



Securing today  
and tomorrow



# COMPENSATION + BENEFITS = YOUR TOTAL REWARD

## DIRECT COMPENSATION

### Average Salary

- Competitive salaries and locality pay for certain geographical areas. Please refer to the Office of Personnel Management's (OPM) website for the **2023 General Schedule (GS) Locality Pay Tables**.
- Each grade has 10 steps that are each worth approximately 3% of the employee's salary. For more information on step increases, visit **General Schedule (opm.gov)**.
- Many positions offer career ladder advancement opportunities. Salary increases are based on the number of years of successful performance. The longer you work for SSA, the more your salary will grow!

## TOTAL VALUE OF PERSONAL PAID TIME OFF

### Value of combined paid time off

- Total annual combined value of **paid holidays**, **sick leave**, and **annual leave** (vacation days) – 37 to 50 days.

### Value of parental paid leave

- For new parents after one year of employment. Total annual combined value of **paid parental leave** – 12 weeks or 60 days.

## TOTAL REWARDS OF BENEFITS PROVIDED BY SSA

### Health Insurance Premium Subsidy

- **Federal Employees Health Benefits** offers comprehensive health insurance coverage for employees, their spouses, and dependent children under age 26.
- Federal Employee **Dental** and **Vision** Insurance Plan (FEDVIP) makes supplemental Dental and Vision benefits available through **BENEFEDS**.

### Employee Assistance Program (EAP)

- The **Employee Assistance Program** (EAP) offers confidential counseling and referrals to assist employees with personal and/or work-related concerns.

### Basic Life Insurance

- **Federal Employees' Group Life Insurance** (FEGLI) offers Basic life insurance coverage for employees, retirees, and many of their family members.

### Thrift Savings Plan 401(k)

- **Thrift Savings Plan** (TSP) is a 401(k)-type plan with choice of investment funds and government matching contributions up to 5%.

### Federal Employee Retirement System

- **Federal Employees Retirement System** (FERS) provides retirement benefits from a Basic Benefit Plan.

### Direct Compensation + Value of Paid Leave + Benefits = Overall Annual Total Reward

	CLAIMS SPECIALIST GS-5 position	HUMAN RESOURCES SPECIALIST GS-7 position	ACCOUNTANT GS-9 position
Average Salary	\$32,357	\$40,082	\$49,028
Value of combined paid time off	\$6,222	\$7,708	\$9,428
Value of parental paid leave	\$7,467	\$9,249	\$11,314
Health Insurance Premium Subsidy	\$12,341	\$12,341	\$12,341
Employee Assistance Program (EAP)	\$1,200	\$1,200	\$1,200
Basic Life Insurance	\$74	\$91	\$108
Thrift Savings Plan 401(k)	\$1,617	\$2,004	\$2,451
Federal Employee Retirement System	\$5,371	\$6,653	\$8,138
<b>Direct Compensation + Value of Paid Leave + Benefits = Overall Annual Total Reward</b>	<b>\$66,649</b>	<b>\$79,328</b>	<b>\$94,008</b>