



# *RETIREMENT STATISTICS*



[FAQs](#) | [Highlights and Trends](#) | [Projections](#)

[Agency Demographic Profiles](#) | [Definitions and Sources](#)



**KAY COLES JAMES**  
**DIRECTOR**



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
WASHINGTON, DC 20415-0001

OFFICE OF THE DIRECTOR

I am pleased to present our report on Retirement Statistics. This report provides an in-depth analysis of both historical and projected retirements of Federal civilian employees in the Executive Branch. The data has been analyzed and is presented in a variety of ways that we hope are both informative and useful to you. This report is divided into 5 major parts as noted below:

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

If you would like additional information or have suggestions for our staff, please call 202-606-2704 or email [owi@opm.gov](mailto:owi@opm.gov). To provide widespread and easy access to this very important information, this report is available electronically at <http://www.opm.gov/feddata/retire/index.htm>.

Kay Coles James  
Director

### 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) 2001 retirements and to make demographic comparisons among these retirees, FY 2000 retirees, and a composite retiree population from Fiscal Years 1992-2001.

This document consists of 5 major parts:

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

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

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

### 2. [Highlights and Trends](#)

#### (a) **Overview**

An in-depth analysis of Executive Branch retirements.

#### (b) **Summary Demographic Tables**

Retirement highlight tables depicting the following types of information:

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

Demographics represent characteristics of retirees on separation day and include:

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

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

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

[Next](#)

### 2. [Highlights and Trends](#)

#### (c) **Retirement Trends**

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

- Total retirements depicting yearly demographic percent distributions and deviations from an overall 10-year time period (Fiscal Years 1992-2001)
- Voluntary retirements depicting yearly demographic percent distributions and deviations from an overall 10-year time period (Fiscal Years 1992-2001)

### 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 2002-2006** (tables depicting retirement projections by year)

### 4. [Agency Demographic Profiles](#)

Fiscal Year 2001 retirement profile tables for 27 major Federal agencies. Tables depict the following information:

#### (a) **Demographics**

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

#### (b) **Retirement types**

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

## 5. [Definitions and Sources](#)

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

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

### Notes:

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

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

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

[Previous](#)

# Agency Demographic Profiles

## Contents



**Note:** The following tables cover retirements in Fiscal Year 2001

### Agency

[Agriculture](#)

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

[Army \(Civilian\)](#)

[Commerce](#)

[Defense \(Civilian\)](#)

[Education](#)

[Energy](#)

[Environmental Protection Agency](#)

[Equal Employment Opportunity Commission](#)

[Federal Deposit Insurance Corporation](#)

[General Services Administration](#)

[Health and Human Services](#)

[Housing and Urban Development](#)

[Interior](#)

[Justice](#)

[Labor](#)

[National Aeronautics and Space Administration](#)

[National Archives and Records Administration](#)

[National Labor Relations Board](#)

[Navy \(Civilian\)](#)

[Office of Personnel Management](#)

[Small Business Administration](#)

[Social Security Administration](#)

[State](#)

[Transportation](#)

[Treasury](#)

[Veterans Affairs](#)

[All Other Agencies](#)

## Retirements in Agriculture

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	2,218	23	230	1,854	111
Average Age	58.9	56.3	50.0	60.3	55.3
Average Length of Service	28.6	30.1	16.9	30.2	26.0
Average Salary	\$58,600	\$48,399	\$41,442	\$59,937	\$73,784
<b>Gender *</b>					
Male	1,587	23	94	1,393	77
Female	631	0	136	461	34
<b>Race/National Origin</b>					
Asian/Pacific Islander	43	0	5	35	3
Black	143	0	30	101	12
Hispanic	77	2	12	60	3
Native American	52	1	15	34	2
White	1,903	20	168	1,624	91
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	280	0	62	206	12
Non-Disability	1,707	14	152	1,447	94
Unknown	231	9	16	201	5
<b>Occupation Category</b>					
Professional	649	3	23	603	20
Administrative	568	2	33	470	63
Technical	814	18	136	636	24
Clerical	103	0	24	77	2
Other White-Collar	2	0	1	1	0
Blue-Collar	82	0	13	67	2
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	470	9	13	406	42
Non-Supervisors	1,748	14	217	1,448	69
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	105	0	38	66	1
\$30,000-\$39,999	449	7	106	323	13
\$40,000-\$49,999	443	9	36	391	7
\$50,000-\$59,999	300	3	18	256	23
\$60,000-\$69,999	314	1	17	280	16
\$70,000-\$79,999	213	3	5	196	9
\$80,000-\$89,999	120	0	2	114	4
\$90,000 and over	261	0	6	217	38
<b>Pay Plans</b>					
General Schedule	2,086	23	216	1,746	101
Wage	82	0	13	67	2
Senior Executive Service (SES)	37	0	1	28	8
Other	13	0	0	13	0

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



## Retirements in Air Force (Civilian)

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	4,389	39	548	2,961	841
Average Age	57.9	55.9	50.4	60.5	53.8
Average Length of Service	26.5	27.1	19.7	27.3	27.9
Average Salary	\$51,676	\$44,815	\$42,622	\$53,122	\$52,795
<b>Gender *</b>					
Male	3,129	39	364	2,104	622
Female	1,260	0	184	857	219
<b>Race/National Origin</b>					
Asian/Pacific Islander	89	0	10	62	17
Black	397	3	70	262	62
Hispanic	513	2	41	249	221
Native American	48	1	7	34	6
White	3,342	33	420	2,354	535
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	617	3	98	446	70
Non-Disability	3,548	35	429	2,366	718
Unknown	224	1	21	149	53
<b>Occupation Category</b>					
Professional	569	0	40	452	77
Administrative	1,472	7	107	1,042	316
Technical	702	3	100	442	157
Clerical	309	0	56	216	37
Other White-Collar	117	23	10	81	3
Blue-Collar	1,219	6	235	727	251
Unknown	1	0	0	1	0
<b>Supervisor Status</b>					
Supervisors/Managers	943	12	48	691	192
Non-Supervisors	3,441	27	499	2,266	649
Unknown	5	0	1	4	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	248	0	69	158	21
\$30,000-\$39,999	1,061	16	197	667	181
\$40,000-\$49,999	1,106	16	163	705	222
\$50,000-\$59,999	763	1	69	520	173
\$60,000-\$69,999	608	4	29	436	139
\$70,000-\$79,999	215	0	9	170	36
\$80,000-\$89,999	171	1	4	140	26
\$90,000 and over	204	0	6	156	42
<b>Pay Plans</b>					
General Schedule	2,951	33	297	2,038	583
Wage	1,219	6	235	727	251
Senior Executive Service (SES)	14	0	0	14	0
Other	205	0	16	182	7

