

## Benefits Guide

### PAID TIME OFF

- Personal Leave – Separate annual leave and sick leave balances.
- Federal Holidays – 11 paid federal holidays, including:
  - New Year's Day (January 1)
  - Birthday of Martin Luther King, Jr. (Third Monday in January)
  - Washington's Birthday (Third Monday in February)
  - Memorial Day (Last Monday in May)
  - Juneteenth National Independence Day (June 19)
  - Independence Day (July 4)
  - Labor Day (First Monday in September)
  - Columbus Day (Second Monday in October)
  - Veterans Day (November 11)
  - Thanksgiving Day (Fourth Thursday in November)
  - Christmas Day (December 25)

### HEALTH INSURANCE

The [Federal Employees Health Benefits Program](#) can help you and your family meet your health care needs.

### DENTAL AND VISION

The [Federal Employees Dental and Vision Insurance Program](#) is available to most employees and features multiple dental and vision carriers.

### LONG TERM CARE

The [Federal Long Term Care Insurance Program](#) provides an important benefit that can help pay long term care expenses you may incur in the future.

# DHS Cybersecurity Service Benefits Guide

## RETIREMENT SAVINGS AND INVESTMENT PLAN

The [Thrift Savings Plan](#) is the government's tax-deferred retirement and savings plan.

## FEDERAL RETIREMENT PLAN

The [Federal Employees Retirement System](#) is a retirement plan that provides benefits from three different sources: a Basic Benefit Plan, Social Security, and the Thrift Savings Plan.

## FLEXIBLE SPENDING ACCOUNT

The [Federal Flexible Spending Account Program](#) is a tax-deferred savings account that helps you pay for out-of-pocket medical or dependent care expenses.

## FEDERAL EMPLOYEE GROUP LIFE INSURANCE

The [Federal Employees' Group Life Insurance Program](#) is the government's group life insurance program, which consists of basic life Insurance and three additional options.

## OTHER BENEFITS AND PERKS

- Training and development
- Tuition reimbursement
- Transportation subsidies
- Health and wellness programs
- Flexible work schedules
- Telework
- Fitness centers
- TSA pre-check
- Community service hours
- Student loan repayment
- Employee Assistance Programs

*More information about the specific benefits available to you will be provided as you progress through the application process. [Contact](#) our recruiting team with questions.*