



DENTAL OFFICERS

BEST KEPT SECRETS

U.S. Public Health Service Commissioned Corps Opportunities

Who Are We?

The U.S. Public Health Service Commissioned Corps is an elite team of more than 6,500 full-time, well-trained, highly qualified public health professionals dedicated to delivering the Nation's public health promotion and disease prevention programs and advancing public health science. Driven by a passion for public service, these men and women serve on the front lines in the Nation's fight against disease and poor health conditions. As one of America's seven uniformed services, the Commissioned Corps fills essential public health leadership and service roles within the Nation's Federal Government agencies and programs.



“Leadership, Service, Integrity, and Excellence; these are the core values by which the members of the dental category of the USPHS serve our Nation. My belief is that there are no finer men and women than the officers of the dental category. They chose to serve because they care about individuals, families,

communities, and populations; about prevention, wellness, and quality of life; and about making the United States and the world a healthier place.

We hope that you will join us. Discover a career that offers rich life experiences and is both personally and professionally rewarding.”

Rear Admiral William Bailey

Assistant Surgeon General and Chief Dental Officer
U.S. Public Health Service Commissioned Corps

What Do We Do?

Dental Officers in Public Health:

- Perform clinical dentistry
- Prevent and control oral diseases
- Educate individuals and communities about oral health
- Improve oral, dental, and craniofacial health through treatment, research, surveillance, training, administration, and the dissemination of health information
- Respond to disasters, including using dental forensics to identify disaster victims

Dental officers join the Commissioned Corps at many different levels. Some join as beginning clinicians while others are experienced dentists who also may have had training in public health, policy and administration, or research methodology. The focus is on improving oral health for entire populations. While there is plenty of direct patient care, there are opportunities to become involved in organized community disease prevention and treatment programs that can make an impact on overall community health rates.

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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
- Contribute pre-tax income to the Thrift Savings Plan

Quality of Practice

Being a dentist in the U.S. Public Health Service (USPHS) Commissioned Corps will allow you to focus on clinical practice without the demands of maintaining a business. Every day will offer new challenges as you bring oral health care and educational programs to underserved and disadvantaged patients who need it most. You can also participate in short emergency deployments, critical assistance in public health emergency response and disaster recovery efforts. What's more, any single, valid/, unrestricted professional license opens the door to work in any one of our Federal facilities. As part of a national team of committed health care professionals, you'll be serving your country and making a difference while enjoying excellent benefits and work/life balance.



Why You Should be a Dental Officer in the U.S. Public Health Service Commissioned Corps

Where are We Located?

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

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

Agency:

State:

Discipline:

MULTIPLE	AHRQ	ATSDR	BOP	CDC	CMS
DHS	DOC	DoD	EPA	FDA	HRSA
NIH	NPS	OS	PSC	SAMHSA	USDA
					USMS

Opportunities for Growth

Are you ready for an exceptional career and the experience of a lifetime? When you join the U.S. 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.



Who's Who in PHS: LCDR Ottmers delivering care in Pearsall, Texas at a Division of Immigration facility.

Finding the PHS career that is right for you is made easier because your skills and availability are marketed nationwide. In fact, a variety of opportunities are available right now that will allow you to practice and advance your clinical competencies. Whether you are a new graduate seeking a meaningful way to start your career, or an experienced dentist looking for a new opportunity, you'll be surrounded by dedicated, like-minded colleagues who have chosen to serve others.



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, 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 from the largest cities to the smallest communities near the oceans, the mountains, the Grand Canyon, the Gulf Coast or national parks. Be prepared to enjoy a camaraderie and sense of common purpose unlike anything you have yet experienced.



U.S. Public Health Service Commissioned Corps Benefits

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

- No cost, comprehensive medical and dental care for Corps officers; excellent health benefits for families
- Paid sick leave, maternity leave, and Federal holidays
- Clinical practice liability coverage
- Thirty days of paid vacation per year beginning the first year
- Tax-free housing and meal allowances
- Thrift Savings plan (retirement savings and investment plan similar to a 401 (k))
- Retirement plan with benefits eligibility beginning after 20 years of service
- Loan repayment potential – USPHS understands the financial burden of medical education. Assignments with certain Federal agencies, such as the Indian Health Service, offer loan repayment and/or other educational and family support programs.
- Veterans Affairs benefits, such as the Montgomery GI Bill (MGIB) which allows active duty members to enroll and pay \$100 per month for 12 months; and are then entitled to receive a monthly education benefit once they have completed a minimum service obligation.

