



# ***Department of the Army*** ***Preparing for Retirement Seminar***

Soldier for Life Retirement Services Office

4 February 2019



## Purpose

To provide an overview of the planning needed to prepare for retirement.

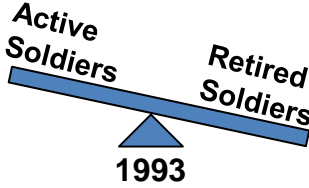


NOTE: This briefing is **not** designed to replace the Army Pre-Retirement Briefing provided by Retirement Services Officers!



# Population Served – and Still Growing

<u>Year</u>	<u>Active Soldiers</u>	<u>Retired Soldiers</u>
1920	204,000	6,000
1950	593,000	62,000
1960	873,000	122,000
1970	1,323,000	282,000
1980	777,000	425,000
1990	732,000	489,000
2000	482,000	526,000
2010	562,000	847,000
2017	476,243	972,065



In FY17, the Army paid \$20.4 Billion in retired and annuity pay to Retired Soldiers and surviving spouses





# Army Retirement Services

Current  
Population  
Served

Active Army	ARNG	USAR	Retired Soldiers	Surviving Spouses	Total
477,421	335,204	189,728	987,138	248,992	2.23M

## Pre-Retirement Policy

- 116 Retirement Services Officers
- Pre-Retirement Counseling
- SBP/RCSBP Counseling
- *Change of Mission* Newsletter
- MyArmyBenefits website
- Soldier for Life website

**Retirement is a process,  
not an event!**

## Post-Retirement Policy

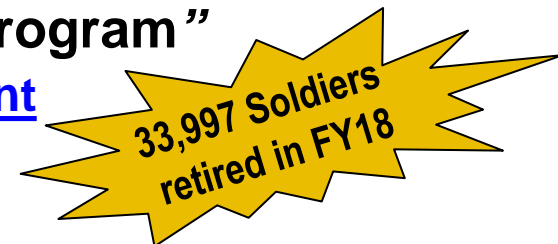
- Lifetime benefits advice & support
- Survivor Benefit Plan (SBP) assistance
- *Army Echoes* Newsletter & Blog
- CSA Retired Soldier & Installation Retiree Councils
- Retiree Appreciation Days

**Your mission has changed,  
but your duty has not!**



**AR 600-8-7 – “Retirement Services Program”**

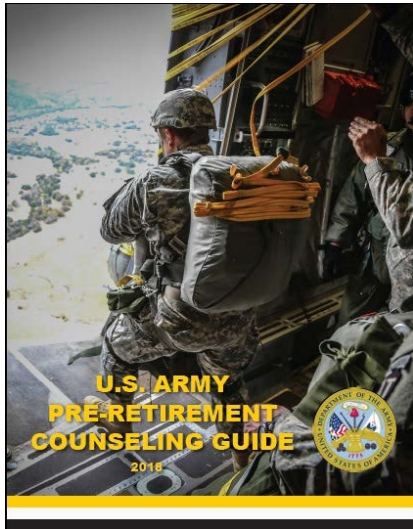
<http://soldierforlife.army.mil/retirement>





# The Army Retirement Services Website

<https://soldierforlife.army.mil/retirement/home>



## ABOUT US

The Army Retirement Services Office develops Army policy and oversees Army programs worldwide that prepare Soldiers and their Families for retirement, assist survivors of Soldiers who die on active duty, and serve Retired Soldiers, surviving spouses, and their Families until death in order to comply with federal laws, encourage Retired Soldiers to be a Soldier for Life, and improve recruiting and retention. In accordance with AR 600-8-7, Army Retirement Services develops Army policy and procedures for the Survivor Benefit Plan (SBP) program; publishes Echoes, the newsletter for Retired Soldiers and surviving spouses and their families; develops policy for the operation of the Army Retirement Services Program; and administers the Army Chief of Staff's (CSA) Retiree Council.

## RECENT ENTRIES

- [Hurricane Florence Tricare refill prescriptions](#)
- [Patrons Can Save On Critical Supplies](#)
- [How The Rules Work For You](#)
- [Exchange Makes Durable Medical Equipment Easier to Find for Military Communities](#)
- [How To Choose or Change Your TRICARE Provider](#)

## LATEST ANNOUNCEMENTS

- If you have less than 12 years of active military service or less than 4,320 Reserve Component retirement points on 31 December 2017, you are eligible to opt into the new Blended Retirement System (BRS) during 2018. Learn about BRS and get help making the decision by taking DOD's BRS Opt In Course now.



Survivor Benefit Plan

Former Spouse Information



# Change of Mission



- Official Army retirement planning publication for Soldiers with 17+ years of service
- Published electronically: JAN, APR, JUL, OCT
- Soldiers in all components with receive via **myPay** SmartDoc
- Available at <https://soldierforlife.army.mil/retirement/change-of-mission>
- Debuted at AUSA 2018
- First edition distro was on 15 OCT 2018 by email to 172K Soldiers in all components



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# Throughout Your Retirement Planning

- Gather and study information needed to make critical retirement decisions
- Discuss the information with your Family



# Some Planning Thoughts

## ***Two Years Prior to Retirement***

- Make fundamental life decisions and consider retirement locations
- Confirm when your active duty service obligation ends
- Review the Pre-separation Counseling Checklist with your SFL-TAP Counselor
- Identify Army and other service providers who will assist you

## ***12-24 Months Prior to Retirement***

- Attend installation RSO pre-retirement and SBP briefings
- Attend a SFL Transition Assistance Program (SFL-TAP) Employment Workshop
- Evaluate family requirements (education, care, employment, etc.)
- **Develop your Individual Transition Plan with action dates**
- Investigate health and life insurance alternatives
- Consider whether you will take transition leave or cash in unused leave

