



Department of the Army Retirement Planning Seminar

Soldier for Life Retirement Services Office

23 September 2020



Purpose

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



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

Army Retirement Services



Retirement is a process,
not an event!

Retirement Planning Policy

Your mission has changed,
but your duty has not!

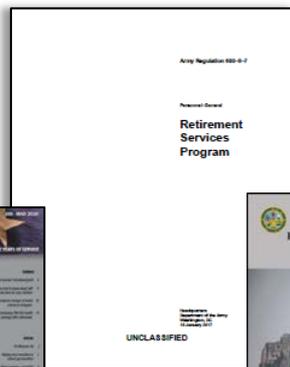
Post-Retirement Policy

MyArmyBenefits
The U.S. Army official benefits website

U.S. Army Retirement Planning Guide 2020

Department of the Army Retirement Planning Briefing
HQ, Army Retirement Services
278 Kilo Street S., Suite 200
Arlington, VA 22202-3531
1 June 2020

CHANGE YOUR MISSION
Why your spouse should be your retirement planning partner



MyArmyBenefits
The U.S. Army official benefits website

RETIRED SOLDIER

ECHOES
The Echoes of War Blog

RETIREE APPRECIATION DAYS
Receive benefits information, renew acquaintances and ID Cards, get medical checkups, and more. Some RADs include dinners or golf tournaments. For more information, contact the Retiree Appreciation Days (RAD) office.

Date	Location	Date	Location
Apr 21	Coppell, TX	Oct 11	Fort Bliss, TX
Apr 27	Fort Lee, VA	Oct 12	Fort Lee, VA
May 1	Fort Belvoir, CO	Oct 13	Fort Belvoir, CO
May 14	Fort Belvoir, CO	Oct 14	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 15	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 16	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 17	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 18	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 19	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 20	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 21	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 22	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 23	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 24	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 25	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 26	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 27	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 28	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 29	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 30	Fort Belvoir, CO
May 18	Fort Belvoir, CO	Oct 31	Fort Belvoir, CO

Active Army
115,195

ARNG
38,414

USAR
34,838

Retired Soldiers
997,404

Surviving Spouses
249,790

FY19: 29,224 Soldiers retired

FY19: \$21.8B in retired and annuitant pay



<https://soldierforlife.army.mil/Retirement>

RETIRED SOLDIER

Soldier Retired Soldier Veteran Family Educator Employer Community Organization

Army Echoes, the Army's newsletter for Retired Soldiers, and Change of Mission, the Army's military retirement planning newsletter, were recently published. Download them from the [Army Echoes](#) and [Change of Mission](#) pages.



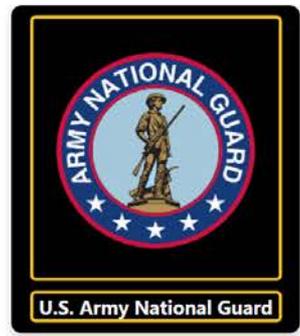
Retirement Planning



Post Retirement



U.S. Army Reserve



U.S. Army National Guard



Army Echoes Newsletter



Army Echoes Blog



Change of Mission



Retiree Appreciation Days



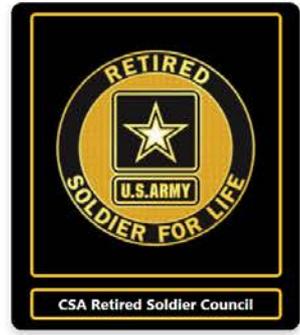
Surviving Spouses



Former Spouses



Survivor Benefit Plan (SBP)



CSA Retired Soldier Council



Change of Mission

- U.S. Army's official retirement planning newsletter for Soldiers in all three components with 17+ years of service
- Published via **myPay** SmartDoc in Jan, Apr, Jul and Oct
- Sent to 188K Soldiers quarterly. If you didn't receive it, check your email address in **myPay**
- Available at <https://soldierforlife.army.mil/retirement/change-of-mission>

CHANGE MISSION
THE OFFICIAL NEWSLETTER FOR SOLDIERS WITH 17 OR MORE YEARS OF SERVICE
JUL - SEP 2020

A Message from the Chief of Army Reserve

Team,
For those of you nearing retirement, know that your service is greatly appreciated. As you move on to your next mission, remember that you are a Soldier for Life – continue to demonstrate what right looks like and live the Army values.

