



# U.S. Army Corps of Engineers

## FEDERAL BENEFITS INFORMATION



**Vacation Leave:** Vacation is earned on a progressive schedule: 4 hours per payperiod (approximately 13 days per year) for the first 3 years of employment, then 6 hours per payperiod (approximately 20 days per year) for the next 12 years of employment, and 8 hours (approximately 26 days per year) after 15 years employment. Employees may roll over up to 240 hours of non-expiring vacation time. Federal employees also get approximately 11 paid holidays each year.

**Sick Leave:** Employees earn 4 hours of non expiring sick leave per pay period. Accumulated sick leave is credited toward time served in retirement annuity benefit calculation.

**Paid Parental Leave:** Employees with 12 months of Federal service are eligible for paid parental leave which provides up to 480 hours per year of paid leave for the birth, adoption or foster care of a child.

**Military Leave:** (If applicable) Employees that are service members receive 120 hours of paid military leave per year.

**Work Schedules:** The U.S. Army Corps of Engineers, Louisville District, offers three different work schedules to eligible employees. The basic work schedule is 8 hours per day, five days per week. Another schedule option is the Compressed Work Schedule, which employees work 9 hours per day for eight days during a 2-week pay period, one 8-hour day, and receive one recurring day off every two weeks (e.g. week 1: M-Th 9 hrs/day, F: 8 hrs; week 2: M-Th 9 hrs/day, F: day off). The third work schedule is the flexible work schedule, allowing employees to start and end their workday at different times and earn credit hours that can be used as leave.

**Overtime compensation:** Employees working pre-approved time above and beyond their established work schedule are entitled to earn overtime pay or compensation (comp) time for those hours worked.

**Promotion Potential:** Engineering students are offered full-time student intern positions intended to provide experience in a diverse engineering organization. Depending upon student availability 3 or more semester-long internships are available. For students local to the district, part-time opportunities may be available depending upon district workload. Upon graduation, high performing students may be offered a position as a Department of the Army (DA) Fellow (DA Intern). Fellowships normally last 2 years, starting at the GS-7 level with annual promotions based upon good performance, ending at grade GS-11. DA Fellows potentially start at GS-09, if they have a master's degree. Upon graduation from the intern program, promotion opportunities are competitive. Most engineers reach the GS-12 level within a few years of graduating from the DA Fellow program.

Promotion potential for mid-career engineers is significant as the mission of the Louisville District is growing. Mission growth has resulted in the creation of new positions, many of these positions are high graded, (GS-12 and above). Many opportunities for career advancement exist in USACE for employees who show the initiative, ability and willingness to accept the responsibility of higher-level positions. Advancement is competitive and based on performance and merit. Mobility within USACE leads to additional advancement opportunities across organizational lines.

**Medical Insurance:** Federal Employees Health Benefits Program (FEHB). The government pays an average of 72% of employees' health insurance premiums. The employee's portion of premiums is deducted automatically from pre-tax wages, which reduces the amount of tax you pay. You can choose between different types of insurance such as Fee-for-Service (with the option of a Preferred Provider Organization), Health Maintenance Organization, Point-of-Service plans, Consumer- Driven plans, or High Deductible Health Plans. There are numerous providers in these categories to choose from. [www.opm.gov/insure/health](http://www.opm.gov/insure/health) or <http://www.opm.gov/insure/07/guides/70-01/>

**Dental and Vision:** Our employees use the Federal Employees Dental and Vision Insurance Program (FEDVIP).

**Medical Expenses Flexible Spending Account:** Flexible Spending Accounts for Federal Employees (FSAFEDS). A Flexible Spending Account (FSA) is a tax-favored program that allows employees to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. By using pre-tax dollars to pay for eligible health care and dependent care expenses, an FSA gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money. For more info: <https://www.fsafeds.com/fsafeds/SummaryofBenefits.asp#WhatIsFSA>.

**Long Term Care Insurance:** USACE full time employees are eligible to purchase Federal Long Term Care Insurance Program (FLTCIP) coverage for themselves and/or eligible family members to provide financial relief should they require lengthy or lifelong assistance with activities of daily living.

**Life Insurance:** Federal Employees Group Life Insurance (FGLI). FGLI provides group term life insurance. It consists of Basic life insurance coverage and three options. You are automatically covered by Basic life insurance. The cost of Basic insurance is shared between you and the Government. You pay 2/3 of the total cost and the Government pays 1/3. Your age does not affect the cost of Basic insurance. You pay the full cost of Optional insurance, and the cost depends on your age. For more info: <http://www.opm.gov/insure/life/index.asp>.

**Awards:** The Corps of Engineers has an incentive program to encourage high productivity by acknowledging superior performance. The recognition may be cash awards, special salary increases for performance, time-off awards for performance, and "Louisville Proud" awards.

**Salary:** District employees paid under the General Schedule are paid the basic Federal salary rate, as well as a locality adjustment. Trades and labor positions are paid under various wage schedules based on the Department of Labor's wage area structure. Certain positions, primarily engineers, are paid from a special rate schedule.

