

Retirement Statistics



Highlights
and
Trends

Definitions
and
Sources

FAQs

Projections

Agency
Demographic
Profiles



United States Office of
Personnel Management

Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-6000

A. [Introduction](#)

1. [Frequently Asked Questions \(FAQs\)](#)
2. [Highlights and Trends](#)
3. [Retirement Projections](#)
4. [Agency Demographic Profiles](#)
5. [Definitions and Sources](#)



The Office of Personnel Management's Office of Workforce Information prepared these retirement statistics to cover Fiscal Year (FY) 1999 retirements and to make demographic comparisons among these retirees, FY 1998 retirees, and a composite retiree population from Fiscal Years 1990-1999.

This document consists of 5 major parts:

1. [Frequently Asked Questions \(FAQs\)](#)

What are the major types of retirement from the Federal Service? How many Employees retire in a typical year? Which agencies have the most retirees? How many employees are likely to retire in the next few years?

Our answers to FAQs are very direct. Visit this section for answers to 18 frequently asked questions.

2. [Highlights and Trends](#)

(a) **Overview**

An in-depth analysis of Executive Branch retirements.

(b) **Summary Demographic Tables**

Retirement highlight tables depicting the following types of information:

- Total, Voluntary, **and**
- Section 6(c) Retirements (early retirements made to firefighters, law enforcement and selected personnel in other hazardous duty occupations, or in hazardous duty positions)

Demographics represent characteristics of retirees on separation day and include:

- Average Age
- Length of Service
- Average Salary
- Gender
- Race/National Origin
- Occupation Category
- Pay Plans
- General Schedule and Equivalent Grade Intervals
- Supervisor Status
- Length of Eligibility (LOE)

Note: The LOE is explained in [Appendix V](#)

The tables in this section count voluntary, mandatory, and disability retirements separately. The "Other" category mainly counts early-outs, but does include a few In-Lieu-Of-Involuntary-Action (ILIA) retirements.

[Next](#)

2. [Highlights and Trends](#)

(c) **Retirement Trends**

Explanation on the use of the following retirement demographic trend tables:

- Total retirements depicting yearly demographic percent distributions and deviations from an overall 10-year time period (Fiscal Years 1990-1999)
- Voluntary retirements depicting yearly demographic percent distributions and deviations from an overall 10-year time period (Fiscal Years 1990-1999)

3. [Retirement Projections](#)

Projecting Federal employee retirements? How big will the "retirement wave" be? Visit this section for information on the following:

(a) **Underlying principles used in retirement projections**

(b) **Retirement Projections, Fiscal Years 2001-2005** (tables depicting retirement projections by year)

4. [Agency Demographic Profiles](#)

Fiscal Year 1999 retirement profile tables for 27 major Federal agencies. Tables depict the following information:

(a) **Demographics**

- Average Age, Average Length of Service, and Average Salary
- Gender
- Race/National Origin
- Handicap Status
- Occupation Category
- Supervisor Status
- Salary Ranges
- Pay Plan

(b) **Retirement types**

- Total
- Mandatory
- Disability
- Voluntary
- Early-Out

5. [Definitions and Sources](#)

There are many important issues to consider as you **interpret** the aforementioned retirement statistics. Valuable information can be found throughout this section. We **strongly** suggest visiting the following:

- (a) [Appendix I](#)
Analytical Notes
- (b) [Appendix II](#)
Demographic Definitions (e.g. “minority” vs. “non-minority”, “white-collar” vs. “blue-collar”)
- (c) [Appendix III](#)
Retirement Eligibility Requirements (e.g. voluntary, disability, mandatory, early-out)
- (d) [Appendix IV](#)
Central Personnel Data File (CPDF) Coverage
- (e) [Appendix V](#)
Length of Eligibility Definition
- (f) [Appendix VI](#)
About the CPDF (important information on the use of CPDF and its data)

Notes:

Nearly all subjects retired under Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) law. To retire under CSRS or FERS, employees need minimum service. Visit [Appendix III](#) for length of service and age requirements. Excluded are those who separate and later became eligible for discontinued service retirement benefits.

Retirement table entries reflect records with specified coded values for demographics (**i.e.** there are specific codes identifying males and females; other codes are unspecified). Overall retiree population figures count records with specified **and** unspecified values. Therefore, these figures will be greater than the counts using only specified coded values.

For example, the total count of "males" and "females" might be less than the overall count for a particular retiree population because this "count" reflects records with specified and unspecified values for gender.

[Previous](#)

Frequently Asked Questions (FAQs)

Contents

- Q1: [How many total retirements from Federal service occurred in Fiscal Year \(FY\) 1999?](#)
- Q2: [How many voluntary retirements from Federal service occurred in FY 1999?](#)
- Q3: [How do FY 1999 total numbers compare to the average figures for the last 10 years?](#)
- Q4: [How do FY 1999 voluntary numbers compare to the average figures for the last 10 years?](#)
- Q5: [What agencies had the most total retirements during FY 1999 \(over 1,400\)?](#)
- Q6: [What agencies had the most voluntary retirements during FY 1999 \(over 1,000\)?](#)
- Q7: [How many "early-out" retirements were there in FY 1999?](#)
- Q8: [How do "early-out" numbers compare to the average figures for the last 10 years?](#)
- Q9: [How many "disability" retirements were there in FY1999?](#)
- Q10: [How do "disability" numbers compare to the average figures for the last 10 years?](#)
- Q11: [On average, how many persons were eligible for voluntary retirements during FY 1999?](#)
- Q12: [On average, how many persons were eligible for "early-out" retirements during FY 1999?](#)
- Q13: [How many Federal employees are projected to retire in the next 5 years?](#)
- Q14: [How can an agency project the expected number of retirements over the next 5 years?](#)
- Q15: [For persons retiring voluntarily, how long did they stay in service before actually retiring?](#)
- Q16: [Among the FY 1999 retirees and those from the FY 1990-1999 period, were there differences in "stays" considering the occupations of the retirees?](#)
- Q17: [In FY 1999, what was the most popular month to retire?](#)
[What were other popular months?](#)
[Lowest number month?](#)
- Q18: [In FY 1990-1999, what was the most popular month to retire?](#)
[What were other popular months?](#)
[Lowest number month?](#)



Frequently Asked Questions (FAQs) Retirements in the Federal Service

Q1: How many **total** retirements from Federal service occurred in Fiscal Year (FY) 1999?

Answer: 49,281 **Average Age:** 57.7 **Average Service:** 25.7

Note: The 49,281 included voluntary, disability, mandatory, and early-out retirement types.
See [Appendix III](#) – Retirement Eligibility Requirements.

Q2: How many **voluntary** retirements from Federal service occurred in FY 1999?

Answer: 31,524 **Average Age:** 60.8 **Average Service:** 26.7

Q3: How do FY 1999 **total** numbers compare to the average figures for the last 10 years?

Answer: 52,497 **Average Age:** 58.2 **Average Service:** 26.1

Q4: How do FY 1999 **voluntary** numbers compare to the average figures for the last 10 years?

Answer: 33,659 **Average Age:** 61.3 **Average Service:** 27.1

To [Retirement Highlights](#)

Q5: What agencies had the most **total** retirements during FY 1999 (Over 1,400)?

Answer:	Army	7,573
	Air Force	6,971
	Navy	7,001
	Veterans Affairs	5,538
	Other Defense Agencies	4,288
	Treasury	3,069
	Social Security Administration	2,779
	Agriculture	1,922
	Interior	1,672
	Transportation	1,479

To [Total Retirements by Agency](#) table (FY 1990-1999 and FY 1999)

Q6: What agencies had the most **voluntary** retirements during FY 1999 (Over 1,000)?

Answer:	Army	4,727
	Air Force	4,393
	Navy	4,426
	Veterans Affairs	2,981
	Treasury	2,667

[Next](#)

Frequently Asked Questions (FAQs)

Retirements in the Federal Service

Q6: What agencies had the most **voluntary** retirements during Fiscal Year (FY) 1999 (Over 1,000)? (Continued)

Answer:	Defense Civilian Agencies	2,584
	Agriculture	1,504
	Social Security Administration	1,179
	Transportation	1,079
	Justice	1,078

Q7: How many “early-out” retirements were there in FY 1999?

Answer: 12,246 **Average Age:** 52.8 **Average Service:** 26.8

Q8: How do “early-out” numbers compare to the average figures for the last 10 years?

Answer: 13,001 **Average Age:** 53.8 **Average Service:** 27.1

Q9: How many “disability” retirements were there in FY 1999?

Answer: 5,202 **Average Age:** 50.0 **Average Service:** 17.4

Q10: How do “disability” numbers compare to the average figures for the last 10 years?

Answer: 5,436 **Average Age:** 49.4 **Average Service:** 16.6

Q11: On average, how many persons were eligible for voluntary retirements during FY 1999?

Answer: 178,000 **Percent of Average Employment:** 9.9

Q12: On average, how many persons were eligible for "early-out" retirements during FY 1999?

Answer: 285,000 **Percent of Average Employment:** 15.9

Q13: How many Federal employees are projected to retire in the next 5 years?

Answer: About 281,000 employees (19.0 percent of total employment) are projected to retire in the FY 2001-2005 period.

To [Retirement Projections](#) (Fiscal Year 2001-2005)

[Previous](#)

[Next](#)

Q14: How can an agency project the expected number of retirements over the next 5 years?

Answer: One way is to use historical patterns of retirements based on retirement system/eligibility category and current on-board employment.

To [Methodology for Retirement Projections](#)

Q15: For persons retiring voluntarily, how long did they stay in service before actually retiring?

Answer: 3.1 years

Any difference between males and females?

Answer: Males: 3.2 years; Females: 2.9 years

Any differences between employees who had been working in Metropolitan Statistical Areas (MSA's) vs employees working in non-MSA's?

Answer: Working in MSA's: 46,062 personnel retired
Average Stay: 3.1 years

Working in non-MSA's: 3,219 personnel retired
Average Stay: 2.7 years

Q16: Among the Fiscal Year (FY) 1999 retirees and those from the FY 1990-1999 period, were there differences in "stays" considering the occupations of the retirees?

Answer:

Type of Federal Occupation	FY 1999 (years)	FY 1990-1999 (years)
Professional	3.7	3.6
Administration	2.9	3.0
Technical	3.0	3.0
Clerical	3.2	3.4
Other White-Collar	2.6	2.9
Blue-Collar	2.5	2.7

Frequently Asked Questions (FAQs)
Retirements in the Federal Service

Q17: In Fiscal Year (FY) 1999, what was the most popular month to retire?

Answer: January (9,792 retirements)

What were other popular months?

Answer: September (7,919 retirements)
July (5,216 retirements)

Lowest number month?

Answer: November (1,953 retirements)

Q18: In FY 1990-1999, what was the most popular month to retire?

Answer: January (76,817 retirements)

What were other popular months?

Answer: September (63,722 retirements)
December (50,726 retirements)

Lowest number month?

Answer: February (24,356 retirements)

[Previous](#)

A. Retirement Highlights

1. [Overview](#)

An in-depth analysis of Executive Branch retirements.

2. Summary Demographic Tables ([See notes below](#))



All Retirements	Voluntary Retirements
Table 1: Fiscal Years 1990-1999	Table 12: Fiscal Years 1990-1999
Table 2: Fiscal Year 1990	Table 13: Fiscal Year 1990
Table 3: Fiscal Year 1991	Table 14: Fiscal Year 1991
Table 4: Fiscal Year 1992	Table 15: Fiscal Year 1992
Table 5: Fiscal Year 1993	Table 16: Fiscal Year 1993
Table 6: Fiscal Year 1994	Table 17: Fiscal Year 1994
Table 7: Fiscal Year 1995	Table 18: Fiscal Year 1995
Table 8: Fiscal Year 1996	Table 19: Fiscal Year 1996
Table 9: Fiscal Year 1997	Table 20: Fiscal Year 1997
Table 10: Fiscal Year 1998	Table 21: Fiscal Year 1998
Table 11: Fiscal Year 1999	Table 22: Fiscal Year 1999
Section 6(c) Retirements	
Table 23: Fiscal Years 1990-1999	
Table 24: Fiscal Year 1999	

Notes: ([Continued on next page](#))

- a) Tables 1-11, 23, and 24 depict the following retirement information:
 - Counts for total, voluntary, mandatory, disability, and "Other" retirements
 - Average age, average length of service, and average salary
 - Number of all retirees and percent distributions by selected demographics

- b) Tables 12-22 depict the following retirement information:
 - Voluntary retirements **only**
 - Average age, average length of service, average salary, **and** length of eligibility (LOE) figure

[Next](#)

A. Retirement Highlights

2. Summary Demographic Tables

Notes: ([To table selection](#))

b) Tables 12-22 depict the following retirement information:

- Percentages retiring under each of the following voluntary age by length of service options:
 - (i) Age = 55-59, Length of Service = 30+
 - (ii) Age = 60-61, Length of Service = 20+
 - (iii) Age = 62+, Length of Service = 5+
- Number of voluntary retirees and percent distributions by selected demographics

c) Table entries reflect records with specified coded values for demographics (**i.e.** there are specific codes identifying males and females; other codes are unspecified). Overall retiree population figures count records with specified and unspecified values. Therefore, these figures will be greater than the counts using only specified coded values.

For example, the total count of "males" and "females" might be less than the overall count for a particular retiree population because this "count" reflects records with specified and unspecified values for gender.

B. Retirement Trends

1. [How to use these trends](#)

A quick explanation on the retirement demographic trend tables listed below.

2. [Trends in Total Retirements, Fiscal Years 1990-1999](#)

Table depicting yearly demographic percent distributions and deviations from the overall 10- year time period.

3. [Trends in Voluntary Retirements, Fiscal Years 1990-1999](#)

Table depicting yearly demographic percent distributions and deviations from the overall 10-year time period.

[Previous](#)



Retirement Highlights

Overview

The following table presents the compositions of Fiscal Year (FY) 1998 and FY 1990-1999 retirement populations as they compare to the FY 1999 population.

Retirement Type	FY 1990-1999	FY 1999	FY 1998
Total Retirements	524,970	49,281	50,329
Average Age	58.2	57.7	57.7
Average Length of Service	26.1	25.7	25.4
Voluntary	336,592	31,524	30,752
Percent of Total	64.1	64.0	61.1
Average Age	61.3	60.9	61.1
Average Length of Service	27.1	26.7	26.5
Disability	54,359	5,202	5,744
Percent of Total	10.4	10.6	11.4
Average Age	49.4	50.0	49.8
Average Length of Service	16.6	17.4	16.7
Mandatory	3,962	309	295
Percent of Total	0.8	0.6	0.6
Average Age	58.9	58.0	57.7
Average Length of Service	27.2	28.0	28.1
Other	130,057	12,246	13,538
Percent of Total	24.8	24.8	26.9
Average Age	53.8	52.9	53.3
Average Length of Service	27.1	26.8	26.6

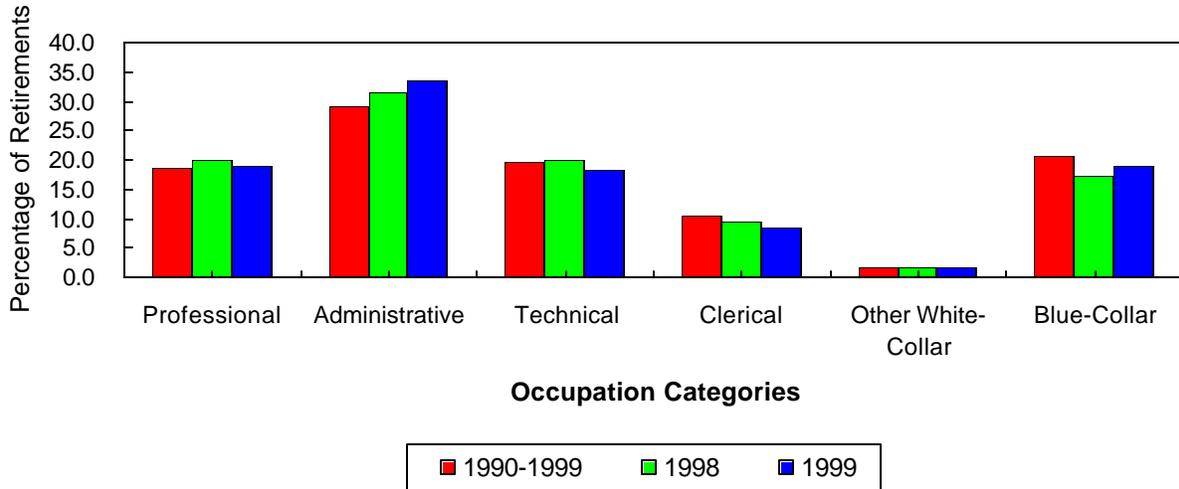
Some 49,281 Federal civilian employees retired during FY 1999, down about 1,100 since FY 1998 and about 3,000 less than the 10-year average of about 52,500. However, the retirement type composition remained fairly consistent with voluntary retirements representing between 60 and 65 percent, disability retirements about 10 percent, mandatory retirements less than 1 percent, and Other retirements (mostly “early-outs”) representing close to 25 percent. Average Age (57.7) was the same as FY 1998, but less than the 10-year average (58.2). Length of Service (25.7) was slightly higher than FY 1998 (25.5) but less than the 10-year average (26.1).

