

Dear (Insert Name)

This letter is to inform you that the Office of Human Resources Management (HRM) recently identified a coding error on your Notification of Personnel Action, SF-50. The coding error is related to an aspect of your U.S. Customs and Border Protection Officer (CBPO) Enhanced Retirement coverage.

The following code was erroneously included in the Remarks Section of the SF-50 personnel action recorded when you were hired as a Customs and Border Protection Officer:

O52 Remark Code: "Exempt from mandatory retirement and eligible for prorated Annuity upon retirement"

Under the CBPO Enhanced Retirement regulations, employees who entered on duty as a CBPO on or after July 6, 2008 are not entitled to a proportional annuity. Since you entered on duty as a CBPO on or after July 6, 2008, you must meet the age **and** years of service requirement—20 years of service in a special retirement covered (SRC) position—in order to receive a retirement benefit at the higher annuity rate of 1.7 percent. *See* 5 U.S.C. § 8415(e). Otherwise, the retirement annuity is calculated at the regular 1 percent rate. *See* 5 U.S.C. § 8415(a).

In addition, since you were first appointed as a CBPO on or after July 6, 2008, you are subject to mandatory separation provisions, retirement at age 57, *or* following 20 years of special retirement covered service if you met an exception to enter on duty over the maximum age requirement. *See* 5 C.F.R. § 842.1006(d) and 5 U.S.C. § 8425.

Upon review of your employment record, it was discovered that you did not meet the eligibility requirements for a proportional annuity at the time you entered on duty and that you are subject to mandatory retirement at age 57, *or* following 20 years of CBPO Special Retirement covered service if you met an exception to enter on duty over the maximum age requirement. The O52 Remark Code was included on your SF-50 in error and HRM will correct your SF-50 to remove the O52 Remark Code. This correction is necessary to ensure your retirement information is correctly documented in accordance with applicable laws and regulations.

This correction does not impact your retirement coverage as you remain in the CBPO Enhanced Retirement system. However, in order to receive the higher annuity rate, you must meet the eligibility requirements **and** serve the full 20 years in a special retirement covered position as outlined in 5 C.F.R. § 842.1006 and 5 C.F.R. § 842.1009, 5 U.S.C. § 8331, and 5 U.S.C. § 8401. NOTE: If you remain covered under special retirement for the full 20 years, you will receive the higher annuity rate.

HRM is committed to addressing your questions and concerns related to this correction. Questions regarding the correction of this error should be directed to the Hiring Center via email address at: hccbpoehancedretinquiries@cbp.dhs.gov.

For retirement planning purposes, the FEDHR Navigator is an available online resource tool to assist all CBP employees. We recommend you use the online tool to obtain additional retirement

information including an Annuity Estimate calculation:

<https://cbpgov.sharepoint.com/sites/HRM/RBI/Pages/CalculateAnnuity.aspx>.

If you are within two (2) years of retirement, you may want to request an Annuity Estimate from HRM at: <https://cbpgov.sharepoint.com/sites/hrm/bmw/rabas/ar/Pages/MAIN.aspx>.

In addition, you are encouraged to contact the HRM Retirement and Benefits Advisory Services (RABAS) Branch with your retirement planning concerns via email address:

RABAServices@cbp.dhs.gov

We apologize for this error and any inconvenience it may cause and we will remain available to assist you with any questions that you have.

Sincerely,

Office of Human Resources Management