

Comparison of Phased Retirement, Reemployed Annuitant, NDAA, Part-Time and Temporary NTE Appointments					
Formal Title	Phased Retirements (PR)	Reemployed Annuitants (F/T)	NDAA - Reemployment with Dual Compensation	Permanent Part-Time (16 to 32hrs per week)	Temporary Appointment not to exceed
<b>Effect on Salary</b>	50% Salary + 50% Annuity	With Salary Offset	Without Salary Offset	Without Salary Offset	Without Salary Offset
<b>Eligibility Requirements</b>	Must be eligible for optional retirement - CSRS 55+ 30 years, 60+ 20 years or 62+ 5 years - FERS 55-57+ 30 years, 60+ 20 years or 62+ 5 years - Must have been on a full-time work schedule for 3 years immediately prior to entering - Must mentor 20% of time	Must be a retired Federal employee and may not be working for any other Federal agency.	Must be a retired Federal employee, must not be working for any other Federal agency.	Must be willing to work less than full-time hours.	Must be willing to work for a limited time.
<b>Exclusions</b>	Employees currently on a part-time basis cannot apply for phased retirement. Also, the following positions are not eligible for phased retirement: law enforcement officers, firefighters, nuclear material couriers, air traffic controllers, members of the Capital Police, most customs and border protection officers (except for certain customs and border protection officers hired prior to July 6, 2008), and employees covered by special work schedule authority that does not allow for regularly recurring part-time schedule (such as firefighter covered by 5 U.S.C 5545b or a nurse covered by 38 U.S.C 7456 or 7456A)	None	None	None	None

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<b>Unique Forms/Documentation required</b>	SF-3116 Phased Employment/Phased Retirement Form, FWS Phased Retirement Agreement, and Information and Instructions for Completing an Application for Phased Retirement (under CSRS - SF-2825 and under FERS - SF-3117).	Resume, SF-50 showing retirement from Federal service, Statement from employee indicating not currently working for any Federal agency, approved position description (PD) and approved FPPS action.	Resume, SF-50 showing retirement from Federal service, statement from employee indicating not currently working for any Federal agency, memo approved by the Director, approved position description (PD), and approved FPPS action.	Position description, and temporary appointment agreement.	Position description, and temporary appointment agreement.
<b>Classification</b>	Remains on same position description. FPPS schedule indicator changed to part-time.	Approved position description required.	Approved position description required.	Remains on same position description.	Approved position description required.
<b>Pay Issues</b>	Employee receives 50% of their regular pay and 50% of their retirement annuity.	Salary is offset by retirement annuity payments	Dual Compensation Waiver - salary is NOT offset by retirement annuity	Salary is based on the number of hours worked. Leave balances are prorated based on the number of hours worked.	Salary is based on the number of hours worked. Leave balances are prorated based on the number of hours worked.
<b>Vacancy announcement required?</b>	No	Yes - ICTAP eligibles.	Yes - ICTAP eligibles.	Yes - ICTAP eligibles.	Yes - ICTAP eligibles.
<b>Program Requirements (time limit, completion date, etc.)</b>	Appointment limited to 2 years. Recommended appointments to be made in 6-month increments. Phased retirement can end at the end of the agreement period, or any time if the employee decides to return to full-time status or retire. NOTE: Going from PT to FT may impact a retiree's annuity salary calculation, so the decision to return to full-time should be weighed carefully.	A vacancy announcement must be advertised to clear ICTAP before a reemployed annuitant can return to service.	A vacancy announcement must be advertised to clear ICTAP before a reemployed annuitant can return to service. Must be a temporary and part-time appointment.	Appointment is for 1 year with the option to renew for 1 year. 2-year maximum on temporary appointments.	Appointment is for 1 year with the option to renew for 1 year. 2-year maximum on temporary appointments.

