

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Retirement Age & Trend Analysis of the Executive Branch

Fiscal Year 2015 to Fiscal Year 2017



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This document provides a brief summary on the average retirement age for the Executive Branch of the Federal Government.

**U.S. Office of Personnel Management
Office of Strategy & Innovation
Data Analysis Group**

Table of Contents

- Purpose..... 3
- Coverage 3
- Important Information about the Data 3
- Data..... 3
 - Table 1. Retirement Age Trends by Fiscal Year..... 4
 - Figure 1. Retirement Age Trend Percentiles 4
 - Table 2. Average Retirement Age by Agency 5
 - Table 3. Average Retirement Age by State..... 8
 - Table 4. Average Retirement Age by Gender..... 9
 - Figure 2. Average Retirement Age: Male vs. Female..... 10
 - Table 5. Retirement Age Percentiles by Gender..... 11
 - Figure 3. Retirement Age Trend Percentile: Female 12
 - Figure 4. Retirement Age Trend Percentile: Male 12
 - Table 6. Average Retirement Age by Ethnicity & Race..... 13
 - Table 7. Retirement Age Percentiles by Ethnicity & Race..... 14
 - Table 8. Average Retirement Age by Gender and Ethnicity & Race 15
 - Table 9. Retirement Age Percentiles by Gender and Ethnicity & Race 15
 - Table 10. Average Retirement Age by Occupational Category..... 17
 - Table 11. Retirement Age Percentiles by Occupational Category..... 18
 - Table 12. Average Retirement Age by Occupational Group 19
- Additional Details 21

Purpose

This report presents an historical overview on the retirement age of the Executive Branch of the Federal Government in the United States, and provides to the public and analysts with access to commonly requested information about the average age of the Federal Workforce upon retirement.

This document presents basic data, in the form of tables and graphs, on the average retirement age by fiscal year, agency, state, gender, ethnicity & race, occupational category, and occupational group.

Coverage

Often, OPM coverage is equated to the Federal Executive civilian workforce. The coverage is, in fact, exclusively Federal and civilian; but, the data exclude a few major components of the Executive Branch (most notably the Postal Service and many intelligence agencies) and include 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 also do not include contractors and contract employees.

Important Information about the Data

This paper looks at Non-Seasonal Full-Time Permanent (NSFTP) Employees only. NSFTP includes all employees working a 40-hour work week year round with no absolute end date. Non-Seasonal Full-Time Permanent employees make up the majority of the Federal workforce, over 89%, and are least susceptible to seasonal variation. The implication is that NSFTP statistics offer the best month-to-month comparisons. The data in the section below represent Fiscal Year (FY) 2015 through FY 2017. In the Federal Government, a fiscal year starts on the 1st of October of the preceding calendar year and ends on the 30th of September of the mentioned year. For example, fiscal year 2017 goes from 10/01/2016 through 09/30/2017. Lastly, it is important to note that these data are an aggregate of the following retirement types: Voluntary, Early Out, Disability, Mandatory, and In-lieu of Involuntary Action.

Data

This section presents basic data, in the form of tables and graphs, on the average retirement age for the Executive Branch of the Federal Government.

Table 1, Retirement Age Trends by Fiscal Year, lists the average retirement age for the last three fiscal years. In addition to average retirement age, the quartiles are listed in the table. As of FY 2017, the average retirement age was 61.8 years. For the 25th percentile, twenty-five percent of the retired Federal employees were younger than the age of 57.7 years, whereas seventy-five percent were older than 57.7 years. Further, for the 75th percentile, seventy-five percent of the retired Federal employees were younger than the age of 65.5 years, whereas twenty-five percent were older than 65.5 years. Lastly, for the 50th percentile or median, fifty percent of the retired Federal employees were younger than the age of 62.0 years, whereas fifty percent were older than 62.0 years.

Table 1. Retirement Age Trends by Fiscal Year

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 to FY 2017

FY	Average	25th Pctl	50th Pctl	75th Pctl
2015	61.3	57.3	61.9	65.3
2016	61.7	57.8	62.0	65.4
2017	61.8	57.7	62.0	65.5

Figure 1, Retirement Age Trend Percentiles, depicts the trend lines of the retirement age percentiles using data from Table 1. Over the last three fiscal years, the average retirement age has slightly increased by 0.82 percent from 61.3 years in FY 2015 to 61.8 years in FY2017.

