



Ohio National Guard

Air AGR Deferred Retirement to
Accept Technician Employment



Covered Topics

- Authorizations & Announcements
- Deferred AGR Retirement
- Technician Employment, Pay & Benefits
- Technician Retirement
- FAQs



Authorizations & Announcements

- Not a conversion in place
 - Permanent Technician appointments must be announced and competed per Merit Principles
- Must have an open Technician authorization
 - someone retires or resigns or a new authorization is received
- Must announce the position & compete the selection just like any other
- If an AGR is selected for the advertised Tech position, the AGR defers retirement & reverts to traditional
- Once the AGR becomes a Dual Status Technician, the control grade is freed and the AGR resource may be reallocated



Deferred AGR Retirement Eligibility and Processing

SFC Christy Nickell



Eligibility

- Members are eligible for a Title 10 Active Duty retirement at 20 years TAFMS (Total Active Federal Military Service) (Ref AFI 36-3209 Section 5D)
- National Guard Members eligible for a Title 10 Active Duty retirement may resign from an AGR tour and:
 - return to traditional (M-day) status, and
 - apply for the active duty retirement at a future date.



Process

MSF verifies 20 yrs TAFMS to ensure T10 Active Duty retirement eligibility

Member:

- Resigns from the AGR program in writing;
- Signs a statement of understanding for deferred retirement with MSF;
- Reverts to traditional status with OHANG;
- When ready to retire, applies for T10 Active Duty retirement at least 90 days in advance of the requested retirement date

Note: USERRA does not apply



Sample of Statement of Understanding

STATEMENT OF UNDERSTANDING OF TITLE 10 RETIREMENT DEFERMENT

I understand that although I am currently eligible for a 20 year Title 10 active duty retirement, I am choosing to defer that retirement in order to remain a member of the Ohio Air National Guard in a traditional status.

I understand that at the time I elect to take my retirement, I will retire at the highest grade held satisfactorily.

I further understand that once I separate from the Title 32 Active Guard/Reserve (AGR) program on _____, I will be solely responsible for informing the Mission Support Flight (MSF) at my wing at least 90 days prior to my requested retirement date. I understand that I will be required to complete any retirement processing requirements as determined by AFI 36-3209 (or current guidance) at the time I elect to request retirement.

Printed Name of Airman

Signature

Date

Printed Name of Witness from MSF

Signature

Date



Technician Employment, Pay & Benefits

Capt. Dan Roche



Technician Employment

- Annual leave accrues @ 4-8 hours per pay period
- Sick leave accrues @ 4 hours per pay period
- Military Leave accrues @ 120 hours per FY
- Life Insurance (must pay premium)
- Health Benefits for self & family (must pay premium)
- Federal Savings Account (FSA)-tax savings
- FERS Retirement
- Thrift Savings Plan (TSP) with Gov't Matching
- Drill Pay
- Annual Training pay



AGR/Technician Employment Comparison: O-5 Pilot

AGR O-5

- Basic Pay + Allowances + Flight Pay
- Tricare Health & Dental
- Life Insurance
- Go to: <http://www.defenselink.mil/militarypay/>

Technician GS-13

- Tech Pay (Special Salary Rate) + Drill Pay + Annual Training Pay
- Health Benefits
- Life Insurance
- Go To: <http://www.opm.gov/oca/09tables/indexGS.asp>



Technician Retirement

Ms. Alisa Williams



FERS

- **Federal Employees Retirement System**
- **3 components:**
 - **Annuity,**
 - **TSP with Matching,**
 - **Social Security**



FERS Vesting

- **Vesting = minimal eligibility for an annuity at age 62**
- **What will it take to qualify or become “vested” in a technician retirement?**
 - 5 years creditable “civilian” service
 - Prior & future military service not creditable because the employee is eligible for an Active Duty retirement



Voluntary Retirement

Age

Service

MRA	Not Likely to Qualify	30
60	Not Likely to Qualify	20
62	Likely to Qualify	5
MRA	Likely to Qualify	10

Minimum Retirement Age (MRA) annuity may be reduced by 5% per year for each full year the employee is under age 62 when the annuity commences.



Discontinued Service Retirement

Age	Service
50	20
Any age	25

Not Likely to Qualify

- Employee must be facing an involuntary separation
- Must not decline a reasonable offer
- May resign any time after receiving an official notice
- Immediate Annuity
- There is no age reduction under FERS



Disability Retirement

Age

Any age

Service

18 months
creditable “civilian”
service

Likely to Qualify

Immediate Annuity

Employee is required to apply for
SSA disability benefits.



