



**Army Benefits Center-Civilian**

**Federal Employees  
Retirement System  
(FERS)  
Special Retirement  
Coverage (SRC)**



# 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.

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**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)

Unemployment Compensation

Injury Compensation (OWCP)



# 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
- ABC-C website: <https://www.abc.army.mil>

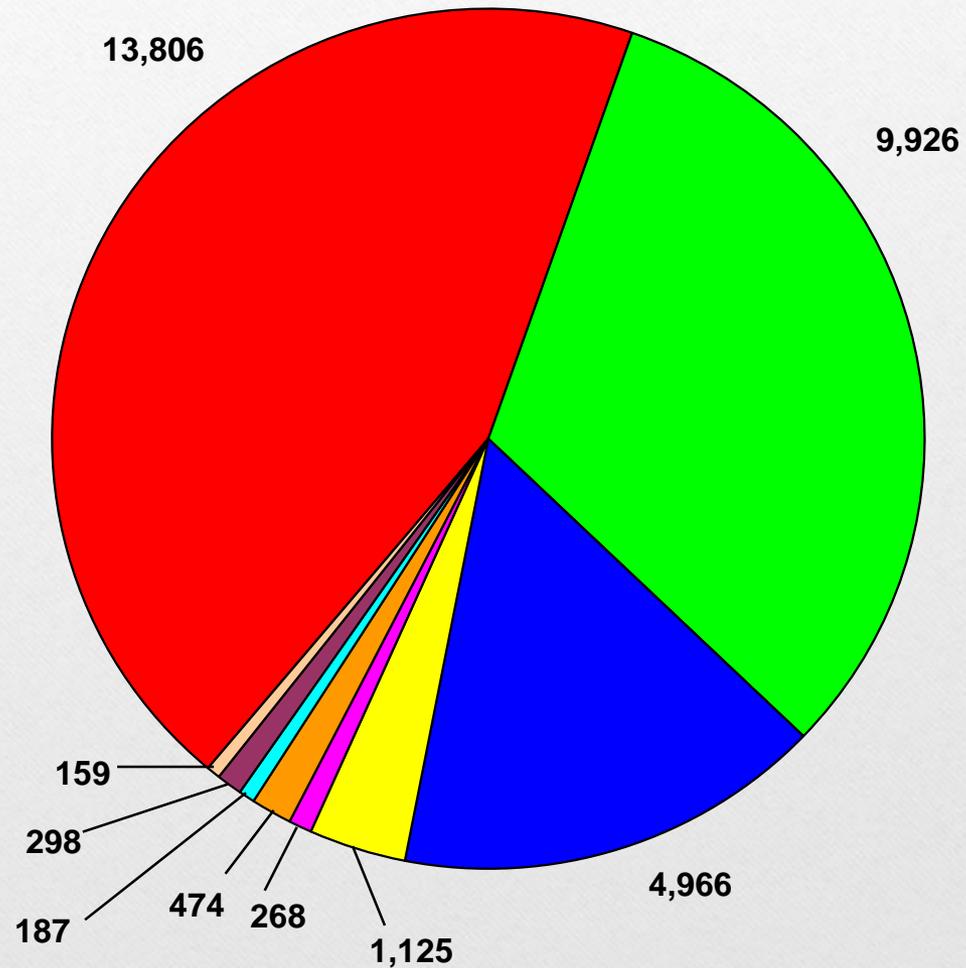
# ABC-C SYSTEMS

## Telephone

- Allows you to connect with a Specialist
- Available to those without computer access
- Availability of Specialists 12 hours a day
- ABC-C toll-free telephone number is 1-877-276-9287
- ABC-C toll-free UC / IC telephone number is 1-866-792-7620

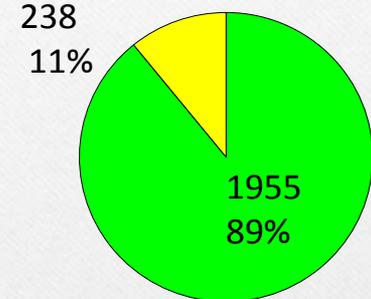
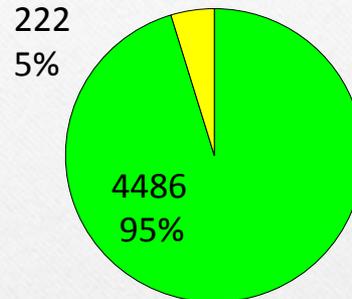
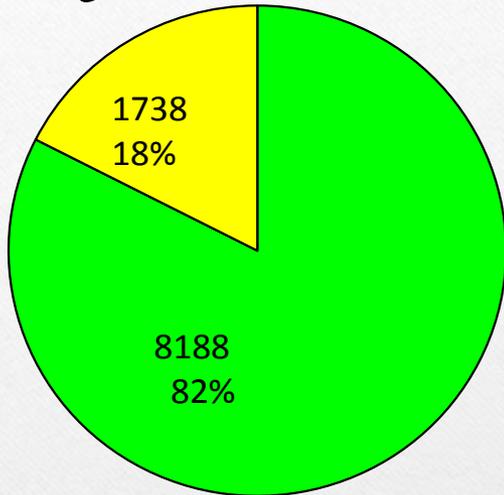
# PRODUCTION SUMMARY

## 1 JANUARY – 31 DECEMBER 2015



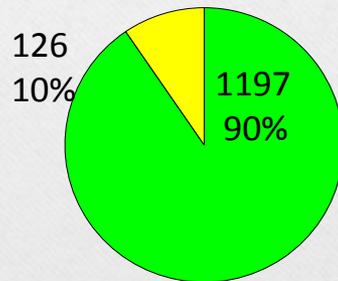
# RETIREMENT

## 1 JANUARY – 31 DECEMBER 2015

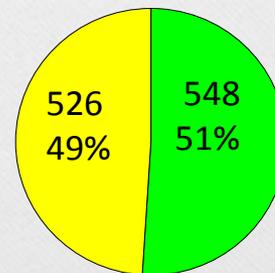


Rcvd More Than 60 Days: 4708  
Rcvd 31-60 Days: 2193

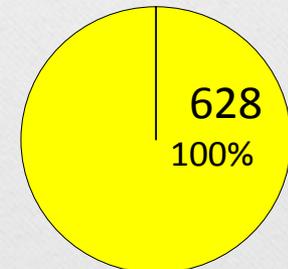
Total: 9,926  
■ Met  
■ Did Not Meet



Rcvd 16-30 Days: 1323



Rcvd 1-15 Days: 1074



Rcvd On/After DOR: 628

Goal: Complete retirement package NLT 5 working days prior to DOR.

# CONTINUING CHALLENGES

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

# ON THE HORIZON

- Growing serviced population
- Phased Retirements
- EBATS (Employee Benefits Automated Tracking System)

**ANY QUESTIONS?**

# RETIREMENT PLANNING

DEPOSIT TSP  
REDEPOSIT FEGLI  
MILITARY DEPOSIT FEHB  
CSRS FEDVIP  
CSRS OFFSET LTCI  
FERS FSA



# 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 –  
<http://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

# 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 Estimate 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

# RETIREMENT PLANNING LINKS

Federal Ballpark E\$timate:

<https://www.opm.gov/retirement-services/calculators/federal-ball-park-estimator/>

Retirement information & services provided by OPM:

<https://www.servicesonline.opm.gov/>

US. Financial Literacy Education Commission website:

<https://www.mymoney.gov>

Army Benefits Center–Civilian EBIS:

<https://www.abc.army.mil>

# 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
- Will include all creditable civilian service (SRC eligible and any non-SRC civilian service)

# 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
  - Military service for which deposit has not been paid
  - Non Deduction Service performed on/after 1-1-1989

# SRC EMPLOYEES

Positions must be officially approved for SRC by the appropriate approval authority as follows:

Requires primary or secondary approval for SRC by the Under Secretary of Defense (Personnel and Readiness)

- Firefighters (FF)
- Law Enforcement Officers (LEO)

Requires approval for SRC by the Assistant Secretary of the Army (Manpower and Reserve Affairs)

- Air Traffic Controllers (ATC)

# CSRS INTERIM SRC

- Employees first hired on/after 1-1-1984 & certain rehires
- Reduced CSRS contribution rate of 1.8% (for LEO and FF)
- Reduced CSRS contribution rate of 1.3% (for ATC)
- Contribute to Social Security
- On 1-1-1987, 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

# CSRS OFFSET SRC

- 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 a break in service & who have at least 5 years of civilian service
- Reduced CSRS contribution rate of 1.8% (for LEO and FF)
- Reduced CSRS contribution rate of 1.3% (for ATC)
- Contribute to Social Security
- CSRS retirement benefits are “offset” by the value of your CSRS Offset service in your Social Security benefits

# FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS) SRC

- New employees first hired in covered position on 1-1-1987 and prior to 1-1-2013. Contribute 1.3% of salary to FERS
- FERS-Revised Annuity Employees (FERS-RAE) - New employees first hired in covered position on 01-01-2013 and prior to 1-1-2014. Contribute 3.6% of salary to FERS
- FERS- Further Revised Annuity Employees (FERS-FRAE) - New employees first hired in covered position on/after 1-1-2014. Contribute 4.9% of salary to FERS

# FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS) SRC

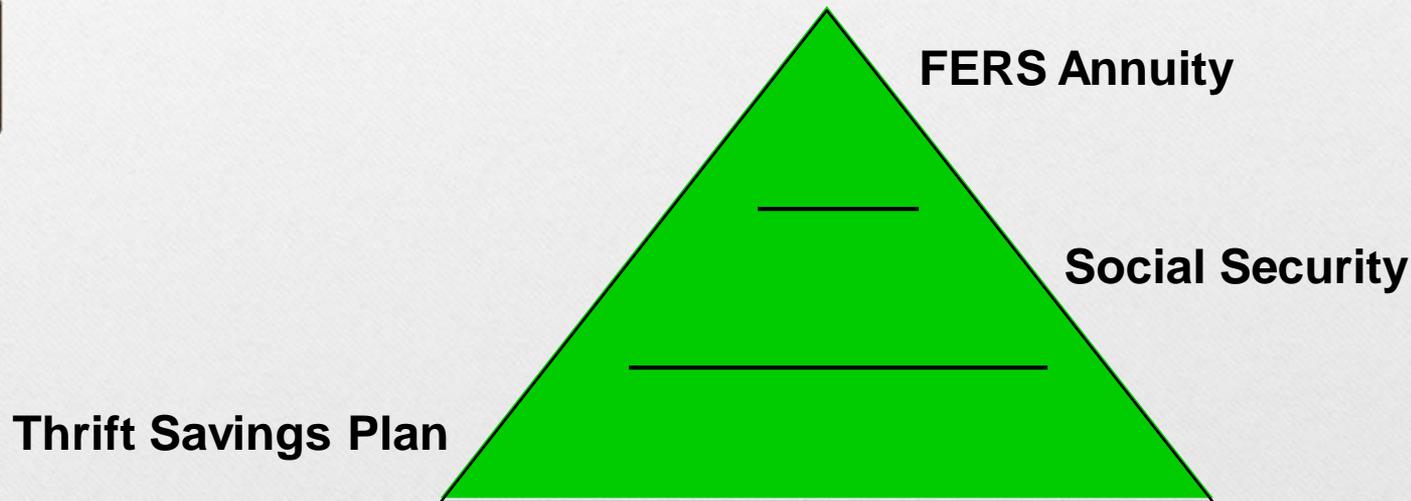
- Contribute to Social Security
- New & rehired FERS automatically contribute 3% to TSP
- Can contribute up to IRS limit for TSP & receive agency matching of 5% if you contribute at least 5% of your salary
  - Automatic 1% contribution regardless of your TSP contribution rate
  - First 3% of your contributions are matched dollar-for-dollar
  - Next 2% will be matched at 50 cents on the dollar

# FERS

FERS is a 3-tiered retirement system

FERS annuity is the smallest component

TSP **WILL** make up the largest portion of your total retirement





# FERS FIREFIGHTER (FF) DEFINITIONS

- An employee in a position whose duties are primarily to perform work:
  - Directly connected with the control and extinguishment of fires, OR
  - Includes an employee who moves directly from a primary firefighter position to a secondary position
- Does not include:
  - An employee whose primary duty is the performance of routine fire prevention inspections
  - The maintenance and use of firefighting apparatus and equipment



# PRIMARY POSITIONS DEFINED (FF)

- Primary duties are:
  - To perform work directly connected with controlling and extinguishing fires



# SECONDARY POSITIONS DEFINED (FF)

- Secondary duties are:
  - In the firefighting field; in an organization having a firefighting mission; and
  - In either:
    - Supervisory – a position whose primary duties are those of a first-level supervisor of firefighters in primary positions; or
    - Administrative – an executive, managerial, technical, semi-professional, or professional position for which experience in a primary firefighting position, or equivalent experience outside the Federal Government, is a mandatory prerequisite

# FERS LEO DEFINITIONS

- An employee in a position whose duties primarily involve:
  - Investigation, apprehension or detention of individuals suspected or convicted of offenses against the criminal laws of the United States or the District of Columbia, or offenses against the punitive articles of the Uniform Code of Military Justice
  - Includes an employee who moves directly from a primary law enforcement position to a secondary position



# FERS LEO DEFINITIONS (CONTINUED)

- An employee in a position whose duties primarily involve:
  - A rigorous position, whose duties are the investigation, apprehension, or detention of individuals suspected or convicted of offenses against the criminal laws of the United States, or the protection of officials of the United States against threats to personal safety

# FERS LEO DEFINITIONS (CONTINUED)

- Does not include:
  - An employee whose primary duties involve maintaining law and order, protecting life and property, guarding against or inspecting for violations of law, or investigating persons other than persons who are suspected or convicted of offenses against the criminal laws of the United States



# DETENTION DUTIES DEFINITIONS

To qualify for SRC, detention position duties must require **Frequent direct contact** in the detention, direction, supervision, inspection, training, employment, care, transportation, or rehabilitation of individuals suspected or convicted of offenses against the criminal laws of the United States or the District of Columbia, or offenses against the punitive articles of the Uniform Code of Military Justice.

**Frequent direct contact** means personal, immediate, and regularly assigned contact with detainees, while performing detention duties that are repeated and continued over a typical work cycle.

# SECONDARY POSITION COVERAGE (LEO)

Secondary duties are:

- In the law enforcement field; In an organization having a law enforcement mission; and in either:
  - Supervisory – a position whose primary duties are those of a first-level supervisor of law enforcement officers in primary positions; or
  - Administrative – an executive, managerial, technical, semi-professional, or professional position for which experience in a primary law enforcement position, or equivalent experience outside the Federal government, is a mandatory prerequisite

# FERS ATC DEFINITIONS

- (1) Must be actively engaged in Air Traffic Control or Airport Advisory Services.

-- OR --

Employees at less than full performance (Assistants or Trainees) cannot be covered by Special Retirement Coverage.

- (2) First-line supervisor of the above employees.

-- OR --

ATC positions are not designated as primary or secondary; thus, there are no transfer requirements to be met.

- (3) Second-line supervisor of above. **ATCs must be full-time permanent!!**

**CIVILIAN  
DEPOSIT/  
REDEPOSIT**

# 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:
  - 1.3% of earnings + interest (3% of stipend for Peace Corps and VISTA)
  - Interest will vary by the date the service was performed
  - FERS with CSRS component, CSRS rules may apply
  - FERS with no CSRS component, FERS rules apply

# DEPOSIT SERVICE

Non-Deduction Service prior to 1-1-1989

Deposit Made

Deposit Not Made

Credit for eligibility  
(RSCD) and Annuity  
Computation

No credit for eligibility  
(RSCD) and Annuity  
Computation

# REFUNDED SERVICE

**DEFINED AS: FERS Service for which retirement contributions were refunded to you!**



Note:

**FERS with CSRS component, CSRS rules may apply**

**FERS with no CSRS component, FERS rules apply**

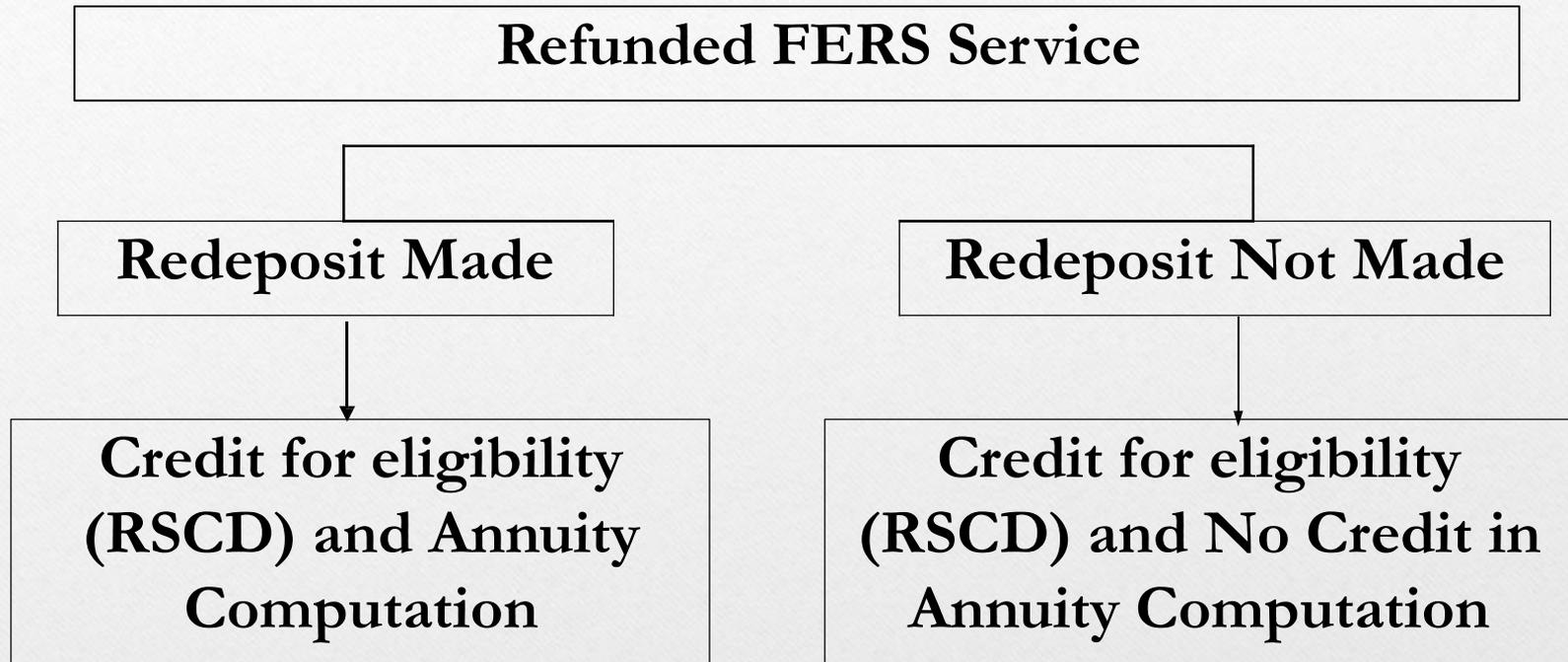
# WHAT IS REDEPOSIT SERVICE?

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

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

**Note:** Redeposit may be made before or after retirement, but before final adjudication

# REFUNDED SERVICE



# INTEREST RATES

YEAR	RATE	YEAR	RATE	YEAR	RATE
		2005	4.375%	1993	7.125%
2016	2%	2004	3.875%	1992	8.125%
2015	2%	2003	5%	1991	8.625%
2014	1.625%	2002	5.5%	1990	8.75%
2013	1.625%	2001	6.375%	1989	9.125%
2012	2.25%	2000	5.875%	1988	9.125%
2011	2.75%	1999	5.75%	1987	8.375%
2010	3.125%	1998	6.75%	1986	9%
2009	3.875%	1997	6.875%	1985	11.125%
2008	4.75%	1996	6.875%	1984	13%
2007	4.875%	1995	7%	1948-84	3%
2006	4.125%	1994	6.25%	Before 1948	4%

# HOW TO PAY A CIVILIAN DEPOSIT OR REDEPOSIT

- Complete front page of SF 3108, *Application to Make Deposit or Redeposit (FERS)*, 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/FERSDepositService.htm>



# MILITARY DEPOSIT

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**PRE 1-1-1957  
MILITARY SERVICE**

**No deposit required for creditable military  
service performed prior to 1-1-1957**

***It's Free!!***

# CREDIT FOR POST-56 MILITARY SERVICE

IN RECEIPT OF MILITARY  
RETIRED PAY

Based on Non – Combat  
Disability or Length of  
Service

No Credit unless  
Military Retired Pay is  
waived & deposit is paid

Based on Combat Disability  
or Chapter 1223, Title 10  
(Reserves)

Must Pay to receive credit  
for Eligibility (RSCD) &  
Annuity Computation

# POST-56 MILITARY SERVICE

Military Service on/after  
1-1-1957



Must Pay to receive credit for  
Eligibility (RSCD) & Annuity  
Computation

Amount of Deposit:

3% of basic pay earned + interest (2 years interest  
free)

(Interest will vary)

# 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 (Member 4 copies only)
- Upon receipt of estimated earnings, include your DD 214, SF 3108 page 1 and SF 3108A 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 eOPF
- 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/FERSPost56.htm>



# RETIREMENT REQUIREMENTS

# TRANSFER REQUIREMENTS FERS (FF/LEO)

Employee must have 3 years of service in a primary position;

While covered under the special provision, moves directly (that is, without a break in service exceeding 3 days) from a primary position to a secondary position;

If applicable, has been continuously employed in a secondary position or positions since moving from a primary position without a break in service exceeding 3 days

# RETIREMENT ELIGIBILITY FERS (FF/LEO)

## *Optional Retirement*

Eligible at Age 50

w/20 years

-Or-

Any Age w/25 years

## *Mandatory Retirement*

Age 57 w/20 years

Must be separated on the last  
day of the month in

which he/she reaches age

57 or completes 20 years of  
SRC service if over that age



# FERS ATC TRANSFER REQUIREMENTS

ATC positions are not designated as primary or secondary; thus, there are no transfer requirements to be met.

