

Investing in Your Career

How to Maximize What You Get

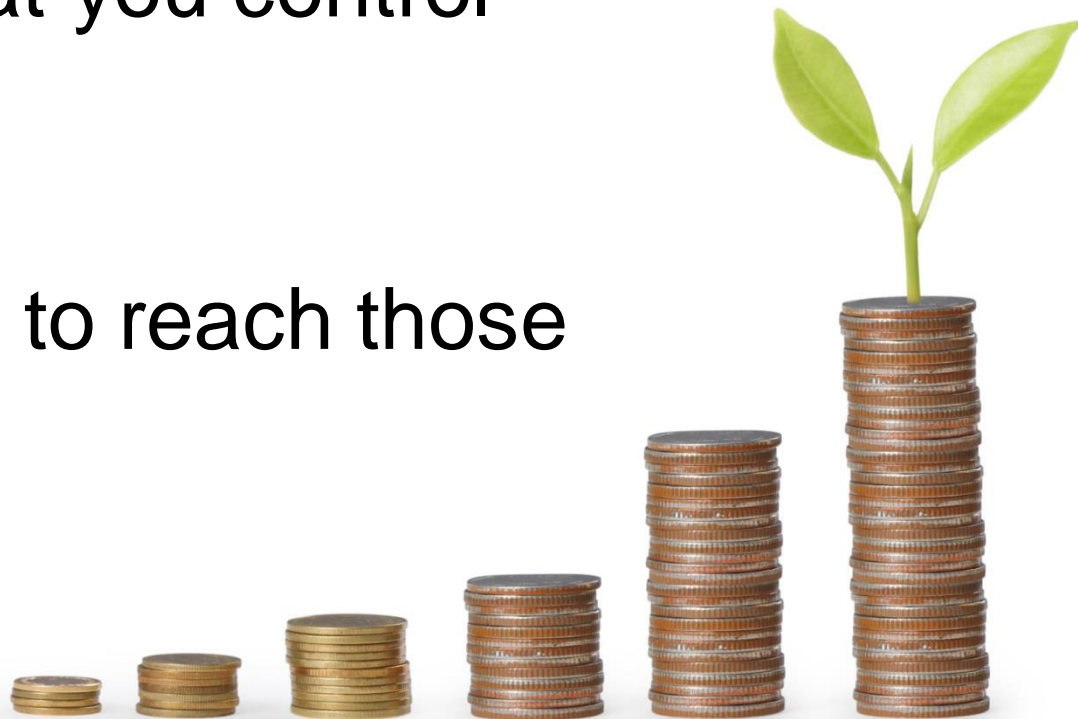


What's Your Retirement Dream?



Thinking About Retirement

1. Understanding
2. Managing what you control
3. Setting goals
4. Making a plan to reach those goals



Civil Service Retirement System (CSRS)

62 & 5 years

60 & 20 years

55 & 30 years

Federal Employees Retirement System (FERS)

