

The secret is OUT!

See what we can offer!

Spring 2008 Edition

# USPHS: Pharmacy's Best Kept Secret!

## U.S. Public Health Service Opportunities

### 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 approximately 6,000 Commissioned Corps officers and 45,000 Civil Service employees, we are a principle 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.

#### Opportunity Awaits

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#### 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 advance your education later on in life
- Take advantage of the VA Loan program
- Contribute pre-tax income to the Thrift Savings Plan

### Who do I contact?

Agency	Recruiter	Tel	Website	Email
Federal Bureau of Prisons	CDR Patrick Marshall	803-637-1430	<a href="http://www.hhs.gov/pharmacy/bop">www.hhs.gov/pharmacy/bop</a>	<a href="mailto:edg7568@bop.gov">edg7568@bop.gov</a>
Centers for Disease Control	CAPT Daniel Cline	770-488-1883	<a href="http://www.cdc.gov">www.cdc.gov</a>	<a href="mailto:bqf6@cdc.gov">bqf6@cdc.gov</a>
Food and Drug Administration	CDR Beth Fritsch	240-276-8769	<a href="http://www.fda.gov">www.fda.gov</a>	<a href="mailto:beth.fritsch@fda.hhs.gov">beth.fritsch@fda.hhs.gov</a>
Health Resources & Svcs Adm.	Jimmy Mitchell	301-594-4353	<a href="http://www.hrsa.gov">www.hrsa.gov</a>	<a href="mailto:jmitchell@hrsa.gov">jmitchell@hrsa.gov</a>
Indian Health Service	CDR Ed Stein	602-364-7745	<a href="http://www.pharmacy.ihs.gov">www.pharmacy.ihs.gov</a>	<a href="mailto:ed.stein@ihs.gov">ed.stein@ihs.gov</a>
Div of Immigration Health Svcs	CDR Chae Un Chong	973-693-4381	<a href="http://www.icehealth.org">www.icehealth.org</a>	<a href="mailto:chae.chong@dhs.gov">chae.chong@dhs.gov</a>
National Institutes of Health	Bob Dechristoforo	301-496-5477	<a href="http://www.nih.gov">www.nih.gov</a>	<a href="mailto:rdechristo@nih.gov">rdechristo@nih.gov</a>
U.S. Coast Guard	CAPT Mary Fong	202-475-5181	<a href="http://www.uscg.mil/hq/g-w/">www.uscg.mil/hq/g-w/</a>	<a href="mailto:Mary.Fong@uscg.mil">Mary.Fong@uscg.mil</a>

# Why you should be a part of USPHS Pharmacy Practice:

## 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?



CDR 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.

## WHERE ARE WE LOCATED?

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

- Indian Health Service
- Food and Drug Administration
- Federal Bureau of Prisons
- National Institutes of Health
- U.S. Coast Guard
- Health Resources and Services Administration
- Centers for Disease Control and Prevention

Pharmacists are stationed across the entire country, with continuous opportunities for professional growth!

- Agency for Toxic Substances and Disease Registry
- Substance Abuse and Mental Health Services Administration
- Agency for Healthcare Research and Quality
- Immigration Health Services



## OPPORTUNITIES FOR GROWTH

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.

## 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 through Friday during the day only. This organization allows you to pursue life in literally hundreds of locations - near the ocean, 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.

