Veterans Group



Retirement: The Vet Guide

he Office of Personnel Management (OPM) administers entitlement to veterans' preference, as well as other statutory requirements relating to employment of veterans. OPM publishes the Veterans Employment Initiative Vet Guide. The guide offers detailed information about a host of rights available to veterans and their families, including prior to, during and after employment with the federal government. Those rights exist in law and are found in various sections of the United States Code (USC) and the Code of Federal Regulations (CFR).

This column discusses two of the important rights that veterans have relating to retirement.

Service credit for CSRS or FERS retirement eligibility and annuity calculation

For non-retired employees, full credit for uniformed service (including active duty and active duty for training) performed under honorable conditions is given for retirement purposes provided a deposit, as required by law, is made to the retirement fund.

Veterans first employed in a position covered by the Civil Service Retirement System (CSRS) on or after Oct. 1, 1982, or in a position covered by the Federal Employees Retirement System (FERS) on or after Jan. 1, 1984, must make a deposit to the retirement fund of

Pay & Leave

Performance Management

Senior Executive Service

Snow & Dismissal Procedures

Settlement Guidelines

Training & Development

7 percent (for CSRS) or 3 percent (for FERS) of basic military pay to obtain retirement credit. Deposit must be made prior to retirement. Interest is charged if deposit is not made within three years of appointment to career federal employment.

Veterans employed in civil service positions before Oct. 1, 1982, have the option of either making a deposit to cover their military service or having their civil service annuity recomputed to delete post-1956 military service if they are eligible for Social Security benefits at age 62.

5 USC 6303, 5 USC 8332, 5 USC 8411(c)

Reinstatement

Preference eligibles who served under career or career-conditional appointment for any period of time have lifetime reinstatement eligibility to any competitive service positon for which they are qualified. They have this eligibility regardless of whether their Armed Forces service occurred before or after career appointment.

5 USC 3316; 5 CFR Part 315 Subpart D

The information above is just a small fraction of the information available in OPM's Veterans Employment Initiative Vet Guide, which can be accessed at www.opm.gov/policy-data-oversight/ veterans-employment-initiative/ vet-guide/

If you do not have online access, call NALC Headquarters at 202-393-4695 to request a mailed copy.

ON THIS PAGE

Appointments

Force

Appendices

· Veterans' Preference in

· Veterans' Preference in Reduction in

. Miscellaneous Provisions Pertaining

· Special Appointing Authorities for

· Restoration after Uniformed Service

Special Redress and Appeals

711D 574D							
OPM.GOV	ABOUT	POLICY	INSURANCE	RETIREMENT	INVESTIGATIONS	AGENCY SERVICES	NEWS
OPM.gov Main > Policy > Veterans Employment Initiative > Vet Guide							

IN THIS SECTION **Veterans Employment Initiative VET GUIDE** Classification & Qualifications On June 26, 2013, the Supreme Court ruled that Section 3 of the Defense of Marriage Act Data, Analysis & Documentation (DOMA) is unconstitutional. As a result of the Supreme Court's decision, the United States Office of Personnel Management (OPM) will now be able to extend certain benefits to Federal Disability Employment employees and annuitants who have legally married a spouse of the same sex, regardless of Diversity & Inclusion the employee's or annuitant's state of residency. OPM is currently in the process of updating and revising the website to reflect this change, and will be updating this information as soon as **Employee Relations** possible. Please check back in the coming weeks for updates. Hiring Authorities Introduction Human Capital Management The Office of Personnel Management (OPM) administers entitlement to veterans' preference Labor-Management Relations in employment under title 5, United States Code, and oversees other statutory employment Oversight Activities requirements in titles 5 and 38. (Title 38 also governs Veterans' entitlement to benefits Pandemic Information

administered by the Department of Veterans Affairs (VA).)

Both title 5 and title 38 use many of the same terms, but in different ways. For example service during a "war" is used to determine entitlement to Veterans' preference and service credit under title 5. OPM has always interpreted this to mean a war declared by Congress

But title 38 defines "period of war" to include many non-declared wars, including Korea, Vietnam, and the Persian Gulf. Such conflicts entitle a veteran to VA benefits under title 38, but not necessarily to preference or service credit under title 5. Thus it is critically important to use the correct definitions in determining eligibility for specific rights and benefits in employment.

For additional information, including the complete text of the laws and regulations on Veterans' rights, consult the references cited.