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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