Department of Defense

DCPAS

Defense Civilian Personnel Advisory Service

2019 DoD Benefits Symposium

July 8-11, 2019 | The Mark Center | Alexandria, VA

dodhra.mc-alex.dcpas.mbx.benefits-contacts@mail.mil

https://www.dcpas.osd.mil/BWN

(703) 882-5197

2019 DoD DCPAS BENEFITS SYMPOSIUM PROGRAM

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Michelle S. LoweSolis

Director, Defense Civilian Personnel Advisory Service

Ms. Michelle LoweSolis, a member of the Senior Executive Service, is the Director, Defense Civilian Personnel Advisory Service (DCPAS), Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. Her responsibilities include the development and oversight of civilian human resource plans, policies, and programs for more than 950,000 Department of Defense employees worldwide. Ms. LoweSolis's portfolio spans the full spectrum of Human Capital Management, to include workforce planning, talent acquisition and management, development and sustainment, performance management, labor and employee relations, and leader development.

Ms. LoweSolis's career spans 34 years as a Federal civilian, with her first assignment with the 6570th Air Base Group, Brooks AFB, Texas as a classification specialist and Chief, Personnel Systems Management. Prior to her current assignment, Ms. LoweSolis served as the Assistant Deputy Under Secretary, Management and Assistant Deputy Chief Management Officer, Headquarters U.S. Air Force. In that capacity, she was responsible for improving the effectiveness and efficiency of Air Force business operations, advised Air Force senior leadership on establishing strategic performance goals, and also served as the Air Force's Assistant Director of Business Transformation, overseeing implementation of continuous process improvement initiatives Air Force wide.

Ms. LoweSolis has served in numerous force support positions. She served as the Director of Plans and Integration, Deputy Chief of Staff for Manpower, Personnel, and Services, Headquarters U.S. Air Force, where she was responsible for strategy, planning, programming, IT systems, and career field management for the Air Force HR enterprise. Ms. LoweSolis served as the Director of Civilian Personnel Integration at the Air Force Personnel Center, Randolph AFB, Texas, where she led a team who delivered classification, staffing, benefits, retirements, reduction in force, injury and unemployment compensation, and force development support for the civilian workforce Air Force-wide. She also centralized NAF payroll while serving as Director, NAF Transformation at the Air Force Services Agency.

Ms. LoweSolis earned her Master of Business Administration degree from American University, Washington, D.C. In 1984, she earned her Bachelor of Science degree in Business Administration and Management, from Trinity University, San Antonio, Texas.

In her current role as Director, DCPAS, Ms. LoweSolis's focus is to strengthen the human resource community by delivering effective policy, transforming business processes, and advancing human resource expertise.

Taiwanna R. Smith

Director, Benefits, Wage and NAF Policy

Ms. Taiwanna Smith is the Director, for Benefits, Wage and Nonappropriated Fund (NAF) Policy Line of Business. In this capacity she supports 950,000 Department of Defense Appropriated and NAF employees worldwide by facilitating the development and oversight of Human Resources benefits, work life, wage, and NAF employment policy and programs that are vital to our customers. Ms. Smith has extensive Federal experience and has held a multitude of Human Resource leadership positions within Department of Defense.

Ms. Smith currently serves as the Department of Defense Benefits Officer and works closely with the Office of Personnel Management, Department of State and Department of Labor on benefits and work life related issues. Prior to that, she served as the Benefits & Entitlements Branch Chief, Human Resource Operations, DCPAS; Department of Army Benefits Officer and Benefits & Entitlements Program Chief; and Staffing and Classification Branch Chief, Army National Capital Region, Civilian Personnel Operations Center. Throughout her career, Ms. Smith has worked diligently to improve the benefits and entitlements of the Department's civilian employees who provide enduring support to our nation's dedicated warfighters.

2019 DEPARTMENT OF DEFENSE DCPAS BENEFITS SYMPOSIUM

Welcome to the 2018 Department of Defense Benefits Symposium. The Symposium will offer several workshops and general sessions of interest to all attendees. The general sessions will provide an overview of both Benefits and Injury Compensation Unemployment Compensation (ICUC) programs and discuss topics that impact federal employees. These courses will demonstrate the level of expertise and collaboration needed to resolve some of the most complex issues in addition to providing an exclusive level of education designed specifically to meet organizational goals.

The Symposium will consist of over 50 Breakout Sessions, 5 Plenary Sessions, and 4 Workshops that attendees will have the opportunity to participate in throughout the week.

LOCATION OF SYMPOSIUM

The Mark Center Washington Headquarters Services
4800 Mark Center Drive Alexandria, VA

Facility Dynamics Engineering provided re-commissioning services to the 2.8 million of SF Mark Center. The project houses the Washington Headquarters Services and several DoD agencies and house over 6,400 employees. The facility includes offices, conference rooms, cafeteria, exercise facility and datacenters. This project received a Leadership in Energy and Environmental Design Gold Certification and is the largest federal facility certified by the U.S. Green Building Council Specific green components include: vegetative roofs, rainwater collection systems, chilled beams and LED lighting systems.

