

Personnel Employee Bulletin

August 6, 2008

Benefits Information

Thrift Savings Plan (TSP) Updates:

Customized user IDs - You can now create a [customized user ID](#) to use instead of your TSP account number when you log into the TSP Web site.

Change in display of share prices - Beginning July 1, 2008, TSP share prices will be displayed to four decimal places. The share prices for July 1 and after will reflect the actual prices at four decimal places. This change allows for greater precision in calculating account balances and tracking the related fund indexes. Historical share prices for dates prior to July 1 are shown with two zeros at the end of each share price. Therefore, account balance calculations prior to July 1 do not reflect calculations to four decimal places. For more information, see the [Questions and Answers](#) on this topic.

New Inter-fund Transfer (IFT) rule - Last May, the TSP implemented a new inter-fund transfer (IFT) rule. For each calendar month, your *first two* IFTs can redistribute money in your account among any or all of the TSP Funds. After that, for the remainder of the month, your IFTs can *only* move money into the Government Securities Investment (G) Fund (in which case, you will increase the percentage of your account held in the G Fund by reducing the percentage held in one or more of the other TSP funds). If you have both a civilian and a uniformed services account, the rules apply to each account separately. For more information about the reasons for this change, see the [Questions and Answers](#) on this topic.

Estimate Your Future Social Security Benefits:

Social Security has introduced a new on-line “Retirement Estimator.” Getting a personalized online estimate of your future Social Security retirement benefits is now easier than ever before. The online Retirement Estimator is a convenient, secure and a quick financial planning tool that lets workers calculate how much they might expect to receive in Social Security benefits when they retire. The attractive new feature of this calculator is that it eliminates the need to manually key in years of earnings information. Visit www.socialsecurity.gov/estimator.

To obtain an estimate, enter your first and last name, date of birth, Social Security number, place of birth, and mother’s maiden name. If the information matches Social Security records, then you can enter an expected retirement age and future wages. The Estimator combines this information with the information on record, including your yearly earnings, to provide a quick and reliable online benefit estimate. The Estimator also will let you create “what if” scenarios. You can, for example, change “stop work” dates or expected future earnings to create and compare different retirement options.

To protect your privacy, only the *final* retirement estimates are given to you online. The Retirement Estimator does not show your earnings record information on which the final benefit estimate was calculated, nor does it reveal any personal information, such as your address, earnings or other information, that could lead to identity theft.

New Information (Revision to May 16, 2007 Bulletin) -- Additional 22 days of Military Leave:

Reservists or National Guard members who perform military duty in support of civil authorities in the protection of life and property are eligible for an additional 22 workdays of military leave under 5 U.S.C. 6323(b). In addition, effective November 24, 2003, employees who perform full-time military service as a result of a call or order to active duty in support of a contingency operation as defined in section 101(a)(13) of title 10, United States Code, are entitled to 22 days of military leave under 5 U.S.C. 6323(b). Based on 5 U.S.C. 5519, **an employee is entitled to the greater of his civilian or military pay but not both.** The military pay received by an individual who has been activated in support of civil authorities or a contingency operation must be credited (less any travel, transportation, or other per diem allowances) against any Federal civilian pay the employee received during the 22 workdays of military leave. Click on link for additional information on military leave

<https://www.opm.gov/oca/LEAVE/HTML/MILQA.asp>

Additional Continuation of Federal Employees Group Life Insurance (FEGLI) Coverage for Federal Employees Called to Active Duty:

Public Law 110-181, the Department of Homeland Security Appropriations Act, enacted January 28, 2008, authorizes the continuation of FEGLI coverage for an additional 12 months, up to a total of 24 months, for Federal employees called to active duty in the uniformed services.

Employees, who enter on active duty or active duty for training in one of the uniformed services for more than 30 days, continue to be covered by FEGLI for up to 12 months at no cost to the employee. The new law allows them to continue FEGLI coverage for an **additional** 12 months (for a total combined coverage of 24 months). However, employees must pay both the employee and agency share of premiums for their Basic coverage, and pay the entire cost (there is no agency share) for any Optional insurance, for the additional 12 months of coverage. Election for the additional 12 month coverage must be received by the employing office before the end of the first 12 months in non-pay status.

If a completed election form is not received by DHRC prior to the end of the first 12 month period, FEGLI coverage will be terminated at the end of 12 months in non-pay status. Coverage will continue for an additional 31 days at no cost to employee; during the 31 days, the employee will be given information to convert to an individual policy.

For more information see the FEGLI Question and Answer Fact Sheet at <http://www.hr.dla.mil/resources/benefits/retire.html> .

For additional information, please contact your servicing DLA Human Resources Center,
<http://www.hr.dla.mil/cntctus.htm>.
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