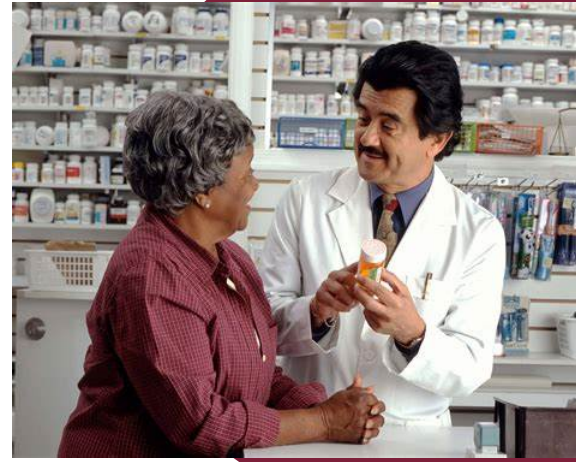


# MAKE IT YOUR MISSION

## Pharmacist

### 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 Pharmacist, you are an invaluable member of the inter-professional health care team. You contribute knowledge and expertise to optimize patient-driven care and advance IHS goals for improving access to care. You help provide safe, effective, high quality care as part of a dynamic team in our hospitals, health centers, health stations, and clinics.



#### 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 joined the Indian Health Service in 2020 as a pharmacy resident, but my desire to learn did not stop after my residency training completed. With support from pharmacy leadership, I was encouraged to extend myself, and not be limited to the work within the walls of the pharmacy. These opportunities have also been amazing ways to connect to other professionals within the healthcare landscape, and enrich my personal growth. IHS has supported my career to be patient-driven, public health focused, and backed by administrators in a myriad of ways."*

**Megan Gilliam, PharmD**



*"I have had the privilege of working with the Indian Health Service for the past seven years, and it has been an incredibly rewarding experience. I truly value the opportunity to utilize my clinical expertise to its fullest potential and actively engage in direct patient care. Serving the American Indian and Alaska Native communities is deeply meaningful to me, especially as a proud member of the Cherokee Nation of Oklahoma, having received IHS care throughout my life."*

**Bethany Johnson, PharmD**

# SAMPLE YOUR Full Package

Let's do the math!

## Find Your Full Package of an IHS Career as a Pharmacist

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>\$124,000</b>	<b>\$132,000</b>	<b>\$140,000</b>
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#### Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$16,801	\$16,801	\$16,801
Social Security	\$7,688	\$8,184	\$8,680
Medicare	\$1,798	\$1,914	\$2,030
Basic Life Insurance	\$265	\$281	\$298
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$6,200	\$6,600	\$7,000
Federal Employee Retirement System <small>(FERS)</small>	\$22,816	\$24,288	\$25,760
Loan Repayment	\$25,000	\$25,000	\$25,000

<b>Annual Full Package</b>	<b>\$204,568</b>	<b>\$215,068</b>	<b>\$225,569</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)
\$124,000	\$17,587
\$132,000	\$18,722
\$140,000	\$19,856



#### 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)
\$124,000	\$28,519
\$132,000	\$30,359
\$140,000	\$32,199

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.