

# MAKE IT YOUR MISSION

## Certified Nursing Assistant

### Find **YOUR** Full Package of an IHS Career

At IHS, you have more than a job—you have a mission to raise the physical, mental, social, and spiritual health of American Indian and Alaska Native (AI/AN) people to the highest level. Working with a dynamic team of professionals helping provide high-quality healthcare to AI/AN people across the nation. As a Certified Nursing Assistant, you contribute greatly to the health care team. You are an essential part of the nursing team and help deliver top quality healthcare to our patients.



#### COVERAGE

Rest easy knowing that IHS has you and your family's insurance needs covered. Insurance coverage may follow you into retirement after 5 years of vested service and maintaining FEHB in the 5 years leading up to retirement (conditions apply).



#### CAREER AND GROWTH

Start your career at IHS and benefit from opportunities to build your skills and professional growth by leveraging IHS professional development programs to fit your specific long-term career goals.



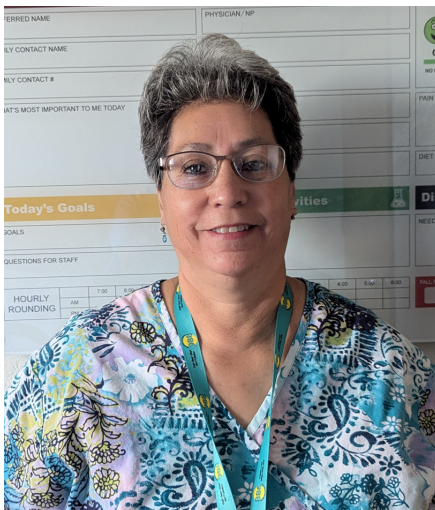
#### RETIREMENT BENEFITS

Earn an amazing retirement package including a traditional (defined benefit) federal pension, a 401(k) Thrift Savings Plan (TSP) with employer matched contributions, and Social Security.



#### CREDIT FOR MILITARY

As an IHS employee, you can choose to carry over eligible military service time that can be added to your total years of creditable service for retirement pension calculation purposes (conditions apply).



*"I work as a CNA for IHS at Crownpoint Health Care Facility for 14 years now. I love the type of work that I do and the satisfaction I get from knowing that the work I do as a CNA has a direct and positive impact, making a meaningful difference in the lives of those patients, and have found it fulfilling to serve our native people and community. I feel that I can practice being a CNA in a way that is ethical and I can give patients the care I feel they need rather than what is most lucrative. It has been a life changing experience for me, knowing I play a vital role in patient's lives, which provides a strong motivation for me."*

- Annie Wylie, CNA

# SAMPLE YOUR Full Package

Let's do the math!

## Find Your Full Package of an IHS Career as a Certified Nursing Assistant

This Full Package sample is a generalized report reflecting the potential monetized value of a full IHS compensation package for a full-time employee\*



### Sample Annual Full Package Worksheet

**Compensation + Benefits = Your Full Package\***

#### Direct Compensation

Salary Examples	<b>\$35,000</b>	<b>\$44,000</b>	<b>\$49,000</b>
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#### Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$16,801	\$16,801	\$16,801
Social Security	\$2,170	\$2,728	\$3,038
Medicare	\$508	\$638	\$711
Basic Life Insurance	\$80	\$98	\$109
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$1,750	\$2,200	\$2,450
Federal Employee Retirement System <small>(FERS)</small>	\$6,440	\$8,096	\$9,016

<b>Annual Full Package</b>	<b>\$62,749</b>	<b>\$74,561</b>	<b>\$81,125</b>
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\*This calculation is a sample only and does not constitute a contract of employment or a guarantee of benefits or future employment. Certain elements vary and are based on specific circumstances. If your service includes part-time calculations, your Full Package and benefits will be proportionally prorated. For more information, please see [www.opm.gov](http://www.opm.gov).

### Spend time with family and friends with paid leave

Take time off. You will have 13 days paid annual vacation, 13 days paid annual sick leave, and 11 paid federal holidays each year.



#### Combined Leave

Estimated total annual combined value of paid holidays, sick leave and annual leave (37 days):

Avg. Salary	Est. Total annual combined value (37 days)
\$35,000	\$4,964
\$44,000	\$6,241
\$49,000	\$6,950



#### Paid Parental Leave

Estimated total paid parental leave (12 weeks, if taken conditions apply):

Avg. Salary	Est. Total paid parental leave (12 weeks, if taken)
\$35,000	\$8,050
\$44,000	\$10,120
\$49,000	\$11,270

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$90,000 \$100,000 and \$110,000 annual salary, 37 paid 8-hour days of leave and holidays.