62 & 5 years

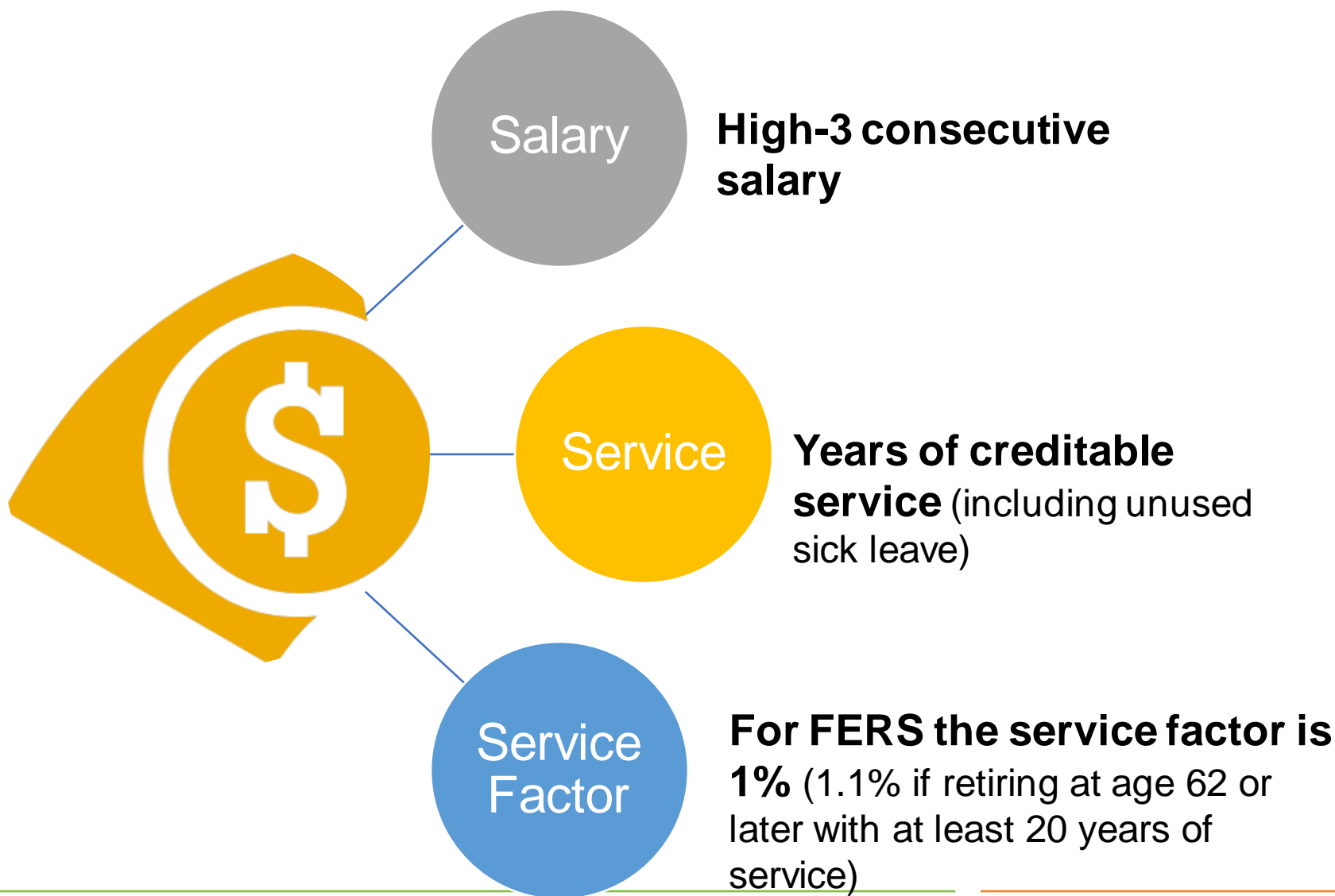
60 & 20 years

MRA & 30 years



Minimum Retirement Age (MRA) is determined by your year of birth.

Calculating Your Annuity



For someone making \$50,000/year with 30 years of service

Goal: Replace 100% of current income in retirement

	FERS
Annuity	\$15,000
Social Security	~\$11,000
Total	\$26,000
Gap from \$50K	\$24,000
TSP Balance Needed*	\$600,000

* Assumes 4% annual withdrawal



Contribute
5%
get
10%
in your TSP

You can contribute up to
\$20,500 (pre-tax)



**If you are at least age 50, you can
contribute additional \$6,500.**

Both your annuity and Thrift Savings Plan contributions are based on your

BASIC PAY

Overtime, night differential, or other income does not increase your retirement.



Don't Be Left Out

7 of 8 Postal Service employees
are contributing to the
Thrift Savings Plan (TSP).



