



RETIREMENT STATISTICS



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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. 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.

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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.

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A. Retirement Highlights

1. [Overview](#)

An in-depth analysis of Executive Branch retirements.

2. Summary Demographic Tables ([See notes below](#))



All Retirements	Voluntary Retirements
Table 1: Fiscal Years 1992-2001	Table 12: Fiscal Years 1992-2001
Table 2: Fiscal Year 1992	Table 13: Fiscal Year 1992
Table 3: Fiscal Year 1993	Table 14: Fiscal Year 1993
Table 4: Fiscal Year 1994	Table 15: Fiscal Year 1994
Table 5: Fiscal Year 1995	Table 16: Fiscal Year 1995
Table 6: Fiscal Year 1996	Table 17: Fiscal Year 1996
Table 7: Fiscal Year 1997	Table 18: Fiscal Year 1997
Table 8: Fiscal Year 1998	Table 19: Fiscal Year 1998
Table 9: Fiscal Year 1999	Table 20: Fiscal Year 1999
Table 10: Fiscal Year 2000	Table 21: Fiscal Year 2000
Table 11: Fiscal Year 2001	Table 22: Fiscal Year 2001
Section 6(c) Retirements	
Table 23: Fiscal Years 1992-2001	
Table 24: Fiscal Year 2001	

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

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A. Retirement Highlights

2. Summary Demographic Tables

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

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

- Percentages retiring under each of the following voluntary age by 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 (**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.

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 1992-2001](#)

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

3. [Trends in Voluntary Retirements, Fiscal Years 1992-2001](#)

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

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Retirement Highlights

Overview

The following table presents the compositions of Fiscal Year (FY) 2000 and FY 1992-2001 retirement populations as they compare to the FY 2001 population.

Retirement Type	FY 1992-2001	FY 2001	FY 2000
Total Retirements	526,685	43,119	45,137
Average Age	58.0	58.3	58.2
Average Length of Service	25.9	26.4	26.0
Voluntary	327,502	30,534	31,412
Percent of Total	62.2	70.8	69.6
Average Age	61.3	60.6	60.8
Average Length of Service	26.9	27.6	27.0
Disability	55,921	5,366	4,792
Percent of Total	10.6	12.4	10.6
Average Age	49.6	50.7	50.4
Average Length of Service	16.8	18.4	18.0
Mandatory	3,928	377	370
Percent of Total	0.7	0.9	0.8
Average Age	58.6	57.7	58.0
Average Length of Service	27.5	28.2	28.4
Other	139,334	6,842	8,563
Percent of Total	26.5	15.9	19.0
Average Age	53.7	53.7	53.2
Average Length of Service	27.1	27.0	26.8

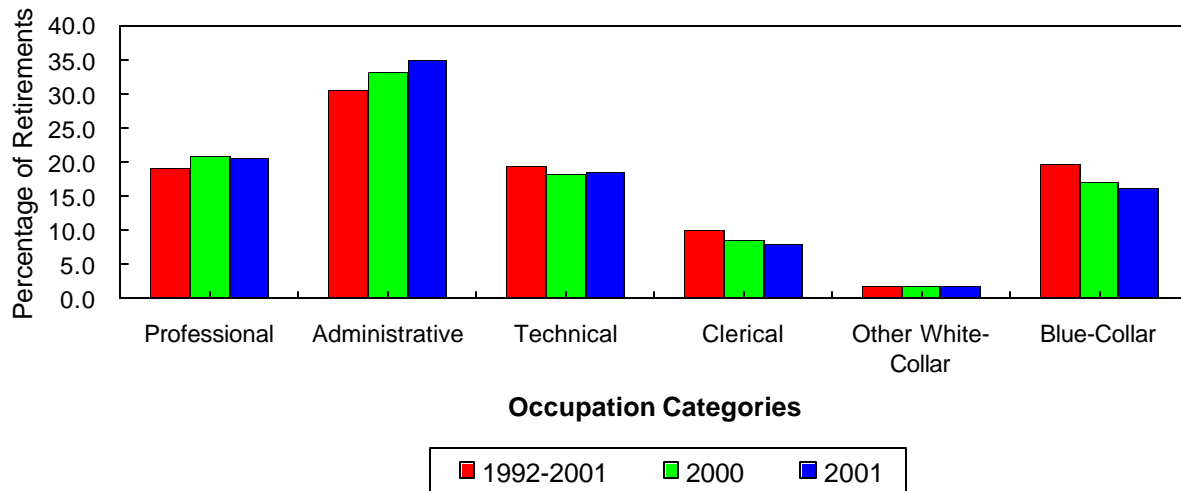
Some 43,119 Federal civilian employees retired during FY 2001 down about 2,000 since FY 2000 and about 9,600 less than the 10-year average of about 52,700. Percentage-wise, the composition by retirement type was nearly the same for the two Fiscal Years. However, there were differences in composition compared to the 10-year population. In Fiscal Year 2001 voluntary retirements represented nearly 71 percent of all retirements while for the 10-year period, they represented only about 62 percent. On the other hand, "Other" retirements represented about 16 percent of the total retirements in Fiscal Year 2001, but over 26 percent of the total retirements for the 10-year period.

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Overview

The chart below depicts retirement percent distributions by occupation category for each Fiscal Year (FY) time period. The percentages of retirees in the "administrative" and "technical" categories have increased from FY 2000 to FY 2001, while retirees from the "professional", "clerical" and "blue-collar" categories have declined slightly. The percentage of retirees in the "other white-collar" category remained the same from FY 2000 to FY 2001.

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) 2001, the female percentage was 37.8 compared with 36.0 percent for the 10-year period. For Fiscal 2000, the comparable percentage for female retirees was 36.7.

Demographic	FY 1992-2001 Percent	FY 2001 Percent	FY 2000 Percent
Gender			
Male	64.0	62.2	63.3
Female	36.0	37.8	36.7
Race/National Origin			
Total	23.7	23.8	24.9
Asian/Pacific Islander	3.1	3.2	3.9
Black	14.2	13.9	13.8
Hispanic	4.6	4.9	5.4
Native American	1.8	1.8	1.8
White	76.3	76.2	75.1

Overview

Voluntary retirements are the largest segment of each retiree population. The following table depicts the percent distribution of selected demographics for each Fiscal Year (FY) time period.

