

A. [Introduction](#)

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

We have prepared these retirement statistics to cover Fiscal Year (FY) 2004 retirements and to make demographic comparisons among these retirees, FY 2003 retirees, and a composite retiree population from Fiscal Years 1995-2004.

This document consists of 5 major parts:

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

Visit this section for answers to 18 frequently asked questions, such as:

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?

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
- Retirements by persons eligible under section 6(c), i.e., early retirements by 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 consists mainly of early-outs, but does include a few In-Lieu-Of-Involuntary-Action (ILIA) retirements.

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 a 10-year time period (Fiscal Years 1995-2004)
- Voluntary retirements depicting yearly demographic percent distributions and deviations from a 10-year time period (Fiscal Years 1995-2004)

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 2006-2010** (tables depicting retirement projections by year)

4. [Agency Demographic Profiles](#)

Fiscal Year 2004 retirement profile tables for 28 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

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 employees retired under the Civil Service Retirement System (CSRS) or the 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. Those who separated and later became eligible for discontinued service retirement benefits are excluded.

Retirement tables reflect records with valid values for demographics. For example, there are specific codes identifying males and females; other values are “unspecified”. Overall retiree population counts include records with valid **and** invalid values. Therefore, these overall figures will be greater than any subsets counting only valid values. For example, the total of "males" and "females" might be less than the overall count for a particular retiree population because this figure includes records with values other than “M” or “F” for gender.

- Q1: [How many total retirements from Federal service occurred in Fiscal Year \(FY\) 2004?](#)
- Q2: [How many voluntary retirements from Federal service occurred in FY 2004?](#)
- Q3: [How do FY 2004 total numbers compare to the average figures for the last 10 years?](#)
- Q4: [How do FY 2004 voluntary numbers compare to the average figures for the last 10 years?](#)
- Q5: [What agencies had the most total retirements during FY 2004 \(over 1,900\)?](#)
- Q6: [What agencies had the most voluntary retirements during FY 2004 \(over 1,600\)?](#)
- Q7: [How many "early-out" retirements were there in FY 2004?](#)
- Q8: [How do "early-out" numbers compare to the average figures for the last 10 years?](#)
- Q9: [How many "disability" retirements were there in FY 2004?](#)
- 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 2004?](#)
- Q12: [On average, how many persons were eligible for "early-out" retirements during FY 2004?](#)
- 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 after becoming eligible before actually retiring?](#)
- Q16: [Among the FY 2004 retirees and those from the FY 1995-2004 period, were there differences in "stays" considering the occupation category of the retirees?](#)
- Q17: [In FY 2004, what was the most popular month to retire?](#)
[What were other popular months?](#)
[Lowest number month?](#)
- Q18: [In FY 1995-2004, 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) 2004?

Answer: 55,848 **Average Age:** 58.7 **Average Service:** 28.1

Note: The 55,848 includes 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 2004?

Answer: 42,356 **Average Age:** 60.4 **Average Service:** 29.3

Q3: What is the average **total** number of retirements over the last 10 years?

Answer: 52,124 **Average Age:** 58.0 **Average Service:** 26.3

Q4: What is the average number of **voluntary** retirements over the last 10 years?

Answer: 33,930 **Average Age:** 60.9 **Average Service:** 27.5

To [Retirement Highlights](#)

Q5: What agencies had the most **total** retirements during FY 2004?

Answer:	Army	8,971
	Navy	7,091
	Veterans Affairs	6,262
	Air Force	4,641
	Treasury	4,396
	Agriculture	2,930
	Defense (Civilian Agencies)	2,873
	Social Security Administration	2,802
	Homeland Security	1,962
	Interior	1,962
	Transportation	1,956

To [Total Retirements by Agency](#) table (FY 1995-2004 and FY 2004)

Q6: What agencies had the most **voluntary** retirements during FY 2004?

Answer:	Army	6,298
	Navy	5,538
	Veterans Affairs	4,199
	Treasury	3,487

Frequently Asked Questions (FAQs)

Retirements in the Federal Service

Q6: What agencies had the most **voluntary** retirements during FY 2004? (Continued)

Answer:	Air Force	3,474
	Agriculture	2,487
	Defense (Civilian Agencies)	2,140
	Social Security Administration	1,971
	Homeland Security	1,735
	Transportation	1,677
	Interior	1,611

To [Voluntary Retirements by Agency](#) table (FY 1995-2004 and FY 2004)

Q7: How many “early-out” retirements were there in FY 2004?

Answer: 7,587 **Average Age:** 54.6 **Average Service:** 27.6

Q8: What is the average number of “early-outs” over the last 10 years?

Answer: 12,208 **Average Age:** 53.5 **Average Service:** 27.0

Q9: How many “disability” retirements were there in FY 2004?

Answer: 5,398 **Average Age:** 51.3 **Average Service:** 19.2

Q10: What is the average number of “disabilities” over the last 10 years?

Answer: 5,608 **Average Age:** 50.1 **Average Service:** 17.4

Q11: On average, how many persons were eligible for voluntary retirements during FY 2004?

Answer: 192,100 **Percent of Average Employment:** 10.4

Q12: On average, how many persons were eligible for "early-out" retirements during FY 2004?

Answer: 303,000 **Percent of Average Employment:** 16.4

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

Answer: About 300,000 employees (16.2 percent of total employment) are projected to retire in the FY 2006-2010 period.

To [Retirement Projections](#) (Fiscal Years 2006-2010)

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 after becoming eligible before actually retiring?

Answer: 3.1 years

Any difference between males and females?

Answer: Males: 3.3 years; Females: 2.7 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: 48,681 personnel retired
Average Stay: 3.2 years

Working in non-MSA's: 7,167 personnel retired
Average Stay: 2.9 years

Q16: Among the Fiscal Year (FY) 2004 retirees and those from the FY 1995-2004 period, were there differences in "stays" considering the occupation category of the retirees?

Answer:

Type of Federal Occupation	B. FY 2004	C. FY 1995-2004
	(years)	(years)
Professional	3.8	3.8
Administrative	2.8	3.0
Technical	3.2	3.2
Clerical	3.7	3.6
Other White-Collar	3.2	3.2
Blue-Collar	2.6	2.7

Q17: In Fiscal Year (FY) 2004, what was the most popular month to retire?

Answer: January (11,231 retirements)

What were other popular months?

Source: Central Personnel Data File

Questions/Comments to: Fedstats@opm.gov

Frequently Asked Questions (FAQs)

Retirements in the Federal Service

Answer: September (7,040 retirements)
April (5,747 retirements)

Lowest number month?

Answer: November (2,503 retirements)

Q18: In FY 1995-2004, what was the most popular month to retire?

Answer: January (94,178 retirements)

What were other popular months?

Answer: September (66,431 retirements)
December (51,253 retirements)

Lowest number month?

Answer: November (23,433 retirements)

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 1995-2004	Table 12: Fiscal Years 1995-2004
Table 2: Fiscal Year 1995	Table 13: Fiscal Year 1995
Table 3: Fiscal Year 1996	Table 14: Fiscal Year 1996
Table 4: Fiscal Year 1997	Table 15: Fiscal Year 1997
Table 5: Fiscal Year 1998	Table 16: Fiscal Year 1998
Table 6: Fiscal Year 1999	Table 17: Fiscal Year 1999
Table 7: Fiscal Year 2000	Table 18: Fiscal Year 2000
Table 8: Fiscal Year 2001	Table 19: Fiscal Year 2001
Table 9: Fiscal Year 2002	Table 20: Fiscal Year 2002
Table 10: Fiscal Year 2003	Table 21: Fiscal Year 2003
Table 11: Fiscal Year 2004	Table 22: Fiscal Year 2004
Section 6(c) Retirements	
Table 23: Fiscal Years 1995-2004	
Table 24: Fiscal Year 2004	

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

A. Retirement Highlights

2. Summary Demographic Tables (Continued)

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

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

- Percentages retiring under each of the following voluntary age and 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 (e.g., there are specific codes identifying males and females; other values 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 figure 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 1995-2004](#)

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

3. [Trends in Voluntary Retirements, Fiscal Years 1995-2004](#)

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

Retirement Highlights

Overview

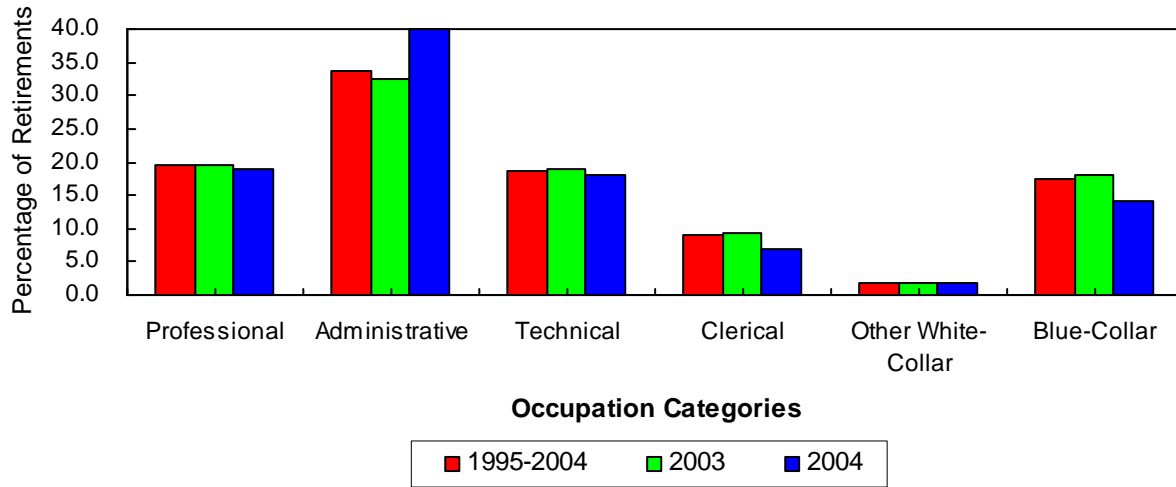
The following table presents the compositions of Fiscal Year (FY) 1995-2004 and FY 2003 retirement populations as they compare to the FY 2004 population.

Retirement Type	FY 1995-2004	FY 2003	FY 2004
Total Retirements	521,239	52,200	55,848
Average Age	58.0	58.5	58.7
Average Length of Service	26.3	27.8	28.1
Voluntary	339,300	37,882	42,356
Percent of Total	65.1	72.6	75.8
Average Age	60.9	60.4	60.4
Average Length of Service	27.5	29.0	29.3
Disability	56,075	5,269	5,398
Percent of Total	10.8	10.1	9.7
Average Age	50.1	51.3	51.3
Average Length of Service	17.4	19.0	19.2
Mandatory	3,780	376	507
Percent of Total	0.7	0.7	0.9
Average Age	58.2	58.7	58.2
Average Length of Service	28.2	28.3	29.0
Other	122,084	8,673	7,587
Percent of Total	23.4	16.6	13.6
Average Age	53.5	54.3	54.6
Average Length of Service	27.0	27.6	27.6

55,848 Federal civilian employees retired during FY 2004, up about 3,650 since FY 2003 and about 3,600 more than the 10-year average of about 52,125. The percentage of voluntary and mandatory retirements increased, while the percentage of disability and “other” retirements decreased from FY 2003 to FY 2004. There were two significant differences in composition between FY 2004 and the 10-year population. In FY 2004, voluntary retirements were nearly 76 percent of all retirements, while for the 10-year period, they represented only about 65 percent. “Other” retirements (mostly “early-outs”) were less than 14 percent of the total retirements in Fiscal Year 2004, but over 23 percent of the total retirements for the 10-year period.

The chart presents retirements by occupational category for each Fiscal Year (FY) time period. The percentages of retirees in the "administrative" category increased from FY 2003 to FY 2004, while retirees in the other five categories declined.

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) 2004, the female percentage was 39.2 compared with 37.5 percent for the 10-year period. For Fiscal 2003, the comparable percentage of female retirees was 37.8.

Demographic	FY 1995-2004	FY 2003	FY 2004
	Percent	Percent	Percent
Gender			
Male	62.5	62.2	60.7
Female	37.5	37.8	39.2
Race/National Origin			
Total Minorities	24.3	23.7	24.7
Asian/Pacific Islander	3.2	3.4	3.2
Black	14.5	13.9	14.5
Hispanic	4.7	4.6	5.0
Native American	1.9	1.8	1.9
White	75.7	76.2	75.3

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 1995-2004	FY 2003	FY 2004
	Percent	Percent	Percent
Male	64.8	64.5	62.4
Minority	22.6	21.7	23.4
White-Collar	83.8	87.1	87.8
General Schedule Pay Plans	73.3	72.2	73.1
Grades 13-15 & Executives	21.5	24.3	24.6
Supervisors	20.0	19.9	19.4

The table below shows that the largest percentage of retirees who qualified for voluntary retirement in FY 2004:

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

Voluntary Retirement Eligibility Condition		Percent Retiring
Age	Years of Creditable Service	
55-59	30+	35.4
60-61	20+	16.5
62+	5+	48.1

The table below depicts the average Length of Eligibility (LoE) by selected demographics. The “LoE” is the length of time Federal employees remained after they first became eligible to retire. Compared with the 10-year averages, average LoE’s for FY 2004 were slightly lower. Average LoE stayed the same or increased a little in most categories over FY 2003.

Demographic	FY 1995-2004	FY 2003	FY 2004
	Average LoE	Average LoE	Average LoE
Total	3.2	3.1	3.1
Male	3.3	3.2	3.3
Minority	3.4	3.3	3.4
White-Collar	3.3	3.1	3.1
General Schedule Pay Plans	3.2	3.1	3.1
Grades 13-15 & Executives	3.4	3.2	3.3
Supervisors	3.1	2.9	2.9

Overview

The table below shows demographics for persons retiring under the special eligibility provisions of Section 6(c) during Fiscal Years 1995-2004 and FY 2004. 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. However, the percentages of women and minorities retiring have increased.

