

# EXCELLENT EMPLOYEE BENEFITS

- Secure work environments with free parking.
- Student Loan Repayment Program – up to \$10,000 annually towards a degree and a maximum of \$60,000 for any one employee, or \$3,000 towards training.
- Public Service Loan Forgiveness – forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.
- No Malpractice – Malpractice insurance is assumed by the U.S. Government and DHA physicians do not have to carry this.
- Leave Sharing Programs – allow transfer of leave between co-workers in need.
- Transportation subsidy for public transportation and carpools.
- Health & Fitness – military installations have well-equipped fitness centers available at no cost to civilian employees.
- Tax-free on-base shopping – civilian employees have access to shopping on military installations, including gas stations, convenience stores, and department stores (BX/PX).
- Discounted Leisure & Travel – DoD employee have access to discounted tickets to amusement parks, local sporting events, and Armed Forces recreations programs. Outdoor equipment rentals – trailers, kayaks, skis, etc.
- Employee Assistance Programs.
- ChildCare Aware referral program.

DHA civilian employees are NOT subject to military requirements such as “boot camp,” enlistments, or deployments.

Department of Defense is an equal opportunity employer.



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## THE WORK-LIFE BALANCE YOU NEED.



## THE BENEFITS YOU DESERVE.



DHA offers health care professionals what matters most: the opportunity to practice great medicine, a satisfying work-life balance, excellent employment benefits, and the ability to practice at locations across the U.S. and around the world. Find out if DHA is the right choice for the next phase of your career.

## FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)

- Vesting after 5 years of creditable civilian service
- Retirement annuity based on length of service, age and salary
- Military service may be credited toward FERS
- Eligible survivor and disability benefits after 18 months of civilian service
- Earn Social Security credit while working for the Government

## LEAVE & HOLIDAYS

- 11 paid holidays
- 13 days of sick leave with no carryover ceiling
- Accrue 13, 20 or 26 days of vacation leave depending upon years of service
- Carry up to 30 days of vacation leave into the next calendar year
- Up to 80 hours of paid administrative leave per year for physical fitness
- Up to 12 weeks of paid Parental Leave for birth, adoption or foster care after 12 months of employment
- Up to 104 hours of paid leave for disabled veterans during first year as Federal Civilian

## HEALTH BENEFITS

- DoD contributes up to 75% to premiums
- Coverage for self & eligible family members
- Opportunity to retain coverage into retirement with full government contributions
- Opportunity to continue coverage for dependents
- 200+ health plan options throughout the U.S.

## FLEXIBLE SPENDING ACCOUNTS

- Paid with pre-tax dollars
- Save money on a variety of eligible healthcare and dependent care expenses

## THRIFT SAVINGS PLAN

- Largest single defined contribution plan in the U.S., similar to 401(k) plans
- DoD matching contributions up to 5%
- Traditional pre-tax and/or Roth (after-tax) contributions
- Supplement for your FERS retirement annuity

## LONG-TERM CARE INSURANCE

- Multiple plans available
- Covers long-term care due to a chronic illness, injury, disability or aging
- Comprehensive range of services available
- Competitive rates
- Plans for self and eligible family members

## DENTAL & VISION

- Comprehensive choice of carriers and services
- Competitive rates
- Premiums paid with pre-tax dollars
- Coverage for self & eligible family members