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# ADS Chapter 476

## Benefits

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## **ADS 476 – Benefits**

### **476.1 OVERVIEW**

Effective Date: 10/04/2011

This chapter is applicable to United States citizens and direct-hire employees, as appropriate.

This chapter describes the various Office of Personnel Management (OPM) benefits available to USAID employees. The OPM benefits covered in this chapter include health insurance, life insurance, unemployment compensation, death gratuity, medical and health program, and Social Security.

### **476.2 PRIMARY RESPONSIBILITIES**

Effective Date: 10/04/2011

a. The **Office of Human Capital and Talent Management, Employee Services and Benefits Branch (HCTM/POD/ESB)** is responsible for administering the USAID benefits program.

### **476.3 POLICY DIRECTIVES AND REQUIRED PROCEDURES**

Effective Date: 10/04/2011

The statements contained within the .3 section of this ADS chapter are the official Agency policies and corresponding essential procedures.

#### **476.3.1 Federal Employees Health Benefits Program (FEHB)**

Effective Date: 10/04/2011

The Agency shall administer the FEHB program in accordance with 3 FAM 3610. (See [3 FAM 3610](#) and [476mac, Health Reform Changes for Federal Benefits Program](#)).

For information about nursing parents, see [476mab, Guidance on Nursing Parents in the Federal Workplace](#).

For information on Extension of Benefits to Same-Sex Domestic Partners, see [476mad, Implementation of the President's Memorandum Regarding Extension of Benefits to Same-Sex Domestic Partners of Federal Employees Including Coverage under the Federal Long Term Care Insurance Program \(FLTCIP\)](#).

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

Effective Date: 10/04/2011

The Agency shall administer the FEGLI program in accordance with 3 FAM 3620. (See [3 FAM 3620](#))

**476.3.3 Unemployment Compensation**

Effective Date: 10/04/2011

The United States Department of Labor shall administer unemployment compensation for Agency employees in accordance with 3 FAM 3640. (See [3 FAM 3640](#))

**476.3.4 Death Gratuity**

Effective Date: 10/04/2011

Death gratuity payments to survivors of Foreign Service (FS) employees who die as a result of injuries sustained in the performance of duty outside the United States shall be made in accordance with 3 FAM 3650. (See [3 FAM 3650](#))

**476.3.5 Rest and Recuperation**

Effective Date: 10/04/2011

Rest and recuperation travel shall be provided to members of the FS and their eligible dependents in accordance with the policy contained in 3 FAM 3720. (See [3 FAM 3720](#))

**476.3.6 Missing Persons Act**

Effective Date: 10/04/2011

The Agency's policies and essential procedures for handling personnel and administrative matters related to Agency employees who are officially determined to be in missing status are contained in ADS 478. (See [ADS 478](#))

**476.3.7 Medical Travel**

Effective Date: 10/04/2011

Authorizations for travel for any approved medical and dental treatment which cannot be postponed until next scheduled travel such as transfer, home leave, R&R, or personal leave must be made in accordance with 3 FAM 3710. (See [3 FAM 3710](#))

**476.3.8 Visitation Travel**

Effective Date: 10/04/2011

The Agency shall administer visitation travel in accordance with 3 FAM 3730. (See [3 FAM 3730](#))

**476.3.9 Emergency Visitation Travel**

Effective Date: 10/04/2011

The Agency shall administer the Emergency Visitation Travel Program in accordance with 3 FAM 3740. (See [3 FAM 3740](#))

**476.3.10 Social Security**

Effective Date: 10/04/2011

The Social Security Administration shall administer Social Security entitlements for Agency employees in accordance with the Social Security Act. Claims for compensation shall be submitted to the local branch of the Social Security Administration.

**476.3.11 Employee Injury**

Effective Date: 10/04/2011

The Agency policies and essential procedures governing the Occupational Workers Compensation Program are described in ADS 442. (See [ADS 442](#))

**476.3.12 Career Transition Program**

Effective Date: 10/15/2011

For information on USAID's participation in the Department of State's Career Transition Program, please see [476mae, Career Transition Program](#).

For information on USAID's human resources policy to assist Federal employees called to active duty, see [476maf, Human Resources Policy to Assist Federal Employees Called to Active Duty](#).

