

# Retirement Statistics & Trend Analysis

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Fiscal Year 2015 to Fiscal Year 2019

This document provides a brief summary on retirements, including average age, and average length of service at retirement for the Federal civilian workforce.

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Office of Human Capital Data Management and Modernization  
Data Support and Analysis  
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## Purpose

This report presents a historical overview on retirements for Federal civilian employees and provides access to commonly requested information about the average age and length of service upon retirement.

This document presents data on total retirements, average retirement age, and average length of service at retirement by fiscal year, agency, gender, and ethnicity and race.

## Coverage

Data from the Enterprise Human Resources Integration (EHRI) database was used to create this report. EHRI data mostly covers the Executive Branch of government, excluding a few major components (most notably the Postal Service and intelligence agencies), while including some components of the Legislative Branch and is exclusively civilian employees. For specific exclusions and inclusions, visit *Data, Analysis & Documentation* on the OPM's website: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/#url=SDM>. OPM data do not include active military personnel or contract employees.

## Important Information about the Data

This report only covers Non-Seasonal Full-Time Permanent (NSFTP) employees, which includes all employees working a 40-hour work week year-round with no defined end date. NSFTP employees make up the majority of the Federal workforce, over 89 percent. Employment statistics derived from the NSFTP population are less susceptible to seasonal variation, because of this NSFTP statistics offer the best month-to-month comparisons. The data in this report spans fiscal years (FY) 2015 through FY 2019. Each fiscal year starts on the 1<sup>st</sup> of October of the preceding calendar year and ends on the 30<sup>th</sup> of September of the referenced year. For example, fiscal year 2019 begins October 1, 2018, and ends September 30, 2019.

## Data

**Table 1. Number of Retirees by Fiscal Year** lists the total number of retirements for the last five fiscal years. As of FY 2019, there were a total of 63,059 government-wide retirements. This represents an increase of 1.78 percent from FY 2015, which had a total of 61,958 government-wide retirements. As of FY 2019, the majority of all retirements were voluntary, with a total of 57,568; representing 91.3 percent of all retirees.

**Table 1. Number of Retirees by Fiscal Year**

Unspecified values were omitted – cells may not add to government-wide total.

<b>Government-Wide</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Government-wide Total	61,958	59,712	59,183	62,883	63,059
<b>Agency Category</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Cabinet Level Agencies	56,030	54,391	53,418	57,379	57,625
Large Independent Agencies	5,568	5,013	5,438	5,116	5,091
Medium Independent Agencies	335	281	291	341	318
Small Independent Agencies	25	27	36	47	25
<b>Retirement Type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Disability	4,015	2,756	1,686	2,992	3,314
Early Out	1,235	900	741	1,129	771
Other	1,441	1,398	1,607	1,456	1,406
Voluntary	55,267	54,658	55,149	57,306	57,568
<b>Gender</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Men	34,525	33,517	33,450	35,489	36,026
Women	27,433	26,195	25,732	27,393	27,032
<b>Race/National Origin</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Black/African American	9,958	9,422	9,670	10,477	11,002
Hispanic/Latino	4,031	3,921	3,975	4,376	4,557
Other	4,333	4,181	4,078	4,509	4,500
White	43,618	42,180	41,445	43,506	42,989

**Table 2. Average Retirement Age (in years) by Fiscal Year** lists the average age of employees when they retire, for the last five fiscal years. As of FY 2019, the average retirement age was 61.8 years, which represents a slight increase of 0.78 percent from FY 2015, where the average age at retirement was 61.3 years. Notably, the average retirement age of women slightly increased by 1.19 percent, from 61.1 years in FY 2015 to 61.9 years in FY 2019. Over the same time period, the average retirement age for Black/African American employees similarly increased by 1.22 percent; rising to 61.6 years in FY 2019.

**Table 2. Average Retirement Age (in years) by Fiscal Year**

Unspecified values were omitted.

