



US Army Corps  
of Engineers  
New England District



# Federal Employment Benefits

## Professional Development

The Corps of Engineers offers a stimulating environment where individuals are encouraged to develop their talents. The Corps encourages career development and offers training courses sponsored by the Corps, department of Army, Office of Personnel Management (OPM), and other Federal agencies. Outside training may also be available at local universities, community colleges, and business schools. Career development is very important to both the individual and the Corps. To help employees progress in their careers, the Corps encourages each employee to have an individual development plan, which outlines training, work assignments, and other activities that should be undertaken to develop the necessary skills, knowledge's, and abilities for career advancement.

## Promotional Opportunities could be available.

## Awards

The Corps of Engineers has an incentive program to encourage high productivity by acknowledging superior performance. The recognition may be cash awards, special salary increases for performance, time-off awards for performance, and cash awards for suggestions.

## Work Schedules

Many options are available for management's consideration in getting the job done and in meeting the needs of a changing and diverse workforce. There are full-time, part-time, flextime work schedules. Under certain circumstances, "flexible workplace employment" (work at home) is possible.

## Retirement System (FERS)

One of the most important benefits of working for the Federal government is the Federal Employees Retirement System (FERS). FERS is an excellent retirement system designed to be responsive to changing times and Federal workforce needs. Many of its features are "portable" so that, if employees leave, they may still qualify for benefits. It is flexible, offering a variety of options for different situations. It enables employees to take an active role in securing their future.

FERS is a three-tiered retirement plan consisting of a base of Social Security, supplemented by a basic retirement (pension) plan and a savings plan (similar to a 401K plan). Employees pay full Social Security taxes and a small contribution to the basic benefit plan. In addition, employees may make tax-deferred contributions to a savings plan and a portion will be matched by the government.

The three components of FERS work together to provide a strong financial foundation for the retirement years.

## **Health Benefits**

Employees have a choice of health plans under the Federal Employees Health Benefits Program (FEHB). This allows employees to select the kind and amount of health insurance they actually need and want. For FEHB enrollment purposes, the "family" consists of the spouse and unmarried children under age 26, including legally adopted children.

The Federal government pays about 70% of the premium and the employee pays the balance through payroll deduction. The cost of each plan differs. Upon retirement, the employee's FEHB enrollment continues with the same benefits and cost as long as they carried it for the five years prior to retirement.

## **Life Insurance**

Federal Employees Group Life Insurance (FEGLI) provides several levels of coverage for employees and also for their spouses and children. Employees may elect basic life insurance coverage and then supplement it with several optional coverage plans. The government contributes to part of the cost of the premium for basic insurance, and the employee pays the balance, along with the entire cost of optional coverage, through payroll deduction. Upon retirement, employees may continue the FEGLI coverage they have carried for five years.

## **Vacation and Sick Leave**

Vacation days are earned according to the number of years of service. Employees earn 13 vacation days a year for the first three years, 20 vacation days a year for three to fifteen years of service, and 26 days a year after fifteen years of service. They have the option of accumulating up to 6 weeks of vacation days and carrying them forward into subsequent years.

Employees earn 13 days of sick leave a year to cover illness, medical care, and maternity. Sick leave can be accumulated without limit and taken as needed.

## **Federal Employee Paid Leave Act**

The Federal Employee Paid Leave Act, which provides 12 weeks of paid parental leave to certain Federal employees covered by the Family and Medical Leave Act (FMLA) became effective Oct. 1, 2020. <https://www.federalregister.gov/documents/2020/08/10/2020-14832/paid-parental-leave>

## **Worker's Compensation**

Employees injured on the job are entitled to medical care. If a disabling, traumatic, job-related injury is sustained, employees may receive their regular pay for a period of time. If still disabled, they are entitled to disability compensation.