

Army Benefits Center-Civilian

CSRS Overview



Updated 02/26/2015 V3 1

INTRODUCTION



ABC-C MISSION: We are a top performing, caring team of Civilian Human Resource professionals providing quality benefits and entitlements services to our customers through a centralized automated contact center.

ABC-C SERVICES: Provide advisory services and process transactions for:

- Federal Employees Health Benefits (FEHB)
- Federal Employees Group Life Insurance (FEGLI)
- Thrift Savings Plan (TSP)
- Retirement (FERS & CSRS)
- Survivorship (Death Claim Processing)

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ABC-C SYSTEMS

Employee Benefits Information System (EBIS) – Web Based



- Customer-friendly
- Available 24 hours a day (with CAC Access)
- Secure site
- Requires use of SSN and PIN
- Ability to read at convenience
- Ability to print screens of information
- Can process benefits transactions without specialist assistance
- Ability to print benefits forms
- Estimate calculators (Uses LV SCD Only)
- ABC-C website: <https://www.abc.army.mil>

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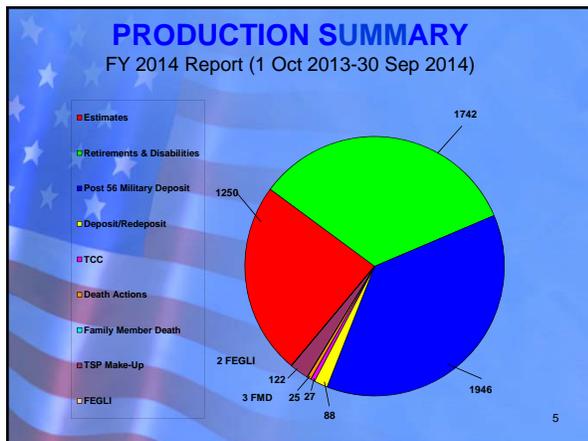
ABC-C SYSTEMS

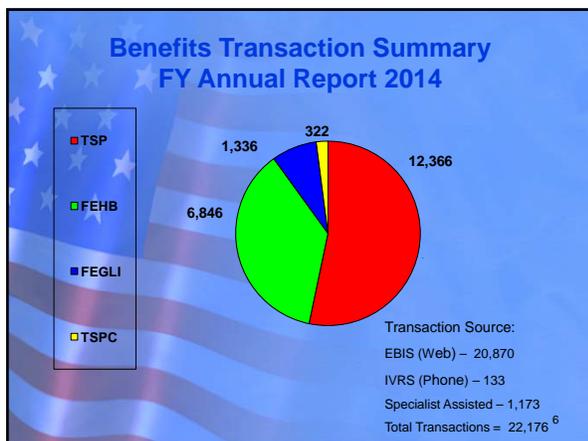
Telephone

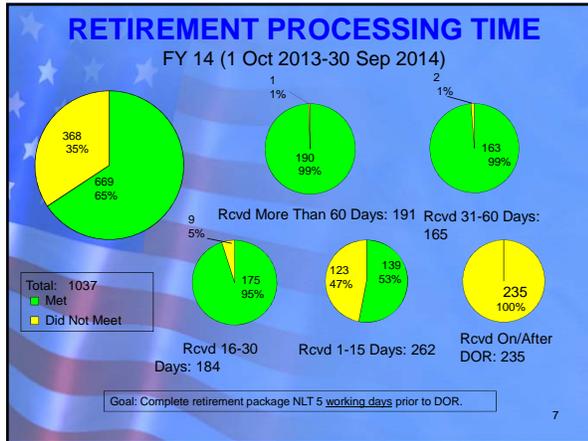


- Lets you connect with a specialist
- Available to those without computer access
- Specialists are available 11 hours a day (Monday through Friday except National Holidays)
(6 a.m. till 5 p.m. Central Time)
- ABC-C toll-free telephone number is 1-877-276-9287
(Option #3 for National Guard Personnel)

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CONTINUING CHALLENGES

- Last minute VERA/VSIP approvals
- Incomplete retirement application submissions
- Short notice retirement applications
- Federal Erroneous Retirement Coverage Corrections Act (FERCCA)

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ON THE HORIZON

- Growing serviced population
- Phased Retirements (may not apply to NGB)
- eBATS (Benefits Automated Tracking System for employees)

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ANY QUESTIONS?



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RETIREMENT PLANNING



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RETIREMENT PLANNING



- Early Career – 25 + years to retirement
 - ✓ Enroll in TSP
 - ✓ Enroll in benefits (FEHB, FEGLI, FEDVIP, FSA)
 - ✓ Pay civilian deposit
 - ✓ Pay military deposit
 - ✓ New Employee Orientation briefing - <https://www.abc.army.mil/NewEmployee/NewEmployeeOrientation.htm>
- Mid Career – 10 - 24 years to retirement
 - ✓ Adjust benefits based on life situation
 - ✓ Review level of TSP participation & allocation between the funds

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RETIREMENT PLANNING

- Late Career:
 - ✓ Less than 10 years prior to retirement:
 - Use calculators in EBIS to get a rough estimate of annuity
 - Determine income needed in retirement using the Federal Ballpark E\$timate calculator
 - Adjust TSP contributions & other savings based on results from calculators
 - ✓ Five years to retirement:
 - Verify eligibility to continue FEHB & FEGLI into retirement
 - Request a retirement estimate
 - Maximize TSP contributions & other savings

