

EBRI Databook on Employee Benefits

Chapter 18: Federal Government Retirement Plans

UPDATED FEBRUARY 2006

Table 18.1a
Federal Public Pension Plan Participants
Summary of Selected Federal Public-Sector Participation Trends, Selected Years 1980–1993^a

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993
	(thousands)													
Total Participants	8,009	6,408	8,212	8,321	8,440	8,591	8,695	9,849	10,264	10,644	10,735	10,919	10,860	10,779
Defined Benefit Plans	8,009	6,408	8,212	8,321	8,440	8,591	8,695	8,860	8,947	9,190	9,110	9,143	8,960	8,743
Civil Service Retirement System	4,629	4,756	4,704	4,754	4,821	4,919	4,970	4,295	4,261	4,332	4,167	4,086	4,014	3,808
Federal Employees Retirement System	b	b	b	b	b	b	b	800	924	1,086	1,180	1,325	1,367	1,764
Military Service Retirement System ^c	3,380	3,377	3,508	3,567	3,619	3,672	3,725	3,765	3,762	3,790	3,763	3,732	3,579	3,511
Defined Contribution Plans	d	d	d	d	d	d	d	989	1,317	1,454	1,625	1,776	1,900	2,036
Thrift Savings Plan	d	d	d	d	d	d	d	989	1,317	1,454	1,625	1,776	1,900	2,036
Defined Contribution as a Percentage of Total	0%	0%	0%	0%	0%	0%	0%	10%	13%	14%	15%	16%	18%	19%
Total Active Participants	4,750	3,043	4,777	4,838	4,920	4,992	5,019	6,056	6,225	6,448	6,511	6,643	6,098	6,418
Defined Benefit Plans	4,750	3,043	4,777	4,838	4,920	4,992	5,019	5,109	5,126	5,158	5,092	5,050	4,798	4,606
Civil Service Retirement System	2,700	2,755	2,660	2,690	2,750	2,800	2,800	2,080	2,011	1,918	1,826	1,726	1,654	1,525
Federal Employees Retirement System	b	b	b	b	b	b	b	800	919	1,052	1,136	1,260	1,276	1,318
Military Service Retirement System ^c	2,050	2,088	2,117	2,148	2,170	2,192	2,219	2,229	2,196	2,188	2,130	2,064	1,868	1,763
Defined Contribution Plans	d	d	d	d	d	d	d	947	1,099	1,290	1,419	1,593	1,300	1,812
Thrift Savings Plan	d	d	d	d	d	d	d	947	1,099	1,290	1,418	1,593	1,300	1,812
Defined Contribution as a Percentage of Total	0%	0%	0%	0%	0%	0%	0%	16%	18%	20%	22%	24%	21%	28%

Source: U.S. Department of Defense, Office of the Actuary, *DOD Statistical Report on the Military Retirement System, Fiscal Years 1981–1993* (U.S. Department of Defense, n.d.); *Valuation of the Military Retirement System, Fiscal Years 1981–1993* (U.S. Department of Defense, n.d.); U.S. Office of Personnel Management, *Civil Service Retirement and Disability Fund Annual Report, Fiscal Years 1986–1993* (Washington, DC: U.S. Office of Personnel Management, n.d.); *U.S. Civil Service Retirement System Annual Report, Fiscal Years 1983–1985* (Washington, DC: U.S. Office of Personnel Management, n.d.), and unpublished data from the Office of Personnel Management, the Federal Retirement Thrift Investment Board, and the Department of Defense, Office of the Actuary.

^aData for the Civil Service Retirement System, Federal Employees' Retirement System, Military and Service Retirement System are expressed in fiscal years, beginning on October 1 of prior calendar year and concluding on September 30 of calendar year indicated. Data for the Thrift Savings Plan are expressed in calendar years.

^bThe Federal Employees Retirement System was established June 6, 1986.

^cIncludes all personnel and their families with the exception of reserves.

^dThe Thrift Savings Plan was established April 1, 1987.

