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.
**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.*