

U.S. Public Health Service

PHARMACY CATEGORY BEST KEPT SECRETS!

SPRING 2014

U.S. Public Health Service Opportunities

Opportunity Awaits

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Who Are We?



The U.S. Public Health Service is the major health arm of the Federal Government and the world's foremost health service. Composed of over 6,500 Commissioned Corps officers and 45,000 Civil Service employees, we are a principal component of the Department of Health and Human Services.

What Is Our Mission?

- Promoting the public health of the United States.
- Providing pharmaceutical care to American Indians/Alaska Natives, federal inmates, and members of the Coast Guard.
- Expanding knowledge through biomedical, behavioral, and health services research leading to the prevention and treatment of disease.
- Controlling and preventing disease.
- Improving the health care system, including development of innovations in health care.
- Assuring safe and effective use of drugs and medical devices.
- Expanding national health resources.
- Responding to natural disasters, technological emergencies and biological & chemical terrorism.
- Shaping health work force, medical knowledge, technology, and other resources.



REAR ADMIRAL Pamela Schweitzer
*Assistant Surgeon General and
Pharmacy Chief Professional Officer
U.S. Public Health Service Commissioned Corps*

Pharmacy officers join the Commissioned Corps at many different levels. Some join as beginning pharmacists while others are experienced pharmacists who also may have had training in public health, management or research methodology. The focus is on the safe and effective use of medications for entire population.

Did you know you can:

- Enjoy fantastic medical and dental benefits for you and your family
- Use military bases around the world
- Use the GI Bill to pay for education for you or your dependents
- Contribute pre-tax income to the Thrift Savings Plan

Quality of Practice:

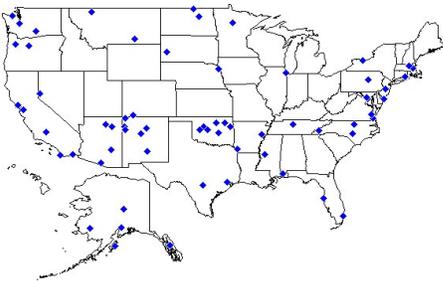
When asked why they became a pharmacist, over 80% of respondents answered "To help people." Would you prefer a practice where you are included in the decision process with other professionals, helping to manage treatment, utilizing the patient's medical record, and counseling every patient about their drug therapy? How about practice settings where you and other providers sit down as a team and talk about your patient's drug therapy? How about administering vaccines to patients in a clinic? Would you like to really use your education to help people and make a difference?

WHY YOU SHOULD BE A PART OF THE USPHS PHARMACY CATEGORY

WHERE ARE WE LOCATED

Almost anywhere and everywhere in the U.S.A. Whether you prefer rural or urban, east or west, north or south; we have a location for you. Pharmacists can be employed as Commissioned Officers across the country in any of the following agencies:

- [Indian Health Service](#)
- [Food and Drug Administration](#)
- [Federal Bureau of Prisons](#)
- [Health Resources and Services Administration](#)
- [U.S. Coast Guard](#)
- [National Institutes of Health](#)
- [Centers for Disease Control and Prevention](#)
- [Office of the Secretary](#)
- [Program Support Center](#)
- [Centers for Medicare and Medicaid Services](#)
- [Substance Abuse and Mental Health Services Admin.](#)
- [Agency for Healthcare Research and Quality](#)
- [Immigration and Customs Enforcement Health Service Corps](#)



Who's Who in PHS: CAPT Peter Vermilyea in Winslow, AZ gives an immunization. Many USPHS officers have received certification in immunization administration and use this skill in pharmacy-run clinics.

QUALITY OF LIFE

Is your quality of life all that it could be? Is it important to you to have time to spend with your family and friends, doing the things you enjoy? As a Commissioned Officer in the U.S. Public Health Service (PHS), you receive 30 days of annual leave plus 10 Federal holidays. Many duty stations operate Monday-Friday during normal business hours. This organization allows you to pursue life in literally hundreds of locations-near the oceans, the mountains, the Grand Canyon, the Gulf coast or National Parks-from the largest cities to the smallest communities. Be prepared to enjoy a camaraderie and sense of common purpose unlike anything you have yet experienced.

