



Department of Energy

Washington, DC 20585

SEP 19 2008

MEMORANDUM FOR HUMAN RESOURCE DIRECTORS

FROM:

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NATIONAL NUCLEAR SECURITY ADMINISTRATION

SUBJECT:

FEDERAL EMPLOYEE HEALTH BENEFITS (FEHB) FOR
EMPLOYEES CALLED TO ACTIVE DUTY

We have recently been advised by the Office of Personnel Management that it is up to each agency to determine whether a new 24-month employer-paid period for FEHB should begin with each new deployment when multiple deployments occur within any 24-month period since the language in the law does not address this situation.

It has been a long-standing DOE policy that we provide the maximum support for our employees who are called to active service. Therefore, consistent with that policy, we have determined that it would be appropriate to establish a new 24-month period for each deployment when:

- a. a SF-50 action is processed that returns the employee to duty;
- b. there is a break in service of more than 1 day between deployments;
- c. a separate military order is provided; and
- d. a second SF-50 LWOP-US action is processed.

The guidance on benefits for Reservists is currently being updated and will include this information. If you need more information on this benefit or have any questions about it, please contact either Bruce Murray at bruce.murray@hq.doe.gov or Toshia Brown at toshia.brown@hq.doe.gov.

cc: Servicing payroll providers



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