2024 StrategicHR

Improving the Capabilities of the HR Workforce

DCPAS VIRTUAL BENEFITS SYMPOSIUM

HR Issues Impacting the FECA

Renee Morris & Yvonne Moore - September 24, 2024

Objectives

- Discuss the effects leave without pay (LWOP) has on benefits and entitlements.
- State the reference governing the interaction between Federal Employees' Compensation Act (FECA) and Office of Personnel Management (OPM) retirement benefits.
- Discuss how an approved OPM annuity affects the amount of service time credited to an employee returning to work from the Office of Workers' Compensation Programs (OWCP) rolls.

Question

An employee is injured at work and files a FECA claim that is accepted. The employee is out of work past the Continuation of Pay (COP) period and is placed on LWOP. You do not know when the employee will be able to return to work.

- Does this affect the employee's benefits and entitlements?
- Which ones are affected?
- If you don't know the answer to these questions, would you know where to look for the answers?

Leave Without Pay (LWOP)

LWOP can affect several benefits

- Service Computation Date (SCD)
- Leave Accrual
- Within Grade Increases (WGI)
- Health Insurance
- Life Insurance
- Thrift Savings Plan (TSP)
- Retirement Eligibility

Guidance

You can find the guidance regarding personnel actions within the Guide to Processing Personnel Actions.

This Guide can be found on the OPM website at:

https://www.opm.gov/policy-data-oversight/data-analysis-documentation/personnel-documentation/

Guide to Processing Personnel Actions

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Sections of the GPPA of note:

- Chapter 1 – Introduction
- Chapter 14 – Change to Lower Grade (CLG), Reassignments
- Chapter 15 – Non-Pay Status
- Chapter 16 – Return to Duty (RTD) from Non-Pay Status
- Chapter 17 – Pay and Step Changes
- Chapter 31 – Separation Other Than Retirement

Employee A

Employee A was injured on the job. His FECA claim has been accepted. He has been out of work for the past 8 months on LWOP due to the injury.

Would you generate a personnel action for this situation or is one not needed due to the fact that the employee is out of work due to a compensable injury?

Personnel Action?

In this case a personnel action is required.

“Process a personnel action for leave without pay of 80 hours or more granted because of an on-the-job illness or injury.”

(Reference: Guide to Processing Personnel Actions, Chapter 15, Placement in Non-Pay or Non-Duty Status, Section 15-4)

Guidance for finding the information to include on the personnel action can be found in the Guide to Processing Personnel Actions, Chapter 15, Placement in Non-pay or Non-duty Status, Rule 26.

Personnel Action

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Table 15-A. Documenting Placements in Nonpay/Nonduty Status, continued

Rule	*If Action is*	*And*	*Then NOAC is*	*Nature of Action is*	*Authority Code is*	*Authority is*	*Required Remark Code is*	*And Remark is*
25	Leave without pay (LWOP)	LWOP is for temporary assignment ot a State or local government, or an institution of higher learning	460	LWOP NTE (date)	NYM	Reg 334.101		
26		LWOP is granted because of an on-the-job injury or illness and extends, or is			Q3k	5 CFR part 353	N10	To (or expected to) be paid under 5 U.S.C. chapter 81

Employee A

Employee A was injured on the job. His FECA claim has been accepted. He has been out of work for the past 7 months on LWOP due to the injury?

Will the amount of time Employee A has spent on LWOP affect his Service Computation Date (SCD)?

Service Computation Date

Typically, periods of LWOP are credited to a maximum of 6 months per calendar year.

This limit does not apply to employees on LWOP because of compensable injury.

Therefore, the employee's SCD should not be adjusted if LWOP was due to a compensable injury.

Employee A

Employee A was injured on the job. His FECA claim has been accepted. He has been out of work for the past 8 months on LWOP due to the injury. During this time, he went over 15 years time in service.

Does his leave accrual rate change as a result of this or does it stay the same until Employee A returns to work?

LWOP – Leave Accrual

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Periods of LWOP due to compensable injury are fully creditable to meet the time in service requirement to accrue 4, 6, or 8 hours of annual leave.

However, no annual or sick leave accumulates while in a LWOP status.

LWOP – Within-Grade Increases

A period of LWOP is creditable when the employee is receiving compensation.

For employees who are in non-pay status, process the following actions when they are due, regardless of whether the employee is in pay or non-pay status on the effective date of the action:

- Within-grade increase for which employee becomes eligible during a period of non-pay status that is creditable for within-range increase purposes.