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

## Retirements in Army (Civilian)

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	6,496	33	886	4,651	926
Average Age	58.5	56.8	51.1	60.8	53.8
Average Length of Service	26.5	26.0	19.5	27.7	26.7
Average Salary	\$51,734	\$40,421	\$41,266	\$55,479	\$43,815
<b>Gender *</b>					
Male	4,660	33	595	3,364	668
Female	1,836	0	291	1,287	258
<b>Race/National Origin</b>					
Asian/Pacific Islander	156	1	20	124	11
Black	739	1	138	501	99
Hispanic	229	1	37	170	21
Native American	91	0	18	51	22
White	5,281	30	673	3,805	773
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	674	2	154	444	74
Non-Disability	5,612	31	712	4,068	801
Unknown	210	0	20	139	51
<b>Occupation Category</b>					
Professional	1,067	0	73	960	34
Administrative	1,809	1	140	1,500	168
Technical	1,007	1	157	694	155
Clerical	560	1	118	364	77
Other White-Collar	122	25	15	77	5
Blue-Collar	1,930	5	383	1,055	487
Unknown	1	0	0	1	0
<b>Supervisor Status</b>					
Supervisors/Managers	1,000	10	59	837	94
Non-Supervisors	5,483	23	827	3,802	831
Unknown	13	0	0	12	1
<b>Salary Ranges *</b>					
Less than \$20,000	24	0	3	19	2
\$20,000-\$29,999	507	1	144	295	67
\$30,000-\$39,999	1,797	17	358	1,032	390
\$40,000-\$49,999	1,160	6	171	747	236
\$50,000-\$59,999	799	3	76	626	94
\$60,000-\$69,999	742	2	54	621	65
\$70,000-\$79,999	389	0	13	353	23
\$80,000-\$89,999	306	0	11	281	14
\$90,000 and over	392	0	11	371	10
<b>Pay Plans</b>					
General Schedule	4,267	28	490	3,316	433
Wage	1,930	5	383	1,055	487
Senior Executive Service (SES)	15	0	1	13	1
Other	284	0	12	267	5

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

## Retirements in Commerce

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	779	5	58	638	78
Average Age	59.3	58.3	49.9	60.7	54.6
Average Length of Service	28.8	27.3	19.6	29.8	26.9
Average Salary	\$68,591	\$100,672	\$42,650	\$70,544	\$69,922
<b>Gender *</b>					
Male	456	5	19	389	43
Female	323	0	39	249	35
<b>Race/National Origin</b>					
Asian/Pacific Islander	19	0	1	18	0
Black	84	0	13	62	9
Hispanic	16	1	3	12	0
Native American	3	0	0	2	1
White	657	4	41	544	68
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	51	1	9	38	3
Non-Disability	699	4	46	575	74
Unknown	29	0	3	25	1
<b>Occupation Category</b>					
Professional	274	0	9	247	18
Administrative	217	5	8	172	32
Technical	157	0	17	124	16
Clerical	103	0	18	79	6
Other White-Collar	2	0	0	1	1
Blue-Collar	26	0	6	15	5
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	160	1	4	138	17
Non-Supervisors	617	4	54	498	61
Unknown	2	0	0	2	0
<b>Salary Ranges *</b>					
Less than \$20,000	1	0	1	0	0
\$20,000-\$29,999	64	0	15	46	3
\$30,000-\$39,999	106	0	17	80	9
\$40,000-\$49,999	66	0	8	42	16
\$50,000-\$59,999	91	0	8	73	10
\$60,000-\$69,999	99	0	4	85	10
\$70,000-\$79,999	62	0	1	58	3
\$80,000-\$89,999	94	2	2	86	4
\$90,000 and over	193	3	2	166	22
<b>Pay Plans</b>					
General Schedule	508	2	39	431	36
Wage	26	0	6	15	5
Senior Executive Service (SES)	21	0	0	13	8
Other	224	3	13	179	29

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

## Retirements in Defense (Civilian)

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	2,475	1	328	1,791	355
Average Age	58.5	55.1	51.5	60.9	53.1
Average Length of Service	25.0	26.7	18.5	25.9	26.6
Average Salary	\$55,246	\$34,240	\$41,650	\$58,946	\$49,184
<b>Gender *</b>					
Male	1,505	1	160	1,102	242
Female	970	0	168	689	113
<b>Race/National Origin</b>					
Asian/Pacific Islander	102	0	14	78	10
Black	351	1	72	220	58
Hispanic	123	0	19	86	18
Native American	28	0	9	15	4
White	1,869	0	212	1,392	265
Unknown	2	0	2	0	0
<b>Handicap Status</b>					
Disability	294	0	85	182	27
Non-Disability	2,077	1	227	1,536	313
Unknown	104	0	16	73	15
<b>Occupation Category</b>					
Professional	625	0	40	559	26
Administrative	916	0	78	709	129
Technical	302	0	64	179	59
Clerical	220	0	59	141	20
Other White-Collar	17	1	2	9	5
Blue-Collar	395	0	85	194	116
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	392	0	20	310	62
Non-Supervisors	2,076	1	307	1,475	293
Unknown	7	0	1	6	0
<b>Salary Ranges *</b>					
Less than \$20,000	11	0	5	6	0
\$20,000-\$29,999	243	0	79	142	22
\$30,000-\$39,999	565	1	112	334	118
\$40,000-\$49,999	266	0	44	136	86
\$50,000-\$59,999	436	0	34	355	47
\$60,000-\$69,999	431	0	32	367	32
\$70,000-\$79,999	184	0	11	152	21
\$80,000-\$89,999	119	0	5	105	9
\$90,000 and over	199	0	5	181	13
<b>Pay Plans</b>					
General Schedule	1,759	1	231	1,299	228
Wage	395	0	85	194	116
Senior Executive Service (SES)	34	0	0	29	5
Other	287	0	12	269	6

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

## Retirements in Education

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	104	1	17	73	13
Average Age	59.7	56.6	51.8	62.0	57.2
Average Length of Service	26.0	28.9	19.1	28.4	21.5
Average Salary	\$81,857	\$75,499	\$64,853	\$81,514	\$106,511
<b>Gender *</b>					
Male	50	1	5	38	6
Female	54	0	12	35	7
<b>Race/National Origin</b>					
Asian/Pacific Islander	2	0	0	2	0
Black	38	0	9	28	1
Hispanic	4	0	0	4	0
Native American	0	0	0	0	0
White	60	1	8	39	12
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	14	0	3	11	0
Non-Disability	77	1	12	53	11
Unknown	13	0	2	9	2
<b>Occupation Category</b>					
Professional	33	0	6	27	0
Administrative	60	1	6	41	12
Technical	8	0	4	4	0
Clerical	3	0	1	1	1
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	18	0	1	12	5
Non-Supervisors	86	1	16	61	8
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	2	0	0	1	1
\$30,000-\$39,999	5	0	2	3	0
\$40,000-\$49,999	6	0	3	3	0
\$50,000-\$59,999	11	0	3	8	0
\$60,000-\$69,999	19	0	5	14	0
\$70,000-\$79,999	11	1	0	10	0
\$80,000-\$89,999	6	0	2	4	0
\$90,000 and over	44	0	2	30	12
<b>Pay Plans</b>					
General Schedule	93	1	17	67	8
Wage	0	0	0	0	0
Senior Executive Service (SES)	10	0	0	5	5
Other	1	0	0	1	0

