



NASA EMPLOYMENT BENEFITS

We believe if you take care of the people, they will take care of the mission. We offer fantastic benefits to engage our employees both in and out of the office. For a more comprehensive list of benefits for federal workers, visit the Office of Personnel Management's website: <https://www.opm.gov/>



HEALTH & INSURANCE

You may be eligible to enroll in:

- Health insurance (employees may choose from several different plans)
- Dental insurance
- Vision insurance
- Life insurance
- Federal Long Term Care Insurance
- Flexible spending accounts (including Health Care FSA, Limited Expense HCFSA, Dependent Care FSA)

In addition, the NASA Employees Benefit Association provides low cost, high quality life insurance and voluntary benefits for NASA employees.



COMPENSATION & RECOGNITION

In addition to your benefits package, NASA employees are also eligible for:

- Competitive salary
- Comprehensive retirement plan (matching)
- Monetary and non-monetary awards and recognition
- Free or subsidized parking and transit assistance
- Membership in various Federal Credit unions
- Scholarship programs for NASA dependents
- Federal Workers' Compensation



CAREER & DEVELOPMENT

We offer career-long learning opportunities such as:

- Career counseling
- Tuition assistance
- Extensive onsite training, and other educational programs
- Opportunity to take on new roles across the agency

We support a diverse and inclusive community through Special Emphasis Programs and Employee Resource Groups. These groups support professional development across nine critical segments of our workforce:

- African American
- American Indian/Alaska Native
- Asian American/Pacific Islander
- Hispanic/Latino
- Individuals with Disabilities
- Lesbian
- Gay
- Bisexual
- Transgender & Allies
- Veterans
- Women
- Young Professionals



LIFE & FAMILY

We're committed to providing flexibility to focus on what matters most—both at work and at home. We offer:

- Flexible work hours
- Telecommuting options
- Employee Assistance Program
- Most NASA locations offer onsite or nearby childcare facilities

Leave: We offer a generous leave program including:

- 10 paid holidays per year
- Annual leave*
- Sick Leave**
- Paid Parental Leave
- Voluntary Leave Transfer Program

*For full-time employees, annual leave is accrued at the following rate:

- Less than 3 years of federal service: 13 days per year
- 3-14 years: 20 days per year
- 15+ years: 26 days per year

**Full-time employees earn 4 hours of sick leave for each two week pay period