## ***12 Months Prior to Retirement***

- Receive post-government service employment restriction counseling
- Begin researching the job market and developing a resume

For a full list, visit: [https://www.sfl-tap.army.mil/pages/transition/preseparation\\_timeline.aspx](https://www.sfl-tap.army.mil/pages/transition/preseparation_timeline.aspx)





# *180-Day Restriction on Hiring Retired Military*

## **How does the 180-Day Restriction on Hiring Retired Military Impact Me?**

- The Department of Defense (DoD) has restrictions on hiring military members for DoD Federal civilian positions within 180 days of retirement. This includes and impacts military members on transition leave.
- Military retirees may not be appointed within 180 days after the effective date of military retirement as an appropriated fund (GS), or non-appropriated fund (NAF) civilian employee unless the position is covered by a special salary.
- The 180-day restriction is in place unless the hiring official requests and receives an approved waiver.



# Retirement Planning Step 1

Contact your Soldier for Life Transition Assistance Program (SFL-TAP) office for assistance in preparing for a career after military service



**TRANSITION ASSISTANCE PROGRAM**

*Start Strong • Serve Strong • Reintegrate Strong • Remain Strong*



# *Soldier For Life Transition Assistance Program*

- You may initiate the SFL-TAP process 24 months before retirement.
- You **MUST** complete the mandatory Pre-Separation Counseling at least 12 months prior to your effective retirement date.
- Soldiers need an average of 40 hours, spread over a 12-24 month period of time, to take advantage of SFL-TAP services.
- Consists of:
  - Pre-separation counseling
  - Job assistance workshops
  - Individual counseling
  - Job search resources
- SFL-TAP Home Page: <https://www.sfl-tap.army.mil>





# Retirement Planning Step 2

## Submit for Retirement



# *Applying for Active Duty Length of Service Retirement*

## • **How**

- Officer - Chapter 6, AR 600-8-24
- Enlisted - Chapter 12, AR 635-200

## • **When**

- Maximum: 12 months before desired retirement date
- Minimum: Officers – 9 months before start date of transition leave  
Enlisted – 9 months before retirement date

## • **Where**

- General Officers: Notify GOMO at (703) 697-7994/9466 (DSN 227)
- COL & LTC (P): Notify Colonels Management Office at (703) 602-8529 (DSN 332)
- JAG Retirements (703) 545-2028
- Chaplain Retirements (571) 256-8764
- Army National Guard: State AGR Office (T32); Human Capital Management (T10)
- All others: Local Military Personnel Office

CG, HRC is the retirement authority for officers with 20-30 years of service and SSG(P) and above not retiring at RCP.



## Other Retirement Considerations

- **Retirement date**

- 1<sup>st</sup> day of the month if for length-of-service
- any date for disability retirement

- **In lieu of PCS**

apply within 30 calendar days of alert for a retirement date no more than 6 months from the date of the PCS alert or the first day of the month after the officer attains 20 years AFS, whichever is later.

- **Active duty service obligation**

due to promotion, PCS, completion of military or civilian schooling, etc.

- **Transferring of GI Bill**

Four year service obligation incurred by transferring Post-9/11 GI Bill benefits to a dependent may not be waived.

- **Reassigned on a PCS**

must wait 1 year to retire (Officer AR 350–100, Enlisted AR 635-200 )



U.S. ARMY

## Post 9/11 GI Bill Transferability

- Since 1 August 2013, Soldiers who transfer Post-9/11 GI Bill education benefits to their dependents incur a **4-year service obligation**. Prior to that, the ADSO depended on when the benefits were transferred. Soldiers cannot retire until their service obligations are satisfied, with a few exceptions.
- 165 Soldiers left in FY13-15 w/o completing their ADSO.  
Result: AVG \$38K debt
- Starting 12 July 2019, eligibility to transfer benefits will be limited to service members with less than 16 years of total service (active duty service and/or selected reserves as applicable).
- The Service member will be considered to have completed previously approved Transfer of Education Benefits (TEB) service obligation under conditions listed in DoDI 1341.13, enclosure 3, para 3(g)(2).

For more information, contact HRC Education Incentives Section  
at 1-800-872-8272 or [usarmy.knox.hrc.mbx.tagd-post911gibill@mail.mil](mailto:usarmy.knox.hrc.mbx.tagd-post911gibill@mail.mil)



U.S. ARMY

# TEB Request Page (<http://milconnect.dmdc.mil>)



Sign Out | About Us | Contact Us | Help |

You are signed in as a sponsor:

- Home
- My Profile ▾
- eCorrespondence ▾
- Health Care ▾
- Education ▾
- ID Cards ▾
- Help ▾

## Transfer of Education Benefits

- TEB
- FAQs
- Contact Us

### Sponsor

Name:

Rank:

Status: Request Approved

Status Date: 2010-11-02

Obligation End Date: 2013-10-30

Approval Form

### Message from Your Service Component:

Please monitor the status of your transfer request by checking back periodically in TEB on the milConnect website for a status update. Please do not email [usarmy.knox.hrc.nbx.tagd-post911gbl@mail.mil](mailto:usarmy.knox.hrc.nbx.tagd-post911gbl@mail.mil) regarding the status of your transfer request. This email address is to be used only for eligibility questions or issues with a transfer request.

Next Steps

### Select the educational program from which to transfer benefits:

Post-9/11 GI Bill, Chapter 33

Relation	Name	Birth Date	Months	Begin Date	End Date	Revoke	Revoke Date
Spouse		1976-07-29	1	2010-10-31			
Child (ineligible)		1992-08-25	0				
Child		1998-10-01	35	2010-10-31			

[Submit Request](#) [Cancel Request](#)

\* If there are any questions regarding your family members, please contact your service personnel center.

