

VA



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

2024 - TOTAL REWARD\$

Make it your Mission
to Serve and Protect
Veterans, Caregivers, and VA
Employees



June 2024

VA CAREER
POLICE OFFICER

MAKE IT YOUR MISSION



Take a closer look...

As an employee, you have more than a job—you have a mission to serve Veterans who have borne the battle with honor. In carrying out this mission, you will discover a career with competitive pay, opportunities for growth and mobility, and a wealth of benefits and rich rewards.

CHOOSE VA

No matter where or how you serve as a police officer in VA, you will contribute to the greatest mission in federal service - the mission to heal and care for Veterans so they can thrive in life after military service.

Each year, the U.S. Department of Veterans Affairs (VA) serves over 9 million Veterans in 1,321 sites of care across all 50 states, the District of Columbia, and U.S. territories. At VA, as a police officer, you have the opportunity to serve and protect Veterans, their families, and employees.

You are vital part to ensuring a safe environment for Veteran's to seek their healthcare. The mission of the VA police officer is to focus all aspects of efforts on the needs of the Veterans, their family, and employees with superior customer service in a friendly welcoming atmosphere.

VA employees enjoy many benefits, some VA facilities have on-site employee fitness centers, on-site childcare, carpooling, and VA Canteen retail shops with employee discounts.

At VA, you are part of a dynamic team of thousands of professionals helping our hospitals outperform the private sector. It takes talented and dedicated police officers to help ensure Veterans receive the best health care available by providing a safe and welcoming environment.

VA has dynamic career paths that bring out the best in you and transform your passion for serving Veterans into real-world impact. By working for VA, you have the opportunity to support clinical care, advance your education, mentor and be mentored, and move into executive roles.



WELCOME TO VA!

VETERANS ENROLLED

9+ Million

VA SITES OF CARE

1,321



YOUR TOTAL REWARD\$ WHEN YOU CHOOSE A VA CAREER



What makes us

DIFFERENT FROM OTHER HEALTH CARE SYSTEMS?

As a VA employee, you serve with dedicated professionals and are rewarded with a strong support system, superior work-life balance, and countless career growth and assignment options.

- Balanced work-life environment.**
- Flexible Work Schedules.** VA offers alternate, compressed, and flexible work schedules to fit your specific needs.
- Work from anywhere.** You can work at any of the 1,321 sites of care in all 50 states, the District of Columbia, Puerto Rico, Guam, American Samoa, and the Philippines.
- Relocate with ease.** Typically, when you apply to work at another VA, you will not lose accumulated paid leave, benefits, or pay by transferring from one VA position to another VA position.

MISSION

As a VA employee, you have more than a job, you have a mission to serve Veterans who have borne the battle with honor.

COMPENSATION

As a VA employee, you will earn competitive compensation as you pursue excellence in health care for Veterans.

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 Federal Employee Health Benefits (FEHB) in the 5 years leading up to retirement (conditions apply).

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.

CAREER AND GROWTH

Start your career at VA and benefit from opportunities to build your skills and professional growth by leveraging VA professional development programs to fit your specific long-term career goals.

CREDIT FOR MILITARY SERVICE

Don't worry – as a VA employee, you may carry over service time that is added to your total years of work for retirement purposes. This may increase your retirement pension payments (conditions apply).

COMPENSATION

VA pays numerous benefits on your behalf

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 \$168,600, VA will contribute \$10,453.

Employee Assistance Program (EAP) = free legal and mental health services and up to 8 hours of authorized absence leave per year.

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

Flexible Spending Account (FSA) = you may contribute up to \$3,200 a year to your health care FSA with a \$640 maximum 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 Federal 401(k) = VA provides up to 5% employer contributions (1% automatic contribution and up to 4% employer matching contributions).

Federal Employee Retirement System (FERS) = VA contributes 36.4%* annually to FERS-FRAE (Further Revised Annuity Employee) Employing Agency Contribution basic/defined benefit traditional pension.

