

# Brittany 4 overview

Law



Article 4 Article 4 In this article, Brittany argues that recruitment and retention younger employees are significant to addressing a possible retirement rate across the federal workforce in future. I agree with the Bush's argument that it is also good to target retired workers since they will provide experience and skills in the work they do. Because of the need to address the issue of retirement, the office of the personnel management has been on forefront calling for a removal of financial penalty for federal retirees who desire to return to federal or government office.

In addition, I concur with the sentiment that federal retirees often have little motivation or incentives to return to work because the current policy would reduce or cut their salaries by the amount of their pensions. The office of personnel management has argued that redefining and modifying the rules to bring back skilled and experienced retirees on a part-time basis without interfering with their pensions would permit federal agencies to rehire recently retired workers to help with short term projects, train the future generation and fill critical gaps.

Federal labor unions argue that it is imperative to have a more useful approach to offsetting the sting of retirement could be increase of alternatives available to agencies incorporating flexible, part-time, and flexi-place schedules for retirees. I agree that lawmakers should not make a permanent change to the statute but rather they should encourage the creation of a pilot program that would last for five years to assess and evaluate how the agencies react.

In sum, recruitment and retention of younger workers should be encouraged since it will avert the issue of retirement in future. Federal retiree should be allowed to return to workforce since they bring in skills and experiences.

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Therefore, the government should pay retirees who are willing to return to the workforce in order to motivate them to work hard in filling critical gaps and training future generation.

#### Reference

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