

# MAKE IT YOUR MISSION



## Environmental Services (EVS) Technician

Find **YOUR** Total Reward\$ of a VA Career

### CHOOSE VA for the Mission

**At VA, you have more than a job—you have a mission to serve Veterans who've borne the battle with honor.**

Your choice to start your career as an EVS Technician means working alongside other Veterans who make up 75% of the Environmental Management Service.



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

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

### Help Improve Care for Veterans

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 Opportunities

Start your career at VA and benefit from opportunities to build your skills and promotion pathways to other careers in 300 different occupations.

### 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 Service

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).



U.S. Department of Veterans Affairs  
Veterans Health Administration  
Workforce Management & Consulting

# SAMPLE

Total Reward\$ of a VA  
Career as an EVS  
Technician  
Let's do the math!



## Compensation + Benefits = Your Total Reward\$\*

This Total Reward\$ sample is a generalized report reflecting the potential monetized value of a full VA compensation package.

**Social Security paid by VA** = 6.2% of taxable wages on behalf of the employee. If an individual has taxable wages over the taxable maximum of \$147,000, VA will contribute \$9,114

**Employee Assistance Program (EAP)** = free legal and medical services

**Medicare paid by VA** = 1.45% on behalf of the employee

**FSAFEDS Flexible Spending Account** = you may contribute up to \$2,850 a year to your health care FSA with a \$570 max carry over and save up to 30% on dependent care expenses

**Life Insurance** = VA pays 1/3 of insurance cost for basic life insurance

**Thrift Savings Plan (TSP) Federal 401(k)** = VA provides up to 5% employer matched/automated contributions to your savings plan

**Federal Employee Retirement System (FERS)** = for employees hired after 1/1/2014, VA contributes 16.6% annually to FERS-FRAE basic/defined benefit

**VHA National Child Care Program** = assists VA employees in balancing work and family responsibilities. After 60 days of employment, full time employees with a total family income below \$149,000 may be eligible for childcare subsidy program (conditions apply)

**Transit Benefit Program.** You may qualify for transit subsidy monthly benefits of a max of \$280/month; check with your local VA Medical Center (conditions apply).

**Student Loan Repayment Program (SLRP).** You may be eligible to apply for SLRP, and once approved you may receive up to \$40,000 per year and up to \$100,000 total toward student loans in return for a 1-year service agreement.

**Take time off.** At VA, you start your career with 37 to 50 days of paid time off each year. Paid vacation, unlimited accumulated paid sick leave and 11 paid federal holidays accrue right away.

**Paid Parental Leave.** VA provides up to 12 weeks of paid parental leave in connection with the birth, adoption, or foster care placement of a child for employees covered by Family and Medical Leave Act (FMLA) provisions.



### Sample Annual Total Reward\$ Worksheet Full-time Employee\*

#### Direct Compensation

Average Salary \$40,000

#### Total Value of Personal Paid Time Off\*

Value of annual combined paid leave and holidays  
\$5,673 (37 days)  
\$6,747 (44 days)  
\$7,667 (50 days)

#### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy \$11,024  
Social Security \$2,480  
Medicare \$580  
Employee Assistance Program (EAP) \$500  
Basic Life Insurance \$106  
Thrift Savings Plan Federal 401(k) (Employer Contributions) \$2,000  
Federal Employee Retirement System (FERS) \$6,640  
Student Loan Repayment Program (conditions apply, \$40k max/yr.) \$\_\_\_\_\_  
Child Care Program (maximum benefit/conditions apply) \$4,992

Direct Compensation + Value of Paid Leave + Benefits =  
Overall Annual Total Reward\$\*

**\$73,995 - \$75,988**

\*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. Paid leave is not an additional payment but is a value of your paid time off included in your annual salary based on an 8-hour day. If your service includes part-time calculations, your total rewards and benefits will be proportionally prorated. For more information, please see [www.opm.gov](http://www.opm.gov).