



DATE: February 20, 2019

SUBJECT: Post-Furlough Continuing Activities – Please Share

IBC continues work on a variety of items following the government shutdown that ended on January 25, 2019. Here is a list of items that may impact employees' paychecks over the next few pay periods. Please share this information with employees in your agencies so the employees will know what to expect.

Reminder – here is what happened in Pay Period (PP) 03 [January 20, 2019 – February 2, 2019]; official pay date February 12, 2019

- Federal Employees Health Benefits (FEHB) - an extra deduction was taken from PP 03's paycheck for the FEHB premium which should have been deducted for PP 01 [December 23, 2018 – January 5, 2019]
- Flexible Spending Account (FSA) deductions were approximately doubled for missed deductions during PP 01 and PP 02 [January 6, 2019 – January 19, 2019]. With the first full pay period in each new calendar year, FSA amounts can change based on employee elections. PP 01 deductions would have been the amount that was withheld during calendar year 2018. PP 02 deductions would have been the amount to be withheld for calendar year 2019.
- Expired Compensatory Time Paid - employees who are Exempt from the Fair Labor Standards Act (FLSA) were paid for compensatory time hours that expired during furlough
- Time and Attendance (T & As) Corrections – amended time cards that were submitted timely and coded accurately for PP 27 of 2018 (the furlough began on December 22, 2018, which was the last day of PP 27) through PP 03 of 2019 were processed
- Leave Accruals – annual leave and sick leave balances were adjusted for the leave that employees would have earned during the furlough, if T&As were coded accurately for PP 27 of 2018 through PP 03 of 2019

Here's what to expect in PP 04 [February 3, 2019 – February 16, 2019]; official pay date February 26, 2019

- FEHB - an extra deduction will be taken from PP 04's paycheck for the FEHB premium which should have been deducted for PP 02

- Union Dues - an additional deduction will be taken from PP 04's paycheck for the dues which should have been deducted in PP 01
- Long Term Care Insurance (LTC) deductions will be increased by \$50 each pay period until missed deductions are caught up for PP 01 and PP 02.
- Notification of TSP/Roth Missed Payments – notification to employees of the opportunity to make up for missed contribution deductions will be sent out

Here's what to expect in PP 05 [February 17, 2019 – March 2, 2019]; official pay date March 12, 2019

- Union Dues - an additional deduction will be taken from PP 05's paycheck for the dues which should have been deducted in PP 02
- Employee requests for TSP/Roth Missed Payments – employee contribution catch-up deductions will be processed as responses are received by IBC from employees
- Notification of salary overpayments and pay related debts – issuance of debt notifications will begin for debts such as government housing deductions which were stopped during the furlough, salary overpayments resulting from incorrect T & As, etc.
 - Note: Salary overpayments and pay related debt collections will begin in PP 07 [March 17, 2019 – March 30, 2019; official pay date April 9, 2019]

Employee questions should be directed to the Customer Support Center (CSC) at 888-367-1622 Option 3 or via email at Payroll_Helpdesk@ios.doi.gov.