

PHASED RETIREMENT REQUEST AND AGREEMENT

PRIVACY ACT STATEMENT

AUTHORITY: Title 5, U. S.C.Chapter 83 (Section 8331a) Retirement, and Chapter 84 (Section 8412a), Federal Employee Retirement System, and DTM-16-004, Phased Retirement.

PRINCIPAL PURPOSE(S): The information you furnish is needed to document your election of phased retirement status and will be used to determine and allow present or future benefits, to identify records properly associated with your election, and to maintain a properly identifiable claim file.

ROUTINE USE(S): The information may be shared, pursuant to the routine uses established in Office of Personnel Management System of Records Notice OPM/GOV'T-1 (<http://dpc.dod.defense.gov/Privacy/SCRN/index/DoD/inside/SCRNA/Article/VGsearchid/5797/Article/570733suprgovt-1.aspx>).

DISCLOSURE: Voluntary; however, failure to furnish the requested information may delay or prevent action on your election.

INSTRUCTIONS

General Instructions for Employee:

Employees interested in phased retirement should schedule a counseling session with their servicing human resources specialist or benefits specialist. The decision to request phased retirement should be taken only after the employee has been made fully aware of the requirements of phased retirement and the impact to his/her monthly income. The employee should then discuss phased retirement with his/her supervisor.

To Request Phased Retirement:

Once an employee is comfortable that phased retirement is the right choice he/she will need to complete Section A of this form, and submit to an authorized DoD Component official. If the authorized DoD Component official is not the employee's supervisor, the employee should submit the form to his/her supervisor for a recommendation.

If the Request for Phased Retirement is Denied:

Denial of an employee's request for phased retirement will be documented on this form by an authorized DoD Component official and a copy of the denial will be provided to the requesting employee. If the employee's request for phased retirement is denied, the employee will not complete Section D of Part II. However, the original DD Form 3018 and any additional documentation will be kept in accordance with applicable records retention schedules.

If the Request for Phased Retirement is Approved:

Approval of an employee's request for phased retirement will be documented on this form by an authorized DoD Component official, and a copy will be provided to the requesting employee. The requesting employee will then complete Section D of Part II, Phased Retirement Agreement, and enter into a specified period of phased retirement as annotated in Blocks 1 and 2 of Section C of Part II, Phased Retirement Agreement.

The employee will provide the completed and signed DD Form 3018, SF 3116, and either the SF 2801/SF3107 to his/her servicing benefits office for processing. The SF 2801 is for employees covered under the Civil Service Retirement System (CSRS) and the SF 3107 is for employees covered under the Federal Employees Retirement System (FERS).

Sample Phased Retirement Policies

Mo Wang



Sample Phased Retirement Policies:

The Cornell Study of Employer Phased Retirement Policies Robert M. Hutchens, 2003 *Phased Retirement*
Constance Swank, Gail S. Rosenberg, National Council for Alternative Work Patterns (U.S.), 1982 Case studies of enterprise level flexible retirement schemes in Belgium France Germany Federal Republic Sweden and UK describes plans involving reduced hours of work Job Sharing increased paid leave etc notes income effects of old age benefits and wage cuts covers costs employees attitudes and management attitudes ILO mentioned Bibliography questionnaire statistical tables

Breaking the Silver Ceiling United States. Congress. Senate. Special Committee on Aging, 2005 *To Retire or Not?*
Robert L. Clark, P. Brett Hammond, 2017-06-13 Colleges and universities across the country face huge challenges as their faculties age their budgets stagnate and mandatory retirement becomes a thing of the past In *To Retire or Not* the nation's foremost authorities on retirement policy and practice provide a critical assessment of academic labor markets and retirement patterns explaining how to adjust pension and other incentive programs to ensure proper replenishment of intellectual and human capital Case studies vividly illustrate how to predict the need for special retirement programs how to structure voluntary early out benefit plans and how age based retirement incentives work in practice Recent legal decisions are assessed and critiqued A recent amendment to the U S Age Discrimination in Employment Act ended mandatory retirement for tenured faculty at colleges and universities across the country This law let individual faculty members enjoy an economic benefit enjoyed by almost all other American workers they could choose to continue working past age 70 or sell the benefit back to their universities in exchange for earlier retirement At the same time however educational administrators were faced with a faculty bulge created by the expansion of the professorate in the 1960s and early 70s and the so called surplus army of Ph D s of the 1980s Colleges and universities everywhere are now faced with the higher costs of retaining senior professors instead of hiring entry level replacements at lower salaries

