

Personnel Employee Bulletin

December 2, 2009

BENEFITS UPDATES

FEHB OPEN SEASON REMINDER

Numerous Federal Employees Health Benefit (FEHB) plans are experiencing significant changes for 2010. Among those changes are plans that are terminating, expanding service area, or reducing service area. Employees currently enrolled in a terminating plan or impacted by a service area reduction who wish to continue participating in FEHB MUST enroll in a new plan during the current FEHB Open Season in order to continue FEHB coverage in 2010. Employees currently enrolled in a plan that is terminating who do not enroll in a new plan during the current FEHB Open Season will NOT have FEHB coverage effective January 3, 2010. **The current FEHB Open Season runs from Monday, November 09 through Monday, December 14, 2009.** FEHB Open Season changes are to be made by accessing the Employee Benefits Information System (EBIS), <http://www.hr.dla.mil/resources/benefits/ebis/default.html>, or by submitting Standard Form (SF) 2809 to your servicing DLA Human Resources Center.

2010 THRIFT SAVINGS PLAN (TSP) CONTRIBUTION LIMIT

The maximum amount a TSP participant may contribute to the Thrift Savings Plan in calendar year **2010** is **\$16,500**. A participant may contribute any amount each pay period, although the total contribution may not exceed **\$16,500** per year. Once the annual limit is reached, contribution withholdings will cease. If the participant discovers the total contribution amount will result in contributing less than the maximum allowable amount by the end of the calendar year, the participant may increase the contribution amount at any time to reach the annual limit. For specific information regarding the annual limit on elective deferrals (tax-deferred contributions from your pay) and how the limit may affect your Thrift Savings Plan (TSP) contributions, please reference the attached Fact Sheet, <http://www.tsp.gov/forms/oc91-13.pdf>.

2010 THRIFT SAVINGS PLAN (TSP) CATCH-UP CONTRIBUTION LIMIT

The maximum amount an employee may contribute to TSP Catch-Up contributions in calendar year **2010** is **\$5,500**. Participants are NOT required to contribute the full maximum amount of **\$5,500** in order to participate in TSP Catch-Up contributions. A participant may contribute any amount as long as it does not exceed the annual limit of **\$5,500**. Once the annual limit is reached, contribution withholdings will cease. If the participant discovers the contribution amount will result in contributing less than the maximum allowable amount by the end of the calendar year, the participant may increase the contribution amount at any time to reach the annual limit. For specific information regarding the annual limit on TSP Catch-Up Contributions, please reference the attached Fact Sheet, <http://www.tsp.gov/forms/oc03-03.pdf>.

NDAA 2010 - FERS EMPLOYEES

On October 28, 2009 President Barack Obama signed into law the National Defense Authorization Act (NDAA) for Fiscal Year 2010. Currently, the retirement benefit calculation for Federal employees in the Federal Employees Retirement System (FERS) does not incorporate any accrued sick leave hours. Section 1901 of NDAA 2010 provides for eligible Federal employees who retire after enactment, but before December 31, 2013, to add 50 percent of their remaining sick leave hours to their total years of service when calculating retirement benefits. Eligible Federal employees who retire after December 31, 2013, would receive credit for 100 percent of their sick leave. Currently, FERS employees are not permitted to pay back refunded retirement contributions in order to receive service credit for retirement benefits. Section 1904 of NDAA 2010 would allow returning FERS employees the option to pay back any refunded contributions and regain credit towards federal retirement benefits for their prior government service. DLA is aware of the recent changes in the law, however, DLA is still awaiting implementing policy and guidance from the Office of Personnel Management (OPM) and the Department. OPM and the Department have instructed DLA to proceed with "business as usual", following implementing policy and guidance in place prior to the signing of the law. More detailed information will be provided in a future Personnel Employee Bulletin.