

## **Answer Key: 1.1**

**a.** Demonstrate the ability to navigate current and past military pay tables to determine base pay, BAH, and BAS:

Exercise 1: Base Pay

Answer: \$2,714.70 per month

Exercise 2: BAH

Answer: \$1,932 per month

Exercise 3: BAS

Answer: \$386.50 per month

**b.** Explain overseas housing allowance (OHA), OCONUS COLA, CONUS COLA, and family separation allowance (FSA):

Exercise 4:

Answer: OHA stands for Overseas Housing Allowance. It is provided to service members stationed overseas to offset the cost of housing in foreign locations where government-provided housing is not available or is not used. It is different from BAH, which is designed for service members stationed within the United States.

Exercise 5:

Answer: OCONUS COLA stands for Cost of Living Allowance for service members stationed Outside the Continental United States. It aims to compensate for the higher cost of living in overseas locations compared to the U.S.

Exercise 6:

Answer: A service member is eligible to receive Family Separation Allowance (FSA) if they are required to be away from their dependents for more than 30 days consecutively due to military duty.

**c.** Describe the various types of special, incentive, and bonus pays available to active duty service members:

Exercise 7:

1. c) Hazardous Duty Incentive Pay (HDIP)
2. d) Career Enlisted Flyer Incentive Pay (CEFIP)
3. b) Reenlistment Bonus
4. a) Selective Reenlistment Bonus (SRB)

Quiz:

1. b) To compensate for the higher cost of living in overseas locations.
2. c) Hazardous Duty Incentive Pay (HDIP)
3. b) False (FSA eligibility starts after 30 days of consecutive separation).
4. a) Special Skills Bonus (SSB)

## **Answer Key: 1.2**

### **a. Discuss Tricare insurance coverage for active duty families:**

#### Exercise 1:

- Tricare Prime: Offers comprehensive healthcare through a network of providers and requires referrals for specialty care.
- Tricare Select: Provides more flexibility in choosing providers but may involve out-of-pocket costs for some services.
- Tricare For Life: Available to beneficiaries eligible for Medicare Part A and Part B.

### **b. Explain the integration of Tricare health insurance with other health insurance policies:**

#### Exercise 2:

Tricare coordinates benefits with other health insurance policies to minimize out-of-pocket expenses for beneficiaries. When a service member's spouse has health insurance through their employer, Tricare will become the secondary payer, and the employer's policy will be the primary payer.

### **c. Explain Tricare coverage for dependent college students, dependent parents, and dependent children with permanent disabilities:**

#### Exercise 3:

Tricare provides coverage for dependent college students up to the age of 23 (or 26 in certain circumstances) through Tricare Young Adult program.

#### Exercise 4:

Tricare does not offer coverage for dependent parents. However, eligible dependent parents may purchase Tricare Plus.

#### Exercise 5:

Tricare offers Extended Care Health Option (ECHO) for dependent children with permanent disabilities, providing additional services beyond what regular Tricare plans cover.

### **d. Discuss the Tricare Young Adult program:**

#### Exercise 6:

Dependent children who are unmarried and between the ages of 21 and 26 (or 23 for active duty dependents) are eligible for the Tricare Young Adult program. It provides the same health care benefits as Tricare Select and Tricare Prime, but beneficiaries pay a monthly premium for coverage.

### **e. Discuss the following programs for families with a special needs member: Extended Care Health Option (ECHO); Exceptional Family Member Program (EFMP):**

#### Exercise 7:

The Extended Care Health Option (ECHO) provides supplemental coverage for families with special needs members who require additional services beyond what regular Tricare plans offer.

**Exercise 8:**

The Exceptional Family Member Program (EFMP) identifies and supports families with special needs members by ensuring access to necessary medical and educational services.

**f. Contrast the service member's dental coverage with dependent dental coverage:**

**Exercise 9:**

Active duty service members receive comprehensive dental coverage through the Active Duty Dental Program, while dependent dental coverage varies depending on the specific Tricare plan chosen by the service member.

**Exercise 10:**

Dependents can access dental coverage through Tricare Dental Program (TDP) or Tricare Retiree Dental Program (TRDP) based on eligibility.

**g. Describe dependent vision insurance coverage:**

**Exercise 11:**

Dependents of active duty service members have access to vision coverage through the Tricare Vision Program. It provides coverage for eye exams and prescription eyewear.

**Answer Key: 1.3**

a. Identify default SGLI enrollment and how to elect coverage, name beneficiaries, and make subsequent changes to coverage or beneficiaries:

Exercise 1:

Answer: a) Automatic enrollment at the maximum coverage amount.

Exercise 2:

Answer: c) Through the online SGLI Online Enrollment System (SOES).

Exercise 3:

Answer: Service members can name beneficiaries for their SGLI policy by using the online SGLI Online Enrollment System (SOES) or by submitting a paper form (SGLV 8286A).

Exercise 4:

Answer: Service members can make subsequent changes to their SGLI coverage or beneficiaries by using the online SGLI Online Enrollment System (SOES).

b. Discuss Servicemembers' Group Life Insurance Traumatic Injury Protection (TSGLI):

Exercise 5:

Answer: b) False. TSGLI provides coverage for injuries sustained while on active duty or on authorized leave.

c. Discuss Family Servicemembers' Group Life Insurance (FSGLI):

Exercise 6:

Answer: a) Spouse and dependent children.

d. Identify methods to calculate insurance needs and timing of purchasing civilian insurance:

Exercise 7:

Answer: The various methods to calculate insurance needs include the Human Life Value method, Income Replacement method, and Needs Analysis method.

