



Benefits

Pay and Benefits

Salary Tables

www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/

General Schedule Within Grade Increases

www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/within-grade-increases/

Federal Employees Health Benefits (FEHB)

www.opm.gov/healthcare-insurance/healthcare/

Health Benefits Plan Comparison Tool

www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/

Dental & Vision Insurance

www.opm.gov/healthcare-insurance/dental-vision/

Dental & Vision Plan Comparison Tool

www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/fedvip

Life Insurance

www.opm.gov/healthcare-insurance/life-insurance/

Flexible Spending Accounts

www.opm.gov/healthcare-insurance/flexible-spending-accounts/

Long Term Care Insurance

www.ltcfeds.com/

Important Deadlines for Benefits Elections:

Life Insurance, Form 2817

60 days from the date of your appointment.

Health Insurance, Form SF 2809

60 days from the date of your appointment.

Dental and Vision Insurance

Enroll online via www.benefeds.com/ website, 60 days from the date of your appointment.

Thrift Savings Plan, Form TSP 1

Change enrollment at anytime.

Flexible Spending Accounts

Enroll online via www.fsafeds.com/ website, 60 days from date of your appointment.

Long Term Care Insurance

Enroll online via www.ltcfeds.com/ website, 60 days from date of appointment.

Retirement Benefits

Three-Part Retirement System

Federal Employees Retirement System, Thrift Savings Plan, and Social Security

Federal Employees Retirement System (FERS)

A Basic Benefit plan that you and your employer pay into every pay period. Then, after you retire, you receive annuity payments each month for the rest of your life.

Federal Employees Retirement System (FERS)

Employees previously covered by the Federal Employees Retirement System (FERS) on December 31, 2012 or reemployed with 5 years or more of creditable or potentially creditable civilian service will remain in FERS.

FERS-Revised Annuity Employee (RAE)

For those Employed between January 1 – December 31, 2013

FERS-Further Revised Annuity Employee (FRAE)

For those Employed after January 1, 2014
www.opm.gov/retirement-services/fers-information/

Thrift Savings Plan (TSP)

www.tsp.gov/

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

The TSP is a defined contribution plan, meaning that the retirement income you receive from your TSP account will depend on how much you (and your agency or service, if you're eligible to receive agency or service contributions) put into your account during your working years and the earnings accumulated over that time. The Federal Retirement Thrift Investment Board (FRTIB) administers the TSP.

Social Security

On your Leave and Earnings Statement, this will appear as Old-Age, Survivors, and Disability Insurance (OASDI).

Social Security is paid for through payroll taxes. The percentage you pay for OASDI coverage is 6.2% of your earnings up to the maximum taxable wage base. The Federal Government, as your employer, pays an equal amount.

For more information about your Social Security benefits, visit: ssa.gov



Leave and Earnings Statements

Leave and Earnings Statements (LES) provide employees with a biweekly record of earnings, deductions, and leave information.

FWS employees need to access their LES through Employee Express
www.employeeexpress.gov/Default.aspx

Review your first LES to ensure that tax withholdings and benefits elections are correct.

Got Questions?

JAO is here to assist you with your onboarding questions. Please contact the following teams:

For assistance with Payroll and Compensation inquiries related to QuickTime, time and attendance, leave, Family Medical Leave Act, leave share/leave bank, telework, tax issues, work/life, wage schedule, and other payroll- or compensation-related issues, please email FWS_Payroll@fws.gov. For questions about Leave and Earnings Statements, you can also call 800-662-4324.

For assistance with Benefits inquiries related to retirement estimates, qualifying life events, new employee enrollments, and general benefits questions, please email FWS_Benefits@fws.gov.

For assistance with Personnel Security inquiries related to background investigations and fingerprinting, Personal Identity Verification cards, and medical/drug tests, please email FWS_Personnelsecurity@fws.gov.

For assistance with Processing inquiries related to personnel actions and general processing questions, please email FWS_Processing@fws.gov.

For assistance with Systems and Records inquiries related to requests for Federal Payroll and Personnel System or Electronic Official Personnel Folder access, access terminations, and general HR Systems-related questions, please email FWS_Systems_Records@fws.gov.

For more information on your compensation and benefits, visit the FWS Compensation and Benefits Sharepoint site at doimspp.sharepoint.com/sites/fws-FF10G224CB.