You have earned the respect and gratitude of the nation and the benefits you are now eligible for are well-earned. The sooner you know what they are, the better prepared you will be on your new road to awesome.

What you need to know
It comes up on you fast. Start preparing yourself and your family for retirement two years prior to your targeted military retirement date.

Retirement Planning Seminars: Now is the time to set yourself up for success, and Army Reserve Retirement Services Officers (RSOs) are there to ensure you have all of the tools you need for a successful transition. From DFAS to TRICARE and Veterans Affairs – RSOs will connect you to critical resources and help you understand your options and benefits. Plan to attend one when your 18th year of service rolls around.

The clock starts when you receive your 20-year letter. You have a 90-day window to accept, decline or reduce coverage under the Reserve Component Survivor Benefit Plan (RCSBP). By law, Soldiers who do not respond within 90 days automatically receive full coverage, so be prepared to make the best choice for you and your family.

You are always a part of this team. As you look to the future, know that the follow-on generations are yours to coach, teach, inspire and motivate. You are America's Army Reserve's best recruiter, and I look to you to continue your calling – tell your Army Reserve story, and share what this squad did for you during the last few decades of your Army journey. Continue to model what right looks like; draw on your own experience to inspire young Americans to join this team.

Thanks for all you – your family and your employer – have done throughout your career to serve the people of the United States as a guardian of freedom and the American way of life. It's been the honor of a lifetime to be able to serve with you as the quarterback of this squad. I'll see you down the road to awesome.

Keep Pounding ...
Double Eagle 6

Lt. Gen. Charles D. Luckey
Chief of Army Reserve and Commanding General,
U.S. Army Reserve Command

GOING GRAY
Approximately 5,800 Army Reserve Soldiers transition to the "Gray Area" each year. And for every Army Reserve Soldier who serves the nation long enough to retire, there is a well-organized plan that includes an explanation of the retirement and benefits resources available, and subject matter experts to assist them through the process. (cont. on p. 3)

YOUR MISSION WILL CHANGE. BUT YOUR DUTY WILL NOT!

Features

- Army announces new Retired Soldier shoulder sleeve insignia 3
- Financial planning for transition: TRICARE 4
- Financial planning for transition: TRICARE for RC Soldiers 5
- ETS Sponsorship Program 9

Articles

- Recognition is a leadership responsibility 2
- Yes, VA Solid Start is calling 7
- Backlog down the Reserve Component SRP options 7
- ROTC instructors demonstrate resiliency to students during pandemic 10
- That's a wrap! Season 4 of the SPL Podcast is online! 11
- It's your decision, but you're not alone. MyArmyBenefits will help 12
- Army Emergency Relief 13
- Seven academic boosters for veterans transitioning to a civilian career 14
- How VA disability compensation can affect your retired pay 15
- Retiring Soldier TSP options 15

Regular Items

- Lessons Learned 6
- Ask Joe: Your benefits guru in case you missed it! 13
- Upcoming Army Reserve retirement planning training 13



Throughout Your Retirement Planning

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



MilSpouse Money Mission

<https://www.milspousemoneymission.org/>

COVID-19 and Payroll Tax Deferral Information. [Click here.](#)

MilSpouse Money Mission
EDUCATE • EMPOWER • ELEVATE

Home About Money Ready MilLife Milestones Videos Blog Resources

MilLife Milestones

Military life is a journey. While it can be challenging, we're here to support you with information to help you make smart money moves during life's big moments.