Figure 1. Retirement Age Trend Percentiles

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017

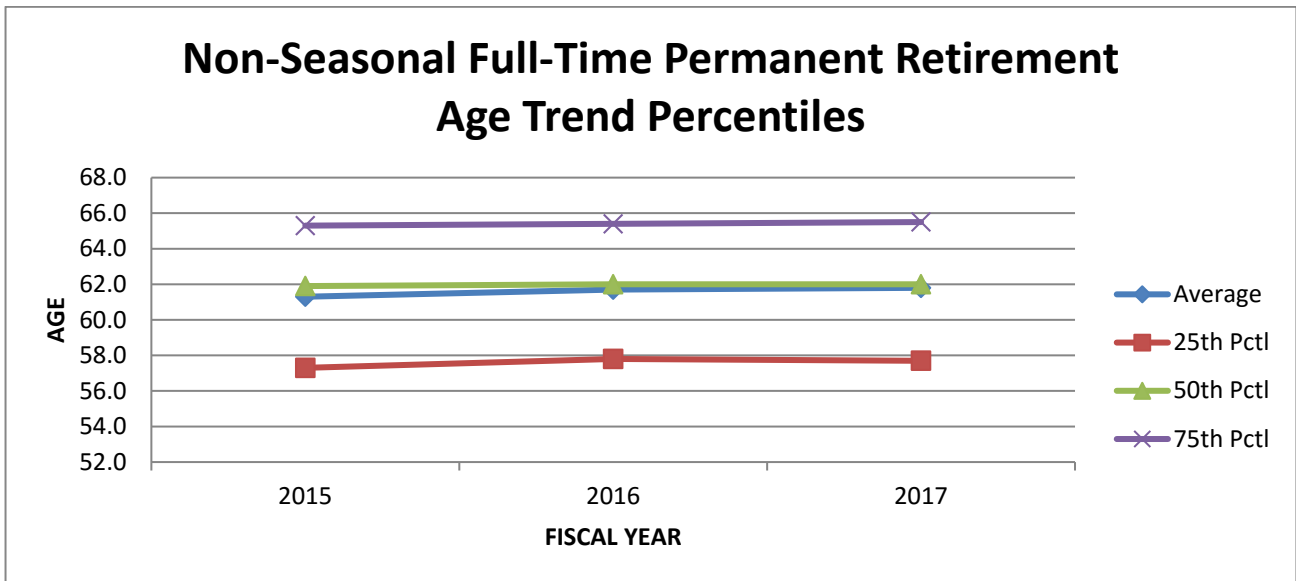


Table 2, Average Retirement Age by Agency, lists the average retirement age for the last three fiscal years by Federal agency. The top three largest Federal employers have all experienced an increase in the average retirement age. For the largest employer, the Department of Veteran Affairsⁱ, the average retirement age has increased by 1.3 percent from 62.5 years in FY 2015 to 63.3 years in FY 2017. Secondly, for the next largest employer, the Department of Armyⁱⁱ, the average retirement age has increased by 1.5 percent from 61.4 years in FY 2015 to 62.3 years in FY 2017. Lastly, for the third largest employer, the Department of Navyⁱⁱⁱ, the average retirement age has increased by 0.3 percent from 61.6 years in FY 2015 to 61.8 years in FY 2017.

Table 2. Average Retirement Age by Agency

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017

AGENCY	2015	2016	2017
AF-DEPARTMENT OF THE AIR FORCE	61.2	61.5	61.7
AG-DEPARTMENT OF AGRICULTURE	61.7	61.9	62.2
AH-NAT FOUNDATION ON ARTS AND HUMANITIES	68.3	63.4	66.1
AM-U.S. AGENCY FOR INTERNATIONAL DEV	63.0	62.5	62.5
AN-AFRICAN DEVELOPMENT FOUNDATION	55.2	0.0	65.5
AR-DEPARTMENT OF THE ARMY	61.4	61.8	62.3
AU-FEDERAL LABOR RELATIONS AUTHORITY	64.0	64.3	62.5
BD-MERIT SYSTEMS PROTECTION BOARD	62.6	65.7	64.2
BF-DEFENSE NUCLEAR FACILITIES SAFETY BOARD	66.7	64.5	65.6
BG-PENSION BENEFIT GUARANTY CORPORATION	63.2	63.3	62.4
BO-OFFICE OF MANAGEMENT AND BUDGET	64.3	58.3	62.3
BT-ARCHITECTL & TRANS BARRIER COMPLIANCE BD	0.0	62.1	60.5
BW-NUCLEAR WASTE TECHNICAL REVIEW BOARD	65.2	66.3	0.0
CC-COMMISSION ON CIVIL RIGHTS	60.0	66.4	68.4
CF-COMMISSION OF FINE ARTS	0.0	0.0	56.3
CM-DEPARTMENT OF COMMERCE	62.2	62.5	63.3
CT-COMMODITY FUTURES TRADING COMMISSION	63.1	61.4	67.5
CU-NATIONAL CREDIT UNION ADMINISTRATION	60.9	63.6	61.5
DD-DEPARTMENT OF DEFENSE	61.8	62.0	62.3
DJ-DEPARTMENT OF JUSTICE	56.4	56.4	56.2
DL-DEPARTMENT OF LABOR	62.8	63.1	63.4
DN-DEPARTMENT OF ENERGY	62.2	61.9	62.0
DQ-DENALI COMMISSION	0.0	0.0	65.2
EB-EXPORT-IMPORT BANK OF THE UNITED STATES	63.2	60.0	63.5
EC-OFFICE OF ADMINISTRATION	60.6	62.0	64.3
ED-DEPARTMENT OF EDUCATION	63.5	63.1	62.7
EE-EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	63.8	63.0	64.1
EO-MORRIS K. UDALL & STEWART L. UDALL FOUND	0.0	62.8	0.0
EP-ENVIRONMENTAL PROTECTION AGENCY	62.5	63.2	62.4
EQ-COUNCIL ON ENVIR QUAL/OFC OF ENVIR QUAL	0.0	63.6	59.3
EW-TRADE AND DEVELOPMENT AGENCY	0.0	0.0	62.0
FC-FEDERAL COMMUNICATIONS COMMISSION	64.0	62.9	62.6
FD-FEDERAL DEPOSIT INSURANCE CORPORATION	62.4	62.4	62.4

