

**YOUR DEDICATION DOES
NOT GO UNNOTICED**

**Explore the CIA
benefits package**



**Central
Intelligence
Agency**



BENEFITS AS GREAT AS YOUR IMPACT

We know that you are our greatest asset. We see the talent, dedication, and fortitude of every officer. We watch teams go above and beyond, time and time again, putting their heart into our mission. It takes no small amount of courage to answer this calling. Which is why it’s our honor and duty to support you not only in your career, but also in life.

What you’ll find in these pages is an overview of an extensive benefits package designed to cater to your unique needs and allow the Agency to remain competitive in today’s ever-evolving landscape. With ample policies, programs, and financial packages and health plans at your disposal, you can select those which enhance your daily life. Because we safeguard the Nation, our teams also have access to Federal Employee benefits.

What you won’t find in these pages, though, is perhaps the greatest benefit we offer—the opportunity to serve your country in the most unique way possible. You can feel secure, knowing you are part of the world’s premier intelligence organization, an elite workforce on the cutting edge of innovation. Joining CIA is a choice to serve a mission like no other—benefitting your family, friends, community, and nation.

Ready to join the world of CIA?
Here’s what you have to look forward to.

COMPENSATION

CIA employees are given a number of options to secure their financial future.

Salary

CIA offers competitive salaries. In addition to basic pay, employees can receive overtime compensation, holiday pay, night differentials, Sunday premium pay, performance awards, and allowances in certain circumstances.

Retirement

Federal employees have a multi-tiered retirement fund, including a federal pension plan, Social Security, and Thrift Savings Plan (TSP)—which is similar to a 401(k). CIA matches employee contributions on the first 5 percent of basic pay contributed to the Thrift Savings Plan (TSP) each pay period.

Life Insurance

Through the Federal Employees Group Life Insurance (FEGLI) Program, the government offers group term life insurance at reasonable rates via payroll deductions.

Flexible Spending Plans

A Flexible Spending Account (FSA) allows employees to set aside pre-tax money, lowering their taxable income, from their paychecks to pay for eligible expenses. Employees can enroll in the Health Care Flexible Spending Account and/or Dependent Care Flexible Spending Account.

Voluntary Investment Plan

This IRS-qualified 401(a) pension plan is designed to offer employees an opportunity to supplement their Social Security, retirement annuity, and Thrift Savings Plan contributions. Participants pool their contributions to invest regularly in a tax-deferred program consisting of four investment options.

Commuter Benefits

The Agency offers a Mass Transit Subsidy Program, which reimburses employees for their actual mass transit costs monthly. Vanpool riders are also reimbursed for the actual costs that have been incurred. In addition, CIA employees can participate in the Bicycle Commuter Reimbursement Program, which is a tax-free reimbursement of up to \$240 per calendar year when an employee regularly commutes via bicycle or e-bike to work.

Student Loan Repayment Assistance Program

CIA’s Student Loan Repayment Assistance Program (SLRAP) is designed to help employees repay educational loans that were initiated prior to accepting their employment with the Agency. The SLRAP maximum annual benefit is \$10,000 with a maximum lifetime aggregate of \$60,000. These benefits may be taxable and open to full- and part-time CIA staff officers, within the first six years of Agency employment, who have active student loans that are not in deferment or forbearance. Participants must reapply annually and sign a Continued Service Agreement (CSA) obligating them to complete a specified period of employment.

ENRICHMENT

CIA offers benefits to help employees and their families lead happy, healthy, and fulfilling lives.



DEVELOPMENT

The Agency offers programs so employees can achieve career success and impact.

Leave Options

CIA offers a generous allotment of leave options (absence without loss of pay), such as:

- Annual Leave, up to 26 days per year depending on total years of federal service
- Sick Leave, up to 13 days per year for employee and family care
- Federal Holidays, 11 days per year
- Paid Parental Leave, up to 12 weeks
- Medical Leave Bank, provided from bank for personal or family medical emergencies when all other leave is exhausted
- Voluntary Leave Transfer, donated from other employees for personal or family medical emergencies when all other leave is exhausted

Health Insurance

CIA employees may participate in a variety of federal benefits programs, including:

- Federal Employees Health Benefits Program
- Federal Employees Dental and Vision Insurance Program

Flexible Work Environment

CIA allows for flexibility in scheduling work hours for its employees, including, but not limited to, flextime, compressed week, part time and job sharing as office needs permit. CIA allows for its employees to work at Agency-sponsored locations on an “ad hoc” or “hot desk” basis as an alternative to fulfilling job-related responsibilities at their usual location.

Personal and Family Support

Understanding the challenges of balancing work with a personal life, CIA offers a vast array of programs and services to help, including:

- An accredited, full-day child care program on site for preschool-aged dependents of Agency employees
- A Child Care Subsidy Program to assist income-eligible full-time and part-time employees with a 70% subsidy to cover the cost of child care expenses
- A Family Engagement Organization to help spouses and partners learn more about the Agency and connect families together, building relationships and a sense of community while providing opportunities to share information
- WorkLife4You (WL4Y), a federal program sponsored by the U.S. Department of Health and Human Services that provides resources such as child and elder care resources, emergency assistance, and counseling

Wellbeing

The Agency is focused on the wellbeing of our employees; they can participate in a variety of events and access resources to address their physical, mental, emotional, and financial wellbeing. There are also fully equipped fitness facilities available on site for employee use. These wellbeing resources can be incorporated as part of the work day.

Visit cia.gov/careers to learn more about benefits

Education and Training

Education and training are part of every CIA employee’s career development. All new employees attend a basic orientation, and most receive on-the-job and formal classroom instruction through a wide variety of internal courses. Employees may also be sponsored for external university and professional training in programs relevant to their positions.

Foreign Language Training

CIA has a state-of-the-art foreign language facility designed to deliver critical language training to employees. The facility provides an expansive, immersive environment where officers can master the subtleties of foreign language and culture.

Foreign Language Incentive Program

CIA values all foreign language skills, even if this skill set is not your main focus. CIA’s comprehensive Foreign Language Incentive Program fosters the acquisition and maintenance of foreign language skills. New employees who already possess excellent language skills may be eligible for a significant bonus. All employees who test and meet the minimum proficiency requirements in a qualifying language are eligible for monetary incentives.

Uniformed Services Rights

An Agency employee does not need to resign when called to perform military service and has the right to return to CIA employment following a period of absence. Employees can choose to be placed on leave without pay or use accrued annual leave, military leave, or sick leave, if appropriate.