



# Set Your Retirement Goals and Plan the Process

**A NARFE Federal Benefits Institute Webinar**

**Presented by**

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Federal Retirement Benefits Expert

*Sponsored by Blue Cross and Blue Shield*

# Goals for Today's Webinar



## Assessment

Where am I today?

- Mid-career
- Pre-Retirement
- Early Retirement

## Goals

Where do I want to be?

- Can't wait to retire!
- No hurry to leave!
- Fear of the unknown!



# Goals for Today's Webinar



## Planning

What should I be doing to achieve my goals?

- More than 10 years away
- Less than 10 years away

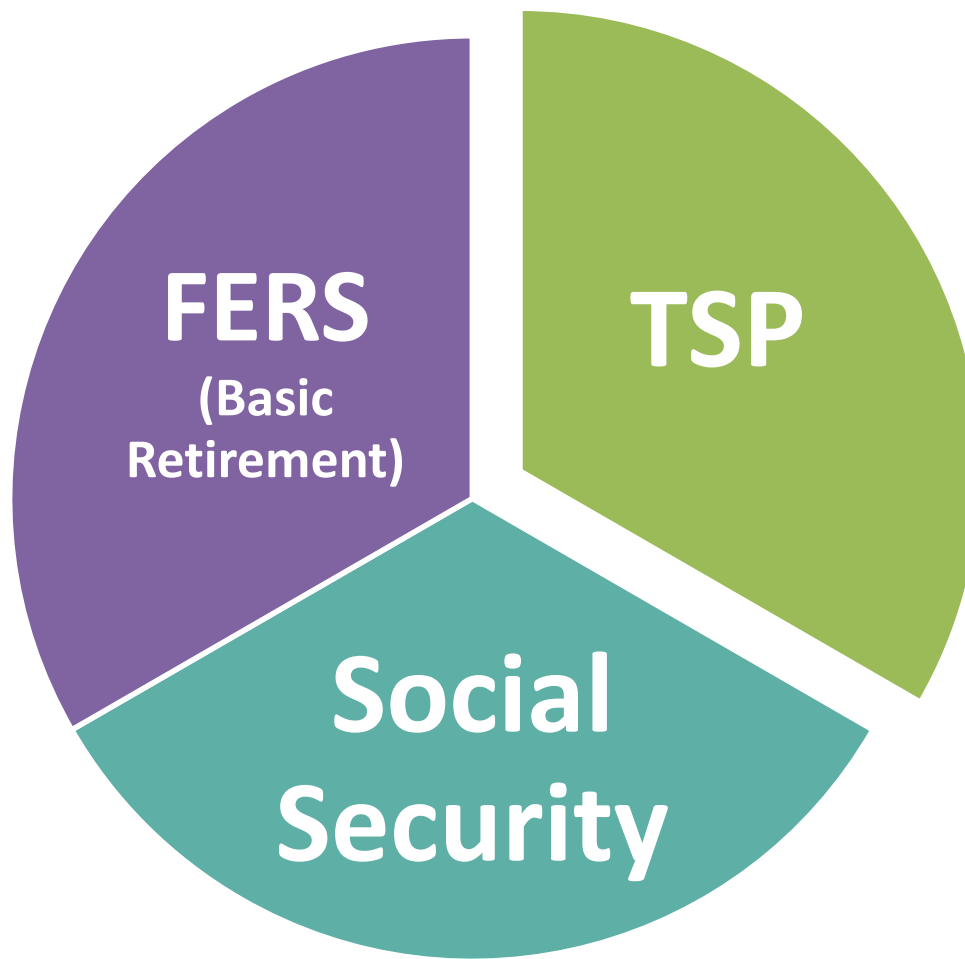
## Options

How to achieve my goals?

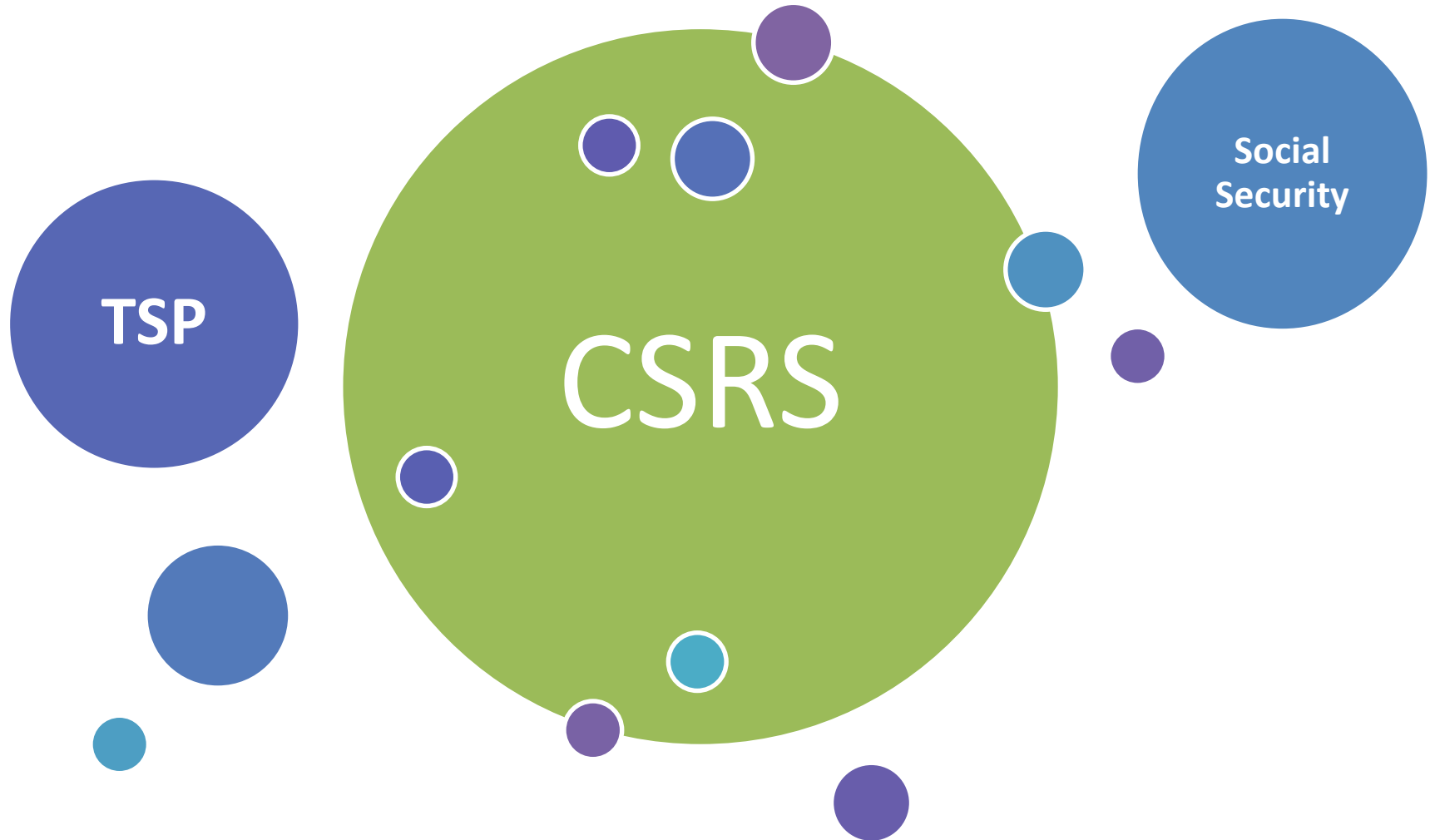
- Phased retirement
- Turning on my benefits
- Using resources and tools