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Table 18.1b

Federal Public Pension Plan Participants

Summary of Selected Federal Public-Sector Participation Trends, Selected Years 1994–2007^d

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
	(thousands)													
Total Participants	11,142	10,825	10,904	10,867	10,848	11,015	11,088	11,239	11,673	11,930	12,084	12,290	12,428	12,645
Defined Benefit Plans	9,023	8,630	8,650	8,564	8,548	8,615	8,588	8,639	8,673	8,730	8,684	8,690	8,728	8,745
Civil Service Retirement System	3,808	3,731	3,663	3,518	3,423	3,362	3,256	3,286	3,201	3,133	3,035	2,958	2,878	2,789
Federal Employees Retirement System	1,764	1,512	1,615	1,679	1,757	1,879	1,935	1,935	2,019	2,140	2,104	2,196	2,290	2,371
Military Service Retirement System ^b	3,451	3,387	3,372	3,367	3,368	3,374	3,397	3,418	3,453	3,457	3,545	3,536	3,560	3,585
Defined Contribution Plans	2,119	2,195	2,254	2,303	2,300	2,400	2,500	2,600	3,000	3,200	3,400	3,600	3,700	3,900
Thrift Savings Plan	2,119	2,195	2,254	2,303	2,300	2,400	2,500	2,600	3,000	3,200	3,400	3,600	3,700	3,900
Defined Contribution as a Percentage of Total	19%	20%	21%	21%	21%	22%	23%	23%	26%	27%	28%	29%	30%	31%
Total Active Participants	6,360	6,345	6,302	6,188	5,905	6,020	5,983	5,984	6,388	6,530	6,650	6,919	6,707	6,684
Defined Benefit Plans	4,484	4,415	4,315	4,177	4,105	4,120	4,083	4,084	4,088	4,130	4,150	4,119	4,107	4,084
Civil Service Retirement System	1,443	1,525	1,343	1,189	1,099	1,042	978	978	906	854	788	722	650	580
Federal Employees Retirement System	1,375	1,318	1,447	1,497	1,547	1,640	1,668	1,668	1,717	1,808	1,882	1,952	2,014	2,066
Military Service Retirement System ^b	1,666	1,572	1,525	1,491	1,459	1,438	1,437	1,438	1,465	1,468	1,480	1,445	1,443	1,438
Defined Contribution Plans	1,876	1,930	1,987	2,011	1,800	1,900	1,900	1,900	2,300	2,400	2,500	2,800	2,600	2,600
Thrift Savings Plan	1,876	1,930	1,987	2,011	1,800	1,900	1,900	1,900	2,300	2,400	2,500	2,800	2,600	2,600
Defined Contribution as a Percentage of Total	30%	30%	32%	32%	31%	32%	32%	32%	36%	37%	38%	40%	39%	39%

Source: U.S. Department of Defense, Office of the Actuary, *DOD Statistical Report on the Military Retirement System, Fiscal Years 1994–2005* (U.S. Department of Defense, n.d.); *Valuation of the Military Retirement System, Fiscal Years 1994–2006* (U.S. Department of Defense, n.d.); U.S. Office of Personnel Management, *Civil Service Retirement and Disability Fund Annual Report, Fiscal Years 1994–1999 and 2004–2006* (Washington, DC: U.S. Office of Personnel Management, n.d.); *Civil Service Retirement and Disability Fund Actuarial Valuations, Fiscal Year 2001* (Washington, DC: U.S. Office of Personnel Management, 2003); *Federal Civilian Benefits Programs Annual Report, Fiscal Year 2002–2003* (Washington, DC: U.S. Office of Personnel Management, 2003–2004); Office of Personnel Management, the Federal Retirement Thrift Investment Board, *Financial Statements of the Thrift Savings Investment Fund, 2002–2006*; and unpublished data from the Office of Personnel Management, the Federal Retirement Thrift Investment Board.

^aData for the Civil Service Retirement System, Federal Employees' Retirement System, Military and Service Retirement System are expressed in fiscal years, beginning on October 1 of prior calendar year and concluding on September 30 of calendar year indicated. Data for the Thrift Savings Plan are expressed in calendar years.