- New Spouse
- First Child
- Promotion
- TSP Vesting
- Pre-Deployment
- Post-Deployment
- PCS
- Continuation Pay
- Separation
- Retirement

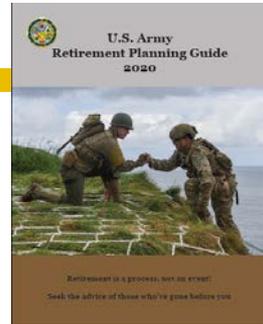


The DoD does not endorse any private organization or entity.

MilSpouse Money Mission™: Our mission is to educate and empower military spouses to elevate their families by making smart money moves.



The Retirement Planning Timeline



TRANSITION ASSISTANCE PROGRAM
Start Strong • Serve Strong • Reintegrate Strong • Remain Strong

2020 U.S. Army Retirement Planning Guide

36 months

- Gather resources
- Retire where?
- Retire when?
- Determine service providers
- Create major decision timeline
- Plan to work? School?
- Consider credentialing & internships
- Start transition savings fund

18-24 months

- PCS move before retirement?
- Required service obligations?
- Retired pay estimate
- Attend TAP
- Attend RSO Seminar



6-12 months

- Apply for retirement
- Preseparation transition checklist
- Start active job search
- Finalize PTDY & leave plan
- Interview/post-retirement wardrobe purchases



12-18 months

- Medical/dental care catch up
- College applications?
- Start employment networking
- SBP and life insurance
- Investigate healthcare options

6 months to 1 month

- Retirement physical
- Start active job search & PTDY
- Change myPay email
- Schedule final move
- Househunting
- BRS lump sum application
- Transition leave starts
- Hand over job responsibilities
- Apply for VA disability compensation

Retirement month

- Retirement ceremony
- Survivor Benefit Plan election
- Outprocessing/DD 214
- Get medical records
- HHG move
- Will/POA update

0-6 months after

- New ID cards
- Apply for TRICARE
- New job starts
- VGLI?
- CRSC?





Army Transition Assistance Program (Army-TAP)

- You may initiate the Army-TAP process 24 months before retirement.
- You **MUST** begin the Army-TAP process and complete the mandatory Pre-Separation Counseling no later than 365 days before your effective retirement date.
- Soldiers need an average of 40 hours, spread over a 12-24 month period of time, to take advantage of Army-TAP services.
- Consists of:
 - Pre-separation counseling
 - Job assistance workshops
 - Individual counseling
 - Job search resources
- Army-TAP Home Page: <https://www.sfl-tap.army.mil>





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.



Mandatory Retirement Planning Seminar topics

- RSO Program
- Retired Pay & Taxes
- Cost of Living Adjustments
- 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 Army - Transition Assistance Program
is a separate program for all Soldiers leaving the Army***



U.S. ARMY

Mandatory Retirement Planning Seminar

Due to COVID-19 Restrictions, in-person Mandatory Retirement Planning Seminars are not currently available. IAW ALARACT 041/2020, the briefing is currently available online at <https://soldierforlife.army.mil/Retirement/retirement-planning>

You should plan on completing the Mandatory Retirement Planning Seminar at least 12 months prior to retirement. There is a lot of information available at the link listed above that you will find extremely useful, to include a Retirement Planning Guide as well as slides, brochures and useful links.



Retirement Considerations

- **Retirement date**

- 1st 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 attaining 20 years AFS, whichever is later.

- **Active duty service obligation**

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

- **Reassigned on a PCS**

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



U.S. ARMY

Transferring your Post 9/11 GI Bill

(<http://milconnect.dmdc.mil>)

- Since 1 August 2013, Soldiers who transfer Post-9/11 GI Bill education benefits to their dependents incur a **4-year service obligation**.
- If you retire without completing your service obligation, you will incur a debt.

