There are many wonderful benefits available to DoDEA Employees. Please choose an option from the benefits list on this page to view more detailed information.

The U.S. Office of Personnel Management (OPM) has Government-wide responsibility and oversight for Federal benefits administration.
As a Federal employee, the benefits available to you represent a significant part of your compensation package. They may provide important insurance coverage to protect you and your family and, in some cases, offer tax advantages that reduce the burden in paying for some health products and services, or dependent or elder care services.

In addition to your Civil Service or Federal Employees Retirement System benefits and the Thrift Savings Plan, the Federal government offers five benefits programs to eligible employees. The five programs are:

- Federal Employees Health Benefits Program (FEHB)
- Federal Employees Dental and Vision Insurance Program (FEDVIP)
- Federal Flexible Spending Account Program (FSA)
- Federal Employees' Group Life Insurance Program (FEGLI)
- Federal Long Term Care Insurance Program (FLTCIP)

**NEW FEDERAL EMPLOYEES**

If you are a new Federal employee or have recently become eligible for benefits the Federal Employees Guide Me resource will walk you through the benefits offered, and provide information on how and when to make your choices. Each benefit program has certain timeframes for initial enrollment as a new or newly eligible employee.

**CURRENT FEDERAL EMPLOYEES**

If you are a current employee, it will provide the most current information regarding the benefit programs and will support you as you make decisions during the annual Federal Benefits Open Season, or experience life events that cause you to reconsider previous choices.
FEDERAL EMPLOYEES
(OVERSEAS)

Review the Federal Employees Health Benefits (FEHB) Program Overseas Fact Sheet for tips to consider when your job location is positioned outside CONUS.

OPM RESOURCES

The OPM website provides a variety of resources available to assist new and current employees with gaining in-depth knowledge regarding each of these programs as well as quick and easy references that offer at a glance information.

The OPM Quick Guide provides answers to common questions and enables you to see the similarities and differences of these programs.

The Federal Benefits FastFacts provides basic information about the insurance programs.

QUESTIONS?

Your local servicing Human Resources Office or Representative is your initial point of contact for questions pertaining to employee benefits and insurance programs. Employees should not contact the Office of Personnel Management.

The Army Benefits Center-Civilian (ABC-C) Centralized Benefits Center located in Fort Riley, Kansas is the DoDEA servicing agency for employee benefit transactions. Employees can make benefits elections during open season or due to qualifying life events through the Government Retirement and Benefits (GRB) Platform.

Mailing Address

Army Benefits Center-Civilian (ABC-C)
305 Marshall Avenue
Fort Riley, Kansas 66442-7005
You may contact the ABC-C, Monday-Friday 0800-1600 CT

General inquiries

Email: usarmy.riley.chra-hqs.mbx.abcc-dodea-inquiries@army.mil
Telephone: 1-877-276-9268, option 2
Please Note: During high call volume, customers' calls will go to a voicemail system. Leave your name and number for a callback. A return call from ABC-C will show as a "restricted" number on your phone and will not show an identifier of "Army Benefits System."

Unemployment Compensation

Email: usarmy.riley.chra-hqs.mbx.abcc-uc-inquiry@army.mil
Telephone: 1-866-792-7620, Option #3

Injury Compensation

Email: usarmy.riley.chra-sw.mbx.workers-compensation@army.mil
Telephone: 1-866-792-7620, Option #3

Announcements
**Affordable Care Act**

On March 23, 2010, President Obama signed Public Law 111-148, the Patient Protection and Affordable Care Act. The President also signed into law on March 30, 2010, the Health Care and Education Reconciliation Act of 2010, Public Law 111-52, (collectively, they are referred to as the Affordable Care Act).

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**Employee Assistance Program (EAP)**

The DoDEA Employee Assistance Program (EAP) supplies 24 hour a day, 365 days a year assistance from a licensed professional counselor to all employees and their immediate families through the Federal Occupational Health organization.

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**Family Medical Leave Act**
The Family and Medical Leave Act (FMLA) entitles most Federal employees up to twelve (12) workweeks of unpaid leave, Leave Without Pay (LWOP), during a twelve (12) month period.

**Federal Employees Dental and Vision Insurance Program (FEDVIP)**

The Federal Employee Dental and Vision Benefits Enhancement Act of 2004 provided the Office of Personnel Management (OPM) the opportunity to establish arrangements under which supplemental dental and vision benefits are made available to Federal employees, retirees, and their dependents.

**Federal Employees Group Life Insurance (FEGLI) Program**

The Federal Employees’ Group Life (FEGLI) Program became effective on August 29, 1954 and is a Term Insurance program. Managed by the Office of Personnel Management (OPM), the program is governed under
Federal Long Term Care Insurance

The Federal Long Term Care Insurance Program (FLTCIP), a benefit authorized by Congress in September 2000 to help federal employees, including military, defray the rising costs of long term care, helps pay for services such as home care, nursing home care, or assisted living facilities for people no longer able to perform the normal daily activities of living because of chronic mental or physical conditions.

Flexible Spending Accounts

Code of Federal Regulations (5 CFR), Part 870, offering eligible employees several choices in selecting the level of life insurance that is right for their individual needs with low group rates and the convenience of payment through payroll deduction.
A Flexible Spending Account (FSA) is a tax-favored program offered by employers that allows their employees to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars.

Foreign Area Allowances

Authorization and payment of overseas allowances and differential is governed by the provisions of the Department of State Standardized Regulations (DSSR)(Government Civilians/Foreign Areas) and Department of Defense Instruction 1400.25, Volume 1250. Overseas Allowances and differentials (except post allowance) are not automatic salary supplements, nor are they entitlements. They are specifically intended to be recruitment incentives for U.S. citizen employees living in the United States to accept Federal employment in a foreign area.

Injury Compensation
All civilian employees are covered under The Federal Employees’ Compensation Act (FECA). Employees are provided compensation benefits for disability due to personal injury sustained while in the performance of duty or due to employment-related disease. The FECA also provides for the payment of benefits to dependents if the injury or disease causes the employee's death.

Retirement Programs

Retirement coverage is mandatory and not an option that you can choose, although some employees may be eligible to choose which system they are covered under based on their prior service. The retirement programs are governed under 5 Code of Federal Regulations (5 CFR), Part 831 and 842. The Office of Personnel (OPM) has overall responsibility for administering the retirement programs while Army Benefits Center- Civilian (ABC-C) is responsible for managing and administering the retirement programs within the agency.

The Voluntary Leave Transfer Program
The Voluntary Leave Transfer Program (VLTP) is a program that permits Federal civilian employees to donate annual leave to other Federal civilian employees who are experiencing personal medical or family medical emergencies. An employee who has a personal medical or family medical emergency that is likely to require the employee's absence from duty for at least 24 hours in a non-pay status, may apply to receive transferred annual leave from other employees with the concurrence of the respective management officials.

**Your Leave**

Leave earned by Federal employees’ compares very favorably with that earned with those employees within the private sector. The two main types of leave are Annual Leave and Sick Leave. DoDEA covered bargaining employees may refer to the bargaining unit contract for types of leave available to their members.