

MAKE IT YOUR MISSION

REGISTERED NURSE

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. You will work with a dynamic team of professionals helping provide high-quality healthcare to AI/AN people across the nation. As a registered nurse, 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'm grateful to work at IHS because it allows me to blend nursing, education, and community service to make a meaningful, culturally grounded impact on the health of my community."

Monique Summers, MSN, RN, CLC
Nurse Educator
Crow Service Unit, IHS



"I enjoy my position with IHS because it has provided a meaningful and dynamic career path rooted in service, growth, and leadership. I began in front-line direct patient care, where I built a strong clinical foundation and developed a deep commitment to the communities we serve. Over time, I gained experience in multiple areas of nursing which broadened my perspective and strengthened my skills."

Callie Raymond, MSN, RN
Acting Great Plains Area Chief Nurse Consultant, IHS

SAMPLE OF YOUR Full Package

Let's do the math!

Find Your Full Package as an IHS Registered Nurse

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	\$90,000	\$100,000	\$110,000
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Total Rewards of Benefits Provided by IHS

Health Insurance Premium Subsidy	\$15,896	\$15,896	\$15,896
Social Security	\$5,580	\$6,200	\$6,820
Medicare	\$1,305	\$1,450	\$1,595
Basic Life Insurance	\$191	\$212	\$233
Thrift Savings Plan Federal 401(k) <small>(Employer Contributions)</small>	\$4,500	\$5,000	\$5,500
Federal Employee Retirement System <small>(FERS)</small>	\$16,560	\$18,400	\$20,240
IHS Loan Repayment	\$25,000	\$25,000	\$25,000
Annual Full Package	\$163,174	\$176,279	\$189,384

*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 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)
\$90,000	\$12,763
\$100,000	\$14,184
\$110,000	\$15,602



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)
\$90,000	\$20,698
\$100,000	\$23,002
\$110,000	\$25,301

This value estimate does not represent additional compensation, but rather the value of paid time off based on a \$90,000 \$100,000 and \$110,000 annual salary, 37 paid 8-hour days of leave and holidays.