

# Retirement Statistics & Trend Analysis

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Fiscal Year 2014 to Fiscal Year 2018

This document provides a brief summary on total retirees, average age, and average length of service at retirement for the federal civilian workforce

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## Table of Contents

Purpose.....	3
Coverage .....	3
Important Information about the Data .....	3
Data .....	4
Table 1. Number of Retirees by Fiscal Year.....	4
Table 2. Average Retirement Age (in years) by Fiscal Year .....	5
Table 3. Retirement Age Percentiles by Fiscal Year .....	6
Table 4. Average Length of Service (in years) at Retirement by Fiscal Year .....	7
Table 5. Retirement Length of Service Percentiles by Fiscal Year .....	8
Figure 1. Trends in Total Federal Civilian Retirement.....	9
Figure 2. Trends in Average Age at Retirement .....	9
Figure 3. Trends in Average Length of Service at Retirement .....	10
Additional Details .....	11

## Purpose

This report presents an historical overview on retirements for federal civilian employees and provides access to commonly requested information about the average age and length of service upon retirement.

This document presents data on total retirements, average retirement age, and average length of service at retirement by fiscal year, agency, gender, ethnicity and race.

## Coverage

Data from the Enterprise Human Resources Integration (EHRI) database was used to create this report. EHRI data mostly covers the Executive Branch civilian workforce, excluding a few major components (most notably the Postal Service and intelligence agencies), while including some components of the Legislative Branch. For specific exclusions and inclusions, visit *Data, Analysis & Documentation* on the OPM's website: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/#url=SDM>. OPM data do not include active military personnel or contract employees.

## Important Information about the Data

This report covers Non-Seasonal Full-Time Permanent (NSFTP) employees only, which includes all employees working a 40-hour work week year-round with no defined end date. NSFTP employees make up the majority of the federal workforce, over 89 percent, and employment statistics derived from this population are least susceptible to seasonal variation, meaning NSFTP statistics offer the best month-to-month comparisons. The data spans fiscal years (FY) 2014 through FY 2018. Each fiscal year starts on the 1<sup>st</sup> of October of the preceding calendar year and ends on the 30<sup>th</sup> of September of the referenced year. For example, fiscal year 2018 begins October 1, 2017, and ends September 30, 2018.

## Data

**Table 1. Number of Retirees by Fiscal Year** lists the total number of retirements for the last five fiscal years. As of FY 2018, there were a total of 63,421 government-wide retirements. This represents a decrease of 2.91 percent from FY 2014, which had a total of 65,323 government-wide retirements. As of FY 2018, the majority of all retirements were voluntary, with a total of 57,820, representing 91.2 percent of all retirees.

**Table 1. Number of Retirees by Fiscal Year**

Unspecified values were omitted – cells may not add to total.

<b>Government-Wide</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Government-wide Total	65,323	61,958	59,710	59,186	63,421
<b>Agency Category</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Cabinet Level Agencies	58,806	56,030	54,389	53,422	57,919
Large Independent Agencies	6,136	5,568	5,013	5,437	5,114
Medium Independent Agencies	338	335	281	291	341
Small Independent Agencies	40	24	27	35	47
<b>Retirement Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Disability	3,463	4,015	2,755	1,689	3,015
Early Out	2,373	1,235	900	741	1,128
Other	1,549	1,441	1,398	1,607	1,458
Voluntary	57,938	55,267	54,657	55,149	57,820
<b>Gender</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Men	36,521	34,525	33,515	33,453	35,713
Women	28,802	27,433	26,195	25,732	27,707
<b>Race/National Origin</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Black/African American	10,286	9,958	9,422	9,671	10,627
Hispanic/Latino	4,093	4,031	3,921	3,975	4,405
Other	4,161	4,333	4,181	4,078	4,538
White	46,775	43,618	42,178	41,447	43,836

**Table 2. Average Retirement Age (in years) by Fiscal Year** lists the average age of employees when they retire, for the last five fiscal years. As of FY 2018, the average retirement age was 61.8 years, which represents a slight increase of 0.98 percent from FY 2014, where the average age at retirement was 61.2 years. Notably, the average retirement age of women increased by 1.31 percent, from 60.9 years in FY 2014 to 61.7 years in FY 2018. Over the same time period, the average retirement age for Black/African American employees similarly increased, by 1.32 percent, rising to 61.5 years in FY 2018.

