



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.



“PHS Pharmacy allows for unparalleled diversity and opportunity. Our pharmacists become an integral part of a unique career path that can involve advanced pharmacy practice, health policy development, emergency and humanitarian response, public health leadership, global health, and much more. They also experience a balance

between work and life due to remarkable benefits as Commissioned Corps officers. We desire professionals and pharmacists that want to serve a mission, become part of something special, and that want to make a difference in the lives of people.”

Rear Admiral Scott F. Giberson

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

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 the health workforce, medical knowledge, technology, and other resources.

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 the entire population.

Table of Contents

- Who Are We?..... 1
- What is our Mission?..... 1
- Quality of Practice..... 1
- Where Are We Located?.....2
- Quality of Life2
- Opportunities For Growth.....2
- Benefits3
- Qualifications.....4
- Student Opportunities4
- Contact List.....4
- Compensation Tables5

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

When you are a pharmacy officer in the U.S. Public Health Service (USPHS) Commissioned Corps, your work takes you from behind the pharmacy counter and into the world. As a USPHS pharmacy officer, you will work throughout the U.S. Department of Health and Human Services and in other Federal agencies and programs—caring for patients as part of a multidisciplinary health care team; reviewing, approving, and monitoring new drugs; conducting research; and assisting in public health emergencies. There are leadership opportunities, greater work variety, and a more flexible schedule than you’ll find in many retail or hospital pharmacies. You will make a difference in the Nation’s health while enjoying excellent benefits.



Why You Should be a Pharmacy 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. Pharmacists can be employed as Commissioned Officers across the country in any of the following agencies:

- Indian Health Service (IHS)
- Food and Drug Administration (FDA)
- Federal Bureau of Prisons (BOP)
- Health Resources and Services Administration (HRSA)
- U.S. Coast Guard (USCG)
- National Institutes of Health (NIH)
- Centers for Disease Control and Prevention (CDC)
- DoD TriCare Management Activity (DoD TMA)
- Office of the Secretary (OSG)

Agency: ALL
 State: ALL
 Discipline: Pharmacist

- Program Support Center (PSC)
- Center for Medicare and Medicaid Services
- Substance Abuse and Mental Health Services Administration
- Agency for Healthcare Research and Quality
- Immigration Health Service

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



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.

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.



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 ocean, 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.

In addition, the Commissioned Corps offers all newly commissioned Pharmacists a \$30,000 accession bonus when they sign a 4-year active-duty agreement. Newly commissioned pharmacists who are called to active duty may be eligible for the bonus. All Pharmacists are eligible for an annual special pay of \$15,000 each year they are commissioned.

For a full description of benefits, click here: <http://www.usphs.gov/profession/pharmacist/compensation.aspx>



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.



U.S. Public Health Service Commissioned Corps Next Steps

USPHS Officer Qualifications

To be a pharmacist in the USPHS Commissioned Corps, you must:

- Be a U.S. citizen
- Be under the age of 44 at the time of your commission, although age waivers may be given based on consideration of advanced training, certain duty assignments and specialty requirements
- Pass a physical examination and meet relevant suitability requirements

You also will need a:

- B.S. or Pharm.D. degree from a program that is accredited by the American Council on Pharmaceutical Education
- Current, unrestricted, and valid pharmacy license to practice in one of the 50 States; Washington, DC; Commonwealth of Puerto Rico; the U.S. Virgin Islands; or Guam

If you just graduated from pharmacy school and do not yet have a license, you may still apply to the Commissioned Corps, and you may be appointed for a limited tour of duty while you pursue your license.



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

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.



Who Do I Contact?

AGENCY	RECRUITER	TELEPHONE	WEBSITE	EMAIL
Federal Bureau of Prisons	CDR Cassandra White	210-472-4510	www.usphs.gov/corpslinks/pharmacy/bop/	c3white@bop.gov
Centers for Disease Control	CDR Vasavi Thomas	404-639-4955	www.cdc.gov	vtthomas@cdc.gov
Food and Drug Administration	CAPT Beth Fritsch	301-827-4464	www.fda.gov	beth.fritsch@fda.hhs.gov
Health Resources & Svcs Adm.	CDR Krista Pedley	301-443-5294	www.hrsa.gov	kpedley@hrsa.gov
Indian Health Service	LCDR Damion Killsback	301-443-2472	www.pharmacy.ihs.gov	damion.killsback@ihs.gov
Div of Immigration Health Svcs	CDR Chae Un Chong	202-210-1773	www.icehealth.org	chae.chong@dhs.gov
National Institutes of Health	CAPT Bob Dechristoforo (Ret.)	301-496-5477	www.nih.gov	rdechristo@nih.gov
U.S. Coast Guard	CAPT Deborah Thompson	202-475-5181	www.uscg.mil/hq/g-w/	deborah.j.thompson@uscg.mil



Commissioned Officer Pay Comparison 2011 with Dependents

PHS Pharmacy Officers						Private Sector
Salary Base	O-3 w/ less than 2 yrs service	O-3 with over 3 yrs service	O-4 with over 4 yrs service	O-5 with over 10 yrs service	O-6 with over 20 yrs service	\$120,000
Monthly Base Pay (taxable)	\$3,712	\$4,542	\$5,286	\$6,659	\$9,223	\$10,000
Variable Special Pay (taxable, FICA exempt)	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$0
Subsistence (no tax)	\$224	\$224	\$224	\$224	\$224	\$0
Housing (no tax) ²	\$960-3,327	\$960-3,327	\$1,056-3,846	\$1,122-4,218	\$1,134-4,260	\$0
Retirement Annuity ³	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	583
Gross Income—Monthly/Annually	\$6,146-8,513 \$73,757-102,156	\$6,979-9,343 \$83,748-112,116	\$7,816-10,606 \$93,792-127,272	\$9,252-12,351 \$111,060-148,212	\$11,831-14,957 \$141,972-179,484	\$9,417 \$113,004
Fed Income Tax ⁴	\$441	\$566	\$677	\$951	\$1,982	\$1,864
Social Security	\$156	\$191	\$222	\$280	\$374	\$374
Medicare	\$54	\$66	\$77	\$97	\$134	\$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	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$250
Take Home Pay Monthly/Annually	\$5,495-7862 \$65,940-94,344	\$6,156-8,520 \$73,872-102,240	\$6,840-9,630 \$82,080-115,560	\$7,927-11,023 \$95,124-132,276	\$9,341-12,467 \$112,092-149,604	\$6,184 \$74,208
Monthly pension after 30 years service ⁴	n/a	n/a	n/a	n/a	\$7,288 for life	\$5,109 for 25 years only

* For Commissioned Officers without Dependents there is a slight decrease in the basic allowance for housing. Visit the following site for more info: <http://www.dfas.mil/militarypay/militarypaytables/2011MilitaryPayTable1-4.pdf>

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://perdiem.hqda.pentagon.mil/perdiem/bah.html>.
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 \$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. 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 2010 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. 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).