[Next](#)

Overview

The chart below depicts retirement percent distributions by occupation category for each Fiscal Year (FY) time period. The percentages of retirees in the "administrative" and "blue-collar" categories have increased from FY 1998 to FY 1999 while retirees from the "professional", "technical" and "clerical" categories have declined slightly. The percentage of retirees in the "Other White-Collar" category rose only slightly from Fiscal Year 1998 to Fiscal Year 1999.

Retirements by Occupation Category



The table below depicts the percent distribution by gender and race/national origin. Females are gradually becoming a larger percentage of retirees. For Fiscal Year (FY) 1999, the female percentage was 35.9 compared with 35.1 percent for the 10-year period. For Fiscal 1998, the comparable percentage for female retirees was 37.1.

Demographic	FY 1990-1999 Percent	FY 1999 Percent	FY 1998 Percent
Gender			
Male	64.9	64.1	62.9
Female	35.1	35.9	37.1
Race/National Origin			
Total	23.5	24.2	23.4
Asian/Pacific Islander	2.9	3.3	3.0
Black	14.3	12.8	13.3
Hispanic	4.5	6.3	5.1
Native American	1.8	1.8	2.0
White	76.5	75.8	76.6

Overview

Voluntary retirements are the largest segment of each retiree population. The following table depicts the percent distribution of selected demographics for each Fiscal Year (FY) time period.

Demographic	FY 1990-1999	FY 1999	FY 1998
	Percent	Percent	Percent
Male	66.9	66.7	67.1
Minority	22.2	22.6	21.7
White-Collar	82.3	85.3	83.3
General Schedule Pay Plans	77.5	71.4	73.1
Grades 13-15 & Executives	20.4	25.4	25.4
Supervisors	20.4	21.5	21.9

The table below depicts the largest percentage of retirees who qualified for voluntary retirement in FY 1999 were:

1. 62 years of age or more **and**
2. Had at least 5 years of creditable service under the Civil Service Retirement System or the Federal Employees Retirement Systems.

Voluntary Retirement Eligibility Condition		Percent Retiring
Age	Years of Creditable Service	
55-59	30+	33.2
60-61	20+	16.1
62+	5+	50.7

The table below depicts the average length of eligibility of selected demographics for each Fiscal Year (FY) time period. The Length of Eligibility (LOE) is the average length of time Federal employees remained after they first became eligible to retire. The average LOE was fairly consistent across groups except for the General Schedule 13-15 & Executives demographic group, which ranged from 0.3 to 0.4 years higher than the 10-year average.

Demographic	FY 1990-1999	FY 1999	FY 1998
	Average LOE	Average LOE	Average LOE
Total	3.2	3.2	3.2
Male	3.2	3.2	3.2
Minority	3.1	3.2	3.3
White-Collar	3.2	3.2	3.2
General Schedule Pay Plans	3.0	3.0	3.0
Grades 13-15 & Executives	3.4	3.4	3.5
Supervisors	3.0	3.0	3.1

[Previous](#)

[Next](#)

Retirement Highlights

Overview

The table below depicts percent distributions for selected **Section 6(c)** retiree demographics for Fiscal Year (FY) 1990-1999 and FY 1999. There are high percentages of males and white-collar persons among these retirements - not really unexpected since Section 6(c) tends to cover male-dominated, white-collar occupations such as firefighters and criminal investigators.

Demographic	FY 1990-1999	FY 1999
	Percent	Percent
Total	100.0	100.0
Male	95.2	93.1
Minority	17.3	18.6
White-Collar	96.1	95.7
General Schedule Pay Plans	93.3	92.3
Grades 13-15 & Executives	40.3	48.3
Supervisors	38.0	41.6

The table on the [next page](#) depicts total retirement counts and percentages by agency for the following time periods:

- Fiscal Year 1990-1999
- Fiscal Year 1999

Retirement Highlights

Overview

Total Retirements by Agency

(Select an agency name to go to detailed demographic report)

Agency	Fiscal Year 1990-1999	Percent of Total	Fiscal Year 1999	Percent of Total
Total	524,970	100.0	49,281	100.0
Agriculture	26,213	5.0	1,922	3.9
Air Force (Civilian)	57,695	11.0	6,971	14.1
Army (Civilian)	83,139	15.8	7,573	15.4
Commerce	8,281	1.6	670	1.4
Defense (Civilian)	41,466	7.9	4,288	8.7
Education	1,280	0.2	49	0.1
Energy	5,358	1.0	341	0.7
Environmental Protection Agency	2,290	0.4	223	0.5
Equal Employment Opportunity Commission	594	0.1	65	0.1
Federal Deposit Insurance Corporation	1,441	0.3	118	0.2
General Services Administration	6,553	1.2	287	0.6
Health & Human Services 1/	18,557	3.5	1,126	2.3
Housing & Urban Development	4,173	0.8	242	0.5
Interior	18,606	3.5	1,672	3.4
Justice	9,996	1.9	1,291	2.6
Labor	4,443	0.8	228	0.5
National Aeronautics and Space Administration	7,441	1.4	460	0.9
National Archives & Records Administration	357	0.1	27	0.1
National Labor Relations Board	465	0.1	45	0.1
Navy (Civilian)	83,149	15.8	7,001	14.2
Office of Personnel Management	1,382	0.3	106	0.2
Small Business Administration	1,352	0.3	112	0.2
Social Security Administration 2/	8,313	1.6	2,779	5.6
State	3,468	0.7	322	0.7
Transportation	18,778	3.6	1,479	3.0
Treasury	33,850	6.4	3,069	6.2
Veterans Affairs	64,316	12.3	5,538	11.2
All Other Agencies	69,844	13.3	1,277	2.6

1/ 1990-1999 figure includes retirees from the Social Security Administration prior to March 1995.

2/ 1990-1999 figure counts retirements since March 1995 when the Social Security Administration became a separate agency.

[Previous](#)

Source: Central Personnel Data File

Questions/Comments to: owi@opm.gov



Table 1 - Retirement Highlights

Fiscal Years 1990-1999

All Retirements

Summary

Total Retirements	524,970	Average	Age	58.2
			Service	26.1
			Salary	\$44,105
Mandatory	3,962	Average	Age	58.9
			Service	27.2
			Salary	\$60,595
Disability	54,359	Average	Age	49.4
			Service	16.6
			Salary	\$33,421
Voluntary	336,592	Average	Age	61.3
			Service	27.1
			Salary	\$45,189
Others	130,057	Average	Age	53.8
			Service	27.1
			Salary	\$45,276

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	340,763	64.9
Female	184,207	35.1
Blacks	75,381	14.4
Other Minorities	48,063	9.1
Whites	401,423	76.5
White-Collar	416,109	79.4
Blue-Collar	108,212	20.6
Disability	59,162	12.5
Non-Disability	413,278	87.5
General Schedule Pay Plans (GS/GM)	372,666	100.0
Grades 1-4	23,184	6.2
Grades 5-8	103,497	27.8
Grades 9-12	156,442	42.0
Grades 13-15	89,543	24.0
Wage Pay Plans	108,212	71.1
Executive Pay Plans	4,503	3.0
Other Pay Plans	39,494	25.9
Supervisors/Managers	100,362	19.2
Non-Supervisors	423,172	80.8



Table 2 - Retirement Highlights

Fiscal Year 1990

All Retirements

Summary

Total Retirements	43,245	Average	Age	59.3
			Service	26.9
			Salary	\$36,045
Mandatory	346	Average	Age	58.7
			Service	26.7
			Salary	\$47,081
Disability	4,578	Average	Age	49.2
			Service	17.1
			Salary	\$27,927
Voluntary	36,258	Average	Age	60.8
			Service	28.2
			Salary	\$36,901
Others	2,063	Average	Age	54.2
			Service	26.7
			Salary	\$37,066

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	29,532	68.3
Female	13,713	31.7
Blacks	6,075	14.1
Other Minorities	3,675	8.5
Whites	33,452	77.4
White-Collar	33,765	78.1
Blue-Collar	9,449	21.9
Disability	4,962	13.1
Non-Disability	32,774	86.9
General Schedule Pay Plans (GS/GM)	31,235	100.0
Grades 1-4	2,369	7.6
Grades 5-8	8,692	27.8
Grades 9-12	12,887	41.3
Grades 13-15	7,287	23.3
Wage Pay Plans	9,449	78.8
Executive Pay Plans	260	2.2
Other Pay Plans	2,278	19.0
Supervisors/Managers	8,823	20.5
Non-Supervisors	34,300	79.5



Table 3 - Retirement Highlights

Fiscal Year 1991

All Retirements

Summary				
Total Retirements	44,189	Average	Age	59.4
			Service	27.0
			Salary	\$37,112
Mandatory	445	Average	Age	59.9
			Service	26.6
			Salary	\$49,131
Disability	4,244	Average	Age	49.8
			Service	17.0
			Salary	\$29,190
Voluntary	35,229	Average	Age	61.2
			Service	28.1
			Salary	\$37,989
Others	4,271	Average	Age	54.1
			Service	27.6
			Salary	\$36,326

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	30,198	68.3
Female	13,991	31.7
Blacks	6,219	14.1
Other Minorities	4,173	9.4
Whites	33,784	76.5
White-Collar	33,743	76.6
Blue-Collar	10,302	23.4
Disability	5,102	13.1
Non-Disability	33,913	86.9
General Schedule Pay Plans (GS/GM)	30,894	100.0
Grades 1-4	2,219	7.2
Grades 5-8	8,311	26.9
Grades 9-12	13,604	44.0
Grades 13-15	6,760	21.9
Wage Pay Plans	10,302	77.6
Executive Pay Plans	146	1.1
Other Pay Plans	2,833	21.3
Supervisors/Managers	8,985	20.4
Non-Supervisors	35,063	79.6



Table 4 - Retirement Highlights

Fiscal Year 1992

All Retirements

Summary

Total Retirements	29,617	Average	Age	59.2
			Service	25.4
			Salary	\$38,953
Mandatory	358	Average	Age	59.9
			Service	26.2
			Salary	\$50,706
Disability	4,449	Average	Age	49.8
			Service	17.1
			Salary	\$30,546
Voluntary	23,034	Average	Age	61.3
			Service	26.8
			Salary	\$40,264
Others	1,776	Average	Age	56.4
			Service	26.7
			Salary	\$40,408

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	19,481	65.8
Female	10,136	34.2
Blacks	4,094	13.8
Other Minorities	2,324	7.9
Whites	23,193	78.3
White-Collar	23,424	79.3
Blue-Collar	6,133	20.7
Disability	3,514	13.3
Non-Disability	22,841	86.7
General Schedule Pay Plans (GS/GM)	21,266	100.0
Grades 1-4	1,769	8.3
Grades 5-8	6,295	29.6
Grades 9-12	8,484	39.9
Grades 13-15	4,718	22.2
Wage Pay Plans	6,133	73.5
Executive Pay Plans	149	1.8
Other Pay Plans	2,064	24.7
Supervisors/Managers	5,801	19.6
Non-Supervisors	23,801	80.4



Table 5 - Retirement Highlights

Fiscal Year 1993

All Retirements

Summary

Total Retirements	60,614	Average	Age	58.4
			Service	26.5
			Salary	\$39,985
Mandatory	470	Average	Age	59.4
			Service	27.0
			Salary	\$55,696
Disability	5,533	Average	Age	49.5
			Service	16.7
			Salary	\$31,358
Voluntary	38,020	Average	Age	61.5
			Service	27.3
			Salary	\$41,552
Others	16,591	Average	Age	54.3
			Service	27.5
			Salary	\$38,817

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	41,494	68.5
Female	19,120	31.5
Blacks	8,095	13.3
Other Minorities	5,383	8.9
Whites	47,133	77.8
White-Collar	43,689	72.1
Blue-Collar	16,894	27.9
Disability	8,032	14.6
Non-Disability	46,985	85.4
General Schedule Pay Plans (GS/GM)	40,932	100.0
Grades 1-4	2,822	6.9
Grades 5-8	11,104	27.1
Grades 9-12	18,726	45.8
Grades 13-15	8,280	20.2
Wage Pay Plans	16,894	85.8
Executive Pay Plans	292	1.5
Other Pay Plans	2,494	12.7
Supervisors/Managers	11,406	18.8
Non-Supervisors	49,141	81.2



Table 6 - Retirement Highlights

Fiscal Year 1994

All Retirements

Summary

Total Retirements	67,258	Average	Age	58.2
			Service	26.6
			Salary	\$44,936
Mandatory	552	Average	Age	59.2
			Service	26.9
			Salary	\$59,863
Disability	5,622	Average	Age	49.2
			Service	16.2
			Salary	\$32,610
Voluntary	39,537	Average	Age	61.5
			Service	27.5
			Salary	\$46,116
Others	21,547	Average	Age	54.7
			Service	27.7
			Salary	\$45,599

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	44,514	66.2
Female	22,744	33.8
Blacks	9,474	14.1
Other Minorities	5,846	8.7
Whites	51,934	77.2
White-Collar	54,392	81.0
Blue-Collar	12,771	19.0
Disability	7,596	12.6
Non-Disability	52,463	87.4
General Schedule Pay Plans (GS/GM)	49,446	100.0
Grades 1-4	2,834	5.7
Grades 5-8	12,712	25.7
Grades 9-12	20,786	42.1
Grades 13-15	13,114	26.5
Wage Pay Plans	12,771	71.7
Executive Pay Plans	937	5.3
Other Pay Plans	4,102	23.0
Supervisors/Managers	14,687	21.9
Non-Supervisors	52,529	78.1



Table 7 - Retirement Highlights

Fiscal Year 1995

All Retirements

Summary

Summary				
Total Retirements	70,983	Average	Age	57.7
			Service	26.1
			Salary	\$44,731
Mandatory	481	Average	Age	59.0
			Service	27.0
			Salary	\$63,002
Disability	6,617	Average	Age	48.8
			Service	16.0
			Salary	\$33,365
Voluntary	39,602	Average	Age	61.8
			Service	27.1
			Salary	\$46,530
Others	24,283	Average	Age	53.5
			Service	27.0
			Salary	\$44,539

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	43,956	61.9
Female	27,027	38.1
Blacks	11,288	15.9
Other Minorities	5,777	8.1
Whites	53,914	76.0
White-Collar	56,822	80.1
Blue-Collar	14,137	19.9
Disability	7,822	12.3
Non-Disability	55,829	87.7
General Schedule Pay Plans (GS/GM)	51,946	100.0
Grades 1-4	2,994	5.8
Grades 5-8	15,023	28.9
Grades 9-12	20,971	40.4
Grades 13-15	12,958	24.9
Wage Pay Plans	14,137	74.3
Executive Pay Plans	712	3.7
Other Pay Plans	4,186	22.0
Supervisors/Managers	13,293	18.9
Non-Supervisors	56,893	81.1



Table 8 - Retirement Highlights

Fiscal Year 1996

All Retirements

Summary

Total Retirements	52,211	Average	Age	57.4
			Service	25.3
			Salary	\$46,402
Mandatory	354	Average	Age	57.7
			Service	28.3
			Salary	\$71,890
Disability	6,204	Average	Age	48.9
			Service	16.1
			Salary	\$34,472
Voluntary	29,037	Average	Age	61.5
			Service	26.2
			Salary	\$48,073
Others	16,616	Average	Age	53.4
			Service	26.8
			Salary	\$47,438

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	32,909	63.0
Female	19,302	37.0
Blacks	7,897	15.1
Other Minorities	4,815	9.3
Whites	39,493	75.6
White-Collar	42,215	80.9
Blue-Collar	9,984	19.1
Disability	5,676	12.0
Non-Disability	41,684	88.0
General Schedule Pay Plans (GS/GM)	36,883	100.0
Grades 1-4	2,299	6.2
Grades 5-8	10,342	28.0
Grades 9-12	15,148	41.1
Grades 13-15	9,094	24.7
Wage Pay Plans	9,984	65.1
Executive Pay Plans	502	3.3
Other Pay Plans	4,841	31.6
Supervisors/Managers	9,349	17.9
Non-Supervisors	42,780	82.1



Table 9 - Retirement Highlights

Fiscal Year 1997

All Retirements

Summary				
Total Retirements	57,243	Average	Age	57.8
			Service	25.4
			Salary	\$47,654
Mandatory	352	Average	Age	58.3
			Service	27.7
			Salary	\$74,812
Disability	6,166	Average	Age	49.4
			Service	15.9
			Salary	\$35,383
Voluntary	33,599	Average	Age	61.5
			Service	26.3
			Salary	\$49,527
Others	17,126	Average	Age	53.5
			Service	26.9
			Salary	\$48,063

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	35,457	61.9
Female	21,786	38.1
Blacks	9,221	16.1
Other Minorities	5,363	9.4
Whites	42,655	74.5
White-Collar	46,637	81.6
Blue-Collar	10,544	18.4
Disability	6,349	12.1
Non-Disability	46,134	87.9
General Schedule Pay Plans (GS/GM)	40,421	100.0
Grades 1-4	2,278	5.6
Grades 5-8	11,754	29.1
Grades 9-12	16,262	40.2
Grades 13-15	10,127	25.1
Wage Pay Plans	10,544	62.7
Executive Pay Plans	500	3.0
Other Pay Plans	5,766	34.3
Supervisors/Managers	10,452	18.3
Non-Supervisors	46,720	81.7