**ATCs must be full-time permanent!!**



# RETIREMENT ELIGIBILITY FERS (ATC)

## *Optional Retirements*

Eligible at Age 50  
w/20 years

-Or-

Any Age w/25 years

## *Mandatory Retirement*

Age 56 w/20 years

Must be separated on the  
last day of the month in  
which he/she reaches age  
56 or completes 20 years  
of SRC service if over  
that age.

# MANDATORY SEP/RETIREMENT

- Employee receives notice of separation at least 60 days prior to the Mandatory Retirement Date (MRD)
- If issued later than 60 days prior to MRD, employee must still be given 60 days before separation
- Not an adverse or removal action and is not appealable
- Potentially creditable civilian service counts toward determining the 20 years for mandatory separation, regardless of whether deposit/redeposit is paid
- Must still submit retirement application and all related forms to the ABC-C
- Retirements effective prior to the MRD will be a Voluntary Retirement
- Retirements effective on the MRD will be a Mandatory Retirement
- Type of retirement may impact potential eligibility for unemployment compensation (UC)
- Employees meeting age and length of service for SRC retirement may move to non-SRC position to avoid mandatory separation and will retain eligibility for SRC retirement once they are ready to retire

# WAIVER OF MANDATORY SEPARATION/RETIREMENT

- Command may submit a request to waive mandatory separation for an employee
  - Submit 1 year in advance
  - Based on command need, not on employee's wish to remain onboard
- FF/LEO
  - The Secretary of Defense has the authority to waive mandatory separation for a FF or LEO until age 60 if in the public interest. Within DoD, this authority has been delegated to the Assistant Secretary of the Army (Manpower and Reserve Affairs)
  - The OPM has the authority to waive mandatory separation once a FF or LEO reaches age 60. This authority has NOT been further delegated
- ATC
  - The Secretary of Defense has the authority to waive mandatory separation for ATCs having exceptional skills and experience as a controller until age 61. Within DoD, this authority has been delegated to Army Commands, Army Service Component Commands, and Direct Reporting Units
  - The OPM has the authority to waive mandatory separation once an ATC reaches age 61. This authority has NOT been further delegated

# RETIREMENT FORMS

- SF 3107, Application for Immediate Retirement
- Copy of marriage certificate, if married at time of retirement
- SF 3107, Schedule A (Military Service Information), Schedule B (Military Retiree Pay), Schedule C (Federal Employees Compensation Information)
- SF 3107-2, 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, if applicable
- 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 involuntary separation (DSR)
- <https://www.abc.army.mil/Forms/RetirementForms.htm>
- **For Deferred & Postponed retirement forms, contact OPM**

# 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

# FIREFIGHTER SICK LEAVE CONVERSION

To convert the FF sick leave balance to a regular sick leave balance, multiply the FF sick leave by 40, divide that number by the number of hours in the FF weekly tour of duty:

**Example:** Sick leave balance = 1422 hours and weekly tour of duty = 72 hours

$$1422 \text{ hrs} \times 40 = 56,880$$

$$56,880 \div 72 = 790 \text{ converted sick leave}$$

$$790 \text{ hours} = 4 \text{ months } 17 \text{ days}$$

# LEO/ATC SICK LEAVE

- Unused sick leave will be calculated using the 40 hour work week
- There is no conversion required for LEO/ATC employees

## Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

DAYS	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	146	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

# EXAMPLE: COMPUTING TOTAL SERVICE WITH UNUSED SICK LEAVE

## TOTAL SERVICE

2015-12-31 (DOR)

- 1983-11-09 (Ret-SCD)

32-01-22

## Converted Unused Sick Leave

790 hours =

+ 00-04-17

32-05-39 =

32-06-09

# ANNUITY COMPUTATION FF/LEO

## FORMULA FOR COMPUTING ANNUITY FOR VOLUNTARY RETIREMENT:

- High-3 avg salary  $\times$  1.7%  $\times$   
first 20 years of FF service  
  
Plus
- High-3 avg salary  $\times$  1.0%  $\times$  remaining service  $>$  20 years  
(FF and non-FF service)

# HIGH - 3 AVERAGE SALARY

- Weighted average of highest 3 years of basic adjusted salary (including locality pay/local market supplement)
- Must be 3 consecutive years
- Is usually the last 3 years
- Is the highest salary, not the highest grade
- Normally, the beginning date of the 3 year period is determined by subtracting 3 years from the date of retirement

# HIGH-3 AVERAGE SALARY COMPUTATION (FF) – UNUSUAL TOUR

- To calculate the basic pay for unusual work schedule (at least 53 hours per week):
  - Divide the Basic Pay + Locality (Adjusted Basic Pay) by 2756 to compute an hourly rate
  - Multiply the hourly rate by biweekly tour of duty (i.e., 106 or 144) to find the regular pay per pay period
  - Multiply the regular pay per pay period by 26 to compute the basic pay for retirement and FEGLI

# HIGH-3 AVERAGE SALARY COMPUTATION (FF) – UNUSUAL TOUR

## Example:

Biweekly tour of duty = 144

Basic Pay + Locality = \$40,770

$\$40,770 \div 2756 = \$14.79$  per hour

$\$14.79 \times 144$  (biweekly tour) = \$2,129.76

$\$2,129.76 \times 26 = \underline{\$55,373.76}$  (basic pay for retirement and FEGLI)

# HIGH-3 AVERAGE SALARY COMPUTATION (FF) – EMBEDDED TOUR

- To calculate the basic pay for sustained 40-hour week (embedded tour):
- The first 80 hours are computed based on a 2087-hour work year
- Additional hours are calculated using a 2756-hour work year

# HIGH-3 AVERAGE SALARY COMPUTATION (FF) – EMBEDDED TOUR

- Divide basic pay + locality by 2087 to compute hourly rate. Multiply this hourly rate by 80 to find the regular pay per pay period
- Divide basic pay + locality by 2756 to compute the stand-by rate. Multiply this stand-by rate by the number of hours worked in excess of 80 hours
- Add the regular pay to the stand-by pay and multiply by 26 to compute the pay for retirement and FEGLI

# HIGH-3 AVERAGE SALARY COMPUTATION (FF) – EMBEDDED TOUR

Example:

Biweekly tour of duty = 112

Basic Pay + Locality = \$50,174

$$\$50,174 \div 2087 = \$24.04 \text{ per hour}$$

$$\$24.04 \times 80 \text{ (biweekly tour)} = \$1,923.20$$

$$\$50,174 \div 2756 = \$18.21 \text{ per hour}$$

$$\$18.21 \times 32 \text{ (stand-by hours)} = \$582.72$$

$$\$1,923.20 + \$582.72 = \$2,505.92$$

$$\$2,505.92 \times 26 = \underline{\$65,153.92} \text{ (basic pay for retirement and FEGLI)}$$

# FERS LAW ENFORCEMENT OFFICER ANNUITY COMPUTATION

- Administratively Uncontrollable Overtime (AUO)
- Law Enforcement Availability Pay (LEAP)
- Biweekly Cap on Premium Pay

# ADMINISTRATIVELY UNCONTROLLABLE OVERTIME (AUO)

- 10-25% pay supplement
- For irregularly scheduled overtime
- Considered part of basic pay only for LEOs
- Subject to a pay cap
- Paid to Border Patrol Agents and certain employees of Homeland Security
- No longer paid to Criminal Investigators or LEO (replaced by LEAP in 1995)

# ADMINISTRATIVELY UNCONTROLLABLE OT (AUO)

5-A. Code	5-B. Nature of Action				
	AUTHORIZED AUO				
5-C. Code	5-D. Legal Authority				
	REG 550.151				
5-E. Code	5-F. Legal Authority				
<b>7. FROM: Position Title and Number</b>					
25%					
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis
GM	1811	13	00		PA
12A. Basic Pay		12B. Locality Adj.	12C. Adj. Basic Pay		12D. Other Pay
\$66,344.00		\$0.00	\$66,344.00		\$16,586.00
14. Name and Location of Position's Organization					



45. Remarks

BLOCK 20 SHOWS THE PERCENT OF YOUR RATE OF ADJUSTED BASIC PAY WHICH IS PAID TO YOU FOR THE SUBSTANTIAL, IRREGULAR OVERTIME WORK YOU PERFORM WHICH CANNOT BE CONTROLLED ADMINISTRATIVELY.

