The Federal Judiciary

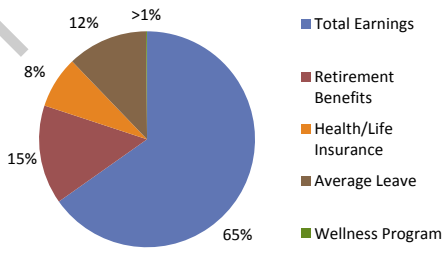
Total Compensation Illustration

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.**

National Average Salary	$70,000
National Average Cash Award	$400
Total Earnings	***$70,400***
Retirement Benefits	$16,000
Health/Life Insurance	$8,400
Average Leave	$13,000
Wellness Program	$150
Total Employer Contributions	***$37,550***

Employer contributions represent 35% of total compensation



Illustration

Total Compensation ***$107,950***

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 2016 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 $2,600 each year
- Dependent Care Reimbursement Account - up to $5,000 each year
- Parking Reimbursement Account - up to $250 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

Illustration

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