Table 10 - Retirement Highlights

Fiscal Year 1998

All Retirements

Summary

Total Retirements	50,329	Average	Age	57.7
			Service	25.4
			Salary	\$49,559
Mandatory	295	Average	Age	57.7
			Service	28.1
			Salary	\$69,360
Disability	5,744	Average	Age	49.8
			Service	16.7
			Salary	\$37,146
Voluntary	30,752	Average	Age	61.1
			Service	26.5
			Salary	\$51,934
Others	13,538	Average	Age	53.3
			Service	26.6
			Salary	\$48,978

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	31,641	62.9
Female	18,688	37.1
Blacks	6,684	13.3
Other Minorities	5,102	10.1
Whites	38,538	76.6
White-Collar	41,557	82.8
Blue-Collar	8,603	17.2
Disability	5,176	11.3
Non-Disability	40,510	88.7
General Schedule Pay Plans (GS/GM)	35,889	100.0
Grades 1-4	1,928	5.4
Grades 5-8	10,277	28.6
Grades 9-12	14,823	41.3
Grades 13-15	8,861	24.7
Wage Pay Plans	8,603	59.7
Executive Pay Plans	539	3.7
Other Pay Plans	5,271	36.6
Supervisors/Managers	8,875	17.6
Non-Supervisors	41,416	82.4



Table 11 - Retirement Highlights

Fiscal Year 1999

All Retirements

Summary

Total Retirements	49,281	Average	Age	57.7
			Service	25.7
			Salary	\$51,753
Mandatory	309	Average	Age	58.0
			Service	28.0
			Salary	\$71,187
Disability	5,202	Average	Age	50.0
			Service	17.4
			Salary	\$39,510
Voluntary	31,524	Average	Age	60.8
			Service	26.7
			Salary	\$54,403
Others	12,246	Average	Age	52.9
			Service	26.8
			Salary	\$49,658

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	31,581	64.1
Female	17,700	35.9
Blacks	6,334	12.8
Other Minorities	5,605	11.4
Whites	37,327	75.8
White-Collar	39,865	80.9
Blue-Collar	9,395	19.1
Disability	4,933	10.9
Non-Disability	40,145	89.1
General Schedule Pay Plans (GS/GM)	33,754	100.0
Grades 1-4	1,672	5.0
Grades 5-8	8,987	26.6
Grades 9-12	14,751	43.7
Grades 13-15	8,344	24.7
Wage Pay Plans	9,395	60.5
Executive Pay Plans	466	3.0
Other Pay Plans	5,659	36.5
Supervisors/Managers	8,691	17.7
Non-Supervisors	40,529	82.3



Table 12 - Retirement Highlights

Fiscal Years 1990-1999

Voluntary Retirements

Number of Retirements:	336,592
Average Age	61.3
Average Service	27.1
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$45,189

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.3
60-61	20+	17.2
62+	5+	51.5

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	225,221	66.9
Female	111,371	33.1
Blacks	44,859	13.3
Other Minorities	29,945	8.9
Whites	261,712	77.8
White-Collar	276,836	82.3
Blue-Collar	59,347	17.7
Disability	35,358	11.7
Non-Disability	265,926	88.3
General Schedule Pay Plans (GS/GM)	247,300	100.0
Grades 1-4	14,298	5.8
Grades 5-8	65,760	26.6
Grades 9-12	101,944	41.2
Grades 13-15	65,298	26.4
Wage Pay Plans	59,347	66.5
Executive Pay Plans	3,528	4.0
Other Pay Plans	26,355	29.5
Supervisors/Managers	68,485	20.4
Non-Supervisors	267,207	79.6



Table 13 - Retirement Highlights

Fiscal Year 1990
Voluntary Retirements

Number of Retirements:	36,258
Average Age	60.8
Average Service	28.2
Average Service Time after Becoming Eligible for Voluntary Retirement	2.9
Average Salary	\$36,901

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	36.6
60-61	20+	18.3
62+	5+	45.1

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	25,020	69.0
Female	11,238	31.0
Blacks	4,895	13.5
Other Minorities	3,050	8.4
Whites	28,271	78.1
White-Collar	28,855	79.6
Blue-Collar	7,377	20.4
Disability	3,834	12.2
Non-Disability	27,691	87.8
General Schedule Pay Plans (GS/GM)	26,765	100.0
Grades 1-4	1,729	6.5
Grades 5-8	7,233	27.0
Grades 9-12	11,160	41.7
Grades 13-15	6,643	24.8
Wage Pay Plans	7,377	77.9
Executive Pay Plans	249	2.6
Other Pay Plans	1,844	19.5
Supervisors/Managers	7,884	21.8
Non-Supervisors	28,275	78.2



Table 14 - Retirement Highlights

Fiscal Year 1991

Voluntary Retirements

Number of Retirements:	35,229
Average Age	61.2
Average Service	28.1
Average Service Time after Becoming Eligible for Voluntary Retirement	3.1
Average Salary	\$37,989

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	33.8
60-61	20+	18.4
62+	5+	47.8

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	24,137	68.5
Female	11,092	31.5
Blacks	4,898	13.9
Other Minorities	3,174	9.0
Whites	27,146	77.1
White-Collar	27,782	79.1
Blue-Collar	7,350	20.9
Disability	3,707	12.0
Non-Disability	27,295	88.0
General Schedule Pay Plans (GS/GM)	25,465	100.0
Grades 1-4	1,670	6.6
Grades 5-8	6,761	26.5
Grades 9-12	10,993	43.2
Grades 13-15	6,041	23.7
Wage Pay Plans	7,350	75.4
Executive Pay Plans	137	1.4
Other Pay Plans	2,267	23.2
Supervisors/Managers	7,509	21.4
Non-Supervisors	27,589	78.6



Table 15 - Retirement Highlights

Fiscal Year 1992
Voluntary Retirements

Number of Retirements:	23,034
Average Age	61.3
Average Service	26.8
Average Service Time after Becoming Eligible for Voluntary Retirement	2.8
Average Salary	\$40,264

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.5
60-61	20+	18.1
62+	5+	50.4

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	15,313	66.5
Female	7,721	33.5
Blacks	2,930	12.7
Other Minorities	1,750	7.6
Whites	18,352	79.7
White-Collar	18,572	80.8
Blue-Collar	4,410	19.2
Disability	2,377	11.7
Non-Disability	18,023	88.3
General Schedule Pay Plans (GS/GM)	16,919	100.0
Grades 1-4	1,159	6.9
Grades 5-8	4,738	28.0
Grades 9-12	6,858	40.5
Grades 13-15	4,164	24.6
Wage Pay Plans	4,410	72.2
Executive Pay Plans	143	2.3
Other Pay Plans	1,557	25.5
Supervisors/Managers	4,824	21.0
Non-Supervisors	18,198	79.0



Table 16 - Retirement Highlights

Fiscal Year 1993

Voluntary Retirements

Number of Retirements:	38,020
Average Age	61.5
Average Service	27.3
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$41,552

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	30.9
60-61	20+	17.7
62+	5+	51.4

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,109	68.7
Female	11,911	31.3
Blacks	4,808	12.7
Other Minorities	3,198	8.4
Whites	30,012	78.9
White-Collar	29,491	77.6
Blue-Collar	8,509	22.4
Disability	4,674	13.6
Non-Disability	29,579	86.4
General Schedule Pay Plans (GS/GM)	27,522	100.0
Grades 1-4	1,740	6.3
Grades 5-8	7,232	26.3
Grades 9-12	12,070	43.9
Grades 13-15	6,480	23.5
Wage Pay Plans	8,509	81.1
Executive Pay Plans	252	2.4
Other Pay Plans	1,736	16.5
Supervisors/Managers	7,479	19.7
Non-Supervisors	30,525	80.3



Table 17 - Retirement Highlights

Fiscal Year 1994

Voluntary Retirements

Number of Retirements:	39,537
Average Age	61.5
Average Service	27.5
Average Service Time after Becoming Eligible for Voluntary Retirement	3.4
Average Salary	\$46,116

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.1
60-61	20+	17.3
62+	5+	51.6

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,917	68.1
Female	12,620	31.9
Blacks	5,203	13.2
Other Minorities	3,288	8.3
Whites	31,045	78.5
White-Collar	32,965	83.5
Blue-Collar	6,501	16.5
Disability	4,410	12.5
Non-Disability	30,766	87.5
General Schedule Pay Plans (GS/GM)	29,787	100.0
Grades 1-4	1,726	5.8
Grades 5-8	7,518	25.2
Grades 9-12	12,206	41.0
Grades 13-15	8,337	28.0
Wage Pay Plans	6,501	66.7
Executive Pay Plans	722	7.4
Other Pay Plans	2,527	25.9
Supervisors/Managers	8,910	22.5
Non-Supervisors	30,605	77.5



Table 18 - Retirement Highlights

Fiscal Year 1995
Voluntary Retirements

Number of Retirements:	39,602
Average Age	61.8
Average Service	27.1
Average Service Time after Becoming Eligible for Voluntary Retirement	3.6
Average Salary	\$46,530

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	27.5
60-61	20+	17.3
62+	5+	55.2

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	25,479	64.3
Female	14,123	35.7
Blacks	5,821	14.7
Other Minorities	3,202	8.1
Whites	30,577	77.2
White-Collar	33,227	83.9
Blue-Collar	6,365	16.1
Disability	4,145	11.7
Non-Disability	31,265	88.3
General Schedule Pay Plans (GS/GM)	30,122	100.0
Grades 1-4	1,701	5.6
Grades 5-8	8,284	27.5
Grades 9-12	11,763	39.1
Grades 13-15	8,374	27.8
Wage Pay Plans	6,365	67.2
Executive Pay Plans	505	5.3
Other Pay Plans	2,610	27.5
Supervisors/Managers	7,560	19.3
Non-Supervisors	31,569	80.7



Table 19 - Retirement Highlights

Fiscal Year 1996

Voluntary Retirements

Number of Retirements:	29,037
Average Age	61.5
Average Service	26.2
Average Service Time after Becoming Eligible for Voluntary Retirement	3.4
Average Salary	\$48,073

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	27.8
60-61	20+	16.5
62+	5+	55.7

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	18,866	65.0
Female	10,171	35.0
Blacks	4,049	13.9
Other Minorities	2,727	9.4
Whites	22,258	76.7
White-Collar	24,416	84.1
Blue-Collar	4,615	15.9
Disability	2,893	11.0
Non-Disability	23,347	89.0
General Schedule Pay Plans (GS/GM)	21,212	100.0
Grades 1-4	1,249	5.9
Grades 5-8	5,852	27.6
Grades 9-12	8,279	39.0
Grades 13-15	5,832	27.5
Wage Pay Plans	4,615	59.0
Executive Pay Plans	353	4.5
Other Pay Plans	2,857	36.5
Supervisors/Managers	5,557	19.2
Non-Supervisors	23,428	80.8



Table 20 - Retirement Highlights

Fiscal Year 1997

Voluntary Retirements

Number of Retirements:	33,599
Average Age	61.5
Average Service	26.3
Average Service Time after Becoming Eligible for Voluntary Retirement	3.4
Average Salary	\$49,527

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	28.6
60-61	20+	16.3
62+	5+	55.1

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	21,747	64.7
Female	11,852	35.3
Blacks	4,908	14.6
Other Minorities	3,118	9.3
Whites	25,572	76.1
White-Collar	28,474	84.8
Blue-Collar	5,103	15.2
Disability	3,485	11.4
Non-Disability	27,066	88.6
General Schedule Pay Plans (GS/GM)	24,536	100.0
Grades 1-4	1,241	5.1
Grades 5-8	6,758	27.5
Grades 9-12	9,803	40.0
Grades 13-15	6,734	27.4
Wage Pay Plans	5,103	56.4
Executive Pay Plans	365	4.0
Other Pay Plans	3,589	39.6
Supervisors/Managers	6,694	19.9
Non-Supervisors	26,870	80.1



Table 21 - Retirement Highlights

Fiscal Year 1998

Voluntary Retirements

Number of Retirements:	30,752
Average Age	61.1
Average Service	26.5
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$51,934

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.6
60-61	20+	15.8
62+	5+	52.6

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	20,620	67.1
Female	10,132	32.9
Blacks	3,647	11.9
Other Minorities	3,021	9.8
Whites	24,082	78.3
White-Collar	26,170	85.3
Blue-Collar	4,493	14.7
Disability	2,910	10.4
Non-Disability	24,989	89.6
General Schedule Pay Plans (GS/GM)	22,455	100.0
Grades 1-4	1,082	4.8
Grades 5-8	5,856	26.1
Grades 9-12	9,209	41.0
Grades 13-15	6,308	28.1
Wage Pay Plans	4,493	54.3
Executive Pay Plans	416	5.0
Other Pay Plans	3,374	40.7
Supervisors/Managers	5,903	19.2
Non-Supervisors	24,831	80.8



Table 22 - Retirement Highlights

Fiscal Year 1999

Voluntary Retirements

Number of Retirements:	31,524
Average Age	60.9
Average Service	26.7
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$54,403

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	33.2
60-61	20+	16.1
62+	5+	50.7

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	21,013	66.7
Female	10,511	33.3
Blacks	3,700	11.8
Other Minorities	3,417	10.8
Whites	24,397	77.4
White-Collar	26,884	85.3
Blue-Collar	4,624	14.7
Disability	2,923	10.1
Non-Disability	25,905	89.9
General Schedule Pay Plans (GS/GM)	22,517	100.0
Grades 1-4	1,001	4.4
Grades 5-8	5,528	24.6
Grades 9-12	9,603	42.6
Grades 13-15	6,385	28.4
Wage Pay Plans	4,624	51.3
Executive Pay Plans	386	4.3
Other Pay Plans	3,994	44.4
Supervisors/Managers	6,165	19.6
Non-Supervisors	25,317	80.4



Table 23 - Retirement Highlights

Fiscal Years 1990-1999

(Among Hazardous Duty and Law Enforcement Personnel)

Summary

Total Retirements	13,195	Average	Age	53.2
			Service	26.4
			Salary	\$52,957
Mandatory	2,449	Average	Age	58.7
			Service	26.5
			Salary	\$46,871
Disability	1,032	Average	Age	44.1
			Service	15.8
			Salary	\$38,419
Voluntary	9,276	Average	Age	52.8
			Service	27.5
			Salary	\$56,506
Others	438	Average	Age	53.1
			Service	26.4
			Salary	\$45,733

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	12,560	95.2
Female	635	4.8
Blacks	1,021	7.8
Other Minorities	1,260	9.5
Whites	10,913	82.7
White-Collar	12,676	96.1
Blue-Collar	511	3.9
Disability	497	4.1
Non-Disability	11,668	95.9
General Schedule Pay Plans (GS/GM)	12,311	100.0
Grades 1-4	46	0.4
Grades 5-8	2,815	22.8
Grades 9-12	4,342	35.3
Grades 13-15	5,108	41.5
Wage Pay Plans	511	57.9
Executive Pay Plans	214	24.3
Other Pay Plans	157	17.8
Supervisors/Managers	5,013	38.0
Non-Supervisors	8,169	62.0



Table 24 - Retirement Highlights

Fiscal Year 1999

(Among Hazardous Duty and Law Enforcement Personnel)

Summary

Total Retirements	1,842	Average	Age	52.3
			Service	27.1
			Salary	\$62,685
Mandatory	169	Average	Age	57.3
			Service	28.5
			Salary	\$57,519
Disability	124	Average	Age	44.6
			Service	15.6
			Salary	\$44,586
Voluntary	1,525	Average	Age	52.4
			Service	27.9
			Salary	\$64,025
Others	24	Average	Age	51.5
			Service	26.4
			Salary	\$44,749

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	1,715	93.1
Female	127	6.9
Blacks	151	8.2
Other Minorities	191	10.4
Whites	1,500	81.4
White-Collar	1,762	95.7
Blue-Collar	80	4.3
Disability	58	3.4
Non-Disability	1,667	96.6
General Schedule Pay Plans (GS/GM)	1,700	100.0
Grades 1-4	3	0.2
Grades 5-8	306	18.0
Grades 9-12	535	31.5
Grades 13-15	856	50.3
Wage Pay Plans	80	56.4
Executive Pay Plans	34	23.9
Other Pay Plans	28	19.7
Supervisors/Managers	766	41.6
Non-Supervisors	1,075	58.4

Retirement Trends

How to use these trends

Explanation

The following trend tables analyze the relative differences in the demographic content of each year's retirement population by showing the percentage makeup of that particular population and comparing that makeup to the makeup of the 10-year population.

For example, the percentage of males retiring over the 10-year period was 64.9 percent, while in 1999, 64.1 percent of all retirees were males. There were 0.8 percent fewer male retirees represented in the 1999 population than there was in the 1990-1999 populations.

