



Special Retirement

An Overview

PRESENTED BY:

Agenda

- Special Retirement Approvals (Historical)
- Current Global Authorities
- When to Submit Positions for Approval?
- Overview of the DoD Approval Process
- Issues at Hand
- Problems that Delay Approval Process
- Next Steps
- Where to Obtain Assistance

Special Retirement Approvals

- Pre 1987 - All positions approved by OPM
- Post 1987 – FERS positions approved by Agency Head or Designee
- 1993 -OPM delegates authority to approve CSRS positions to Agency Head or Designee

Current Global Authorities

- DoD currently has four global authorities in effect
 - One global was granted by the OPM
 - Three were granted by USD (P&R)
- These authorities provide Components will special retirement coverage for a limited group of firefighter according to titles, series and grades

OPM Global Authority

- Granted on 06/25/89 for DoD Firefighters
 - Firefighters GS-1-6
 - Lead Firefighters & Firefighter Instructors (Instruction), GS-6
 - Supervisory Firefighters, GS-6-12
 - Fire Protection Inspectors – GS3-10
 - Supv Fire Protection Inspectors – GS-7-11
 - Fire Protection Specialist – GS7-14
 - Lead/Fire Communications Operators, GS-5-6
 - Fire Chief GS-11-13

USD (P&R) - Army Global Authority

Granted on 08/22/94 for Army Firefighters

- Firefighter - GS 3-6 (with appropriate parenthetical)
- Lead Firefighter – GS6-7 (with appropriate parenthetical)
- Fire Communications Operator – GS-04
- Fire Protection Specialist – GS-7-13
- Fire Protection Inspector – GS5-8
- Supervisory Firefighter GS-7-12 (with appropriate parenthetical)
- Supervisory Fire Protection Inspector – GS7-11
- Fire Chief – GS-9-14

USD (P&R) Air Force Global Authority

Granted on 08/31/89 for Air Force Firefighters

- Firefighter (Structural)/(Airfield) – GS 1-6
- Firefighter (Instruction) – GS 6
- Lead Firefighter – GS 6
- Lead/Fire Communications Operator, GS 5-6
- Fire Protection Inspector – GS 3-10
- Fire Protection Specialist – GS 7-10
- Supervisory Firefighter - GS 7-12
- Supervisory Fire Protection Inspector – GS 7-11
- Fire Chief – GS 11-13

USD (P&R) Navy Global Authority

Granted on 11/04/94 for Navy Firefighters

- Firefighter (with appropriate parenthetical) GS3-7
- Lead Firefighter (with appropriate parenthetical) GS 6-7
- Fire Communications Operator GS 3-6
- Fire Protection Specialist GS 7-13
- Fire Protection Inspector GS 5—10 & CF 5
- Supervisory Communications Operator GS 6-7
- Supervisory Fire Fighter GS7-13 & DA/DG 4-5
- Supervisory Fire Protection Specialist GS 7-14
- Supervisory Fire Protection Inspect, DA/DG 4-5

When to Submit Positions For Approval?

- New Positions Not Covered By Global Authorities
- Individually Approved Position Changes to:
 - Major Duties
 - Duty Percentages
 - Grade
 - Title

Overview of the DoD Approval Process

Department of
Defense (DoD)
Component/Agency

Organization

Major Command

Headquarters

OSD, Civilian
Personnel
Management Service
(CPMS)

Field Advisory
Services,
Classification
Branch

Field Advisory
Services Benefits
& Entitlements
Branch

CPMS Director

OSD, Civilian
Personnel Policy

Office of General
Council

Deputy Assistant,
Civilian Personnel
Policy

OSD,
Personnel Readiness

Office of Deputy
Under Secretary
of Defense, P&R

Deputy Under
Secretary of
Defense, P&R

Issue At Hand

- March 2004 – OPM issued new 081 Classification Standard
- Firefighter positions reclassified with some upgrades
- Newly classified were positions no longer covered by global authorities
- Components and Agencies failed to submit new positions for approval of special retirement coverage
- Employees lost coverage despite continuing to make the additional .5% retirement contributions

Problems That Delay Approval Process

- Poorly written Job Descriptions
 - Physical Training Requirements
 - Clearly Defined Duties
- Incorrect Requests for Primary or Secondary Coverage
- Unsigned Position Descriptions
- Incorrect Position Description Numbers of SF50s

Next Steps

- Continue to work with Components to expedite existing cases
- Prioritize cases in which employees are at or near retirement eligibility
- Monitor newly established PDs to ensure that coverage is obtained
 - Quarterly review process
 - Encourage the use of standard position descriptions
 - Develop automatic flag in DCPDS

Where To Obtain Assistance

- Local Human Resource Office
- Component Level Benefits Office
- FAS, Benefits & Entitlements Branch
 - 703-696-6301, press 1 for Benefits
 - benefits@cpms.osd.mil