# Federal Employees Retirement System (FERS)



# Civil Service Retirement System (CSRS)



# Assessment: Where to Begin?



## Gather Information

- Leave and Earnings Statement
- Social Security Statement
- eOPF
- TSP Statement
- Retirement Estimate

## What do you need to know?

What are your questions?

What don't you understand?

What would you like to improve?

Have there been any changes?

## Now what?

Next steps

- Set goals
- Take action
- Stay flexible
- Prepare for forks in the road

# Assessment: Where Am I Today?



FERS or CSRS  
Service Credit  
Issues  
Eligibility  
Computation  
Estimate  
retirement income



Retirement  
Estimate –  
Personal Benefits  
Statement  
Check earnings  
record  
Verify full retirement  
age



How much have I  
saved?  
Can I do better?  
5 percent or more  
every pay period  
How is my money  
allocated?

# Assessment: Mid-Career



## Review February webinar: Understanding the FERS Basic Benefit

At first eligibility for retirement, compute projected values of:

- FERS / CSRS annuity
- Social Security
- Thrift Savings Plan balance and monthly income
- Use the Ballpark Estimator for federal employees

*Stay tuned for NARFE's June webinar on financial planning for mid-career Feds.*



# Assessment: Pre-Retirement



**Request a retirement estimate for desired retirement date**

**Evaluate your insurance for proper coverage**

- FEHB
- FEGLI
- FLTCIP
- FEDVIP

**Compute and compare your net retirement income to your net salary**

# Assessment: Early Retirement



Evaluate optimum claiming for Social Security

Create a strategy for TSP distributions

Consider adding Medicare Part B at age 65

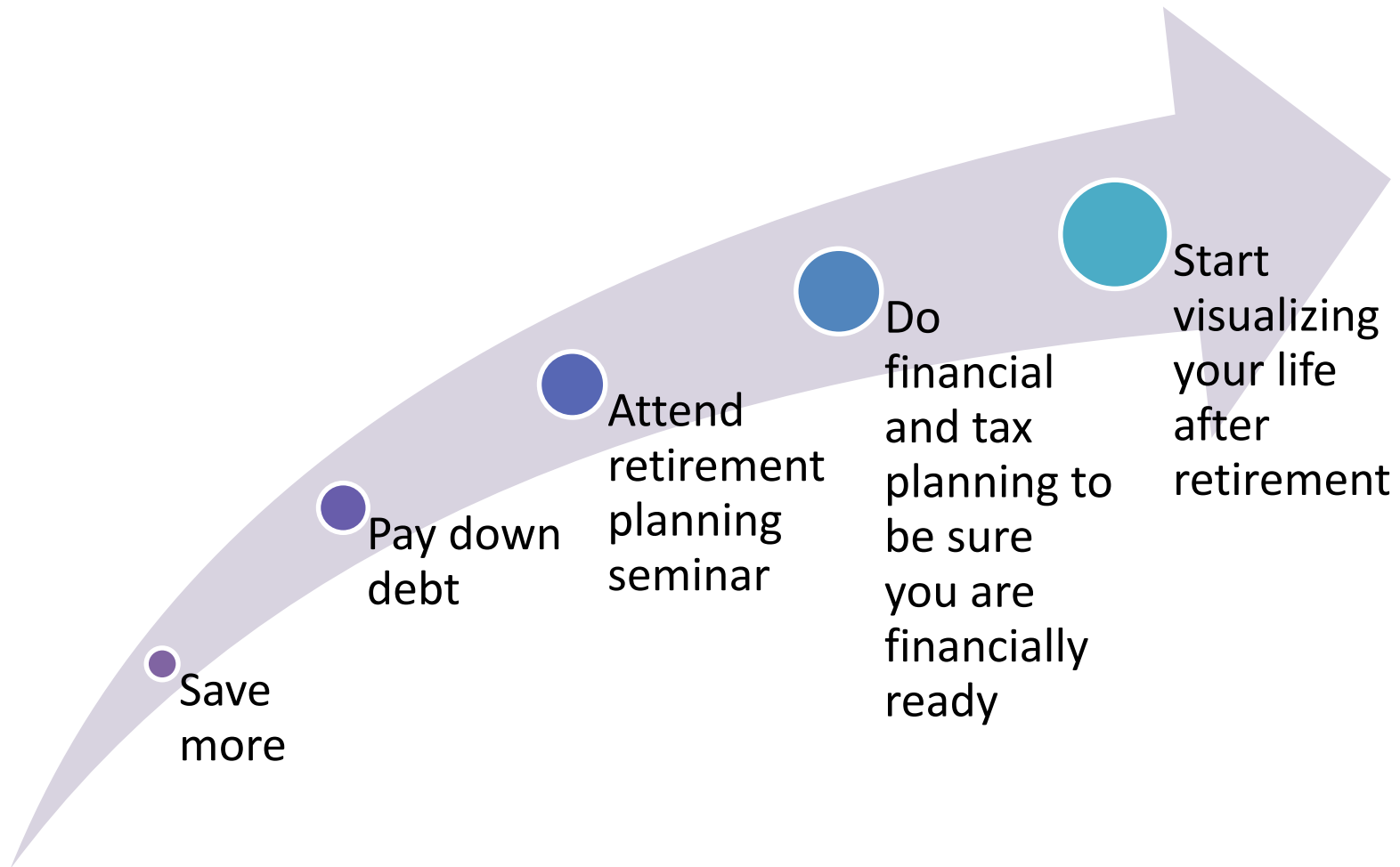
Re-evaluate FEHB coverage to coordinate with Medicare