The screenshot shows the milConnect website interface. The main content area is titled "Transfer of Education Benefits" and includes a "Sponsor" section with the following details:

- Name: [Redacted]
- Rank: [Redacted]
- Status: Request Approved
- Status Date: 2010-11-02
- Obligation End Date: 2013-10-30
- Approval Form: [Adobe Acrobat icon]

A green callout bubble contains the text: "TEB Obligation End Date (TEB OED) and TEB Approval Form (Adobe Acrobat icon)".

Below the sponsor information, there is a section for selecting an educational program, with "Post-9/11 GI Bill, Chapter 33" selected. A table lists dependents:

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

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



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.



U.S. ARMY

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 of service before 25 April 2005, you will have a reserve component 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. Effective 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/content/Gray%20Area%20Retirements%20\(GAR\)%20Branch](https://www.hrc.army.mil/content/Gray%20Area%20Retirements%20(GAR)%20Branch), 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.
- *The MyArmyBenefits retirement calculator automatically pulls your points from iTAPDB!*



U.S. ARMY

Calculate Your Retired Pay in 3 Steps

Step 1: Determine your DIEMS date (Date of Initial Entry into Military Service). **This is the date of your initial service contract. This date does not change regardless of breaks in service or changes in duty status.

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 <https://myarmybenefits.us.army.mil/Benefit-Calculators/> 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 %	50	52.5	55	57.5	60	62.6	65	67.5	70	72.5	75 - 100

Or just go to <https://myarmybenefits.us.army.mil/Benefit-Calculators/>
for your personal retirement calculation



High-36 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 <https://myarmybenefits.us.army.mil/Benefit-Calculators/>
for your personal retirement calculation

High-36 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 <https://myarmybenefits.us.army.mil/Benefit-Calculators/> for your personal retirement calculation

Blended Retirement System



(DIEMS on or after 1 Jan 18 OR opted in during 2018)

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%

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

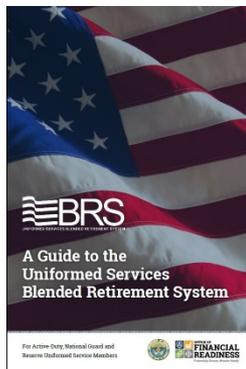
- At retirement, may elect lump sum of 25% or 50% of retired pay from retirement to age 67
- At age 67, reverts back to full annuity

Blended Retirement System



The DoD BRS Resource Page at

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



Questions?

MILITARY COMPENSATION

HOME ABOUT BLENDED RETIREMENT PAY CALCULATORS BENEFITS REFERENCES

BRS

UNIFORMED SERVICES BLENDED RETIREMENT SYSTEM

JANUARY 1 2018

SMA DANIEL A. DAILEY
SERGEANT MAJOR OF THE ARMY

Resources

- How to Opt Into BRS
- DFAS myPay (Army, Navy & Air Force)
- Marine Online (MOL) Marine Corps
- Direct Access (Coast Guard & NOAA Corps)
- Service Member's Guide to the Blended Retirement System
- Frequently Asked Questions (2016)
- 5-step Retirement Decision Checklist
- Introduction to Blended Retirement (.ppt 8/2017)
- BR 1 sheets**
 - Eligibility
 - Defined Contribution
 - Defined Benefit
 - Continuation Pay
 - Lump Sum Option
- BRS for Military Spouses
- Leader Pocket Card
- Continuation Pay Rates-2018 (4/2018)
- CY2018 Lump-sum Discount Rate
- CY2019 Lump-sum Discount Rate
- BR 1 infographics**
 - New Accession Infographic (active duty)
 - New Accession Infographic (Guard/Reserve)
- Poster: BRS Road to Retirement
- Poster: Are You Opt-In Ready
- TSP: Coffee Cup Contribution Plan
 - TSP: Focus on more savings in retirement
 - TSP: Walk the red carpet to retirement
- Active Component Webinar on Blended Retirement (8/2016)
- Reserve Component Webinar on Blended Retirement (10/2016)
- TSP Q&As about Opting into the BRS (8/2017)
- National Guard and Reserve Retirement Point Verification

News Stories

BRS vs. High-3 Legacy: Everything to Know About Your Retirement Choices

DoD Educates Military Spouses on BRS

Blended Retirement to take effect Jan. 1

One of the most wide-reaching and significant changes to military pay and benefits over the last 70 years goes into effect Jan. 1, 2018, with the implementation of the Uniformed Services Blended Retirement System, known as BRS.

