

COMMISSIONED CORPS BENEFITS VS CIVIL SERVICE

| | <u>Comm Corps</u> | <u>Civil Service</u> |
|---------------------------|---|---|
| Monthly Subsistence | Yes | No |
| Monthly Housing Allowance | Yes | No |
| Special Pay | Medical Officers | PSP/PCA for Med Ofcrs |
| Annual Leave | 30 days per year | 4/6/8 per PP |
| Sick Leave | Granted as needed/no max | 4 hrs per PP/no max |
| Retirement | 30-yr career/75% of base-no cost | FERs/SS/cost-share |
| Health Insurance | Self and family- no cost | Self and family – cost-share |
| Life Insurance | Purchase term policy up to \$250K; \$20; can purchase up to \$150K for spouse/cost depends on age | Elect several options including family members – cost-share |
| TSP | Same except govt does not contribute | Govt contributes |
| Holiday Leave | Same | Same |
| Education | Montgomery GI Bill/loan repay; LTT; Nat Hlth Svc Corps | OJT/formal/LTT/details |
| Moving | Dislocation allow on PCS; HHG On separation/retirement | 2 paid house-hunting trips, Per Diem/closing costs/HHG |
| Expectations | Mobility/Readiness, billet/rights | T38 – on call 24/7; job Desc/rights |
| Flexible Time | AWS – very restrictive; can work Compressed work schedules | Flexible work schedule; Flexi-place; compress work sch |
| FMLA | Not eligible | Eligible |

SUMMARY:

- Officers receive less base pay than civil service counterparts but their within grade increases are steadier.
- Officers receive non-taxable allowances that cover many living costs that civil service employees do not get.
- Civil service employment is “pay as you go” for health insurance and retirement.