

**VOLUME 7A, CHAPTER 51: “SAVINGS PROGRAMS AND FLEXIBLE SPENDING ACCOUNTS (FSA)”**

**SUMMARY OF MAJOR CHANGES**

Changes are identified in this table and also denoted by *blue font*.

Substantive revisions are denoted by an asterisk (\*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by *bold, italic, blue, and underlined font*.

The previous version dated *January 2024* is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
2.5	Updated the examples to clarify when a member can contribute to the Savings Deposit Program.	Revision
3.7	Inserted Higher Catch-up Contributions effective January 1, 2025.	Addition
6.0	Updated to include Health Care Flexible Spending Account.	Revision
References	Updated statutes and supporting references.	Revision

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## CHAPTER 51

### SAVINGS PROGRAMS AND FLEXIBLE SPENDING ACCOUNTS (FSA)

#### 1.0 GENERAL

##### 1.1 Purpose

The chapter provides policy for the Savings Deposit Program (SDP), the Thrift Savings Plan (TSP) to include TSP under the Blended Retirement System (BRS), and the Federal Flexible Spending Account Program (FSAFEDS).

##### 1.2 Authoritative Guidance

The pay policies and requirements established by DoD in this chapter are derived primarily from, and prepared in accordance with, the United States Code (U.S.C.). Due to the subject matter in this chapter, the list of authoritative sources is extensive. The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

#### 2.0 SDP

As prescribed by the Secretaries concerned, a member of the Armed Forces who is serving in a designated SDP area may deposit during that tour of duty, not more than the member's unallotted current pay and allowances in amounts of \$5 or more, with any branch, office, disbursing officer, finance officer, or any other designated officer of the Armed Forces. Amounts so deposited will be deposited in the Treasury and kept as a separate fund and must be accounted for in the same manner as public funds. See the definitions for SDP area in subparagraph 2.2.2.

##### 2.1 Eligibility

2.1.1. Any member serving in an assignment outside of the United States, its possessions, or the Commonwealth of Puerto Rico for at least 30 consecutive days or 1 day for each 3 consecutive months is eligible to participate in SDP if serving:

2.1.1.1. In a Combat Zone (CZ); or

2.1.1.2. While qualified to receive hostile fire or imminent danger pay while in a:

2.1.1.2.1. Qualified Hazardous Duty Area (QHDA); or

2.1.1.2.2. Designated direct support area of a CZ.

2.1.2. Members already contributing to the SDP on May 1, 2016, will be allowed to continue to contribute to the SDP until they depart from the member's SDP-eligible assignment.

NOTE: See Chapter 44 for designated direct support areas of a CZ, designated CZs, and QHDAs. For the most current listings, see [Designated Direct Support Areas of a CZ](#), [Designated CZs](#), and [QHDAs](#) on the Defense Finance and Accounting Service (DFAS) website.

## 2.2 Definitions

2.2.1. Designated Duty Assignment. A designated duty assignment is a permanent duty or temporary additional duty/temporary duty (TAD/TDY) assignment in an SDP area.

2.2.2. SDP Area. An SDP area is an area outside the United States, its possessions, or the Commonwealth of Puerto Rico, in a CZ or an area in which members are entitled to receive hostile fire or imminent danger pay while serving in a QHDA or in a designated direct support area of a CZ.

2.2.3. Unallotted Current Pay and Allowances. The amount of money a member is entitled to receive on the payday immediately before the date of deposit, less authorized deductions and allotments (e.g., for dependents or insurance). Pay and allowances include special continuation pay, reenlistment bonus, travel allowance on discharge, or pay and allowances for unused accrued leave. Advance pay and travel allowance for permanent change of station and TAD or TDY travel may not be deposited.

2.2.4. Missing Status. Includes missing, missing in action, interned in a foreign country, captured, beleaguered, besieged by a hostile force, or detained in a foreign country against a member's will.

## 2.3 Allotments

Active-duty officers and enlisted members may make deposits into the SDP by allotment. Such allotment must be processed in accordance with the procedural instructions of the Military Service concerned. However, the restrictions of this chapter are applicable when starting this type of allotment.

## 2.4 Member in a Missing Status

For a member who is in a missing status (see paragraph 2.2), the Secretary of the Military Department concerned may, in the interest of a member or the member's dependents, initiate, stop, modify, and change allotments for deposit of unpaid pay and allowances accruing in a missing member's pay account, and authorize withdrawal of deposits made under the SDP, even though the member had an opportunity to make deposits and elected not to do so. Interest may be computed from the day the member entered into a missing status, or January 1, 1991, whichever is later. The \$10,000 limitation on the amount that interest is payable does not apply to the deposit account of a member in a missing status.

Example 1. A member entered into a missing status on February 1, 2012. Unpaid pay and allowances have been accruing in the member's pay account at the rate of \$100 per month since that date. An account was opened for the member on

May 1, 2012, with an initial deposit of \$300 (February, March, and April). The member's account was credited with \$100 per month on June 1, 2012, and the first day of each month thereafter while he remains in a missing status, or until modified, stopped, or repaid at the direction of the Secretary of the Military Department concerned. Interest accrued from February 1, 2012.

Example 2. A member entered into a missing status on February 18, 2012. The amount of unpaid pay and allowance due to the member on the payday following February 18, 2012, determined the amount of the initial deposit. The member's account was opened on March 1, 2012, with the initial deposit, and the member's account was credited with the member's unallotted pay and allowances monthly on the first day of each month thereafter as prescribed in example 1. Interest accrued from February 18, 2012.

## \*2.5 Deposits

2.5.1. Amounts. Amounts up to \$10,000 may be deposited with interest accrual at the rate of 10 percent per annum.

2.5.1.1. The maximum amount on which 10 percent interest is computed is \$10,000 (principal and accrued interest combined). Deposits may not be more than the amount defined as unallotted current pay and allowances in subparagraph 2.2.3. When, however, the member can establish to the satisfaction of the commanding officer that the member was unable to make a deposit in the normal manner, unallotted pay in excess of current pay and allowances may be deposited.

2.5.1.2. Members may not accumulate back pay prior to departing for a designated duty assignment in an SDP area in order to deposit the back pay once the member becomes eligible for the SDP.

2.5.1.3. After a member has served in a covered SDP area for at least 30 consecutive days or at least 1 day for each 3 consecutive months, the member is qualified to begin making deposits, see subparagraph 2.2.3. The initial deposit is limited to the amount earned beginning with the first day of arrival in a covered SDP [location](#).

Example 1. A member arrives in Pakistan (a designated direct support area as defined in Chapter 44, Table 44-2 and an Imminent Danger Pay (IDP) location as defined in Chapter 10, Table 10-1) on April 1, [2024](#). The member is authorized to make an initial deposit on [May 1, 2024](#), for the amount accrued beginning April 1, [2024](#), [using the April 15<sup>th</sup> and 30<sup>th</sup> unallotted pay](#). The member may make additional deposits until departure from [SDP eligible locations](#).

Example 2. A member arrives in Albania (a designated CZ area as defined in Chapter 44, Table 44-3) on [July 19, 2024](#). The member is authorized to make an initial deposit on [August 18, 2024](#), for the [unallotted pay earned beginning](#)

July 19 through August 18, 2024. The member may make additional deposits until departure from SDP eligible locations.