AGENCY	2015	2016	2017
FI-FEDERAL FINANCIAL INST. EXAM. COUNCIL	0.0	0.0	67.9
FJ-CHEMICAL SAFETY/HAZARD INVESTIGATION BD	63.7	59.8	65.0
FL-FARM CREDIT ADMINISTRATION	60.8	67.8	64.5
FM-FED MEDIATION AND CONCILIATION SERVICE	65.3	67.4	64.9
FQ-COURT SERVICES AND OFFENDR SUPERVSN AGY	58.8	60.1	60.7
FR-FEDERAL RESERVE SYSTEM	57.6	63.3	61.3
FT-FEDERAL TRADE COMMISSION	63.8	63.0	65.3
FW-OFFICE OF SPECIAL COUNSEL	60.5	60.2	66.4
GB-OVERSEAS PRIVATE INVESTMENT CORPORATION	67.4	65.4	62.0
GG-OFFICE OF GOVERNMENT ETHICS	0.0	56.6	63.2
GJ-PRESIDIO TRUST	64.5	63.6	62.6
GM-VALLES CALDERA TRUST	55.1	0.0	0.0
GO-VIETNAM EDUCATION FOUNDATION	0.0	0.0	62.0
GQ-ELECTION ASSISTANCE COMMISSION	62.1	0.0	0.0
GS-GENERAL SERVICES ADMINISTRATION	62.1	62.7	62.1
GW-INTERNAT BOUNDARY & WATER CMSN: US & MEX	61.6	60.1	63.1
GX-INTERNAT BOUNDARY CMSN: U.S. AND CANADA	60.1	0.0	0.0
GY-INTERNATIONAL JOINT CMSN: U.S. & CANADA	55.2	0.0	0.0
HB-CMTE FOR PURCH FRM PPLE BLIND OR SEV DIS	64.9	63.2	53.0
HD-U.S. HOLOCAUST MEMORIAL MUSEUM	57.0	55.5	67.6
HE-DEPARTMENT OF HEALTH AND HUMAN SERVICES	63.4	63.9	63.8
HF-FEDERAL HOUSING FINANCE AGENCY	58.7	60.8	62.5
HP-ADV COUNCIL ON HISTORIC PRESERVATION	0.0	66.0	60.3
HS-DEPARTMENT OF HOMELAND SECURITY	60.4	60.6	60.9
HU-DEPARTMENT OF HOUSING AND URBAN DEVELOPM	62.9	63.7	63.3
IB-BROADCASTING BOARD OF GOVERNORS	63.6	65.2	64.7
IF-INTER-AMERICAN FOUNDATION	0.0	62.4	0.0
IG-COUNCIL OF INSP. GEN. ON INTEG.& EFFIC.	56.5	0.0	0.0
IN-DEPARTMENT OF INTERIOR	61.5	61.9	62.1
JL-JUDICIAL BRANCH	62.8	58.5	60.9
KS-CORP FOR NATIONAL AND COMMUNITY SERVICE	62.7	64.6	63.5
LF-FEDERAL ELECTION COMMISSION	63.3	60.8	64.8
LP-GOVERNMENT PRINTING OFFICE	63.0	64.0	63.9
MA-MARINE MAMMAL COMMISSION	0.0	0.0	67.8
MC-FEDERAL MARITIME COMMISSION	61.6	64.4	67.1
MI-MILLENNIUM CHALLENGE CORPORATION	62.3	65.5	66.0
NF-NATIONAL SCIENCE FOUNDATION	64.3	64.7	64.8
NL-NATIONAL LABOR RELATIONS BOARD	62.9	64.6	64.7
NM-NATIONAL MEDIATION BOARD	0.0	0.0	69.3
NN-NAT AERONAUTICS AND SPACE ADMINISTRATION	61.1	61.6	62.0
NP-NATIONAL CAPITAL PLANNING COMMISSION	0.0	0.0	60.9
NQ-NAT ARCHIVES AND RECORDS ADMINISTRATION	61.6	63.9	64.4
NS-NATIONAL SECURITY COUNCIL	55.1	59.8	60.8
NU-NUCLEAR REGULATORY COMMISSION	63.1	62.5	62.9

AGENCY	2015	2016	2017
NV-DEPARTMENT OF THE NAVY	61.6	61.9	61.8
OM-OFFICE OF PERSONNEL MANAGEMENT	61.8	61.8	60.7
OS-OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	61.3	63.7	63.1
QQ-OFFICE OF NATIONAL DRUG CONTROL POLICY	64.0	60.9	64.2
RE-OFC OF NAVAJO AND HOPI INDIAN RELOCATION	0.0	0.0	69.7
RF-FED RETIREMENT THRIFT INVESTMENT BOARD	64.0	61.1	60.3
RH-ARMED FORCES RETIREMENT HOME	61.0	65.4	60.4
RR-RAILROAD RETIREMENT BOARD	60.9	62.7	62.6
RS-FED MINE SAFETY AND HEALTH REVIEW CMSN	0.0	66.2	76.3
SB-SMALL BUSINESS ADMINISTRATION	63.3	63.6	63.8
SE-SECURITIES AND EXCHANGE COMMISSION	61.7	61.8	61.9
SK-CONSUMER PRODUCT SAFETY COMMISSION	63.4	65.5	64.1
SM-SMITHSONIAN INSTITUTION	63.9	62.9	64.4
SS-SELECTIVE SERVICE SYSTEM	57.0	64.8	66.8
ST-DEPARTMENT OF STATE	63.3	63.8	63.4
SZ-SOCIAL SECURITY ADMINISTRATION	61.4	62.3	62.6
TB-NATIONAL TRANSPORTATION SAFETY BOARD	62.9	64.1	64.0
TC-U.S. INTERNATIONAL TRADE COMMISSION	57.5	64.6	65.2
TD-DEPARTMENT OF TRANSPORTATION	59.1	59.5	59.7
TN-OFFICE OF THE U.S. TRADE REPRESENTATIVE	57.6	60.7	61.9
TR-DEPARTMENT OF TREASURY	61.5	61.9	62.1
TS-OFFICE OF SCIENCE AND TECHNOLOGY POLICY	0.0	60.3	0.0
UT-UTAH RECLAMATN MITIGATN & CONSERVTN CMSN	65.8	0.0	0.0
VA-DEPARTMENT OF VETERANS AFFAIRS	62.5	62.9	63.3
ZL-MEDICARE PAYMENT ADVISORY COMMISSION	62.0	60.6	56.3

Table 3, Average Retirement Age by State, lists the average retirement age for the last three fiscal years by state^{iv}. The top three states with the most Federal employees all have experienced an increase in the average retirement age. In the top state of California^v, the average retirement age has increased by 0.3 percent from 61.8 years in FY 2015 to 62.0 years in FY 2017. Secondly, for the state of Virginia^{vi}, the average retirement age has increased by 1.0 percent from 61.2 years in FY 2015 to 61.8 years in FY 2017. Lastly, in the District of Columbia^{vii}, the average retirement age has increased by 0.6 percent from 61.8 years in FY 2015 to 62.2 years in FY 2017.

