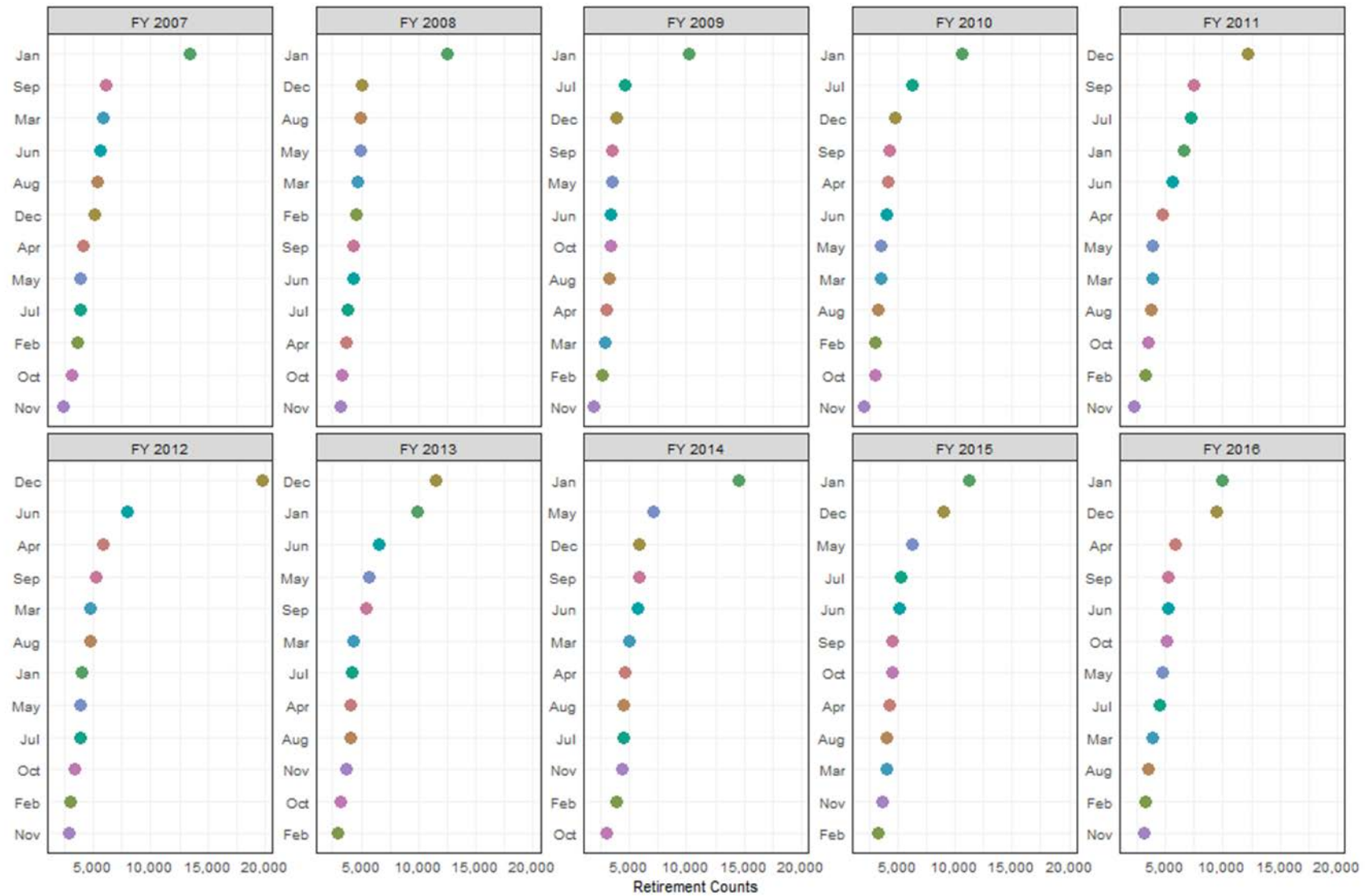
# Definitions and Data Sources

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

**Appendix I:  EHRI-SDM 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 States Tax Court

(This coverage is subject to change overtime.)

- Recent significant changes to coverage include:
    o The Bureau of Consumer Financial Protection, a component of the Federal Reserve, began reporting in March 2011.
    o The Federal Bureau of Investigation did not report data on personnel actions until fiscal year 2007.
    o The State Department stopped providing data on Foreign Service Personnel in March 2006.
    o 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 involuntary 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.

- o **Technical:** involves work that is non-routine in nature and is typically associated with, and in support of, a professional or administrative field.
  - o **Blue-Collar:** comprises the trades, crafts, and manual labor (unskilled, semiskilled, and skilled), including foreman and supervisory positions entailing trade, craft, or laboring experience.
  - o **Other:** includes employees in occupations that do not fall into the above occupational categories.
- Veteran status
  - o **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).
  - o Non veteran: Not a veteran
  - o 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 February 21, 2017.
2. OPM FERS Information - Eligibility. http://www.opm.gov/retirement-services/fers-information/eligibility/ . Accessed February 21, 2017.
3. OPM Guide to Data Standards. https://www.opm.gov/policy-data-oversight/data-analysis-documentation/data-policy-guidance/reporting-guidance/part-a-human-resources.pdf. Accessed February 21, 2017.

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

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