

MAKE IT YOUR MISSION

REGISTERED NURSE

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. At VA, you are a part of a dynamic team of thousands of professionals helping provide high-quality healthcare to our Nation's Veterans. As a registered nurse, you are an invaluable member of the interprofessional health care team. You contribute knowledge and expertise to optimize patient-driven care and advance VA goals for improving access to care. You help provide safe, effective, high-quality care as part of a dynamic team helping our hospitals outperform the private sector.



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).



"Employment at the VA has truly been an honor and privilege. I have felt supported by peers and management throughout my employment even through this unprecedented time. The VA provides wonderful benefits that I could never receive from the private sector, like generous vacation and sick leave, great insurance, and employer contribution in retirement savings, plus a pension too! And can I say, the patient population is so uniquely wonderful. Veterans APPRECIATE us, our service, and our kindness. These men and women, who have sacrificed to serve our country, give us (their caregivers) so much praise and appreciation, when all I feel is privileged to be their nurse!"

Stephanie Kester, BSN, RN
RN Staff Nurse, Same Day Surgery Unit, Richard L. Roudebush VA Medical Center, Indianapolis, IN

SAMPLE TOTAL REWARD\$

Let's do the math!

Find Your Total Reward\$ of a VA Career as a Registered Nurse

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	\$100,000	\$105,000	\$110,000
-----------------	------------------	------------------	------------------

Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$6,200	\$6,510	\$6,820
Medicare	\$1,450	\$1,523	\$1,595
Basic Life Insurance	\$264	\$277	\$290
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$5,000	\$5,250	\$5,500
Federal Employee Retirement System <small>(FERS)</small>	\$16,600	\$17,430	\$18,260
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\$	\$150,410	\$156,886	\$163,361

*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. On day one as a full-time RN, you start accruing 5 weeks paid annual vacation, 13 days paid annual sick leave, and 11 paid federal holidays each year.



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)
\$100,000	\$19,166
\$105,000	\$20,125
\$110,000	\$21,083



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)
\$100,000	\$23,000
\$105,000	\$24,149
\$110,000	\$25,299

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$100,000, \$105,000 and \$110,000 annual salary, 50 paid 8-hour days of leave and holidays.