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<b>Financial Impact to the Service</b>	Same as full-time employees	The service pays the difference between employee salary and OPM annuity through payroll and reimburses annuity costs to OPM.	Part-time employee paid on an hourly basis, may or may not have associated benefits costs.	Hourly, may or may not have benefits.	Hourly, may or may not have benefits.
<b>Federal Employees Health Benefits (FEHB)</b>	Enrollment stays with employing agency. Premiums transfer to OPM upon FULL RETIREMENT. Employees who change duty stations will maintain current enrollment unless they become eligible to make enrollment changes. Upon transitioning to full retirement, FEHB coverage continues unless it is cancelled or terminated.	Enrollment can be transferred from OPM to employing agency. - If reemployed in position that conveys full eligibility, the employee may participate in premium conversion (pre-tax status).	Deducted from annuity - No benefit costs to FWS	Paid on part-time basis	None (If appointment will be for more than 90 days and the work schedule is 32.5 hours per week or greater, then the employee is eligible for FEHB)
<b>Federal Employees Group Life Insurance (FGLI)</b>	Enrollment stays with employing agency. Coverage is based on FT salary. Premiums transfer to OPM upon FULL RETIREMENT.	OPM can retain coverage. - OR Annuitant can elect coverage with employing agency (pre-tax option). - If reemployed annuitant waives life insurance as an employee, coverage is also waived as an annuitant.	Deducted from annuity	Based on employee's annual salary	Ineligible.
<b>Federal Employees Dental &amp; Vision Insurance Program (FEDVIP)</b>	Eligible	Premium is deducted from gross salary.	Deducted from annuity	Eligible.	Ineligible
<b>Flexible Spending Account (FSA)</b>	Eligible	Coverage is same as full-time employee. - Can opt to maintain coverage as an annuitant or employee	Ineligible	Eligible	Ineligible

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<b>Federal Long Term Care Insurance Program (FLTCIP)</b>	Eligible	Coverage is same as full-time employee. Can opt to maintain this coverage as an annuitant or employee	Deducted from annuity	Eligible	Ineligible
<b>Thrift Savings Plan (TSP)</b>	Eligible. Subject to annual limits	Eligible - Subject to annual limits	Ineligible	Eligible - Subject to annual limits	Ineligible
<b>Social Security Insurance Benefits</b>	If eligible to draw benefits starting at age 62, subject to "earnings test" until full retirement age	If eligible to draw benefits starting at age 62, subject to "earnings test" until full retirement age	If eligible to draw benefits starting at age 62, subject to "earnings test" until full retirement age	If eligible to draw benefits starting at age 62, subject to "earnings test" until full retirement age	If eligible to draw benefits starting at age 62, subject to "earnings test" until full retirement age
<b>Leave Accruals</b>	Receives appropriate hours of sick leave and hours of annual leave per pay period depending on how long they've been with the Service	Earn at regular rate	Prorated according to number of hours worked	Prorated according to number of hours worked	Prorated according to number of hours worked
<b>Federal Annuity</b>	<p><u>Initial phased retirement</u></p> <ul style="list-style-type: none"> <li>- Not entitled to the Special FERS Retirement Supplement until they are in full retirement status. Unused sick leave is not used in computing initial phased retirement.</li> </ul> <p><u>Final Phased Retirement:</u></p> <ul style="list-style-type: none"> <li>- Phased retiree may voluntarily apply at any time for final phased retirement.</li> <li>- Pension will be re-computed based on additional service.</li> <li>- Sick leave is used to compute final phased retirements.</li> </ul>	Reemployment may increase your annuity and death benefits. (a) <u>Supplemental Annuity</u> - an annuity that is added to your present annuity if employed on a full-time continuous basis for at least 1 year. (b) <u>Recomputed Annuity</u> - replaces your present annuity if your reemployment continues for at least 5 years, or the part-time equivalent, <i>and</i> you must qualify for retirement at separation.	OPM annuity continues	In annuity computation: Part-time service is prorated to reflect the difference between full-time and part-time service.	Ineligible