

Department of the Army Pre-Retirement Briefing

HQ, Army Retirement Services
251 18th St. S STE 210
Arlington, VA 22202-3531
6 April 2015



Purpose

To provide Soldiers and Family members information on retirement programs, benefits and entitlements.



Retirement is a process <u>NOT</u> an event!!





Army Retirement Services...AR 600-8-7

MISSION

Army Retirement Services 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 Soldiers For Life, and improve recruiting and retention

PROGRAMS

- Army Echoes, the official Army newsletter for the Retired Soldier (available electronically at http://soldierforlife.army.mil/retirement/echoes and the Army Echoes blog at: http://soldierforlife.army.mil/retirement/blog)
- CSA Retired Soldier Council
- Pre-Retirement Counseling
- Survivor Benefit Plan (SBP) and Reserve Component SBP
- MyArmyBenefits





Retirement Services Officers (RSO)

Pre-Retirement Support

- Pre-retirement counseling
- Survivor Benefit Plan (SBP)/RCSBP counseling
- Retirement literature
- Career Status Bonus counseling

Post-Retirement Support

- Retirement Services Office (RSO)
- Assistance with pay, ID cards, SBP, other benefits information
- Retiree Appreciation Day (RAD)
- Newsletters
- Installation Retiree Council

See: http://soldierforlife.army.mil/retirement





The **NEW** Retirement Services Website

http://soldierforlife.army.mil/retirement





Population Served -- Growing

<u>Year</u>	Active Soldie	<u>Retired Soldiers</u>
1920	204,000	6,000
1950	593,000	42,000
1960	873,000	102,000
1970	1,323,000	282,000
1980	Active 777,000 Soldiers Retired 700,000	425,000
1990	Soldiers Retired 732,000	489,000
2000	¹⁹⁹³ 482,000	526,000
2010	562,000	847,000

In FY13, the Army paid \$18.5 Billion in retired and annuity pay to Retired Soldiers and surviving spouses





Retirement is a Process; NOT an Event!

An Army Program Since 1955

2015
Population
Served

Active <u>Army ARNG USAR</u> 498,642 348,661 197,668 Retired Surviving
Soldiers Spouses Total
934,816 248,046 2.23M

32,210 Soldiers

retired in FY14

Pre-Retirement Policy

- 120 Retirement Services Officers
- Career Status Bonus
- Active Duty Death SBP
- MyArmyBenefits Website
- Pre-Retirement Counseling
- SBP/RCSBP Counseling
- Retiring Soldier Commendation Program
- RSO/SBP Counselor Certification

Post-Retirement Policy

- Lifetime benefits advice & support
- Survivor Benefit Plan (SBP)
- Annuity for Certain Military Surviving Spouses
- Army Echoes Newsletter
- CSA & Installation Retiree Councils
- Retiree Appreciation Days
- Strategic communications & websites
- AAFES/DeCA/AFRH Advisory Boards
- Army Family Action Plan GOSC

AR 600-8-7 – "Retirement Services Program"

http://soldierforlife.army.mil/retirement





Applying for Length of Service (LOS) Retirement

• <u>How</u>

- Officer Chapter 6, AR 600-8-24, dated 12 April 2006
- Enlisted Chapter 12, AR 635-200, dated 6 Jun 2005

When

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

Enlisted - 9 months before retirement date

NOTE: Recommend 12-month lead time for smoother transition

Where Page 1975

- General Officers: Notify GOMO, (703) 692-0152, DSN 332
- COL & LTC (P): Notify Colonels Management Office (COMO), (703) 602-8529, DSN 332
- All others: Military Personnel Office, JAG Retirements 703-545-2028 and Chaplain Retirements 571-256-8764
- Note: CG, HRC-Fort Knox, is the retirement authority for officers who have completed at least 20 but less than 30 years active Federal service, and SSG(P) and above not retiring at RCP



Other Retirement Considerations

- Retirement date
 - 1st day of the month if for length-of-service
 - any date for disability retirement
- Active Duty Service Obligation
- 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.
- Reassigned on a PCS
 - must wait 1 year to retire (AR 350–100)
- Retiring on same day as AD pay raise(final pay only)





Authorized vs. Selected Transition Center (TC)

- Authorized to use the TC closest to current duty station
- May elect to be processed for retirement at a station-ofchoice
- Travel:
 - not paid if to a station-of-choice TC (if permitted by AR 635-8)
 - reimbursement limited to travel in a direct line from last duty station to final retirement location
- Overseas COLA & Overseas Housing Allowance:
 - both stop upon departure from the overseas location
 - Basic Allowance for Housing (BAH) paid based on transition leave address

http://www.defensetravel.dod.mil/site/cola.cfm http://www.defensetravel.dod.mil/site/bah.cfm





Calculate Your Retired Pay in 3 Steps

Step 1: Determine your DIEMS date (Date of Initial Entry intoMilitary 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 go to update DIEMS

Effective immediately, the brigade or installation PAS POC has the ability to input and correct DIEMS Date (after validating supporting documentation).

