

**OIG, POSTAL SERVICE
INSPECTION SERVICE**

BENEFITS COMPARISON CHART

BENEFITS	POSTAL	OIG	Federal
ADVANCED SICK LEAVE	240 hours	240 hours	240 hours
ALTERNATE WORK SCHEDULE (AWS)	ALL ELIGIBLE W/supv appvl, EXCEPT 1811s	ALL ELIGIBLE W/supv appvl, EXCEPT 1811s	N/A
ANNUAL LEAVE	OPM Leave Earning Categories Maximum carry over 560 hours	OPM Leave Earning Categories Maximum carry over 560 hours	OPM Leave Earning Categories Maximum carry over 240 hours
ANNUAL LEAVE EXCHANGE (ALE)	Between 8 and 128 hours provided employee has 160 hours of annual leave at the end of the leave year	Same as USPS	None
ANNUAL LEAVE SHARING	Donated leave – USPS/OIG employees only	Donated leave – USPS/OIG employees only	Donated leave – to and from federal employees only
COLA INCREASE	NONE.	Yes	Yes
FAMILY AND MEDICAL LEAVE ACT (FMLA)	12 weeks per year	12 weeks per year	12 weeks per year
FEDERAL EMPLOYEE GROUP LIFE INSURANCE (FEGLI)	USPS pays for Basic; employee pays for all options	Employees pay for Basic and all options	Employees pay for Basic and all options
FEDERAL EMPLOYEE HEALTH BENEFITS (FEHB)	USPS pays more for their employees	Pay at the same rate as OPM	OPM
FLEXIBLE SPENDING ACCOUNT (FSA)	Employee must be on the rolls 26 pay periods to participate. Does not transfer in/out with federal FSA	Employee must be on the rolls 26 pay periods to participate. Does not transfer in/out with federal FSA	Within 60 days of hire (but no later than October 1) of their entry on duty
LOCALITY PAY	NONE	Yes, based on geographic location	Yes, based on geographic location
LONG TERM CARE INSURANCE	OPM-Long Term Care Partners	OPM-Long Term Care Partners	OPM-Long Term Care Partners
PROBATIONARY PERIOD	Yes	1 year for employees without prior Federal/Postal employment	N/A
RETIREMENT	CSRS/FERS	CSRS/FERS	CSRS/FERS
SICK LEAVE	4 hours a pay period	4 hours a pay period	4 hours per pay period
THRIFT SAVINGS PLAN (TSP)	TSP	TSP	TSP