

# MAKE IT YOUR MISSION



## Registered Nurse

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.**



**Stephanie Kester, BSN, RN**  
RN Staff Nurse  
Same Day Surgery Unit  
Richard L. Roudebush VA  
Medical Center,  
Indianapolis, IN

"Employment at the VA has truly been an honor and privilege. I have felt supported by peers and management throughout my employment even through this unprecedented time. The VA provides wonderful benefits that I could never receive from the private sector, like generous vacation and sick leave, great insurance, and employer contribution in retirement savings, plus a pension too! And can I say, the patient population is so uniquely wonderful. Veterans APPRECIATE us, our service, and our kindness. These men and women, who have sacrificed to serve our country, give us (their caregivers) so much praise and appreciation, when all I feel is privileged to be their nurse!"

### Help Improve Care for Veterans

At VA, you are a part of a dynamic team of thousands of professionals helping provide high-quality healthcare to our Nation's Veterans. As a registered nurse, you are an invaluable member of the interprofessional health care team. You contribute knowledge and expertise to optimize patient-driven care and advance VA goals for improving access to care. You help provide safe, effective, high-quality care as part of a dynamic team helping our hospitals outperform the private sector.

### 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 a Registered Nurse

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).

**Education Debt Reduction Program (EDRP).** You may be eligible to apply for EDRP. If approved, you may be eligible to receive reimbursement for your student loan payments up to \$40,000 a year for up to 5 years.

**Take time off.** On day one as a full-time RN, you start accruing 5 weeks paid annual vacation, 13 days paid annual sick leave, and 11 paid federal holidays each year.

**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	\$98,000
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##### Total Value of Personal Paid Time Off\*

Value of annual combined paid leave and holidays	\$18,783
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##### Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$11,024
Social Security	\$6,076
Medicare	\$1,421
Employee Assistance Program (EAP)	\$500
Basic Life Insurance	\$259
Thrift Savings Plan Federal 401(k) (employer contributions)	\$4,900
Federal Employee Retirement System (FERS)	\$16,268
Education Debt Reduction 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\$\*

**\$162,223**

\*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).