\* To determine your remaining months of entitlement, contact The Department of Veterans Affairs at 1-888-GI-BILL-1 (1-888-442-4551) to speak with a Veterans Benefits Counselor or visit their website at <http://www.gbil.va.gov/>

### Transferability of Education Benefits Acknowledgements:

- a) I am eligible for the Post-9/11 GI Bill, the program I am applying to transfer.
- b) I understand I may transfer up to 36 months (or my remaining months of eligibility, whichever is less) of my education benefits to spouse and/or children, and can modify or revoke my election at any time.
- c) I understand that my spouse may use the benefit immediately and children (ages 18-26) after I have served 10 years.
- d) I understand and agree to remain in the Armed Forces for the period required. I understand that failure to complete that service may lead to an overpayment by the Department of Veterans Affairs for any payments made. (Service documentation will remain on file with the Service).
- e) I understand that I am responsible for any overpayments due to not completing my additional obligated term of service agreement.
- f) I understand that in order to request this transfer, if I'm eligible for the MGIB (Chapter 30, 38 USC), or the MGIB-SR (Chapter 1606, 10 USC) or REAP (Chapter 1607, 10 USC), I am

### Quick Links

- Transfer Education Benefits (TEB)
- Update Address
- Update Global Address List (GAL)
- Beneficiary Web Enrollment
- eBenefits (VA Portal)
- Family Subsistence Supplemental Allowance (FSSA)
- Joint Qualification System (JQS)
- Manage DS Logon Account
- RAPIDS Self Service
- RAPIDS Site Locator
- TRICARE Claims
- TRICARE for Guard and Reserve (TRS)
- TRICARE for Life (TFL)
- TRICARE North
- TRICARE South
- TRICARE West
- TRICARE Online
- TRICARE Overseas
- Verification of Military Experience and Training (VMET)



Privacy Act Statement

**TEB Obligation End Date (TEB OED) and TEB Approval Form (Adobe Acrobat icon)**





# Non-Regular Retirement

- **Retirement eligibility**
  - 20 years of creditable service for a length of service retirement
  - 15 years of creditable service for a medical retirement
  - If you completed 20 years:
    - Before 5 Oct 94: must serve last 8 years in a Reserve Component (RC)
    - From 5 Oct 94 to 24 Apr 05: must serve the last 6 years in a RC
    - On or after 25 Apr 05: No RC service requirement
- **Retirement Points = Retired Pay:** verify yours are correct now!
- **Reduced Age Retirement**
  - Eligibility age reduced below age 60, in 90-day increments, for qualifying periods of service within a fiscal year on or after 29 January 2008. After 1 October 2014, 90-day increments CAN cross fiscal year boundaries.
  - May not be reduced below age 50.
- **When to Apply to HRC:** Request retirement application or download from <https://www.hrc.army.mil/TAGD/Reserve%20Component%20Retirements>, 12 months prior to eligibility date. Submit to HRC NET 9 months and NLT 90 days prior to the date retired pay is to start.



# Retirement Planning

## Step 3

Contact your Retirement Services Officer  
and attend a Pre-Retirement Briefing

You may attend the pre-retirement briefing at any time.  
We strongly recommend that you attend BEFORE you apply for retirement



# Pre-Retirement Briefing Topics

- RSO Program
- Retired Pay & Taxes
- Cost of Living Allowances
- Transition Leave & PTDY
- Uniformed Services Former Spouses' Protection Act
- SGLI ➡ VGLI
- Shipping Household Goods
- Post-Service Employment and Ethics
- Space-A Travel
- ID Cards
- Combat-Related Special Compensation (CRSC)
- Concurrent Retirement and Disability Pay (CRDP)
- Retiree Mobilization
- Survivor Benefit Plan (SBP)
- MyArmyBenefits
- Staying Connected to the Army
- VA Benefits
- TRICARE
- Social Security

***The Soldier for Life - Transition Assistance Program is a separate program for all Soldiers leaving the Army***



# Calculate Your Retired Pay in 3 Steps

**Step 1**: Determine your DIEMS date (Date of Initial Entry into Military Service)

**Step 2**: Determine which pay plan you are eligible for based on your DIEMS date

**Step 3**: Use the appropriate formula to calculate your retired pay

## Where to validate your DIEMS

The brigade/installation Personnel Automation Section POC can correct DIEMS dates. The local finance office will correct the Defense Joint Military System. Once a Soldier's DIEMS date can be verified, the changes will be reflected on the ERB/LES.

***For a fast, personalized retired pay calculation, go to***

**<http://myarmybenefits.us.army.mil>**

**and click on the retirement calculator**



# Final Basic Pay Plan

(DIEMS Prior to 8 Sep 80)

**RETIRED PAY = (Years of creditable service x 2.5%)  
x Final Basic Pay**

- Commissioned service requirement
- Time-in-grade requirement
- **Full COLAs**
- Credit for all full months served (22 yrs 4 mos = 55.83%)

Years of service	20	21	22	23	24	25	26	27	28	29	30 thru 40
Final Pay Multiplier %	<b>50</b>	<b>52.5</b>	<b>55</b>	<b>57.5</b>	<b>60</b>	<b>62.6</b>	<b>65</b>	<b>67.5</b>	<b>70</b>	<b>72.5</b>	<b>75 - 100</b>

Or just go to <http://myarmybenefits.us.army.mil>  
for your personal retirement calculation



# High-3 Pay Plan

(DIEMS between 8 Sep 80 and 31 Jul 86)

**RETIRED PAY = (Years of creditable service x 2.5%) x  
average of highest 36 months basic pay**

- Typically an average of the last 36 months
- Commissioned service requirement
- **Full COLAs**
- Credit for all full months served (22 yrs 4 mos = 55.83%)