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

## Retirements in Energy

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	392	1	24	292	75
Average Age	58.5	58.3	52.2	60.1	54.5
Average Length of Service	28.6	31.4	22.1	29.8	25.8
Average Salary	\$80,304	\$50,546	\$59,362	\$82,720	\$77,999
<b>Gender *</b>					
Male	292	1	16	227	48
Female	100	0	8	65	27
<b>Race/National Origin</b>					
Asian/Pacific Islander	6	0	1	3	2
Black	33	0	5	25	3
Hispanic	18	1	0	11	6
Native American	3	0	1	1	1
White	332	0	17	252	63
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	24	0	2	16	6
Non-Disability	288	0	18	214	56
Unknown	80	1	4	62	13
<b>Occupation Category</b>					
Professional	143	0	4	114	25
Administrative	174	0	6	126	42
Technical	16	0	2	10	4
Clerical	12	0	4	5	3
Other White-Collar	9	1	1	7	0
Blue-Collar	38	0	7	30	1
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	57	0	2	42	13
Non-Supervisors	327	1	22	244	60
Unknown	8	0	0	6	2
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	2	0	0	1	1
\$30,000-\$39,999	13	0	3	5	5
\$40,000-\$49,999	26	0	5	15	6
\$50,000-\$59,999	45	1	4	33	7
\$60,000-\$69,999	45	0	5	32	8
\$70,000-\$79,999	75	0	4	57	14
\$80,000-\$89,999	52	0	2	37	13
\$90,000 and over	134	0	1	112	21
<b>Pay Plans</b>					
General Schedule	332	1	17	245	69
Wage	38	0	7	30	1
Senior Executive Service (SES)	17	0	0	13	4
Other	5	0	0	4	1

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

## Retirements in Environmental Protection Agency

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	271	0	21	249	1
Average Age	60.1	0.0	48.0	61.2	52.4
Average Length of Service	29.8	0.0	20.3	30.6	22.8
Average Salary	\$82,568	\$0	\$61,906	\$84,513	\$34,190
<b>Gender *</b>					
Male	168	0	6	161	1
Female	103	0	15	88	0
<b>Race/National Origin</b>					
Asian/Pacific Islander	7	0	1	6	0
Black	37	0	7	30	0
Hispanic	5	0	2	3	0
Native American	3	0	0	3	0
White	219	0	11	207	1
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	21	0	7	14	0
Non-Disability	243	0	12	230	1
Unknown	7	0	2	5	0
<b>Occupation Category</b>					
Professional	111	0	7	104	0
Administrative	132	0	9	123	0
Technical	19	0	4	14	1
Clerical	9	0	1	8	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	33	0	0	33	0
Non-Supervisors	234	0	21	212	1
Unknown	4	0	0	4	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	17	0	4	12	1
\$40,000-\$49,999	18	0	2	16	0
\$50,000-\$59,999	18	0	6	12	0
\$60,000-\$69,999	27	0	0	27	0
\$70,000-\$79,999	45	0	5	40	0
\$80,000-\$89,999	43	0	3	40	0
\$90,000 and over	102	0	1	101	0
<b>Pay Plans</b>					
General Schedule	250	0	21	228	1
Wage	0	0	0	0	0
Senior Executive Service (SES)	16	0	0	16	0
Other	5	0	0	5	0

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

**Retirements in Equal Employment Opportunity Commission**  
**Fiscal Year 2001**

<b>Demographic</b>	<b>Total</b>	<b>Mandatory</b>	<b>Disability</b>	<b>Voluntary</b>	<b>Early-Out</b>
<b>Total Retirees</b>	45	0	8	37	0
Average Age	60.1	0.0	52.3	61.8	0.0
Average Length of Service	25.4	0.0	17.4	27.2	0.0
Average Salary	\$66,451	\$0	\$55,326	\$68,924	\$0
<b>Gender *</b>					
Male	16	0	2	14	0
Female	29	0	6	23	0
<b>Race/National Origin</b>					
Asian/Pacific Islander	2	0	0	2	0
Black	21	0	4	17	0
Hispanic	4	0	3	1	0
Native American	0	0	0	0	0
White	18	0	1	17	0
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	8	0	1	7	0
Non-Disability	36	0	6	30	0
Unknown	1	0	1	0	0
<b>Occupation Category</b>					
Professional	7	0	3	4	0
Administrative	28	0	2	26	0
Technical	6	0	2	4	0
Clerical	4	0	1	3	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	11	0	1	10	0
Non-Supervisors	34	0	7	27	0
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	5	0	3	2	0
\$30,000-\$39,999	4	0	0	4	0
\$40,000-\$49,999	2	0	0	2	0
\$50,000-\$59,999	6	0	2	4	0
\$60,000-\$69,999	10	0	0	10	0
\$70,000-\$79,999	5	0	1	4	0
\$80,000-\$89,999	5	0	2	3	0
\$90,000 and over	7	0	0	7	0
<b>Pay Plans</b>					
General Schedule	43	0	8	35	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	2	0	0	2	0
Other	0	0	0	0	0

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



## Retirements in Federal Deposit Insurance Corporation

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	150	0	7	123	20
Average Age	58.8	0.0	50.9	60.3	52.6
Average Length of Service	24.3	0.0	18.7	24.3	25.7
Average Salary	\$84,048	\$0	\$68,373	\$83,976	\$90,994
<b>Gender *</b>					
Male	101	0	4	86	11
Female	49	0	3	37	9
<b>Race/National Origin</b>					
Asian/Pacific Islander	5	0	1	3	1
Black	14	0	1	11	2
Hispanic	6	0	2	3	1
Native American	1	0	0	1	0
White	124	0	3	105	16
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	23	0	1	20	2
Non-Disability	124	0	5	101	18
Unknown	3	0	1	2	0
<b>Occupation Category</b>					
Professional	18	0	0	16	2
Administrative	104	0	7	81	16
Technical	16	0	0	15	1
Clerical	12	0	0	11	1
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	29	0	0	22	7
Non-Supervisors	121	0	7	101	13
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	0	0	0	0	0
\$30,000-\$39,999	10	0	1	8	1
\$40,000-\$49,999	17	0	0	17	0
\$50,000-\$59,999	4	0	1	3	0
\$60,000-\$69,999	12	0	2	7	3
\$70,000-\$79,999	12	0	2	9	1
\$80,000-\$89,999	17	0	0	15	2
\$90,000 and over	66	0	1	55	10
<b>Pay Plans</b>					
General Schedule	0	0	0	0	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	1	0	0	1	0
Other	149	0	7	122	20

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

## Retirements in General Services Administration

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	404	1	36	199	168
Average Age	56.8	57.0	53.0	60.9	52.8
Average Length of Service	26.0	33.9	20.1	26.0	27.2
Average Salary	\$62,858	\$88,085	\$47,862	\$65,739	\$62,510
<b>Gender *</b>					
Male	265	1	30	141	93
Female	139	0	6	58	75
<b>Race/National Origin</b>					
Asian/Pacific Islander	7	0	1	5	1
Black	97	0	13	40	44
Hispanic	15	0	3	8	4
Native American	8	0	0	3	5
White	277	1	19	143	114
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	39	0	6	15	18
Non-Disability	358	1	30	181	146
Unknown	7	0	0	3	4
<b>Occupation Category</b>					
Professional	57	0	5	29	23
Administrative	215	1	8	115	91
Technical	43	0	5	18	20
Clerical	2	0	0	0	2
Other White-Collar	13	0	4	7	2
Blue-Collar	74	0	14	30	30
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	69	0	1	37	31
Non-Supervisors	331	1	35	160	135
Unknown	4	0	0	2	2
<b>Salary Ranges *</b>					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	6	0	1	1	4
\$30,000-\$39,999	80	0	14	30	36
\$40,000-\$49,999	64	0	8	34	22
\$50,000-\$59,999	54	0	6	24	24
\$60,000-\$69,999	60	0	2	34	24
\$70,000-\$79,999	49	0	2	28	19
\$80,000-\$89,999	38	1	3	17	17
\$90,000 and over	52	0	0	30	22
<b>Pay Plans</b>					
General Schedule	317	1	22	161	133
Wage	74	0	14	30	30
Senior Executive Service (SES)	12	0	0	7	5
Other	1	0	0	1	0