Demographic	FY 1995-2004	FY 2004
	Percent	Percent
Total	100.0	100.0
Male	92.1	87.5
Minority	19.1	23.2
White-Collar	96.2	95.8
General Schedule Pay Plan	93.3	92.7
Grades 13-15 & Executives	43.3	43.0
Supervisors	39.1	40.5

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

- Fiscal Year 1995-2004
- Fiscal Year 2004

Retirement Highlights
Overview

Total Retirements by Agency

(Click on agency name to go to detailed demographic report)

Agency	Fiscal Year 1995-2004	Percent of Total	Fiscal Year 2004	Percent of Total
Total	521,239	100.0	55,848	100.0
Agriculture	25,043	4.8	2,930	5.2
Air Force (Civilian)	50,409	9.7	4,641	8.3
Army (Civilian)	77,454	14.9	8,971	16.1
Commerce	9,027	1.7	1,140	2.0
Defense (Civilian)	37,991	7.3	2,873	5.1
Education	1,152	0.2	156	0.3
Energy	6,109	1.2	628	1.1
Environmental Protection Agency	3,346	0.6	643	1.2
Equal Employment Opportunity Commission	726	0.1	87	0.2
Federal Deposit Insurance Corporation	2,139	0.4	107	0.2
General Services Administration	6,645	1.3	470	0.8
Health & Human Services 1/	14,978	2.9	1,700	3.0
Homeland Security 3/	2,777	0.5	1,962	3.5
Housing & Urban Development	4,245	0.8	420	0.8
Interior	17,205	3.3	1,962	3.5
Justice	12,989	2.5	1,386	2.5
Labor	4,427	0.8	264	0.5
National Aeronautics and Space Administration	5,853	1.1	512	0.9
National Archives & Records Administration	481	0.1	78	0.1
National Labor Relations Board	585	0.1	47	0.1
Navy (Civilian)	72,246	13.9	7,091	12.7
Office of Personnel Management	1,261	0.2	86	0.2
Small Business Administration	1,534	0.3	223	0.4
Social Security Administration 2/	19,460	3.7	2,802	5.0
State	4,382	0.8	548	1.0
Transportation	17,026	3.3	1,956	3.5
Treasury	39,961	7.7	4,396	7.9
Veterans Affairs	69,872	13.4	6,262	11.2
All Other Agencies	11,916	2.3	1,507	2.7

1/ 1994-2003 figure includes retirees from the Social Security Administration prior to March 1995.

2/ 1994-2003 figure counts retirements since March 1995 when SSA became a separate agency.

3/ The first retirements from Homeland Security occurred in March 2003.

Table 1 - Retirement Highlights

Fiscal Years 1995-2004

All Retirements

Summary				
Total Retirements	521,239	Average	Age	58.0
			Service	26.3
			Salary	\$54,353
<hr/>				
Mandatory	3,780	Average	Age	58.2
			Service	28.2
			Salary	\$75,125
<hr/>				
Disability	56,075	Average	Age	50.1
			Service	17.4
			Salary	\$40,063
<hr/>				
Voluntary	339,300	Average	Age	60.9
			Service	27.5
			Salary	\$57,663
<hr/>				
Others	122,084	Average	Age	53.5
			Service	27.0
			Salary	\$51,070

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	325,674	62.5
Female	195,565	37.5
Blacks	75,336	14.5
Other Minorities	51,066	9.8
Whites	394,617	75.7
White-Collar	430,607	82.6
Blue-Collar	90,632	17.4
Disability	59,957	11.5
Non-Disability	461,282	88.5
General Schedule Pay Plans (GS/GM)	368,873	70.8
Grades 1-4	17,842	3.4
Grades 5-8	99,516	19.1
Grades 9-12	154,247	29.6
Grades 13-15	97,126	18.6
Wage Pay Plans	90,632	17.4
Executive Pay Plans	5,208	1.0
Other Pay Plans	56,526	10.8
Supervisors/Managers	91,065	17.6
Non-Supervisors	426,613	82.4

Table 2 - Retirement Highlights

Fiscal Year 1995

All Retirements

Summary				
Total Retirements	70,983	Average	Age	57.7
			Service	26.1
			Salary	\$44,731
<hr/>				
Mandatory	481	Average	Age	59.0
			Service	27.0
			Salary	\$63,002
<hr/>				
Disability	6,617	Average	Age	48.8
			Service	16.0
			Salary	\$33,365
<hr/>				
Voluntary	39,602	Average	Age	61.8
			Service	27.1
			Salary	\$46,530
<hr/>				
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	73.2
Grades 1-4	2,994	4.2
Grades 5-8	15,023	21.2
Grades 9-12	20,971	29.5
Grades 13-15	12,958	18.3
Wage Pay Plans	14,137	19.9
Executive Pay Plans	712	1.0
Other Pay Plans	4,186	5.9
Supervisors/Managers	13,293	18.9
Non-Supervisors	56,893	81.1

Table 3 - 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	70.6
Grades 1-4	2,299	4.4
Grades 5-8	10,342	19.8
Grades 9-12	15,148	29.0
Grades 13-15	9,094	17.4
Wage Pay Plans	9,984	19.1
Executive Pay Plans	502	1.0
Other Pay Plans	4,841	9.3
Supervisors/Managers	9,349	17.9
Non-Supervisors	42,780	82.1

Table 4 - 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	70.6
Grades 1-4	2,278	4.0
Grades 5-8	11,754	20.5
Grades 9-12	16,262	28.4
Grades 13-15	10,127	17.7
Wage Pay Plans	10,544	18.4
Executive Pay Plans	500	0.9
Other Pay Plans	5,766	10.1
Supervisors/Managers	10,452	18.3
Non-Supervisors	46,720	81.7

Table 5 - Retirement Highlights

Fiscal Year 1998

All Retirements

Summary				
Total Retirements	50,329	Average	Age	57.7
			Service	25.4
			Salary	\$49,559
<hr/>				
Mandatory	295	Average	Age	57.7
			Service	28.1
			Salary	\$69,360
<hr/>				
Disability	5,744	Average	Age	49.8
			Service	16.7
			Salary	\$37,146
<hr/>				
Voluntary	30,752	Average	Age	61.1
			Service	26.5
			Salary	\$51,934
<hr/>				
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	71.3
Grades 1-4	1,928	3.8
Grades 5-8	10,277	20.4
Grades 9-12	14,823	29.5
Grades 13-15	8,861	17.6
Wage Pay Plans	8,603	17.1
Executive Pay Plans	539	1.1
Other Pay Plans	5,271	10.5
Supervisors/Managers	8,875	17.6
Non-Supervisors	41,416	82.4

Table 6 - Retirement Highlights

Fiscal Year 1999

All Retirements

Summary				
Total Retirements	49,281	Average	Age	57.7
			Service	25.7
			Salary	\$51,753
<hr/>				
Mandatory	309	Average	Age	58.0
			Service	28.0
			Salary	\$71,187
<hr/>				
Disability	5,202	Average	Age	50.0
			Service	17.4
			Salary	\$39,510
<hr/>				
Voluntary	31,524	Average	Age	60.8
			Service	26.7
			Salary	\$54,403
<hr/>				
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	68.5
Grades 1-4	1,672	3.4
Grades 5-8	8,987	18.2
Grades 9-12	14,751	29.9
Grades 13-15	8,344	16.9
Wage Pay Plans	9,395	19.1
Executive Pay Plans	466	0.9
Other Pay Plans	5,659	11.5
Supervisors/Managers	8,691	17.7
Non-Supervisors	40,529	82.3

Table 7 - Retirement Highlights

Fiscal Year 2000

All Retirements

Summary				
Total Retirements	45,137	Average	Age	58.2
			Service	26.0
			Salary	\$55,137
<hr/>				
Mandatory	370	Average	Age	58.0
			Service	28.4
			Salary	\$74,663
<hr/>				
Disability	4,792	Average	Age	50.4
			Service	18.0
			Salary	\$41,341
<hr/>				
Voluntary	31,412	Average	Age	60.8
			Service	27.0
			Salary	\$57,792
<hr/>				
Others	8,563	Average	Age	53.2
			Service	26.8
			Salary	\$52,258

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	28,573	63.3
Female	16,564	36.7
Blacks	6,225	13.8
Other Minorities	5,001	11.1
Whites	33,884	75.1
White-Collar	37,423	83.0
Blue-Collar	7,692	17.0
Disability	4,675	11.2
Non-Disability	37,052	88.8
General Schedule Pay Plans (GS/GM)	31,143	69.0
Grades 1-4	1,485	3.3
Grades 5-8	8,399	18.6
Grades 9-12	13,092	29.0
Grades 13-15	8,167	18.1
Wage Pay Plans	7,692	17.0
Executive Pay Plans	438	1.0
Other Pay Plans	5,863	13.0
Supervisors/Managers	7,861	17.5
Non-Supervisors	37,156	82.5

Table 8 - Retirement Highlights

Fiscal Year 2001

All Retirements

Summary				
Total Retirements	43,119	Average	Age	58.3
			Service	26.4
			Salary	\$58,146
<hr/>				
Mandatory	377	Average	Age	57.7
			Service	28.2
			Salary	\$72,724
<hr/>				
Disability	5,366	Average	Age	50.7
			Service	18.4
			Salary	\$43,009
<hr/>				
Voluntary	30,534	Average	Age	60.6
			Service	27.6
			Salary	\$61,354
<hr/>				
Others	6,842	Average	Age	53.7
			Service	27.0
			Salary	\$54,953

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	26,840	62.2
Female	16,279	37.8
Blacks	5,962	13.9
Other Minorities	4,279	9.9
Whites	32,767	76.2
White-Collar	36,152	83.9
Blue-Collar	6,942	16.1
Disability	4,459	11.2
Non-Disability	35,454	88.8
General Schedule Pay Plans (GS/GM)	30,256	70.2
Grades 1-4	1,332	3.1
Grades 5-8	8,020	18.6
Grades 9-12	12,554	29.1
Grades 13-15	8,350	19.4
Wage Pay Plans	6,942	16.1
Executive Pay Plans	514	1.2
Other Pay Plans	5,407	12.5
Supervisors/Managers	7,702	17.9
Non-Supervisors	35,254	82.1

Table 9 - Retirement Highlights

Fiscal Year 2002

All Retirements

Summary				
Total Retirements	43,577	Average	Age	58.3
			Service	27.1
			Salary	\$61,880
<hr/>				
Mandatory	343	Average	Age	58.4
			Service	29.1
			Salary	\$83,930
<hr/>				
Disability	4,966	Average	Age	51.0
			Service	18.7
			Salary	\$44,763
<hr/>				
Voluntary	31,926	Average	Age	60.3
			Service	28.4
			Salary	\$64,755
<hr/>				
Others	6,342	Average	Age	54.0
			Service	27.1
			Salary	\$59,565

Demographics		
--------------	--	--

Demographic	Number of Retirees	Percent of Retirees
Male	27,435	63.0
Female	16,142	37.0
Blacks	6,172	14.2
Other Minorities	4,173	9.6
Whites	33,225	76.3
White-Collar	36,814	84.6
Blue-Collar	6,723	15.4
Disability	4,576	10.5
Non-Disability	39,001	89.5
General Schedule Pay Plans (GS/GM)	30,587	70.2
Grades 1-4	1,167	2.7
Grades 5-8	7,728	17.7
Grades 9-12	12,827	29.4
Grades 13-15	8,864	20.3
Wage Pay Plans	6,723	15.4
Executive Pay Plans	494	1.1
Other Pay Plans	5,773	13.2
Supervisors/Managers	8,029	18.4
Non-Supervisors	35,545	81.6

Table 10 - Retirement Highlights

Fiscal Year 2003

All Retirements

Summary				
Total Retirements	52,200	Average	Age	58.5
			Service	27.8
			Salary	\$63,980
<hr/>				
Mandatory	376	Average	Age	58.7
			Service	28.3
			Salary	\$83,793
<hr/>				
Disability	5,269	Average	Age	51.3
			Service	19.0
			Salary	\$46,425
<hr/>				
Voluntary	37,882	Average	Age	60.4
			Service	29.0
			Salary	\$66,914
<hr/>				
Others	8,673	Average	Age	54.3
			Service	27.6
			Salary	\$60,958

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	32,522	62.3
Female	19,678	37.7
Blacks	7,264	13.9
Other Minorities	5,118	9.8
Whites	39,795	76.3
White-Collar	43,769	83.9
Blue-Collar	8,369	16.1
Disability	5,671	11.6
Non-Disability	43,238	88.4
General Schedule Pay Plans (GS/GM)	36,812	70.5
Grades 1-4	1,322	2.5
Grades 5-8	9,079	17.4
Grades 9-12	16,092	30.8
Grades 13-15	10,312	19.8
Wage Pay Plans	8,369	16.0
Executive Pay Plans	496	1.0
Other Pay Plans	6,523	12.5
Supervisors/Managers	8,992	17.2
Non-Supervisors	43,179	82.8

Table 11 - Retirement Highlights

Fiscal Year 2004

All Retirements

Summary				
Total Retirements	55,848	Average	Age	58.7
			Service	28.1
			Salary	\$67,824
<hr/>				
Mandatory	507	Average	Age	58.2
			Service	29.0
			Salary	\$83,154
<hr/>				
Disability	5,398	Average	Age	51.3
			Service	19.2
			Salary	\$48,862
<hr/>				
Voluntary	42,356	Average	Age	60.4
			Service	29.3
			Salary	\$70,459
<hr/>				
Others	7,587	Average	Age	54.6
			Service	27.6
			Salary	\$65,557

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	33,912	60.7
Female	21,936	39.3
Blacks	8,122	14.5
Other Minorities	5,671	10.2
Whites	42,042	75.3
White-Collar	47,867	85.7
Blue-Collar	7,959	14.3
Disability	5,882	10.5
Non-Disability	49,966	89.5
General Schedule Pay Plans (GS/GM)	40,233	72.0
Grades 1-4	1,300	2.3
Grades 5-8	9,656	17.3
Grades 9-12	17,346	31.1
Grades 13-15	11,847	21.2
Wage Pay Plans	7,959	14.3
Executive Pay Plans	534	1.0
Other Pay Plans	7,122	12.8
Supervisors/Managers	9,975	17.9
Non-Supervisors	45,840	82.1

Table 12 - Retirement Highlights

Fiscal Years 1995-2004

Voluntary Retirements

Number of Retirements:	339,300
Average Age	60.9
Average Service	27.5
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$57,663

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	35.4	31.5
60-61	16.5	27.3
62+	48.1	24.1