*VA contributes 36.4% annually to FERS-FRAE for law enforcement officer, firefighter, Member of the supreme court police.



Competitive Salaries

At VA, you receive compensation based on the position's level of responsibility and/or qualifications (grade level), length of service within the grade (step), and the duty location.

Regular Increases

Receive annual pay increases, when signed into federal law (as of 2024, the 5-year average increase was 2.92%), within-grade or "step" increases and when appropriate, grade increases.

Incentive Awards

Including Superior Performance Awards, Special Contribution Awards, Quality Step Increases, VA Honor Awards, and non-monetary recognition.

VHA National Child Care Program

This 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 maximum of \$265/month; check with your local VA Medical Center (conditions apply).

SAMPLE TOTAL REWARD\$

FULL TIME EMPLOYEES

Let's do the math!

Find Your Total Reward\$ of a VA Career as a police officer

This Total Reward\$ sample is a generalized report reflecting the potential monetized value of a full VA compensation package for a full-time employee*



Sample Annual Total Reward\$ Worksheet

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

Direct Compensation

Police Officer Salary Examples	\$65,000	\$70,000	\$75,000
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Total Reward\$ of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$4,030	\$4,340	\$4,650
Medicare	\$943	\$1,015	\$1,088
Basic Life Insurance	\$172	\$185	\$198
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$3,250	\$3,500	\$3,750
Federal Employee Retirement System <small>(FERS)</small>	\$23,660	\$25,480	\$27,300
Student Loan Repayment Program <small>(conditions apply, \$40k max/yr.)</small>	\$_____	\$_____	\$_____
Child Care Program <small>(maximum benefit/conditions apply)</small>	\$5,000	\$5,000	\$5,000

Annual Total Reward\$	\$117,950	\$125,416	\$132,882
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*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 reward\$ and benefits will be proportionally prorated. For more information, please see www.opm.gov.

VALUE OF TIME OFF

Spend time with family and friends with paid leave

Take time off. As a police officer at VA, you start your career with 37 to 50 days of paid time off each year. Paid vacation, sick leave, and 11 paid federal holidays accrue right away with no limit on carry-over of accumulated sick leave.



Combined Leave

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

Avg. Salary	Est. total annual combined value (37 - 50 days)
\$65,000	\$9,219 - \$12,458
\$70,000	\$9,928 - \$13,416
\$75,000	\$10,637 - \$14,375

Paid Parental Leave

Estimated total paid parental leave (12 weeks, if taken conditions apply):

Avg. Salary	Est. total paid parental leave (12 weeks, if taken)
\$65,000	\$14,950
\$70,000	\$16,100
\$75,000	\$17,250

These value estimates do not represent additional compensation, but rather the value of paid time off based on a \$65,000, \$70,000 and \$75,000 annual salary and depending on leave category (37, 44, or 50) 8-hour days of paid leave and holidays.

Leave Category	Full Time	Part Time
Federal Holidays	11 days	11 days*
Annual Leave (0-3 years of service)	13 days	1 hour for every 20 hours worked
Annual Leave (3-15 years of service)	20 days	1 hour for every 13 hours worked
Annual Leave (15+ years of service)	26 days	1 hour for every 10 hours worked
Annual Leave Max Carryover	240 hours	240 hours
Sick Leave	13 days	1 hour for every 20 hours worked
Sick Leave Max Carryover	Unlimited	Unlimited
Military Leave	15 days	Prorated
Military Leave Maximum Balance	30 days	Prorated
Paid Parental Leave**	12 weeks	Prorated

*Part-time employees are entitled to federal holidays that fall on days employees would otherwise be required to work or take leave. This does not include overtime work.

**The National Defense Authorization Act (NDAA) 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 applicable to federal civilian employees. Effective December 22, 2023, those with honorable military service can use that time to meet the one-year service requirement to qualify for FMLA.

COVERAGE

Rest easy knowing that VA has you and your family's needs covered

Health insurance

With FEHB, choose from a variety of self or family health maintenance organizations or fee-for-service health plans that all cover pre-existing conditions. Your spouse and children under age 26 are eligible, as are children—regardless of age—who are unable to support themselves.

