

MAKE IT YOUR MISSION GENERAL (HEALTHCARE) ENGINEER

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, the general (healthcare) engineer ensures that a safe, reliable, and precisely controlled operating environment exists for direct patient care. You will serve as an expert in the design and construction of the medical care environment including hospital building features, automated building management and environmental control systems, critical utility systems, and medical equipment technology. You will collaborate directly with various clinical and non-clinical personnel regarding the design and operation of the environment for medical care applying engineering concepts and methodologies to enable and enhance the delivery of healthcare.



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 work for the VA because I have a personal connection to the VA. As a disabled Veteran who gets his care at the VA, it was a chance to give back to the VA and to continue to serve my country and my fellow Veterans. I have found being a healthcare engineer exciting, challenging and rewarding that has allowed me to grow and become part of a unique field of engineering. Being part of the VA has meant a great deal to me and my family. I'm very proud to be a VA healthcare engineer"

Clay Atherton
Compliance Engineer, Office of Healthcare Engineering

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 General Healthcare Engineer

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

\$110,000

\$116,000

Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy

\$15,896

\$15,896

\$15,896

Social Security

\$6,200

\$6,820

\$7,192

Medicare

\$1,450

\$1,595

\$1,682

Basic Life Insurance

\$264

\$290

\$306

Thrift Savings Plan Federal 401(k) (Employer Contributions)

\$5,000

\$5,500

\$5,800

Federal Employee Retirement System (FERS)

\$16,600

\$18,260

\$19,256

Student Loan Repayment Program (conditions apply, \$40k max/yr.)

\$_____

\$_____

\$_____

Child Care Program (maximum benefit/conditions apply)

\$5,000

\$5,000

\$5,000

Annual Total Reward\$

\$150,410

\$163,361

\$171,132

*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)
\$100,000	\$14,183 - \$19,166
\$110,000	\$15,601 - \$21,083
\$116,000	\$16,452 - \$22,233



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
\$110,000	\$25,299
\$116,000	\$26,679

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$100,000, \$110,000 and \$116,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).