

# MAKE IT YOUR MISSION

## OPTOMETRIST

### 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. As an IHS optometrist, you will be an important contributor to the IHS health care team and will provide a variety of eye care-related services to help improve patient health care outcomes. You will practice in health care settings where you will have regular interactions with medical staff providers, and other health professionals, contributing to collaborative care for IHS patients.



#### 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 find working as an optometrist in IHS to be deeply rewarding because it allows me to contribute to something bigger than myself. I enjoy being part of an organization that serves communities and increases access to care."

**Alicia Thibodeaux, OD, FAAO**  
**Gallup Indian Medical Center Eye Clinic Residency Co-Coordinator**  
**National IHS Residency Coordinator, Optometry**  
**Gallup Indian Medical Center, Indian Health Service**

# SAMPLE OF YOUR Full Package

Let's do the math!

## Find Your Full Package as an IHS Optometrist

This 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	<b>\$120,000</b>	<b>\$140,000</b>	<b>\$170,000</b>
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#### Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$20,229	\$20,229	\$20,229
Social Security	\$7,440	\$8,680	\$10,540
Medicare	\$1,740	\$2,030	\$2,465
Basic Life Insurance	\$256	\$298	\$360
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$6,000	\$7,000	\$8,500
Federal Employee Retirement System <small>(FERS)</small>	\$22,080	\$25,760	\$31,280
IHS Loan Repayment	\$25,000	\$25,000	\$25,000
<b>Annual Full Package</b>	<b>\$202,745</b>	<b>\$228,997</b>	<b>\$268,374</b>

\*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](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.



#### 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)
\$120,000	\$17,020
\$140,000	\$19,856
\$170,000	\$24,111



#### 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)
\$120,000	\$27,599
\$140,000	\$32,199
\$170,000	\$39,099

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$120,000, \$140,000 and \$170,000 annual salary, 37 paid 8-hour days of leave and holidays.