

TSP Eligibility to Participate

New Hires

All newly hired employees who are eligible to participate in the Thrift Savings Plan (TSP) will automatically have 5% of their basic pay contributed to TSP. Employees may

- avoid the automatic contribution by electing not to contribute or changing the contribution amount prior to the end of the first pay period of employment
- elect to terminate the automatic contribution or change the contribution amount at any time
- request a refund of any automatic contribution made on his or her behalf within 90 days of the first default automatic contribution

In addition, FERS, FERS-RAE, and FERS-FRAE employees will receive an Agency Automatic 1% contribution and Agency Matching Contributions immediately. For FERS employees, your agency will match your contributions dollar for dollar on the first 3% you contribute to TSP and .50 for every dollar you contribute for the next 2% of pay.

Rehires

All rehired employees who have had a break in service of 31 days or more who are eligible to participate in the Thrift Savings Plan (TSP) will automatically have 5% of their basic pay contributed to TSP. Employees may

- avoid the automatic contribution by electing not to contribute or changing the contribution amount prior to the end of the first pay period of employment
- elect to terminate the automatic contributions or change the contribution amount at any time
- request a refund of any automatic contribution made on his or her behalf within 90 days of the first default automatic contribution

In addition, FERS, FERS-RAE, and FERS-FRAE employees will receive an Agency Automatic 1% contribution and Agency Matching Contributions immediately. FERS, FERS-RAE, and FERS-FRAE employees receive Agency Matching Contributions dollar for dollar on the first 3% they contribute to TSP and .50 for every dollar they contribute for the next 2% of pay. There is no waiting period but they do have to make regular employee contributions each pay period to receive them.

CSRS and CSRS Offset employees are not eligible for the automatic agency contribution or the agency matching contributions.

For rehired employees with a break in service of less than 31 days, your prior TSP enrollment will be resumed when you are reemployed as if there had been no break in Federal service.