

Return to Duty Briefing

We are New Hampshire's Citizen Soldiers and Airmen

When Disaster Strikes New Hampshire, We Mobilize



Always Ready

Welcome Home ! New Hampshire National Guard



Always There



When our Nation is Threatened, We Respond



Citizen Service is our Greatest Passion



Topics



- USERRA
- SF 52 / HRO Website
- Leave
- EBIS
- Health Ins.
- FEGLI (Life Ins.)
- Flex. Spending Account
- Fed. Vision & Dental Ins.
- Fed. Long Term Care
- NGAUS LTD / Life Ins.
- Retirement
- TSP/ Make-Up
- Military Deposit (buy-back)
- Reservist Differential
- Employee Assistance Prgm
- Questions



Uniform Services Employment and Reemployment Rights Act (USERRA)



- USERRA law requires employees to request their restoration within certain time limits; employees who are on orders
 - 30 days or less, NLT the beginning of the first full regularly scheduled work period following end of order
 - 30-181 days, NLT 14 days from end of military order
 - 180 days or more- NLT 90 days
- Title 10 service in Support of Contingency Operation is exempt from the 5-Year USERRA Limit. (or unlimited restoration rights)



Leave



➤ Post Deployment/ Mobilization Respite Absence (PDMRA)

- Military administrative absence returning after 19 Jan 07
- Federal, State, or Local Government civilian employees cannot use leave or be present for and receive their civilian pay and PDMRA
- Constitutes Dual Compensation

➤ 5 Days of Presidential Leave

- To be used immediately upon RTD, code "LV"
- Contingency over 42 continuous days or more
- May be used if RTD while in terminal leave status
 - OPM Memo CPM 2003-14 and CPM 2008-12



Leave Use Plan



Initial for your Leave Use	I request and plan to use the following leave:	If N/A, enter "N/A"	From:	To:	Total # of Hours
	PDMRA (AD Leave) -- See Note #2.				
	AD Terminal Leave (AD Leave) -- See Note #3.				
Request I be Returned To Duty (RTD) effective: ----->>					
	5-Day Presidential Leave (LV or LN) -- See Note #4.				
	120 Hrs Military Leave (LM)				
	Annual Leave (LA)				
	Time-Off Awd (LY)				
	Comp. Time (CT)				
	44-Day Mil Leave (LL)				
	22-Day Mil Leave (LL)				
Actual Return To Work (RTW) date: ----->>					

Notes:

- 1.) Leave categories (above) are generally organized in the order they would be used.
- 2.) You are prohibited from returning to a paid-Federal Employee status while in a PDMRA (Post Deployment/Mobilization Respite Absence) status.
- 3.) Terminal Leave (2.5 days/month) is an approved leave status form the Active Duty Command in which you can return to your Federal Employment and also receive pay from the Federal Govt.
- 4.) 5-Day Presidential Leave (if eligible) must be used immediately following the RTD and for the next five scheduled Technician workdays.
- 5.) The above constitutes and coordinate your leave intent. You must submit the appropriate leave Request forms (OPM 71) for leave to officially be approved.



Employee Benefits Information Systems (EBIS)



What is EBIS ?

- EBIS is a secure website which resides at the Army Benefits Center-Civilian (ABC-C) at Ft. Riley, KS. This website allows employees to have the ability to access/change their benefits from any computer 24/7, anywhere in the world.
- Also allows employees to access and control their benefits via telephone through ABC-C's, Interactive Voice Response System (IVRS) system.



Employee Benefits Information Systems (EBIS)



Employees [now] must make their own Employee Benefit changes for the following benefits:

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



Employee Benefits Information Systems (EBIS)



- You'll need an AKO username and password
- Go to www.abc.army.mil and click on "EBIS" icon (in the upper right hand corner)
- Follow the instruction to establish or log into EBIS

The screenshot shows the homepage of the Army Benefits Center-Civilian (The ABC-C). The page features a navigation bar with "Home", "Site Map", and "Contact Us". The main content area is divided into several sections: "Benefit Topics" (including Court Ordered Benefits, EOPMA, Health Insurance, Life Insurance, Open Seasons, Retirement, TSP, and Uniformed Services), "Announcements" (with a notice about the center's closure on March 19, 2009), "Newsletters" (ABC-C Newsletter - December 08 and Archived Newsletters), and "HR Professionals" (CPAC/HR Representative Information and Death Reporting). A red circle highlights the "How Do I Access the ABC-C?" section, which contains a link to the "Employee Benefits Information System (EBIS)". Other links include "IVRS Automated Telephone System" and "IVRS Menu Chat". A "Useful Links" section at the bottom right lists various services like Army Knowledge Online (AKO), OPOL Employee Portal, and Social Security Administration (SSA). A search bar is located in the top right corner.