Example 3. A member is TDY to the Sinai Peninsula of Egypt (a QHDA as defined in Chapter 44, Table 44-4 and an IDP location as defined in Chapter 10, Table 10-1) on April 17-20, May 2-6, and June 19-25, 2024. The member is authorized to make their initial deposit on June 20, 2024, for the amount accrued in the Sinai Peninsula of Egypt for the actual days in the SDP locations.

2.5.1.4. Members who are paid twice monthly may combine pay accrued at midmonth and pay accrued at end-of-month or combine end-of-month pay with pay accrued on the following midmonth payday for a single deposit, provided the total amount deposited in a one-month period does not exceed the amount they are entitled to be paid for one month.

2.5.2. Power of Attorney. An agent with a power of attorney from the member may make deposits, either by allotment or by cash, into the SDP on behalf of the member, if the power of attorney states the authority to establish, change, or stop allotments. When accepting a cash deposit from the agent on the member's behalf, the disbursing officer must ensure that the amount deposited does not exceed the member's unallotted pay and allowances for the period involved.

## 2.6 Interest

2.6.1. Accrual of Interest. See Table 51-2.

2.6.2. Conditions Under Which Deposits, Plus Interest, Are Repaid. See Table 51-3.

2.6.3. Computation of Interest. Deposits made on or before the 10th of the month accrue interest from the 1st of the month. Deposits made after the 10th of the month accrue interest from the first day of the following month. The effective date of deposit is the date the deposit is made to the disbursing officer, finance officer, or any other designated officer of the members of the Uniformed Services. Compute interest at the rate of 10 percent per annum, compounded quarterly, according to the calendar quarter. Compute the quarterly interest on the average quarterly balance on deposit. Ten percent is compounded quarterly on amounts less than \$10,000. Once \$10,000 is on deposit, simple interest will be computed on the \$10,000. No interest is paid on amounts exceeding \$10,000, except on amounts for a member who is in a missing status using simple interest.

2.6.4. Taxability of Interest Paid. Interest paid on the amounts deposited into the SDP is taxable.

## 2.7 Computation

2.7.1. Computing Average Quarterly Balance

2.7.1.1. If there were no emergency withdrawals during the quarter, determine the average quarterly balance by adding amounts on deposit on the 10th day of each month of the quarter, and divide the total by three.

Example 1.		Amount	On
<u>Date</u>	<u>Deposits</u>	<u>Deposits</u>	<u>10<sup>th</sup></u> <u>Day of</u>
Jan 5	\$20.00	\$20.00	Jan
Feb 3	20.00	40.00	Feb
Feb 20	20.00		
Mar 10	20.00	<u>80.00</u>	Mar
		\$140.00	

\$140.00 divided by 3 = \$46.67 average quarterly balance.

Example 2.		Amount	On
<u>Date</u>	<u>Deposits</u>	<u>Deposit</u>	<u>10<sup>th</sup></u> <u>Day of</u>
Jan 1	\$0.00	\$ 0.00	Jan
Feb 3	20.00	20.00	Feb
Feb 20	20.00		
Mar 3	20.00	<u>60.00</u>	Mar
		\$80.00	

\$80.00 divided by 3 = \$26.67 average quarterly balance.

2.7.1.2. Emergency withdrawals at any time during a quarter reduce the average quarterly balance on which interest accrues.

Example.		With-	Amount	On
<u>Date</u>	<u>Deposits</u>	<u>drawals</u>	<u>Deposit</u>	<u>10<sup>th</sup></u> <u>Day of</u>
Apr 1	\$147.12	\$0.00		(BAL FWD)
Apr 3	20.00		\$167.12	Apr
			167.12	May
May 15	10.00			
Jun 4	30.00			Jun
Jun 15		\$80.00	<u>127.12</u>	
			\$461.36	

\$461.00 divided by 3 = \$153.79 average quarterly balance.



2.7.1.3. The maximum amount upon which 10 percent interest is payable is \$10,000 (principal and accrued interest combined), except for amounts on deposit in the case of a member who is in a missing status. See paragraph 2.4.

Example.	<u>Date</u>	<u>Quarterly Interest</u>	<u>Amount on Deposit</u>
	Jan 10	-0-	\$10,000.00
	Apr 1	250.00	10,250.00
	July 1	250.00	10,500.00

## 2.7.2. Computation of Interest at 10 Percent Rate

Repay deposits, plus interest, under the conditions shown in Table 51-2. Compute interest at the rate of:

- 1 Month-1/12 of 10 percent or .00833
- 2 Months-2/12 of 10 percent or .01666
- 3 Months-(Full Quarter) 3/12 of 10 percent or .025

Example 1. Member's Request. A member has \$355 on deposit (principal plus compounded interest as of June 30, 2009). The member requested repayment of the SDP deposit on August 12, 2009. The member was repaid the \$355 deposit plus interest of \$5.92 for the months of July and August (.01666... x \$355) or \$360.92.

Example 2. Member Discharged. A member has \$355 on deposit (principal plus compounded interest as of June 30, 2009). The member was discharged overseas for the member's convenience on July 15, 2009. The member was repaid the \$355 deposit plus interest of \$2.96 for the month of July (.00833... x \$355) or \$357.96, assuming full repayment was in effect in the month of July.

Example 3. Member Dies. On March 8, 2009, the member had on deposit the maximum amount of \$10,000 (principal plus simple interest) and made no new deposits. On November 15, 2009, while assigned in the Operation Enduring Freedom area the member dies, and settlement of unpaid pay and allowances was made to member's heir(s) on December 15, 2009. The amount of deposit repaid was \$10,000 plus simple interest of \$833.33 for period March 1 through December 31, 2009 (.00833... x 10), or \$10,833.33.

## 2.8 Payment of Interest Upon Final Settlement of Deposit Account

2.8.1. Except when the 90-day limitation discussed in subparagraph 2.8.2 and paragraph 2.13 applies, interest will stop at the end of the month in which full repayment is made to the member or member's heirs.

2.8.2. In no case will interest accrue for a period longer than 90 days (computed on a day-for-day basis of actual elapsed time) after the member's eligibility to make deposits terminates.

Should the 90-day limitation period end on any day other than the last day of the month, interest will accrue through the last day of the preceding month. If the 90-day limitation period ends on the last day of the month, interest accrues for that month. In determining when the 90-day limitation period terminates, the last day of the month is February 28 (February 29 in leap year), the 30th of a 30-day month, or the 31st day of a 31-day month.

Example. Ninety-Day Rule. A member has \$355 on deposit (principal plus compounded interest as of June 30, 2009). The member was discharged overseas for the member's convenience on July 15, 2009. The member requested repayment of the deposit on October 15, 2009. The member was repaid \$355 plus interest of \$8.88 for the months of July, August, and September ( $.025 \times \$355$ ) or \$363.88. Interest for October 1-15, 2009, was not allowed since the 90-day limitation period ended on October 12, 2009 (a day other than the last day of the month).

## 2.9 Withdrawal of Deposits – Emergency

Withdrawals may be made in an emergency only when the health or welfare of a member or the member's dependent(s) would be jeopardized if the withdrawal was not granted. Emergency withdrawals may be authorized by the member's commanding officer.

## 2.10 Withdrawal of Deposits – Members in a Missing Status

Withdrawals may be made when directed by the Secretary of the Military Department concerned when deemed in the best interest of the member, the member's dependent(s), or the U.S. Government.