The retirement trends table depicts retirements during Fiscal Years 1990-1999 for the following two retiree populations:

1. [Total Retirements](#)
2. [Voluntary Retirements](#)



Trends in Total Retirements

Fiscal Years 1990-1999

Demographics	Overall	1990		1991		1992		1993	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.9	68.3	3.4	68.3	3.4	65.8	0.9	68.5	3.6
Female	35.1	31.7	-3.4	31.7	-3.4	34.2	-0.9	31.5	-3.6
Race/National Origin									
Asian/Pacific Islander	2.9	2.7	-0.2	2.8	-0.1	2.8	-0.1	2.6	-0.3
Black	14.4	14.1	-0.3	14.1	-0.3	13.8	-0.6	13.4	-1.0
Hispanic	4.5	4.2	-0.3	4.9	0.4	3.7	-0.8	4.7	0.2
Native American	1.8	1.5	-0.3	1.7	-0.1	1.4	-0.4	1.5	-0.3
White	76.4	77.5	1.1	76.5	0.1	78.3	1.9	77.8	1.4
Occupation Category									
Professional	18.6	17.7	-0.9	17.7	-0.9	19.0	0.4	14.5	-4.1
Administrative	29.1	26.7	-2.4	26.3	-2.8	25.1	-4.0	26.7	-2.4
Technical	19.5	19.5	0.0	19.5	0.0	20.2	0.7	19.3	-0.2
Clerical	10.6	12.5	1.9	11.4	0.8	13.0	2.4	10.2	-0.4
Other White-Collar	1.6	1.7	0.1	1.7	0.1	2.0	0.4	1.4	-0.2
Blue-Collar	20.6	21.9	1.3	24.4	3.8	20.7	0.1	27.9	7.3
Pay Plans									
General Schedule	71.0	72.3	1.3	69.9	-1.1	71.8	0.8	67.5	-3.5
Grades 01-04	4.4	5.5	1.1	5.0	0.6	6.0	1.6	4.7	0.3
Grades 05-08	19.7	20.1	0.4	18.8	-0.9	21.3	1.6	18.3	-1.4
Grades 09-12	29.8	29.8	0.0	30.8	1.0	28.6	-1.2	30.8	1.0
Grades 13-15	17.1	16.9	-0.2	15.3	-1.8	15.9	-1.2	13.7	-3.4
Wage	20.6	21.8	1.2	23.4	2.8	20.7	0.1	27.9	7.3
Executive	0.9	0.6	-0.3	0.3	-0.6	0.5	-0.4	0.5	-0.4
Other	7.5	5.3	-2.2	6.4	-1.1	7.0	-0.5	4.1	-3.4
Handicap Status									
Disability	12.5	13.1	0.6	13.1	0.6	13.3	0.8	14.6	2.1
Non-Disability	87.5	86.9	-0.6	86.9	-0.6	86.7	-0.8	85.4	-2.1
Supervisor Status									
Supervisors/Managers	19.2	22.2	3.0	22.4	3.2	21.9	2.7	20.7	1.5
Non-Supervisors	80.8	77.8	-3.0	77.6	-3.2	78.1	-2.7	79.3	-1.5

Trends in Total Retirements

Fiscal Years 1990-1999

Demographics	Overall	1994		1995		1996		1997	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.9	66.2	1.3	61.9	-3.0	63.0	-1.9	61.9	-3.0
Female	35.1	33.8	-1.3	38.1	3.0	37.0	1.9	38.1	3.0
Race/National Origin									
Asian/Pacific Islander	2.9	2.7	-0.2	2.5	-0.4	3.4	0.5	3.6	0.7
Black	14.4	14.1	-0.3	15.9	1.5	15.2	0.8	16.1	1.7
Hispanic	4.5	4.1	-0.4	3.7	-0.8	3.8	-0.7	4.1	-0.4
Native American	1.8	1.9	0.1	1.9	0.1	2.0	0.2	1.7	-0.1
White	76.4	77.2	0.8	76.0	-0.4	75.6	-0.8	74.5	-1.9
Occupation Category									
Professional	18.6	20.1	1.5	18.2	-0.4	19.9	1.3	19.7	1.1
Administrative	29.1	29.4	0.3	29.5	0.4	29.8	0.7	31.0	1.9
Technical	19.5	19.9	0.4	19.6	0.1	19.5	0.0	19.1	-0.4
Clerical	10.6	10.2	-0.4	11.2	0.6	10.0	-0.6	10.2	-0.4
Other White-Collar	1.6	1.4	-0.2	1.6	0.0	1.7	0.1	1.6	0.0
Blue-Collar	20.6	19.0	-1.6	19.9	-0.7	19.1	-1.5	18.4	-2.2
Pay Plans									
General Schedule	71.0	73.5	2.5	73.2	2.2	70.6	-0.4	70.6	-0.4
Grades 01-04	4.4	5.7	1.3	5.8	1.4	6.2	1.8	5.6	1.2
Grades 05-08	19.7	25.7	6.0	28.9	9.2	28.0	8.3	29.1	9.4
Grades 09-12	29.8	42.1	12.3	40.4	10.6	41.1	11.3	40.2	10.4
Grades 13-15	17.1	26.5	9.4	24.9	7.8	24.7	7.6	25.1	8.0
Wage	20.6	19.0	-1.6	19.9	-0.7	19.1	-1.5	18.4	-2.2
Executive	0.9	1.4	0.5	1.0	0.1	1.0	0.1	0.9	0.0
Other	7.5	6.1	-1.4	5.9	-1.6	9.3	1.8	10.1	2.6
Handicap Status									
Disability	12.5	12.6	0.1	12.3	-0.2	12.0	-0.5	12.1	-0.4
Non-Disability	87.5	87.4	-0.1	87.7	0.2	88.0	0.5	87.9	0.4
Supervisor Status									
Supervisors/Managers	19.2	22.2	3.0	22.4	3.2	21.9	2.7	20.7	1.5
Non-Supervisors	80.8	77.8	-3.0	77.6	-3.2	78.1	-2.7	79.3	-1.5

Trends in Total Retirements

Fiscal Years 1990-1999

Demographics	Overall %	1998 % Deviation	1999 %	Deviation from 1998	Deviation from 10 year average
Total	100.0	100.0 -	100.0	-	100.0
Gender					
Male	64.9	62.9 -2.0	64.1	1.2	-0.8
Female	35.1	37.1 2.0	35.9	-1.2	0.8
Race/National Origin					
Asian/Pacific Islander	2.9	3.0 0.1	3.3	0.3	0.4
Black	14.4	13.2 -1.2	12.9	-0.3	-1.5
Hispanic	4.5	5.1 0.6	6.3	1.2	1.8
Native American	1.8	2.0 0.2	1.8	-0.2	0.0
White	76.4	76.7 0.3	75.7	-1.0	-0.7
Occupation Category					
Professional	18.6	20.1 1.5	18.9	-1.2	0.3
Administrative	29.1	31.3 2.2	33.3	2.0	4.2
Technical	19.5	20.1 0.6	18.4	-1.7	-1.1
Clerical	10.6	9.6 -1.0	8.5	-1.1	-2.1
Other White-Collar	1.6	1.7 0.1	1.8	0.1	0.2
Blue-Collar	20.6	17.2 -3.4	19.1	1.9	-1.5
Pay Plans					
General Schedule	71.0	71.3 0.3	68.5	-2.8	-2.5
Grades 01-04	4.4	5.4 1.0	5.0	-0.4	0.6
Grades 05-08	19.7	28.6 8.9	26.6	-2.0	6.9
Grades 09-12	29.8	41.3 11.5	43.7	2.4	13.9
Grades 13-15	17.1	24.7 7.6	24.7	0.0	7.6
Wage	20.6	17.1 -3.5	19.1	2.0	-1.5
Executive	0.9	1.1 0.2	0.9	-0.2	0.0
Other	7.5	10.5 3.0	11.5	1.0	4.0
Handicap Status					
Disability	12.5	11.3 -1.2	10.9	-0.4	-1.6
Non-Disability	87.5	88.7 1.2	89.1	0.4	1.6
Supervisor Status					
Supervisors/Managers	19.2	17.6 -1.6	17.7	0.1	-1.5
Non-Supervisors	80.8	82.4 1.6	82.3	-0.1	1.5



Trends in Voluntary Retirements

Fiscal Years 1990-1999

Demographics	Overall	1990		1991		1992		1993	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	66.9	69.0	2.1	68.5	1.6	66.5	-0.4	68.7	1.8
Female	33.1	31.0	-2.1	31.5	-1.6	33.5	0.4	31.3	-1.8
Race/National Origin									
Asian/Pacific Islander	3.2	2.9	-0.3	3.0	-0.2	3.0	-0.2	2.9	-0.3
Black	13.3	13.5	0.2	13.9	0.6	12.7	-0.6	12.6	-0.7
Hispanic	4.2	4.2	0.0	4.5	0.3	3.4	-0.8	4.2	0.0
Native American	1.5	1.4	-0.1	1.6	0.1	1.2	-0.3	1.4	-0.1
White	77.8	78.1	0.3	77.0	-0.8	79.7	1.9	78.9	1.1
Occupation Category									
Professional	21.1	18.9	-2.2	19.8	-1.3	20.5	-0.6	17.9	-3.2
Administrative	29.4	27.3	-2.1	26.4	-3.0	26.0	-3.4	27.8	-1.6
Technical	19.5	19.8	0.3	19.8	0.3	20.3	0.8	19.9	0.4
Clerical	10.7	12.1	1.4	11.6	0.9	12.4	1.7	10.7	0.0
Other White-Collar	1.6	1.5	-0.1	1.5	-0.1	1.6	0.0	1.3	-0.3
Blue-Collar	17.7	20.4	2.7	20.9	3.2	19.2	1.5	22.4	4.7
Pay Plans									
General Schedule	73.5	73.9	0.4	72.3	-1.2	73.5	0.0	72.3	-1.2
Grades 01-04	4.2	4.8	0.6	4.7	0.5	5.0	0.8	4.6	0.4
Grades 05-08	19.5	19.9	0.4	19.3	-0.2	20.6	1.1	19.0	-0.5
Grades 09-12	30.4	30.9	0.5	31.2	0.8	29.8	-0.6	31.7	1.3
Grades 13-15	19.4	18.3	-1.1	17.1	-2.3	18.1	-1.3	17.0	-2.4
Wage	17.7	20.3	2.6	20.9	3.2	19.1	1.4	22.4	4.7
Executive	1.0	0.7	-0.3	0.4	-0.6	0.6	-0.4	0.7	-0.3
Other	7.8	5.1	-2.7	6.4	-1.4	6.8	-1.0	4.6	-3.2
Handicap Status									
Disability	11.7	12.2	0.5	12.0	0.3	11.7	0.0	13.6	1.9
Non-Disability	88.3	87.8	-0.5	88.0	-0.3	88.3	0.0	86.4	-1.9
Supervisor Status									
Supervisors/Managers	20.4	21.8	1.4	21.4	1.0	21.0	0.6	19.7	-0.7
Non-Supervisors	79.6	78.2	-1.4	78.6	-1.0	79.0	-0.6	80.3	0.7

Trends in Voluntary Retirements

Fiscal Years 1990-1999

Demographics	Overall	1994		1995		1996		1997	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	66.9	68.1	1.2	64.3	-2.6	65.0	-1.9	64.7	-2.2
Female	33.1	31.9	-1.2	35.7	2.6	35.0	1.9	35.3	2.2
Race/National Origin									
Asian/Pacific Islander	3.2	3.0	-0.2	2.9	-0.3	3.8	0.6	3.9	0.7
Black	13.3	13.2	-0.1	14.7	1.4	13.9	0.6	14.6	1.3
Hispanic	4.2	3.8	-0.4	3.6	-0.6	4.0	-0.2	4.0	-0.2
Native American	1.5	1.5	0.0	1.6	0.1	1.6	0.1	1.3	-0.2
White	77.8	78.5	0.7	77.2	-0.6	76.7	-1.1	76.2	-1.6
Occupation Category									
Professional	21.1	22.3	1.2	21.6	0.5	22.7	1.6	22.7	1.6
Administrative	29.4	29.2	-0.2	29.5	0.1	29.7	0.3	31.5	2.1
Technical	19.5	20.0	0.5	19.6	0.1	19.5	0.0	18.7	-0.8
Clerical	10.7	10.6	-0.1	11.5	0.8	10.4	-0.3	10.1	-0.6
Other White-Collar	1.6	1.4	-0.2	1.7	0.1	1.8	0.2	1.8	0.2
Blue-Collar	17.7	16.5	-1.2	16.1	-1.6	15.9	-1.8	15.2	-2.5
Pay Plans									
General Schedule	73.5	75.4	1.9	76.0	2.5	73.1	-0.4	73.0	-0.5
Grades 01-04	4.2	4.4	0.2	4.3	0.1	4.3	0.1	3.7	-0.5
Grades 05-08	19.5	19.0	-0.5	20.9	1.4	20.2	0.7	20.1	0.6
Grades 09-12	30.4	30.9	0.5	29.7	-0.7	28.5	-1.9	29.2	-1.2
Grades 13-15	19.4	21.1	1.7	21.1	1.7	20.1	0.7	20.0	0.6
Wage	17.7	16.4	-1.3	16.1	-1.6	15.9	-1.8	15.2	-2.5
Executive	1.0	1.8	0.8	1.3	0.3	1.2	0.2	1.1	0.1
Other	7.8	6.4	-1.4	6.6	-1.2	9.8	2.0	10.7	2.9
Handicap Status									
Disability	11.7	12.5	0.8	11.7	0.0	11.0	-0.7	11.4	-0.3
Non-Disability	88.3	87.5	-0.8	88.3	0.0	89.0	0.7	88.6	0.3
Supervisor Status									
Supervisors/Managers	20.4	22.5	2.1	19.3	-1.1	19.2	-1.2	19.9	-0.5
Non-Supervisors	79.6	77.5	-2.1	80.7	1.1	80.8	1.2	80.1	0.5

Trends in Voluntary Retirements

Fiscal Years 1990-1999

Demographics	Overall %	1998 % Deviation	1999 %	Deviation from 1998	Deviation from 10 year average
Total	100.0	100.0 -	100.0	-	100.0
Gender					
Male	66.9	67.1 0.2	66.7	-0.4	-0.2
Female	33.1	32.9 -0.2	33.3	0.4	0.2
Race/National Origin					
Asian/Pacific Islander	3.2	3.5 0.3	3.8	0.3	0.6
Black	13.3	11.9 -1.4	11.7	-0.2	-1.6
Hispanic	4.2	4.7 0.5	5.4	0.7	1.2
Native American	1.5	1.6 0.1	1.6	0.0	0.1
White	77.8	78.3 0.5	77.5	-0.8	-0.3
Occupation Category					
Professional	21.1	22.7 1.6	22.3	-0.4	1.2
Administrative	29.4	32.2 2.8	34.8	2.6	5.4
Technical	19.5	19.3 -0.2	17.8	-1.5	-1.7
Clerical	10.7	9.2 -1.5	8.5	-0.7	-2.2
Other White-Collar	1.6	1.9 0.3	1.9	0.0	0.3
Blue-Collar	17.7	14.7 -3.0	14.7	0.0	-3.0
Pay Plans					
General Schedule	73.5	73.0 -0.5	71.4	-1.6	-2.1
Grades 01-04	4.2	3.5 -0.7	3.2	-0.3	-1.0
Grades 05-08	19.5	19.0 -0.5	17.5	-1.5	-2.0
Grades 09-12	30.4	30.0 -0.4	30.4	0.4	0.0
Grades 13-15	19.4	20.5 1.1	20.3	-0.2	0.9
Wage	17.7	14.6 -3.1	14.7	0.1	-3.0
Executive	1.0	1.4 0.4	1.2	-0.2	0.2
Other	7.8	11.0 3.2	12.7	1.7	4.9
Handicap Status					
Disability	11.7	10.4 -1.3	10.1	-0.3	-1.6
Non-Disability	88.3	89.6 1.3	89.9	0.3	1.6
Supervisor Status					
Supervisors/Managers	20.4	19.2 -1.2	19.6	0.4	-0.8
Non-Supervisors	79.6	80.8 1.2	80.4	-0.4	0.8

A. [Methodology](#)

Underlying principles used in retirement projections:

- Introduction
- Projections based on 1995 through 2000 retirement patterns
- Retirement eligibility rules

B. [Retirement Projections, Fiscal Years 2001-2005](#)

Tables depicting retirement projections by year based on the methodology above.



Introduction

[Retirement Projection tables](#) depict estimates of the number, percent, and cumulative percent of retirements by year for the period from Fiscal Year (FY) 2001 through FY 2005, and were based on yearly retirement patterns for the period from FY 1995 through FY 2000.

Full-time permanent employees on-board as of October 1, 1995 were tracked over the next five years to determine probabilities of retirement in each of the five years. In order to determine these probabilities, we controlled for the following variables: gender, occupation category, retirement system, and length of retirement eligibility. Controlling for these factors creates 468 subcategories each having a unique combination of the four variables. In each subcategory, the five one-year probabilities were averaged to obtain a composite one-year probability estimate.

By assuming that future yearly retirement probabilities within each subcategory would remain the same as for the 1995-2000 period, each employee on-board as of October 1, 2000 was assigned a retirement probability for each of the five future years. These probabilities vary from year to year since an employee's retirement eligibility changes every year.

Retirement projections for each year are determined by summing the yearly retirement probabilities for each employee.

