

# FERS Pension Estimator Worksheet

Use this to build an estimate in 15–30 minutes. Round to the nearest month unless noted.

## Step 1. Gather Your Inputs

- **High-3 average salary (annual):** \$ \_\_\_\_\_
- **Creditable civilian service (yrs/mo):** \_\_\_\_\_ yrs \_\_\_\_\_ mo
  - Includes all periods with retirement deductions
  - Pre-1989 temporary time deposit paid?  Yes  No
  - Refunded service redeposit paid?  Yes  No
- **Military deposit service (yrs/mo):** \_\_\_\_\_ yrs \_\_\_\_\_ mo  Deposit paid in full
- **Unused sick leave (hours):** \_\_\_\_\_ hrs → (see Step 2)
- **Part-time periods?**  Yes  No (Note the dates and % schedule) \_\_\_\_\_

## Step 2. Convert Sick Leave To Months (For Computation Only)

- 2,087 hrs = 12 months; 1,044 ≈ 6 months; 522 ≈ 3 months; 174 ≈ 1 month
- Conversion: **Sick leave months = (hours ÷ 2,087) × 12 → drop fractions under 1 month at the end.**  
Result: \_\_\_\_\_ months sick leave (added for formula, not eligibility)

## Step 3. Compute Service For The Formula

- Civilian service (yrs/mo): \_\_\_\_\_
- Military deposit (yrs/mo): \_\_\_\_\_
- Sick leave (months from Step 2): \_\_\_\_\_ = **Total years & months for computation:** \_\_\_\_\_ yrs \_\_\_\_\_ mo (→ in years: \_\_\_\_\_)

## Step 4. Choose The Multiplier

- **1.0%** for most retirements; **1.1%** if **age 62+** with **20+ years** at retirement.  
Multiplier: \_\_\_\_ % (enter **0.01** or **0.011** as decimal)

## Step 5. Gross Annual Pension (Before Reductions)

- **High-3 × Total years (decimal) × Multiplier**  
= \$ \_\_\_\_\_ / year  
÷ 12 = \$ \_\_\_\_\_ / month

## Step 6. Apply Possible Reductions/Adjustments

- **MRA+10 reduction** (if retiring MRA with 10–29 yrs and not postponing):  
5% × each full year (5/12 of 1% per month) under age 62  
Reduction \$: (Gross) × \_\_\_\_\_ % = - \$ \_\_\_\_\_
- **Survivor election (cost):**
  - 50% survivor → -10% of unreduced pension
  - 25% survivor → -5% of unreduced pensionCost \$: (Gross) × \_\_\_\_\_ % = - \$ \_\_\_\_\_
- **Court-ordered apportionment?**  No  Yes: - \$ \_\_\_\_\_ (if applicable)
- **Estimated annual pension after reductions:** \$ \_\_\_\_\_  
÷ 12 = \$ \_\_\_\_\_ / month

## Step 7. Special Retirement Supplement (SRS) (If Eligible)

- Quick estimate (if retiring on an **immediate, non-reduced** FERS annuity **before 62**):  
**SRS ≈ Age-62 SSA estimate × (FERS years ÷ 40)**  
Age-62 SSA estimate: \$ \_\_\_\_\_ × ( \_\_\_\_\_ ÷ 40 ) = \$ \_\_\_\_\_ / year (≈ \$ \_\_\_\_\_ / month)  
Earnings test applies before 62; ends at 62. SRS has no COLA.

## Step 8. Cross-Checks & Notes

- **COLA start:** Generally at **age 62** (diet-COLA formula thereafter).
- **High-3 includes** locality & shift; **excludes** overtime, awards, pay above statutory caps.
- **Part-time service:** pension is prorated by career-wide hours worked ÷ full-time hours.
- **Deposits/redeposits** must be paid in full before separation to be included.

**Keep This With Your SF-50s And Deposit/Redeposit Receipts So An HR Estimate (Or OPM) Can Replicate Your Math.**