



EVOLVE **EXPANDE** EXCEL

Emergence to Greater Heights

2022 DoD VIRTUAL BENEFITS & WORK-LIFE SYMPOSIUM



UNEMPLOYMENT COMPENSATION (SF8)

Derrick Holmes | September 28, 2022

Overview

- A list of the top 10 issues within the UC program at the Department of Defense
- An explanation of the Standard Form (SF) -8
- A list of the Federal Identification Codes (FICs) for each component

Top 10 UC Claim Problems

- Others completing state UC documents instead of the UCPAs (10)
- States not providing credits within the 2 year deadline (9)
- States not responding to our protests (8)
- States not charging the correct FIC (7)
- States send UC documents to the wrong address (6)

Top 10 UC Claim Problems

- UCPAs not properly trained (5)
- Lack of FIC knowledge (4)
- Components not responding timely to state's request for UC related information (3)
- Components not always using Defense Injury Unemployment Compensation System (DIUCS) for UC claims (2)
- Not providing a SF-8 to separating employees (1)

SF8

- Must be issued to all separating federal civilian employees, employees placed in a Leave Without Pay (LWOP) status for at least 7 consecutive days, and federal civilian employees transferring from one payroll office to another
- Provides federal civilian employees with information on how to file for unemployment compensation benefits
- Used by states to know where to send requests for wage and separation information, who to contact at the federal agency for questions, and the correct FIC to which the benefits should be charged.

SF8 Form (1)

TAKE THIS FORM WITH YOU IF YOU GO TO FILE A CLAIM
UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES (UCFE) PROGRAM
NOTICE TO FEDERAL EMPLOYEE ABOUT UNEMPLOYMENT INSURANCE

This form has been given to you because (1) you have been separated from your job, or (2) you were placed in a nonpay status, or (3) your records have been transferred to a different payroll office.

Unemployment insurance (UI) for Federal workers. When unemployed, Federal workers may be entitled to UI benefits similar to those of workers in private industry. If you become unemployed or are in a nonpay status and want to FILE A CLAIM, go to the nearest LOCAL PUBLIC EMPLOYMENT SERVICE OFFICE of the STATE EMPLOYMENT SECURITY AGENCY to register for work and file your claim for UI. Your ELIGIBILITY for UI CANNOT be determined until AFTER you file a claim. DO NOT DELAY filing a UI claim; if you wait, your unemployment benefits may be reduced or you may not qualify for any benefits.

To help EXPEDITE your claim, take THIS FORM with you, your SOCIAL SECURITY ACCOUNT NUMBER CARD, the OFFICIAL NOTICE of your most recent employed by a Federal agency, SEPARATION or of your present NONPAY status (Standard Form 50 if available), EARNINGS and LEAVE statements, or similar documents that indicate you were employed by a Federal agency.

FEDERAL AGENCY will insert in the box:

1st line - Parent Federal Agency Name and 3 digit code number
2nd line - Major Component (if any)

3rd and 4th line - complete address to which all forms pertaining to a claim should be sent (ES-931, 931A, 934, 936, and notices of appeal, hearings, and determinations)

3 Digit
Identification
FEDERAL AGENCY
CODE NO.

To be completed by the *Federal Agency*:
Contact Name/Office

Telephone No. (include area code)

KEEP THIS FORM and **TAKE IT WITH YOU** if you file a UCFE/UI claim for unemployed Federal workers provided by Federal law (U.S. CODE, Title 5, Chapter 85). For more information about UCFE/UI, read the REVERSE SIDE of this form.

