



Make it your Mission *to Heal and Care for Veterans*

Total Rewards of VA Employment PHYSICIAN CAREERS



As a physician at the U.S. Department of Veterans Affairs (VA), you have more than a job — you have a mission to serve Veterans who've borne the battle with honor. In carrying out this mission, you'll discover a career with competitive pay, opportunities for growth and mobility, a wealth of benefits and rich rewards.



**U.S. Department
of Veterans Affairs**
Veterans Health
Administration

Benefits for Physicians

- Compensation** - Competitive salaries, performance awards and regular increases.
- Generous paid time off** - Nearly 50 days off for full-time VA physicians.
- Coverage** - Health, dental, vision, term life and long-term care insurance and liability protection.
- Growth opportunities** - Continuing education, in-person and virtual training, and leadership skills development opportunities.
- Retirement benefits** - Social Security, pension (with possible credit for military service) and Thrift Savings Plan (a 401(k)-type plan).
- Other perks** - Work from anywhere with one active license, relocate with ease, receive employee assistance and apply for student loan reimbursement.

"I am just thrilled to work here at the VA because there is just so much opportunity and openness to trying innovative things and prioritizing the patient at the center of care."



VA Psychiatrist
Dr. Donna Ames

Sample Physician Salary



\$250,000 Annual Salary

+ \$ 11,024	Value of VA health insurance premium subsidy (VA pays roughly 75% of premium or an average of \$424 per pay period)
+ \$ 8,240	Social Security paid by VA = 6.2% of taxable wages up to max of \$132,900 on behalf of employee ¹
+ \$ 3,625	Medicare paid by VA = 1.45% on behalf of employee ¹
+ \$ 500	Employee Assistance Program (free legal and medical services) ¹
+ \$ 1,250	Flexible spending account (25% tax-free savings on \$5,000 of dependent care expenses for two children) ¹
+ \$ 660	Life insurance (VA pays 1/3 of insurance cost for basic) ¹
+ \$ 12,500	Thrift Savings Plan (VA provides up to 5% employer contributions) ¹
+ \$ 20,750	FERS (VA contributes 8.3% annually to FERS basic/defined benefit) ¹
+ \$ 15,000	Potential physician performance pay (up to 7.5% of salary/\$15,000 max)

\$323,549 Estimated Annual Compensation

¹ Indicates a benefit received by most federal employees.

NOTE: If you choose federal health insurance programs, your taxable wages and the employer's share of the Social Security tax will be reduced accordingly. Estimates above do not include the potential for up to \$40,000 annually in student loan reimbursement, Permanent Change of Station (PCS) relocation allowance, recruitment/relocation/retention incentives, the value of free liability coverage and other payments and incentives. By law, VA physicians' annual compensation cannot exceed the president's, which is \$400,000 per year.

Learn More

- Ready to grow your career with VA? Discover the **TOTAL REWARDS OF VA EMPLOYMENT** as a physician. <https://www.vacareers.va.gov/Careers/Physicians>.