Demographic	FY 1992-2001 Percent	FY 2001 Percent	FY 2000 Percent
Male	66.2	64.5	65.6
Minority	22.2	21.7	22.5
White-Collar	83.8	87.1	86.4
General Schedule Pay Plans	73.3	72.2	71.6
Grades 13-15 & Executives	21.5	24.3	27.2
Supervisors	20.0	19.9	19.3

The table below depicts the largest percentage of retirees who qualified for voluntary retirement in FY 2001 were:

1. 62 years of age or more **and**
2. Had at least 5 years of creditable service under the Civil Service Retirement System or the Federal Employees Retirement Systems.

Voluntary Retirement Eligibility Condition		Percent Retiring
Age	Years of Creditable Service	
55-59	30+	37.8
60-61	20+	16.7
62+	5+	45.5

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 Fiscal Year 2001 were lower than their respective 10-year figures. In fact the average LOE's for both the white-collar and the Grades 13-15 & Executives groups were 0.3 years lower.

Demographic	FY 1992-2001 Average LOE	FY 2001 Average LOE	FY 2000 Average LOE
Total	3.3	3.1	3.2
Male	3.3	3.2	3.3
Minority	3.3	3.2	3.3
White-Collar	3.4	3.1	3.2
General Schedule Pay Plans	3.3	3.1	3.2
Grades 13-15 & Executives	3.4	3.1	3.2
Supervisors	3.1	2.9	3.0

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Overview

The table below depicts percent distributions for selected **Section 6(c)** retiree demographics for Fiscal Year (FY) 1992-2001 and FY 2001. 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.

Demographic	FY 1992-2001 Percent	FY 2001 Percent
Total	100.0	100.0
Male	94.0	90.9
Minority	17.7	19.7
White-Collar	96.1	95.5
General Schedule Pay Plans	93.5	94.6
Grades 13-15 & Executives	42.4	41.7
Supervisors	38.8	40.6

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

- Fiscal Year 1992-2001
- Fiscal Year 2001

Retirement Highlights

Overview

Total Retirements by Agency

(Select an agency name to go to detailed demographic report)

Agency	Fiscal Year 1992-2001	Percent of Total	Fiscal Year 2001	Percent of Total
Total	526,685	100.0	43,119	100.0
Agriculture	25,926	4.9	2,218	5.1
Air Force (Civilian)	55,019	10.4	4,389	10.2
Army (Civilian)	80,352	15.3	6,496	15.1
Commerce	8,383	1.6	779	1.8
Defense (Civilian)	43,398	8.2	2,475	5.7
Education	1,308	0.2	104	0.2
Energy	5,515	1.0	392	0.9
Environmental Protection Agency	2,501	0.5	271	0.6
Equal Employment Opportunity Commission	644	0.1	45	0.1
Federal Deposit Insurance Corporation	1,672	0.3	150	0.3
General Services Administration	6,173	1.2	404	0.9
Health & Human Services 1/	16,680	3.2	1,067	2.5
Housing & Urban Development	4,133	0.8	279	0.6
Interior	18,233	3.5	1,266	2.9
Justice	11,290	2.1	1,433	3.3
Labor	4,328	0.8	396	0.9
National Aeronautics and Space Administration	6,980	1.3	390	0.9
National Archives & Records Administration	365	0.1	47	0.1
National Labor Relations Board	472	0.1	49	0.1
Navy (Civilian)	80,833	15.3	5,216	12.1
Office of Personnel Management	1,412	0.3	111	0.3
Small Business Administration	1,382	0.3	116	0.3
Social Security Administration 2/	12,392	2.4	1,987	4.6
State	3,851	0.7	449	1.0
Transportation	17,922	3.4	1,470	3.4
Treasury	35,877	6.8	3,894	9.0
Veterans Affairs	67,723	12.9	6,290	14.6
All Other Agencies	11,921	2.3	936	2.2

1/ 1992-2001 figure includes retirees from the Social Security Administration prior to March 1995.

2/ 1992-2001 figure counts retirements since March 1995 when the Social Security Administration became a separate agency.

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Source: Central Personnel Data File

Questions/Comments to: owi@opm.gov



Table 1 - Retirement Highlights

Fiscal Years 1992-2001

All Retirements

Summary

Total Retirements	526,685	Average	Age	58.0
			Service	25.9
			Salary	\$47,467
Mandatory	3,928	Average	Age	58.6
			Service	27.5
			Salary	\$65,629
Disability	55,921	Average	Age	49.6
			Service	16.8
			Salary	\$35,787
Voluntary	327,502	Average	Age	61.3
			Service	26.9
			Salary	\$49,622
Others	139,334	Average	Age	53.7
			Service	27.1
			Salary	\$46,594

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	337,044	64.0
Female	189,641	36.0
Blacks	75,386	14.3
Other Minorities	49,601	9.4
Whites	401,508	76.3
White-Collar	422,876	80.4
Blue-Collar	103,288	19.6
Disability	61,158	12.7
Non-Disability	419,854	87.3
General Schedule Pay Plans (GS/GM)	372,627	100.0
Grades 1-4	21,456	5.8
Grades 5-8	103,083	27.7
Grades 9-12	155,877	41.8
Grades 13-15	92,152	24.7
Wage Pay Plans	103,288	67.0
Executive Pay Plans	5,057	3.3
Other Pay Plans	45,713	29.7
Supervisors/Managers	98,270	18.7
Non-Supervisors	426,957	81.3



Table 2 - Retirement Highlights

Fiscal Year 1992

All Retirements

Summary

Total Retirements	29,617	Average	Age	59.2
			Service	25.4
			Salary	\$38,953
Mandatory	358	Average	Age	59.9
			Service	26.2
			Salary	\$50,706
Disability	4,449	Average	Age	49.8
			Service	17.1
			Salary	\$30,546
Voluntary	23,034	Average	Age	61.3
			Service	26.8
			Salary	\$40,264
Others	1,776	Average	Age	56.4
			Service	26.7
			Salary	\$40,408

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	19,481	65.8
Female	10,136	34.2
Blacks	4,094	13.8
Other Minorities	2,324	7.9
Whites	23,193	78.3
White-Collar	23,424	79.3
Blue-Collar	6,133	20.7
Disability	3,514	13.3
Non-Disability	22,841	86.7
General Schedule Pay Plans (GS/GM)	21,266	100.0
Grades 1-4	1,769	8.3
Grades 5-8	6,295	29.6
Grades 9-12	8,484	39.9
Grades 13-15	4,718	22.2
Wage Pay Plans	6,133	73.5
Executive Pay Plans	149	1.8
Other Pay Plans	2,064	24.7
Supervisors/Managers	5,801	19.6
Non-Supervisors	23,801	80.4