VA pays up to 75% of health premiums, and your portion of the premium is taken on a pretax basis unless you opt out. This benefit may continue into retirement provided you maintain FEHB coverage during your 5 years of vested service prior to retirement (conditions apply).

Plans can be adjusted during annual open season from November – December. You can also contribute to flexible, tax-free spending accounts up to \$3,200 in medical expenses for individuals and up to \$5,000 in dependent care expenses.

Dental and vision insurance

Under the Federal Employees Dental and Vision Insurance Program (FEDVIP), supplemental dental and/or vision benefits are available to you and your family including children up to age 22. FEDVIP coverage may continue into retirement for employees.



Long-term disability coverage

Become eligible for disability retirement benefits after 18 months of vested service.

Life insurance

Plan for what is next with Federal Employees Group Life Insurance, which is group term life insurance covering you and eligible family members. Receive this benefit with no physical exam if you elect to enroll within 60 days of being hired and get coverage that applies from your start date and continues into retirement.

Long-term care

Under the Federal Long-Term Care Insurance Program, you can access long-term care coverage for home care, adult day care and facility care. You may be eligible to apply for long-term care insurance even if you are not enrolled in the FEHB Program.

Parental leave

The National Defense Authorization Act 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 the FMLA provisions applicable to federal civilian employees.

CAREER AND GROWTH

Start your career at VA and benefit from opportunities to build your skills throughout your tenure to meet your career aspirations.

VA Police Officer Standardization Training

The VA Police Officer Standardized Training is a 400-hour training program designed to provide duly appointed VA police officers with a specialized orientation to agency law enforcement authority and specialized skills in situations involving patients or persons of diminished capacity. This course is designed to provide police officers with the knowledge, skills, and abilities to blend their duties as law enforcement officers with the special needs of the public they serve.

K9 Program

VA police officers have dual trained dogs for search of narcotics and missing patients. K9 officers have a special schedule with a government marked take home vehicle. K9 officers work with other government agencies for diplomatic and VIP missions. K9 officers go through training that can be found locally that is nationally accredited and can train officers using federal law enforcement standards.

Continuous training and development

As a VA police officer, you will attend monthly training such as online in-service training covering use of force, de-escalation, weapon safety, terminology, care of Veterans search methods, standard operating procedures, rapid response drills for threats and responding to alarms.

Student Loan Repayment Program (SLRP)

If you have qualifying/eligible education loan debt, you may be eligible to apply for SLRP and receive payments to help off-set and pay for student loan debt (conditions apply). The maximum annual gross amount payable in a calendar year is \$40,000 with the total lifetime gross amount of \$100,000 and a 3-year service obligation.

RETIREMENT BENEFITS

Get ready for retirement with 3-pronged support consisting of a federal pension, the employer-matched Thrift Savings Plan (TSP) 401(k), and Social Security.

Long-term disability and death benefits

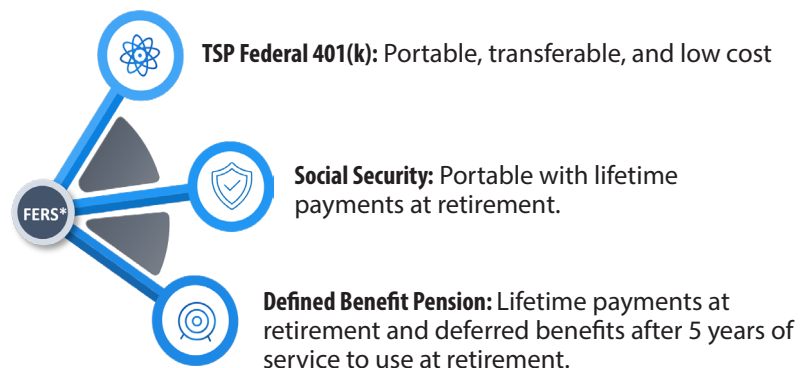
Become eligible for disability retirement benefits (similar to long-term disability insurance coverage) and employee death benefits after 18 months of vested service.

