

Furloughs and Federal Benefits FAQs

07/13/2020

The following questions relate only to federal benefits during the Kansas State University furloughs. For all other furlough related questions please refer to the [FAQs on the Human Capital Services website](#).

#1 Question: My local unit (county or district) plans to buy out the state portion of my salary in lieu of a furlough or salary reduction. How will my federal benefits will impacted.

Answer: There will be no impact on your federal benefits.

#2 Question: What happens to my Federal Employee Health Benefit (FEHB) during the furlough?

Answer: Your FEHB will continue at the same premium that you are currently paying. If, because of furlough days taken, your bi-weekly paycheck is not enough, or you don't get a paycheck at all, your FEHB premium will need to be paid to the university. You will receive a statement. The employer will continue to pay the employer share of the premium each pay period.

#3 Question: What happens to my Federal Employee Group Life Insurance (FEGLI) during the furlough?

Answer: Your FEGLI will continue. If, because of furlough days taken, your bi-weekly paycheck is not enough, or you don't get a paycheck at all, your FEGLI premium will need to be paid to the university. You will receive a statement. The value of your FEGLI will not change.

If you select the salary reduction option, the bi-weekly premium will be reduced to reflect the reduced salary and the value of the FEGLI insurance will be reduced to reflect the new salary.

#4 Question: What happens to my contributions to CSRS or FERS?

Answer: Your contributions to CSRS or FERS are a percentage of your salary. So, the percent deducted from your pay will be based on the salary paid that pay period.

#5 Question: What happens to my Thrift Savings Plan Contribution?

Answer: Both the employee and the employer contributions will be based on the salary paid during that pay period.

#6 Question: How will my high three years of salary be impacted?

Answer: The monthly federal retirement annuity is a function of the average of the highest three years of salary and the years of service.

If you select the option of furlough days, the salary used in your retirement calculation will not be reduced.

If you select the salary reduction option and sign a salary reduction agreement, the average of your high three years of salary will most likely be reduced. The only exception would be if you plan to work more than three years and anticipate getting future salary increases to eliminate the impact of the salary reduction.

#7 Question: Will days I am furloughed count toward my years of service for use in calculating my retirement pay?

Answer: Yes, the days in furlough status will count toward years of service.

For other questions related to federal benefits please contact Stacey Warner at swarner@ksu.edu or Mary Gatzka at marygatzka@ksu.edu.