Emerging Options for Work and Retirement Policy James R. Storey, 1980 *Retirement and the Individual: Early retirement and related subjects* United States. Congress. Senate. Special Committee on Aging. Subcommittee on Retirement and the Individual, 1967 Private Pensions and Public Policies William G. Gale, John B. Shoven, Mark J. Warshawsky, 2004-04-21 The private pension system together with Social Security has provided millions of Americans with income security in retirement But over the past thirty years pension coverage has stagnated leaving behind some vulnerable groups Defined contribution plans have exposed workers to greater investment risk while cash balance and other hybrid plans may have adverse effects on older workers caught in the transition Pension regulations infamous for their complexity can be bewildering to policy analysts and policymakers *Private Pensions and Public Policies* sheds timely and much needed light on specific issues within the broader context and framework of pension reform Contributors focus on topics that must be addressed in any reform effort including the effects of the shift in emphasis toward defined contribution plans after the 1974 Employee Retirement Income and

Security Act and hybrid plans from the 1990s regulatory issues such as nondiscrimination rules and contribution limits how to increase the information available to participants and improve financial education how participants in defined contribution plans make choices on questions such as asset allocation back loaded versus front loaded saving and annuities versus lump sum distributions and the interaction of the private pension system with Social Security Contributors include Robert L Clark North Carolina State University Sylvester J Schieber Watson Wyatt Worldwide Richard A Ippolito George Mason University School of Law Alan L Gustman Dartmouth College Thomas L Steinmeier Texas Tech University John Karl Scholz University of Wisconsin Dean M Maki JPMorgan Chase William Even Miami University of Ohio Jagadeesh Gokhale American Enterprise Institute Laurence J Kotlikoff Boston University Mark J Warshawsky TIAA CREF Institute Annika Sunden Boston College Andrew A Samwick Dartmouth College David A Wise Harvard University Joel Dickson T

Extending Work Life Robert Clark, Melinda Sandler Morrill, 2017-02-28 Aging men and women are increasingly remaining in the labor force Most often the reason for this is that they need to work additional years in order to be able to support an increasing number of years in retirement This leaves employers scrambling for ways to adapt to a growing number of retirement aged workers Clark and Morrill provide a thorough assessment of the costs and benefits of accommodating later retirement ages and they describe options employers may use to create some new form of employment contract with aging workers The most prominent issues employers with aging workers face are declining productivity rising labor and benefits costs and a suboptimal age distribution of their workforces According to the authors employers could respond to these issues by finding new ways to accommodate older workers with for instance phased retirement and return to work policies But the success of such policies also depends on tax policies and whether government provided retirement benefits could be redesigned to play a role in a newly defined employment relationship

Faculty Retirement in the Arts and Sciences Albert Rees, Sharon P. Smith, 2014-07-14 In 1986 the Age Discrimination in Employment Act ADEA was amended to abolish mandatory retirement for tenured faculty members in colleges and universities effective January 1 1994 Will this uncapping of the retirement age adversely affect the vitality of academic departments or the prospects of advancement for younger scholars In a definitive study of faculty retirement in the arts and sciences Albert Rees and Sharon Smith seek to answer this question Basing their conclusions on original data collected from thirty three colleges and universities they do much to resolve an issue that is a frequent subject of discussion in the academic world and in the press Rees and Smith reveal that the ending of mandatory retirement will have much smaller effects than those generally anticipated so small that there is no justification for efforts to have Congress continue exempting faculty members from the ADEA past 1994 the date that the exemption is now due to expire In addition to their data on retirement patterns the authors make use of surveys of senior faculty and retired faculty to explore attitudes toward retirement Originally published in 1991 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton

