

MAKE IT YOUR MISSION

CIVIL/ENVIRONMENTAL ENGINEER

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. Primary disease prevention activities are carried out by the IHS Division of Sanitation Facilities Construction (DSFC). DSFC provides AI/AN homes with essential drinking water, wastewater and solid waste disposal facilities. As a civil/environmental engineer, you are an invaluable member of the DSFC team. You contribute knowledge and expertise to plan, design, and manage construction of sanitation facilities that advance IHS goals for improving AI/AN health outcomes. Visit <https://dsfc-ihs-gis.hub.arcgis.com> to see a list of active job announcements and a map showing DSFC projects funded by the Bipartisan Infrastructure Law.



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).



SAMPLE Full Package

Let's do the math!

Find Your Full Package as an IHS Civil/Environmental Engineer

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

\$75,000

\$100,000

\$125,000

Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy

\$15,896

\$15,896

\$15,896

Social Security

\$4,650

\$6,200

\$7,750

Medicare

\$1,087

\$1,450

\$1,812

Basic Life Insurance

\$160

\$212

\$264

Thrift Savings Plan Federal 401(k) (Employer Contributions)

\$3,750

\$5,000

\$6,250

Federal Employee Retirement System (FERS)

\$13,800

\$18,400

\$23,000

Annual Full Package

\$114,343

\$147,158

\$179,972

*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)
\$75,000	\$10,638
\$100,000	\$14,184
\$125,000	\$17,730



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)
\$75,000	\$17,251
\$100,000	\$25,301
\$125,000	\$28,752

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$75,000, \$100,000 and \$125,000 annual salary, number of 8-hour days of paid leave and holidays (37).