



REFORMING THE MILITARY RETIREMENT SYSTEM

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Reforming The Military Retirement System

**Roy A. Wallace, David Stephen
Lyle, John Z. Smith**



Reforming The Military Retirement System:

Reforming the Military Retirement System, 1998 This report applies the models developed in earlier RAND reports Asch and Warner 1994A 1994B to analyze the effects of converting the military retirement system to a system very similar to the Federal Employees Retirement System FERS which is the system that covers federal civil service employees The authors analyze several versions of this system named the Military Federal Employees Retirement System or MFERS To compensate for the mandatory contributions MFERS would be coupled with a pay raise To the extent that the MFERS system failed to create the retention and separation patterns needed to achieve the services desired seniority profiles it would also include a system of retention bonuses and or separation payments The authors consider the implications of this proposal in terms of the effects on cost force size and structure productivity and force management flexibility *Reforming the Military Retirement System* Beth J. Asch, Richard W. Johnson, John T. Warner, United States. Department of Defense. Office of the Secretary of Defense, 1998 The current military retirement system dates back to 1947 when Congress implemented a common system for the military services and for officers and enlisted personnel alike [An Overview of Past Proposals for Military Retirement Reform](#) John Christian, 2006 By one estimate between fiscal years 1995 and 2005 total compensation costs for current and former military personnel increased by almost 60 percent The military retirement benefit remains a significant portion of these costs and every change to accessions retention and basic pay today will have a future effect on pension expenditures This technical report provides an overview of the history of U S military retirement studies and associated legislation with a particular focus on the past 60 years of proposed reforms It is organized around the following five major issues that have driven attempts at retirement system reform cost equity selective retention civilian comparability and force management flexibility The author finds that cost alone is reason to analyze the current retirement system and reform proposals of the past have focused carefully on cost However he also finds that as the military's mission evolves over time it is also important to consider the sometimes subtle incentive effects that the retirement system has on service member behavior Beyond considerations of cost reform of the military retirement system necessarily involves ramifications for force structure and operational readiness

Reforming the Military Retirement System Jefferey A. Gibert, 1999 The U S military plays a vital role in implementing the National Security Strategy by providing a trained equipped and ready force which enables national leaders to call on it as an instrument of power As the 21st century approaches advances in technology and other capabilities are driving a fundamental transformation of our military forces and creating a need for personnel with a variety of highly specialized skills Compensation plays an important role in enabling the military to sustain a trained and ready force Congress enacted The Military Retirement Reform Act of 1986 as a means to save money and induce more members to continue their service beyond 20 years thereby giving us a more experienced and capable career force Recently conducted surveys however cite great soldier dissatisfaction with today's retirement system This study examines the current

military retirement system and analyzes the feasibility of augmenting it with a savings plan similar to the 401 k plan This analysis of the military retirement system considers the criteria of cost effect on retention and ability to enhance personal financial stability **Recent Changes to the U.S. Military Retirement System** United States. Congress. Senate.

Committee on Armed Services,2014 **Reforming the Structure of the Military Compensation System** ,1998

Military Retirement System United States. Congress. House. Committee on the Budget. Task Force on Entitlements, Uncontrollables, and Indexing,1983 **A Framework for Restructuring the Military Retirement System** Roy A.

Wallace,David Stephen Lyle,John Z. Smith,2013 The current military retirement system has been integral to sustaining the All Volunteer Force AVF Mounting federal budget challenges however have raised concern that the program may become fiscally unsustainable While several restructuring proposals have emerged none have considered the implications of these changes to the broader issue of manning an AVF Changes to the existing system could create military personnel shortfalls adversely affect servicemember and retiree well being and reduce public confidence in the Armed Forces With the right analytical framework in place however a more holistic system restructuring is possible one that avoids these negative effects while significantly reducing costs A comprehensive framework is provided as well as a proposal that stands to benefit both servicemembers in terms of value and the military in terms of overall cost savings **Preliminary Review of Military**

Retirement Systems United States. Congress. House. Committee on Armed Services. Subcommittee on Military Compensation,1978 *Military Retirement Reform* United States. Congress. House. Committee on Armed Services.

Subcommittee on Military Personnel,2012

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