Table 3. Average Retirement Age by State

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

STATE	2015	2016	2017
ALABAMA	60.3	61.3	61.1
ALASKA	61.3	62.1	61.9
ARIZONA	61.6	61.9	61.5
ARKANSAS	60.9	60.7	61.1
CALIFORNIA	61.8	62.0	62.0
COLORADO	61.2	61.5	62.0
CONNECTICUT	61.7	62.2	62.3
DELAWARE	61.5	62.0	63.0
DISTRICT OF COLUMBIA	61.8	62.0	62.2
FLORIDA	61.2	61.1	61.3
GEORGIA	60.6	61.1	61.4
HAWAII	62.8	63.2	63.1
IDAHO	61.5	60.9	61.1
ILLINOIS	61.4	61.8	61.7
INDIANA	61.4	61.3	62.1
IOWA	61.5	61.6	62.5
KANSAS	60.4	60.6	61.5
KENTUCKY	60.4	60.9	61.0
LOUISIANA	60.3	61.1	61.4
MAINE	60.7	60.5	61.6
MARYLAND	62.3	62.6	63.0
MASSACHUSETTS	62.5	63.2	63.0
MICHIGAN	60.5	61.5	61.2
MINNESOTA	60.2	60.4	60.6
MISSISSIPPI	61.4	61.3	61.3
MISSOURI	61.2	61.7	62.1
MONTANA	60.7	61.5	61.4
NEBRASKA	61.7	62.7	62.9
NEVADA	61.7	61.8	62.1
NEW HAMPSHIRE	60.8	61.1	60.7
NEW JERSEY	60.9	61.7	62.2
NEW MEXICO	61.5	62.0	62.0
NEW YORK	61.8	62.2	62.2
NORTH CAROLINA	61.1	61.5	61.3
NORTH DAKOTA	60.7	61.3	61.5
U.S. TERRITORIES & FOREIGN COUNTRIES	61.7	62.0	62.0
OHIO	61.3	61.7	61.9
OKLAHOMA	60.5	61.2	61.6
OREGON	61.1	61.4	61.4
PENNSYLVANIA	60.9	61.4	61.2
RHODE ISLAND	62.0	62.3	62.5

STATE	2015	2016	2017
SOUTH CAROLINA	60.4	61.3	61.6
SOUTH DAKOTA	61.4	61.6	62.0
TENNESSEE	61.5	61.2	61.4
TEXAS	61.2	61.4	61.2
UTAH	61.0	61.3	61.5
VERMONT	61.8	62.7	61.8
VIRGINIA	61.2	61.7	61.8
WASHINGTON	61.4	61.8	61.9
WEST VIRGINIA	60.4	60.4	61.1
WISCONSIN	61.1	61.3	61.8
WYOMING	61.8	61.7	61.7

Table 4, Average Retirement Age by Gender, lists the average retirement age for the last three fiscal years by gender. The average retirement age has increased over the last three fiscal years for both genders. The average retirement age for females has increased by 1.0 percent from 61.1 years in FY 2015 to 61.7 years in FY 2017. The average retirement age for males has increased by 0.7 percent from 61.5 years in FY 2015 to 61.9 years in FY 2017.

Table 4. Average Retirement Age by Gender

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

GENDER	2015	2016	2017
FEMALE	61.1	61.5	61.7
MALE	61.5	61.8	61.9

Figure 2, Average Retirement Age: Male vs. Female, depicts the trend lines of average retirement age for males and females from FY 2015 to FY 2017, using data from Table 4. From the figure, we can see the increase of average retirement age by gender over the last three fiscal years.

Figure 2. Average Retirement Age: Male vs. Female

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

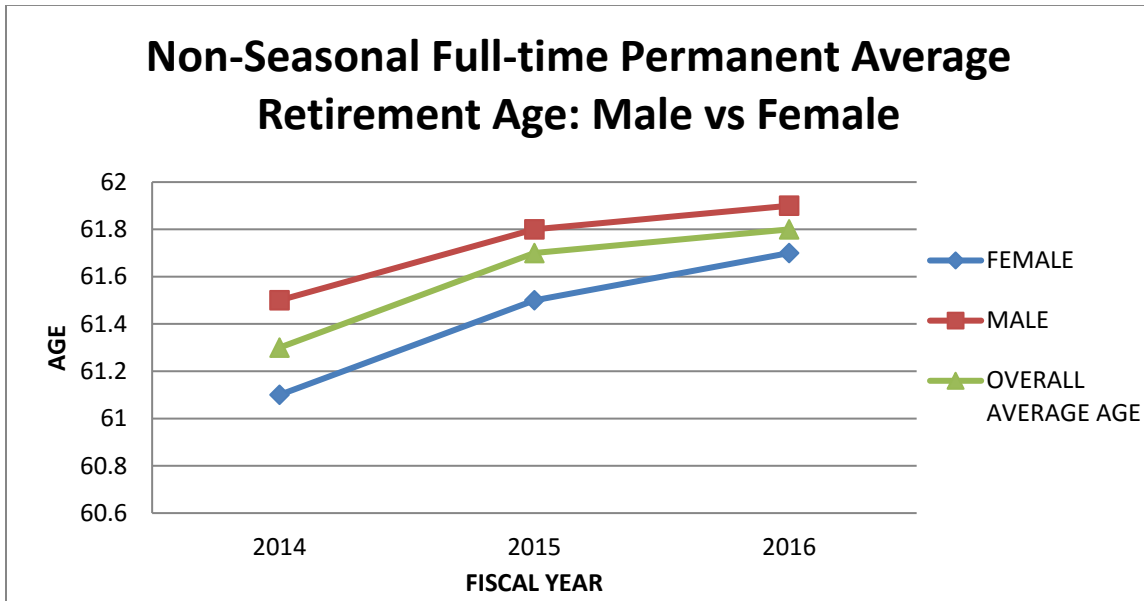


Table 5, Average Retirement Age Percentiles by Gender, lists the average retirement age and quartiles for the last three fiscal years by gender. For the female 25th percentile, as of FY 2017, twenty-five percent of the retired female Federal employees were younger than 58.0 years, whereas seventy-five percent were older than 58.0 years. Secondly, for the female 75th percentile, seventy-five percent of the retired female Federal employees were younger than 65.1 years, whereas twenty-five percent were older than 65.1 years. For the male 25th percentile, as of fiscal year 2017, twenty-five percent of the retired male Federal employees were younger than 57.4 years, whereas seventy-five percent were older than 57.4 years. Lastly, for the male 75th percentile, seventy-five percent of the retired male Federal employees were younger than 65.9 years, whereas twenty-five percent were older than 65.9 years.