# LAW ENFORCEMENT AVAILABILITY PAY (LEAP)

- Unscheduled Duty consists of those hours when a Criminal Investigator performs work, or is determined by the agency to be available to perform work, that are not part of the Criminal Investigator's basic 40-hour workweek and are not regularly scheduled overtime hours, excluding the first 2 hours of overtime work on a basic workday

# LAW ENFORCEMENT AVAILABILITY PAY (LEAP)

- Substantial Hours Requirement

A Criminal Investigator is eligible for availability pay only if he/she has an annual average of 2 or more hours of unscheduled duty per regular workday

- Regular Workday

Includes each day in the Criminal Investigator's basic workweek in which the Criminal Investigator completes at least 4 hours of work. Hours that do not count include overtime hours, unscheduled duty hours, hours when the employee is traveling outside the official duty station, hours of approved leave, holiday hours, and hours of excused absence

# LAW ENFORCEMENT AVAILABILITY PAY (LEAP)

- By law, availability pay is fixed at 25 percent of a Criminal Investigator's rate of basic pay (including locality pay)
- Biweekly maximum earnings limitation for LEO's apply
- Availability pay shall be treated as part of basic pay for: Workers' Compensation under 5 U.S.C. 8114(e)

Retirement benefits under 5 U.S.C. 8331(3)

TSP under 5 U.S.C. 8431

Group Life Insurance under 5 U.S.C. 8704(c)

# LAW ENFORCEMENT AVAILABILITY PAY (LEAP)

FIRST ACTION					
5-A. Code	5-B. Nature of Action				
894	GEN ADJ				
5-C. Code	5-D. Legal Authority				
ZLM	REG 9901.323(a)				
5-E. Code	5-F. Legal Authority				
<b>7. FROM: Position Title and Number</b>					
SUPV CRIMINAL INVESTIGATOR 9S181-1105573					
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis
YK	1811	03	00	\$150,635.00	PA
12A. Basic Pay		12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	
\$100,432.00		\$20,076.00	\$120,508.00	\$30,127.00	
14. Name and Location of Position's Organization					

45. Remarks

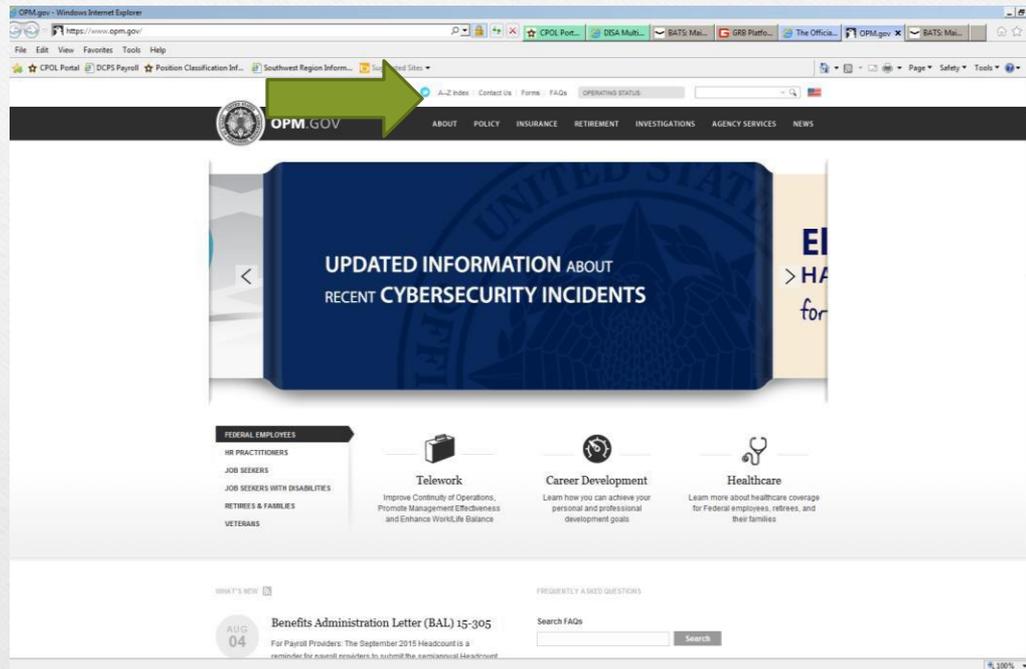
Salary in block 20 includes availability pay of \$30127.



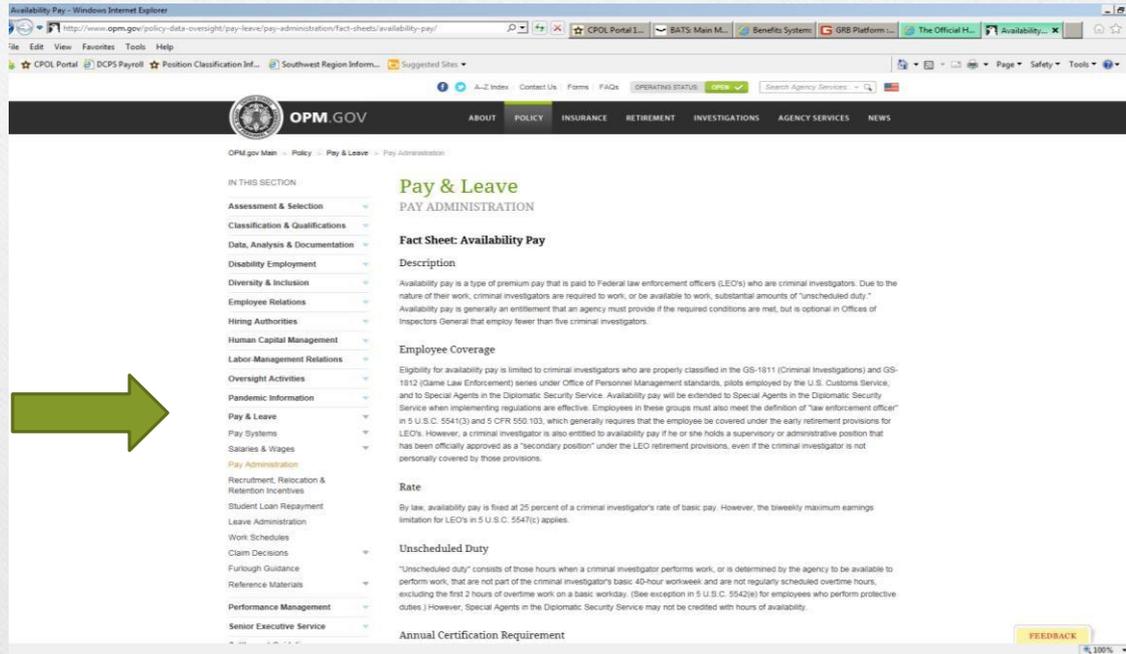
# BIWEEKLY CAP ON PREMIUM PAY

- Premium pay must not cause the aggregate of basic pay and premium pay to exceed the greater of:
  - The maximum rate of basic pay payable for GS-15 or
  - The rate payable for level V of the Executive Schedule

**Step 1: Go to OPM.gov and click on the A-Z index. Click “P” and then find and click on Pay Administration.**



# Step 2: Under Pay & Leave Administration on the left side of the page, click “Salary and Wages.”



The screenshot shows the OPM.gov website in a Windows Internet Explorer browser. The page title is "Availability Pay - Windows Internet Explorer" and the URL is "http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/availability-pay/". The page features a navigation menu with links for ABOUT, POLICY, INSURANCE, RETIREMENT, INVESTIGATIONS, AGENCY SERVICES, and NEWS. The main content area is titled "Pay & Leave PAY ADMINISTRATION" and includes a "Fact Sheet: Availability Pay" with sections for Description, Employee Coverage, Rate, and Unscheduled Duty. A green arrow points to the "Pay Administration" link in the left sidebar.

OPM.gov Main > Policy > Pay & Leave > Pay Administration

IN THIS SECTION

- Assessment & Selection
- Classification & Qualifications
- Data, Analysis & Documentation
- Disability Employment
- Diversity & Inclusion
- Employee Relations
- Hiring Authorities
- Human Capital Management
- Labor Management Relations
- Oversight Activities
- Pandemic Information
- Pay & Leave
- Pay Systems
- Salaries & Wages
- Pay Administration
- Recruitment, Relocation & Retention Incentives
- Student Loan Repayment
- Leave Administration
- Work Schedules
- Claim Decisions
- Furlough Guidance
- Reference Materials
- Performance Management
- Senior Executive Service

## Pay & Leave

### PAY ADMINISTRATION

#### Fact Sheet: Availability Pay

##### Description

Availability pay is a type of premium pay that is paid to Federal law enforcement officers (LEOs) who are criminal investigators. Due to the nature of their work, criminal investigators are required to work, or be available to work, substantial amounts of "unscheduled duty." Availability pay is generally an entitlement that an agency must provide if the required conditions are met, but is optional in Offices of Inspectors General that employ fewer than five criminal investigators.

##### Employee Coverage

Eligibility for availability pay is limited to criminal investigators who are properly classified in the GS-1911 (Criminal Investigations) and GS-1812 (Game Law Enforcement) series under Office of Personnel Management standards, pilots employed by the U.S. Customs Service, and to Special Agents in the Diplomatic Security Service. Availability pay will be extended to Special Agents in the Diplomatic Security Service when implementing regulations are effective. Employees in these groups must also meet the definition of "law enforcement officer" in 5 U.S.C. 5541(3) and 5 CFR 550.103, which generally requires that the employee be covered under the early retirement provisions for LEOs. However, a criminal investigator is also entitled to availability pay if he or she holds a supervisory or administrative position that has been officially approved as a "secondary position" under the LEO retirement provisions, even if the criminal investigator is not personally covered by those provisions.

##### Rate

By law, availability pay is fixed at 25 percent of a criminal investigator's rate of basic pay. However, the biweekly maximum earnings limitation for LEOs in 5 U.S.C. 5547(c) applies.

##### Unscheduled Duty

"Unscheduled duty" consists of those hours when a criminal investigator performs work, or is determined by the agency to be available to perform work, that are not part of the criminal investigator's basic 40-hour workweek and are not regularly scheduled overtime hours, excluding the first 2 hours of overtime work on a basic workday. (See exception in 5 U.S.C. 5542(e) for employees who perform protective duties.) However, Special Agents in the Diplomatic Security Service may not be credited with hours of availability.

##### Annual Certification Requirement

# Step 3: On the right under “Related Information” click “Duty Station Locator” (You will be leaving OPM.gov)

The screenshot shows the OPM.gov website in a browser window. The page is titled "Pay & Leave" and "SALARIES & WAGES". The left sidebar contains a navigation menu with categories like "Assessment & Selection", "Classification & Qualifications", "Data, Analysis & Documentation", "Disability Employment", "Diversity & Inclusion", "Employee Relations", "Hiring Authorities", "Human Capital Management", "Labor Management Relations", "Oversight Activities", "Pandemic Information", "Pay & Leave", "Pay Systems", "Salaries & Wages", "Special Rate", "Fact Sheets", "Pay Administration", "Recruitment, Relocation & Retention Incentives", "Student Loan Repayment", "Leave Administration", "Work Schedules", "Claim Decisions", "Furlough Guidance", "Reference Materials", and "Performance Management".

