

# Executive Branch Retirement Statistics: Fiscal Years 2008 – 2017

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## **Summary**

This report examines the patterns and trends of retirement in the federal executive branch, during fiscal years 2008 - 2017. 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, 616,822 employees retired from federal service. The average retirement age was 61 years old and average length of service was 27.1 years; 59.9 percent of retirements were employees 60 years old or older; and about half of retirees had 30 or more years of federal service. During the last 10 fiscal years, January was the most popular month for retiring – accounting for 8,654 retirees in fiscal year 2017. From fiscal years 2008 to 2017, retirement increased by 5.5 percent. Over the same time period, the average retirement age rose from 59.6 to 62 years old and the average length of service at retirement went down from 28.2 to 25.3 years.

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## **Introduction**

The current report covers the last 10 fiscal years (2008 - 2017) and includes all non-postal service federal civilian employees for mostly the 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<sup>1</sup>](#) and [FERS<sup>2</sup>](#)). There are many ways to retire, collectively referred to as Total Retirement: voluntary, disability, mandatory, early-out or in-lieu-of-involuntary-action.

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, 2007 through September 30, 2017. 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 retirement 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 II](#) 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 2017 figures with the overall (fiscal years 2008 - 2017) 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 occupations (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 2017 and what was the average age and average length of service?

**Answer:** 62,155      **Average age:** 62      **Average length of Service:** 25.3

**Note:** 61,155 include voluntary, disability, mandatory, early out retirement types and in-lieu of involuntary actions.

**Q2** What are the average retirement figures over the last 10 fiscal years (2008 - 2017)?

**Answer:** 61,168      **Average age:** 61      **Average length of Service:** 27.1

**Q3** How many employees retired voluntarily from the federal civil service in fiscal year 2017 and what was the average age and average length of service?

**Answer:** 57,947      **Average age:** 62.5      **Average length of Service:** 25.5

**Q4** What are the average figures over the last 10 fiscal years for employees who retired voluntarily?

**Answer:** 54,273      **Average age:** 61.9      **Average length of Service:** 27.8

**Q5** How many employees retired with “disability” in fiscal year 2017?

**Answer:** 1,764      **Average age:** 52.2      **Average length of Service:** 14.5

**Q6** What are the average figures over the last 10 fiscal years for employees who retired with a “disability”?

**Answer:** 3,684      **Average age:** 51.8      **Average length of Service:** 16.2

**Q7** How many employees in the Federal Employees Retirement System (FERS) retired in the last 10 fiscal years and what was the average age and average length of service?

**Answer:** 348,999      **Average age:** 61.2      **Average length of Service:** 21.2

**Q8** How many employees in the Civil Service Retirement System (CSRS) retired in the last 10 fiscal years and what was the average age and average length of service?

**Answer:** 266,035      Average age: 60.7      Average length of Service: 34.8

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

**Answer:** 26.8

**Q10** In the last 10 fiscal years, on average how long do women stay in federal service before retiring?

**Answer:** 27.5

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

**Answer:**

- **Department of Veteran Affairs** (91,208 retirees)
- **Department of the Army** (83,845 retirees)
- **Department of the Navy** (60,050 retirees)

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

**Answer:**

- **Miscellaneous Administrative and Program** (30,535 retirees)
- **Information Technology Management** (24,443 retirees)
- **Management and Program Analysis** (23,544 retirees)

**Q13** In fiscal year 2017, what was the most popular month to retire?

**Answer:** December (9,812 retirees)

- What were the next two most popular months?

**Answer:**

- **January** (8,654 retirees)
- **September** (7,211 retirees)

- What month has the lowest retirement number?

**Answer:** November (2,490 retirees)

**Q14** In fiscal years 2008 - 2017, what was the most popular month to retire?

**Answer: January** (98,106 retirees)

- What were the next two most popular months?

**Answer:**

- **December** (91,351 retirees)
- **June** (53,170 retirees)

- What month had the lowest retirement number?

**Answer: November** (29,601 retirees)

**Q15** What fiscal year (2008 - 2017) had the highest retirement number?

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

**Q16** What fiscal year (2008 - 2017) 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 2008 to 2017.

**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, 616,822 (average of 61,682 retirees per fiscal year) employees retired from fiscal year 2008 to fiscal year 2017. Their average age was 61 years and average length of service was 27.1 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 (51.8 years) and average length of service (16.2 years) for employees with “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 2017 – the number of retirements was 62,155 – that is down from 64,051 in fiscal year 2016. 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 retirements (61,682).

**Table 3** presents the distribution of the above population – by fiscal year and employee and workplace characteristics. 2017 accounted for 10.1 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 2008 to fiscal year 2017:

- Pay Plan – the percentage for retirees in GS/GM/GL increased from 63.2 in fiscal year 2008 to 74.4 in fiscal year 2017.
- Retirement System – in fiscal year 2017, FERS represented 74.4 percent of all retirees, up from 40 percent in fiscal year 2008; whereas in fiscal year 2017, CSRS represented 25.4 percent of all retirees, down from 59.6 percent in fiscal year 2008.
- Retirement Type – the percentage for voluntary retirement increased from 83.3 in fiscal year 2008 to 93.2 in fiscal year 2017; whereas the percentage for early-out retirement decreased from 6 percent in fiscal year 2008 to 1.2 percent in fiscal year 2017;
- Veteran Status – in fiscal year 2017, veterans represented 30.4 percent of all retirees, down from 36.5 percent in fiscal year 2008; whereas in fiscal year 2017, non-veterans represented 68.7 percent, up from 60.6 percent in fiscal year 2008.

**Table 4** presents the average retirement age of federal civilian employees of the executive branch by fiscal year. The average retirement age went up 2.4 years – from 59.6 years in fiscal year 2008 to 62 years in fiscal year 2017.

The following categories show moderate change (difference of 3 years or higher) in retirement age, from fiscal year 2008 to fiscal year 2017:

- Agency category – the average retirement age for medium independent agency employees went up from 60.7 in fiscal year 2008 to 63.7 in fiscal year 2017.
- Occupational Category – the average retirement age for blue-collar was 62.3 years in fiscal year 2017, up from 58.8 years in fiscal year 2008.

**Table 5** presents the average length of service (LOS) of executive branch federal civilian employees at retirement, by fiscal year. The retirement LOS declined from 28.2 years in fiscal year 2008 to 25.3 years in fiscal year 2017.

The following category shows moderate positive change (difference of 2 years or higher) in average LOS, from fiscal year 2008 to fiscal year 2017: Retirement System – the average LOS for CSRS was 35.5 years in fiscal year 2017, up from 33.5 years in fiscal year 2008.

