

MAKE IT YOUR MISSION

CERTIFIED NURSE MIDWIFE

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 Certified Nurse Midwife, you provide compassionate, patient-centered care that supports women, newborns, and families through every stage of pregnancy, childbirth, and reproductive health. Your clinical expertise, advocacy, and commitment to culturally responsive care help improve maternal and infant health outcomes while making a lasting impact in the communities you serve.



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 had the incredible honor of serving women and their families at Phoenix Indian Medical Center (PIMC) for the past 7 years and I feel blessed to have had this opportunity. One of the greatest gifts of serving these beautiful women is listening to their life journeys and growing a trusting relationship for years to come. As a certified nurse midwife there is no greater joy than to help a family prepare for the birth of their baby and to care for women's medical needs in all seasons of their life. PIMC gives you the opportunity to spend time with your patients, provide patient centered care and to create a medical home for not only the patient but their future family as well."

Melinda, Certified Nurse Midwife, Phoenix Indian Medical Center

SAMPLE Full Package

Let's do the math!

Find Your Full Package as an IHS Certified Nurse Midwife

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	\$70,000	\$85,000	\$100,000
Total Rewards of Benefits Provided by IHS			
Health Insurance Premium Subsidy	\$20,229	\$20,229	\$20,229
Social Security	\$4,340	\$5,270	\$6,200
Medicare	\$1,015	\$1,233	\$1,450
Basic Life Insurance	\$150	\$181	\$212
Thrift Savings Plan Federal 401(k) (Employer Contributions)	\$3,500	\$4,250	\$5,000
Federal Employee Retirement System	\$12,880	\$15,640	\$18,400
Loan Repayment by IHS	\$25,000	\$25,000	\$25,000
Annual Full Package	\$137,114	\$156,803	\$176,491

*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)
\$70,000	\$9,928
\$85,000	\$12,056
\$100,000	\$14,183



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)
\$70,000	\$16,100
\$85,000	\$19,550
\$100,000	\$23,000

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$70,000, \$85,000 and \$100,000 annual salary, number of 8-hour days of paid leave and holidays (37).