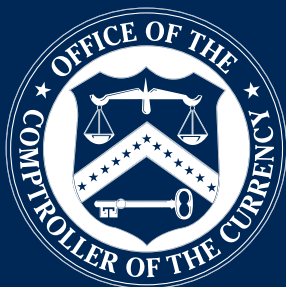




A Career Worth Examining

Assistant National Bank Examiner Compensation and Benefits Package

The OCC offers a comprehensive package of benefits* and work-life programs, in addition to federal benefits. These include:



- Dental and Vision Insurance programs
- Medical Coverage under the Federal Employees Health Benefits program
- Employee Assistance and Work-Life programs
- Life and Disability Insurance programs
- Leave and Holidays
- Retirement and Savings programs

* Some benefits extend coverage to dependents, domestic partners, and spouses.

ANBE Compensation and Benefits Package

OCC Contributions to Employees' Benefits

CALENDAR YEAR 2020

Base Salary	\$52,000	\$52,000	\$52,000
Total Salary Including Geographic Differential ¹	\$52,520	\$54,080	\$56,680
	(1% Geo)	(4% Geo)	(9% Geo)
BENEFIT PLAN		OCC CONTRIBUTIONS	
Medical Insurance (Blue Cross/Blue Shield) ²	\$7,935	\$7,935	\$7,935
Medicare (1.45%)	762	784	822
Social Security (6.2%)	3,256	3,353	3,514
OCC Physical Exam Reimbursement	200	200	200
OCC Dental Insurance	1,210	1,210	1,210
OCC Vision Insurance	395	395	395
OCC Short-Term Disability (employee pays full cost)	–	–	–
OCC Long-Term Disability	71	73	77
OCC Life Insurance (Basic Life only)	127	132	136
OCC Business Travel Insurance	10	10	10
OCC 24-Hour Personal Accident Insurance (employee pays full cost)	–	–	–
Public Transportation Incentive	3,060	3,060	3,060
OCC Life Cycle Account (LCA) Benefit ³	1,250	1,250	1,250
OCC Relocation Allowance ⁴	2,500	2,500	2,500
Retirement Fund (FERS) ⁵	7,458	7,679	8,049
OCC 401(k) Retirement Savings Plan: 5% ⁶	2,626	2,704	2,834
Thrift Savings Plan: 5% ⁷	2,626	2,704	2,834
Total OCC Contributions	\$33,486	\$33,989	\$34,826
Total Compensation and Benefits Package	\$86,006	\$88,069	\$91,506

¹ Averages of sample Geo pay percentages.

² BC/BS Standard Self Only Plan 104 is used as an example – there are many other plans. Amount shown includes the additional OCC-paid subsidy of \$75 per pay period for full-time employees. Current rates are based on data from January 2019 and are subject to change.

³ LCA benefit is prorated for new hires.

⁴ Employees relocating for the benefit of the OCC must meet specific criteria to be eligible for the Relocation Allowance.

⁵ FERS assumes employee has no prior federal government service. Agency contribution rate effective October 1, 2019, is 14.9 percent.

⁶ The OCC 401(k) contributions are based on a 1 percent employee deferred election with a 1 percent match plus 4 percent agency automatic contribution.

⁷ OCC TSP contributions are based on an employee 5 percent deferred election. Effective on or after October 1, 2020, all newly hired and rehired federal employees will be automatically enrolled in TSP at 5 percent.