Exercise 8:

Answer: The appropriate timing for purchasing civilian life insurance in addition to SGLI depends on factors such as life events, family size, financial obligations, and long-term financial goals.

## **Answer Key: 1.4**

**a.** Describe the features and processes of the Government Travel Credit Card (GTCC):

Exercise 1:

Answer: Some features of the GTCC include being a government-issued credit card, its use for official travel expenses, and being centrally billed, eliminating the need for service members to pay out-of-pocket.

**b.** Summarize the options for shipping household goods and the implications of each:

Exercise 2:

Answer: The two main options for shipping household goods during a PCS move are the Government Procured Move (GPM) and the Personally Procured Move (PPM). GPM is arranged and managed by the government, while PPM allows service members to personally arrange and manage their move.

**c.** Explain the Personally Procured Move (PPM) process:

Exercise 3:

Answer: The Personally Procured Move (PPM) process involves service members arranging and transporting their household goods themselves. After the move, they submit expenses for reimbursement based on weight allowances.

**d.** Discuss the purpose and limitations of dislocation allowance (DLA):

Exercise 4:

Answer: The purpose of Dislocation Allowance (DLA) is to partially reimburse service members for expenses incurred during a PCS move. However, it does not cover all costs, and the amount is based on rank and dependency status.

**e.** Discuss the purpose and limitations of per diem:

Exercise 5:

Answer: The purpose of per diem is to compensate for temporary lodging and meal expenses during PCS moves. However, there are specific daily caps on the amount provided.

**f.** Contrast temporary lodging expense (TLE) and temporary lodging allowance (TLA):

Exercise 6:

Answer: TLE is paid for lodging expenses incurred while waiting for housing during stateside moves, while TLA is paid for lodging expenses incurred overseas during overseas moves.

## **Answer Key: 1.5**

**a.** Explain the benefits and limitations of combat zone tax-exempt pay (CZTE):

Exercise 1:

Answer: Some benefits of CZTE include exemption from federal income tax on income earned during deployment, and a potential tax-free zone payment. Limitations include CZTE not applying to certain types of income and CZTE not being retroactive.

**b.** Explain the benefits and limitations of deployment-related special pays and allowances:

Exercise 2:

Answer: Deployment-related special pays and allowances may include imminent danger pay (IDP) and hardship duty pay. Limitations may include specific eligibility criteria and the potential for changes in rates based on deployment locations and conditions.

**c.** Identify changes to TSP limits and timelines that may happen when deployed:

Exercise 3:

Answer: When deployed to a tax-exempt combat zone, service members can contribute additional amounts to their TSP above the standard contribution limits. They can also delay TSP loan repayments while deployed.

**d.** Describe the benefits for deployed members contained in the Servicemembers Civil Relief Act (SCRA):

Exercise 4:

Answer: SCRA benefits for deployed service members include protection from eviction, interest rate cap on pre-existing debts, and stay of legal proceedings.

**e.** Explain the benefits and limitations of the Savings Deposit Program (SDP):

Exercise 5:

Answer: SDP allows deployed service members to earn a high annual interest rate on up to \$10,000 of their savings. The main limitation is the \$10,000 contribution limit.

**f.** Explain how a servicemember can accrue tax-free leave while deployed:

Exercise 6:

Answer: A service member can accrue tax-free leave while deployed by being in a combat zone or receiving hostile fire pay for any part of a given month.

**g.** Discuss the benefits and limitations of having a power of attorney while deployed:

Exercise 7:

Answer: A power of attorney (POA) allows a designated person to act on behalf of the service member. The benefits include the ability to manage financial and legal matters, but there may be limitations on certain actions that require specific authorization.

**h.** Discuss the importance of updating estate planning documents prior to deployment:

Exercise 8:

Answer: Updating estate planning documents before deployment ensures that the service member's wishes regarding their assets, dependents, and healthcare decisions are up-to-date and legally binding in case of incapacity or death.

**Answer Key: 1.6**

**a.** Identify the primary and secondary benefits of the Post 9/11 GI Bill:

Exercise 1:

Answer: Primary benefits of the Post 9/11 GI Bill include payment of tuition and fees, a housing allowance, and a book allowance. Secondary benefits may include the Yellow Ribbon Program and transferability to dependents.

**b.** Explain how the housing allowance portion of the Post 9/11 GI Bill works:

Exercise 2:

Answer: The housing allowance portion of the Post 9/11 GI Bill is calculated based on the Basic Allowance for Housing (BAH) rate for the service member's school's zip code, prorated based on the number of credit hours enrolled.

**c.** Discuss the book allowance and demonstrate methods to maximize the book allowance benefit:

Exercise 3:

Answer: The book allowance provided by the Post 9/11 GI Bill is a stipend for books and supplies. To maximize this benefit, service members can consider buying used books, renting, or using digital versions.

