

## Total Value of Financial Compensation

Grade	9	11	12
Salary <sup>(1)</sup>	\$59,966	\$72,553	\$86,962
Health Insurance <sup>(2)</sup>	\$16,801	\$16,801	\$16,801
Thrift Savings Plan <sup>(3)</sup>	\$2,998	\$3,628	\$4,348
Federal Employee Retirement System <sup>(4)</sup>	\$9,894	\$11,971	\$14,349
Social Security	\$3,718	\$4,498	\$5,392
Medicare	\$870	\$1,052	\$1,261
<b>Total Financial Package</b>	<b>\$94,247</b>	<b>\$110,503</b>	<b>\$129,113</b>

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 (2)Premium compensation based upon 2024 BlueCross Blue Shield 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