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

## Retirements in Health and Human Services

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	1,067	0	91	919	57
Average Age	60.3	0.0	51.4	61.5	54.5
Average Length of Service	28.0	0.0	18.1	29.0	26.5
Average Salary	\$68,561	\$0	\$48,721	\$71,461	\$53,585
<b>Gender *</b>					
Male	480	0	25	437	18
Female	587	0	66	482	39
<b>Race/National Origin</b>					
Asian/Pacific Islander	29	0	0	29	0
Black	123	0	11	112	0
Hispanic	19	0	2	17	0
Native American	146	0	24	91	31
White	644	0	47	579	18
Unknown	106	0	7	91	8
<b>Handicap Status</b>					
Disability	70	0	13	53	4
Non-Disability	690	0	71	581	38
Unknown	307	0	7	285	15
<b>Occupation Category</b>					
Professional	370	0	19	339	12
Administrative	416	0	27	370	19
Technical	153	0	20	121	12
Clerical	67	0	15	42	10
Other White-Collar	3	0	1	2	0
Blue-Collar	58	0	9	45	4
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	197	0	2	183	12
Non-Supervisors	862	0	89	728	45
Unknown	8	0	0	8	0
<b>Salary Ranges *</b>					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	62	0	15	36	11
\$30,000-\$39,999	137	0	25	100	12
\$40,000-\$49,999	111	0	10	94	7
\$50,000-\$59,999	121	0	15	99	7
\$60,000-\$69,999	119	0	11	99	9
\$70,000-\$79,999	165	0	7	156	2
\$80,000-\$89,999	104	0	5	95	4
\$90,000 and over	237	0	2	230	5
<b>Pay Plans</b>					
General Schedule	964	0	82	830	52
Wage	58	0	9	45	4
Senior Executive Service (SES)	22	0	0	21	1
Other	23	0	0	23	0

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

## Retirements in Housing and Urban Development

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	279	1	25	181	72
Average Age	57.9	57.9	53.1	60.2	53.8
Average Length of Service	28.1	33.3	17.2	29.8	27.5
Average Salary	\$76,226	\$78,140	\$58,280	\$78,399	\$76,781
<b>Gender *</b>					
Male	160	0	10	117	33
Female	119	1	15	64	39
<b>Race/National Origin</b>					
Asian/Pacific Islander	2	0	1	0	1
Black	68	0	8	48	12
Hispanic	15	0	3	11	1
Native American	3	0	1	2	0
White	191	1	12	120	58
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	33	0	10	19	4
Non-Disability	217	1	15	141	60
Unknown	29	0	0	21	8
<b>Occupation Category</b>					
Professional	40	0	1	24	15
Administrative	208	1	18	138	51
Technical	18	0	4	10	4
Clerical	13	0	2	9	2
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	48	1	4	33	10
Non-Supervisors	231	0	21	148	62
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	2	0	1	1	0
\$30,000-\$39,999	23	0	4	14	5
\$40,000-\$49,999	10	0	2	6	2
\$50,000-\$59,999	19	0	8	6	5
\$60,000-\$69,999	75	0	5	48	22
\$70,000-\$79,999	36	1	1	24	10
\$80,000-\$89,999	35	0	1	24	10
\$90,000 and over	76	0	2	56	18
<b>Pay Plans</b>					
General Schedule	269	1	25	174	69
Wage	0	0	0	0	0
Senior Executive Service (SES)	8	0	0	5	3
Other	2	0	0	2	0

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

## Retirements in Interior

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	1,266	26	131	1,028	81
Average Age	58.9	57.2	51.9	60.1	56.1
Average Length of Service	27.8	29.1	18.5	28.9	27.3
Average Salary	\$58,229	\$64,294	\$42,049	\$60,405	\$54,719
<b>Gender *</b>					
Male	906	25	87	750	44
Female	360	1	44	278	37
<b>Race/National Origin</b>					
Asian/Pacific Islander	16	1	2	12	1
Black	54	0	9	44	1
Hispanic	36	0	5	31	0
Native American	191	1	23	124	43
White	969	24	92	817	36
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	116	0	30	80	6
Non-Disability	989	20	93	827	49
Unknown	161	6	8	121	26
<b>Occupation Category</b>					
Professional	385	4	13	347	21
Administrative	359	20	24	292	23
Technical	245	1	38	182	24
Clerical	63	0	10	52	1
Other White-Collar	21	0	4	16	1
Blue-Collar	193	1	42	139	11
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	295	12	11	250	22
Non-Supervisors	966	14	120	773	59
Unknown	5	0	0	5	0
<b>Salary Ranges *</b>					
Less than \$20,000	4	0	0	1	3
\$20,000-\$29,999	104	0	24	60	20
\$30,000-\$39,999	227	1	47	171	8
\$40,000-\$49,999	210	5	30	165	10
\$50,000-\$59,999	204	8	19	169	8
\$60,000-\$69,999	178	5	4	156	13
\$70,000-\$79,999	101	1	2	91	7
\$80,000-\$89,999	96	3	1	87	5
\$90,000 and over	138	3	3	125	7
<b>Pay Plans</b>					
General Schedule	961	25	80	807	49
Wage	193	1	42	139	11
Senior Executive Service (SES)	23	0	0	19	4
Other	89	0	9	63	17

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

## Retirements in Justice

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	1,433	74	184	1,142	33
Average Age	54.8	57.2	45.8	56.1	53.9
Average Length of Service	25.6	29.8	16.4	26.7	26.3
Average Salary	\$67,327	\$74,217	\$48,488	\$69,274	\$88,091
<b>Gender *</b>					
Male	1,025	69	99	842	15
Female	408	5	85	300	18
<b>Race/National Origin</b>					
Asian/Pacific Islander	27	1	5	20	1
Black	206	4	48	142	12
Hispanic	132	14	18	99	1
Native American	17	0	2	15	0
White	1,051	55	111	866	19
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	55	2	14	35	4
Non-Disability	1,295	68	166	1,033	28
Unknown	83	4	4	74	1
<b>Occupation Category</b>					
Professional	160	1	8	146	5
Administrative	760	53	54	632	21
Technical	169	4	38	123	4
Clerical	61	0	21	38	2
Other White-Collar	199	14	46	138	1
Blue-Collar	84	2	17	65	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	550	28	36	474	12
Non-Supervisors	883	46	148	668	21
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	15	0	7	8	0
\$30,000-\$39,999	146	0	52	91	3
\$40,000-\$49,999	271	7	62	198	4
\$50,000-\$59,999	209	8	28	172	1
\$60,000-\$69,999	234	17	16	199	2
\$70,000-\$79,999	160	11	5	138	6
\$80,000-\$89,999	124	19	5	98	2
\$90,000 and over	267	12	6	234	15
<b>Pay Plans</b>					
General Schedule	1,271	72	163	1,012	24
Wage	84	2	17	65	0
Senior Executive Service (SES)	42	0	0	36	6
Other	36	0	4	29	3