Table 5. Retirement Age Percentiles by Gender

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

FY	Gender	Average	25th Pctl	50th Pctl	75th Pctl
2015	FEMALE	61.1	57.5	61.4	64.8
	MALE	61.5	57.3	62.0	65.6
2016	FEMALE	61.5	57.9	62.0	65.0
	MALE	61.8	57.5	62.1	65.8
2017	FEMALE	61.7	58.0	62.0	65.1
	MALE	61.9	57.4	62.1	65.9

Figure 3, Retirement Age Trend Percentile: Female, depicts the trend lines of average retirement age for females from FY 2015 to FY 2017, using data from Table 5. From this figure we can see the slight increase in retirement age for the middle fifty percent and also for the top twenty five percent of retired female Federal employees.

Figure 3. Retirement Age Trend Percentile: Female

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017

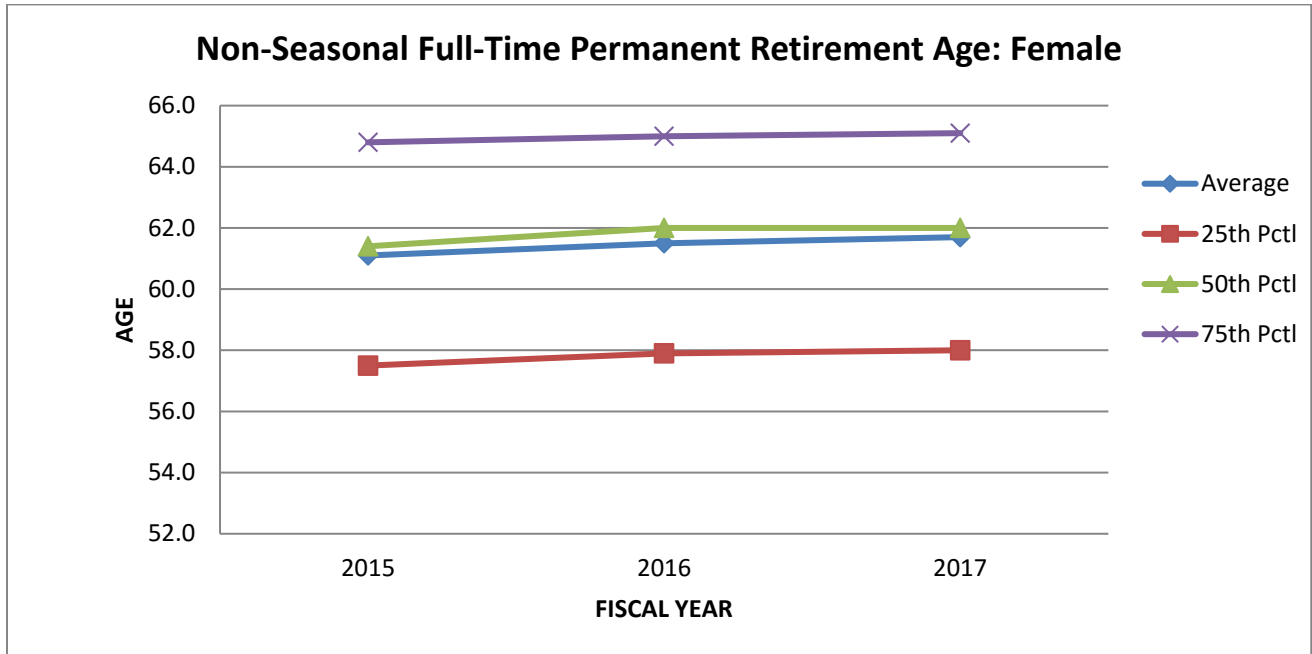


Figure 4, Retirement Age Trend Percentile: Male, depicts the trend lines of average retirement age for males from FY 2015 to FY 2017, using data from Table 5. From this figure we can see the slight increase in retirement age for the top twenty-five percent of retired male Federal employees.

