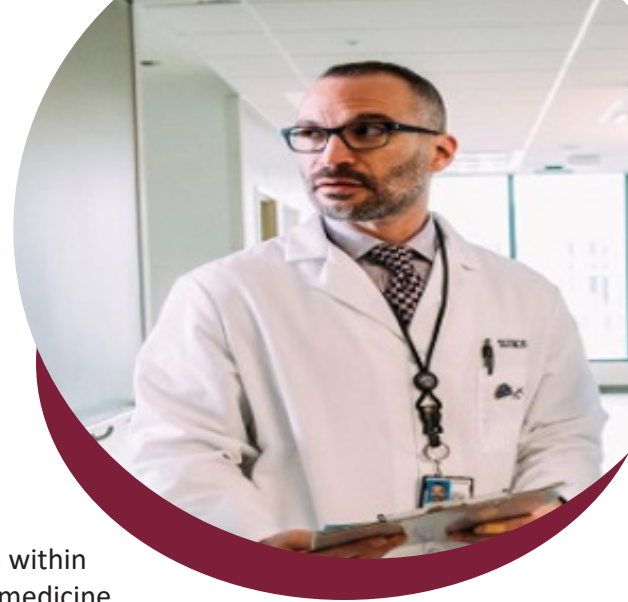


# MAKE IT YOUR MISSION PHYSICIAN

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

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.



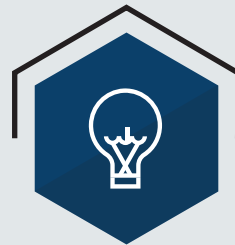
### COVERAGE

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 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).



"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."

**Dr. Donna Ames, VA Psychiatrist**

DEPARTMENT OF VETERANS AFFAIRS

VA



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 Physician

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	\$250,000	\$270,000	\$280,000
<b>Total Rewards of Benefits Provided by VA</b>			
Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$9,932	\$9,932	\$9,932
Medicare	\$3,625	\$3,915	\$4,060
Basic Life Insurance	\$660	\$713	\$739
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$12,500	\$13,500	\$14,000
Federal Employee Retirement System <small>(FERS)</small>	\$41,500	\$44,820	\$46,480
Education Debt Reduction Program <small>(conditions apply, \$40k max/yr.)</small>	\$_____	\$_____	\$_____
Performance Pay <small>(conditions apply, 7.5% of salary up to \$15,000)</small>	\$15,000	\$15,000	\$15,000
CME Reimbursement <small>(maximum benefit/conditions apply)</small>	\$1,000	\$1,000	\$1,000
<b>Annual Total Reward\$</b>	<b>\$350,113</b>	<b>\$374,776</b>	<b>\$387,107</b>

\*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. **By law, VA physicians' annual compensation cannot exceed the president's, which is \$400,000 per year.** If your service includes part-time calculations, your total reward\$ and benefits will be proportionally prorated. For more information, please see [www.opm.gov](http://www.opm.gov).

### Spend time with family and friends with paid leave

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.



#### Combined Leave

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

Avg. Salary	Est. Total annual combined value (50 days)
\$250,000	\$47,916
\$270,000	\$51,749
\$280,000	\$53,666



#### 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)
\$250,000	\$57,499
\$270,000	\$62,099
\$280,000	\$64,399

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$250,000, \$270,000 and \$280,000 annual salary, 50 paid 8-hour days of leave and holidays.