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

## Retirements in Labor

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	396	1	48	341	6
Average Age	60.4	58.1	52.0	61.7	53.9
Average Length of Service	29.0	35.8	22.2	29.9	29.9
Average Salary	\$70,002	\$66,283	\$55,399	\$71,745	\$88,682
<b>Gender *</b>					
Male	244	0	19	220	5
Female	152	1	29	121	1
<b>Race/National Origin</b>					
Asian/Pacific Islander	3	0	0	3	0
Black	98	0	11	86	1
Hispanic	28	0	4	22	2
Native American	1	0	0	1	0
White	266	1	33	229	3
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	32	0	8	23	1
Non-Disability	304	1	36	263	4
Unknown	60	0	4	55	1
<b>Occupation Category</b>					
Professional	57	0	4	53	0
Administrative	268	1	32	229	6
Technical	47	0	6	41	0
Clerical	24	0	6	18	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	88	0	4	80	4
Non-Supervisors	305	1	43	259	2
Unknown	3	0	1	2	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	8	0	3	5	0
\$30,000-\$39,999	55	0	9	46	0
\$40,000-\$49,999	17	0	7	10	0
\$50,000-\$59,999	37	0	8	29	0
\$60,000-\$69,999	92	1	13	78	0
\$70,000-\$79,999	63	0	5	56	2
\$80,000-\$89,999	43	0	1	41	1
\$90,000 and over	80	0	2	75	3
<b>Pay Plans</b>					
General Schedule	385	1	48	330	6
Wage	0	0	0	0	0
Senior Executive Service (SES)	6	0	0	6	0
Other	5	0	0	5	0

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

## Retirements in National Aeronautics and Space Administration

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	390	0	17	360	13
Average Age	60.1	0.0	47.4	60.9	54.0
Average Length of Service	32.6	0.0	17.2	33.5	27.3
Average Salary	\$88,628	\$0	\$56,288	\$90,447	\$80,677
<b>Gender *</b>					
Male	315	0	5	300	10
Female	75	0	12	60	3
<b>Race/National Origin</b>					
Asian/Pacific Islander	3	0	0	3	0
Black	23	0	2	20	1
Hispanic	11	0	0	10	1
Native American	4	0	0	4	0
White	349	0	15	323	11
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	33	0	7	24	2
Non-Disability	301	0	10	280	11
Unknown	56	0	0	56	0
<b>Occupation Category</b>					
Professional	243	0	7	232	4
Administrative	72	0	3	66	3
Technical	58	0	5	47	6
Clerical	14	0	2	12	0
Other White-Collar	0	0	0	0	0
Blue-Collar	3	0	0	3	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	64	0	0	62	2
Non-Supervisors	325	0	17	297	11
Unknown	1	0	0	1	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	2	0	1	1	0
\$30,000-\$39,999	18	0	5	13	0
\$40,000-\$49,999	13	0	2	11	0
\$50,000-\$59,999	25	0	2	19	4
\$60,000-\$69,999	37	0	2	32	3
\$70,000-\$79,999	40	0	1	39	0
\$80,000-\$89,999	52	0	3	47	2
\$90,000 and over	202	0	1	197	4
<b>Pay Plans</b>					
General Schedule	356	0	17	328	11
Wage	3	0	0	3	0
Senior Executive Service (SES)	30	0	0	28	2
Other	1	0	0	1	0

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



## Retirements in National Archives and Records Administration

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	47	0	3	44	0
Average Age	60.2	0.0	47.3	61.0	0.0
Average Length of Service	28.3	0.0	18.1	29.0	0.0
Average Salary	\$61,169	\$0	\$48,671	\$62,021	\$0
<b>Gender *</b>					
Male	19	0	1	18	0
Female	28	0	2	26	0
<b>Race/National Origin</b>					
Asian/Pacific Islander	1	0	0	1	0
Black	9	0	0	9	0
Hispanic	1	0	0	1	0
Native American	0	0	0	0	0
White	36	0	3	33	0
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	2	0	1	1	0
Non-Disability	45	0	2	43	0
Unknown	0	0	0	0	0
<b>Occupation Category</b>					
Professional	16	0	2	14	0
Administrative	8	0	0	8	0
Technical	12	0	0	12	0
Clerical	11	0	1	10	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	9	0	0	9	0
Non-Supervisors	38	0	3	35	0
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	9	0	0	9	0
\$30,000-\$39,999	3	0	1	2	0
\$40,000-\$49,999	7	0	1	6	0
\$50,000-\$59,999	6	0	0	6	0
\$60,000-\$69,999	9	0	1	8	0
\$70,000-\$79,999	3	0	0	3	0
\$80,000-\$89,999	1	0	0	1	0
\$90,000 and over	9	0	0	9	0
<b>Pay Plans</b>					
General Schedule	44	0	3	41	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	3	0	0	3	0
Other	0	0	0	0	0

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

## Retirements in National Labor Relations Board

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	49	0	5	44	0
Average Age	61.5	0.0	55.9	62.1	0.0
Average Length of Service	33.3	0.0	28.7	33.8	0.0
Average Salary	\$83,089	\$0	\$63,069	\$85,364	\$0
<b>Gender *</b>					
Male	28	0	3	25	0
Female	21	0	2	19	0
<b>Race/National Origin</b>					
Asian/Pacific Islander	0	0	0	0	0
Black	12	0	2	10	0
Hispanic	2	0	1	1	0
Native American	0	0	0	0	0
White	35	0	2	33	0
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	4	0	1	3	0
Non-Disability	19	0	1	18	0
Unknown	26	0	3	23	0
<b>Occupation Category</b>					
Professional	17	0	1	16	0
Administrative	23	0	2	21	0
Technical	4	0	2	2	0
Clerical	5	0	0	5	0
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	16	0	0	16	0
Non-Supervisors	33	0	5	28	0
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	1	2	0
\$30,000-\$39,999	4	0	1	3	0
\$40,000-\$49,999	2	0	0	2	0
\$50,000-\$59,999	2	0	0	2	0
\$60,000-\$69,999	3	0	0	3	0
\$70,000-\$79,999	8	0	1	7	0
\$80,000-\$89,999	5	0	1	4	0
\$90,000 and over	22	0	1	21	0
<b>Pay Plans</b>					
General Schedule	42	0	5	37	0
Wage	0	0	0	0	0
Senior Executive Service (SES)	1	0	0	1	0
Other	6	0	0	6	0