[More on methodology](#)

Retirement Eligibility Rules

1. CSRS covered personnel are eligible to retire immediately if they are:
 - (a) At least 55 years of age, and have at least 30 years of service

Or

 - (b) At least 60 years of age, and have at least 20 years of service

Or

 - (c) At least 62 years of age, and have at least 5 years of service

2. FERS covered personnel are eligible to retire immediately if they are:
 - (a) At least 55 years of age, and have at least 10 years of service

Or

 - (b) At least 62 years of age, and have at least 5 years of service

3. Other employees, primarily firefighters and law enforcement personnel covered under Section 6(c), are eligible to retire immediately if they are:
 - (a) At least 50 years of age, and have at least 20 years of service in these occupations

[Next](#)

General Methodology for Retirement Projections

1. Determine how many years out retirement projections are to be made.
2. Select a past period of actual retirement activity to use as a basis for these projections.
3. At the beginning of the past period, select employees for whom you want to make projections. Categorize these employees by type of retirement plan (**i.e.** Civil Service Retirement System (CSRS), Federal Employees Retirement System (FERS), or Other (primarily firefighters and law enforcement personnel covered under Section 6(c)) and their retirement eligibility as of that point in time. Also categorize by any other variables to be controlled such as gender or occupation category. This procedure will result in the formation of subcategories each defined by a unique combination of all control factors.
4. In each subcategory, determine the percentage of retirements during either:
 - (a) the entire past period; **or**
 - (b) every individual year of the past period.

If option (b) is selected, the retirement eligibility category for each employee must be recomputed at the end of each year. The subcategory for each employee must also be changed to reflect the new eligibility category. Employees who have retired or otherwise separated during a year must be excluded from any subsequent calculations. The individual year percentages (probabilities) must be averaged to obtain a one-year retirement probability.

Note: To accomplish this step, employment histories for each employee will be required.

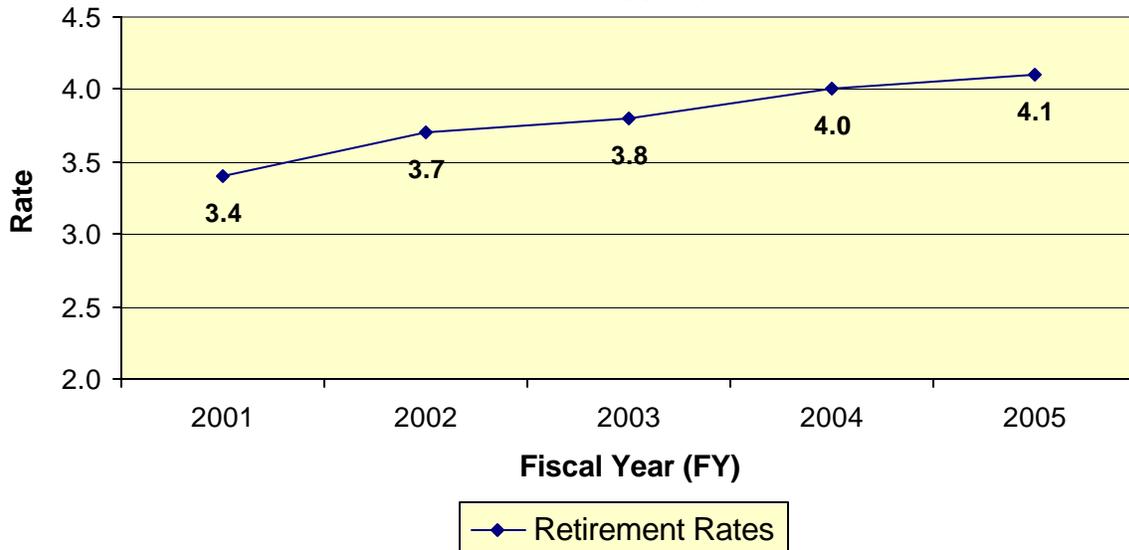
5. Categorize the current population (that on which the projection is to be based) by retirement system, eligibility, and any other control factors.
6. In each subcategory, apply the retirement rates/probabilities computed in step 4 to project future retirements. The subcategory retirement projections are then aggregated to obtain overall projections. If option 4(b) is selected, retirement probabilities for each individual must be recomputed after each year. Conditional probability must then be used to calculate the probability of retirement in each future year. For a given year, employee probabilities for that year are aggregated to obtain yearly projections.

[Previous](#)



Retirement Projections
Fiscal Years 2001-2005

Projected Full-Time Permanent Retirement Rates
Fiscal Years 2001-2005



Retirement	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Rate	3.4	3.7	3.8	4.0	4.1
Number	50,771	54,174	56,994	59,112	60,377

Projection Notes:

- Projection rates are based on Full-Time Permanent (FTP) base of 1.48 million.
- Office of Personnel Management (OPM) projects 3.4 percent of the FTP workforce (approximately 51,000) will retire in Fiscal Year 2001.
- OPM projects 19.0 percent of the FTP workforce will retire through Fiscal Year 2005 (approximately 281,000)
- In the past 5 years the actual retirement rate was 15.6 percent of the FTP workforce (approximately 243,000)

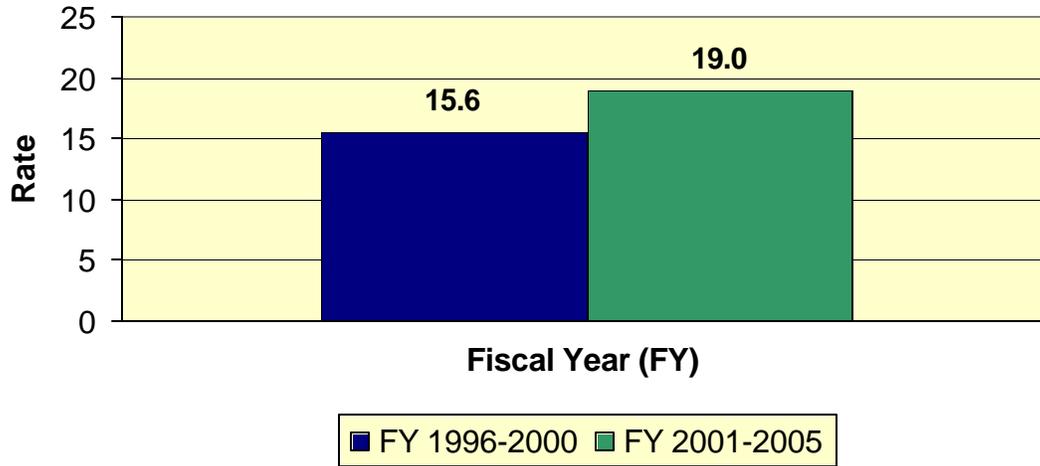
[Next](#)

Retirement Projections

Fiscal Years 2001-2005

Cumulative Full-Time Permanent Retirement Rates

Fiscal Year 1996-2005



Retirement Rate	FY 1996-2000	FY 2001-2005
	15.6	19.0

Retirement Rates by Selected Occupations

Occupation	Fiscal Year 1996-2000 Actual	Fiscal Year 2001-2005 Projection
Information Technology	14.6%	16.7%
Scientist/Engineer	13.0%	15.9%
Financial Management	15.0%	17.7%
Acquisition	15.0%	17.8%
Law Enforcement	9.0%	12.5%

[Previous](#)

Agency Demographic Profiles

Contents



Note: The following tables cover retirements in Fiscal Year 1999

Agency

[Agriculture](#)

[Air Force \(Civilian\)](#)

[Army \(Civilian\)](#)

[Commerce](#)

[Defense \(Civilian\)](#)

[Education](#)

[Energy](#)

[Environmental Protection Agency](#)

[Equal Employment Opportunity Commission](#)

[Federal Deposit Insurance Corporation](#)

[General Services Administration](#)

[Health and Human Services](#)

[Housing and Urban Development](#)

[Interior](#)

[Justice](#)

[Labor](#)

[National Aeronautics and Space Administration](#)

[National Archives and Records Administration](#)

[National Labor Relations Board](#)

[Navy \(Civilian\)](#)

[Office of Personnel Management](#)

[Small Business Administration](#)

[Social Security Administration](#)

[State](#)

[Transportation](#)

[Treasury](#)

[Veterans Affairs](#)

[All Other Agencies](#)

Retirements in Agriculture

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,922	18	198	1,504	202
Average Age	58.7	56.8	49.4	60.6	53.7
Average Length of Service	27.4	29.4	16.6	29.0	26.5
Average Salary	\$55,789	\$49,754	\$38,026	\$58,483	\$53,680
Gender *					
Male	1,338	17	96	1,122	103
Female	584	1	102	382	99
Race/National Origin					
Asian/Pacific Islander	30	0	5	20	5
Black	132	0	18	94	20
Hispanic	60	1	6	47	6
Native American	32	0	9	21	2
White	1,668	17	160	1,322	169
Unknown	0	0	0	0	0
Handicap Status					
Disability	214	2	34	159	19
Non-Disability	1,497	16	145	1,173	163
Unknown	211	0	19	172	20
Occupation Category					
Professional	564	1	31	484	48
Administrative	477	4	26	365	82
Technical	707	13	111	527	56
Clerical	115	0	22	85	8
Other White-Collar	1	0	0	1	0
Blue-Collar	58	0	8	42	8
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	364	9	11	315	29
Non-Supervisors	1,558	9	187	1,189	173
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	3	0	3	0	0
\$20,000-\$29,999	193	1	60	116	16
\$30,000-\$39,999	444	7	74	324	39
\$40,000-\$49,999	369	2	24	300	43
\$50,000-\$59,999	285	3	21	234	27
\$60,000-\$69,999	262	3	9	209	41
\$70,000-\$79,999	167	1	3	148	15
\$80,000-\$89,999	85	0	4	74	7
\$90,000 and over	114	1	0	99	14
Pay Plans					
General Schedule	1,824	18	190	1,423	193
Wage	58	0	8	42	8
Senior Executive Service (SES)	25	0	0	24	1
Other	15	0	0	15	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Air Force (Civilian)

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	6,971	12	556	4,393	2,010
Average Age	57.5	59.1	49.8	60.6	52.9
Average Length of Service	26.3	27.5	19.1	26.7	27.4
Average Salary	\$43,391	\$38,569	\$38,964	\$42,178	\$47,295
Gender *					
Male	5,272	12	398	3,307	1,555
Female	1,699	0	158	1,086	455
Race/National Origin					
Asian/Pacific Islander	171	0	9	118	44
Black	582	2	65	382	133
Hispanic	1,291	1	52	619	619
Native American	90	0	12	50	28
White	4,837	9	418	3,224	1,186
Unknown	0	0	0	0	0
Handicap Status					
Disability	909	1	113	611	184
Non-Disability	5,559	10	405	3,460	1,684
Unknown	503	1	38	322	142
Occupation Category					
Professional	657	0	31	564	62
Administrative	1,831	0	97	1,390	344
Technical	1,240	0	85	754	401
Clerical	458	0	60	323	75
Other White-Collar	97	10	6	77	4
Blue-Collar	2,687	2	277	1,284	1,124
Unknown	1	0	0	1	0
Supervisor Status					
Supervisors/Managers	1,279	6	52	883	338
Non-Supervisors	5,690	6	504	3,508	1,672
Unknown	2	0	0	2	0
Salary Ranges *					
Less than \$20,000	6	0	4	1	1
\$20,000-\$29,999	697	1	98	451	147
\$30,000-\$39,999	2,236	5	225	1,261	745
\$40,000-\$49,999	1,963	6	152	1,122	683
\$50,000-\$59,999	1,033	0	50	715	268
\$60,000-\$69,999	475	0	17	385	73
\$70,000-\$79,999	293	0	7	230	56
\$80,000-\$89,999	169	0	3	144	22
\$90,000 and over	99	0	0	84	15
Pay Plans					
General Schedule	4,256	10	277	3,088	881
Wage	2,687	2	277	1,284	1,124
Senior Executive Service (SES)	10	0	0	9	1
Other	18	0	2	12	4

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Army (Civilian)

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	7,573	22	909	4,727	1,915
Average Age	57.7	56.6	50.1	61.1	52.8
Average Length of Service	25.4	26.5	17.9	26.4	26.6
Average Salary	\$45,551	\$37,132	\$36,801	\$44,881	\$51,454
Gender *					
Male	5,283	22	624	3,370	1,267
Female	2,290	0	285	1,357	648
Race/National Origin					
Asian/Pacific Islander	191	0	17	151	23
Black	826	7	156	481	182
Hispanic	274	0	45	172	57
Native American	75	0	15	44	16
White	6,207	15	676	3,879	1,637
Unknown	0	0	0	0	0
Handicap Status					
Disability	771	1	162	447	161
Non-Disability	6,509	20	707	4,099	1,683
Unknown	293	1	40	181	71
Occupation Category					
Professional	1,229	0	77	972	180
Administrative	2,370	3	137	1,635	595
Technical	1,179	3	158	732	286
Clerical	663	0	120	413	130
Other White-Collar	170	16	21	108	25
Blue-Collar	1,960	0	396	865	699
Unknown	2	0	0	2	0
Supervisor Status					
Supervisors/Managers	1,300	1	58	930	311
Non-Supervisors	6,269	21	851	3,793	1,604
Unknown	4	0	0	4	0
Salary Ranges *					
Less than \$20,000	26	0	7	12	7
\$20,000-\$29,999	1,082	4	267	630	181
\$30,000-\$39,999	2,199	14	382	1,082	721
\$40,000-\$49,999	1,320	1	127	774	418
\$50,000-\$59,999	1,038	2	83	699	254
\$60,000-\$69,999	840	0	26	637	177
\$70,000-\$79,999	482	1	11	385	85
\$80,000-\$89,999	312	0	3	270	39
\$90,000 and over	274	0	3	238	33
Pay Plans					
General Schedule	5,571	22	512	3,823	1,214
Wage	1,960	0	396	865	699
Senior Executive Service (SES)	22	0	0	22	0
Other	20	0	1	17	2

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Commerce

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	670	1	50	530	89
Average Age	60.1	57.0	50.5	62.1	53.9
Average Length of Service	28.0	37.6	16.4	29.2	26.9
Average Salary	\$65,534	\$67,827	\$41,368	\$68,076	\$63,949
Gender *					
Male	400	1	23	331	45
Female	270	0	27	199	44
Race/National Origin					
Asian/Pacific Islander	17	0	3	13	1
Black	90	0	14	63	13
Hispanic	10	0	1	7	2
Native American	2	0	1	1	0
White	551	1	31	446	73
Unknown	0	0	0	0	0
Handicap Status					
Disability	33	0	7	22	4
Non-Disability	595	1	41	478	75
Unknown	42	0	2	30	10
Occupation Category					
Professional	219	0	8	183	28
Administrative	168	1	9	125	33
Technical	146	0	10	119	17
Clerical	106	0	14	82	10
Other White-Collar	1	0	0	1	0
Blue-Collar	30	0	9	20	1
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	119	1	2	101	15
Non-Supervisors	551	0	48	429	74
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	3	0	2	1	0
\$20,000-\$29,999	99	0	16	79	4
\$30,000-\$39,999	84	0	10	65	9
\$40,000-\$49,999	70	0	8	46	16
\$50,000-\$59,999	77	0	6	63	8
\$60,000-\$69,999	73	1	4	58	10
\$70,000-\$79,999	63	0	2	53	8
\$80,000-\$89,999	81	0	0	65	16
\$90,000 and over	120	0	2	100	18
Pay Plans					
General Schedule	609	1	40	485	83
Wage	30	0	9	20	1
Senior Executive Service (SES)	24	0	0	20	4
Other	7	0	1	5	1

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Defense (Civilian)

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	4,288	1	340	2,584	1,363
Average Age	57.6	59.3	50.8	61.1	52.8
Average Length of Service	25.6	25.2	18.0	25.9	27.0
Average Salary	\$47,800	\$86,856	\$36,299	\$47,701	\$50,827
Gender *					
Male	2,603	1	200	1,596	806
Female	1,685	0	140	988	557
Race/National Origin					
Asian/Pacific Islander	147	0	10	113	24
Black	680	0	71	349	260
Hispanic	201	0	25	121	55
Native American	35	0	6	24	5
White	3,218	1	228	1,972	1,017
Unknown	7	0	0	5	2
Handicap Status					
Disability	449	0	83	249	117
Non-Disability	3,607	1	232	2,203	1,171
Unknown	232	0	25	132	75
Occupation Category					
Professional	847	0	34	670	143
Administrative	1,589	1	72	973	543
Technical	585	0	72	308	205
Clerical	376	0	54	219	103
Other White-Collar	46	0	5	27	14
Blue-Collar	843	0	103	385	355
Unknown	2	0	0	2	0
Supervisor Status					
Supervisors/Managers	639	0	21	396	222
Non-Supervisors	3,644	1	319	2,187	1,137
Unknown	5	0	0	1	4
Salary Ranges *					
Less than \$20,000	20	0	9	9	2
\$20,000-\$29,999	733	0	139	410	184
\$30,000-\$39,999	997	0	91	499	407
\$40,000-\$49,999	660	0	40	375	245
\$50,000-\$59,999	847	0	37	580	230
\$60,000-\$69,999	458	0	15	315	128
\$70,000-\$79,999	254	0	5	182	67
\$80,000-\$89,999	139	1	2	92	44
\$90,000 and over	180	0	2	122	56
Pay Plans					
General Schedule	3,101	1	228	1,886	986
Wage	843	0	103	385	355
Senior Executive Service (SES)	24	0	0	17	7
Other	320	0	9	296	15