<b>Government-Wide</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Government-wide Average	61.3	61.7	61.8	61.8	61.8
<b>Agency Category</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Cabinet Level Agencies	61.3	61.6	61.7	61.7	61.7
Large Independent Agencies	61.9	62.5	62.5	62.4	62.5
Medium Independent Agencies	62.1	63.0	63.6	63.0	63.2
Small Independent Agencies	60.6	62.2	64.5	65.5	66.0
<b>Retirement Type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Disability	51.8	51.9	52.1	52.2	51.8
Early Out	54.7	54.7	54.7	54.9	54.4
Other	57.6	57.7	57.7	57.9	57.8
Voluntary	62.3	62.4	62.3	62.5	62.6
<b>Gender</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Men	61.5	61.8	61.9	61.9	61.8
Women	61.1	61.5	61.7	61.7	61.9
<b>Race/National Origin</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Black/African American	60.9	61.5	61.6	61.5	61.6
Hispanic/Latino	60.3	60.5	60.6	60.6	60.6
Other	62.9	63.2	63.1	62.9	63.1
White	61.4	61.7	61.8	61.9	61.9

**Table 3. Retirement Age Percentiles by Fiscal Year** lists the retirement age by percentiles for the last five fiscal years. As of FY 2019, twenty-five percent of the retired Federal employees were younger than 57.8 years, while the remaining seventy five percent are older. In addition, half of the retired Federal employees were younger than 62.1 years, while the age increased to 65.8 years at the seventy-fifth percentile. These ages have remained mostly flat at each percentile since FY 2015.

**Table 3. Retirement Age Percentiles by Fiscal Year.**

<b>Fiscal Year</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>
2015	57.3	61.9	65.3
2016	57.8	62.0	65.4
2017	57.7	62.0	65.5
2018	57.8	62.0	65.6
2019	57.8	62.1	65.8

#### **Table 4. Average Length of Service (in years) at Retirement by Fiscal Year**

lists the average length of service at retirement for the last five fiscal years. As of FY 2019, the average length of service at retirement was 24.9 years, which represents a decrease of 6.71 percent from FY 2015, where the average length of service at retirement was 26.7 years. The average length of service at retirement for women decreased 8.71 percent, from 27.7 years in FY 2015 to 25.3 years in FY 2019. Black/African American employees had an even larger (10.87 percent) decrease in average length of service at retirement, from 28.2 years in FY 2015 to 25.2 years in FY 2019.

#### **Table 4. Average Length of Service (in years) at Retirement**

Unspecified values were omitted.

<b>Government-Wide</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Government-wide Average	26.7	26.1	25.7	25.2	24.9
<b>Agency Category</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Cabinet Level Agencies	26.2	25.6	25.1	24.8	24.4
Large Independent Agencies	31.0	30.9	30.8	30.3	30.1
Medium Independent Agencies	29.1	28.7	29.3	27.7	28.6
Small Independent Agencies	26.8	31.1	26.6	26.5	28.4
<b>Retirement Type</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Disability	15.0	14.5	14.5	14.5	14.2
Early Out	27.1	27.3	27.4	27.2	27.1
Other	27.4	28.5	28.3	27.9	28.4
Voluntary	27.5	26.6	25.9	25.7	25.4
<b>Gender</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Men	25.9	25.6	25.4	25.0	24.6
Women	27.7	26.7	26.0	25.5	25.3
<b>Race/National Origin</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Black/African American	28.2	27.0	26.3	25.7	25.2
Hispanic/Latino	26.8	26.4	26.3	25.8	25.4
Other	25.8	25.2	25.0	24.8	24.2
White	26.4	25.9	25.5	25.1	24.8

**Table 5. Retirement Length of Service Percentiles by Fiscal Year** lists the length of service at retirement by percentiles for the last five fiscal years. As of FY 2019, twenty-five percent of the retired Federal employees had a length of service shorter than 14.3 years, while the remaining seventy five percent were greater. In addition, half of the retired Federal employees had a length of service shorter than 26.8 years, while length of service decreased to 33.8 years at the seventy-fifth percentile. These years of services considerably decreased at the twenty-fifth and fiftieth percentiles since FY 2015, but only slightly decreased at the seventy-fifth percentile.