Reference: Guide to Processing Personnel Actions, Chapter 17, Pay and Step Change, Section 17-5a(1)

LWOP – TSP

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TSP contributions are suspended for up to one year while in an approved non-pay status, as long as TSP is notified.

- Form TSP-41, Notification to TSP of Non-pay Status; or
- Form SF-50, Notification of Personnel Action; or
- A letter on agency or service letterhead, signed by an appropriate agency official (or your commander or adjutant), and containing your name, date of birth, and social security number; the beginning date of the non-pay status; the type of non-pay (military or general); and the signature and title of the agency or service representative providing the information.

Reference: TSP Publication – Effects of Non-pay Status on Your TSP Account

LWOP – Federal Employee Health Benefit (FEHB)

FEHB coverage continues in a LWOP status for employee with accepted claims receiving wage loss compensation from OWCP.

OWCP takes out the employee portion of the FEHB premiums.

OWCP National Office will start deductions for Federal Employees Dental and Vision Insurance Program (FEDVIP) if the employee was enrolled.

Basic Insurance – Compensationers - During the first 12 months in non-pay status while an employee is receiving workers' compensation from the Department of Labor, they remain covered as an employee.

When they separate from service or end 12 months of non-pay status (whichever happens first), their FEGLI as an employee stops. However, they may be able to continue their life insurance as a compensationer if they meet all of the following requirements:

LWOP – Continue FEGLI

- On the day separated from service or on the day ending 12 months of non-pay status, they are still receiving compensation payments;
- The Department of Labor has determined that they are unable to return to duty;
- They have been insured for the 5 years of service immediately before the date compensation starts, or for the full period(s) of service during which they were eligible to be insured if less than 5 years; and
- They have not converted their life insurance coverage to an individual policy.

    (If already converted coverage before it is determined they are eligible to continue coverage, the employee must void the conversion policy. To void the conversion policy, contact the insurance company. That company will send a refund of any premiums already paid for the conversion policy.)

Who Makes the Determination?

For both annuitants and compensationers, OPM makes the final determination as to whether they are eligible to continue life insurance coverage.

FEGLI – No Waivers

- There are no waivers of any of the requirements to carry life insurance into retirement or as a compensationer. There are no exceptions to the "no waiver" rule – it does not matter whether the employee retires on disability, accept a voluntary incentive payment, etc.

- The only way to continue coverage into retirement or as a compensationer is to meet the 5-year/all opportunity rule.

- This is different from the Federal Employees Health Benefits (FEHB) Program, which does allow for waivers under exceptional circumstances.

- If employee is not eligible to continue coverage into retirement or as a compensationer, they may convert to a private non-group policy.

Difference Being Insured as an Employee vs Compensationer

Being insured as an employee, rather than as a compensationer, means:

- Basic and Option A coverage includes Accidental Death & Dismemberment.
- There are no reductions in the amount of insurance in force if over age 65.
- Salary changes affect the amount of Basic insurance (unless previously elected a partial living benefit) and Option B.
- Employee can elect more coverage (although, with the exception of Option C elected) due to a life event, any new coverage will not become effective until employee is back in pay and duty status.
- Employee submits designations of beneficiary, assignments, and court orders directing payment of FEGLI benefits to their employing agency instead of to OPM.

LWOP - FEGLI

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Continued Coverage as an Employee –
When an employee starts receiving compensation under FECA, they remain insured as an employee until one of the following things happens:

- Completion of 12 months in non-pay status; or
- Separation from service.

Notification to the OWCP

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- When on leave without pay to receive compensation, the employing agency must notify the Office of Workers' Compensation Programs (OWCP) of the type and amount of life insurance the employee has.

- The form to use for this purpose is OWCP Form CA-7.

- In the Remarks portion of the CA-7, employing agency provides the beginning and ending dates of the pay period in which pay stopped.

Notification to the OWCP

- Whenever pay changes during the time the employee is still covered as an employee, employing agency must notify OWCP, so any withholdings for Basic and Option B can be adjusted, if necessary.

- When insurance as an employee stops, the employee may be eligible to continue coverage as a compensationer.

