

BENEFITS

FHFA-OIG offers a comprehensive compensation and benefits package that includes both federally sponsored and Agency-sponsored programs. The following provides an overview of our compensation and benefits package:

- **PAY INCREASES:** Employees may receive merit increases reflective of their performance. A merit pay increase is a permanent increase in pay and rewards employees for meeting performance objectives.
- **PERFORMANCE BASED BONUSES:** Employees may receive lump-sum performance-based bonuses, depending on performance.
- **HEALTH INSURANCE:** A variety of Federal Employee Health Benefit plans to choose from which can be paid from pre-tax income. FHFA-OIG pays 90% of the bi-weekly premium.
- **DENTAL and VISION INSURANCE:** 100% of the premium for employees and their family members (including domestic partners).
- **RETIREMENT BENEFITS:** FHFA-OIG provides retirement plans through the [Civil Service Retirement System](#) (CSRS) and [Federal Employee Retirement System](#) (FERS).
- **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 compared to private term insurance.
- **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. Employees who participate may contribute on a pre-tax and/or Roth basis. Participants receive Agency matching contributions up to the first 5 percent of their annual salary. Employees aged 50 or older may contribute additional annual catch-up contributions.
- **401(k) PLAN:** In addition to the Thrift Savings Plan (TSP), FHFA-OIG employees are eligible to participate in a separate agency-sponsored 401(k) plan. FHFA-OIG provides a 100% employer matching contribution of up to 5 percent of your salary that you contribute. The plan offers multiple investment options. Funds from qualified plans of previous employers can be rolled over to your 401(k) account.
- **VACATION LEAVE:** The federal leave program offers exceptional time-off benefits, including vacation leave, sick leave, Family Friendly Leave, Family Medical Leave, Paid Parental Leave, and 11 paid holidays per year.

- **COMMUTING EXPENSES:** FHFA-OIG provides monthly transportation and parking subsidies to employees who commute to work on public transportation. Employees who do not commute via public transportation may apply for free parking at the building.