

MAKE IT YOUR MISSION

SOCIAL WORKER

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, as a social worker you work within interdisciplinary teams to assist Veterans, their families and caregivers to address social determinants of health. VA social workers utilize bio-psycho-social perspectives while building on the Veterans' strengths and abilities. 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.



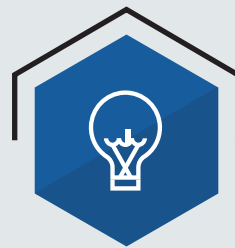
COVERAGE

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 VA because of the difference you can make within our nation's Veteran population. I love being a part of the journey of the men and women who selflessly served our country. Being at the VA has been an incredible journey. The VA is constantly innovating and it is truly a great place to work!"

Grecia J. Zuniga
PACT Social Worker - VISN 17

DEPARTMENT OF VETERANS AFFAIRS

VA



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 Social Worker

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	\$85,000	\$90,000	\$95,000
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Total Rewards of Benefits Provided by VA

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$5,270	\$5,580	\$5,890
Medicare	\$1,233	\$1,305	\$1,378
Basic Life Insurance	\$224	\$238	\$251
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$4,250	\$4,500	\$4,750
Federal Employee Retirement System <small>(FERS)</small>	\$14,110	\$14,940	\$15,770
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\$	\$130,983	\$137,459	\$143,934
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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 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)
\$85,000	\$12,056 - \$16,291
\$90,000	\$12,765 - \$17,250
\$95,000	\$13,474 - \$18,208



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)
\$85,000	\$19,550
\$90,000	\$20,700
\$95,000	\$21,850

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$85,000, \$90,000 and \$95,000 annual salary, number of 8-hour days of paid leave and holidays (37-50).