**Table 2. Average Retirement Age (in years) by Fiscal Year**

Unspecified values were omitted -- cells may not add to total.

<b>Government-Wide</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Government-wide Average	61.2	61.3	61.7	61.8	61.8
<b>Agency Category</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Cabinet Level Agencies	61.1	61.3	61.6	61.7	61.7
Large Independent Agencies	61.9	61.9	62.5	62.5	62.4
Medium Independent Agencies	61.8	62.1	63.0	63.6	63.0
Small Independent Agencies	64.3	60.8	62.2	64.5	65.5
<b>Retirement Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Disability	52.0	51.8	51.9	52.1	52.3
Early Out	54.6	54.7	54.7	54.7	54.9
Other	57.7	57.6	57.7	57.7	57.9
Voluntary	62.1	62.3	62.4	62.3	62.5
<b>Gender</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Men	61.5	61.5	61.8	61.9	61.9
Women	60.9	61.1	61.5	61.7	61.7
<b>Race/National Origin</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Black/African American	60.7	60.9	61.5	61.6	61.5
Hispanic/Latino	60.3	60.3	60.5	60.6	60.6
Other	62.6	62.9	63.2	63.1	63.0
White	61.3	61.4	61.7	61.8	61.9

**Table 3. Retirement Age Percentiles by Fiscal Year** lists the retirement age by percentiles for the last five fiscal years. As of FY 2018, twenty-five percent of the retired federal employees were younger than 57.8 years, while the remaining seventy five percent are older. In addition, half of the retired federal employees were younger than 62 years, while the age increased to 65.6 years at the seventy-fifth percentile. These ages have only slightly increased at each percentile since FY 2014.

**Table 3. Retirement Age Percentiles by Fiscal Year.**

<b>Fiscal Year</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>
2014	57.3	61.6	65.0
2015	57.3	61.9	65.3
2016	57.8	62.0	65.4
2017	57.7	62.0	65.5
2018	57.8	62.0	65.6

**Table 4. Average Length of Service (in years) at Retirement by Fiscal Year** lists the average length of service at retirement for the last five fiscal years. As of FY 2018, the average length of service at retirement was 25.1 years, which represents a decrease of 8.06 percent from FY 2014, where the average length of service at retirement was 27.3 years. The average length of service at retirement for women decreased 9.61 percent, from 28.1 years in FY 2014 to 25.4 years in FY 2018. Black/African American employees had an even larger (12.20 percent) decrease in average length of service at retirement, from 28.7 years in FY 2014 to 25.5 years in FY 2018.

**Table 4. Average Length of Service (in years) at Retirement**  
Unspecified values were omitted -- cells may not add to total.

<b>Government-Wide</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Government-wide Average	27.3	26.7	26.1	25.7	25.1
<b>Agency Category</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Cabinet Level Agencies	26.9	26.2	25.6	25.1	24.6
Large Independent Agencies	31.0	31.0	30.9	30.8	30.3
Medium Independent Agencies	29.0	29.1	28.7	29.3	27.7
Small Independent Agencies	28.5	26.4	31.1	27.2	26.5
<b>Retirement Type</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Disability	15.8	15.0	14.5	14.5	14.5
Early Out	27.6	27.1	27.3	27.4	27.2
Other	27.2	27.4	28.5	28.3	27.9
Voluntary	28.0	27.5	26.6	25.9	25.6
<b>Gender</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Men	26.6	25.9	25.6	25.4	24.9
Women	28.1	27.7	26.7	26.0	25.4
<b>Race/National Origin</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Black/African American	28.7	28.2	27.0	26.3	25.5
Hispanic/Latino	27.5	26.8	26.4	26.3	25.7
Other	26.1	25.8	25.2	25.0	24.7
White	27.1	26.4	25.9	25.5	25.0