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RETIREMENT PLANNING LINKS

Federal Ballpark E\$timate:
<https://www.opm.gov/retire/tools/calculators/ballpark/BallparkIntro.asp>

Retirement information & services provided by OPM:
<http://www.opm.gov/retire/index.asp>

U.S. Financial Literacy Education Commission website:
<http://www.mymoney.gov>

Army Benefits Center–Civilian EBIS:
<https://www.abc.army.mil>



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CIVIL SERVICE RETIREMENT SYSTEM (CSRS)

- New employees first hired in covered position prior to 01-01-1984
- Contribute 7% of salary to CSRS
- Do not contribute to Social Security
- Can contribute to TSP up to IRS limit, but no agency matching
- Lose eligibility for CSRS coverage if there is a break in service after 01-01-1984 of more than 1 year

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CSRS INTERIM

- Employees first hired on/after 01-01-1984 & certain rehires
- Reduced CSRS contribution rate of 1.3%
- Contribute to Social Security
- On 01-01-1987, employees with CSRS Interim coverage changed to:
 - ✓ CSRS Offset if you had at least 5 years of civilian service
 - ✓ FERS if you had less than 5 years of civilian service

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CSRS OFFSET

- Employees who were in CSRS Interim and had at least 5 years of civilian service as of 12-31-1986
- Employees who are or become subject to Social Security due to break in service & have at least 5 years of civilian service
- Reduced CSRS contribution rate of 0.8%
- Contribute to Social Security
- CSRS retirement benefits are "offset" by the value of your CSRS Offset service in your Social Security benefits

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CSRS OFFSET

- You will receive a full CSRS annuity at retirement that is computed under the CSRS rules.
- HOWEVER, your annuity will be reduced when you become eligible to receive Social Security benefits.
- CSRS Offset annuity is reduced by the portion of your total Social Security benefit that is payable based on Federal service performed after 1983.
- If you never become eligible for Social Security benefits based on your own employment, there is no Offset.

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CSRS OFFSET

Example: Employee has 5 years and 8 months of Offset service

The CSRS Offset is determined by taking the lesser of the 2 below computations

Computation #1
Social Security monthly benefit with Federal Offset service.....\$1,800
Social Security monthly benefit without Federal Offset service..\$1,500
Difference..\$ 300

Computation #2
Social Security amount with Federal earnings =
\$1,800 X 6 years* = \$10,800 divided by 40 = \$270

* Nearest whole year to 5 years 8 months

Result: The reduction in this case would be based on computation #2, or \$270

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RETIREMENT SERVICE COMPUTATION DATE (RSCD)

- Used to determine retirement eligibility and to calculate retirement annuity
- May not be the same as your Leave SCD (SCD that appears on your SF 50 & LES)
- Not all service that is creditable for leave is creditable for retirement

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RETIREMENT SERVICE COMPUTATION DATE (RSCD)

- Examples of service that is creditable for leave but not for retirement:
 - ✓ Non-Appropriated Fund (NAF) service on a temporary appointment
 - ✓ For retired military, campaign or combat service if retired military pay is not being waived
 - ✓ If hired on/after 10-01-82, military service for which deposit has not been paid

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CIVILIAN DEPOSIT/ REDEPOSIT



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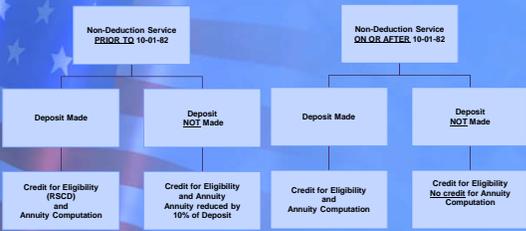
WHAT IS DEPOSIT SERVICE?

- Any period of potentially creditable service during which retirement deductions are not withheld:
 - ✓ Generally, non-career time such as temporary or indefinite service
 - ✓ Also known as non-deduction service
- Service that is now considered Federal employment, due to a change in the law that allows credit for retirement annuity computation purposes (Peace Corps, VISTA)
- Amount of deposit:
 - ✓ 7% of earnings + interest
 - ✓ Interest will vary by the date the service was performed



