

COMPENSATION INFORMATION

The Department of Veterans Affairs utilizes a three-tiered salary system for Physicians and Dentists. It is comprised of Base Pay, Market Pay and Performance Pay.

(1) Basic Pay – Basic Pay is determined by the number of creditable years you have served the VA. There are fifteen steps in the Base Pay scale. If you do not have prior VA Service, you are assigned to Step 1. Every two years, you will be eligible for a step increase in your Base Pay.

(2) Market Pay - This component of basic pay is intended to reflect the recruitment and retention needs for the specialty or assignment of a particular VHA physician or dentist. Market Pay is determined by a Compensation Panel. Your Market Pay must be reviewed at least once every two years. A Compensation Panel will review the Market Pay for each physician and dentist and recommend an appropriate tier and Market Pay amount based on the criteria in VA Handbook 5007. Your ANNUAL PAY is comprised of your Base Pay and Market Pay. Your Annual Pay will be used to compute retirement benefits, life insurance, thrift savings plan, and lump-sum annual leave payments

(3) Performance Pay - A component of compensation paid to recognize the achievement of specific goals and performance objectives prescribed on a fiscal year basis by an appropriate management official. Performance Pay is a maximum of \$15,000 or 7.5% of your annual pay. The period of evaluation for the purposes of Performance Pay is October 1 through September 30. Performance Pay is not used for the computation of benefits. Goals related to Performance Pay will be communicated to you by your Supervisor or Service Chief.

(4) Retention Pay- An agency may pay a retention incentive to current employees if the agency determines that the unusually high or unique qualifications of the employees or a special need of the agency for the employees' services makes it essential to retain the employees in the group and that there is a high risk that the employee would be likely to leave the Federal service in the absence of a retention incentive. A retention incentive may be paid to an employee only when the employee's rating of record under an official performance appraisal or evaluation system is at least "Fully Successful" or equivalent. Retention incentives are renewed annually.

(5) Recruitment Pay- An agency may pay a recruitment incentive to a newly-appointed employee if the agency has determined that the position is likely to be difficult to fill in the absence of an incentive

Should you have further questions regarding your salary or benefits, please contact Tanae C. McNeal, MM, Human Resources Staffing and Recruitment Specialist at (310) 4783711, extension 44190.

Your Compensation is as follows:

Name:	Elizabeth E Ohiku, MD
Base Pay:	\$99,957
Market Pay:	\$118,043
Performance Pay:	To be determined per above at the time of your evaluation
Total Pay:	\$218,000 annually

Here is the Physician and Dentist Pay website that you can view if you have any additional questions regarding pay. <http://vaww.va.gov/OHRM/Pay/PhysicianDentist/>

VA CORE VALUES: Integrity, Commitment, Advocacy, Respect, Excellence (“I CARE”)

SAMPLE BI-WEEKLY SALARY BREAKDOWN

Below is a sample breakdown of how to calculate a Physician or Dentist Pay bi-weekly pay for both full-time and part-time.

Equation

Physician or Dentist would take their annual salary (Base Pay plus Market Pay) and divided it by 2080 to get their hourly rate.

Then take their hourly rate amount and multiply it by the number of hours they work bi-weekly

This will give them their bi-weekly salary rate.

Below are two examples one for Dr. Doe when he was working 80 hours bi-weekly and the second one is for Dr. Doe when he changed his hours to part-time 70 hours bi-weekly.

1. (Full-time) Dr. Doe salary is \$96,539 base pay and \$61,182 market pay for a total annual pay of \$157,721. Working 80 hours bi-weekly

1. $157,721/2080 = \$75.827$ hourly rate
2. 75.83×80 (number of hours worked bi-weekly) = \$6,066.40 bi-weekly
3. \$6,066.40 bi-weekly for Full-time 80 hours

2. (Part-time Example) Dr. Doe salary is \$96,539 base pay and \$61,182 market pay for a total annual pay of \$157,721. He works 70 hours bi-weekly

1. $157,721/2080 = \$75.827$ hourly rate
2. 75.83×70 (number of hours worked bi-weekly) = \$5,308.10 bi-weekly
3. \$5,308.10 bi-weekly for Part-time 70 hours

LEAVE FACT SHEET ANNUAL LEAVE (Title 38 Employees)

PURPOSE: Vacation/rest and relaxation, Personal business, emergency reasons, or family needs (e.g., religious observations, attendance at conferences or conventions, etc.)