## 2.11 Discharge While Eligible to Make Deposits

Members eligible to make deposits, who are discharged in order to immediately reenlist, extend an enlistment, or accept a commission, may not withdraw their deposits.

## 2.12 Accounts Which Have Reached \$10,000

In situations where the member's principal and interest on deposit reaches \$10,000, any amounts representing interest accruing in the account subsequent to that time which causes the \$10,000 total to be exceeded, may be withdrawn quarterly at the member's request.

## 2.13 Automatic Refund

Accounts will accrue interest no more than 90 days after a member leaves an SDP area. Members should withdraw all funds after the 90-day period. If no withdrawal is made within 120 days after the qualifying duty terminates, DFAS will automatically transfer the funds to the military pay account of the SDP account owner.

## 2.14 Application to Indebtedness or Forfeiture

Savings deposits and accrued interest are exempt from collection for members' debts, including debts owed to the U.S. Government or its agencies, except for levies issued by the Internal Revenue Service (IRS). Deposits are not subject to forfeiture by sentence of a court-martial and are not forfeited by desertion.

## 2.15 Liability of Disbursing Officers

A disbursing officer who fails to process a deposit properly into the Savings Deposit Fund account is liable for the amount of the deposit, plus interest, from the effective date of the deposit to date of withdrawal or repayment.

## 3.0 TSP GUIDELINES

TSP is a Government-sponsored retirement savings and investment plan operated by the Federal Retirement Thrift Investment Board (FRTIB). Members of the Uniformed Services participating in TSP will be governed by statutes and regulations applicable to TSP as set forth by the FRTIB and the IRS. Specific TSP rules for BRS members are discussed in section 4.0. Specific TSP rules for members not under BRS are discussed in section 5.0. The TSP guidelines under this section apply to both BRS members and members not under BRS.

### 3.1 Contributions

3.1.1. A member may make traditional or Roth TSP contributions. Traditional TSP offers tax deferral advantages similar to those offered to employees by private corporations under 401(k) plans. The Roth TSP option offers a member the option of making after-tax contributions.

3.1.2. All TSP contributions, traditional or Roth, must be made through payroll deduction.

3.1.3. A member may choose to stop contributing to TSP at any time. Any change is effective at the end of the pay period in which that election is accepted by the member's servicing activity. If basic pay contributions are terminated, TSP deductions for bonuses, incentive pays, or special pays will also be terminated with the same effective date.

3.1.4. A member may choose the percentage of basic pay to contribute. A member's contribution election may be limited by the priority of pay deductions set forth in Chapter 52.

3.1.5. In order for a member to contribute bonuses, incentive pays, or special pays to TSP, the member must also be contributing a minimum of 1-percent of the member's basic pay or inactive-duty pay. See Table 51-1.

## 3.2 Contribution Limits

3.2.1. Annual Elective Deferral Contribution Limit. Total annual elective deferral contributions, for both Roth and traditional TSPs may not exceed the annual limits set forth by the IRS in accordance with [26 U.S.C. § 402\(g\)](#). The annual limits are available on the [TSP](#) website.

### 3.2.2. TSP Contributions in a CZ Tax Exclusion (CZTE) Area

3.2.2.1. Roth Contributions. Roth contributions to the TSP are limited to the annual elective contribution deferral limit even if the member is contributing from pay earned in a CZTE Area. See TSP website for annual limits.

3.2.2.2. Traditional Contributions. A member serving in a CZTE area who reaches the annual elective deferral contribution limit may still elect to make traditional contributions from their tax-exempt pay to their TSP fund, which will count against the annual additions limit for the tax year.

3.2.2.3. Annual Additions CZ Limit. Total contributions, including agency (1-percent) contributions, agency matching contributions and individual contributions, for members serving in a CZ may not exceed the annual addition limit set forth by the IRS pursuant to [26 U.S.C. § 415\(c\)](#). See TSP website for annual limits.

3.2.2.4. Agency Automatic (1-percent) Contributions and Agency Matching Contributions (BRS Participants Only). Agency automatic (1-percent) contributions and agency matching contributions do not count against the annual elective deferral contribution limit, but both agency automatic (1-percent) and agency matching contributions count against the annual additions limit. A member not serving in a CZ who has met the total annual individual elective deferral contribution limit will continue to receive agency automatic (1-percent) contributions. For a member serving in a CZ, all contributions must stop when the total amount of individual and agency contributions reaches the annual additions limit.

## 3.3 TSP Funds

3.3.1. Choice of TSP Funds. A member may indicate his or her choice of TSP Funds for the investment of deposits to TSP by making a contribution allocation among the TSP Funds at any time. A BRS Opt-In Member may maintain his or her previous contribution allocation to TSP Funds, but the BRS Opt-In Member is ultimately responsible for ensuring TSP contributions are being properly allocated under BRS.

### 3.3.2. Default Allocation

#### 3.3.2.1. BRS Members

3.3.2.1.1. New Accessions. All newly enrolled [members of the Uniformed Services](#) TSP members first enrolled in the TSP on or after January 1, 2018, and covered by BRS

will have their TSP contributions invested in an age-appropriate Lifecycle Fund (L Fund) until they make a contribution allocation with the TSP.

3.3.2.1.2. BRS Opt-In Members. Members who were enrolled in the TSP prior to January 1, 2018, and who do not have a contribution allocation in effect at the time of the election, will have all deposits made after the date of such election invested in the age-appropriate TSP Lifecycle Fund. Deposits made prior to the date of the election will retain their previous contribution allocations.

3.3.2.1.3. BRS Members Who Reenter Service on or After January 1, 2018. A BRS Member who reenters service on or after January 1, 2018, who:

3.3.2.1.3.1. Has \$0.00 balances in their TSP accounts from their previous period of service, will have their TSP contributions invested in an age-appropriate L Fund;

3.3.2.1.3.2. Has an existing TSP account with a balance greater than \$0.00, will retain the last contribution allocation on file with the TSP; or

3.3.2.1.3.3. Has no contribution allocation on file, and who reenters service with a positive account balance will have their future TSP contributions invested in an age-appropriate L Fund.

3.3.2.2. TSP for Members Not Under BRS. If the member does not opt into BRS or was not auto-enrolled in BRS, the default investment fund will remain the Government Securities Fund (G Fund).

NOTE: Members may change the member's investment elections by contacting TSP.

### 3.4 Default Traditional Individual Contributions

A member's individual contributions to TSP are treated by default as traditional tax-deferred contributions. A member may elect to designate all or part of his or her individual contributions as Roth. Agency automatic (1-percent) contributions and agency matching contributions are always tax-deferred traditional contributions.

### 3.5 Roth TSP

Members may elect to contribute to a Roth TSP account instead of, or in addition to, a traditional TSP account. Any member eligible to contribute to a traditional TSP account may also contribute to a Roth TSP account. However, traditional TSP contributions will be deducted before Roth TSP if there is a conflict in regard to which contribution has priority.

3.5.1. Payroll Deductions. Roth TSP contributions are taken after-tax. However, members serving in a CZ, or in direct support of a CZ, may contribute tax-exempt pay to the member's Roth TSP account. In the same manner as with the traditional TSP account,

payroll deductions will begin the first full pay period after the service accepts the Thrift Savings Plan Election [Form TSP-U-1](#). Roth TSP contributions must be made through payroll deductions. Lump-sum contributions for bonuses, incentive pays, or special pays are permitted only through payroll deductions.