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	219,999	64.8
Female	119,301	35.2
Blacks	44,270	13.1
Other Minorities	32,503	9.6
Whites	262,370	77.4
White-Collar	291,594	85.9
Blue-Collar	47,706	14.1
Disability	35,433	10.4
Non-Disability	303,867	89.6
General Schedule Pay Plans (GS/GM)	247,429	72.9
Grades 1-4	10,457	3.1
Grades 5-8	60,626	17.9
Grades 9-12	102,696	30.3
Grades 13-15	73,557	21.7
Wage Pay Plans	47,706	14.1
Executive Pay Plans	4,164	1.2
Other Pay Plans	40,001	11.8
Supervisors/Managers	64,702	19.2
Non-Supervisors	272,320	80.8

Table 13 - 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

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	27.5	31.5
60-61	17.3	27.6
62+	55.2	24.3

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	76.1
Grades 1-4	1,701	4.3
Grades 5-8	8,284	20.9
Grades 9-12	11,763	29.7
Grades 13-15	8,374	21.1
Wage Pay Plans	6,365	16.1
Executive Pay Plans	505	1.3
Other Pay Plans	2,610	6.6
Supervisors/Managers	7,560	19.3
Non-Supervisors	31,569	80.7

Table 14 - 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

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	27.8	30.9
60-61	16.5	26.8
62+	55.7	23.0

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	73.1
Grades 1-4	1,249	4.3
Grades 5-8	5,852	20.2
Grades 9-12	8,279	28.5
Grades 13-15	5,832	20.1
Wage Pay Plans	4,615	15.9
Executive Pay Plans	353	1.2
Other Pay Plans	2,857	9.8
Supervisors/Managers	5,557	19.2
Non-Supervisors	23,428	80.8

Table 15 - 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

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	28.6	30.8
60-61	16.3	27.0
62+	55.1	23.1

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	73.0
Grades 1-4	1,241	3.7
Grades 5-8	6,758	20.1
Grades 9-12	9,803	29.2
Grades 13-15	6,734	20.0
Wage Pay Plans	5,103	15.2
Executive Pay Plans	365	1.1
Other Pay Plans	3,589	10.7
Supervisors/Managers	6,694	19.9
Non-Supervisors	26,870	80.1

Table 16 - 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

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	31.6	30.7
60-61	15.8	26.6
62+	52.6	23.1

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	73.0
Grades 1-4	1,082	3.5
Grades 5-8	5,856	19.0
Grades 9-12	9,209	29.9
Grades 13-15	6,308	20.5
Wage Pay Plans	4,493	14.6
Executive Pay Plans	416	1.4
Other Pay Plans	3,374	11.0
Supervisors/Managers	5,903	19.2
Non-Supervisors	24,831	80.8

Table 17 - Retirement Highlights

Fiscal Year 1999

Voluntary Retirements

Number of Retirements:	31,524
Average Age	60.8
Average Service	26.7
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$54,403

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	33.2	30.6
60-61	16.1	26.5
62+	50.7	23.4

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	71.4
Grades 1-4	1,001	3.2
Grades 5-8	5,528	17.5
Grades 9-12	9,603	30.5
Grades 13-15	6,385	20.3
Wage Pay Plans	4,624	14.7
Executive Pay Plans	386	1.2
Other Pay Plans	3,994	12.7
Supervisors/Managers	6,165	19.6
Non-Supervisors	25,317	80.4

Table 18 - Retirement Highlights

Fiscal Year 2000

Voluntary Retirements

Number of Retirements:	31,412
Average Age	60.8
Average Service	27.0
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$57,792

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	35.1	30.9
60-61	16.2	26.5
62+	48.7	23.6

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	20,616	65.6
Female	10,796	34.4
Blacks	3,802	12.1
Other Minorities	3,253	10.4
Whites	24,343	77.5
White-Collar	27,141	86.4
Blue-Collar	4,256	13.6
Disability	2,965	10.3
Non-Disability	25,916	89.7
General Schedule Pay Plans (GS/GM)	22,483	71.6
Grades 1-4	940	3.0
Grades 5-8	5,440	17.3
Grades 9-12	9,352	29.8
Grades 13-15	6,751	21.5
Wage Pay Plans	4,256	13.5
Executive Pay Plans	368	1.2
Other Pay Plans	4,305	13.7
Supervisors/Managers	6,053	19.3
Non-Supervisors	25,285	80.7

Table 19 - Retirement Highlights

Fiscal Year 2001
Voluntary Retirements

Number of Retirements:	30,534
Average Age	60.6
Average Service	27.6
Average Service Time after Becoming Eligible for Voluntary Retirement	3.1
Average Salary	\$61,354

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	37.8	31.3
60-61	16.7	27.0
62+	45.5	24.1

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	19,688	64.5
Female	10,846	35.5
Blacks	3,776	12.4
Other Minorities	2,839	9.3
Whites	23,827	78.3
White-Collar	26,592	87.1
Blue-Collar	3,924	12.9
Disability	2,791	9.9
Non-Disability	25,391	90.1
General Schedule Pay Plans (GS/GM)	22,037	72.2
Grades 1-4	784	2.6
Grades 5-8	5,060	16.6
Grades 9-12	9,192	30.1
Grades 13-15	7,001	22.9
Wage Pay Plans	3,924	12.9
Executive Pay Plans	419	1.4
Other Pay Plans	4,154	13.6
Supervisors/Managers	6,055	19.9
Non-Supervisors	24,371	80.1

Table 20 - Retirement Highlights

Fiscal Year 2002

Voluntary Retirements

Number of Retirements:	31,926
Average Age	60.3
Average Service	28.4
Average Service Time after Becoming Eligible for Voluntary Retirement	3.0
Average Salary	\$64,755

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	42.5	31.9
60-61	15.8	27.5
62+	41.7	24.8

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	20,656	64.7
Female	11,270	35.3
Blacks	4,016	12.6
Other Minorities	2,997	9.4
Whites	24,906	78.0
White-Collar	27,850	87.3
Blue-Collar	4,053	12.7
Disability	2,974	9.3
Non-Disability	28,952	90.7
General Schedule Pay Plans (GS/GM)	23,092	72.3
Grades 1-4	756	2.4
Grades 5-8	5,087	15.9
Grades 9-12	9,701	30.4
Grades 13-15	7,547	23.6
Wage Pay Plans	4,053	12.7
Executive Pay Plans	437	1.4
Other Pay Plans	4,344	13.6
Supervisors/Managers	6,526	20.5
Non-Supervisors	25,370	79.5

Table 21 - Retirement Highlights

Fiscal Year 2003
Voluntary Retirements

Number of Retirements:	37,882
Average Age	60.4
Average Service	29.0
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$66,914

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	42.8	32.3
60-61	16.9	28.0
62+	40.3	25.6

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	24,414	64.4
Female	13,468	35.6
Blacks	4,781	12.6
Other Minorities	3,673	9.7
Whites	29,413	77.7
White-Collar	32,833	86.8
Blue-Collar	4,993	13.2
Disability	3,687	10.5
Non-Disability	31,592	89.5
General Schedule Pay Plans (GS/GM)	27,519	72.6
Grades 1-4	801	2.1
Grades 5-8	5,992	15.8
Grades 9-12	12,160	32.1
Grades 13-15	8,561	22.6
Wage Pay Plans	4,993	13.2
Executive Pay Plans	430	1.1
Other Pay Plans	4,940	13.0
Supervisors/Managers	7,369	19.5
Non-Supervisors	30,490	80.5

Table 22 - Retirement Highlights

Fiscal Year 2004
Voluntary Retirements

Number of Retirements:	42,356
Average Age	60.4
Average Service	29.3
Average Service Time after Becoming Eligible for Voluntary Retirement	3.1
Average Salary	\$70,459

Age and Service at Retirement

Age	Percentage of Retirees	Average Years of Service
55-59	43.7	32.4
60-61	16.6	28.6
62+	39.7	25.8

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,412	62.4
Female	15,944	37.6
Blacks	5,707	13.5
Other Minorities	4,184	9.9
Whites	32,453	76.6
White-Collar	37,184	87.8
Blue-Collar	5,158	12.2
Disability	4,018	9.5
Non-Disability	38,338	90.5
General Schedule Pay Plans (GS/GM)	30,962	73.1
Grades 1-4	871	2.1
Grades 5-8	6,663	15.7
Grades 9-12	13,420	31.7
Grades 13-15	9,944	23.5
Wage Pay Plans	5,158	12.2
Executive Pay Plans	476	1.1
Other Pay Plans	5,760	13.6
Supervisors/Managers	8,226	19.4
Non-Supervisors	34,130	80.6

Table 23 - Retirement Highlights

Fiscal Years 1995-2004

(Among Hazardous Duty and Law Enforcement Personnel -- Section 6(c))

Summary				
Total Retirements	17,725	Average	Age	52.7
			Service	27.0
			Salary	\$63,282
<hr/>				
Mandatory	2,108	Average	Age	57.7
			Service	28.4
			Salary	\$61,188
<hr/>				
Disability	1,373	Average	Age	44.1
			Service	16.0
			Salary	\$45,742
<hr/>				
Voluntary	13,942	Average	Age	52.9
			Service	27.9
			Salary	\$65,663
<hr/>				
Others	302	Average	Age	52.2
			Service	26.3
			Salary	\$47,507

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	16,328	92.1
Female	1,397	7.9
Blacks	1,452	8.2
Other Minorities	1,925	10.9
Whites	14,343	80.9
White-Collar	17,044	96.2
Blue-Collar	674	3.8
Disability	674	3.8
Non-Disability	17,051	96.2
General Schedule Pay Plans (GS/GM)	16,533	93.3
Grades 1-4	19	0.1
Grades 5-8	3,709	20.9
Grades 9-12	5,480	30.9
Grades 13-15	7,322	41.3
Wage Pay Plans	674	3.8
Executive Pay Plans	325	1.8
Other Pay Plans	193	1.1
Supervisors/Managers	6,932	39.1
Non-Supervisors	10,793	60.9

Table 24 - Retirement Highlights

Fiscal Year 2004

(Among Hazardous Duty and Law Enforcement Personnel -- Section 6(c))

Summary				
Total Retirements	2,135	Average	Age	53.4
			Service	27.6
			Salary	\$73,220
<hr/>				
Mandatory	312	Average	Age	57.5
			Service	29.8
			Salary	\$74,539
<hr/>				
Disability	160	Average	Age	45.0
			Service	17.7
			Salary	\$54,172
<hr/>				
Voluntary	1,647	Average	Age	53.4
			Service	28.1
			Salary	\$74,936
<hr/>				
Others	16	Average	Age	53.9
			Service	26.2
			Salary	\$62,791

Demographics		
Demographic	Number of Retirees	Percent of Retirees
Male	1,869	87.5
Female	266	12.5
Blacks	181	8.5
Other Minorities	314	14.7
Whites	1,640	76.8
White-Collar	2,043	95.8
Blue-Collar	89	4.2
Disability	75	3.5
Non-Disability	2,060	96.5
General Schedule Pay Plans (GS/GM)	1,979	92.7
Grades 1-4	1	0.0
Grades 5-8	483	22.6
Grades 9-12	619	29.0
Grades 13-15	875	41.0
Wage Pay Plans	89	4.2
Executive Pay Plans	44	2.1
Other Pay Plans	23	1.1
Supervisors/Managers	865	40.5
Non-Supervisors	1,270	59.5

	Retirement Trends	Page 41 of 96
	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 retirees over the 10-year period who were male was 62.5 percent, while in 2004, only 60.7 percent of all retirees were male. The difference between the two percentages shows a downward trend in the percentage of retirees who are male.

The retirement trends table depicts retirements during Fiscal Years 1995-2004 for the following two retiree populations:

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

Trends in Total Retirements

Fiscal Years 1995-2004

Demographics	95-04	1995		1996		1997		1998	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	62.5	61.9	-0.6	63.0	0.5	61.9	-0.6	62.9	0.4
Female	37.5	38.1	0.6	37.0	-0.5	38.1	0.6	37.1	-0.4
Race/National Origin									
Asian/Pacific Islander	3.2	2.5	-0.7	3.4	0.2	3.6	0.4	3.0	-0.2
Black	14.5	15.9	1.4	15.2	0.7	16.1	1.6	13.2	-1.3
Hispanic	4.7	3.7	-1.0	3.8	-0.9	4.1	-0.6	5.1	0.4
Native American	1.9	1.9	0.0	2.0	0.1	1.7	-0.2	2.0	0.1
White	75.7	76.0	0.3	75.6	-0.1	74.5	-1.2	76.7	1.0
Occupation Category									
Professional	19.5	18.2	-1.3	19.9	0.4	19.7	0.2	20.1	0.6
Administrative	33.6	29.5	-4.1	29.8	-3.8	31.0	-2.6	31.3	-2.3
Technical	18.7	19.6	0.9	19.5	0.8	19.1	0.4	20.1	1.4
Clerical	8.9	11.2	2.3	10.0	1.1	10.2	1.3	9.6	0.7
Other White-Collar	1.8	1.6	-0.2	1.7	-0.1	1.6	-0.2	1.7	-0.1
Blue-Collar	17.4	19.9	2.5	19.1	1.7	18.4	1.0	17.2	-0.2
Pay Plans									
General Schedule	70.8	73.2	2.4	70.6	-0.2	70.6	-0.2	71.3	0.5
Grades 01-04	3.4	5.8	2.4	6.2	2.8	5.6	2.2	5.4	2.0
Grades 05-08	19.1	28.9	9.8	28.0	8.9	29.1	10.0	28.6	9.5
Grades 09-12	29.6	40.4	10.8	41.1	11.5	40.2	10.6	41.3	11.7
Grades 13-15	18.6	24.9	6.3	24.7	6.1	25.1	6.5	24.7	6.1
Wage	17.4	19.9	2.5	19.1	1.7	18.4	1.0	17.1	-0.3
Executive	1.0	1.0	0.0	1.0	0.0	0.9	-0.1	1.1	0.1
Other	10.8	5.9	-4.9	9.3	-1.5	10.1	-0.7	10.5	-0.3
Handicap Status									
Disability	11.5	12.3	0.8	12.0	0.5	12.1	0.6	11.3	-0.2
Non-Disability	88.5	87.7	-0.8	88.0	-0.5	87.9	-0.6	88.7	0.2
Supervisor Status									
Supervisors/Managers	17.6	22.4	4.8	21.9	4.3	20.7	3.1	17.6	0.0
Non-Supervisors	82.4	77.6	-4.8	78.1	-4.3	79.3	-3.1	82.4	0.0

