

Exhibit 3: AMS Permanent Employees Eligible to Retire Within 5 Years

Grades	Years to Retirement						Total Eligible to Retire	Total AMS Employees	Percent Eligible to Retire Within 5 Years
	0	1	2	3	4	5			
SES	2	0	1	0	3	0	6	10	60.0
15	2	3	3	3	2	3	16	28	57.1
14	16	3	1	7	5	2	34	81	42.0
13	22	11	6	11	6	11	67	195	34.4
12	33	7	8	13	13	8	82	276	29.7
11	42	10	11	6	6	12	87	326	26.7
10	3	0	1	1	1	0	6	21	28.6
9	92	20	15	18	13	19	177	760	23.3
8	11	8	7	7	7	6	46	183	25.1
7	20	6	8	9	9	5	57	368	15.5
6	6	2	0	2	4	1	15	124	12.1
5	7	3	3	4	3	5	25	155	16.1
4	6	1	3	0	2	3	15	66	22.7
3	0	0	0	0	0	0	0	7	0.0
2	1	1	0	0	0	0	2	4	50.0
1	0	0	0	0	0	0	0	1	0.0
Total Eligible to Retire	263	75	67	81	74	75	635	2,605	24.4

Definitions:

Years to Retirement

0 = Number of employees eligible to retire at any time

1 = Number of employees eligible to retire within a year

2 = Number of employees whose retirement eligibility is greater than a year but less than 2 years

3 = Number of employees whose retirement eligibility is greater than 2 years but less than 3 years

4 = Number of employees whose retirement eligibility is greater than 3 years but less than 4 years

5 = Number of employees whose retirement eligibility is greater than 4 years but less than 5 years

Retirement eligibility calculated by APHIS, USDA

AMS data is from the National Finance Center, January 1999