



FAA Benefits in Brief

BENEFIT	YOUR OPTIONS	WHO'S COVERED?	WHO PAYS?						
HEALTH, DENTAL & VISION BENEFITS									
Federal Employees Health Benefits (FEHB) www.opm.gov/healthcare-insurance/healthcare	Multiple national and regional plan choices: <ul style="list-style-type: none"> Fee for Service Plans with Preferred Provider Organization (PPO) Health Maintenance Organizations (HMO) High Deductible Health Plans (HDHP) with Health Savings Account (HSA) or Health Reimbursement Arrangement Consumer Driven Plans 	<ul style="list-style-type: none"> Self Self + 1 Self & Family 	<ul style="list-style-type: none"> FAA pays approx. 70% Employee pays approx. 30% (pre-tax) 						
Federal Employees Dental and Vision Insurance Program (FEDVIP) www.benefeds.com	Dental: <ul style="list-style-type: none"> 6 National Plans 4 Regional Plans Vision: <ul style="list-style-type: none"> 4 Nationwide Plans 	<ul style="list-style-type: none"> Self Self + 1 Self & Family 	<ul style="list-style-type: none"> Employee (pre-tax) 						
FLEXIBLE SPENDING ACCOUNTS									
Health Care Spending Account (HCSFA) www.fsafeds.com	Health care flexible spending account: <ul style="list-style-type: none"> Reimburse qualified out-of-pocket medical, dental & vision costs HSA participants with HDHP may use only for qualified out-of-pocket vision & dental costs 	<ul style="list-style-type: none"> Employee Eligible dependents 	<ul style="list-style-type: none"> Employee contribute up to \$2,600/calendar year (pre-tax); can carry over up to \$500 into the next calendar year 						
Dependent Care (DCSFA)	<ul style="list-style-type: none"> Reimburse qualified out-of-pocket dependent child or adult daycare costs 	<ul style="list-style-type: none"> Eligible dependents 	<ul style="list-style-type: none"> Employee contribute up to \$5,000/calendar year (pre-tax) 						
PAID TIME OFF									
Annual Leave	<ul style="list-style-type: none"> 13-26 days, depending on length of service <table border="1" style="margin-left: 20px;"> <tr> <td style="text-align: center;">13 days</td> <td style="text-align: center;">20 days</td> <td style="text-align: center;">26 days</td> </tr> <tr> <td style="text-align: center;">0-3 years</td> <td style="text-align: center;">3-15 years</td> <td style="text-align: center;">15+ years</td> </tr> </table>	13 days	20 days	26 days	0-3 years	3-15 years	15+ years	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA
13 days	20 days	26 days							
0-3 years	3-15 years	15+ years							
Sick Leave	<ul style="list-style-type: none"> 13 days/year 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA 						
Paid Holidays	<ul style="list-style-type: none"> 10 holidays/year 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA 						
TRANSIT BENEFITS									
Transit Account	<ul style="list-style-type: none"> Up to \$255/month for mass transit subsidy 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA 						
RETIREMENT & FINANCIAL BENEFITS									
Thrift Savings Plan (TSP) Retirement Savings and Investment Plan similar to 401(k) www.tsp.gov	Automatic: <ul style="list-style-type: none"> For FERS employees, FAA automatically contributes 1% of base pay (vested at 3 years) Matching: <ul style="list-style-type: none"> For FERS employees, FAA matches employee contributions up to 5%: <ul style="list-style-type: none"> 100% up to 3% 50% for next 2% Employee contributions vest immediately Pre-/After-Tax Employee Contributions <ul style="list-style-type: none"> For FERS and CSRS employees, contributions may be pre-tax or after-tax (Roth) 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA Employee contribution limits (2015 - 2017): <ul style="list-style-type: none"> Regular: \$18,000 / calendar year Catch-Up (age 50+): an additional \$6,000/ calendar year 						

BENEFIT	YOUR OPTIONS	WHO IS COVERED	COST SHARING
RETIREMENT & FINANCIAL BENEFITS BENEFITS (CONTINUED)			
Federal Employees Retirement System (FERS) Defined Benefit Pension www.opm.gov/retirement-services/fers-information	Provides retirement, disability and survivor benefits: <ul style="list-style-type: none"> Employee contributions are based on years of Federal civilian service and position of record Vested at 5 years 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA contributes percentage of employee base pay (varies by fiscal year) Employee
Civil Service Retirement System (CSRS) www.opm.gov/retirement-services/csrs-information	<ul style="list-style-type: none"> Replaced by FERS for employees who first entered service after 12/31/86 	<ul style="list-style-type: none"> Employee Designated beneficiary/(-ies) 	<ul style="list-style-type: none"> FAA Employee
Long Term Care (LTC) www.ltcfeds.com	<ul style="list-style-type: none"> Covers cost of certain long-term care services, including facility based care and in home care 	<ul style="list-style-type: none"> Employee Qualified relatives 	<ul style="list-style-type: none"> Employee or enrollee
LIFE INSURANCE BENEFITS			
Federal Employees Group Life Insurance (FEGLI) www.opm.gov/healthcare-insurance/life-insurance	Basic <ul style="list-style-type: none"> Employee's annual salary rounded up to next \$1,000 + \$2,000 Enrolled automatically unless waived Must enroll in Basic to add optional coverage Option A – Standard <ul style="list-style-type: none"> \$10,000 Option B – Additional <ul style="list-style-type: none"> 1-5x salary rounded up to next \$1,000 Option C – Family <ul style="list-style-type: none"> Multiples of \$5,000 for spouse up to \$25,000 Multiples of \$2,500 up to \$12,500 per child 	<ul style="list-style-type: none"> Employee Spouse and/or eligible children under Option C 	Basic <ul style="list-style-type: none"> FAA pays 33% of premium Employee pays 67% (pre-tax) Optional – A, B, and C <ul style="list-style-type: none"> Employee
WORKLIFE BENEFITS			
Employee Assistance Program	<ul style="list-style-type: none"> Concierge services for help with relocating Financial & legal services Dedicated 24/7 toll free number Up to 8 free counseling sessions Assistance for professional & personal issues 	<ul style="list-style-type: none"> Employee Family 	<ul style="list-style-type: none"> FAA
Telework Program	<ul style="list-style-type: none"> Multiple telework options for approved positions 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA
Child Care Centers	<ul style="list-style-type: none"> 18 nationally accredited onsite centers Discounted rates for FAA employees 	<ul style="list-style-type: none"> Employee Children 	<ul style="list-style-type: none"> FAA
Child Care Subsidy	<ul style="list-style-type: none"> Financial support for childcare expenses for employees with total family income of \$72,000 or less 	<ul style="list-style-type: none"> Employee Children 13 & under 	<ul style="list-style-type: none"> FAA
Voluntary Leave Transfer Program (VLTP)	<ul style="list-style-type: none"> Employees donate/receive annual or sick leave for absences related to prolonged medical illness 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA
Nursing Mothers Program	<ul style="list-style-type: none"> Lactation rooms Breast feeding support program 	<ul style="list-style-type: none"> Employee 	<ul style="list-style-type: none"> FAA

*This chart is a summary of benefits generally available to permanent employees. Some benefits may also be available to temporary employees. Please refer to each Benefits Plan document or policy for detailed information. If there is any discrepancy between the information provided here and the Benefits Plan or policy document, please defer to the Benefits Plan document or policy. Employee contribution limits identified above are for the calendar year 2017.