**Table 6** presents the distribution of executive branch federal civilian retirees – by age and length of service, separately. During the last 10 fiscal years, 97.2 percent of employees who retired were 50 or older. Approximately half of the retirees had worked 30 years or more. In fiscal year 2017, employees in the age group 50 to 59 represented 32.2 percent of all retirements, down from 31.8 percent in fiscal year 2016 and 46.1 percent in fiscal year 2008; whereas those in the

age group 60 or above represented 66.2 percent in fiscal year 2017, up from 66 percent in fiscal year 2016 and from 50 percent in fiscal year 2008.

**Table 7** presents the top 3 agencies and occupations with the most retirements 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 (91,208 retirees)
- Large Independent Agencies – Social Security Administration (24,579 retirees)
- Medium Independent Agencies – Railroad Retirement Board (475 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 (30,535 retirees)
- Professional – Nurse (19,548 retirees)
- Technical - Miscellaneous Clerk and Assistant (13,376 retirees)
- Blue Collar - Custodial Working (4,961 retirees)

**Table 8** shows the number of executive branch federal civilian employees who retired during each month from fiscal year 2008 to fiscal year 2017. In the last 10 fiscal years, January accounted for the most retirements, except in fiscal years 2011, 2012, 2013, and 2017. December surpassed January and all other months in fiscal years 2011, 2012, 2013, and 2017. Retirements for January went down from 9,962 in fiscal year 2016 to 8,654 in fiscal year 2017; whereas, the number for December went up from 9,504 in fiscal year 2016 to 9,812 in fiscal year 2017.

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

- The first graph shows a decrease in retirement from fiscal year 2008 to fiscal year 2009. 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 years 2016 and 2017.
- The second graph shows a steady increase in average retirement age from fiscal year 2008 to fiscal year 2017.
- 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 2017.

**Figure 2** compares the percentages of total retirement by category. This figure shows retirement during fiscal years 2008 - 2017 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 2008 - 2017 was mostly concentrated in the following age groups: 50-59 and 60 or above:

- Age 50-59 – 24 percent of employees in this age group had 30 or more years of service.
- Age 60+ – 23.5 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 2008 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 other 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. In fiscal year 2017, the top retirement month was December followed by January.

## **Conclusion**

*All fiscal years:* The analysis reveals in the last 10 fiscal years (2008 - 2017), 616,822 federal civilian employees of the executive branch retired from service – which is about 61,682 retirees per fiscal year. They mostly retired voluntarily and were more likely to retire in January or December. 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, in the Federal Employees Retirement System, and administrative occupations.

Over the same time period, the overall average retirement age was 61 years old and average length of service at retirement was 27.1 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 (51.8 years old) and had fewer years of service (16.2 years).

*Across fiscal years:* From fiscal year 2008 to fiscal year 2017, retirement increased by 5.5 percent, from 58,913 to 62,155. 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 double; while early-out retirement decreased by 78.3 percent.

From fiscal year 2008 to fiscal year 2017, the average age trended up (2.4 years increase by end of fiscal year 2017), whereas, the average length of service trended down in general, with a decrease of 2.9 years by end of fiscal year 2017. On average, employees who retired in fiscal year 2017 were slightly older (average age 62) than those who retired in fiscal year 2008 (average age 59.6) – 66.2 percent were 60 years of age or older in fiscal year 2017 compared with 50 percent in fiscal year 2008.

## Tables

<b>Table 1. Fiscal Years 2008 - 2017 Retirement Statistics for Federal Civilian Employees</b>			
	Number of Ret. (% of Total)	Avg. Age (years)	Avg. LOS (years)
<b>Executive Branch</b>			
All	616,822 (100.0%)	61.0	27.1
<b>Agency Category</b>			
Cabinet-Level Agencies	558,277 (90.5%)	60.9	26.7
Large Indep. Agencies	54,993 (8.9%)	61.5	30.9
Medium Indep. Agencies	3,200 (0.5%)	62.2	29.3
Small Indep. Agencies	352 (0.1%)	63.2	26.7
<b>Pay Plan</b>			
GS/GM/GL	424,893 (68.9%)	60.9	27.6
Senior Executive Service	5,771 (0.9%)	60.5	30.7
Other	186,158 (30.2%)	61.2	25.8
<b>Retirement System</b>			
FERS	348,999 (56.6%)	61.2	21.2
CSRS	266,035 (43.1%)	60.7	34.8
Other	1,785 (0.3%)	60.6	28.0
<b>Retirement Type</b>			
Mandatory	8,598 (1.4%)	57.6	28.0
Disability	36,835 (6.0%)	51.8	16.2
Voluntary	542,725 (88.0%)	61.9	27.8
Early Out	20,863 (3.4%)	54.7	27.7
Other	7,801 (1.3%)	58.6	27.1
<b>Gender</b>			
Men	349,651 (56.7%)	61.1	26.8
Women	267,170 (43.3%)	60.8	27.5
<b>Race/National Origin</b>			
Black/African American	92,147 (14.9%)	60.6	28.3
White	447,657 (72.6%)	61.0	26.9
Hispanic/Latino	37,040 (6.0%)	60.1	27.0
Other	39,641 (6.4%)	62.5	26.0
<b>Veteran Status</b>			
Veteran	203,286 (33.0%)	62.0	25.2
Exempt	8,907 (1.4%)	54.7	24.7
Non-Veteran	404,629 (65.6%)	60.6	28.1
<b>Supervisory Status</b>			
Supervisor/Manager	114,036 (18.5%)	60.0	29.5
Non Supervisor/Manager	502,402 (81.5%)	61.2	26.5
<b>Occupational Category</b>			
Administrative	257,158 (41.7%)	60.1	29.0
Professional	136,367 (22.1%)	62.4	27.0
Technical	107,825 (17.5%)	61.6	24.8
Blue Collar	67,998 (11.0%)	60.6	26.0
Other	46,199 (7.5%)	60.4	23.2

