MAKE IT YOUR MISSION
FAMILY MEDICINE PHYSICIAN

Find YOUR Full Package with 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. Working with a dynamic team of professionals helping provide high-quality healthcare to AI/AN people across the nation. As a family medicine physician, you are an invaluable member of the inter-professional health care team. You contribute knowledge and expertise to optimize patient-driven care and advance IHS goals for improving access to care. You help provide safe, effective, high-quality care as part of a dynamic team in our hospitals, health centers, health stations, and clinics.
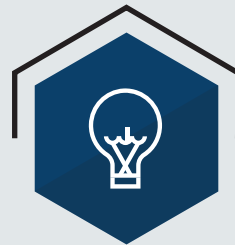
COVERAGE

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 choose to practice within the Indian Health Service because it gives me the opportunity to serve a vulnerable population with the highest quality of healthcare resources."

Nikki Dickerson, MD, IHS Family Medicine Physician

Indian Health Service

SAMPLE Full Package

Let's do the math!

Find Your Full Package as a Family 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 family medicine physician*

Sample Annual Full Package Worksheet

Compensat on + Benefits = *Your Full Package**

Direct Compensation

Salary Examples	**$250,000**	**$275,000**	**$300,000**

Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	$16,801	$16,801	$16,801
Social Security	$15,500	$17,050	$18,600
Medicare	$3,625	$3,987	$4,350
Basic Life Insurance	$527	$579	$631
Thrift Savings Plan Federal 401(k) (Employer Contributions)	$12,500	$13,750	$15,000
Federal Employee Retirement System (FERS)	$46,000	$50,600	$55,200
IHS Loan Repayment Benefit	$25,000	$25,000	$25,000
Malpractice Coverage	$30,175	$30,175	$30,175
Annual Full Package	**$400,128**	**$432,943**	**$465,757**

*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.

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)
$250,000	$35,458
$275,000	$39,003
$300,000	$42,549

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)
$250,000	$57,499
$275,000	$63,249
$300,000	$68,999

This value estimate does not represent additional compensation, but rather the value of paid time off based on a $250,000, $275,000, or $300,000 annual salary, and 37 8-hour days of paid leave and holidays.