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Education

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	49	1	9	39	0
Average Age	59.1	57.0	51.5	60.9	0.0
Average Length of Service	25.1	24.8	19.4	26.4	0.0
Average Salary	\$71,089	\$74,594	\$65,398	\$72,312	\$0
Gender *					
Male	28	1	4	23	0
Female	21	0	5	16	0
Race/National Origin					
Asian/Pacific Islander	2	0	0	2	0
Black	10	0	2	8	0
Hispanic	4	0	0	4	0
Native American	0	0	0	0	0
White	33	1	7	25	0
Unknown	0	0	0	0	0
Handicap Status					
Disability	4	0	2	2	0
Non-Disability	37	1	6	30	0
Unknown	8	0	1	7	0
Occupation Category					
Professional	11	0	1	10	0
Administrative	30	1	6	23	0
Technical	5	0	1	4	0
Clerical	3	0	1	2	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	11	0	1	10	0
Non-Supervisors	38	1	8	29	0
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	1	2	0
\$30,000-\$39,999	5	0	1	4	0
\$40,000-\$49,999	1	0	0	1	0
\$50,000-\$59,999	5	0	2	3	0
\$60,000-\$69,999	9	0	1	8	0
\$70,000-\$79,999	10	1	2	7	0
\$80,000-\$89,999	7	0	1	6	0
\$90,000 and over	9	0	1	8	0
Pay Plans					
General Schedule	47	1	9	37	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	2	0	0	2	0
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Energy

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	341	0	18	230	93
Average Age	58.1	0.0	51.2	60.5	53.8
Average Length of Service	27.0	0.0	17.9	27.8	26.8
Average Salary	\$77,935	\$0	\$55,268	\$78,496	\$80,936
Gender *					
Male	259	0	12	186	61
Female	82	0	6	44	32
Race/National Origin					
Asian/Pacific Islander	7	0	0	6	1
Black	33	0	2	22	9
Hispanic	11	0	0	7	4
Native American	5	0	1	3	1
White	285	0	15	192	78
Unknown	0	0	0	0	0
Handicap Status					
Disability	21	0	1	12	8
Non-Disability	265	0	17	177	71
Unknown	55	0	0	41	14
Occupation Category					
Professional	127	0	4	86	37
Administrative	148	0	3	102	43
Technical	25	0	4	15	6
Clerical	12	0	0	6	6
Other White-Collar	5	0	2	3	0
Blue-Collar	23	0	4	18	1
Unknown	1	0	1	0	0
Supervisor Status					
Supervisors/Managers	65	0	0	48	17
Non-Supervisors	272	0	18	180	74
Unknown	4	0	0	2	2
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	4	0	1	2	1
\$30,000-\$39,999	32	0	6	16	10
\$40,000-\$49,999	14	0	1	11	2
\$50,000-\$59,999	32	0	2	20	10
\$60,000-\$69,999	43	0	3	29	11
\$70,000-\$79,999	53	0	3	37	13
\$80,000-\$89,999	47	0	0	36	11
\$90,000 and over	116	0	2	79	35
Pay Plans					
General Schedule	278	0	12	181	85
Wage	23	0	4	18	1
Senior Executive Service (SES)	33	0	0	26	7
Other	7	0	2	5	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Environmental Protection Agency

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	223	0	24	198	1
Average Age	59.8	0.0	46.5	61.4	53.3
Average Length of Service	27.0	0.0	16.5	28.3	29.8
Average Salary	\$69,927	\$0	\$55,972	\$71,510	\$91,356
Gender *					
Male	146	0	8	137	1
Female	77	0	16	61	0
Race/National Origin					
Asian/Pacific Islander	7	0	0	7	0
Black	24	0	7	17	0
Hispanic	7	0	2	5	0
Native American	2	0	1	1	0
White	183	0	14	168	1
Unknown	0	0	0	0	0
Handicap Status					
Disability	12	0	6	6	0
Non-Disability	208	0	18	189	1
Unknown	3	0	0	3	0
Occupation Category					
Professional	85	0	9	75	1
Administrative	98	0	9	89	0
Technical	20	0	3	17	0
Clerical	19	0	3	16	0
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	24	0	2	22	0
Non-Supervisors	199	0	22	176	1
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	1	2	0
\$30,000-\$39,999	28	0	5	23	0
\$40,000-\$49,999	16	0	1	15	0
\$50,000-\$59,999	31	0	7	24	0
\$60,000-\$69,999	42	0	7	35	0
\$70,000-\$79,999	33	0	1	32	0
\$80,000-\$89,999	25	0	2	23	0
\$90,000 and over	45	0	0	44	1
Pay Plans					
General Schedule	212	0	24	187	1
Wage	1	0	0	1	0
Senior Executive Service (SES)	9	0	0	9	0
Other	1	0	0	1	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Equal Employment Opportunity Commission

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	65	0	6	59	0
Average Age	60.9	0.0	44.0	62.6	0.0
Average Length of Service	26.9	0.0	18.2	27.8	0.0
Average Salary	\$61,997	\$0	\$58,835	\$62,319	\$0
Gender *					
Male	27	0	2	25	0
Female	38	0	4	34	0
Race/National Origin					
Asian/Pacific Islander	1	0	0	1	0
Black	30	0	3	27	0
Hispanic	8	0	1	7	0
Native American	0	0	0	0	0
White	26	0	2	24	0
Unknown	0	0	0	0	0
Handicap Status					
Disability	6	0	1	5	0
Non-Disability	56	0	4	52	0
Unknown	3	0	1	2	0
Occupation Category					
Professional	6	0	0	6	0
Administrative	45	0	4	41	0
Technical	7	0	1	6	0
Clerical	7	0	1	6	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	14	0	1	13	0
Non-Supervisors	51	0	5	46	0
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	6	0	1	5	0
\$30,000-\$39,999	6	0	1	5	0
\$40,000-\$49,999	5	0	0	5	0
\$50,000-\$59,999	17	0	2	15	0
\$60,000-\$69,999	13	0	1	12	0
\$70,000-\$79,999	6	0	0	6	0
\$80,000-\$89,999	4	0	0	4	0
\$90,000 and over	8	0	1	7	0
Pay Plans					
General Schedule	63	0	5	58	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	2	0	1	1	0
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Federal Deposit Insurance Corporation

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	118	0	19	81	18
Average Age	57.0	0.0	47.9	60.4	51.2
Average Length of Service	23.6	0.0	15.1	25.1	25.4
Average Salary	\$78,804	\$0	\$60,466	\$83,476	\$77,138
Gender *					
Male	77	0	8	57	12
Female	41	0	11	24	6
Race/National Origin					
Asian/Pacific Islander	4	0	1	3	0
Black	11	0	4	5	2
Hispanic	3	0	1	1	1
Native American	2	0	1	1	0
White	98	0	12	71	15
Unknown	0	0	0	0	0
Handicap Status					
Disability	17	0	6	10	1
Non-Disability	99	0	12	70	17
Unknown	2	0	1	1	0
Occupation Category					
Professional	15	0	1	11	3
Administrative	84	0	15	55	14
Technical	12	0	2	9	1
Clerical	7	0	1	6	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	29	0	2	20	7
Non-Supervisors	89	0	17	61	11
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	1	0	0	1	0
\$30,000-\$39,999	15	0	1	13	1
\$40,000-\$49,999	12	0	5	5	2
\$50,000-\$59,999	13	0	2	11	0
\$60,000-\$69,999	14	0	7	4	3
\$70,000-\$79,999	8	0	2	6	0
\$80,000-\$89,999	12	0	0	11	1
\$90,000 and over	43	0	2	30	11
Pay Plans					
General Schedule	104	0	18	73	13
Wage	0	0	0	0	0
Senior Executive Service (SES)	0	0	0	0	0
Other	14	0	1	8	5

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in General Services Administration

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	287	1	39	109	138
Average Age	55.2	62.2	49.4	60.4	52.7
Average Length of Service	24.7	40.7	17.8	24.7	26.4
Average Salary	\$57,821	\$82,284	\$43,647	\$61,865	\$58,456
Gender *					
Male	188	1	29	86	72
Female	99	0	10	23	66
Race/National Origin					
Asian/Pacific Islander	7	0	1	1	5
Black	42	0	12	16	14
Hispanic	16	0	4	4	8
Native American	2	0	1	0	1
White	220	1	21	88	110
Unknown	0	0	0	0	0
Handicap Status					
Disability	21	0	5	7	9
Non-Disability	254	1	30	95	128
Unknown	12	0	4	7	1
Occupation Category					
Professional	36	0	3	12	21
Administrative	154	1	12	57	84
Technical	30	0	5	13	12
Clerical	6	0	1	2	3
Other White-Collar	11	0	5	5	1
Blue-Collar	50	0	13	20	17
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	71	0	4	26	41
Non-Supervisors	216	1	35	83	97
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	17	0	4	11	2
\$30,000-\$39,999	52	0	15	18	19
\$40,000-\$49,999	45	0	11	12	22
\$50,000-\$59,999	51	0	6	18	27
\$60,000-\$69,999	43	0	1	21	21
\$70,000-\$79,999	30	0	1	9	20
\$80,000-\$89,999	24	1	0	7	16
\$90,000 and over	25	0	1	13	11
Pay Plans					
General Schedule	233	1	26	87	119
Wage	50	0	13	20	17
Senior Executive Service (SES)	4	0	0	2	2
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Health and Human Services

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,126	2	107	908	109
Average Age	59.9	57.0	49.4	61.7	54.8
Average Length of Service	27.7	28.6	18.1	29.0	26.3
Average Salary	\$50,157	\$88,503	\$43,884	\$49,076	\$64,613
Gender *					
Male	548	2	30	462	54
Female	578	0	77	446	55
Race/National Origin					
Asian/Pacific Islander	29	0	3	23	3
Black	203	0	29	141	33
Hispanic	26	0	3	22	1
Native American	167	0	27	107	33
White	699	2	45	613	39
Unknown	2	0	0	2	0
Handicap Status					
Disability	101	1	20	73	7
Non-Disability	665	1	71	519	74
Unknown	360	0	16	316	28
Occupation Category					
Professional	400	0	31	345	24
Administrative	388	2	18	338	30
Technical	168	0	28	123	17
Clerical	76	0	14	55	7
Other White-Collar	0	0	0	0	0
Blue-Collar	94	0	16	47	31
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	225	1	7	189	28
Non-Supervisors	895	1	99	714	81
Unknown	6	0	1	5	0
Salary Ranges *					
Less than \$20,000	4	0	3	1	0
\$20,000-\$29,999	116	0	30	61	25
\$30,000-\$39,999	182	0	23	131	28
\$40,000-\$49,999	110	0	15	86	9
\$50,000-\$59,999	156	0	17	130	9
\$60,000-\$69,999	123	0	5	105	13
\$70,000-\$79,999	170	1	7	156	6
\$80,000-\$89,999	110	0	5	96	9
\$90,000 and over	155	1	2	142	10
Pay Plans					
General Schedule	978	2	85	814	77
Wage	94	0	16	47	31
Senior Executive Service (SES)	27	0	0	26	1
Other	27	0	6	21	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Housing and Urban Development

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	242	1	19	133	89
Average Age	57.4	68.5	51.3	61.1	52.9
Average Length of Service	26.4	24.6	17.7	27.9	26.2
Average Salary	\$68,887	\$75,433	\$47,577	\$73,227	\$66,876
Gender *					
Male	126	1	10	77	38
Female	116	0	9	56	51
Race/National Origin					
Asian/Pacific Islander	5	0	0	3	2
Black	57	1	6	31	19
Hispanic	9	0	1	4	4
Native American	2	0	0	2	0
White	169	0	12	93	64
Unknown	0	0	0	0	0
Handicap Status					
Disability	27	0	3	12	12
Non-Disability	187	1	13	103	70
Unknown	28	0	3	18	7
Occupation Category					
Professional	32	0	3	16	13
Administrative	178	1	10	97	70
Technical	21	0	3	14	4
Clerical	10	0	3	5	2
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	38	0	0	19	19
Non-Supervisors	204	1	19	114	70
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	9	0	2	7	0
\$30,000-\$39,999	20	0	5	10	5
\$40,000-\$49,999	12	0	3	7	2
\$50,000-\$59,999	57	0	5	30	22
\$60,000-\$69,999	45	0	3	24	18
\$70,000-\$79,999	35	1	1	20	13
\$80,000-\$89,999	25	0	0	15	10
\$90,000 and over	39	0	0	20	19
Pay Plans					
General Schedule	233	1	19	129	84
Wage	1	0	0	1	0
Senior Executive Service (SES)	8	0	0	3	5
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Interior

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,672	23	116	879	654
Average Age	56.9	56.9	50.5	60.4	53.3
Average Length of Service	25.8	30.0	17.3	27.1	25.5
Average Salary	\$51,389	\$55,791	\$36,838	\$52,729	\$52,013
Gender *					
Male	1,182	23	63	680	416
Female	490	0	53	199	238
Race/National Origin					
Asian/Pacific Islander	21	0	0	12	9
Black	63	1	11	35	16
Hispanic	65	2	6	27	30
Native American	269	2	23	139	105
White	1,253	18	76	666	493
Unknown	1	0	0	0	1
Handicap Status					
Disability	124	2	17	56	49
Non-Disability	1,331	18	92	685	536
Unknown	217	3	7	138	69
Occupation Category					
Professional	439	5	12	239	183
Administrative	475	13	23	244	195
Technical	252	3	19	120	110
Clerical	105	0	18	49	38
Other White-Collar	46	1	7	36	2
Blue-Collar	354	1	37	190	126
Unknown	1	0	0	1	0
Supervisor Status					
Supervisors/Managers	388	11	8	229	140
Non-Supervisors	1,283	12	108	649	514
Unknown	1	0	0	1	0
Salary Ranges *					
Less than \$20,000	6	0	2	4	0
\$20,000-\$29,999	202	0	37	97	68
\$30,000-\$39,999	380	2	42	189	147
\$40,000-\$49,999	292	7	22	154	109
\$50,000-\$59,999	276	5	5	135	131
\$60,000-\$69,999	226	7	6	124	89
\$70,000-\$79,999	140	1	1	73	65
\$80,000-\$89,999	75	1	1	44	29
\$90,000 and over	75	0	0	59	16
Pay Plans					
General Schedule	1,205	22	72	612	499
Wage	354	1	37	190	126
Senior Executive Service (SES)	13	0	0	12	1
Other	100	0	7	65	28

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Justice

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,291	44	158	1,078	11
Average Age	54.6	57.5	46.8	55.7	51.0
Average Length of Service	25.5	28.8	15.7	26.8	25.5
Average Salary	\$69,659	\$68,380	\$48,557	\$72,872	\$63,051
Gender *					
Male	939	40	87	807	5
Female	352	4	71	271	6
Race/National Origin					
Asian/Pacific Islander	17	0	2	15	0
Black	169	6	31	131	1
Hispanic	112	4	9	99	0
Native American	17	0	5	12	0
White	976	34	111	821	10
Unknown	0	0	0	0	0
Handicap Status					
Disability	44	1	16	27	0
Non-Disability	1,173	41	134	989	9
Unknown	74	2	8	62	2
Occupation Category					
Professional	108	2	16	88	2
Administrative	738	30	57	645	6
Technical	138	1	28	108	1
Clerical	58	0	12	45	1
Other White-Collar	168	10	33	124	1
Blue-Collar	81	1	12	68	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	511	16	30	461	4
Non-Supervisors	780	28	128	617	7
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	44	0	13	31	0
\$30,000-\$39,999	189	3	55	130	1
\$40,000-\$49,999	230	4	41	183	2
\$50,000-\$59,999	236	9	20	207	0
\$60,000-\$69,999	179	8	10	160	1
\$70,000-\$79,999	151	10	5	136	0
\$80,000-\$89,999	100	5	3	90	2
\$90,000 and over	162	5	11	141	5
Pay Plans					
General Schedule	1,152	41	139	962	10
Wage	81	1	12	68	0
Senior Executive Service (SES)	32	2	0	29	1
Other	26	0	7	19	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Labor

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	228	3	39	164	22
Average Age	59.2	58.5	51.4	61.7	53.9
Average Length of Service	25.5	29.8	17.2	27.2	26.9
Average Salary	\$64,838	\$72,398	\$48,827	\$68,769	\$62,883
Gender *					
Male	134	2	19	103	10
Female	94	1	20	61	12
Race/National Origin					
Asian/Pacific Islander	7	0	1	5	1
Black	40	2	9	25	4
Hispanic	15	0	6	8	1
Native American	0	0	0	0	0
White	166	1	23	126	16
Unknown	0	0	0	0	0
Handicap Status					
Disability	18	0	6	11	1
Non-Disability	179	1	29	131	18
Unknown	31	2	4	22	3
Occupation Category					
Professional	34	0	3	30	1
Administrative	146	3	24	100	19
Technical	22	0	5	16	1
Clerical	25	0	7	17	1
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	44	0	2	38	4
Non-Supervisors	184	3	37	126	18
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	19	0	6	13	0
\$30,000-\$39,999	32	0	6	24	2
\$40,000-\$49,999	9	0	4	5	0
\$50,000-\$59,999	43	0	15	25	3
\$60,000-\$69,999	51	1	6	37	7
\$70,000-\$79,999	41	2	1	32	6
\$80,000-\$89,999	17	0	1	14	2
\$90,000 and over	16	0	0	14	2
Pay Plans					
General Schedule	221	3	39	158	21
Wage	1	0	0	1	0
Senior Executive Service (SES)	4	0	0	3	1
Other	2	0	0	2	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in National Aeronautics and Space Administration