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

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

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	% Change FY08-17
<b>Executive Branch</b>											
All	58,913	46,100	52,660	64,238	69,320	65,264	68,746	65,375	64,051	62,155	5.5%
<b>Agency Category</b>											
Cabinet-Level Agencies	53,187	41,788	47,631	58,512	62,358	59,178	61,886	59,188	58,410	56,139	5.6%
Large Indep. Agencies	5,339	4,061	4,753	5,365	6,566	5,688	6,453	5,799	5,311	5,658	6.0%
Medium Indep. Agencies	347	220	252	322	358	364	366	354	299	318	(8.4%)
Small Indep. Agencies	40	31	24	39	38	34	41	34	31	40	0.0%
<b>Pay Plan</b>											
GS/GM/GL	37,235	28,538	33,792	46,106	49,973	45,765	48,952	46,443	44,426	43,663	17.3%
Senior Executive Service	538	483	509	590	608	606	632	573	587	645	19.9%
Other	21,140	17,079	18,359	17,542	18,739	18,893	19,162	18,359	19,038	17,847	(15.6%)
<b>Retirement System</b>											
FERS	23,568	20,302	24,666	30,616	34,831	35,952	43,114	44,331	45,388	46,231	96.2%
CSRS	35,136	25,596	27,798	33,429	34,305	29,158	25,460	20,885	18,499	15,769	(55.1%)
Other	209	202	196	191	184	154	172	159	164	154	(26.3%)
<b>Retirement Type</b>											
Mandatory	516	585	755	834	941	965	1,024	960	984	1,034	100.4%
Disability	4,892	4,456	3,925	3,919	3,743	3,254	3,669	4,279	2,964	1,734	(64.6%)
Voluntary	49,053	38,983	45,758	54,900	59,812	58,295	61,017	58,294	58,666	57,947	18.1%
Early Out	3,552	1,241	1,456	2,815	4,124	2,184	2,468	1,298	954	771	(78.3%)
Other	900	835	766	1,770	700	566	568	544	483	669	(25.7%)
<b>Gender</b>											
Men	35,291	27,401	30,481	36,402	38,493	36,787	38,115	36,115	35,650	34,916	(1.1%)
Women	23,622	18,699	22,179	27,836	30,827	28,477	30,631	29,260	28,401	27,238	15.3%
<b>Race/National Origin</b>											
Black/African American	7,789	6,449	7,547	9,460	10,621	9,664	10,582	10,248	9,880	9,907	27.2%
White	44,780	34,401	38,947	47,506	50,259	46,816	49,454	46,243	45,472	43,779	(2.2%)
Hispanic/Latino	3,060	2,608	3,008	3,479	4,149	3,953	4,262	4,225	4,183	4,113	34.4%
Other	3,267	2,559	3,070	3,756	4,259	4,805	4,440	4,640	4,505	4,340	32.8%
<b>Veteran Status</b>											
Veteran	21,496	16,635	18,686	21,173	22,738	21,276	21,752	20,507	20,117	18,906	(12.0%)
Exempt	1,703	1,211	1,130	1,155	923	611	548	534	548	544	(68.1%)
Non-Veteran	35,714	28,254	32,844	41,910	45,659	43,377	46,446	44,334	43,386	42,705	19.6%
<b>Supervisory Status</b>											
Supervisor/Manager	10,707	8,393	9,422	11,541	12,624	12,261	12,926	12,114	11,974	12,074	12.8%
Non Supervisor/Manager	48,201	37,706	43,237	52,697	56,696	53,002	55,817	53,255	52,057	49,734	3.2%
<b>Occupational Category</b>											
Administrative	24,053	18,915	21,673	27,304	29,460	27,153	28,633	26,995	26,130	26,842	11.6%
Professional	12,308	9,285	10,906	13,583	14,322	14,410	16,090	15,198	15,179	15,086	22.6%
Technical	10,483	8,247	9,539	11,188	12,237	11,416	11,825	11,794	10,914	10,182	(2.9%)
Blue Collar	7,600	5,959	6,489	7,379	8,097	7,296	7,066	6,529	6,027	5,556	(26.9%)
Other	4,454	3,679	4,033	4,772	5,194	4,982	5,122	4,845	4,638	4,480	0.6%

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

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

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change FY08-17
<b>Executive Branch</b>											
All	9.6%	7.5%	8.5%	10.4%	11.2%	10.6%	11.1%	10.6%	10.4%	10.1%	0.5%
<b>Agency Category</b>											
Cabinet-Level Agencies	90.3%	90.6%	90.5%	91.1%	90.0%	90.7%	90.0%	90.5%	91.2%	90.3%	0.0%
Large Indep. Agencies	9.1%	8.8%	9.0%	8.4%	9.5%	8.7%	9.4%	8.9%	8.3%	9.1%	0.0%
Medium Indep. Agencies	0.6%	0.5%	0.5%	0.5%	0.5%	0.6%	0.5%	0.5%	0.5%	0.5%	(0.1%)
Small Indep. Agencies	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	(0.0%)
<b>Pay Plan</b>											
GS/GM/GL	63.2%	61.9%	64.2%	71.8%	72.1%	70.1%	71.2%	71.0%	69.4%	70.2%	7.0%
Senior Executive Service	0.9%	1.0%	1.0%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%	1.0%	0.1%
Other	35.9%	37.0%	34.9%	27.3%	27.0%	28.9%	27.9%	28.1%	29.7%	28.7%	(7.2%)
<b>Retirement System</b>											
FERS	40.0%	44.0%	46.8%	47.7%	50.2%	55.1%	62.7%	67.8%	70.9%	74.4%	34.4%
CSRS	59.6%	55.5%	52.8%	52.0%	49.5%	44.7%	37.0%	31.9%	28.9%	25.4%	(34.3%)
Other	0.4%	0.4%	0.4%	0.3%	0.3%	0.2%	0.3%	0.2%	0.3%	0.2%	(0.1%)
<b>Retirement Type</b>											
Mandatory	0.9%	1.3%	1.4%	1.3%	1.4%	1.5%	1.5%	1.5%	1.5%	1.7%	0.8%
Disability	8.3%	9.7%	7.5%	6.1%	5.4%	5.0%	5.3%	6.5%	4.6%	2.8%	(5.5%)
Voluntary	83.3%	84.6%	86.9%	85.5%	86.3%	89.3%	88.8%	89.2%	91.6%	93.2%	10.0%
Early Out	6.0%	2.7%	2.8%	4.4%	5.9%	3.3%	3.6%	2.0%	1.5%	1.2%	(4.8%)
Other	1.5%	1.8%	1.5%	2.8%	1.0%	0.9%	0.8%	0.8%	0.8%	1.1%	(0.5%)
<b>Gender</b>											
Men	59.9%	59.4%	57.9%	56.7%	55.5%	56.4%	55.4%	55.2%	55.7%	56.2%	(3.7%)
Women	40.1%	40.6%	42.1%	43.3%	44.5%	43.6%	44.6%	44.8%	44.3%	43.8%	3.7%
<b>Race/National Origin</b>											
Black/African American	13.2%	14.0%	14.3%	14.7%	15.3%	14.8%	15.4%	15.7%	15.4%	15.9%	2.7%
White	76.0%	74.6%	74.0%	74.0%	72.5%	71.7%	71.9%	70.7%	71.0%	70.4%	(5.6%)
Hispanic/Latino	5.2%	5.7%	5.7%	5.4%	6.0%	6.1%	6.2%	6.5%	6.5%	6.6%	1.4%
Other	5.5%	5.6%	5.8%	5.8%	6.1%	7.4%	6.5%	7.1%	7.0%	7.0%	1.4%
<b>Veteran Status</b>											
Veteran	36.5%	36.1%	35.5%	33.0%	32.8%	32.6%	31.6%	31.4%	31.4%	30.4%	(6.1%)
Exempt	2.9%	2.6%	2.1%	1.8%	1.3%	0.9%	0.8%	0.8%	0.9%	0.9%	(2.0%)
Non-Veteran	60.6%	61.3%	62.4%	65.2%	65.9%	66.5%	67.6%	67.8%	67.7%	68.7%	8.1%
<b>Supervisory Status</b>											
Supervisor/Manager	18.2%	18.2%	17.9%	18.0%	18.2%	18.8%	18.8%	18.5%	18.7%	19.4%	1.3%
Non Supervisor/Manager	81.8%	81.8%	82.1%	82.0%	81.8%	81.2%	81.2%	81.5%	81.3%	80.0%	(1.8%)
<b>Occupational Category</b>											
Administrative	40.8%	41.0%	41.2%	42.5%	42.5%	41.6%	41.7%	41.3%	40.8%	43.2%	2.4%
Professional	20.9%	20.1%	20.7%	21.1%	20.7%	22.1%	23.4%	23.2%	23.7%	24.3%	3.4%
Technical	17.8%	17.9%	18.1%	17.4%	17.7%	17.5%	17.2%	18.0%	17.0%	16.4%	(1.4%)
Blue Collar	12.9%	12.9%	12.3%	11.5%	11.7%	11.2%	10.3%	10.0%	9.4%	8.9%	(4.0%)
Other	7.6%	8.0%	7.7%	7.4%	7.5%	7.6%	7.5%	7.4%	7.2%	7.2%	(0.4%)