DoD Launches Blended Retirement System Comparison Calculator

The Defense Department has launched a comparison calculator for eligible service members to analyze their estimated retirement benefits under the legacy system and the new Blended Retirement System.

Troops to Receive Training on Military's New Blended Retirement System

The Defense Department has launched mandatory training for eligible service members about their options under the "Blended Retirement System" nearly a year before that new system goes into effect on Jan. 1, 2018, Defense Department officials said.

More Stories

- Nat'l In For Life? Let's Talk Retirement Anyway
- DoD Ramps Up Training on Blended Retirement System
- DoD Plans Benefit Revision With 'Blended Retirement'
- DoD Sends Blended Military Retirement Proposal to Congress

Training

- BRS New Accessions Course
- Zio File 1 of 2 (11/2017)



JOIN THE CONVERSATION

ON twitter & facebook

#blendedretirement

facebook

#RetirementJourney

#FactorFiction

#AskRobyn



MyArmyBenefits

Featuring a personalized Retirement Calculator!!

The screenshot shows the MyArmyBenefits website interface. A green arrow points from the text 'Featuring a personalized Retirement Calculator!!' to a calculator link in the 'PLANNING AND ASSISTANCE' sidebar. A yellow oval labeled 'Benefit Library' points to the 'Benefit Library' link in the top navigation bar. Another yellow oval labeled 'Help Desk' points to the 'Need Benefits Help? Contact Us' link in the bottom right sidebar.

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.



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 or Standard Claim (1-89 days left)

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

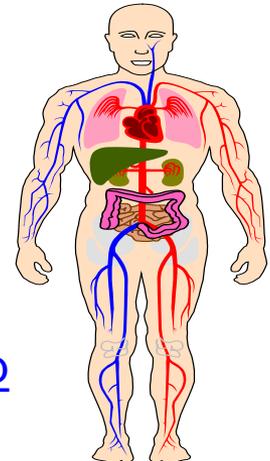
* AR 40-501



VA Compensation for Service-Connected Disability

VA rates disabilities 0% - 100%

- Each % has an assigned dollar amount
- Basic rates effective 1 December 2019 (Veteran only): from \$142.29 (10%) to \$3106.04 (100%), (30% & higher = Extra dependent allowance)
- Tax free payments
- *For Retired Soldiers <u>50% disabled</u>, disability pay offsets military retired pay dollar for dollar*
- 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