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	460	0	7	374	79
Average Age	59.2	0.0	45.3	60.6	54.0
Average Length of Service	32.0	0.0	13.9	33.6	26.1
Average Salary	\$66,481	\$0	\$45,684	\$63,616	\$81,890
Gender *					
Male	355	0	1	316	38
Female	105	0	6	58	41
Race/National Origin					
Asian/Pacific Islander	6	0	0	5	1
Black	16	0	1	9	6
Hispanic	4	0	0	4	0
Native American	5	0	0	5	0
White	429	0	6	351	72
Unknown	0	0	0	0	0
Handicap Status					
Disability	46	0	2	35	9
Non-Disability	341	0	5	275	61
Unknown	73	0	0	64	9
Occupation Category					
Professional	298	0	4	261	33
Administrative	98	0	1	68	29
Technical	43	0	1	31	11
Clerical	20	0	1	13	6
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	85	0	0	68	17
Non-Supervisors	375	0	7	306	62
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	10	0	1	5	4
\$20,000-\$29,999	23	0	1	10	12
\$30,000-\$39,999	28	0	2	19	7
\$40,000-\$49,999	41	0	1	29	11
\$50,000-\$59,999	33	0	1	25	7
\$60,000-\$69,999	76	0	0	66	10
\$70,000-\$79,999	90	0	0	80	10
\$80,000-\$89,999	159	0	1	140	18
\$90,000 and over	0	0	0	0	0
Pay Plans					
General Schedule	423	0	7	341	75
Wage	1	0	0	1	0
Senior Executive Service (SES)	31	0	0	27	4
Other	5	0	0	5	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in National Archives and Records Administration

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	27	0	3	24	0
Average Age	62.5	0.0	59.8	62.9	0.0
Average Length of Service	23.7	0.0	14.4	24.8	0.0
Average Salary	\$44,800	\$0	\$23,106	\$47,512	\$0
Gender *					
Male	14	0	0	14	0
Female	13	0	3	10	0
Race/National Origin					
Asian/Pacific Islander	0	0	0	0	0
Black	8	0	0	8	0
Hispanic	0	0	0	0	0
Native American	0	0	0	0	0
White	19	0	3	16	0
Unknown	0	0	0	0	0
Handicap Status					
Disability	2	0	1	1	0
Non-Disability	25	0	2	23	0
Unknown	0	0	0	0	0
Occupation Category					
Professional	6	0	0	6	0
Administrative	4	0	0	4	0
Technical	3	0	0	3	0
Clerical	13	0	3	10	0
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	4	0	0	4	0
Non-Supervisors	23	0	3	20	0
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	10	0	3	7	0
\$30,000-\$39,999	5	0	0	5	0
\$40,000-\$49,999	3	0	0	3	0
\$50,000-\$59,999	1	0	0	1	0
\$60,000-\$69,999	2	0	0	2	0
\$70,000-\$79,999	2	0	0	2	0
\$80,000-\$89,999	0	0	0	0	0
\$90,000 and over	3	0	0	3	0
Pay Plans					
General Schedule	25	0	3	22	0
Wage	1	0	0	1	0
Senior Executive Service (SES)	1	0	0	1	0
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in National Labor Relations Board

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	45	0	1	34	10
Average Age	59.9	0.0	57.7	62.3	51.9
Average Length of Service	30.6	0.0	11.8	32.8	24.9
Average Salary	\$74,739	\$0	\$25,480	\$74,667	\$79,910
Gender *					
Male	23	0	0	19	4
Female	22	0	1	15	6
Race/National Origin					
Asian/Pacific Islander	4	0	0	2	2
Black	8	0	0	8	0
Hispanic	2	0	0	1	1
Native American	0	0	0	0	0
White	31	0	1	23	7
Unknown	0	0	0	0	0
Handicap Status					
Disability	3	0	0	3	0
Non-Disability	19	0	1	11	7
Unknown	23	0	0	20	3
Occupation Category					
Professional	14	0	0	11	3
Administrative	20	0	0	15	5
Technical	5	0	1	4	0
Clerical	6	0	0	4	2
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	18	0	0	14	4
Non-Supervisors	27	0	1	20	6
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	1	1	1
\$30,000-\$39,999	7	0	0	6	1
\$40,000-\$49,999	1	0	0	1	0
\$50,000-\$59,999	0	0	0	0	0
\$60,000-\$69,999	1	0	0	0	1
\$70,000-\$79,999	9	0	0	8	1
\$80,000-\$89,999	10	0	0	5	5
\$90,000 and over	14	0	0	13	1
Pay Plans					
General Schedule	41	0	1	30	10
Wage	0	0	0	0	0
Senior Executive Service (SES)	3	0	0	3	0
Other	1	0	0	1	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Navy (Civilian)

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	7,001	29	545	4,426	2,001
Average Age	57.7	56.3	50.3	60.8	52.8
Average Length of Service	26.1	27.0	18.4	26.4	27.4
Average Salary	\$49,164	\$38,426	\$38,980	\$49,524	\$51,298
Gender *					
Male	5,153	28	378	3,380	1,367
Female	1,848	1	167	1,046	634
Race/National Origin					
Asian/Pacific Islander	597	1	30	452	114
Black	785	3	97	428	257
Hispanic	251	4	22	165	60
Native American	59	0	7	28	24
White	5,308	21	389	3,352	1,546
Unknown	1	0	0	1	0
Handicap Status					
Disability	688	1	117	425	145
Non-Disability	5,999	27	400	3,795	1,777
Unknown	314	1	28	206	79
Occupation Category					
Professional	1,080	0	29	826	225
Administrative	1,872	2	86	1,205	579
Technical	1,447	0	109	904	434
Clerical	473	1	68	301	103
Other White-Collar	186	26	29	121	10
Blue-Collar	1,937	0	224	1,063	650
Unknown	6	0	0	6	0
Supervisor Status					
Supervisors/Managers	1,147	12	34	793	308
Non-Supervisors	5,853	17	511	3,632	1,693
Unknown	1	0	0	1	0
Salary Ranges *					
Less than \$20,000	13	0	6	7	0
\$20,000-\$29,999	824	7	130	542	145
\$30,000-\$39,999	1,833	15	212	1,069	537
\$40,000-\$49,999	1,416	4	105	815	492
\$50,000-\$59,999	1,040	1	47	646	346
\$60,000-\$69,999	800	0	31	531	238
\$70,000-\$79,999	513	1	8	374	130
\$80,000-\$89,999	264	0	2	202	60
\$90,000 and over	298	1	4	240	53
Pay Plans					
General Schedule	4,716	29	312	3,091	1,284
Wage	1,937	0	224	1,063	650
Senior Executive Service (SES)	20	0	0	19	1
Other	328	0	9	253	66

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Office of Personnel Management

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	106	0	14	65	27
Average Age	57.5	0.0	48.1	61.8	52.1
Average Length of Service	24.0	0.0	17.1	25.1	24.9
Average Salary	\$62,403	\$0	\$47,067	\$68,792	\$54,973
Gender *					
Male	53	0	8	32	13
Female	53	0	6	33	14
Race/National Origin					
Asian/Pacific Islander	3	0	0	0	3
Black	22	0	5	14	3
Hispanic	2	0	0	2	0
Native American	0	0	0	0	0
White	79	0	9	49	21
Unknown	0	0	0	0	0
Handicap Status					
Disability	8	0	3	5	0
Non-Disability	96	0	11	59	26
Unknown	2	0	0	1	1
Occupation Category					
Professional	59	0	8	30	21
Administrative	9	0	1	5	3
Technical	30	0	4	25	1
Clerical	0	0	0	0	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	19	0	2	13	4
Non-Supervisors	87	0	12	52	23
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	30	0	4	24	2
\$30,000-\$39,999	14	0	2	8	4
\$40,000-\$49,999	5	0	2	3	0
\$50,000-\$59,999	8	0	2	3	3
\$60,000-\$69,999	7	0	2	3	2
\$70,000-\$79,999	14	0	1	6	7
\$80,000-\$89,999	13	0	1	8	4
\$90,000 and over	15	0	0	10	5
Pay Plans					
General Schedule	102	0	14	62	26
Wage	0	0	0	0	0
Senior Executive Service (SES)	4	0	0	3	1
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Small Business Administration

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	112	0	9	62	41
Average Age	58.7	0.0	51.5	64.2	52.2
Average Length of Service	23.7	0.0	15.2	23.8	25.5
Average Salary	\$60,717	\$0	\$49,509	\$61,750	\$61,616
Gender *					
Male	59	0	5	41	13
Female	53	0	4	21	28
Race/National Origin					
Asian/Pacific Islander	0	0	0	0	0
Black	19	0	1	11	7
Hispanic	9	0	1	3	5
Native American	0	0	0	0	0
White	84	0	7	48	29
Unknown	0	0	0	0	0
Handicap Status					
Disability	14	0	2	8	4
Non-Disability	90	0	4	51	35
Unknown	8	0	3	3	2
Occupation Category					
Professional	16	0	0	14	2
Administrative	75	0	7	38	30
Technical	17	0	1	9	7
Clerical	4	0	1	1	2
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	24	0	2	12	10
Non-Supervisors	87	0	7	49	31
Unknown	1	0	0	1	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	9	0	2	5	2
\$30,000-\$39,999	16	0	0	9	7
\$40,000-\$49,999	12	0	4	5	3
\$50,000-\$59,999	12	0	1	5	6
\$60,000-\$69,999	25	0	0	14	11
\$70,000-\$79,999	24	0	2	14	8
\$80,000-\$89,999	5	0	0	5	0
\$90,000 and over	9	0	0	5	4
Pay Plans					
General Schedule	110	0	9	61	40
Wage	0	0	0	0	0
Senior Executive Service (SES)	2	0	0	1	1
Other	0	0	0	0	0

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Social Security Administration

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	2,779	4	214	1,179	1,382
Average Age	55.8	62.5	49.0	61.7	51.8
Average Length of Service	27.6	25.3	19.9	29.7	27.0
Average Salary	\$50,246	\$56,610	\$39,970	\$50,891	\$51,268
Gender *					
Male	804	1	37	377	389
Female	1,975	3	177	802	993
Race/National Origin					
Asian/Pacific Islander	36	0	3	11	22
Black	593	0	61	311	221
Hispanic	160	0	15	41	104
Native American	14	0	1	1	12
White	1,976	4	134	815	1,023
Unknown	0	0	0	0	0
Handicap Status					
Disability	253	0	44	103	106
Non-Disability	1,583	3	128	646	806
Unknown	943	1	42	430	470
Occupation Category					
Professional	87	0	5	59	23
Administrative	1,653	3	79	600	971
Technical	652	1	71	289	291
Clerical	376	0	56	227	93
Other White-Collar	0	0	0	0	0
Blue-Collar	10	0	3	4	3
Unknown	1	0	0	0	1
Supervisor Status					
Supervisors/Managers	279	1	9	140	129
Non-Supervisors	2,492	3	205	1,034	1,250
Unknown	8	0	0	5	3
Salary Ranges *					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	287	0	62	156	69
\$30,000-\$39,999	579	1	60	279	239
\$40,000-\$49,999	560	2	50	212	296
\$50,000-\$59,999	788	0	30	234	524
\$60,000-\$69,999	263	0	5	114	144
\$70,000-\$79,999	136	0	4	60	72
\$80,000-\$89,999	61	0	1	41	19
\$90,000 and over	104	1	2	82	19
Pay Plans					
General Schedule	2,704	4	210	1,119	1,371
Wage	10	0	3	4	3
Senior Executive Service (SES)	6	0	0	5	1
Other	59	0	1	51	7

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in State

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	322	78	15	225	4
Average Age	57.4	58.3	49.9	57.7	54.9
Average Length of Service	27.3	27.9	22.0	27.4	26.2
Average Salary	\$83,063	\$97,225	\$73,145	\$78,086	\$124,025
Gender *					
Male	202	59	7	134	2
Female	120	19	8	91	2
Race/National Origin					
Asian/Pacific Islander	3	0	0	3	0
Black	20	5	2	12	1
Hispanic	20	5	0	15	0
Native American	2	0	0	2	0
White	277	68	13	193	3
Unknown	0	0	0	0	0
Handicap Status					
Disability	7	1	2	4	0
Non-Disability	298	73	13	209	3
Unknown	17	4	0	12	1
Occupation Category					
Professional	110	37	6	65	2
Administrative	156	28	6	120	2
Technical	7	0	1	6	0
Clerical	43	10	2	31	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	6	3	0	3	0
Supervisor Status					
Supervisors/Managers	88	25	2	57	4
Non-Supervisors	233	53	13	167	0
Unknown	1	0	0	1	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	5	0	1	4	0
\$30,000-\$39,999	17	4	1	12	0
\$40,000-\$49,999	43	5	2	36	0
\$50,000-\$59,999	34	2	2	30	0
\$60,000-\$69,999	31	4	3	24	0
\$70,000-\$79,999	25	0	0	25	0
\$80,000-\$89,999	24	1	2	21	0
\$90,000 and over	0	0	0	0	0
Pay Plans					
General Schedule	250	56	12	182	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	8	0	1	4	3
Other	64	22	2	39	1

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Transportation

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,479	3	144	1,079	253
Average Age	58.3	53.5	47.0	60.9	53.8
Average Length of Service	29.0	31.3	16.8	30.7	28.6
Average Salary	\$72,685	\$97,605	\$54,906	\$75,521	\$70,415
Gender *					
Male	1,209	2	83	906	218
Female	270	1	61	173	35
Race/National Origin					
Asian/Pacific Islander	27	0	2	23	2
Black	104	0	11	70	23
Hispanic	47	0	4	38	5
Native American	33	0	4	27	2
White	1,268	3	123	921	221
Unknown	0	0	0	0	0
Handicap Status					
Disability	97	0	18	72	7
Non-Disability	1,323	2	122	962	237
Unknown	59	1	4	45	9
Occupation Category					
Professional	205	0	7	175	23
Administrative	1,054	3	91	742	218
Technical	116	0	26	85	5
Clerical	50	0	9	37	4
Other White-Collar	2	0	0	2	0
Blue-Collar	52	0	11	38	3
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	292	2	11	220	59
Non-Supervisors	1,187	1	133	859	194
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	41	0	13	25	3
\$30,000-\$39,999	122	0	22	92	8
\$40,000-\$49,999	82	0	22	56	4
\$50,000-\$59,999	264	0	34	176	54
\$60,000-\$69,999	265	0	25	193	47
\$70,000-\$79,999	205	1	11	162	31
\$80,000-\$89,999	239	0	12	188	39
\$90,000 and over	261	2	5	187	67
Pay Plans					
General Schedule	1,187	2	112	909	164
Wage	52	0	11	38	3
Senior Executive Service (SES)	16	1	0	13	2
Other	224	0	21	119	84

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Treasury

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	3,069	20	360	2,667	22
Average Age	58.6	58.0	49.4	59.9	52.3
Average Length of Service	24.7	29.6	17.2	25.7	25.5
Average Salary	\$48,506	\$69,634	\$42,133	\$49,144	\$56,293
Gender *					
Male	1,731	20	137	1,559	15
Female	1,338	0	223	1,108	7
Race/National Origin					
Asian/Pacific Islander	59	0	2	57	0
Black	341	2	78	258	3
Hispanic	150	0	31	119	0
Native American	16	0	5	11	0
White	2,503	18	244	2,222	19
Unknown	0	0	0	0	0
Handicap Status					
Disability	292	0	93	198	1
Non-Disability	2,562	18	249	2,274	21
Unknown	215	2	18	195	0
Occupation Category					
Professional	389	0	28	358	3
Administrative	1,407	16	124	1,255	12
Technical	745	4	104	635	2
Clerical	420	0	92	326	2
Other White-Collar	47	0	5	42	0
Blue-Collar	61	0	7	51	3
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	571	5	21	541	4
Non-Supervisors	2,498	15	339	2,126	18
Unknown	0	0	0	0	0
Salary Ranges *					
Less than \$20,000	27	0	5	22	0
\$20,000-\$29,999	486	0	109	375	2
\$30,000-\$39,999	594	1	85	505	3
\$40,000-\$49,999	357	3	63	290	1
\$50,000-\$59,999	319	0	33	283	3
\$60,000-\$69,999	373	4	36	332	1
\$70,000-\$79,999	461	8	15	437	1
\$80,000-\$89,999	244	2	7	230	5
\$90,000 and over	208	2	7	193	6
Pay Plans					
General Schedule	2,861	20	339	2,489	13
Wage	61	0	7	51	3
Senior Executive Service (SES)	48	0	1	46	1
Other	99	0	13	81	5

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in Veterans Affairs

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	5,538	6	1,212	2,981	1,339
Average Age	58.0	64.1	50.9	63.0	53.4
Average Length of Service	21.5	25.0	15.6	22.2	25.2
Average Salary	\$45,002	\$65,352	\$36,000	\$46,824	\$49,004
Gender *					
Male	2,609	5	607	1,351	646
Female	2,929	1	605	1,630	693
Race/National Origin					
Asian/Pacific Islander	211	0	40	137	34
Black	1,153	2	331	577	243
Hispanic	264	0	75	150	39
Native American	50	0	26	16	8
White	3,860	4	740	2,101	1,015
Unknown	0	0	0	0	0
Handicap Status					
Disability	675	0	237	312	126
Non-Disability	4,575	6	897	2,541	1,131
Unknown	288	0	78	128	82
Occupation Category					
Professional	2,022	1	278	1,270	473
Administrative	524	3	68	257	196
Technical	1,345	1	379	668	297
Clerical	632	0	173	329	130
Other White-Collar	61	1	16	36	8
Blue-Collar	953	0	298	420	235
Unknown	1	0	0	1	0
Supervisor Status					
Supervisors/Managers	702	1	74	399	228
Non-Supervisors	4,812	5	1,137	2,565	1,105
Unknown	24	0	1	17	6
Salary Ranges *					
Less than \$20,000	129	0	55	62	12
\$20,000-\$29,999	1,771	0	584	852	335
\$30,000-\$39,999	1,019	3	232	492	292
\$40,000-\$49,999	780	0	155	433	192
\$50,000-\$59,999	678	0	75	395	208
\$60,000-\$69,999	366	1	35	211	119
\$70,000-\$79,999	160	0	17	84	59
\$80,000-\$89,999	86	0	10	45	31
\$90,000 and over	549	2	49	407	91
Pay Plans					
General Schedule	3,417	5	746	1,828	838
Wage	953	0	298	420	235
Senior Executive Service (SES)	22	1	0	15	6
Other	1,146	0	168	718	260

* Records with unspecified values were excluded; therefore, detail may not add to total.

