

MAKE IT YOUR MISSION

EMERGENCY MEDICINE

PHYSICIAN

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

At IHS, you have more than a job—you have a mission to improve the health of American Indian and Alaska Native people. As an emergency medicine physician, you deliver life-saving care in critical moments and ensure access to high-quality treatment, regardless of location or circumstance. Working alongside a dedicated interprofessional team in our hospitals and emergency departments, you help deliver safe, effective, and patient-centered care that strengthens communities and advances the IHS mission.



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 calculations (conditions apply).



"Working with the Indian Health Service has given me the opportunity to make a real difference for patients who need it most. The sense of purpose and community here is unlike anywhere else I've worked."

Wiley Thuet, MD, IHS Emergency Medicine Physician

SAMPLE Full Package

Let's do the math!

Find Your Full Package as an Emergency Medicine Physician

This Full Package sample is a generalized report reflecting the potential monetized value of a full IHS compensation package for a full-time emergency medicine physician*



Sample Annual Full Package Worksheet

Compensation + Benefits = *Your Full Package**

Direct Compensation

| | | | |
|--|------------------|------------------|------------------|
| Salary Examples | \$350,000 | \$365,000 | \$380,000 |
| Total Rewards of Benefits Provided by IHS | | | |
| Health Insurance Premium Subsidy | \$16,801 | \$16,801 | \$16,801 |
| Social Security | \$21,700 | \$22,630 | \$23,560 |
| Medicare | \$5,075 | \$5,293 | \$5,510 |
| Basic Life Insurance | \$1,048 | \$1,527 | \$1,589 |
| Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small> | \$17,500 | \$18,250 | \$19,000 |
| Federal Employee Retirement System <small>(FERS)</small> | \$64,400 | \$67,160 | \$69,920 |
| IHS Loan Repayment Benefit | \$25,000 | \$25,000 | \$25,000 |
| Malpractice Coverage | \$30,175 | \$30,175 | \$30,175 |
| Annual Full Package | \$531,699 | \$551,836 | \$571,555 |

*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. Estimates above do not include the potential for relocation/recruitment/retention incentives or cash awards. By law, IHS physicians' annual salaries cannot exceed \$400,000. 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. Paid annual vacation days increase with length of service!



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) |
|-------------|--|
| \$350,000 | \$49,640 |
| \$365,000 | \$51,768 |
| \$380,000 | \$53,896 |



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) |
|-------------|---|
| \$350,000 | \$80,498 |
| \$365,000 | \$83,948 |
| \$380,000 | \$87,398 |

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$350,000, \$365,000, or \$380,000 annual salary, and 37 8-hour days of paid leave and holidays.