NSN 7540-00-634-3064

STANDARD FORM 8 (REV. 6-87)
Prescribed by Dept. of Labor
20 CFR 609

SF8 Form (2)

UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES (UCFE) PROGRAM

UNEMPLOYMENT INSURANCE (UI) FOR FEDERAL WORKERS

TAKE THIS FORM WITH YOU IF YOU GO TO FILE A CLAIM

GENERAL INFORMATION:

1. WHO WILL PAY UNEMPLOYMENT BENEFITS?

If you are eligible, you will be paid by a State employment security agency under the provisions of its unemployment insurance (UI) law. The amount of your regular weekly benefits and the period for which benefits will be paid will generally be determined by the law of the State in which you had your last Official Duty Station. This Duty Station will be printed on your final "Notification of Personnel Action", SF-50. If you have received all the regular benefits for which you are eligible, you may, under certain circumstances, become eligible for additional weeks of extended benefits; check with a State local office official. If your last duty station was outside the United States, you will not be eligible until you return to the United States, including the District of Columbia, Puerto Rico, and Virgin Islands. Your benefit rights will then be determined under the law of your State of residence.

UCFE/UI for unemployed Federal workers is paid from U.S. Government funds. No deductions were taken from your pay to finance these benefits.

2. UNDER WHAT CONDITIONS WILL I BE ELIGIBLE?

All State UI laws require that:

- You must be unemployed, able to work, and available for suitable work; (In some cases, you may be eligible if you are employed less than full time);
- You must register for work and file a claim at a local public employment service/UI claim office;
- You must continue to report to the office as directed; and
- You must have had a certain amount of employment/wages within a base period of 1 year specified in the State law and have been separated through no fault of your own.

All State UI laws will deny you benefits for such reasons as:

- Quitting your job voluntarily without good cause or being discharged for misconduct connected with work; or
- Refusing an offer of a suitable job without good cause.

Some State UI laws deny or reduce UI benefits for certain types of payments you may receive (retirement, severance, and/or lump-sum amount for unused, accrued annual leave).

3. DO I HAVE THE RIGHT OF APPEAL?

Yes. If a determination is made denying you benefits, you have the right to appeal as provided in the applicable State law.

4. ARE THERE ANY PENALTIES?

Yes. If you willfully make a false (fraudulent) claim, you may be fined, imprisoned, or both. If you make a mistake in giving information when you file your claim, notify the local UI claim office as soon as you discover the mistake: prompt notification may avoid a penalty.

(The above statements are issued for general information; they do not have the effect of law, regulation, or ruling).

IF YOU BECOME REEMPLOYED and have been collection UCFE/UI benefit payments, it is your RESPONSIBILITY to notify the local office, in writing, to discontinue paying benefits now that you are employed. Failure to do so may result in a *penalty such as a fine, imprisonment, or both.*

FICs

- 420 – Army National Guard
- 421 – 4th Estate
- 422 – Army
- 423 – Navy
- 424 – Air Force
- 428 - Air Force National Guard

- 427 – Air Force Nonappropriated Fund (NAF)

Questions?





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RI 20-124 Form

Chuck Wadleigh, 28 September 2022

Agency Certification Requirement

- BAL 21-104 - OPM created form RI 20-124, Certification of Service as a Law Enforcement Officer, Firefighter, Nuclear Materials Courier, Customs and Border Protection Officer (535 Service), or Air Traffic Controller.
- Agencies must complete this form whenever an employee, who has performed service in one of these special categories, separates from the agency for any reason, including resignation, transfer, retirement (including disability retirement), and death.

**Certification of Service Performed as a Law Enforcement Officer, Firefighter, Nuclear Materials Courier,
 Customs and Border Protection Officer (535 Service), or Air Traffic Controller**

To be completed when an employee who has performed service in one of these special population categories with an agency separates from the agency for any reason, including resignation, transfer, retirement (including disability retirement), and death.

Section 1: Employee Information

Name of Employee (Last, First, MI) <i>Doe, Jane L.</i>	Date of Birth (mm/dd/yyyy) <i>08/19/1964</i>	Social Security Number <i>222-22-2222</i>
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Section 2: List of Enhanced Service (use additional copies of this form if more space is needed)

Service listed below was performed during the employee's service with Agency Name
Department of Army

Start Date	End Date	Service			Position Title and Position Description Number Title	PD Number <i>(not required for ATC service)</i>	Location	Special Population Code <i>(see instructions for list of codes)</i>
		Yrs	Mos	Days				
<i>6/23/1990</i>	<i>5/2/1995</i>	<i>4</i>	<i>10</i>	<i>10</i>	<i>Firefighter</i>	<i>3870A</i>	<i>Alexandria, Virginia</i>	<i>01</i>
Total Enhanced Service					Comments:			

Section 3: Agency Certification

I certify that the information shown above accurately reflects verified information in official records.