*Engineer Pay Scale:* <https://apps.opm.gov/SpecialRates/2021/index.aspx>

*General Schedule (GS) Pay Table:* <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

*Wage Grade (WG) Pay Table:* <https://www.cpms.osd.mil/Subpage/AFWageSchedules/>

**Retirement Benefits:** Federal Employees Retirement System (FERS) is a three-tiered retirement plan. The three components are Social Security Benefits, Basic Benefit Plan, and the Thrift Savings Plan. You pay normal Social Security taxes and a small contribution to the Basic Benefit Plan. The Basic plan essentially pays an annuity equal to 1% of the average of your highest 3 years' salary, per year of service (e.g., if you retire with 30 years of service, you receive 30% of your highest salary per year) from the Basic plan. In addition, the government puts an amount equal to 1% of your basic pay each pay period into your Thrift Savings Plan (TSP) account, similar to a 401(k) account. You may make tax-deferred contributions to the TSP up to 15% of your salary and a portion (up to 4%) is matched by the Government. The three components of FERS work together to give you a strong financial foundation for your retirement years. For more info: <http://www.opm.gov/retire/index.htm> or <http://www.tsp.gov/>

**Worker's Compensation:** Employees injured on the job are entitled to medical care. If a disabling, traumatic, job-related injury is sustained, employees may receive their regular pay for a period of time. If still disabled, they are entitled to disability compensation.

**Free Commuting via Public Transportation:** The government subsidizes the cost of commuting for employees who routinely commute to work using public transportation, including the cost of buses and vanpools.

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## LOUISVILLE DISTRICT OFFICE SPECIFIC BENEFITS



**Telework:** With supervisory approval, eligible employees may arrange to work from home when their work can be performed away from the office or workplace setting.

**Subsidized On-Site Child Care:** The federal workplace is family friendly. To enhance employees' quality of life, childcare is offered at our location in the Romano Mazzoli Federal Building in Louisville. Employees pay directly for this service at a reduced rate available to DoD employees.

**On-Site Gym:** The fitness center is on-site and FREE to employees.

**Fitness Leave:** Employees with supervisor approval are eligible for up to 80 hours of paid fitness leave per year.

**On-Site Occupational Health Unit:** The Louisville District office has a health unit consisting of a full-time nurse, two contracted part-time nurses and one part-time contracted doctor. It offers free basic care such as check-ups, consultations and referrals, immunizations (flu & tetanus), periodic comprehensive physicals, ongoing shot administration such as allergy injections, first aid, and over the counter drugs.

**Voluntary Leave Donor Program:** For approved recipients affected by significant medical conditions, this program pools unused, donated leave and makes it available for those that have exhausted their accumulated leave enabling recovery and maintaining pay for those afflicted with chronic, debilitating, or life-threatening conditions.

**Disaster Duty Opportunities:** Opportunity to voluntarily temporarily deploy to areas affected by natural disasters such as hurricanes, flooding and tornadoes. Assist local, state and federal government agencies in cleanup and disaster recovery efforts.

**Worldwide Travel Opportunities:** USACE is a worldwide organization and operates district offices around the globe. Occasionally these offices have temporary and short-term program needs for certain positions and opportunities may be available. There are operating districts in Japan, Korea, Europe and the Middle East.

**Multi-tiered Leadership Development Program:** Available to employees, this program is custom developed for each district by an outside organizational leadership consultant. The program consists of structured monthly meetings over the course of 12 months. It offers a chance for students to learn about themselves and others, leadership styles, and tools as they ascend to leading positions.

**STEM and Community Involvement:** The district participates in many STEM and other community development activities. Limited opportunities may be performed while on the clock or offer other compensation. The Louisville District has an internal website dedicated to volunteer and community activities, making it easy to get involved.

**Training Potential:** USACE offers a diverse array of occupations across a wide area. There are often opportunities to cross train and move into to other positions internally on a temporary basis (often 2-6 months and sometimes up to 2 years) to acquire new skills and a wider experience base as a foundation for future career development. In addition to cross training assignments, engineering division adequately budgets for formal classroom type training as well, typically a one-week conference annually on a wide variety of subjects.

**Friendly Office Environment:** With such a large organization, there's always something to celebrate, retirements, promotions, birthdays, holidays, etc. While this varies widely by branch or section, some offer a monthly birthday pitch-in lunch, ice cream socials, holiday breakfast feasts, and other special occasion luncheons, get-togethers, and occasional after-hours gatherings. There's always something going on and these informal events offer a chance to get to know people around the office that you might not work with regularly.

**Widely Diverse Workload:** The Louisville District is one of the larger districts within the Great Lakes and Ohio River Division and has a diverse workload with primary mission of military construction and civil works. The passage of the Infrastructure Improvement and Jobs Act promises to add to this workload challenging projects for our employees. The typical annual workload of the Louisville District exceeds one billion dollars. The military mission includes support to regional military installations, the Army Reserve and Air Force customers, and may include projects such as office buildings, laboratories, medical facilities, museums, schools, hangars, airfields, renovation and repair, and more. The civil works mission may include dams and levees construction, lock and dam construction and operation maintenance projects, municipal flood protection construction, lift stations, ecosystem restoration, and much more. The Louisville District also has a strong environmental mission with projects including environmental restoration on Formerly Used Defense Sites (FUDS) and environment service contract administration for numerous federal agencies. Our Interagency and International Program focuses on any work that is done outside of DoD for other agencies. Projects include support to the Department of Veterans Affairs (VA), Environmental Protection Agency (EPA), Department of Transportation, FEMA and others.

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