

# MAKE IT YOUR MISSION

## POLICE OFFICER

### FIND YOUR TOTAL REWARDS 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.

At VA, as a police officer, you have the opportunity to serve and protect our Nation's 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 your efforts on the needs of the Veteran's, their family, and employees with superior customer service in a friendly, welcoming atmosphere.



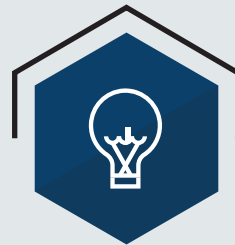
#### COVERAGE

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 chose to join the Cheyenne VA Health Care System Police Department because I wanted to continue to serve and be the first to help our Veterans and families. Working at the VA means I can share my experiences with Veterans from all walks of life and build upon that camaraderie. It also allows me to connect with other federal agencies within the VA and ensure that those who served and are still serving our country receive the best care they deserve."

**Jack Ashing**  
Police Officer, Cheyenne VAHCS, VISN 19

# SAMPLE TOTAL REWARD\$

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 \$50,000      \$60,000      \$65,000

#### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$3,100	\$3,720	\$4,030
Medicare	\$725	\$870	\$943
Basic Life Insurance	\$132	\$158	\$172
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$2,500	\$3,000	\$3,250
Federal Employee Retirement System <small>(FERS)</small>	\$17,900	\$21,480	\$23,270
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
<b>Annual Total Reward\$</b>	<b>\$95,253</b>	<b>\$110,124</b>	<b>\$117,560</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. 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 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)
\$50,000	\$7,092 - \$9,583
\$60,000	\$8,510 - \$11,500
\$65,000	\$9,219 - \$12,458



#### 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)
\$50,000	\$11,500
\$60,000	\$13,800
\$65,000	\$14,950

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$50,000, \$60,000 and \$65,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).