**d.** Contrast Tuition Assistance, the Montgomery GI Bill, and the Post 9/11 GI Bill:

Exercise 4:

Answer: A comparison table could include the following information:

	<b>Tuition Assistance</b>	<b>Montgomery GI Bill</b>	<b>Post 9/11 GI Bill</b>
Eligibility	Active duty service members	Active duty service members	Active duty and veterans
Benefits	Covers tuition and some fees up to a maximum amount	Monthly benefit based on service length and type of training	Tuition and fees, housing allowance, book allowance, Yellow Ribbon Program, etc.
Limitations	Annual ceiling on the amount covered	Monthly benefit amount, and length of service limit	Length of service determines benefit level

**Answer Key: 1.7**

**a. Discuss services available at family service centers:**

Exercise 1:

Answer: Examples of services available at family service centers include counseling services, financial assistance programs, and employment support.

**b. Describe the Military and Family Life Counseling program (MFLC):**

Exercise 2:

Answer: The Military and Family Life Counseling program (MFLC) offers confidential short-term counseling support for various life challenges faced by active-duty service members and their families.

**c. Discuss the various childcare programs available to active-duty families:**

Exercise 3:

Answer: Childcare programs available to active-duty families include Child Development Centers (CDCs), Family Child Care (FCC) Homes, and School-Age Care (SAC) Programs.

**d. Describe the benefits and limitations of the VA Home Loan program:**

Exercise 4:

Answer: One of the main benefits of the VA Home Loan program is that eligible active-duty service members and veterans may be able to purchase a home with no down payment. However, the VA Home Loan program may have certain loan limits and eligibility criteria.

**e. List when an individual may be eligible to be a Secondary Dependent of a service member (active duty or retired):**

Exercise 5:

Answer: An individual may be eligible to be a Secondary Dependent of a service member (active duty or retired) if the individual is the service member's unmarried partner and is financially dependent.



**Answer Key: 1.8**

a. Identify the taxable nature of individual pays, allowances, and bonuses:

Exercise 1:

Answer: Examples of taxable income for active duty service members include Basic Allowance for Housing (BAH) and Hazardous Duty Pay.

b. Determine where a service member and military spouse may pay state taxes based on SCRA, and what income can/must be attributed to which state:

Exercise 2:

Answer: Under the SCRA, a service member and military spouse may pay state taxes in the state of their legal residence, even if they are stationed elsewhere. Income should be attributed to the state where the service member is stationed for tax purposes.

c. Recall the IRS rules with respect to claiming non-taxable pays as earned income for the purpose of calculating the earned income tax credit (EITC) and possible strategies to maximize the credit:

Exercise 3:

Answer: Non-taxable pays, such as housing allowances and combat pay, cannot be counted as earned income when calculating the Earned Income Tax Credit (EITC). Strategies to maximize the credit may include contributing to retirement accounts to increase earned income.

d. Describe the Foreign Earned Income Exclusion and its application to service members and family members:

Exercise 4:

Answer: The Foreign Earned Income Exclusion allows service members and family members to exclude a certain amount of foreign earned income from federal taxation. The maximum exclusion amount for 2023 is \$120,000.

e. Identify the tax filing deadline extensions available to military personnel and their families in IRS Publication 3:

Exercise 5:

Answer: The tax filing deadline extension available to military personnel serving in a combat zone or qualified hazardous duty area is an automatic extension of 180 days from the original due date.

f. Describe how unreimbursed moving expenses can impact the tax return of a military family:

Exercise 6:

Answer: Unreimbursed moving expenses can be deductible as an adjustment to income, which may reduce the Adjusted Gross Income (AGI) of a military family and, in turn, lower their tax liability.

## **Answer Key: 1.9**

### **a. List and describe each of the TSP funds:**

#### Exercise 1:

Answer: The TSP funds include the G Fund (Government Securities Investment Fund), F Fund (Fixed Income Index Investment Fund), C Fund (Common Stock Index Investment Fund), S Fund (Small Cap Stock Index Investment Fund), I Fund (International Stock Index Investment Fund), and L Funds (Lifecycle Funds).

### **b. Analyze and contrast TSP Lifecycle funds for a client situation:**

#### Exercise 2:

Answer: TSP Lifecycle funds automatically adjust their asset allocation based on the target retirement date. They are suitable for investors who prefer a hands-off approach to investing. Clients with longer investment horizons may opt for more aggressive L Funds, while those closer to retirement may choose more conservative L Funds.

### **c. Describe the modes and limitations of TSP distributions:**

#### Exercise 3:

Answer: The main modes of TSP distributions include partial withdrawals, life annuities, and required minimum distributions (RMDs). Partial withdrawals are subject to certain limitations, and life annuities are irrevocable once chosen.

### **d. Contrast the military's legacy ("High 36") retirement system to the blended retirement system (BRS) and calculate the expected retired pay under each system given a set of client circumstances:**

#### Exercise 4:

Answer: The legacy "High 36" retirement system provides a retirement benefit equal to 50% of the average of the highest 36 months of basic pay for 20 years of service. The BRS provides a reduced defined benefit (40% of high 36 average) and adds a TSP employer matching contribution (up to 5% of basic pay). The expected retired pay under each system depends on the client's years of service, rank, and pay.

### **e. Calculate TSP employer matching contributions under the BRS:**

#### Exercise 5:

Answer: The TSP employer matching contribution under the BRS is calculated as a percentage of the service member's basic pay, up to a maximum of 5%. For example, if the service member contributes 5% of their basic pay to the TSP, they will receive a 5% employer match.

