

## Why work for the District of Idaho?

We care about a diverse group of people that are interested in ensuring equal justice under the law. With that shared interest in providing equal justice and our desire to focus on the well-being of our employees, we have created an efficient, cohesive, and productive team. The following is a brief over-view of our competitive compensation package:

### *Benefits*

We offer a generous benefits package for qualifying positions, to include each of the following:

- At least 13 days of paid annual leave, allowing employees to rollover a maximum of 240 hours each leave year
- 10 paid holidays
- Health insurance benefit eligibility under the Federal Employee's Health Benefits Program (FEHB)
- Life insurance benefit eligibility under the Federal Employees' Group Life Insurance Program (FEGLI)
- Flexible Savings Accounts
- Federal Employees' Group Long Term Disability Program (FEG LTD) eligibility
- Long Term Care Insurance through the Federal Judiciary of the Office of Personnel Management (OPM).
- Dental and Vision

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

The Federal Employees Retirement System (FERS) is a retirement plan that provides benefits from three different sources: a Basic Benefit Plan, Social Security and the Thrift Savings Plan (TSP). Two of the three parts of FERS (Social Security and the TSP) can go with you to your next job if you leave the Federal Government before retirement. The Basic Benefit and Social Security parts of FERS require you to pay your share each pay period. Your agency withholds the cost of the Basic Benefit and Social Security from your pay as payroll deductions. Your agency pays its part too. Then, after you retire, you receive annuity payments each month for the rest of your life.\*

### *Thrift Savings Program (TSP)*

The TSP part of FERS is an account that your agency automatically sets up for you. Each pay period your agency deposits into your account amount equal to 1% of the basic pay you earn for the pay period. You can also make your own contributions to your TSP account and your agency will also make a matching contribution. These contributions are tax-deferred.\*

\*Information provided from <http://www.opm.gov/retirement-services/fers-information/>