

# Course Details



**Title:** Advanced Employee Benefits Training

**Format:** Lecture, discussion, practical exercises, quizzes, case studies

**Duration:** 3-Days

## Retirement Coverage Determinations

- Historical Background
- New Hires, Rehires, Transfers and Conversions
- CSRS Coverage
- FERS Coverage
- FICA Coverage
- Senior Officials
- Five-Year Test
- FERS RAE & FRAE Coverage
- Special Coverage Rules
- Service Under Other Retirement Systems
- FERS Election Opportunities
- FERCCA Provisions and Determinations

## Civil Service Retirement System (CSRS)

- Creditable Civilian Service
- Deposit and Redeposit Service Rules
- DC Government
- Peace Corps and VISTA
- NAF Employment
- Service Under Other Retirement Systems
- TVA Service
- DC Police and Firefighters
- Military Service
- USERRA/National Guard Service
- Military Deposits
- Retirement Eligibility Requirements
- Special Group Employees
- Military Reserve Technicians
- Computation of Annuity
- Congressional Employees
- Special Group Employees
- CBPO Enhanced Retirement
- Enhanced Disability Computations
- Enhanced Survivor Computations
- Certifications of Special Group Service
- Computation of Annuity with Part-Time Service
- Survivor Benefits
- Coverage of Same-Sex Spouses

## Federal Employees Retirement System (FERS)

- Creditable Service
- Deposit and Redeposit Service Rules
- Peace Corps and VISTA
- NAF Employment
- Service Under Other Retirement Systems
- TVA Service
- DC Police and Firefighters
- Military Service
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- Enhanced Disability Computations
- Enhanced Survivor Computations
- Certifications of Special Group Service
- Computation of Annuity with Part-Time Service
- FERS Annuity Supplement
- Manual Computation
- Special Survivor Supplement
- Survivor Benefits
- Death of Employee
- Death of Former Employee
- Coverage for Same-Sex Spouses

## Workers' Compensation

- Eligibility
- Benefits Payable
- Bar Against Dual Compensation
- Workers' Comp versus Annuity
- Service Credit for Time in Receipt of Benefits
- OWCP Survivor Benefits

## **Uniformed Services Employment & Reemployment Rights Act (USERRA)**

- Basic Provisions and Requirements
- Restoration After Military Service
- National Guard Service
- Impact of Military Service on Benefits
- OWCP Survivor Benefits

## **Reemployed Annuitants**

- Eligibility for Reemployment
- Sick Leave/Annual Leave
- When Annuity Continues During Reemployment
- Retirement Coverage
- Treatment of Pay
- Computation Salary Offset
- Waivers of Salary Offset
- When Annuity Terminates During Reemployment
- Supplemental Annuity
- Redetermined Annuity
- Death in Service During Reemployment
- FEHB, FEGLI, TSP During Reemployment

## **Phased Retirement**

- Eligibility
- Basic Provisions
- Computation of Benefits

## **Thrift Savings Plan (TSP)**

- Nonpay Status Employee Contributions
- Return from Military Service
- Death benefits
- Designation of Beneficiaries
- Spouse Beneficiaries
- Court Orders
- Garnishment for Alimony or Child Support

## **Federal Employees Group Life Insurance**

- Components of FEGLI
- Accidental Death and Dismemberment
- Designation of Beneficiary
- Multiple Beneficiaries
- Designating a Trust
- Length of Time Designation
- Remains in Effect
- Living Benefits

- Assignment of Benefits

## **Federal Employees Health Benefits Program**

- Coverage During LWOP
- Eligible Children Requirement
- Coverage for Foster Child/Grandchild
- Children's Equity
- Coverage for Former Spouses