

MAKE IT YOUR MISSION

SOCIAL SERVICES ASSISTANT

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 physical, mental, social, and spiritual health of American Indian and Alaska Native (AI/AN) people to the highest level. As a social services assistant, you are a key member of a dynamic, inter-professional team providing high-quality, patient-centered care. In this role, you support patients and families by helping them access services, navigate resources, and overcome barriers to care. Your contributions help improve access, strengthen care coordination, and ensure safe, effective, 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.



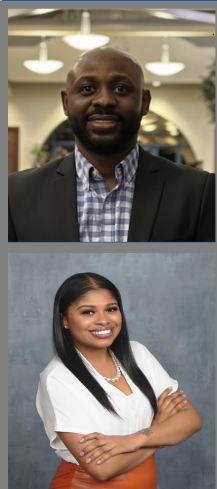
RETIREMENT BENEFITS

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).



"What I enjoy most about my job as a Social Services Assistant is being able to make a positive difference in people's lives by providing support, structure, and encouragement during difficult times. I take pride in helping residents build life skills, improve their confidence, and work toward personal growth in a safe and therapeutic environment. Being part of the Indian Health Service allows me to serve communities in a meaningful way while working with a dedicated team focused on improving lives, which makes my work both rewarding and fulfilling."

- Ifeanyi Areh, MPH, Social Services Assistant, Desert Sage Youth Wellness Center

"I have served as Social Service Assistant for Sacred Oaks Healing Center, IHS, for 5 years. Within that time, I have learned ūKI-ū ūime is our friend. With "Time" and "Team" we will continue to build bridges of understanding as well as communication to our Native Youth. The Joy I find in my work, is that each of our youth we serve provides our team with the gift of transformation. Within those transformations, our team can witness the efforts, skills, and passions we provide and "Know" that we are making a difference."

- Clarresha Slay, Social Services Assistant, Sacred Oaks Healing Center

SAMPLE OF YOUR Full Package

Let's do the math!

Find Your Full Package as an IHS Social Services Assistant

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
-----------------	----------	----------	----------

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

Annual Full Package	\$79,300	\$92,426	\$105,551
----------------------------	-----------------	-----------------	------------------

*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.