Table 3 - Retirement Highlights

Fiscal Year 1993

All Retirements

Summary

Total Retirements	60,614	Average	Age	58.4
			Service	26.5
			Salary	\$39,985
Mandatory	470	Average	Age	59.4
			Service	27.0
			Salary	\$55,696
Disability	5,533	Average	Age	49.5
			Service	16.7
			Salary	\$31,358
Voluntary	38,020	Average	Age	61.5
			Service	27.3
			Salary	\$41,552
Others	16,591	Average	Age	54.3
			Service	27.5
			Salary	\$38,817

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	41,494	68.5
Female	19,120	31.5
Blacks	8,095	13.3
Other Minorities	5,383	8.9
Whites	47,133	77.8
White-Collar	43,689	72.1
Blue-Collar	16,894	27.9
Disability	8,032	14.6
Non-Disability	46,985	85.4
General Schedule Pay Plans (GS/GM)	40,932	100.0
Grades 1-4	2,822	6.9
Grades 5-8	11,104	27.1
Grades 9-12	18,726	45.8
Grades 13-15	8,280	20.2
Wage Pay Plans	16,894	85.8
Executive Pay Plans	292	1.5
Other Pay Plans	2,494	12.7
Supervisors/Managers	11,406	18.8
Non-Supervisors	49,141	81.2



Table 4 - Retirement Highlights

Fiscal Year 1994

All Retirements

Summary

Total Retirements	67,258	Average	Age	58.2
			Service	26.6
			Salary	\$44,936
Mandatory	552	Average	Age	59.2
			Service	26.9
			Salary	\$59,863
Disability	5,622	Average	Age	49.2
			Service	16.2
			Salary	\$32,610
Voluntary	39,537	Average	Age	61.5
			Service	27.5
			Salary	\$46,116
Others	21,547	Average	Age	54.7
			Service	27.7
			Salary	\$45,599

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	44,514	66.2
Female	22,744	33.8
Blacks	9,474	14.1
Other Minorities	5,846	8.7
Whites	51,934	77.2
White-Collar	54,392	81.0
Blue-Collar	12,771	19.0
Disability	7,596	12.6
Non-Disability	52,463	87.4
General Schedule Pay Plans (GS/GM)	49,446	100.0
Grades 1-4	2,834	5.7
Grades 5-8	12,712	25.7
Grades 9-12	20,786	42.1
Grades 13-15	13,114	26.5
Wage Pay Plans	12,771	71.7
Executive Pay Plans	937	5.3
Other Pay Plans	4,102	23.0
Supervisors/Managers	14,687	21.9
Non-Supervisors	52,529	78.1



Table 5 - Retirement Highlights

Fiscal Year 1995

All Retirements

Summary

Total Retirements	70,983	Average	Age	57.7
			Service	26.1
			Salary	\$44,731
Mandatory	481	Average	Age	59.0
			Service	27.0
			Salary	\$63,002
Disability	6,617	Average	Age	48.8
			Service	16.0
			Salary	\$33,365
Voluntary	39,602	Average	Age	61.8
			Service	27.1
			Salary	\$46,530
Others	24,283	Average	Age	53.5
			Service	27.0
			Salary	\$44,539

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	43,956	61.9
Female	27,027	38.1
Blacks	11,288	15.9
Other Minorities	5,777	8.1
Whites	53,914	76.0
White-Collar	56,822	80.1
Blue-Collar	14,137	19.9
Disability	7,822	12.3
Non-Disability	55,829	87.7
General Schedule Pay Plans (GS/GM)	51,946	100.0
Grades 1-4	2,994	5.8
Grades 5-8	15,023	28.9
Grades 9-12	20,971	40.4
Grades 13-15	12,958	24.9
Wage Pay Plans	14,137	74.3
Executive Pay Plans	712	3.7
Other Pay Plans	4,186	22.0
Supervisors/Managers	13,293	18.9
Non-Supervisors	56,893	81.1



Table 6 - Retirement Highlights

Fiscal Year 1996

All Retirements

Summary

Total Retirements	52,211	Average	Age	57.4
			Service	25.3
			Salary	\$46,402
Mandatory	354	Average	Age	57.7
			Service	28.3
			Salary	\$71,890
Disability	6,204	Average	Age	48.9
			Service	16.1
			Salary	\$34,472
Voluntary	29,037	Average	Age	61.5
			Service	26.2
			Salary	\$48,073
Others	16,616	Average	Age	53.4
			Service	26.8
			Salary	\$47,438

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	32,909	63.0
Female	19,302	37.0
Blacks	7,897	15.1
Other Minorities	4,815	9.3
Whites	39,493	75.6
White-Collar	42,215	80.9
Blue-Collar	9,984	19.1
Disability	5,676	12.0
Non-Disability	41,684	88.0
General Schedule Pay Plans (GS/GM)	36,883	100.0
Grades 1-4	2,299	6.2
Grades 5-8	10,342	28.0
Grades 9-12	15,148	41.1
Grades 13-15	9,094	24.7
Wage Pay Plans	9,984	65.1
Executive Pay Plans	502	3.3
Other Pay Plans	4,841	31.6
Supervisors/Managers	9,349	17.9
Non-Supervisors	42,780	82.1



Table 7 - Retirement Highlights

Fiscal Year 1997

All Retirements

Summary

Total Retirements	57,243	Average	Age	57.8
			Service	25.4
			Salary	\$47,654
Mandatory	352	Average	Age	58.3
			Service	27.7
			Salary	\$74,812
Disability	6,166	Average	Age	49.4
			Service	15.9
			Salary	\$35,383
Voluntary	33,599	Average	Age	61.5
			Service	26.3
			Salary	\$49,527
Others	17,126	Average	Age	53.5
			Service	26.9
			Salary	\$48,063

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	35,457	61.9
Female	21,786	38.1
Blacks	9,221	16.1
Other Minorities	5,363	9.4
Whites	42,655	74.5
White-Collar	46,637	81.6
Blue-Collar	10,544	18.4
Disability	6,349	12.1
Non-Disability	46,134	87.9
General Schedule Pay Plans (GS/GM)	40,421	100.0
Grades 1-4	2,278	5.6
Grades 5-8	11,754	29.1
Grades 9-12	16,262	40.2
Grades 13-15	10,127	25.1
Wage Pay Plans	10,544	62.7
Executive Pay Plans	500	3.0
Other Pay Plans	5,766	34.3
Supervisors/Managers	10,452	18.3
Non-Supervisors	46,720	81.7



