

# MAKE IT YOUR MISSION

## ENVIRONMENTAL SERVICES TECHNICIAN (HOUSEKEEPING AIDE)



### 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 an Environmental Services (EVS) Technician at VA, you are part of a team that is responsible for maintaining VA Medical Centers and facilities for Veterans and their families. You are an essential piece to the patient care experience at VA. Veterans rely on your skills to keep patient areas clean and safe by addressing spills quickly, discarding trash, installing light bulbs in halls and rooms and vacuuming and polishing floors.



#### 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 a Veteran, so I really enjoy helping and talking with the Veteran community as their families here at the VA."

**Roberto Smith**  
Environmental Services (EVS) Leader, Salem VA Healthcare System,  
Salem, VA

DEPARTMENT OF VETERANS AFFAIRS

# SAMPLE TOTAL REWARD\$

## Let's do the math!

### Find Your Total Reward\$ of a VA Career as a Environmental Services Technician

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	<b>\$35,000</b>	<b>\$38,000</b>	<b>\$40,000</b>
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### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$2,170	\$2,356	\$2,480
Medicare	\$508	\$551	\$580
Basic Life Insurance	\$92	\$100	\$106
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$1,750	\$1,900	\$2,000
Federal Employee Retirement System <small>(FERS)</small>	\$5,810	\$6,308	\$6,640
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>\$66,226</b>	<b>\$70,111</b>	<b>\$72,702</b>
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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](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)
\$35,000	\$4,964 - \$6,708
\$38,000	\$5,390 - \$7,283
\$40,000	\$5,673 - \$7,667



### 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)
\$35,000	\$8,050
\$38,000	\$8,740
\$40,000	\$9,200

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$35,000, \$38,000 and \$40,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).