Figure 4. Retirement Age Trend Percentile: Male

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 to FY 2017

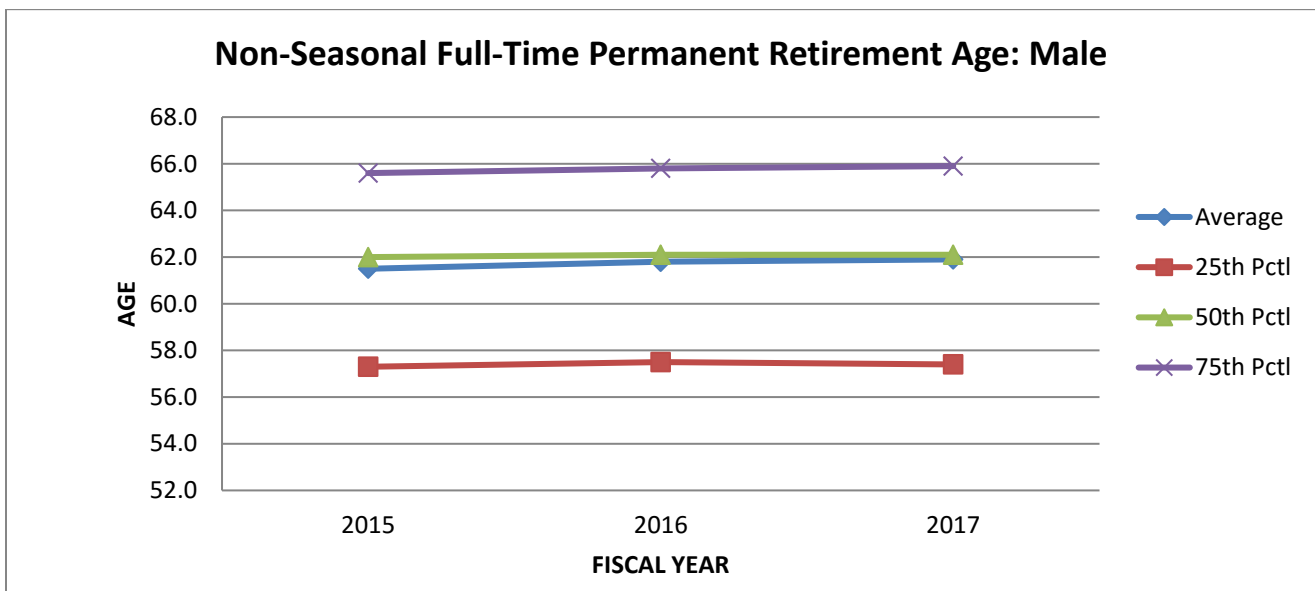


Table 6, Average Retirement Age by Ethnicity & Race, lists the average retirement age for the last three fiscal years by ethnicity & race. During the last three fiscal years, the ethnicity & race that had the largest increase in average retirement age was the Two or More / Other Federal employees with a 2.5 percent increase from 59.9 years in FY 2015 to 61.4 years in FY 2017. The ethnicity & race with the second largest increase in average

retirement age were Black Federal employees with a 1.1 percent increase from 60.9 years in FY 2015 to 61.6 FY 2017.

Table 6. Average Retirement Age by Ethnicity & Race

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

ETHNICITY & RACE	2015	2016	2017
American Indian / Alaskan Native	61.6	62.3	62.1
Asian	63.8	63.9	63.8
Black	60.9	61.4	61.6
Hispanic / Latino	60.3	60.5	60.6
White	61.4	61.7	61.8
Two or More / Other	59.9	60.7	61.4
Native Hawaiian / Pacific Islander	62.4	62.4	62.0

Table 7, Retirement Age Percentiles by Ethnicity & Race, lists the average retirement age and quartiles for the last three fiscal years by ethnicity & race.

Table 7. Retirement Age Percentiles by Ethnicity & Race

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

FY	ETHNICITY & RACE	Average	25th Pctl	50th Pctl	75th Pctl
2015	American Indian / Alaskan Native	61.6	57.6	62.0	66.0
	Asian	63.8	60.3	63.4	67.0
	Black	60.9	57.1	61.3	64.7
	Hispanic / Latino	60.3	56.6	60.6	64.4
	White	61.4	57.4	62.0	65.3
	Two or More / Other	59.9	56.0	60.1	63.9
	Native Hawaiian / Pacific Islander	62.4	59.7	62.3	66.5
2016	American Indian / Alaskan Native	62.3	58.6	62.3	66.3
	Asian	63.9	60.3	63.6	67.1
	Black	61.4	57.7	62.0	65.0
	Hispanic / Latino	60.5	56.7	60.8	64.4
	White	61.7	57.8	62.0	65.4
	Two or More / Other	60.7	57.2	61.4	65.2
	Native Hawaiian / Pacific Islander	62.4	58.9	62.5	65.5
2017	American Indian / Alaskan Native	62.1	58.3	62.3	66.0
	Asian	63.8	60.3	63.6	67.1
	Black	61.6	57.8	62.0	65.1
	Hispanic / Latino	60.6	56.7	60.5	64.3
	White	61.8	57.7	62.0	65.5
	Two or More / Other	61.4	58.1	62.0	65.1
	Native Hawaiian / Pacific Islander	62.0	58.4	62.0	66.0

Table 8, Average Retirement Age by Gender and Ethnicity & Race, lists the average retirement age for the last three fiscal years by gender and ethnicity & race. The gender and ethnicity/race that had the largest increase in average retirement age was the Two or More / Other Male Federal employees with a 2.5 percent increase from 60.4 years in FY 2015 to 61.9 years in FY 2017.

Table 8. Average Retirement Age by Gender and Ethnicity & Race

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

GENDER AND ETHNICITY & RACE		2015	2016	2017
FEMALE	American Indian / Alaskan Native	61.6	62.6	62.6
	Asian	63.5	63.5	63.5
	Black	60.6	61.2	61.5
	Hispanic / Latino	60.3	60.5	60.7
	White	61.2	61.6	61.7
	Two or More / Other	59.3	60.5	60.7
	Native Hawaiian / Pacific Islander	61.8	61.9	61.5
MALE	American Indian / Alaskan Native	61.7	62.0	61.5
	Asian	64.0	64.3	64.0
	Black	61.3	61.7	61.9
	Hispanic / Latino	60.3	60.5	60.5
	White	61.5	61.7	61.9
	Two or More / Other	60.4	60.9	61.9
	Native Hawaiian / Pacific Islander	62.6	62.7	62.3

Table 9, Retirement Age Percentiles by Gender and Ethnicity & Race, lists the average retirement age and quartiles for the last three fiscal years by gender and ethnicity & race.

Table 9. Retirement Age Percentiles by Gender and Ethnicity & Race

Statistics restricted to Non-Seasonal Full-Time permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

FY	GENDER	ETHNICITY & RACE	Average	25th Pctl	50th Pctl	75th Pctl
2015	FEMALE	American Indian / Alaskan Native	61.6	58.0	62.0	65.6
		Asian	63.5	60.3	63.3	66.5
		Black	60.6	56.9	60.8	64.3
		Hispanic / Latino	60.3	56.7	60.8	64.0
		White	61.2	57.6	61.4	64.8
		Two or More / Other	59.3	56.0	59.8	62.4
		Native Hawaiian / Pacific Islander	61.8	58.5	62.0	65.7
	MALE	American Indian / Alaskan Native	61.7	57.0	62.3	66.3
		Asian	64.0	60.5	63.7	67.3
		Black	61.3	57.7	61.9	65.1
		Hispanic / Latino	60.3	56.6	60.5	64.8
		White	61.5	57.3	62.0	65.6
		Two or More / Other	60.4	56.0	60.9	65.0
		Native Hawaiian / Pacific Islander	62.6	60.2	62.5	66.8
2016	FEMALE	American Indian / Alaskan Native	62.6	59.5	62.6	66.4
		Asian	63.5	60.1	63.4	66.7