Deferred Retirement

Age

62 and...

-Retirement contributions must remain in the fund

MRA and...

-Retiree may be subject to 5% age reduction if the annuity commences before age 62

Service

**5 years creditable
civilian service**

**10 years creditable
“civilian” service**

Likely to Qualify



FERS Basic Annual Annuity

1.0% x the high-3 x years of service

Example: employee age 56 retiring with 10 yrs of service and \$100,000 Hi-3 (MRA + 10)

1% x 10 years of service x \$100,000 = \$10,000

1st year Age reduction: \$10,000 x .704167 = \$7,041

Sample computation: www.fedcalc.com



FAQs

Capt Dan Roche



FAQs-General

- What is the process timeline to transition from AGR to Technician?
 - It can be rapidly accomplished once a technician job selection has been made



FAQs-General

- Has this ever been done successfully in Ohio?
 - This is a new and untested process for Air
 - It has been done for Army



FAQs-General

- What are the risks and benefits?
 - It is impossible to do more than generalize on this. Pay in the technician system is less, but there is greater longevity and no control grade issues. Individuals considering this process should consider making appointments for individual counseling with HRO



FAQs-General

- Is it required that I defer my AGR retirement in order to become a Technician?
 - Yes. You cannot draw an Active Duty retirement and be a Dual Status Technician at the same time.
 - There are no Non-Dual status pilot positions



FAQs-General

- What about the limbo-time between the end of my AGR tour and the beginning of my Technician tour?
 - Once a selection is made, the selectee will resign from the AGR program
 - Once the selectee is in terminal leave from the AGR program, he/she can be accessed into the Technician program



FAQs-General

- If I resign my AGR tour and defer my Active Duty Retirement, can I return to an AGR tour at a later date?
 - No, per ANGI 36-101, 2.1.3.6, once a member is eligible for an immediate federal retirement, the airman is no longer eligible for entry on any type of AGR tour.



FAQs-General

- Who has final authority to approve /disapprove this transition?
 - The Adjutant General has final authority on all hiring decisions



FAQs-General

- How long do I have to defer my AGR retirement if I become a Technician?
 - Until you elect to retire or are retired under force management or other authorized program



FAQs-General

- How long can I expect to remain a Technician?
 - As long as you are willing and able to work, funding is available, and force management requirements allow



FAQs-General

- What prevents the possibility that I could retire from my AGR position and find out my Technician position is no longer available?
 - Every position is filled subject to funding availability



FAQs-AGR Retirement

- If I am promoted after leaving the AGR program, at what grade will I retire?
 - You will retire at the highest grade held satisfactorily (TIG requirements permitting)
 - Your AGR retirement pay (when you end your deferment) will be based on either Final Pay, High-3 Year Average, or CSB/REDUX for active duty as appropriate



FAQs-AGR Retirement

- Do I need to return to an Active Duty Status to apply and process for retirement?
 - No, once verified as eligible, you can apply for an Active Duty Retirement as a traditional member
 - You must do so at least 90 days before the retirement date, and you must still be a military member until you retire



FAQs-AGR Retirement

- If I defer my AGR retirement, how does the time spent as a Tech effect my AGR retirement?
 - Technician service adds nothing
 - Continued Military service adds retirement points



FAQs-AGR Retirement

- If I become a Technician and subsequently quit or am non-retained (militarily), will my deferred AGR retirement begin to pay immediately upon termination of my Technician job?
 - There is no direct connection between the technician employment and submitting for Active Duty retirement
 - 90 days before you are ready or required to retire militarily, you must request the retirement
 - Your AGR retirement pay will begin 31 days after your official retirement date
 - You must maintain military membership until you retire



FAQs-Military Retention

- Can the State elect to “non-retain” me at anytime?
 - ANG leadership can choose to non-retain you or any other member militarily according to established procedures
 - In practice, technicians who do not meet DSR eligibility minimums are rarely if ever non-retained



FAQs-Health Benefits

- How will my health care be affected?
Can I/my family still use TRICARE?
 - TRICARE benefits for yourself and your family will cease until you retire
 - You will be eligible for Federal Employees Health Benefits as a technician
 - As a technician you are not eligible for TRICARE Select



FAQs-Technician Benefits

- How much annual vacation / sick leave will I earn as a Technician?
 - Annual Leave: 4 to 8 hours accrued per pay period depending on the employee's years of creditable service
 - Sick Leave: 4 hours per pay period
 - Military Leave: 120 hours per FY



Questions?