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DEPOSIT SERVICE



```
graph TD; A[Non-Deduction Service  
BEFORE 10-01-92] --> B[Deposit Made]; A --> C[Deposit NOT Made]; B --> D[Credit for Eligibility (PSCD)  
and Annuity Computation]; C --> E[Credit for Eligibility and Annuity  
reduced by 10% of Deposit]; F[Non-Deduction Service  
ON OR AFTER 10-01-92] --> G[Deposit Made]; F --> H[Deposit NOT Made]; G --> I[Credit for Eligibility and Annuity Computation]; H --> J[Credit for Eligibility  
No credit for Annuity Computation];
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WHAT IS REDEPOSIT SERVICE?

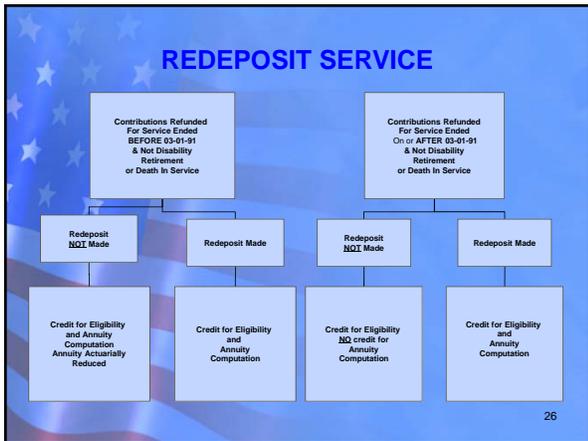
A sum of money paid into the Fund by an employee or survivor to cover a period of service during which deductions were withheld but later refunded under CSRS provisions



- Redeposit = Amount of refund plus interest
(Interest accrues from date of refund check)

Note: Redeposit may be made before or after retirement.

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INTEREST RATES

YEAR	RATE	YEAR	RATE	YEAR	RATE
2014	1.625%	2003	5%	1992	8.125%
2013	1.625%	2002	5.5%	1991	8.625%
2012	2.25%	2001	6.375%	1990	8.75%
2011	2.75%	2000	5.875%	1989	9.125%
2010	3.125%	1999	5.75%	1988	9.125%
2009	3.875%	1998	6.75%	1987	8.375%
2008	4.75%	1997	6.875%	1986	9%
2007	4.875%	1996	6.875%	1985	11.125%
2006	4.125%	1995	7%	1984	13%
2005	4.375%	1994	6.25%	1948 - 1984	3%
2004	3.875%	1993	7.125%	Before 1948	4%

2015 Rate is 2.00%

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HOW TO PAY A CIVILIAN DEPOSIT OR REDEPOSIT

- Complete front page of SF 2803, *Application to Make Deposit or Redeposit (CSRS)*, and send to the ABC-C.
- ABC-C will calculate an estimated deposit/redeposit amount and mail to OPM.
- OPM will notify you of final deposit/redeposit amount and payment procedures.
- Ensure "Payment In Full" notice is filed in eOPF.
- More information is available on the ABC-C website at <https://www.abc.army.mil/retirements/CSRSDepositService.htm>

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Military Deposits



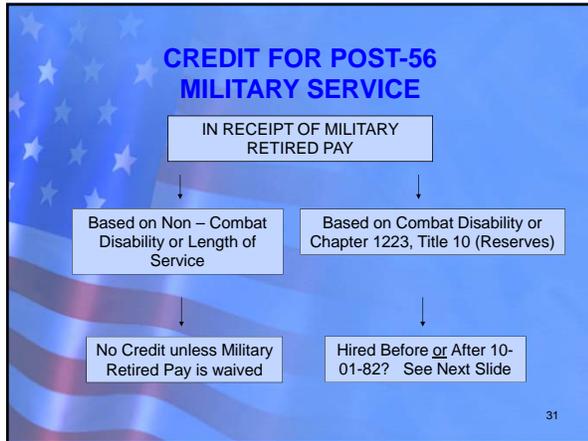
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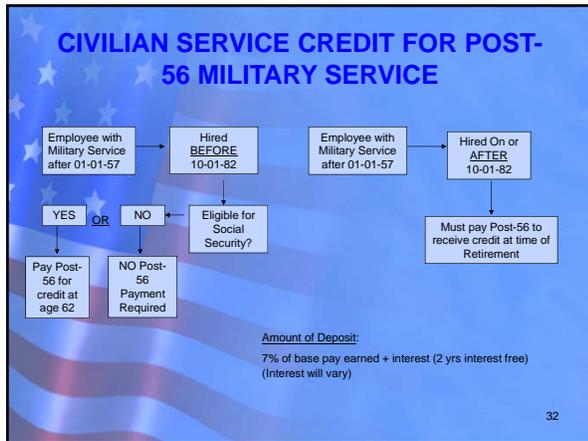
PRE 01-01-1957 MILITARY SERVICE

No deposit required for creditable military service performed prior to 01-01-1957



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- ### HOW TO PAY A MILITARY DEPOSIT
- Complete Form RI 20-97, *Estimated Earnings During Military Service*, and send to the appropriate branch of service (addresses are on the ABC-C website). Include copies of all of your DD 214s.
 - Upon receipt of estimated earnings, include your DD 214, SF 2803 page 1 and SF 2803A and forward to the ABC-C. The ABC-C will calculate an estimate of the deposit owed and forward to DFAS.
 - DFAS will finalize the amount owed and advise you of payment options.
 - Ensure "Payment In Full" notice is filed in OPF.
 - Military deposit must be completed in full **prior to separation**.
 - More information is available on the ABC-C website at <https://www.abc.army.mil/retirements/CSRSPost56.htm>
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RETIREMENT REQUIREMENTS



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TYPES OF RETIREMENTS

- Optional Retirement
- Voluntary Early Retirement Authority (VERA)
- Discontinued Service Retirement (DSR)
- Deferred Retirement
- Disability Retirement
- Public Law 97-253 Disability (National Guard)



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GENERAL ELIGIBILITY REQUIREMENTS

- Have at least 5 years of creditable civilian service with the Federal government.
- Have been employed under CSRS for at least 1 year out of the last 2 years preceding your final separation from Federal employment.
- Must separate from a position subject to CSRS coverage.



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OPTIONAL RETIREMENT

- Eligibility requirements for Optional Retirement:
 - ✓ Age 55 with 30 years of service
 - ✓ Age 60 with 20 years of service
 - ✓ Age 62 with 5 years of service
- Must have at least 5 years creditable civilian service.
- Military service or sick leave may not be used to reach the five year rule.
- Annuity accrues the day after your retirement if your retirement is effective on the last day of month or the first three days of month.
- Annuity accrues the first day of following month if your retirement is effective after the third day of month.



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VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with 20 years of creditable service
- Any age with 25 years of creditable service
- Must include 5 years of creditable civilian service
- Agency/Installation must approve

EFFECT ON EMPLOYEE BENEFITS:

- 2% reduced annuity for each year under 55
- Permanent reduction

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DISCONTINUED SERVICE RETIREMENT (DSR)

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with 20 years of creditable service
- Any age with 25 years of creditable service
- Must include 5 years of creditable civilian service
- Must receive a specific written notice of a proposed involuntary separation from your Agency/Installation
- Annuity accrues day after separation

EFFECT ON EMPLOYEE BENEFITS:

- 2% reduced annuity for each year under 55
- Permanent reduction
- NOT eligible for VSIP or severance pay



