



FBI BENEFITS: An Inside Look

Ask Federal Bureau of Investigation (FBI) employees about the agency's benefits and, chances are, they'll list adjectives such as fulfilling, meaningful, rewarding, never dull, sometimes intense and always interesting. That's a great start, but the real benefits – compensation, health insurance, retirement savings, leave and federal holidays – are just as exceptional.

Beyond traditional benefit plans, the FBI provides reimbursement opportunities for tuition, federally backed student loans and public transportation subsidies, as well as participation in academic leadership programs and sabbaticals. This is in addition to excellent training, international travel, career advancement and recognition as a "great place to work." That's why some 37,000-plus employees dedicate their careers to serving the FBI mission.

Peace of Mind

From life and long-term care insurance to flexible spending accounts, the FBI operates in compliance with the Office of Personnel Management (OPM) plans, including following all of its leave policies. Standard benefit plans include:

- » Federal Employees Health Benefits Program
- » Federal Long-Term Care Insurance Program
- » Federal Employees Group Life Insurance Program
- » Federal Flexible Spending Account Program
- » Federal Thrift Savings Plan

FBI benefit plans are designed to foster health, happiness and satisfaction, to be a positive motivating factor and to help each and every employee best contribute to the agency's mission.

FBI benefit plans include:

- Health • Dental • Vision • Flexible Spending Accounts • Health Savings Accounts • Life Insurance • Supplemental Life Insurance • Disability Insurance • Mental Health Care • Pension Plan • 401K Plan • Dependent Care • Reduced or Flexible Hours • Military Leave • Family Medical Leave • Unpaid Extended Leave • Vacation and Paid Time Off • Sick Days • Paid Holidays • Bereavement Leave • Employee Assistance Program • Justice Employee Transit Subsidy (JETS) • Diversity Commitment • Job Training • Professional Development • Student Loan Repayment Program (SLRP) • Tuition Assistance

Time Off

The nature of law enforcement work can be challenging and invigorating at the same time; therefore, the FBI recognizes that personal time off is essential for its employees and their families. This includes:



Annual Leave FBI employees earn days of annual leave at a rate determined by their total years of federal government service (this includes civilian and most military service, with exceptions).



Sick Leave Permanent, full-time employees receive four hours of paid sick leave each pay period or 13 days each year. Part-time employees can earn sick leave on a pro-rated basis.



Federal Holidays FBI employees receive 10 paid federal holidays each year. They are: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day.



Military Leave FBI employees who serve as Reserves of the Armed Forces or are in the National Guard are entitled to 15 days of full paid leave for certain types of active or inactive duty, including training, funeral duty or other duties.

OUR core VALUES:

Rigorous Obedience to the Constitution

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

Other Benefits

Retirement

FBI employees participate in the Federal Employees Retirement System (FERS), which is considered one of the best retirement plans. **Special Agents can retire at age 50 with 20 years of service and at any age with 25 years of service.** The pension formula takes into account the agent's highest salary years and the length of service, giving an advantage to longer service or higher earnings. Former active-duty military personnel may be eligible for credit for their military service.

Special Agent Benefits

In addition to the extensive array of benefits FBI employees receive, the agency has established generous compensation benefit packages for families of Special Agents killed in the line of duty. These include:

- » **Special Agents Insurance Fund (SAIF)** – The SAIF is an FBI-sponsored, elective insurance program that pays \$30,000 upon the death of a Special Agent, whether job-related or not.
- » **Charles S. Ross Fund** – The Charles S. Ross Memorial Fund compensates (\$17,500) the beneficiaries of Special Agents killed in the line of duty. Every Special Agent automatically belongs to the Fund.
- » **Public Safety Officers' Benefit (PSOB)** – The PSOB covers all federal, state and local law enforcement officers, firefighters, rescue workers and any other public safety officer who loses his or her life in the line of duty. All FBI Special Agents are automatically covered by this program.
- » **Employee Benevolent Fund** – An elective insurance program for FBI employees that pays a set amount to an employee's beneficiaries upon his or her death.

Becoming an FBI Employee Takes Dedication

The role of an FBI employee is a demanding and rewarding job and requires stringent entry qualifications. Those who complete the process become part of an elite team that assists to preserve national security.

Minimum Qualifications

- You must:
- » Be a U.S. citizen.
 - » Be able to obtain a Top-Secret Clearance.
 - » Possess a valid driver's license (as applicable).
 - » Meet the FBI's physical fitness requirements (as applicable).
 - » Meet all education requirements.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.

- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

Applicant Process

If you're inspired by our mission, here's what you need to know about the application process:

STEP 1 INFORM & APPLY

Visit FBIJobs.gov to view careers and open positions.

STEP 2 INTERVIEW & SELECTION

The hiring process varies depending on the job. For careers like Special Agent or Intelligence Analyst, the hiring process can take a year or more.

STEP 3 CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP 4 FINAL JOB OFFER & ONBOARDING

Once accepted, all employees attend the FBI Academy in Quantico, VA, for a short new employee introduction course. Employees may remain at Quantico for job-related training.