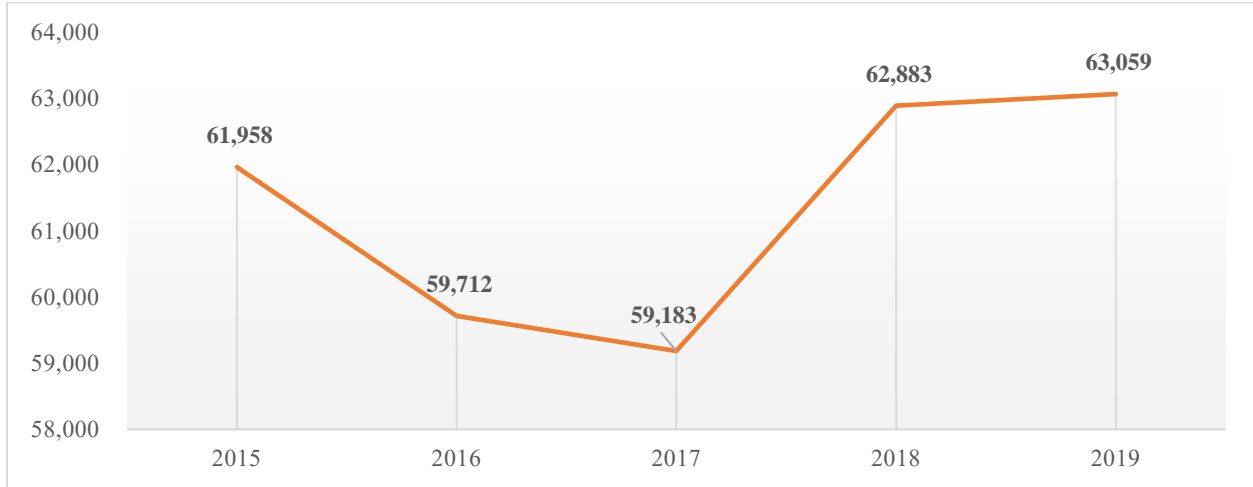
**Table 5. Retirement Length of Service Percentiles by Fiscal Year.**

<b>Fiscal Year</b>	<b>25th Percentile</b>	<b>50th Percentile</b>	<b>75th Percentile</b>
2015	19.8	28.6	34.5
2016	16.8	28.4	34.7
2017	15.3	28.3	34.5
2018	15.0	27.6	34.1
2019	14.3	26.8	33.8



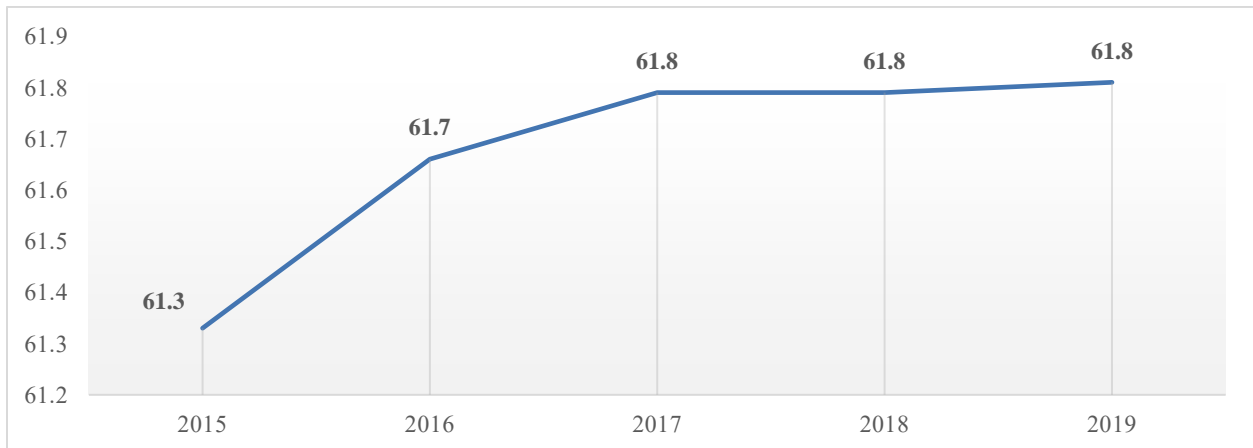
**Figure 1. Trends in Total Federal Civilian Retirement** highlights the trend of total retirement for the last five years. The total number of retirements increased from 61,958 to 63,059 (1.78 percent) between FY 2015 and FY 2019. However, total retirements steadily declined from FY 2015 to FY 2017 by 4.48 percent.

