

Benefits

Benefits with the NCUA include careers with unsurpassed growth opportunities, the chance to make a positive impact in one of the nation's most important economic areas, unique learning and development opportunities, rewards for high performers, leadership experiences —and more. The NCUA also offers a wide range of benefits, from medical coverage to savings plans.

Federal employees are eligible to participate in the following benefits programs. More information on the wide range of benefits offered may be found by clicking on the links provided within each program:

LEAVE

NCUA employees may earn as much as 50 days (10 weeks) of leave, including:

- Annual leave (vacation) – 13 to 26 days per year (based on length of service)
- Sick leave – 13 days per year
- Paid Holidays – 11 days per year
- Family and Medical Leave entitlements – potential for up to 12 weeks of unpaid leave (or substitute paid leave) based on specific qualifying events.

HEALTH INSURANCE

NCUA employees are given a choice to enroll in a health benefit plan at group rates with NCUA sharing the costs. There are various types of health plans to choose from and employees can elect self only coverage or family coverage. Participation is voluntary and premiums are paid pre-tax. Employees have 60 days from entry on duty to enroll. Visit www.opm.gov/insure/health/index.asp for additional information.

DENTAL AND VISION INSURANCE

NCUA employees are given a choice to cover themselves and their families in comprehensive dental and vision coverage at group rates. This coverage is in addition to health insurance coverage. Participation is voluntary and premiums are withheld from salary on pre-tax basis. Employees have 60 days from entry on duty to enroll. Visit for <http://www.opm.gov/insure/vision/index.asp> for additional information.

LIFE INSURANCE

You are automatically enrolled in group term life insurance on your first day in pay and duty status unless you waive it before the end of the first pay period after entering on duty. Initial enrollment requires no physical examination or proof of insurability. NCUA shares in the cost. You also have 31 days from entry on duty to enroll in optional insurance. Visit www.opm.gov/insure/life for additional information.

LONG-TERM CARE (LTC) INSURANCE

NCUA employees and their families (including parents, same-sex domestic partners and adult children among others) are eligible to apply for LTC. The program is designed to protect against the high costs of long term care including assistance with activities of daily living that is needed due to illness, injury, or aging. It also includes the care needed by someone with a severe

cognitive impairment. You have a special 60 day application period to apply using the abbreviated underwriting application with only a few health-related questions. You can still apply anytime after the 60 day period, but must complete a full underwriting application. Visit www.ltcfeds.com for additional information.

FLEXIBLE SPENDING ACCOUNT (FSA)

This program lets you set aside pre-tax dollars to pay for certain health and dependent care expenses. Participation is voluntary. You have 60 days from entry on duty to enroll except enrollments are not accepted on or after October 1 of any benefit period. Any enrollments on or after October 1st must be done during open season with coverage effective the following January. Visit www.fsafeds.com for additional information.

RETIREMENT PLAN

The NCUA retirement plan is a Federal government program that offers financial security for you and your family. New employees are covered by the Federal Employees Retirement System (FERS). This plan generally covers employees hired on or after December 31, 1983. That means most all new employees are automatically covered under FERS. This is a single retirement plan, but provides benefits from three sources:

- Basic Benefit Plan – This is financed by small contributions from you and much larger contributions from NCUA. Your contributions are automatically deducted from your salary. If you leave the Federal Government before retirement, you can take all of your basic benefit plan contributions, and you will receive market rate interest if you have more than one year of service. If you leave and meet eligibility requirements for retirement, you may receive a monthly annuity from the Office of Personnel Management.
- Social Security – You pay full social security taxes and if you leave the Federal Government before retirement, you can continue to earn social security credits through other employment. Once you meet the eligibility requirements for retirement, you may receive a monthly benefit.
- Thrift Savings Plan (TSP) – The TSP is a tax-deferred retirement savings and investment plan that offers the same types of savings and tax benefits that many private corporations offer their employees under 401 (k) plans. TSP is a defined contribution plan, meaning that the retirement income you receive from your TSP account will depend on how much you and NCUA put into your account during your working years and the earnings accumulated. An account will automatically be set up for you and NCUA will automatically contribute an amount equal to 1% of your basic pay each pay period into it whether or not you elect to contribute. Also you will automatically have 3% of your basic pay contributed to the TSP unless you decline to contribute or decide to contribute at some other level. (The 3% is matched by the agency dollar-for-dollar). You also have the option to make additional tax-deferred contributions to the plan and receive matching contributions (the next 2% is matched .50 cents on the dollar) any other contributions are not matched.

WORK/LIFE ENRICHMENT

Employees have access to services that deal with wellness issues to enable them to balance both work and family responsibilities. Examples of programs include:

- Employee Assistance Program (EAP). NCUA partners with Federal Occupational Health to provide confidential EAP service at no cost to employees. There are many challenges that may arise that employees may need assistance with. EAP is available 24 hours a day, 7 days a week. Counselors can assist with personal issues that may affect work/life. Employees call directly to make arrangements for 6 free counseling sessions with licensed counselors. Additional information is available at www.foh4you.com.
- Health Examination Program. NCUA will provide, or reimburse the cost of an annual health examination for employees over the age of 35 in accordance with agency policy.
- Physical Fitness. NCUA will maintain the fitness facilities currently available at some of its offices. For employees who work in an office that does not have on-site facilities, the agency will reimburse a portion of the cost of membership fees.