3.5.2. Maximum Contribution Limits. The same maximum contribution limits that apply to traditional TSP also apply to Roth TSP. If a member elects to contribute to both traditional TSP and Roth TSP, the maximum contribution limits apply to the combined accounts, not to each account separately. See the [TSP Contribution Limits](#).

### 3.6 TSP Loan Program

A member may apply for a TSP loan or hardship withdrawal in accordance with TSP regulations and guidance. Information on loans and hardship withdrawals may be found on the [TSP Loans](#) website.

### \*3.7 Catch-Up Contributions

3.7.1. General. Effective January 1, 2021, the spillover method was implemented for catch-up contributions, applicable to TSP participants who turn age 50 or older in the applicable calendar year. Eligible members will no longer need to make a separate contribution election for catch-up contributions. Once the contribution limit has been reached, the member's contributions will "spillover" toward the catch-up limit. See [TSP Bulletin 19-5](#) for spillover method catch-up contributions information. Contributions spilling over toward the catch-up limit are eligible for agency matching contributions, but only up to the 5-percent of pay to which participants are already entitled.

3.7.2. Catch-up Contributions and CZTE. The TSP cannot accept traditional tax-exempt contributions toward the catch-limit. See TSP bulletin 20-1 for additional information. [Members of the Uniformed Services](#) cannot make catch-up contributions from bonuses, incentive pays, or special pays.

3.7.3. Higher Catch-up. Effective January 1, 2025, section 109 of the SECURE Act 2.0 increased the catch-up contribution limit for active participants turning ages 60, 61, 62, or 63 in the calendar year to either \$10,000 or 50 percent more than the regular catch-up contribution limit, whichever is greater. See [TSP Bulletin 24-2](#).

### 3.8 Make-Up Contributions

Make-up contributions are individual contributions that should have been deducted from a member's basic pay, inactive-duty pay, bonuses, incentive pays, or special pays; or agency contributions that should have been charged to the agency on an earlier date, but were not deducted or charged and, consequently, are being deducted or charged currently.

3.8.1. Make-up Contributions and CZTE. If, while the member was in a CZTE area, contributions were not deducted that should have been deducted, the member may be able to

make-up those contributions in accordance with FRTIB regulations. If make-up contributions are made when the member is no longer subject to the CZTE, the contributions will be tax-deferred, but not tax-free. No CZTE tax-free contributions may be made from taxable pay.

3.8.2. Payroll Deductions. Make-up contributions from basic pay, bonuses, incentive pays, or special pays are permitted only through payroll deductions.

### 3.9 Breakage (Lost TSP Earnings) Due to Agency Error

3.9.1. Detailed Information on Breakage. Breakage is the loss incurred, or the gain realized on make-up or late contributions. It is the difference between the value of the shares of the applicable investment fund(s) that would have been purchased had the contribution been made on the “as of” date and the value of the shares of the same investment fund(s) on the date the contribution is posted to the account. For detailed information concerning the breakage, refer to TSP regulations in Title 5, Code of Federal Regulations (CFR), part 1605 ([5 C.F.R. § 1605](#)) or TSP Bulletins. TSP bulletins are available on the [TSP Agency/Service Representatives](#) page on the TSP website.

3.9.2. Conditions. If a member receives earnings from which member contributions should have been deducted, but as a result of agency error, all or any part of those deductions were not made, even if the member makes up those member contributions, the belated member contributions will not require payment of breakage, except under the following circumstances.

#### 3.9.2.1. Delayed or Erroneous Contributions When Member Received Earnings

3.9.2.1.1. If a member receives earnings, but as a result of an agency error all or any part of the agency matching contribution associated with the earnings are not timely received by the TSP record keeper, the agency belated contributions will be subject to breakage.

3.9.2.1.2. If a member receives earnings where contributions were properly deducted but, as a result of an agency error, all or any part of the associated agency matching contributions were not timely received by the TSP record keeper, the belated contributions will be subject to breakage.

3.9.2.1.3. If a member receives earnings where contributions were properly deducted but, as a result of an agency error all or any part of those member contributions were not timely received by the TSP record keeper, the belated contributions will be subject to breakage.

3.9.2.1.4. Generally, an agency must submit a negative adjustment record to TSP in order to identify and remove excess or erroneous contributions for each pay date. TSP will credit the agency with the actual value of the adjusted contribution. The agency must return the original amount of the employee contribution to the participant if applicable. Any positive earnings on employee contributions remain in the participant’s account. Positive earnings on agency contributions are forfeited to TSP. Excess or erroneous contributions submitted to TSP before January 1, 2000, may not be returned and remain in the participant’s account. See 5 CFR 1605.12.

3.9.2.2. Agency Delay in Basic Pay, Special Pay, Incentive Pay, and Bonus.

Where, as the result of an agency error, a member does not timely receive all or any part of pay to which entitled, all such belated member contributions and agency matching contributions will be subject to breakage.

3.9.2.3. Late Payroll Submissions.

All contributions contained in a payroll submission received by the TSP record keeper more than one pay period after the pay date associated with that payroll submission will be subject to breakage.

3.9.2.4. Loan Allotments.

Loan allotments deducted from the member's pay but not timely received by the TSP record keeper due to agency error will be subject to breakage.

3.9.3. Minimum Dollar Amount. Breakage on loan allotments and late contributions will be calculated by the TSP system only for those contributions and loan allotments that are \$1 or more.

3.9.4. Agency Responsibility. The employing agency that caused the error, or late or erroneous investment of money in the TSP is responsible for payment of any breakage resulting from that error. The paying office that submitted payment records or loan allotments that are subject to breakage is also responsible for submitting the appropriate payment records relating to those submissions. The amount of breakage that is calculated will be charged to the TSP Deposit Fund Account of the submitting paying office. Where another employing agency caused the late or erroneous submission by the submitting paying office, the paying office that was charged for the amount of breakage calculated should seek reimbursement from the other employing agency.

3.9.5. Member Election. Agency error does not result when TSP contributions are made pursuant to a member's election, but the member then subsequently elects not to continue/start contributions.

### 3.10 Member Transfers

3.10.1. When members transfer between components or branches of the [Uniformed Services](#), the member's TSP contributions may be continued. The member must notify the member's gaining servicing organization of his or her existing TSP contribution election in order to continue TSP contributions and/or loan repayments without interruption.

3.10.2. If a member separates from the service and rejoins after a break in service of 31 days or more, the member may sign up immediately to contribute to TSP.

3.10.3. If a member separates from the service and rejoins after a break in service of less than 31 days, and the member had been contributing to TSP, contributions to TSP will resume the first pay period after rejoining the service.

3.10.4. A member of the Uniformed Service who is also a federal civilian employee may contribute under both programs to the TSP. The annual contribution limitations in subparagraph 3.1.6 apply to the combined accounts and not to each account separately.



## 4.0 TSP FOR BRS MEMBERS

### 4.1 Eligibility

4.1.1. This section describes policy related to TSP changes under the BRS. The BRS became effective January 1, 2018. The Deputy Secretary of Defense memorandum, "Implementation of the Blended Retirement System," dated January 27, 2017, and Volume 7B, provide comprehensive policy and guidance regarding retirement under the BRS.

