



Charles Dzama
FEDERAL BENEFITS SIMPLIFIED

PRE-RETIREMENT (LATE CAREER) Seminar Training FERS/CSRS

Feedback:

“Thank you so much for providing the information and for always doing an AWESOME job! I really appreciate your outstanding customer service and interpersonal skills; not to mention your super quick responsiveness to our employee’s needs and inquiries.”

– USMC Training Coordinator

“This is an outstanding course. Instructor & Class Administrator was amazing. Will be taking this class again! It is good to see you guys are looking out for us. Also, I genuinely feel like you guys care.”

– Dale J. – Dept of Navy

“This was a very informative brief, the questions as Charles stated were good and the answers were even better.

Thanks a million.”

– Mike B. – Dept of Navy

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Summary:

Approaching retirement is an unknown phase of life. Many wonder if they are ready, and if their understanding of their income is accurate and if they may be missing something. How to coordinate the various sources of income, and what the best decisions are, can be overwhelming, if you’re not well informed. Federal employees have a robust benefits package, but these benefits must be properly understood when implementing. The FERS retirement system is effective when utilized to its full potential, and this course will assist in the knowledge needed at this critical time approaching retirement.

Overview:

The Pre-Retirement training for federal employees will clarify many complex topics in an easy to understand and enjoyable atmosphere. This one-day course will assist employees in understanding not only when they are eligible to retire, but how much their FERS pension may be worth, and if this is enough. This education will help ensure all are aware of additional sources of service time including purchasing military time and redeposits. Both Social Security planning and survivor benefit elections are subjects considered in an interactive setting. What to expect for the FEHB health insurance when retired, FEGLI group life insurance, having the FLTCIP long term care discussion, and Flex Spending Account FSA are all topics explained thoroughly.

TSP and the tax implications, and the various funds and their uses, withdrawal elections, eliminating lingering debt and securing monthly income gross versus net will be topics all effectively covered. Possibly the greatest memory aids are the real-life stories from those that have approached and went into retirement, and some of the mistakes they were prevented from making, due to their education in this course. Questions are not only welcomed but encouraged and used as excellent teaching aids in fully understanding the benefits in each segment. Attendees have access to the instructor’s calendar post attending for any specific questions they have based on their own family’s circumstances. The interactive and welcoming nature of the instruction will surpass expectations consistently.

MORNING

Day 1 - Morning

8:30-9:20

Retirement Income – Sources & Concepts & Course Overview

- Accumulation Versus Distribution
- Asset Allocation Versus Asset Designation
- Course Flow & Questions & Answers – Conversational Instruction Explained
- Course Overview
- Getting & Keeping Important Documents Together
- Beneficiary Forms Up to Date
- Display of Forms & Updating Online
- OPM & Processing Retirement Applications

Q&A Recap

9:30-10:20

Retirement Eligibility & Deferring Postponing

- Retirement Checks & Arrival Timelines – What to Expect
- 7 Birthdays That Matter the Most
- FERS Retirement Systems & Employee Contributions
- Retirement Eligibility Age & Years of Service
- EXERCISE: Eligibility Discussion Examples Lightning Round
- Deferring or Postponing Retirement
- VERA & VSIP What to Expect – How Does it Work
- Best Dates Retire

Q&A Recap

10:30-11:15

Military Time Buy Back Annual & Sick Leave High 3 Determination FERS Calculations

- Military Time Buy Back How & Why
- CALCULATING Military Time Buy Back
- Deposits & Re-Deposits
- Part Time Service Calculations
- Annual & Sick Leave
- High 3 Determined
- Calculating FERS Pension (CSRS if applicable)
- BREAK OUT GROUPS: Calculating Your Pension

Q&A Recap

11:20-12:00

Survivor Benefit Retirement Forms FERS Supplement

- Survivor Benefit Options
- Calculating the Costs EXERCISE
- Retirement Forms Displayed & Elections Shown
- COLAs Cost of Living in Retirement
- The 3 Legged Retirement System
- FERS Supplement Calculations & Understanding
- SRS Offset Elimination if Working & Examples