Trends in Total Retirements
Fiscal Years 1995-2004

Demographics	95-04	1999		2000		2001		2002	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	62.5	64.1	1.6	63.3	0.8	62.2	-0.3	63.0	0.5
Female	37.5	35.9	-1.6	36.7	-0.8	37.8	0.3	37.0	-0.5
Race/National Origin									
Asian/Pacific Islander	3.2	3.3	0.1	3.9	0.7	3.2	0.0	3.0	-0.2
Black	14.5	12.9	-1.6	13.8	-0.7	13.9	-0.6	14.2	-0.3
Hispanic	4.7	6.3	1.6	5.4	0.7	4.9	0.2	4.7	0.0
Native American	1.9	1.8	-0.1	1.8	-0.1	1.8	-0.1	1.8	-0.1
White	75.7	75.7	0.0	75.1	-0.6	76.2	0.5	76.2	0.5
Occupation Category									
Professional	19.5	18.9	-0.6	21.0	1.5	20.5	1.0	20.1	0.6
Administrative	33.6	33.3	-0.3	33.2	-0.4	34.8	1.2	37.4	3.8
Technical	18.7	18.4	-0.3	18.3	-0.4	18.6	-0.1	17.6	-1.1
Clerical	8.9	8.5	-0.4	8.6	-0.3	8.1	-0.8	7.3	-1.6
Other White-Collar	1.8	1.8	0.0	1.9	0.1	1.9	0.1	2.1	0.3
Blue-Collar	17.4	19.1	1.7	17.0	-0.4	16.1	-1.3	15.4	-2.0
Pay Plans									
General Schedule	70.8	68.5	-2.3	69.0	-1.8	70.2	-0.6	70.2	-0.6
Grades 01-04	3.4	5.0	1.6	3.3	-0.1	3.1	-0.3	2.7	-0.7
Grades 05-08	19.1	26.6	7.5	18.6	-0.5	18.6	-0.5	17.7	-1.4
Grades 09-12	29.6	43.7	14.1	29.0	-0.6	29.1	-0.5	29.4	-0.2
Grades 13-15	18.6	24.7	6.1	18.1	-0.5	19.4	0.8	20.3	1.7
Wage	17.4	19.1	1.7	17.0	-0.4	16.1	-1.3	15.4	-2.0
Executive	1.0	0.9	-0.1	1.0	0.0	1.2	0.2	1.1	0.1
Other	10.8	11.5	0.7	13.0	2.2	12.5	1.7	13.2	2.4
Handicap Status									
Disability	11.5	10.9	-0.6	11.2	-0.3	11.2	-0.3	10.5	-1.0
Non-Disability	88.5	89.1	0.6	88.8	0.3	88.8	0.3	89.5	1.0
Supervisor Status									
Supervisors/Managers	17.6	17.7	0.1	17.5	-0.1	17.9	0.3	18.4	0.8
Non-Supervisors	82.4	82.3	-0.1	82.5	0.1	82.1	-0.3	81.6	-0.8

Trends in Total Retirements
Fiscal Years 1995-2004

Demographics	95-04 %	2003 %	Deviation	2004 %	Deviation from 2003	Deviation from 10 year average
Total	100.0	100.0	-	100.0	-	100.0
Gender						
Male	62.5	62.3	-0.2	60.7	-1.6	-1.8
Female	37.5	37.7	0.2	39.3	1.6	1.8
Race/National Origin						
Asian/Pacific Islander	3.2	3.4	0.2	3.2	-0.2	0.0
Black	14.5	13.9	-0.6	14.5	0.6	0.0
Hispanic	4.7	4.6	-0.1	5.0	0.4	0.3
Native American	1.9	1.8	-0.1	1.9	0.1	0.0
White	75.7	76.2	0.5	75.3	-0.9	-0.4
Occupation Category						
Professional	19.5	18.9	-0.6	19.0	0.1	-0.5
Administrative	33.6	38.4	4.8	39.9	1.5	6.3
Technical	18.7	17.6	-1.1	18.1	0.5	-0.6
Clerical	8.9	7.1	-1.8	6.8	-0.3	-2.1
Other White-Collar	1.8	1.9	0.1	1.9	0.0	0.1
Blue-Collar	17.4	16.0	-1.4	14.3	-1.7	-3.1
Pay Plans						
General Schedule	70.8	70.5	-0.3	73.1	2.6	2.3
Grades 01-04	3.4	2.5	-0.9	2.1	-0.4	-1.3
Grades 05-08	19.1	17.4	-1.7	15.7	-1.7	-3.4
Grades 09-12	29.6	30.8	1.2	31.7	0.9	2.1
Grades 13-15	18.6	19.8	1.2	23.5	3.7	4.9
Wage	17.4	16.0	-1.4	12.2	-3.8	-5.2
Executive	1.0	1.0	0.0	1.1	0.1	0.1
Other	10.8	12.5	1.7	13.6	1.1	2.8
Handicap Status						
Disability	11.5	10.9	-0.6	9.5	-1.4	-2.0
Non-Disability	88.5	89.1	0.6	90.5	1.4	2.0
Supervisor Status						
Supervisors/Managers	17.6	17.2	-0.4	19.4	2.2	1.8
Non-Supervisors	82.4	82.7	0.3	80.6	-2.1	-1.8

Trends in Voluntary Retirements
Fiscal Years 1995-2004

Demographics	95-04	1995		1996		1997		1998	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.8	64.3	-0.5	65.0	0.2	64.7	-0.1	67.1	2.3
Female	35.2	35.7	0.5	35.0	-0.2	35.3	35.5	32.9	-2.3
Race/National Origin									
Asian/Pacific Islander	3.6	2.9	-0.7	3.8	0.2	3.9	3.7	3.5	-0.1
Black	13.1	14.7	1.6	13.9	0.8	14.6	13.8	11.9	-1.2
Hispanic	4.4	3.6	-0.8	4.0	-0.4	4.0	4.4	4.7	0.3
Native American	1.6	1.6	0.0	1.6	0.0	1.3	1.3	1.6	0.0
White	77.4	77.2	-0.2	76.7	-0.7	76.2	76.9	78.3	0.9
Occupation Category									
Professional	22.4	21.6	-0.8	22.7	0.3	22.7	22.4	22.7	0.3
Administrative	35.2	29.5	-5.7	29.7	-5.5	31.5	37.0	32.2	-3.0
Technical	18.0	19.6	1.6	19.5	1.5	18.7	17.2	19.3	1.3
Clerical	8.4	11.5	3.1	10.4	2.0	10.1	8.1	9.2	0.8
Other White-Collar	1.9	1.7	-0.2	1.8	-0.1	1.8	1.9	1.9	0.0
Blue-Collar	14.1	16.1	2.0	15.9	1.8	15.2	13.4	14.7	0.6
Pay Plans									
General Schedule	72.9	76.0	3.1	73.1	0.2	73.0	72.8	73.0	0.1
Grades 01-04	3.1	4.3	1.2	4.3	1.2	3.7	2.5	3.5	0.4
Grades 05-08	17.9	20.9	3.0	20.2	2.3	20.1	17.8	19.0	1.1
Grades 09-12	30.3	29.7	-0.6	28.5	-1.8	29.2	31.0	30.0	-0.3
Grades 13-15	21.7	21.1	-0.6	20.1	-1.6	20.0	21.6	20.5	-1.2
Wage	14.1	16.1	2.0	15.9	1.8	15.2	13.4	14.6	0.5
Executive	1.2	1.3	0.1	1.2	0.0	1.1	1.1	1.4	0.2
Other	11.8	6.6	-5.2	9.8	-2.0	10.7	12.7	11.0	-0.8
Handicap Status									
Disability	10.4	11.7	1.3	11.0	0.6	11.4	10.8	10.4	0.0
Non-Disability	89.6	88.3	-1.3	89.0	-0.6	88.6	89.2	89.6	0.0
Supervisor Status									
Supervisors/Managers	19.2	19.3	0.1	19.2	0.0	19.9	19.9	19.2	0.0
Non-Supervisors	80.8	80.7	-0.1	80.8	0.0	80.1	80.1	80.8	0.0

Trends in Voluntary Retirements
Fiscal Years 1995-2004

Demographics	95-04	1999		2000		2001		2002	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.8	66.7	1.9	65.6	0.8	64.5	-0.3	64.7	-0.1
Female	35.2	33.3	-1.9	34.4	-0.8	35.5	0.3	35.3	0.1
Race/National Origin									
Asian/Pacific Islander	3.6	3.8	0.2	4.0	0.4	3.4	-0.2	3.3	-0.3
Black	13.1	11.7	-1.4	12.1	-1.0	12.4	-0.7	12.6	-0.5
Hispanic	4.4	5.4	1.0	4.6	0.2	4.3	-0.1	4.3	-0.1
Native American	1.6	1.6	0.0	1.8	0.2	1.6	0.0	1.8	0.2
White	77.4	77.5	0.1	77.5	0.1	78.3	0.9	78.0	0.6
Occupation Category									
Professional	22.4	22.3	-0.1	23.9	1.5	23.9	1.5	22.7	0.3
Administrative	35.2	34.8	-0.4	34.9	-0.3	36.7	1.5	39.1	3.9
Technical	18.0	17.8	-0.2	17.4	-0.6	17.3	-0.7	16.5	-1.5
Clerical	8.4	8.5	0.1	8.3	-0.1	7.4	-1.0	6.7	-1.7
Other White-Collar	1.9	1.9	0.0	1.9	0.0	1.8	-0.1	2.2	0.3
Blue-Collar	14.1	14.7	0.6	13.6	-0.5	12.9	-1.2	12.7	-1.4
Pay Plans									
General Schedule	72.9	71.4	-1.5	71.6	-1.3	72.2	-0.7	72.3	-0.6
Grades 01-04	3.1	3.2	0.1	3.0	-0.1	2.6	-0.5	2.4	-0.7
Grades 05-08	17.9	17.5	-0.4	17.3	-0.6	16.6	-1.3	15.9	-2.0
Grades 09-12	30.3	30.4	0.1	29.8	-0.5	30.1	-0.2	30.4	0.1
Grades 13-15	21.7	20.3	-1.4	21.5	-0.2	22.9	1.2	23.6	1.9
Wage	14.1	14.7	0.6	13.5	-0.6	12.9	-1.2	12.7	-1.4
Executive	1.2	1.2	0.0	1.2	0.0	1.4	0.2	1.4	0.2
Other	11.8	12.7	0.9	13.7	1.9	13.5	1.7	13.6	1.8
Handicap Status									
Disability	10.4	10.1	-0.3	10.3	-0.1	9.9	-0.5	9.3	-1.1
Non-Disability	89.6	89.9	0.3	89.7	0.1	90.1	0.5	90.7	1.1
Supervisor Status									
Supervisors/Managers	19.2	19.6	0.4	19.3	0.1	19.9	0.7	20.5	1.3
Non-Supervisors	80.8	80.4	-0.4	80.7	-0.1	80.1	-0.7	79.5	-1.3

Trends in Voluntary Retirements
Fiscal Years 1995-2004

Demographics	95-04 %	2003 %	Deviation	2004 %	Deviation from 2003	Deviation from 10 year average
Total	100.0	100.0	-	100.0	-	100.0
Gender						
Male	64.8	64.4	-0.4	62.4	-2.0	-2.4
Female	35.2	35.6	0.4	37.6	2.0	2.4
Race/National Origin						
Asian/Pacific Islander	3.6	3.7	0.1	3.5	-0.2	-0.1
Black	13.1	12.6	-0.5	13.5	0.9	0.4
Hispanic	4.4	4.3	-0.1	4.6	0.3	0.2
Native American	1.6	1.7	0.1	1.8	0.1	0.2
White	77.4	77.6	0.2	76.6	-1.0	-0.8
Occupation Category						
Professional	22.4	21.5	-0.9	21.1	-0.4	-1.3
Administrative	35.2	40.1	4.9	41.3	1.2	6.1
Technical	18.0	16.8	-1.2	17.2	0.4	-0.8
Clerical	8.4	6.4	-2.0	6.4	0.0	-2.0
Other White-Collar	1.9	2.0	0.1	1.8	-0.2	-0.1
Blue-Collar	14.1	13.2	-0.9	12.2	-1.0	-1.9
Pay Plans						
General Schedule	72.9	72.6	-0.3	73.1	0.5	0.2
Grades 01-04	3.1	2.1	-1.0	2.1	0.0	-1.0
Grades 05-08	17.9	15.8	-2.1	15.8	0.0	-2.1
Grades 09-12	30.3	32.1	1.8	31.7	-0.4	1.4
Grades 13-15	21.7	22.6	0.9	23.5	0.9	1.8
Wage	14.1	13.2	-0.9	12.2	-1.0	-1.9
Executive	1.2	1.1	-0.1	1.1	0.0	-0.1
Other	11.8	13.0	1.2	13.6	0.6	1.8
Handicap Status						
Disability	10.4	9.7	-0.7	9.5	-0.2	-0.9
Non-Disability	89.6	90.2	0.6	90.5	0.3	0.9
Supervisor Status						
Supervisors/Managers	19.2	19.5	0.3	19.4	-0.1	0.2
Non-Supervisors	80.8	80.5	-0.3	80.6	0.1	-0.2

Introduction

[Retirement Projection tables](#) depict estimates of the number, percent, and cumulative percent of retirements by year for the period from Fiscal Year (FY) 2006 through FY 2010, and are based on yearly retirement patterns for the period from FY 2003 through FY 2004.

Full-time permanent employees on-board as of October 1, 2001 were tracked over the next three years to determine probabilities of retirement in each of the three years. In order to determine the probability of retirement, 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 two one-year probabilities for FY 2003 through 2004 were averaged to obtain a composite one-year probability estimate. We excluded FY 2002 probabilities because retirements that year were significantly lower than we expect to see in the next several years.