Signature of Authorized Agency Official <i>Robin L. Johnson</i>	Printed Name of Authorized Agency Official <i>Robin L. Johnson</i>	Title <i>Supervisory HR Specialist</i>	Date (mm/dd/yyyy) <i>5/2/1995</i>
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Agency Certification Requirement (Official Personnel Folder (OPF))

- If separation is due to reasons other than retirement or death, the completed form RI 20-124 must be filed on the permanent side of the employee's Official Personnel File (OPF).
- If separation is due to retirement or death, the form RI 20-124 must be forwarded to OPM, and any other such certification that may already be on file in the individual's OPF, SF 2806, or SF 3100.

Certification Requirement

- BAL 10-105 - required certification of LEO/FF service upon separation from a covered position
 - Certification lists in chronological order the title of each position, the beginning and ending dates the employee served in each position, the length of service in each position, the PD number, location of service and special population code (indicating whether coverage was primary, rigorous or secondary) Agencies are required to complete the RI 20-124 to certify an employee's service in one of the above mentioned special categories. This is in addition to the requirements set-forth in BAL 10-105.

**Certification of Service Performed as a Law Enforcement Officer, Firefighter, Nuclear Materials Courier,
 Customs and Border Protection Officer (535 Service), or Air Traffic Controller**

To be completed when an employee who has performed service in one of these special population categories with an agency separates from the agency for any reason, including resignation, transfer, retirement (including disability retirement), and death.

Section 1: Employee Information

Name of Employee (Last, First, MI) <i>Doe, Jane L.</i>	Date of Birth (mm/dd/yyyy) <i>08/19/1964</i>	Social Security Number <i>222-22-2222</i>
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Section 2: List of Enhanced Service (use additional copies of this form if more space is needed)

Service listed below was performed during the employee's service with Agency Name

Start Date	End Date	Service			Position Title and Position Description Number		Location	Special Population Code (see instructions for list of codes)
		Yrs	Mos	Days	Title	PD Number (not required for ATC service)		
<i>6/23/1990</i>	<i>5/2/1995</i>	<i>4</i>	<i>10</i>	<i>10</i>	<i>Firefighter</i>	<i>3870A</i>	<i>Alexandria, Virginia</i>	<i>01</i>
<i>5/3/1995</i>	<i>8/19/2005</i>	<i>10</i>	<i>3</i>	<i>17</i>	<i>Firefighter</i>	<i>2850A</i>	<i>Dayton, Ohio</i>	<i>01</i>
<i>8/20/2005</i>	<i>11/20/2010</i>	<i>5</i>	<i>3</i>	<i>1</i>	<i>Supervisory Firefighter</i>	<i>5870A</i>	<i>San Diego, California</i>	<i>01S</i>
Total Enhanced Service		<i>20</i>	<i>4</i>	<i>28</i>	Comments:			

Section 3: Agency Certification

I certify that the information shown above accurately reflects verified information in official records.

Signature of Authorized Agency Official <i>James R. Brown</i>	Printed Name of Authorized Agency Official <i>James R. Brown</i>	Title <i>Retirement Benefits Specialist</i>	Date (mm/dd/yyyy) <i>11/27/2010</i>
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Questions?





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REEMPLOYED ANNUITANTS

Chuck Wadleigh, 28 September 2022

Reemployed Annuitants (Notifying OPM)

- Effective October 1, 2019, OPM has initiated a new process for agencies to send notification regarding the hiring of reemployed annuitants. As part of the process, the “Notification to OPM of Reemployment of Annuitant” has replaced form OPM 1482. The ReemployedAnnuitant@opm.gov email has also replaced HBPremium@opm.gov.
- The ReemployedAnnuitant@opm.gov email now serves as the primary channel of communication for agencies to report and inquire about matters pertaining to Reemployed Annuitants.