Health Insurance



Federal Employee Health Benefits (FEHB)

Retained while on Active Duty with agency paying premiums

Terminated Coverage

➤ Reinstate FEHB immediately upon RTD – Need to Tell HR Benefits Section Effective Date for reinstatement.

-- OR --

- Waive reinstatement to use Transitional TRICARE
 - Transitional TRICARE provides up to 180 days of health care benefits upon separation from Active Duty (BAL 05-402)



Health Insurance Cont.



➤ FEHB Qualifying Life Event

–If you are not enrolled in FEHB, RTD permits enrollment

–If enrollment is immediately reinstated, permits change in enrollment plan

–When Transitional TRICARE expires, loss of TRICARE permits enrollment change or new enrollment within 60 days

–Breaks in Fed. Health Coverage – NOT GOOD! – Employee Responsibility – Need to Tell us before TRICARE ends.



Health Insurance Cont.



➤ FEHB 5-yr Requirement for Retirement Purposes

-Considered to have continuous coverage if:

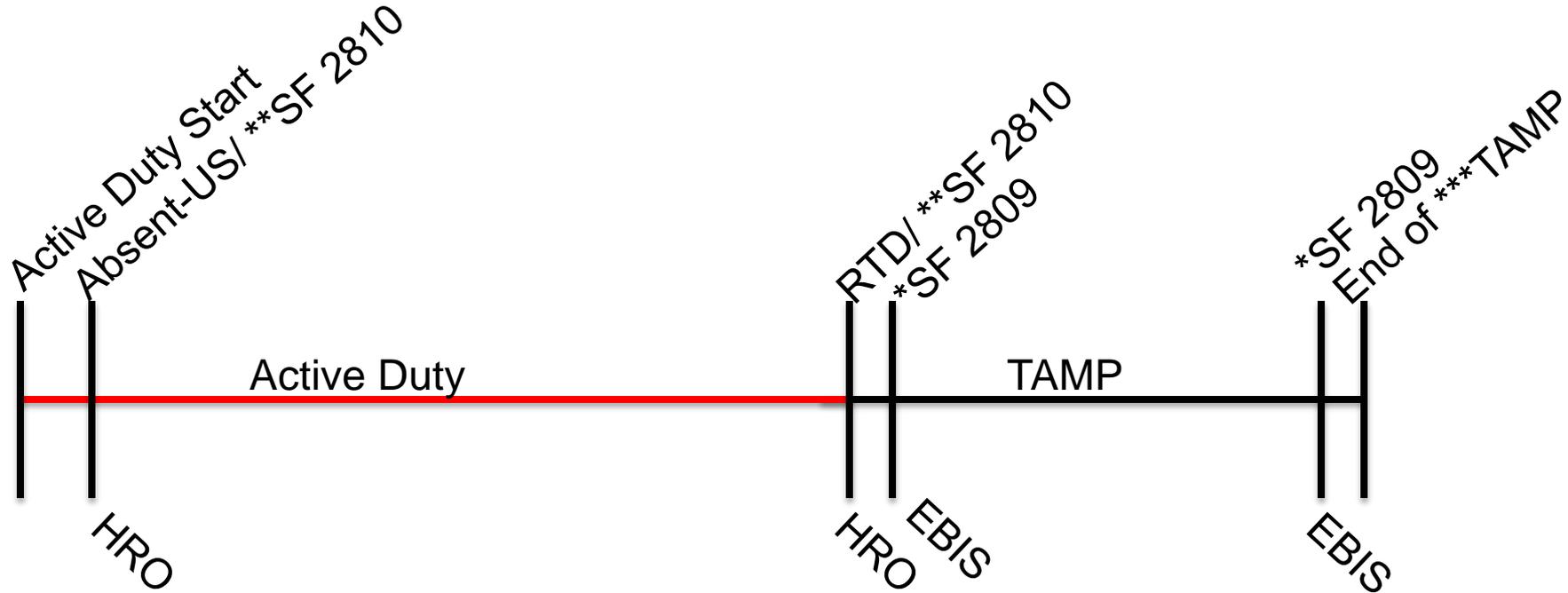
Terminated enrollment is reinstated immediately upon reemployment

-- OR --

Immediate reinstatement was waived, at employee's request, to use Transitional TRICARE and reinstated FEHB prior to retirement



Timeline of Health Insurance



*SF 2809 - Health Benefits Enrollment Form

**SF 2810 – Notice of Change in Health Benefits Enrollment Form

***TAMP - Transitional TRICARE

NOTE: It's important to have overlapping coverage as to opposed to having breaks in coverage for the five year rule.



Federal Employee Group Life Insurance (FEGLI)



- Free for first 12 months of non-pay.
 - Upon RTD = Premiums automatically restart, same coverage

- More than 12 but less than 24 months = Reinstate previous coverage
 - Employee responsible for 12+ to 24 months 100% premiums



Flexible Spending Account (FSA)



- RTD following military service is a Qualifying Life Event (QLE) that allows opportunity to enroll in a FSA (You have 60 days from your RTD to enroll).
- Visit FSAFEDS website and click on the QLE Form <https://www.fsafeds.com/forms/qscform.pdf> elections to open a new FSA.
- Must be received NLT 1 October each year.



