

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

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

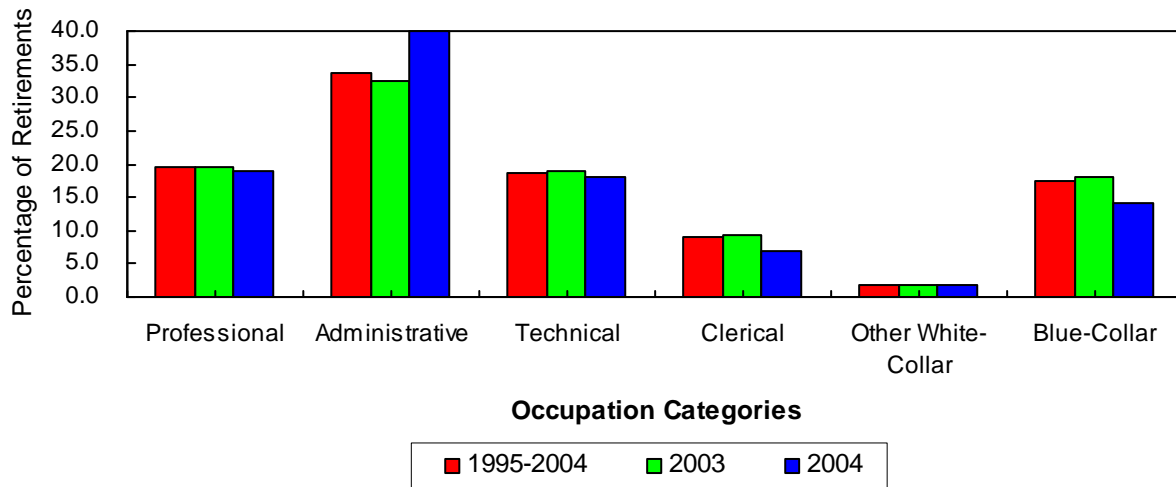
The following table presents the compositions of Fiscal Year (FY) 1995-2004 and FY 2003 retirement populations as they compare to the FY 2004 population.

Retirement Type	FY 1995-2004	FY 2003	FY 2004
<b>Total Retirements</b>	521,239	52,200	55,848
Average Age	58.0	58.5	58.7
Average Length of Service	26.3	27.8	28.1
<b>Voluntary</b>	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
<b>Disability</b>	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
<b>Mandatory</b>	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
<b>Other</b>	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
<b>Gender</b>			
Male	62.5	62.2	60.7
Female	37.5	37.8	39.2
<b>Race/National Origin</b>			
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.

<b>Demographic</b>	<b>FY 1995-2004</b>	<b>FY 2003</b>	<b>FY 2004</b>
	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.

<b>Voluntary Retirement Eligibility Condition</b>		<b>Percent Retiring</b>
<b>Age</b>	<b>Years of Creditable Service</b>	
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.

<b>Demographic</b>	<b>FY 1995-2004</b>	<b>FY 2003</b>	<b>FY 2004</b>
	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.

