

Separation and Retirement Incentives in the Federal Civil Service

A Comparison of the Federal Employees Retirement System and the Civil Service Retirement System

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United States. Congress. House



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Separation and Retirement Incentives in the Federal Civil Service Beth J. Asch, John T. Warner, 1999 In 1987 a new retirement system called the Federal Employees Retirement System FERS was introduced for federal civil service personnel Some observers have hypothesized that FERS would alter the retirement and separation outcomes produced by FERS predecessor the Civil Service Retirement System CSRS This report compares the retirement and separation incentives embedded in FERS versus those in CSRS to see whether the incentives embedded in FERS are consistent with these hypotheses It also examines which system is more generous in terms of providing greater expected net lifetime earnings and retirement wealth To compare the systems the authors compute expected net wealth associated with different separation and retirement ages for a representative individual The authors also conduct sensitivity analyses to see how their comparisons differ under alternative assumptions Finally the authors use data on Department of Defense civil service personnel from fiscal year 1983 through fiscal year 1996 to examine empirically how separation rates differ for early and mid career personnel under FERS and under CSRS

Separation and Retirement Incentives in the Federal Civil Service, 1998 Responding to policy analysis needs of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy DASD CPP RAND is currently conducting a series of studies on civilian personnel management issues This study which is part of that larger RAND effort examines the Federal Employees Retirement System FERS and the Civil Service Retirement System CSRS to determine what incentives each includes for turnover and retirement In addition it compares actual separation outcomes under FERS with those under CSRS for early and mid career DoD civil service personnel The study should be of interest to policymakers and researchers concerned with the personnel outcomes produced by these two large federal compensation systems

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