

FEDERAL EMPLOYEES' COMPENSATION ACT (FECA)

Workers' Compensation

The FECA provides monetary compensation, death benefits, medical care and assistance, vocational rehabilitation, and retention rights to all Federal employees who sustain disabling injuries, including occupational disease or illness, as a result of their employment regardless of the type of appointment or length of employment.

The Office of Workers' Compensation Programs (OWCP) is an office within the Department of Labor (DOL) that administers FECA. Locally, the Injury Compensation Program Administrator (ICPA) in the Civilian Personnel Advisory Center (CPAC) acts as the liaison between supervisors, employees, and the OWCP.

FECA is financed by the Employees' Compensation Fund, which consists of funds appropriated by Congress through a "chargeback" to the various agencies. Each year the Secretary of Labor furnishes the Army a statement of payments from the fund for Army employees, the costs of which are charged down to the installation level. The Army includes FECA costs in its budget requests and the resulting sums appropriated are deposited in the fund.