

A step-by-step checklist for your FERS pension, TSP and Roth conversion window, VA benefits, and concurrent receipt — built for military and federal retirees. Every item ties to a primary source.

1. Your Federal Pension (FERS)

- Pin down your **High-3** — the highest 3 consecutive years of *basic* pay (no overtime or bonuses). *(OPM)*
- Check whether reaching **age 62 with 20+ years** bumps your multiplier from 1.0% to **1.1%** — about a 10% bigger annuity for life. *(OPM)*
- Confirm your **MRA** and which immediate-retirement door you qualify for before assuming an unreduced annuity. *(OPM)*

2. The Sick-Leave Trap

- Retire with an **immediate annuity** — separating first and taking a *deferred* annuity forfeits your unused sick-leave credit entirely. *(OPM)*
- Estimate the credit: roughly **2,087 hours = 1 added year** of service. Bank sick leave in your final years. *(OPM Handbook Ch. 50)*

3. Special Retirement Supplement (SRS)

- If you retire before 62 on an immediate, unreduced annuity (MRA+30 or 60+20), confirm your SRS — and budget for it to **stop at age 62**. *(OPM)*
- Plan any part-time income around the **annual earnings test**. *(OPM / SSA)*

4. Your TSP

- Max your 2026 contributions: **\$24,500** base; **+\$8,000** at 50+; **+\$11,250** super catch-up at ages 60–63. *(IRS Notice 2025-67)*
- Confirm your **RMD age** (73, phasing to 75 by birth year). *(IRS / SECURE 2.0)*
- Consider the **new in-plan Roth conversion** (live as of Jan 28, 2026) — model the tax hit first. *(TSP Bulletin 25-4)*

5. VA Disability — the Underused Lever

- File a claim (**VA Form 21-526EZ**) and attend any C&P exam — **the VA decides your rating**. *(VA.gov)*
- VA compensation is **tax-free**, which can change how much you need to pull from a taxable TSP. *(VA.gov)*
- If you receive (or are eligible for) VA disability, confirm your **VA home-loan funding fee is waived (\$0)**. *(VA.gov)*

6. Military Retired Pay & Concurrent Receipt

- Confirm your system by entry date: **BRS (2.0%/yr)** if you entered on/after 1/1/2018; **legacy High-3 (2.5%/yr)** if before. *(DoD)*
- 20+ years and a **50%+ VA rating** → check **CRDP** (automatic; restores waived retired pay; taxable). *(DFAS)*
- Disability is **combat-related** → apply for **CRSC** (tax-free). *(DFAS)*

7. Survivor Benefit Plan (SBP)

- Make your SBP election at retirement — the default is **full spouse coverage**; declining requires **notarized spouse consent** and is irreversible. *(DFAS)*
- Good news: as of **Jan 1, 2023**, survivors keep **both full SBP and full VA DIC** (the “widow’s tax” is gone). *(DFAS)*

8. Social Security

- If **WEP/GPO** ever reduced or blocked your benefit, the **Social Security Fairness Act** (signed Jan 2025) repealed both — SSA is paying retroactively. Never applied? **Apply now.** *(SSA.gov)*

9. State Taxes

- Confirm how **your state** treats military retired pay vs. your FERS pension — they are often treated differently (CT exempts military pay but income-tests FERS; FL has no income tax; NY exempts both). *(State DORs)*

10. Beneficiaries

- Update your **TSP beneficiary** online and your federal forms (**SF-3102**, FEGLI **SF-2823**) — these **override your will**. Re-check after any marriage, divorce, or birth. *(TSP / OPM)*

Questions about your situation? Talk to William Harrison, our Chief Investment Officer.

Grounded in OPM, IRS, TSP, VA.gov, DFAS, SSA, and state Departments of Revenue (2026 figures).