### **f. Summarize the automatic enrollment policy for BRS:**

#### Exercise 6:

Answer: Under the BRS, newly enlisted service members are automatically enrolled in the TSP with a 3% default contribution rate. They have the option to opt-out or change their contribution rate.

### **g. Explain the BRS lump sum option and BRS continuation pay:**

#### Exercise 7:

Answer: The BRS lump sum option allows service members to receive a portion of their retirement pay as a lump sum at the time of retirement. BRS continuation pay is a one-time bonus offered to service members at the mid-career point (8-12 years of service) in exchange for a commitment to serve an additional 4 years.

**Answer Key: 1.10**

**a.** Contrast the costs of base housing with renting a house and buying a house:

Exercise 1:

Answer: The costs of base housing, renting a house, and buying a house depend on various factors such as location, housing market conditions, mortgage interest rates, and individual preferences. In some cases, base housing may offer lower costs, while in others, renting or buying may be more economical.

**b.** Project the expected expenses of owning a rental property:

Exercise 2:

Answer: The expected expenses of owning a rental property may include mortgage payments, property taxes, insurance, property management fees, maintenance and repairs, vacancies, and potentially property upgrades or improvements.

**c.** Calculate expected tax impacts of selling a rental property given a set of circumstances:

Exercise 3:

Answer: The tax impacts of selling a rental property depend on factors such as the property's original cost, its selling price, depreciation claimed, holding period, and the taxpayer's income tax bracket. Capital gains tax is applied to the difference between the selling price and the property's adjusted basis (original cost minus depreciation).

**d.** Describe available student loan programs available to active duty servicemembers:

Exercise 4:

Answer: Active duty servicemembers may be eligible for various student loan programs, including Public Service Loan Forgiveness (PSLF) if they work in qualifying public service jobs, military-specific loan repayment programs, deferment options during active duty service, and special benefits under the Servicemembers Civil Relief Act (SCRA).

## **Answer Key: 2.1**

**a.** Describe Reserve and Guard pays and allowances, including paying authority, drilling, annual training, and activation:

Exercise 1:

Answer: Reserve and Guard pays and allowances are provided to members for various types of service, including drilling (one weekend per month), annual training (2 weeks per year), and activation for short-term missions or deployments. Paying authority refers to the specific regulations and authorities that govern pay and allowances for Reserve and Guard members.

**b.** Calculate the impact on drill pay for a Reservist who receives VA disability compensation:

Exercise 2:

Answer: The impact of VA disability compensation on a Reservist's drill pay depends on the specific regulations and rules of the VA and military pay systems. It may be necessary to consider how disability compensation interacts with drill pay entitlement and overall income.

### **Quiz: (Multiple Choice)**

1. What is the purpose of drilling pay for Reserve and Guard members?

Answer: b) Compensation for attending scheduled drills (usually one weekend per month)

2. True or False: Reserve and Guard members receive the same pay rates as active duty service members.

Answer: b) False

3. Which of the following is NOT considered a Reserve and Guard pay or allowance?

Answer: c) Base pay

4. How does receiving VA disability compensation impact a Reservist's drill pay?

Answer: a) It has no impact on drill pay.

## **Answer Key: 2.2**

**a.** Explain the eligibility of Reserve and Guard members for Tricare Reserve Select and FEDVIP vision insurance:

Exercise 1:

Answer: Reserve and Guard members are eligible for Tricare Reserve Select if they are not eligible for or enrolled in the Federal Employees Health Benefits (FEHB) Program and are members of the Selected Reserve. FEDVIP vision insurance is available to Reserve and Guard members and their eligible family members.

**b.** Describe the impact to Tricare coverage for Reserve and Guard members in various situations:

Exercise 2:

Answer:

1. In a drill billet and actively drilling: Reserve and Guard members are eligible for Tricare coverage while in a drilling status.
2. Not in a drill billet and not actively drilling: Reserve and Guard members are not eligible for Tricare coverage when they are not actively drilling.
3. In the gray area: Reserve and Guard members in the gray area may be eligible for Tricare Retired Reserve coverage if they meet specific criteria and are not eligible for other TRICARE coverage.
4. Receiving a military pension: Reserve and Guard members who receive a military pension due to retirement are eligible for Tricare Retired Reserve coverage.
5. Eligible for Medicare: Reserve and Guard members become eligible for Tricare for Life (TFL) when they become eligible for Medicare at age 65.

### **Quiz: (True or False)**

1. Reserve and Guard members are not eligible for Tricare Reserve Select if they are not actively drilling.

Answer: a) True

2. FEDVIP vision insurance is available to Reserve and Guard members regardless of their drilling status.

Answer: b) False

3. Reserve and Guard members in the gray area are not eligible for Tricare coverage.

Answer: b) False

4. If a Reserve or Guard member is receiving a military pension, they are no longer eligible for Tricare.

Answer: b) False

5. Reserve and Guard members become eligible for Medicare at age 60.

Answer: b) False

### **Answer Key: 2.3**

a. List the requirements for Reserve and Guard members to become eligible for the Post 9/11 GI Bill:

Exercise 1:

Answer: To become eligible for the Post 9/11 GI Bill, Reserve and Guard members must have served at least 90 days of aggregate active duty service after September 10, 2001, and received an honorable discharge. They may also become eligible with 30 continuous days of active duty service if discharged for a service-connected disability.

b. Describe where reservists may find information about state education benefits:

Exercise 2:

Answer: Reserve and Guard members can find information about state education benefits from various sources, such as the Department of Veterans Affairs (VA) website, state government websites, state veterans affairs offices, and military support organizations like the National Guard Bureau Education Services Office.

