

# Employee Benefits

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Employees of the Federal Public Defender are not included in the government's civil service classification. They are, however, entitled to the same benefits as other federal government employees. Some of those benefits include:

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- Up to 13 days of paid vacation per year for the first 3 years of employment. Thereafter, up to 19 days per calendar year.
- Ten paid holidays per year.
- Time in service for employees of other federal agencies, as well as time in U.S. Military, is taken into consideration when computing employee benefits.
- Thrift Savings Plan – Retirement and Investment fund for Federal Employees. Employees are eligible to contribute up to the IRS Limit per calendar year. Agency contributes an automatic 1%, and matches a percentage of employee's contributions up to 5%. ([www.tsp.gov](http://www.tsp.gov))
- Group Life Insurance Plan – Federal Employees' Group Life Insurance (FGLI) is largest group life insurance program in the world; consists of Basic and three forms of optional insurance – costs are shared between you and the Government. ([www.opm.gov](http://www.opm.gov))
- Long Term Disability Insurance – Provides long term care insurance to help pay for costs of care when enrollees need help with activities they perform every day, or have a severe cognitive impairment. ([www.ltcfeds.com](http://www.ltcfeds.com))
- Federal Employees Health Insurance – (FEHB) is a wide variety of health care programs that can help you and your families meet your health care needs. Choices can be made among Consumer driven and high deductible plans in the county that offer a wide variety of choices depending upon the employee's individual family needs. ([www.opm.gov](http://www.opm.gov))
  - Supplemental Vision & Dental Available – Allows dental/vision insurance to be purchased on a group basis which means competitive premiums!
- Flexible Spending Accounts
  - Payment for Premiums for Group Life Insurance
  - Health Care Reimbursement Account
  - Dependent Care Reimbursement Account
  - Mass Transit Reimbursement Account
  - Parking Reimbursement Account