



# PHARMACY'S BEST KEPT SECRET:



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## *U.S. PUBLIC HEALTH SERVICE PHARMACY PROGRAMS*

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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 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?**

- \* Promote the public health of the United States.
- \* Providing pharmaceutical care to Native Americans, federal prisoners, 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 toward the goal of better health.

### **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:

- X Indian Health Service
- X Food and Drug Administration
- X Federal Bureau of Prisons
- X National Institutes of Health
- X U.S. Coast Guard
- X Health Resources and Services Administration
- X Centers for Disease Control and Prevention
- X Agency for Toxic Substances and Disease Registry
- X Substance Abuse and Mental Health Services Administration
- X Agency for Health Care Research and Quality
- X Immigration and Naturalization Service
- X Center for Medicare and Medicaid Services

### **When should you apply?**

The best time is now - whether you are still in school or in the workforce - it's never too early to apply. Jr. COSTEP programs can help pay for education if you are in school. Sign on bonuses can offer incentives to those already practicing.

A career in the Public Health Service can offer variety, travel and continued challenges.

### **How do you apply?**

Contact the Commissioned Corps Application Hotline at 800 279-1605 or access our Webpage at: <http://www.usphs.gov>

# WHY SHOULD YOU BE A PART OF PHS PHARMACY?

## QUALITY OF PRACTICE

When asked why they became a pharmacist, over 80% of respondents answered “*To help people.*” Did you spend all of those years in pharmacy school *to help people* rather than dealing with insurance companies and being put on hold? Would you prefer a practice wherein 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? Would you like to really *use* your education to help people and make a difference?

## OPPORTUNITIES FOR GROWTH

The Public Health Service 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.

## 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.

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.

## BENEFITS

YOUR RETIREMENT: Unlike conventional plans, the retirement annuity provided to Commissioned Corps pharmacists is **non-contributory**. You can retire after 20 years of service. How old will you be in 20 years?

A Captain (O-6) completing a 20 year career will receive \$41,688 annually in retirement pay and \$69,077 annually for a 30 year career based on 2003 pay charts. This pay along with other retired benefits begins **immediately** upon your retirement in contrast to many other plans that do not pay until age 62 or later. Retirees also receive annual cost of living adjustments.

You can increase your retirement income by making **tax-deductible** contributions to the **Thrift Savings Plan** where your money grows **tax-free** until needed in retirement.

INSURANCE: **Medical** benefits are available to you and your dependents with no payroll deduction, deductibles or co-pays for covered medical benefits if living within the catchment area of a military medical facility. Nominal deductibles and co-pays apply to your family (but not the officer) if you don’t live near a military facility.

**Dental** benefits are available at no cost to the officer, and a nominal charge for family members.

**Life** insurance is available at extremely low rates.

**Malpractice** insurance is not necessary when practicing in a federal facility.

OTHER: Commissioned officers and their dependents have access to military bases, exchanges, guest housing, commissaries and eligibility to travel at no cost on military aircraft (MAC) flights. (Dependents may only use MAC flights outside the continental United States). Moving expenses are paid by the government. Commissioned officers may qualify for the G.I. bill to supplement additional educational pursuits. Officers may also qualify for housing loans through the Veterans Administration.

## COMPENSATION

Although it is difficult to compare your “take home pay” in the service with someone in the private sector because of assorted non-taxable income and benefits, the following table is an estimated comparison with an annual private sector salary of \$95,000.

# COMMISSIONED CORPS PHARMACIST PAY

Table 1: Estimated Monthly Salary Comparison for Pharmacist with Dependent(s)<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	0-4 with over 10 yrs service	0-6 with over 20 yrs service	\$95,000
Monthly Base Pay (taxable)	\$3019	\$3694	\$4299	\$5138	\$7501	\$7917
Variable Special Pay (taxable, FICA exempt) <sup>2</sup>	\$250	\$250	\$583	\$1000	\$667	\$0
Subsistence (non-taxable)	\$175	\$175	\$175	\$175	\$175	\$0
Housing ) (non-taxable) <sup>3</sup>	\$818-2861	\$818-2861	\$916-3162	\$916-3102	\$954-3402	\$0
Retirement Annuity <sup>4</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
<b>Gross Income</b>	<b>\$4262-6305</b>	<b>\$4937-6980</b>	<b>\$5973-8219</b>	<b>\$7229-9475</b>	<b>\$9297-11745</b>	<b>\$7334</b>
Fed Income Tax <sup>5</sup>	\$213	\$315	\$443	\$644	\$1146	\$938
Social Security	\$187	\$229	\$267	\$318	\$465	\$491
Medicare	\$42	\$52	\$60	\$72	\$105	\$111
State Income Tax <sup>6</sup>	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$475
Health Care Benefits <sup>7</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$150
<b>Take Home Pay</b>	<b>\$3820-5863</b>	<b>\$4341-6384</b>	<b>\$4892-7254</b>	<b>\$6195-8441</b>	<b>\$7581-10029</b>	<b>\$5169</b>

## Other pay available:

**Pharmacist Accession Bonus (AB): \$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 an APhA certified board specialist; less than 10 years, \$2,000 (annually); 10 to 12 years, \$2,500; 12 to 14 years, \$3,000; 14 to 18 years, \$4,000; over 18 years, \$5,000.

<sup>1</sup> Dependent(s) are spouse and/or children

<sup>2</sup> Variable Special Pay: Special pay for pharmacists based on years of creditable service; less than 3 years, \$3,000 (annually); 3 to 8 years, \$7,000; 8 to 12 years, \$12,000; 12 to 14 years, \$10,000; 14 to 18 years \$9,000; 18 or more years, \$8,000.