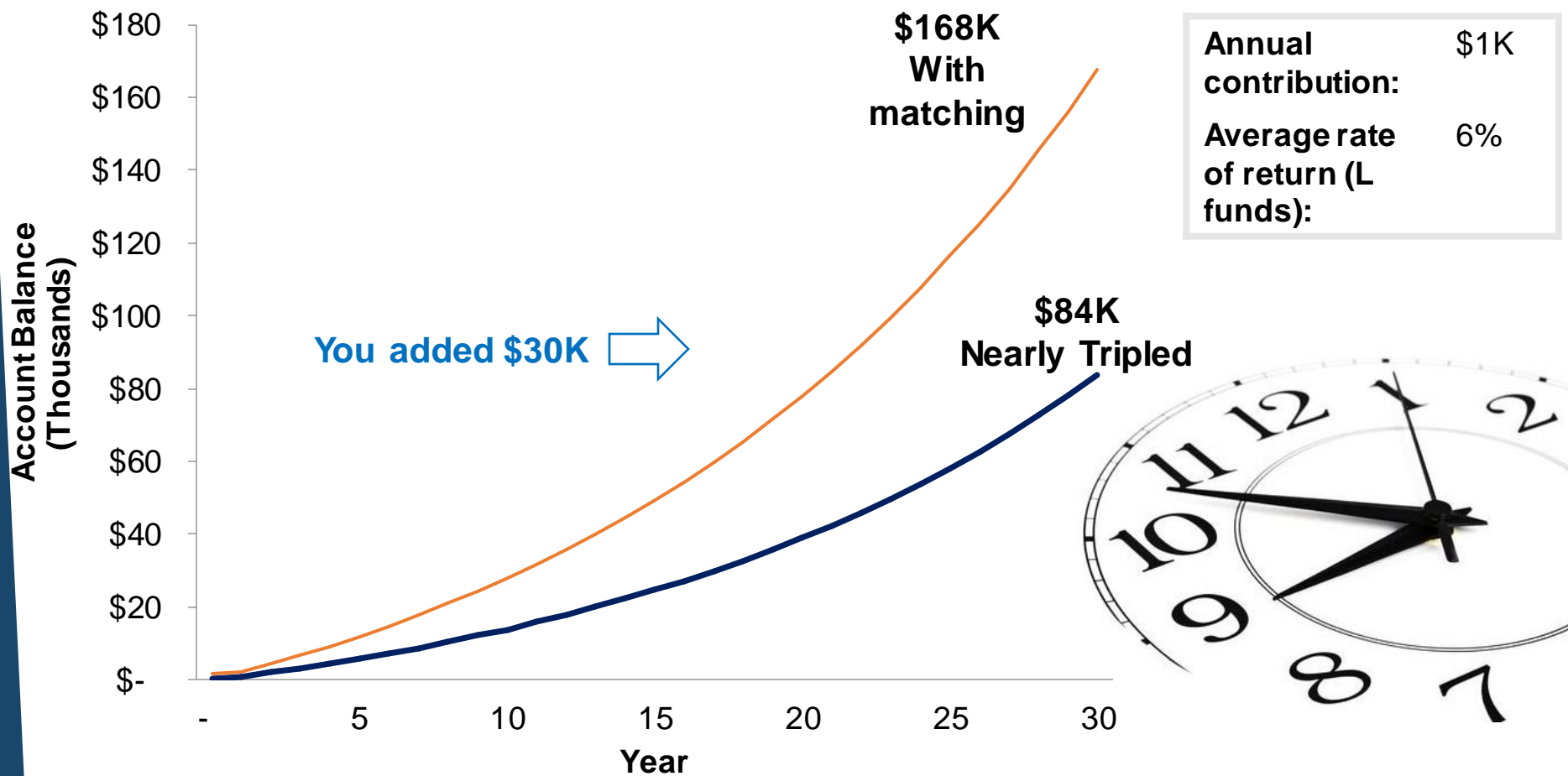
Example: TSP \$100 Contribution
Employee in a 30% Tax Bracket

Contribution Election	\$100 Traditional TSP
Tax Deferral	\$30
Real Contribution accounting for tax Deferral	\$70 take-home pay
USPS Matching Contribution	\$100 Traditional TSP
Total Added to TSP Account	\$200 Traditional TSP
TSP Account w/ 5% Return (1 year)	\$210 Traditional TSP