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

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

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change FY08-17
<b>Executive Branch</b>											
All	59.6	59.8	60.3	60.6	60.8	61.3	61.4	61.5	61.8	62.0	2.4
<b>Agency Category</b>											
Cabinet-Level Agencies	59.5	59.8	60.3	60.6	60.8	61.2	61.3	61.5	61.7	61.9	2.3
Large Indep. Agencies	60.0	60.5	60.4	61.2	61.4	61.6	62.1	62.0	62.6	62.6	2.7
Medium Indep. Agencies	60.7	61.7	62.0	62.5	62.1	62.4	62.0	62.2	63.1	63.7	3.0
Small Indep. Agencies	59.8	61.4	65.2	63.7	64.7	63.5	64.2	62.4	62.6	64.6	4.8
<b>Pay Plan</b>											
GS/GM/GL	59.6	59.8	60.3	60.6	60.7	61.1	61.2	61.4	61.7	61.8	2.2
Senior Executive Service	59.8	60.0	60.1	60.5	60.4	60.9	60.8	60.9	60.5	61.1	1.4
Other	59.6	59.8	60.5	60.8	61.2	61.6	61.8	61.9	62.1	62.5	2.9
<b>Retirement System</b>											
FERS	59.9	60.0	60.6	60.8	61.1	61.4	61.5	61.4	61.7	61.8	1.8
CSRS	59.4	59.7	60.1	60.4	60.6	61.1	61.3	61.8	62.1	62.6	3.2
Other	59.2	59.7	59.8	60.5	60.7	60.9	60.8	61.0	62.3	62.0	2.8
<b>Retirement Type</b>											
Mandatory	57.9	58.0	58.0	57.7	57.7	57.4	57.5	57.3	57.4	57.2	(0.7)
Disability	51.6	51.6	51.4	51.7	51.8	51.9	52.1	51.9	51.9	52.2	0.6
Voluntary	60.8	61.0	61.4	61.6	61.9	62.1	62.3	62.5	62.5	62.5	1.6
Early Out	54.3	54.5	54.5	54.7	54.9	54.8	54.6	54.7	54.7	54.7	0.4
Other	57.3	58.5	58.0	60.0	58.7	58.3	58.2	58.3	58.4	59.0	1.7
<b>Gender</b>											
Men	59.6	59.9	60.4	60.8	61.1	61.4	61.7	61.7	61.9	62.1	2.4
Women	59.5	59.7	60.2	60.4	60.5	61.0	61.1	61.3	61.7	61.8	2.3
<b>Race/National Origin</b>											
Black/African American	59.2	59.3	59.8	60.2	60.3	60.8	60.8	61.0	61.5	61.7	2.5
White	59.6	59.9	60.4	60.6	60.9	61.3	61.5	61.6	61.9	62.0	2.4
Hispanic/Latino	59.0	59.2	59.6	60.1	60.0	60.5	60.5	60.5	60.6	60.7	1.8
Other	61.3	61.4	61.9	62.4	62.3	62.7	62.8	63.0	63.3	63.2	1.8
<b>Veteran Status</b>											
Veteran	60.5	60.8	61.3	61.8	62.0	62.4	62.5	62.5	62.8	62.9	2.5
Exempt	52.9	52.9	52.9	53.5	55.4	56.2	57.4	57.6	57.9	58.8	5.9
Non-Veteran	59.4	59.6	60.1	60.2	60.4	60.8	60.9	61.1	61.4	61.6	2.2
<b>Supervisory Status</b>											
Supervisor/Manager	59.0	59.2	59.5	59.8	59.9	60.3	60.4	60.4	60.6	60.6	1.6
Non Supervisor/Manager	59.7	60.0	60.5	60.8	61.0	61.5	61.6	61.8	62.1	62.3	2.6
<b>Occupational Category</b>											
Administrative	58.9	59.2	59.6	59.9	60.0	60.4	60.5	60.6	60.9	61.0	2.1
Professional	61.1	61.4	61.8	61.9	62.2	62.6	62.8	62.9	63.2	63.3	2.2
Technical	60.1	60.2	60.8	61.1	61.4	61.9	62.1	62.2	62.6	63.0	2.9
Blue Collar	58.6	58.9	59.7	60.1	60.6	61.3	61.5	61.6	62.0	62.3	3.6
Other	59.8	59.7	60.0	60.7	60.6	60.6	60.6	60.3	60.8	60.8	1.0

