



HR Specialist, Retirements and Separations

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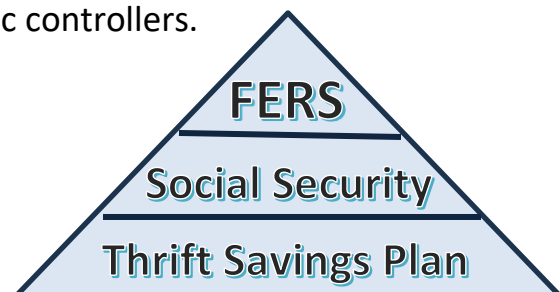
Federal Employees Retirement System (FERS)

What is FERS?

Congress created the Federal Employees Retirement System (FERS) in 1986 with an effective date of January 1, 1987. Since that time, new Federal civilian employees gaining retirement coverage are covered by this annuity.

How is FERS calculated?

- The annuity is computed using the length of service and “high-3” average salary. Your “high-3” pay is the highest average basic pay you earned during any 3 consecutive years of service. These three years are usually your final years of service, but can be earlier. Unused sick leave is added to your years of service.
- FERS Basic Annuity Formula
 - $1\% \times \text{High-3} \times \text{Years of Service}$
 - Example: $1\% \times \$80,000 \times 30 = \$24,000/\text{yr annuity or } \$2,000/\text{mo}$
 - Employees retiring at age 62+ with 20 years or more use 1.1% multiplier.
 - Other calculations exist for specific areas, including Congress, law enforcement, firefighters, and air traffic controllers.
 - FERS is intended to add to your Social Security benefit and Thrift Savings Plan (TSP) which make up the majority of your retirement.



How do I gain eligibility?

- Eligibility is determined by your age and number of years of creditable service. In most cases, you must reach a Minimum Retirement Age (MRA) to receive benefits. For example, the MRA for employees born 1970 or later is 57.

- **Immediate Retirement** benefit is one that starts within 30 days after you stop working. If you meet one of the following sets of age and service requirements, you are entitled to an immediate retirement benefit:

| AGE | YEARS OF SERVICE |
|-----|------------------|
| MRA | 30 |
| MRA | 10* |
| 60 | 20 |
| 62 | 5 |

*If you retire at your MRA with at least 10, but less than 30 years of service, your benefit will be reduced by 5 percent a year for each year you are under 62, unless you have 20 years of service and drawing at age 60 or later.

- Title 32 military technicians who voluntarily separate or are separated for failure to maintain readiness, including height/weight and PT failure, are also separated from technician service.
- **Deferred Retirement** is available to employees with at least 5 years of service. They may delay drawing their annuity until their MRA or age 62.
- **Early Retirement** is available in certain involuntary separation cases and in cases of voluntary separations during a major reorganization or reduction in force. When made available through the agency, eligible employees must be age 50 or higher with 20 years of service or any age with 25 years or more service.
- **Disability Retirement** is available for employees who become disabled during employment of at least 18 months and cannot be accommodated. Also applies to T32 technicians who are separated from their National Guard position for disability.
 - Benefit pays 60% of high-3 for the first 12-months, minus any amount you paid by social security.
 - After 12 months benefit drops to 40% of high-3, minus 60% of social security.
 - Benefit is recalculated again at age 62 to represent the full amount the employee would have earned had they worked until age 62.

Can I buy my active-duty service?

Yes, qualifying service may be added. Please contact our office to start the process.

Where can I find more information?

- The OPM website: <https://www.opm.gov/retirement-center/fers-information/>
- The ABC-C Portal under Resources: <https://abc.army.mil/abc>
- The Government Retirement Benefits (GRB) platform (CAC enforced) <https://platform.chra.army.mil/>
- Email HRO Technician Services ng.ky.kyarng.mbx.hro-technician-services@army.mil