



# Retirement: The Vet Guide

The 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

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 position 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/](http://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.

The screenshot shows the OPM.GOV website navigation bar with links for ABOUT, POLICY, INSURANCE, RETIREMENT, INVESTIGATIONS, AGENCY SERVICES, and NEWS. The breadcrumb trail reads: OPM.gov Main > Policy > Veterans Employment Initiative > Vet Guide. The page title is "Veterans Employment Initiative VET GUIDE". A table of contents lists various sections like Assessment & Selection, Classification & Qualifications, etc. The main content area includes an "Introduction" section with text about the Supreme Court ruling on DOMA and OPM's update process. A "ON THIS PAGE" sidebar lists links to Introduction, Veterans' Preference in Appointments, Veterans' Preference in Reduction in Force, etc. The footer of the screenshot shows the date "May 2016".