^bIncludes all personnel and their families with the exception of reserves.

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Table 18.2a
Federal Government Retirement Plan Financial Trends

Summary of Federal Plan Trends, Selected Years 1979–1993^a

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993
	(\$ billions)														
Total Assets	\$64	\$73	\$83	\$96	\$110	\$125	\$154	\$186	\$219	\$262	\$289	\$326	\$366	\$411	\$465
Defined benefit plans	64	73	83	96	110	125	154	186	218	260	284	318	355	394	434
Civil Service Retirement System	64	73	83	96	110	125	142	161	175	198	204	220	237	256	277
Federal Employees' Retirement System	b	b	b	b	b	b	b	b	4	8	12	18	24	32	41
Military Service Retirement System	c	c	c	c	c	c	12	25	39	53	68	80	94	106	116
Defined contribution plans	d	d	d	d	d	d	d	d	1	3	5	8	11	16	21
Thrift Savings Plan	d	d	d	d	d	d	d	d	1	3	5	8	11	16	21
Defined contribution plans as a percentage of total	0%	0%	0%	0%	0%	0%	0%	0%	0.4%	1.1%	1.7%	2.5%	3.0%	3.9%	4.5%
Total Contributions	16	19	22	24	25	25	54	56	55	59	60	61	65	68	68
Defined benefit plans	16	19	22	24	25	25	54	56	55	57	58	59	62	64	63
Civil Service Retirement System	16	19	22	24	25	25	27	28	24	25	26	28	29	30	31
Federal Employees Retirement System	b	b	b	b	b	b	b	b	2	3	4	4	5	6	6
Military Service Retirement System	c	c	c	c	c	c	27	28	29	29	28	27	28	28	26
Defined contribution plans	d	d	d	d	d	d	d	d	1	2	2	2	3	4	5
Thrift Savings Plan	d	d	d	d	d	d	d	d	1	2	2	2	3	4	5
Defined contribution plans as a percentage of total	0%	0%	0%	0%	0%	0%	0%	0%	1.8%	3.4%	3.3%	3.3%	4.6%	5.9%	7.4%
Total Benefit Payments	23	27	32	35	37	38	39	42	44	47	50	53	56	58	63
Defined benefit plans	23	27	32	35	37	38	39	42	44	47	50	53	56	58	62
Civil Service Retirement System	13	15	18	30	21	22	23	25	26	28	30	31	33	33	35
Federal Employees Retirement System	b	b	b	b	b	b	b	b	e	e	e	e	e	e	e
Military Service Retirement System	10	12	14	15	16	16	16	18	18	19	20	22	23	25	27
Defined contribution plans	d	d	d	d	d	d	d	d	e	e	e	e	e	e	1
Thrift Savings Plan	d	d	d	d	d	d	d	d	e	e	e	e	e	e	1
Defined contribution plans as a percentage of total	0%	0%	0%	0%	0%	0%	0%	0%	e	e	e	e	e	e	0.8%

Source: U.S. Department of Defense, Office of the Actuary, *DOD Statistical Report on the Military Retirement System, Fiscal Years 1981–1993* (U.S. Department of Defense, n.d.); U.S. Office of Personnel Management, *Civil Service Retirement and Disability Fund Annual Report, Fiscal Years 1986–1993* (Washington, DC: U.S. Office of Personnel Management, n.d.); *U.S. Civil Service Retirement System Annual Report, Fiscal Years*

1983–1985 (Washington, DC: U.S. Office of Personnel Management, n.d.), and unpublished data from the Office of Personnel Management, the Federal Retirement Thrift Investment Board, and the Department of Defense, Office of the Actuary.

^aData for the Civil Service Retirement System, Federal Employees' Retirement System and Military Service Retirement System are expressed in fiscal years. Data for the Thrift Savings Plan are expressed in calendar years.

^bThe Federal Employees' Retirement System was established June 6, 1986.