<b>Demographic</b>	<b>FY 1995-2004</b>	<b>FY 2004</b>
	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
<b>Total</b>	521,239	100.0	55,848	100.0
<a href="#">Agriculture</a>	25,043	4.8	2,930	5.2
<a href="#">Air Force (Civilian)</a>	50,409	9.7	4,641	8.3
<a href="#">Army (Civilian)</a>	77,454	14.9	8,971	16.1
<a href="#">Commerce</a>	9,027	1.7	1,140	2.0
<a href="#">Defense (Civilian)</a>	37,991	7.3	2,873	5.1
<a href="#">Education</a>	1,152	0.2	156	0.3
<a href="#">Energy</a>	6,109	1.2	628	1.1
<a href="#">Environmental Protection Agency</a>	3,346	0.6	643	1.2
<a href="#">Equal Employment Opportunity Commission</a>	726	0.1	87	0.2
<a href="#">Federal Deposit Insurance Corporation</a>	2,139	0.4	107	0.2
<a href="#">General Services Administration</a>	6,645	1.3	470	0.8
<a href="#">Health &amp; Human Services 1/</a>	14,978	2.9	1,700	3.0
<a href="#">Homeland Security 3/</a>	2,777	0.5	1,962	3.5
<a href="#">Housing &amp; Urban Development</a>	4,245	0.8	420	0.8
<a href="#">Interior</a>	17,205	3.3	1,962	3.5
<a href="#">Justice</a>	12,989	2.5	1,386	2.5
<a href="#">Labor</a>	4,427	0.8	264	0.5
<a href="#">National Aeronautics and Space Administration</a>	5,853	1.1	512	0.9
<a href="#">National Archives &amp; Records Administration</a>	481	0.1	78	0.1
<a href="#">National Labor Relations Board</a>	585	0.1	47	0.1
<a href="#">Navy (Civilian)</a>	72,246	13.9	7,091	12.7
<a href="#">Office of Personnel Management</a>	1,261	0.2	86	0.2
<a href="#">Small Business Administration</a>	1,534	0.3	223	0.4
<a href="#">Social Security Administration 2/</a>	19,460	3.7	2,802	5.0
<a href="#">State</a>	4,382	0.8	548	1.0
<a href="#">Transportation</a>	17,026	3.3	1,956	3.5
<a href="#">Treasury</a>	39,961	7.7	4,396	7.9
<a href="#">Veterans Affairs</a>	69,872	13.4	6,262	11.2
<a href="#">All Other Agencies</a>	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				
<b>Total Retirements</b>	521,239	<b>Average</b>	Age	58.0
			Service	26.3
			Salary	\$54,353
<hr/>				
Mandatory	3,780	<b>Average</b>	Age	58.2
			Service	28.2
			Salary	\$75,125
<hr/>				
Disability	56,075	<b>Average</b>	Age	50.1
			Service	17.4
			Salary	\$40,063
<hr/>				
Voluntary	339,300	<b>Average</b>	Age	60.9
			Service	27.5
			Salary	\$57,663
<hr/>				
Others	122,084	<b>Average</b>	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				
<b>Total Retirements</b>	70,983	<b>Average</b>	Age	57.7
			Service	26.1
			Salary	\$44,731
<hr/>				
Mandatory	481	<b>Average</b>	Age	59.0
			Service	27.0
			Salary	\$63,002
<hr/>				
Disability	6,617	<b>Average</b>	Age	48.8
			Service	16.0
			Salary	\$33,365
<hr/>				
Voluntary	39,602	<b>Average</b>	Age	61.8
			Service	27.1
			Salary	\$46,530
<hr/>				
Others	24,283	<b>Average</b>	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				
<b>Total Retirements</b>	52,211	<b>Average</b>	Age	57.4
			Service	25.3
			Salary	\$46,402
Mandatory	354	<b>Average</b>	Age	57.7
			Service	28.3
			Salary	\$71,890
Disability	6,204	<b>Average</b>	Age	48.9
			Service	16.1
			Salary	\$34,472
Voluntary	29,037	<b>Average</b>	Age	61.5
			Service	26.2
			Salary	\$48,073
Others	16,616	<b>Average</b>	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				
<b>Total Retirements</b>	57,243	<b>Average</b>	Age	57.8
			Service	25.4
			Salary	\$47,654
Mandatory	352	<b>Average</b>	Age	58.3
			Service	27.7
			Salary	\$74,812
Disability	6,166	<b>Average</b>	Age	49.4
			Service	15.9
			Salary	\$35,383
Voluntary	33,599	<b>Average</b>	Age	61.5
			Service	26.3
			Salary	\$49,527
Others	17,126	<b>Average</b>	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				
<b>Total Retirements</b>	50,329	<b>Average</b>	Age	57.7
			Service	25.4
			Salary	\$49,559
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Mandatory	295	<b>Average</b>	Age	57.7
			Service	28.1
			Salary	\$69,360
<hr/>				
Disability	5,744	<b>Average</b>	Age	49.8
			Service	16.7
			Salary	\$37,146
<hr/>				
Voluntary	30,752	<b>Average</b>	Age	61.1
			Service	26.5
			Salary	\$51,934
<hr/>				
Others	13,538	<b>Average</b>	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				
<b>Total Retirements</b>	49,281	<b>Average</b>	Age	57.7
			Service	25.7
			Salary	\$51,753
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Mandatory	309	<b>Average</b>	Age	58.0
			Service	28.0
			Salary	\$71,187
<hr/>				
Disability	5,202	<b>Average</b>	Age	50.0
			Service	17.4
			Salary	\$39,510
<hr/>				
Voluntary	31,524	<b>Average</b>	Age	60.8
			Service	26.7
			Salary	\$54,403
<hr/>				
Others	12,246	<b>Average</b>	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				
<b>Total Retirements</b>	45,137	<b>Average</b>	Age	58.2
			Service	26.0
			Salary	\$55,137
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Mandatory	370	<b>Average</b>	Age	58.0
			Service	28.4
			Salary	\$74,663
<hr/>				
Disability	4,792	<b>Average</b>	Age	50.4
			Service	18.0
			Salary	\$41,341
<hr/>				
Voluntary	31,412	<b>Average</b>	Age	60.8
			Service	27.0
			Salary	\$57,792
<hr/>				
Others	8,563	<b>Average</b>	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				
<b>Total Retirements</b>	43,119	<b>Average</b>	Age	58.3
			Service	26.4
			Salary	\$58,146
<hr/>				
Mandatory	377	<b>Average</b>	Age	57.7
			Service	28.2
			Salary	\$72,724
<hr/>				
Disability	5,366	<b>Average</b>	Age	50.7
			Service	18.4
			Salary	\$43,009
<hr/>				
Voluntary	30,534	<b>Average</b>	Age	60.6
			Service	27.6
			Salary	\$61,354
<hr/>				
Others	6,842	<b>Average</b>	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				
<b>Total Retirements</b>	43,577	<b>Average</b>	Age	58.3
			Service	27.1
			Salary	\$61,880
<hr/>				
Mandatory	343	<b>Average</b>	Age	58.4
			Service	29.1
			Salary	\$83,930
<hr/>				
Disability	4,966	<b>Average</b>	Age	51.0
			Service	18.7
			Salary	\$44,763
<hr/>				
Voluntary	31,926	<b>Average</b>	Age	60.3
			Service	28.4
			Salary	\$64,755
<hr/>				
Others	6,342	<b>Average</b>	Age	54.0
			Service	27.1
			Salary	\$59,565