Employee Appears Eligible to Continue FEGLI as a Compensationer

- Employing Agency must give employee an SF 2818 (Continuation of Life Insurance Coverage As An Annuitant or Compensationer).
- Employee must complete the SF 2818 making a post-65 reduction election for Basic insurance (and Option B and Option C, if applicable).
- Employing Agency must also complete an SF 2821 (Agency Certification of Insurance Status) and enter employee's workers' compensation claim number on the SF 2821.
- Employing agency must give employee a copy of the SF 2821, along with an SF 2819 (Notice of Conversion Privilege), in case employee wishes to convert any of their coverage.

SF 2818

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Location of electronic form:

https://www.opm.gov/healthcare-insurance/life-insurance/reference-materials/publications-forms/continuation-of-life-insurance-coverage-as-a-retiree-or-compensationer/

FEGLI Federal Employees Group Life Insurance

Continuation of Life Insurance Coverage
As an Annuitant or Compensationer
Federal Employees' Group Life Insurance (FEGLI) Program

Important: Read instructions on pages 1 - 3 before completing this form.

Identifying Information

1. Employee's name *(last, first, middle)*
2. Date of birth *(mm/dd/yyyy)*
3. Social Security number
4. Employing department/agency
5. Work location *(city, state, ZIP code)*
6. Compensation claim number *(if applicable)*

Basic Life Insurance

7. Do you want to have Basic Life insurance in retirement/compensation if you are eligible?
   - Yes *(If yes, complete item 8.)*
   - No
   - I received a full Living Benefit. *(skip to Item 9)*
8. What level of Basic do you want in retirement/compensation? *Check only one box. If you received a partial Living Benefit, you must check No Reduction.*
   - 75% Reduction
   - 50% Reduction
   - No Reduction

Option A — Standard Optional Insurance

9. Do you want to have Option A in retirement/compensation if you are eligible? To continue Option A, you must also continue Basic. ***(Check "yes" only if you currently have as an employee)***
   - Yes
   - No
   - I don't have Option A.

Option B — Additional Optional Insurance

10. Do you want to have Option B in retirement/compensation if you are eligible? To continue Option B, you must also continue Basic. ***(Check "yes" only if you currently have as an employee)***
    - Yes *(If yes, complete item 11.)*
    - No
    - I don't have Option B.
11. How many multiples of Option B do you want to have in retirement/compensation? You can elect up to the number of multiples you are eligible to continue in retirement. Put a number on each line to indicate how many multiples you want for NO REDUCTION and FULL REDUCTION. If the number is "zero", "0" should be written on that line. The total of both No and Full Reduction multiples cannot exceed 5. See the instructions.
    (number of NO REDUCTION multiples) *(number of FULL REDUCTION multiples)*

Option C — Family Optional Insurance

12. Do you want to have Option C in retirement/compensation if you are eligible? To continue Option C, you must also continue Basic. ***(Check "yes" only if you currently have as an employee.)***
    - Yes *(If yes, complete item 13.)*
    - No
    - I don't have Option C.
13. How many multiples of Option C do you want to have in retirement/compensation? You can elect up to the number of multiples you are eligible to continue in retirement. Put a number on each line to indicate how many multiples you want for NO REDUCTION and FULL REDUCTION. If the number is "zero", "0" should be written on that line. The total of both No and Full Reduction multiples cannot exceed 5. See the instructions.
    (number of NO REDUCTION multiples) *(number of FULL REDUCTION multiples)*

Signature

14. **Signature (Do not print.)** *Only the insured may sign. Signatures by guardians, conservators, or through a power of attorney are not acceptable.*
    Date *(mm/dd/yyyy)*

Part 1 - Agency Use

PRINT SAVE CLEAR

U.S. Office of Personnel Management
FEGLI Handbook (RI 76-26)
Previous editions are not usable.
SF 2818
Revised February 2012

Employee Appears Eligible to Continue FEGLI as a Compensationer

- Employing Agency will send the SF 2818, SF 2821, and a copy of the SF 2819, along with any designations of beneficiary, assignments, court orders directing payment of FEGLI benefits, and all previous life insurance elections, to OPM.

- OPM will verify compensation status and inability to return to duty with OWCP and will inform employee whether they are eligible to continue coverage.

- If employee is eligible to continue coverage, OPM's Retirement Operations Center will maintain the life insurance file and serve as employee's "employing office" for life insurance purposes.

- Employee will be given a CSI file number and a letter explaining the value of their life insurance.

- If the employee wants to convert any or all of their life insurance, employing agency should follow the same procedures as for annuitants.

