



# USCP Employee Benefits

United States Capitol Police (USCP) employees are covered by the same benefits as other branches of the Federal government to include health and life insurance; Thrift Savings Plan (similar to 401K plans); disability; leave programs; flexible spending accounts; long-term care insurance, holidays, etc. Civilian employees are covered under Congressional retirement.

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

- USCP employees have access to a wide variety of health insurance plans, all of which meet the minimum service level requirements under the Affordable Care Act. Employees choose their coverage for themselves or for themselves and their family. The USCP pays approximately 75 percent of the monthly health insurance premium and the employee pays the rest on a pre-tax basis. In addition, supplemental dental and vision plans are available to provide additional coverage for employees and their families. Rates are competitive and withheld from employee pay on a pre-tax basis. More information on Federal Employees Health Benefits (FEHB) is found [here](#).

## **Flexible Spending Accounts (FSA)**

- Employees may contribute pre-tax dollars for use on eligible child-care or medical expenses up to the contribution limits. More information on Flexible Spending Accounts (FSA) may be found [here](#).

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

- USCP employees are eligible to enroll in the government-wide life insurance program. The USCP will pay one-third of the cost of employees' basic premium and additional coverage plans are available. More information on Federal Employees Group Life Insurance (FEGLI) may be found [here](#).

## **Federal Long Term Care Insurance Program (FLTCIP)**

- USCP employees may purchase long term care insurance at competitive rates to help cover the costs of elder care. Spouses, parents and parents-in-law are also eligible to apply. More information on the Federal Long Term Care Insurance Program (FLTCIP) is found [here](#).

## **Federal Employees Retirement System (FERS)**

- USCP employees are eligible to receive three sources of retirement income: (1) a retirement annuity; (2) a savings plan (similar to private sector 401k plans) into which they contribute a percentage of their income that is matched by the USCP up to five percent of their salary; and (3) Social Security. Under the Capitol Police Retirement Act, sworn officers are required to mandatorily retire when they reach 57 years of age. However, in June 2020, USCP officers were temporarily exempted from the mandatory separation provisions of the Act. This allows USCP officers to work until they reach the age of 60, or until the temporary exemption expires on September 30, 2021, whichever occurs first. More information on the Federal Employees Retirement System (FERS) may be found [here](#).

## **Thrift Saving Plan**

- Employees may contribute to the tax deferred plan with the federal government matching a portion of contributions. More information on the Thrift Savings Plan may be found [here](#).

**Paid Leave and Holidays**

- The USCP provides for 10 paid Federal holidays every year. All USCP employees earn 104 hours of sick leave each year that accrues without limit. In addition, employees earn annual leave at the following rates: 13 days in each of the first three years of federal service; 20 days in years three through 15; and 26 days every year after the 15th year of service. Employees may carry-over up to 240 hours of annual leave each year. More information regarding Paid Leave may be found [here](#) and more information regarding Federal Holidays may be found [here](#). Upon receipt of proper certification, sick leave balances will be transferred from other branches of the Federal government. While previous credible Federal service is used to determine the appropriate leave category, annual leave balances will not transfer.

**Transit Benefits**

- Employees may receive a transit subsidy, currently up to \$300 month, to cover the cost of commuting by train/Metro. More information on Transit Benefits may be found [here](#).

**Workers Compensation**

- USCP employees may be entitled to compensation benefits for disability should they sustain an injury or employment-related disease while in the performance of duty.

**Employee Assistance Program**

- The USCP offers its employees free access to on-site, confidential counselors who can help employees address a range of issues, including professional, personal, family and financial matters.

**Fitness Centers & Wellness Programs**

- Free use of our fitness centers and access to USCP wellness programs.

**Additional Benefits**

- USCP employees are eligible to join the United States Senate Federal Credit Union and/or the Congressional Federal Credit Union.
- USCP reimburses covered employees up to an annual limit of \$150.00 for professional liability insurance.