DRESS CODE:
The dress code for all seminars is business casual.

SECURITY:
Please have two forms of government issued IDs with you.

POINTS OF CONTACTS: For general questions please email us at:
dodhra.mcalex.dcpas.mbx.benefits-contacts@mail.mil or telephone at 703-882-5197.

BENEFITS, WAGE AND NAF POLICY – LINE OF BUSINESS

The Benefits, Wage and NAF Policy Line of Business supports the Department of Defense workforce by delivering Human Resources (HR) solutions for the most complex benefits, pay, and work life balance issues vital to the Department's employees, their families, and agencies that support them.

The Benefits, Wage and NAF Policy Line of Business informs and cultivates the importance of HR concepts, principles, and practices which subsequently strengthen the mission of our customers. Our goal is to achieve excellence through knowledge.

Benefits and Work Life Programs

Expert HR Practitioners oversee and administer a variety of federal benefits and work life programs that support the health and well-being of the DoD workforce. Retirement, health care, unemployment/workers compensation and other insurance and work life programs are a part of our vast portfolio. We collaborate with the Office of Personnel Management (OPM), Department of Labor, and other federal agencies to develop legislation and policies which provide comprehensive and competitive benefits programs to support the DoD mission and employee retention. Benefits and Work Life Programs also provide training and advisory services to internal and external federal customers. Additionally, we manage the DoD Employee Benefits Advisors Credentialing Program which focuses on the interpretation and application of Federal laws, regulations, and DoD policy and practices within the Employee Benefits functional area.

Wage and Salary

A laser focused operational team that is dedicated to compensation for appropriated fund and NAF personnel. Wage and Salary conducts local prevailing rate wage surveys to set the pay for all federal wage system employees and for employees in the trade, craft, and labor occupations as well as DoD educators, civilian mariners, power generation employees, health care professionals, foreign national pay programs, and white collar/GS special rates programs. In addition, Wage and Salary provides technical support to OPM, Federal Prevailing Rate Advisory

Committee, foreign national programs, Components, DCPAS leadership, and civilian federal agencies.

NAF Policy

As the only DoD level office that develops and administers NAF HR personnel policies and programs NAF Policy provides advisory services to customers within and outside of DoD. NAF Policy administers the DoD NAF portability of benefits policy for employee moves between NAF and appropriated fund positions or between appropriated fund and NAF positions. Additionally, NAF Policy administers the NAF Health Benefits Program, which includes a self-insured medical benefits plan, a self-insured dental plan, and a stand-alone dental plan managed by a third party administrator for more than 80,000 employees, retirees, and dependents. The Secretary of Defense has broad administrative authority over most NAF personnel policy, in contrast with the appropriated fund benefits programs which OPM administers.

Injury Compensation and Unemployment Compensation (ICUC)

Experienced HR Specialists oversee the DoD program for injured or unemployed civilian employees, developing policy on injury and unemployment compensation issues that pertain to the role of DoD in authorizing certain benefits and reviewing claims. The Branch provides formal and informal training for DoD service and component injury compensation and unemployment compensation personnel on issues pertaining to these programs. The Branch also oversees a program (Pipeline) that provides financial assistance to DoD agencies who return partially disabled employees to gainful work, and administers access to an automated system (DIUCS) that provides DoD personnel with information about applicants for injury compensation and unemployment compensation.

BIOGRAPHIES

Chris Campbell
President of the Greater Washington Metropolitan Chapter of
The Society for Financial Awareness (SOFA)

Chris Campbell is the President of the Greater Washington Metropolitan Chapter of The Society for Financial Awareness (SOFA). Chris’s twenty year plus career spans from working at large companies such as John Hancock to starting and subsequently selling his own company before consolidating his expertise into forming CJ Campbell & Associates in 2010. He and his team provide highly individualized retirement planning and wealth management services.

Chris has been a highly regarded speaker in the Washington DC Metro area for quite some time. He has been a guest speaker at various universities, hospitals, agencies, and associations. He continues to volunteer his time and can frequently be found hosting retirement seminars for both Federal and local Government agencies.

Cory Adams
Human Resource Development Advisor
U.S. Office of Personnel Management's Senior Executive Services and Performance Management Group

Corey Adams is a Human Resource Development Advisor in the U.S. Office of Personnel Management's Senior Executive Services and Performance Management Group. In this role, Corey consults with leaders and human resource practitioners government-wide to help Federal agencies improve performance and organizational health. Corey also lead applied research projects for the development of policy and provide guidance on comprehensive strategic human capital programs in the areas of employee engagement, leadership development, and work-life management. Corey holds a Bachelors of Arts in Logistics Management, a Master’s of Science in Organizational Administration, and currently a doctoral candidate at The George Washington University focusing his research on organizational change.

