

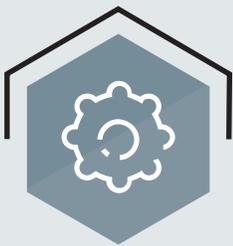
MAKE IT YOUR MISSION

CONTRACTING SPECIALIST

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

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

As a contracting specialist, you participate in critical decisions to fulfill agency missions, plan for the purchase of goods and services from the private sector, negotiate, award, and manage contracts. Contract specialists make strategic and innovative business decisions to help VHA obtain the critical goods and services to improve care for Veterans. As a contract specialist, you contribute at varying levels of skill and expertise and there is considerable opportunity for growth and increased responsibility for those who excel and are passionate about their careers.



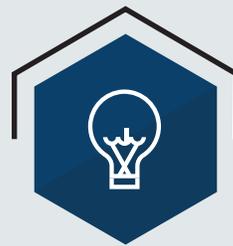
COVERAGE

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

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.



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

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).



“As a Veteran, the Contract Specialist Career field has challenged and increased my self-confidence. Every action of mine empowers our staff to provide our Veterans the stellar healthcare they have earned and deserve, as well as saving lives and creating amazing rehabilitative success stories. I feel incredible work satisfaction when I walk the VA campus and see the impact that I have contributed by awarding contracts. If you're ready for the most challenging career field the VHA has to offer, step out of your comfort zone and join the team of the acquisition professionals at VHA.”

Andrew Misfeldt, Contracting Specialist, NCO 16, Fayetteville, AR

DEPARTMENT OF VETERANS AFFAIRS



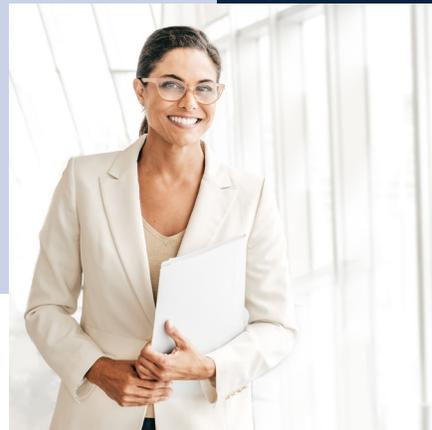
U.S. Department of Veterans Affairs
Veterans Health Administration
Workforce Management & Consulting

SAMPLE TOTAL REWARD\$

Let's do the math!

Find Your Total Reward\$ of a VA Career as a Contracting Specialist

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

Salary Examples

\$80,000

\$85,000

\$90,000

Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy

\$15,896

\$15,896

\$15,896

Social Security

\$4,960

\$5,270

\$5,580

Medicare

\$1,160

\$1,233

\$1,305

Basic Life Insurance

\$211

\$224

\$238

Thrift Savings Plan Federal 401(k) (Employer Contributions)

\$4,000

\$4,250

\$4,500

Federal Employee Retirement System (FERS)

\$13,280

\$14,110

\$14,940

Student Loan Repayment Program (conditions apply, \$40k max/yr.)

\$_____

\$_____

\$_____

Child Care Program (maximum benefit/conditions apply)

\$5,000

\$5,000

\$5,000

Annual Total Reward\$

\$124,507

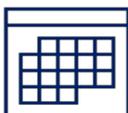
\$130,983

\$137,459

*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.

Spend time with family and friends with paid leave

Take time off. In a nonclinical job 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) |
|-------------|---|
| \$80,000 | \$11,346 - \$15,333 |
| \$85,000 | \$12,056 - \$16,291 |
| \$90,000 | \$12,765 - \$17,250 |



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) |
|-------------|---|
| \$80,000 | \$18,400 |
| \$85,000 | \$19,550 |
| \$90,000 | \$20,700 |

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$80,000, \$85,000 and \$90,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).