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



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

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change FY08-17
<b>Executive Branch</b>											
All	28.2	27.8	27.7	28.0	27.9	27.5	26.9	26.3	25.6	25.3	(2.9)
<b>Agency Category</b>											
Cabinet-Level Agencies	27.9	27.5	27.4	27.7	27.5	27.1	26.5	25.8	25.2	24.7	(3.2)
Large Indep. Agencies	31.2	31.2	30.8	31.4	31.6	31.2	30.4	30.5	30.2	30.4	(0.8)
Medium Indep. Agencies	29.0	29.0	29.8	31.1	30.6	29.3	28.3	28.6	28.5	28.7	(0.3)
Small Indep. Agencies	26.2	28.0	27.1	25.3	28.3	25.2	28.7	24.4	27.7	26.4	0.3
<b>Pay Plan</b>											
GS/GM/GL	28.5	28.1	28.2	28.5	28.4	28.0	27.5	26.8	26.3	25.9	(2.6)
Senior Executive Service	32.0	29.5	31.8	31.8	31.7	31.2	30.3	30.0	29.5	29.5	(2.5)
Other	27.5	27.3	26.8	26.5	26.3	25.9	25.0	24.6	23.9	23.4	(4.1)
<b>Retirement System</b>											
FERS	20.3	20.2	20.6	20.9	21.1	21.1	21.6	21.5	21.4	21.8	1.4
CSRS	33.5	33.9	34.1	34.6	34.8	35.3	35.7	36.4	35.9	35.5	2.0
Other	28.4	28.2	29.9	29.9	28.5	27.9	26.7	27.7	26.0	25.8	(2.6)
<b>Retirement Type</b>											
Mandatory	28.6	27.4	27.3	27.9	27.3	27.6	28.0	28.0	28.5	29.0	0.3
Disability	18.3	17.6	16.7	16.1	15.9	15.6	15.6	14.9	14.4	14.5	(3.8)
Voluntary	29.2	29.0	28.7	28.8	28.7	28.1	27.5	27.0	26.1	25.5	(3.7)
Early Out	28.1	28.0	28.1	27.6	27.9	27.6	27.5	27.1	27.2	27.3	(0.7)
Other	28.4	26.3	26.8	29.0	25.3	26.1	25.2	25.5	28.1	26.5	(1.9)
<b>Gender</b>											
Men	28.4	28.0	27.6	27.7	27.4	27.0	26.2	25.5	25.2	25.0	(3.4)
Women	27.8	27.6	27.9	28.4	28.4	28.0	27.6	27.2	26.2	25.6	(2.2)
<b>Race/National Origin</b>											
Black/African American	29.1	28.6	29.0	29.4	29.5	29.0	28.4	28.0	26.7	26.1	(3.1)
White	28.2	27.8	27.6	27.9	27.7	27.2	26.6	25.9	25.4	25.1	(3.1)
Hispanic/Latino	27.6	27.2	27.3	27.7	27.6	27.4	27.1	26.4	26.0	26.0	(1.7)
Other	26.4	26.5	26.3	26.5	26.6	27.2	25.8	25.5	25.0	24.6	(1.8)
<b>Veteran Status</b>											
Veteran	28.2	27.6	26.9	26.6	25.9	25.3	24.0	23.1	22.7	22.2	(6.0)
Exempt	24.8	23.3	21.8	22.8	24.6	25.1	27.1	27.2	28.5	28.4	3.7
Non-Veteran	28.3	28.2	28.4	28.8	28.9	28.6	28.2	27.7	26.9	26.6	(1.8)
<b>Supervisory Status</b>											
Supervisor/Manager	30.7	30.3	30.1	30.4	30.1	29.9	29.2	28.8	28.2	27.8	(2.9)
Non Supervisor/Manager	27.6	27.3	27.2	27.5	27.4	26.9	26.3	25.7	25.0	24.7	(2.9)
<b>Occupational Category</b>											
Administrative	29.9	29.7	29.7	29.9	29.7	29.3	28.7	28.1	27.9	27.6	(2.2)
Professional	28.8	28.7	28.1	28.5	28.1	27.6	26.7	26.2	25.0	24.1	(4.7)
Technical	26.3	25.6	25.6	25.7	25.7	25.3	24.7	23.8	23.1	22.9	(3.4)
Blue Collar	27.3	26.6	26.2	26.4	26.7	26.7	25.7	25.2	24.3	23.6	(3.7)
Other	23.2	23.0	23.5	23.9	23.6	22.9	23.6	23.2	22.6	22.3	(1.0)

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 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
<b>Age</b>											
<50	2.8	3.9	4.1	3.4	2.8	2.6	2.5	2.6	3.0	2.2	1.6
50-59	37.3	46.1	42.9	40.2	40.0	39.4	35.9	34.6	32.8	31.8	32.2
60+	59.9	50.0	53.0	56.4	57.2	58.0	61.6	62.8	64.2	66.0	66.2
<b>Length of Service (LOS)</b>											
<20	22.3	15.8	17.7	17.5	17.3	18.1	20.8	23.5	27.0	30.5	32.7
20-29	30.2	32.8	31.9	33.2	32.2	32.2	30.6	31.0	28.9	25.8	23.9
30+	47.5	51.5	50.4	49.3	50.5	49.7	48.6	45.5	44.1	43.7	43.4

