

Total Value of Financial Compensation

Grade	4	5	7	9
Salary ⁽¹⁾	\$36,209*	\$39,576	\$49,025	\$59,966
Health Insurance ⁽²⁾	\$16,801	\$16,801	\$16,801	\$16,801
Thrift Savings Plan ⁽³⁾	\$1,810	\$1,979	\$2,451	\$2,998
Federal Employee Retirement System ⁽⁴⁾	\$5,974	\$6,530	\$8,089	\$9,894
Social Security	\$2,245	\$2,454	\$3,040	\$3,718
Medicare	\$525	\$574	\$711	\$870
Total Financial Package	\$63,564	\$67,914	\$80,117	\$94,247

USDA is an equal opportunity provider, employer and lender. All values noted are not guaranteed, are subject to change without notice and are approximations based on the following: (1)Based on Step 1 from 2024 General Service pay scale for "Rest of the United States" locality and (*)Based on 2024 Special Rate Pay Table 001M (2)Premium compensation based upon 2024 BlueCross BlueShield Non-Postal Basic Option; Self + Family enrollment, (3)Based upon employee making 5% Contribution. (4)Amounts are approximate, actual amounts calculated by length of service.

Other Employment Benefits

- ◆ From 104 up to 208 hours paid vacation annually
- ◆ 104 hours paid sick leave annually
- ◆ Flexible work schedules
- ◆ 11 paid vacation days annually
- ◆ Career advancement opportunities
- ◆ Employee development and training
- ◆ Up to 12 weeks of paid parental leave to eligible Federal employees in connection with the birth or placement of a child