



NCUA BENEFITS PACKAGE SUMMARY

Unique Benefits for the NCUA Family

In addition to the standard government benefits, NCUA provides:

- Flexible work schedules and telework opportunities
- Garage parking or monthly transit subsidy with convenient location next to the King Street metro station and Alexandria VRE station. As part of the transit benefit subsidy, NCUA employees can claim metro parking fees
- On-site NCUA-owned fitness facility at central office and fitness facility subsidy for region staff (up to \$500 a year)
- NCUA Savings Plan agency contribution of 3% of your salary (no cost to you) into a 401(k)
- NCUA Savings Plan agency matching contribution of 1.5%
- NCUA FEHB premium subsidy of up to \$50 biweekly or up to \$1,300 cash payment at year-end for those not enrolled in an FEHB plan
- NCUA Health Examination Program at the completion of one year of NCUA service
- NCUA Federal Employees Dental and Vision Insurance Program insurance premium subsidy of up to \$25 biweekly for dental and up to \$15 biweekly for vision
- Veterans Educational Benefits Program (Credit Union Examiners)
- Domestic partner health insurance subsidy

Quality Benefits for the Federal Family

NCUA participates in all Federal benefits programs including (explore the major benefits offered to Federal employees at www.opm.gov/insure):

- Paid leave of up to 26 days of annual, 13 days sick and 10 holidays
- Federal Employees Health Benefits with 72% of the average premium paid by the government
- Group life insurance with one-third of the basic premium paid by the government
- Federal Employees Retirement System (FERS) pension equal to about one-third of your salary at retirement
- Thrift Savings Plan with matching of up to 5% (if covered by FERS)
- Federal Long Term Care Insurance Program
- Flexible spending accounts
- OASDI (Social Security)
- Medicare
- Retirement at age 55-57 (depending on date of birth and length of service)
- Pre-social security benefit equal to approximately 75% of the age 62 social security benefit received from retirement date until age 62 (if covered under FERS)
- COLA on the FERS pension starting at age 62
- Health benefits in retirement (government continues to pay 72% of the average premium)
- Same sex domestic partner benefits for legally married couples

The total value of NCUA's annual benefits package varies based on your grade and is estimated at \$48,000 for a CU-7 employee, \$68,000 for CU-12, \$75,000 for CU-13, \$133,000 for SSP, and \$73,000 for the average NCUA employee (average of all grades). On average, NCUA's benefits package is \$18,000 or 32% higher than the typical Federal employer; of this amount, \$8,000 in annual cash flow is received from the transit subsidy, 401(k), 401(k) match, health, dental, and vision subsidies.