The main content area is titled "Pay & Leave" and "SALARIES & WAGES". It features a year selector (2015, 2014, 2013, 2012, 2011, Earlier Pay Tables) and a section for "2015". The text states: "The Office of Personnel Management provides policy leadership and expertise on a variety of Governmentwide pay programs for Federal employees, including the General Schedule (GS), Law Enforcement Officer (LEO) Pay Schedules, and the Federal Wage System (FWS). For more information on the pay tables and related materials posted on our website, agencies may email [Pay-Leave-Policy@opm.gov](mailto:Pay-Leave-Policy@opm.gov)."

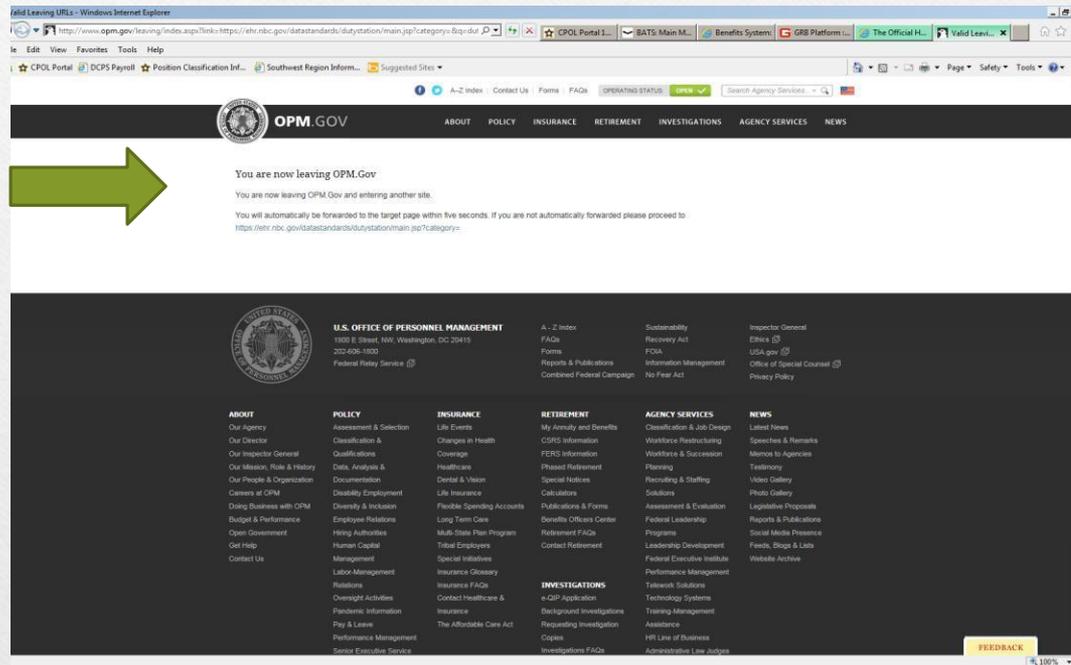
Below this is a section titled "How to Obtain an FWS Wage Schedule" which states: "The Department of Defense (DOD) is the lead agency responsible for conducting Federal Wage System (FWS) wage surveys and issuing wage schedules. DOD's Civilian Personnel Advisory Service maintains a website with all FWS wage schedules. You can visit the FWS wage schedules website or contact DOD directly at 703-696-1746."

At the bottom of the main content area, there are two sections: "General Schedule (GS) & Locality Pay Tables" and "Law Enforcement Officer (LEO) General Schedule Locality Pay Tables".

The right sidebar is titled "RELATED INFORMATION" and contains a list of links: "Executive Order for 2015 Pay Schedules (401.79 KB)", "2015 Locality Pay Area Definitions", "Duty Station Locator", and "Continuation of Locality Payments for Non-General Schedule Employees (November 28, 2014) (1.46.02 KB)". A green arrow points to the "Duty Station Locator" link.

The browser window shows the address bar with the URL "http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/". The browser is identified as "Windows Internet Explorer".

# Leaving OPM.gov



The screenshot shows a Windows Internet Explorer browser window displaying the OPM.gov website. The address bar shows the URL: <https://ehs.nbc.gov/databstandards/dutystation/main.jsp?category=a&qr=ur>. The OPM.gov logo and navigation menu are visible at the top. A green arrow points to the message: "You are now leaving OPM.gov. You are now leaving OPM.gov and entering another site. You will automatically be forwarded to the target page within five seconds. If you are not automatically forwarded please proceed to: <https://ehs.nbc.gov/databstandards/dutystation/main.jsp?category=a>". Below the message is a grid of links categorized by "ABOUT", "POLICY", "INSURANCE", "RETIREMENT", "INVESTIGATIONS", "AGENCY SERVICES", and "NEWS".

**U.S. OFFICE OF PERSONNEL MANAGEMENT**  
1900 E Street, NW, Washington, DC 20415  
202-408-1100  
[Federal Relay Service](#)

**ABOUT**  
Our Agency  
Our Director  
Our Inspector General  
Our Mission, Role & History  
Our People & Organization  
Centers of OPM  
Doing Business with OPM  
Budget & Performance  
Open Government  
Get Help  
Contact Us

**POLICY**  
Assessment & Selection  
Classification & Qualifications  
Data, Analytics & Documentation  
Disability Employment  
Diversity & Inclusion  
Employee Relations  
Hiring Authorities  
Human Capital Management  
Labor-Management Relations  
Oversight Activities  
Performance Information  
Pay & Leave  
Performance Management  
Senior Executive Service

**INSURANCE**  
Life Events  
Changes in Health Coverage  
Healthcare  
Dental & Vision  
Life Insurance  
Flexible Spending Accounts  
Long Term Care  
Multi-State Plan Program  
Total Employment  
Special Incentives  
Insurance Glossary  
Insurance FAQs  
Contact Healthcare & Insurance  
The Affordable Care Act

**RETIREMENT**  
My Annuity and Benefits  
CFRS Information  
FERS Information  
Phased Retirement  
Special Holidays  
Calculators  
Publications & Forms  
Benefits Officers Center  
Retirement FAQs  
Contact Retirement

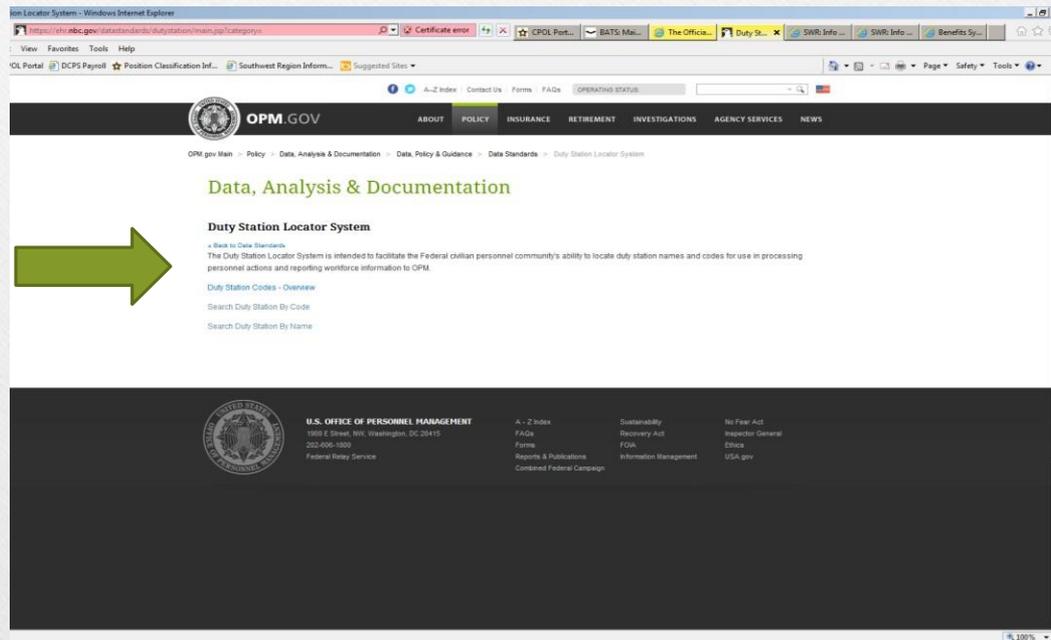
**INVESTIGATIONS**  
e-GIP Application  
Background Investigations  
Recordkeeping Investigation  
Cigars  
Investigations FAQs

**AGENCY SERVICES**  
Classification & Job Design  
Workforce Restructuring  
Workforce & Succession Planning  
Recruiting & Staffing Solutions  
Assessment & Evaluation  
Federal Leadership Programs  
Leadership Development  
Federal Executive Institute  
Performance Management  
Telework Solutions  
Technology Systems  
Training Management  
Assistance  
HR Line of Business  
Administrative Law Judges

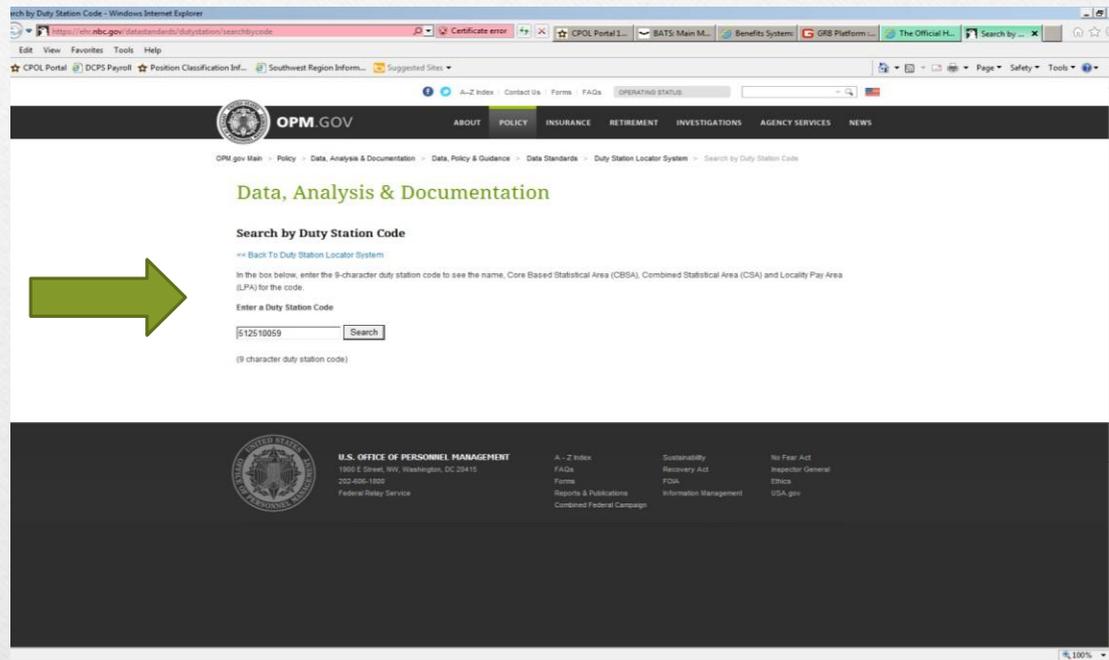
**NEWS**  
Latest News  
Speeches & Remarks  
Memos to Agencies  
Testimony  
Video Gallery  
Photo Gallery  
Legislative Proposals  
Reports & Publications  
Social Media Presence  
Facts, Stats & Lists  
WebSite Archive