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DEFERRED RETIREMENT

A deferred annuity is payable at age 62 to an individual who separates from service and is not entitled to an immediate annuity:

- At least five years of creditable civilian service
- Must meet the one-out-of-two requirement at the date of separation
- Has not taken a refund of retirement deductions for the last period of service

FEHB and FEGLI **will not** be reinstated at the time your annuity commences. Your application for retirement is sent directly to OPM.

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RETIREMENT FORMS

- SF 2801, Application for Immediate Retirement
- Copy of marriage certificate, if married at time of retirement
- SF 2801, Schedule A (Military Service Information), Schedule B (Military Retiree Pay), Schedule C (Federal Employees Compensation Information)
- SF 2801-2, Spouse's Consent to Survivor Election
- SF 2818, Continuation of Life Insurance Coverage
- W-4P, Withholding Certification for Pension or Annuity Payment
- State Tax Forms, if applicable
- SF 2809, Health Benefits Registration Form or RI 79-9 (Suspension of FEHB for Medicare or TRICARE)
- DD 214, Report of Separation from Active Duty (or equivalent)
- Proof of payment of military deposit (OPM 1514, Military Deposit Worksheet, or equivalent)
- **Written notice of proposed separation (DSR, VSIP, VERA etc)**
- <https://www.abc.army.mil/Forms/RetirementForms.htm>
(For Deferred retirement forms, contact OPM)

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UNUSED SICK LEAVE

- Must retire on an immediate annuity
- Added to length of service for computation purposes only
- Additional time computed on the basis of a 2087 hour work year



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CIVIL SERVICE RETIREMENT SYSTEM

FORMULA FOR COMPUTING ANNUITY FOR VOLUNTARY RETIREMENT:

- 1.5% X High-3 avg salary X first 5 years of service
PLUS
- 1.75% X High-3 avg salary X next 5 years of service
PLUS
- 2.00% X High-3 avg salary X remaining service > 10 years
(includes unused sick leave)

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REDUCTIONS

- Age Reduction (VERA/DSR)
- Deposit/Redeposit Service
- Election of Survivor Benefits
- Post-56 Military Deposit - (Applies to CSRS Employees hired before 10-01-1982, if eligible for Social Security; known as "Catch 62")

DEDUCTIONS

- Health Benefits
- Life Insurance
- Federal Income Taxes
- Federal Employees Dental and Vision Insurance Program (FEDVIP)
- Federal Long Term Care Insurance Program (FLTCIP)
- State Tax (if applicable)



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SURVIVOR ELECTION OPTIONS

<input checked="" type="checkbox"/> CURRENT Spouse Survivor Annuity ---Full (55% of your annuity)	<input checked="" type="checkbox"/> CURRENT Spouse Survivor Annuity ---Partial (55% of amount)
<input checked="" type="checkbox"/> FORMER Spouse Survivor Annuity ---Full (55% of your annuity)	<input checked="" type="checkbox"/> FORMER Spouse Survivor Annuity ---Partial (55% of amount)
<input checked="" type="checkbox"/> Combination Current / Former Spouse Survivor Annuity	<input checked="" type="checkbox"/> Self Only Annuity (No survivor benefit)
<input checked="" type="checkbox"/> Insurable Interest Survivor Annuity	

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Calculating a Partial Survivor Annuity

Take the monthly amount desired, multiply by 12 and then divide by 55% (.55)

Example:

You and your spouse agree that you want them to receive \$980 per month. The calculations follow:

$\$980.00 \times 12 = \$11,760.00 / .55 = 21,381.818$
 Round up to whole dollar amount of \$21,382 and write it on the line in block 2 of the SF 2801 Section F.

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SURVIVOR BENEFIT COST / REDUCTION

Cost = 2.5% of base annuity up to \$3,600
 plus
 10% of base annuity over \$3,600

Example: \$30,000 base annuity (Max elected)
\$3,600 x 2.5% = \$ 90
\$26,400 x 10% = + \$2,640
Reduction/Cost = \$2,730 yearly
Survivor will receive 55% of base annuity = \$16,500 yearly

Example: \$30,000 base annuity (\$3,600 elected)
\$3,600 x 2.5% = \$90.00
Reduction/Cost = \$90.00 yearly
Survivor will receive 55% of \$3,600 annuity = \$1,980 yearly

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SURVIVOR BENEFIT PAYMENTS

- The survivor benefit is payable for life unless the survivor remarries before age 55.
- Benefits will be restored if the remarriage terminates in death, annulment or divorce.

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DISABILITY RETIREMENT

- Disability - Unable to render useful & efficient service because of disease or injury
- Must be in a position covered by CSRS
- Must have a minimum of 5 years creditable civilian service
- Disability annuity **IS** subject to Federal tax

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Special NG Disability Retirement Provision (PL 97-253)

A NG technician may be eligible if:

- Involuntarily separated due to medical disqualification
- Not found by OPM as meeting criteria for a "regular" disability retirement
- Not appointed to another Federal position
- Not declined a reasonable job offer

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Special NG Disability Retirement Provision (PL 97-253)

Waiver of Reconsideration and Appeal Rights

