

CFPB Rewards Highlights

CFPB offers **Rewards**—that is, a comprehensive pay and benefits package designed to meet the diverse needs of our workforce and attract and retain great people who will provide great service!

Health & welfare

Medical and Prescription Drug Coverage through Federal Employee Health Benefits (FEHB)

72% CFPB-paid (on average); variety of plans; self and family coverage; additional premium reduction of up to \$60/pay period

Federal Employee Dental and Vision Plan (FEDVIP)

100% employee-paid vision and/or dental coverage (*coverage levels and benefits vary by vision and dental plan option; does not cover domestic partners*)

CFPB Dental Coverage through MetLife

100% CFPB-paid premium; self, self plus one, family coverage (*including domestic partners*); 100% coverage for annual exams

CFPB Flexible Spending Account (FSA) Program (Health Care and Dependent Care FSA)

For eligible colleagues, CFPB contributes \$500 per year to your FSA (*if you make \$115,000 or less*); you decide where you want your FSA dollars deposited (*Health Care FSA, Dependent Care FSA, or split between both accounts*)

CFPB Physical Exam Program (PEP)

Tax-free reimbursement up to a specific dollar amount for out-of-pocket medical expenses associated with your annual physical

CFPB Domestic Partner Health Insurance Subsidy (DPHIS)

Offsets the absence of coverage for domestic partners and children of domestic partners under FEHB

BENEFITS PACKAGE FOR CFPB EMPLOYEES

CFPB Life and Accidental Death & Dismemberment (AD&D) Insurance through MetLife

100% CFPB-paid Basic coverage (50% CFPB-paid when combined with FEGLI coverage) Basic and Optional (*employee, spouse/domestic partner, family*) coverage; Basic equal to one times base and geographic pay (rounded up to the next thousand) plus \$2,000

Federal Employee Group Life Insurance (FEGLI)

Basic and Optional (*employee, spouse, family*) coverage; Basic equal to one times base and geographic pay (rounded up to the next thousand) plus \$2,000; 2/3 employee paid, 1/3 CFPB-paid Basic coverage (regardless of enrollment in CFPB-paid life insurance plan)

CFPB 24-Hour Personal Accident Insurance through MetLife

24-hour Accidental Death & Dismemberment for employee, spouse/domestic partner and family coverage options; 100% employee paid

CFPB Business Travel Accident Insurance

100% CFPB-paid; full benefit is four times your annual pay

CFPB Short-Term Disability Insurance

100% CFPB-paid; 7-day elimination period; coverage equal to 60% of pay

CFPB Long-Term Disability Insurance

100% CFPB-paid; 90-day elimination period; coverage equal to 60% of pay

Federal Long-Term Care Insurance Program (FLTCIP)

100% employee paid; helps pay for long-term care services needed to perform activities of daily living

Compensation

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Pay based on the expertise, job duties and skills you bring to CFPB, as well as the roles and responsibilities of the position for which you are hired

BENEFITS PACKAGE FOR CFPB EMPLOYEES

Special Recognition Rewards Program

Program to award employees who engage in worthwhile projects through special recognition from the organization

Work/life

Leave

Ten paid holidays and 13 days of sick leave per year. 13 to 26 days of vacation time each year, depending on length of Federal service, with movement between leave earning categories one year sooner than at other Federal agencies. Can carry over 45 days (360 hours) of vacation time from year to year, and can get paid a lump sum for up to 40 hours of vacation time over the carryover ceiling per year. Flexible parental leave options for childbirth and adoption. Leave donation program for employee and family member medical emergencies.

Alternative Work Schedules

Two flexible work schedule options, both of which allow you, with supervisory approval, to “bank” extra hours that you choose to work beyond the required time and later use them to take time off.

Telework Program

The program offers three options for working from an alternate location of your choice, with no minimum service time necessary to be eligible for consideration.

Employee Assistance Program (EAP)

Voluntary, confidential counseling and referral service provided free of charge to you and your dependents

WorkLife4You

Personalized referrals, a variety of wellness-related activities and services at discount prices, such as fitness/gym memberships, massage therapy, yoga classes, personal trainers, reflexology, and more - at no cost to you

BENEFITS PACKAGE FOR CFPB EMPLOYEES

Emergency Back-Up Dependent Care

Emergency care services for children (infant through teens) and dependent adults

Retirement and thrift

Retirement (Federal Reserve System Bank Plan)

100% CFPB paid; employee pays Social Security and Medicare taxes; vested after five years

Thrift (Federal Reserve System Thrift Plan)

CFPB matches at 7% in addition to 1% automatic agency contribution whether or not you contribute to the plan