David Santana
Health Insurance Specialist

David Santana is a Health Insurance Specialist at the Centers for Medicare & Medicaid Services (CMS). David serves as a subject matter expert and lead trainer for the National Training Program Division in the Office of Communications. In this role, he is responsible for effectively developing educational materials and communicating information about CMS programs and resources to CMS stakeholders. In addition, David provides technical assistance concerning CMS program policies to governmental entities at the federal and state level as well as local agencies and organizations.

Michael J. Evans
Office of Personnel Management

Michael J. Evans has spent the last 28 years at OPM, the entire time having been spent in the area of Retirement and Benefits. He has had experience processing retirement claims under both the CSRS and FERS retirement systems, and has provided training to new Legal Administrative Specialists, on case processing. In partnership with the USDA Graduate School, he has traveled around the country providing Benefits training to new HR Specialists, and Pre Retirement Seminars to employees considering retiring.

Currently he serves as the OPM Policy liaison for the Departments of Treasury, Homeland Security, and the Department of Defense, for the Benefits Officers Liaison and Development area of OPM. In this role, he not only provides guidance to Headquarters Benefits Officers, but also provides training on such matters as Civilian and Military Deposits, Reemployed Annuitants, and FERCCA. He is also the BOLD subject matter expert on LGBT issues.

Niki Elkins
Human Resources Specialist
Civilian Human Resources Agency (CHRA) Headquarters
Department of Army at Aberdeen Proving Ground

Nikki Elkins is a Human Resources Specialist at the Civilian Human Resources Agency (CHRA) Headquarters, Department of Army at Aberdeen Proving Ground, MD. At CHRA HQ Nikki has responsibility for providing operational guidance to Army Civilian Personnel Advisory Centers, Processing Centers and the Army Benefits Center-Civilian for the following Benefits program areas: Special Retirement Coverage (SRC), Non-Appropriated Fund (NAF) Retirement Portability, Reemployed Annuitant Retirement and Benefits, Retirement Coverage Determinations and Corrections and Federal Erroneous Retirement Coverage Correction Act (FERCCA), Federal Employees Health Benefits (FEHB), Federal Employees Group Life Insurance (FEGLI), Thrift Savings Plan (TSP), Death-in-service benefits, Retirement, and Injury Compensation.

Nikki has been at CHRA HQ since 2011. Prior to CHRA HQ, Nikki was an HR Assistant and then HR Specialist at the Army Benefits Center-Civilian at Fort Riley Kansas for 8 years. Nikki started her HR career in 2001 at the Department of Veterans Affairs (VA) after spending 12 years as a clinician with the VA.

Grant Wing
Executive Director of the Greater Washington Metropolitan Chapter of the Society for Financial Awareness

Grant is the Executive Director of the Greater Washington Metropolitan Chapter of the Society for Financial Awareness. Born and raised on the Hawaiian island of Oahu, Grant came to the mainland to receive his degree from The Citadel in 1969. After college, he spent his naval career as an aviator primarily doing search and rescue. Grant's financial career began after his naval service when he moved to the Washington DC area and became a commodities trader for Merrill Lynch. Since then he has focused on public speaking and loves to share his wisdom with audiences all around the DC Metropolitan area. He is an expert speaker on FERS and CSRS retirement plans.

Wes Battle
Senior Financial Advisor

Mr. Battle is a senior advisor with Serving Those Who Serve a local planning and advisory practice dedicated to serving career Federal employees.

Wes Graduated from McDaniel College with a dual bachelor's degrees in Economics and Business Administration. Following this he clearly chose to become a lifelong learner. He earned the CFP® designation in 2011 (and is also a graduate of the Financial Planning Association's Residency Program). Never one to rest on his laurels, Wes added the Chartered Federal Employee Benefits Counselor designation in 2014. Most recently Wes became an AIF®

(Accredited Investment Fiduciary) in 2018. Outside of STWS, Wes rarely encounters planners who carry this combination certifications.

As a spouse of a career Federal employee, Wes has a clear sense of direction when it comes to helping Feds understand and get the most from their benefits package. When Wes joined STWS he found an organization with the same mission and direction. With over a quarter century of experience serving individuals who serve the public trust, Serving Those Who Serve's mission is to Reach, Teach and Serve the dedicated people who make up the career federal workforce.

Wes's broad spectrum of knowledge helps advance STWS's mission to provide clear understandable and useful education to Federal Employees. This resulted in their current offerings of over 60 Federal Benefits workshops per year.

Not surprisingly, Wes is popular and in demand as a speaker for lunch and learns and on-site briefings.

Away from the office Wes is an active member of The Church of Severn Run in Severn, MD. He and his wife and son James enjoy working out, doing house projects, relaxing with family and spending time wrestling with their Boxer Rex.