<sup>3</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.

<sup>4</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 \$45,006 annually in 20 years, or \$74,568 in 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>5</sup> Federal income tax computed based on filling a married filing joint return status with 2 exemptions and the standard deduction using the 2003 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

<sup>6</sup> Many states do not require officers on active duty to pay state income tax. Check applicable state tax code. 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.

**Reflects January 2004 Salary Tables**

## COMMISSIONED CORPS PHARMACIST PAY

Table 2: Estimated Monthly Salary Comparison for Pharmacist without Dependent(s)<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	0-4 with over 10 yrs service	0-6 with over 20 yrs service	\$95,000
Monthly Base Pay (taxable)	\$3019	\$3694	\$4299	\$5138	\$7501	\$7917
Variable Special Pay (taxable, FICA exempt) <sup>2</sup>	\$250	\$250	\$583	\$1000	\$667	\$0
Subsistence (non-taxable)	\$175	\$175	\$175	\$175	\$175	\$0
Housing (non-taxable) <sup>3</sup>	\$704-2540	\$704-2540	\$807-2739	\$803-2739	\$871-2865	\$0
Retirement Annuity <sup>4</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$583
<b>Gross Income</b>	<b>\$4148-5984</b>	<b>\$4823-6659</b>	<b>\$5864-7796</b>	<b>\$7120-9052</b>	<b>\$9214-11208</b>	<b>\$7334</b>
Fed Income Tax <sup>5</sup>	\$365	\$534	\$768	\$1083	\$1641	\$1407
Social Security	\$187	\$229	\$266	\$318	\$465	\$491
Medicare	\$42	\$52	\$60	\$72	\$105	\$111
State Income Tax <sup>6</sup>	May be exempt	May be exempt	May be exempt	May be exempt	May be exempt	\$457
Health Care Benefits <sup>7</sup>	Non-contributory	Non-contributory	Non-contributory	Non-contributory	Non-contributory	\$75
<b>Take Home Pay</b>	<b>\$3554-5390</b>	<b>\$4008-5844</b>	<b>\$4770-6702</b>	<b>\$5647-7579</b>	<b>\$7213-8997</b>	<b>\$4793</b>

### Other pay available:

**Pharmacist Accession Bonus (AB): \$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 an APhA certified board specialist; less than 10 years, \$2,000 (annually); 10 to 12 years, \$2,500; 12 to 14 years, \$3,000; 14 to 18 years, \$4,000; over 18 years, \$5,000.

<sup>1</sup> Dependent(s) are spouse and/or children

<sup>2</sup> Variable Special Pay: Special pay for pharmacists based on years of creditable service, less than 3 years, \$3,000(annually); 3 to 8 years, \$7,000; 8 to 12 years, \$12,000; 12 to 14 years, \$10,000; 14 to 18 years \$9,000; 18 or more years, \$8,000.

<sup>3</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.

<sup>4</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 \$45,006 annually in 20 years, or \$74,568 in 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.

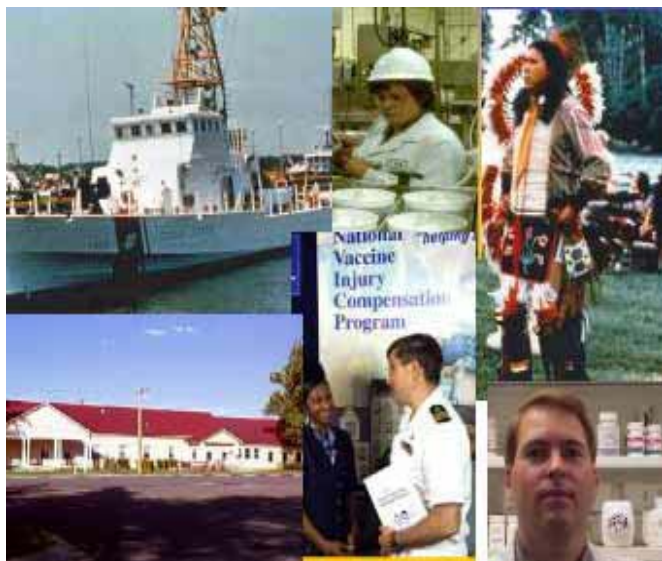
<sup>5</sup> Federal income tax computed based on filing a single return status with 1 exemptions and the standard deduction using the 2003 Tax Table. Rate may be higher, depending on other income, or lower, depending on deductions.

<sup>6</sup> Many states do not require officers on active duty to pay state income tax. Check applicable state tax code.

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.

## For More Information:



What is Public Health Pharmacy?

<http://www.hhs.gov/pharmacy/phpharm/contents.html>

Examples of careers of Pharmacists in the Public Health Service

<http://www.hhs.gov/pharmacy/planttop2.html>

Salary Progression

<http://www.dfas.mil/money/milpay/pay/2003paytable.pdf>

Basic Allowance for Housing

<http://www.dtic.mil/perdiem/bahform.html>

Points of Contact for Pharmacy Schools

<http://www.hhs.gov/pharmacy/pdf/POClist.pdf>

Student programs

<http://www.hhs.gov/pharmacy/stuprog.html>

Job openings

[http://dcp.psc.gov/VATS/rpt\\_category\\_button.asp](http://dcp.psc.gov/VATS/rpt_category_button.asp)

[https://dcpweb.psc.gov/rab/scripts/main\\_menu.htm](https://dcpweb.psc.gov/rab/scripts/main_menu.htm)



**Chief Professional Officer**

RADM Richard Walling