



Benefits Package

Leave and Holidays

Employees are entitled to 11 paid Federal holidays each year.

Employees earn:

- 13 days paid vacation each year during the first 3 years
- 20 days paid vacation each year during the first 4-15 years
- 26 days vacation each year after the 15th year
- 13 days of sick leave each year

Employees, after one year of service, can receive up to 12 weeks of paid parental leave for the birth or placement of a child.

Health Care

Permanent employees may select from a wide range of health care options.

- Health Insurance Plans offer flexibility along with substantial employer contribution to premiums
- Long Term Care Insurance
- Flexible Spending Account

Life & Disability Insurance

Permanent employees are eligible to select low cost term life insurance coverage.

- Includes basic life and three options (standard, additional, and family), and
- Accidental death and dismemberment coverage

Quality of Life Flexibilities

Employees may be entitled to various quality of life flexibilities:

- Alternate work schedules
- Telework
- Family friendly leave
- Employee assistance program

Thrift Savings Plan (401-K Plan)

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for permanent employees.

- Permanent Employees may self direct retirement savings through multi-investment options similar to a 401(k) plan
- Employees covered under the Federal Employees Retirement System (FERS) receive agency contributions

Retirement Plan

The Federal Employees Retirement System (FERS) is a three-tiered retirement plan consisting of:

- Social Security benefits
- Basic Benefit Plan
- Thrift Savings Plan (TSP)