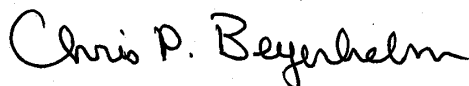


For: FSA and RMA Employees

**Benefit Eligibility for Certain Employees on  
Temporary Appointments and Seasonal and Intermittent Schedules**

Approved by: Associate Administrator for Operations and Management



**1 Overview**

**A Background**

In accordance with notice PM-2926, “Federal Employee Health Benefits (FEHB) Program Eligibility Modification for Certain Temporary, Seasonal, and Intermittent Employees”, 5 CFR 890.301 modified eligibility for temporary, seasonal, and intermittent employees.

The regulatory modification includes eligibility for:

- Federal Employee’s Health Benefits (FEHB),
- Flexible Spending Accounts for Federal Employees (FSAFEDS), and

**Note:** Go to [www.fsafeds.com](http://www.fsafeds.com) for information and enrollment.

- Federal Long-Term Care Insurance Program (FLTCIP).

**Note:** Go to [www.ltcfeds.com](http://www.ltcfeds.com) for information and enrollment.

**B Purpose**

This notice provides:

- clarification for temporary, seasonal, and intermittent employees who were identified as full-time employees that are eligible to enroll in an FEHB plan and receive the same government contribution as full-time permanent employees,
- who is eligible to enroll in FEHB, FSAFEDS, and FLTCIP,
- who is not eligible to enroll in Federal Employees’ Group Life Insurance (FEGLI) or Federal Employee Dental and Vision Insurance Program (FEDVIP), and
- action **required after** notification of eligibility to enroll in FSAFEDS and/or FLTCIP, as applicable.

Disposal Date	Distribution
December 1, 2015	All FSA and RMA employees; State Offices relay to County Offices

**Notice PM-2939**

**2 Regulatory Modification**

**A Eligibility Under 5 CFR 890.301 Modification**

Certain temporary, seasonal, and intermittent employees, who were identified as full-time employees eligible to enroll in an FEHB plan and receive the same government contribution as full-time permanent employees are eligible to enroll in FSAFEDS and FLTCIP, but are **not** eligible to enroll in FEGLI or FEDVIP.

**B Eligible Employee Action**

Eligible temporary, seasonal, and intermittent employees **must** visit the following FSAFEDS and FLTCIP benefit program web sites to complete their enrollment within the 60-calendar-day period **after receiving notification of their enrollment eligibility**.

For information regarding FSAFEDS, which is an account where employees contribute money from their salary **before** taxes are withheld and then they are reimbursed for their out-of-pocket health care and dependent care expenses, go to **www.fsafeds.com**.

For information regarding FLTCIP, which is for long term care that employees may need if they can no longer perform everyday tasks, activities of daily living by themselves, because of a chronic illness, injury, disability, or the aging process, go to **www.ltcfeds.com**.

**C Human Resources Division (HRD) Contacts**

For questions regarding this notice contact one of the following.

<b>IF employee is located in...</b>	<b>THEN contact...</b>
other than a FSA state or county office	<ul style="list-style-type: none"><li>• Dana Candler by<ul style="list-style-type: none"><li>• e-mail to <b>dana.candler@kcc.usda.gov</b>, or</li><li>• telephone at 816-926-6117</li></ul></li> <li>• Patty Gepford by<ul style="list-style-type: none"><li>• e-mail to <b>patricia.gepford@kcc.usda.gov</b>, or</li><li>• telephone at 816-926-6259</li></ul></li> <li>• Kedra Watts by<ul style="list-style-type: none"><li>• e-mail to <b>kedra.watts@usda.gov</b>, or</li><li>• telephone at 202-401-0678.</li></ul></li></ul>
FSA state and county offices	state office, Administrative Division.