Survivor benefits

Become eligible for survivor benefits plan after 10 years of vested service.

Federal Employees Retirement System.*

Earn a generous FERS pension after 5 years of vested service to VA through the basic/defined benefit retirement plan.



THRIFT SAVINGS PLAN (TSP) FEDERAL 401(k)



Grow retirement funds by supplementing your pension, Social Security, and other savings with TSP.

More savings. TSP lets you contribute up to \$23,000* a year to your account.

Catch-up at mid-career.

If you are age 50 or older, grow TSP beyond the maximum with additional “catch-up” contributions of up to \$7,500 per year* for a total potential contribution of \$30,500. Catch-up ceilings are regularly increased so check the TSP website for the latest information.

Employer matching

Earn VA contributions right away. VA makes an automatic contribution of 1% of your salary into your TSP fund. VA also matches contributions dollar-for-dollar on the first 3% of your salary and 50 cents-on-the-dollar for the next 2% of your salary, for a total of up to 5% in employer contributions.

Vesting

When you are “vested,” you have ownership of contributions—they are yours to take with you, into the next job or retirement. You are automatically vested in your own contributions and VA’s matching contributions from day one of VA employment. Employees are vested in the 1% automatic contribution after 3 years of VA service.

Low-cost, choice-based investing

TSP features matching funds, tax-treatment options (pretax traditional/after-tax Roth), investment choices and portability so you control how much you contribute and where to invest. TSP annual administration fees of 0.055% (total expense ratio) are roughly 40 times lower than industry average of 2.22%.** That is more money in your pocket to use when you retire.

Let’s do the math!

What will your investment look like with compounded interest?

Keep more of your investment with low TSP investment fees! Plan for a comfortable life after federal service with TSP and compound interest. At VA, TSP participants do have one big advantage over most 401(k) investors: lower fees. Invest **\$23,000** annually toward retirement and see your savings stack up! **Take a closer look at your investments.**

20 YEARS

\$951,324

VA TSP Fees
(fees paid by VA employees)

\$523

Private Sector Fees
(for non-VA 401(k))

\$21,119

30 YEARS

\$2,186,325

VA TSP Fees
(fees paid by VA employees)

\$1,202

Private Sector Fees
(for non-VA 401(k))

\$48,536

40 YEARS

\$4,611,608

VA TSP Fees
(fees paid by VA employees)

\$2,536

Private Sector Fees
(for non-VA 401(k))

\$102,378

Compounded by 7% assumed annual rate of return

*Indicates the 2024 amount and may increase in future years

**According to SmartAsset.com, private sector all-in 401k fees in 2024 range from 0.2%-5%. <https://smartasset.com/retirement/what-are-401k-fees>

FERS BASIC/DEFINED PENSION



Become vested in FERS Basic/Defined Benefit pension after only 5 years of creditable civilian service.

Generous pension

Under the federal retirement system, your future pension benefits are funded through an automatic 4.4% deduction from your salary and a 16.5% matching contribution from VA each pay period. After retirement, monthly pension annuity payments are distributed for life.

Age defined

Under age 62 the employee must have met their Minimum Retirement Age (MRA) between age 55-57 and they must have worked at least 10 years or greater under a retirement plan.

Benefits defined

You may be eligible for a monetary FERS supplement if you are less than 62 years old and reached your MRA with 30 years of service or age 60 with at least 20 years.

Under 62 years old, the benefit is 1% of the highest 3 years of average salary for each year of service (conditions apply).

Age 62 or older with 20+ years of service, benefit is calculated at 1.1% of the highest 3 years average salary for each year of service.

Let's do the math!

The examples below illustrate calculations for annual VA pension for full-time employees (not including 401k/TSP payments) using various retirement age and years of service combinations for average salaries of \$65,000, \$70,000, and \$75,000.



