

Appointment Tour of Duty	Annual Lv	Sick Lv	Civil Svc Ret.	Federal Emp. Ret.	Life Insur.	Health Insur.	Paid Hldy	SS	FICA	Medicar e	Unemp. Comp.	Severance Pay
Perm Appt												
FT	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	YES {4}
PT	YES {5}	YES {6}	YES	YES	YES	YES {7}	YES {8}	NO	YES	YES	YES	YES {4}
Intermittent	NO	NO	YES	YES	NO {10}	NO {10}	NO	YES	YES	YES	YES	YES
Perm /Seasonal												
FT	YES	YES	YES	YES	YES/ NO {11}	YES/ NO {11}	YES	NO	YES	YES	YES	YES {4}
PT	YES {5}	YES {6}	YES	YES	YES/ NO {11}	YES/ NO {11}	YES {7}	NO	YES	YES	YES	YES {4}
Intermittent	NO	NO	YES	YES	NO {10}	NO {10}	NO	YES	YES	YES	YES	NO
Temp Limited Appt.												
FT	YES {12}	YES	NO {13}	NO {13}	NO {13}	NO {13}	YES		YES	YES	YES	NO {14}
PT	YES {5} {12}	YES {6}	NO {13}	NO {13}	NO {13}	NO {13}	YES {8}		YES	YES	YES	NO {14}
Intermittent	NO	NO	NO {9}	NO {9}	NO {10}	NO {10}			YES	YES	YES	NO {14}
Time Limited exceeding 1 yr.												
FT	YES	YES	NO	YES {13}	YES {13}	YES {13}	YES		YES	YES	YES	NO {14}
PT	YES {5}	YES {6}	NO	YES {13}	YES {13}	YES {13}	YES {8}		YES	YES	YES	NO {14}
Intermittent	NO	NO	NO {5}	NO {9}	NO {10}	NO {10}	NO		YES	YES	YES	NO

1. Full-time and part-time employees with permanent appointments, who were appointed to positions covered by the Civil Service Retirement System (CSRS) prior to January 1, 1984, are not subject to Social Security (unless there was a break in service of more than 365 days or the employee elected to be covered by the Federal Employees Retirement System (FERS)).

2. As a rule, employees first hired after December 31, 1983 are automatically covered by Social Security unless specifically excluded by law.

3. Subject to state laws.

4. Full-time and part-time permanent employees are eligible for severance pay provided they are otherwise qualified, e.g., that they are not eligible for retirement benefits; they do not decline an equivalent position; or they are not receiving workers compensation benefits at the time of separation (unless the compensation is being received concurrently with pay or is the result of someone else's death).

5. Part-time employees earn one hour of annual leave for every 20, 13, or 10 hours in a pay status based on length of service.

6. One hour of sick leave is earned for every 20 hours in a pay status regardless of length of service.
7. Part-time permanent employees are entitled to an amount of Government contribution which is in direct proportion to the percentage of full-time service regularly performed.
8. All part-time employees regardless of type of appointment are eligible for paid holidays but only for the hours they are scheduled to work on the holiday.
9. Intermittent employees without permanent appointments are not covered by the CSRS or FERS, except when the intermittent employment follows, without a break in service in excess of 3 days, employment in a position covered by either system.
10. Employees with intermittent appointments are not eligible for Federal Employees Group Life Insurance (FEGLI) or Federal Employees Health Benefits (FEHB), except when the appointment follows, without a break in service in excess of 3 days, employment in a covered position. Additional requirements for FEGLI coverage are that employee must not have a current waiver on file and must be expected to return to a covered position.
11. Permanent full-time and part-time seasonal or on-call employees are eligible for life and health insurance only if they are expected to work 6 months or more a year. Noncitizen employees with duty stations overseas are ineligible for FEGLI and FEHB.
12. Employees with full-time or part-time temporary appointment earn annual leave if the appointment is for 90 days or more, or after the employee is continuously employed for 90 days.
13. Full-time and part-time employees with temporary appointments not to exceed 1 year are not covered by retirement and are not eligible for FEGLI and FEHB except when the temporary appointments follows, without a break in service of 3 days, employment in covered positions. After one year of current, continuous service, excluding breaks in service which are 5 days or less, temporary employees may enroll in FEHB by paying both the Government and employee costs. Full-time and part-time employees with Term, TAPER, or other time limited appointments exceeding one year who are covered by the FERS are eligible for FEGLI and FEHB.
14. Employees on time limited appointments are not eligible for severance pay unless it is effected within 3 calendar days of separation from a qualifying appointment.