



Benefits Office FAQ & Links Sheet Federal Benefits FAQs & Links for New Employees

The Benefits Office has compiled some frequently asked questions (FAQs) that you will likely find helpful as you begin researching the federal benefits available to you. For more detailed information about each benefit program, navigate to the OHR benefits website.

NEO PRESENTATION	Q: Where can I view the NEO presentation slides?
SLIDES	A: https://hr.nih.gov/working-nih/onboarding/new-employee-benefits-enrollment
ALENAL LUDE	Q: Where can I learn more about new employee benefits enrollment?
NEW HIRE	A: Navigate to the OHR webpage at https://hr.nih.gov/working-nih/onboarding/new-
ENROLLMENT	employee-benefits-enrollment
	employee benefits emoniment
	Q: Where do I submit my benefit forms?
	A: USA Jobs Onboarding Manager at https://onboard.usastaffing.gov/Account/Login
	A. OSA Jobs Official ding Manager at https://official discussioning.gov/Account/Login
THRIFT SAVINGS PLAN	Q: Where can I learn more about TSP?
(TSP)	A: TSP Website: www.tsp.gov
(131)	A: YouTube: https://www.youtube.com/watch?v=jTA47cJhjFc
	Q: Can I make changes to contributions that I have already made i.e. I contributed 5%
	last pay period but want it to be higher now?
	A: No, once a pay period has passed, the amount contributed cannot be altered. Changes
	can only be prospective.
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	Q: How can I calculate the maximum contribution for the year?
	A: Use the TSP calculator at https://www.tsp.gov/making-contributions/how-much-can-i-
	contribute/#panel-1
HEALTH INSURANCE	Q: If my current health insurance is set to expire prior to my new FEHB coverage to
(FEHB)	start, do I need to list it?
	A: Yes, you would need to list any current coverage even if it is set to expire.
	Q: Can I change the address listed on my 2809?
	A: Not within Onboarding. Email the Benefits Team the correct address and we can
	adjust it outside of Onboarding. Be sure to inform your Administrative Officer (AO) to
	make the change as well.
	O. Harrison I arms my FFIID into actions at 12
	Q: How can I carry my FEHB into retirement?
	A: In order to carry your FEHB coverage into retirement, you must be entitled to retire on
	an immediate annuity under a <u>retirement system</u> for civilian employees. This includes the
	Federal Employees Retirement System (FERS) Minimum Retirement Age (MRA) + 10
	retirement) and must have been continuously enrolled (or covered as a family member)
	in any FEHB plan(s) for the 5 years of service immediately before the date your annuity

S years).Part of those 5 years can also be under the FEHB coverage of another person too. Q: Where can I compare FEHB plans? A: You can use the Consumer Checkbook (https://www.checkbook.org/newhig2/agency/hhs) and the FEHB Comparison Tool (https://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/) Q: Where can I find other information about FEHB? A: YouTube: https://youtu.be/-Pf_NuJPnPo A: Plan Info: https://yww.opm.gov/healthcare-insurance/healthcare/plan-information/plans/ Q: Where can I find family member supporting documentation? A: https://www.opm.gov/retirement-services/publications-forms/benefits-administration-letters/2021/21-20-22.pdf Q: Where can I focate resources on FEGI? A: https://www.opm.gov/healthcare-insurance/life-insurance Q: Is there a FEGIL Calculator? A: Yes. https://www.opm.gov/retirement-center/calculators/fegil-calculator/ Q: Are there any preexisting health conditions that would affect the premium of FEGI.? A: No, and none would need to be listed. Q: How long do I need to be enrolled to have FEGIL carry over into retirement? A: You must be enrolled for 5 years prior to retirement. LONG TERM CARE (LTC) DENTAL AND VISION (FEDVIP) Q: Can I enroll in a dental or vision plan prior to completing my 2809? A: Yes, you can if you are eligible for FEHB. Q: Where do I enroll in dental and vision plans? A: www.benefeds.gov Q: Can I see the plans available prior to creating an account? A: Yes, by using the FEDVIP comparison tool. Q: When does the FEDVIP coverage start?		starts, or for the full period(s) of service since your first opportunity to enroll (if less than
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	A: https://www.opm.gov/healthcare-insurance/dental-vision
FEXIBLE SPENDING ACCOUNT (FSA)	Q: Where do I enroll for FSA?
	A: www.fsafeds.gov
	Q: Can I have both an HSA/HRA and FSA?
	A: No, you cannot have both an FSA as well as an HSA/HRA.
DESIGNATION OF	Q: Where can I learn more about designating a beneficiary for my
BENEFICIARIES	benefits?A: https://hr.nih.gov/benefits/beneficiary-forms
	Q: What is order of precedence?
	A: https://www.opm.gov/healthcare-insurance/life-insurance/designating-a-
	beneficiary/
RETIREMENT	Q: Where can I learn more about FERS?
	A: Go to https://www.opm.gov/retirement-center/fers-information/
MILITARY SERVICE	Q: Where can I learn about military service deposits and eligibility?
DEPOSITS	A: https://hr.nih.gov/benefits/retirement/military-service
	Q: Where can I learn more about the Leave Bank?
LEAVE BANK	A: Go to https://hr.nih.gov/benefits/leave/leave-bank.
	Q: Where can I learn more about my earnings and leave statement?
	A: Terms:
	https://hr.nih.gov/sites/default/files/public/documents/benefits/pay/pdf/lesterms.pdf
OTHER	Q: Where can I find the Benefits Newsletters?
OTHER	A: https://hr.nih.gov/about/news/benefits
	• Q: What is GRB?
	A: GRB is the Government Retirement and Benefits Platform. To learn more and access
	the system, go to https://hr.nih.gov/hr-systems/grb .
	Q: Where can I locate benefits information on the NIH webpages?
	A: NIH benefit information can be located at https://hr.nih.gov/benefits.
	Q: Where can I locate my OHR contacts?
BENEFITS CONTACTS	A: OHR contacts can be located at https://hr.nih.gov/about/hr-contacts.
	Q: How can I contact the Benefits Office directly?
	A: You can email <u>AskBenefits@nih.gov</u> .