Table 8 - Retirement Highlights

Fiscal Year 1998

All Retirements

Summary

Total Retirements	50,329	Average	Age	57.7
			Service	25.4
			Salary	\$49,559
Mandatory	295	Average	Age	57.7
			Service	28.1
			Salary	\$69,360
Disability	5,744	Average	Age	49.8
			Service	16.7
			Salary	\$37,146
Voluntary	30,752	Average	Age	61.1
			Service	26.5
			Salary	\$51,934
Others	13,538	Average	Age	53.3
			Service	26.6
			Salary	\$48,978

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	31,641	62.9
Female	18,688	37.1
Blacks	6,684	13.3
Other Minorities	5,102	10.1
Whites	38,538	76.6
White-Collar	41,557	82.8
Blue-Collar	8,603	17.2
Disability	5,176	11.3
Non-Disability	40,510	88.7
General Schedule Pay Plans (GS/GM)	35,889	100.0
Grades 1-4	1,928	5.4
Grades 5-8	10,277	28.6
Grades 9-12	14,823	41.3
Grades 13-15	8,861	24.7
Wage Pay Plans	8,603	59.7
Executive Pay Plans	539	3.7
Other Pay Plans	5,271	36.6
Supervisors/Managers	8,875	17.6
Non-Supervisors	41,416	82.4



Table 9 - Retirement Highlights

Fiscal Year 1999

All Retirements

Summary

Total Retirements	49,281	Average	Age	57.7
			Service	25.7
			Salary	\$51,753
Mandatory	309	Average	Age	58.0
			Service	28.0
			Salary	\$71,187
Disability	5,202	Average	Age	50.0
			Service	17.4
			Salary	\$39,510
Voluntary	31,524	Average	Age	60.8
			Service	26.7
			Salary	\$54,403
Others	12,246	Average	Age	52.9
			Service	26.8
			Salary	\$49,658

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	31,581	64.1
Female	17,700	35.9
Blacks	6,334	12.8
Other Minorities	5,605	11.4
Whites	37,327	75.8
White-Collar	39,865	80.9
Blue-Collar	9,395	19.1
Disability	4,933	10.9
Non-Disability	40,145	89.1
General Schedule Pay Plans (GS/GM)	33,754	100.0
Grades 1-4	1,672	5.0
Grades 5-8	8,987	26.6
Grades 9-12	14,751	43.7
Grades 13-15	8,344	24.7
Wage Pay Plans	9,395	60.5
Executive Pay Plans	466	3.0
Other Pay Plans	5,659	36.5
Supervisors/Managers	8,691	17.7
Non-Supervisors	40,529	82.3



Table 10 - Retirement Highlights

Fiscal Year 2000

All Retirements

Summary

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

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	28,573	63.3
Female	16,564	36.7
Blacks	6,225	13.8
Other Minorities	5,001	11.1
Whites	33,884	75.1
White-Collar	37,423	83.0
Blue-Collar	7,692	17.0
Disability	4,675	11.2
Non-Disability	37,052	88.8
General Schedule Pay Plans (GS/GM)	31,143	100.0
Grades 1-4	1,485	4.8
Grades 5-8	8,399	27.0
Grades 9-12	13,092	42.0
Grades 13-15	8,167	26.2
Wage Pay Plans	7,692	55.0
Executive Pay Plans	438	3.1
Other Pay Plans	5,863	41.9
Supervisors/Managers	7,861	17.5
Non-Supervisors	37,156	82.5



Table 11 - Retirement Highlights

Fiscal Year 2001

All Retirements

Summary

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

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,840	62.2
Female	16,279	37.8
Blacks	5,962	13.9
Other Minorities	4,279	9.9
Whites	32,767	76.2
White-Collar	36,152	83.9
Blue-Collar	6,942	16.1
Disability	4,459	11.2
Non-Disability	35,454	88.8
General Schedule Pay Plans (GS/GM)	30,256	100.0
Grades 1-4	1,332	4.4
Grades 5-8	8,020	26.5
Grades 9-12	12,554	41.5
Grades 13-15	8,350	27.6
Wage Pay Plans	6,942	54.0
Executive Pay Plans	514	4.0
Other Pay Plans	5,407	42.0
Supervisors/Managers	7,702	17.9
Non-Supervisors	35,254	82.1



Table 12 - Retirement Highlights

Fiscal Years 1992-2001

Voluntary Retirements

Number of Retirements:	327,502
Average Age	61.3
Average Service	26.9
Average Service Time after Becoming Eligible for Voluntary Retirement	3.3
Average Salary	\$49,622

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.4
60-61	20+	16.8
62+	5+	51.8

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	216,706	66.2
Female	110,796	33.8
Blacks	42,687	13.1
Other Minorities	29,862	9.1
Whites	254,823	77.8
White-Collar	274,305	83.8
Blue-Collar	52,878	16.2
Disability	35,027	11.8
Non-Disability	262,631	88.2
General Schedule Pay Plans (GS/GM)	239,948	100.0
Grades 1-4	12,642	5.3
Grades 5-8	62,337	26.0
Grades 9-12	98,488	41.0
Grades 13-15	66,452	27.7
Wage Pay Plans	52,878	60.4
Executive Pay Plans	3,936	4.5
Other Pay Plans	30,740	35.1
Supervisors/Managers	65,296	20.0
Non-Supervisors	261,353	80.0



Table 13 - Retirement Highlights

Fiscal Year 1992
Voluntary Retirements

Number of Retirements:	23,034
Average Age	61.3
Average Service	26.8
Average Service Time after Becoming Eligible for Voluntary Retirement	2.8
Average Salary	\$40,264

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.5
60-61	20+	18.1
62+	5+	50.4