**Figure 1. Trends in Total Federal Civilian Retirement**



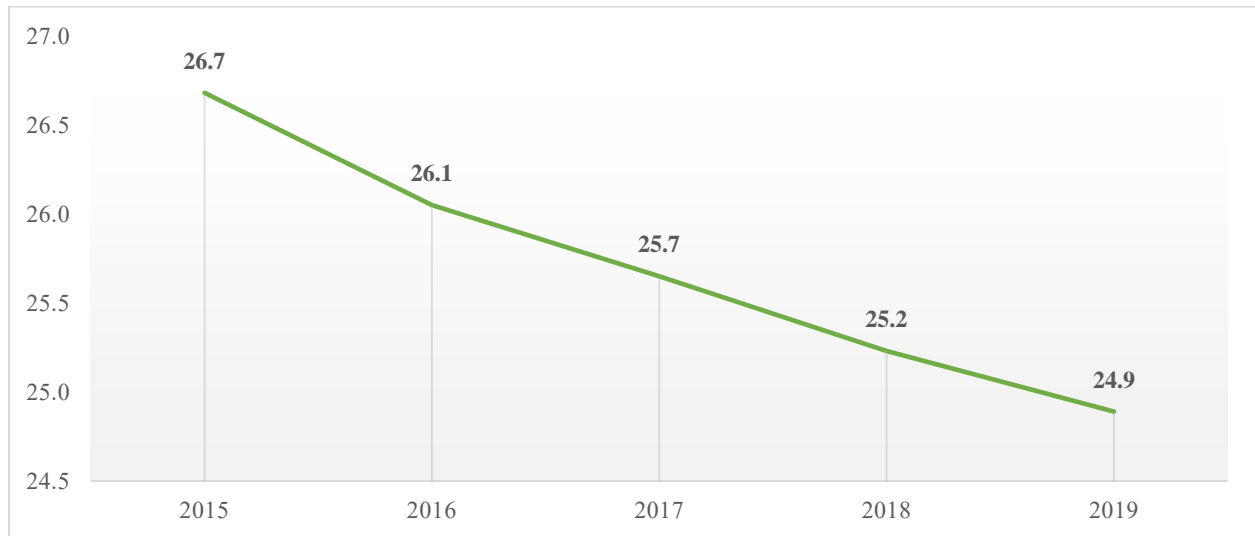
**Figure 2. Trends in Average Age at Retirement** highlights the trend of average retirement age for the last five years. The government-wide average age at retirement increased from 61.3 years to 61.8 years (0.78 percent) between FY 2015 and FY 2019.

**Figure 2. Trends in Average Age at Retirement**



**Figure 3. Trends in Average Length of Service at Retirement** highlights the trend of average length of service at retirement for the last five years. The overall government-wide average length of service at retirement decreased from 26.7 years to 24.9 years (6.71 percent) between FY 2015 and FY 2019.

**Figure 3. Trends in Average Length of Service at Retirement**



## **Additional Details**

OPM produces an online data tool, FedScope, which is updated quarterly. FedScope contains many of OPM's most requested data series and can be found here:

<http://www.fedscope.opm.gov/>. Most of the tables above can be replicated in FedScope, with the option for much more detail. The tool is optimized for use via Internet Explorer.

For other personnel data inquiries, contact PPS at [Fedstats@opm.gov](mailto:Fedstats@opm.gov).