Average Salary \$65,000

Example 1



- Under age 62
- 1% benefit
- 60 years old
- 30 years of VA service
- \$65,000 average high 3 salary

Average Pension



\$19,500

Example 2



- Age 62 or older
- 1.1% benefit
- 63 years old
- 33 years of VA service
- \$70,000 average high 3 salary



\$25,410



Average Salary \$70,000

Example 1



- Under age 62
- 1% benefit
- 60 years old
- 30 years of VA service
- \$70,000 average high 3 salary

Average Pension



\$21,000

Example 2



- Age 62 or older
- 1.1% benefit
- 63 years old
- 33 years of VA service
- \$75,000 average high 3 salary



\$27,225



Average Salary \$75,000

Example 1



- Under age 62
- 1% benefit
- 60 years old
- 30 years of VA service
- \$75,000 average high 3 salary

Average Pension



\$22,500

Example 2



- Age 62 or older
- 1.1% benefit
- 63 years old
- 33 years of VA service
- \$80,000 average high 3 salary



\$29,040

Note: Many different factors impact pension amounts; for instance, unused sick leave extends your creditable service time on a day-for-day basis. Review your specific situation with a VA recruiter and follow the links in the resources section for more information.

BECOMING A VA POLICE OFFICER



Being a VA police officer can be mentally and physically challenging. To ensure that every VA police officer is mission-ready, our comprehensive hiring process helps identify the talented individuals who have what it takes.

As a VA police officer, you have the unique opportunity to serve and protect our Nation's Veterans and their families and VA employees. You play a vital role in ensuring a safe environment for Veterans to seek their healthcare. You are responsible for performing law enforcement and security duties at VA health care centers by following and executing rules, regulations or procedures covering law and rules enforcement, physical and personal security operations, patrol duties, control desk duty, coordination with local courts and crime prevention activities for the local jurisdiction.

A VA career offers you numerous benefits and rewards, take a closer look at your potential total reward\$ and what it takes to become a VA police officer.

Ready to Apply?

On the following pages, explore the application requirements and steps for becoming a VA police officer. But first, find out if you are eligible to apply!

Eligible Applicants Must:

- Be a U.S. Citizen.
- Have a valid driver's license.
- Have resided in the U.S. at least 3 of the last 5 years.
- Be eligible to carry a firearm.
- Pass the application process.

You may be disqualified if your background includes:

- Use of illegal drugs and/or the sale and/or distribution of illegal drugs.
- Convictions, including misdemeanor domestic violence charges.
- International harboring or concealment of undocumented non-citizens.

CHOOSE VA

THE POLICE OFFICER APPLICATION PROCESS



01 - APPLY

To begin your application process, go to [USAJOBS](#) to find the position you are interested in applying for and submit your application.

After you submit your application, go back to the application section of your USAJobs account and make sure we received your application. Your application status will say “applied” with the date you submitted your application.

Once the job announcement closes, the VAMC will review your application to make sure you meet the minimum qualifications and determine what grade you qualify for (if applicable). If your resume and/or transcripts do not clearly document how you are qualified, you may be rated ineligible.

Note, it may be up to 15 days before you are contacted by human resources (HR) with your eligibility. If you are found to be a qualified/eligible applicant for the position, you may be contacted for an interview.

1

2



02 - INTERVIEW

If you are found as a qualified applicant, you will need to complete a structured performance-based interview (PBI) to ensure you have the competencies that are critical for successful job performance.

Among these competencies are judgment/decision-making, emotional maturity, interpersonal skills, and cooperativeness/sensitivity to the needs of others.

3



03 - MEDICAL & PSYCHOLOGICAL EXAMS & DRUG TEST

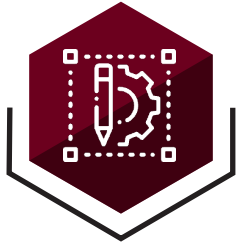
You must undergo a pre-employment medical examination and be found medically qualified to perform the position’s full range of duties safely and efficiently.

Any disease or condition that may potentially interfere with the performance of the job’s duties or training may result in medical disqualification, but no disease or condition is automatically disqualifying. Each determination is made on a case-by-case basis.