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

**Table 7. Fiscal Years 2008 - 2017 Top 3 Retirement Agencies and Occupational Series**

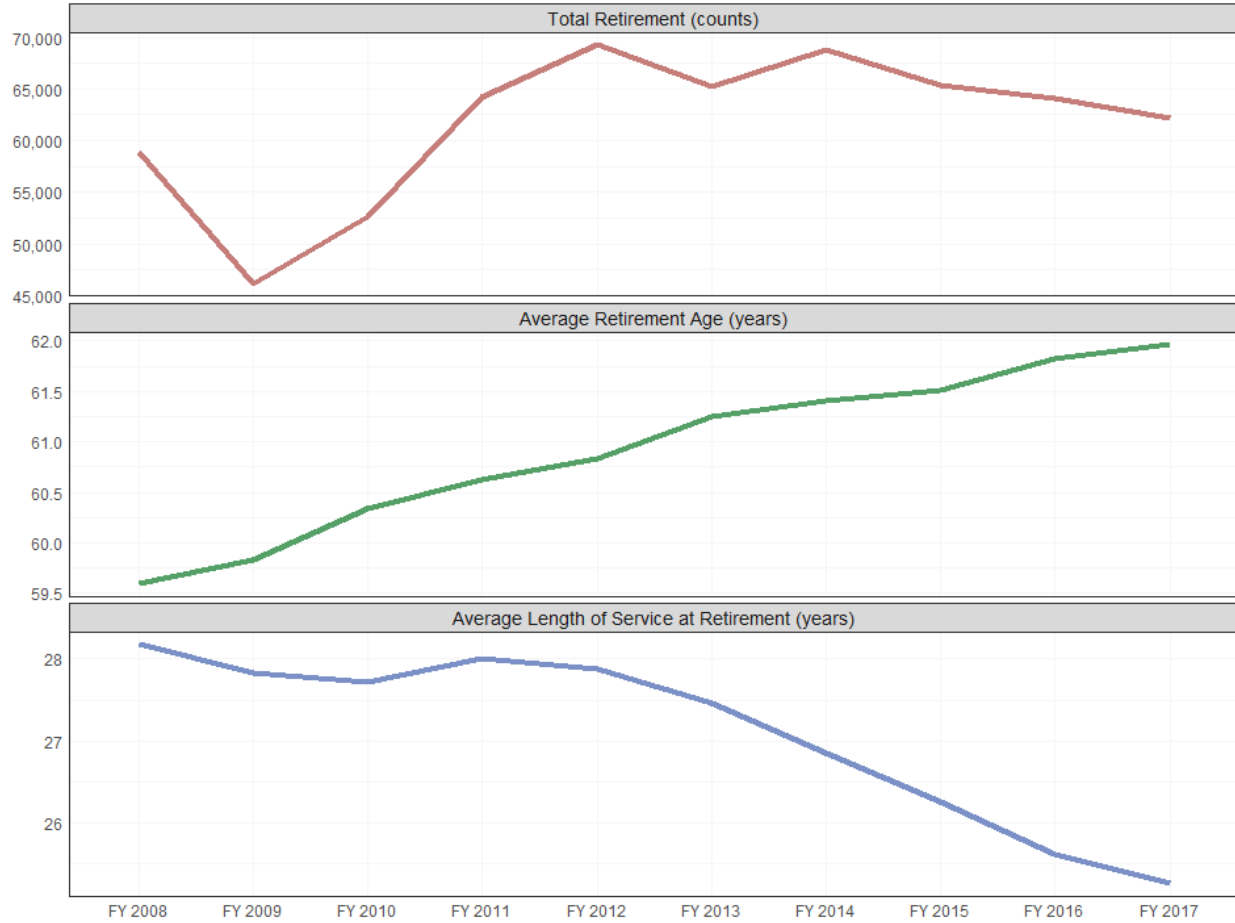
	Rank		Retirement Count
<b>Agency Category</b>		<b>Agency</b>	
Cabinet-Level Agencies	1	Department of Veterans Affairs	91,208
	2	Department of the Army	83,845
	3	Department of the Navy	60,050
Large Indep. Agencies	1	Social Security Administration	24,579
	2	Environmental Protection Agency	5,584
	3	Nat Aeronautics and Space Administration	5,407
Medium Indep. Agencies	1	Railroad Retirement Board	475
	2	Pension Benefit Guaranty Corporation	226
	3	Commodity Futures Trading Commission	158
Small Indep. Agencies	1	Office of Government Ethics	26
	2	Office of National Drug Control Policy	25
	3	Occupational Safety & Health Review Cmsn	24
<b>Occupational Category</b>		<b>Occupational Series</b>	
Administrative	1	Miscellaneous Administration and Program	30,535
	2	Information Technology Management	24,443
	3	Management and Program Analysis	23,544
Professional	1	Nurse	19,548
	2	Contracting	11,288
	3	General Engineering	7,367
Technical	1	Miscellaneous Clerk and Assistant	13,376
	2	Compliance Inspection and Support	8,101
	3	Contact Representative	7,889
Blue Collar	1	Custodial Working	4,961
	2	Maintenance Mechanic	4,631
	3	Materials Handler	3,193
Other	1	Secretary	9,602
	2	Miscellaneous Clerk and Assistant	6,118
	3	Medical Support Assistance	4,871

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

	All FYs	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
January	98,106	12,440	10,196	10,687	6,551	3,971	9,845	14,595	11,205	9,962	8,654
February	32,632	4,505	2,656	3,041	3,178	2,949	2,921	3,890	3,299	3,207	2,986
March	41,100	4,618	2,876	3,508	3,863	4,796	4,299	4,945	3,987	3,888	4,320
April	45,017	3,646	3,029	4,221	4,713	5,912	4,079	4,600	4,316	5,806	4,695
May	47,445	4,874	3,500	3,515	3,881	3,910	5,609	7,045	6,281	4,716	4,114
June	53,170	4,255	3,374	3,995	5,574	7,977	6,571	5,771	5,155	5,214	5,284
July	48,481	3,832	4,570	6,223	7,267	3,840	4,118	4,491	5,322	4,549	4,269
August	40,598	4,901	3,258	3,334	3,785	4,734	4,077	4,510	4,008	3,570	4,421
September	53,097	4,330	3,501	4,254	7,511	5,222	5,384	5,805	4,548	5,331	7,211
October	36,224	3,274	3,371	3,017	3,526	3,335	3,180	2,967	4,513	5,142	3,899
November	29,601	3,162	1,917	2,050	2,231	2,909	3,680	4,312	3,688	3,162	2,490
December	91,351	5,076	3,852	4,815	12,158	19,765	11,501	5,815	9,053	9,504	9,812