Update beneficiary designations as needed

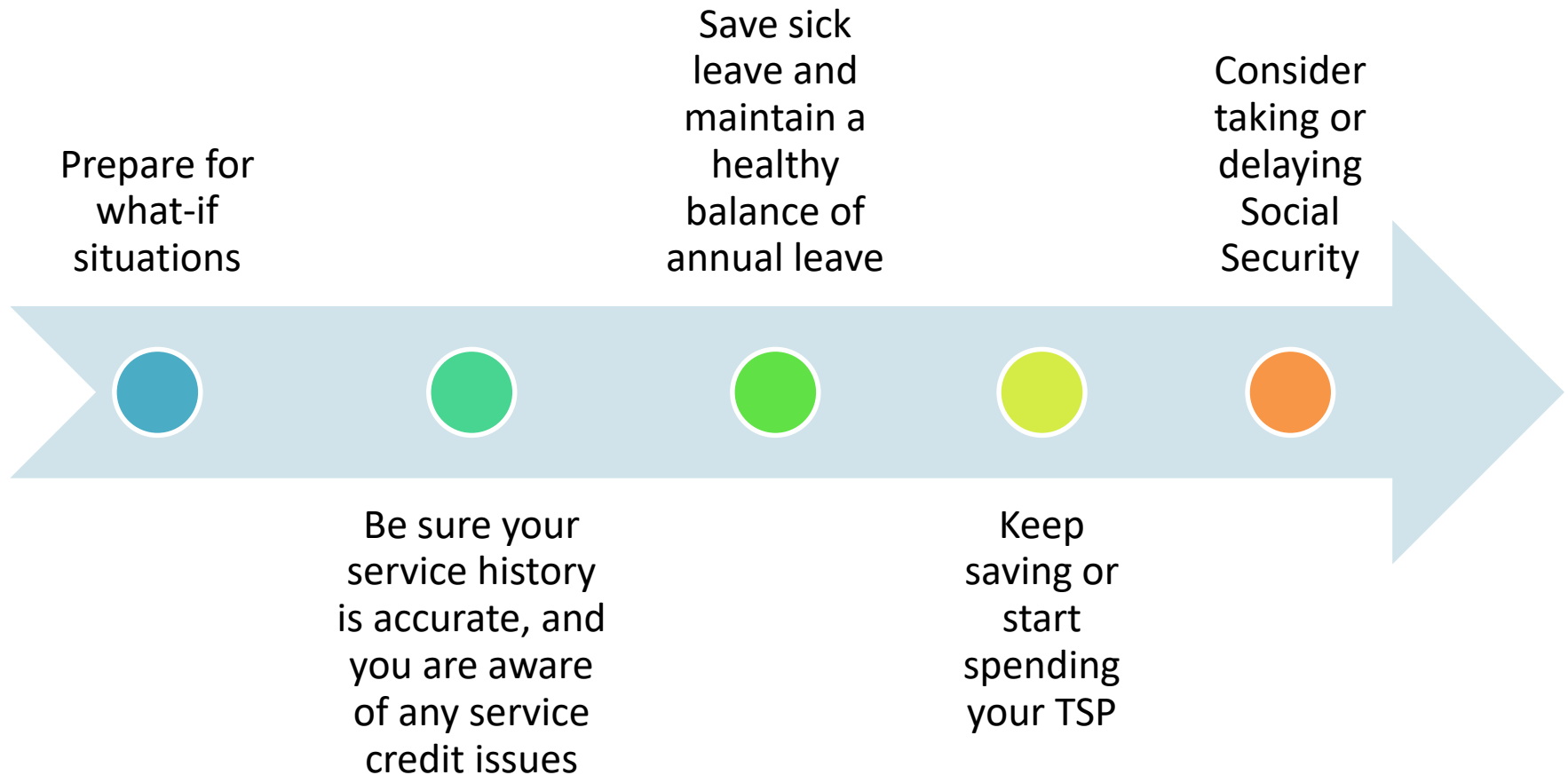
Update address with OPM, SSA, TSP if necessary

