

**Table 482. Federal Employees—Summary Characteristics: 1990 to 2005**

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

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

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

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