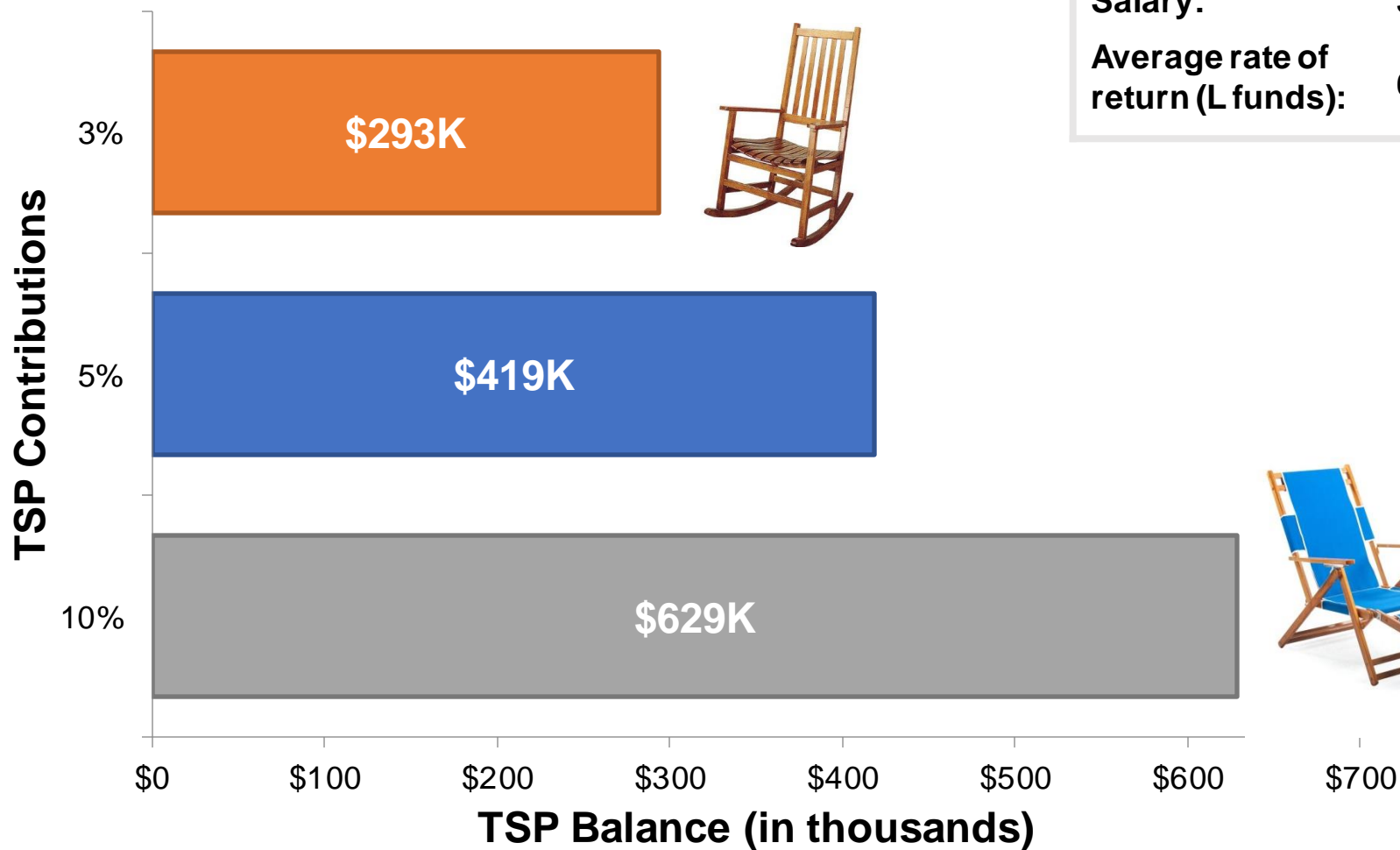


Even though you only contributed the equivalent of \$70 in take-home pay, you now have \$210 in your TSP account. You have tripled your initial investment.

Compounding allows you to grow money from earnings on your contributions.