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	15,313	66.5
Female	7,721	33.5
Blacks	2,930	12.7
Other Minorities	1,750	7.6
Whites	18,352	79.7
White-Collar	18,572	80.8
Blue-Collar	4,410	19.2
Disability	2,377	11.7
Non-Disability	18,023	88.3
General Schedule Pay Plans (GS/GM)	16,919	100.0
Grades 1-4	1,159	6.9
Grades 5-8	4,738	28.0
Grades 9-12	6,858	40.5
Grades 13-15	4,164	24.6
Wage Pay Plans	4,410	72.2
Executive Pay Plans	143	2.3
Other Pay Plans	1,557	25.5
Supervisors/Managers	4,824	21.0
Non-Supervisors	18,198	79.0



Table 14 - Retirement Highlights

Fiscal Year 1993

Voluntary Retirements

Number of Retirements:	38,020
Average Age	61.5
Average Service	27.3
Average Service Time after Becoming Eligible for Voluntary Retirement	3.2
Average Salary	\$41,552

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	30.9
60-61	20+	17.7
62+	5+	51.4

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,109	68.7
Female	11,911	31.3
Blacks	4,808	12.7
Other Minorities	3,198	8.4
Whites	30,012	78.9
White-Collar	29,491	77.6
Blue-Collar	8,509	22.4
Disability	4,674	13.6
Non-Disability	29,579	86.4
General Schedule Pay Plans (GS/GM)	27,522	100.0
Grades 1-4	1,740	6.3
Grades 5-8	7,232	26.3
Grades 9-12	12,070	43.9
Grades 13-15	6,480	23.5
Wage Pay Plans	8,509	81.1
Executive Pay Plans	252	2.4
Other Pay Plans	1,736	16.5
Supervisors/Managers	7,479	19.7
Non-Supervisors	30,525	80.3



Table 15 - Retirement Highlights

Fiscal Year 1994

Voluntary Retirements

Number of Retirements:	39,537
Average Age	61.5
Average Service	27.5
Average Service Time after Becoming Eligible for Voluntary Retirement	3.4
Average Salary	\$46,116

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.1
60-61	20+	17.3
62+	5+	51.6

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	26,917	68.1
Female	12,620	31.9
Blacks	5,203	13.2
Other Minorities	3,288	8.3
Whites	31,045	78.5
White-Collar	32,965	83.5
Blue-Collar	6,501	16.5
Disability	4,410	12.5
Non-Disability	30,766	87.5
General Schedule Pay Plans (GS/GM)	29,787	100.0
Grades 1-4	1,726	5.8
Grades 5-8	7,518	25.2
Grades 9-12	12,206	41.0
Grades 13-15	8,337	28.0
Wage Pay Plans	6,501	66.7
Executive Pay Plans	722	7.4
Other Pay Plans	2,527	25.9
Supervisors/Managers	8,910	22.5
Non-Supervisors	30,605	77.5



Table 16 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	27.5
60-61	20+	17.3
62+	5+	55.2

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	100.0
Grades 1-4	1,701	5.6
Grades 5-8	8,284	27.5
Grades 9-12	11,763	39.1
Grades 13-15	8,374	27.8
Wage Pay Plans	6,365	67.2
Executive Pay Plans	505	5.3
Other Pay Plans	2,610	27.5
Supervisors/Managers	7,560	19.3
Non-Supervisors	31,569	80.7



Table 17 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	27.8
60-61	20+	16.5
62+	5+	55.7

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	100.0
Grades 1-4	1,249	5.9
Grades 5-8	5,852	27.6
Grades 9-12	8,279	39.0
Grades 13-15	5,832	27.5
Wage Pay Plans	4,615	59.0
Executive Pay Plans	353	4.5
Other Pay Plans	2,857	36.5
Supervisors/Managers	5,557	19.2
Non-Supervisors	23,428	80.8



Table 18 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	28.6
60-61	20+	16.3
62+	5+	55.1

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	100.0
Grades 1-4	1,241	5.1
Grades 5-8	6,758	27.5
Grades 9-12	9,803	40.0
Grades 13-15	6,734	27.4
Wage Pay Plans	5,103	56.4
Executive Pay Plans	365	4.0
Other Pay Plans	3,589	39.6
Supervisors/Managers	6,694	19.9
Non-Supervisors	26,870	80.1



Table 19 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	31.6
60-61	20+	15.8
62+	5+	52.6

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	100.0
Grades 1-4	1,082	4.8
Grades 5-8	5,856	26.1
Grades 9-12	9,209	41.0
Grades 13-15	6,308	28.1
Wage Pay Plans	4,493	54.3
Executive Pay Plans	416	5.0
Other Pay Plans	3,374	40.7
Supervisors/Managers	5,903	19.2
Non-Supervisors	24,831	80.8



Table 20 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	33.2
60-61	20+	16.1
62+	5+	50.7

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	100.0
Grades 1-4	1,001	4.4
Grades 5-8	5,528	24.6
Grades 9-12	9,603	42.6
Grades 13-15	6,385	28.4
Wage Pay Plans	4,624	51.3
Executive Pay Plans	386	4.3
Other Pay Plans	3,994	44.4
Supervisors/Managers	6,165	19.6
Non-Supervisors	25,317	80.4



Table 21 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	35.1
60-61	20+	16.2
62+	5+	48.7

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	100.0
Grades 1-4	940	4.2
Grades 5-8	5,440	24.2
Grades 9-12	9,352	41.6
Grades 13-15	6,751	30.0
Wage Pay Plans	4,256	47.7
Executive Pay Plans	368	4.1
Other Pay Plans	4,305	48.2
Supervisors/Managers	6,053	19.3
Non-Supervisors	25,285	80.7



Table 22 - 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

Condition of Eligibility

Age	Years of Service	Percentage
55-59	30+	37.8
60-61	20+	16.7
62+	5+	45.5

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	100.0
Grades 1-4	784	3.6
Grades 5-8	5,060	23.0
Grades 9-12	9,192	41.6
Grades 13-15	7,001	31.8
Wage Pay Plans	3,924	46.2
Executive Pay Plans	419	4.9
Other Pay Plans	4,154	48.9
Supervisors/Managers	6,055	19.9
Non-Supervisors	24,371	80.1



Table 23 - Retirement Highlights

Fiscal Years 1992-2001

(Among Hazardous Duty and Law Enforcement Personnel)

Summary

Summary				
Total Retirements	14,960	Average	Age	52.9
			Service	26.6
			Salary	\$57,314
Mandatory	2,322	Average	Age	58.3
			Service	27.2
			Salary	\$51,009
Disability	1,184	Average	Age	43.9
			Service	15.8
			Salary	\$41,215
Voluntary	11,004	Average	Age	52.7
			Service	27.7
			Salary	\$60,800
Others	450	Average	Age	53.1
			Service	26.3
			Salary	\$46,551