**FEEDBACK**

# Step 4: Under Data Analyst Documentation Duty Station Locator System, click “Search Duty Station by Code.”



# Input the nine digit Duty Station Code located on the SF 50, Block 38



The screenshot shows a web browser window displaying the OPM.gov website. The page title is "Search by Duty Station Code". The main heading is "Data, Analysis & Documentation". Below this, the section is titled "Search by Duty Station Code". A green arrow points to a search input field containing the text "512510059". The input field is labeled "Enter a Duty Station Code" and has a "Search" button next to it. Below the input field, it says "(9 character duty station code)". The footer of the page includes the OPM logo and contact information for the U.S. Office of Personnel Management, along with various links like "A-Z Index", "FAQs", "Forms", "Reports & Publications", "Sustainability", "Recovery Act", "FOM", "Information Management", "No Fear Act", "Inspector General", "Ethics", and "USA.gov".

# SF 50, Block 38

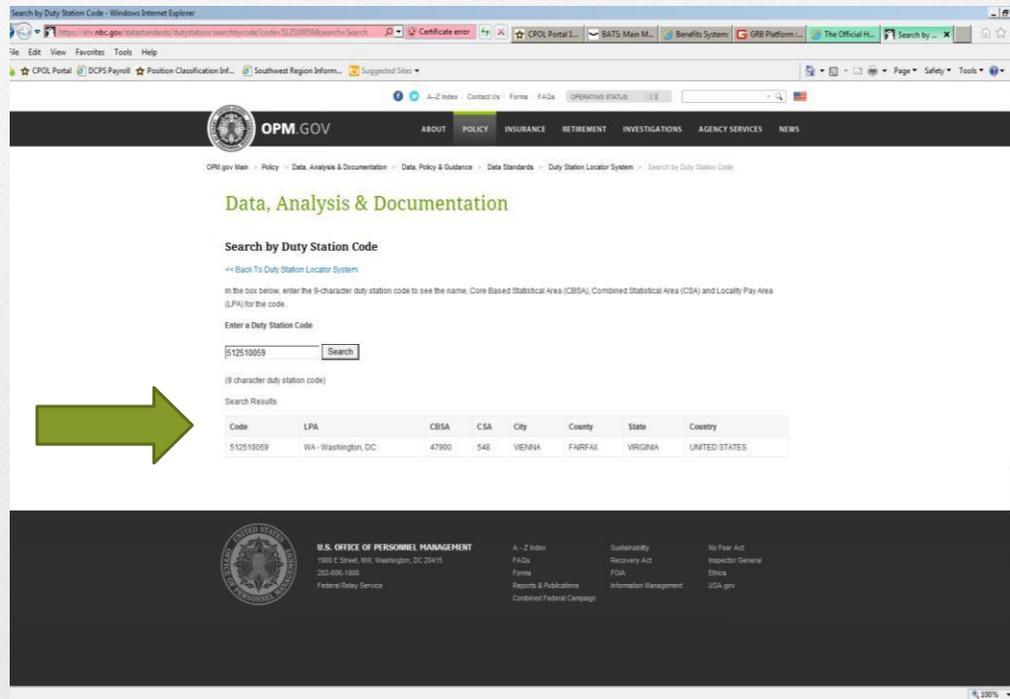
Standard Form 50  
Rev. 7/91  
U.S. Office of Personnel Management  
FPM Supp. 296-33, Subch. 4

## NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle)				2. Social Security Number		3. Date of Birth		4. Effective Date					
<b>FIRST ACTION</b>													
5-A. Code					5-B. Nature of Action								
5-C. Code					5-D. Legal Authority								
5-E. Code					5-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number								
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan		17. Occ. Code	18. Grade or Level	19. Step or Rate	20. Total Salary/Award	21. Pay Basis
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay		20B. Locality Adj.		20C. Adj. Basic Pay	20D. Other Pay		
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization								
<b>EMPLOYEE DATA</b>													
23. Veteran's Preference				24. Tenure		25. Agency Use		26. Veteran's Pref. for RIF					
<input type="checkbox"/> 1 - None	<input type="checkbox"/> 3 - 10-Point/Disability	<input type="checkbox"/> 5 - 10-Point/Other	<input type="checkbox"/> 6 - 10-Point/Compensable/30%	<input type="checkbox"/> 0 - None	<input type="checkbox"/> 2 - Conditional	<input type="checkbox"/>	<input type="checkbox"/> YES	<input type="checkbox"/> NO					
<input type="checkbox"/> 2 - 5-Point	<input type="checkbox"/> 4 - 10-Point/Compensable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> 1 - Permanent	<input type="checkbox"/> 3 - Indefinite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
27. FEGLI				28. Annuitant Indicator				29. Pay Rate Determinant					
30. Retirement Plan				31. Service Comp. Date (Leave)		32. Work Schedule		33. Part-Time Hours Per Biweekly Pay Period					
<b>POSITION DATA</b>													
34. Position Occupied			35. FLSA Category		36. Appropriation Code		37. Bargaining Unit Status						
<input type="checkbox"/> 1 - Competitive Service	<input type="checkbox"/> 3 - SES General	<input type="checkbox"/> E - Exempt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<input type="checkbox"/> 2 - Excepted Service	<input type="checkbox"/> 4 - SES Career	<input type="checkbox"/> N - Non-exempt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
38. Duty Station Code			39. Duty Station (City - County - State or Overseas Location)										
<b>40. AGENCY DATA</b>													
41.		42.		43.		44.							
45. Remarks													



# LEAP Availability area will be shown

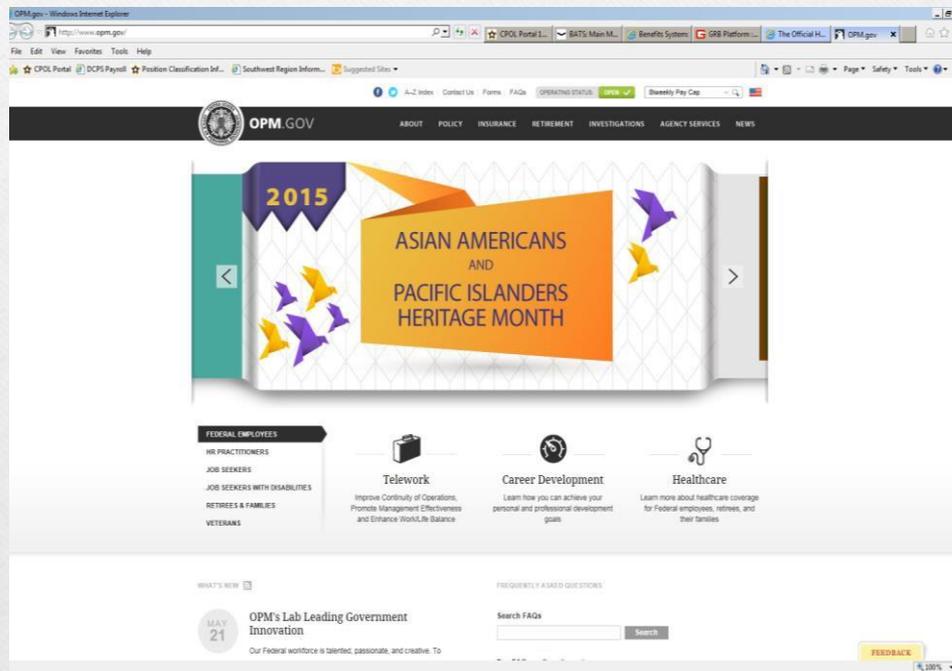


The screenshot shows the OPM.gov website interface. The page title is "Search by Duty Station Code". Below the navigation bar, there is a section for "Data, Analysis & Documentation" and a sub-section for "Search by Duty Station Code". A search box contains the code "512510059" and a "Search" button. Below the search box, there is a table with search results. A green arrow points to the table.

Search Results

Code	LPA	CBSA	CSA	City	County	State	Country
512510059	WA - Washington, DC	47900	548	VIENNA	FAIRFAX	VIRGINIA	UNITED STATES

**Step 5: Go back to OPM.gov click on A-Z index and then click on “P”  
“Biweekly Pay Caps” will be right under  
Pay Administration.**



Step 6: You will be on the Biweekly Caps on Premium Pay page. Scroll down to the locality pay areas or click on the needed year(s) on the right side of the page.

The screenshot shows the OPM.gov website with the following content:

**Pay & Leave**  
PAY ADMINISTRATION

Overview | Contact Zones & Foreign Areas | Resonant Differential | **Biweekly Pay Caps** | Fact Sheets | Library | FAQs

**Biweekly Caps on Premium Pay**

**2015**

Under 5 U.S.C. 5347(a) and 5 CFR 530.105, General Schedule (GS) employees and other covered employees may receive certain types of premium pay for a biweekly pay period only to the extent that the sum of basic pay and premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for level V of the Executive Schedule. (See NOTE 1.) The biweekly rate is computed by (1) dividing the applicable annual rate by 2,087 hours, (2) rounding the resulting hourly rate to the nearest cent, and (3) multiplying the hourly rate by 80 hours. For example, in Atlanta, GA, the GS-15, step 10, annual locality rate of \$157,800 divided by 2,087 hours yields an hourly rate of \$75.52 and a biweekly rate of \$6,041.60 (\$75.52 x 80 hours). Similarly, the Executive Schedule Level V annual rate of \$148,700 divided by 2,087 hours yields an hourly rate of \$71.25 and a biweekly rate of \$5,700.00 (\$71.25 x 80 hours).

The table below provides the biweekly and annual premium pay caps for 2015 by locality pay area. These caps become effective as of the first day of the first pay period beginning on or after January 1, 2015.