ELIGIBLE EMPLOYEES: Full time or part-time work schedules Appointment expected to last 90 days or more or have been continuously employed for at least 90 days under one or more appointments

EARNING RATES:

Fulltime Physician, Dentist, Podiatrist, Chiropractor and Optometrist	26 days earned each leave year
Fulltime RN, ARNP, Nurse Anesthetist, Physician Assistant and Expanded Function period Dental Auxiliary:	7306 Appointees, 8 hours earned each pay period
Part-time Title 38 Employees	1 hour of annual leave earned for each 10 hours in a pay status

ANNUAL LEAVE CEILING (MAXIMUM ACCUMULATION):

Fulltime Physicians, Dentists, Podiatrists, Chiropractors and Optometrists	86 days
Senior Executive Service and 7306 Appointees	720 hours
Fulltime RN, ARNP, Nurse Anesthetist, Physician Assistant and Expanded Function Dental Auxiliary	685 hours
Part-time Title 38 Employees	240 hours

Any accrued annual leave in excess of the maximum amount allowed by law or applicable regulations will be forfeited.

ADVANCED ANNUAL LEAVE: There is no entitlement to advanced annual leave; however, employees may be granted advanced annual leave not to exceed the amount which can be accumulated by the end of the leave year in which it is granted.

REFERENCES:

38 U.S.C. Chapters 73 and 74
VA Handbook 5011, Part III, Chapter 3
Office of Human Resources and Administration
Work life and Benefits Service (058) OHRM –
Leave 08007
Revised: August 2008

VA CORE VALUES: Integrity, Commitment, Advocacy, Respect, Excellence (“I CARE”)

FACT SHEET SICK LEAVE (Title 38 Employees)

PURPOSE:

- ✓ For personal needs when the employee is incapacitated for duty by physical or
- ✓ mental illness, pregnancy or childbirth;
- ✓ For bereavement and to care for a family member (subject to regulatory limits);
- ✓ To care for a family member with a serious health condition (subject to regulatory
- ✓ limits);
- ✓ For adoption purposes (subject to regulatory limits).

ELIGIBLE EMPLOYEES:

- ✓ Fulltime or part-time work schedules
- ✓ Appointments expected to last 90 days or more or have been continuously employed for
- ✓ at least 90 days under one or more appointments

FAMILY MEMBER:

- ✓ Family member means the following relatives of the employee:
- ✓ Spouse, and parents thereof;
- ✓ Children, including adopted children and spouses thereof;
- ✓ Parents;
- ✓ Brothers and sisters, and spouses thereof; and
- ✓ Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

EARNING RATES:

- ✓ Fulltime Physicians, Dentists, Podiatrists, Chiropractors and Optometrists: 13
- ✓ calendar days earned each leave year
- ✓ Fulltime Nurses, Nurse Anesthetists, Physician's Assistant and Expanded Function
- ✓ Dental Auxiliaries: 4 hours earned each pay period
- ✓ Part-time Title 38 employees: 1 hour of sick leave earned for each 20 hours in a pay
- ✓ status

SICK LEAVE CEILING:

- ✓ There are no limits on the amount of sick leave that can be accumulated.

ADVANCED SICK LEAVE:

- ✓ Fulltime Physicians, Dentists, Podiatrists, Optometrists and Chiropractors may be
- ✓ granted up to 45 calendar days
- ✓ Fulltime Nurses, Nurse Anesthetists, Physician Assistants and Expanded Function
- ✓ Dental Auxiliaries may be advanced sick leave not to exceed 360 hours

References:

38 U.S.C. Chapters 73 and 74 (full-time employees)
5 U.S.C. Chapter 63 (part-time employees)
VA Handbook 5011, Part III, Chapter 3