



For Immediate Release
NR 26-02 (2-12-26)

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FCA board receives overview on human capital planning and approves final rule updating business planning regulations

McLEAN, Va., Feb 12, 2026 — At its monthly meeting today, the Farm Credit Administration (FCA) board received a [briefing \(PDF\)](#) on the agency's human capital planning and approved a final rule to update business planning regulations.

Human capital overview

The briefing provided insight into FCA's current workforce composition and trends to support leadership decision-making and strategic workforce planning by examining the agency's mission-critical hiring, workforce size, age distribution, retirement eligibility, and employee attrition.

The overview also touched on the core tenets of the government-wide merit hiring plan and what it means for FCA. For example, the plan requires federal agencies to establish a strategic hiring committee, develop an annual staffing plan, prioritize mission-critical and early-career hiring, and make good use of skills-based hiring assessments.

Maintaining a skilled and engaged workforce is essential to fulfilling FCA's important mission. The overview provided insight into not just the current workforce, but also the work of the strategic hiring committee going forward.

FCA will continue to monitor this essential data as part of workforce planning, strategic hiring, talent development, succession management, and knowledge transfer. This helps the agency to best prepare for short and long-term human capital needs and remain an effective regulator of the Farm Credit System (FCS).

Final rule

The board also voted today to issue a final rule amending FCA's business planning requirements to comply with Executive Order 14219, which directed agencies to review all regulations for consistency with law and administration policy and to rescind or modify those that are inconsistent.

FCA rescinded several provisions in one regulation (§ 618.8440 — Business Planning) because they are inconsistent with Executive Order 14151.

The regulation will become effective 30 days after publication in the Federal Register during which either or both houses of Congress are in session. Pursuant to 12 U.S.C. 2252(c)(1), FCA will publish notification of the effective date of the final rule in the Federal Register.

Notational votes

Since the Jan. 8, FCA board meeting, three notational votes have occurred. Notational votes are actions the FCA board takes between board meetings.

On Jan. 13, the board issued a final rule for publication in the Federal Register to correct citations and clerical errors, and to make technical amendments to previously published rules in 12 C.F.R. parts 611, 614, 620, 626, 628, and 630. This final rule would reduce regulatory burden by correcting errors and facilitating compliance by System institutions.

On Feb. 11, the board authorized the chief financial officer to reallocate funds from the Office of the Chief of Staff budget to the budget of the Office of the Chief Operating Officer.

Also on Feb. 11, the board adopted the amended FCA Board Policy Statement 68 – FCS Building Association Management Operations Policies and Practices; and authorized and directed staff to implement the amended policy statement.

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The Farm Credit Administration is the regulator of the Farm Credit System. The System is the nation's oldest government-sponsored enterprise. It consists of a nationwide network of cooperative banks and associations, which was established in 1916, and a secondary market entity known as the Federal Agricultural Mortgage Corporation (Farmer Mac), which was established in 1988. The System's borrower-owned banks and associations provide credit to farmers, ranchers, residents of rural communities, agricultural and rural utility cooperatives, and other eligible and creditworthy borrowers. Farmer Mac provides a secondary market for agricultural real estate loans, rural housing mortgage loans, and certain rural utility loans. FCA news releases are available on the web at www.fca.gov.