Q&A Recap

AFTERNOON

Day 1 - Afternoon

1:00-1:50

Social Security Income Planning & Options FEHB Health Care While Working

- Social Security Income & Maximizing the Benefit
- Longevity & What to Consider
- Increases & Taxation
- Qualifying (Spousal) Benefits
- Widow's Widower's Benefits Divorced FRA Full Retirement Age
- Underage Kids Auxiliary Benefits
- Earnings Limitations
- Social Security Possible Future Reductions
- FEHB Premium Conversion & Open Season
- Factors to Assist With Choices
- FEDVIP Dental & Vision
- Demystifying FEHB While Working
- FEHB Options While Working

Q&A Recap

2:00-2:50

FEHB in Retirement & The Medicare Discussion/Tri-Care FSA & FEGLI Group Life

- FEHB In Retirement What to Expect
- Medicare, Facts & Myths for Federal Retirees
- Tri-Care Elections (if applicable retired military or reservists)
- FSA Determinations & Factors to Consider
- FEGLI Basic While Working & Into Retirement
- FEGLI Basic Coverage
- FEGLI Options A B & C Explained
- FEGLI Controlling Costs as Career Progresses

Q&A Recap

3:00-4:00

FEGLI & Retirement & Income Replacement & FLTCIP Federal Long-Term Care

- Life Insurance Needs Determination w/ FEGLI
- Pension Max Pros & Cons
- EXERCISE: Survivor Benefits Worksheet
- FLTCIP Long Term Care Breakdown & Choices
- Having The LTC Discussion & Considerations
- How Much Is Enough – Why or Why Not?
- LTC Types & Choices

Q&A Recap

Entire Day Q&A Recap

MORNING

Day 2 - Morning

8:30-9:20

Review FERS Brochure & Workings FERS Disability Taxes While Working

- FERS Disability Retirement Determination & Calculations
- REVIEW: FERS Brochure
- Taxes While Working
- FERS Pension & Tax Considerations
- Social Security Tax Implications
- Federal & State Tax Brackets Displayed & Discussed
- Single or Married

Q&A Recap

9:30-10:20

TSP Taxes In Retirement & Implications Roth Usage & Contribution Limits

- History of Taxes & Present Landscape
- TSP & The Tax Implications
- TSP Traditional & It's Uses
- TSP Roth Why Now & Advantages
- TSP Roth Usage & Retirement Planning
- Roth Considerations Before Trying
- Letter "Is Now The Right Time to Go Roth?"
- TSP Contribution Minimums Why
- TSP Age Bracket Limits
- TSP Max Funding & Implementation

Q&A Recap

10:30-11:15

TSP Understanding Various Funds & Uses Website & Fund Updates

- TSP Tips Logging In Now
- Understanding the 5 Funds & Lifecycle Funds
- TSP Funds Historical Performance & Expectations
- New Funds Mutual Fund Window
- ESG Funds Why & Defined
- ESG Why Use Them?
- Fees Associated with New Funds
- AVA Virtual Assistant & Live Agent Chat
- Allocation Considerations While Working

Q&A Recap

11:20-12:00

TSP Allocations & CFC

- EXERCISE: Allocation While Working
- What Seems Appropriate & Why - Discussion
- Choosing Certain Funds Based on Timeline & Uses
- Use of The LifeCycle Funds – Pros & Cons
- CFC Combined Federal Campaign & Video

Q&A Recap

AFTERNOON

Day 2 - Afternoon

1:00-1:50

Understanding Good & Bad Debt TSP Loans & Monthly Expenses In Retirement

- TSP Loans Why Consider
- Understanding Debt & Options For Eliminating
- TSP Loans Advantages & Disadvantages
- How to Implement
- Establishing Monthly Income
- EXERCISE: Review LES

Q&A Recap

2:00-2:50

Retirement Income Sources TSP Withdrawal Options

- Adding Monthly Expenses
- EXERCISE: Income Spread Sheet Expenses
- Creating a Plan
- Solid Assets VS Fluctuating Assets
- TSP Withdrawal Options & Considerations
- Various TSP Payments When Retired
- TSP Brochure Review

Q&A Recap

3:00-4:00

TSP Withdrawals & Income Choices & Negative Moves in Stock Market

- TSP Letter to Investors July 2014 Review
- FERS Retirement Income Planning
- Combining FERS Pension, Social Security & TSP Income
- Review All Income Sources
- Gross Versus Net
- Being Aware of Negative Stock Market Implications
- Retirement Expectations – What Are You Retiring To!?

Q&A Recap along with Final Review