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# Pay and Pensions for Federal Workers

Hartman, Robert W.

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# Pay And Pensions For Federal Workers

**Robert W. Hartman**



## **Pay And Pensions For Federal Workers:**

**Pay and Pensions for Federal Workers** Robert W. Hartman, 1983 Hartman believes that holding down Federal pay and benefits not only fails to deal with the real problems of the federal compensation system but also could lead to a serious decline in the quality of the Federal work force He explains the present systems pointing out the problems and inequities they have created Hartman proposes ways to reform both the Federal pay and retirement systems so that they will more nearly resemble their private sector counterparts and be less costly to the taxpayer in the long run He argues that only by taking the long term view and making a sharp break with past practice can policymakers hope to solve the basic problems ISBN 0 8157 3496 4 18 95 ISBN 0 8157 3495 6 pbk 7 95 Federal Employee Compensation United States. Congress. House. Committee on Oversight and Government Reform, 2017 Congressional and Federal Pension Review United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Post Office and Civil Service, 1996 Examining the Federal Workers' Compensation Program for Injured Employees United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia, 2012 *Federal Retirement System* United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil Service, 1995 Supplemental Retirement Plan for Federal Officers and Employees United States. Congress. House. Committee on Post Office and Civil Service, 1984 *Fiscal Year 1984 Budget Proposals Affecting Federal Workers and Retirees* United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Compensation and Employee Benefits, 1983 **Supplemental Information Regarding the Federal Employees' Retirement System Act of 1986**, 1986 **Forums on Federal Pensions: Program options** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Civil Service, Post Office, and General Services, 1984 **Report of the President's Commission on Pension Policy** United States. Congress. Senate. Committee on Finance. Subcommittee on Savings, Pensions, and Investment Policy, 1981 **Financing Problems of the Social Security System** United States. Congress. House. Committee on Ways and Means. Subcommittee on Social Security, 1983 Retirement Contribution Requirements for New Federal Employees United States. Congress. House. Committee on Post Office and Civil Service, 1984 **Congressional Pay and Perks** Ida Brudnick, Patrick Purcell, 2010-12-01 Congress is required by Article I Section 6 of the Constitution to determine its own pay Prior to 1969 Congress did so by enacting stand alone legislation From 1789 through 1968 Congress raised its pay 22 times using this procedure Members were initially paid per diem The first annual salaries in 1815 were 1 500 Per diem pay was reinstituted in 1817 Congress returned to annual salaries at a rate of 3 000 in 1855 By 1968 pay had risen to 30 000 Stand alone legislation may still be used to raise Member pay as it was most recently in 1982 1983 1989 and 1991 but two other methods including an automatic annual adjustment procedure and a commission process are now also available The Ethics Reform Act

of 1989 established the current formula for automatic annual adjustments which is based on changes in private sector wages and salaries as measured by the Employment Cost Index. The adjustment goes into effect automatically unless denied statutorily by Congress although the percentage may not exceed the percentage base pay increase for General Schedule employees. Allowances are available to Representatives and Senators to support them in their official and representational duties as Members. These allowances cover official office expenses, staff mail and other goods and services. Despite significant reductions in congressional mail postage costs over the past 20 years, critics continue to raise concerns that the franking privilege is both financially wasteful and gives unfair advantages to incumbents in congressional elections. In particular, mass mailings have come under increased scrutiny as critics argue that the vast majority of franked mail is unsolicited and in effect publicly funded campaign literature. Members of Congress first elected in 1984 or later are covered automatically under the Federal Employees Retirement System (FERS) unless they decline this coverage. Those who already were in Congress when Social Security coverage went into effect could either remain in CSRS or change their coverage to FERS. Members are now covered under one of four different retirement arrangements: CSRS and Social Security, The CSRS Offset plan which includes both CSRS and Social Security but with CSRS contributions and benefits reduced by Social Security contributions and benefits, FERS and Social Security, or Social Security alone. Congressional pensions like those of other federal employees are financed through a combination of employee and employer contributions. All Members pay Social Security payroll taxes equal to 6.2% of the Social Security taxable wage base: 102,000 in 2008 and 106,800 in 2009. Members enrolled in FERS also pay 1.3% of full salary to the Civil Service Retirement and Disability Fund. In 2008, Members covered by CSRS Offset pay 1.8% of the first 102,000 of salary and 0.8% of salary above this amount into the Civil Service Retirement and Disability Fund. Under both CSRS and FERS, Members of Congress are eligible for a pension at age 62 if they have completed at least five years of service. Members are eligible for a pension at age 50 if they have completed 20 years of service or at any age after completing 25 years of service. The amount of the pension depends on years of service and the average of the highest three years of salary. By law, the starting amount of a Member's retirement annuity may not exceed 80% of his or her final salary. After Members of the House leave office, they are afforded certain courtesies and privileges. Some are derived from House Rules but many are courtesies that have been extended as a matter of custom. Former Representatives who become lobbyists have limited privileges. See full Table of Contents at [https://www.thecapitol.net/Publications/GovernmentSeries/1657\\_CongressionalPayAndPerks.html](https://www.thecapitol.net/Publications/GovernmentSeries/1657_CongressionalPayAndPerks.html)

**The Federal Employee, 1926**      **Salaries of Federal Employees** United States. Congress. Senate. Committee on Post Office and Civil Service. Subcommittee on Federal Employees Compensation, 1957. Considers 85 S 27, 85 S 734, 85 S 1326      *Pension Plans and Employee Performance* Richard A. Ippolito, 1997. Chief economist for the Pension Benefit Guaranty Corporation and formerly with the U.S. Department of Labor. Richard A. Ippolito shows how pension plans can attract and retain more dedicated and productive workers. He also

offers a blueprint for revising the social security plan with work incentives that would strengthen the system's financial condition      **Oversight Hearing on Pay and Retirement Benefits** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Compensation and Employee Benefits, 1984      **Forums on Federal Pensions: Economic security programs** United States. Congress. Senate. Committee on Governmental Affairs. Subcommittee on Civil Service, Post Office, and General Services, 1984      *Federal Retirement System -- Overview* United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil Service, 1996      **Retirement of Federal Employees** United States. Congress. Senate. Committee on Civil Service, 1924

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