

# MAKE IT YOUR MISSION



## Physicians

Find **YOUR** Total Reward\$ of a VA Career



U.S. Department of Veterans Affairs  
Veterans Health Administration  
Workforce Management & Consulting

### CHOOSE VA for the Mission

At VA, you are a part of a dynamic team of thousands of professionals helping provide high-quality healthcare to our Nation's Veterans. As a VA physician, you have more than a job – you have a mission to serve approximately **9 million Veterans** who've borne the battle with honor in over **1,293 sites of care**.



**Dr. Donna Ames**  
VA Psychiatrist

*"I am just thrilled to work here at the VA because there is so much opportunity and openness to trying innovative things and prioritizing the patient at the center of care."*

Visit [www.VAcareers.va.gov](http://www.VAcareers.va.gov) for more information.

#### Help Improve Care for Veterans

From your start as a physician all the way through to retirement you receive a total rewards package that adds to the satisfaction of a career based on giving back to those who have given so much to the nation.

At VA, you spend more time with grateful patients and less time on administrative tasks. With VA's integrated system, employees are free to explore areas of career development and pursue opportunities anywhere within VA. Physicians receive unparalleled opportunities to enjoy the science of medicine and grow as professionals by advancing their education, mentor and be mentored, become a principal investigator or move into executive roles.

#### Coverage

Rest easy knowing that VA has you and your family's insurance needs covered. Insurance coverage may follow you into retirement after 5 years of vested service and maintaining FEHB in the 5 years leading up to retirement (conditions apply).

#### Career Opportunities

Start your career at VA and benefit from opportunities to build your skills and promotion pathways to other careers in 300 different occupations.

#### Retirement Benefits

Earn an amazing retirement package including a traditional (defined benefit) federal pension, a defined 401(k) type Thrift Savings Plan (TSP) with employer matched contributions, and Social Security.

#### Get Credit for Military Service

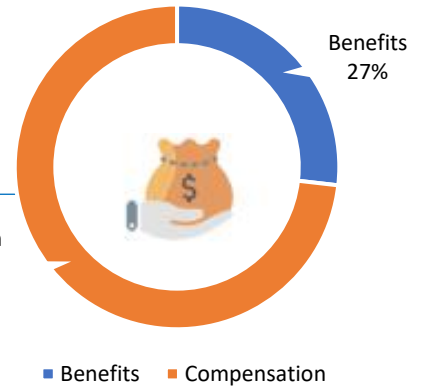
As a VA employee, you can choose to carry over eligible military service time that can be added to your total years of creditable service for retirement pension calculation purposes (conditions apply).



# SAMPLE Total Reward\$ of a VA Career as a Physician

Let's do the math!

This Total Reward\$ sample is a generalized report reflecting the potential monetized value of a full VA compensation package.



## Compensation + Benefits = Your Total Reward\$\*

### Sample Annual Total Reward\$ Worksheet

#### Full-time Employee\*

##### Direct Compensation

Average Salary \$275,000

##### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$11,024
Social Security	\$9,114
Medicare	\$3,988
Employee Assistance Program (EAP)	\$500
Basic Life Insurance	\$726
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$13,750
Federal Employee Retirement System (FERS)	\$45,650
Education Debt Reduction Program (conditions apply, \$40k max/yr.)	\$_____
Potential Physician Performance Pay	\$15,000
CME Reimbursement (conditions apply)	\$1,000

**Annual Total Reward\$ \$373,652**

\*This calculation is a sample only and does not constitute a contract of employment or a guarantee of benefits or future employment. Certain elements vary and are based on specific circumstances. Estimates above do not include the potential for up to \$40,000 annually (maximum of \$200,000) in student loan reimbursement, Permanent Change of Station (PCS) relocation allowance, recruitment, retention, and relocation incentives, the value of free liability coverage and other payments and incentives. If your service includes part-time calculations, your total rewards and benefits will be proportionally prorated. For more information, please see [www.opm.gov](http://www.opm.gov). By law, VA physicians' annual compensation cannot exceed the president's, which is \$400,000 per year.

Compensation  
73%

■ Benefits ■ Compensation

**Social Security paid by VA** = 6.2% of taxable wages on behalf of the employee. If an individual has taxable wages over the taxable maximum of \$147,000, VA will contribute \$9,114.

**Employee Assistance Program (EAP)** = free legal and medical services

**Medicare paid by VA** = 1.45% on behalf of the employee.

**FSAFEDS Flexible Spending Account** = you may contribute up to \$2,850 a year to your health care FSA with a \$570 max carry over and save up to 30% on dependent care expenses.

**Life Insurance** = VA pays 1/3 of insurance cost for basic life insurance.

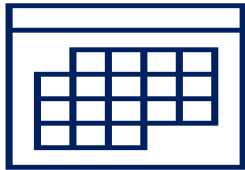
**Thrift Savings Plan (TSP) Federal 401(k)** = VA provides up to 5% employer matched/automated contributions to your savings plan.

**Federal Employee Retirement System (FERS)** = for employees hired after 1/1/2014, VA contributes 16.6% annually to FERS-FRAE basic/defined benefit.

**VHA National Child Care Program** = assists VA employees in balancing work and family responsibilities. After 60 days of employment, full time employees with a total family income below \$149,000 may be eligible for childcare subsidy program (conditions apply).

**Transit Benefit Program.** You may qualify for transit subsidy monthly benefits of a max of \$280/month; check with your local VA Medical Center (conditions apply).

**Performance Pay.** Your compensation includes additional annual performance pay up to 7.5% of annual salary up to a max of \$15,000.



### Value of Paid Time Off

Total annual combined value of paid holidays, sick leave and annual leave (50 days):

**\$52,707**

Total value of parental paid leave (12 weeks, if taken):

**\$63,249**

Paid leave is not an additional payment but is a value of your paid time off included in your annual salary based on an 8-hour day.

**Take time off.** At VA, you start your career with 50 days of paid time off each year. Paid vacation, unlimited accumulated paid sick leave and 11 paid federal holidays accrue right away.

**Paid Parental Leave.** VA provides up to 12 weeks of paid parental leave in connection with the birth, adoption, or foster care placement of a child for employees covered by Family and Medical Leave Act (FMLA) provisions.

**Student Loan Reimbursement.** As a VA employee, you gain access to loan repayment and comprehensive education support programs. Estimates do not include the potential for up to \$40,000 annually in student loan reimbursement (for hard-to-recruit and retain occupations).

**Veterans Canteen Service (VCS).** VA employees enjoy tax-free shopping at VCS retail stores, cafes and coffee shops. Shopping online? Visit [www.ShopVCS.com](http://www.ShopVCS.com) for exclusive deals on name brands like YETI, Dell, Under Armour and more. Take advantage of VCS's interest-free employee deduction card PatriotPlus—accepted at VCS business lines.