

MAKE IT YOUR MISSION

PHYSICIAN ASSISTANT

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

At IHS, you have more than a job - you have a chance to be part of a community immersed in rich traditions and to improve healthcare outcomes for some of the most under-served populations in the nation. In this uniquely gratifying career, you will work along side passionate healthcare professionals serving American Indian and Alaska Native communities, offering culturally sensitive, high-quality care. With a progressive scope of practice, you can step into a role where your skills not only enhance lives, but also respect and honor a rich cultural heritage.



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 enjoy working for IHS for many reasons. The most important though is that many patients have told me I am the first Native American provider that has cared for them. It seems to bring quite a bit of trust and happiness to them. I was raised to help other Native Americans in need and this seems to be the perfect fit. IHS has a myriad of opportunities available to its employees along with great benefits. I plan on continuing to work as a Physician Assistant with IHS until I retire.

Isaac Parr, Physician Assistant, IHS



SAMPLE Full Package

Let's do the math!

Find Your Full Package as an IHS Physician 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 | \$120,000 | \$130,000 | \$140,000 |
|-----------------|------------------|------------------|------------------|

Total Rewards of Benefits Provided by IHS

| | | | |
|--|----------|----------|----------|
| Health Insurance Premium Subsidy | \$15,896 | \$15,896 | \$15,896 |
| Social Security | \$7,440 | \$8,060 | \$8,680 |
| Medicare | \$1,740 | \$1,885 | \$2,030 |
| Basic Life Insurance | \$254 | \$275 | \$370 |
| Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small> | \$6,000 | \$6,500 | \$7,000 |
| Federal Employee Retirement System <small>(FERS)</small> | \$22,080 | \$23,920 | \$23,240 |

| | | | |
|----------------------------|------------------|------------------|------------------|
| Annual Full Package | \$173,410 | \$186,536 | \$197,216 |
|----------------------------|------------------|------------------|------------------|

*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) |
|-------------|--|
| \$120,000 | \$17,020 |
| \$130,000 | \$18,441 |
| \$140,000 | \$19,862 |



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) |
|-------------|---|
| \$120,000 | \$27,600 |
| \$130,000 | \$29,904 |
| \$140,000 | \$32,208 |

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$120,000, \$130,000 and \$140,000 annual salary, number of 8-hour days of paid leave and holidays (37).