Modify tax withholding for federal and state, as applicable

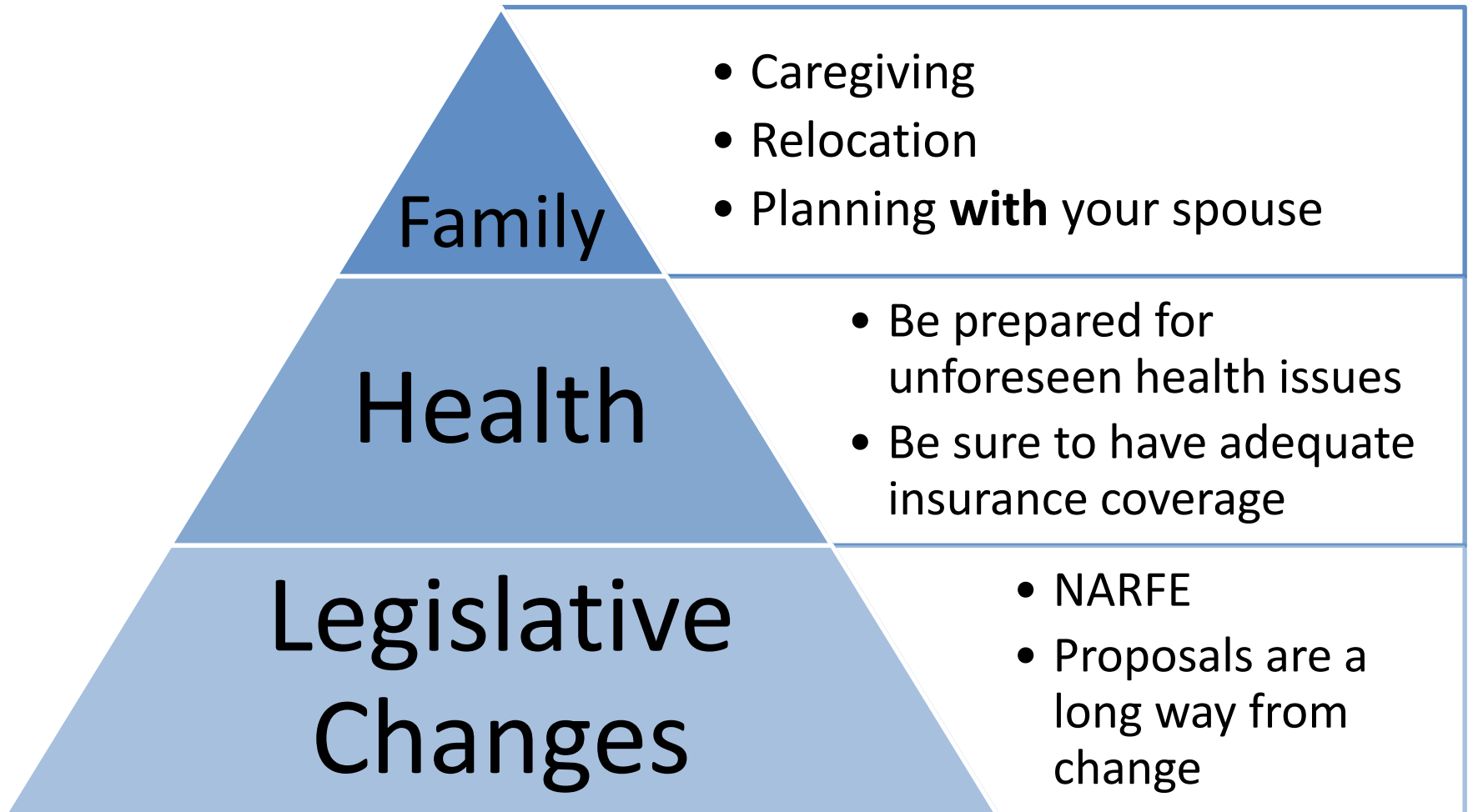
# Goal: I Can't Wait to Retire!



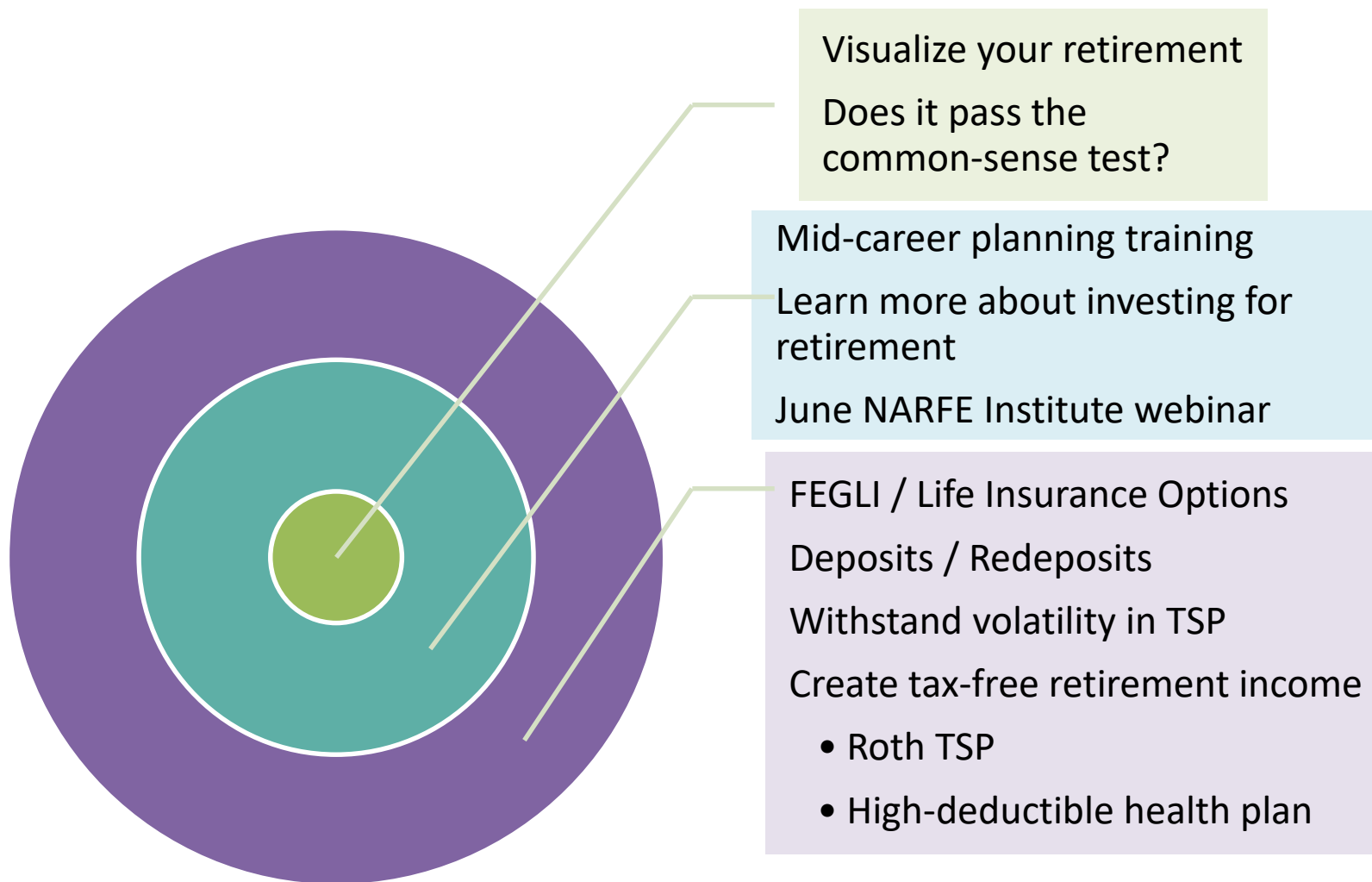
# Goal: No Hurry to Leave!