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	14,062	94.0
Female	898	6.0
Blacks	1,178	7.9
Other Minorities	1,472	9.8
Whites	12,307	82.3
White-Collar	14,375	96.1
Blue-Collar	583	3.9
Disability	558	4.0
Non-Disability	13,335	96.0
General Schedule Pay Plans (GS/GM)	13,988	100.0
Grades 1-4	26	0.2
Grades 5-8	3,167	22.7
Grades 9-12	4,691	33.5
Grades 13-15	6,102	43.6
Wage Pay Plans	583	60.0
Executive Pay Plans	235	24.2
Other Pay Plans	154	15.8
Supervisors/Managers	5,797	38.8
Non-Supervisors	9,141	61.2



Table 24 - Retirement Highlights

Fiscal Year 2001

(Among Hazardous Duty and Law Enforcement Personnel)

Summary

Total Retirements	1,873	Average	Age	52.7
			Service	26.9
			Salary	\$64,660
Mandatory	236	Average	Age	57.0
			Service	28.8
			Salary	\$60,512
Disability	148	Average	Age	43.8
			Service	15.9
			Salary	\$46,573
Voluntary	1,475	Average	Age	52.9
			Service	27.7
			Salary	\$67,189
Others	14	Average	Age	53.0
			Service	25.6
			Salary	\$56,592

Demographics

Demographic	Number of Retirees	Percent of Retirees
Male	1,702	90.9
Female	171	9.1
Blacks	161	8.6
Other Minorities	207	11.1
Whites	1,502	80.3
White-Collar	1,789	95.5
Blue-Collar	84	4.5
Disability	65	3.7
Non-Disability	1,693	96.3
General Schedule Pay Plans (GS/GM)	1,743	100.0
Grades 1-4	2	0.1
Grades 5-8	413	23.7
Grades 9-12	588	33.7
Grades 13-15	740	42.5
Wage Pay Plans	84	64.6
Executive Pay Plans	29	22.3
Other Pay Plans	17	13.1
Supervisors/Managers	743	39.7
Non-Supervisors	1,127	60.3

Retirement Trends

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 males retiring over the 10-year period was 64.0 percent, while in 2001, 62.2 percent of all retirees were males. There were 1.8 percent fewer male retirees represented in the 2001 population than there was in the 1992-2001 populations.

The retirement trends table depicts retirements during Fiscal Years 1992-2001 for the following two retiree populations:

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



Trends in Total Retirements

Fiscal Years 1992-2001

Demographics	Overall	1992		1993		1994		1995	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.0	65.8	1.8	68.5	4.5	66.2	2.2	61.9	-2.1
Female	36.0	34.2	-1.8	31.5	-4.5	33.8	-2.2	38.1	2.1
Race/National Origin									
Asian/Pacific Islander	3.1	2.8	-0.3	2.6	-0.5	2.7	-0.4	2.5	-0.6
Black	14.3	13.8	-0.5	13.4	-0.9	14.1	-0.2	15.9	1.6
Hispanic	4.6	3.7	-0.9	4.7	0.1	4.1	-0.5	3.7	-0.9
Native American	1.8	1.4	-0.4	1.5	-0.3	1.9	0.1	1.9	0.1
White	76.2	78.3	2.1	77.8	1.6	77.2	1.0	76.0	-0.2
Occupation Category									
Professional	19.1	19.0	-0.1	14.5	-4.6	20.1	1.0	18.2	-0.9
Administrative	30.3	25.1	-5.2	26.7	-3.6	29.4	-0.9	29.5	-0.8
Technical	19.3	20.2	0.9	19.3	0.0	19.9	0.6	19.6	0.3
Clerical	10.0	13.0	3.0	10.2	0.2	10.2	0.2	11.2	1.2
Other White-Collar	1.7	2.0	0.3	1.4	-0.3	1.4	-0.3	1.6	-0.1
Blue-Collar	19.6	20.7	1.1	27.9	8.3	19.0	-0.6	19.9	0.3
Pay Plans									
General Schedule	70.7	71.8	1.1	67.5	-3.2	73.5	2.8	73.2	2.5
Grades 01-04	4.1	6.0	1.9	4.7	0.6	5.7	1.6	5.8	1.7
Grades 05-08	19.6	21.3	1.7	18.3	-1.3	25.7	6.1	28.9	9.3
Grades 09-12	29.5	28.6	-0.9	30.8	1.3	42.1	12.6	40.4	10.9
Grades 13-15	17.5	15.9	-1.6	13.7	-3.8	26.5	9.0	24.9	7.4
Wage	19.6	20.7	1.1	27.9	8.3	19.0	-0.6	19.9	0.3
Executive	1.0	0.5	-0.5	0.5	-0.5	1.4	0.4	1.0	0.0
Other	8.7	7.0	-1.7	4.1	-4.6	6.1	-2.6	5.9	-2.8
Handicap Status									
Disability	12.7	13.3	0.6	14.6	1.9	12.6	-0.1	12.3	-0.4
Non-Disability	87.3	86.7	-0.6	85.4	-1.9	87.4	0.1	87.7	0.4
Supervisor Status									
Supervisors/Managers	18.7	21.9	3.2	20.7	2.0	22.2	22.2	22.4	3.7
Non-Supervisors	81.3	78.1	-3.2	79.3	-2.0	77.8	77.8	77.6	-3.7

