

Pay and Benefits

The federal government offers a number of exceptional benefits to its employees. The following web addresses are provided for your reference to explore the major benefits offered to most employees.

Pay

Seattle District employees are paid bi-weekly. Several pay plans are used by the U.S. Army Corps of Engineers, depending on the employee's job description. The pay plan associated with any position may be found in the Vacancy Announcement. Current plans include:

- General Schedule (GS)
- National Security Personnel System (NSPS)
- Pacific Northwest Regional Power Rates
- Wage Grade (WG)

Annual Leave (Vacation)

- 0-3 Years of service - 4 hours of leave per pay period (13 days per year)
- 3-15 Years of service - 6 hours of leave per pay period (20 days per year)
- Over 15 years of service - 8 hours of leave per pay period (26 days per year)

Maximum year to year carry-over is 240 hours.

For additional information visit: www.opm.gov/oca/leave/HTML/ANNUAL.asp

Holidays

There are 10 paid holidays per year. For additional information visit:

www.opm.gov/oca/worksch/html/holiday.asp

Sick Leave

Employees earn 4 hours of sick leave per pay period. No maximum accumulation. For additional information visit: www.opm.gov/oca/leave/HTML/factindx.asp

Flex Time / Alternate Work Schedule

Flexible schedules can be worked out with supervisors, and credit hours can be earned and taken later.

Military Leave

15 calendar days per year with pay if in Reserves or National Guard. For additional information visit: www.opm.gov/oca/leave/HTML/military.asp

Military Time Buy-Back

If you are a veteran you have the opportunity to buy-back your time of service which increases your time of service as a civilian. For additional information visit:

www.abc.army.mil/Information/ABCRetirement/Information/FERSPost56.htm

Federal Employee's Health Benefits (FEHB)

The Federal Employees Health Benefits Program offers several plans to choose from. For additional information visit: www.opm.gov/insure/health/index.asp

Federal Employee's Dental and Vision Insurance Program (FEDVIP)

Supplemental vision and dental insurance is available. For additional information visit:

www.opm.gov/insure/dentalvision and www.opm.gov/insure/health/index.asp

Flexible Spending Account (FSAFeds)

The Federal Flexible Spending Account Program allows you to pay for certain health and

dependent care expenses with pre-tax dollars. For additional information visit:

www.opm.gov/insure/pretax/fsa/

Federal Long Term Care Insurance Program (FLTCIP)

The Federal Long Term Care Insurance Program provides long term care insurance for Federal Employees and their parents, parents-in-law, stepparents, spouses, and adult children. For additional information visit: www.ltcfeds.com/

Federal Employees Group Life Insurance (FEGLI)

The Federal Employees Group Life Insurance Program offers: Basic life insurance plus three types of optional insurances. For additional information visit: www.opm.gov/insure/life/index.asp

Federal Employees Retirement System (FERS)

Almost all new employees are automatically covered by the Federal Employees Retirement System (FERS). FERS is a three-tiered retirement plan. The three tiers are: Social Security Benefits, Basic Benefit Plan, and Thrift Saving Plan. For additional information visit: www.opm.gov/retire/index.asp

Thrift Savings Plan (TSP)

Thrift Savings Plan allows employees the opportunity to contribute pre-taxed salary into a retirement savings/401-K investment plan. The government matches up to 5% of the funds contributed by the employee. For additional information visit: www.tsp.gov

Other Links:

Most information provided above may be found at the U.S. Office of Personnel Management website www.opm.gov/index.asp