Locality Pay Area (see Note 2)	Locality Pay Percentage	Greater of the GS-15, Step 10, Locality Rate or Level V of the Executive Schedule (see Note 3)	Biweekly Cap	Applicable Annual Cap Assuming 26 Biweekly Salary Payments (see Notes 1 and 4)
Alaska	24.09%	\$6,063.20	\$150,163.20	

**ON THIS PAGE**

- 2015
- 2014
- 2013
- 2012
- 2011
- 2010
- 2009
- 2008
- 2007
- 2006
- 2005
- 2004
- 2003

# LOCALITY PAY AREA

Administration - Windows Internet Explorer  
 http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/Pubs/Biweekly-Pay-Caps

CPOL Portal | BATS Main M... | Benefits System | GRE Platform... | The Official H... | Pay Admin...

OPM.GOV

ABOUT | POLICY | INSURANCE | RETIREMENT | INVESTIGATIONS | AGENCY SERVICES | NEWS

OPM.gov Main > Policy > Pay & Leave > Pay Administration

IN THIS SECTION

- Assessment & Selection
- Classification & Qualifications
- Data, Analysis & Documentation
- Disability Employment
- Diversity & Inclusion
- Employee Relations
- Hiring Authorities
- Human Capital Management
- Labor Management Relations
- Overnight Activities
- Pandemic Information
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- Pay Administration
- Recruitment, Recruitment & Retention Incentives
- Student Loan Repayment
- Leave Administration
- Work Schedules
- Claim Decisions
- Furlough Guidance
- Reference Materials
- Performance Management
- Senior Executive Service

## Pay & Leave

### PAY ADMINISTRATION

Overview | Combat Zones & Foreign Areas | Reservist Differential | **Biweekly Pay Caps** | Fact Sheets | Letters | FAQs

#### Biweekly Caps on Premium Pay

**2015**

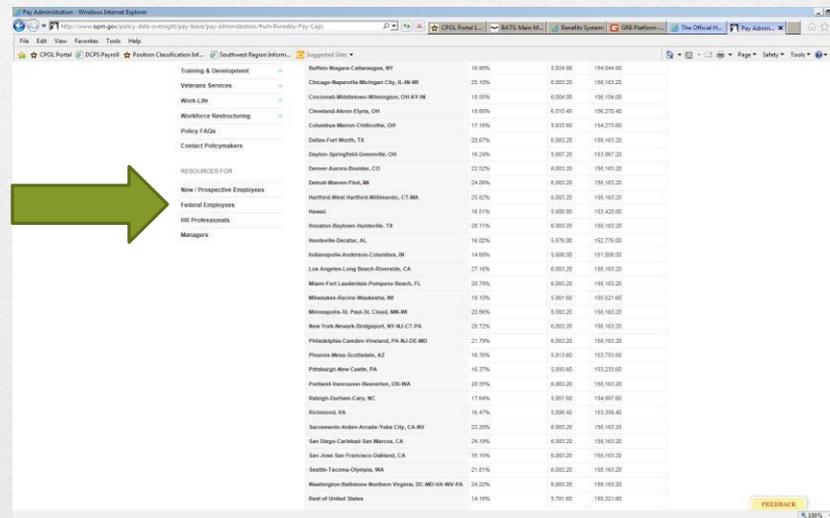
Under 5 U.S.C. 5547(a) and 5 CFR 550.105, General Schedule (GS) employees and other covered employees may receive certain types of premium pay for a biweekly pay period only to the extent that the sum of basic pay and premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for level V of the Executive Schedule. (See NOTE 1.) The biweekly rate is computed by (1) dividing the applicable annual rate by 2,087 hours, (2) rounding the resulting hourly rate to the nearest cent, and (3) multiplying the hourly rate by 80 hours. For example, in Atlanta, GA, the GS-15, step 10, annual locality rate of \$157,698 divided by 2,087 hours yields an hourly rate of \$75.52 and a biweekly rate of \$6,041.60 (\$75.52 x 80 hours). Similarly, the Executive Schedule Level V annual rate of \$148,790 divided by 2,087 hours yields an hourly rate of \$71.25 and a biweekly rate of \$5,700.00 (\$71.25 x 80 hours).

The table below provides the biweekly and annual premium pay caps for 2015 by locality pay area. These caps become effective as of the first day of the first pay period beginning on or after January 1, 2015.

Locality Pay Area (see Note 2)	Locality Pay Percentage	Greater of the GS-15, Step 10, Locality Rate or Level V of the Executive Schedule (see Note 3)	
		Biweekly Cap	Applicable Annual Cap (Assuming 26 Biweekly Salary Payments (see Notes 1 and 4))
Alaska	24.69%	\$6,063.20	\$158,163.20

FEEDBACK

# LOCALITY PAY AREA CON'T



Category	Locality	Percentage	Value 1	Value 2
RESOURCES FOR	Buffalo Niagara College, NY	18.90%	6,024.00	154,044.00
	Chicago Superior-Michigan City, IL, IN, MI	25.12%	6,262.20	156,162.20
	Cincinnati-Middletown-Wilmington, OH, KY, IN	13.03%	6,004.20	156,104.20
	Cleveland-Akron-Elyria, OH	16.60%	6,012.40	156,276.40
	Columbus-Merion-Chickadee, OH	17.16%	6,033.60	154,278.60
	Dallas-Fort Worth, TX	20.67%	6,063.20	156,163.20
	Dayton-Springfield-Greenwood, OH	16.24%	6,067.20	153,567.20
	Denver-Aurora-Broomfield, CO	22.32%	6,069.20	154,569.20
	Detroit-Warren-Farmington Hills, MI	24.04%	6,069.20	154,569.20
	Hartford-Meriden-Hartford-Middletown, CT, MA	25.02%	6,069.20	154,569.20
Managers	Honolulu	16.51%	5,920.00	153,420.00
	Houston-Spring Branch-Houston, TX	28.77%	6,063.20	156,163.20
	Huntsville-Decatur, AL	16.02%	5,676.00	152,776.00
	Indianapolis-Anderson-Columbus, IN	14.60%	5,608.00	151,008.00
	Los Angeles-Long Beach-Riverside, CA	27.16%	6,063.20	156,163.20
	Miami-Fort Lauderdale-Pompano Beach, FL	20.79%	6,063.20	156,163.20
	Missoula-Rainier-Whitefish, MT	19.10%	5,961.60	155,521.60
	Minneapolis-St. Paul-St. Cloud, MN, WI	23.90%	6,069.20	156,169.20
	New York-Manhasset-Roseton, NY, NJ, CT, PA	38.17%	6,069.20	156,169.20
	Philadelphia-Camden-Phenixville, PA, NJ, DE, MD	21.79%	6,062.20	154,562.20
	Phoenix-Mesa-Scottsdale, AZ	16.76%	5,913.60	153,753.60
	Pittsburgh-New Castle, PA	16.37%	6,063.60	153,233.60
	Portland-Vancouver-Beaverton, OR, WA	20.05%	6,063.20	156,163.20
	Raleigh-Durham-Cary, NC	17.64%	6,067.60	154,667.60
	Richmond, VA	16.47%	5,966.40	153,566.40
	Sacramento-Anderson-Yuba City, CA, NV	22.20%	6,063.20	156,163.20
	San Diego-Carlsbad-San Marcos, CA	24.19%	6,063.20	156,163.20
	San Jose-San Francisco-Oakland, CA	36.10%	6,069.20	156,169.20
	Seattle-Tacoma-Olympia, WA	21.61%	6,069.20	156,169.20
	Washington-Bethesda-Northern Virginia, DC, MD, VA, WV, PA	24.02%	6,069.20	156,169.20
	Rest of United States	14.16%	5,761.60	150,521.60

# ANNUITY CALCULATION - ATC

FERS ATC's receive  $1.7\% \times \text{Hi-3 Average Salary} \times \text{total years of ATC service}$  (maximum of 20 years)

Service above 20 years is calculated at the standard FERS rate of  $1\%$  per year  $\times$  Hi-3 average salary. A FERS ATC who retires from an ATC position does NOT receive the  $1.1\%$  formula after age 62

# REDUCTIONS

- Age Reduction (VERA/DSR)
- Deposit/Redeposit Service
- Election of Survivor Benefits
- Post-56 Military Deposit –  
(Applies to CSRS Employees  
hired before 10-1-1982, 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)

# SURVIVOR ELECTION OPTIONS



CURRENT Spouse Survivor  
Annuity ---Full (50% of your  
annuity)



CURRENT Spouse Survivor  
Annuity ---Partial (25% of  
your annuity)



FORMER Spouse Survivor  
Annuity ---Full (50% of your  
annuity)



FORMER Spouse Survivor  
Annuity ---Partial (25% of  
your annuity)



Combination Current/  
Former Spouse Survivor  
Annuity



Self Only Annuity (No  
survivor benefit)



Insurable Interest Survivor  
Annuity

# SURVIVOR BENEFIT COST / REDUCTION

- Full/Max (50%) = 10%
- Partial (25%) = 5%

Example: Maximum (50%) elected Basic Annuity  
= \$12,000

$\$12,000 \times 10\% = \underline{1,200}$  yearly cost after reduction =  
\$10,800 yearly annuity

Survivor will receive 50% of annuity = **\$6,000**

Example: Partial (25%) elected Annuity = \$12,000

$\$12,000 \times 05\% = \underline{600}$  yearly cost after reduction =  
\$11,400 yearly annuity

Survivor will receive 25% of annuity = **\$3,000**

# 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

# DISABILITY RETIREMENT

- Disability - Unable to render useful & efficient service because of disease or injury
- Must be in a position covered by FERS
- Must have a minimum of 18 months creditable civilian service
- Disability annuity **IS** subject to Federal tax

# DISABILITY RETIREMENT ANNUITY AMOUNT

IF UNDER AGE 62 AT SEPARATION:

FIRST 12 MONTHS	AFTER 12 MONTHS UNTIL AGE 62
60% x high 3 average salary	40% x high 3 average salary
<b>minus</b>	<b>minus</b>
100% of Social Security Benefits	60% of Social Security Benefits

# DISABILITY / DEATH BENEFITS FF / LEO / ATC

- DISABILITY: If an SRC employee retires from an approved SRC position, the 1.7% calculation will be used in the recalculation of the earned annuity benefit at age 62
- DEATH-IN-SERVICE: The benefit is calculated using the actual years of service (to include the enhanced benefit for SRC employees)

## NOTE

[BAL 10-105 Disability and Death SRC annuity calculation for FF/LEO](#)

