

MAKE IT YOUR MISSION

Dental Hygienist

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

At IHS, you will have more than a job—you will 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. You will work with a dynamic team of professionals providing high-quality dental care to AI/AN people across the nation. As a dental hygienist, you will be an invaluable member of the dental care team. You will contribute knowledge and expertise to optimize patient-driven care and advance IHS goals for improving access to care. You will help provide safe, effective, high-quality care as part of a dynamic team in our dental program.



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).



"Making the decision to work as a hygienist with the Indian Health Service has meant having the opportunity to work outside of the operatory to develop community prevention programs. The ability to address the oral health disparities that American Indian and Alaska Native people face is highly rewarding, and I am thankful to be a part of it."

Lauren Dennis, BSDH, RDH, IHS Dental Hygienist

SAMPLE Full Package

Let's do the math!

Find Your Full Package as an IHS Dental Hygienist

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	\$85,000	\$92,000	\$98,000
Total Rewards of Benefits Provided by IHS			
Health Insurance Premium Subsidy	\$16,801	\$16,801	\$16,801
Social Security	\$5,270	\$5,704	\$6,076
Medicare	\$1,233	\$1,334	\$1,421
Basic Life Insurance	\$184	\$198	\$211
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$4,250	\$4,600	\$4,900
Federal Employee Retirement System (FERS)	\$15,640	\$16,928	\$18,032
IHS Loan Repayment	\$25,000	\$25,000	\$25,000
Annual Full Package	\$153,378	\$162,565	\$170,441

*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)
\$85,000	\$12,056
\$92,000	\$13,048
\$98,000	\$13,899



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)
\$85,000	\$19,550
\$92,000	\$21,160
\$98,000	\$22,540

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$85,000, \$92,000 and \$98,000 annual salary based on 37 8-hour days of paid leave and holidays annually.