### **Quiz: (True or False)**

1. Reserve and Guard members are automatically eligible for the Post 9/11 GI Bill after joining the Reserves/Guard.

Answer: b) False

2. The Post 9/11 GI Bill requires Reserve and Guard members to serve a minimum of 24 months of active duty service to become eligible.

Answer: b) False

3. State education benefits for Reserve and Guard members are the same across all states and territories.

Answer: b) False

4. Reserve and Guard members can find information about state education benefits only through their unit commanders.

Answer: b) False

## **Answer Key: 2.4**

**a.** Identify the allowable tax deductions related to service in the Guard or Reserve:

Exercise 1:

Answer: Allowable tax deductions related to service in the Guard or Reserve may include travel expenses to and from drill locations, uniform expenses, training expenses, education expenses, and unreimbursed business expenses directly related to their military duties.

**b.** Explain the Qualified Reservist Distribution rules:

Exercise 2:

Answer: The Qualified Reservist Distribution rules allow Reserve and Guard members to make penalty-free withdrawals from their Individual Retirement Accounts (IRA) for certain qualified purposes, such as being called to active duty for more than 179 days, military service while participating in a contingency operation, or military service in support of certain humanitarian missions.

### **Quiz: (Multiple Choice)**

1. True or False: Reserve and Guard members can deduct travel expenses to and from their drill locations as tax deductions.

Answer: a) True

2. What is a Qualified Reservist Distribution?

Answer: b) It is a distribution of funds from the Reserve or Guard member's IRA for qualified purposes.

3. Which of the following expenses can Reserve and Guard members potentially deduct from their taxes?

Answer: c) Training expenses required for their military duties

4. What is the purpose of the Qualified Reservist Distribution rules?

Answer: b) To allow Reserve and Guard members to withdraw retirement funds without penalty for certain qualified purposes.

## **Answer Key: 2.5**

**a.** Contrast the Reserve and Guard pension plan to the active duty pension:

Exercise 1:

Answer: The Reserve and Guard pension plan differs from the active duty pension in several ways. While both plans provide retirement benefits, the Reserve and Guard pension is based on a point system and has a minimum retirement age of 60, whereas the active duty pension is based on years of service and has a minimum retirement age of 20 years.

**b.** Identify strategies and opportunities for increasing retirement savings between TSP and civilian retirement plans:

Exercise 2:

Answer: Reserve and Guard members can increase their retirement savings by maximizing contributions to the Thrift Savings Plan (TSP) and taking advantage of civilian retirement plans, such as 401(k)s or Individual Retirement Accounts (IRA), if eligible.

**c.** Explain the key differences between SBP and RCSBP:

Exercise 3:

Answer: The Survivor Benefit Plan (SBP) and the Reserve Component Survivor Benefit Plan (RCSBP) are similar in providing survivor benefits, but the RCSBP is specifically designed for Reserve and Guard members. It offers lower costs and different coverage options tailored to the unique circumstances of Reserve and Guard service.

### **Quiz: (True or False)**

1. The Reserve pension plan provides the same retirement benefits as the active duty pension plan.

Answer: b) False

2. Reserve and Guard members cannot contribute to the Thrift Savings Plan (TSP) for retirement savings.

Answer: b) False

3. The RCSBP provides survivor benefits only for surviving spouses of Reserve and Guard members.

Answer: a) True

4. Reserve and Guard members can participate in both the SBP and the RCSBP at the same time.

Answer: b) False



## **Answer Key: 2.6**

a. Outline key provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA):

Exercise 1:

Answer: USERRA provides key provisions related to reemployment rights, non-discrimination in employment, health insurance and other benefits continuation, as well as protection against retaliation for asserting rights under the act.

b. Identify key provisions of the Servicemembers Civil Relief Act (SCRA) that may affect Reserve and Guard members:

Exercise 2:

Answer: The SCRA provides key provisions that may affect Reserve and Guard members, including protections related to interest rate caps on pre-service loans, lease terminations, court proceedings, and foreclosure protections.

### **Quiz: (True or False)**

1. USERRA provides protections for Reserve and Guard members to maintain their health insurance while on military leave.

Answer: a) True

2. The SCRA provides protection against eviction for Reserve and Guard members while on active duty.

Answer: a) True

3. USERRA and SCRA are both federal laws that provide legal protections to military members.

Answer: a) True

4. The SCRA provides protection against mortgage foreclosure for Reserve and Guard members.

Answer: a) True

### **Answer Key: 3.1**

**a. Identify the purpose, sections, and key players of the Transition Assistance Program (TAP):**

Exercise 1:

Answer: The Transition Assistance Program (TAP) is designed to assist transitioning servicemembers in their reintegration into civilian life. It consists of several sections, including Pre-Separation Counseling, Employment Workshops, VA Benefits Briefing, and more. Key players involved in delivering TAP include installation commanders, Transition Assistance Advisors (TAAs), and other support personnel.

