

# MAKE IT YOUR MISSION



## Human Resources Specialist

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

### CHOOSE VA for the Mission

**At VA, you have more than a job—you have a mission to serve Veterans who've borne the battle with honor.**



"The work I do in human resources for the VA isn't just a job, it's a passion to help serve Veterans like myself. Knowing that I can impact Veterans not only those seeking employment but in turn helping achieve the mission of helping facilities care for our Veterans. When you are a Veteran serving Veterans, it makes the mission very personal."

**Christi Thoroughman**

Supervisor HR Specialist, Hire Right Hire Fast, SSU Team  
VISN 20 NWHRN

### Help Improve Care for Veterans

At VA, as a human resources specialist you are responsible for a variety of duties that support the VA workforce. You have the opportunity to excel in recruitment and placement, classification, compensation, employee relations/labor relations, human resources information systems, and training and development, etc. You work with a diverse team to ensure VA workforce is appropriately staffed with highly qualified professionals to fulfil our Nation's promise to care for those who've borne the battle.

### 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 and Growth 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 401(k) Thrift Savings Plan (TSP) with employer matched contributions, and Social Security.

### 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 Human Resources Specialist

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 \$87,000

#### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$11,024
Social Security	\$5,394
Medicare	\$1,262
Employee Assistance Program (EAP)	\$500
Basic Life Insurance	\$230
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$4,350
Federal Employee Retirement System (FERS)	\$14,442
Student Loan Repayment Program (conditions apply, \$40k max/yr.)	\$ _____
Child Care Program (maximum benefit/conditions apply)	\$4,992

**Annual Total Reward\$ \$129,193**

\*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. 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).



■ 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.

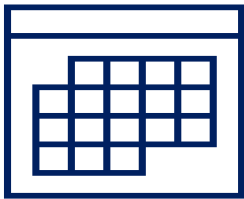
**Life Insurance** = VA pays 1/3 of insurance cost for basic life insurance.

**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).



### Value of Paid Time Off

Total annual combined value of paid holidays, sick leave and annual leave (37 – 50 days):

**\$12,339 - \$16,675**

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

**\$20,010**

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 37 to 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 Repayment Program (SLRP).** You may be eligible to apply for SLRP, and once approved you may receive up to \$40,000 per year and up to \$100,000 total toward student loans in return for a 1-year service agreement.

**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.