The local finance office is the responsible agency for corrections to 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





Current Army Reserve Members' Points of Contact

DIEMS UPDATE:

Enlisted:

• FSD Personnel Action Branch: MOS 27, 36, 42, 44, 45, 51, 52, 56, 62, 65, 68, 71, 76, 79, 88, 89, 90, 91, 92, and 94. Email:

usarmy.knox.hrc.mbx.epmd-fsd-pab@mail.mil / Phone: (502) 613-5964

MFD Personnel Action Branch: MOS 09B, 11, 13, 14, 15, 18, 19, 29E, 37, 38, and 46. Email:

usarmy.knox.hrc.mbx.epmd-mfd-pab@mail.mil / Phone: (502) 613-5977

OSD Personnel Action Branch: MOS 09L, 12, 21, 25, 31, 33, 35, 74, 96, 97, 98, and All E9's. Email:

<u>usarmy.knox.hrc.mbx.epmd-osed-pab@mail.mil</u> / Phone: (502) 613-5896 Officer:

 Officer Personnel Action Branch: Email: usarmy.knox.hrc.mbx.opmd-ldd-pabt@mail.mil / Phone: (502) 613-6727

 Officer Health Services Personnel Action Branch (Previously AMEDD): Email: usarmy.knox.hrc.mbx.opmd-hs-psb@mail.mil / Phone: (502) 613-6846

PRIOR ARMY RESERVE MEMBER'S POINTS OF CONTACT: Veterans Inquiry Branch: Phone: (888) 276-9472





Final Basic Pay Plan (DIEMS Pre 8 Sep 80)

RETIRED PAY = (Years of creditable service X 2-1/2%) X Final Basic Pay

- Commissioned service requirement
- Time-in-grade requirement
- Percentage multipliers can now exceed 100%
- 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	62.5	65 67.5	70 7	2.5	75 - 100

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



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High-3 Plan

DIEMS between 8 Sep 80 and 31 Jul 86 and DIEMS on or post 1 Aug 86)

RETIRED PAY = (Years of creditable service x 2-1/2%) x average of highest 36 months basic pay

- Typically an average of the <u>last</u> 36 months
- Commissioned service requirement
- Percentage multipliers can now exceed 100%
- 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
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 Plan

(DIEMS post - Aug 86 - "Choice")

RETIRED PAY = (Years of creditable service x 2-1/2%) minus 1% for each year < 30 years x average of highest 36 months of basic pay

- 2% per yr thru 20 yrs; 3.5% from 20-30 yrs; 2.5% thereafter
- \$30K Career Status Bonus (CSB) 15th year
- Percentage multipliers can now exceed 100%

If you chose the CSB payment, you receive COLA minus 1%; one-time catch-up COLA at 62; COLA minus 1% thereafter

Credit for all full months served

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. %											

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





Cost-of-Living Adjustments (COLA)

<u>All Retirement Plans</u>

- Based on difference between Consumer Price Index from last year's 3rd Qtr CY to current year's 3rd Qtr CY
- Partial first year COLA