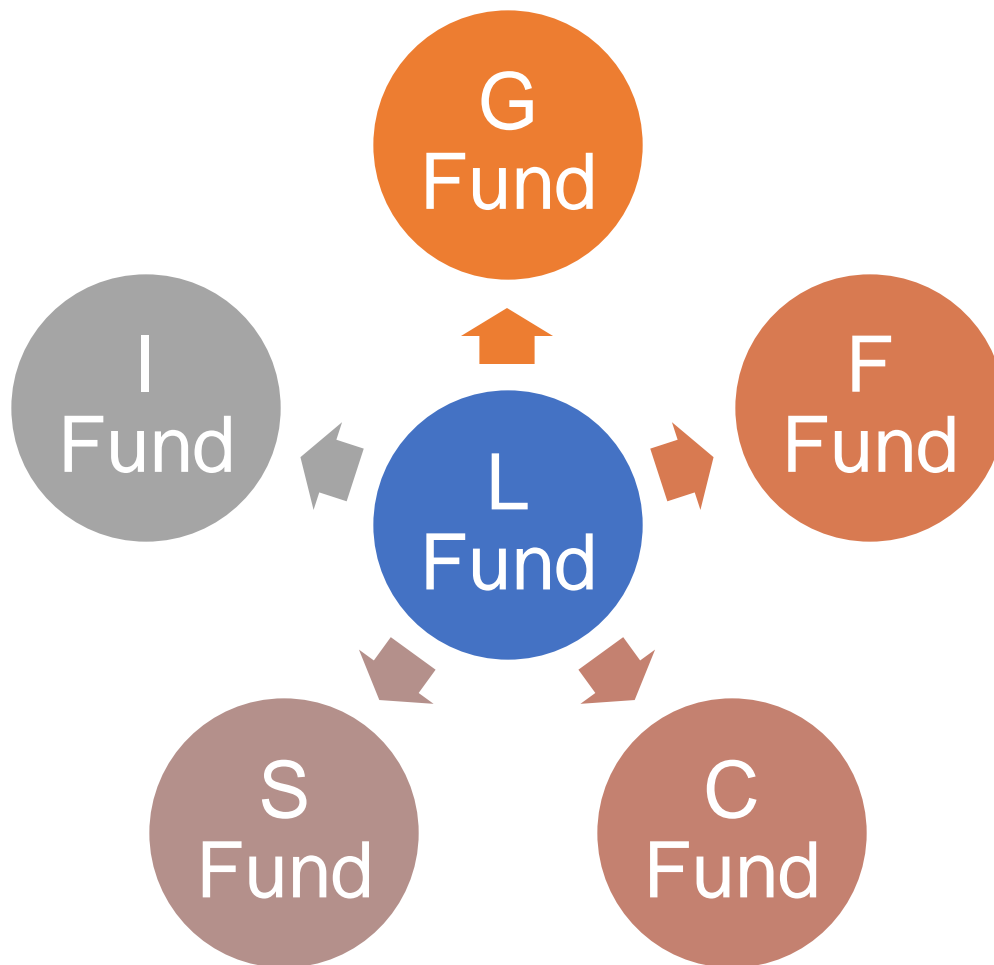
30 Years of Service



Salary: \$50K

Average rate of return (L funds): 6%

TSP Investment Choices



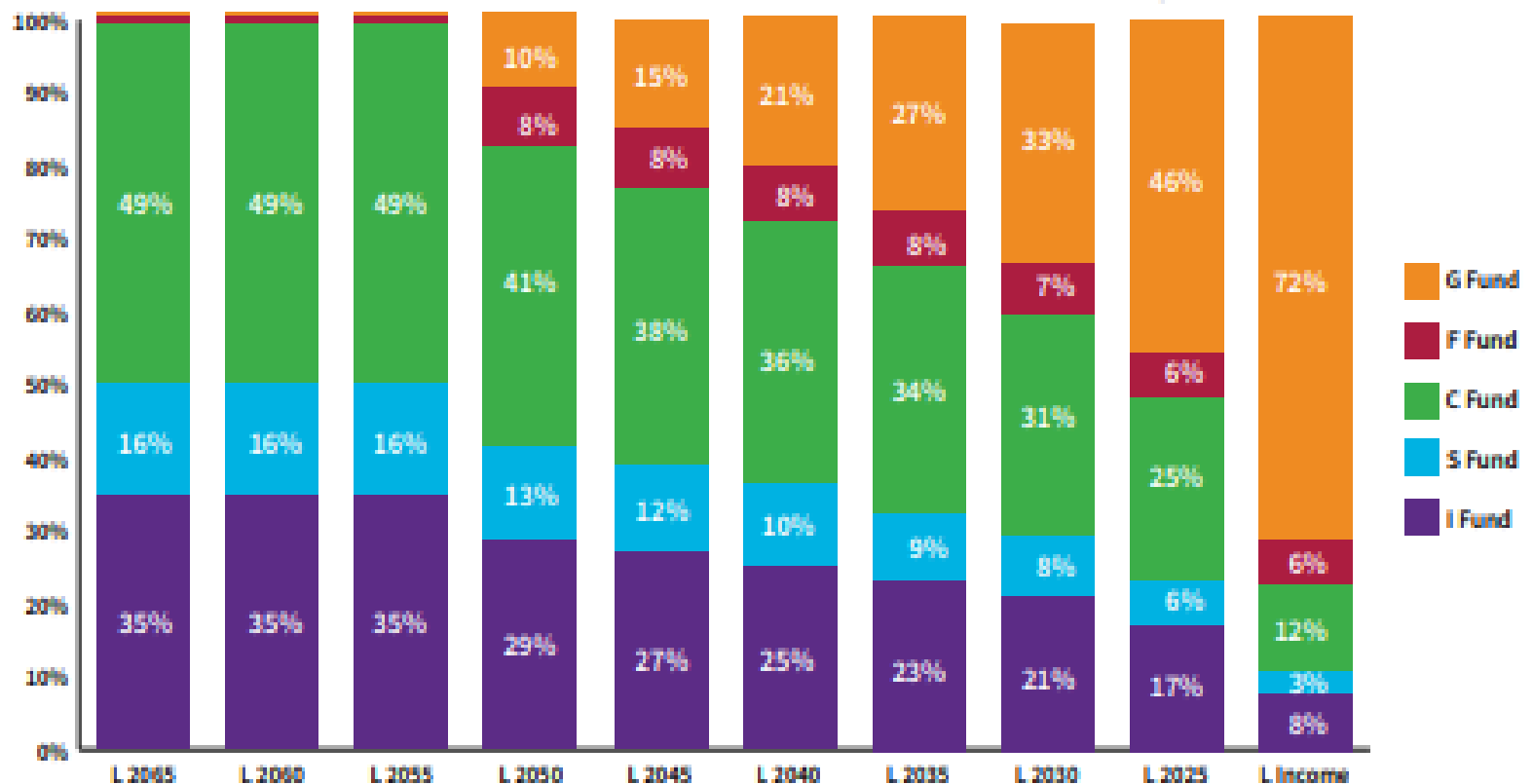
	G	F	C	S	I	L
Description	Government Securities	Government, corporate, and mortgage-backed bonds	Stocks of large and medium sized US Companies	Stocks of small to medium sized US Companies	International Stocks	Invested in G, F, C, S, and I funds
Objective	No risk, interest income	Match the Barclays Aggregate Bond Index	Match the S&P 500 Index	Match the Dow Jones Completion TSM Index	EAFE Index	Provide professionally diversified portfolios
Volatility	Low	Low to moderate	Moderate	Moderate to high	Moderate to high	Assets shift to reduce volatility closer to retirement
10 Year Compound Return[^]	1.94%	5.82%	14.60%	9.70%	6.56%	8.08%

You can change your fund allocations on www.tsp.gov.

[^]Return rates based of March 2022

^{*}L Fund return is based on the L income fund

Here's how each L Fund is invested as of January 1, 2021:



Less than 1% of the L 2065, L 2060, and L 2055 Funds is invested in the G and F Funds. Due to rounding, numbers may not add up to exactly 100%.