<https://www.benefits.va.gov/compensation/types-compensation.asp>



CRSC & CRDP Comparison

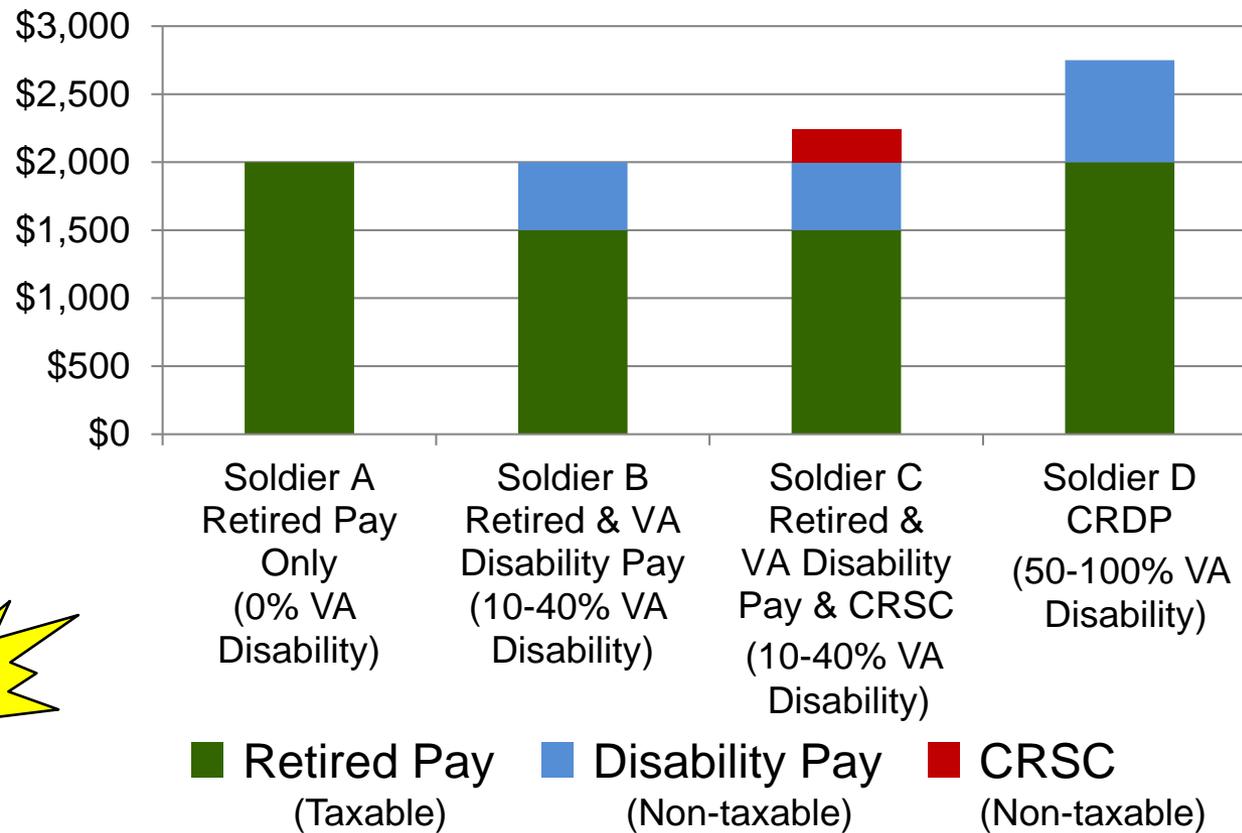
Combat Related Special Compensation	Concurrent Retirement and Disability Pay
<p>Combat related disabilities</p> <ul style="list-style-type: none"> • Armed conflict (e.g. wounds) • Simulated combat (e.g. FTX) • Hazardous service (e.g. parachute duty) • Instrumentalities of war (e.g. combat vehicles) 	<p>Service connected disabilities</p> <p>Retired pay that would have been waived by the Soldier in order to receive disability pay is restored (i.e., no dollar for dollar 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
https://www.hrc.army.mil/TAGD/Apply%20for%20CRSC	https://www.dfas.mil/retiredmilitary/disability/crpd.html



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: Example depicts four Soldiers retired at the same pay grade and years of service



Healthcare Decisions . . .

See <https://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 \$600 per family or \$300 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.
 - ❖ Annual fee* (\$300/family, \$150/indiv), plus 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. Premiums are \$376 per month (Prime) or \$228 per month (Select), plus copays and cost shares.

* Starting 1 JAN 2021



U.S. ARMY

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.
- <https://www.usfhp.com/> or (800) 748-7347
- The annual fee is \$600 per family or \$300 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
- <https://www.va.gov/health/> or 1-877-222-VETS (8387)





Federal Employee Dental and Vision Insurance Program (FEDVIP)

- Able to select from a choice of ten nationwide and regional dental carriers and four national and international vision carriers.
- High and Standard plan options available for both dental and vision 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 more information

The Survivor Benefit Plan



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

The Survivor Benefit Plan Decision is:

- A **critically important** part of retirement planning for you and your Family!
- A **financial foundation** for your retirement.



