

**Table 486. Federal Employees—Summary Characteristics: 1990 to 2005**

[As of September 30. In percent, except as indicated. For civilian employees, excluding U.S. Postal Service employees]

| Characteristics  | 1990 | 1995 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|--|------|------|------|------|------|------|------|------|------|
| Average age (years) <sup>1</sup> . . . . .               | 42.3 | 44.3 | 45.9 | 46.3 | 46.5 | 46.5 | 46.7 | 46.8 | 46.9 |
| Average length of service (years) <sup>1</sup> . . . . . | 13.4 | 15.5 | 16.9 | 17.1 | 17.1 | 16.8 | 16.8 | 16.6 | 16.4 |
| Retirement eligible: <sup>2</sup>                        |      |      |      |      |      |      |      |      |      |
| Civil Service Retirement System . . . . .                | 8    | 10   | 15   | 17   | 19   | 23   | 27   | 30   | 33   |
| Federal Employees Retirement System . . . . .            | 3    | 5    | 10   | 11   | 10   | 11   | 12   | 13   | 13   |
| Bachelor's degree or higher . . . . .                    | 35   | 39   | 40   | 41   | 41   | 41   | 41   | 42   | 43   |
| Sex: Male . . . . .                                      | 57   | 56   | 55   | 55   | 55   | 55   | 55   | 56   | 56   |
| Female . . . . .   | 43   | 44   | 45   | 45   | 45   | 45   | 45   | 44   | 44   |
| Race and national origin:                                |      |      |      |      |      |      |      |      |      |
| Total minorities . . . . .                               | 27.4 | 28.9 | 30.0 | 30.4 | 30.6 | 30.8 | 31.1 | 31.4 | 31.7 |
| Black . . . . .  | 16.7 | 16.8 | 17.0 | 17.1 | 17.1 | 17.0 | 17.0 | 17.0 | 17.0 |
| Hispanic . . . . .                                       | 5.4  | 5.9  | 6.5  | 6.6  | 6.7  | 6.9  | 7.1  | 7.3  | 7.4  |
| Asian/Pacific Islander . . . . .                         | 3.5  | 4.2  | 4.5  | 4.5  | 4.6  | 4.7  | 4.8  | 5.0  | 5.1  |
| American Indian/Alaska Native . . . . .                  | 1.8  | 2.0  | 2.2  | 2.2  | 2.2  | 2.2  | 2.1  | 2.1  | 2.1  |
| Disabled . . . . .                                       | 7.0  | 7.0  | 7.0  | 7.0  | 7.0  | 7.0  | 7.0  | 7.0  | 7.0  |
| Veterans preference . . . . .                            | 30.0 | 26.0 | 25.0 | 24.0 | 24.0 | 23.0 | 22.0 | 22.0 | 22.0 |
| Vietnam era veterans . . . . .                           | 17.0 | 17.0 | 14.0 | 14.0 | 13.0 | 13.0 | 13.0 | 12.0 | 11.0 |
| Retired military . . . . .                               | 4.9  | 4.2  | 3.9  | 3.9  | 4.2  | 4.4  | 4.6  | 4.9  | 5.4  |
| Retired officers . . . . .                               | 0.5  | 0.5  | 0.5  | 0.5  | 0.6  | 0.7  | 0.8  | 0.9  | 1.0  |

<sup>1</sup> For full-time permanent employees. <sup>2</sup> Represents full-time permanent employees under the Civil Service Retirement System (excluding hires since January 1984), and the Federal Employees Retirement System (since January 1984).

Source: U.S. Office of Personnel Management, Office of Workforce Information, *The Fact Book, Federal Civilian Workforce Statistics*, annual. See Internet site <<http://www.opm.gov/feddata/>>.