# Figures

Figure 1. Trends in Federal Civilian Retirement Statistics



**Figure 2. Percent of Fiscal Years 2008 - 2017 Total Retirement**

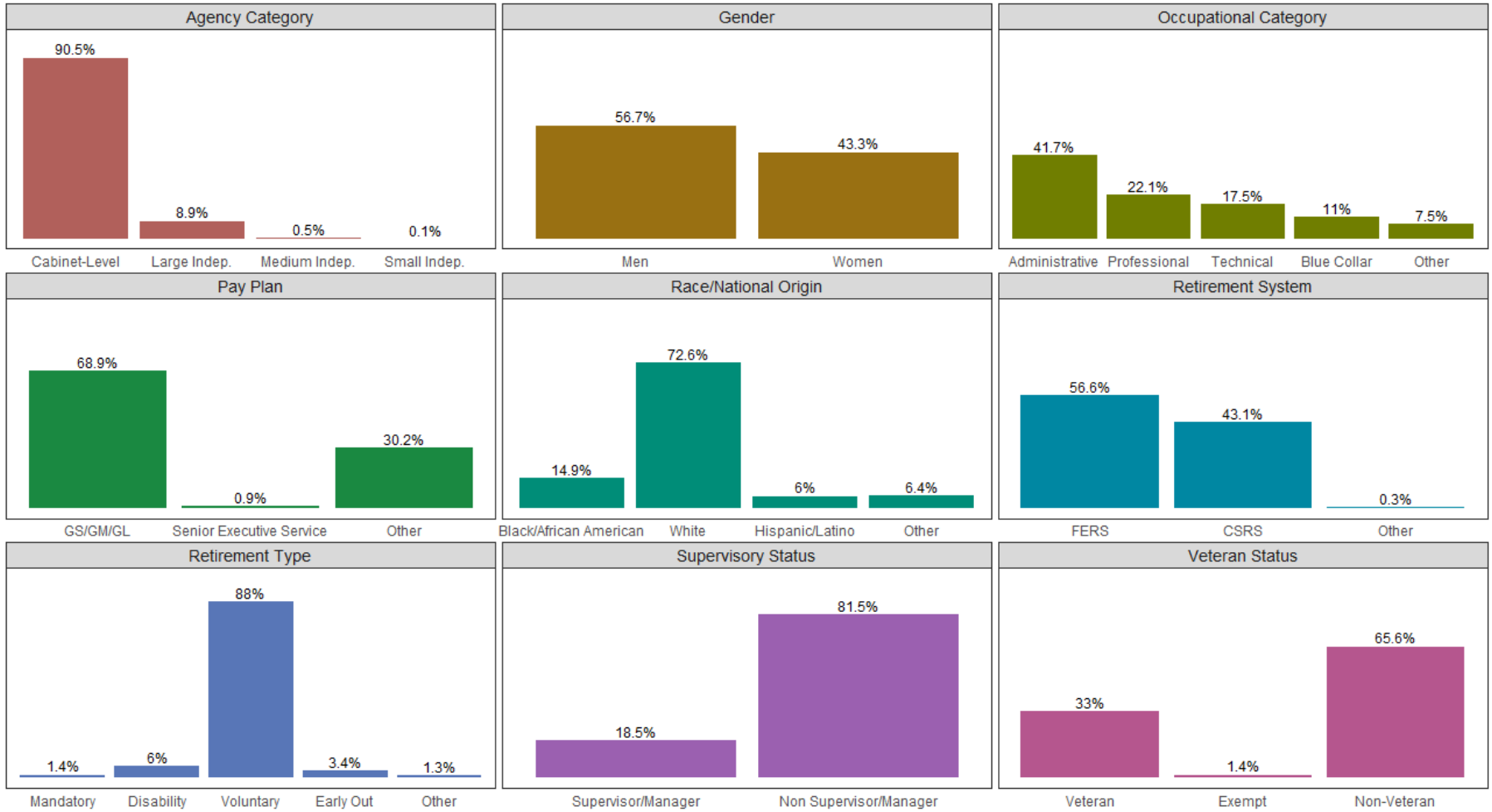


Figure 3. Percent of Fiscal Years 2008 - 2017 Total Retirement by Age and Length of Service (LOS)