In FY19, 81% 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

SBP Election Categories



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

NOTE 1: Soldiers with no beneficiaries at retirement can elect to cover a new beneficiary within one year of gaining the beneficiary by notifying DFAS.

NOTE 2: 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



SBP Details



Decision



- Monthly Spouse cost is 6.5% of the “base amount”



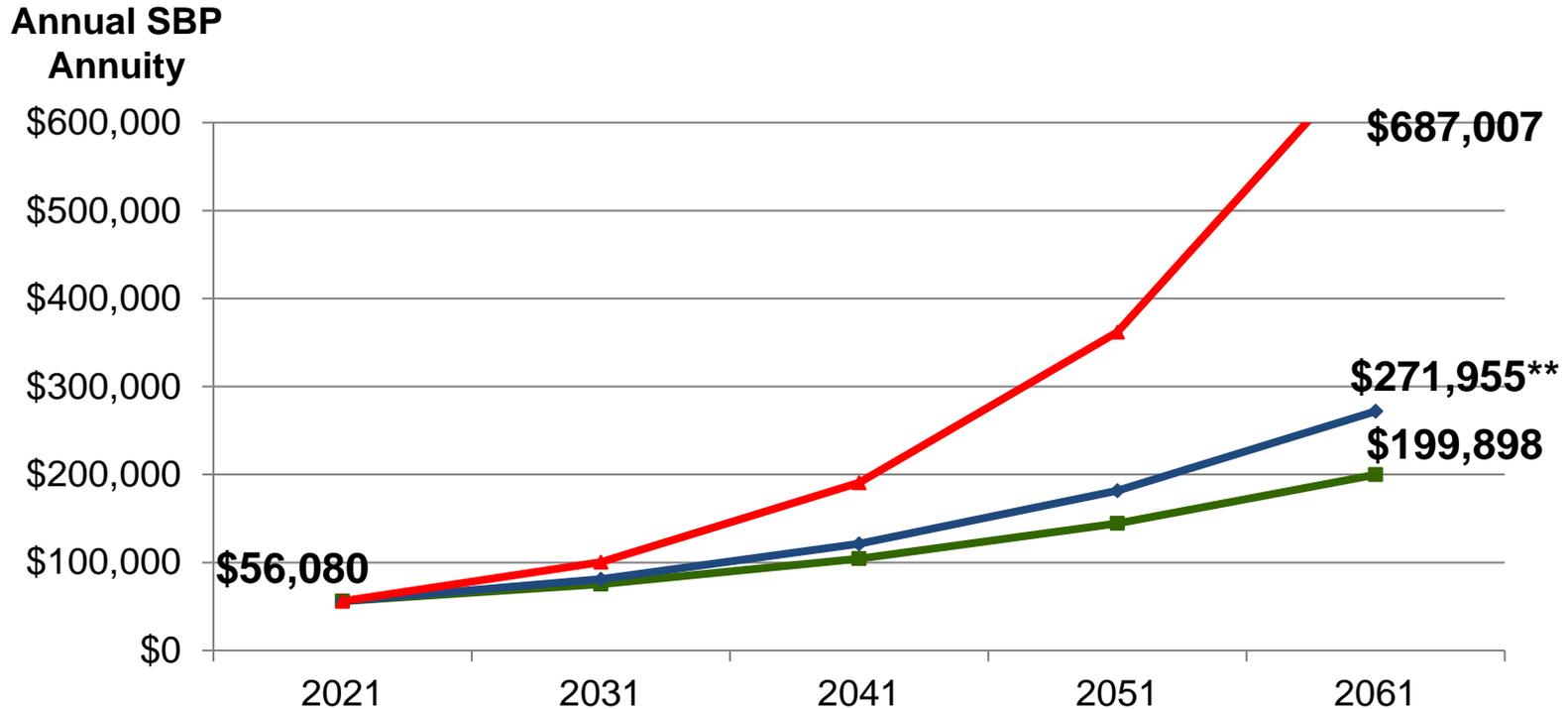
- Monthly annuity is 55% of the “base amount”
- Spouse’s annuity paid forever (unless spouse remarries before age 55; if remarriage ends, annuity is reinstated)
- Child’s annuity is paid to age 18 (or age 22 if in school or until death if totally incapacitated at age eligible for SBP)
- Annuity is increased by annual COLA
- Premiums are paid only when you have eligible beneficiaries. (Keep DFAS updated when beneficiaries change.)