Trends in Total Retirements

Fiscal Years 1992-2001

Demographics	Overall	1996		1997		1998		1999	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	64.0	63.0	-1.0	61.9	-2.1	62.9	-1.1	64.1	0.1
Female	36.0	37.0	1.0	38.1	2.1	37.1	1.1	35.9	-0.1
Race/National Origin									
Asian/Pacific Islander	3.1	3.4	0.3	3.6	0.5	3.0	-0.1	3.3	0.2
Black	14.3	15.2	0.9	16.1	1.8	13.2	-1.1	12.9	-1.4
Hispanic	4.6	3.8	-0.8	4.1	-0.5	5.1	0.5	6.3	1.7
Native American	1.8	2.0	0.2	1.7	-0.1	2.0	0.2	1.8	0.0
White	76.2	75.6	-0.6	74.5	-1.7	76.7	0.5	75.7	-0.5
Occupation Category									
Professional	19.1	19.9	0.8	19.7	0.6	20.1	1.0	18.9	-0.2
Administrative	30.3	29.8	-0.5	31.0	0.7	31.3	1.0	33.3	3.0
Technical	19.3	19.5	0.2	19.1	-0.2	20.1	0.8	18.4	-0.9
Clerical	10.0	10.0	0.0	10.2	0.2	9.6	-0.4	8.5	-1.5
Other White-Collar	1.7	1.7	0.0	1.6	-0.1	1.7	0.0	1.8	0.1
Blue-Collar	19.6	19.1	-0.5	18.4	-1.2	17.2	-2.4	19.1	-0.5
Pay Plans									
General Schedule	70.7	70.6	-0.1	70.6	-0.1	71.3	0.6	68.5	-2.2
Grades 01-04	4.1	6.2	2.1	5.6	1.5	5.4	1.3	5.0	0.9
Grades 05-08	19.6	28.0	8.4	29.1	9.5	28.6	9.0	26.6	7.0
Grades 09-12	29.5	41.1	11.6	40.2	10.7	41.3	11.8	43.7	14.2
Grades 13-15	17.5	24.7	7.2	25.1	7.6	24.7	7.2	24.7	7.2
Wage	19.6	19.1	-0.5	18.4	-1.2	17.1	-2.5	19.1	-0.5
Executive	1.0	1.0	0.0	0.9	-0.1	1.1	0.1	0.9	-0.1
Other	8.7	9.3	0.6	10.1	1.4	10.5	1.8	11.5	2.8
Handicap Status									
Disability	12.7	12.0	-0.7	12.1	-0.6	11.3	-1.4	10.9	-1.8
Non-Disability	87.3	88.0	0.7	87.9	0.6	88.7	1.4	89.1	1.8
Supervisor Status									
Supervisors/Managers	18.7	21.9	3.2	20.7	2.0	17.6	-1.1	17.7	-1.0
Non-Supervisors	81.3	78.1	-3.2	79.3	-2.0	82.4	1.1	82.3	1.0

Trends in Total Retirements

Fiscal Years 1992-2001

Demographics	Overall %	2000 % Deviation	2001 %	Deviation from 2000	Deviation from 10 year average
Total	100.0	100.0 -	100.0	-	100.0
Gender					
Male	64.0	63.3 -0.7	62.2	-1.1	-1.8
Female	36.0	36.7 0.7	37.8	1.1	1.8
Race/National Origin					
Asian/Pacific Islander	3.1	3.9 0.8	3.2	-0.7	0.1
Black	14.3	13.8 -0.5	13.9	0.1	-0.4
Hispanic	4.6	5.4 0.8	4.9	-0.5	0.3
Native American	1.8	1.8 0.0	1.8	0.0	0.0
White	76.2	75.1 -1.1	76.2	1.1	0.0
Occupation Category					
Professional	19.1	21.0 1.9	20.5	-0.5	1.4
Administrative	30.3	33.2 2.9	34.8	1.6	4.5
Technical	19.3	18.3 -1.0	18.6	0.3	-0.7
Clerical	10.0	8.6 -1.4	8.1	-0.5	-1.9
Other White-Collar	1.7	1.9 0.2	1.9	0.0	0.2
Blue-Collar	19.6	17.0 -2.6	16.1	-0.9	-3.5
Pay Plans					
General Schedule	70.7	69.0 -1.7	70.2	1.2	-0.5
Grades 01-04	4.1	3.3 -0.8	3.1	-0.2	-1.0
Grades 05-08	19.6	18.6 -1.0	18.6	0.0	-1.0
Grades 09-12	29.5	29.0 -0.5	29.1	0.1	-0.4
Grades 13-15	17.5	18.1 0.6	19.4	1.3	1.9
Wage	19.6	17.0 -2.6	16.1	-0.9	-3.5
Executive	1.0	1.0 0.0	1.2	0.2	0.2
Other	8.7	13.0 4.3	12.5	-0.5	3.8
Handicap Status					
Disability	12.7	11.2 -1.5	11.2	0.0	-1.5
Non-Disability	87.3	88.8 1.5	88.8	0.0	1.5
Supervisor Status					
Supervisors/Managers	18.7	17.5 -1.2	17.9	0.4	-0.8
Non-Supervisors	81.3	82.5 1.2	82.1	-0.4	0.8



Trends in Voluntary Retirements

Fiscal Years 1992-2001

Demographics	Overall	1992		1993		1994		1995	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	66.2	66.5	0.3	68.7	2.5	68.1	1.9	64.3	-1.9
Female	33.8	33.5	-0.3	31.3	-2.5	31.9	-1.9	35.7	1.9
Race/National Origin									
Asian/Pacific Islander	3.4	3.0	-0.4	2.9	-0.5	3.0	-0.4	2.9	-0.5
Black	13.0	12.7	-0.3	12.6	-0.4	13.2	0.2	14.7	1.7
Hispanic	4.2	3.4	-0.8	4.2	0.0	3.8	-0.4	3.6	-0.6
Native American	1.5	1.2	-0.3	1.4	-0.1	1.5	0.0	1.6	0.1
White	77.9	79.7	1.8	78.9	1.0	78.5	0.6	77.2	-0.7
Occupation Category									
Professional	22.0	20.5	-1.5	17.9	-4.1	22.3	0.3	21.6	-0.4
Administrative	31.2	26.0	-5.2	27.8	-3.4	29.2	-2.0	29.5	-1.7
Technical	19.0	20.3	1.3	19.9	0.9	20.0	1.0	19.6	0.6
Clerical	9.9	12.4	2.5	10.7	0.8	10.6	0.7	11.5	1.6
Other White-Collar	1.7	1.6	-0.1	1.3	-0.4	1.4	-0.3	1.7	0.0
Blue-Collar	16.2	19.2	3.0	22.4	6.2	16.5	0.3	16.1	-0.1
Pay Plans									
General Schedule	73.3	73.5	0.2	72.3	-1.0	75.4	2.1	76.0	2.7
Grades 01-04	3.9	5.0	1.1	4.6	0.7	4.4	0.5	4.3	0.4
Grades 05-08	19.0	20.6	1.6	19.0	0.0	19.0	0.0	20.9	1.9
Grades 09-12	30.1	29.8	-0.3	31.7	1.6	30.9	0.8	29.7	-0.4
Grades 13-15	20.3	18.1	-2.2	17.0	-3.3	21.1	0.8	21.1	0.8
Wage	16.1	19.1	3.0	22.4	6.3	16.4	0.3	16.1	0.0
Executive	1.2	0.6	-0.6	0.7	-0.5	1.8	0.6	1.3	0.1
Other	9.4	6.8	-2.6	4.6	-4.8	6.4	-3.0	6.6	-2.8
Handicap Status									
Disability	11.8	11.7	-0.1	13.6	1.8	12.5	0.7	11.7	-0.1
Non-Disability	88.2	88.3	0.1	86.4	-1.8	87.5	-0.7	88.3	0.1
Supervisor Status									
Supervisors/Managers	20.0	21.0	1.0	19.7	-0.3	22.5	2.5	19.3	-0.7
Non-Supervisors	80.0	79.0	-1.0	80.3	0.3	77.5	-2.5	80.7	0.7