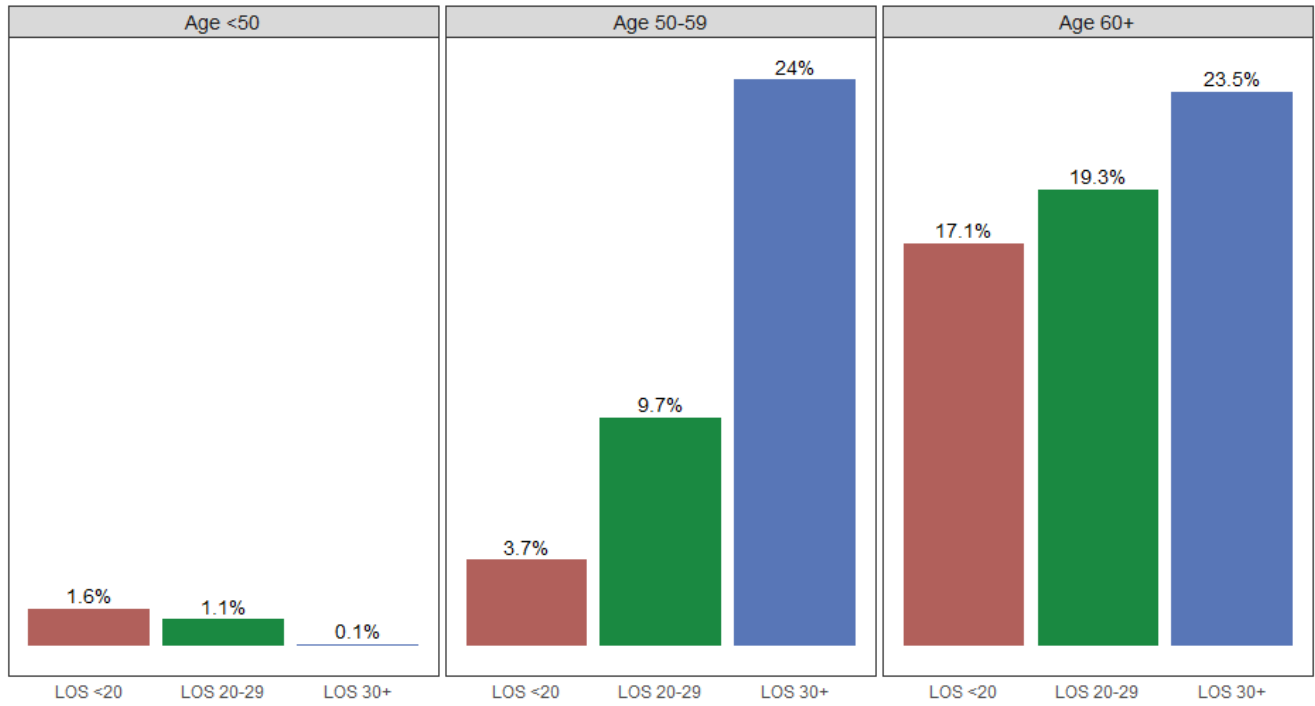
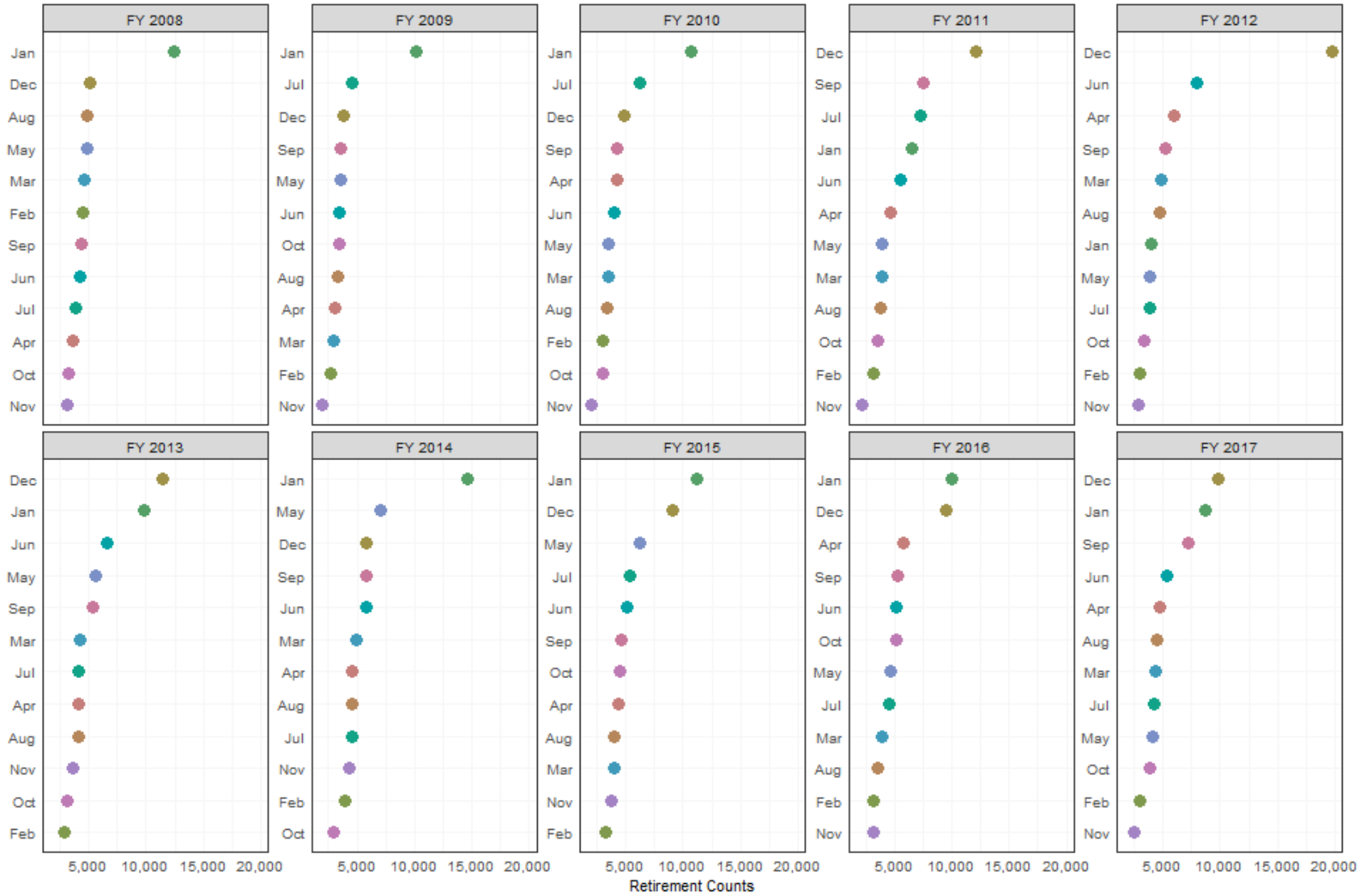


Figure 4. Ranking of Retirement Months by Fiscal Year



## Definitions and Data Sources

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

### Appendix I: EHRI-SDM Coverage

The Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM) is an information system used primarily to support statistical analyses of federal personnel management programs. The database is composed of two primary data files: **status file** (contains characteristics of employees – such as gender, data of birth and race/ethnicity – at a specific point in time) and **dynamic file** (contains personnel actions – such as appointments, promotions and separations – over a period of time). EHRI-SDM covers 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:
  - The Bureau of Consumer Financial Protection, a component of the Federal Reserve, began reporting in March 2011.
  - The Federal Bureau of Investigation did not report data on personnel actions until fiscal year 2007.
  - The State Department stopped providing data on Foreign Service Personnel in March 2006.
  - Prior to September 2013 the U.S. Tax Court, although covered, was reflected as a legislative agency.

## Appendix II: Key Demographic Definitions

This appendix provides keys definitions for the following demographics:

- Race or National Origin(RNO)
  - **Black/African American:** a person having origins in any of the black racial groups of Africa. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.
  - **White:** a person having origins in any of the original people of Europe, North Africa, or the Middle East. Does not include people of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.
  - **Hispanic/Latino:** a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. Does not include persons of Portuguese culture or origin.
  - **Other:** includes persons who are American Indians or Alaskan natives, Asians or Pacific Islanders.
- Occupational category
  - **Administrative:** involves the exercise of analytical ability judgment, discretion, and personal responsibility, and application of a substantial body of knowledge, principles, concepts, and practices applicable to one or more fields of administration or management.
  - **Professional:** requires knowledge in a field of science or learning characteristically acquired through education or training pertinent to the specialized field as distinguished from general education.
  - **Technical:** involves work that is non-routine in nature and is typically associated with, and in support of, a professional or administrative field.
  - **Blue-Collar:** comprises the trades, crafts, and manual labor (unskilled, semiskilled, and skilled), including foreman and supervisory positions entailing trade, craft, or laboring experience.
  - **Other:** includes employees in occupations that do not fall into the above occupational categories.
- Veteran status
  - **Veteran:** includes employees who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable and meet at least one of the following criteria:

- Vietnam-era veteran (A veteran who served any time during the Vietnam era (i.e., from August 5, 1964, through May 7, 1975))
- Pre-Vietnam-era veteran. A veteran whose service ended before the Vietnam era (i.e., before August 5, 1964).
- Post-Vietnam-era veteran. A veteran whose service began after the Vietnam era (i.e., after May 7, 1975).
- Non veteran: Not a veteran
- Exempt: Employees exempt to report their veteran status.

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

## References

1. OPM CSRS Information - Eligibility. <http://www.opm.gov/retirement-services/csrs-information/eligibility/>. Accessed March 16, 2018.
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*If you have questions concerning this analysis, please e-mail [Fedstats@opm.gov](mailto:Fedstats@opm.gov).*