

Benefits Eligibility Chart

Note: This chart does not apply to law clerks or staff attorneys. See the Law Clerks Benefits Chart or the Staff Attorneys Benefits Chart on the JNet, Human Resources Management, under Tools for HR Professionals

Federal Benefits	<u>Duration of Appointment:</u>	Time Limited Appointments		
	No Established Time Limit	More than 1 year and 1 day	More than 90 days up to 1 year	Less than 90 days [2]
Federal Employees Health Benefits Program (FEHB)	See FEHB Eligibility Matrix [1]			No
Premium Payment Plan (PPP)	Yes	Yes	Yes	No
Federal Employees' Group Life Insurance Program (FEGLI)	Yes	Yes	No [2]	No
Flexible Benefit Program: Health Care Reimbursement Care (HCRA) [4]	Yes	Yes	No [2]	No
Flexible Benefit Program: Dependent Care Reimbursement Care (DCRA) [4]	Yes	Yes	No [2]	No
Commuter Parking Reimbursement Program	Yes	Yes	Yes	No
Federal Employees Dental and Vision Insurance Program (FEDVIP)	Yes	Yes	Yes	No
Thrift Savings Plan (TSP)	Yes	Yes	No [2]	No
Retirement	Yes	Yes	No [2]	No
Leave	Yes	Yes	Possibly [3]	Possibly [3]

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[1] Please refer to the FEHB Eligibility Chart in order to determine FEHB eligibility and government contributions. Coverage is dependent on employee work schedule, length of appointment, and hours worked.

[2] FEGLI, Health and Dependent Care Reimbursement Accounts, TSP and Retirement are available only if transferring without a break in service from a previously covered position. To learn more about how a break in service affects your benefit enrollment, refer to the Break-in-Service Chart found on the [New Hire Resources](#) page of the JNet.

[3] If the duration of the appointment is **less than 90 days**, the employee will only earn sick leave. If the appointment is extended to **90 days or more**, the employee will earn annual leave retroactively to the start of the appointment for each pay period in which a complete biweekly tour of duty is served. If the duration of the temporary appointment is **90 days to 1 year or less**, the employee will earn sick and annual leave starting the first pay period in which a complete biweekly tour of duty is served.

[4] Employees are not eligible for HCRA or DCRA benefits unless the employee has a federal judiciary appointment (or series of appointments) of at least one year and one day.