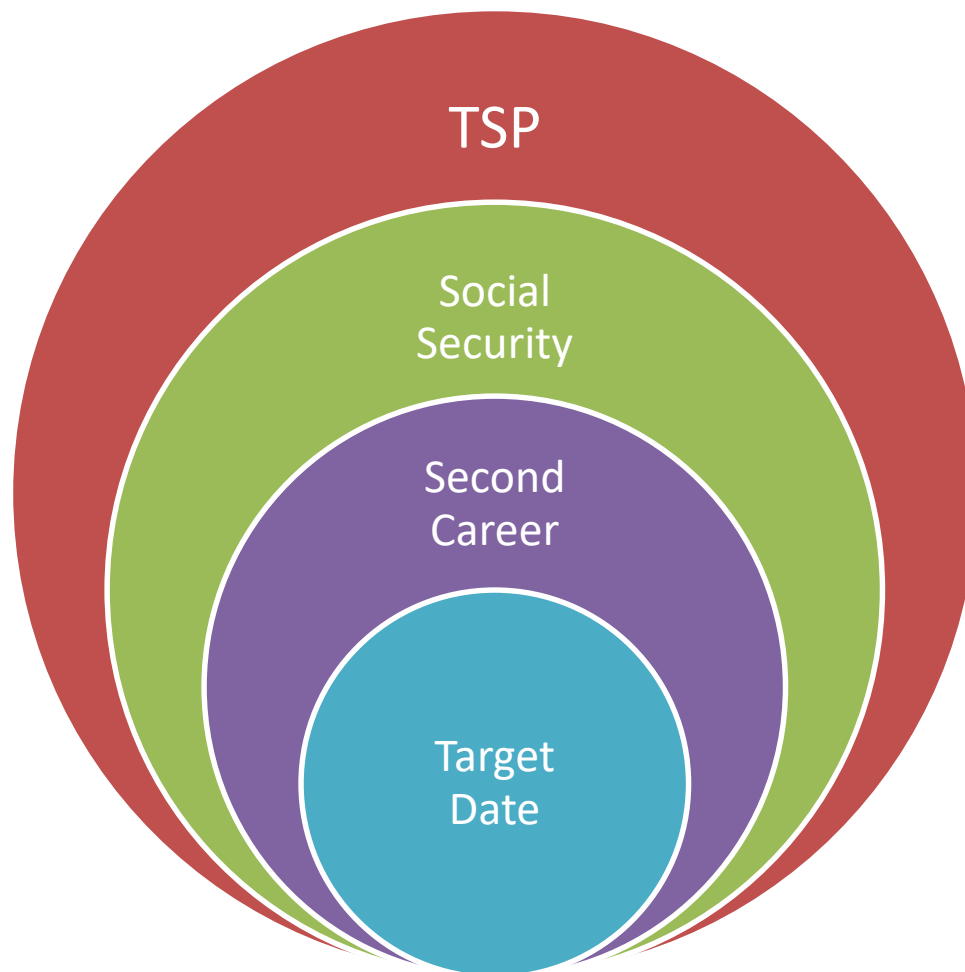
# Goal: Fear of the Unknown



# Planning: More Than 10 Years From Retirement Eligibility



# Planning: Less Than 10 Years From Retirement Eligibility



# How Do I Create a Plan for the Future?



## Be realistic

Consider reductions  
and withholding

Work longer?

