



## FEDERAL HOUSING FINANCE AGENCY



### What makes FHFA an employer of choice?

FHFA offers a comprehensive compensation and benefits package that includes both Federally sponsored and Agency sponsored programs. These programs are designed not only to be competitive in the marketplace, but to provide you with a healthy and productive work life balance, as well as financial security now and in the future. The following provides an overview of our compensation and benefits package. Please take a look and see why FHFA is the agency of choice in the Federal Government:

**PAY INCREASES** – On an annual basis, employees can expect a base salary increase reflective of their performance. The range of salary increases for the past two years was 2.5% to 4.5%.

**PERFORMANCE BASED BONUSES.** On an annual basis, employees can expect a lump sum bonus, depending on performance. The average bonus for the past two years was between 2% and 5%.

**RETIREMENT BENEFITS** - Through the Federal Employee Retirement System (FERS), FHFA provides a defined benefit pension annuity. The annuity is computed based on length of service and “high-3” average salary.

**THRIFT SAVINGS PLAN (TSP)** - The TSP is a Federal retirement savings and investment plan that offers the same type of savings and tax benefits provided under 401(k) plans. Participants receive agency-matching contributions up to the first 5 percent of annual salary. Employees age 50 or older, may contribute additional catch-up contributions per year.

**T. ROWE PRICE (TRP)** - FHFA offers an additional 401(k) plan administered by T. Rowe Price. 401(k) plan participants may contribute up to 10% of their bi-weekly salary on a pre-tax basis, with agency matching contributions up to the first 3 percent. **Combined TSP and TRP contributions and catch-up contributions are subject to the IRS’ annual limitations.**

**HEALTH INSURANCE** - FHFA pays 90% of the bi-weekly premium for the employee's choice from a wide variety of Federal Employee Health Benefit plans.

**LIFE INSURANCE** - The Federal Employee Group Life Insurance Program offers numerous term life insurance options covering employees and dependents. The agency contributes a share of the basic premium which helps keep cost relatively competitive to private term insurance.

**DENTAL COVERAGE** - FREE comprehensive dental coverage to employees and their family members. There is a \$2,500 annual maximum per employee and a separate orthodontic benefit for dependent children to age 19. (Annual deductibles apply.)

**VISION COVERAGE** - FREE vision care coverage. This benefit covers the employee and all eligible dependents (Co-pay applies). Coverage includes reimbursement according to a fee schedule for eye examinations, frames and contact lenses once every 12 months

**LONG TERM CARE** - The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance to help pay for costs of care when you can no longer perform everyday tasks by yourself, or you have a severe cognitive impairment. Annual premiums are competitive in the marketplace.

**COMMUTING EXPENSES** - 100% cost of your public transportation commuting expenses (e.g., vanpool, metro bus, and metro train).

**PARKING** – Employees enjoy free parking at Constitution Center for days spent in the office.

**WELLNESS PROGRAM** – The Wellness Program offers the following resources to help our employees in their wellness journey:

- FHFA's Life Cycle Program provides a \$1,000 taxable distribution each fiscal year for various health and wellness related expenses.
- Personal Wellness Time and day provides up to three hours per pay period for personal wellness activities and on an annual basis employees can also use a "Wellness Day."
- Headspace Wellness Service allows FHFA employees full access to the entire Headspace library via mobile app or web platform.

**VACATION AND OTHER LEAVE** - The federal leave program offers exceptional time-off benefits, including vacation leave, sick leave, Family Friendly Leave, Family Medical Leave, and ten (10) paid holidays per year. Executives earn 8 hours of vacation leave per pay period (26 days per year) and 4 hours of sick leave (13 days per year), regardless of length of federal service.

**FLEXIBLE WORK SCHEDULES & TELEWORK** – FHFA offers flexible work schedules including a gliding schedule as well as alternative works schedules and telework to ensure you maintain a safe, healthy, and productive work life balance.

**FLEXIBLE SPENDING ACCOUNT** - The Flexible Spending Account Program provides pre-tax, employee-funded accounts to pay for medical expenses that are tax deductible as well as dependent care costs.

**EMPLOYEE COUNSELING** - The Employee Assistance Program (EAP) provides free confidential counseling and referral services to you and your family members.