- Technician should sign a waiver statement indicating that he/she wants to be considered for benefits under the special disability provisions of PL 97-253.
- Statement should have printed or typed name and social security number.
- If OPM determines that the NG technician is not eligible for disability retirement under "regular" provisions, provided the required 30-day notice had been given, the technician must be separated.

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Special NG Disability Retirement Provision (PL 97-253)

Waiver Example

I am applying for a "regular disability retirement" under the provisions of 5 USC 8337 due to my loss of military membership with the (state) Air/Army National Guard for medical reasons.

I understand the issuance and facts for considering approval for regular disability and hereby waive my rights for further reconsideration and appeals to the Office of Personnel Management (OPM) and the Merit Systems Protection Board (MSPB) should the application for regular disability be disapproved by OPM.

In addition, should the application for regular disability be disapproved, I hereby apply for benefits under the special disability retirement provisions of Public Law 97-253.

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DISABILITY RETIREMENT

Submit all regular retirement forms
PLUS

- SF 3112A – Applicant's Statement of Disability
- SF 3112B – Supervisor's Statement
- SF 3112C – Physician's Statement
- SF 3112D – Agency Certification of Reassignment & Accommodation Efforts
- FedMER Eligibility Statement applicable to CSRS Offset Employees Only (Submit SSA Application after date of separation)
- Waiver –PL 97-253 (If Applicable)
- Military Discharge Order (If Applicable)
- Written Notice of Proposed Involuntary Separation (If Applicable)

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DEATH-IN-SERVICE

- If you die while still an active employee, your survivor MAY be entitled to death benefits
- In the event of your death, your supervisor needs to contact your servicing Human Resources (HR) Representative or Human Resources Officer (HRO)
- HR will contact ABC-C
- An ABC-C specialist will contact the survivor within 24 hours

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DEATH-IN-SERVICE

Spousal Benefits: Monthly annuity (survivor benefits) payable if married to employee at least 9 months.

EXCEPTIONS to the 9 months of marriage requirement:

- Spouse is the parent of a child of the marriage, or
- Death was accidental

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DEATH BENEFITS

Children's Benefit(s) are payable if:

- The child is unmarried AND under 18, or
- Under age 22 if full-time student, or
- Any age if disabled before 18
- Children's Benefit is the same if death-in-service or death as an annuitant

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DEATH BENEFITS

- Up to 3 children if a parent is living
 - ✓ 2015 rate is \$510 per month per child
 - ✓ More than 3 children, \$1,532 divided by # of children
- Up to 3 children if no living parent
 - ✓ 2015 rate is \$613 per month per child
 - ✓ More than 3 children, \$1,839 divided by # of children

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DESIGNATION OF BENEFICIARY

Beneficiary Forms:

- SF 1152 (Unpaid Comp)
- SF 2823 (FEGLI)
- SF 2808 (CSRS)
- TSP 3 (TSP)

Order of Precedence:

- Court Order
- Designation of Beneficiary
- Widow or Widower
- Children (and/or descendants of deceased children)
- Parents
- Executor or Administrator of Estate
- Next of Kin



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COST OF LIVING ADJUSTMENTS (COLA)

- The annual cost-of-living increase is based on the percentage increase in the Consumer Price Index (CPI)
- Normally, the rates are effective December 1 of each year and payable in the January 1 annuity check.
 - ✓ An annuitant's first COLA is prorated based on the number of months on the annuity rolls prior to the COLA.
 - ✓ A month is credited only if the annuity commenced on or before the last day of the month.
 - ✓ The full COLA as prescribed by law will be received each year thereafter.
 - ✓ The COLA for 2015 is 1.7%.

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WINDFALL ELIMINATION PROVISION (WEP)

- If you didn't pay Social Security taxes on your government earnings and you are eligible for Social Security benefits, the formula used to figure your benefit amount may be modified, giving you a lower Social Security benefit.
- WEP affects Social Security benefits when any part of your Federal service after 1956 is covered under the Civil Service Retirement System (CSRS). However, Federal service where Social Security taxes are withheld (Federal Employees Retirement System or CSRS Offset) will not reduce your Social Security benefit amounts.

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WINDFALL ELIMINATION PROVISION (WEP)

- WEP does not apply to survivors benefits. It also does not apply if:
 - ✓ You are a Federal worker first hired after December 31, 1983;
 - ✓ You were employed on December 31, 1983, by a nonprofit organization that did not withhold Social Security taxes from your pay at first, but then began withholding Social Security taxes from your pay;
 - ✓ Your only pension is based on railroad employment;
 - ✓ The only work you did where you did not pay Social Security taxes was before 1957; or
 - ✓ You have 30 or more years of substantial earnings under Social Security.