2019 DoD BENEFITS SYMPOSIUM AGENDA

Monday July 08, 2019

08:30 a.m. to 3:30 p.m. Check-in Symposium Registration (Level B1; Room #18)

10:00 a.m. to 12:30 p.m. Credentialing Testing (Rm #06E22)

Tuesday July 09, 2019

07:00 a.m. to 9:00 p.m. Check-in Symposium Registration (Level B1; Room #18)

8:30 am to 8:45 am –Director, Opening Remarks (Auditorium)

9:00 am to 10:00 am - AM Plenary Session: OPM (Auditorium)

10:00 am to 1:00 pm – Credentialing Testing (Rm 06E22)

10:15 am to 11:45 am – Break-out Sessions

Complex Occupational Illness Cases: Emotional Conditions	Rm #2
Continuation of Pay	Rm #3
Death-In-Service Claims Processing *	Rm #16
Disability Retirement Processing*	Rm #3
FECA Fraud	Rm #16
FEHB	Rm #18
Military Deposits Processing Under USERRA*	Rm #19
FEHB Child Incapable of Self Support: Requirements and Processing	Rm #20

12:00 am to 1:00 pm - Lunch

1:00 pm to 2:30 pm – Break-out Sessions

Agency Offered Exams	Rm #9
FECA Meetings	Rm #16
Heathy Retirement Packages*	Rm #20

Retirement Coverage Determination*	Rm #19

1:00 pm to 3:30 pm – Workshops

Case Management Strategies	Rm #2
Reemployed Annuitants Workshop	Rm #3
CFR Research (Inquiries/Reconsiderations)	Rm #4

2:45 pm to 4:00 pm- Strategic Networking Session (Rm# 18/19)

Wednesday July 10, 2019

8:00 am to 9:00 am - AM Plenary Session #1: Work Life (Rm #18 – B1)

9:00 am to 3:30 pm – Credentialing Testing (Rm 06E22)

9:15 am to 10:45 am – Break-Out Sessions

Analyzing Medical Evidence	Rm #2
Court Ordered Benefits	Rm #16
Military Deposits Processing Under USERRA	Rm #4
Minimum Retirement Age +10 vs. Postponed and Deferred Retirement*	Rm #9
Performance of Duty*	Rm #3
Thrift Savings Plan – Benefits of Participating	Rm #19
Unemployment Compensation*	Rm #20

11:00 pm to 12:00 pm - AM Plenary Session #2: Department of Labor (DOL) (Rm #18 –B1)

12:15 am to 1:15 pm - Lunch

1:15 am to 2:45 am – Break-out Sessions

Calculating SCDs*	Rm #2

2019 DoD BENEFITS SYMPOSIUM AGENDA

Challenging Claims	Rm #9
Retirement Coverage Determination*	Rm #4
HR Issues Impacting FECA	Rm #3
Removal as a Result of On-The-Job Injury	Rm #16
Unemployment Compensation *	Rm #20

1:00 pm to 3:30 pm – Workshops

Special Retirements Workshop	Rm #18
Retirement Estimates	Rm #19

3:00 pm to 4:00 pm - PM Plenary Session: Life insurance as Living Benefit (Auditorium)

4:15 pm to 5:00 pm – Component Meeting

Thursday July 11, 2019

8:00 am to 9:00 am - AM Plenary Session #1: ROTH vs Traditional TSP

8:30 am to 4:00 pm – Credentialing Testing (Rm 06E22)

8:30 am to 4:00 pm – Pick-up Symposium & Workshop Certificates/Turn –in Symposium Assessment

9:15 am to 10:45 am – Break-out Sessions

Absent US & Benefits	Rm #19
Calculating SCDs*	Rm #3
Disability Retirement Processing*	Rm #4
Federal Employees' Group Life Insurance (FEGLI) in Retirement	Rm #9
FERS Offset (ICUC)	Rm #16
Reading and Managing Chargeback Reports	Rm #20

2019 DoD BENEFITS SYMPOSIUM AGENDA

Return to work	Rm #18
Law Enforcement Availability Pay (LEAP): Impact to Benefits and Retirement	Rm #2

11:00 am to 12:00 pm - AM Plenary Session #2 - Medicare

12:15 pm to 1:15 pm - Lunch

1:30 pm to 3:00 am – Break-out Sessions

Death in Service Claims Processing *	Rm #16
Financial Strategies for FEDS	Rm #19
Healthy Retirement Packages*	Rm #2
How to do Program Analysis and Present Data	Rm #20
Minimum Retirement Age +10 vs. Postponed and Deferred Retirement *	Rm #4
Performance of Duty*	Rm #9
Pipeline Program	Rm #18
Workplace Wellness	Rm #3

3:15 pm to 4:00 pm – SYMPOSIUM CLOSEOUT

BREAKOUT SESSIONS

Absent US and Benefits

This course is designed to explain eligibility and termination of benefits for uniformed service members during Absent US, or Separation US while serving on contingency or non-contingency operations under Uniformed Services Employment and Reemployment Rights Act (USERRA).

