

# MAKE IT YOUR MISSION CUSTODIAN/HOUSEKEEPER

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 a custodian/housekeeper, you play a vital role in maintaining clean, safe, and welcoming environments for patients, staff, and visitors. Your work helps prevent the spread of infection and supports the delivery of high-quality care in our hospitals and clinics. Working alongside a dedicated team, you contribute to a safe, respectful, and patient-centered setting 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).



*"I have been working for IHS for five and a half years in the Environmental Services (EVS) department. Working for IHS is a rewarding experience, and I truly enjoy my job. As EVS staff, we are the first line of defense against infectious diseases, a responsibility that I take seriously. It is very rewarding to hear compliments about how nice and well-maintained our facility is as it reflects the dedication and teamwork we bring to our roles. IHS has allowed me to continually learn, improve and grow in my profession, being a part of the patients' overall experience is amazing! A-Ho!!!"*

*Leslie Haunpo, EVS Housekeeping Aide, Clinton Indian Health Center*

# SAMPLE Full Package

Let's do the math!

## Find Your Full Package as a Custodian/Housekeeper

This Full Package sample is a generalized report reflecting the potential monetized value of a full IHS compensation package for a full-time custodian/housekeeper\*



### Sample Annual Full Package Worksheet

**Compensation + Benefits = Your Full Package\***

#### Direct Compensation

Salary Examples	<b>\$38,000</b>	<b>\$45,000</b>	<b>\$60,000</b>
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#### Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$20,229	\$20,229	\$20,229
Social Security	\$2,356	\$2,790	\$3,720
Medicare	\$551	\$653	\$870
Basic Life Insurance	\$55	\$65	\$86
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$1,900	\$2,250	\$3,000
Federal Employee Retirement System <small>(FERS)</small>	\$6,992	\$8,280	\$11,040

<b>Annual Full Package</b>	<b>\$70,083</b>	<b>\$79,267</b>	<b>\$98,945</b>
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\*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. For more information, please see [www.opm.gov](http://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)
\$38,000	\$5,390
\$45,000	\$6,382
\$60,000	\$8,510



#### 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)
\$38,000	\$8,740
\$45,000	\$10,350
\$60,000	\$13,800

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$38,000, \$45,000, or \$60,000 annual salary, and 37 8-hour days of paid leave and holidays.