



Human Capital: The Congress Should
Act To Establish Military
Compensation Principles: FPCD-79-11

U.S. Government
Accountability Office (GAO)



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By -

BiblioGov. Paperback. Book Condition: New. This item is printed on demand. Paperback. 50 pages. Dimensions: 9.7in. x 7.4in. x 0.1in. The military compensation system costs about 40 billion a year. No overall guiding policy or principle for compensating military personnel has been established. The private sector is the standard for setting and adjusting federal civilian pay. In order to attract, retain, and motivate the quality and quantity of military members necessary to maintain the desired level of national security at a minimum cost to the government, a decision must be reached on the method of implementation for military pay principles. Two alternative approaches have been suggested: comparability and competitiveness. Comparability approaches use wage surveys of other workers as a guide to setting and adjusting pay based on age-earnings profiles and job difficulty. Competitive approaches are based on the principle that compensation should be adequate to attract and retain the desired quantity and quality of personnel, but should not be more than necessary for this purpose. Comparability approaches provide stability and security to service members, but lack flexibility to adjust to changing manpower needs. Competitive approaches provide the flexibility necessary to adjust compensation to changing military manpower needs; however, they lack a...



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