



























# Determination Tables (First Hire: Exercise)

Instructions: Use the New Hire Determination Table to complete this exercise

*Is Employee Charlie covered under FERS, FERS-RAE or FERS-FRAE?*

## Description:

Employee Charlie was hired into an appointment that conveys coverage and has no previous service.

## Checklist History:

| Type Action | Appointment        | Coverage | Effective Dates       | Follows a Break in Service? | Eligible to Elect FERS? |
|-------------|--------------------|----------|-----------------------|-----------------------------|-------------------------|
| First Hire  | Career Conditional | ?        | 02/01/2013 -<br>----- | N/A                         | N/A                     |



# Determination Table (First Hire)

| Type Action | Appointment        | Coverage | Effective Dates            | Follows a Break in Service? | Eligible to Elect FERS? |
|-------------|--------------------|----------|----------------------------|-----------------------------|-------------------------|
| First Hire  | Career Conditional | ?        | 02/01/2013 - ----<br>----- | N/A                         | N/A                     |

## First Hire

| Step | Decision Factor   | If Yes...  | If No...  |
|------|---|--|---|
| 1    | Does employee have prior non-Federal service that was covered by or is creditable under CSFS? (See section 10A1.3-3B) | Go to Step 2                                     | Go to Step 5  |
| 2    | Does employee mee 5-year test? (See section 10A1.12I)   | Go to Step 3                                     | Go to Step 5  |
| 3    | Is current appointment excluded from CSRS? (See section 10A1.3-3)   | Go to Step 4                                     | Coverage under CSRS Offset with option to elect FERS* |
| 4    | Is current appointment excluded from FERS? See section 10A1.3-5)  | Coverage under FICA only (unless not applicable) | Coverage under FICA only with option to elect FERS*   |

## Retirement Coverage Determination Tables

**First Hire:** Presumes no prior Federal service under FERS or any other retirement system.

\*An employee may elect FERS if appointment is not excluded from FERS by law or regulation



# Determination Table (First Hire) Continued



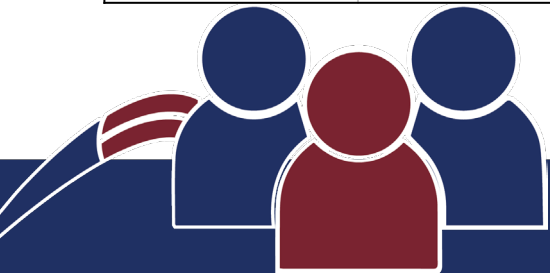
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| Type Action | Appointment        | Coverage | Effective Dates         | Follows a Break in Service? | Eligible to Elect FERS? |
|-------------|--------------------|----------|-------------------------|-----------------------------|-------------------------|
| First Hire  | Career Conditional | ?        | 02/01/2013 - -----<br>- | N/A                         | N/A                     |

| Step | Decision Factor   | If Yes...  | If No...      |
|------|---|--|---------------|
| 5    | Is appointment excluded from FERS by law or regulation? (See section 10A1.3-5)  | Coverage under FICA only (unless not applicable) | Go to Step 6  |
| 6    | Is appointment effective before January 1, 2013?  | Coverage under <b>FERS</b>                       | Go to Step 7  |
| 7    | Was employee on December 31, 2012, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corp volunteer service)? | Coverage under <b>FERS</b>                       | Go to Step 8  |
| 8    | Does employee, as of December 31, 2012, have at least 5 years of creditable or potentially creditable civilian service under FERS?                            | Coverage under <b>FERS</b>                       | Go to Step 9  |
| 9    | Is appointment effective on or after January 1, 2013, and before January 1, 2014?   | Coverage under <b>FERS-RAE</b>                   | Go to Step 10 |

## Retirement Coverage Determination Tables

**First Hires:** Presumes no prior Federal service under FERS or any other retirement system



# Determination Table (First Hire) Continued 2

| Type Action | Appointment        | Coverage | Effective Dates            | Follows a Break in Service? | Eligible to Elect FERS? |
|-------------|--------------------|----------|----------------------------|-----------------------------|-------------------------|
| First Hire  | Career Conditional | ?        | 02/01/2013 - ----<br>----- | N/A                         | N/A                     |

| Step | Decision Factor  | If Yes...                      | If No...                        |
|------|--|--------------------------------|---------------------------------|
| 10   | Was employee on December 31, 2013, performing civilian service that was creditable or potentially creditable under FERS (e.g. Peace Corp volunteer service)? | Coverage under <b>FERS-RAE</b> | Go to Step 11                   |
| 11   | Does employee as of December 31, 2013, have at least 5 years of creditable or potentially creditable civilian service under FERS?                            | Coverage under <b>FERS-RAE</b> | Coverage under <b>FERS-FRAE</b> |

## Retirement Coverage Determination Tables

**First Hires:** Presumes no prior Federal service under FERS or any other retirement system





# Determination Table (First Hire) Continued

## Employee Charlie is covered under FERS-RAE

**On December 31, 2012, the employee did not meet the requirements that would permit coverage under original FERS. Employee Charlie was not covered under FERS on December 31, 2012, nor did Employee Charlie have at least 5 years of creditable or potentially creditable civilian service as of December 31, 2012. Employee Charlie's appointment was effective on or after January 1, 2013 and before January 1, 2014.**



**Questions?**



Please take a moment to provide us your feedback

- You can scan the QR code or go to:
- <https://forms.osi.apps.mil/r/WUEbh3tETu>

FERS Eligibility Workshop  
(Retirement Determination) –  
FERS/FERS RAE/FERS FRAE