^cThe Military Service Retirement System was not funded until October 1, 1984.

^dThe Thrift Savings Plan was established April 1, 1987.

^eLess than \$0.5 billion or less than 0.5 percent.

UPDATED JANUARY 2009

Table 18.2b

Federal Government Retirement Plan Financial Trends

Summary of Federal Plan Trends, Selected Years 1994–2007^a

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
	(\$ billions)													
Total Assets	\$494	\$537	\$581	\$631	\$686	\$738	\$782	\$818	\$858	\$920	\$977	\$1,039	\$1,111	\$1,160
Defined benefit plans	468	502	534	570	608	643	684	717	756	791	825	866	904	928
Civil Service Retirement System	294	311	329	344	361	376	395	404	417	425	433	440	442	428
Federal Employees' Retirement System	50	60	70	83	97	111	126	144	162	183	204	228	254	282
Military Service Retirement System	124	131	135	143	150	156	163	169	177	183	188	198	208	218
Defined contribution plans	26	35	47	61	77	95	98	101	102	129	152	173	207	232
Thrift Savings Plan	26	35	47	61	77	95	98	101	102	129	152	173	207	232
Defined contribution plans as a percentage of total	5.3%	6.5%	8.1%	9.7%	11.2%	12.9%	12.5%	12.3%	11.9%	14.0%	18.4%	16.6%	18.6%	20.0%
Total Contributions	67	67	66	73	73	75	78	80	86	86	95	98	108	115
Defined benefit plans	62	61	60	66	65	67	69	70	74	72	79	82	88	94
Civil Service Retirement System	31	31	32	33	33	33	33	33	34	29	34	33	34	35
Federal Employees Retirement System	6	6	6	7	6	8	8	9	10	11	13	13	15	16
Military Service Retirement System	25	24	22	26	26	26	28	28	30	32	32	38	39	43
Defined contribution plans	5	6	6	7	8	8	9	10	12	14	16	19	20	21
Thrift Savings Plan	5	6	6	7	8	8	9	10	12	14	16	19	20	21
Defined contribution plans as a percentage of total	7.5%	9.0%	9.1%	9.6%	11.0%	11.0%	11.5%	12.5%	14.0%	16.3%	16.8%	17.3%	18.5%	18.3%
Total Benefit Payments	65	66	70	73	76	78	81	84	86	89	93	99	105	112
Defined benefit plans	64	65	69	72	74	76	78	81	84	86	89	94	98	104
Civil Service Retirement System	36	37	39	41	42	43	44	46	47	48	50	52	54	57
Federal Employees Retirement System	^b	1	1	1	1	1	1	1	2	2	2	3	3	4
Military Service Retirement System	28	28	29	30	31	32	33	34	35	36	37	39	41	43
Defined contribution plans	1	1	1	1	2	2	3	3	2	3	4	5	7	8

Thrift Savings Plan	1	1	1	1	2	2	3	3	2	3	4	5	7	8
Defined contribution plans as a percentage of total	1.5%	2.0%	1.4%	1.4%	2.6%	2.6%	3.7%	3.6%	2.3%	3.4%	4.3%	5.1%	6.7%	7.1%

Source: U.S. Department of Defense, Office of the Actuary, *DOD Statistical Report on the Military Retirement System, Fiscal Years 1994–2007* (U.S. Department of Defense, n.d.); U.S. Office of Personnel Management, *Civil Service Retirement and Disability Fund Annual Report, Fiscal Year 2007* (Washington, DC: U.S. Office of Personnel Management, 2008.); Office of Personnel Management, the Federal Retirement Thrift Investment Board, *Financial Statements of the Thrift Savings Investment Fund, 2002-2007*; and unpublished data from the Office of Personnel Management, the Federal Retirement Thrift Investment Board.

^aData for the Civil Service Retirement System, Federal Employees' Retirement System and Military Service Retirement System are expressed in fiscal years. Data for the Thrift Savings Plan are expressed in calendar years.

^bLess than \$0.5 billion.