

BAL 23-106, Appendix A – Retirement Coverage Determination Tables

For guidance on determining the correct retirement coverage determination table to use, please see Part 10A2, Procedures for Determining Coverage, of the CSRS and FERS Handbook, [Chapter 10](#) – Coverage.

First Hires

Step	Decision Factor	If Yes...	If No...
1	Does employee have prior non-Federal service that was covered by or creditable under CSRS? (See section 10A1.3-3B)	Go to Step 2	Go to Step 5
2	Does employee meet 5-year test? (See section 10A1.1-2I)	Go to Step 3	Go to Step 5
3	Is current appointment excluded from CSRS? (See section 10A1.3-3)	Go to Step 4	Coverage under CSRS Offset with option to elect FERS*
4	Is current appointment excluded from FERS? (See section 10A1.3-5)	Coverage under FICA only (unless not applicable)	Coverage under FICA only with option to elect FERS*
5	Is appointment excluded from FERS by law or regulation ? (See section 10A1.3-5)	Coverage under FICA only (unless not applicable)	Go to Step 6
6	Is appointment effective before January 1, 2013?	Coverage under FERS	Go to Step 7
7	Was employee on December 31, 2012, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corp volunteer service)?	Coverage under FERS	Go to Step 8
8	Does employee as of December 31, 2012, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS	Go to Step 9
9	Is appointment effective on or after January 1, 2013, and before January 1, 2014?	Coverage under FERS-RAE	Go to Step 10

Step	Decision Factor	If Yes...	If No...
10	Was employee on December 31, 2013, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corp volunteer service)?	Coverage under FERS-RAE	Go to Step 11
11	Does employee as of December 31, 2013, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS-RAE	Coverage under FERS-FRAE

*An employee may elect FERS if appointment is not excluded from FERS by law or regulation.

Transfers and Conversions

Step	Decision Factor	If Yes...	If No...
1	Does employee qualify as a senior official? (See section 10A1.3-6C)	See Chapter 101	Go to Step 2
2	Was last employment under another Federal retirement system (e.g., FRS)?	Go to Step 5	Go to Step 3
3	Was last appointment covered by FICA (OASDI) only?	Go to Step 5	Go to Step 4
4	Did employee have FERS (i.e., FERS, FERS-RAE, FERS-FRAE) coverage in last appointment?	Go to Step 11	Go to Step 5
5	Was employee first hired after December 31, 1983?	Go to Step 13	Go to Step 6
6	Is the current appointment temporary NTE 1 year or intermittent and not career or career-conditional?	Coverage under FICA only	Go to Step 7
7	Is the current appointment excluded from CSRS by law or regulation? (See section 10A1.3-3)	Go to Step 8	Go to Step 9
8	Does employee meet the 5-year test? (See section 10A1.1-2I)	Coverage under FICA only with option to elect FERS*	Go to Step 9
9	Is current appointment now subject to Social Security (OASDI)? (See section 10A1.3-6)	Go to Step 10	Coverage under CSRS with option to elect FERS*
10	Does employee meet the 5-year test? (See section 10A1.1-2I)	Coverage under CSRS Offset with option to elect FERS*	Go to Step 14
11	Is the current appointment excluded from FERS by law? (See section 10A1.3-5B)	Coverage under FICA only	Go to Step 12

Step	Decision Factor	If Yes...	If No...
12	Is the current appointment temporary NTE 1 year or intermittent and not career or career-condition, otherwise excluded from FERS by regulation? (See section 10A1.3-5D)	Employee retains previous coverage	Go to Step 14
13	Is the current appointment temporary NTE 1 year or intermittent and not career or career-conditional, or otherwise excluded from FERS by law or regulation? (See section 10A1.3-5)	Coverage under FICA only	Go to Step 14
14	Is current appointment effective before January 1, 2013?	Coverage under FERS	Go to Step 15
15	Was employee covered under FERS on December 31, 2012?	Coverage under FERS	Go to Step 16
16	Was employee on December 31, 2012, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corps volunteer service or service covered under another retirement system for which credit may be transferred to FERS, such as Foreign Service, Federal Reserve, or CIARDS)?	Coverage under FERS	Go to Step 17
17	Does employee as of December 31, 2012, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS	Go to Step 18
18	Is current appointment effective on or after January 1, 2013, and before January 1, 2014?	Coverage under FERS-RAE	Go to Step 19
19	Was employee covered under FERS-RAE on December 31, 2013?	Coverage under FERS-RAE	Go to Step 20

Step	Decision Factor	If Yes...	If No...
20	Was employee on December 31, 2013, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corps volunteer service or service covered under another retirement system for which credit may be transferred to FERS, such as Foreign Service, Federal Reserve, or CIARDS)?	Coverage under FERS-RAE	Go to Step 21
21	Does employee as of December 31, 2013, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS-RAE	Coverage under FERS-FRAE

*An employee only has one opportunity to elect FERS during any period of continuous employment and may only elect FERS if appointment is not excluded from FERS coverage by law or regulation.

Rehires

Step	Decision Factor	If Yes...	If No...
1	Does employee qualify as a senior official? (See section 10A1.3-6C)	See Chapter 101	Go to Step 2
2	Did employee previously have FERS (i.e., FERS, FERS-RAE, FERS-FRAE) coverage?	Go to Step 9	Go to Step 3
3	Was employee first hired after December 31, 1983?	Go to Step 9	Go to Step 4
4	Is the current appointment temporary NTE 1 year or intermittent and not career or career-conditional?	Coverage under FICA only	Go to Step 5
5	Is employee's current appointment excluded from CSRS by law or regulation ? (See section 10A1.3-3)	Go to Step 6	Go to Step 7
6	Does employee meet the 5-year test? (See section 10A1.1-2I)	Coverage under FICA only with option to elect FERS*	Go to Step 10
7	Is current appointment now subject to Social Security (OASDI)? (See section 10A1.3-6)	Go to Step 8	Coverage under CSRS with option to elect FERS*
8	Does employee meet the 5-year test? (See section 10A1.1-2I)	Coverage under CSRS Offset with option to elect FERS*	Go to Step 10
9	Is the current appointment temporary NTE 1 year or intermittent and not career or career-conditional, or otherwise excluded from FERS by law or regulation ? (See section 10A1.3-5)	Coverage under FICA only	Go to Step 10
10	Is current appointment effective before January 1, 2013?	Coverage under FERS	Go to Step 11

Step	Decision Factor	If Yes...	If No...
11	Was employee covered under FERS on December 31, 2012?	Coverage under FERS	Go to Step 12
12	Was employee on December 31, 2012, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corps volunteer service or service covered under another retirement system for which credit may be transferred to FERS, such as Foreign Service, Federal Reserve, or CIARDS)?	Coverage under FERS	Go to Step 13
13	Does employee as of December 31, 2012, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS	Go to Step 14
14	Is current appointment effective on or after January 1, 2013, and before January 1, 2014?	Coverage under FERS-RAE	Go to Step 15
15	Was employee covered under FERS-RAE on December 31, 2013?	Coverage under FERS-RAE	Go to Step 16
16	Was employee on December 31, 2013, performing civilian service that was creditable or potentially creditable under FERS (e.g., Peace Corps volunteer service or service covered under another retirement system for which credit may be transferred to FERS, such as Foreign Service, Federal Reserve, or CIARDS)?	Coverage under FERS-RAE	Go to Step 17
17	Does employee as of December 31, 2013, have at least 5 years of creditable or potentially creditable civilian service under FERS?	Coverage under FERS-RAE	Coverage under FERS-FRAE

*An employee may elect FERS if appointment is not excluded from FERS coverage by law or regulation.