## Commissioned Officer Pay Comparison —2008 with dependents<sup>1</sup>

	PHS Officers	PHS Officers	PHS Officers	PHS Officers	PHS Officers	Private Sector
Salary Base	0-3 with 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	\$105,000
Monthly Base Pay (taxable)	\$3407	\$4169	\$4853	\$6113	\$8466	\$8750
Variable Special Pay (taxable, FICA exempt)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0
Subsistence (no tax)	\$203	\$203	\$203	\$203	\$203	\$0
Housing (no tax) <sup>2</sup>	\$827-3017	\$827-3017	\$910-3160	\$967-3387	\$975-3415	\$0
Retirement Annuity <sup>3</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
<b>Gross Income</b>	<b>\$5687-7877</b>	<b>\$6449-8639</b>	<b>\$7216-9466</b>	<b>\$8533-10953</b>	<b>\$10894-13334</b>	<b>\$8167</b>
Fed Income Tax <sup>4</sup>	\$415	\$529	\$631	\$881	\$1468	\$1227
Social Security	\$211	\$259	\$301	\$379	\$504	\$504
Medicare	\$49	\$60	\$70	\$89	\$123	\$127
State Income Tax <sup>5,6</sup>	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$630
Health Care Benefits <sup>7</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$250
<b>Take Home Pay</b>	<b>\$5012-7202</b>	<b>\$5601-7791</b>	<b>\$6214-8464</b>	<b>\$7184-9604</b>	<b>\$8799-11239</b>	<b>\$5429</b>
<b>Monthly pension after 30 years service<sup>4</sup></b>	n/a	n/a	n/a	n/a	<b>\$7,013<sup>3</sup></b> for life	<b>5,109<sup>3</sup></b> 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.

<sup>1</sup> Based on proposed 2008 pay rates. Dependent(s) are spouse and/or children

<sup>2</sup> 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://perdiem.hqda.pentagon.mil/perdiem/bah.html>.

<sup>3</sup> 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 \$49,080 annually after retiring as an O-6 after 20 years, or \$82,944 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.

<sup>4</sup> Federal income tax computed based on filing a married, joint return status with 2 exemptions and the standard deduction using the 2007 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

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

<sup>6</sup> The figure used on private sector pay is 6% of taxable income.

<sup>7</sup> Medical insurance premium based on the employee cost of a comparable comprehensive health insurance package. Figures taken from 2005 Rand Corporation study ([http://www.rand.org/pubs/monographs/2005/RAND\\_MG385.sum.pdf](http://www.rand.org/pubs/monographs/2005/RAND_MG385.sum.pdf))

## Commissioned Officer Pay Comparison—2008 without dependents<sup>1</sup>

	PHS Officers	PHS Officers	PHS Officers	PHS Officers	PHS Officers	Private Sector
Salary Base	0-3 with 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	\$105,000
Monthly Base Pay	\$3407	\$4169	\$4853	\$6113	\$8466	\$8750
Variable Special Pay (FICA exempt)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0
Subsistence (no tax)	\$203	\$203	\$203	\$203	\$203	\$0
Housing (no tax) <sup>2</sup>	\$682-2586	\$682-2586	\$773-2784	\$795-2879	\$829-3024	\$0
Retirement Annuity <sup>3</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
<b>Gross Income</b>	<b>\$5542-7446</b>	<b>\$6304-8208</b>	<b>\$7079-9090</b>	<b>\$8361-10445</b>	<b>\$10748-12943</b>	<b>\$8167</b>
Fed Income Tax <sup>4</sup>	\$684	\$874	\$1045	\$1367	\$2026	\$1756
Social Security	\$211	\$259	\$301	\$379	\$504	\$504
Medicare	\$49	\$60	\$70	\$89	\$123	\$127
State Income Tax <sup>5,6</sup>	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$637
Health Care Benefits <sup>7</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$83
<b>Take Home Pay</b>	<b>\$4598-6502</b>	<b>\$5111-7015</b>	<b>\$5663-7674</b>	<b>\$6526-8610</b>	<b>\$8095-10290</b>	<b>\$5060</b>
Monthly pension after 30 years service <sup>4</sup>	n/a	n/a	n/a	n/a	\$6,912 <sup>3</sup> for life	\$5,109 <sup>3</sup> for 25 yrs only

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

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<sup>2</sup> 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://perdiem.hqda.pentagon.mil/perdiem/bah.html>.

<sup>3</sup> 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 \$49,080 annually after retiring as an O-6 after 20 years, or \$82,944 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.

<sup>4</sup> Federal income tax computed based on filing a single return status with 1 exemption and the standard deduction using the 2007 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

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

<sup>6</sup> The figure used on private sector pay is 6% of taxable income.

<sup>7</sup> Medical insurance premium based on the employee cost of a comparable comprehensive health insurance package. Figures taken from 2005 Rand Corporation study ([http://www.rand.org/pubs/monographs/2005/RAND\\_MG385.sum.pdf](http://www.rand.org/pubs/monographs/2005/RAND_MG385.sum.pdf))