For a more detailed, interactive map, visit www.usphs.gov/aboutus/agencies/

OPPORTUNITIES FOR GROWTH

Are you ready for an exceptional career and the experience of a lifetime? When you join the Public Health Service, you become part of a diverse group of individuals who have a unique sense of purpose. Your commitment and willingness to take part in this incomparable opportunity will be rewarded with excellent pay and benefits, state-of-the-art facilities, collegial environments, opportunities for loan repayment and sponsored professional education; and the chance for advancement and challenging work - all on behalf of an appreciative patient population. Imagine working for an organization that actually wants you to grow professionally, expanding your knowledge base as a part of your duties, so that you can effectively deal with the challenges of improving the public health. As a member of a single organization that has pharmacists in every state, you are involved in patient care, new drug approval and monitoring, medical research, healthcare policy, and epidemiology. You have opportunities to make an impact on the public health of this entire nation with only one state license.

JOIN AMERICA'S PUBLIC HEALTH TEAM!

If you are a pharmacist or pharmacy student interested in joining the fight for public health, or if you have questions about what we do and how you can make a difference with the Commissioned Corps, we would like to talk to you. For more information, call us at 800-279-1605 or visit our website at www.usphs.gov.

U.S. Public Health Service

USPHS Commissioned Corps Officer Benefits

Commissioned Corps officers working for the Public Health Service (PHS) enjoy the same benefits as their counterparts in the armed services. Here are a few of them:

- Competitive starting pay that increases with promotions and years of service.
- Health care and dental care at no cost.
- Tax-free housing and subsistence allowances.
- 30 days of paid vacation per year — beginning the first year.
- Paid sick leave.
- Paid maternity/paternity leave.
- Paid federal holidays.
- Malpractice liability coverage.
- A retirement plan with benefits eligibility beginning after 20 years of service.
- Thrift Savings Plan (retirement savings and investment plan similar to a 401(k)).
- Low-cost life insurance.
- Low-cost health care for your family.

Additional Benefits

The Commissioned Corps offers you and your family many other exceptional benefits including:

- Paid moving expenses when you join the Corps, relocate with the Corps, and retire from the Corps.
- Access to military base lodging, recreational facilities and space-available flights on military aircraft.
- Shopping privileges at military base grocery and department stores.

To see more on Commissioned Corps Benefits, check out our [website](#).

You have to see it to believe it! Check out the pay table examples!

Pharmacy Student Opportunities

The U.S. Public Health Service Commissioned Corps offers two excellent opportunities for students to serve their country while completing their education. If you are interested in a public health career, we encourage you to apply to the **Junior Commissioned Officer Student Training and Extern Program (JRCOSTEP)** and the **Senior Commissioned Officer Student Training and Extern Program (SRCOSTEP)**. Both programs offer excellent benefits and are highly competitive.

If you have questions about COSTEP, please visit our website: http://www.usphs.gov/corpslinks/pharmacy/student_costep.aspx

Who Do I Contact?

<u>Agency</u>	<u>Recruiter</u>	<u>Telephone</u>	<u>Website</u>	<u>Email</u>
Federal Bureau of Prisons	CAPT Cassandra White	210-472-4510	www.usphs.gov/corpslinks/pharmacy/bop.aspx	c3white@bop.gov
Centers for Disease Control	LT Jennifer Lind	404-498-4339	www.cdc.gov	jlind@cdc.gov
Food and Drug Administration	CAPT Beth Fritsch	301-796-8451	www.fda.gov	beth.fritsch@fda.hhs.gov
Health Resources & Svcs Adm.	LT Jane McLaughlin-Middlekauff	301-443-1603	www.hrsa.gov	JMclaughlin@HRSA.gov
Indian Health Service	CDR Damion Killsback	301-443-2472	www.ihs.gov/pharmacy	damion.killsback@ihs.gov
ICE Health Service Corps	CAPT Chae Un Chong	202-210-1773	www.ice.gov/about/offices/enforcement-removal-operations/ihs	chae.u.chong@ice.dhs.gov
National Institutes of Health	CAPT Bob Dechristoforo (Ret.)	301-496-5477	www.nih.gov	rdechristo@nih.gov
U.S. Coast Guard	CAPT Deb Thompson	202-475-5181	www.uscg.mil/hq/cg1/cg112/cg1122/pharmacy.asp	Deborah.j.thompson@uscg.mil
Ctr for Medicare & Medicaid Svcs	LT Teisha Robertson	410-786-6567	www.cms.gov	teisha.robertson@cms.hhs.gov