**b. Contrast the life insurance choices available to transitioning personnel and their families:**

Exercise 2:

Answer: Transitioning personnel and their families have different life insurance choices, including Servicemembers' Group Life Insurance (SGLI) during active service, Veterans Group Life Insurance (VGLI) after separation, and commercial life insurance policies available from private insurers. Each option has its advantages and disadvantages, such as coverage amounts, premiums, and flexibility.

**c. Describe the process for filing a claim for disability with the Department of Veteran Affairs:**

Exercise 3:

Answer: To file a claim for disability with the Department of Veterans Affairs (VA), transitioning servicemembers must complete and submit the required forms, along with supporting documentation such as medical records and military service records. The VA will review the claim and make a determination on eligibility for disability benefits.

**d. List the role and functions of Veterans Service Organizations (VSOs):**

Exercise 4:

Answer: Veterans Service Organizations (VSOs) play a crucial role in advocating for veterans' rights and benefits. They provide various services, including assistance with disability claims, educational resources, job placement, healthcare support, and community outreach for veterans and their families.

**e. Identify and describe common tax scenarios for servicemembers transitioning to civilian life:**

Exercise 5:

Answer: Common tax scenarios for transitioning servicemembers may include federal and state taxation of military retired pay, taxation of veteran's benefits, state income taxes depending on the new state of residence, and taxation on the sale of a rental property if applicable.

**f. List the pros and cons of leaving money in TSP vs. rolling it into an Individual Retirement Arrangement (IRA) account:**

Exercise 6:

Answer: Leaving money in the Thrift Savings Plan (TSP) may have the advantage of low fees and a well-diversified investment portfolio. On the other hand, rolling money into an Individual Retirement Arrangement (IRA) allows for more investment choices and potentially lower expenses, but it may require more active management.

**g.** Explain the disposition of accrued leave during military transition:

Exercise 7:

Answer: During military transition, servicemembers have the option to take terminal leave, sell back leave, or a combination of both. Terminal leave allows for a longer period of transition before the official separation date, while selling back leave provides additional income.

**h.** Contrast the costs and features of Veterans Group Life Insurance (VGLI) to commercially available term insurance policies:

Exercise 8:

Answer: Veterans Group Life Insurance (VGLI) provides coverage after military service, but the premiums may increase over time. Commercial term insurance policies from private insurers may offer more competitive rates and various coverage options, but eligibility and benefits may vary.

**i.** Explain the considerations for a move during the separation/retirement process:

Exercise 9:

Answer: When deciding whether to relocate during the separation or retirement process, considerations include job opportunities in the new location, cost of living, family preferences, access to healthcare, and proximity to support networks.

**Quiz: (Multiple Choice)**

1. Which program provides transitioning servicemembers with employment workshops and VA benefits briefings?

Answer: b) TAP

2. Which life insurance option is available to veterans after transitioning from the military?

Answer: b) VGLI

3. How can transitioning service members file a disability claim with the Department of Veterans Affairs?

Answer: c) By completing and submitting the required forms

4. What is the main function of Veterans Service Organizations (VSOs)?

Answer: c) To advocate for veterans and provide assistance

## **Answer Key: 3.2**

**a.** Describe the types of pay a separating servicemember may be entitled to:

Exercise 1:

Answer: Separating servicemembers may be entitled to various types of pay, including final pay (final paycheck), separation pay for involuntary separation under certain conditions, and payout for unused leave.

**b.** Explain the available healthcare benefits available to a separating service member under the Transitional Assistance Management Program (TAMP) and the Continued Healthcare Benefit Program (CHCBP):

Exercise 2:

Answer: The Transitional Assistance Management Program (TAMP) provides continued healthcare coverage to separating servicemembers and their families for 180 days after separation, while the Continued Healthcare Benefit Program (CHCBP) offers temporary health coverage for up to 36 months after military separation.

**c.** Describe the SkillBridge program:

Exercise 3:

Answer: The SkillBridge program allows separating servicemembers to participate in civilian job training, internships, and apprenticeships during their last 180 days of service. This program provides opportunities to gain valuable skills and experience for a successful transition to civilian employment.

**d.** Describe the Veterans Readiness and Employment (VR&E) program:

Exercise 4:

Answer: The Veterans Readiness and Employment (VR&E) program, also known as the Vocational Rehabilitation and Employment program, provides services and assistance to eligible separating servicemembers with service-connected disabilities. The program helps them achieve meaningful employment and vocational goals through education and job training.

### **Quiz: (True or False)**

1. Separating servicemembers are not entitled to any pay after leaving the military.

Answer: b) False

2. The Transitional Assistance Management Program (TAMP) provides continued healthcare coverage to separating servicemembers and their families for 180 days after separation.

Answer: a) True

3. The SkillBridge program offers opportunities for separating servicemembers to gain civilian job skills and work experience through internships and apprenticeships.

Answer: a) True

4. The Veterans Readiness and Employment (VR&E) program provides education benefits to separating servicemembers.

Answer: b) False

### **Answer Key: 3.3**

**a.** Contrast medical retirement to Temporary Disability Retired List (TDRL) and longevity retirements:

Exercise 1:

Answer: Medical retirement is typically awarded when a servicemember is medically unfit for continued service. The Temporary Disability Retired List (TDRL) is used for those with temporary disabilities that may improve, and longevity

**b.** Contrast the Survivor Benefit Plan (SBP) and Reserve Component SBP (RCSBP):

Exercise 2:

Answer: The Survivor Benefit Plan (SBP) provides a monthly annuity to eligible beneficiaries upon the death of the retiree. The Reserve Component SBP (RCSBP) is a similar program for members of the Reserve Component.

