

UNITED STATES BANKRUPTCY COURT

Southern District of Florida

EMPLOYEE BENEFITS FACT SHEET

HEALTH INSURANCE

Office of Personnel Management (OPM)

Website: www.opm.gov/insure

Comprehensive health coverage that includes:

- Choice of plans and options. Select from various Fee-for-Service or Health Maintenance Organization (HMO) plans.
- Choice of coverage between self or family.
- Employer premium contribution.
- Premium paid through payroll deduction with pre-tax option.
- No waiting periods. You can enroll immediately upon hire, with the earliest effective day being on the first day of the second pay period of employment.
- Annual open enrollment opportunity. You can enroll or change your current enrollment.

Enrollment: You must elect health insurance 60 days from your entrance on duty date. If you enroll within these 60 days, you will be eligible to enroll during the next open enrollment season or when a qualifying event permits enrollment.

LIFE INSURANCE

Office of Personnel Management (OPM)

Website: www.opm.gov/insure/life

A variety of life insurance options from which you can choose:

- Basic Coverage equals your annual basic pay (rounded to the next \$1,000) plus \$2,000.
- Additional Coverage - \$10,000 life plus \$10,000 accidental death and dismemberment.
- Additional Life Coverage - equal to one, two, three, four, or five times annual basic pay.
- Family Coverage - \$5,000 life insurance for spouse in multiples of one through five and \$2,500 for each dependent child in multiples of one through five.

Enrollment: You have 60 days from your entrance on duty date to make your election. You will automatically have Basic Life insurance deductions taken from your salary from your first day in duty and pay status unless you waive insurance during the first pay period on the Judiciary Benefits Portal.

RETIREMENT PLAN

(Not applicable to term law clerks)

Website: www.opm.gov/retire/html/retirement/fers.html

Three-tiered Federal Employees Retirement System (FERS) program that includes:

- Social Security Benefit
- Basic FERS Benefit - monthly annuity based on prior salary and length of service.
- Thrift Savings Plan (participation is optional)- tax-

deferred retirement savings account. Comparable to 401(k) plans.

THRIFT SAVINGS PLAN

(Not applicable to term law clerks)

TSP Website: www.tsp.gov

TSP offers:

- A choice of six investment funds.
- The ability to transfer money from other eligible retirement savings plans.
- A loan program.
- A choice of post-separation withdrawal options.
- Contribute to the IRS Elective Deferral Limit.
- Agency automatically contributes an amount equal to 1% of your basic pay each pay period.
- Earn up to 5% matching employer contributions (includes 1% agency automatic contribution).

Enrollment: Newly hired employees are automatically enrolled, contributing 3% of basic pay each pay period. New hires can stop the automatic enrollment process or opt out at any time thereafter.

SUPPLEMENTAL BENEFITS PROGRAM

The **Flexible Benefits Program** includes:

PREMIUM PAYMENT PLAN - The premium payment plan is an optional tax-favored program that allows you to pay for your health insurance premiums before taxes are deducted from your paycheck. You are automatically enrolled with an option to waive enrollment in writing within the first 60 days of employment or during annual open enrollment.

HEALTH CARE REIMBURSEMENT ACCOUNT - Allows you to set aside an elected amount on a pre-tax basis to cover eligible out-of-pocket health care expenses not covered under your insurance plan(s). Health care costs for you and your eligible family members are eligible for reimbursement from this account.

DEPENDENT CARE REIMBURSEMENT ACCOUNT - You can set aside pre-tax dollars from your paycheck to cover eligible daycare and dependent care expenses.

Enrollment: If you do not enroll in the above within the first 60 days of employment, you cannot begin participating in these plans or change your elections until the next annual enrollment period unless you experience a change in qualified status. The annual enrollment period allows you to review your participation in these programs and make elections for the following year.

You can only participate in the plan if your employment runs through the end of the calendar year in which you make your selection.

The **Commuter Benefit Program** includes:

MASS TRANSIT REIMBURSEMENT ACCOUNT - Allows you to use pre-tax dollars to help pay the cost of using mass transit for your commute. Maximum allowed by IRS regulations.

PARKING REIMBURSEMENT ACCOUNT - Allows you to use pre-tax dollars to pay the cost of parking at work or where you enter mass transit. Maximum allowed by IRS regulations.

Enrollment: You may enroll at any time.

THE LONG-TERM CARE PROGRAMS ARE DESIGNED TO:

Help cover the costs of various health and personal care services for individuals who have lost some or all of their capacity to function independently due to a chronic illness or condition. These individuals can require these services for a long period.

THE FEDERAL JUDICIARY LONG TERM CARE INSURANCE PROGRAM insured by CNA, offers two plans with different features and rates. Plan A - Preferred Features Plan and Plan B - Fed Plus Plan. These plans are available to the employee, spouse, parents, parents-in-law, grandparents, and grandparents-in-law.

For information, visit www.ltcbenefits.com (Password: judiciaryltc) and link to CNA.

Enrollment: If you enroll within 60 days of employment, the benefit is a "guaranteed issue" for employees. After the 60-day eligibility period, you can still apply for coverage, but you must answer medical questions and provide evidence of insurability. Other eligible family members must complete a medical questionnaire and provide evidence of insurability.

THE OFFICE OF PERSONNEL MANAGEMENT (OPM) LONG TERM CARE INSURANCE PROGRAM is administered by Long Term Care Partners, LLC. The program is available to the employee, spouse, parents, parents-in-law, stepparents of the employee, adult children (at least 18 years old), adopted children, and stepchildren of the employee. For more information, visit www.opm.gov/insure/ltc

Enrollment: This plan is not a "guaranteed issue." Employees and spouses will be required to complete a Short Form (with additional questions for spouses) if applying during open season or a Long Form application at all other times. All other eligible family members will be required to complete a Long Form application at all times.

New Enrollments – Suspended until December 2024

LONG TERM DISABILITY

Website: www.federalfirst.com

Federal First is neither an official federal program nor the U.S. Government endorses it.

Enrollment: Eligible employees may enroll anytime by visiting the Federal First website.

DENTAL & VISION PLANS

Benefeds Website: www.benefeds.com

The Federal Employees Dental and Vision Insurance Program (FEDVIP) is available to eligible Federal and Postal employees, retirees, and their eligible family members on an enrollee-pay-all basis. This Program allows dental and vision insurance to be purchased on a group basis which means competitive premiums and no pre-existing condition limitations. Premiums for enrolled Federal and Postal employees are withheld from salary on a pre-tax basis.

Eligible individuals can enroll in dental and/or vision plans. They may enroll in a plan for **Self-only**, **Self plus one**, or **Self and family** coverage. Eligible family members include an enrollee's spouse and unmarried dependent children under the age of 22, or if age 22 or older, incapable of self-support. Employees must be eligible for the FEHB Program to be eligible to enroll in FEDVIP. It does not matter if they are enrolled in FEHB - eligibility is the key.

For enrollment/premium questions regarding the Federal Employees Dental and Vision Insurance Program, please get in touch with BENEFEDS at 1(877)888-3337. To enroll in FEDVIP, please visit www.Benefeds.com.

LEAVE ACCRUAL AND HOLIDAYS

Accrue vacation and sick leave time as follows:

(Not applicable to term law clerks)

Vacation

13 days of paid vacation per year for the first **three years of service**

20 days of paid vacation per year **after three years of service**

26 days of paid vacation per year **after 15 years of service**

Sick Leave

13 days of paid sick leave per year

Holidays (11 per year):

New Year's Day, Martin Luther King Jr. Birthday, George Washington's Birthday, Memorial Day, Juneteenth Independence Day, Columbus, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day