

NASA Employee Benefits Handbook - Chapter 2 A Quick Look At Your Benefits and Pay

This is a brief summary of your pay and benefits -- based upon your employment status -- beginning on your first day and continuing until you retire. A detailed description is contained in the later sections of the handbook.

Your Pay or Benefit	As a Full-Time Employee	If You Become Disabled	If You Become Disabled	For Your Family - If You Die Before Retirement	As a Retiree
		(short-term)	(long term)		
Competitive Salary or Retirement Annuity	Your salary is based upon established government-wide standards and adjusted for longevity, cost of living, and locality costs.	You receive 100% of your pay and benefits for the period of time covered by your accrued annual leave, sick leave, credit hours, comp time, advanced sick leave, and donated leave.	You receive an annuity if eligible -- requires 18 months service for FERS; and 60 months service for CSRS.	<p>Your spouse may be entitled to survivor benefits. For additional information, contact a Benefits Counselor</p> <p>Call NSSC Contact Center 1-877-677-2123</p> <p>or visit the OPM website</p>	Your basic annuity is based upon your high three average salary and years of military and civil service plus your Thrift Savings Plan (TSP) and your Social Security benefit if you are eligible. As applicable.
Locality Pay Based Upon Average Local Wage Costs	yes	yes	n/a	n/a	n/a
Pay Increases for Longevity	You receive "within grade" pay increases based upon time in grade and satisfactory job performance	You receive "within grade" pay increases based upon time in grade and satisfactory job performance	n/a	n/a	n/a
Periodic Cost of Living Increases	yes	yes	yes	yes	yes
Incentive Awards Program	yes	yes	n/a	n/a	n/a

Choice of Health Benefit Plans	You have a choice of health plans.	You have a choice of health plans.	If eligible for annuity and enrolled for the 5 years previous, or for all service since first opportunity to enroll.	If eligible for survivor annuity or lump sum benefit. If not eligible, survivor can receive temporary continuation of coverage up to 36 months.	If enrolled for the 5 years prior to retirement.
FEGLI Life Insurance	yes	yes	Can continue, if enrolled 5 years before retirement or the full period of service during which life insurance was available.	Payment of policy coverage amount	Can continue, if enrolled 5 years before retirement.
NEBA Life Insurance	yes	yes	Conversion privilege at retirement	Payment of policy coverage amount plus conversion privilege for family members.	Conversion privilege at retirement
Workmen's Compensation	If injured on duty	If injured on duty	If injured on duty	If injured on duty	n/a
Personal Counseling-- Employee Assistance Program (EAP)	yes	yes	n/a	n/a	n/a
Periodic Health Screening	yes	yes	n/a	n/a	n/a
Health Clinic Onsite	yes	yes	n/a	n/a	n/a
Wellness Program	yes	yes	n/a	n/a	n/a
Sick Leave	You earn 4 hrs per pay period	You earn 4 hrs per pay period	n/a	n/a	n/a
Sick Leave Accrual	unlimited	unlimited	n/a	n/a	n/a
Advanced Sick Leave	up to 240 hours	up to 240 hours	n/a	n/a	n/a

Sick Leave to Care for Family Members	You may use up to 104 hours of your accrued sick leave to care for sick family members.	You may use up to 104 hours of your accrued sick leave to care for sick family members.	n/a	n/a	n/a
Annual Leave in Advance	Given in advance in January, up to the amount you would accrue during the forthcoming year.	Given in advance in January, up to the amount you would accrue during the forthcoming year.	n/a	n/a	n/a
Annual Leave Carryover	up to 240 hrs for GS/GM employees	up to 240 hrs for GS/GM employees	n/a	n/a	n/a
Holidays	10 Federal holidays per year	10 Federal holidays per year	n/a	n/a	n/a
Military Leave	up to 14 days per year	up to 14 days per year	n/a	n/a	n/a
Leave for Jury Duty	yes	yes	n/a	n/a	n/a
Leave Donor Program	You may donate or receive donated annual leave for use during extended illness.	You may donate or receive donated annual leave for use during extended illness.	n/a	n/a	n/a
Flexible Work Schedules	variable day (VDS), regular, and irregular work tours	variable day (VDS), regular, and irregular work tours	n/a	n/a	n/a
Retirement Plan	yes	yes	n/a	n/a	n/a
Deferred Annuity	If you resign and do not withdraw your retirement contributions you are eligible to receive a deferred annuity at age 62 if you have 5	If you resign and do not withdraw your retirement contributions you are eligible to receive a deferred annuity at age 62 if you have 5	n/a	n/a	n/a