**c.** State eligible window(s) for making and changing an SBP election and spousal rights:

Exercise 3:

Answer: The eligible window for making and changing an SBP election is typically within the first year of retirement. Spousal rights under SBP allow the retiree's spouse to continue receiving benefits even after a divorce or remarriage

**d.** Calculate the expected cost and expected survivor benefit of SBP for a given set of circumstances:

Exercise 4:

Answer: The expected cost and survivor benefit of SBP can vary based on factors such as retirement pay, the age of the spouse, and the coverage options selected.

**e.** Describe the allowable beneficiary elections available under SBP:

Exercise 5:

Answer: Under SBP, the retiree can elect to provide coverage for the spouse, the spouse and children, or former spouse(s) and children.

**f.** Contrast retiree Tricare Prime benefits to Tricare Select:

Exercise 6:

Answer: Tricare Prime provides access to a primary care manager and requires referrals for specialty care, while Tricare Select offers more flexibility in choosing healthcare providers.

**g.** Describe the vision and dental insurance policies available to retirees:

Exercise 7:

Answer: Retirees can access vision and dental insurance through Tricare or choose to obtain private insurance.

**h.** Contrast and explain Concurrent Retirement and Disability Payments (CRDP) and Combat Related Special Compensation (CRSC):

Exercise 8:

Answer: CRDP restores retired pay that was offset by VA disability compensation, while CRSC provides tax-free compensation to retirees with combat-related disabilities.

## **Answer Key: 4.1**

**a.** Identify the burial benefits accorded to veterans:

Exercise 1:

Answer: Burial benefits for veterans may include burial in a national cemetery, grave markers or headstones, and burial allowances to cover funeral expenses.

**b.** Identify benefits that may be accorded by various states to veterans:

Exercise 2:

Answer: Benefits that may be accorded by various states to veterans can include education assistance, property tax exemptions, employment services, and discounts at certain businesses.

**c.** Describe veteran home loan programs:

Exercise 3:

Answer: Veteran home loan programs include VA-guaranteed home loans, which offer favorable terms and down payment options for eligible veterans.

**d.** Explain the process of obtaining healthcare through the Veterans Administration:

Exercise 4:

Answer: Veterans can obtain healthcare through the Veterans Administration by enrolling in the VA healthcare system and meeting specific eligibility criteria based on factors such as service-connected disabilities, income, and prior VA healthcare utilization.

### **Quiz: (True or False)**

1. Burial benefits for veterans are only available to those who died while on active duty.

Answer: b) False

2. State benefits for veterans vary from state to state and may include education assistance and property tax exemptions.

Answer: a) True

3. Veteran home loan programs are only available to those who served in combat.

Answer: b) False

4. Veterans can receive healthcare through the Veterans Administration without any enrollment or eligibility requirements.

Answer: b) False

## **Answer Key: 4.2**

**a.** Discuss the process of applying for Veterans Administration Disability Compensation:

Exercise 1:

Answer: The process of applying for Veterans Administration Disability Compensation involves submitting a claim with supporting medical evidence of the disability, attending any required medical evaluations, and waiting for a decision from the VA.

**b.** Identify state benefits for disabled veterans:

Exercise 2:

Answer: State benefits for disabled veterans may include property tax exemptions, vehicle registration discounts, access to specialized healthcare services, and educational assistance.

**c.** Describe Chapter 31 and Chapter 35 VA education benefits:

Exercise 3:

Answer: Chapter 31 (Vocational Rehabilitation and Employment) VA education benefits are designed to assist disabled veterans in obtaining suitable employment through education and training programs. Chapter 35 (Dependents' Educational Assistance) VA education benefits provide educational assistance to the dependents of disabled veterans.

### **Quiz: (Multiple Choice)**

1. What is the purpose of Veterans Administration Disability Compensation?

Answer: b) To provide compensation for disabilities incurred or aggravated during military service

2. State benefits for disabled veterans may include:

Answer: b) Property tax exemptions

3. Chapter 31 VA education benefits are designed to assist:

Answer: a) Disabled veterans in obtaining suitable employment

### **Answer Key: 4.3**

**a. Analyze a Retiree Account Statement (RAS) for pay, deductions, and allotments:**

Exercise 1:

Answer: A Retiree Account Statement (RAS) provides a breakdown of a retiree's pay, deductions, and allotments, helping them understand their financial status.

**b. Calculate expected military retired pay direct deposit given the base rate and a list of monthly deductions:**

Exercise 2:

Answer: The calculation of expected military retired pay direct deposit requires subtracting monthly deductions (e.g., taxes, health insurance, SBP) from the base rate.

**c. Describe Combat-Related Special Compensation (CRSC):**

Exercise 3:

Answer: CRSC is designed to provide compensation to military retirees with combat-related disabilities, offering additional financial support.

**d. Describe Concurrent Retirement and Disability Pay (CRDP):**

Exercise 4:

Answer: CRDP is intended to provide additional financial support to military retirees with service-connected disabilities.

**e. State the tax implications of SBP:**

Exercise 5:

Answer: The SBP annuity is generally taxable income, and the premiums paid for SBP coverage are deducted from the retiree's taxable income.