U.S. Public Health Service

Commissioned Officer Pay Comparison – 2014 with dependents¹

PHS Pharmacy Officers						Private Sector
Salary Base	0-3 w/less than 2 yrs service	0-3 with over 3 yrs service	0-4 with over 4 yrs service	0-5 with over 10 yrs service	0-6 with over 20 yrs service	\$120,000
Monthly Base Pay (taxable)	\$3,874	\$4,740	\$5,516	\$6,950	\$9,625	\$10,000
Variable Special Pay (taxable, FICA exempt)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0
Subsistence (no tax)	\$246	\$246	\$246	\$246	\$246	\$0
Housing (no tax) ²	\$1,050-3,864	\$1,050-3,864	\$1,221-4,569	\$1,269-5,079	\$1,284-5,130	\$0
Retirement Annuity ³	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
Gross Income—Monthly/Annually	\$6,420-9,234 \$77,040-110,808	\$7,286-10,100 \$87,432-121,200	\$8,233-11,581 \$98,796-138,972	\$9,715-13,525 \$116,580-162,300	\$12,405-16,251 \$148,860-195,012	\$9,417 \$113,004
Fed Income Tax ⁴	\$444	\$574	\$690	\$955	\$1,624	\$1,260
Social Security	\$240	\$294	\$342	\$431	\$597	\$605
Medicare	\$56	\$69	\$80	\$101	\$140	\$145
State Income Tax ^{5,6}	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$600
Health Care Benefits ⁷	Noncontributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$380
Take Home Pay Monthly/Annually	\$5,680-8,494 \$68,160-101,928	\$6,349-9,163 \$76,188-109,956	\$7,121-10,469 \$85,452-125,628	\$8,228-12,038 \$98,736-144,456	\$10,044-13,890 \$120,528-166,680	\$6,427 \$77,124
Monthly pension after 30 years service⁴	n/a	n/a	n/a	n/a	\$7,488³ for life	5,109³ for 25 yrs only

Pharmacist Accession Bonus: \$30,000 payable one time for initial call to active duty with a 4 year commitment

Non-physician Board Certified Pay (NPBCP): Payable based on years of creditable service as a Board of Pharmaceutical Specialties certified board specialist; less than 10 years, \$2,000 (annually); 10 to 12 years, \$2,500; 13 to 14 years, \$3,000; 15 to 18 years, \$4,000; over 18 years, \$5,000.

¹ Dependent(s) are spouse and/or children.

² The variation in the non-taxed housing allowance is dependent on the cost of living in the area where you are assigned. Officers with dependents receive more compensation compared to officers without dependents. The amounts shown are the lowest and highest possible housing allowances. For exact housing allowance go to <http://www.defensetravel.dod.mil/site/bahCalc.cfm>.

³ A **private sector** employee who contributes \$7,000 annually to a 401K, with \$3,500 matching funds by the employer, would receive \$24,768 annually in 20 years, assuming an 8% rate of return. This annuity would run out of funds in 25 years, assuming a 4% rate of inflation. The same employee with the same contribution for 30 years would receive \$61,313 annually, assuming an 8% rate of return. This annuity would run out of funds in 25 years, assuming a 4% rate of inflation. His **Commissioned Corps counterpart** would contribute nothing to his/her annuity, yet receive \$50,070 annually after retiring as an O-6 after 20 years, or \$89,854 after 30 years (in today's money) - and the annuity would not run out of funds in his/her lifetime, no matter what the inflation rate might be. A voluntary, pretax contribution to the Thrift Savings Plan may be made if an officer wishes to invest independently.

