



Senior Service America, Inc.
Senior Environmental Employment (SEE) Program
8403 Colesville Road, Suite 1200 • Silver Spring, Maryland 20910
Phone: (301) 578-8900 • Fax: (301) 578-8895



QUESTIONS AND ANSWERS

1. What is the SEE Program?

The SEE Program is an employment program for older workers authorized by the Environmental Programs Assistance Act, passed by Congress in 1984. The purpose of the program is two-fold. First, it provides employment opportunities to senior citizens age 55 and older. Second, it provides assistance to the Environmental Protection Agency (EPA) in its efforts to protect the Nation's environment by allowing the agency to supplement its regular work force.

2. What is the role of Senior Service America, Inc.?

To administer the SEE Program, EPA enters into cooperative agreements with six national aging organizations, including Senior Service America, Inc. (SSAI). While EPA commits the monies to support the program, the funds go to SSAI, which in turn processes payroll and handles fringe benefits.

3. Why doesn't the EPA just hire the senior directly? Why involve an organization like SSAI?

Issuing a grant or cooperative agreement to organizations like SSAI is the only way these positions can be targeted for a specific age group, in this case, for persons 55 and over. Positions with the federal government may not be limited to a certain age group.

4. Are SEE enrollees considered EPA employees?

No. Even though SEE enrollees are assigned to work at EPA offices and laboratories, they are not federal employees. As such, there are restrictions on the kinds of activities they may perform in their assignments.

5. Who is eligible for the SEE Program?

The only eligibility requirement is that a person be at least 55 years of age and has the needed skills to perform the duties required. For certain positions, it may also be necessary to pass a medical monitoring examination indicating that the person is medically qualified to perform the job.

6. What kind of work does a SEE enrollee perform?

SEE enrollees are engaged in a wide variety of activities, from clerical support positions to technical and scientific positions.

7. Are positions in the SEE program permanent?

NO. There is no guarantee of permanent employment in the SEE Program. While most SEE positions are funded on a continuing basis, positions may be eliminated at EPA discretion due to budgetary considerations, reorganization or changing agency needs.

8. If EPA is not my employer, to whom will I report?

While EPA is not your employer, you will still report to an EPA employee. Your EPA monitor will provide your day-to-day instructions.



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9. Will my pay be comparable to that of federal employees?

The program was intended to be supplementary in nature, generally for those persons who have other sources of income. As such, the pay rates are not comparable to those of EPA federal employees nor would they be equivalent to the prevailing rate in the private sector. Applicants should understand that as a program providing supplementary income, the SEE Program might not meet all their financial needs. In such cases, the SEE Program might not be the optimum employment option for an individual.

10. What will my pay rate be?

Your starting pay rate will be based on the level of skill required and the responsibilities involved in your assignment. There are four job categories in the SEE Program, each with its own pay scale. Starting rates for the four levels are \$7.27 per hour, \$8.78 per hour, \$10.30 per hour and \$12.72 per hour, respectively (effective 1/2010). Your Field Operations Manager will inform you of the job level and starting rate for the position for which you are applying. There are provisions for annual pay increases upon renewal of enrollment up to the maximum allowable for each of the four levels.

11. What are my fringe benefits as a SEE Enrollee?

Enrollees in the SSAI SEE Program are entitled to the following fringe benefits: the employer's portion of FICA (Social Security), coverage under Worker's Compensation, Unemployment Insurance, vacation and sick leave (three weeks of vacation and two weeks of sick leave per year for full-time; pro-rated for part-time), ten paid holidays and one personal day, and comprehensive health insurance coverage for all enrollees working 30 hours or more per week.

12. What kind of health insurance coverage would I have?

Enrollees working thirty hours (30) or more per week will be covered under a plan provided through AETNA Health Care. More information on the plan is provided once an applicant enrolls in the SEE Program. Senior Service America, Inc. pays the premium.

13. What are some of the positive aspects of working on the SEE Program?

The SEE Program provides senior citizens the opportunity to supplement their income, while performing meaningful work. The program provides some enrollees with an opportunity to re-enter the work force with meaningful work while gaining new experiences that may enable them to move into better paying, more permanent positions outside the SEE Program, should they wish. For other enrollees who have been in the work force, the program has allowed them to remain active. For many enrollees, the opportunity to assist an agency whose purpose is to contribute to a better environment has provided an immense feeling of satisfaction about the value of their work.

14. What is Senior Service America, Inc. (SSAI)?

Senior Service America, Inc. (SSAI), a nonprofit corporation, was established to develop and implement programs for older Americans. SSAI serves as the umbrella organization for the Senior Environmental Employment Program and the Senior Community Service Employment Program, providing needed employment opportunities for older men and women concerned about protecting the environment and expanding services in their local communities.