By assuming that future yearly retirement probabilities within each subcategory would remain the same as the 2003-2004 period, each employee on-board as of October 1, 2004 was assigned a retirement probability for each of 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:
 - (a) Have reached minimum retirement age, and have at least 10 years of service

Or

 - (b) Are 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

General Methodology for Retirement Projections

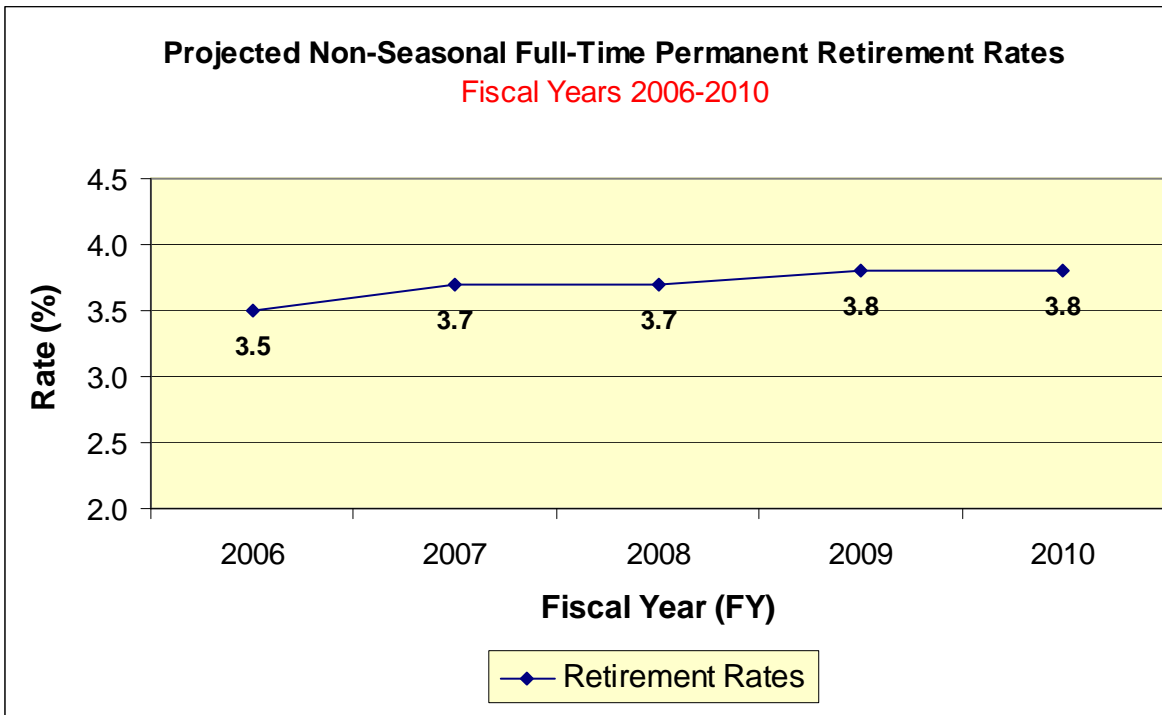
1. Determine how many years out retirement projections are to be made.
2. Select a past period of actual retirement activity to use as a basis for these projections.
3. At the beginning of the past period, select employees for whom you want to make projections. Categorize these employees by type of retirement 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 particular 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 (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.

Note: The following tables cover retirements in Fiscal Year 2004

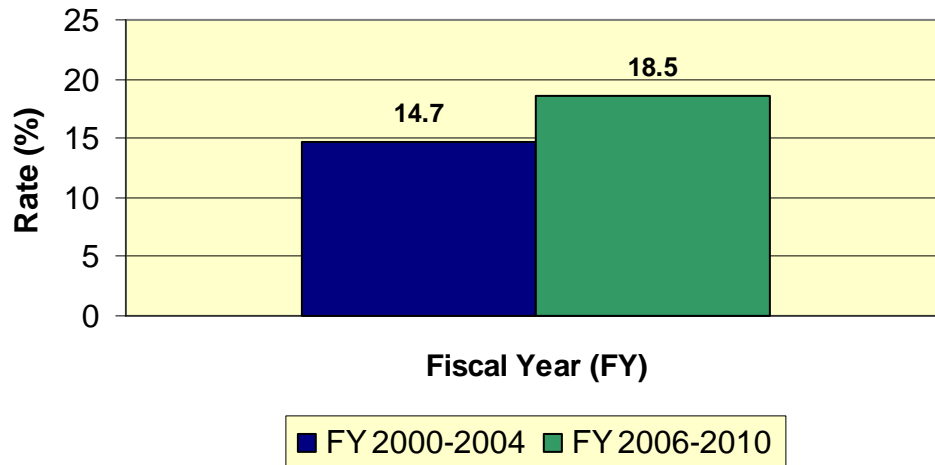


Retirement	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
Rate	3.5	3.7	3.7	3.8	3.8
Number	55,508	57,472	58,607	59,071	58,971

Projection Notes:

- Projection rates are based on a Non-Seasonal, Full-Time Permanent (NSFTP) base of 1.57 million.
- Office of Personnel Management (OPM) projects 3.5 percent of the NSFTP workforce (approximately 55,500) will retire in Fiscal Year 2006.
- OPM projects 18.5 percent of the NSFTP workforce will retire through Fiscal Year 2010 (approximately 290,000)
- In the past 5 years the actual retirement rate was 14.7 percent of the NSFTP workforce (approximately 229,000)

Cumulative Full-Time Permanent Retirement Rates
Fiscal Year 2000-2010



Retirement Rate	FY 2000-2004	FY 2006-2010
	14.7%	18.5%

Retirement Rates by Selected Occupations

Occupation	Fiscal Year	Fiscal Year
	2000-2004	2006-2010
	Actual	Projection
Information Technology	13.0%	16.9%
Scientist/Engineer	11.2%	14.6%
Financial Management	14.4%	17.9%
Acquisition	15.0%	17.6%
Law Enforcement	11.2%	13.4%

Contents

Note: The following tables cover retirements in Fiscal Year 2004

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](#)

[Homeland Security](#)

[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](#)

Total Retirements
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	55,848	507	5,398	42,356	7,587
Average Age	58.7	58.2	51.3	60.4	54.6
Average Length of Service	28.1	29.1	19.2	29.3	27.6
Average Salary	\$67,824	\$83,154	\$48,862	\$70,459	\$65,557
Gender					
Males	33,912	441	3,046	26,412	4,013
Females	21,936	66	2,352	15,944	3,574
Race/National Origin					
Asian/Pacific Islander	1,811	10	159	1,479	163
Black	8,122	19	1,104	5,707	1,292
Hispanic	2,775	37	345	1,928	465
Native American/Alaskan Native	1,085	11	119	777	178
White	42,042	430	3,670	32,453	5,489
Unknown	13	0	1	12	0
Handicap Status					
People with Disability	5,882	19	1,167	4,018	678
People without Disability	46,232	469	4,091	35,237	6,435
Unknown	3,734	19	140	3,101	474
Occupational Category					
Professional	10,606	40	596	8,951	1,019
Administrative	22,275	300	1,165	17,480	3,330
Technical	10,107	44	1,376	7,287	1,400
Clerical	3,824	17	623	2,695	489
Other White-Collar	1,055	76	158	771	50
Blue Collar	7,959	28	1,476	5,158	1,297
Unknown	22	2	4	14	2
Supervisory Status					
Supervisory	9,975	172	336	8,226	1,241
Non-Supervisory	45,840	335	5,062	34,103	6,340
Unknown	33	0	0	27	6
Salary Ranges					
Less than \$20,000	61	0	18	41	2
\$20,000-\$29,999	1,549	0	520	907	122
\$30,000-\$39,999	7,202	40	1,494	4,682	986
\$40,000-\$49,999	9,351	50	1,398	6,439	1,464
\$50,000-\$59,999	6,830	68	735	5,013	1,014
\$60,000-\$69,999	7,358	40	466	5,736	1,116
\$70,000-\$79,999	6,732	38	322	5,439	933
\$80,000-\$89,999	4,773	52	157	3,939	625
\$90,000 and over	11,484	210	224	9,783	1,267
Pay Plans					
General Schedule	40,233	355	3,465	30,962	5,471
Wage	7,959	28	1,476	5,158	1,297
Senior Executive Service	534	5	3	476	50
Other	7,122	139	454	5,760	769

Retirements in the Air Force
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	4,641	44	466	3,474	657
Average Age	58.4	58.1	50.5	60.1	55.4
Average Length of Service	28.4	26.4	20.4	29.4	28.5
Average Salary	\$60,787	\$56,157	\$48,950	\$62,222	\$61,889
Gender					
Males	3,361	44	338	2,467	512
Females	1,280	0	128	1,007	145
Race/National Origin					
Asian/Pacific Islander	95	0	11	75	9
Black	325	1	39	249	36
Hispanic	258	1	27	183	47
Native American/Alaskan Native	68	0	9	53	6
White	3,895	42	380	2,914	559
Unknown					
Handicap Status					
People with Disability	635	2	87	493	53
People without Disability	3,860	42	371	2,876	571
Unknown	146	0	8	105	33
Occupational Category					
Professional	539	0	19	493	27
Administrative	1,730	10	95	1,366	259
Technical	653	9	65	474	105
Clerical	297	0	45	223	29
Other White-Collar	121	17	13	91	0
Blue Collar	1,301	8	229	827	237
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	1,073	14	51	823	185
Non-Supervisory	3,568	30	415	2,651	472
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	41	0	16	22	3
\$30,000-\$39,999	551	11	97	380	63
\$40,000-\$49,999	1,106	10	189	779	128
\$50,000-\$59,999	886	10	93	617	166
\$60,000-\$69,999	727	4	32	573	118
\$70,000-\$79,999	562	2	17	466	77
\$80,000-\$89,999	310	2	9	266	33
\$90,000 and over	449	5	11	364	69
Pay Plans					
General Schedule	3,123	36	229	2,460	398
Wage	1,301	8	229	827	237
Senior Executive Service	17	0	0	17	0
Other	200	0	8	170	22

Retirements in Agriculture
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	2,930	31	229	2,487	183
Average Age	59.1	57.4	51.5	60.2	53.9
Average Length of Service	29.7	29.8	19.2	30.8	27.1
Average Salary	\$64,715	\$61,313	\$49,425	\$66,177	\$64,159
Gender					
Males	1,975	29	111	1,764	71
Females	955	2	118	723	112
Race/National Origin					
Asian/Pacific Islander	55	1	4	50	0
Black	263	0	40	200	23
Hispanic	130	3	14	100	13
Native American/Alaskan Native	65	1	10	50	4
White	2,417	26	161	2,087	143
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	334	3	48	263	20
People without Disability	2,342	26	168	1,996	152
Unknown	254	2	13	228	11
Occupational Category					
Professional	784	0	26	732	26
Administrative	882	8	43	742	89
Technical	1,032	23	122	840	47
Clerical	129	0	22	97	10
Other White-Collar	6	0	1	4	1
Blue Collar	96	0	15	71	10
Unknown	1	0	0	1	0
Supervisory Status					
Supervisory	551	15	10	502	24
Non-Supervisory	2,379	16	219	1,985	159
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	1	0	1	0	0
\$20,000-\$29,999	36	0	11	23	2
\$30,000-\$39,999	353	4	67	253	29
\$40,000-\$49,999	530	7	70	421	32
\$50,000-\$59,999	493	10	26	439	18
\$60,000-\$69,999	396	2	14	351	29
\$70,000-\$79,999	396	2	16	351	27
\$80,000-\$89,999	307	2	9	275	21
\$90,000 and over	387	4	8	351	24
Pay Plans					
General Schedule	2,777	31	211	2,365	170
Wage	96	0	15	71	10
Senior Executive Service	29	0	0	26	3
Other	28	0	3	25	0

Retirements in the Army
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	8,971	30	1,086	6,298	1,557
Average Age	58.4	59.0	51.0	60.4	55.5
Average Length of Service	28.2	26.3	20.4	29.6	27.9
Average Salary	\$61,911	\$54,774	\$46,182	\$65,016	\$60,533
Gender					
Males	6,279	30	768	4,436	1,045
Females	2,692	0	318	1,862	512
Race/National Origin					
Asian/Pacific Islander	215	0	23	167	25
Black	943	0	160	617	166
Hispanic	463	1	70	294	98
Native American/Alaskan Native	128	2	19	79	28
White	7,222	27	814	5,141	1,240
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	862	0	153	578	131
People without Disability	7,887	30	916	5,550	1,391
Unknown	222	0	17	170	35
Occupational Category					
Professional	1,596	1	51	1,322	222
Administrative	2,880	6	191	2,184	499
Technical	1,454	3	201	996	254
Clerical	604	1	97	402	104
Other White-Collar	184	9	30	137	8
Blue Collar	2,251	10	515	1,256	470
Unknown	2	0	1	1	0
Supervisory Status					
Supervisory	1,477	10	70	1,153	244
Non-Supervisory	7,494	20	1,016	5,145	1,313
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	10	0	2	8	0
\$20,000-\$29,999	168	0	71	89	8
\$30,000-\$39,999	1,374	4	325	825	220
\$40,000-\$49,999	2,034	12	373	1,199	450
\$50,000-\$59,999	1,262	7	158	890	207
\$60,000-\$69,999	1,170	2	73	902	193
\$70,000-\$79,999	1,094	1	52	865	176
\$80,000-\$89,999	599	1	19	466	113
\$90,000 and over	1,208	3	11	1,008	186
Pay Plans					
General Schedule	5,923	20	547	4,420	936
Wage	2,251	10	515	1,256	470
Senior Executive Service	27	0	0	27	0
Other	770	0	24	595	151

Retirements in Commerce
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,140	5	52	918	165
Average Age	59.9	58.3	50.1	61.4	54.3
Average Length of Service	29.9	30.1	19.5	30.8	28.2
Average Salary	\$77,579	\$123,001	\$59,136	\$77,367	\$83,192
Gender					
Males	592	4	26	491	71
Females	548	1	26	427	94
Race/National Origin					
Asian/Pacific Islander	28	0	1	21	6
Black	224	0	10	181	33
Hispanic	37	0	4	28	5
Native American/Alaskan Native	6	0	0	6	0
White	845	5	37	682	121
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	75	0	10	51	14
People without Disability	999	5	37	818	139
Unknown	66	0	5	49	12
Occupational Category					
Professional	334	0	15	275	44
Administrative	396	5	12	298	81
Technical	223	0	12	192	19
Clerical	155	0	11	131	13
Other White-Collar	0	0	0	0	0
Blue Collar	32	0	2	22	8
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	194	5	1	158	30
Non-Supervisory	946	0	51	760	135
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	39	0	5	32	2
\$30,000-\$39,999	124	0	10	106	8
\$40,000-\$49,999	142	0	5	117	20
\$50,000-\$59,999	90	0	8	70	12
\$60,000-\$69,999	110	0	7	85	18
\$70,000-\$79,999	123	0	7	92	24
\$80,000-\$89,999	97	0	5	79	13
\$90,000 and over	408	5	5	330	68
Pay Plans					
General Schedule	770	2	37	641	90
Wage	32	0	2	22	8
Senior Executive Service	25	0	0	21	4
Other	313	3	13	234	63