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

<http://www.dfas.mil/militarypay/militarypaytables/2011MilitaryPayTable1-4.pdf>

(Courtesy of DFAS)

http://www.ihs.gov/MedicalPrograms/Dental/index.cfm?module=cc_comp#ok1

(courtesy of the Indian Health Service)

As a reminder, these pay tables simply record base pay and do not include bonuses or special pays.

Compensation Examples for USPHS Commissioned Corps Dentists

Compensation varies depending on factors such as grade/rank, years of training and experience (T&E) in your profession, base-pay entry date, specialty training received, geographic location of the duty station, and whether or not the employee has a spouse and/or children. Please use the pay tables at <http://www.dod.mil/militarypay/index.html> along with the Zip code of the duty station you are considering and the paycheck examples at the bottom of this web page to estimate pay.

Dentists

The minimum starting pay grade/rank for a dentist in the U.S. Public Health Service Commissioned Corps is 0-3 or Lieutenant. Dental graduates receive eight years of T&E credit for education leading to the DDS or DMD degree regardless of how many years it actually took to obtain that degree.

Bonuses and Special Pays

All dentists are eligible for both contractual, special-pay bonuses and monthly, special-pay bonuses, which include:

- Accession Bonus (Signing Bonus) - Reporting dentists receive \$37,500 to start and \$37,500 at the 25th month for a total of \$75,000 with a four-year agreement.
- Variable Special Pay (VSP) - Paid monthly, this special pay ranges from \$3,000 to \$12,000 annually based on years of creditable service.
- Additional Special Pay (ASP) - Based on a one year contract with annual pay ranging from \$4,000 to \$15,000 based on years of creditable service.
- Multi-year Retention Bonus (MRB) -- for board eligible specialists or advanced general practice residents (AGPR), depending on the dental officer's specialty training and length of new contracts, the MRB bonus ranges from \$8,000 to \$50,000.
- Board Certified Pay (BCP) - for Dental Specialists (also paid monthly) this pay ranges from \$2,500 to \$6,000 annually based on years of creditable service.

Additional Uniformed Service 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 learn more about Commissioned Corps Benefits while assigned to the Indian Health Service, view the following videos from the IHS Division of Oral Health. <http://www.ihs.gov/MedicalPrograms/Dental/index.cfm?module=videos>



U.S. Public Health Service Commissioned Corps Next Steps

USPHS Officer Qualifications

All Commissioned Corps officers must meet several basic qualifications: You must be a U.S. citizen, be less than 44 years of age, and pass a physical examination. To be a dental officer, you also need the following:

- D.D.S. or D.M.D. degree from a program that is accredited by the Commission on Dental Accreditation of the American Dental Association
- Current, unrestricted, and valid dental license to practice in one of the 50 States; Washington, DC; Commonwealth of Puerto Rico; U.S. Virgin Islands; or Guam

If you have recently graduated from dental school and do not yet have a State dental license, you may still apply to the Commissioned Corps. In certain circumstances, you may be appointed for a limited tour of duty while you pursue a State dental license.



Dental 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 Web site at <http://www.usphs.gov/student/COSTEP.aspx>.

Join America's Public Health Team!

If you are a dentist or dental 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 Web site at www.usphs.gov.



Who Do I Contact?

AGENCY	RECRUITER	TELEPHONE	WEBSITE	EMAIL
Indian Health Service	IHS Dental Recruiters	1-800-IHS-DENT	www.dentist.ihs.gov	dentaljobs@ihs.gov
U.S. Coast Guard	CAPT Don Belcher	202-474-5180	www.uscg.mil/hq/g-w/	donald.c.belcher@uscg.mil
Federal Bureau of Prisons	CAPT Nick Makrides	202-353-4728	www.bop.gov/jobs_descriptions/dental_officer.jsp	nmakrides@bop.gov
Hlth Resources & Svcs Admin	Ms. Penny Coppola	301-594-4888	www.hrsa.gov/jobs	penny.coppola@hrsa.hhs.gov
Div of Immigration Health Svcs	CDR Reginald Ballard	512-218-3194	www.icehealth.org	reginald.ballard@phs.dhs.gov
Centers for Disease Control	RADM William Bailey	770-488-6075	www.cdc.gov	wdb9@cdc.gov
National Institutes of Health	RADM Isabel Garcia	301-496-9469	www.nih.gov	ig10u@nih.gov