**476.4 MANDATORY REFERENCES**

**476.4.1 External Mandatory References**

Effective Date: 10/04/2011

- a. [3 FAM 3610, Federal Employees Health Benefits Program \(FEHB\)](#)
- b. [3 FAM 3620, Federal Employees Group Life Insurance Program \(FGLI\)](#)
- c. [3 FAM 3640, Unemployment Compensation](#)
- d. [3 FAM 3650, Death Gratuity](#)
- e. [3 FAM 3710, Medical Travel](#)
- f. [3 FAM 3720, Rest and Recuperation \(R&R\) Travel](#)
- g. [3 FAM 3730, Visitation Travel](#)
- h. [3 FAM 3740, Emergency Visitation Travel](#)

*Text highlighted in yellow indicates that the adjacent material is new or substantively revised.*

- i. [5 CFR 890, Federal Employees Health Benefits Program](#)
- j. [5 USC 5561, Definitions](#)
- k. [5 USC 8133, Compensation in case of death](#)
- l. [5 USC 8501, Definitions](#)
- m. [5 USC 8502, Compensation under State agreement](#)
- n. [5 USC 8503, Compensation absent State agreement](#)
- o. [5 USC 8504, Assignment of Federal service and wages](#)
- p. [5 USC 8505, Payments to States](#)
- q. [5 USC 8506, Dissemination of information](#)
- r. [5 USC 8507, False statements and misrepresentations](#)
- s. [5 USC 8508, Regulations](#)
- t. [5 USC 8701, Definitions](#)
- u. [20 CFR 1, Performance of functions](#)
- v. [20 CFR 10, Claims for compensation under the Federal Employees' Compensation Act, as amended](#)
- w. [20 CFR 25, Compensation for disability and death of noncitizen Federal employees outside the United States](#)
- x. [20 CFR 609, Unemployment compensation for Federal civilian employees](#)
- y. [22 USC 3922, Utilization of Foreign Service personnel system by other agencies](#)
- z. [22 USC 3973, Death Gratuities](#)
- aa. [P.L. 98-21 \(H.R. 1900\)](#)
- ab. [P.L. 98-259 \(H.R. 4206\)](#)

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**476.4.2 Internal Mandatory References**

Effective Date: 05/16/2012

- a. [ADS 442, The Workers' Compensation Program](#)
- b. [ADS 476mab, Guidance on Nursing Parents in the Federal Work Place](#)
- c. [ADS 476mac, Health Reform Changes for Federal Benefits Program](#)
- d. [ADS 476mad, Implementation of the President's Memorandum Regarding Extension of Benefits to Same-Sex Domestic Partners of Federal Employees Including Coverage under the Federal Long Term Care Insurance Program \(FLTCIP\)](#)
- e. [ADS 476mae, Career Transition Program](#)
- f. [ADS 476maf, Human Resources Policy to Assist Federal Employees Called to Active Duty](#)
- g. [ADS 478, Payments to Missing Employees](#)

**476.4.3 Mandatory Forms**

Effective Date: 05/16/2012

- a. [Checklist for Employees Called to Active Duty](#)
- b. [Checklist for Employees Returning from Active Duty](#)
- c. [Federal Employees' Group Life Insurance \(FGLI\) Program Election Form: Extension of Coverage when Called to Active Duty](#)

**476.5 ADDITIONAL HELP**

Effective Date: 10/04/2011

There are no Additional Help documents for this chapter.

**476.6 DEFINITIONS**

Effective Date: 10/04/2011

The terms and definitions listed below have been incorporated into the ADS Glossary. See the [ADS Glossary](#) for all ADS terms and definitions.

death gratuity ([3 FAM 3650](#))

emergency visitation travel ([3 FAM 3740](#))

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**employee injury**

A wound or other condition of the body caused by external force, including stress or strain, which is identifiable as to time and place of occurrence and affected body member or function. (**Chapter 476**)

**Federal Employees Group Life Insurance Program (FEGLI) ([3 FAM 3620](#))**

**Federal Employees Health Benefits Program (FEHB) ([3 FAM 3610](#))**

**medical travel ([3 FAM 3710](#))**

**rest and recuperation (R&R) travel ([3 FAM 3720](#))**

**unemployment compensation ([3 FAM 3640](#))**

**visitation travel ([3 FAM 3730](#))**

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