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

## Retirements in Navy (Civilian)

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	5,216	30	562	3,745	879
Average Age	58.3	57.8	51.0	60.5	53.4
Average Length of Service	26.7	25.0	19.6	27.6	27.6
Average Salary	\$55,124	\$40,452	\$42,165	\$58,164	\$51,057
<b>Gender *</b>					
Male	3,845	30	380	2,856	579
Female	1,371	0	182	889	300
<b>Race/National Origin</b>					
Asian/Pacific Islander	405	2	31	291	81
Black	564	0	97	330	137
Hispanic	171	4	22	119	26
Native American	45	0	15	27	3
White	4,030	24	397	2,977	632
Unknown	1	0	0	1	0
<b>Handicap Status</b>					
Disability	546	3	108	365	70
Non-Disability	4,509	27	439	3,262	781
Unknown	161	0	15	118	28
<b>Occupation Category</b>					
Professional	862	0	41	761	60
Administrative	1,419	2	92	1,061	264
Technical	982	0	95	713	174
Clerical	325	0	69	202	54
Other White-Collar	191	28	18	141	4
Blue-Collar	1,436	0	247	866	323
Unknown	1	0	0	1	0
<b>Supervisor Status</b>					
Supervisors/Managers	924	10	38	727	149
Non-Supervisors	4,287	20	524	3,014	729
Unknown	5	0	0	4	1
<b>Salary Ranges *</b>					
Less than \$20,000	5	0	5	0	0
\$20,000-\$29,999	362	1	94	221	46
\$30,000-\$39,999	1,162	19	195	736	212
\$40,000-\$49,999	1,008	5	140	640	223
\$50,000-\$59,999	804	3	59	578	164
\$60,000-\$69,999	767	2	46	603	116
\$70,000-\$79,999	367	0	13	292	62
\$80,000-\$89,999	285	0	5	250	30
\$90,000 and over	414	0	3	387	24
<b>Pay Plans</b>					
General Schedule	3,061	29	275	2,280	477
Wage	1,436	0	247	866	323
Senior Executive Service (SES)	29	0	0	27	2
Other	690	1	40	572	77

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

## Retirements in Office of Personnel Management

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	111	0	3	69	39
Average Age	59.5	0.0	49.4	62.8	54.3
Average Length of Service	25.3	0.0	19.3	24.1	27.7
Average Salary	\$62,854	\$0	\$46,245	\$60,058	\$69,079
<b>Gender *</b>					
Male	46	0	1	34	11
Female	65	0	2	35	28
<b>Race/National Origin</b>					
Asian/Pacific Islander	2	0	0	0	2
Black	27	0	0	16	11
Hispanic	6	0	0	2	4
Native American	0	0	0	0	0
White	76	0	3	51	22
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	4	0	1	2	1
Non-Disability	106	0	2	67	37
Unknown	1	0	0	0	1
<b>Occupation Category</b>					
Professional	3	0	0	2	1
Administrative	65	0	1	36	28
Technical	9	0	1	2	6
Clerical	33	0	1	28	4
Other White-Collar	0	0	0	0	0
Blue-Collar	1	0	0	1	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	17	0	0	6	11
Non-Supervisors	94	0	3	63	28
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	28	0	1	26	1
\$30,000-\$39,999	10	0	1	1	8
\$40,000-\$49,999	10	0	0	6	4
\$50,000-\$59,999	10	0	0	5	5
\$60,000-\$69,999	6	0	0	4	2
\$70,000-\$79,999	17	0	1	8	8
\$80,000-\$89,999	8	0	0	6	2
\$90,000 and over	22	0	0	13	9
<b>Pay Plans</b>					
General Schedule	100	0	3	62	35
Wage	1	0	0	1	0
Senior Executive Service (SES)	10	0	0	6	4
Other	0	0	0	0	0

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

## Retirements in Small Business Administration

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	116	0	6	83	27
Average Age	60.0	0.0	55.3	62.2	54.0
Average Length of Service	25.9	0.0	13.7	27.0	24.9
Average Salary	\$71,277	\$0	\$55,221	\$72,134	\$72,213
<b>Gender *</b>					
Male	59	0	3	44	12
Female	57	0	3	39	15
<b>Race/National Origin</b>					
Asian/Pacific Islander	5	0	0	4	1
Black	21	0	0	17	4
Hispanic	6	0	0	4	2
Native American	1	0	0	1	0
White	83	0	6	57	20
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	11	0	2	6	3
Non-Disability	103	0	4	76	23
Unknown	2	0	0	1	1
<b>Occupation Category</b>					
Professional	13	0	1	10	2
Administrative	86	0	4	60	22
Technical	14	0	1	11	2
Clerical	3	0	0	2	1
Other White-Collar	0	0	0	0	0
Blue-Collar	0	0	0	0	0
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	30	0	0	21	9
Non-Supervisors	85	0	6	61	18
Unknown	1	0	0	1	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	3	0	1	1	1
\$30,000-\$39,999	11	0	1	9	1
\$40,000-\$49,999	9	0	0	5	4
\$50,000-\$59,999	11	0	2	7	2
\$60,000-\$69,999	30	0	1	20	9
\$70,000-\$79,999	18	0	0	15	3
\$80,000-\$89,999	12	0	1	9	2
\$90,000 and over	22	0	0	17	5
<b>Pay Plans</b>					
General Schedule	109	0	6	79	24
Wage	0	0	0	0	0
Senior Executive Service (SES)	5	0	0	2	3
Other	2	0	0	2	0

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

## Retirements in Social Security Administration

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	1,987	0	205	1,124	658
Average Age	56.9	0.0	48.5	61.0	52.5
Average Length of Service	28.8	0.0	19.5	31.0	27.6
Average Salary	\$55,342	\$0	\$43,318	\$57,393	\$55,573
<b>Gender *</b>					
Male	622	0	61	392	169
Female	1,365	0	144	732	489
<b>Race/National Origin</b>					
Asian/Pacific Islander	27	0	1	19	7
Black	439	0	55	255	129
Hispanic	109	0	21	51	37
Native American	14	0	2	9	3
White	1,398	0	126	790	482
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	165	0	40	88	37
Non-Disability	1,168	0	135	627	406
Unknown	654	0	30	409	215
<b>Occupation Category</b>					
Professional	58	0	4	44	10
Administrative	1,203	0	74	676	453
Technical	516	0	84	280	152
Clerical	196	0	38	117	41
Other White-Collar	0	0	0	0	0
Blue-Collar	14	0	5	7	2
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	199	0	7	141	51
Non-Supervisors	1,755	0	197	969	589
Unknown	33	0	1	14	18
<b>Salary Ranges *</b>					
Less than \$20,000	1	0	1	0	0
\$20,000-\$29,999	97	0	33	49	15
\$30,000-\$39,999	355	0	73	188	94
\$40,000-\$49,999	330	0	42	191	97
\$50,000-\$59,999	610	0	33	304	273
\$60,000-\$69,999	259	0	13	159	87
\$70,000-\$79,999	137	0	5	93	39
\$80,000-\$89,999	77	0	1	44	32
\$90,000 and over	119	0	3	95	21
<b>Pay Plans</b>					
General Schedule	1,941	0	199	1,087	655
Wage	14	0	5	7	2
Senior Executive Service (SES)	6	0	1	5	0
Other	26	0	0	25	1