You will be required to submit to a random drug test during the application process. If you test positive, then you will be disqualified.

***From your interview to reporting to duty, it may take anywhere from 30 to 90 days**

4



4 - ONBOARDING PROCESS

After you complete and pass your Medical Exam and Physical Fitness Test, the VA will conduct reference checks and final qualifications.

You will receive a tentative job offer as you progress through the onboarding processes.

5



5 - BACKGROUND INVESTIGATION

You must undergo and successfully pass a background investigation (public trust) as a condition of employment with VA. The Standard Form 85 - Questionnaire must be completed to initiate the background investigation. The background investigation consists of the preliminary vetting checks, the investigation, and the final adjudication.

6



6 - REPORT FOR DUTY

You will report to station after the background investigation is cleared for New Employee Orientation (NEO) and you will be assigned to a training officer to prepare for the Basic Entry Level Test (BELT).

8



8 - POST TRAINING

You will need to attend the Police Officers Standards and Training Program (POST) which is a 400-hour training program designed to provide duly appointed VA police officers with a specialized orientation to agency law enforcement policies and procedures. You will be required to complete a physical fitness test.

7



7 - BELT TRAINING

The Basic Entry Level Test (BELT) measures your understanding of Standard Operating Procedures (SOPs)/training review. You must score 80% or higher to enter into the police academy.

TOTAL REWARD\$



Contact human resources for specific eligibility questions and visit [VACareers.va.gov](https://vacareers.va.gov) for general information.



[VACareers.va.gov](https://vacareers.va.gov)

RESOURCES

Benefits, education, and employment incentives

- Federal benefits: <https://www.opm.gov>
- Education support: <https://www.vacareers.va.gov/Benefits/EducationSupport>
- Employment benefits: <https://www.vacareers.va.gov/Benefits/EmploymentBenefits>
- Transit Benefit Program: <https://dvagov.sharepoint.com/sites/WMCPortal/SubPages/Pages/Transit.aspx>

Coverage

- Liability protection explained: <https://www.vacareers.va.gov/Benefits/EmploymentBenefits/#insurance>

Insurance

- Life insurance: <http://www.opm.gov/healthcare-insurance/life-insurance>
- Dental/vision: <http://www.opm.gov/healthcare-insurance/dental-vision>
- Federal health benefits: <http://www.opm.gov/insure/health/index.asp>
- Federal health benefits comparison tools: <https://www.opm.gov/healthcare-insurance>
- Federal insurance frequently asked questions: <http://www.opm.gov/healthcare-insurance/insurance-faqs>
- Flexible spending accounts primer: <http://www.opm.gov/healthcare-insurance/flexible-spending-accounts>
- Long-term care: <https://www.opm.gov/healthcare-insurance/long-term-care/>

Retirement

- Estimate future pension benefits at the U.S. Office of Personnel Management's Federal Ballpark E\$timate: <https://www.opm.gov/retirement-services/calculators/federal-ball-park-estimator/>
- Thrift Savings Plan: <https://www.tsp.gov/index.html>
- Retirement benefits: <https://www.opm.gov/retirement-services/fers-information>
- Social Security Retirement Estimator: <https://www.ssa.gov/benefits/retirement/estimator.html>



A VA career offers you numerous benefits and reward\$, take a closer look at your potential inventory of Total Reward\$. Your Total Reward\$ could potentially include:

- Competitive compensation and salaries
- Recruitment and retention bonuses*
- Work-life balance
- Workplace flexibilities/alternate work arrangements*
- Health and wellness programs
- No employment contracts, restrictive covenants, or non-compete clauses
- Insurance coverage (health care, life, etc.)
- Extensive retirement package
- Credit for Military Service*
- Performance and recognition awards and programs
- Professional development opportunities
- Student Loan Repayment Program (SLRP)*

*Please note, certain elements vary and are based on specific facility circumstances, eligibility requirements, and availability and are not a guarantee of benefits.