Years of service	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	<u>30 thru 40</u>
High-3 Multiplier %	50	52.5	55	57.5	60	62.5	65	67.5	70	72.5	75 - 100

Or just go to <http://myarmybenefits.us.army.mil>  
for your personal retirement calculation



## High-3 or REDUX Pay Plan

(DIEMS between 1 Aug 86 – 31 Dec 17)

**REDUX RETIRED PAY = (Years of creditable service x 2.5%) minus 1% for each year < 30 years x average of highest 36 months of basic pay**

- If you took the \$30K Career Status Bonus (CSB), you'll receive REDUX (**\*\*CSB is no longer available as of 31 December 2017\*\***)
- If you didn't take the CSB, you'll receive High-3 (refer to previous slide)
- REDUX: 2% per yr thru 20 yrs; 3.5% from 20-30 yrs; 2.5% thereafter
- **REDUX receives COLA minus 1%; one-time catch-up COLA at age 62; then COLA minus 1% after age 62**
- Credit for all full months served (22 yrs 4 mos = 48.17%)

Years of service	20	21	22	23	24	25	26	27	28	29	30 thru 40
REDUX Multiplier %	40	43.5	47	50.5	54	57.5	61	64.5	68	71.5	75 - 100
High-36/Final Mult. %	50	52.5	55	57.5	60	62.5	65	67.5	70	72.5	75 - 100

Or just go to <http://myarmybenefits.us.army.mil>  
for your personal retirement calculation



# Blended Retirement System Basics

(DIEMS on or after 1 Jan 18 or < 12 YOS/4,320 points as of 1 Jan 18 & opted-in to the BRS)

## Defined Benefit

*For non-regular retirement, at age 60 or earlier with creditable active service*

- Basic qualifications for retirement do not change
- The pension is still the primary component of military retirement

2.0% x

Years of Service

High-36 Month Average of Base Pay

Monthly Retired Pay



## Defined Contribution



Individual Contribution	Agency Automatic Contribution	Agency Matching Contribution	Total TSP Monthly Contribution
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

AFTER 60 DAYS

AFTER 2 YEARS

NOTE: Currently serving members who opted-in will see matching contributions immediately

## Continuation Pay

- Mid-career incentive designed to maintain force retention
- Payable at 8-12 years of service
- AC: 2.5x to 13x monthly basic pay (0.5x to 6x for RC)

## Lump Sum

- At retirement, may elect lump sum of 25% or 50% of retired pay from retirement to age 67
- At age 67, reverts back to full annuity

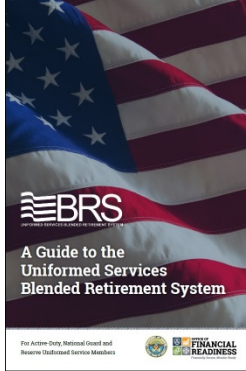




# Blended Retirement System

The DoD BRS Resource Page at

<https://militarypay.defense.gov/blendedretirement>



# Questions?



#RetirementJourney

#FactorFiction

#AskRobyn



# MyArmyBenefits

Featuring the personalized Blended Retirement Calculator!!

**MyArmyBenefits**  
The U.S. Army official benefits website

★ Home ★ Benefit Library ★ Benefit Calculators ★ News ★ Help

Search

pay with the Blended Retirement System Calculator

**PLANNING AND ASSISTANCE**

- Transition and Retirement Planning
- Survivor Benefits Planning
- Blended Retirement Calculator
- Casualty and Survivor Assistance

**DS LOGON**

A CAC or DS Logon Premium Account is required to access the MyArmyBenefits Calculators.

**REGISTER FOR DS LOGON**

**FEDERAL BENEFITS**

- By Category
- By Component
- By Life Event
- A to Z

**Need Benefits Help?**  
Contact Us

**BENEFIT NEWS**

**ESTIMATE YOUR RETIREMENT PAY**

Login to calculate an estimate of your retirement pay for any of the four retirement systems – Blended, High 3, Final Pay or REDUX.

MyArmyBenefits is the Official Army Benefits Website

Finding Your Benefits is as Easy as 1 - 2 - 3!

- Browse Over 150 Fact Sheets for Benefit Eligibility and Highlights
- Calculate Estimates of Your Survivor and Survivor Education Benefits
- Forecast Your Retirement Benefits

Special information is provided for severely injured Soldiers and their families in the Wounded, Ill and Injured section of the site and for surviving family members of fallen Soldiers in the Casualty and Survivor Assistance section. If you have questions or comments please contact us.

## Benefit Library

- Federal Fact Sheets
- State and Territory Benefits Fact Sheets
- Resource Locators

## Benefit Calculators

- Retirement
- Survivor Benefits
- Deployment Calculator

## Benefits Help Desk Operations

## Wounded Warrior Special Module

- Wounded Warrior / DRE Calculator
- Sustaining Income Calculator

## Casualty Operations Special Module

- Survivor Benefits Report

<https://myarmybenefits.us.army.mil>

Benefit Calculators link directly to DEERS information through CAC or DS Logon.



