

Office of Retirement

Shared Services Provider and Center of Excellence

GTM/RET

Director – Edward Capers, Jr.

Deputy – Leon Lowder



GLOBAL
TALENT
MANAGEMENT

GTM/RET Strategic Goal



Educate Civil Service employees of the Department of State and Foreign Service employees of all Foreign Affairs agencies and their survivors about applicable federal regulations, benefits and retirement eligibility, while simultaneously administering the Foreign Service Retirement and Disability System with integrity.



Resolution 400 x 3200 px - free download - www.psdgraphics.com



Mission Statement

Provide **quality customer service** to both Foreign and Civil Service clients throughout their careers to **foster a partnership** in addressing life transitions. Convey accurate and complete information via mixed media and provide confidential, **value-added one-on-one counseling** to inform client decision making. Exhibit professionalism, **technical expertise and operational excellence** when interfacing with clients, Departmental offices and Federal agencies to adjudicate and process applications in compliance with regulations. Promote respect and **instill confidence** when navigating complex processes and **ensure accountability** to safeguard the long-term integrity of the Department's largest asset and the retirement process.



The FS Retirement & Disability Fund



- ❖ A defined benefit plan, the Fund consists of mandatory contributions by employees, employers and the USG.
- ❖ Funds are invested in special issue U.S. Treasury securities and held by the Department of the Treasury.
- ❖ At \$20 billion, the Fund is the largest asset on the State Department's balance sheet.
- ❖ The fund pays out over \$954 million a year in defined benefits to over 16,300 annuitants and survivors.
- ❖ The Office of Retirement (GTM/RET) adjudicates eligibility for annuity benefits.



GTM/RET Organization

Retirement Services /Operations	Chief Rhonda Cummings	<ul style="list-style-type: none">- Retirement application processing- Liaison with OPM for CS retirement issues- Notification of involuntary/mandatory retirement
Annuitant Services Prior Service /Systems	Chief Amber Hanbury	<ul style="list-style-type: none">- Prior Service Requests- Divorce, remarriage, death of annuitants- Employee Retirement Portal software application
Implementation Special Projects & Quality Assurance	Chief Tonette Kitt	<ul style="list-style-type: none">- Reemployed annuitants (internal/external to Dep't)- Quality Assurance, Development of SOPs- Audits- Special Projects (VERA/VSIP, Financial Literacy)
Policy Advisor	Chief Jacqueline Long	<ul style="list-style-type: none">- Policy Development- FAM/FAH/CFR/FORM Updates & Revisions- Divorce Determinations- RNet website



Advisory Services



- ❖ RET Counselors support individuals during periods of challenging transitions
 - Divorce
 - Disability
 - Separation
 - Retirement
 - Death



- ❖ RET Counselors are SMEs on Foreign Service Retirement Benefits
 - HR professionals in other Foreign Affairs Agencies consult with RET
 - OPM defers to RET on issues related to FSRDS/FSPS retirement
- ❖ RET provides a link to the Department for FS annuitants throughout retirement
 - Marriage after retirement
 - Death of annuitant and administration of survivor benefits
 - Entitlements of former spouses