## Learn

Read, watch, listen

Personal finance

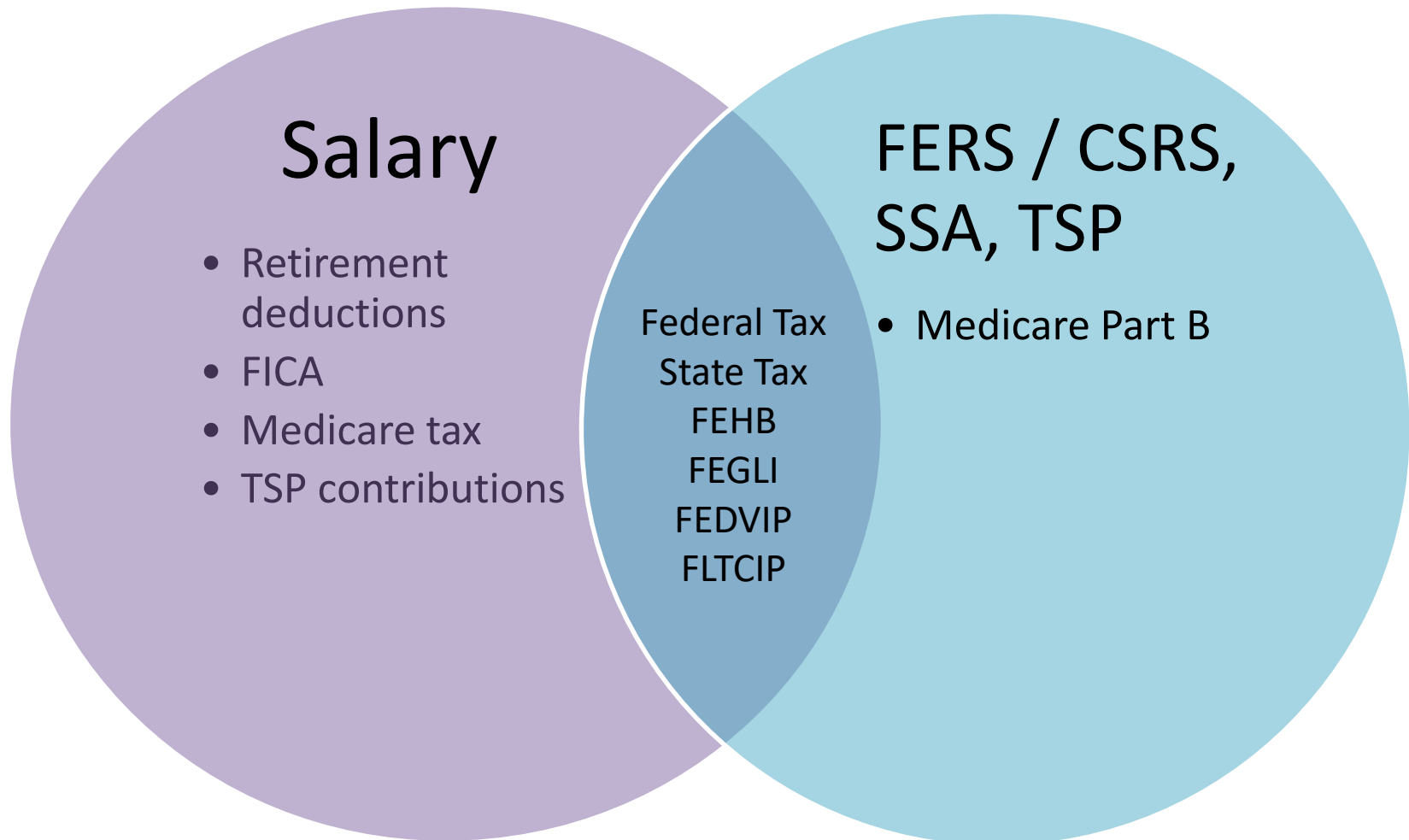
## Implement

Pay deposits, locate  
missing records

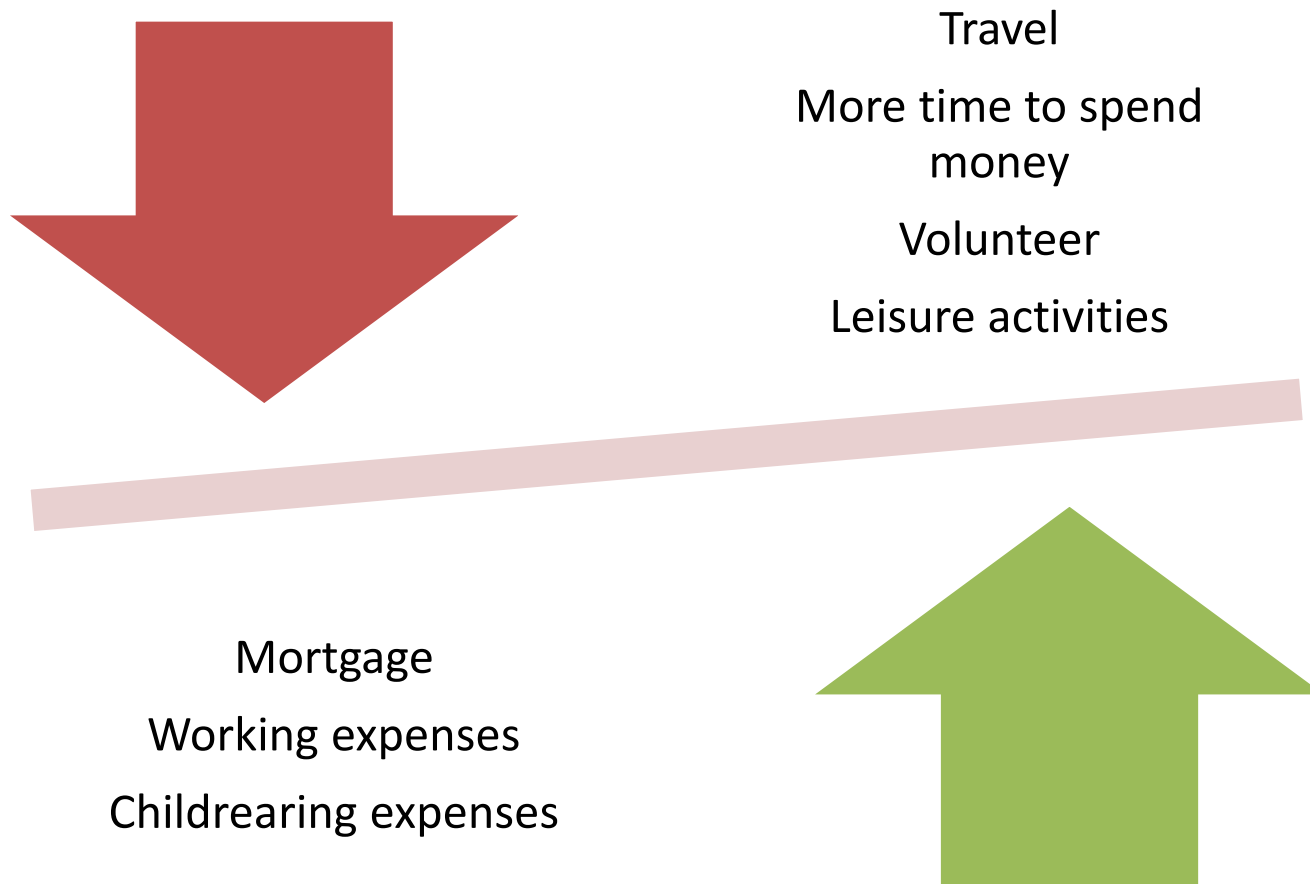
Save your leave  
Adjust your  
insurance  
Increase / allocate  
your savings