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

## Retirements in State

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	449	82	21	328	18
Average Age	58.2	60.1	49.6	58.3	58.5
Average Length of Service	27.5	27.7	19.9	28.3	21.3
Average Salary	\$90,703	\$104,583	\$57,938	\$88,298	\$108,746
<b>Gender *</b>					
Male	275	61	10	196	8
Female	174	21	11	132	10
<b>Race/National Origin</b>					
Asian/Pacific Islander	6	0	2	4	0
Black	52	6	8	37	1
Hispanic	17	3	1	12	1
Native American	3	2	0	1	0
White	370	70	10	274	16
Unknown	1	1	0	0	0
<b>Handicap Status</b>					
Disability	16	2	2	9	3
Non-Disability	410	75	18	302	15
Unknown	23	5	1	17	0
<b>Occupation Category</b>					
Professional	121	30	2	80	9
Administrative	244	41	11	185	7
Technical	13	0	5	8	0
Clerical	52	6	3	42	1
Other White-Collar	0	0	0	0	0
Blue-Collar	2	0	0	2	0
Unknown	17	5	0	11	1
<b>Supervisor Status</b>					
Supervisors/Managers	132	27	0	93	12
Non-Supervisors	317	55	21	235	6
Unknown	0	0	0	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	2	0	2	0	0
\$30,000-\$39,999	19	1	6	12	0
\$40,000-\$49,999	37	4	2	30	1
\$50,000-\$59,999	36	5	5	24	2
\$60,000-\$69,999	39	3	1	35	0
\$70,000-\$79,999	36	3	0	31	2
\$80,000-\$89,999	39	7	2	30	0
\$90,000 and over	235	59	3	160	13
<b>Pay Plans</b>					
General Schedule	133	2	15	108	8
Wage	2	0	0	2	0
Senior Executive Service (SES)	23	1	1	13	8
Other	291	79	5	205	2

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

## Retirements in Transportation

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	1,470	10	145	1,170	145
Average Age	58.8	56.8	49.3	60.5	55.0
Average Length of Service	29.6	30.8	20.0	30.6	30.6
Average Salary	\$80,515	\$109,100	\$68,143	\$80,023	\$94,868
<b>Gender *</b>					
Male	1,148	9	94	918	127
Female	322	1	51	252	18
<b>Race/National Origin</b>					
Asian/Pacific Islander	27	0	1	24	2
Black	126	0	16	106	4
Hispanic	36	0	4	28	4
Native American	31	0	8	21	2
White	1,250	10	116	991	133
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	105	0	21	80	4
Non-Disability	1,309	9	121	1,042	137
Unknown	56	1	3	48	4
<b>Occupation Category</b>					
Professional	167	0	5	162	0
Administrative	1,079	10	106	820	143
Technical	99	0	11	88	0
Clerical	54	0	9	45	0
Other White-Collar	0	0	0	0	0
Blue-Collar	71	0	14	55	2
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	294	2	13	244	35
Non-Supervisors	1,175	8	131	926	110
Unknown	1	0	1	0	0
<b>Salary Ranges *</b>					
Less than \$20,000	0	0	0	0	0
\$20,000-\$29,999	10	0	3	7	0
\$30,000-\$39,999	111	0	23	88	0
\$40,000-\$49,999	81	0	8	71	2
\$50,000-\$59,999	85	0	21	62	2
\$60,000-\$69,999	231	1	30	164	36
\$70,000-\$79,999	237	0	20	206	11
\$80,000-\$89,999	191	1	7	172	11
\$90,000 and over	517	8	33	393	83
<b>Pay Plans</b>					
General Schedule	289	0	32	257	0
Wage	71	0	14	55	2
Senior Executive Service (SES)	12	0	0	12	0
Other	1,098	10	99	846	143

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



## Retirements in Treasury

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	3,894	30	418	2,970	476
Average Age	58.2	57.8	50.6	60.0	53.6
Average Length of Service	25.7	30.2	18.2	26.4	27.5
Average Salary	\$60,216	\$79,676	\$43,379	\$61,382	\$66,476
<b>Gender *</b>					
Male	1,972	30	145	1,638	159
Female	1,922	0	273	1,332	317
<b>Race/National Origin</b>					
Asian/Pacific Islander	85	1	6	71	7
Black	533	0	87	365	81
Hispanic	185	1	31	128	25
Native American	39	1	10	23	5
White	3,052	27	284	2,383	358
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	351	1	101	212	37
Non-Disability	3,290	24	296	2,568	402
Unknown	253	5	21	190	37
<b>Occupation Category</b>					
Professional	488	0	35	432	21
Administrative	1,838	28	104	1,402	304
Technical	910	2	162	642	104
Clerical	523	0	90	394	39
Other White-Collar	36	0	9	27	0
Blue-Collar	95	0	18	69	8
Unknown	4	0	0	4	0
<b>Supervisor Status</b>					
Supervisors/Managers	681	3	14	562	102
Non-Supervisors	3,207	27	404	2,402	374
Unknown	6	0	0	6	0
<b>Salary Ranges *</b>					
Less than \$20,000	8	0	0	8	0
\$20,000-\$29,999	386	0	86	293	7
\$30,000-\$39,999	780	0	150	544	86
\$40,000-\$49,999	473	1	74	328	70
\$50,000-\$59,999	376	2	31	286	57
\$60,000-\$69,999	438	2	39	349	48
\$70,000-\$79,999	485	9	23	395	58
\$80,000-\$89,999	417	11	5	347	54
\$90,000 and over	515	5	8	407	95
<b>Pay Plans</b>					
General Schedule	3,578	29	384	2,752	413
Wage	95	0	18	69	8
Senior Executive Service (SES)	45	0	1	35	9
Other	176	1	15	114	46

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

## Retirements in Veterans Affairs

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	6,290	4	1,255	3,375	1,656
Average Age	58.0	57.6	51.3	62.5	54.0
Average Length of Service	22.7	23.9	16.1	23.6	25.8
Average Salary	\$48,692	\$37,473	\$38,026	\$52,275	\$49,535
<b>Gender *</b>					
Male	2,885	3	645	1,410	827
Female	3,405	1	610	1,965	829
<b>Race/National Origin</b>					
Asian/Pacific Islander	277	0	32	202	43
Black	1,403	0	348	707	348
Hispanic	302	0	73	151	78
Native American	48	0	17	20	11
White	4,259	4	784	2,295	1,176
Unknown	1	0	1	0	0
<b>Handicap Status</b>					
Disability	813	0	293	348	172
Non-Disability	5,220	4	920	2,887	1,409
Unknown	257	0	42	140	75
<b>Occupation Category</b>					
Professional	2,088	0	261	1,326	501
Administrative	790	0	75	444	271
Technical	1,580	0	368	799	413
Clerical	666	1	205	307	153
Other White-Collar	77	3	25	29	20
Blue-Collar	1,088	0	320	470	298
Unknown	1	0	1	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	742	2	57	421	262
Non-Supervisors	5,492	2	1,193	2,924	1,373
Unknown	56	0	5	30	21
<b>Salary Ranges *</b>					
Less than \$20,000	88	0	32	46	10
\$20,000-\$29,999	1,290	1	492	552	245
\$30,000-\$39,999	1,591	2	333	788	468
\$40,000-\$49,999	787	1	157	380	249
\$50,000-\$59,999	873	0	112	532	229
\$60,000-\$69,999	596	0	53	384	159
\$70,000-\$79,999	282	0	20	161	101
\$80,000-\$89,999	175	0	8	104	63
\$90,000 and over	525	0	36	383	106
<b>Pay Plans</b>					
General Schedule	3,697	4	741	1,922	1,030
Wage	1,088	0	320	470	298
Senior Executive Service (SES)	21	0	1	17	3
Other	1,484	0	193	966	325