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GOVERNMENT PENSION OFFSET (GPO)

- If you receive a pension from a Federal, state or local government based on work where you did not pay Social Security taxes, your Social Security spouse or survivor's benefits may be reduced. You are exempt from the GPO if you were contributing to Social Security for your last 5 years of federal employment.
- Your Social Security benefits will be reduced by 2/3s of your government pension.

✓ Monthly civil service pension	- \$1,200
✓ 2/3s offset to Social Security	- \$ 800*
✓ Spouse or survivor benefit	- \$1,000
✓ Final amount due	- \$ 200
	(\$1,000 - \$800* = \$200)

<http://www.socialsecurity.gov/gpo-wep/>

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NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING

NAF Retirement System - Contact nearest NAF office

★ CSRS Retirement Plan – Contact the ABC-C



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RETURNING TO FEDERAL EMPLOYMENT

IMPORTANT!!

If you are retiring and immediately being hired by NAF, transferring to other Federal employment, or returning as a reemployed annuitant, you must notify the ABC-C before your retirement is processed. This **should** prevent erroneous payout of your lump sum annual leave.

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FEHB IN RETIREMENT

Self Only  Self & Family

(Starting Open Season for 2016 FEHB will also have Self Plus 1)

Additional Information:
<http://www.opm.gov/insure/health>
 OPM Telephone: 1-888-767-6738

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FEHB IN RETIREMENT

- Retire on an immediate annuity
- Be insured on the date of retirement
- Covered for the 5 years of service prior to retirement **or** since your FIRST opportunity to enroll (special rules for VERA, VSIP and DSR, see next slide)

Coverage as a family member under FEHB or CHAMPUS/TRICARE counts towards 5 year requirement (employee must be enrolled in FEHB prior to retirement)

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FEHB IN RETIREMENT

Pre-approved automatic waiver of 5-year requirement:

- Must be enrolled in FEHB on the first day of the buyout period (October 1 of the current FY) **and**
- Retire during the buyout period; **and**
- Receive a buyout (VSIP); **or**
- Take early optional retirement (VERA) as a result of early-out authority; **or**
- Take a DSR based on involuntary separation due to reduction in force

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FEHB IN RETIREMENT

- Cost of FEHB is the same for retirees and active employees except that premiums are paid on a monthly basis vs. bi-weekly
- Same Open Season and qualifying life event (QLE) opportunities as active employees
- Same FEHB plans available to retirees as active employees
- Once you cancel FEHB coverage in retirement, you can never re-enroll
- Retirement is not a qualifying life event for changing your FEHB enrollment
- At age 65, enrollment in Medicare is optional. If enrolled, it becomes your primary and your FEHB plan becomes your secondary provider.

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FEHB IN RETIREMENT

- Retirees can suspend FEHB for TRICARE, Medicaid (or similar state sponsored program) or Medicare Advantage (Medicare Part C) and return to FEHB coverage during Open Season or immediately upon involuntarily losing non-FEHB coverage.
- Retirees do not participate in Premium Conversion.
- Your spouse is eligible to continue FEHB coverage after your death **only** if you have Self and Family coverage and you elect to provide a survivor benefit at retirement.

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MEDICARE

- Part A (Hospitalization) – No Cost
 - ✓ Enroll at age 65
 - ✓ Enrollment is automatic at age 65 if you are receiving Social Security benefits
- Part B (Medical) – Monthly premium based on yearly adjusted gross income
- Part C –A plan offered by a private company
- Part D (Drug) – Monthly premium



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FEGLI IN RETIREMENT



Life Insurance

Additional Information:
www.opm.gov/insure/life
OPM Telephone: 1-888-767-6738

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FEGLI IN RETIREMENT

CONTINUATION INTO RETIREMENT

Retire on an immediate annuity

- Insured on date of retirement
- Enrolled in each Option and Multiple for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll
- Election Form: SF2818 – Continuation of Life Insurance Coverage



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FEGLI IN RETIREMENT

BASIC LIFE OPTIONS:

Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus \$2,000. Ex: \$51,400 = \$52,000 + \$2,000 = Amt of Basic Ins **\$54,000**

Options	Before age 65	After age 65
1. 75% reduction	BIA x .3250 (per \$1,000) ex: \$17.55 per month	NO COST <i>Coverage reduces 2% per mth for 37.5 mths until it reaches a final value of \$13,500</i>
2. 50% reduction	BIA x .9650 (per \$1,000) ex: \$52.11 per month	BIA x .6400 (per \$1,000) ex: \$34.56 per month <i>Coverage reduces 1% per mth for 50 mths until it reaches a final value of \$27,000</i>
3. NO reduction	BIA x 2.2650 (per \$1,000) ex: \$122.31 per month	BIA x 1.9400 (per \$1,000) ex: \$104.76 per month

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FEGLI IN RETIREMENT

OPTION A - STANDARD COVERAGE:
(OPTION A - Standard = \$10,000)