Demographics		
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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				
<b>Total Retirements</b>	52,200	<b>Average</b>	Age	58.5
			Service	27.8
			Salary	\$63,980
<hr/>				
Mandatory	376	<b>Average</b>	Age	58.7
			Service	28.3
			Salary	\$83,793
<hr/>				
Disability	5,269	<b>Average</b>	Age	51.3
			Service	19.0
			Salary	\$46,425
<hr/>				
Voluntary	37,882	<b>Average</b>	Age	60.4
			Service	29.0
			Salary	\$66,914
<hr/>				
Others	8,673	<b>Average</b>	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				
<b>Total Retirements</b>	55,848	<b>Average</b>	Age	58.7
			Service	28.1
			Salary	\$67,824
<hr/>				
Mandatory	507	<b>Average</b>	Age	58.2
			Service	29.0
			Salary	\$83,154
<hr/>				
Disability	5,398	<b>Average</b>	Age	51.3
			Service	19.2
			Salary	\$48,862
<hr/>				
Voluntary	42,356	<b>Average</b>	Age	60.4
			Service	29.3
			Salary	\$70,459
<hr/>				
Others	7,587	<b>Average</b>	Age	54.6
			Service	27.6
			Salary	\$65,557

Demographics		
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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				
<b>Total Retirements</b>	17,725	<b>Average</b>	Age	52.7
			Service	27.0
			Salary	\$63,282
<hr/>				
Mandatory	2,108	<b>Average</b>	Age	57.7
			Service	28.4
			Salary	\$61,188
<hr/>				
Disability	1,373	<b>Average</b>	Age	44.1
			Service	16.0
			Salary	\$45,742
<hr/>				
Voluntary	13,942	<b>Average</b>	Age	52.9
			Service	27.9
			Salary	\$65,663
<hr/>				
Others	302	<b>Average</b>	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				
<b>Total Retirements</b>	2,135	<b>Average</b>	Age	53.4
			Service	27.6
			Salary	\$73,220
<hr/>				
Mandatory	312	<b>Average</b>	Age	57.5
			Service	29.8
			Salary	\$74,539
<hr/>				
Disability	160	<b>Average</b>	Age	45.0
			Service	17.7
			Salary	\$54,172
<hr/>				
Voluntary	1,647	<b>Average</b>	Age	53.4
			Service	28.1
			Salary	\$74,936
<hr/>				
Others	16	<b>Average</b>	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

	<b>Retirement Trends</b>	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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0	-	100.0	-
<b>Gender</b>									
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
<b>Race/National Origin</b>									
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
<b>Occupation Category</b>									
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
<b>Pay Plans</b>									
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
<b>Handicap Status</b>									
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
<b>Supervisor Status</b>									
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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0	-	100.0	-
<b>Gender</b>									
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
<b>Race/National Origin</b>									
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
<b>Occupation Category</b>									
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
<b>Pay Plans</b>									
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
<b>Handicap Status</b>									
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
<b>Supervisor Status</b>									
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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0
<b>Gender</b>						
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
<b>Race/National Origin</b>						
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
<b>Occupation Category</b>						
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
<b>Pay Plans</b>						
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
<b>Handicap Status</b>						
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
<b>Supervisor Status</b>						
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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0	-	100.0	-
<b>Gender</b>									
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
<b>Race/National Origin</b>									
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
<b>Occupation Category</b>									
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
<b>Pay Plans</b>									
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
<b>Handicap Status</b>									
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
<b>Supervisor Status</b>									
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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0	-	100.0	-
<b>Gender</b>									
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
<b>Race/National Origin</b>									
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
<b>Occupation Category</b>									
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
<b>Pay Plans</b>									
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
<b>Handicap Status</b>									
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
<b>Supervisor Status</b>									
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
<b>Total</b>	100.0	100.0	-	100.0	-	100.0
<b>Gender</b>						
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
<b>Race/National Origin</b>						
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
<b>Occupation Category</b>						
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
<b>Pay Plans</b>						
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
<b>Handicap Status</b>						
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
<b>Supervisor Status</b>						
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