



Employee Benefits-At-A-Glance

The information below summarizes many of the benefits that are available to VA employees and eligible family members. Please contact your local Human Resources office with any questions you may have regarding the various employee benefit programs listed below.

- **Child Care Centers** - VA supports the national commitment to provide quality child care as an essential component of a quality work environment. VA has a number of Child Care Centers operating in 22 states and the District of Columbia. The child care program ensures that working families using child care in centers located in VA managed space receive quality care for their children. For more information go to: <http://vaww.va.gov/vachildcare/ChildcareCenters.htm>
- **Child Care Subsidy Program** - Applies to employees whose children are under the age of 13, or disabled and under the age of 18, and are enrolled, or will be enrolled, in licensed family child care homes or center-based child care. The child care provider must be licensed and/or regulated by State and/or local authorities. For more information go to: <http://vaww.va.gov/vachildcare/index.htm>
- **Federal Employees Dental and Vision Insurance Program (FEDVIP)** - FEDVIP is a voluntary benefits program that provides supplemental dental and vision insurance coverage. You may enroll in dental insurance only, vision insurance only, neither, or both. For more information on the program go to: <http://www.opm.gov/insure/DentalVision/index.asp>
- **Federal Employees Health Benefits (FEHB)** - FEHB is a voluntary health insurance program offered to permanent Federal employees and employees with appointments for more than one year. The program offers coverage under fee-for-service and health maintenance organizations (HMO) plans. For more information on the program go to: <http://www.opm.gov/insure/health/index.asp>
- **Federal Employees' Group Life Insurance (FGLI)** - FGLI is a voluntary term life insurance program offered to permanent Federal employees and employees with appointments for more than one year. The program offers Basic Life, Standard, Additional, and Family Option coverage. For more information on the program go to: <http://www.opm.gov/insure/life/index.asp>
- **Federal Long Term Care Insurance Program (FLTCIP)** - Provides services including home care, adult day care, and facility care. If you are newly employed in a position that conveys eligibility for FEHB coverage, you can apply for long term care insurance, even if you don't enroll in the FEHB Program. For more information on the program go to: <http://www.ltcfeds.com/>
- **Federal Retirement Systems** - The Federal Government has two different retirement systems: the Federal Employees Retirement System (FERS) and the Civil Service Retirement System (CSRS). Your government retirement system is automatic and generally requires no elections from you. For more information on the programs go to: <http://www.opm.gov/retire/index.asp>

- **Flexible Spending Accounts (FSA)** - Allows you to pay for certain health and dependent care expenses with pre-tax dollars. For more information on the program go to: <http://www.opm.gov/insure/pretax/fsa/index.asp>
- **Professional Liability Insurance (PLI)** - Reimburses law enforcement officers, supervisors, and managers for up to one-half of the cost of professional liability insurance, protecting them from potential liability and attorney's fees for actions arising out of the conduct of official duties. For more information on the program go to: <http://vaww1.va.gov/ohrm/Benefits/pli.htm>
- **Student Loan Repayment Program** - Under the VA Student Loan Repayment Program, you may be eligible for up to \$10,000 per year, with a lifetime maximum of \$60,000 to be used to repay student loans. For more information on the program go to: <http://www.opm.gov/oca/pay/StudentLoan/>
- **Telework** - Telework is a work arrangement in which some or all of the work is performed at an off-site location, such as the home or in office space near home. For more information on Telework go to: <http://vaww1.va.gov/ohrm/Telework/Telework.htm>
- **Thrift Savings Plan (TSP)** - TSP is a tax-deferred retirement savings account. You can voluntarily contribute to TSP and may qualify for automatic and matching agency contributions. For more information on the program go to: www.tsp.gov
- **Transit Subsidy** - If you regularly commute to and from work using mass transit, you may be eligible for a Transit Subsidy. The amount of subsidy authorized is based on your monthly public transit commuting costs. For more information about Transit Subsidy go to: http://vaww.va.gov/ofcadmin/Transit_Benefit/transben_page.htm
- **Veterans Information** - Veterans who wish to contact the VA or need information about benefits or VA services can get help by going to: <http://www.virec.research.va.gov/Support/HelpDesk/VetHelp.htm> or by calling 1-800-827-1000.
- **WorkLife4You** - Worklife4You is an employer paid benefit for employees of some VA organizations. This program is designed to assist employees and their family members in managing life events and daily responsibilities. To find out if your organization participates in the WorkLife4You program please visit the WorkLife4you Web site at: <http://vaww1.va.gov/ohrm/WorkLife/Worklife4you.htm>

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