Agency Offered Medical Examinations

This course will address the circumstances in which the agency can require an employee to undergo a medical examination and when an agency can offer, but not require, an employee to have a medical examination. The course will also discuss the procedures to follow when arranging a medical examination.

Analyzing Medical Evidence

This session will cover how ICPAs can determine if the medical report they are reviewing is of good or poor quality; whether it is ready to be used by the OWCP to advance your case; how you can determine if it is based on questionable premises or on solid medical evidence; and how the ICPA can develop medical issues with the Attending Physician and OWCP.

Calculating Service Computation Dates (SCDs)* x2

This session will discuss the purpose for SCDs, demonstrate the basic method for computing SCDs, and manually calculate SCDs involving prior service periods, breaks in service and excess leave without pay.

Challenging Claims

This course will address when and when not to challenge a claim, what elements should be challenged and the best methods in presenting a challenge to Department of Labor. The course will also include a discussion of warning flags to look for on a claim that could indicate a need for a challenge to be presented. General case samples will be used for class discussion.

Complex Occupational Illness Cases (Emotional Conditions)

Neuropsychiatric disorders can often times be some of the most difficult and challenging types of occupational illness claims, both for agency personnel as well as for claims examiners. This class presents various sorts of performance of duty issues which can be involved with emotional condition claims – some which can be compensable, and some which are not. Understanding OWCP's position regarding Performance of Duty issues with respect to emotional conditions can be an enormous benefit to the Compensation Specialist. This class will help with gaining that understanding.

BREAKOUT SESSIONS

Continuation of Pay

This breakout session will discuss the intricacies of Continuation of Pay (COP): What it is; how it is counted; how we can track it; who is entitled and for how long; and how and when to terminate. This course will also discuss the respective roles of OWCP and the Agency in the COP process.

Court Ordered Benefits

A court order means any judgment or property settlement issued by or approved by any court of any state, The District of Columbia, the Commonwealth of Puerto Rico, Guam, The Northern Mariana Islands or the Virgin Islands, or any Indian court in connection with, or incident to, the divorce, annulment of marriage, or legal separation of a Federal employee or retiree Court Order Acceptable for Processing means a court order that meets the regulatory requirements to affect an employee annuity, a refund of employee contributions, or to award a former spouse survivor annuity. This session will review court orders and how they can affect a Federal employee or annuitant and their benefits. Court orders for federal employees follow different procedures than the private sector and attorneys need to follow those procedures so that OPM can enforce the requirements.

Death-In-Service Claims Processing* x2

This session will provide information on eligibility and processing of survivor claims in death-in-service cases according to the Office of Personal Management's (OPM) guidance. Discussion will include; Civil Service Retirement Systems (CSRS) and Federal Employees Retirement System (FERS) death-in-service claims including Basic Employee Death Benefits (BEDB), monthly survivor annuity, Federal Employees Group Life Insurance, Federal Employees Health Benefits, Thrift Savings Plan, Unpaid Compensation, Death Gratuity, VA benefits, Children's Benefits, deposits, taxes, and the steps to process these claims.

Disability Retirement Processing* x2

This session is designed to introduce participants to Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) Disability Retirement and the complexities of the process. The focus will be on eligibility, application process, approval and disapproval process, disability computations, disability annuity reductions, and termination of disability benefits.

FECA Fraud

This course is designed to provide Injury Compensation Program Administrators (ICPA) with an overview of issues related to FECA Fraud. The discussions will assist participants with identifying the factors of a potentially fraudulent claim. Participants will also learn actions that agencies can take when managing fraud or abuse claims how a FECA fraud conviction affects entitlement to benefits.

FECA Meetings

This breakout session will offer information on the process of how to establish a FECA Working Group (FWG) within the agency. This training will provide a list of members involved in establishing the FWG and their responsibilities. In addition, you will receive information on what steps are required to set-up, manage, and report the outcome of the agency's FECA program.

FEHB

This session will provide an overview of the Federal Employees Health Benefit (FEHB) Qualifying Life Event (QLEs, its impact on FEHB enrollment along with the employee's right to reconsideration and the process of the agency and DCPAS. Attendees will discuss the table of permissible changes and when a participant may change his or her election outside of the annual open season. Discussions will also include identifying the qualifying event codes and time limits in which a change may be permitted, considering whether an employee has a reasonable request for a consideration, along with the use of the regulations that may prevent or restrict the granting of the reconsideration.

FEHB – Child Incapable of Self Support

Under the Patient Protection and Affordable Care Act, Public Law 111-148 and the Health Care and Education Reconciliation Act of 2010, also known as health care reform, it is the responsibility for employers, including the Federal Government, to provide quality and affordable health insurance coverage to its employees. This session will cover the aspects of how Federal Employees Health Benefits (FEHB) plan coverage qualifies as minimum essential coverage and about special eligibility rules for dependents, adopted and foster children, children incapable of self-support, and parental responsibility requirements.

