

FURLOUGH IMPACT ON BENEFITS

Federal Employee Health Benefits (FEHB): FEHB coverage will automatically continue and the employee will have the premiums deducted upon return to full pay status. See questions 20-23 on page 7 of the DoD Q&As at this link:

<http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Federal Employee Group Life Insurance (FEGLI): Coverage continues for 12 consecutive months while in non-pay status without cost to the employee or the agency. See question 24 on page 8 of the DoD Q&As at this link: <http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Thrift Savings Plan (TSP): If elected to contribute a percentage, that percentage will still be deducted based on the reduced salary. If elected to contribute a dollar amount, that amount will continue to be deducted unless pay decreases to a point where there is insufficient pay after deductions are calculated and no deductions will be taken for that pay period. See questions 25-31 on pages 9-10 of the DoD Q&As at this link:

<http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Federal Flexible Spending Account Program (FSAFEDS): Deductions cease when there are insufficient funds to cover the premium(s). If not pre-paid, FSA account will be frozen and employee will not be eligible for reimbursement for health care expenses incurred until returned to pay status and allotment is restarted. See question 32 on page 10 of the DoD Q&As at this link:

<http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Federal Dental and Vision Program (FEDVIP): Deductions cease when there are insufficient funds to cover the premium(s). Can request to be billed directly and pay by check. Will need to be paid in full to avoid cancellation. See question 34 on page 11 of the DoD Q&As at this link:

<http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Federal Long Term Care Insurance Program (FLTCIP): Deductions cease when there are insufficient funds to cover the premium(s). Payments must be made while in non-pay status. Visit the LTC Web site, <https://www.ltcfeds.com/documents> for more information or question 33 on page 11 of the DoD Q&As at this link: <http://www.cpms.osd.mil/Subpage/FurloughGuidance/>

Unemployment Compensation: SF-8 Notice to Federal Employee about Unemployment Insurance Claims based on state where work is performed. Each state will have different unemployment compensation requirements. See question 42 on page 12 of the DoD Q&As at this link: <http://www.cpms.osd.mil/Subpage/FurloughGuidance/>