	years of service. Also, for FERS you are eligible to receive a reduced annuity as early as your minimum retirement age with 10 yrs creditable service.	years of service. Also, for FERS you are eligible to receive a reduced annuity as early as your minimum retirement age with 10 yrs creditable service.			
Optional Retirement With an Immediate Annuity	For CSRS (age 55) and FERS (minimum retirement age) with 30 yrs creditable service; age 60 with 20 yrs creditable service; or age 62 with 5 yrs creditable service. Also under FERS, minimum retirement age with 10 years creditable service for a reduced annuity.	See disability retirement	See disability retirement	n/a	n/a
Early Retirement With an Immediate Annuity	If Agency has "early out" authority -- for CSRS and FERS employees: 25 years creditable service at any age or age 50 with 20 years creditable service.	See disability retirement	See disability retirement	n/a	n/a
Social Security Coverage	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration
Medicare Coverage	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration	Contact Social Security Administration
Disability Retirement	You are eligible to apply for disability retirement after	You receive 100% of pay and benefits during	If eligible and approved by OPM, you will	n/a	n/a

	18 months service for FERS; 60 months service for CSRS employees.	the period covered by your accrued, donated, and advanced sick leave & accrued and advanced annual leave & credit hours.	receive an annuity based upon your salary and years of service.		
Thrift Savings Plan	You may contribute up to the IRS annual limit.	You may contribute up to the IRS annual limit.	Immediate distribution, or rollover to IRA, or if you prefer, delayed distribution.	Only spouses can retain funds in the TSP. Other beneficiaries must take Immediate distribution with option to rollover into an IRA.	Immediate distribution, or rollover to IRA, or if you prefer, delayed distribution.
Continuing Professional Education	yes, for job related training	yes, for job related training	n/a	n/a	n/a
Tuition Assistance	yes, for job related coursework	yes, for job related coursework	n/a	n/a	n/a
Relocation Assistance / Home Purchase Program	yes -- if job related, and it is in the best interest of the government	yes -- if job related, and it is in the best interest of the government	n/a	n/a	n/a
Nationally Accredited, Onsite Childcare Center	yes	yes	n/a	n/a	n/a
Onsite Cafeterias	yes	yes	yes	yes	yes

Recreational Activities Employee Activity Association	yes	yes	n/a	n/a	n/a
Onsite Travel Agency	yes	yes	yes	yes	yes
Credit Union	yes	yes	yes	yes	yes
Recreation and Fitness Center	yes	yes	n/a	n/a	n/a
Scholarship Programs for Dependents	yes	yes	yes	yes	yes
Secure, Safe, Well Maintained Work Environment	yes	yes	n/a	n/a	n/a
Parking	Free Or Subsidized Parking; Commuting Assistance	Free Or Subsidized Parking; Commuting Assistance	Free Or Subsidized Parking; Commuting Assistance	n/a	n/a
Service Credit for Active Military Service	For leave purposes -- all active military service counts; If you're retired military, only active service during a campaign counts.	For leave purposes -- all active military service counts; If you're retired military, only active service during a campaign counts.	For retirement purposes, military service prior to 1956 counts. For CSRS, military service after 1956 counts if not eligible for social security at age 62; or if eligible for social security you must pay deposit.	For survivor annuity, military service prior to 1956 counts. For CSRS, military service after 1956 counts if not eligible for social security; or if eligible for social security your family has the option to pay deposit.	n/a

			For FERS, post 1956 service requires a deposit.	For FERS, family has the option to pay post 1956 service deposit.	
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