



Farm Service Agency Fringe Benefits

Leave and Holidays

Employees earn:

- 13 days paid vacation each year during the first 3 years
- 20 days paid vacation each year during years 4-15
- 26 days vacation each year after the 15th year
- 13 days of sick leave each year

Employees are entitled to 10 paid Federal holidays each year.

Life and Disability Insurance

Permanent employees are eligible to select low cost term life insurance coverage.

- Includes Basic Life and three options (standard, additional, and family), and
- Accidental Death and Dismemberment coverage

Thrift Savings Plan (401-K Plan)

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for permanent employees

- Permanent employees may self-direct retirement savings to multi-investment options similar to a 401(k) plan.
- Employees covered under the Federal Employees Retirement System (FERS) receive agency contributions and matching up to a maximum of 5%.

Quality of Life Flexibilities

Employees may be entitled to various Quality of Life Flexibilities:

- Alternate work schedules
- Telework
- Family Friendly Leave
- Child Care Subsidy
- Employee Assistance Program

Health Care

Permanent employees may select from a wide range of health care options.

- Health Insurance Plans offer flexibility along with substantial employer contribution to premiums.
- Long Term Care Insurance
- Flexible Spending Account

Retirement Plan

The Federal Employees Retirement (FERS) is a three-tiered retirement plan consisting of:

- Social Security benefits
- Basic Benefit Plan
- Thrift Savings Plan (TSP)

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