

MAKE IT YOUR MISSION

HR Specialist

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 an HR Specialist, you contribute knowledge and expertise to recruit and retain high level professionals. Your work is imperative in managing the workforce of one of the largest healthcare organizations in the country.



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).



"My experience as an HR specialist at Indian health service has been amazing. I had a wide variety of knowledge, skills and abilities when joining the Indian health service team and was able to use my education and experience to support a mission that I truly believed in. The HR team performs crucial services to support healthcare operations, non-healthcare related operations, and administrative support to our internal HR customers as well as our non-HR, external customers and stakeholders."

Travis Yellowhair, Supervisory HR Specialist



"I love that HR has become so flexible in that a lot of us can do our work remotely or in some cases hybrid. I also, love that it's flexible in that there are so many different paths that you can take as there are several pillars of HR. I personally get excited at the opportunity to positively impact other peoples careers and lives. Which in turn impacts our Native communities."

Vanessa Peralta, Supervisory HR Specialist

SAMPLE YOUR Full Package

Let's do the math!

Find Your Full Package of an IHS Career as a HR Specialist

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	\$49,000	\$73,000	\$103,000
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Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$16,801	\$16,801	\$16,801
Social Security	\$3,038	\$4,526	\$6,386
Medicare	\$711	\$1,059	\$1,494
Basic Life Insurance	\$109	\$159	\$221
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$2,450	\$3,650	\$5,150
Federal Employee Retirement System <small>(FERS)</small>	\$9,016	\$13,432	\$18,952

Annual Full Package	\$81,125	\$112,627	\$152,004
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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.

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)
\$49,000	\$6,950
\$73,000	\$10,354
\$103,000	\$14,609



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)
\$49,000	\$11,270
\$73,000	\$16,790
\$103,000	\$23,690

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.