# Will Your Retirement Replace Your Income?



# Is It Necessary for Your Retirement to Replace Your Income?



# Options: When Should I Start Federal Retirement (CSRS or FERS)?



First eligibility?

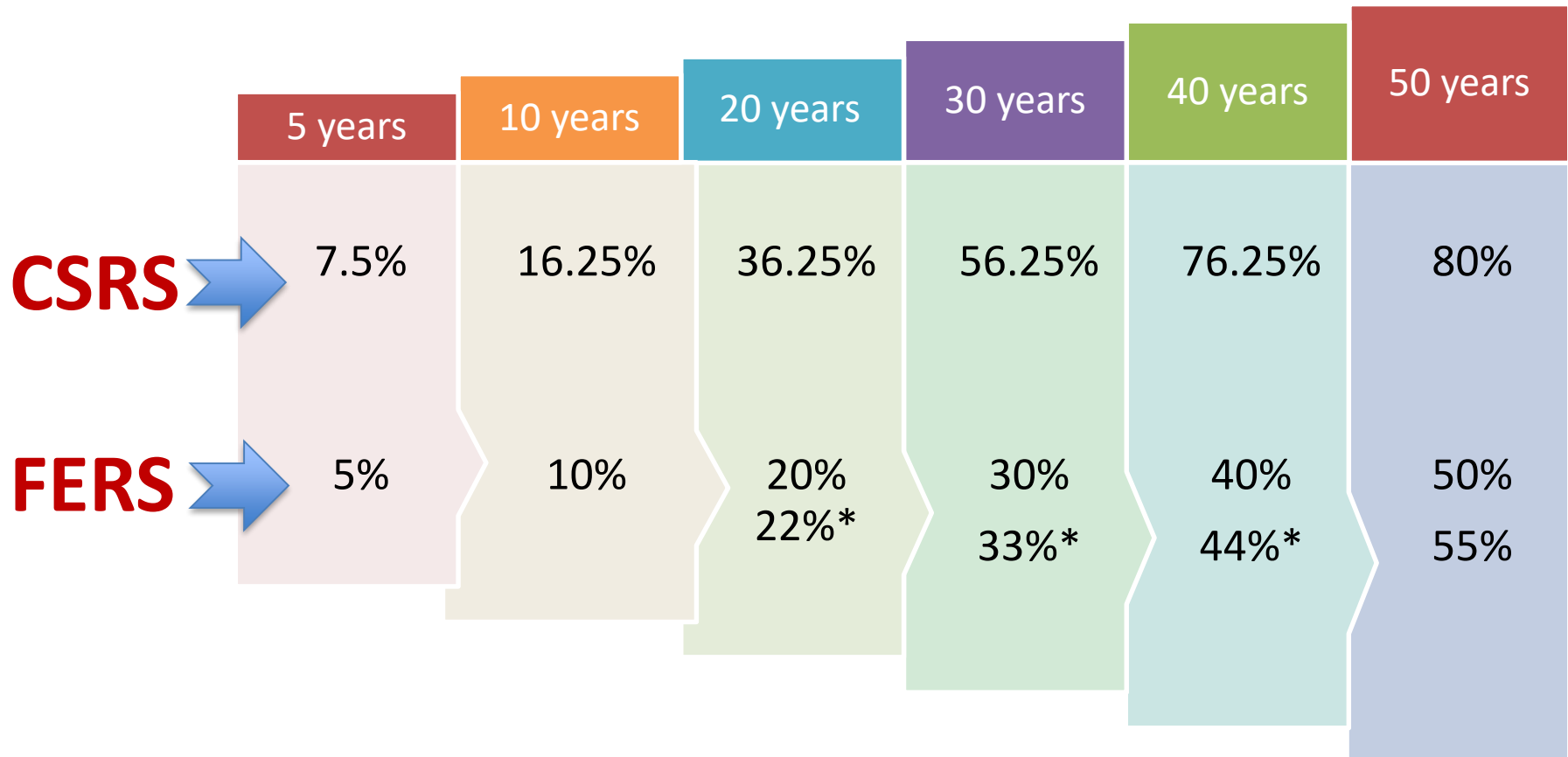
Age 62

- Social Security eligibility for FERS
- FERS changes to 1.1 percent with 20 or more years