Reemployed Annuitants (Email Subject Lines)

- When sending a notice to OPM through ReemployedAnnuitant@opm.gov, the agency is required to enter one of the following Subject Lines for the email:
 - Notice of Reemployment of a Non-Disability Annuitant or
 - Notice of Reemployment of a Disability Annuitant
- **NOTE:** It is important to distinguish whether the annuitant retired on a disability or a non-disability retirement since there are different teams that handle these types of retirements.

Reemployed Annuitants (Reemployment of Annuitant Form)

- Agencies must submit “Notification to OPM of Reemployment of Annuitant” form to the ReemployedAnnuitant@opm.gov email box when an annuitant is reemployed. OPM requires that the SF 50 accompany the form.

NOTIFICATION TO OPM OF REEMPLOYMENT OF ANNUITANT

OPM requires the below information to determine continued eligibility for annuity. The agency must complete and send this form, along with a copy of the SF 50 to our email address at: ReemployedAnnuitant@opm.gov

1. Retirement Claim Number:

2. Name of Annuitant:

3. Date of Birth:

4. SSN:

Appointment

5. Type of Appointment:

6. Date of Appointment (Month, Day, Year):

7. Presidential Appointment? Yes No

8. Dual Comp Waiver (including FEPCA and Public Laws 103-336, 108-136, 108-447 and 108-458) in effect? Yes No

If "No", indicate Retirement System: CSRS/CSRS Offset _____
FERS _____ FICA _____

9. Was this appointment granted to provide interim relief pending further judicial or administrative review of an agency adverse action, under the provisions of 5CFR 772.102?
 Yes No

Insurance

10. Does appointment allow FEGLI coverage? Yes No

11. If so, did annuitant make new elections? No (if no, go to Item 11) Yes (if yes, please enclose copy of new elections)

12. If annuitant did not complete a new election, agency should pick-up all FEGLI carried into retirement as of reemployment date except for Option B. What deductions for life insurance does annuitant have under reemployment?

None Basic Option A Option C

Option B (note: annuitant can elect to keep Option B under employment, otherwise withheld from annuity)

Did annuitant elect Option B withheld from employing agency? Yes No

If "Yes", Effective date: _____



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Reemployed Annuitants (SF-50)

- The SF 50 will tell OPM the effective date of the reemployment, the type of appointment, the annuitant indicator code (Block 28) and the retirement coverage (Block 30).
- Please be sure that the retirement coverage and annuitant indicator are correct before sending information to OPM for processing.

NOTIFICATION TO OPM OF REEMPLOYMENT OF ANNUITANT

OPM requires the below information to determine continued eligibility for annuity. The agency must complete and send this form, along with a copy of the SF 50 to our email address at: ReemployedAnnuitant@opm.gov

1. Retirement Claim Number:

2. Name of Annuitant:

3. Date of Birth: _____ 4. SSN: _____

Appointment

5. Type of Appointment:

6. Date of Appointment (Month, Day, Year):

7. Presidential Appointment? Yes No

8. Dual Comp Waiver (including FEPCA and Public Laws 103-336, 108-136, 108-447 and 108-458) in effect? Yes No

If "No", indicate Retirement System: CSRS/CSRS Offset _____
FERS _____ FICA _____

9. Was this appointment granted to provide interim relief pending further judicial or administrative review of an agency adverse action, under the provisions of 5CFR 772.102? Yes No

Insurance

10. Does appointment allow FEGLI coverage? Yes No

11. If so, did annuitant make new elections? No (if no, go to Item 11) _____ Yes _____ (if yes, please enclose copy of new elections)

12. If annuitant did not complete a new election, a agency should pick-up all FEGLI carried into retirement as of reemployment date except for Option B. What deductions for life insurance does annuitant have under reemployment?