# 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

# 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

# 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

# BASIC EMPLOYEE DEATH BENEFIT

- The spouse may be eligible for the Basic Employee Death Benefits (BEDB), which is equal to 50% of the employee's final salary (average salary if higher), plus \$15,000 (increased by COLA adjustments beginning 12/1/1987). The \$15,000 has increased to \$30,792.98 for deaths on/after 12/1/2011

# MONTHLY SURVIVOR BENEFITS

- Surviving Spouse: If a FERS employee dies, recurring monthly payments may be made to the surviving spouse if the deceased employee completed at least 10 years of creditable service (18 months of which must be civilian service)

# 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

# DEATH BENEFITS

- Up to 3 children if a parent is living:
  - 2016 rate is \$510 per month per child
  - More than 3 children, \$1,532 per month divided by # of eligible children
- Up to 3 children if no living parent:
  - 2016 rate is \$613 per month per child
  - More than 3 children, \$1,839 per month divided by # of eligible children

# DESIGNATION OF BENEFICIARY

## Beneficiary Forms:

- SF 1152 (Unpaid Comp)
- SF 2823 (FEGLI)
- SF 3102 (FERS)
- 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

# COST OF LIVING ADJUSTMENTS (COLA)

- Annual rate based on rise in Consumer Price Index (CPI)

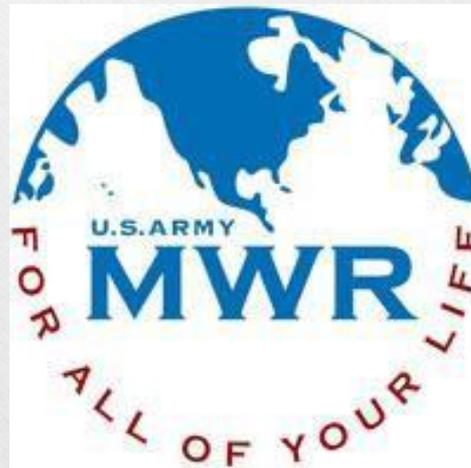
Increase in CPI	Amount of COLA
Up to 2%	Full CPI
2% - 3%	2%
3% or more	CPI - 1%

- Effective December 1 each year
- Payable in January (1/12 of COLA for each month)
- Must be 62 or older to receive – unless you retire under special provisions for firefighters
- Disability annuitants and survivors receive COLA at any age
- The COLA for 2016 is 0%

# **NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING**

**NAF Retirement System - Contact nearest NAF office**

**FERS Retirement Plan – Contact the ABC-C**



# 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



# FEHB IN RETIREMENT

**Self Only**

**Self Plus One**

**Self & Family**

**Additional Information:**

**<http://www.opm.gov/insure/health>**

**OPM Telephone: 1-888-767-6738**

# 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 apply 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)

# 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

# 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

# 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 or Self Plus One coverage and you elect to provide a survivor benefit at retirement

# MEDICARE

- Part A (Hospitalization) – No Cost
  - Enroll at age 65
- 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

# FEGLI IN RETIREMENT

OPEN SEASON: September 2016; effective  
October 2017

Additional Information:

[www.opm.gov/insure/life](http://www.opm.gov/insure/life)

OPM Telephone:

1-888-767-6738

# 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

# 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
• 75% reduction	BIA x .3250 (per \$1,000) ex: \$17.55 per month	NO COST <b>Coverage reduces 2% per month for 37.5 months until it reaches a final value of \$13,500</b>
• 50% reduction	BIA x 1.0350 (per \$1,000) ex. \$55.89 per month	BIA x .71 (per \$1,000) ex. \$38.34 per month <b>Coverage reduces 1% per month for 50 months until it reaches a final value of \$27,000</b>
• No reduction	BIA x 2.4550 (per \$1,000) ex. \$122.31 per month	BIA x 2.13 (per \$1,000) ex. \$104.76 per month

# FEGLI IN RETIREMENT

## OPTION A - STANDARD COVERAGE:

<u>Age Group</u>	<u>Monthly Cost</u>
Under 35	\$0.43
35 thru 39	\$0.65
40 thru 44	\$0.87
45 thru 49	\$1.52
50 thru 54	\$2.38
55 thru 59	\$4.33
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.

# FEGLI IN RETIREMENT

## OPTION B – ADDITIONAL COVERAGE

(1 – 5 MULTIPLES OF PAY):

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

<u>Age Group</u>	<u>Mthly Cost @ \$1000</u>	<u>Mthly Cost</u>
Under 35	\$0.043	\$2.24
35 thru 39	\$0.065	\$3.38
40 thru 44	\$0.087	\$4.52
45 thru 49	\$0.152	\$7.90
50 thru 54	\$0.238	\$12.38
55 thru 59	\$0.433	\$22.52
60 thru 64	\$0.935	\$48.62
65 thru 69	\$1.170	\$60.84
70 thru 74	\$2.080	\$108.16
75 thru 79	\$3.900	\$202.80
80 & Above	\$5.720	\$297.44

FULL REDUCTION: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO REDUCTION: Coverage & premium continue

# FEGLI IN RETIREMENT

## OPTION C – FAMILY COVERAGE (1 – 5 MULTIPLES):

OPTION C – Spouse = \$5,000 (1x Multiple) / Each Child = \$2,500 (1x Multiple)

<u>Age Group</u>	<u>Mthly Cost per Multiple )</u>
Under 35	\$0.48
35 thru 39	\$0.59
40 thru 44	\$0.89
45 thru 49	\$1.28
50 thru 54	\$1.99
55 thru 59	\$3.21
60 thru 64	\$5.85
65 thru 69	\$6.80
70 thru 74	\$8.30
75 thru 79	\$11.40
80 & Above	\$15.60

FULL REDUCTION: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO REDUCTION: Coverage & premium continue

# TSP IN RETIREMENT

## Thrift Savings Plan

Telephone: 1-877-968-3778

TDD: 1-877-847-4385

Monday through Friday

7:00 a.m. – 9:00 p.m. ET

### Mailing Address:

Post Office Box 385021

Birmingham, AL 35238

<http://www.tsp.gov>

# THRIFT SAVINGS PLAN (TSP)

- Provides a choice of tax treatment for contributions:
  - Traditional (pre-tax) contributions and tax deferred investment earnings and
  - Roth (after-tax) contributions with tax-free earnings at retirement.
- Provides the opportunity to increase your retirement income
- You must be in a position subject to retirement deductions to contribute
- TSP offers two approaches to investing your money:
  - L Funds are “Lifecycle” Funds invested in a mix of stocks, bonds, & Government securities
  - Individual Funds are the G, F, C, S, and I funds

# 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: 3.19%
- 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: 4.89%

# TSP FUNDS

- Common Stock Index Investment (C) Fund
  - Stocks of large & medium-sized US companies
  - Invested in stock index fund that tracks the Standard & Poors (S&P) 500 stock index
  - Potential to earn high investment returns over the long term
  - Moderate risk
  - 10-year annual return: 7.72%
- 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: 9.44%

# TSP FUNDS

- 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: 4.58%
- 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

# 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

# LIFECYCLE FUNDS

## FUND ALLOCATIONS

L FUND	G Fund	F Fund	C Fund	S Fund	I Fund
L Income	74%	6%	11.2%	2.8%	6%
L 2020	47.7%	5.3%	25.96%	6.94%	14.1%
L 2030	30.39%	5.36%	34.91%	10.06%	19.28%
L 2040	20.40%	5.10%	39.78%	12.37%	22.35%
L 2050	12.4%	3.10%	44.37%	14.78%	25.35%

# TSP PROJECTION

Amount of Annual TSP Contribution	# of Years to Contribute	Rate of Return (based on 10-year summary of annual returns for C Fund)	Projected TSP Account Balance
(15% of \$50,000) \$7,500	10	7%	\$108,347
(15% of \$50,000) \$7,500	20	7%	\$326,089
(15% of \$50,000) \$7,500	30	7%	\$763,677
(10% of \$50,000) \$5,000	30	7%	\$509,118
(5% of \$50,000) \$2,500	30	7%	\$254,599

# 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

# 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 2016
  - Must be contributing IRS yearly maximum, \$18,000 for 2016
  - Must make new election each year

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

# 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 Sunday and Federal holidays.

<http://www.ltcfeds.com>

# FLEXIBLE SPENDING ACCOUNTS (FSA)

To receive more information regarding FSAs,  
please contact a FSAFEDS Counselor.

Retirees are not eligible to continue FSA.

Email: [FSAFEDS@ADP.com](mailto:FSAFEDS@ADP.com)

Telephone: 1-877-FSAFEDS (1-877-372-3337)

TTY: 1-800-952-0450

- Monday-Friday 9 am – 9 pm ET
- Closed Weekends and Holidays
- <http://www.fsafeds.com>

# FEDERAL EMPLOYEES DENTAL & VISION INSURANCE PROGRAM (FEDVIP)

Self Only    Self & One    Self & Family

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## Dental Benefits

Diagnostic Preventative  
Emergency Care  
Restorative  
Oral/Maxillofacial Surgery  
Endodontics  
Periodontics  
Prosthodontics  
Orthodontics

## Vision Benefits

Diagnostic Services  
Preventative Services  
Eyewear

- Glasses
- Contacts

ENROLL AT

<http://www.benefeds.com>

1-877-888-3337

TTY 1-877-889-5680

# RETIREMENT ESTIMATE

- Request your retirement estimate no more than 5 years prior to your retirement eligibility date
- ABC-C will compute one retirement estimate every three years
- 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

# 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**

# ABC-C RETIREMENT PROCESS

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

# RETIREMENT PROCESS

- 2 - 4 weeks after retirement:
  - Final paycheck is received
  - Lump sum annual leave is paid
  - VSIP payments if applicable
- 6 - 8 weeks after retirement:
  - Receive 1<sup>st</sup> INTERIM annuity 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](http://www.opm.gov)  
email: [retire@opm.gov](mailto:retire@opm.gov)  
Tel: 1-888-767-6738**

**Social Security Administration  
[www.ssa.gov](http://www.ssa.gov)  
[www.medicare.gov](http://www.medicare.gov)  
Tel: 1-800-772-1213**

**IRS Publication 721  
[www.irs.gov](http://www.irs.gov)  
Tel: 1-800-Tax-Form**

# 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 must 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 or CAC

# FOR ADDITIONAL RETIREMENT INFORMATION

## CONTACT THE ABC-C

- Toll Free 1-877-276-9287
- Specialists are available from 6 am – 6 pm CT
- Website: <https://www.abc.army.mil>
- Mailing Address: 305 Marshall Avenue, Ft. Riley, KS  
66442-7005

**ANY QUESTIONS?**