





What does the NCUA do?





The **NCUA** is a federal agency that charters and supervises federal credit unions and insures the majority of credit union deposits in the country.





Who pays for the NCUA?





The **NCUA** is funded by credit unions. It is not supported by tax dollars in any way.





The National Credit Union Administration

is 1 of 6 "FIRREA"

Agencies exempted

from Title 5 USC



FIRREA EXEMPTED US FROM THE...

- Federal Pay System
- Federal Classification System
- Senior Executive Service



So, where did we go from there?





CONCEPTS OF NCUA's COMPENSATION SYSTEM

- Attract high-quality employees
- Stabilize turnover
- Promote high performance on the job



ADDRESSING RECRUITMENT AND RETENTION ISSUES



Recruitment Bonus

- \$5,000 payment made to employee
 - Paid in two increments
 - EOD
 - Completion of Level V Training
 - Limited duration (last used 10/98 – 3/99)
 - 2-year service agreement



Relocation Expenses

- All expenses relating to a move on behalf of NCUA will be paid
 - Payment of \$2,500 to first duty location
 - Advance of funds
 - Two house hunting trips
 - Temporary quarters
 - Moving and Storage Costs
 - Real estate expenses
 - \$2,500 spousal reemployment benefit
 - Home purchase program



Work at Home

- Majority of NCUA employees work from home
- Wide geographic dispersion
- Reimbursement for certain home-office expenses
- Tax benefit
- Independence



Flexi-Place for Office Employees

- Allows employees to work at home
 - in certain situation
 - for specific periods of time
- Must have supervisory approval
- Employees use portable laptop computers and printers with fax, scan, and copy capabilities



Transportation Subsidy for Office Employees

- Monthly transportation reimbursement
– up to \$65 per month, or
free parking



Travel Bonus

- \$50 for each travel day over 50
- \$100 for each travel day over 100



Flexible Work Schedules

- Flexi-tour
- Gliding Schedule
- Maxi-flex Schedule



PUBLICATION STIPEND

- Each examiner provided \$120 per year
- Permits employees to order professional publications



Employee Fitness

- Central Office Fitness Facility
- Six Regional Offices
 - Facilities or
 - Subsidies



Free Health Screening

- For all NCUA employees
 - Age 35 to 39 = every three years
 - Age 40 and over = every two years
 - Senior-level staff = annually



ADDRESSING PERFORMANCE IMPROVEMENT ISSUES

Merit Pay System

- Annual pay raises directly linked to performance appraisal
- Points are assigned, budget determines payouts

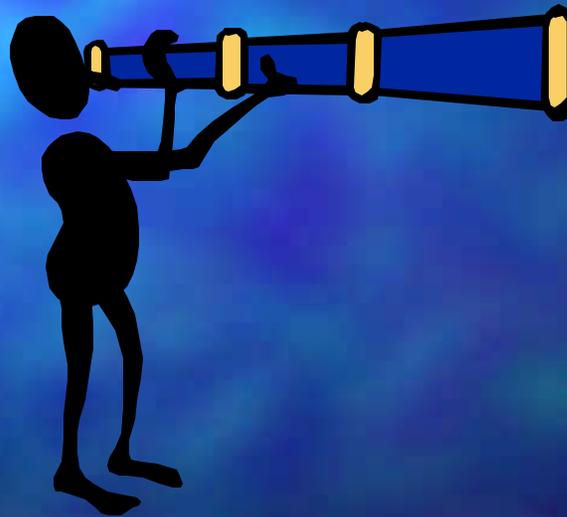


Awards System

- Annual Awards Program
(of-the-year recognition for individuals and teams)
 - EEO Awards
 - Serving the Underserved

- Special Act or Service
- On the Spot
- Time Off
- Customer Service
- Suggestion

LOOKING AHEAD





Keeping Up to Date

- Quality of life committees
- Surveys
- Compensation studies
- FIRREA agency meetings

Areas Being Considered

- Flexible spending accounts
- 401(k) plan
- Expansion of health benefits



Additional Areas Planned and Under Review

- Move to FEPCA-based locality system
- Broaden pay ranges to 50% spread
- Study competency-based pay



Competency-Based Training & Pay

- Employees select a “specialty” (e.g. cyber banking, investments, asset liability, lending, etc.) and NCUA provides special training
- NCUA is considering paying competency pay to promote development of shortage skills



HOW TO GET IN TOUCH WITH US

- Visit our web site www.ncua.gov
 - Contact me at sherryt@ncua.gov
-
- National Credit Union Administration
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THE END...

For now, anyway.....