4.1.2. A member, defined in this section, applies to both Auto-Enrolled and Opt-In Members.

4.1.2.1. Auto-Enrolled BRS Member. A member who is enrolled in BRS by virtue of the member's Date of Initial Entry into Military Service (commonly referred to as DIEMS) on or after January 1, 2018.

4.1.2.2. BRS Opt-In Member. A member who elected to enroll in BRS in accordance with procedures outlined in the Deputy Secretary of Defense Memo, dated January 27, 2017.

### 4.2 Participation and Initial TSP Contribution

The Secretary concerned will establish a TSP account, if one does not already exist, for both Auto-Enrolled BRS Members and BRS Opt-In Members. The initial individual and agency contributions to TSP will occur no later than as specified in accordance with subparagraphs 4.2.1 and 4.2.2.

4.2.1. Auto-Enrolled BRS Members. Contributions will begin the pay period following the member's 60th day of service as calculated from Pay Entry Base Date (PEBD).

4.2.2. BRS Opt-In Members. Contributions will begin the pay period that begins on or after the date of the member's election to enroll in BRS. When an election is made on the first day of the month, which is the first day of the pay period, initial individual and agency contributions will be in effect for that month.

Example. BRS Opt-In Member submits election on January 1st. The member will receive matching and individual contributions for the January pay period. A member who elects any other day of the January pay period will have contributions begin for the February pay period.

### 4.3 BRS Opt-In Member Individual TSP Contribution

4.3.1. Prior Participation in TSP and Carry-Over. If a BRS Opt-In Member previously contributed to TSP, the balance of any prior TSP contributions will carry over following enrollment in BRS. Individual TSP contributions made prior to BRS will not be matched.

4.3.2. Contribution Election as a BRS Opt-In Member. BRS Opt-In Members will not be automatically enrolled in TSP. BRS Opt-In Members must affirm their prior contribution election or make a new contribution election. A BRS Opt-In Member may contribute to TSP at the individual contribution percentage or dollar amount the member elects at the time of enrollment in BRS. A contribution election may be changed any time in accordance with TSP regulations.

#### 4.4 Auto-Enrolled BRS Member Individual TSP Contribution

4.4.1. Default Contribution Between January 1, 2018, and September 30, 2020. A member automatically enrolled in BRS by virtue of his or her accession on or after January 1, 2018, and on or before September 30, 2020, will be automatically enrolled in TSP with an individual contribution election of 3 percent of the member's monthly basic pay or inactive-duty pay. This amount will be contributed to the member's TSP account beginning with the first pay period following the member's 60<sup>th</sup> day of service as calculated from the PEBD.

4.4.2. Default Contribution on or After October 1, 2020. A member enrolled in BRS by virtue of his or her accession on or after October 1, 2020, will be automatically enrolled in TSP at the level of 5-percent individual contribution from his or her monthly basic pay or inactive-duty pay. This amount will be contributed to the member's TSP account beginning with the first pay period following the member's 60<sup>th</sup> day of service as calculated from the PEBD.

4.4.3. Contribution Changes. Auto-Enrolled BRS Members may change the individual TSP contribution amount at any time before or after the initial deduction. All members must follow regulations prescribed by the IRS and the FRTIB when requesting a refund or changing the amount of individual contributions.

#### 4.4.4. Annual Re-Enrollment in TSP for Auto-Enrolled BRS Members

4.4.4.1. Annual Re-Enrollment Requirement. Annual TSP re-enrollment, or "annual re-enrollment," is required for any Auto-Enrolled BRS Member who has stopped his or her automatic TSP contribution by reducing the individual contribution to 0 percent or \$0 per pay period. If an Auto-Enrolled BRS Member has stopped TSP contributions and the member's individual contribution from his or her pay in the final full pay period of the year is 0 percent or \$0, the member will be re-enrolled in TSP on January 1 of the following calendar year. As of October 1, 2020, the re-enrollment individual contribution rate is 5-percent of the member's basic pay or inactive-duty pay.

4.4.4.2. Exception. This provision does not apply if the member's individual contribution is at a percentage or amount greater than zero, but whose contributions may have stopped during the previous year because the member reached the maximum annual contribution limit allowed under IRS regulations.

4.4.5. Non-Contribution Periods. Auto-Enrolled Members who are in a non-TSP contribution status at the end of a year will not be auto re-enrolled in TSP in January. However, if the member does not resume contributions when eligible to do so, the member will be auto re-enrolled in TSP in January of the following year.

Example. An Auto-Enrolled BRS Member takes a hardship withdrawal in November 2018. The member should not be re-enrolled in TSP in January 2019 because the member may not contribute to TSP for a period of 6 months after the hardship withdrawal is processed. The member may restart contributions again in May 2019 (6 months after the hardship withdrawal is processed). If the member does not elect to restart TSP contributions by the final pay period of 2019, he or she must be auto re-enrolled in January 2020.

4.4.6. No Expiration of Annual Re-Enrollment. Annual re-enrollment in accordance with paragraph 4.4 will occur each year of a member's career in which the criteria are met.

4.4.7. Deadline for Declining Annual Re-Enrollment. A member may decline the annual re-enrollment described in paragraph 4.4 for the following year no earlier than December 1<sup>st</sup> of the year in which the member is determined to be subject to annual re-enrollment.

#### 4.5 Agency Contributions for Auto-Enrolled BRS Members

##### 4.5.1. Agency Automatic (1-percent) Contributions

4.5.1.1. Start Date. Commencing with the pay period that begins on or after the member's 60<sup>th</sup> day of service, as calculated from the PEBD, the agency will automatically contribute to that member's TSP account, at no cost to the member and without relation to the amount the member contributes, an amount equal to:

4.5.1.1.1. The equivalent of 1-percent of basic pay earned by that member during that pay period for active service; or

4.5.1.1.2. The equivalent of 1-percent of inactive-duty pay earned by that member during that pay period for Inactive-Duty Training (IDT).

4.5.1.2. End Date. The agency (1-percent) contribution will continue for each pay period in which a member is entitled to receive either basic pay or inactive-duty pay, or both, through the end of the pay period during which the member attains 26 years of service, as calculated from the PEBD.

##### 4.5.2. Agency Matching Contributions

4.5.2.1. Start Date. Commencing with the pay period that follows a member's completion of 24 months of service, as calculated from the PEBD, the agency will contribute an amount that matches the member's individual contribution to TSP (up to 4 percent) as prescribed in Table 51-4.

4.5.2.2. End Date. No agency matching contributions will be made to a member's TSP account after the pay period during which the member attains 26 years of service, as calculated from the PEBD.

#### 4.6 Agency Contributions for BRS Opt-In Members

##### 4.6.1. Agency Automatic (1-percent) Contributions

4.6.1.1. Start Date. Commencing with the pay period that begins on or after the date a member opts into BRS, the agency will automatically contribute to that member's TSP account, at no cost to the member and without regard to the amount the member contributes, an amount equal to:

4.6.1.1.1. The equivalent of 1-percent of basic pay earned by that member during that pay period for active service; or

4.6.1.1.2. The equivalent of 1-percent of inactive-duty pay earned by that member during that pay period for IDT.

4.6.1.2. End Date. The agency (1-percent) contribution will continue for each pay period in which a member receives either basic pay or inactive-duty pay, or both, through the end of the pay period during which the member attains 26 years of service, as calculated from the PEBD.

