

**FISH AND WILDLIFE SERVICE  
PERSONNEL**

**Personnel**

**Part 228 Insurance and Annuities**

**Chapter 5 Federal Employees Health Benefit Premiums while on Active Military Duty      228 FW 5**

**5.1 What is the purpose of this chapter?** This chapter explains our policy for extending Federal Employees Health Benefits (FEHB) Program coverage and for reimbursing the employee's share of FEHB premiums for our employees called to active duty.

**5.2 What is the policy?** For employees who are called to active duty and who meet certain requirements, we provide extended FEHB coverage for up to 24 months. For employees meeting certain requirements, we may also reimburse them for their share of FEHB premium payments.

**5.3 What are the authorities for this policy?**

- A. National Defense Authorization Act for 2005 (Public Law 108-375).
- B. Veterans' Benefits Improvement Act of 2004 (Public Law 108-454).
- C. Departmental Personnel Bulletin 03-10, Payment of Federal Employee Health Benefit Program Premiums for Employees Called to Active Duty.

**5.4 Who is eligible to receive extended FEHB coverage and reimbursement of premium payments?**

**A.** We provide extended FEHB coverage and reimburse the employee's share of FEHB premiums for up to 24 months for employees who:

(1) Are members of a reserve component of the armed forces called to active duty in support of a contingency operation. A contingency operation is a military operation designated by the Secretary of Defense where the United States is or may become involved in military actions, operations, or hostilities against an enemy or an opposing force.

(2) Elect to continue FEHB coverage while in a non-pay status on or after September 14, 2001,

(3) Are placed on leave without pay or separated from service to perform active duty, and

(4) Are required to serve on active duty for more than 30 consecutive days.

**B.** We provide extended FEHB coverage (but do not pay the employee's share of the premiums) for up to 24 months for employees who:

(1) Are members of a reserve component of the armed forces called to active duty (though not in support of a contingency operation) (e.g., an employee called to duty to help with a national disaster),

(2) Elect to continue FEHB coverage while in a non-pay status on or after December 10, 2004,

(3) Are placed on leave without pay or separated from service to perform active duty, and

(4) Are required to serve on active duty for more than 30 consecutive days.

**5.5 How do employees get reimbursed for their share of the FEHB premiums?**

**A.** To get reimbursed, you must send the following to your servicing human resources office:

(1) A written request for reimbursement, and

(2) A copy of your official military orders.

FISH AND WILDLIFE SERVICE  
PERSONNEL

Personnel

Part 228 Insurance and Annuities

Chapter 5 Federal Employees Health Benefit Premiums while on Active Military Duty 228 FW 5

B. When your servicing human resources office receives these documents, they will send your request to the National Business Center.

C. You will receive payment through an Electronic Funds Transfer.



**Deputy** DIRECTOR

Date: August 23, 2007