

## 2013 NCUA Budget: Pay and Benefit Break-down

	Budget with Congressional GS Pay Increase	Budget without Congressional GS Pay Increase
Conditional pay increase	\$ 9,100,000	\$ -
Full year funding for positions added in 2012	1,900,000	1,900,000
Promotions, attrition, inflation (e.g., Health Insurance, FERS)	<u>1,787,000</u>	<u>1,787,000</u>
Pay and Benefit Increase	12,787,000	3,687,000
Other budget categories, net (Travel, Rent, etc.)	<u>1,745,000</u>	<u>1,745,000</u>
Total budget increase (all categories)	\$ 14,532,000	\$ 5,432,000
2012 Total Budget	236,854,786	236,854,786
Percent budget increase	<b>6.1%</b>	<b>2.3%</b>

### 2013 Budget Summary

- No new FTEs were added to the 2013 budget.
- Employee pay and benefits increase by \$12.8 million, the majority of which is dependent upon Congressional action.
- If Congress does not approve the pay raise, employee pay and benefits increase by \$3.7 million.

### Conditional Pay Increase: \$9.1 Million

- Conditional pay increase is indexed to the General Service (GS) scale, as required under the collective bargaining agreement.
- If Congress does not approve the President's proposed pay raise,
  - the Board will return those funds back at the 2013 mid-session budget review; and
  - the total budget increase falls to \$5.4 million or 2.3 percent an increase over 2012.
- The budget includes the conditional pay increase in order to have the opportunity to collect with the next Operating Fee invoice cycle, March/April 2013.

### Full year funding for positions added in 2012: \$1.9 million

- This amount is the 2013 cost of 35 FTE added in 2012 (includes 2 FTE added at mid-session).
- When new positions are added, the funding considers the time that it will take to advertise and fill the positions. We assume that new positions will not be filled for six (6) months. The \$1.9 million represents the incremental cost over 2012 to fund the position for all of 2013.

### Promotions, inflation, attrition: \$1.8 million

- Promotions represent primarily career-ladder promotions for examiners.
- Mandatory inflationary adjustments are increased related to health insurance premiums and retirement contributions.
- Attritions represent the savings due to staff turn-over. As individuals retire, new employees are hired at a lower cost.