

MAKE IT YOUR MISSION

SOCIAL WORKER

Find **YOUR** Full Package of 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 social worker, you are a key member of the healthcare team, providing assessment, counseling, crisis intervention, and case management services for individuals and families. Your work supports patients facing behavioral health and psychosocial challenges through compassionate, trauma-informed, and culturally responsive care across IHS communities and 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).



"Behavioral Health became my passion when I started working at IHS after completing my undergraduate degree. I began to understand more regarding culture, historical and intergenerational trauma, and navigating through cultural humility, with the best part being able to work with my own people! Being able to connect with my relatives through advocacy and destigmatizing mental health, while at the same time working my way through education to become a clinically licensed social worker, has allowed me to support patients through holistic healing."

-Mashaya, Social Worker, Fort Thompson IHS Health Center, Great Plains Area

SAMPLE Full Package

Let's do the math!

Find Your Full Package as an IHS Social Worker

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	\$100,000	\$125,000
Total Rewards of Benefits Provided by IHS			
Health Insurance Premium Subsidy	\$20,229	\$20,229	\$20,229
Social Security	\$5,270	\$6,200	\$7,750
Medicare	\$1,233	\$1,450	\$1,813
Basic Life Insurance	\$551	\$644	\$800
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$4,250	\$5,000	\$6,250
Federal Employee Retirement System	\$15,640	\$18,400	\$23,000
Loan Repayment by IHS	\$20,000	\$20,000	\$20,000
Annual Full Package	\$152,173	\$171,923	\$209,842

*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 vacation, 13 days paid sick leave, and 11 paid federal holidays per year during your first three years of service. After three years, paid 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)
\$85,000	\$12,056
\$100,000	\$14,183
\$125,000	\$17,729



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
\$100,000	\$23,000
\$125,000	\$28,749

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$85,000, \$100,000 and \$125,000 annual salary, number of 8-hour days of paid leave and holidays (37).