Age Group	Monthly Cost
Under 35	\$0.65
35 thru 39	\$0.87
40 thru 44	\$1.30
45 thru 49	\$1.95
50 thru 54	\$3.03
55 thru 59	\$5.85
60 thru 64	\$13.00
65 & above	NO COST

At age 65 coverage reduces by 2% per month for 37.5 months until it reaches \$2,500.

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FEGLI IN RETIREMENT

OPTION B – ADDITIONAL COVERAGE
(1 – 5 MULTIPLES OF PAY):

OPTION B – Ex: Annual Salary \$51,400 1x Multiple elected = **\$52,000**

Age Group	Mthly Cost @ \$1000	Mthly Cost
Under 35	\$0.043	\$2.24
35 thru 39	\$0.065	\$3.38
40 thru 44	\$0.108	\$5.62
45 thru 49	\$0.173	\$8.99
50 thru 54	\$0.282	\$14.66
55 thru 59	\$0.498	\$25.90
60 thru 64	\$1.127	\$58.60
65 thru 69	\$1.343	\$69.84
70 thru 74	\$2.470	\$128.44
75 thru 79	\$3.900	\$202.80
80 & Above	\$5.200	\$270.40

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end.
NO Reduction: Coverage and premium will continue.

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TSP FUNDS

- **Government Securities Investment (G) Fund**
 - ✓ Invested in short-term U.S. Treasury securities
 - ✓ Interest income without risk of loss of principal
 - ✓ Payment of principal & interest is guaranteed
 - ✓ Low risk
 - ✓ 10-year annual return: 3.61%
- **Fixed Income Index Investment (E) Fund**
 - ✓ Government, corporate & mortgage-backed bonds
 - ✓ Invested in bond index fund that tracks Barclays Capital U.S. Aggregate bond index
 - ✓ Offers opportunity to earn rates of return that exceed money market fund rates over the long term
 - ✓ Low to moderate risk
 - ✓ 10-year annual return: 5.25%



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TSP FUNDS (Cont.)

- **Common Stock Index Investment (C) Fund**
 - ✓ Stocks of large & medium-sized US companies
 - ✓ Invested in stock index fund that tracks the Standard & Poor's (S&P) 500 stock index
 - ✓ Potential to earn high investment returns over the long term
 - ✓ Moderate risk
 - ✓ 10-year annual return: 7.12%
- **Small Capitalization Stock Index (S) Fund**
 - ✓ Stocks of small to medium-sized US companies
 - ✓ Invested in stock index fund that tracks Dow Jones Wilshire 4500 Completion (DJW 4500) index
 - ✓ Earn potentially higher investment returns over the long term than in the C Fund
 - ✓ Moderate to high risk (more than the C Fund)
 - ✓ 10-year annual return: 10.79%

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TSP FUNDS (Cont.)

- **International Stock Index Investment (I) Fund**
 - ✓ International stocks of 21 developed countries
 - ✓ Invested in stock index fund that tracks the Morgan Stanley Capital International EAFE (Europe, Australasia, Far East) index
 - ✓ Potential to earn high investment returns over the long term
 - ✓ Moderate to high risk
 - ✓ 10-year annual return: 8.39%
- **Lifecycle (L) Fund**
 - ✓ Each L Fund is invested in the individual TSP funds (G, F, C, S, I), using investment allocations that are tailored to different time horizons
 - ✓ Objective is to provide the highest possible rate of return for the amount of risk taken
 - ✓ Subject to the risks of the individual funds
 - ✓ Expected returns will be approximately equal to weighted average of the G, F, C, S, I Funds' returns



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LIFECYCLE FUNDS

FUND	TIME HORIZON	GROWTH	RISK
L Income	Today and the near future	Low	Low
L 2020	2015 through 2024	Moderate	Moderate
L 2030	2025 through 2034	Moderate to High	High
L 2040	2035 through 2044	High	High
L 2050	2045 or later	High	High



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LIFECYCLE FUNDS FUND ALLOCATIONS

L FUND	G Fund	F Fund	C Fund	S Fund	I Fund
L Income	74%	6%	12%	3%	5%
L 2020	37.40%	7.35%	29.45%	9.40%	16.40%
L 2030	23.15%	8.35%	35.40%	13.40%	19.70%
L 2040	12.15%	9.35%	39.40%	16.70%	22.40%
L 2050	3.83%	7.67%	43.40%	18.70%	26.40%



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TSP IN RETIREMENT

WITHDRAWAL OPTIONS:

- Automatic cash out (accounts less than \$200)
- Leave money in the TSP
- Age-based withdrawal
- Full Withdrawal
 - ✓ Single payment
 - ✓ Monthly payments
 - ✓ Life annuity
- Mixed Withdrawal
- Must begin to receive TSP funds by April 1 of the year following the year you are 70 ½



HOW TO APPLY:
TSP-70 FORM - Withdrawal Request

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TSP MAKE-UP CONTRIBUTIONS

You are eligible to make-up missed TSP contributions if you meet all of the following conditions:

- You were placed in LWOP-US or separated from Federal civilian service to perform military service.
- You were released from military service on or after 08-02-1990.
- You were reemployed in or restored to a position covered by CSRS or FERS.
- **REQUEST MUST BE SUBMITTED WITHIN 60 DAYS OF RETURN TO DUTY.**

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TSP MAKE-UP CONTRIBUTIONS

If you contributed to TSP during your period of military service:

- The amount you can make-up will be reduced by the amount you contributed to your military TSP account.
- Your make-up contributions will not count against the current year's IRS limit.

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TSP MAKE-UP CONTRIBUTIONS

You will need to submit:

- Employee Request for TSP Make-up Contributions,
- DD 214(s) or military orders,
- Military Leave and Earnings Statements (LESSs) to verify your TSP contributions while on active duty.

Provide your request form and documentation to your Local Human Resource Office.