Employee Does Not Appear Eligible to Continue FEGLI as a Compensationer

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- If employing agency determines the employee does not meet the 5-year/all-opportunity requirement for any FEGLI coverage, they must notify OWCP.
- Employee's FEGLI coverage continues for the first 12 months in non-pay status or until separated from service, if that happens first.
- To notify OWCP, employing agency must complete a "Notice of Life Insurance Ineligibility." This notice is sent to OWCP at the same time the CA-7 is sent.
- OWCP will flag its system to stop the withholdings at the end of 12 months.
- If the employee separates from the agency before the end of 12 months in non-pay, the agency must notify OWCP so they can stop the withholdings at separation.
- Employing agency will also give or send a copy of the "Notice of Life Insurance Ineligibility" to the employee. This notifies the employee that their FEGLI coverage will terminate upon separation or completion of 12 months in non-pay and that they have a right to convert the coverage.

It Is Not Clear Whether the Employee is Eligible to Continue FEGLI

- Employing agency should follow the same procedures that apply to an eligible employee as described in Benefits Administration Letter, BAL 01-216. The Retirement Operations Center will review the employee's life insurance records and make a determination about their eligibility.

- OPM makes the final determination as to whether the employee is eligible to continue life insurance coverage.

Canceling or Reducing Insurance – Compensationer

- If the employee wants to cancel or reduce insurance while insured as a compensationer (i.e., no longer insured as an employee), they must notify OPM so that withholdings can be stopped or reduced. They should submit a letter to:

    OPM, Retirement Operations Center,
    P.O. Box 45, Attn: Life Insurance,
    Boyers, PA 16017-0045

- Any cancellation or reduction of life insurance coverage must be in writing and have an original signature. Emails, phone calls, and faxes are not acceptable. The employee needs to specify what action they want taken concerning their life insurance coverage. They need to ensure they include their name, date of birth, social security number, and CSI number.

- Employee should also include a daytime phone number, so they can be reached if there are any questions on their request. OPM determines the effective date of the change, notifies the Office of Workers' Compensation Programs (OWCP) of the change to withholding, and sends the employee verification of the new level of insurance.

Canceling or Reducing Insurance - Employee

- Please note employees cannot increase coverage after they are insured as a compensationer, nor can they reinstate any cancelled coverage.
- If they are still insured as an employee and wish to cancel or reduce coverage, they must submit an SF 2817 (Life Insurance Election) to their employing agency.
- If they are still insured as an employee, they must submit any SF 2823 (*Designation of Beneficiary*), RI 76-10 (*Assignment*), or court orders to their employing agency as well.
- If they are insured as a compensationer, they must submit these forms to OPM since their life insurance records must be on file with them. If they are not, the employee should contact their agency to find out where their FEGLI records are and request they be forwarded to OPM so OPM can create a CSI file.
- The address is:

  OPM, Retirement Operations Center,
  P.O. Box 45,
  Boyers, PA 16017-0045.

If a Compensationer Dies

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- If the employee was insured as a compensationer at the time of their death, the beneficiary(ies) should provide notification of the death to OPM at
  1-888-US-OPM-RET (1-888-767-6738) or
  202-606-0500 within the Washington D.C. metropolitan area.

- OPM will provide each employee with an FE-6 (Claim for Death Benefits). Each employee must submit a separate claim form to:
  Office of Federal Employees' Group Life Insurance (OFEGLI)
  P.O. Box 6080,
  Scranton, PA18505-6080

- The address for overnight deliveries is:
  OFEGLI
  10 Ed Preate Drive,
  Moosic, PA18507

- Employees should not send the claim form to OPM.

FEGLI Reinstatement – Compensationers

- **There is no reinstatement of life insurance for a compensationer (unless the employee successfully appeals the termination of their compensation).**

- **However, if they return to duty or become reemployed in a non-excluded position, they can get FEGLI coverage again.**

Preservation of Benefits

- If the employee has been collecting FECA wage loss benefits, there is no additional action to take regarding FEHB and FEGLI benefits (assuming FEHB has been transferred to OWCP).
- The employee needs to take action, however, in order to preserve benefits should FECA benefits be terminated. The employee should apply for OPM Disability Retirement to preserve their CSRS/FERS right to benefits.
- Benefits are preserved should compensation terminate, or the employee's death is unrelated to the accepted condition.
- Must apply for Disability within 1 year of separation from federal service unless the person is mentally incompetent. (The 1 year time limit does not apply to non-disability retirement).