Final Basic Pay or High-3 Plan

Full annual COLA

REDUX (\$30K CSB) Plan

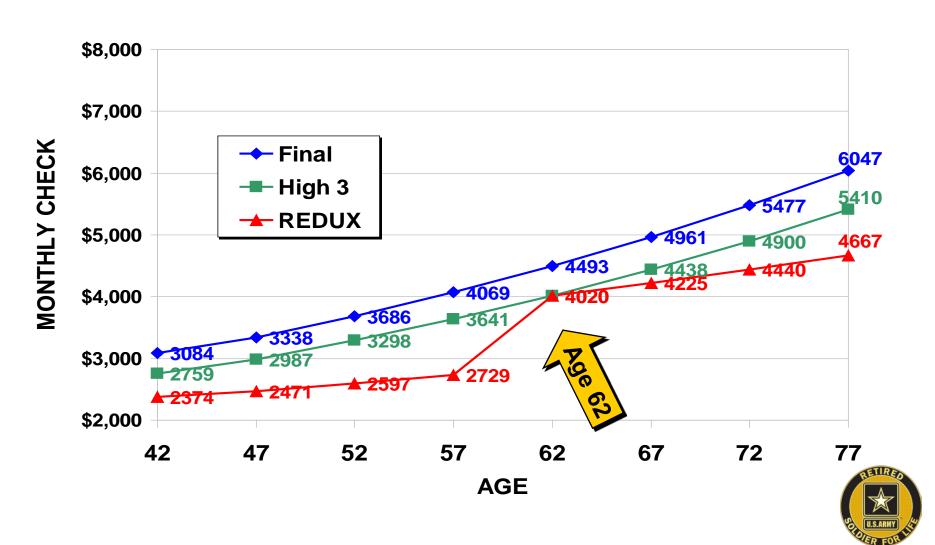
- Reduced until 62 (COLA minus 1%)
- At 62, one-time catch-up
- COLA minus 1% after 62





Growth Over The Years

Assumes average +2% COLA



RETURED WILLIAMY IN

MyArmyBenefits



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

http://myarmybenefits.us.army.mil
Links directly to DEERS information
through CAC or DS Logon.





Retired Pay Facts



- Retired pay -- paid by DFAS-Cleveland
- Payable 1st of month (when that is a weekend or holiday, the pay date is moved to the previous business day)
- Electronic Funds Transfer is now required
- Use "*myPay*" to make online changes to pay, reissue 1099Rs, change bank account, change email address, etc.
- Keep correspondence and email address current
- Retiree Account Statement (RAS) <u>issued only</u> when there's a pay change (e.g., COLA, allotment, taxes, etc.), but a monthly eRAS is now available on *myPay*

https://myPay.dfas.mil/myPay.aspx





Taxes

States With NO State Income Tax



Alaska New Hampshire Texas

Florida South Dakota Washington

Nevada Tennessee Wyoming

States That Do Not Tax Military Retired Pay (as of 1 Mar 2015)

Alabama
Arizona*
Arkansas*
Colorado*
Connecticut*

Delaware*

Georgia*

Indiana* Iowa ^{It*} Kansas

Idaho*

Illinois

Kentucky* Louisiana

Hawaii Maine*

Maryland*

Massachusetts

Michigan

Mississippi Missouri*

Montana*

Mow Jorga

New Jersey

New York

New Mexico* Utah*

West Virginia*

Washington D.C.*

Wisconsin

North Dakota*

North Carolina*

Ohio

Oklahoma*

Oregon*

Pennsylvania

South Carolina*

http://myarmybenefits.us.army.mil/Home/Benefit_Library/State__Territory_Benefits.html

Home of Residence is determiner; not Home of Record!

^{*} Conditions or limitations apply; check state law



Army Emergency Relief

Helping the Army take care of its own since 1942



Did you know...

- AER's sole mission is to provide emergency financial assistance to relieve the distress of Army personnel, Retired Soldiers, and their families.
- In 2014, AER provided \$64.7 million total assistance for 47,117 cases.
- For Retired Soldiers, AER provided \$15 million for 9,061 cases.
- As a retiree, you are eligible for all categories of assistance and you may continue to contribute through allotment from your retired pay.
- For assistance, contact the AER section on your nearest Army installation, other service aid societies or the American Red Cross.

More information available at www.aerhq.org





Social Security Tax (FICA) (7.65%)

- FICA <u>not</u> deducted from retired pay!
- When eligible, you will draw:
 <u>FULL</u> Social Security and
 <u>FULL</u> military retired pay!



Go to http://www.ssa.gov for in-depth Social Security information



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Permissive TDY*

<u>Purpose:</u> Facilitate transition to civilian life (e.g. house-hunting, job-hunting)



20 Days:

- CONUS-based Soldiers
- OCONUS-based Soldiers (at same OCONUS location)

<u>30 Days:</u>

- CONUS-based Soldiers who entered active duty from OCONUS and will return to OCONUS
- OCONUS-based Soldiers, at a CONUS or another OCONUS location
 - * At Commander's Discretion

AR 600-8-10, Personnel Absences, Leaves and Passes





Retirement Physical

- Army requires a retirement physical
- No more than 6 months, no less than 1 month, before retirement or start of transition leave
- Your last record of active duty health
- Most sites now provide combined Service and VA retirement physical
- Assists with claim for VA service-connected disability
- Quick Start allows a Servicemember to submit a claim for disability compensation1 to 59 days prior to separation, retirement, or release from active duty or demobilization. Submitting your disability compensation claim before discharge makes it possible to receive VA disability benefits as soon as possible after separation, retirement, or demobilization.