**Table 5. Retirement Length of Service Percentiles by Fiscal Year** lists the length of service at retirement by percentiles for the last five fiscal years. As of FY 2018, twenty-five percent of the retired federal employees had a length of service shorter than 14.8 years, while the remaining seventy five percent were greater. In addition, half of the retired federal employees had a length of service shorter than 27.4 years, while length of service increased to 34 years at the seventy-fifth percentile. These years of services considerably decreased at the twenty-fifth and fiftieth percentiles since FY 2014, but only slightly decreased at the seventy-fifth percentile.

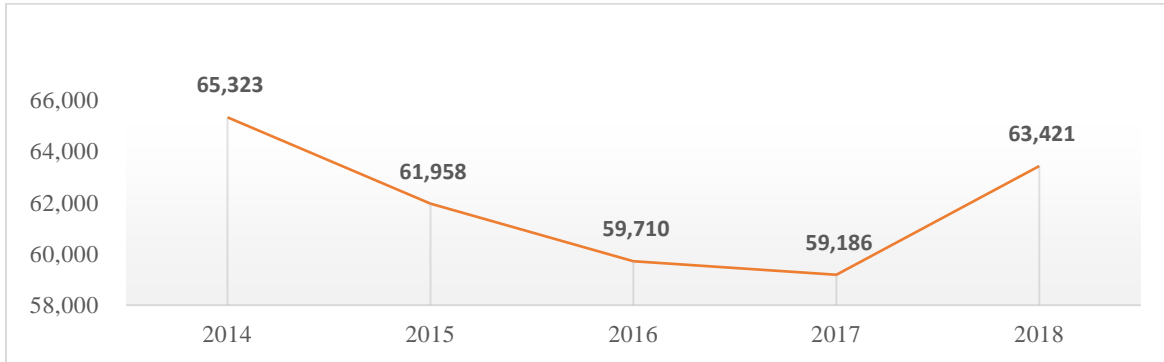
**Table 5. Retirement Length of Service Percentiles by Fiscal Year.**

<b>Fiscal Year</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>
2014	21.3	29.2	34.5
2015	19.8	28.6	34.5
2016	16.8	28.4	34.7
2017	15.3	28.3	34.5
2018	14.8	27.4	34.0



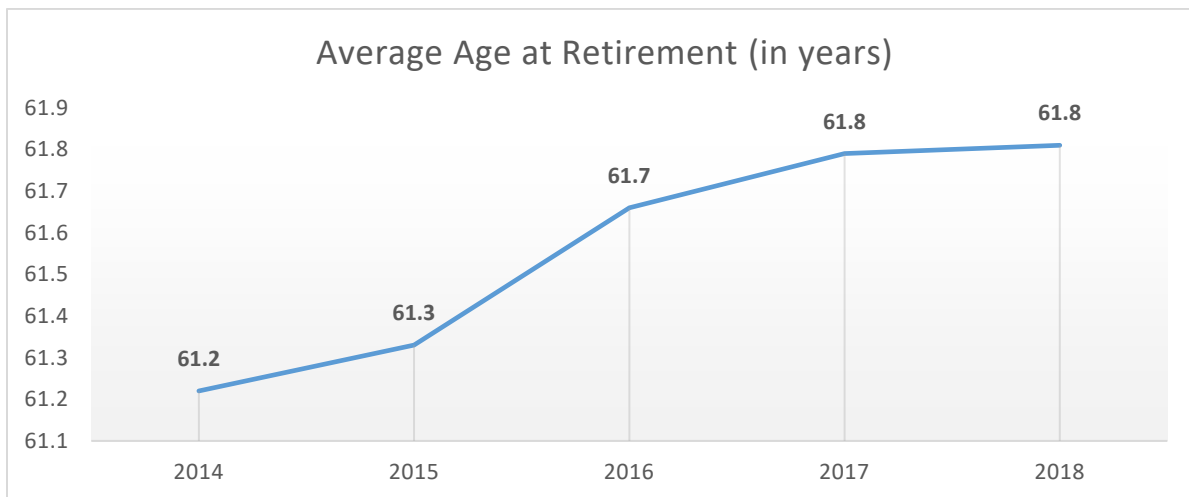
**Figure 1. Trends in Total Federal Civilian Retirement** highlights the trend of total retirement for the last five years. The total number of retirements decreased from 65,323 to 63,421 (2.91 percent) between FY 2014 and FY 2018. Total retirements steadily declined from FY 2014 to FY 2017, however, there was a 7.16 percent increase in the total number of retirements from FY 2017 to FY 2018.