University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905

Ending a Career in the Auto Industry Melissa A. Hardy, Lawrence Hazelrigg, Jill Quadagno, 2007-08-29 During the 1980s the news media were filled with reports of soaring unemployment as downsizing and restructuring became the new buzzwords Firms managed their workforce reduction by increasing the attractiveness of their pension plans especially their early retirement plans In this volume the authors examine the U S auto industry and present a full scale analysis of the work and retirement decisions of its workers They address organizational context and the logic of financial incentives in employer provided early retirement plans The impact of pension provisions layoffs plant closures attitudes about generational equity and other factors influencing the workers evaluation of the optimum time to end their careers in the auto industry are explored

Living Stronger, Earning Longer United States. Congress. Senate. Special Committee on Aging, 2005

Pensions in the Health and Retirement Study Alan L. Gustman, Thomas L. Steinmeier, Nahid Tabatabai, 2010-05 This book presents a careful analysis of pension data collected by the Health and Retirement Study a unique survey of people over the age of fifty conducted by the University of Michigan for the National Institute on Aging The authors studied pensions as they evolve over individuals work lives and into retirement how pension coverage and plans change over a lifetime how many pensions workers have by the time they retire and what these pensions are worth what pensions contribute to individual retirement incomes and how trends and policy changes affect retirement plans The book focuses on the major features of pensions including plan type and participation ages of eligibility for retirement values of different pension types how pension values are influenced by retirement age how plans are settled when a worker leaves a firm how well people understand their pensions the importance of pensions in retirement saving and as a share of household wealth and the vulnerability of the retirement age population to the current financial crisis This book provides readers with an invaluable look at the crucial but ever changing role of pensions in supporting retirees

Hearings, Reports, Public Laws United States. Congress. House. Committee on Education and Labor, 1967

The Oxford Handbook of Retirement Mo Wang, 2013 This handbook reviews existing theoretical perspectives and research findings on retirement explores current and future challenges in retirement research and practice and provides corresponding recommendations and suggestions

Social Security Bulletin, 1994

Retirement James H. Schulz, 1971

Pension Plans United States. Congress. House. Select Committee on Aging, 1988

International Handbook of Population Policies John F. May, Jack A. Goldstone, 2022-07-01 This Handbook offers an array of internationally recognized experts essays that provide a current and comprehensive examination of all dimensions of international population policies The book examines the theoretical foundations the historical and empirical evidence for policy formation the policy levers and modelling as well as the new policy challenges The section Theoretical Foundations

reviews population issues today population theories the population policies framework as well as the linkages between population development health food systems and the environment The next section Empirical Evidence discusses international approaches to design and implement population policies on a regional level The section Policy Levers and Modelling reviews the tools and the policy levers that are available to design implement monitor and measure the impact of population policies Finally the section New Policy Challenges examines the recurrent and emerging issues in population policies This section also discusses prospects for demographic sustainability as well as future considerations for population policies As such this Handbook provides an important and structured examination of contemporary population policies their evolution and their prospects Hearings United States. Congress. House. Committee on Education,1972 **Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills) ,1991**

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Table of Contents Sample Phased Retirement Policies

1. Understanding the eBook Sample Phased Retirement Policies
 - The Rise of Digital Reading Sample Phased Retirement Policies
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Phased Retirement Policies
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Phased Retirement Policies
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Phased Retirement Policies
 - Personalized Recommendations
 - Sample Phased Retirement Policies User Reviews and Ratings
 - Sample Phased Retirement Policies and Bestseller Lists
5. Accessing Sample Phased Retirement Policies Free and Paid eBooks

- Sample Phased Retirement Policies Public Domain eBooks
- Sample Phased Retirement Policies eBook Subscription Services
- Sample Phased Retirement Policies Budget-Friendly Options
- 6. Navigating Sample Phased Retirement Policies eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Phased Retirement Policies Compatibility with Devices
 - Sample Phased Retirement Policies Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Phased Retirement Policies
 - Highlighting and Note-Taking Sample Phased Retirement Policies
 - Interactive Elements Sample Phased Retirement Policies
- 8. Staying Engaged with Sample Phased Retirement Policies
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Phased Retirement Policies
- 9. Balancing eBooks and Physical Books Sample Phased Retirement Policies
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Phased Retirement Policies
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Phased Retirement Policies
 - Setting Reading Goals Sample Phased Retirement Policies
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Phased Retirement Policies
 - Fact-Checking eBook Content of Sample Phased Retirement Policies
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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