# Taxes\*

Federal taxes are due on all retired military compensation

## **No State Income Tax**

Alaska  
Florida  
Nevada  
New Hampshire  
South Dakota  
Tennessee  
Texas  
Washington  
Wyoming

## **No State Tax On Retired Pay**

Alabama	Michigan
Arkansas	Minnesota
Connecticut	Mississippi
Hawaii	Missouri
Illinois	New Jersey
Iowa	New York
Kansas	Ohio
Louisiana	Pennsylvania
Maine	West Virginia
Massachusetts	Wisconsin

## **Some State Tax On Retired Pay**

Arizona  
Colorado  
Delaware  
Georgia  
Idaho  
Indiana  
Kentucky  
Maryland  
Nebraska  
New Mexico  
North Carolina  
Oklahoma  
Oregon  
South Carolina  
Washington DC

## **State Tax on ALL Retired Pay**

California  
Montana  
North Dakota  
Rhode Island  
Utah  
Vermont  
Virginia

***You pay NO Social Security or Medicare tax on retired pay. You'll collect full Social Security benefits when you reach the age of eligibility!***

***Home of Residence is determining factor; not Home of Record!***

\*State taxes as of 23 October 2018. Conditions or limitations apply. Check state law. See the MyArmyBenefits state fact sheets at [http://myarmybenefits.us.army.mil/Home/Benefit\\_Library/State\\_Territory\\_Benefits.html](http://myarmybenefits.us.army.mil/Home/Benefit_Library/State_Territory_Benefits.html) for details.



# Retirement Planning

## Step 4

Schedule your  
retirement physical



# Retirement Physical



- Army requires a retirement physical
- **NET 6 months** and **NLT 1 month** before retirement/start of transition leave\*
- Your last record of active duty health
- Assists with claim for VA service-connected disability
- Most sites now provide combined Service and VA retirement physical

Use the results of your retirement physical to apply for VA disability benefits under the:

- Benefits Delivery at Discharge (BDD) Program (90-180 days left)
- Fully Developed Claim (1-89 days left)

VA goal is to start disability payments within 60 -120 days of retirement. Visit the VA web site at <http://www.va.gov> or call 1-800-827-1000

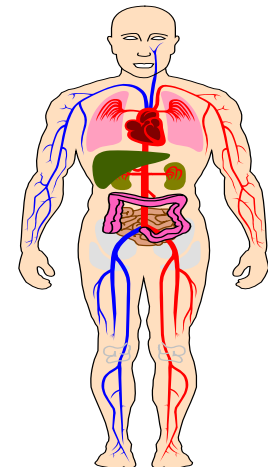
\* AR 40-501



# VA Compensation for Service-Connected Disability

## VA rates disabilities 0% - 100%

- Each % has an assigned dollar amount
- Basic rates effective 1 December 2018 (Veteran only): from \$140.05 (10%) to \$3057.13 (100%) (30% & higher = Extra dependent allowance)
- Tax free payments
- *For Retired Soldiers <50% disabled, disability pay offsets military retired pay \$ for \$*
- Free VA medical care for service-connected conditions
- 0% rating means a condition is service connected, but is not severe enough to merit disability pay





# CRSC & CRDP Comparison

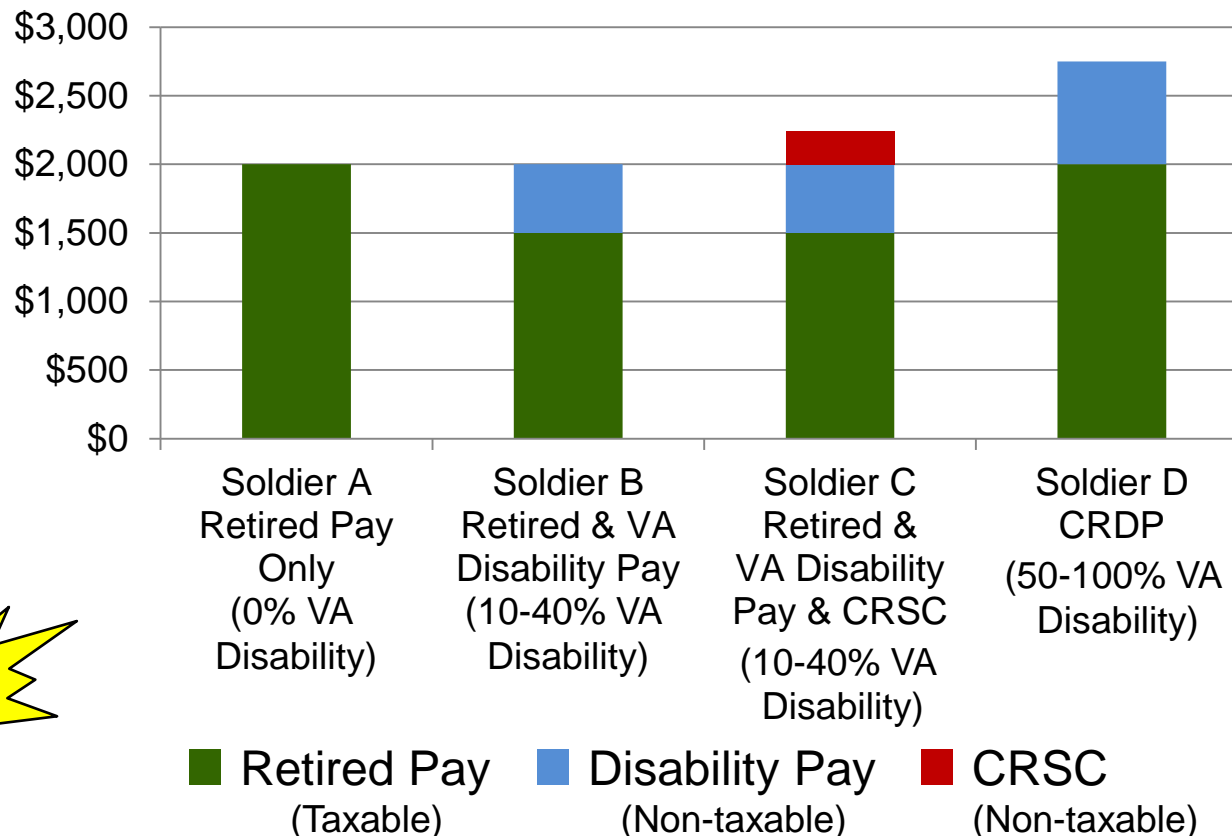
Combat Related Special Compensation	Concurrent Retirement and Disability Pay
<p><b>Combat related disabilities</b></p> <ul style="list-style-type: none"> <li>• Armed conflict (e.g. wounds)</li> <li>• Simulated combat (e.g. FTX)</li> <li>• Hazardous service (e.g. parachute duty)</li> <li>• Instrumentalities of war (e.g. combat vehicles)</li> </ul>	<p><b>Service connected disabilities</b></p> <p>Retired pay that would have been waived by the Soldier in order to receive disability pay is restored (i.e., no \$ for \$ off-set of retired pay)</p>
10%-100% disability rating (combat related)	50%-100% disability rating (service connected)
Not taxable; not divisible in divorce	Taxable; divisible in divorce
Receiving retired pay	20-year (Active or RC) or TERA retirement
Must apply to HRC	Automatic; no application required
<a href="https://www.hrc.army.mil/TAGD/Apply%20for%20CRSC">https://www.hrc.army.mil/TAGD/Apply%20for%20CRSC</a>	<a href="http://www.dfas.mil/retiredmilitary/disability/crdp.html">http://www.dfas.mil/retiredmilitary/disability/crdp.html</a>