FERS Annuity After 30 Years

Level 6

\$15,000

Level 17

\$21,000

Level 20

\$27,000

Difference in Retirement Future

	Level 6	Level 17	Level 20
TSP (4% withdrawal)	\$16,000	\$20,000	\$21,000
Annuity	\$15,000	\$21,000	\$27,000
Total	\$31,000	\$41,000	\$48,000

+\$10K +\$17K

Goal:
Save \$20 a week



Bills




Discretionary
spending



Benefits
Costs




Guide to Health Plans
For Federal Employees

 SHARE

 READ ADVICE

LOGOUT

 STEP 1
Who will be covered

 STEP 2
Compare Plans

 STEP 3
Enroll

Coverage Year:

2022 ▼

Enter your zip code (home or work): ⓘ

(If you work abroad, please use zip code 99999.)

What is your health plan enrollment category? ⓘ

-- Click to select enrollment category --



Choose a Pay Frequency:

Biweekly



Who will be covered? ⓘ

Self Only



Age of the primary insured on Jan 1, 2022

-- Select age --



Healthcare expense category most applicable to you or your family: ⓘ

Average Healthcare Expenses



Continue

Go to <https://liteblue.usps.gov/openseason> to access Checkbook



Guide to Health Plans
For Federal Employees

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[Print Comparison Report](#)

[Plan Brochures](#)






Available Plans - Ranked by Estimated Cost for People Like You in an Average Year

Summary	Cost Comparison	Cost Sharing	Coverage Features	Dental/Vision/Hearing	Plan Flexibility	Quality	Doctor Ratings
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Plan Type

- ☒ HMO
- ☒ CDHP / HDHP
- ☒ PPO

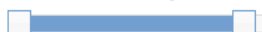
Overall Quality Score

- ☒  Outstanding
- ☒  Excellent
- ☒  Good
- ☒  Fair
- ☒  Poor

Yearly Cost Estimate



Most You Can Pay in a Year



Plan

Select plan name for DETAILS.
Select checkboxes to compare.

[Compare](#)

Yearly Cost
Estimate (for
Families Like Yours)

Most You Could
Pay in a Year

Annual
Published
Premium

Overall Rating
by Members

☐ [APWU CDHP](#)
CDHP - Plan Code: 475

\$3,560

\$12,700

\$3,990



☐ [NALC CDHP](#)
CDHP - Plan Code: 325

\$3,630

\$15,290

\$3,080



☐ [GEHA HDHP](#)
HDHP - Plan Code: 342

\$4,160

\$12,370

\$3,560



☐ [Kaiser-Std](#)
HMO - Plan Code: 625

\$4,310

\$7,920

\$2,880



☐ [Health Net Basic](#)
HMO - Plan Code: P62

\$4,340

\$14,470

\$2,210



☐ [Aetna HealthFund HDHP](#)
HDHP - Plan Code: 225

\$4,660

\$9,530

\$4,020

NR

☐ [Aetna Direct CDHP](#)
CDHP - Plan Code: N62

\$4,860

\$9,510

\$3,990



☐ [Kaiser-Hi](#)
HMO - Plan Code: 622

\$4,870

\$7,130

\$4,690



☐ [GEHA-Std](#)
PPO-FEE - Plan Code: 315

\$4,880

\$9,750

\$3,380



Go to <https://liteblue.usps.gov/fehb/> to access Checkbook

National FEHB Plans

FEHB Plan	Self and Family (Per Pay Period Premium)	Deductible	Copay
BCBS Standard	\$314	\$700	\$25
BCBS Basic	\$212	\$0	\$30
BC- FEP Blue Focus	\$125	\$1,000	30%
GEHA Standard	\$162	\$700	\$20
GEHA HDHP*	\$167	\$3,000	5%

* Plan provides \$1,800 per year into a Health Savings Account (HSA) to pay for out-of-pocket costs.

Last Years Before Retirement

I plan to retire in 5 years – what can I do?

Spend less

Save more

Work longer

As part of the 2017 TSP Modernization Act
(beginning in September 2019):

Leave money invested in TSP funds

Take one or more lump-sum payments (including in-service)

Do equal monthly, quarterly, or annual withdrawals

Buy an annuity

You can also do a combination of all of these options or change your regular withdrawal election at any time.