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

## Retirements in All Other Agencies

Fiscal Year 2001

Demographic	Total	Mandatory	Disability	Voluntary	Early-Out
<b>Total Retirees</b>	936	15	84	743	94
Average Age	59.3	58.0	51.2	60.9	53.5
Average Length of Service	27.8	26.0	20.2	28.7	27.7
Average Salary	\$76,999	\$108,006	\$50,311	\$79,764	\$74,559
<b>Gender *</b>					
Male	582	13	41	472	56
Female	354	2	43	271	38
<b>Race/National Origin</b>					
Asian/Pacific Islander	24	1	3	17	3
Black	250	2	43	175	30
Hispanic	31	4	3	21	3
Native American	5	0	2	3	0
White	626	8	33	527	58
Unknown	0	0	0	0	0
<b>Handicap Status</b>					
Disability	58	0	10	44	4
Non-Disability	710	13	64	573	60
Unknown	168	2	10	126	30
<b>Occupation Category</b>					
Professional	206	7	11	185	3
Administrative	437	8	19	358	52
Technical	93	0	15	69	9
Clerical	48	0	10	34	4
Other White-Collar	19	0	5	13	1
Blue-Collar	133	0	24	84	25
Unknown	0	0	0	0	0
<b>Supervisor Status</b>					
Supervisors/Managers	234	7	3	195	29
Non-Supervisors	701	8	81	547	65
Unknown	1	0	0	1	0
<b>Salary Ranges *</b>					
Less than \$20,000	1	0	0	1	0
\$20,000-\$29,999	32	0	14	17	1
\$30,000-\$39,999	101	0	22	68	11
\$40,000-\$49,999	79	0	10	59	10
\$50,000-\$59,999	109	0	14	79	16
\$60,000-\$69,999	125	1	13	99	12
\$70,000-\$79,999	82	2	3	64	13
\$80,000-\$89,999	64	2	2	55	5
\$90,000 and over	336	9	6	295	26
<b>Pay Plans</b>					
General Schedule	450	5	52	365	28
Wage	133	0	24	84	25
Senior Executive Service (SES)	49	0	0	42	7
Other	304	10	8	252	34

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



## Definitions and Sources

### Contents

**Appendix I:** [Analytical Notes](#)

**Appendix II:** [Demographic Definitions](#)

Key definitions related to the following categories:

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

**Appendix III:** [Retirement Eligibility Requirements](#)

Eligibility requirements for the following types of retirements:

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

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

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

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

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

Important information regarding the use of CPDF and its data:

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

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

1. [Appendix IV](#)

CPDF Coverage

2. [Appendix VI](#)

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

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

1. **Mandatory**

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

2. **Disability**

Retirement made because of some kind of disability.

3. **Voluntary**

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

4. **Other Retirements**

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

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

**Note:**

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

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

1. [Appendix II](#)

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

[Next](#)

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

2. [Appendix III](#)

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

3. [Appendix IV](#)

Central Personnel Data File (CPDF) Coverage

4. [Appendix V](#)

Length of Eligibility Definition

5. [Appendix VI](#)

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

### A. Race/National Origin

#### 1. Hispanic

A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins. Does not include persons of Portuguese culture or origin.

#### 2. Black

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

#### 3. White

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

#### 4. Other

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

### B. Occupation Category

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

#### 1. Professional

Requires knowledge in a field of science or learning characteristically acquired through education or training pertinent to the specialized field as distinguished from general education. The work of a professional occupation requires the exercise of discretion, judgment, and personal responsibility for the application of an organized body of knowledge that is constantly studied to make new discoveries and interpretations, and to improve the data, materials, and methods.

#### 2. Administrative

Involves the exercise of analytical ability judgment, discretion, and personal responsibility, and application of a substantial body of knowledge, principles, concepts, and practices applicable to one or more fields of administration or management. While these positions do not require specialized education majors, they do involve the types of skills (analytical, research, writing, judgment) typically gained through a college level general education or through progressively responsible experience.

#### 3. Technical

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

[Next](#)

### B. Occupation Category

#### 4. Clerical

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

#### 5. Other White-Collar

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

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

### C. Supervisor Status

#### 1. Supervisors

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

#### 2. Non-Supervisors

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

### D. Pay Plans

#### 1. General Schedule and Equivalent

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

[Previous](#)

[Appendix I](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

[Appendix VI](#)



**Definitions and Sources**  
Appendix III  
**Retirement Eligibility Requirements**

**A. Voluntary**

1. Under both the Civil Service Retirement System (CSRS) **and** the Federal Employees Retirement System (FERS), Federal personnel can retire if they:

- (a) Are 55-59 years of age **and**
- (b) Have 30 or more years of creditable service.

**Or**

- (a) Are 60-61 years of age **and**
- (b) Have 20 or more years of creditable service.

**Or**

- (a) Are 62 years of age or older **and**
- (b) Have 5 or more years of creditable service.

2. Under the Federal Employees Retirement System Law only, Federal personnel can retire if they:

- (a) Are 55-61 years of age **and**
- (b) Have 10 or more years of creditable service.

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

**B. Disability**

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

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

**C. Mandatory**

1. Under retirement law, air traffic controllers must retire at age 55 unless exempted by the Secretary of Transportation. These exempted employees must ultimately retire at age 62. Additionally, retirement law stipulates that hazardous duty employees must retire at age 55 or must complete 20 years of creditable service if over that age. Again, an agency may exempt these employees from that provision if the public interest so requires until the age of 60 when they must retire.

[Next](#)

**D. Early-Out**

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

Then agency employees can retire under the “Early-Out” authority. Under this authority, employees can retire under either Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS) if they:

- (a) Are 50-54 years of age **and**
- (b) Have at least 20 years of creditable service.

**Or**

- (a) Are 55-59 years of age **and**
- (b) Have between 20 and 29 years of creditable service.

**Or**

- (a) 49 years of age or less **and**
- (b) Have at least 25 years of creditable service to CSRS or to FERS.

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

1. The in-lieu-of-adverse-action retirements can be granted to employees involuntary separated. To be eligible, employees must be at least 50 years old and have at least 20 years of service credited under CSRS or FERS.

[Previous](#)

[Appendix I](#)

[Appendix II](#)

[Appendix IV](#)

[Appendix V](#)

[Appendix VI](#)

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

A. **Status File Coverage**

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

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

**Note:** District of Columbia Government is not covered.

2. **Legislative Branch** – includes:

- Government Printing Office
- United States Tax Courts

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

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

**Definitions and Sources**  
Appendix V  
**Length of Eligibility Definition**

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

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

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

**A. Purpose**

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

**B. Composition**

1. CPDF is composed of two primary data files:

(a) **Status File**

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

(b) **Dynamics File**

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

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

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

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

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

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

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

(a) **Name File**

Provides a link from social security number to name.

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

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

**C. Coverage**

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

[Next](#)

## C. Coverage

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

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

(a) Other **exclusions** include:

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

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

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

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

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

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

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

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

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

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

[Previous](#)

[Next](#)

[Appendix I](#)

[Appendix II](#)

[Appendix III](#)

[Appendix IV](#)

[Appendix V](#)

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

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

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

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

E. **Accuracy**

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

E. Accuracy

2. Accuracy varies from quarterly file to quarterly file, agency to agency, and data element to data element.
3. The Office of Personnel Management (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).