

**UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF PENNSYLVANIA**

Employee Benefits
Effective: 01-01-2024

Federal Judiciary's Benefits:

- Participation in the Federal Employees Health Benefits (FEHB) Program of your choice
- Participation in the Federal Employees Group Life Insurance (FEGLI) Program
- Participation in the Federal Employees Retirement System (FERS)
- Participation in the Thrift Savings Plan (TSP), a 401(k)-type plan

Supplemental Benefits: (Optional Benefits)

- Federal Employees Dental and Vision Insurance/FEDVIP (BENEFEDS)
- Federal Judiciary Flexible Benefits Program (Judiciary Benefits Center)
 1. Premium Payment Plan
 2. Health Care Reimbursement Account (HCRA)
 3. Dependent Care Reimbursement Account (DCRA)
 4. Limited Purpose Health Care Reimbursement Account (LPHCRA)
- Parking Subsidy Program
- Transportation Subsidy Program (Judiciary Benefits Center)
- Federal Judiciary Commuter Parking Benefit Program (Judiciary Benefits Center)
- Federal Judiciary Long-Term Care Insurance Program (Long Term Care Partners - a subsidiary of John Hancock) **(LTC Program suspended until December 2024.)**
- Employee Assistance Program (EAP)

Leave Programs:

- Annual Leave:

Full-time employees work 80 hours per biweekly pay period and earn 13 days of annual leave for the first 3 years of service, accrued at 4.0 hours/pay period; 20 days of annual leave after 3 years of service, accrued at 6.0 hours/pay period; and 26 days after 15 years of service, accrued at 8.0 hours/pay period. Annual leave is accrued, provided an employee is in pay status, on a biweekly pay period basis. Annual leave may be carried over from one leave year to the next and accumulated up to a maximum of 240 hours. Part-time employees accrue annual leave based on number of hours in a pay status.
- Sick Leave (Family Friendly, FMLA and Paid Parental Leave):

Full-time employees work 80 hours per biweekly pay period and earn 13 days of sick leave per leave year, accrued at 4.0 hours/pay period, provided an employee is in pay status. Sick leave is accrued without limit and is not affected by length of service. Part-time employees accrue sick leave based on number of hours in a pay status. Paid Parental Leave is available to substitute for unpaid leave under FMLA for up to 12 weeks in any 12-month FMLA period for birth of a child, adoption or foster care placement, provided FMLA eligibility requirements are met by the employee.
- Holidays:

Eleven (11) paid Federal Holidays are observed each calendar year (New Year's Day, Martin Luther King, Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day).
- Military Leave:

Full-time employees accrue 15 calendar days of military leave at the beginning of each fiscal year. Part-time employees accrue leave on a pro-rated basis.