##### 4.6.2. Agency Matching Contributions

4.6.2.1. Start Date. Commencing with the pay period that begins on or after the date a member opts into BRS, the agency will contribute an amount that matches the member's individual contribution to TSP (up to 4 percent) in accordance with Table 51-4.

4.6.2.2. End Date. No matching agency contributions will be made to a member's TSP account after the pay period during which the member attains 26 years of service, as calculated from the PEBD.

#### 4.7 Vesting of Individual TSP Contributions

Individual contributions made by an Auto-Enrolled BRS Member or a BRS Opt-In Member are immediately vested upon payment to TSP. Subsequent earnings on those contributions are also immediately vested when the earnings accrue.

#### 4.8 Vesting of Agency Contributions

The two types of agency contributions to TSP are subject to different vesting rules. The following vesting rules apply to both Auto-Enrolled BRS Members and BRS Opt-In Members:

4.8.1. Agency (1-percent) Contributions. The agency automatic (1-percent) contributions described in subparagraphs 4.5.1 or 4.6.1, become fully vested on the first day of the 25th month of service, as calculated from a member's PEBD. Members who separate from a Uniformed Service before this date forfeit the agency automatic (1-percent) contributions and any earnings on those contributions.

4.8.2. Agency Matching Contributions. Any agency matching contributions, as described in subparagraphs 4.5.2 or 4.6.2, are fully vested upon receipt in the member's TSP account, regardless of accrued service. Any earnings on the agency matching contributions are immediately vested when they accrue.

#### 4.9 Carry-Over of Individual TSP Elections for All BRS Members

4.9.1. Reenrollment in TSP After Separation. A member covered under the BRS who separates from a component of the Uniformed Services, and later re-affiliates with any component of a Uniformed Service following a break in service, will be re-enrolled in TSP. Effective October 1, 2020, all members are re-enrolled at an individual contribution rate of 5-percent of the member's monthly basic pay or 5-percent of inactive-duty pay regardless of any previous contribution elections made prior to separation.

4.9.2. Start Date for Individual Contributions. A reentrant will be automatically enrolled, and the 5-percent individual contribution will begin no later than the first pay period following re-entry.

4.9.3. Agency (1-percent) Contributions. A member covered under the BRS who re-enters service after a break in service and who previously qualified for the agency automatic (1-percent) contribution, in subparagraphs 4.5.1 or 4.6.1 will resume receiving the agency 1-percent contribution into the member's TSP account no later than the first pay period after re-entry.

4.9.4. Agency Matching Contributions. A member covered under the BRS who re-enters service after a break in service and who previously qualified for agency matching contributions in subparagraphs 4.5.2 or 4.6.2 will resume receiving agency matching contributions into the member's TSP account concurrent with re-enrollment.

#### 4.10 TSP Elections for Transitioning Reserve Component (RC) Members

Members of the RC enrolled in the BRS are considered continuous participants in the BRS while they remain in a paid status. Payroll offices should not submit TSP separation codes for RC members. RC members will not be re-enrolled at the automatic 5-percent individual contribution level each time they transition from a paid status in the Selected Reserve (SELRES) to active-duty or from active-duty back to a paid status in SELRES. The member's previously-elected TSP contribution levels will carry-over through transitions related to activation and deactivation, unless and until the member elects to modify the member's own contribution level. Loan payments, if any, will also carry through. Such RC members are subject to annual auto re-enrollment as set out in paragraph 4.4.

#### 4.11 BRS Erroneous Enrollment and TSP

BRS enrollment will be voided for any member who is found to be ineligible to be enrolled or to elect to enroll in BRS under the provisions outlined in the Deputy Secretary of Defense Memo, dated January 27, 2017. Such members will be placed under the correct retirement system

upon discovery of the error. Any erroneous agency TSP contributions made to the member's TSP account will be subject to correction in accordance with FRTIB regulations.

#### 4.12 Hardship Extension of Enrollment Periods and TSP

If an agency concerned extends the BRS period in accordance with the guidance on hardship extensions of enrollment periods in Service regulations and in accordance with [10 U.S.C. § 1409\(b\)](#) this will not allow for retroactive TSP contributions.

### 5.0 TSP FOR MEMBERS NOT UNDER BRS

#### 5.1 Participation

Any member of the Uniformed Services, not enrolled in BRS as prescribed in section 4.0, may elect to participate in TSP. A member choosing to participate in TSP is required to contribute at least 1-percent of the member's basic pay or inactive-duty pay. Members participating, not under BRS, are not eligible for agency automatic and matching contributions. These members, otherwise, remain subject to the contribution limits outlined in section 3.0.

NOTE: In order for a member to contribute bonuses, incentive pays, or special pays to TSP, the member must also be contributing a minimum of 1-percent of the member's basic pay or inactive-duty pay.

#### 5.2 Start Date

The payroll deduction for individual TSP contributions will commence the first full pay period after the Service concerned accepts the TSP-U-1.

### \*6.0 CONTRIBUTIONS FOR FEDERAL FLEXIBLE SPENDING ACCOUNT PROGRAM (FSAFEDS)

#### 6.1 General

The DoD offers [members of the Uniformed Services access to Dependent Care Flexible Spending Accounts \(DCFSA\) and Health Care Flexible Spending Accounts \(HCFSA\) via FSAFEDS. FSAFEDS administers DCFSA and HCFSA on behalf of the DoD. Eligible members of the Uniformed Services under this program may open a DCFSA or HCFSA or both and make an annual election to deposit a portion of their pay into the account for the upcoming benefit period. The members of the Uniformed Service's Military Service Pay Office withholds contributions through payroll deductions from the member's salary on a pretax basis and deposits the funds into the DCFSA or HCFSA or both. Members of the Uniformed Services may request to accelerate deductions over fewer pay periods. Members of the Uniformed Services' DCFSA contributions are for reimbursement of qualifying dependent care expenses \(such as day care\) for qualifying dependents. Members of the Uniformed Services' HCFSA contributions are for qualifying health care expenses \(such as co-payments\) for qualifying dependents. To receive](#)

reimbursement, the member must submit a claim for funds in their HCFSA and/or DCFSA with required documentation. FSAFEDS is not a part of the TRICARE Program.

## 6.2 Eligibility

6.2.1. DCFSA. Members of the Uniformed Services of the Active Component, and National Guard and Reserve Component members performing Active Guard and Reserve (AGR) duty are eligible to enroll. Members of the U.S. Coast Guard Reserve, including Reserve Component Managers, performing active duty for more than 180 days are eligible. Members of the Uniformed Services must also have a qualifying dependent, which is a tax dependent under the age of 13 or a dependent of any age who is physically or mentally incapable of self-care.

6.2.2. HCFSA. Members of the Uniformed Services of the Active Component, and National Guard and Reserve Component members performing AGR duty are eligible to enroll. Members of the U.S. Coast Guard Reserve, including Reserve Component Managers, performing active duty for more than 180 days are eligible.