**f. Determine state tax implications of military retired pay given access to reliable resources:**

Exercise 6:

Answer: State tax implications of military retired pay can vary depending on the retiree's state of residence. Accessing reliable state tax resources is essential for accurate information.

**g. Estimate expected out-of-pocket medical costs for a retiree using Tricare Prime or Tricare Select given a set of circumstances:**

Exercise 7:

Answer: By considering factors such as family size, medical conditions, and usage patterns, the retiree can estimate their expected out-of-pocket medical costs.

**h. Evaluate a retiree family's need for a Tricare supplement:**

Exercise 8:

Answer: By analyzing medical needs, potential out-of-pocket costs, and financial resources, the retiree can determine if a Tricare supplement is necessary.



**i.** Determine eligibility for a Health Savings Account if the retiree has Tricare coverage:

Exercise 9:

Answer: Eligibility for a Health Savings Account (HSA) is based on meeting specific criteria set by the IRS. The retiree with Tricare coverage must determine if they qualify.

**j.** Explain the eligibility requirements for a retiree to acquire Tricare For Life (TFL) health insurance coverage:

Exercise 10:

Answer: Tricare For Life (TFL) provides health insurance coverage for military retirees and their eligible dependents who are eligible for Medicare.

**k.** List actions required when a military retiree acquires a dependent:

Exercise 11:

Answer: When a military retiree acquires a dependent (e.g., through marriage or birth), they may need to update their records, enroll the dependent in Tricare, and consider the impact on benefits.

**l.** Contrast merging/not merging civilian TSP and military TSP for a military retiree who becomes a federal civilian employee:

Exercise 12:

Answer: Merging or not merging civilian Thrift Savings Plan (TSP) and military TSP accounts for a retiree who becomes a federal civilian employee requires weighing the benefits and disadvantages of each option.

## **Answer Key: 4.4**

**a.** Describe the key characteristics of the Survivor Benefit Plan and how they impact an estate or financial plan:

Exercise 1:

Answer: The Survivor Benefit Plan (SBP) provides a monthly annuity to eligible survivors of military retirees and impacts estate planning by offering financial security to beneficiaries.

**b.** Describe the key characteristics of Dependency and Indemnity Compensation (DIC):

Exercise 2:

Answer: Dependency and Indemnity Compensation (DIC) is a tax-free monthly benefit for eligible survivors of service members who died on active duty or veterans whose death is service-connected.

**c.** List the additional benefits available to survivors of active duty deaths:

Exercise 3:

Answer: Additional benefits for survivors of active duty deaths may include the Death Gratuity, TRICARE benefits, educational assistance (Fry Scholarship or Dependents Education Assistance), and housing support.

**d.** Explain how TRICARE works for active duty and retiree survivors:

Exercise 4:

Answer: TRICARE provides healthcare coverage for active duty survivors and retiree survivors, with specific eligibility and enrollment procedures depending on the survivor's status.

**e.** Compare the Fry Scholarship to Dependents Education Assistance benefits:

Exercise 5:

Answer: The Fry Scholarship and Dependents Education Assistance benefits provide education assistance to different groups of survivors, with different eligibility criteria and coverage.

**f.** Explain the Veterans Administration Survivors Pension:

Exercise 6:

Answer: The Veterans Administration Survivors Pension is a needs-based benefit that provides financial support to eligible survivors of deceased wartime veterans.

**g.** Identify various state benefits for survivors:

Exercise 7:

Answer: Various state benefits for survivors may include financial assistance, property tax exemptions, education benefits, and other forms of support.

**h.** Describe the HEART Act:

Exercise 8:

Answer: The HEART Act provides certain tax relief and benefits to survivors of service members who died in combat zones or as a result of service-connected injuries.

i. List the options for investing SGLI and Death Gratuity proceeds:

Exercise 9:

Answer: Options for investing SGLI and Death Gratuity proceeds may include various investment vehicles, such as savings accounts, certificates of deposit (CDs), or investment funds.

**Quiz: (True or False)**

1. The Survivor Benefit Plan (SBP) is automatically provided to all service members.

Answer: b) False

2. Dependency and Indemnity Compensation (DIC) is a needs-based benefit available to survivors of deceased veterans.

Answer: a) True

3. TRICARE benefits are only available to active duty service members and military retirees.

Answer: b) False

**Answer Key: 5.1**

**a.** Calculate possible division of military retired pay when a service member or military retiree becomes divorced.

Exercise 1:

Answer: The calculation of the division of military retired pay is based on the formula or percentage specified in the divorce settlement.

**b.** Describe a Retirement Benefits Court Order (RBCO) and qualified domestic relations order (QDRO) and their role in a military divorce settlement:

Exercise 2:

Answer: A Retirement Benefits Court Order (RBCO) is a type of court order used to divide military retired pay, while a qualified domestic relations order (QDRO) is a similar court order used for civilian retirement plans.

**c.** Explain the impact of divorce on SBP beneficiary designations:

Exercise 3:

Answer: c) The service member can no longer designate the ex-spouse as a beneficiary.

**d.** Explain the impact of divorce on GI Bill designations:

Exercise 4:

Answer: d) The service member must designate a new beneficiary within one year of divorce.

**e.** Explain the healthcare coverage options of former military spouses:

Exercise 5:

Answer: a) TRICARE and CHCBP