



Temporary appointments are generally for one year or less. Under a temporary appointment, employees are hired to work on a non-permanent, limited basis and are eligible for limited benefits. This matrix is for informational purposes only and is not a substitute for official federal regulations and policies. Additional information will be provided at the employee orientation.

**Incentives and Awards**

- Cost of Living Allowances
- Employee Recognition ●
- Incentive Awards ●
- Performance Awards
- Recruitment Incentive
- Relocation Incentive
- Retention Incentive
- Physicians Comparability Allowance (for MD's only)

**Leave and Holidays**

- Military Leave ●
- Paid Federal Holidays ●
- Sick Leave ●
- Vacation and Personal Time ●

**Flexible Work Arrangements**

- Credit Time ●
- Family Friendly Leave Policies ●
- Alternative Work Schedules ●
- Telecommuting ●

**Health Benefits**

- Comprehensive Health Insurance for Self and Family  
Must be continuously employed for a year without a break in service exceeding five days. Employees are responsible for 100 percent of the premium (i.e., both the employee and government share). Visit <http://www.opm.gov/insure/handbook/fehb06.asp#TEMPORARY%20%20EMPLOYEES> for more information on eligibility for health benefits for temporary employees.
- Flexible Spending Accounts (Dependent Care)
- Flexible Spending Accounts (Health Care)
- Workers' Compensation ●

**Retirement Systems**

- Disability Insurance ●
- Life Insurance
- Retirement and Pension Plan
- Tax Deferred Retirement Savings Plan

**Other Benefits**

- Child Care ●
- Commuter Subsidy ●
- Elder-Care Insurance
- Long-Term Care Insurance
- Short-term Training ●
- Wellness, Fitness, and Other Benefits ●