

MAKE IT YOUR MISSION

HUMAN RESOURCES 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.

At VA, as a human resources specialist you are responsible for a variety of duties that support the VA workforce. You have the opportunity to excel in recruitment and placement, classification, compensation, employee relations/labor relations, human resources information systems, training and development, and more. You work with a diverse team to ensure the VA workforce is appropriately staffed with highly qualified professionals to fulfill our Nation's promise to care for those who have borne the battle.



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 provided you maintain FEHB coverage 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).



"The work I do in human resources for the VA isn't just a job, it's a passion to help serve Veterans like myself. Knowing that I can impact Veterans not only those seeking employment but in turn helping achieve the mission of helping facilities care for our Veterans. When you are a Veteran serving Veterans, it makes the mission very personal."

Christi Thoroughman
Supervisor HR Specialist, Hire Right Hire Fast, SSU Team, VISN 20 NWHRN

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 Human Resources 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	\$85,000	\$90,000	\$93,000
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Total Rewards of Benefits Provided by VA

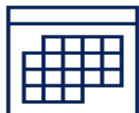
Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$5,270	\$5,580	\$5,766
Medicare	\$1,233	\$1,305	\$1,349
Basic Life Insurance	\$224	\$238	\$246
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$4,250	\$4,500	\$4,650
Federal Employee Retirement System <small>(FERS)</small>	\$14,110	\$14,940	\$15,438
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\$	\$130,983	\$137,459	\$141,344
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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.

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)
\$85,000	\$12,056 - \$16,291
\$90,000	\$12,765 - \$17,250
\$93,000	\$13,190 - \$17,825



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)
\$85,000	\$19,550
\$90,000	\$20,700
\$93,000	\$21,390

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$85,000, \$90,000 and \$93,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).