NOTE: If participating in the Benefits Delivery at Discharge (BDD) and separating from active duty within the next 60 to 180 days, BDD can help you receive VA disability benefits sooner. For more information, visit VA web site at http://benefits.va.gov/predischarge/claims-pre-discharge-benefits-delivery-at-discharge.asp.





Medical Records

- Belong to the Government
- Make a copy of your records
- Make a copy of Family member records
- May be hard to obtain after retirement

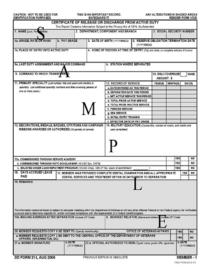






DD Form 214 (Certificate of Release or Discharge from Active Duty)

- Check for accuracy before signing Your personal responsibility!
- Copies:
 - #1 Service member
 - #2 Service Personnel File
 - #3 United States Department of Veterans Affairs
 - #4 Member; only copy that contains reason for discharge; of interest to some employers



File your copies (1 & 4) in a safe place (<u>NOT a courthouse unless</u> they assure you that it will not be accessible by the general public!)





Obtaining a Copy of DD Form 214

Copies of a Soldier's DD Forms 214 may be obtained from the following sources, as applicable:

- a. Soldiers and Veterans who have Army Knowledge Online access can obtain copies of DD Forms 214 via the "My Personnel" tab under the Self Service drop down menu.
- b. Soldiers and Veterans who register for level 2 premium eBenefits through the Veterans Administration at http://www.ebenefits.va.gov can obtain copies of DD Forms 214 from iPERMS through the Defense Personnel Records Information Retrieval System.
- c. Installation military personnel divisions or ARNG State level headquarters may provide Soldiers and Veterans with copies of DD Forms 214 available from iPFRMS.
- d. For Soldiers separated prior to 1 October 2002 who are no longer in military service, forward requests to the National Personnel Records Center. Relevant information may be found at http://www.archives.gov/veterans/militaryservice-records/.
- e. For Soldiers separated after 1 October 2002 who do not have DD Forms 214 available in iPERMS, forward request to Commander, U.S. Army Human Resources Command (AHRC–PDR–HI), 1600 Spearhead Division Avenue Department 420, Fort Knox, KY 40122–5402



At Retirement, You Will Also Receive...

- Retirement Certificate
- Presidential <u>Certificate</u> of Recognition if 20 YOS
- Presidential <u>Letter</u> of Recognition if 30 YOS or other special category (e.g., CSA, SMA, Medal of Honor Recipient or former POWs who qualify for or have been rewarded the POW Medal.
- Retirement Ceremony (optional)
- Spouse Certificate of Appreciation (if applicable)
- Army Retiring Soldier Commendation Package





Army Retiring Soldier Commendation Program







- ARSCP was created by ASA (M&RA) in 2008
- Flag required by 10 USC § 12605 since 1998
- Retired Army Lapel Button required by Army policy since 1968
- Presented to Active Duty Soldiers at retirement
- Presented to Reserve Component Soldiers upon entry to Retired Reserves
- Kit includes flag, Retired Soldier pin, 2 window decals
- Installation, State, RSC Retirement Services Officers order kits



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Mobilization/Retiree Recall

- By Age
- Officers and enlisted, up to age 60
- Warrant officers, up to age 62
- General officers, on a case-by-case basis



- By Category
- Cat I non-disability, retired less than 5 years, under 60
- Cat II non-disability, retired more than 5 years, under 60
- Cat III all military retired Soldiers not in category I or II to include WOs and health care professionals who retire from AD after age 60 all others



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ID Cards

- Same privileges as active duty (with some being Space-A)
- Family members need new ID cards to reflect sponsor's retired status
- Children are eligible up to age 21 or 23 if full-time student; indefinite if incapacitated
- Permanent ID card to Family members at age 75 or who are permanently disabled; under 75 renew every 4 years
- Dependent parents/parents-in-law may qualify
- Ten digit DoD ID number replaces SSN and 11-digit DoD benefits number for those eligible for DoD benefits