For more information on TSPM, please see the TSP Fact Sheet, *TSP Benefits that Apply to Members of the Military Who Return to Federal Civilian Service*, on the TSP website. <http://www.tsp.gov>

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TSP CATCH-UP CONTRIBUTIONS

- Open to TSP participants age 50 or older
- Not eligible for agency automatic 1% matching contribution
- Limited to \$6,000 for year 2015
 - ✓ Must be contributing IRS yearly maximum, \$18,000 for 2015
 - ✓ Must make new election each year

Elections made via EBIS at <https://www.abc.army.mil>

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LONG TERM CARE INSURANCE (LTCI)

Want to talk with a Certified Long Term Care Insurance Consultant?

Tel: 1-800-LTC-FEDS (1-800-582-3337)
 TTY: 1-800-843-3557
 Mon - Fri 8 a.m. - 8 p.m. ET
 Sat 9 a.m. - 5 p.m. ET
 Closed Sun and Federal holidays.

<http://www.ltcfeds.com>



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FLEXIBLE SPENDING ACCOUNTS (FSA)

To receive more information regarding FSAs, please contact a SHPS Specialist.
 Retirees are not eligible to continue FSA.

Email: FSAFEDS@shps.net
 Telephone: 1-877-FSAFEDS (1-877-372-3337)
 TTY: 1-800-952-0450

- Mon-Fri 9 a.m. – 9 p.m. ET
- Closed Weekends and Holidays
- <http://www.fsafeds.com>

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FEDERAL EMPLOYEES DENTAL & VISION INSURANCE PROGRAM (FEDVIP)

Can enroll in dental, vision, or both

Self Only Self & One Self & Family

<p style="text-align: center;"><u>Dental Benefits</u></p> <ul style="list-style-type: none"> Diagnostic Preventative Emergency Care Restorative Oral/Maxillofacial Surgery Endodontics Periodontics Prosthodontics Orthodontics 	<p style="text-align: center;"><u>Vision Benefits</u></p> <ul style="list-style-type: none"> Diagnostic Services Preventative Services Eyewear <ul style="list-style-type: none"> • Glasses • Contacts 
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ENROLL AT

<https://www.benefeds.com>

1-877-888-3337

TTY 1-877-889-5680

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RETIREMENT ESTIMATE

- Request your retirement estimate no more than 5 years prior to your retirement eligibility date
- ABC-C will compute one retirement estimate per year
- Retirement estimate includes:
 - ✓ Verification of military & civilian service documented in your Electronic Official Personnel Folder (eOPF)
 - ✓ Calculation of amount of civilian deposit and/or redeposit owed
 - ✓ Impact of unpaid civilian deposit/redeposit & military deposit on your retirement annuity
 - ✓ Confirmation of your current FEHB & FEGLI enrollment & your eligibility to continue these benefits into retirement

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ABC-C RETIREMENT PROCESS

- 5 years prior to retirement eligibility:
 - ✓ Contact the ABC-C for retirement estimate & information
 - ✓ Call ABC-C with questions on retirement estimate
- 180 days prior to retirement:
 - ✓ Download forms from ABC-C website
 - ✓ Call ABC-C for help with the retirement forms
- 90-120 days prior to retirement:
 - ✓ Mail original retirement forms to ABC-C
 - ✓ Maintain personal copy
 - ✓ Provide good retirement address & contact information



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ABC-C RETIREMENT PROCESS

- 30-60 days prior to retirement:
 - ✓ Retirement package assigned to specialist
- ABC-C retirement specialist:
 - ✓ Verifies required forms and documents
 - ✓ Processes retirement package
 - ✓ Provides final retirement counseling
 - ✓ Retirement package is forwarded to DFAS



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RETIREMENT PROCESS

- 2 - 4 weeks after retirement:
 - ✓ Final paycheck is received
 - ✓ Lump sum annual leave is paid
 - ✓ VSIP payments if applicable
- Approx. 8 weeks after retirement:
 - ✓ Receive 1st INTERIM payment
 - ✓ Receive letter from OPM with CSA number



Office of Personnel Management Retirement
Operations Center
P.O. Box 45
Boyers, PA 16017
www.opm.gov
email: retire@opm.gov
Tel: 1-888-767-6738

Social Security Administration www.ssa.gov
www.medicare.gov
Tel: 1-800-772-1213
IRS Publication 721
www.irs.gov
Tel: 1-800-Tax-Form

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CHANGING OR WITHDRAWING YOUR RETIREMENT

- Your request to change your date of retirement or to withdraw your retirement application must be in writing and
 - ✓ Must be signed
 - ✓ May be faxed to ABC-C
- If you are receiving a VERA and/or VSIP, your request should be signed by your CPAC/HR Professional
- Submit the request to ABC-C as soon as you have made a decision
- Changing or withdrawing your retirement **MAY** cause problems with your paycheck

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FOR ADDITIONAL RETIREMENT INFORMATION

CONTACT THE ABC-C

- Toll Free 1-877-276-9287 FAX 1-785-240-6153
- Specialists are available from 6 am – 5 pm CT (Monday through Friday except National Holidays)
- Website: <https://www.abc.army.mil>
- Mailing Address: 301 Marshall Avenue, Ft. Riley, KS 66442-5004

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ABC-C TELEPHONE CHART

Army Benefits Center - Civilian
1-877-276-9287

Select:

- 1= Army Civilian
- 2= DCMA Civilian
- 3= National Guard
- 4= Non-Appropriated Fund or Uniformed Service Member

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Thank You

for serving our country & protecting our freedoms!