Retirements in Defense Civilian Agencies
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	2,873	9	286	2,140	438
Average Age	58.8	56.8	51.5	60.8	54.1
Average Length of Service	26.9	27.5	19.7	27.8	27.3
Average Salary	\$64,787	\$65,347	\$44,812	\$67,357	\$65,108
Gender					
Males	1,581	9	146	1,236	190
Females	1,292	0	140	904	248
Race/National Origin					
Asian/Pacific Islander	140	1	16	104	19
Black	362	0	56	250	56
Hispanic	158	0	21	101	36
Native American/Alaskan Native	24	0	4	15	5
White	2,185	8	189	1,666	322
Unknown	4	0	0	4	0
Handicap Status					
People with Disability	353	0	90	214	49
People without Disability	2,438	9	188	1,864	377
Unknown	82	0	8	62	12
Occupational Category					
Professional	690	0	44	589	57
Administrative	1,222	4	57	915	246
Technical	386	0	55	268	63
Clerical	241	0	46	154	41
Other White-Collar	19	5	2	12	0
Blue Collar	306	0	79	197	30
Unknown	9	0	3	5	1
Supervisory Status					
Supervisory	447	2	14	370	61
Non-Supervisory	2,426	7	272	1,770	377
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	136	0	40	84	12
\$30,000-\$39,999	501	3	107	319	72
\$40,000-\$49,999	330	1	45	227	57
\$50,000-\$59,999	274	1	32	186	55
\$60,000-\$69,999	491	0	28	400	63
\$70,000-\$79,999	414	0	16	329	69
\$80,000-\$89,999	206	2	7	161	36
\$90,000 and over	474	2	3	399	70
Pay Plans					
General Schedule	2,244	9	195	1,646	394
Wage	306	0	79	197	30
Senior Executive Service	24	0	0	23	1
Other	299	0	12	274	13

Retirements in Justice
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,386	81	128	1,105	72
Average Age	55.4	57.2	45.3	56.5	54.6
Average Length of Service	27.1	29.4	17.1	28.0	27.5
Average Salary	\$79,598	\$85,847	\$55,486	\$81,077	\$92,943
Gender					
Males	868	71	81	688	28
Females	518	10	47	417	44
Race/National Origin					
Asian/Pacific Islander	20	1	2	16	1
Black	220	3	21	171	25
Hispanic	80	9	11	55	5
Native American/Alaskan Native	14	0	2	12	0
White	1,052	68	92	851	41
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	67	1	13	49	4
People without Disability	1,238	79	114	990	55
Unknown	81	1	1	66	13
Occupational Category					
Professional	183	4	9	149	21
Administrative	788	62	28	659	39
Technical	132	3	17	102	10
Clerical	45	0	6	39	0
Other White-Collar	155	6	48	99	2
Blue Collar	83	6	20	57	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	503	40	35	412	16
Non-Supervisory	883	41	93	693	56
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	33	0	11	22	0
\$40,000-\$49,999	189	3	42	136	8
\$50,000-\$59,999	215	12	42	156	5
\$60,000-\$69,999	171	11	18	138	4
\$70,000-\$79,999	158	9	8	131	10
\$80,000-\$89,999	141	8	1	120	12
\$90,000 and over	470	38	6	393	33
Pay Plans					
General Schedule	1,199	70	106	966	57
Wage	83	6	20	57	0
Senior Executive Service	48	5	0	42	1
Other	56	0	2	40	14

Retirements in Labor
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	264	7	14	171	72
Average Age	58.2	58.9	52.1	60.6	53.7
Average Length of Service	29.5	32.1	18.4	31.2	27.1
Average Salary	\$79,880	\$91,558	\$58,942	\$82,032	\$78,197
Gender					
Males	148	6	6	102	34
Females	116	1	8	69	38
Race/National Origin					
Asian/Pacific Islander	6	0	1	3	2
Black	56	0	2	43	11
Hispanic	15	0	1	11	3
Native American/Alaskan Native	3	0	0	2	1
White	184	7	10	112	55
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	29	0	6	16	7
People without Disability	205	7	8	131	59
Unknown	30	0	0	24	6
Occupational Category					
Professional	33	0	1	22	10
Administrative	186	6	8	122	50
Technical	29	0	3	16	10
Clerical	10	0	2	7	1
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	6	1	0	4	1
Supervisory Status					
Supervisory	61	3	1	37	20
Non-Supervisory	203	4	13	134	52
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	1	0	1	0	0
\$30,000-\$39,999	14	0	2	8	4
\$40,000-\$49,999	16	0	1	9	6
\$50,000-\$59,999	6	0	1	4	1
\$60,000-\$69,999	19	0	2	10	7
\$70,000-\$79,999	54	2	4	32	16
\$80,000-\$89,999	39	1	0	22	16
\$90,000 and over	61	2	0	45	14
Pay Plans					
General Schedule	254	6	14	164	70
Wage	0	0	0	0	0
Senior Executive Service	3	0	0	2	1
Other	7	1	0	5	1

Retirements in Energy
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	628	0	19	471	138
Average Age	58.8	0.0	52.6	60.4	54.0
Average Length of Service	29.0	0.0	21.6	29.7	27.5
Average Salary	\$90,265	\$0	\$67,756	\$92,170	\$86,883
Gender					
Males	409	0	9	341	59
Females	219	0	10	130	79
Race/National Origin					
Asian/Pacific Islander	18	0	1	13	4
Black	46	0	1	26	19
Hispanic	26	0	0	18	8
Native American/Alaskan Native	12	0	0	10	2
White	526	0	17	404	105
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	59	0	8	39	12
People without Disability	486	0	8	365	113
Unknown	83	0	3	67	13
Occupational Category					
Professional	234	0	6	182	46
Administrative	269	0	4	193	72
Technical	45	0	4	32	9
Clerical	22	0	1	16	5
Other White-Collar	5	0	1	4	0
Blue Collar	53	0	3	44	6
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	96	0	0	77	19
Non-Supervisory	526	0	19	392	115
Unknown	6	0	0	2	4
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	17	0	1	10	6
\$40,000-\$49,999	50	0	3	36	11
\$50,000-\$59,999	32	0	2	21	9
\$60,000-\$69,999	61	0	5	42	14
\$70,000-\$79,999	60	0	5	48	7
\$80,000-\$89,999	101	0	1	66	34
\$90,000 and over	300	0	2	243	55
Pay Plans					
General Schedule	513	0	16	376	121
Wage	53	0	3	44	6
Senior Executive Service	38	0	0	29	9
Other	24	0	0	22	2

Retirements in Education
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	156	0	17	128	11
Average Age	59.7	0.0	52.9	60.9	56.2
Average Length of Service	29.0	0.0	16.5	30.7	28.4
Average Salary	\$89,243	\$0	\$70,847	\$92,109	\$84,330
Gender					
Males	63	0	8	53	2
Females	93	0	9	75	9
Race/National Origin					
Asian/Pacific Islander	2	0	0	2	0
Black	57	0	5	45	7
Hispanic	5	0	0	5	0
Native American/Alaskan Native	3	0	2	1	0
White	89	0	10	75	4
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	9	0	3	5	1
People without Disability	131	0	14	107	10
Unknown	16	0	0	16	0
Occupational Category					
Professional	46	0	5	38	3
Administrative	93	0	8	80	5
Technical	14	0	3	8	3
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
Supervisory Status					
Supervisory	22	0	1	20	1
Non-Supervisory	134	0	16	108	10
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	5	0	2	2	1
\$40,000-\$49,999	8	0	2	5	1
\$50,000-\$59,999	5	0	0	4	1
\$60,000-\$69,999	12	0	4	7	1
\$70,000-\$79,999	20	0	3	17	0
\$80,000-\$89,999	36	0	2	32	2
\$90,000 and over	69	0	4	60	5
Pay Plans					
General Schedule	149	0	17	121	11
Wage	0	0	0	0	0
Senior Executive Service	6	0	0	6	0
Other	1	0	0	1	0

Retirements in EEOC
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	87	0	10	77	0
Average Age	60.9	0.0	52.9	61.9	0.0
Average Length of Service	31.1	0.0	18.2	32.8	0.0
Average Salary	\$79,451	\$0	\$67,264	\$81,034	\$0
Gender					
Males	33	0	2	31	0
Females	54	0	8	46	0
Race/National Origin					
Asian/Pacific Islander	3	0	0	3	0
Black	50	0	8	42	0
Hispanic	11	0	0	11	0
Native American/Alaskan Native	1	0	0	1	0
White	22	0	2	20	0
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	19	0	3	16	0
People without Disability	63	0	6	57	0
Unknown	5	0	1	4	0
Occupational Category					
Professional	6	0	1	5	0
Administrative	70	0	6	64	0
Technical	9	0	3	6	0
Clerical	2	0	0	2	0
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	19	0	0	19	0
Non-Supervisory	68	0	10	58	0
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	1	0	1	0	0
\$40,000-\$49,999	11	0	1	10	0
\$50,000-\$59,999	4	0	1	3	0
\$60,000-\$69,999	12	0	3	9	0
\$70,000-\$79,999	23	0	2	21	0
\$80,000-\$89,999	13	0	0	13	0
\$90,000 and over	23	0	2	21	0
Pay Plans					
General Schedule	83	0	10	73	0
Wage	0	0	0	0	0
Senior Executive Service	4	0	0	4	0
Other	0	0	0	0	0

Retirements in EPA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	643	0	15	460	168
Average Age	58.9	0.0	50.8	60.8	54.4
Average Length of Service	30.5	0.0	20.7	31.7	28.1
Average Salary	\$90,705	\$0	\$64,262	\$90,328	\$93,762
Gender					
Males	346	0	4	265	77
Females	297	0	11	195	91
Race/National Origin					
Asian/Pacific Islander	16	0	0	15	1
Black	110	0	8	66	36
Hispanic	15	0	0	12	3
Native American/Alaskan Native	8	0	0	6	2
White	493	0	7	360	126
Unknown	1	0	0	1	0
Handicap Status					
People with Disability	43	0	4	26	13
People without Disability	590	0	11	425	154
Unknown	10	0	0	9	1
Occupational Category					
Professional	216	0	3	163	50
Administrative	296	0	6	216	74
Technical	64	0	4	44	16
Clerical	67	0	2	37	28
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	83	0	0	55	28
Non-Supervisory	560	0	15	405	140
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	30	0	2	17	11
\$40,000-\$49,999	75	0	4	44	27
\$50,000-\$59,999	32	0	1	24	7
\$60,000-\$69,999	38	0	2	35	1
\$70,000-\$79,999	26	0	1	25	0
\$80,000-\$89,999	65	0	0	58	7
\$90,000 and over	365	0	3	247	115
Pay Plans					
General Schedule	619	0	15	444	160
Wage	0	0	0	0	0
Senior Executive Service	22	0	0	14	8
Other	2	0	0	2	0

Retirements in FDIC
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	107	0	11	76	20
Average Age	57.8	0.0	52.3	59.8	53.4
Average Length of Service	26.9	0.0	18.4	28.6	25.3
Average Salary	\$108,236	\$0	\$87,495	\$110,826	\$110,993
Gender					
Males	73	0	4	58	11
Females	34	0	7	18	9
Race/National Origin					
Asian/Pacific Islander	1	0	0	1	0
Black	11	0	2	5	4
Hispanic	0	0	0	0	0
Native American/Alaskan Native	0	0	0	0	0
White	95	0	9	70	16
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	9	0	2	5	2
People without Disability	98	0	9	71	18
Unknown	0	0	0	0	0
Occupational Category					
Professional	13	0	1	10	2
Administrative	86	0	9	61	16
Technical	6	0	1	3	2
Clerical	2	0	0	2	0
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	27	0	2	16	9
Non-Supervisory	80	0	9	60	11
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0
\$40,000-\$49,999	9	0	3	4	2
\$50,000-\$59,999	3	0	1	2	0
\$60,000-\$69,999	1	0	0	1	0
\$70,000-\$79,999	3	0	1	2	0
\$80,000-\$89,999	6	0	0	5	1
\$90,000 and over	76	0	6	56	14
Pay Plans					
General Schedule	0	0	0	0	0
Wage	0	0	0	0	0
Senior Executive Service	0	0	0	0	0
Other	107	0	11	76	20

Retirements in GSA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	470	1	50	350	69
Average Age	58.9	57.3	51.5	60.8	54.6
Average Length of Service	28.4	34.4	20.2	29.7	27.7
Average Salary	\$73,989	\$88,786	\$55,776	\$79,646	\$58,385
Gender					
Males	296	1	33	214	48
Females	174	0	17	136	21
Race/National Origin					
Asian/Pacific Islander	14	0	2	11	1
Black	107	0	13	75	19
Hispanic	15	0	2	8	5
Native American/Alaskan Native	7	0	0	4	3
White	327	1	33	252	41
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	45	0	13	28	4
People without Disability	413	1	36	311	65
Unknown	12	0	1	11	0
Occupational Category					
Professional	63	0	4	58	1
Administrative	295	1	21	232	41
Technical	51	0	11	38	2
Clerical	8	0	2	6	0
Other White-Collar	0	0	0	0	0
Blue Collar	53	0	12	16	25
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	87	0	2	80	5
Non-Supervisory	383	1	48	270	64
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	6	0	1	2	3
\$30,000-\$39,999	44	0	13	20	11
\$40,000-\$49,999	54	0	8	39	7
\$50,000-\$59,999	58	0	9	29	20
\$60,000-\$69,999	51	0	5	35	11
\$70,000-\$79,999	64	0	9	49	6
\$80,000-\$89,999	76	1	3	67	5
\$90,000 and over	112	0	2	105	5
Pay Plans					
General Schedule	410	1	38	327	44
Wage	53	0	12	16	25
Senior Executive Service	7	0	0	7	0
Other	0	0	0	0	0

