

Postal Regulatory Commission

Employee Benefits

Annual Leave	Career employees with less than 3 years of service earn 4 hours of leave per pay period. Employees with 3 years, but less than 15 years of service earn 6 hours of leave per pay period. Employees with 15 or more years of service earn 8 hours of leave per pay period. Executives earn 8 hours of leave per pay period, regardless of creditable years of service. Leave is credited at the beginning of the leave year for full-time employees, except for newly hired employees who must first complete 90 days of continuous employment. The maximum amount of leave that can be carried over into the next leave year is 640 hours (except for executives who have no maximum limit).
Sick Leave	Employees earn 4 hours of sick leave per pay period. There is no maximum carryover amount.
Annual Leave Exchange	Career employees can exchange for a lump sum cash payment up to 168 hours of annual leave that would be earned the next leave year. To be eligible, a minimum balance of 160 hours of annual leave at the end of the current leave year is required.
Compensation	The Commission's compensation system is separate from the GS pay system administered throughout most of the Federal government. Our merit-based pay system ties salary growth directly to individual performance, offering employees the opportunity to advance within their pay band based on their contributions and achievements. This system is designed to recognize and reward excellence while supporting professional development and career progression.
Student Loan Repayment Program (SLRP)	Qualified career employees are eligible to receive up to \$60,000 (\$10,000) a year in repayment of all or part of an outstanding federally insured student loan obligation.
Tuition Reimbursement Program	Tuition Reimbursement is an incentive program designed to recruit and retain highly qualified personnel. When considering requests for tuition reimbursement, the Commission will consider several factors including, but not limited to, agency needs, alignment with agency mission, and availability of funds.
Life Insurance	<p>Life insurance is offered through the Federal Employees Group Life Insurance (FEGLI) Program. It is a term life insurance policy, which can be purchased through payroll deduction.</p> <p>All employees receive <u>Basic</u> Life insurance coverage without cost. FEGLI offers basic life insurance coverage equal to an employee's annual basic salary rounded up to the next \$1,000, plus \$2,000.</p> <p>If basic coverage is elected, employees may also elect three types of optional insurance:</p> <ul style="list-style-type: none"> • Option A – Standard, which is a standard \$10,000 • Option B – Additional, which is up to five times the employee's annual salary after rounding to the next \$1000, and • Option C – Family, which is coverage on the employee's spouse and eligible dependent children, up to five multiples of coverage. Each multiple is \$5,000 (\$25,000 maximum) for the death of a spouse, and \$2,500 (\$12,500 maximum) for the death of each eligible dependent child, up to age 22.

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Health Benefits	<p>The Commission participates in the Postal Service Health Benefits (PSHB) Program, which provides excellent coverage and flexibility, many plans to choose from, pre-tax premiums, with some of the cost paid by the Commission.</p> <p>Employees may also enroll in a dental and vision plan as part of the Federal Employees Dental and Vision Insurance Program (FEDVIP) in addition to PSHB.</p>
Thrift Savings Plan (TSP)	<p>Thrift Savings Plan (TSP) is a tax-deferred retirement savings and investment and savings plan, which is like a 401(k) plan in the private industry. FERS employees will receive the agency automatic (1%) and matching contribution up to 5% of their pay. FERS and CSRS employees may contribute up to the maximum annual IRS limit. For TSP Catch-Up, employees who are age 50 or older may also contribute up to the maximum limit for catch up contributions.</p>
Flexible Spending Account (FSA) Program	<p>Employees may participate in the FSA Program with Inspira Financial to pay for health care costs. The contributions are tax-free and can be used for health care expenses and/or dependent care expenses.</p>
Retirement	<p>All full-time federal employees with service beginning after January 1987 are covered by the Federal Employees Retirement System (FERS), which is a three-tiered retirement plan (Social Security Benefits, Basic Benefit Plan, and Thrift Savings Plan). The Basic Benefit and Social Security part of FERS require employees to pay a share each pay period, with the agency paying a share as well. Employees with prior service may be covered under the Civil Service Retirement System (CSRS), depending on when their service began.</p>
Federal Long Term Care Insurance Program (FLTCIP)	<p>The Federal Long Term Care Insurance Program (FLTCIP) offers long term care insurance options for Commission employees and eligible family members, including parents. It is administered by Long Term Care Partners. (New enrollments are currently suspended until December 2026).</p>