FEGLI in Retirement

The Federal Employees Group Life Insurance (FEGLI) provides an opportunity for employees to continue coverage into retirement. This session will provide participants with valuable information concerning eligibility requirements for continuing FEGLI into retirement, monthly cost of selected coverage and reduction options. Details will be provided to assist with counseling employees regarding the selection of affordable life insurance coverage when they retire and understand the available options. Discussion will also include the designation of beneficiary, living benefits and assignments.

FERS Offset

BREAKOUT SESSIONS

This course is intended as a brief overview for Injury Compensation Program Administrators and/or Injury Compensation Specialists, to better understand about certain crucial aspects regarding FERS Offset cases and the savings to DoD agencies when such offsets are initiated. DoD Program Advisors (formerly Liaisons) are responsible for the work that "drives" such cases to fruition. However, knowing and understanding how this process works is an important aspect that will allow the ICPA/ICS to be better prepared to perform their job in a more efficient manner.

Healthy Retirement Package* x2

A "healthy" retirement package is a complete and accurate package that does not have to be developed for missing, inaccurate or incomplete information. This session will cover the most common errors identified by the Office of Personnel Management (OPM) audits. Discussion will also include additional guidance on submitting a "healthy" retirement application packages to OPM for adjudication.

How to do Program Analysis and Present Data

This course is designed to show how to interpret the chargeback data and other statistical reports to give an overview of the injury compensation program - showing where your program is coming from and where it is heading based on the data available. A discussion of effective briefing techniques will be conducted to prepare the participants for compiling their data in order to make an effective Command brief.

HR Issues Impacting FECA

The HR Issues Impacting FECA course covers benefits provided to Federal employees who sustained traumatic injuries, occupational illnesses, and the monetary benefit to qualified survivors as a result of employment-related deaths. The primary discussion will focus on the Human Resources (HR) impact Leave Without Pay (LWOP) presents based upon an injured workers lost time or separation due to an accepted work-related medical condition and Return to Duty actions. Additional emphasis will be placed on Service Computation Date(s), TSP, references governing OPM Retirement versus FECA, transferring Health Insurance coverage, Life Insurance concerns, dependency updates, and potential overpayments, along with an overview of other HR issues having an impact on Federal Employees Compensation Act (FECA).

Military Deposits Processing under USERRA* x2

This session will provide a general overview of military deposits, with a focus on employees serving under Uniformed Services Employment and Reemployment Rights Act (USERRA), National Guard personnel ordered to active duty under USERRA, and members serving in Reserve units of the military. Discussion will be provided on the following subtopics:

a. Refresher of general Military deposits.
b. How to evaluate Military service deposits for reserve forces.

c. How to apply USERRA laws for deployed Federal personnel.
d. How to evaluate National Guard service under USERRA

Minimum Retirement Age+10 vs. Postponed and Deferred Retirement* x2

This session will focus on the Federal Employees Retirement System's Minimum Retirement Age (MRA) +10 retirement option. The session will cover the ramifications of postponing an immediate MRA +10 benefit and the financial implications associated with that decision. Attendees will also learn about the impact to health/ life insurance benefits and the consequences of choosing a deferred retirement.

Performance of Duty* x2

This session will discuss the concept of Performance of Duty and how this requirement affects the acceptance or denial of a claim. It will also cover the various scenarios in which injuries could be considered to be in the performance of duty. The most common grounds for challenging a claim is based upon performance of duty. This session is critical to understand this requirement and be able to apply it to claim challenges.

Pipeline Program

The Pipeline Program enables DOD installations to overcome reemployment issues involving injured DOD civilian employees, such as budget and complement constraints by providing funding for salaries and benefits for the first year of reemployment. Pipeline provides an installation with the ability to integrate these injured workers back to full employment while effectively reducing lost production days during the recovery period; supporting the Department of Labor's Return to Work Initiative. Under this initiative, each executive department and agency is expected to improve its performance in seven areas. The program also has a positive effect on mission readiness and preparedness, while allowing injured workers to contribute to that mission and improve their quality of life. This course will provide an overview of the program and the Injury Compensation Program Administrator's responsibilities for submitting a Pipeline packet for consideration to the Defense Civilian Personnel Advisory Service.

Reading and Managing Chargeback Reports

In this breakout session we will discuss the intricacies of the Chargeback Report: what it is, how to read it, how it affects the agency, and what anomalies to look for when managing it. We will also discuss best practices for managing the report, where the funding comes from, who is responsible for paying the bill, and how that is determined.

Removal as a Result of On-The -Job Injury

This course will discuss the circumstances in which an agency can remove an employee from his or her position and will outline the steps and procedures to follow when implementing this action.

