

State/ Military Benefits Informational Guide			
	SAD Orders	502(f)2 30 Days or Less	502(f)2 31 or More Days or 10 USC xxxxx
Governing Authority	NJ Title 38	32 USC	32 USC or 10 USC xxxxx
Status Type and Funding	State Employee (not Military), State Funded	Military Status, Federal Funded	Military Status, Federal Funded
What Leave can a employee Utilize?	<p>Annual Leave (LA) Restored Annual Leave (LR), Advanced Annual Leave (LB), Comp Time (CT), Travel Comp Time (CF), Time Off Award (LY) Law Enforcement Leave (LL)* or Leave Without pay (KA).</p> <p>*Check with your local CSR for (LL) details</p>	<p>Annual Leave (LA) Restored Annual Leave (LR), Advanced Annual Leave (LB), Sick Leave (LS)*, Comp Time (CT), Travel Comp Time (CF), Time Off Award (LY) Military Leave(LM) or Military Leave Without pay (KG).</p> <p>*(LS) only utilized consistent with the statutory and regulatory criteria for using sick leave</p>	<p>Annual Leave (LA) Restored Annual Leave (LR), Advanced Annual Leave (LB), Sick Leave (LS)*, Comp Time (CT)**, Travel Comp Time (CF), Time Off Award (LY) Military Leave(LM) or Military Leave Without pay (KG).</p> <p>*(LS) only utilized consistent with the statutory and regulatory criteria for using sick leave **Should Utilize before SF-50 effective date</p>
Will I see an SF-50? Do I need to complete a check sheet? (OPM-GPPA)	<p>Employees will not receive a SF-50, unless the State orders are for more than 30 days.</p> <p>All employees will complete and sign a SAD Technician understanding Memo provided by J1- JOC, and also a copy of SAD orders</p>	<p>Employees will not receive a SF-50, unless the Military Orders are for more than 30 days.</p> <p>All employees will complete a Absent Uniformed Service (AUS) check sheet.</p>	<p>Employees will receive a SF-50 actioned by HRO.</p> <p>All employees will complete a Absent Uniformed Service (AUS) check sheet.</p>
Do Employees have USERRA rights or Job protection? (38 U.S.C. 4312)	Employees don't have USERRA rights, however employees have NJ State Protection which is similar to USERRA protection (NJ State S3594).	Employees have USERRA rights starting Day 1 (38 U.S.C. 4303)	
Will the current duty count towards the USERRA five year limit? (38 U.S.C. 43112)	NO, NJ Title 38, is a NJ Statute and not a military function therefore doesn't follow under Federal USERRA and will NOT count towards the 5 year limit. (NJ State S3594)	NO, if employee military orders are 502(f)(2)(A), they will not count towards the five year limit. (38 U.S.C. 4312(C)(4)(F))	
Are Employees eligible for Tricare Benefits while on State/Military Orders? (32 CFR 199.17)	Typically State Orders <u>DON'T</u> qualify employees performing SAD for TRICARE Prime. Employees wont be eligible to enroll in Tricare Reserve Select (TRS), because federal employees are eligible for Federal Health Benefits (FEHB). MEDCOM or FSS will have more details of eligibility. (Public Law 109-364)	Not Eligible for Tricare Prime. Employees wont be eligible to enroll in Tricare Reserve Select (TRS), because federal employees are eligible for Federal Health Benefits (FEHB). MEDCOM or FSS will have more details of eligibility (32 CFR 199.17(G)(3)(ii))	Eligible for Tricare Prime. Employees will have the option to suspend their FEHB (if enrolled) for Tricare Prime or Keep their FEHB Active. (32 CFR 199.17(G)(3)(ii))
What are options for FEHB	Employees are not eligible for Tricare Prime. To maintain health coverage, employees will continue their coverage of FEHB. The agency will pay the employees premium for the first 12 months in a non pay status. (If leave is utilized, deductions for FEHB will be withheld). If no deductions are made per pay period, the employee will owe a debt for the employees portion once return to duty.	Employees are not eligible for Tricare Prime. To maintain health coverage, employees will continue their coverage of FEHB. The agency will pay the employees premium for the first 12 months in a non pay status. (If leave is utilized, deductions for FEHB will be withheld). If no deductions are made per pay period, the employee will owe a debt for the employees portion once return to duty.	<p>Employees will have the choice with suspending their FEHB for coverage under Tricare Prime or keeping their FEHB active during military Orders.</p> <p>If suspension of FEHB is elected, employees will annotate this on the AUS check sheet, and HRO will processes.</p> <p>If employees elect to keep FEHB active, the employee will annotate on their AUS check sheet. The employee will owe a debt for premium not deducted upon return to duty.</p>
What if an employee gets injured on Duty	Employees on SAD and get injured will be covered under NJ State Workers Comp. They should let there leadership know, and contact the J1-JOC POC.	Employees on Military orders under 502(f) for 30 days or less will be covered under Military Line of Duty (LOD) coverage. Please contact MEDCOM or FSS for more information.	Employees on Military orders under this authority will be covered under Active Duty Benefits under Tricare Prime and potentially convert under Military Line of Duty (LOD) coverage. Please contact MEDCOM or FSS for more information.
What about my other Technician Benefits such as Long Term Care Insurance Program (LTCIP), Flexible Spending Account (FSA), Federal Dental and Vision (FEDVIP), etc..	<p>Its is highly recommended that if a miss payment will occur for a pay period, the employee call POC of each Service for more details regarding suspension of benefits, direct billing or anything more.</p> <p>Long Term Care Insurance Program (LTCIP)- 1-800-582-3337 (8-6pm M-F)</p> <p>Flexible Spending Account (FSA)- 1-877-372-3337 (9-9pm M-F)</p> <p>Federal Dental and Vision (FEDVIP)- 1-877-888-3337</p>		
How would orders impact an employees retirement?	Employees on a SAD order and elect not to utilize paid leave will be covered at no cost to the employee for up to 6 moths in a calendar year. No need to buy time back.	Employees in a nonpay status to perform military Duty will need to buy back their military time if no leave is utilized to earn credit for service towards retirement. Employees can submit their DD-214 to HRO, or submit a copy of their military Orders with a statement of service (see HRO regarding form), to inquire about buying military time back for creditable service. Employee needs to have a SF-50 completed in order to buy back Military Time between civilian service.	
What about TSP and TSP loans	<p>If an employee is in a non pay (SAD) status for more than 30 days, employees can elect to suspend payments on their TSP Loan. A SF-50 is needed, along with SAD Technician Understanding.</p> <p>Employees that don't utilize Leave wont and are in a non pay status performing SAD wont have the opportunity for missed matching contributions</p>	<p>Employees performing Military Duty for more than 30 days can have the payments on their TSP Loan suspended. Employees need to annotate a TSP Loan on their AUS check sheet. Employees performing under 30 days is not recommended to contact TSP as there is no negative impact on missing two payments.</p> <p>Employees performing Military Duty have the option for missed contributions. A SF-50 and all Military LES needs to be turned into HRO for action. For more information please read the TSP booklet on Benefits that apply to members of the military "TSPFS8".</p>	
How do orders affect the employees step Increase?	80 hours in a nonpay status will push the step increase by 80 hours for the pay period the 80 hours occur.	Performing military duty has no negative effects in a step Increase under USERRA laws	
Employees Federal Life Insurance	Employees coverage continues for 12 consecutive months in a nonpay status without cost to the employee.		