



# U.S. ARMY CORPS OF ENGINEERS—Careers with Benefits

## SALARY AND INCENTIVES

- Annual cost of living adjustments.
- Special Salary Rate potential for Table 0754 inclusion.
- Union Wage Surveys.
- Salary transparency.
- Earn overtime, compensatory time, or credit hours for work performed over scheduled hours.
- Performance awards (paid in cash or annual leave), on-the-spot and other recognition awards at the local, regional, and national level.

Relocation Incentives: Some positions are eligible to have full or partial moving expenses paid for.

Recruitment Incentives: Certain hard-to-fill positions may include a recruitment bonus or student loan repayment.

Reimbursement Incentives: The cost of professional certification licenses and credentials are eligible for reimbursement in some career fields.

## PAID LEAVE

Federal employees earn annual and sick leave every two weeks. The accrual rate for a full-time schedule is:

	Years of Federal Service		
	1-3 years	4-15 years	15+ years
Annual Leave *	4 hours (13 days/yr)	6 hours (20 days/yr)	8 hours (26 days/yr)
Sick Leave*	4 hours (13 days/yr)	4 hours (13 days/yr)	4 hours (13 days/yr)

Holiday Leave: Paid time-off for all 11 federal holidays.

Health and Fitness Leave: Up to 3 hours a week paid leave for health and fitness. Access to on-site fitness centers (where applicable.)

Paid Parental Leave: Up to 12 weeks of paid parental leave for the birth or adoption of a child and potential for childcare subsidy with qualifying childcare locations.

Leave Donation Program: Federal employees who have exhausted their personal leave balances due to health hardships qualify to receive donated leave hours.

## FLEXIBLE SPENDING ACCOUNT

FSA can be used to pay for a variety of medical and dependent care expenses with pre-tax dollars.

## LIFE INSURANCE

Life insurance coverage for self and family, with options available up to five times your pay.

## HEALTH INSURANCE

Nationwide Fee-for-Service and local HMO plans available. The Government pays up to 75%. No disqualification due to pre-existing condition. Insurance cost can be paid from pre-tax wages.

## DENTAL AND VISION INSURANCE

Choose from a wide variety of dental and vision insurance plans.

\*\*\* Some insurance elections can be carried into retirement if they meet certain criteria. \*\*\*

## FEDERAL EMPLOYEE RETIREMENT SYSTEM

Includes:

- Defined Benefit Plan (1% x High-3 Salary x Years of Service)
- Social Security
- Thrift Savings Plan (Comparable to 401K)

In addition:

- The government automatically contributes 1% of your pay with an additional 4% matching possible for a total 5% matching contribution.
- Employees may contribute up to the IRS maximum; a minimum 5% contribution will earn the full 5% government matching contribution.
- Contributions are tax deferred and made through pay roll deduction.
- Continued health care contribution after retiring from government service.
- Military buyback: receive credit for your military service in regards to retirement and death benefit purposes.



**SCAN THE QR CODE** to learn more about salary, leave, insurance, and retirement benefits.



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## EMPLOYEE ASSISTANCE PROGRAM

EAP provides mental health and well-being resources to include:

- Mental Health Support
- Life Coaching Services
- Work-Life Resources
- Legal Referrals
- Financial Consultation
- Personal Assistance
- Medical Advocacy

## UNION OPTIONS

- United Power Trades Organization (UPTO)
- National Federation of Federal Employees (NFFE)

Union member benefits may include scholarship opportunities for children, death benefits, life flight, legal representation and more.

## SCHEDULE

Flexible Work Schedule: A flexible duty schedule under which employees may modify their time of arrival and departure from the work site.

Telework / Remote: Some positions allow up to three days a week of telework and some can be fully remote.

## TRAINING AND PROFESSIONAL DEVELOPMENT

We offer formal and informal training to foster a culture of continuous learning and growth.

- Some job related undergraduate and graduate courses may be paid for.
- This includes costs for *professional certifications and reimbursements for annual license renewals*.
- Free Leadership Development Programs
- Opportunities for temporary promotions and short-term details in a variety of career paths.

## VOLUNTARY DEPLOYMENT OPPORTUNITIES

Make a difference in the lives of others by volunteering to aid in disaster response and recovery.

- Help communities in crisis rebuild their livelihood.
- Earn financial and relocation bonuses.
- Promotion opportunities.

## MASS TRANSIT

We offer a transit debit card to pay light rail or bus fares to and from work in the Portland/Vancouver area. Other locations haven van pool options.

## OTHER

- DoD Childcare Assistance  
<https://www.childcareaware.org/>
- Federal service discounts on travel and entertainment.
- Morale groups that support recreation activities such as annual picnics, celebrations, and retirement parties.

## NATIONAL HERIGATE

Since 1802, the U.S. Army Corps of Engineers has helped shape the landscape of the nation. Major accomplishments include:

- Explore, survey, and map the Western frontier.
- Construct buildings and monuments in the Nation's capital.
- Support military and civil works construction of essential infrastructure like coastal fortifications, light houses, jetties, bridges, roads, canals, dams, and more!

## MISSION WITH A PURPOSE

We serve the American people and provide a greater good to the nation by finding innovative solutions to the nation's toughest challenges.

## WORKFORCE WITH A LEGACY

Our civilian workforce delivers vital public and military engineering services; and partners in peace and war, to strengthen our Nation's security, energize the economy, and reduce risks from disasters.

Our work makes a difference, and you can too. Join our elite civilian cadre (<40k) and help build the future you want to live in.



**SCAN THE QR CODE** to learn more about our vacancies.