



# DENTAL CATEGORY

OF THE UNITED STATES PUBLIC HEALTH SERVICE

## USPHS Dental Category

### **White Paper**

### **2010 DePAC Recruitment Workgroup**

#### **Members:**

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The Purpose of the De PAC Recruitment Workgroup is to make recommendations to the the De PAC on items reflecting recruiting USPHS and Civil Service dental officers, retention of officers, and the standards to which new officers are appointed. The maintenance of consistent communication between the recruitment subcommittee and the Associate Recruiter Program (ARP) of DCP is crucial. Through supporting and supplementing the objectives of the ARP, the De PAC recruitment. Workgroup shall act as a liaison between the ARP and De PAC. The recruitment workgroup shall analyze the recruitment trends of the dental corps and compare those trends to other uniformed services. The submission of all pertinent information regarding recruitment trends, efforts analysis shall be submitted the DePAC newsletter.

### **Recruitment Efforts**

In past years, recruitment efforts have been carried out through a variety of ways at the Associate Recruiter Program/agency level. National, regional and local dental meetings have commonly been a site for many agencies such as the Indian Health Service and the Federal Bureau of Prisons to display manned booths with literature showcasing the various selling points of their respective organizations. Each agency has its own webpage listing job vacancies as well as the respective agency’s mission, highlights, and recruitment components.

### **2010 Recruitment Components for each Agency:**

<b>Agency</b>	<b>Contract</b>	<b>Email</b>
HRSAAC	CAPT Penny Coppola	<a href="mailto:p.coppola@hrsa.gov">p.coppola@hrsa.gov</a>
DIHS	CAPT Coleman Palmertree	<a href="mailto:coleman.pamertree@dhs.gov">coleman.pamertree@dhs.gov</a>
CDC	CAPT William Bailey	<a href="mailto:wdb9@cdc.gov">wdb9@cdc.gov</a>
US Coast Guard	CAPT Donald Belcher	<a href="mailto:donald.e.belcher@uscg.mil">donald.e.belcher@uscg.mil</a>
BOP	CAPT Tim Owens	<a href="mailto:jxowen@bop.gov">jxowen@bop.gov</a>
IHS	CAPT Timothy Lozon	<a href="mailto:timothy.lozon@ihs.gov">timothy.lozon@ihs.gov</a>

Presently, there is a moratorium on commissioning new PHS officers. Prior to the moratorium, the recruitment workgroup divided up the 59 US dental schools by 8 DePAC recruitment workgroup members. Each workgroup member was tasked to act as recruitment liaison for his or her designated list of dental schools. The recruitment liaison interfaces with the dental school’s contact person to disseminate recruitment letters, information regarding the application process, as well as available career options with the PHS. Recruitment liaisons emphasize opportunities such as Junior and Senior COSTEP programs which provide salary and training experience while students are still in dental

school. Additionally, recruitment liaisons emphasize the many advantages and incentives for joining the USPHS.

**Incentives for Joining USPHS:**

- \$75,000 sign on bonus
- Competitive starting pay which increases with promotions and years of service
- Health care and dental care at no cost
- Tax-free housing and meal allowances
- 30 days of paid vacation per year
- Paid sick leave
- Paid maternity leave
- Paid federal holidays
- Malpractice insurance coverage
- A retirement plan with benefits eligibility after 20 years of service
- Thrift Savings Plan

Additional benefits and information listed on USPHS website: <http://www.usphs.gov>

**Proposed recruitment efforts**

Current economic indicators would suggest an anticipated increase in dentists applying to the PHS from the private sector and from the Department of Defense (DoD) can be expected. To address the recruitment efforts necessary to effectively accommodate these trends, the workgroup has proposed the following objectives:

- Greater outreach to the dental civil servant community
- Encouragement of civil servant participation with recruitment endeavors
- Identify dentists nationwide who would be interested in supporting DePAC recruitment efforts at the local and regional levels
- Select and train regional recruiters to head local and regional recruitment efforts
- Dental officers to conduct dental school visits at local levels
- Develop a PHS Dental Recruitment power point presentation
- Evaluate the success of the Recruitment Program
- Based on the outcomes, recommendations for future recruitment efforts may be implemented as needed.

As we look to the future, the DePAC Recruitment Work Group anticipates continued success and further development of efforts to actively recruit and retain qualified USPHS and Civil Servant dental officers.