## 6.3 Federal Benefits Open Season

Eligible members of the Uniformed Services must enroll in FSAFEDS each year during the Federal Benefits Open Season. Open season enrollments are effective January 1 of the following year. Enrollment does not carry forward year-to-year, and members of the Uniformed Services must reenroll each year. New members of the Uniformed Services may enroll in the program within 60 days (but no later than October 1) of their entry on duty. Newly eligible members of the Uniformed Services may be eligible to enroll after open enrollment has ended, or during the plan year if they experience a change in status or qualifying life event. If a qualifying life event occurs, members of the Uniformed Services can enroll in DCFSA from 31 days before through 60 days after the qualifying life event.

6.3.1. Enrollment. Members of the Uniformed Services must enroll directly with FSAFEDS either through FSAFEDS online or by calling FSAFEDS at 1-877-372-3337.

6.3.2. HCFSA Special Enrollment Period. For the 2025 benefit period, members of the Army, Navy, Air Force, Marines and Space Force must enroll during the Special Enrollment Period scheduled for March 3 through 31, 2025 to access a HCFSA. Members of the U.S. Coast Guard must enroll during the Special Enrollment Period to access a DCFSA and/or HCFSA for the 2025 benefit period. In all future benefit periods, members of the Uniformed Services enroll in an HCFSA during Federal Benefits Open Season.

## 6.4 Types of FSAs

6.4.1. DCFSA. Eligible members of the Uniformed Services may contribute to DCFSA to pay for qualified dependent care expenses (such as day care) for qualifying dependents.

6.4.2. HCFSA. Eligible member of the Uniformed Services may contribute to a HCFSA to pay for qualified health care expenses (such as co-payments) for themselves and/or qualifying

dependents. Members of the Uniformed Services may claim and receive reimbursement for the entire contribution amount before FSAFEDS has deducted the full amount from the member of the Uniformed Service's pay. A full list of eligible expenses can be found at FSAFEDS online.

## 6.5 Contributions for DCFSA

6.5.1. Payment of Contributions. Contributions withheld from the member of the Uniformed Service's pay are forwarded to BENEFEDS on the first of the month excluding holidays and weekends. Payments are sent to BENEFEDS in accordance with the annual payroll schedule agreed upon by DoD and BENEFEDS.

6.5.2. Carryover and Grace Period. DCFSA accounts do not permit any carryover of funds. However, a DCFSA does have a grace period allowing expenses to continue to incur through March 15 of the year following the plan year. For additional information on the grace period, see the FSAFEDS website.

### 6.5.3. Absent Without Leave (AWOL) and Non-pay Status

6.5.3.1. Effect of Non-pay Status. The Government will not make up a member of the Uniformed Service's contribution to a DCFSA if the member of the Uniformed Service is AWOL or in a non-pay status. If a member of the Uniformed Service maintains a DCFSA during a non-pay status, certain dependent care expenses that meet IRS guidelines for eligible expenses may continue to be reimbursed up to the account balance.

6.5.3.2. Return to a Pay Status. Upon the member of the Uniformed Service's return to pay status, the Military Service Pay Office will restart the contributions. FSAFEDS will recalculate any future contribution amounts based on the number of paydays remaining in the benefit period to ensure the member of the Uniformed Service reaches their annual election amount.

6.5.4. Separation From Active-Duty Service and Termination of FSAFEDS Participation. If a member of the Uniformed Service separates or retires, contributions will stop as of the separation or retirement date. The member of the Uniformed Service may continue to use the remaining balance in DCFSA until the end of the calendar year or until the depletion of the account balance, whichever comes first. Termination of FSAFEDS participation may occur due to a change in status causing the member of the Uniformed Service to lose eligibility or separation from military service.

## 6.6 Contributions for HCFSA

6.6.1. Payment of Contributions. Contributions withheld from the member of the Uniformed Service's pay are forwarded to BENEFEDS on the first of the month excluding holidays and weekends. Payments are sent to BENEFEDS in accordance with the annual payroll schedule agreed upon by DoD and BENEFEDS.



6.6.2. Carryover. HCFSA accounts do permit carryover of funds. The maximum carryover amount is subject to IRS limits. For additional information on carryover, see the FSAFEDS website.

6.6.3. Absent Without Leave (AWOL) and Non-pay Status

6.6.3.1. Effect of Non-pay Status. The Government will not make up the member of the Uniformed Service's contribution to a HCFSA if the member of the Uniformed Service is AWOL or in a non-pay status. If a member of the Uniformed Service maintains a HCFSA during a non-pay status, members of the Uniformed Services will not be eligible for reimbursement of health care expenses incurred during the AWOL or non-pay status until the member of the Uniformed Service returns to pay status and allotments are successfully restarted.

6.6.3.2. Return to a Pay Status. Upon the member of the Uniformed Service's return to pay status, the Military Service Pay Office will restart the contributions. FSAFEDS will recalculate any future contribution amounts based on the number of paydays remaining in the benefit period to ensure the member of the Uniformed Services reaches their annual election amount.

6.6.4. Separation From Active-Duty Service and Termination of FSAFEDS Participation. If a member of the Uniformed Service separates or retires, contributions will stop as of the separation or retirement date. The member of the Uniformed Service account terminates as of the date of separation or retirement. The member of the Uniformed Service may continue to use the remaining balance in HCFSA for qualifying expenses that occurred prior to the date of separation or retirement. Expenses incurred after the separation or retirement date are not reimbursable. If the member of the Uniformed Service used the entire election amount before FSAFEDS has completed all deductions from the members of the Uniformed Service's pay, the member of the Uniformed Service is not responsible for the remaining contributions. Termination of FSAFEDS participation may occur due to a change in status causing the member of the Uniformed Service to lose eligibility or separation from military service.

Table 51-1. Pay Entitlements Available For TSP Contributions

Bonuses	Chapter, section, paragraph, or subparagraph
Accession Bonus for Health Professions	Chapter 5, section 3.0
Accession Bonus (Officer)	Chapter 3, section 3.0
Active-Duty Enlisted Members Enlistment, Reenlistment, and Retention Bonuses: -- Bonus for Transfer between Military Services; -- Bonus for Transfer between Components of a Military Service -- Conversion Bonus -- Critical Skill Retention Bonus; -- Enlistment Bonus; -- Prior Service Reenlistment Bonus; and -- Selective Retention Bonus	Chapter 9
Aviation Bonus	Chapter 20
Bonus Program for the Individual Ready Reserve and Inactive National Guard	Chapter 61
Career Status Bonus/Continuation Pay	Chapter 66
Critical Wartime Skills Accession Bonus	Chapter 5, section 4.0
Foreign Language Proficiency Bonus	Chapter 19
Incentive for Qualified Members Extending Duty at Designated Locations Overseas	Chapter 14
Nuclear Officer Continuation Bonus	Chapter 3, paragraph 7.2
Nuclear Power Accession Bonus	Chapter 3, paragraph 7.1
Ready Reserve Accession, Affiliation, Enlistment, And Retention Bonuses: -- Conversion Bonus; -- Enlisted Affiliation Bonus; -- Enlistment Bonus; -- Officer Accession and Affiliation Bonus; -- Prior Service Reenlistment Bonus; -- Selective Retention Bonus; -- Transfer between Components of a Military Service Bonus; and -- Transfer between Military Services Bonus.	Chapter 56
Retention Bonus (Health Professions)	Chapter 5, section 7.0
Retention Bonus (Officer)	Chapter 3, section 5.0
RC Affiliation Bonus	Chapter 3, section 4.0
Transfer Bonus (Officer)	Chapter 3, section 6.0

