

# The HR Advisor

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## DoDEA Human Resources Directorate



### FLTCIP Open Season! April 4 - June 24, 2011

The Office of Personnel Management (OPM) has announced an Open Season for the Federal Long Term Care Insurance Program (FLTCIP) which will begin April 4 and end June 24, 2011.

During Open Season, actively at work employees and their spouses (including same-sex domestic partners of civilian workforce members) who are **not** currently enrolled will be eligible to apply to the FLTCIP with abbreviated underwriting (applicants will answer fewer health questions). This is the first abbreviated underwriting opportunity for non-enrolled applicants since 2002. Non-enrolled annuitants and other qualified relatives can apply for coverage at any time, but must complete a full underwriting application.

Authorized by Congress in September 2000 and regulated by OPM, the FLTCIP is designed to meet the needs of the Federal family. The program offers benefits with flexible options that allow enrollees to tailor coverage and help defray the rising costs of long term care and pay for services such as home care, nursing home care, or assisted living facilities for people no longer able to perform the normal daily activities of living because of chronic mental or physical conditions.

The FLTCIP is administered by Long Term Care Partners, LLC (LTC Partners). It is underwritten by John Hancock Life & Health Insurance Company under a contract with OPM.

Premiums are based on your age when LTC Partners receives your application. If your birthday is between now and Open Season, you may wish to apply now with full underwriting to take advantage of the rates at your current age.

Certain medical conditions or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you qualify for coverage under this program.

Watch for additional information to be distributed throughout the open season period. Learn more about the FLTCIP and the upcoming Open Season @ <http://www.ltcfeds.com/>.



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### DID YOU KNOW?

To see up-to-date data regarding the crisis in Japan and DoDEA's guidance, please visit <http://www.dodea.edu/home>.

Our Staffing Branch is currently working hard on the **Transfer Program!** More updates to come in our April issue!

The HR Advisor is here to work for you! If you have HR related items of interest or articles to publish, please email Cathi Del Gallo @ [Catherine.delgallo@hq.dodea.edu](mailto:Catherine.delgallo@hq.dodea.edu)

The submission deadline for April's issue is **Wednesday, March 30th**. Thanks for your interest!

## Service Credit for Retirement

Many employees wait until they are ready to retire before making any inquiries regarding their benefits only to discover their retirement pay is insufficient to live on or that they are not eligible to retire because they believe all of their service in their Service Computation Date (SCD) for leave is creditable towards retirement.

There are several SCDs when it comes to calculating a service computation date, not all federal service is treated the same. The SCD most familiar to employees is the SCD (leave), reflected on the SF-50, currently found in block 31. SCDs do not necessarily reflect a specific date when something happened. The SCD establishes a “virtual” starting date for continuous creditable service used to determine how much service is creditable toward eligibility for a specific benefit or entitlement. An employee’s retirement SCD is determined at the time the application for retirement is processed or earlier if the employee requests an estimate of their projected annuity. Employees who previously took a refund of their retirement contributions, owe a deposit for temporary service or military service, may discover this service is not creditable for retirement. The rules are different depending upon the employees’ retirement system coverage. Please plan ahead and inquire early.

To request an annuity estimate, please contact your local Human Resources Representative or email the DLA Benefits Team at:

[DHRC-DDoDHRBENEFITS@dla.mil](mailto:DHRC-DDoDHRBENEFITS@dla.mil).

Employees may also request annuity estimates online with DLA from their website at:

<https://sec.hr.dla.mil/estimate/estimate.asp>.



## CEW Vacancies ~ Travel the World!

The Civilian Expeditionary Workforce (CEW) is a Defense Department program to deploy highly qualified and/or specialized civilian employees to support military deployment operations. The CEW facilitates the selection of DoD and Federal employees to positions in direct support of overseas contingency operations in Iraq & Afghanistan on a temporary duty or temporary change of station status. These overseas positions allow employees to remain assigned to their home organization while gaining valuable experience to bring back to their command. These deployments are voluntary.

While deployed, civilians will be provided the same living quarters and medical services provided to our uniformed service members. CEW participants perform a variety of roles in theater assisting with military operations or training the host nation government and local industries.

The CEW has implemented a mandatory training program for civilians deploying overseas to prepare them for their joint assignments. This residential training occurs at Camp Atterbury, Indiana and is 10 days in duration. The training includes predeployment processing, preparation for serving with the military, weapons familiarization, safety courses, combat patrol procedures, actions during enemy contact and other emergency situations.

CEW assignments offer an excellent way for our DoD civilian workforce to directly contribute toward our nation's efforts in securing freedom for the citizens of Iraq and Afghanistan. Post differential and danger pay are authorized for CEW positions in Iraq and Afghanistan.

Concurrence of selection for a CEW assignment for school level employees is required from the selectee's Principal, Superintendent, Curriculum Instruction Assessor, and Area Director. Final approval authority for all CEW assignments rests with the Director, DoDEA.

DoDEA employees who have availed themselves to this program were excited at the opportunity to deploy in support of our nation and have provided positive feedback which will assist the next wave of CEW participants. DoDEA CEW selectees have directly supported our military mission through the teaching of the English language to coalition forces.

Questions concerning CEW opportunities should be directed to the CEW Website @ <http://www.cpms.osd.mil/expeditionary> or 703-604-1615.

DoDEA employees may submit their applications via the CEW website @ <https://www.apps.cpms.osd.mil/expeditionary/apply/sendapplication.aspx>.