BREAKOUT SESSIONS

Retirement Coverage Determination* x2

This session will provide information on determining employees' retirement coverage. We will discuss descriptions of each retirement system and how to determine CSRS, CSRS Offset, FERS, FERS-RAE, or FERS-FRAE coverage for Federal employees being hired for the first time or rehired with a break in service.

Retirement Application Processing (Audit)

This session will allow the participant to review a FERS (optional) Retirement application for completeness, prepare the certified summary of federal service, complete a SF2821, complete a SF2819 and review any/all OPF 2810s, 2809s, 2817s, 2823s. Finalize agency checklist of immediate retirement procedures.

Return to Work

This session will cover the process of returning an employee to work from obtaining medical restrictions to making the job offer to getting a job suitability determination.

Thrift Savings Plan Benefits of Participating Federal Employee Retirement System (FERS)

The Thrift Savings Plan (TSP) is a defined contribution plan for United States civil service employees and retirees as well as for members of the uniformed services. This session will provide a global picture of TSP participation at the DoD-wide and Component level. Discussion will be provided regarding FERS (FERS, FERS-RAE, and FERS-FRAE) participation and the impact of retirement contribution rates. In addition, emphasis will be given to the total cost of taking a TSP loan and the impact of delaying participation. Regardless of your retirement system, participating in the TSP can significantly increase your retirement income, but starting early is important. Contributing early gives the money in your account more time to increase in value through the compounding of earnings.

Unemployment Compensation* x2

The Basic Unemployment Compensation (UC) Course will provide fundamental instruction to Unemployment Compensation Program Specialists with varied levels of experience on the policies, procedures and systems utilized to process unemployment compensation claims. This module will provide participants with the ability to:

a. Research claim and billing information to ensure accurate information is provided
b. Provide examples of standard replies of communication regarding claim determinations, problems and issues.

c. Maintain systems of records.
d. Review and analyze Federal unemployment claims and supporting documentation
e. Provide technical advice and, assistance to customers
f. Monitor automated processes and systems
g. Assist with audits to determine compliance with guidelines, and recommends enhancements or corrective actions.
h. Provide an overview of the new Federal-State Data Exchange System that's being implemented by the Department of Labor

Workplace Wellness: Developing a Strategic Wellness Implementation Plan

Employee engagement data show that healthy employees are more productive and are more likely to significantly contribute to the organization's mission. As an HR specialist, learn how you can develop a strategic wellness implementation plan to frame or further your agency's wellness goals. This session will cover suggested roles and responsibilities of agency wellness coordinator, highly recommended wellness strategies, and wellness programs mandated by law. Learn about existing Federal and agency resources and tools that can assist with achieving wellness goals and gathering metrics to measure program effectiveness.

Biweekly Cap for Law Enforcement Availability Pay (LEAP): Impact to Benefits and Retirement

This course will touch on the definition of a Law Enforcement Officer under Special Retirement Provisions, define eligibility for LEAP and explain the biweekly pay cap on receipt of LEAP impact on benefits and retirement.

SYMPOSIUM WORKSHOPS

Case Management Strategies Workshop

This session will cover how to choose the most appropriate "next step" in managing your cases. It will introduce the ICPAs case management "tools", the steps that should be taken during the life of the case; specifically, what should OWCP be doing, and the steps the ICPA must accomplish to advance their cases towards a successful return to work or some other final resolution.

CFR Workshop (Inquiries/Reconsiderations)

This session will assist participants with interpreting and applying the appropriate United States Code and Code of Federal Regulations when responding to a variety of complex inquires and requests for FEHB/FEGLI reconsiderations.

Reemployed Annuitant Workshop

This session will identify key issues affecting the benefits of a reemployed annuitant, summarize the provisions of the policy governing the reemployment of annuitants. The session will also discuss how to counsel reemployed annuitants regarding their benefits and entitlements upon reemployment and at final separation from the reemployed appointment.

Retirement Estimates

This session will allow provide information on how manually compute a retirement estimate using applicable annuity computation rules for a FERS Optional Retirement with CSRS Component & partial Survivor Annuity.

Special Retirements Workshop

This session will provide information on how to determine retirement coverage for employees assigned to LEO/FF in Primary/rigorous positions and Secondary positions. The session will also audit special retirement coverage to determine if correct, identify common special retirement coverage errors, and summarize the requirements for:

- Mandatory separation
- Special retirement eligibility
- Special retirement annuity computations
- Certification of service at retirement

DoD BENEFITS CREDENTIALING PROGRAM

Earn your DoD Employee Benefit Advisor (EBA) Credentials during the 2019 DoD Benefits Symposium!

Testing opportunities will be offered during the Symposium; become one of the elites… Earn your DoD EBA credentials!