Federal Employees Dental and Vision Insurance Plan (FEDVIP)



- Employees enrolled in the FEDVIP who experience a period of Absent-US/LWOP for two consecutive pay periods or more will be switched to a direct bill method.
- You will receive a bill at home address for premiums. If you do not pay by the due date your coverage will be terminated.
- If you wish to reestablish Tech. payroll deductions, may do so through FEDVIP.
- You may enroll within 60 days of your RTD.
- Call 1-877-888-3337 or visit www.BENEFEDS.com



Federal Long Term Care Insurance Program (FLTCIP)



- If paid premiums on Active duty you still have coverage.
- If premiums were not paid your covers was cancelled.
- If you would like to reenroll or have any questions call 1-800-582-3337 or go to there website <http://www.ltcfeds.com/>



National Guard Association of the United States (NGAUS)



- Title 10/32 duty less than 30 days will be covered by the disability plan.
- 30+ days, premiums waived, account suspended. No premiums due until RTD.
- You can elect to make payments, by personal check, directly to:

NGAUS Insurance Trust
One Massachusetts Ave, NW
Washington, DC 20001

Or call them at: (888) 642-8748



Retirement Credit



Federal Employee Retirement System (FERS):

- Creditable only if you make a .08% of Tech. or 3% deposit of your AD base pay whichever is lesser.
- If you make the deposit, you'd then get credit in both the FERS and the Military retirement systems (double credit for same day worked).



Retirement Credit



Civil Service Retirement System (CSRS):

- If you were hired before 1 Oct 82 creditable w/o deposit
- If you don't make a deposit, you get credit until you're eligible to draw Soc Sec or age 62, then your retirement annuity would be recomputed taking military service time away & credit would go toward your Soc Sec benefits.
- If you make a deposit, you get credit in both systems.
- If you were hired after; must make 7.0% deposit to get retirement credit.



Thrift Saving Plan (TSP) Make-Up



- Do you have a TSP Loan? **You need to tell us on the checklist!!!** Loan payments reinstated by HRO with TSP-41
- Make-up missed contributions
- Automatic 1% contributions for all FERS employees
- Matching 4% also can be credited if you paid into Military TSP (must provide HRO all Military LES's, DD 214s, & Orders as proof of TSP payment)
- Can also Make-up amount you would've contributed if not on Active Duty



Thrift Saving Plan (TSP) Make-Up



Tech (GS-07-05)
 \$48,106/yr
 5% = \$ 92.50/ pp
 Tax Deferred

Mil (E-6, 10 yrs)
 \$3,148/ mo
 6% = \$ 188.80

If during AD Svc, Mil TSP
 Contributions > 5% Tech
 Matching DFAS Deposits
 FREE MONEY

DFAS
 \$ 92.50/ pp
 Matching

Tech TSP

Mil TSP

Regular Contribution	_____
Tax Exempt Contribution	_____

Drill
 Combat Zone



Military Deposit (Buy Back)



- Calculation for deposit will be determined using your non-pay time when no FERS/CSRS retirement contributions were not withheld.
- Deposit amount won't exceed amount you would've paid, had you not gone on Active Duty.
- All "buybacks" are processed based on Interest Accrual Dates (IADs).
- Your IAD does not stop due to mobilization.
- POC: Mrs. Valerie Morgan (603) 430-2349 at Pease or (603) 227-5140



Reservist Differential



➤ Non-Reduction in Federal pay while serving on Active Duty effective 3/15/09

- Employee must have USERRA rights under Title 10

- Pay differential between Civilian and Military compensation

- Effective 1st pay period after 11 Mar 2009

- Some Common Authorities qualified for RD

 - 10 USC 331

 - 10 USC 12302

 - 10 USC 332

 - 10 USC 12304

 - 10 USC 333

 - 10 USC 12305

 - 10 USC 668

 - 10 USC 12406

 - 10 USC 12301(a)



Break



15 Minutes



Employee Assistance Program (EAP)



- Free Resource to employee & your families
- Very helpful with a wide range of personal and family matters
- Army & Air:
www.militaryonesource.com Military one Source, call 1-800-342-9647



Before you Leave



Either today or when you return:

Please complete "RTD Checklist" from your hand-outs.

Reminder we need SF52s initiated with your Supervisor today.

MSgt Kevin McElroy
Retirement
603-225-1332

SFC Doreen Sears
Benefits
603-225-1376

Mrs. Valerie Morgan
Military Back buy
603-430-2349

SrA Cara Bellerose
HR Assistant
603-227-1483



Questions



Always Ready

Always There