

APPROPRIATED AND NONAPPROPRIATED FUND BENEFIT COMPARISON

*PAY
INSURANCE
THRIFT PLAN
RETIREMENT
LEAVE
REDUCTION IN FORCE
BUSINESS BASED ACTIONS
CAREER OPPORTUNITIES*

This brochure is for Department of Defense civilian employees who move between the appropriated and nonappropriated fund employment programs.

This information will assist in selection of benefits as transition is made from one system to the other.

*Headquarters Department of Army
Assistant Secretary of Army, Manpower and Reserve Affairs
Civilian Personnel Policy/Nonappropriated Fund Personnel Policy and Program*

**COMPARISON OF APPROPRIATED FUND
AND NONAPPROPRIATED FUND BENEFITS**

PAY

Appropriated Funds

General Schedule: Pay increases with annual COLA; Step Increase for Satisfactory or Better Performance.

Nonappropriated Funds

Pay Band: Pay increases with annual COLA; Pay Adjustment for Performance may be optional within Pay Band.

LIFE INSURANCE

Appropriated Funds

1 x Basic salary rounded to next higher multiple of \$1,000 plus \$2,000, or plus \$10,000 option maximum 5 X's basic salary.

Nonappropriated Funds

1 X Basic salary, minimum \$6,000 or maximum, \$125,000 or 2 x basic salary, minimum \$10,000, or maximum \$250,000. Optional in \$10,000 increments up to twice (2X) basic. Maximum \$500,000. Both APF and NAF offer up to \$25,000 for spouse and \$12,500 per dependent child.

MEDICAL INSURANCE

Appropriated Funds

Multiple plans which offer Low/High Option for Self and Family.

Nonappropriated Funds

DOD plan which offers standard option for self and family, plus HMO's in some areas.

THRIFT PLAN

Appropriated Funds

Available with FERS: Employer contributes 1% automatically, Employer contributes up to 5% maximum, Employee contributes up to 10%.

CSRS participants may contribute up to 5% with no Government match.

Nonappropriated Funds

Available with NAF Retirement; Employer contributes up to 3%; Employee contributes up to 22%, may not exceed IRS cap.

RETIREMENT

Appropriated Funds

FERS: 30 years service at age 55, or age 57 if born after 1969, *With reduced annuity*; 20 year service at age 60, *With reduced annuity*; or 5 year service at age 62.

CSRS: 30 year service at age 55; or 20 year service at age 60; or 5 years service at age 62.

Discontinued Service Retirement for Reduction In Force, *with reduced annuity*.

Nonappropriated Funds

Normal Retirement: 30 years service at age 55; or 20 years service at age 62; 5 years service at age 62.

*Early Retirement: 5 years service at age 52, with reduced annuity.**

Employee may defer retirement to age 62 if departs from service.

Discontinued Service Retirement or Voluntary Early Retirement for Business Based Actions, *with reduced annuity*.

* All Army NAF annuities started before age 62 receive full unreduced Supplemental Early Retirement Benefit (SERB). The SERB is approximately equal to a percentage of the Social Security primary insurance amount payable at age 62 for each year of NAF service. The SERB will cease at age 62 and Normal benefits will begin.

LEAVE

Appropriated and Nonappropriated Funds

Per pay period : 4 hours first 3 years, 6 hours until 15th year, 8 hours after 15 years.

Maximum lump sum payment authorized in both systems when the employee departs service. Leave transfers between both systems when “porting”; no authorization for payment.

SICK LEAVE

Appropriated and Nonappropriated Funds

Per pay period : 4 hours in each system

Leave transfers between both systems when “porting”.

REDUCTION and REALIGNMENT

Appropriated Funds

Reduction In Force: Points are given for performance and seniority. NAF service credited if no break in service when moving between APF and NAF systems

Nonappropriated Funds

Business Based Action: Points are given for performance and seniority. APF service credited if no break in service when moving between APF and NAF systems.

CAREER OPPORTUNITIES

Separate APF/NAF Career Programs allow employees the opportunity to apply for APF and NAF career programs within the Department of Army.
Contact your servicing personnel office for additional information.