⁴ Federal income tax computed based on filing a married, joint return status with 2 exemptions and the standard deduction using the 2013 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

⁵ Many states do not require officers on active duty to pay state income tax. Check applicable state tax code.

⁶ The figure used on private sector pay is 6% of taxable income.

⁷ Figures taken from Kaiser Family Foundation and Health Research & Educational Trust "EMPLOYER HEALTH BENEFITS 2013 Summary of Findings". <http://ehbs.kff.org/pdf/2013/8346.pdf>.

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Commissioned Officer Pay Comparison — 2014 without dependents¹

PHS Pharmacy Officers						Private Sector
Salary Base	0-3 - less than 2 yrs service	0-3 with over 3 yrs service	0-4 with over 4 yrs service	0-5 with over 10 yrs service	0-6 with over 20 yrs service	\$120,000
Monthly Base Pay	\$3,874	\$4,740	\$5,516	\$6,950	\$9,625	\$10,000
Variable Special Pay (FICA exempt)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0
Subsistence (no tax)	\$246	\$246	\$246	\$246	\$246	\$0
Housing (no tax) ²	\$939-3,768	\$939-3,768	\$984-3,813	\$1,011-3,834	\$1,050-3,867	\$0
Retirement Annuity ³	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
Gross Income Monthly/Annually	\$6,309-9,138 \$75,708-109,656	\$7,175-10,004 \$86,100-120,048	\$7,996-10,825 \$95,952-129,900	\$9,457-12,280 \$113,484-147,360	\$12,171-14,988 \$146,052-179,856	\$9,417 \$113,004
Fed Income Tax ⁴	\$733	\$950	\$1,144	\$1,504	\$2,253	\$1,845
Social Security	\$240	\$294	\$342	\$431	\$597	\$605
Medicare	\$56	\$69	\$80	\$101	\$140	\$145
State Income Tax ^{5,6}	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$600
Health Care Bene-	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$83
Take Home Pay Monthly/Annually	\$5,280-8,109 \$63,360-97,308	\$5,862-8,691 \$70,344-104,292	\$6,430-9,259 \$77,160-111,108	\$7,421-10,244 \$89,052-122,928	\$9,181-11,998 \$110,172-143,976	\$6,139 \$73,668
Monthly pension after 30 years service⁴	n/a	n/a	n/a	n/a	\$7,488³ for life	\$5,109³ for 25 yrs only

Pharmacist Accession Bonus: \$30,000 payable one time for initial call to active duty with a 4 year commitment.

Non-physician Board Certified Pay (NPBCP): Payable based on years of creditable service as a Board of Pharmaceutical Specialties certified board specialist; less than 10 years, \$2,000 (annually); 10 to 12 years, \$2,500; 13 to 14 years, \$3,000; 15 to 18 years, \$4,000; over 18 years, \$5,000.

¹ Dependent(s) are spouse and/or children

² The variation in the non-taxed housing allowance is dependent on the cost of living in the area where you are assigned. Officers with dependents receive more compensation compared to officers without dependents. The amounts shown are the lowest and highest possible housing allowances. For exact housing allowance go to <http://www.defensetravel.dod.mil/site/bahCalc.cfm>.

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⁴ Federal income tax computed based on filing a single return status with 1 exemption and the standard deduction using the 2013 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

⁵ Many states do not require officers on active duty to pay state income tax. Check applicable state tax code.

⁶ The figure used on private sector pay is 6% of taxable income.

⁷ Figures taken from Kaiser Family Foundation and Health Research & Educational Trust "EMPLOYER HEALTH BENEFITS 2013 Summary of Findings". <http://ehbs.kff.org/pdf/2013/8346.pdf>.