

## SDDC Benefits, Incentives, and Developmental Opportunities

- **Annual Leave / Sick Leave accrual**
  - Tenure: 1-3 years: 4 hours Annual Leave / 4 hours Sick every 2 weeks.
  - Tenure: 3-15 years: 6 hours Annual Leave / 4 hours Sick every 2 weeks.
  - Tenure: 15+ years: 8 hours Annual Leave / 4 hours Sick every 2 weeks.
- **Federal Holidays (11 paid Federal Holidays per year)**
- **Federal Employee Health Benefits (FEHB)**
  - Coverage without medical examination or restrictions because of age, current health or pre-existing medical condition.
  - Flexible Spending Accounts allow employees to pay for medical and dependent care. expenses with pre-tax dollars.
  - Dental and Vision Insurance Program has competitive premiums, pre-tax deduction.
- **Federal Employee Group Life Insurance (FGLI)**
  - Largest group life insurance program in the world.
  - Provides group term life insurance – the cost is shared between you and the government.
  - To calculate your basic coverage: Take your annual rate of basic pay, round up to the next higher thousand, add \$2,000.
  - There is additional optional coverage that may be paid by the employee and the cost depends on your age.
- **Federal Employees Retirement System (FERS) / Thrift Savings Plan (TSP)**
  - 4.4% of your salary is contributed to the retirement system.
  - Upon retirement and for the rest of your life, you receive an annuity (pension) based upon your average highest salary over your years of service.
  - TSP offers the same type of savings and tax benefits that private corporations offer their employees under “401(k)” plans.
  - Along with your lifetime annuity upon retirement, you’ll receive Social Security and your TSP contributions/agency matching. Government matches up to 4% of what the employee contributes and automatically contributes another 1% for all employees.
- **Overseas Positions**
  - SDDC is a global command with many job opportunities overseas, such as Germany, Japan, Italy, Korea, Kuwait, the UK, and the Netherlands.
  - Employees who accept overseas positions are generally assigned to 2- or 3-year tours.
- **Tuition Assistance (TA)**
  - To be eligible: must first serve 2 years as a full-time, permanent Army Civilian.
  - May be afforded to employees through their Functional Community (FC).
  - Most FCs have a minimum grade requirement of GS-9 or 11 to apply for TA.
  - Not all FCs fund TA.
- **Career Development**
  - Leadership and professional development are a top priority at SDDC.
  - SDDC prioritizes the training budget to fund numerous training courses and certificate programs in leadership, Project Management Professional (PMP), Data Analytics, Supply Chain Management, & Emotional Intelligence.
  - Even more training opportunities are available through Career FCs.
  - Countless opportunities are available for growth within our command’s civilian global workforce of over 1,300 employees.