None _____ Basic _____ Option A _____ Option C _____

Option B _____ (note: annuitant can elect to keep Option B under employment, otherwise it is withheld from annuity)

Did annuitant elect Option B withhold from employing agency? Yes No

If "Yes", Effective date: _____



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Reemployed Annuitants (RI 20-46)

- Upon notification of a reemployment, OPM will send the agency the RI 20-46 via the ReemployedAnnuitant@opm.gov email box. This form provides important information on the annuitant such as:
 - Monthly annuity amount for the salary offset
 - Retirement coverage
 - Life insurance coverage at the time of retirement

Reemployed Annuitants (Federal Employee Health Benefits (FEHB))

- Eligibility to continue or enroll in FEHB is dependent on the appointment type:
 - **Permanent Appointment** – Permits continuation, FEHB is transferred from OPM to agency.
 - If the annuitant **did not** have FEHB as a retiree:
 - May elect FEHB upon reemployment
 - **Can not** earn eligibility to continue coverage into retirement upon separation (eligible for TCC)
- **Temporary Appointment-** FEHB will remain with OPM

Reemployed Annuitants (Federal Employee Group Life Insurance (FEGLI))

- **Temporary Appointment:**
 - Life insurance is administered by OPM; premiums continue to be withheld from the annuity
- **Permanent Appointment:**
 - Life insurance elections are suspended as an annuitant with OPM. Coverage will be automatic with the agency for Basic, Option A & C
- There is a 60 day election opportunity to add coverage if the break in service is at least 180 days. If less, any existing waiver or declination remains the same as annuitant coverage

Note: Any change in coverage will remain after separation

Reemployed Annuitant Separation (Notify OPM)

- The agency completes the “Notification to OPM of Separation of a Reemployed Annuitant-No Benefits Payable” form and notifies OPM via email at ReemployedAnnuitant@opm.gov, attaching the form as well as the separation SF-50.

NOTE: When a Supplemental or Redetermined annuity is applicable, the agency prepares the benefits application package and sends it through normal channels to OPM.

NOTIFICATION TO OPM OF SEPARATION OF A REEMPLOYED ANNUITANT- NO BENEFITS PAYABLE

NAME: _____ DOB: _____ SSN: _____

Claim Number: _____

DATE OF SEPARATION _____

Does this annuitant have a disability retirement? ___ Yes ___ No

REEMPLOYED ANNUITANT WAS UNDER A DUAL COMPENSATION WAIVER. PLEASE RESTORE
FEHB _____ FEGLI _____

REEMPLOYED ANNUITANT SEPARATED PRIOR TO ATTAINING ONE FULL YEAR OF SERVICE.
PLEASE RESTORE
FEHB _____ FEGLI _____

APPLICATION FOR REFUND OF EMPLOYEE DEDUCTIONS WILL BE SUBMITTED

SEPARATION SF 50 IS ATTACHED

AGENCY EMAIL ADDRESS: _____ AGENCY PHONE #: _____

AGENCY OFFICIAL SIGNATURE _____ DATE _____

Agency Responsibilities Upon Separation

- **If annuity continued during reemployment, agency must provide OPM with the following:**
 - Send SF 2806/3100
 - New SF 2801 or SF 3107
 - New SF 2800/SF 3104 (if applicable)
 - SF 2800 or SF 3104 (If Death In Service occurs)
- **If annuity was terminated on or during reemployment:**
 - Process the separation in the same manner as any other separating employee
 - Provide annuity estimate upon request
 - OPM will send election letter to employee

Reemployed Annuitants (Federal Employee Health Benefits (FEHB))

- **Upon separation from Federal service agencies must:**
 - Notify OPM via email at ReemployedAnnuitant@opm.gov
 - Forward all original file copies of FEHB documents to OPM, ROC, PO Box 45, Boyers, PA 16017
- OPM will transfer the FEHB coverage and notify the annuitant

Reemployed Annuitants (Federal Employee Group Life Insurance (FEGLI))

Upon separation from Federal service the agency must:

- Terminate coverage using SF 2821 and send to OPM
- Provide SF 2819 for employee's conversion rights
- Forward all original file copies of FEGLI documents to:
 - OPM, ROC, PO Box 45, Boyers, PA 16017-0045
- OPM will reinstate the FEGLI coverage (less any post-65 reduction), notify the annuitant and start deducting premiums on the day after separation

Questions?

