



# Federal Employee Benefits Summary

*\*On average, the Federal Government’s contribution to employee benefits equates to approximately 38 percent of your annual salary.*

<b>Salary</b>	Regular pay increases, time and a half for overtime worked, pay differentials (i.e., night differential and Sunday pay).	
<b>Vacation (Annual Leave)</b> Service credit may be granted for related work experience, assumes full-time work schedule	0-3 years 3-15 years 15+ years	Earn 4 hours per pay period/ 13 days per year Earn 6 hours per pay period/ 20 days per year Earn 8 hours per pay period/ 26 days per year
<b>Sick Leave</b>	Earn 4 hours per pay period/13 days per year. Unlike many employers, the Federal Government allows employees to carry over unlimited sick leave from year to year. Unused sick leave is credited in the retirement annuity.	
<b>Federal Holidays</b>	There are 11 paid Federal holidays per year. Receive holiday pay for work performed on designated Federal holidays.	
<b>Retirement Funds (FERS)</b>	The Federal Employees Retirement System is a defined benefit pension plan that is guaranteed upon retirement, receives cost-of-living adjustments, and is not based on your individual investment return.	
<b>Thrift Savings Plan (TSP) Similar to 401k</b>	Agency automatically contributes 1% of your yearly base salary and will match up to an additional 4% (for a total of 5%).	
<b>Health, Dental &amp; Vision Insurance Options</b>	Many affordable plans to choose from. Most employers offer only one or two options. Choose the plan that works for you, not the company. Government pays ~ 70% of premiums and allows employees to carry medical coverage into retirement. Dental/vision plans are at reduced rates.	
<b>Life &amp; Long-Term Care* Insurance Options</b>	Automatic life insurance coverage with options to increase coverage. Long-Term Care Insurance provides financial assistance for care due to chronic illness, injury, disability, or aging. *OPM has suspended new enrollments into the Federal Long-Term Care Insurance Program until 11/2024. There is no suspension on the Federal Employee Group Life Insurance Program.	
<b>Flexible Spending Accounts (FSA)</b>	Use pre-tax dollars to cover out-of-pocket health care and dependent care expenses. Save an average of 30 percent on qualifying health care expenses.	



# Food Safety and Inspection Service

U.S. DEPARTMENT OF AGRICULTURE

<b>Employee Assistance Program (EAP)</b>	An Agency-paid benefit that provides employees and their families 24/7, free confidential counseling and referral services related to personal or work-related concerns, family and relationship matters, legal or financial issues, and more.
<b>WorkLife4You Program</b>	An Agency-paid work/life balance benefit that provides employees and their families resources/tools to manage life's milestones, transitions and responsibilities at work and home. Work/Life specialists provide personalized guidance and pre-screened referrals to meet each employee's specific needs, e.g., child development, gerontology, education, finance, and law.
<b>Incentives</b>	FSIS offers up to \$5000.00 per year tuition reimbursement for full-time permanent employees after one year of service. Student loan repayment and additional incentives are available for Public Health Veterinarian positions.
<b>LifeMart® Employee Discount Center</b>	An on-line discount center, featuring a wide variety of products and services, such as delivery and streaming services, grocery coupons, entertainment, travel, fitness centers and products, learning resources and more.
<b>Leave Share Programs</b>	Leave Bank Program requires membership each year and then application as a recipient to receive a portion of needed leave as a lump donation from the bank and the option to receive direct donations from coworkers.  The Voluntary Leave Transfer Program does not require membership and relies on direct donations from other employees if eligible.
<b>Paid Parental Leave</b>	Twelve weeks of paid leave for a qualifying birth or adoption or foster care child.
<b>Parental Bereavement Leave</b>	Two weeks of paid leave for the purpose of bereavement in connection with the death of a child.
<b>Other Leave Flexibilities</b>	Weather and Safety Leave, Military Leave, Disabled Veterans Leave, Administrative Leave for Voting and Poll Worker Activities, Family and Medical Leave Act (FMLA), Family Friendly Sick Leave (FFSL), Bone Marrow and Organ Donor Leave, Court Leave, Home Leave.