# Retirement and Disability Payments

## Tying It All Together

Retired pay is reduced dollar-for-dollar by VA Disability Pay unless the Soldier qualifies for Concurrent Retirement and Disability Pay (CRDP)



**Example Only**

NOTE: All Soldiers retired at the same pay grade and years of service





# Healthcare Decisions . . .

See <http://www.tricare.mil> for more details



- **When On Active Duty**

- you are enrolled in TRICARE Prime and pay no fees
- your family members pay no enrollment fees, but must choose a TRICARE option and apply for enrollment in TRICARE Prime

- **When You Retire. *\*\*You must reenroll within 90 days of your retirement date to avoid a lapse in coverage.\*\****

- **TRICARE Prime** – Managed care option. MTFs are principal source of health care (100% covered)
  - ❖ Annual fee is \$594 per family or \$297 per individual plus co-pays for treatment at non-MTF TRICARE network providers.
- **TRICARE Select** – Fee for Service Plan. Schedule appointments with any TRICARE authorized provider.
  - ❖ Copays and cost shares based on the type of care and type of provider you see. Deductible of \$150 (individual), no more than \$300 per family.
- **TRICARE Young Adult** – for children between ages 23 and 26
  - ❖ Not subsidized by the Federal Government. Premiums are \$324 per month (Prime) or \$225 per month (Select), plus copays and cost shares.
- **TRICARE For Life** – Medicare wrap-around coverage. Supplements Medicare when you turn 65. Must have Medicare Part A & Part B.



# Healthcare Decisions . . .

## – **US Family Health Plan**

- Began as US Public Health Service hospitals
- TRICARE Prime Option for Retired Soldiers and eligible family members up to age 65.
- <http://www.usfhp.com/> or (800) 748-7347
- The annual fee is \$594 per family or \$297 per individual



## – **Department of Veterans Affairs**

- Vets separated under any condition other than dishonorable including Army Reserves or Army National Guard called to active duty by a federal order who completed the full period
- Some Vets may be required to pay a co-pay for treatment of their non-service connected conditions. Private health insurance may reduce or eliminate the co-pay.
- Most Vets must complete a financial assessment at time of enrollment
- <http://www.va.gov/health/> or 1-877-222-VETS (8387)





U.S. ARMY

## ***Federal Employee Dental and Vision Insurance Program (FEDVIP)***



- On January 1, 2019, the TRICARE Retiree Dental Program (TRDP) was replaced by the Federal Employee Dental and Vision Insurance Program (FEDVIP).
- Able to select from a choice of ten nationwide and regional dental carriers, to include Delta Dental.
- High and Standard plan options available with varying monthly premium rates based on coverage.
- Service members have 60 days from date of retirement to enroll in a FEDVIP dental and/or vision plan. (to avoid a lapse in coverage)
- Premiums can be deducted from retired pay.

Visit <https://www.benefeds.com/> for transition updates



# The Survivor Benefit Plan



A **critically important** part of pre-retirement planning for you and your Family!

A **financial foundation** for your retirement

RETIRED PAY **STOPS** WHEN THE RETIRED SOLDIER DIES!

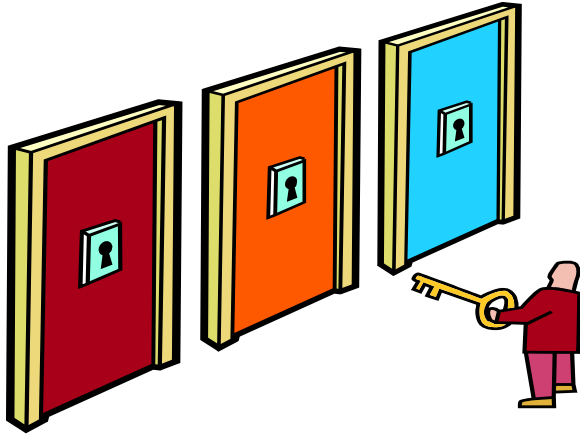


In FY17, 80% of Retiring Soldiers took SBP

<https://soldierforlife.army.mil/retirement/survivor-benefit-plan>



# SBP Elections . . .



- Must be made **before** retirement
- Are generally irrevocable, but **may** be cancelled with spouse's concurrence between months 25-36 following retirement
- Spouse concurrence is required **by law** if Soldier elects less than maximum SBP coverage for his/her spouse unless the election is for former spouse