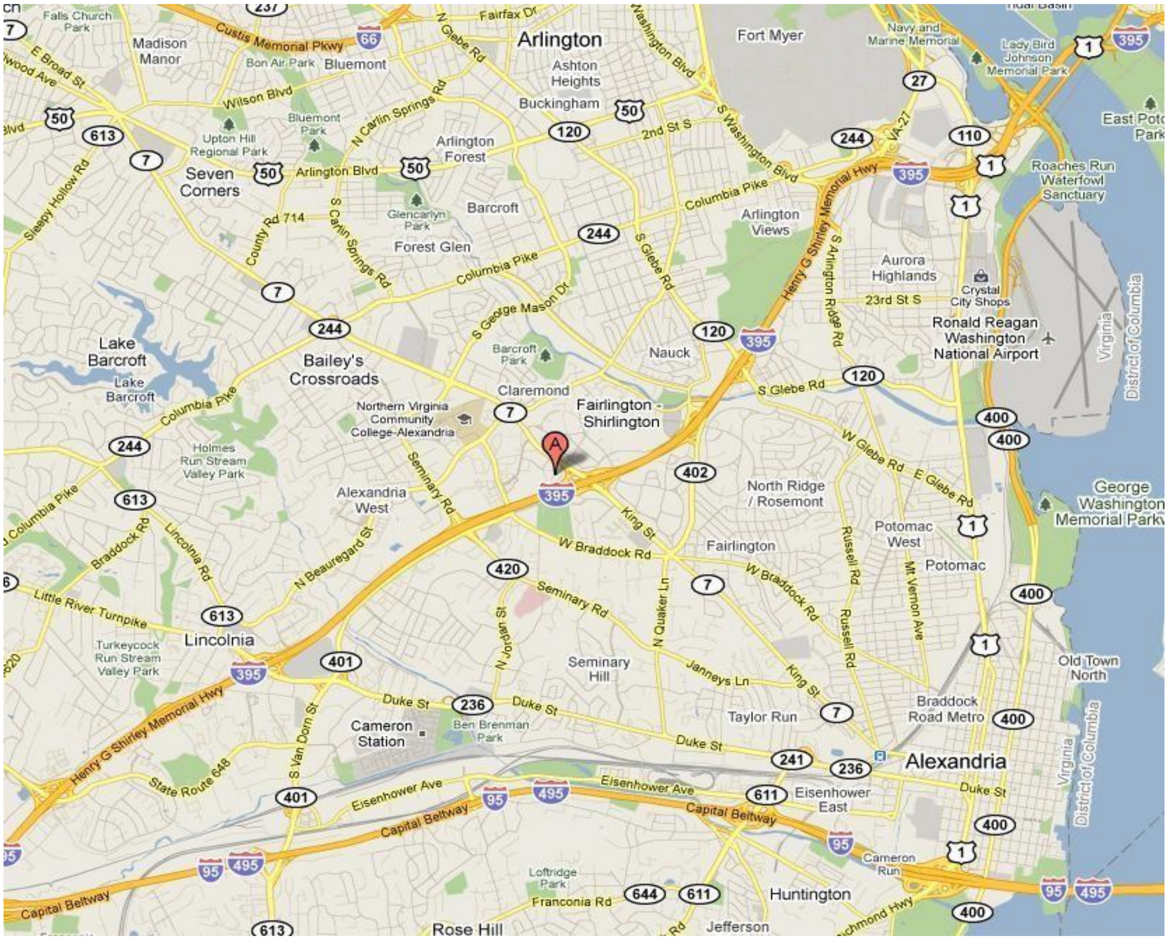
The exams are proctored and contain all multiple choice questions. The passing grade for each exam level is 85% and those who pass will receive the equivalent proficiency certificate. In the event a passing grade isn't achieved on the first attempt, there will be opportunities to retake the exam.

Symposium Credentialing Testing Schedule

Monday, July 8, 2019 (10:00 am to *12:30 pm)
Tuesday, July 9, 2019 (10:00 am to *1:00 pm)
Wednesday, July 10, 2019 (9:00am to *1:00 pm)
Thursday, July 11, 2019 (08:30 am to *12:00 pm)
(*represents the latest arrival time … exam is 2.5 hours)

If you're interested in testing or have questions, please contact Ms. Kisha Wilkins at:kisha.l.wilkins.civ@mail.mil

MAP OF GENERAL AREA



AIRPORTS INFORMATION

There are three airports in the Washington, DC metropolitan area to service the Hilton Mark Center: Washington National, Washington Dulles International, and Baltimore/Washington International.

Washington National
Distance from Hotel: 4 mi
Drive Time: 10 min.

Washington Dulles International
Distance from Hotel: 30 mi.
Drive Time: 35 min.

Baltimore/Washington International
Distance from Hotel: 40 mi.
Drive Time: 50 min.

Type	Typical Minimum Charge	Type	Typical Minimum Charge	Type	Typical Minimum Charge
Courtesy Bus	6:30AM to 10:30PM	Bus Service	40.00 USD	Limousine	75.00 USD
Limousine	20.00 USD	Limousine	65.00 USD	Taxi	75.00 USD
Taxi	20.00 USD	Taxi	65.00 USD		