

BENEFITS ELIGIBILITY

By Appointment Type

Appointment Type	FEDERAL EMPLOYEES HEALTH BENEFITS (FEHB) AND FEDVIP	CIVIL SERVICE (CSRS) or FEDERAL EMPLOYEES (FERS) RETIREMENT SYSTEM	THRIFT SAVINGS PLAN	LEAVE	FEDERAL EMPLOYEES' GROUP LIFE INSURANCE (FGLI)	WITHIN GRADE INCREASE	PROBATION TRIAL PERIOD	OVER TIME	CREDIT TIME	COMP TIME	TRAVEL COMP TIME
Career- Conditional Appointment (full time/part time)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Career – Conditional Appointment (Intermittent)	No	Yes	Yes	No	No	No	Yes	No	No	No	No
Career Appointment (full time/part time)	Yes	Yes	Yes	Yes	Yes	Yes	Yes (1)	Yes	Yes	Yes	Yes
Career Appointment –T-38 Physicians and Dentists (PDP)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No
Career Appointment (Intermittent)	No	Yes	Yes	No	No	No	Yes (1)	No	Yes	Yes	Yes
Pathways- Internship (Formerly STEP)	Yes (2)	No	No	Yes	No	No	No	Yes	Yes	Yes	Yes
Pathways- Internship (Formerly SCEP)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pathways- Recent Graduate	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pathways- Presidential Management Fellows	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Temporary Appointments NTE 1 year (full time/part time) (Competitive service)	No (2)	No	No	Yes (3)	No	No	Yes	Yes	Yes	Yes	Yes
Temporary Appointments NTE 1 year (intermittent) (Competitive service)	No	No	No	No	No	No	No	No	No	No	No
Term Appointment NTE 4 years but initial appointment is more than 1 year (full time/part time)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Term Appointment NTE 4 years but initial appointment is more than 1 year (Intermittent)	No	Yes	Yes	No	No	No	Yes	No	No	No	No
Associate Service Fellows	Yes, (2)(6)	Yes, (2)(5)(6)	Yes, (2)(5)(6)	Yes	Yes, (2)(6)	No	No	Yes	Yes	Yes	Yes
Association of the Schools of Public Health Intern/ASPH Intern/Fellow (NTE 12 months)	No	No	No	Yes	No	No	No	No	No	No	No
Association of Teachers of Preventive Medicine/ATPM Intern/Fellow	No	No	No	No	No	No	No	No	No	No	No

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College Faculty Members	No	No	No	No	No	No	No	No	No	No	No
Committee Members without compensation	No	No	No	No	No	No	No	No	No	No	No
Committee Members with compensation	No	No	No	No -if intermittent Yes if FT or PT temp	No	No	No	No	No	No	No
Committee Members paid by grant	No	No	No	No	No	No	No	No	No	No	No
Consultants with compensation	No	No	No	No if intermittent Yes if FT or PT temp	No	No	No	Not if intermittent yes if full time	No	No	No
Consultants without compensation	No	No	No	No	No	No	No	No	No	No	No
Distinguished Consultants	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No	Yes

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Schedule A (employees with disabilities)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Experts with compensation	No	No	No	No if intermittent Yes if FT or PT temp	No	No	No	No if intermittent, yes if appointment allows	No	No	No
Experts without compensation	No	No	No	No	No	No	No	No	No	No	No
Guest Researcher	No	No	No	No	No	No	No	No	No	No	No
HACU Intern	No	No	No	No	No	No	No	No	No	No	No

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IPA appointment	Yes (4)	Yes	Yes	Yes	Yes	Yes	Yes	Yes if allowed per IPA	Yes	Yes	Yes
IPA detail	Yes (4)	Yes	Yes	Yes	Yes	Yes	Yes	Yes if allowed per IPA	Yes	Yes	Yes
Joint Program in Survey Methodology	No	No	No	Yes	No	No	No	No	No	No	No
Oak Ridge Institute for Science and Education (ORISE)	No	No	No	No	No	No	No	No	No	No	No
Post-Doctoral Research Program by apt (ORM) Appt more than 1 year	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Regular Fellow	No	No	No	No	No	No	No	No	No	No	No
Reinstatement Eligible Career conditional/career Full time or part time	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Reinstatement Eligible Career conditional/career Intermittent	No	No	No	No	No	No	No	No	Yes	Yes	Yes
Senior Biomedical Research Service (SBRS)	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No	Yes
Senior Executive Service	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	No	No
Senior Level /Scientific or Professional	Yes	Yes	Yes	Yes	Yes	No	May be required	No	Approved flexible work schedule – Yes; Not serving under a flexible schedule - No	Yes	No
Senior Service fellows	Yes, (2)(6)	Yes, (2)(6)	Yes, (2)(6)	Yes	Yes, (2)(6)	No	No	Yes	Yes	Yes	Yes
Student Volunteer	No	No	No	No	No	No	No	No	No	No	No

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Veterans Recruitment Appt. (VRA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
Health Communications Fellowship Program-	Yes	Yes, (5)	Yes, (5)	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Epidemic Intelligence Service (EIS) FTE Fellow	Yes	Yes, (5)	Yes, (5)	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Public Health Apprentice Program (PHAP)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Epidemic Intelligence Service (EIS) NON-FTE	No	No	No	No	No	No	No	No	No	No	No
Lab Animal Medicine Residency Program (LAMRP)	Yes	Yes, (5)	Yes, (5)	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Medical Toxicology Fellowship Program (MTFP)	Yes	Yes, (5)	Yes, (5)	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Public Health Prevention Service (PHPS) Fellowship Program	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes
Prevention Effectiveness Fellowship (PE)	Yes	Yes, (5)	Yes, (5)	Yes	Yes	No	No	Yes	Yes	Yes	Yes

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1- Probationary period required if appointed off OPM certificate

2- Eligible after completing 1 year of continuous service

3- No annual leave if appointment is less than 90 days

4- If employee is a current Career/career conditional employee

5- Non-US citizens on J-1 visa are not eligible for retirement benefits

6- Non-US citizens assigned overseas not eligible for federal benefits

NOTE: This chart is showing eligibility only. You should consult with your HR Specialist for more specific information.