Manage Your Money Today.

Find ways to reduce your bills and cut your discretionary spending in order to save more, including looking at your health insurance.



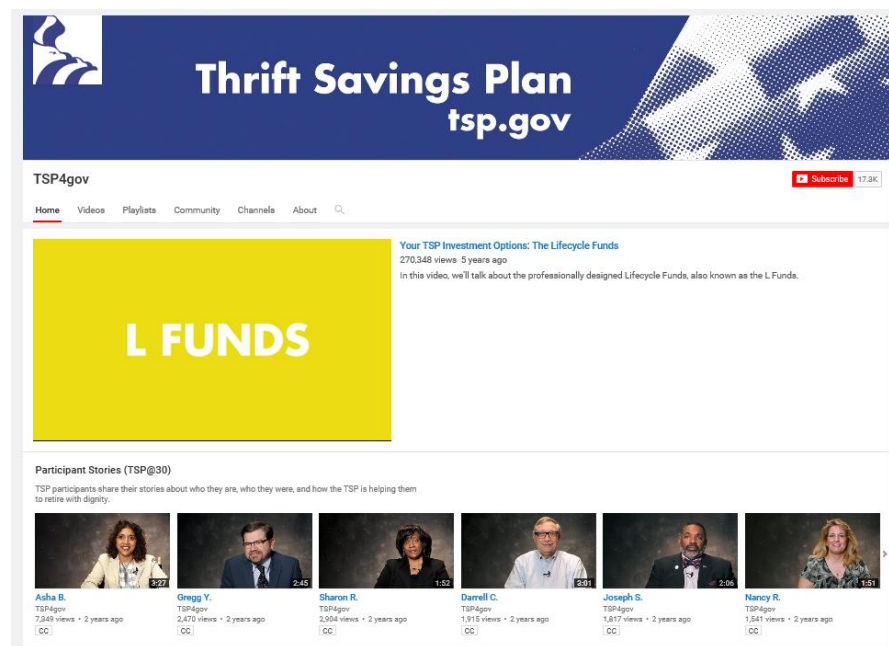
Maximize Your Retirement Savings.

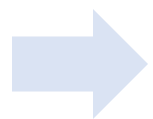
Your basic pay and level of TSP contributions are two of the main factors in determining your retirement benefit.

TSP offers free podcast videos on YouTube.

You can access the podcast directly from the TSP website or by searching TSP4gov on YouTube.

Topics include:
Withdrawal options
Participant Stories
Investment options and
more





Centralized Funding for Development

The Centralized Funding for Development (CFD) Scholarship program is a method of funding training for high-potential non-bargaining employees. Funding is provided by HQ Human Resources.

Your program of choice must be in alignment with the mission and vision of USPS, and you must articulate how your program of choice would be of value to USPS in your essay.

Applications will be accepted July 1, 2022-July 30, 2022. Funds for the January cycle are for use from April 1-September 30. Funds for the July cycle are for use October 1- March 30.

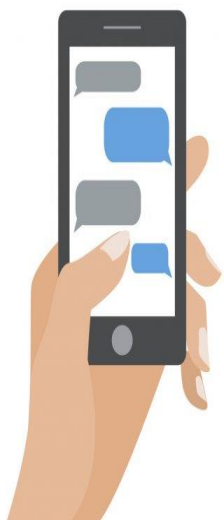
Visit: <https://blue.usps.gov/hr/training-development/non-postal-training-development/centralized-funding-for-development.htm> to learn more or email nptandcfd@usps.gov.

If you are considering furthering your education, you may want to consider some of the universities USPS has a partnership with.

Tuition discounts range from 10% off and up. Many schools extended the discounts to family members of employees as well.

To learn more, visit *LiteBlue*, select Employee Deals, then Self Development.





Sign Up for SMS Text Messaging!

Text messages will include important information related to benefits, wellness, financial education, and more.

To sign up, text **BENEFITS** to **21333**.

Questions?



