### Total Compensation at the NIH Sample

**Salary**  
$81,216 (Base Pay) + $25,607 (Locality Pay) = **$112,015**

**Benefits**  
+ $40,605.45 (36.25%)

- Term Life Insurance and Health Benefits  
  $7,841

- Standard Civilian Retirement Benefit  
  Includes Pension and Post-Retirement Health Benefits  
  $29,235

- Medicare Benefit  
  $1,624

- Miscellaneous Fringe Benefits  
  Includes Workers’ Compensation and Unemployment Programs  
  $1,904

- Thrift Savings Plan  
  $3,205 (3%) + $1,068 (2%) = **$4,480**

- NIH matches the first 3% of basic pay you contribute each pay period dollar for dollar. Each dollar of the next 2% of basic pay will be matched 50 cents on the dollar. Vests after 3 years.

- Social Security  
  $6,945

Amounts above are approximate depending on what you elect. These are not direct payments but what the government pays for you.

**DID YOU KNOW THAT YOUR FEDERAL HEALTH BENEFITS CAN CONTINUE AFTER RETIREMENT?**

You may keep your existing health benefits coverage if enrolled in a federal plan for the five years immediately before retiring.

### Holidays

Employees receive 11 days off each year.  
**$4,913**

### Annual Leave

Employees receive leave per pay period based on their number of years of service.

- Less than 3 years of service  
  104 Hours: **$5,581**  
  (104 hours / 8 hours = 13 days)

- 3 to 15 years of service  
  160 Hours: **$8,587**  
  (160 hours / 8 hours = 20 days)

- 15 or more years of service  
  208 Hours: **$11,163**  
  (208 hours / 8 hours = 26 days)

### Sick Leave

Employees receive 4 hours per pay period.  
**104 Hours: $5,581**  
(104 hours / 8 hours = 13 days)

### Paid Parental Leave

All eligible employees receive up to 12 weeks of paid time off for the birth of an employee’s child, or the placement of a child with an employee for adoption or foster care.
TranShare Benefit
The NIH Transhare program provides a transit subsidy for use on mass-transit to include VRE, MARC, MTA, Metrorail, vanpools, and all buses in the National Capital Region that will accept SmartBenefits or other fare media issued by the program.

**Maximum Benefit: Up to $3,360 Annually**
Up to $280 Monthly

Tuition Assistance
Full-time employees may be eligible for reimbursement of your tuition and course material costs associated with your job-related studies.

Public Service Loan Forgiveness (PSLF)
Full-time employees may qualify for student loan forgiveness. The PSLF Program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

Flexible Spending Account (FSAFEDS)
A Flexible Spending Account allows you to set aside money from your paycheck, pre-tax, to pay for healthcare. The maximum contribution is **$2,850**.

FSAFEDS also offers an account for families with young children or elder care expenses – the Dependent Care FSA. This account allows you to set aside money to pay for your day care expenses. The maximum contribution is **$5,000** per household or **$2,500** if married but filing separately.

Additional Services Available to Employees
For more information on the below services and more, please see the NIH Total Compensation page.
- NIH Leave Bank
- Childcare
- Eldercare
- Fitness/Wellbeing
- Employee Assistance Program
- Rideshare
- Voluntary Leave Transfer Program (Government-wide)

Workplace Flexibilities
Various workplace flexibilities are available to employees in the performance of their duties including telework, remote work, and alternative work schedules.

Compensation based on a 2023 permanent full time GS-13, Step 1 Employee in Bethesda, MD: Salary $112,015.