Retirements in All Other Agencies

Fiscal Year 1999

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,277	40	71	792	374
Average Age	57.7	59.5	51.4	60.7	52.5
Average Length of Service	27.7	26.2	19.9	28.8	27.0
Average Salary	\$65,696	\$97,564	\$51,614	\$62,494	\$71,742
Gender *					
Male	819	31	36	515	237
Female	458	9	35	277	137
Race/National Origin					
Asian/Pacific Islander	25	0	2	18	5
Black	273	4	27	167	75
Hispanic	60	5	1	23	31
Native American	11	0	0	6	5
White	904	31	41	576	256
Unknown	4	0	0	2	2
Handicap Status					
Disability	77	1	9	48	19
Non-Disability	1,013	33	49	606	325
Unknown	187	6	13	138	30
Occupation Category					
Professional	286	25	8	191	62
Administrative	544	10	32	344	158
Technical	136	1	12	86	37
Clerical	79	2	6	50	21
Other White-Collar	35	1	2	17	15
Blue-Collar	197	1	11	104	81
Unknown	0	0	0	0	0
Supervisor Status					
Supervisors/Managers	341	6	9	204	122
Non-Supervisors	932	34	62	586	250
Unknown	4	0	0	2	2
Salary Ranges *					
Less than \$20,000	8	0	0	0	8
\$20,000-\$29,999	67	2	8	34	23
\$30,000-\$39,999	187	0	19	111	57
\$40,000-\$49,999	148	3	11	74	60
\$50,000-\$59,999	163	0	11	98	54
\$60,000-\$69,999	116	0	7	76	33
\$70,000-\$79,999	126	0	9	90	27
\$80,000-\$89,999	126	3	0	88	35
\$90,000 and over	336	32	6	221	77
Pay Plans					
General Schedule	920	25	55	581	259
Wage	197	1	11	104	81
Senior Executive Service (SES)	66	0	0	44	22
Other	94	14	5	63	12

* Records with unspecified values were excluded; therefore, detail may not add to total.



Appendix I: [Analytical Notes](#)

Appendix II: [Demographic Definitions](#)

Key definitions related to the following categories:

- Race/National Origin
- Occupation Category
- Supervisor Status
- Pay Plans

Appendix III: [Retirement Eligibility Requirements](#)

Eligibility requirements for the following types of retirements:

- Voluntary
- Disability
- Mandatory
- Early-Out
- In-Lieu-Of-Involuntary-Action

Appendix IV: [Central Personnel Data File Coverage](#)

Status file coverage for Executive, Legislative, and Judicial branches.

Appendix V: [Length of Eligibility Definition](#)

Appendix VI: [About the Central Personnel Data File \(CPDF\)](#)

Important information regarding the use of CPDF and its data:

- Purpose
- Composition
- Coverage
- Collection, Editing, and Production of CPDF Status and Dynamics Data
- Accuracy
- Data Element Information

A. The data source for all retirement statistics is the Office of Personnel Management's **Central Personnel Data File** (CPDF). CPDF **does not** contain all Federal employees. If you are not familiar with this file, please read the following information:

1. [Appendix IV](#)

CPDF Coverage

2. [Appendix VI](#)

About the CPDF (important information on the use of CPDF and its data)

B. There are 4 different ways to retire from Federal service:

1. **Mandatory**

Retirement must be taken because of a statute-driven maximum age.

2. **Disability**

Retirement made because of some kind of disability.

3. **Voluntary**

Minimum age/service combination as prescribed by law such that a person can retire at any point based on that age/service.

4. **Other Retirements**

Primarily "early-out". Like voluntary retirements, these have minimum, but less stringent age/service requirements. Unlike voluntary retirements, these are granted only for a specific time period. When this period passes, so does the opportunity to retire.

C. We hope that these materials help with work force planning.

Note:

We provide no statistics on potential retirement eligibility into the future. We believe that projections of likely retirements based on past attrition patterns are preferable and have devoted a section of this report to retirement projections and the methodology to make them. Projections indicate a gradual increase in retirements over the next five years. We limited these projections to five years to mitigate the risk of error.

D. There are many important issues to consider as you **interpret** these retirement statistics. We **strongly** suggest visiting the following:

1. [Appendix II](#)

Demographic Definitions (e.g. "minority" vs "non-minority", "white-collar" vs "blue-collar")

[Next](#)

D. There are many important issues to consider as you **interpret** these retirement statistics. We **strongly** suggest visiting the following:

2. [Appendix III](#)

Retirement Eligibility Requirements (e.g. voluntary, disability, mandatory, early-out)

3. [Appendix IV](#)

Central Personnel Data File (CPDF) Coverage

4. [Appendix V](#)

Length of Eligibility Definition

5. [Appendix VI](#)

About the CPDF (important information on the use of CPDF and its data)

A. Race/National Origin

1. Hispanic

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.

2. Black

A person having origins in any of the Black racial groups of Africa except persons of Mexican, Puerto Rican, Cuban, Central/South American, or other Spanish cultures or origins.

3. White

A person having origins in any of the origin peoples of Europe, North Africa or the Middle East, except persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.

4. Other

Persons who are American Indians or Alaskan natives, Asians or Pacific Islanders, persons of non-Hispanic origins in Puerto Rico, and persons whose official duty stations are in Guam or Hawaii.

B. Occupation Category

White-Collar refers to retirees in one of the following occupation categories:

1. 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. The work of a professional occupation requires the exercise of discretion, judgment, and personal responsibility for the application of an organized body of knowledge that is constantly studied to make new discoveries and interpretations, and to improve the data, materials, and methods.

2. 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. While these positions do not require specialized education majors, they do involve the types of skills (analytical, research, writing, judgment) typically gained through a college level general education or through progressively responsible experience.

3. Technical

Involves work that is non-routine in nature and is typically associated with, and in support of, a professional or administrative field. Such occupations involve extensive practical knowledge gained through on-the-job experience or specific training less than represented by college graduation. Work in these occupations may involve substantial elements of the professional or administrative field but require less competence in the field involved.

[Next](#)

B. Occupation Category

4. Clerical

Involves structured work in support of office, business, field, or fiscal operations; duties are performed in accordance with established policies, experience, or working knowledge related to the tasks to be performed.

5. Other White-Collar

Includes those miscellaneous occupations that do not fall into the above professional, administrative, technical, or clerical categories.

Blue-Collar occupations comprise the trades, crafts, and manual labor (unskilled, semi-skilled, or skilled), including foreman and supervisory positions entailing trade, craft, or laboring experience and knowledge as the paramount requirement.

C. Supervisor Status

1. Supervisors

Requires the exercise of supervisory responsibilities that, at least meet the minimum requirements for the application of the “Supervisory Grade Evaluation Guide” (SGEG) or similar standards of supervisory responsibilities. The position of manager must have the full range of managerial functions as delineated in the introductory section of the SGEG. All managerial positions as defined in the SGEG are supervisory in nature, but not all supervisory positions are managerial.

2. Non-Supervisors

These positions are non-supervisory and non-managerial in nature. However, positions may meet the definition of supervisor under 5 U.S.C. 7103(a)(10) but may not meet the minimum requirements for the application of the SGEG. Positions are also included which meet the minimum requirements for application of the “Work Leader Evaluation Guide” (WLEG) or meet similar requirements for leader responsibilities.

D. Pay Plans

1. General Schedule and Equivalent

Many pay plans that are used to compensate white-collar employees lack the General Schedule’s 15-grade structure, but have grades made equivalent to GS grades based on evaluations of duties and responsibilities – for reporting purposes only. This equivalency is established for most Foreign Service, and VA physicians and dentists pay plans, and has been extended to GS-type graded positions in the Excepted Service. This particular demographic counts of personnel compensated under the General Schedule as well.

[Previous](#)

[Appendix I](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

[Appendix VI](#)

Definitions and Sources
Appendix III
Retirement Eligibility Requirements

A. 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.

3. Hazardous duty employees (law enforcers, firefighters) can retire voluntarily at age 50 with 20 years of creditable FERS or CSRS service.

B. Disability

1. Employees who have completed 5 years of creditable service under CSRS or FERS and who the Office of Personnel Management finds to have become disabled can retire based on that disability.

Note: For this retirement, there is no minimum age requirement.

C. Mandatory

1. 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. Again, an agency may exempt these employees from that provision if the public interest so requires until the age of 60 when they must retire.

[Next](#)

D. Early-Out

1. If the Office of Personnel Management determines that an agency is undergoing:
 - (a) Major reduction-in-force (RIF)
 - (b) Major reorganization, **or**
 - (c) Transfer of function

Then agency employees can retire under the “Early-Out” authority. Under this authority, employees 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.

E. In-Lieu-Of-Involuntary-Action (ILIA)

1. 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.

Definitions and Sources
Appendix IV
Central Personnel Data File (CPDF) Coverage

A. **Status File Coverage**

1. **Executive Branch** – includes all agencies **except** the following:

- Board of Governors of the Federal Reserve
- Central Intelligence Agency
- Defense Intelligence Agency
- National Imagery and Mapping Agency
- National Security Agencies
- Office of the Vice President
- Postal Rate Commission
- Tennessee Valley Authority
- United States Postal Service
- White House

Note: District of Columbia Government is not covered.

2. **Legislative Branch** – includes:

- Government Printing Office
- United States Tax Courts

Note: CPDF covers some smaller Legislative Branch agencies and commissions that are not listed.

3. **Judicial Branch** – entirely **excluded**.

Definitions and Sources
Appendix V
Length of Eligibility Definition

- A. Under the Civil Service Retirement System Law, employees become eligible to retire when they meet specific age and length of service (LOS) requirements (e.g. Age 55+, LOS 30+). Based on these specific requirements, length of eligibility (LOE) can be determined.

The “LOE” is the length of service performed between the time a person first becomes eligible to retire and when that person actually does retire.

Definitions and Sources
Appendix VI
About the Central Personnel Data File (CPDF)

A. Purpose

1. CPDF is an information system to support statistical analyses of Federal personnel management programs. It is not intended to be a Governmentwide personnel accounting system.

B. Composition

1. CPDF is composed of two primary data files:

(a) **Status File**

Documents the characteristics of employees at a specific point in time.

(b) **Dynamics File**

Documents personnel actions (**e.g.**, appointments, promotions, separations, etc.) over a period of time.

2. Primary data files above are processed to create other files. For example:

(a) **High Utility Extract (HUE) Files**

Subsets of the most often used data from the status and dynamics files.

(b) **Longitudinal History File (LHF)**

Dynamics data sorted by social security number and effective date to create employment histories.

3. CPDF also contains a number of auxiliary files. For example:

(a) **Name File**

Provides a link from social security number to name.

(b) **Personnel Office Identifier (POI) File**

Provides a link from POI code to information about that specific personnel office (**i.e.**, mailing address, contact names, phone numbers, etc.).

C. Coverage

1. CPDF coverage is limited to Federal civilian employees.
2. **Executive Branch** includes all agencies **except** the following:
 - Board of Governors of the Federal Reserve
 - Central Intelligence Agency
 - Defense Intelligence Agency

[Next](#)

C. Coverage

2. **Executive Branch** includes all agencies **except** the following:

- National Imagery and Mapping Agency
- National Security Agencies
- Office of the Vice President
- Postal Rate Commission
- Tennessee Valley Authority
- United States Postal Service
- White House

(a) Other **exclusions** include:

- Public Health Services's Commissioned Officer Corps
- Nonappropriated fund employees and foreign nationals overseas

(b) Federal Bureau of Investigations (FBI) coverage is **limited**:

- FBI does not provide dynamics data.
- FBI provides status data but does not report duty location for employees outside the District of Columbia.

3. **Legislative Branch** coverage is limited to:

- Government Printing Office
- U.S. Tax Court, **and**
- Selected commissions.

4. **Judicial Branch** is entirely excluded.

5. CPDF coverage has changed over time. Coverage in older files may differ slightly from coverage in more current files.

6. CPDF coverage can differ from that of other **Office of Personnel Management (OPM)** data sources.

D. Collection, Editing, and Production of CPDF Status and Dynamics Data

1. With the exception of "generated" data elements, all status and dynamics data are submitted by the agencies from their own separate personnel systems. Generated data elements are created from one or more submitted data elements (**e.g.**, Metropolitan Statistical Area is generated from Duty Location, a submitted data element).

[Previous](#)

[Next](#)

[Appendix I](#)

[Appendix II](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

D. **Collection, Editing, and Production of CPDF Status and Dynamics Data**

2. Agency submissions are subjected to validity and relationship edits to ensure codes are valid and consistent with other related data elements (**e.g.**, if pay plan is GS then grade must be 01-15). These edits can detect invalid data but not miscoded data (**e.g.**, record shows grade of 11 but employee is actually grade 12).
 - Submissions that fail minimum acceptability requirements are rejected and must be resubmitted.
 - Values of individual data elements that fail the edits are replaced with asterisks to prevent invalid data from entering CPDF.
 - Agencies are kept informed of their edit failures and may submit corrections.
 - The **Office of Personnel Management (OPM)** may change data element values that are missing or invalid by matching to older files or making the values consistent with statistical assumptions. Alteration of agency submitted values are limited to situations where agency correction is not possible or feasible and failure to act would seriously undermine the usability of the data.
3. Submissions and their corrections are processed to produce **quarterly (i.e., March, June, September and December) status and dynamics** files.
 - (a) **Status files**

Reflects employment at the end of a quarter but, for many agencies, may actually reflect employment at the end of the pay period just prior to the end of the quarter.
 - (b) **Dynamics files**

Reflects all personnel actions occurring within a quarter but may be missing actions that appear in subsequent quarters because of late submission by the agencies.
4. Once a quarterly CPDF status or dynamics file is released for use it is no longer subject to correction.

E. **Accuracy**

1. CPDF accuracy is affected by:
 - (a) Omissions (**e.g.**, personnel action missing from dynamics file).
 - (b) Duplications (**e.g.**, employee with multiple records in status file).
 - CPDF has some safeguards against true duplication. What appears to be duplication may be valid as in the case of employees with multiple appointments.
 - (c) Invalid data, which get re-coded to asterisks by the CPDF edits.
 - (d) Miscoded data (**e.g.**, record shows grade of 11 but employee is actually grade 12).

E. Accuracy

2. Accuracy varies from quarterly file to quarterly file, agency to agency, and data element to data element.
3. The Office of Personnel Management performs periodic surveys to examine CPDF accuracy by data element.

F. Data Element Information

1. Changes in organizations and personnel classifications over time require corresponding changes in the CPDF codes. These changes, which involve additions, deletions and/or re-definitions, can make tracking a consistent set of information over time difficult.
2. Some CPDF data are collected at the time of appointment and not routinely updated (e.g., education level may reflect a bachelor's degree at the time of the employee's appointment but not the master's degree the employee subsequently earned.)

3. Pay

(a) All pay fields, except those for fee basis and piecework
Reflect **annualized** rates of pay. They do not reflect earnings which may include other forms of pay (e.g., overtime, shift differentials) or may be less than the annualized rate because of the employee's work schedule (i.e., less than full time non-seasonal) or individual circumstances (e.g., leave without pay).

(b) Adjusted basic pay

May be "capped" to reflect payable rather than scheduled rate of pay.

(c) Basic pay and total pay

Not "capped" and may exceed amount actually paid.

4. While most CPDF data elements have specific formatting requirements, some do not. This is particularly true for data elements in the auxiliary files which frequently reflect uncoded or agency defined values (e.g., although most names conform to a last name, first name format, there is no mandatory format).