FY	GENDER	ETHNICITY & RACE	Average	25th Pctl	50th Pctl	75th Pctl
		Black	61.2	57.5	61.4	64.9
		Hispanic / Latino	60.5	56.8	60.7	64.0
		White	61.6	58.0	62.0	65.0
		Two or More / Other	60.5	57.2	61.4	65.0
		Native Hawaiian / Pacific Islander	61.9	59.0	62.0	64.5
	MALE	American Indian / Alaskan Native	62.0	57.8	62.0	66.1
		Asian	64.3	60.8	63.8	67.5
		Black	61.7	58.1	62.1	65.3
		Hispanic / Latino	60.5	56.7	60.8	64.5
		White	61.7	57.4	62.1	65.8
		Two or More / Other	60.9	57.1	61.3	65.4
		Native Hawaiian / Pacific Islander	62.7	58.5	63.0	65.9
2017	FEMALE	American Indian / Alaskan Native	62.6	59.3	62.5	66.1
		Asian	63.5	60.4	63.3	66.6
		Black	61.5	57.7	61.6	64.9
		Hispanic / Latino	60.7	57.0	60.5	64.2
		White	61.7	58.1	62.0	65.1
		Two or More / Other	60.7	57.3	60.8	64.1
		Native Hawaiian / Pacific Islander	61.5	58.4	61.1	64.5
	MALE	American Indian / Alaskan Native	61.5	57.3	62.0	65.9
		Asian	64.0	60.3	63.9	67.5
		Black	61.9	57.9	62.1	65.5
		Hispanic / Latino	60.5	56.5	60.6	64.3
		White	61.9	57.3	62.1	65.9
		Two or More / Other	61.9	58.8	62.3	66.0
		Native Hawaiian / Pacific Islander	62.3	58.4	62.4	66.3

Table 10, Average Retirement Age by Occupational Category, lists the average retirement age for the last three fiscal years by occupational category. In the last three fiscal years, the occupational category that had the largest increase in average retirement age was the Clerical category with an increase of 1.9 percent from 62.2 years in FY 2015 to 63.4 years in FY 2017. Further, the occupational category that had the second largest increase in average retirement age was a tie between the Other White Collar and Technical categories with an increase of 1.3 percent from 54.7 and 62.0 years in FY 2015 to 55.4 and 62.8 years in FY 2017, respectively.

Table 10. Average Retirement Age by Occupational Category

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

OCCUPATIONAL CATEGORY	2015	2016	2017
A-ADMINISTRATIVE	60.6	60.8	60.9
B-BLUE COLLAR	61.5	61.9	62.2
C-CLERICAL	62.2	62.8	63.4
O-OTHER WHITE COLLAR	54.7	55.6	55.4
P-PROFESSIONAL	62.7	63.0	63.1
T-TECHNICAL	62.0	62.5	62.8

Table 11, Retirement Age Percentiles by Occupational Category, lists the average retirement age and quartiles for the last three fiscal years by occupational category.

Table 11. Retirement Age Percentiles by Occupational Category

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017
(Unspecified data is not included)

FY	OCCCATEGORY	Average	25th Pctl	50th Pctl	75th Pctl
2015	A-ADMINISTRATIVE	60.6	56.6	60.6	64.3
	B-BLUE COLLAR	61.5	58.3	62.0	65.2
	C-CLERICAL	62.2	59.1	62.3	66.0
	O-OTHER WHITE COLLAR	54.7	50.8	54.8	57.0
	P-PROFESSIONAL	62.7	59.2	62.6	66.2
	T-TECHNICAL	62.0	59.0	62.2	65.8
2016	A-ADMINISTRATIVE	60.8	56.7	60.9	64.7
	B-BLUE COLLAR	61.9	59.0	62.1	65.4
	C-CLERICAL	62.8	60.0	62.9	66.3
	O-OTHER WHITE COLLAR	55.6	51.7	55.3	57.0
	P-PROFESSIONAL	63.0	59.7	62.7	66.3
	T-TECHNICAL	62.5	59.5	62.4	66.0
2017	A-ADMINISTRATIVE	60.9	56.8	60.8	64.6
	B-BLUE COLLAR	62.2	59.2	62.2	65.7
	C-CLERICAL	63.4	60.1	63.1	66.5
	O-OTHER WHITE COLLAR	55.4	51.4	55.0	57.0
	P-PROFESSIONAL	63.1	59.8	62.8	66.3
	T-TECHNICAL	62.8	59.9	62.6	66.1

Table 12, Average Retirement Age by Occupational Group, lists the average retirement age for the last three fiscal years by occupational group. In the last three fiscal years, the Blue Collar occupational group that had the largest increase in average retirement age was the Personal Services group with an increase of 34.3 percent from 46.7 years in FY 2015 to 62.7 years in FY 2017. Also, the White Collar occupational group that had the largest increase in average retirement age was the Legal and Kindred group with an increase of 2.1 percent from 62.3 years in FY 2015 to 63.6 years in FY 2017.

