

MAKE IT YOUR MISSION

MEDICAL LABORATORY TECHNICIAN

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

At the Indian Health Service (IHS), you have more than a job, you have a mission: to raise the health of American Indian and Alaska Native (AI/AN) people to the highest level. As a Medical Laboratory Technician, you are a key member of the healthcare team, performing accurate laboratory testing that supports diagnosis and treatment. Your work ensures quality, safety, and timely results, helping deliver high-quality, patient-centered, and culturally responsive care across IHS facilities.



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.



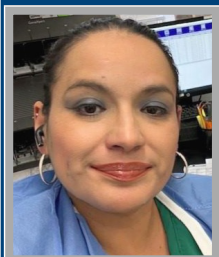
RETIREMENT BENEFITS

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 have always wanted to work in health care and as A Medical Laboratory Technician (MLT), I can serve the people and community I grew up in. In the lab, we can significantly improve quality of life for our patients. I have been working for IHS at Phoenix Indian Medical Center (PIMC) for seven years. I have worked at many labs, and PIMC is the only one that feels like home. As an MLT, I am not directly at the bedside for my patients, but I am still a vital part of patient care. We are the heart of patient care; we are in every step and process from beginning to end. The laboratory keeps up with up-to-date technology. As an MLT, and with modern healthcare technology, we can empower patient-centered care and improve the quality of life for every patient. I love being an MLT and we are always in need. There is always room for growth opportunities". - Christina, Medical Laboratory Technician, PIMC



"As a Medical Laboratory Technician with the Indian Health Service, I use my skills and expertise to support patient care and serve the community. The clinical laboratory plays an important role in healthcare by providing accurate and timely test results that help providers diagnose illnesses and make important decisions for their patients. I take pride in knowing that my work behind the scenes can make a real difference in someone's health and overall outcome. Serving patients and families from communities all over Arizona gives me a strong sense of purpose and accomplishment, and I am grateful to contribute to the mission of the Indian Health Service through my work." - Mike, Medical Laboratory Technician, PIMC

SAMPLE OF YOUR Full Package

Let's do the math!

Find Your Full Package as an IHS Medical Laboratory Technician

This 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	\$45,000	\$55,000	\$65,000
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Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$20,229	\$20,229	\$20,229
Social Security	\$2,790	\$3,410	\$4,030
Medicare	\$653	\$798	\$943
Basic Life Insurance	\$98	\$119	\$139
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$2,250	\$2,750	\$3,250
Federal Employee Retirement System (FERS)	\$8,280	\$10,120	\$11,960

<i>Annual Full Package</i>	\$79,300	\$92,426	\$105,551
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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 of paid annual vacation, 13 days of paid annual sick leave, and 11 paid federal holidays during your first three years of service. After three years, paid annual vacation increases to 20 days per 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)
\$45,000	\$6,382
\$55,000	\$7,801
\$65,000	\$9,219



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)
\$45,000	\$10,350
\$55,000	\$12,650
\$65,000	\$14,950

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$45,000, \$55,000 and \$65,000 annual salary, 37 paid 8-hour days of leave and holidays.