Retirements in HHS
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,700	6	56	1,318	320
Average Age	59.9	63.2	52.2	61.5	54.3
Average Length of Service	29.5	29.3	19.9	30.5	27.2
Average Salary	\$75,104	\$57,980	\$57,030	\$78,347	\$65,219
Gender					
Males	648	3	19	543	83
Females	1,052	3	37	775	237
Race/National Origin					
Asian/Pacific Islander	41	0	2	34	5
Black	322	0	11	239	72
Hispanic	42	0	2	36	4
Native American/Alaskan Native	278	3	13	196	66
White	1,016	3	28	812	173
Unknown	1	0	0	1	0
Handicap Status					
People with Disability	144	1	12	107	24
People without Disability	1,140	4	39	853	244
Unknown	416	1	5	358	52
Occupational Category					
Professional	470	3	14	428	25
Administrative	729	1	14	547	167
Technical	253	0	18	164	71
Clerical	132	0	5	96	31
Other White-Collar	115	2	5	82	26
Blue Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	250	1	3	214	32
Non-Supervisory	1,450	5	53	1,104	288
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	43	0	3	27	13
\$30,000-\$39,999	166	1	12	114	39
\$40,000-\$49,999	223	1	10	148	64
\$50,000-\$59,999	152	3	6	103	40
\$60,000-\$69,999	170	0	5	136	29
\$70,000-\$79,999	196	0	7	149	40
\$80,000-\$89,999	225	0	7	173	45
\$90,000 and over	503	1	3	450	49
Pay Plans					
General Schedule	1,528	4	51	1,182	291
Wage	115	2	5	82	26
Senior Executive Service	28	0	0	25	3
Other	29	0	0	29	0

Retirements in Homeland Security
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,962	60	148	1,735	19
Average Age	57.82	57.41	50.82	58.46	55.26
Average Length of Service	28.3	31.05	18.43	29	29.09
Average Salary	\$75,738	\$86,481	\$55,021	\$76,857	\$98,471
Gender					
Males	1,394	56	82	1,243	13
Females	568	4	66	492	6
Race/National Origin					
Asian/Pacific Islander	68	0	12	55	1
Black	221	4	20	197	0
Hispanic	236	11	18	206	1
Native American/Alaskan Native	20	2	2	16	0
White	1,417	43	96	1,261	17
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	93	2	21	70	0
People without Disability	1,817	56	127	1,615	19
Unknown	52	2	0	50	0
Occupational Category					
Professional	102	0	6	92	4
Administrative	1,385	47	83	1,241	14
Technical	209	2	28	178	1
Clerical	63	0	15	48	0
Other White-Collar	125	11	1	113	0
Blue Collar	78	0	15	63	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	572	21	13	531	7
Non-Supervisory	1,390	39	135	1,204	12
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	25	0	10	15	0
\$30,000-\$39,999	103	0	23	80	0
\$40,000-\$49,999	205	1	34	170	0
\$50,000-\$59,999	246	3	29	214	0
\$60,000-\$69,999	284	7	17	258	2
\$70,000-\$79,999	285	8	11	263	3
\$80,000-\$89,999	242	14	9	216	3
\$90,000 and over	556	25	11	509	11
Pay Plans					
General Schedule	1,726	60	123	1,531	12
Wage	78	0	15	63	0
Senior Executive Service	33	0	0	32	1
Other	125	0	10	109	6

Retirements in HUD
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	420	0	24	308	88
Average Age	59.1	0.0	51.4	61.0	54.6
Average Length of Service	29.8	0.0	21.3	31.1	27.7
Average Salary	\$85,291	\$0	\$63,726	\$86,331	\$87,649
Gender					
Males	177	0	7	135	35
Females	243	0	17	173	53
Race/National Origin					
Asian/Pacific Islander	8	0	0	5	3
Black	135	0	10	99	26
Hispanic	32	0	2	18	12
Native American/Alaskan Native	3	0	0	2	1
White	242	0	12	184	46
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	45	0	4	31	10
People without Disability	335	0	19	240	76
Unknown	40	0	1	37	2
Occupational Category					
Professional	32	0	2	18	12
Administrative	334	0	14	253	67
Technical	40	0	4	27	9
Clerical	14	0	4	10	0
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	66	0	0	47	19
Non-Supervisory	354	0	24	261	69
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	2	1	0
\$30,000-\$39,999	14	0	1	12	1
\$40,000-\$49,999	32	0	6	19	7
\$50,000-\$59,999	11	0	0	7	4
\$60,000-\$69,999	33	0	4	24	5
\$70,000-\$79,999	89	0	7	67	15
\$80,000-\$89,999	67	0	1	57	9
\$90,000 and over	165	0	3	118	44
Pay Plans					
General Schedule	411	0	24	303	84
Wage	0	0	0	0	0
Senior Executive Service	4	0	0	2	2
Other	5	0	0	3	2

Retirements in Interior
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,962	29	150	1,611	172
Average Age	59.2	57.4	51.9	60.4	55.2
Average Length of Service	28.9	30.1	20.4	29.7	27.9
Average Salary	\$66,753	\$66,195	\$48,920	\$68,901	\$62,319
Gender					
Males	1,332	29	90	1,106	107
Females	630	0	60	505	65
Race/National Origin					
Asian/Pacific Islander	24	0	2	19	3
Black	117	1	16	91	9
Hispanic	89	2	6	71	10
Native American/Alaskan Native	222	3	22	165	32
White	1,510	23	104	1,265	118
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	194	1	36	138	19
People without Disability	1,597	27	109	1,323	138
Unknown	171	1	5	150	15
Occupational Category					
Professional	518	5	19	451	43
Administrative	667	20	29	575	43
Technical	382	3	39	279	61
Clerical	93	0	12	75	6
Other White-Collar	36	0	4	32	0
Blue Collar	266	1	47	199	19
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	414	17	10	361	26
Non-Supervisory	1,548	12	140	1,250	146
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	60	0	11	40	9
\$30,000-\$39,999	195	0	42	138	15
\$40,000-\$49,999	335	3	40	265	27
\$50,000-\$59,999	294	10	28	217	39
\$60,000-\$69,999	296	7	15	247	27
\$70,000-\$79,999	232	3	6	206	17
\$80,000-\$89,999	182	2	4	160	16
\$90,000 and over	364	3	4	335	22
Pay Plans					
General Schedule	1,572	28	94	1,320	130
Wage	266	1	47	199	19
Senior Executive Service	13	0	1	11	1
Other	111	0	8	81	22

Retirements in NLRB
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	47	0	0	34	13
Average Age	59.8	0.0	0.0	61.7	55.0
Average Length of Service	31.4	0.0	0.0	32.9	27.3
Average Salary	\$89,122	\$0	\$0	\$93,641	\$77,306
Gender					
Males	25	0	0	20	5
Females	22	0	0	14	8
Race/National Origin					
Asian/Pacific Islander	0	0	0	0	0
Black	12	0	0	7	5
Hispanic	2	0	0	2	0
Native American/Alaskan Native	0	0	0	0	0
White	33	0	0	25	8
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	1	0	0	1	0
People without Disability	18	0	0	11	7
Unknown	28	0	0	22	6
Occupational Category					
Professional	15	0	0	12	3
Administrative	20	0	0	14	6
Technical	6	0	0	5	1
Clerical	6	0	0	3	3
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	16	0	0	12	4
Non-Supervisory	31	0	0	22	9
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	2	0	0	2	0
\$40,000-\$49,999	9	0	0	5	4
\$50,000-\$59,999	0	0	0	0	0
\$60,000-\$69,999	3	0	0	2	1
\$70,000-\$79,999	2	0	0	0	2
\$80,000-\$89,999	5	0	0	3	2
\$90,000 and over	26	0	0	22	4
Pay Plans					
General Schedule	44	0	0	31	13
Wage	0	0	0	0	0
Senior Executive Service	1	0	0	1	0
Other	2	0	0	2	0

Retirements in NASA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	512	0	21	461	30
Average Age	60.8	0.0	52.2	61.6	54.1
Average Length of Service	33.2	0.0	21.0	34.0	30.2
Average Salary	\$94,987	\$0	\$67,425	\$96,492	\$90,290
Gender					
Males	362	0	7	339	16
Females	150	0	14	122	14
Race/National Origin					
Asian/Pacific Islander	10	0	0	10	0
Black	45	0	4	36	5
Hispanic	14	0	2	12	0
Native American/Alaskan Native	2	0	0	2	0
White	441	0	15	401	25
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	63	0	8	50	5
People without Disability	385	0	13	347	25
Unknown	64	0	0	64	0
Occupational Category					
Professional	255	0	6	240	9
Administrative	141	0	8	123	10
Technical	95	0	4	81	10
Clerical	20	0	3	16	1
Other White-Collar	0	0	0	0	0
Blue Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	70	0	1	65	4
Non-Supervisory	442	0	20	396	26
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	15	0	5	9	1
\$40,000-\$49,999	18	0	2	16	0
\$50,000-\$59,999	22	0	0	18	4
\$60,000-\$69,999	37	0	3	33	1
\$70,000-\$79,999	65	0	4	54	7
\$80,000-\$89,999	71	0	1	67	3
\$90,000 and over	282	0	5	263	14
Pay Plans					
General Schedule	482	0	21	433	28
Wage	1	0	0	1	0
Senior Executive Service	27	0	0	25	2
Other	2	0	0	2	0

Retirements in NARA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	78	0	1	77	0
Average Age	60.7	0.0	47.3	60.8	0.0
Average Length of Service	28.7	0.0	12.4	28.9	0.0
Average Salary	\$61,624	\$0	\$25,539	\$62,093	\$0
Gender					
Males	43	0	1	42	0
Females	35	0	0	35	0
Race/National Origin					
Asian/Pacific Islander	2	0	0	2	0
Black	13	0	1	12	0
Hispanic	1	0	0	1	0
Native American/Alaskan Native	0	0	0	0	0
White	62	0	0	62	0
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	5	0	0	5	0
People without Disability	72	0	1	71	0
Unknown	1	0	0	1	0
Occupational Category					
Professional	17	0	0	17	0
Administrative	21	0	0	21	0
Technical	20	0	0	20	0
Clerical	20	0	1	19	0
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	13	0	0	13	0
Non-Supervisory	65	0	1	64	0
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	11	0	1	10	0
\$30,000-\$39,999	9	0	0	9	0
\$40,000-\$49,999	12	0	0	12	0
\$50,000-\$59,999	6	0	0	6	0
\$60,000-\$69,999	11	0	0	11	0
\$70,000-\$79,999	6	0	0	6	0
\$80,000-\$89,999	11	0	0	11	0
\$90,000 and over	12	0	0	12	0
Pay Plans					
General Schedule	78	0	1	77	0
Wage	0	0	0	0	0
Senior Executive Service	0	0	0	0	0
Other	0	0	0	0	0

Retirements in the Navy
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	7,091	27	503	5,538	1,023
Average Age	58.8	58.0	52.3	60.3	54.2
Average Length of Service	27.9	27.4	20.4	28.8	26.8
Average Salary	\$64,666	\$43,340	\$49,370	\$66,944	\$60,448
Gender					
Males	5,229	27	339	4,275	588
Females	1,862	0	164	1,263	435
Race/National Origin					
Asian/Pacific Islander	568	4	38	478	48
Black	691	0	76	477	138
Hispanic	319	1	17	222	79
Native American/Alaskan Native	65	0	5	47	13
White	5,443	22	367	4,309	745
Unknown	5	0	0	5	0
Handicap Status					
People with Disability	719	0	95	540	84
People without Disability	6,167	25	399	4,826	917
Unknown	205	2	9	172	22
Occupational Category					
Professional	1,238	0	36	1,072	130
Administrative	2,120	1	96	1,628	395
Technical	1,450	0	109	1,113	228
Clerical	403	0	51	268	84
Other White-Collar	260	26	25	200	9
Blue Collar	1,620	0	186	1,257	177
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	1,279	9	28	1,071	171
Non-Supervisory	5,811	18	475	4,466	852
Unknown	1	0	0	1	0
Salary Ranges					
Less than \$20,000	2	0	0	1	1
\$20,000-\$29,999	121	0	31	79	11
\$30,000-\$39,999	946	15	118	649	164
\$40,000-\$49,999	1,338	8	170	950	210
\$50,000-\$59,999	979	2	77	758	142
\$60,000-\$69,999	1,008	0	39	806	163
\$70,000-\$79,999	1,020	1	37	833	149
\$80,000-\$89,999	521	1	17	427	76
\$90,000 and over	1,089	0	12	984	93
Pay Plans					
General Schedule	4,499	27	275	3,436	761
Wage	1,620	0	186	1,257	177
Senior Executive Service	29	0	0	28	1
Other	943	0	42	817	84

Retirements in OPM
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	86	0	5	79	2
Average Age	61.1	0.0	46.9	61.8	70.7
Average Length of Service	29.1	0.0	19.3	29.7	20.4
Average Salary	\$71,478	\$0	\$45,839	\$74,200	\$29,430
Gender					
Males	39	0	1	37	1
Females	47	0	4	42	1
Race/National Origin					
Asian/Pacific Islander	3	0	0	3	0
Black	21	0	2	19	0
Hispanic	1	0	0	1	0
Native American/Alaskan Native	0	0	0	0	0
White	61	0	3	56	2
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	6	0	2	3	1
People without Disability	78	0	3	74	1
Unknown	2	0	0	2	0
Occupational Category					
Professional	4	0	0	4	0
Administrative	48	0	1	47	0
Technical	16	0	2	14	0
Clerical	17	0	2	13	2
Other White-Collar	0	0	0	0	0
Blue Collar	1	0	0	1	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	14	0	0	14	0
Non-Supervisory	72	0	5	65	2
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	11	0	2	8	1
\$30,000-\$39,999	11	0	0	10	1
\$40,000-\$49,999	10	0	2	8	0
\$50,000-\$59,999	4	0	0	4	0
\$60,000-\$69,999	7	0	0	7	0
\$70,000-\$79,999	4	0	0	4	0
\$80,000-\$89,999	9	0	0	9	0
\$90,000 and over	29	0	1	28	0
Pay Plans					
General Schedule	83	0	5	76	2
Wage	1	0	0	1	0
Senior Executive Service	2	0	0	2	0
Other	0	0	0	0	0

