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)