



Total Compensation Illustration Legal Secretary 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 \$71,033
National Average Cash Award \$412

Total Earnings

\$71,446

Retirement Benefits \$16,572
Health/Life Insurance \$8,657
Average Leave \$13,387
Wellness Program \$165

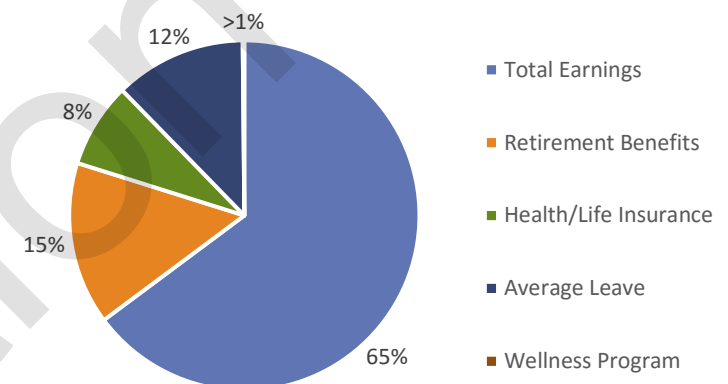
Total Employer Contributions

\$38,780

Employer contributions represent 35% of total compensation

Total Compensation

\$110,226



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

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

- 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

- 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

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

Federal Holidays

- 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