Table 12. Average Retirement Age by Occupational Group

Statistics restricted to Non-Seasonal Full-Time Permanent employees for FY 2015 through FY 2017

OCCUPATIONAL GROUP		2015	2016	2017
BLUE COLLAR	AIRCRAFT OVERHAUL FAMILY	59.5	59.4	59.7
	AMMUNITION, EXPLOSIVES, AND TOXIC MATERIALS WORK FAMILY	61.6	59.8	64.7
	ARMAMENT WORK FAMILY	59.4	60.7	61.5
	ELECTRICAL INSTALLATION AND MAINTENANCE FAMILY	61.6	61.6	62.7
	ELECTRONIC EQUIPMENT INSTALLATION AND MAINTENANCE FAMILY	60.6	61.2	60.8
	ENGINE OVERHAUL FAMILY	61.5	60.0	61.3
	FABRIC AND LEATHER WORK FAMILY	58.1	61.0	61.2
	FLUID SYSTEMS MAINTENANCE FAMILY	62.1	61.0	61.6
	FOOD PREPARATION AND SERVING FAMILY	61.1	61.4	61.2
	GENERAL EQUIPMENT MAINTENANCE FAMILY	62.0	62.5	63.0
	GENERAL MAINTENANCE AND OPERATIONS WORK FAMILY	61.4	62.0	61.4
	GENERAL SERVICES AND SUPPORT WORK FAMILY	63.1	63.8	64.1
	INDUSTRIAL EQUIPMENT MAINTENANCE FAMILY	61.3	61.5	62.3
	INDUSTRIAL EQUIPMENT OPERATION FAMILY	62.6	62.5	63.0
	INSTRUMENT WORK FAMILY	60.2	63.5	60.7
	LAUNDRY, DRY CLEANING, AND PRESSING FAMILY	62.2	61.7	62.6
	LENS AND CRYSTAL WORK FAMILY	55.2	0.0	59.5
	MACHINE TOOL WORK FAMILY	61.3	61.9	63.1
	METAL PROCESSING FAMILY	61.7	61.1	61.7
	METAL WORK FAMILY	61.1	61.3	61.9
	MISCELLANEOUS OCCUPATIONS FAMILY	61.2	60.8	63.4
	MOTION PICTURE, RADIO, TELEVISION, AND SOUND EQUIPMENT OPERATING FAMIL	62.7	70.4	66.6
	PACKING AND PROCESSING FAMILY	62.5	61.7	63.3
	PAINTING AND PAPERHANGING FAMILY	60.6	62.0	63.8
	PERSONAL SERVICES FAMILY	46.7	63.7	62.7
	PLANT AND ANIMAL WORK FAMILY	61.5	63.8	59.9
	PLIABLE MATERIALS WORK FAMILY	61.6	61.4	62.7
	PLUMBING AND PIPEFITTING FAMILY	61.1	62.8	61.9
	PRINTING FAMILY	64.5	64.8	63.4
	STRUCTURAL AND FINISHING WORK FAMILY	63.2	63.3	64.6
	TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE FAMILY	59.1	59.7	59.9
	TRANSPORTATION/MOBILE EQUIPMENT OPERATION FAMILY	62.5	62.9	63.5
	VESSEL JOBS FAMILY (EXCLUDED FROM THE FEDERAL WAGE SYSTEM)	63.9	63.9	63.9
WAREHOUSING AND STOCK HANDLING FAMILY	61.5	62.3	62.5	
WIRE COMMUNICATIONS EQUIPMENT INSTALLATION AND MAINTENANCE FAMILY	62.2	63.6	62.8	
WOOD WORK FAMILY	60.8	63.0	63.4	
WHITE COLLAR	ACCOUNTING AND BUDGET GROUP	61.6	62.0	62.1
	BIOLOGICAL SCIENCES GROUP	61.7	62.2	62.3
	BUSINESS AND INDUSTRY GROUP	61.4	61.7	61.5
	COPYRIGHT, PATENT, AND TRADEMARK GROUP	64.3	62.7	63.4

OCCUPATIONAL GROUP	2015	2016	2017
EDUCATION GROUP	62.6	62.7	63.0
ENGINEERING AND ARCHITECTURE GROUP	61.7	61.9	62.0
EQUIPMENT, FACILITIES, AND SERVICES GROUP	60.6	61.2	61.0
GENERAL ADMINISTRATIVE, CLERICAL, AND OFFICE SERVICES GROUP	61.6	61.9	62.2
HUMAN RESOURCES MANAGEMENT GROUP	60.7	61.0	61.1
INFORMATION AND ARTS GROUP	63.6	63.1	63.2
INFORMATION TECHNOLOGY GROUP	61.4	61.5	61.7
INVESTIGATION GROUP	59.0	58.9	59.0
LEGAL AND KINDRED GROUP	62.3	63.1	63.6
LIBRARY AND ARCHIVES GROUP	63.8	64.4	64.1
MATHEMATICS AND STATISTICS GROUP	62.5	62.9	63.0
MEDICAL, HOSPITAL, DENTAL, AND PUBLIC HEALTH GROUP	62.9	63.4	63.7
MISCELLANEOUS OCCUPATIONS GROUP	57.7	58.1	58.2
PHYSICAL SCIENCES GROUP	63.2	63.4	64.0
QUALITY ASSURANCE, INSPECTION, AND GRADING GROUP	61.9	62.2	62.5
SOCIAL SCIENCE, PSYCHOLOGY, AND WELFARE GROUP	61.7	62.2	62.3
SUPPLY GROUP	61.6	61.9	62.1
TRANSPORTATION GROUP	57.5	57.9	58.2
VETERINARY MEDICAL SCIENCE GROUP	65.5	64.7	64.9

Additional Details

For any data requests, OPM produces an online data tool, FedScope, which is updated quarterly: <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 all other inquiries, contact DAG through FedStats at FedStats@opm.gov.

ⁱ As of September 2017, the Department of Veteran Affairs employs 342,111 non-seasonal full-time permanent employees.

ⁱⁱ As of September 2017, the Department of Army employs 228,241 non-seasonal full-time permanent employees.

ⁱⁱⁱ As of September 2017, the Department of Navy employs 201,127 non-seasonal full-time permanent employees.

^{iv} Geographic area reflects the location of an employee's duty station and not residence.

^v As of September 2017, there are 152,466 non-seasonal full-time permanent employees.

^{vi} As of September 2017, there are 144,295 non-seasonal full-time permanent employees.

^{vii} As of September 2017, there are 141,367 non-seasonal full-time permanent employees.



U.S. Office of Personnel Management
Office of Strategy and Innovation
1900 E Street, NW, Washington, DC 20415
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