Trends in Voluntary Retirements

Fiscal Years 1992--2001

Demographics	Overall	1996		1997		1998		1999	
	%	%	Deviation	%	Deviation	%	Deviation	%	Deviation
Total	100.0	100.0	-	100.0	-	100.0	-	100.0	-
Gender									
Male	66.2	65.0	-1.2	64.7	-1.5	67.1	0.9	66.7	0.5
Female	33.8	35.0	1.2	35.3	1.5	32.9	-0.9	33.3	-0.5
Race/National Origin									
Asian/Pacific Islander	3.4	3.8	0.4	3.9	0.5	3.5	0.1	3.8	0.4
Black	13.0	13.9	0.9	14.6	1.6	11.9	-1.1	11.7	-1.3
Hispanic	4.2	4.0	-0.2	4.0	-0.2	4.7	0.5	5.4	1.2
Native American	1.5	1.6	0.1	1.3	-0.2	1.6	0.1	1.6	0.1
White	77.9	76.7	-1.2	76.2	-1.7	78.3	0.4	77.5	-0.4
Occupation Category									
Professional	22.0	22.7	0.7	22.7	0.7	22.7	0.7	22.3	0.3
Administrative	31.2	29.7	-1.5	31.5	0.3	32.2	1.0	34.8	3.6
Technical	19.0	19.5	0.5	18.7	-0.3	19.3	0.3	17.8	-1.2
Clerical	9.9	10.4	0.5	10.1	0.2	9.2	-0.7	8.5	-1.4
Other White-Collar	1.7	1.8	0.1	1.8	0.1	1.9	0.2	1.9	0.2
Blue-Collar	16.2	15.9	-0.3	15.2	-1.0	14.7	-1.5	14.7	-1.5
Pay Plans									
General Schedule	73.3	73.1	-0.2	73.0	-0.3	73.0	-0.3	71.4	-1.9
Grades 01-04	3.9	4.3	0.4	3.7	-0.2	3.5	-0.4	3.2	-0.7
Grades 05-08	19.0	20.2	1.2	20.1	1.1	19.0	0.0	17.5	-1.5
Grades 09-12	30.1	28.5	-1.6	29.2	-0.9	30.0	-0.1	30.4	0.3
Grades 13-15	20.3	20.1	-0.2	20.0	-0.3	20.5	0.2	20.3	0.0
Wage	16.1	15.9	-0.2	15.2	-0.9	14.6	-1.5	14.7	-1.4
Executive	1.2	1.2	0.0	1.1	-0.1	1.4	0.2	1.2	0.0
Other	9.4	9.8	0.4	10.7	1.3	11.0	1.6	12.7	3.3
Handicap Status									
Disability	11.8	11.0	-0.8	11.4	-0.4	10.4	-1.4	10.1	-1.7
Non-Disability	88.2	89.0	0.8	88.6	0.4	89.6	1.4	89.9	1.7
Supervisor Status									
Supervisors/Managers	20.0	19.2	-0.8	19.9	-0.1	19.2	-0.8	19.6	-0.4
Non-Supervisors	80.0	80.8	0.8	80.1	0.1	80.8	0.8	80.4	0.4

Trends in Voluntary Retirements

Fiscal Years 1992-2001

Demographics	Overall %	2000 % Deviation	2001 %	Deviation from 2000	Deviation from 10 year average
Total	100.0	100.0 -	100.0	-	100.0
Gender					
Male	66.2	65.6 -0.6	64.5	-1.1	-1.7
Female	33.8	34.4 0.6	35.5	1.1	1.7
Race/National Origin					
Asian/Pacific Islander	3.4	4.0 0.6	3.4	-0.6	0.0
Black	13.0	12.1 -0.9	12.4	0.3	-0.6
Hispanic	4.2	4.6 0.4	4.3	-0.3	0.1
Native American	1.5	1.8 0.3	1.6	-0.2	0.1
White	77.9	77.5 -0.4	78.3	0.8	0.4
Occupation Category					
Professional	22.0	23.9 1.9	23.9	0.0	1.9
Administrative	31.2	34.9 3.7	36.7	1.8	5.5
Technical	19.0	17.4 -1.6	17.3	-0.1	-1.7
Clerical	9.9	8.3 -1.6	7.4	-0.9	-2.5
Other White-Collar	1.7	1.9 0.2	1.8	-0.1	0.1
Blue-Collar	16.2	13.6 -2.6	12.9	-0.7	-3.3
Pay Plans					
General Schedule	73.3	71.6 -1.7	72.2	0.6	-1.1
Grades 01-04	3.9	3.0 -0.9	2.6	-0.4	-1.3
Grades 05-08	19.0	17.3 -1.7	16.6	-0.7	-2.4
Grades 09-12	30.1	29.8 -0.3	30.1	0.3	0.0
Grades 13-15	20.3	21.5 1.2	22.9	1.4	2.6
Wage	16.1	13.5 -2.6	12.9	-0.6	-3.2
Executive	1.2	1.2 0.0	1.4	0.2	0.2
Other	9.4	13.7 4.3	13.5	-0.2	4.1
Handicap Status					
Disability	11.8	10.3 -1.5	9.9	-0.4	-1.9
Non-Disability	88.2	89.7 1.5	90.1	0.4	1.9
Supervisor Status					
Supervisors/Managers	20.0	19.3 -0.7	19.9	0.6	-0.1
Non-Supervisors	80.0	80.7 0.7	80.1	-0.6	0.1



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.

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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.

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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.

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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.

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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**.

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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.

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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

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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).

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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).

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