

# PERMANENT APPOINTMENTS:

Career or Career Conditional

Excepted Indefinite

Excepted Conditional (VRA/SCEP/CIP\*)

Revised 11/07/06

<b>WORK SCHEDULE</b>	<b>Retirement Coverage and Thrift Savings Plan</b>	<b>Federal Employees Health Benefits</b>	<b>Federal Employees Group Life Insurance</b>	<b>Flexible Spending Accounts</b>	<b>Federal Long Term Care Insurance</b>	<b>Federal Dental &amp; Vision Insurance Program</b>
<b>FULL TIME</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PART TIME</b>	Yes	Yes – prorated	Yes	Yes	Yes	Yes
<b>INTERMITTENT</b>	Yes, if Career or Career-Conditional	No	No	If working more than 6 months per year, eligible for DCFSA only	No	No
<b>SEASONAL WORKS MORE THAN 6 MONTHS</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>SEASONAL WORKS LESS THAN 6 MONTHS</b>	Yes	No	No	DCFSA only	No	No

**MIXED TOUR** employees are eligible for benefits if they are expected to work at least 6 months each year. Benefit eligibility is based on the specific work schedule (Full time, Part time, or Intermittent) assigned for the pay period.

**\*Student Career Employment Program (SCEP)** employees are eligible for benefits if expected to be employed under the SCEP authority for at least one year and working for more than one third of the time between the date of appointment and the date of completion of the work-study program (graduation). If less than one third, student is not eligible for FEHB, FEGLI, HCFSA, LTC or FEDVIP.

VRA = Veterans Readjustment Appointment      CIP = Career Intern Program

**TERM or EXCEPTED APPOINTMENTS where the Not-to-Exceed (NTE) date is more than one year and less than 4 years.**

Revised 11/07/06

<b>WORK SCHEDULE</b>	<b>Retirement Coverage and Thrift Savings Plan</b>	<b>Federal Employees Health Benefits</b>	<b>Federal Employees Group Life Insurance</b>	<b>Flexible Spending Accounts</b>	<b>Federal Long Term Care Insurance</b>	<b>Federal Dental &amp; Vision Insurance Program</b>
<b>FULL TIME</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PART TIME</b>	Yes	Yes - prorated	Yes	Yes	Yes	Yes
<b>INTERMITTENT</b>	No	No	No	If working more than 6 months per year, eligible for DCFSA only.	No	No
<b>SEASONAL WORKS MORE THAN 6 MONTHS</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>SEASONAL WORKS LESS THAN 6 MONTHS</b>	Yes	No	No	DCFSA only	No	No

**MIXED TOUR** employees are eligible for benefits if they are expected to work at least 6 months each year. Benefit eligibility is based on the specific work schedule (Full time, Part time, or Intermittent) assigned for the pay period.

**TEMPORARY or Excepted NTE where the Not-To-Exceed (NTE) date is  
limited to one year or less**

(Revised 11/07//06)

<b>WORK SCHEDULE</b>	<b>Retirement Coverage and Thrift Savings Plan</b>	<b>Federal Employees Health Benefits</b>	<b>Federal Employees Group Life Insurance</b>	<b>Flexible Spending Accounts</b>	<b>Federal Long Term Care Insurance</b>	<b>Federal Dental &amp; Vision Insurance Program</b>
<b>FULL TIME</b>	No	Not in 1 <sup>st</sup> year. (see note 1)	No	(See note 2)	(See note 3)	(see note 3)
<b>PART TIME</b>	No	Not in 1 <sup>st</sup> year. (see note 1)	No	(See note 2)	(See note 3)	(see note 3)
<b>INTERMITTENT</b>	No	No	No	If working more than 6 months per year, eligible for DCFSA only.	No	No
<b>SEASONAL WORKS MORE THAN 6 MONTHS</b>	No	Not in 1 <sup>st</sup> year. (see note 1)	No	(See note 2)	(See note 3)	(see note 3)
<b>SEASONAL WORKS LESS THAN 6 MONTHS</b>	No	No	No	DCFSA only.	No	No

**NOTES:**

1. Not eligible for FEHB in 1<sup>st</sup> year. May be eligible for FEHB upon conversion to 2<sup>nd</sup> year appointment. Employee required to pay the employee and the government share of the FEHB premiums.
2. Eligible for DCFSA in 1<sup>st</sup> year. May be eligible for HCFSA if eligible for FEHB upon conversion to 2<sup>nd</sup> year appointment.
3. Not eligible in 1<sup>st</sup> year. May be eligible for LTC and FEDVIP if eligible for FEHB upon conversion to 2<sup>nd</sup> year appointment.