## Six Election Categories

- Spouse Only
- Spouse & Children
- Children Only
- Former Spouse Only
- Former Spouse & Children
- Insurable Interest



## SBP Details

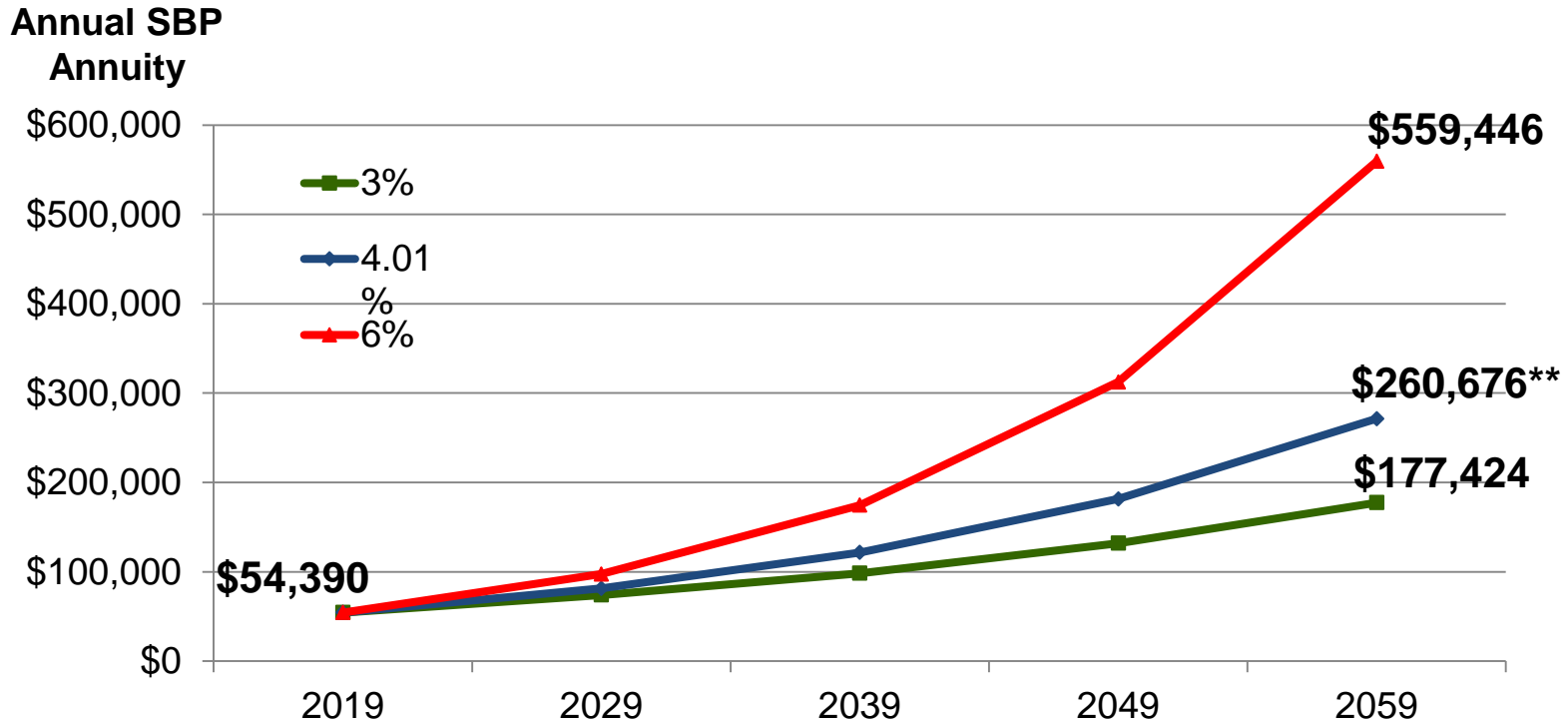
- Monthly annuity is 55% of the “base amount”
- Monthly Spouse cost is 6.5% of the “base amount”
- Spouse’s annuity paid forever (unless spouse remarries before age 55; if remarriage ends, annuity is reinstated)
- Child’s annuity is paid to age 18 (or age 22 or until death if totally incapacitated at age eligible for SBP)
- Annuity is increased by annual COLA
- Premiums are paid only when you have eligible beneficiaries. (Keep DFAS updated when beneficiaries change.)
- Former Spouse provisions
  - May be elected voluntarily, as a result of a court order in divorce; or a written agreement
  - May convert to spouse coverage upon the death of the former spouse

From \$300/mo up to full retired pay



# SBP Cost of Living Adjustments (COLA)

The effects of COLA on SBP over 40 years for a CSM who retires in 2019 with a \$8,241 SBP base amount and then dies on 1 JAN 2020.



**You pay in today's dollars for an SBP annuity paid in future dollars**

- **3% COLA** represents low inflation
- **4.01% COLA\*\*** represents inflation average over previous 40 years
- **6% COLA** represents moderate inflation

All calculations are before tax dollars made using DOD Office of the Actuary tables  
\*\* SOURCE: US Dept. of Labor, Bureau of Labor Statistics



# Spouse SBP Premium Payback Period

<u>SBP Premiums Paid</u>	<u>Premium Payback Period</u>
5 Years	8 Months
10 Years	1 Year, 1 Months
15 Years	1 Year, 6 Months
20 Years	1 Year, 10 Months
25 Years	2 Years, 2 Months
*30 Years	2 Years, 5 Months

\*No further cost after 360 premium payments (30 years)  
and age 70

SOURCE: DOD Actuary





# Impact of ID Card Changes at Retirement

- Soldier turns in Common Access Card (CAC)
- Retired ID card is not a CAC, so...
  - No access to DOD Enterprise Email
  - No access to CAC-enabled systems
  - Must change **myPay** account to commercial email
  - Must obtain DS Logon Account to access records and systems