**Figure 1. Trends in Total Federal Civilian Retirement**



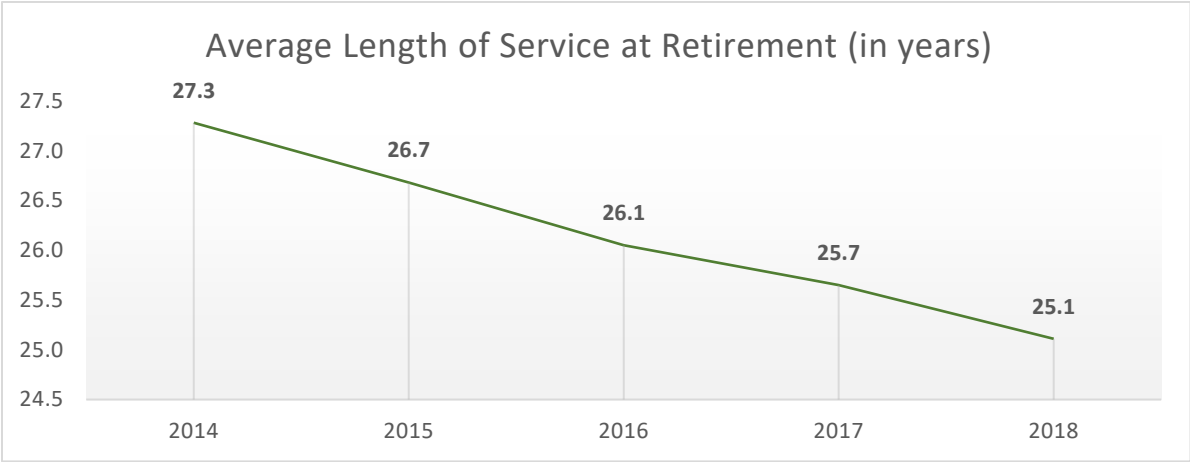
**Figure 2. Trends in Average Age at Retirement** highlights the trend of average retirement age for the last five years. The government-wide average age at retirement increased from 61.2 years to 61.8 years (0.98 percent) between FY 2014 and FY 2018.

**Figure 2. Trends in Average Age at Retirement**



**Figure 3. Trends in Average Length of Service at Retirement** highlights the trend of average length of service at retirement for the last five years. The overall government-wide average length of service at retirement decreased from 27.3 years to 25.1 years (8.06 percent) between FY 2014 and FY 2018.

**Figure 3. Trends in Average Length of Service at Retirement**



## **Additional Details**

OPM produces an online data tool, FedScope, which is updated quarterly. FedScope contains many of OPM's most requested data series and can be found here:

<http://www.fedscope.opm.gov/>. Most of the tables above can be replicated in FedScope, with the option for much more detail. The tool is optimized for use via Internet Explorer.

For other personnel data inquiries, contact DAG at [Fedstats@opm.gov](mailto:Fedstats@opm.gov).