



WHAT TSA PRIVATIZATION COULD COSTS YOU

A benefit-by-benefit breakdown for Transportation Security Officers

RETIREMENT PLAN

BENEFIT	WHAT YOU GET NOW	LIFETIME LOSS
FERS Pension	Guaranteed income for life. \$11,660–\$17,490/yr depending on years of service. Adjusted for inflation annually.	\$233,000 – \$450,000+
FERS Supplement	Bridge payment until age 62 . \$850–\$1,275/mo. Without it, you may claim Social Security early at a reduced rate.	\$51,000 – \$76,500
FEHB Health Insurance	Gov't pays 72–75% of premiums—in retirement. Private market costs \$12,000–\$21,600/yr vs. \$2,000–\$6,000 under FEHB.	\$200,000 – \$400,000+
TSP Matching	Gov't matches up to 5% of salary (\$2,650/yr). Ultra-low fees (0.04%) save thousands vs. private 401(k) plans.	\$75,000 – \$100,000+
APPROXIMATE LOSS		\$500,000 – \$1,000,000+



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DISCLAIMER: This document is provided by AFGE for informational and educational purposes only. Actual amounts vary by salary, locality, years of service, retirement age, investment returns, and plan selections. This is not financial, legal, or retirement planning advice. Consult a qualified financial advisor or your agency HR office for personalized calculations.

HOW WE CALCULATED THESE NUMBERS

All figures based on an average TSO salary of \$53,000 and publicly available federal data

FERS PENSION

Formula (from OPM): High-3 Average Salary x Years of Service x Multiplier. The multiplier is 1.1% if retiring at age 62+ with 20 or more years of service, or 1.0% otherwise. **Example:** \$53,000 x 20 years x 1.1% = \$11,660/year. At 30 years: \$17,490/year. **Lifetime value:** Annual pension x 20 years of retirement, plus annual cost-of-living adjustments (COLA). Range: \$233,000 to \$450,000+.

FERS SPECIAL RETIREMENT SUPPLEMENT

Formula (from OPM): Estimated Social Security benefit at age 62 x (Years of FERS Service / 40). For a \$53,000 earner, the estimated Social Security benefit at 62 is approximately \$1,700/month (per SSA calculators). **Example:** \$1,700 x (25/40) = \$1,063/month. **Total lost:** Monthly amount x months between retirement and age 62. Retiring at 57 with 25 years: \$1,063 x 60 months = \$63,780.

FEHB HEALTH INSURANCE

Source: 2026 FEHB premium rates published by OPM. The government contributes approximately 72-75% of premiums. Maximum biweekly government contribution: \$324.76 (Self Only) and \$778.03 (Family). **Annualized:** Self Only: \$324.76 x 26 pay periods = \$8,444/year. Family: \$778.03 x 26 = \$20,229/year. **Lifetime value:** Government contributions over a 20-year retirement, factoring in historical premium growth of 10-13% per year. Self Only: \$336,000+. Family: \$405,000+. **Private market comparison:** ACA Marketplace premiums for ages 55-64 run \$12,000-\$21,600/year without subsidies, vs. \$2,000-\$6,000/year as a federal retiree under FEHB.

TSP MATCHING

Formula: The government matches 100% of the first 3% of salary contributed, plus 50% of the next 2%, for a total employer match of up to 5%. On \$53,000: \$53,000 x 5% = \$2,650/year in employer contributions. **Lifetime value:** \$2,650/year over 20 years with moderate investment growth (6-7% annual returns in a balanced TSP portfolio) = \$75,000-\$100,000+. The TSP also charges just 0.04% in fees, saving thousands compared to typical private-sector 401(k) plans.

TOTAL: \$500,000 – \$1,000,000+

Sum of all four benefit ranges: \$233,000-\$450,000 (pension) + \$51,000-\$76,500 (supplement) + \$200,000-\$400,000 (FEHB) + \$75,000-\$100,000 (TSP) = \$559,000-\$1,026,500. The low end reflects fewer years of service; the high end reflects a longer career and family health coverage.

SOURCES: OPM.gov (FERS Computation & FEHB Premiums) | FedTools.com (FEHB Retirement Value) | Federal News Network | jobs.tsa.gov/benefits | SSA.gov benefit calculators | FedSmith.com (2026 FEHB premium analysis) | Boldin.com & MoneyGeek.com (private market health insurance costs)

DISCLAIMER: Based on an average TSO salary of \$53,000, here is what is at stake over a retirement. All figures are estimates provided by AFGE for informational and educational purposes only. Actual benefit amounts vary based on individual salary, locality pay, years of service, retirement age, investment returns, and plan selections. This document does not constitute financial, legal, or retirement planning advice. Consult a qualified financial advisor or your agency human resources office for personalized benefit calculations. Data current as of May 2026.