FIND NEAREST ID CARD ISSUING FACILITY

http://www.dmdc.osd.mil/rsl/





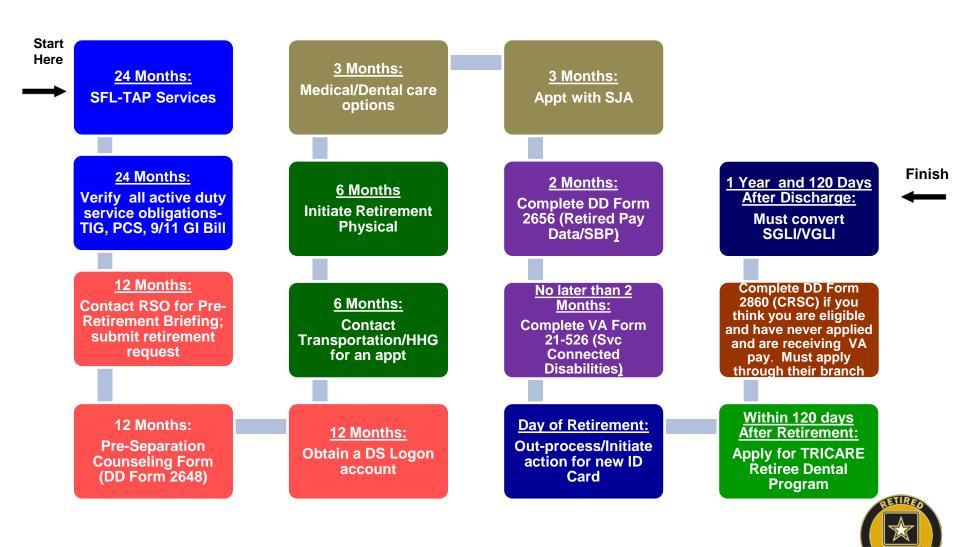
Impact of ID Card Changes at Retirement

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



Active Army Retirement Timeline

Retirement is a process, <u>NOT</u> an event!!



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"Space-A" Travel

 Retired Soldiers may travel within CONU OCONUS



- May FAX request to site; stay on list 60 days
- Instructions on signing up by e-mail

 Benefit ends for Family members with death of the Retired Soldier







Your AAFES Benefits in Retirement

EXCHANGE

"We're honored to serve those who have served. "



Savings and special offers are right at your fingertips-shopmyexchange.com







At your local **Exchange** and **Express!**









- Tri-weekly coupons by text
- Name brand discounts (10%+)
- Weekly Facebook discounts (www.facebook.com/AAFES.BX.PX)
- eNewsletter online discounts
- **Buddy list specials/local events**

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Military Service Organizations

- Consider joining to be heard
- 35-organization group lobbies on behalf of Soldier/retiree/survivors issues
- Percentage of Veterans in Congress
 - House: (113th) 20%; (114th) 18%
 - Senate: (113th) 18%; (114th) 12%



Keep up on legislative matters at: http://thomas.loc.gov/home/thomas.php





Retired Soldier Motto:

"Once a Soldier, always a Soldier...a Soldier for Life"

Opportunities to Still Serve include:

- Installation Retiree Councils
- CSA Retired Soldier Council



Talk to your retirement services officer about joining

Recent Council reports available at:

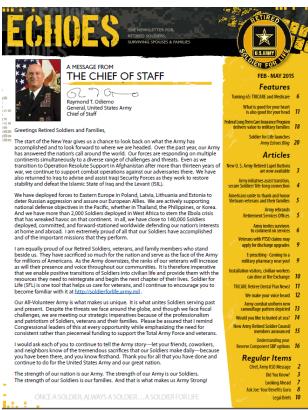
http://soldierforlife.army.mil/retirement/retireecouncil



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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 Echoes electronically at their email addresses in myPay. Change your email address in myPay to a commercial email address before you retire!
- Receive Echoes BEFORE you retire! Subscribe at https://soldierforlife.army.mil/retirement/echoes-subscription.
- Subscribe to the Army *Echoes* Blog on the Soldier for Life website at http://soldierforlife.army.mil/retirement/blog.





Thank you for your Service!!



Please make an appointment to receive your separate SBP briefing. You can access the HQDA SBP briefing at:

http://soldierforlife.army.mil/retirement/sbp