Compare retirement income for two or more dates

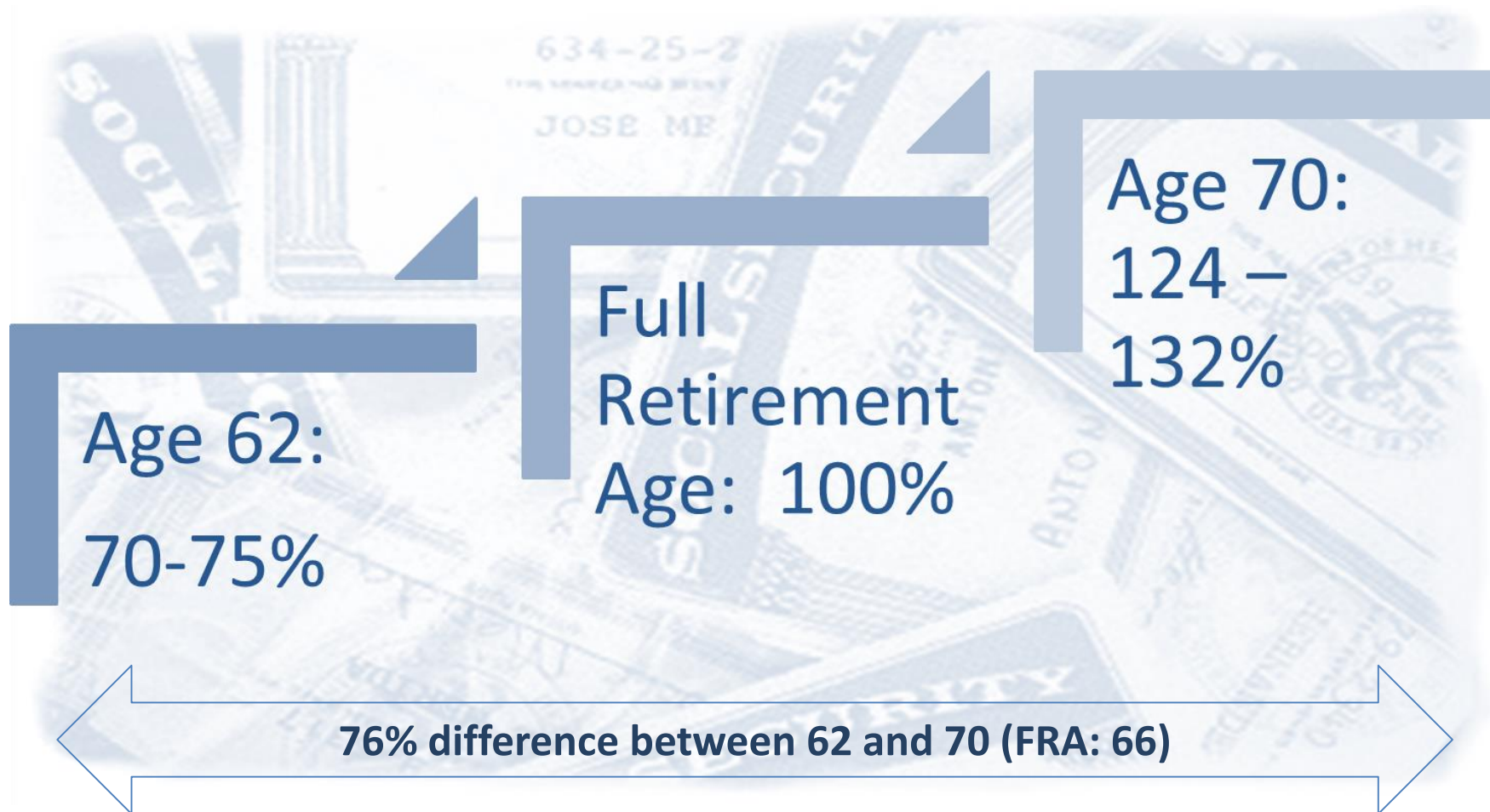
Do you plan on having a second career?

# CSRS or FERS Income Replacement



\*1.1 percent multiplier if retirement is at age 62 or higher with 20 or more years

# Options: When Should I Start Social Security?

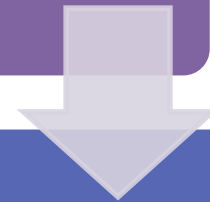


# Options: When Should I Start TSP Distributions?



Delay to continue compound growth

- Second career
- Retirement and Social Security adequate



Begin immediately

- FERS was designed to have three sources of income



Take advantage of TSP flexibility

- Fill in gap from 62 - 70 to delay Social Security
- Be sure to do proper financial planning for lifetime income

# Options: What Is Phased Retirement?



## OPM

- 50 percent retirement and 50 percent salary during phased retirement
- [www.opm.gov/retirement-services/phased-retirement/](http://www.opm.gov/retirement-services/phased-retirement/)
- Not all agencies participate
- NARFE webinar March 26, 2020

## Do-It-Yourself

- Reduce hours
- Contract work
- Part-time job
- Entrepreneur

# What Should Be on My Retirement To-Do List?



Your list must be personalized to your needs

- CSRS or FERS
- Medicare eligibility
- Second career

Learn... You don't know what you don't know!

- Agency-sponsored training
- Review NARFE webinars
- Schedule retirement counseling
- Schedule financial, tax and estate planning appointments, if needed

Make adjustments

- Set retirement date
- Evaluate insurance
- Consider optimum time to claim Social Security
- Determine distribution plan for TSP



# How Do I Use Available Resources?



## CSRS or FERS

Office of Personnel Management  
OPM.GOV

Your agency benefits office / personal page

## Insurance

Office of Personnel Management  
OPM.GOV/INSURE  
Medicare  
MEDICARE.GOV

FEHB, FEGLI,  
FEDVIP, FLTCIP

## Social Security

Social Security Administration  
SSA.GOV

Discuss with financial planner

Read articles / books claiming strategies

## Thrift Savings Plan

Federal Thrift Savings Plan  
TSP.GOV  
TSP4GOV  
YouTube Channel

Discuss with financial/tax expert



# Thank You!

A NARFE Federal Benefits Institute Webinar  
*Presented by Tammy Flanagan*

Still have questions?  
[fedbenefits@narfe.org](mailto:fedbenefits@narfe.org)  
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