



United States Office of Personnel Management
Retirement Services

Benefits Administration Letter

Number: 26-104

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Subject: Reemployed Annuitant Decision Tables

This Benefits Administration Letter (BAL) provides a new tool for Federal agencies to use when reemploying Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) annuitants. When appointing CSRS and FERS annuitants, agencies must exercise due diligence. The attached reemployed annuitant decision tables detail the agency actions required for retirement coverage and benefits, health insurance, and life insurance for an annuitant upon appointment, separation, and death (if an annuitant dies during reemployment). Agencies should begin using these tables immediately when handling reemployed annuitant cases.

Background

When an agency reemploys a CSRS or FERS annuitant, several factors determine how the annuitant's retirement and insurance benefits are handled upon appointment and again at separation. Due to the complexity of these cases, there is a higher risk of errors when making retirement coverage determinations or processing insurance benefits.

Reemployed Annuitant Decision Tables

The attached decision tables will assist agencies in determining the retirement and insurance actions that need to be taken for an annuitant upon appointment, separation, or if an annuitant dies during reemployment. Each attachment contains four decision tables to guide agencies through the factors that will impact an

annuitant's retirement, Federal Employees Health Benefits (FEHB) program coverage, and Federal Employees' Group Life Insurance (FEGLI) coverage. Additionally, a list of resources is included on each attachment to aid agencies in the counseling and processing of reemployed annuitant cases.

Decision tables were not created for the Federal Employees Dental and Vision Insurance Program (FEDVIP), Federal Flexible Spending Accounts (FSAFEDS), or the Thrift Savings Plan (TSP) since eligibility to participate in these programs is dependent upon retirement coverage and FEHB eligibility during reemployment. General guidance is included for each of these programs in Attachment 1 and Attachment 2.

Additional Information and Resources

For questions regarding the information in this BAL, please contact the Benefits Officers Development and Outreach group at benefits@opm.gov or call (202) 606-0788.

Sincerely,

Matthew MacIsaac
Deputy Associate Director, Operations
Retirement Services

Encl.:

1. Attachment 1, Decision Tables Upon Reemployment of an Annuitant
2. Attachment 2, Decision Tables Upon Separation of a Reemployed Annuitant
3. Attachment 3, Decision Tables Upon Death of a Reemployed Annuitant