Preservation of Benefits-FEHB Benefits

- **The application for retirement annuity will also preserve rights to continued health insurance coverage if compensation ceases.**

- **If a timely application for retirement benefits is not filed and workers' compensation payments later stop, the former employee is *not eligible* for Temporary Continuation of Coverage (TCC) of health insurance.**

CSRS/FERS Refund

- If an employee is receiving compensation and elects a refund of retirement contributions, they could very well be forfeiting future benefits.

- CSRS, may make redeposit if reemployed.

- FERS redeposit, only apply to employees covered under FERS on or after October 28, 2009, and only affect annuity benefits based on a separation from FERS coverage on or after October 28, 2009.

OPM & Survivor Benefits

- **If the employee dies and the death is not related to accepted condition no FECA Death benefits will be payable.**

- **CSRS benefits**
  - Survivor Annuity is not payable if employee dies and did not fulfill all requirements for retirement.
  - Lump sum credit may be payable.

- **FERS benefits**
  - Survivor Annuity ***may*** be payable if employee dies and all eligibility requirements are met.
  - Otherwise, lump sum credit may be payable.

LWOP Summary

- SCD is unaffected.
- Employee does not accrue leave.
- Employee does not contribute to TSP. TSP should be informed of LWOP status.
- Document LWOP on SF 52 for periods of 80 hours or more.
- Ensure OWCP knows FEGLI coverage of employee.
- Insured under FEGLI as an employee if LWOP <= 12 months.
- Insured as a compensationer if LWOP > 12 mos. Ensure FEGLI elections are made (SF 2818). OPM administers FEGLI for the compensationer.
- Ensure OWCP knows FEHB coverage of employee.
- OWCP administers FEHB for employee.

Employee Returning to Work

Returning an employee back to work once they have been on the Periodic Roll is a difficult process. Once the employee returns there are a different set of issues surrounding their time spent on the periodic roll and how that affects their retirement annuity.

There are basic concepts that will help in providing guidance when these questions arise.

FEGLI Termination – Compensationers

- **For compensationers, life insurance terminates when compensation stops or when the OWCP finds the employee is able to return to duty. There is no 31-day extension of coverage or right to convert once insurance terminates.**

- **Exceptions:**
  - Life insurance will continue if employee becomes an annuitant and is eligible to continue life insurance as an annuitant, or if employee returns to work in a non-excluded position.

  - If the employee is a compensationer who is found able to work part-time or to perform light duty and they continue to receive a reduced level of compensation, they do not lose your FEGLI coverage.

- **If employee returns to Federal service, the Basic insurance (and Options A and C) held as a compensationer stops and the employee becomes insured as an employee. Option B coverage continues as if they were not a reemployed annuitant unless they file an election with their reemploying agency electing to have Option B as an employee.**

If the Employee Returns to Duty

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- When the employee has been receiving compensation and then returns to duty, the employing agency must notify the OWCP and let them know the beginning and ending dates of the pay period in which the employee returned to duty.

- Report of Work Status (CA-3 form) filed in ECOMP is the best method to communicate this to OWCP.

- If a CSI file has been established by the OPM Retirement Operations Center (ROC), the agency must also notify the ROC that the employee is back to work. The ROC will send the original life insurance forms back to the employing agency.

Effect of RTW on Retirement Eligibility and Annuity Calculation

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The following scenarios will illustrate the different factors that can affect an employee when they return to work after collecting wage loss compensation from OWCP.

The scenarios will cover the following:

1. Employee on LWOP, not separated from agency
2. Employee separated from agency, no approved disability retirement
3. Employee separated from agency, approved disability retirement

Scenarios

In each of these scenarios there are common questions that should be answered to determine how an employee is affected by collecting wage loss benefits under FECA while out of work.

Ask yourself these questions when looking at the scenarios:

1. Was the employee in a LWOP status at the agency or was the employee separated?

2. Does the employee have an approved OPM Disability Retirement?

3. Can the employee be considered to be recovered or restored to earning capacity by OPM?

OPM Restoration Rights

Full recovery within 1 year of compensation

- Set forth in 5 CFR 353 Subpart C, Section 301
- Mandatory restoration rights to the former position or its equivalent.
- One year begins as of the date eligibility for compensation began.
- Excludes periods of COP
- Agency must restore the employee immediately and unconditionally regardless of whether the employee is still on the agency’s rolls or was separated to same position or like position.

Employee on LWOP
Not separated from agency

Josh Randle was injured at work and, as a result, was totally disabled. The employee was subsequently placed on the periodic roll. The employing agency placed the employee on LWOP where he stayed for the next 3 years. After that time, the agency was able to successfully return the employee to work.