NOTE: Base amount = \$300 up to full retired pay per month



SBP Cost of Living Adjustments (COLA)

The effects of COLA on SBP over 40 years for a CSM who retires in 2020 with a \$8,497 SBP base amount and then dies on 1 JAN 2021.



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

- **3% COLA** represents low inflation
- **3.74% 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

SBP Premiums Paid	Premium Payback Period
5 years	8 months
10 years	1 year, 1 month
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

- The Army's official newsletter for Retired Soldiers
- Delivered electronically to your email address in *myPay*
- **Change your email address in myPay to a commercial email address before you retire!**
- iPhone & Android phone apps
- Read the *Army Echoes* Blog to receive frequent news between editions at <https://soldierforlife.army.mil/retirement/blog>





U.S.ARMY

How will they know you? Conversation starters

Soldier for Life Window Sticker

(DA Label 180 & DA Label 180-1)



US Army Retired
Lapel Button



*Identify yourself as a
Soldier for Life*



U.S. ARMY

Retirement Services Officers (RSO)

Every retiring/Retired Soldier and Family **WORLDWIDE** is supported by an RSO who gives Retirement Planning 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 1st Tuesday of each month, from 0800-1200. RSO contact information (703) 696-5948, email usarmy.jbmhh.asa.mbx.hrd-rso@mail.mil

Fort Belvoir Retirement Planning Briefing: The briefings are conducted on the 1st or 2nd Wednesday of every OTHER month, at the Barden Education Center (Bldg 1017), 0800-1230. RSO contact information (703) 806-4551/4084, email usarmy.belvoir.imcom.mbx.rso@mail.mil, to verify the date and register.

Fort Meade Retirement Planning Briefing: The briefings are held on the 2nd 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 <https://www.ftmeade.army.mil/directorates/dhr/mpd/rso/rso.html>). RSO contact information (301) 677-9434/9600, email armyrsomeade@mail.mil



U.S. ARMY

Where Do You Find Retirement Information?

- Army G-1 Retirement Services Office Homepage
<https://soldierforlife.army.mil/Retirement>
 - DA Retirement Planning 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 Gray Area Retirements Branch
[https://www.hrc.army.mil/content/Gray%20Area%20Retirements%20\(GAR\)%20Branch](https://www.hrc.army.mil/content/Gray%20Area%20Retirements%20(GAR)%20Branch)
- USAR Readiness Division RSOs listed at:
<https://soldierforlife.army.mil/Retirement/ArmyReserve>
- State RSOs can assist National Guard Soldiers
<https://myarmybenefits.us.army.mil/Benefit-Library/Resource-Locator>
- SBP vs. Life Insurance Comparison tool
<https://actuary.defense.gov/Survivor-Benefit-Plans/>



For more information

Army

<https://soldierforlife.army.mil/Retirement>

Air Force

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

Navy

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/>



<https://soldierforlife.army.mil/Retirement>



rallypoint.com/organizations/soldier-for-life



U.S. Army Soldier For Life



<https://soldierforlife.army.mil/Retirement/change-of-mission>



CSASoldierForLife



@csaSoldier4Life



@csaSoldier4Life



US Army Soldier For Life



<https://soldierforlife.army.mil/Retirement/army-echoes>

<https://soldierforlife.army.mil/Retirement/blog>

Join the conversation





U.S. ARMY

QUESTIONS?



Thank you for your service!!