

MAKE IT YOUR MISSION PSYCHOLOGIST

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 a psychologist at VA, you help heal and care for Veterans with a focus on recovery and care that empowers Veterans and their families to take charge of their well-being and pursue fuller lives. From counseling to emergency services, VA Psychologists do what it takes to help Veterans reclaim their mental and emotional freedom.



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 proud to be a VA psychologist. In 1993, I started a career where the pay, retirement and health benefits, and various locations have provided me the privilege to work at four facilities and advance my career path. I value the diversity of settings and assignments with opportunities in residential, inpatient and outpatient settings. I've participated in leadership programs, worked in both administrative and clinical positions, provided tutelage to countless trainees, received and provided coaching and mentoring, and have been well-funded for continuing education. I'm Team VA, all the way!"

Christopher Watson, PHD, VHA-CM
VISN 19 Chief Mental Health Officer



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 Psychologist

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	\$105,000	\$115,000	\$125,000
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Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$6,510	\$7,130	\$7,750
Medicare	\$1,523	\$1,668	\$1,813
Basic Life Insurance	\$277	\$304	\$330
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$5,250	\$5,750	\$6,250
Federal Employee Retirement System <small>(FERS)</small>	\$17,430	\$19,090	\$20,750
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\$	\$156,886	\$169,837	\$182,789
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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. In a nonclinical job 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 and 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)
\$105,000	\$14,892 - \$20,125
\$115,000	\$16,310 - \$22,041
\$120,000	\$17,729 - \$23,958



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)
\$105,000	\$24,149
\$115,000	\$26,449
\$120,000	\$28,749

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$105,000, \$115,000 and \$120,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).