Retirements in SBA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	223	0	10	124	89
Average Age	59.2	0.0	53.0	62.1	55.9
Average Length of Service	27.7	0.0	17.5	28.7	27.4
Average Salary	\$82,599	\$0	\$64,077	\$85,720	\$80,333
Gender					
Males	125	0	3	75	47
Females	98	0	7	49	42
Race/National Origin					
Asian/Pacific Islander	4	0	0	3	1
Black	33	0	4	18	11
Hispanic	14	0	0	6	8
Native American/Alaskan Native	0	0	0	0	0
White	172	0	6	97	69
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	19	0	3	7	9
People without Disability	198	0	7	113	78
Unknown	6	0	0	4	2
Occupational Category					
Professional	24	0	2	9	13
Administrative	178	0	4	103	71
Technical	17	0	4	8	5
Clerical	4	0	0	4	0
Other White-Collar	0	0	0	0	0
Blue Collar	0	0	0	0	0
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	62	0	1	44	17
Non-Supervisory	161	0	9	80	72
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	10	0	2	8	0
\$40,000-\$49,999	12	0	2	4	6
\$50,000-\$59,999	9	0	0	5	4
\$60,000-\$69,999	24	0	2	13	9
\$70,000-\$79,999	64	0	1	27	36
\$80,000-\$89,999	20	0	1	10	9
\$90,000 and over	84	0	2	57	25
Pay Plans					
General Schedule	219	0	10	122	87
Wage	0	0	0	0	0
Senior Executive Service	4	0	0	2	2
Other	0	0	0	0	0

Retirements in SSA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	2,802	4	185	1,971	642
Average Age	58.0	58.5	50.0	60.2	53.4
Average Length of Service	30.9	31.5	19.7	32.7	28.3
Average Salary	\$64,340	\$87,932	\$49,951	\$66,249	\$62,460
Gender					
Males	767	3	52	567	145
Females	2,035	1	133	1,404	497
Race/National Origin					
Asian/Pacific Islander	43	0	3	32	8
Black	627	0	58	472	97
Hispanic	189	0	20	107	62
Native American/Alaskan Native	24	0	3	16	5
White	1,919	4	101	1,344	470
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	253	1	50	144	58
People without Disability	1,689	2	116	1,113	458
Unknown	860	1	19	714	126
Occupational Category					
Professional	52	0	3	44	5
Administrative	1,997	4	84	1,433	476
Technical	661	0	83	424	154
Clerical	84	0	14	64	6
Other White-Collar	0	0	0	0	0
Blue Collar	8	0	1	6	1
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	280	1	4	225	50
Non-Supervisory	2,522	3	181	1,746	592
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	15	0	6	8	1
\$30,000-\$39,999	207	0	43	136	28
\$40,000-\$49,999	492	0	55	316	121
\$50,000-\$59,999	383	0	34	253	96
\$60,000-\$69,999	820	1	32	543	244
\$70,000-\$79,999	426	0	6	328	92
\$80,000-\$89,999	180	2	4	152	22
\$90,000 and over	261	1	2	220	38
Pay Plans					
General Schedule	2,766	4	184	1,937	641
Wage	8	0	1	6	1
Senior Executive Service	10	0	0	10	0
Other	18	0	0	18	0

Retirements in State
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	548	93	20	426	9
Average Age	58.7	60.8	50.6	58.7	54.6
Average Length of Service	28.8	27.1	20.4	29.5	32.1
Average Salary	\$98,514	\$108,021	\$70,712	\$97,886	\$92,822
Gender					
Males	293	55	9	226	3
Females	255	38	11	200	6
Race/National Origin					
Asian/Pacific Islander	15	3	0	12	0
Black	80	4	7	63	6
Hispanic	21	5	0	16	0
Native American/Alaskan Native	4	0	0	4	0
White	428	81	13	331	3
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	28	6	3	19	0
People without Disability	491	83	17	383	8
Unknown	29	4	0	24	1
Occupational Category					
Professional	140	25	5	108	2
Administrative	312	51	10	246	5
Technical	20	0	3	15	2
Clerical	72	16	2	54	0
Other White-Collar	0	0	0	0	0
Blue Collar	1	0	0	1	0
Unknown	3	1	0	2	0
Supervisory Status					
Supervisory	158	23	0	133	2
Non-Supervisory	390	70	20	293	7
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	7	0	2	5	0
\$40,000-\$49,999	38	4	3	29	2
\$50,000-\$59,999	49	9	3	37	0
\$60,000-\$69,999	46	5	4	36	1
\$70,000-\$79,999	43	6	1	36	0
\$80,000-\$89,999	38	5	1	31	1
\$90,000 and over	309	61	6	239	3
Pay Plans					
General Schedule	207	4	14	183	6
Wage	1	0	0	1	0
Senior Executive Service	8	0	0	7	1
Other	332	89	6	235	2

Retirements in Transportation
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,956	35	118	1,677	126
Average Age	58.4	56.1	48.3	59.5	54.4
Average Length of Service	31.1	32.0	20.6	31.9	28.9
Average Salary	\$99,065	\$114,377	\$82,211	\$99,814	\$100,645
Gender					
Males	1,540	34	67	1,346	93
Females	416	1	51	331	33
Race/National Origin					
Asian/Pacific Islander	47	0	1	45	1
Black	218	3	14	177	24
Hispanic	48	1	3	42	2
Native American/Alaskan Native	39	0	4	35	0
White	1,604	31	96	1,378	99
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	146	0	20	121	5
People without Disability	1,749	33	96	1,501	119
Unknown	61	2	2	55	2
Occupational Category					
Professional	170	0	10	157	3
Administrative	1,554	35	87	1,329	103
Technical	124	0	11	108	5
Clerical	43	0	5	36	2
Other White-Collar	1	0	1	0	0
Blue Collar	64	0	4	47	13
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	405	3	6	372	24
Non-Supervisory	1,551	32	112	1,305	102
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	41	0	9	30	2
\$40,000-\$49,999	119	0	14	93	12
\$50,000-\$59,999	74	0	4	63	7
\$60,000-\$69,999	82	1	12	66	3
\$70,000-\$79,999	198	2	19	163	14
\$80,000-\$89,999	261	3	18	233	7
\$90,000 and over	1,179	29	42	1,027	81
Pay Plans					
General Schedule	270	1	15	227	27
Wage	64	0	4	47	13
Senior Executive Service	14	0	0	11	3
Other	1,608	34	99	1,392	83

Retirements in Treasury
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	4,396	31	410	3,487	468
Average Age	59.1	56.9	51.2	60.7	54.3
Average Length of Service	26.7	32.3	18.3	27.4	27.8
Average Salary	\$66,448	\$93,496	\$48,422	\$67,747	\$70,736
Gender					
Males	1,898	30	119	1,572	177
Females	2,498	1	291	1,915	291
Race/National Origin					
Asian/Pacific Islander	99	0	12	80	7
Black	886	1	105	625	155
Hispanic	177	0	26	132	19
Native American/Alaskan Native	30	0	6	21	3
White	3,204	30	261	2,629	284
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	654	1	161	430	62
People without Disability	3,490	27	239	2,832	392
Unknown	252	3	10	225	14
Occupational Category					
Professional	600	0	34	550	16
Administrative	1,925	30	108	1,517	270
Technical	994	0	170	745	79
Clerical	615	0	87	484	44
Other White-Collar	14	0	0	11	3
Blue Collar	248	1	11	180	56
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	623	4	16	533	70
Non-Supervisory	3,773	27	394	2,954	398
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	251	0	42	200	9
\$30,000-\$39,999	647	0	116	477	54
\$40,000-\$49,999	804	0	115	609	80
\$50,000-\$59,999	389	0	43	298	48
\$60,000-\$69,999	412	0	36	319	57
\$70,000-\$79,999	452	1	26	377	48
\$80,000-\$89,999	445	8	13	358	66
\$90,000 and over	972	22	16	831	103
Pay Plans					
General Schedule	3,842	30	391	3,059	362
Wage	248	1	11	180	56
Senior Executive Service	45	0	1	40	4
Other	261	0	7	208	46

Retirements in VA
Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	6,262	2	1,317	4,199	744
Average Age	58.9	58.5	52.4	61.8	54.5
Average Length of Service	24.2	24.1	17.3	25.9	26.3
Average Salary	\$56,392	\$37,011	\$43,664	\$60,438	\$55,973
Gender					
Males	3,128	2	692	2,060	374
Females	3,134	0	625	2,139	370
Race/National Origin					
Asian/Pacific Islander	245	0	28	199	18
Black	1,321	0	384	763	174
Hispanic	332	1	96	197	38
Native American/Alaskan Native	50	0	16	29	5
White	4,312	1	792	3,010	509
Unknown	2	0	1	1	0
Handicap Status					
People with Disability	864	0	301	489	74
People without Disability	5,210	2	987	3,576	645
Unknown	188	0	29	134	25
Occupational Category					
Professional	1,992	0	267	1,507	218
Administrative	1,008	0	125	757	126
Technical	1,516	0	391	941	184
Clerical	586	0	184	336	66
Other White-Collar	84	2	27	46	9
Blue Collar	1,076	0	323	612	141
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	768	0	65	598	105
Non-Supervisory	5,468	2	1,252	3,577	637
Unknown	26	0	0	24	2
Salary Ranges					
Less than \$20,000	35	0	15	19	1
\$20,000-\$29,999	559	0	266	248	45
\$30,000-\$39,999	1,617	2	475	935	205
\$40,000-\$49,999	923	0	187	617	119
\$50,000-\$59,999	710	0	129	488	93
\$60,000-\$69,999	718	0	97	535	86
\$70,000-\$79,999	508	0	53	389	66
\$80,000-\$89,999	381	0	24	307	50
\$90,000 and over	743	0	49	623	71
Pay Plans					
General Schedule	3,810	2	796	2,550	462
Wage	1,076	0	323	612	141
Senior Executive Service	28	0	0	27	1
Other	1,348	0	198	1,010	140

Retirements in Other Federal Agencies

Fiscal Year 2004

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
Total Retirees	1,507	12	47	1,156	292
Average Age	59.5	59.3	50.6	61.0	54.7
Average Length of Service	30.1	29.0	20.9	30.8	28.5
Average Salary	\$77,406	\$114,165	\$57,734	\$80,774	\$65,699
Gender					
Males	888	8	22	680	178
Females	619	4	25	476	114
Race/National Origin					
Asian/Pacific Islander	21	0	0	21	0
Black	606	2	27	442	135
Hispanic	45	2	3	33	7
Native American/Alaskan Native	9	0	2	5	2
White	826	8	15	655	148
Unknown	0	0	0	0	0
Handicap Status					
People with Disability	109	1	11	80	17
People without Disability	1,046	11	33	798	204
Unknown	352	0	3	278	71
Occupational Category					
Professional	240	2	7	204	27
Administrative	643	9	14	514	106
Technical	206	1	9	146	50
Clerical	67	0	3	51	13
Other White-Collar	45	0	5	22	18
Blue Collar	306	0	9	219	78
Unknown	0	0	0	0	0
Supervisory Status					
Supervisory	345	4	2	271	68
Non-Supervisory	1,162	8	45	885	224
Unknown	0	0	0	0	0
Salary Ranges					
Less than \$20,000	12	0	0	12	0
\$20,000-\$29,999	22	0	1	18	3
\$30,000-\$39,999	165	0	8	106	51
\$40,000-\$49,999	227	0	12	152	63
\$50,000-\$59,999	142	1	8	97	36
\$60,000-\$69,999	148	0	7	112	29
\$70,000-\$79,999	145	1	3	109	32
\$80,000-\$89,999	119	0	1	95	23
\$90,000 and over	508	9	5	443	51
Pay Plans					
General Schedule	632	0	26	492	114
Wage	306	0	9	219	78
Senior Executive Service	38	0	1	35	2
Other	531	12	11	410	98

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 four different ways to retire from Federal service:

1. **Mandatory**

Retirement 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-outs". 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 workforce 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)

[Next](#)

[Appendix II](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

[Appendix VI](#)

A. Race/National Origin

“Minority” is represented by Hispanics, Blacks, Native Americans, and Asians or Pacific Islanders. Persons belonging to each of these groups are identified as follows:

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. Native Americans

Persons who are American Indians or Alaskan natives.

4. Asians/Pacific Islanders

Persons of non-Hispanic origins in Puerto Rico and persons whose official duty stations are in Guam or Hawaii.

“Non-minority” is represented by only one group:

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.

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.

[Next](#)

B. Occupation Category (Continued)**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.

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.

[Next](#)

C. Supervisor Status (Continued)

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

General Schedule and Equivalent

Many pay plans that are used to compensate white-collar employees lack the General Schedule’s 15-grade structure, but – for reporting purposes only, have grades made equivalent to GS grades based on evaluations of duties and responsibilities. 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 personnel compensated under the General Schedule as well.

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 (CSRS) **or** have attained minimum retirement age (55-57, depending on year of birth) (FERS) **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) Have attained minimum retirement age (55-57, depending on year of birth) **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. This is often referred to as 6(c) retirement.

B. **Disability**

Employees who have completed 5 years of creditable service under CSRS or 18 months of creditable FERS service 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**

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

[Next](#)

age 55 or once they have completed 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.

D. **Early-Out**

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 under CSRS or FERS.

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

The in-lieu-of-adverse-action retirements can be granted to employees involuntarily 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.

[Next](#)

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.

Central Personnel Data File (CPDF) Coverage

A. **Purpose**

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

[Previous](#)

- Defense Intelligence Agency

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' 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.

[Previous](#)

[Appendix I](#)

[Appendix II](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

Central Personnel Data File (CPDF) Coverage

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).
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.

D. [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).

[Previous](#)[Appendix I](#)[Appendix II](#)[Appendix III](#)[Appendix IV](#)[Appendix V](#)

Central Personnel Data File (CPDF) Coverage

- 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 (OPM) 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).

[Previous](#)

[Appendix I](#)

[Appendix II](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)