**DS Logon:** Request an account online at  
<https://www.dmdc.osd.mil/identitymanagement>  
or visit an ID Card facility or VA Regional Office

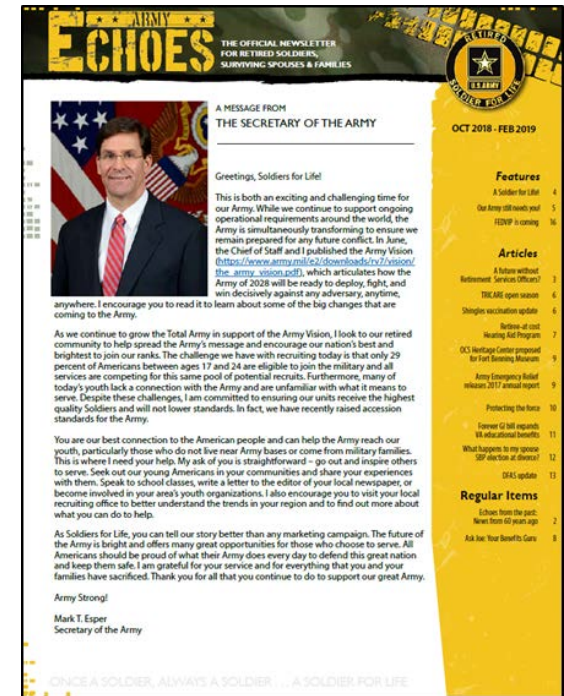


# Army Echoes

- Official Army publication for communicating with Retired Soldiers/Families
- 3 issues: FEB, JUN, OCT
- Apps for iPhone, iPad, Android phones
- All Retired Soldiers and SBP annuitants with **myPay** accounts now receive *Army Echoes* electronically at their email addresses in **myPay**.

**Change your email address in myPay to a commercial email address before you retire!**

- Receive *Army Echoes* **BEFORE** you retire! Subscribe at <https://soldierforlife.army.mil/retirement/echoes-subscription>
- Subscribe to the **Army Echoes Blog** to receive frequent news between editions at <https://soldierforlife.army.mil/retirement/blog>





# Soldier for Life Branding



Soldier for Life logo  
and window sticker



## TRANSITION ASSISTANCE PROGRAM

*Start Strong • Serve Strong • Reintegrate Strong • Remain Strong*



US Army  
Lapel Button



US Army  
Retired  
Lapel Button



US Army Retired ID Badge



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# **Retirement Services Officers (RSO)**

Every retiring/Retired Soldier and Family **WORLDWIDE** is supported by an RSO who gives pre-retirement briefings and answers questions one on one.

**Joint Base Myer-Henderson Hall Retirement Planning Briefing:** The briefings are held in the community center, bldg. 405, on the 1<sup>st</sup> Tuesday of each month, from 0800-1200. RSO contact information (703) 696-5948, email [usarmy.jbmhh.asa.mbx.hrd-rso@mail.mil](mailto:usarmy.jbmhh.asa.mbx.hrd-rso@mail.mil)

**Fort Belvoir Retirement Planning Briefing:** The briefings are conducted on the 1<sup>st</sup> or 2<sup>nd</sup> Wednesday of every OTHER month, at the Barden Education Center (Bldg 1017), 0800-1230. RSO contact information (703) 806-4551/4084, email [gwendolyn.s.lott.civ@mail.mil](mailto:gwendolyn.s.lott.civ@mail.mil), to verify the date and register.

**Fort Meade Retirement Planning Briefing:** The briefings are held on the 2<sup>nd</sup> Thursday of each month at the Max J. Beilke Building, 2234 Huber Rd, Ft. Meade, MD, in classroom 4. Reservations are required (check the website at <http://www.ftmeade.army.mil/directorates/dhr/mpd/rso/rso.html>). RSO contact information (301) 677-9600/9434, email [armyrsomeade@mail.mil](mailto:armyrsomeade@mail.mil)



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# Where Do You Find Retirement Information?

- Army G-1 Retirement Services Office Homepage  
<https://soldierforlife.army.mil/retirement/home>
  - DA Pre-Retirement Counseling Guide
  - USAR & ARNG Non-Regular Retirement Guides
  - DA Survivor Benefit Plan (SBP) Briefing
- MyArmyBenefits at <https://myarmybenefits.us.army.mil/>
- Army Installation Retirement Services Officers (RSOs)  
<https://soldierforlife.army.mil/retirement/contact-us>
- HRC Reserve Retirements Branch  
<https://www.hrc.army.mil/TAGD/Reserve%20Component%20Retirements>
- USAR Regional Support Command RSOs listed at:  
<https://soldierforlife.army.mil/retirement/reserve-component-retirement-services>
- State RSOs can assist National Guard Soldiers  
<https://myarmybenefits.us.army.mil/benefit-library/state/territory-benefits>
- SBP vs. Life Insurance Comparison tool  
<https://actuary.defense.gov/Survivor-Benefit-Plans/>



## For more information

### **Army**

<https://soldierforlife.army.mil/retirement/home>



### **Air Force**

<https://www.retirees.af.mil/>

### **Navy**

[https://www.public.navy.mil/bupers-npc/support/retired\\_activities/Pages/default.aspx](https://www.public.navy.mil/bupers-npc/support/retired_activities/Pages/default.aspx)

### **Marine Corps**

<https://www.manpower.usmc.mil/webcenter/portal/MRAHome>

### **Coast Guard**

<https://www.dcms.uscg.mil/ppc/ras/>



# Thank you for your service!!

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## QUESTIONS?

