

MAKE IT YOUR MISSION

PHYSICIAN ASSISTANT

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.

The Physician Assistant/Associate profession grew out of the Vietnam War during a shortage of primary care providers. VA was the first employer and remains the largest single employer of Physician Assistants/Associates. At VA, Physician Assistants/Associates are involved in all primary and specialty care – clinical and administration (telemedicine, research, leadership, Clinical Call Centers, etc.). You have the opportunity to quickly pivot to other areas of medicine to provide care to Veterans for natural disasters (DMEPS), National and Presidential Deployment, COVID-19 response (VA/VHA best practices), and other areas that exemplifies VA's 4th Mission.



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).



“The most rewarding part of being a Physician Assistant in the VA is taking care of my fellow veterans and being married to a combat Veteran. Having close friends who are Veterans, I feel an immediate connection and have a high awareness of Veterans' concerns and needs. I enjoy connecting with Veterans, providing a high quality of access to care, being a part of their treatment, and improving the quality of care that is the best in the Nation.”

Rubina DaSilva, MBA-HC, PA-C, DFAAPA
VISN 16 - Clinical Resource Hub, Tele-Mental Health Team Lead, Navy Veteran

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 Physician Assistant

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	\$120,000	\$130,000	\$140,000
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Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$7,440	\$8,060	\$8,680
Medicare	\$1,740	\$1,885	\$2,030
Basic Life Insurance	\$317	\$343	\$370
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$6,000	\$6,500	\$7,000
Federal Employee Retirement System <small>(FERS)</small>	\$19,920	\$21,580	\$23,240
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\$	\$176,313	\$189,264	\$202,216

*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)
\$120,000	\$17,020 - \$23,000
\$130,000	\$18,438 - \$24,916
\$140,000	\$19,856 - \$26,833



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)
\$120,000	\$27,599
\$130,000	\$29,899
\$140,000	\$32,199

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$120,000, \$130,000 and \$140,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).