Table 51-1. Pay Entitlements Available For TSP Contributions (Continued)

Incentive Pays	Chapter, section, paragraph, or subparagraph
Assignment Incentive Pay	Chapter 15
Aviation Incentive Pays (AvIP): -- AvIP for Aviators in Operational Flying Duty or Proficiency Flying Duty Positions; -- AvIP for Aviators not in Operational Flying Duty or Proficiency Flying Duty Positions; -- Critical Skill Incentive Pay; and -- Hazardous Duty Incentive Pay for Flying	Chapter 22
Board Certification Pay	Chapter 5, section 5.0
Hazardous Duty Incentive Pays: -- Chemical Munitions Duty; -- Dangerous Viruses (or Bacteria) Lab Duty; -- Demolition Duty; -- Experimental Stress Duty; -- Flight Deck Duty; -- Maritime Visit, Board, Search and Seizure; -- Parachute Duty; -- Polar Region Flight Operations Duty; -- Toxic Fuels (or Propellants) Duty; and -- Toxic Pesticides	Chapter 24
Incentive Pay (Health Professions)	Chapter 5, section 6.0
Submarine Duty	Chapter 23

Special Pays	Chapter, section, paragraph, or subparagraph
Career Sea Pay	Chapter 18
Career Sea Pay Premium	Chapter 18
Combat-Related Injury Rehabilitation Pay	Chapter 13
Command Pay	Chapter 3, section.8.0
Designated Unit Pay	Chapter 58, paragraph 2.8
Diving Duty Pay	Chapter 11
Hardship Duty Pay	Chapter 17
Hostile Fire or Imminent Danger Pay	Chapter 10
Nuclear Career Annual Incentive Pay	Chapter 3, section 7.3
Prototype Shift Engineer Incentive Pay	Chapter 3, section 7.4
Special Duty Assignment Pay	Chapter 8
Weapons of Mass Destruction Civil Support Team Pay	Chapter 57, paragraph 4.5

Table 51-2. Savings Deposits, Special Determinations on Accrual of Interest

<b>R U L E</b>	<b>When an eligible member has a saving deposit account in effect and the member</b>	<b>and</b>	<b>then interest</b>
<b>1</b>	was in a deserter status	is returned to military control	accrues to the end of the month before the month the member entered a deserter status and resumes the first of the month after the month the member returns to military control (note 1).
<b>2</b>	returns to military control after desertion	has personnel records corrected to remove a mark of desertion	accrues during the period the member was originally considered to be a deserter (note 2).
<b>3</b>	is separated or discharged	repayment of deposits is delayed for any reason (note 3)	accrues to the end of the month in which repayment is made, not to exceed 90 days after eligibility to make deposits terminates.
<b>4</b>	does not request repayment after termination of eligibility to make deposits	within 90 days is again entitled to make deposits	continuously accrues.
<b>5</b>	is in a missing status	the Secretary of the Military Department concerned (or designee) directs repayment of total amount of deposit	accrues to the end of the month in which repayment is directed.
<b>6</b>	is in a missing status	a finding of death is made	accrues to the end of the month in which repayment is made not to exceed 90 days after the date pay and allowances terminate.
<b>7</b>	goes on official TDY or TAD away from the SDP authorized duty assignment or SDP authorized area for a period of 90 days or more		accrues for the first 90 days of TDY or TAD, but not after 90 days (note 4).

Table 51-2. Savings Deposits, Special Determinations on Accrual of Interest (Continued)

**NOTES:**

1. Interest does not accrue on deposits during the period a member is in a desertion status.
2. Interest will be computed and retroactively credited.
3. Delays in repayment of deposits include withholding of issued discharge certificates pending release from confinement when sentenced to dishonorable discharge.
4. Interest would again accrue upon return to the SDP authorized duty assignment or the authorized SDP area.

Table 51-3. Savings Deposits, Conditions Under Which Deposits, Plus Interest Are Repaid

<b>R U L E</b>	<b>When an eligible member has a savings deposit account and the member</b>	<b>then all deposits, plus interest will be repaid upon</b>
1	permanently departs the authorized SDP area or has departed the authorized area for more than 90 days	the member's request after departure from the SDP authorized duty assignment or the SDP authorized location. If no request is received after 120 days from the departure from the authorized SDP area, all deposits, plus interest will be automatically repaid to the member.
2	is discharged or separated overseas (not for reentry into the Military Service)	discharge or separation from the Military Service or not to exceed 90 days thereafter.
3	is in a missing status	direction of the Secretary concerned or designee.
4	dies	settlement of member's unpaid pay and allowances as provided in Chapter 36 (note).

**NOTE:**

Interest on deposits stops at the end of the month in which full repayment is made. Do not continue interest beyond 90 days after the date of the member's death, or when a member's SDP authorized duty assignment terminates, whichever is earlier. See Table 51-2, Rule 6, for death cases where a missing status is involved.

Table 51-4. Automatic and Matching Contributions

<b>Individual Contributions</b>	<b>Agency Automatic Contribution (Note)</b>	<b>Agency Matching Contribution (Note)</b>	<b>Total TSP Monthly Contribution</b>
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

Note: The rules for agency automatic contributions and agency matching contributions differ between Auto-Enrolled and Opt-In Members. Specific rules are located in paragraphs 4.5 and 4.6.

**\*REFERENCES****CHAPTER 51 – SAVINGS PROGRAMS****2.0 – SDP**

- 2.1 10 U.S.C. § 1035(a)  
Assistant Secretary of Defense Manpower and Reserve  
Affairs Memo, April 28, 2016
- 2.4 10 U.S.C. § 1035(e)
- 2.13 Office of the Under Secretary of Defense Comptroller  
Memo, April 16, 2008
- 2.2 37 U.S.C. § 551

**3.0 – TSP GUIDELINES**

- 3.2 Deputy Secretary of Defense Memo, January 27, 2017  
5 U.S.C. § 8432b-8440  
IRS Notice 2018-83  
Treasury Regulation 1.402(g)-1
- 3.2.2.3 & 3.2.2.4. 26 C.F.R. 1.415(c)-1(b)
- 3.3 5 C.F.R. § 1600.14
- 3.5 5 U.S.C. § 8432d
- 3.7 26 U.S.C. § 402(g)(1)(C)  
5 C.F.R. § 1600.23  
TSP Bulletins 19-5;20-1 [and 24-2](#)
- 3.9 5 U.S.C. § 8432a  
5 C.F.R. § 1605  
5 C.F.R. § 1605.12

**4.0 – TSP FOR BRS MEMBERS**

- Deputy Secretary of Defense Memo, January 27, 2017
- 5 U.S.C. § 8440e(e)
- Under Secretary of Defense Personnel and Readiness Memo,  
September 28, 2020

**5.0 – TSP FOR MEMBERS NOT UNDER BRS**

- 5 U.S.C. § 8440e(e)



6.0 – CONTRIBUTIONS FOR FSAFEDs

Executive Order 14100, Advancing Economic Security for  
Military and Veteran Spouses, Military Caregivers, and  
Survivors, June 9, 2023

Secretary of Defense Memo, March 22, 2023

[Secretary of Defense Memo, September 13, 2024](#)

Table 51-4 – Automatic and Matching Contributions

Deputy Secretary of Defense Memo, January 27, 2017