



TOTAL COMPENSATION PACKAGE

BACKGROUND

In addition to the salary range described, employees hired into permanent positions will also receive government contributions to certain benefit programs. Depending on salary and benefits elected, the government contribution towards a first time hire's benefit package ranges between an amount equal to **19.85%** to an average of **30.20%** of an employee's pay.

SPECIFICATIONS

Duty Station/Locality: Washington, DC

Salary: All salary information depicted at step 1 of grade, 2012 pay year

Position: Permanent Professional Staff positions

TOTAL COMPENSATION

Grade	Salary Package	Total Compensation Package (including Benefits)
GS-7	\$ 42,209	\$ 50,587 - \$ 54,956
GS-8	\$ 46,745	\$ 56,023 - \$ 60,861
GS-9	\$ 51,630	\$ 61,878 - \$ 67,222
GS-10	\$ 56,857	\$ 68,143 - \$ 74,027
GS-11	\$ 62,467	\$ 74,866 - \$ 81,332
GS-12	\$ 74,872	\$ 89,734 - \$ 97,483
GS-13	\$ 89,033	\$ 106,706 - \$ 115,920
GS-14	\$ 105,211	\$ 126,095 - \$ 136,984
GS-15	\$ 123,758	\$ 147,272 - \$ 160,081

Retirement Coverage: New employees will be covered under the Federal Employees Retirement System, which is a three tiered retirement plan consisting of Social Security, the Basic Benefit Plan, and the Thrift Savings Plan (comparable to 401K).

For Social Security, the employee is required to contribute 4.20% of pay through 2012, with the government contributing an **amount equal to 6.20% of an employee's pay**. In 2013, the employee contribution increases to 6.20%. For Medicare Part A, Hospital Insurance Tax, the employee is also required to contribute 1.45% of pay, **with the government contributing an amount equal to 1.45% of an employee's pay**.

The Basic Benefit Plan provides a retirement benefit based on the employee's length of creditable service and the average annual salary for the employee's three highest years of federal service. The employee contributes 0.80% of pay to the Basic Benefit plan, with the government contributing an **amount equal to 11.9% of an employee's pay**. If an employee leaves federal service before retiring, he or she must have at least 5 years of creditable civilian service to be eligible to receive retirement benefits from the Basic Benefit Plan.

Thrift Savings Plan (TSP): TSP is a tax-deferred retirement savings and investment plan that offers the same type of savings and tax benefits that are offered to employees in private corporations under 401(k) plans. By participating in the TSP, an employee has the opportunity to save part of their income for retirement and receive matching government contributions. Even if an employee chooses not to participate, upon appointment, the agency will open an account and contribute an **amount equal to 1% of a FERS covered employee's pay** to the account. If the employee makes their own contributions, the government will **match the first 3% of basic pay dollar for dollar and the 4th and 5th percent 50 cents on the dollar**.

Health Benefits: New employees will be eligible to enroll for self only or family coverage from the many plans available under the Federal Employees Health Benefits Program. Both the employee and the government will pay a share of the FEHB premium, and there is no preexisting clause within the program. For most employees the government pays approximately 75% of the total premium. For the 2011 benefit year, the agency contributed an **average of 7.92% of pay for employee FEHB premiums**.

Life Insurance: New employees will be eligible to enroll in the Federal Employees' Group Life Insurance Program. Upon appointment, new employees are automatically placed in basic life insurance, which is coverage equal to an employee's

salary, rounded up to the next \$1,000, plus \$2,000. The employee pays 2/3 and the **government 1/3 of the cost for basic coverage**. If basic life insurance is not waived, an employee may also elect optional insurance. There is no government contribution towards optional life insurance.

Annual and Sick Leave: Employees are eligible to earn annual leave for vacations and personal business purposes and sick leave for medical reasons. Employees earn sick leave at the rate of 4 hours per pay period, regardless of years of service, and 4 hours of annual leave per pay period up through the first 3 years of creditable service, 6 hours per pay period for 3 to 15 years of creditable service, and 8 hours per pay period for 15 years of creditable service. Employees who work on a part-time basis have their leave accrual prorated based on hours worked.

Other Benefits: While no government contribution is made toward premiums, an employee may also be eligible to enroll in the Federal Employees Dental and Vision Insurance Program, and the Federal Long Term Care Insurance Program. Subject to funding and meeting requirements, an employee may also be eligible for the Justice Employee Transit Subsidy (JETS) program and may apply for the Student Loan Repayment Program (*up to \$10,000 pre-tax, per year*) and for continuing education through the University Education Program (UEP).
