



The Federal Judiciary

## Total Compensation Illustration Office Clerical Position

The Federal Judiciary, the Third Branch of the Federal Government, provides a generous benefit package which, in addition to salary, is an important component of total compensation. This sample total compensation statement illustrates the value of the Federal Judiciary benefits. **Please be advised that this sample is based on national average salary. The particular position you are interested in has a salary that is specific for that position and geographic area. In addition, benefit eligibility may vary by appointment type and length.**

**National Average Salary** \$50,944  
**National Average Cash Award** \$440

### Total Earnings

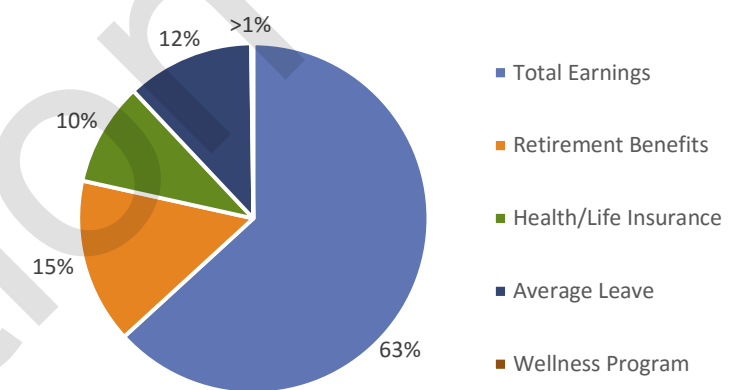
**\$51,385**

**Retirement Benefits** \$12,410  
**Health/Life Insurance** \$7,746  
**Average Leave** \$9,601  
**Wellness Program** \$165

### Total Employer Contributions

**\$29,922**

*Employer contributions represent 37% of total compensation*



### Total Compensation

**\$81,306**

#### Employer Contributions

##### Retirement Benefits

Retirement - Basic Benefit (FERS employees)	Varies by type of FERS employee
Thrift Savings Plan - Automatic Contribution	1% of Basic Pay for FERS employees
Thrift Savings Plan - Employee Matching	Up to an additional 4% of Basic Pay
Social Security	6.2% of earnings up to SS Wage Base

##### Health /Life Insurance

Health Insurance - FEHB	Approximately 72% of FEHB premium
Life Insurance - FEGLI BASIC option	\$.075 per every \$1,000 of insurance

##### Leave

Sick Leave	4 hours per pay period = 104 hours per year
Annual Leave (assume 8 hours = 208 hours per year)	Minimum 4 hours per pay period; maximum 8 hours per pay period
Paid Holidays	10 federal holidays

##### Wellness Programs

Employee Assistance Program
Federal Occupational Health - Health Units
WorkLife Program

\*Based on 2017 data

## ***Saving for Retirement***

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### **Defined Benefit Retirement Program:**

- Federal Employees Retirement System (FERS)
- Civil Service Retirement System (CSRS) \*

*\*CSRS is only available to employees who were covered under CSRS and subject to CSRS retirement deductions prior to January 1, 1987*

### **Thrift Savings Plan (TSP):**

- TSP Regular Account (pre-tax)
- TSP ROTH Account (after-tax)
- TSP Catch Up (employees age 50 or older)
- FERS employees matching:
  - first 3% contributed, the agency matches dollar for dollar
  - next 2% contributed, the agency matches at 50 cent on the dollar

### **Social Security:**

- FERS employees are eligible to receive monthly benefits from the Social Security Administration.

## ***Pre-Tax Flexible Benefit Accounts***

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- Health Care Reimbursement Account - up to \$2,650 each year
- Dependent Care Reimbursement Account - up to \$5,000 each year
- Parking Reimbursement Account - up to \$260 each month
- Transit subsidy
- Parking

## ***Other Benefits***

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- Dental Insurance
- Vision Insurance
- Life Insurance Coverage for Spouse and Children
- Accidental Death and Dismemberment Coverage
- Long-Term Care Insurance
- Reimbursement for Professional Liability Insurance
- Disability Retirement
- Telework
- Full-time and part-time positions
- Flexible work hours
- Non-monetary awards
- Education and Training
  - Virtual Learning: Judiciary Online University
  - Classroom Training: Federal Judicial Center
  - Benefit and Retirement Webinars
  - Benefit and Retirement Counseling

## ***Time Away***

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- Annual Leave (up to 8 hours per pay period)
- Sick Leave (4 hours per pay period)
- Family Medical Leave
- Leave Transfer Program

## ***Federal Holidays***

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- New Year's Day
- Martin Luther King's, Jr. Birthday
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving
- Christmas

*Please Note: benefit availability is based on eligibility*