

**FHWA Employee Compensation Package**  
**FHWA PA Division Senior Environmental Specialist (GS-0028-13)**

Salary	\$105,427 - \$137,059 (GS 13 – Harrisburg Locality Pay Range: Step 1-10*) *Salary is based on Experience
Thrift Savings Plan (TSP) - Retirement Investment Plan	The agency will match employee contributions of up to 5% of base salary.
Annuity - The Federal Employees Retirement System (FERS)	The agency contributes 15.5% of your base pay to your FERS. Both the employee and employing agency each contribute. Retirement, disability, and/or survivor benefits are paid as a lifetime annuity to employees who meet the age and years of service requirements.
Paid Leave & Holidays	Vacation/Annual Leave: time equivalent <ul style="list-style-type: none"> <li>• 0-3 years experience: 104 hours</li> <li>• 3-15 years experience: 160 hours</li> <li>• 15+ years experience: 208 hours</li> </ul> 104 hours of Paid Sick Leave 12 Weeks Paid Parental Leave for the birth or placement of a child. 11 Paid Holidays 15 Days Paid Military Leave
Federal Employees Health Benefits (FEHB) Program  Federal Employee Dental and Vision Insurance Program (FEDVIP)	FEHB has hundreds of plans available for employees to choose from. The government pays about 70% of the premium cost.  FEDVIP offers participants a choice between numerous dental and vision carriers.

*Benefits are a major component of a Federal employee's total compensation package. The average value of benefits provided to federal employees is **\$44,021**, which is far higher than the average value of benefits provided in the private sector, which is **\$13,486**.*

**Thrift Savings Plan (TSP)**

The TSP is a defined contribution retirement savings and investment plan for Federal employees. The agency will match employee contributions of up to 5% of basic salary. Employees may make traditional contributions (pre-tax) and/or Roth contributions (after-tax) on a regular pay period basis. Click [here](#) for more information. Employees can contribute up to the IRS elective deferral limit each year and invest in any of the available funds.

**Federal Employees Retirement System (FERS)**

FERS is a defined benefit, contributory retirement system. Both the employee and employing agency each contribute to a retirement fund from which benefits are paid. The agency contributes 15.5% of your base pay to your FERS. Click [here](#) for more information. Retirement, disability, and/or survivor benefits are paid as a lifetime annuity to employees who meet the age and years of service requirements.

## **Public Service Loan Forgiveness (PSLF) Program/Student Loan Repayment Plans**

If you have a federal student loan, you may benefit from the Public Service Loan Forgiveness Program/Student Loan Repayment plans. Click [here](#) for more information.

## **Federal Employees Health Benefits (FEHB) Program**

The FEHB is an employer-sponsored group health insurance program for Federal employees and their families. FEHB has 271 plans available for employees to choose from. The government pays about 70% of the premium cost. Even more, employees save money on premiums since they are paid with pre-tax dollars. Click [here](#) for more information.

## **Federal Employee Dental and Vision Insurance Program (FEDVIP)**

The FEDVIP offers supplemental dental and vision benefits to federal employees and their families. FEDVIP allows dental insurance to be purchased on a group basis, which means employees receive comprehensive coverage at competitive premiums. FEDVIP offers participants a choice between 12 dental and 5 vision carriers. Employees save money on premiums since they are pre-tax. Click [here](#) for more information.

## **Paid Time Off & Holidays**

All employees earn 4 hours of sick leave every two weeks (each pay period). Annual leave is calculated based on a time equivalent. New full-time employees earn 4 hours of annual leave every two weeks (each pay period). After 3 years of service or time equivalent, the annual leave increases to 6 hours per pay period and at 15 years it increases to 8 hours per pay period. See the [annual leave fact sheet](#) and [sick leave fact sheet](#) for more information.

FHWA has an impressive array of family friendly leave flexibilities. Federal employees are eligible for up to **12 weeks of Paid Parental Leave** for the birth or placement of a child. This is separate from the employees' sick leave and annual leave. See the [leave and family fact sheet](#) for more information.

DOT observes 11 paid holidays: New Year's Day, Birthday of Martin Luther King Jr., Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus/Indigenous People Day, Veteran's Day, Thanksgiving Day, Christmas Day.

FHWA supports telework and flexible work schedules. Eligible employees may choose to work under an alternative work schedule which allows flexible work hours or a regular day off per pay-period.

## **Flexible Spending Account (FSA) FEDS**

Under the FSAFEDS Program it allows employees to set aside tax-free funds to use on eligible health care or dependent care expenses throughout the year. Employees can contribute up to the IRS limit each year. Click [here](#) for more information.

## **Federal Employees Group Life Insurance (FEGLI)**

FEGLI provides group term life insurance. Coverage from FEGLI consist of Basic life insurance coverage and several options, including family coverage. For Basic coverage, employees pay two-thirds of the premium while the Government funds the rest. Employees are responsible for paying the premiums for the optional life insurance. Click [here](#) for more information.

## **Employee Assistance Program (EAP)**

EAP provides support, resources, and information for personal and work-life issues for employees and dependents. Resources include confidential counseling, legal support, live and on-demand webinars, work-life solutions, and financial information and resources.