This is the most straightforward scenario. The employee was still in a LWOP status on the agency employment roll. The employee did not have an approved OPM disability retirement.

Since the employee was actually in a LWOP status he will be treated as if he never left. Therefore, the time spent on the periodic roll will be considered service time for computing retirement eligibility and annuity amount. The compensation pay rate, however, will not affect the pay rate used to calculate the retirement annuity.

If the employee is CSRS they must work 1 year out of the 2 years preceding their retirement. FERS has no such requirement.

Employee C - Employee Removed Approved Disability

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After being removed, an employee continued receiving FECA wage loss benefits for three years. The employee took the recommended action and timely applied for a Disability Retirement, which was approved.

The agency subsequently made a job offer that was found suitable by OWCP. The employee returned to work in the position.

Return to Work-Approved Disability

- The employee will be considered an Annuitant even if FECA benefits were elected and the employee did not receive an annuity check.

- Section 9902 of title 5 United States Code (U.S.C.), as enacted by the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2004, changed the procedures for reemployed annuitants who are rehired in the Department of Defense.

- DoDI 1400.25, vol 300 states that when reemployed within DoD, all reemployed annuitants will be placed in FICA (Retirement Code "2" will be reflected in block #30 on SF50) and will receive full annuity and salary and will be unable to receive credit for future retirement benefits.

Return to Work-Approved Disability

- Annuitants can receive credit for future retirement benefits if OPM finds they are recovered or restored to earning capacity.

- If either action happens then the employee will no longer be an annuitant since they will no longer have claim to an OPM disability annuity.

Determined to be Recovered by OPM

- Medical evidence shows that the medical condition that initially caused the disability has ameliorated to the point that the annuitant is no longer disabled for the position from which he or she retired, -OR-

- The annuitant is permanently reemployed, under CSRS or FERS, in a position of the same, or higher, grade or pay level as the position from which they were disabled from.

- If the annuitant is under age 60, OPM will conduct periodic reviews regarding recovery in accordance with their procedures. If the annuitant is age 60 or older, OPM will only review for a recovery determination if the annuitant makes that request.

Restored to Earning Capacity by OPM

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- A disability annuitant is deemed restored to earning capacity in any calendar year the annuitant is under age 60 (on December 31) and the annuitant's earnings equal or exceed 80% of the current pay of the position from which the annuitant retired.

- If the annuitant is age 60 or older, there is no restriction on the amount of income you can earn while receiving disability retirement.

- If OPM makes a finding of restoration to earning capacity, then the time spent on compensation may be creditable toward an annuity.

Without Approved Disability

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What would happen if this employee had not filed for Disability Retirement after being removed and brought back to work after 3 years?

Which benefits and entitlements are affected?

Without Approved Disability

- Upon RTW status, the employee will be treated as if they never left. Therefore, the time spent on the periodic roll will be considered service time for computing retirement eligibility and annuity amount.
- The compensation pay rate, however, will not affect the pay rate used to calculate the retirement annuity.
- If the employee is CSRS they must work 1 year out of the 2 years preceding their retirement. FERS has no such requirement.

RTW Checklist

Employee returns from LWOP

- Document return on SF52 *(Reference: Guide to Processing Personnel Actions, Chapter 16, Return to duty from Non-pay status)*
- WGIs will have been made effective if appropriate.
- Leave accrual will occur at the rate as if the employee never left.
- Inform OWCP of return-to-work (RTW) date.
- Agency administers FEHB for employee.
- Time spent in LWOP will count toward retirement.
- If LWOP >12mos and employee was able to carry FEGLI as a compensationer, inform OPM of the employee's RTW.

References

FERS/CSRS Handbook

The entire handbook can be found at the following URL:
www.opm.gov/retirement-services/publications-forms/csrsfers-handbook

The chapter that contains information pertinent to FECA and OPM Retirement is Chapter 102 and can be found at:
http://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c102.pdf

The chapter that discusses Disability Retirement is Chapter 60 and can be found at:
http://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c060.pdf

FEGLI Handbook

https://www.opm.gov/healthcare-insurance/life-insurance/reference-materials/publications-forms/fegli-handbook/

Please take a moment to provide us your feedback

You can scan the QR code or go to:
https://forms.osi.apps.mil/r/B7fDMNfQ4k

IC Session: HR Issues Impacting the Federal Employees' Compensation Act (FECA)