USPHS
Com Corps Veterinarians

• Who are we & what do we do?
• How do you get a job with the Com Corps of the Public Health Service?
PHS Commissioned Corps

All-officer organization composed primarily of health professionals
PHS Commissioned Corps

• One of the seven Uniformed Services
• Non-combat orientation
• Personnel system similar to DoD
Commissioned Corps Personnel System

- Commissioning affords rights and respect
- Surgeon General leads the CC
- PHS Veterinary CC Mission
In what departments and agencies do Com. Corps. veterinarians work?

- Dept. of Health and Human Services
  - National Institutes of Health
  - CDC/ATSDR
  - Food and Drug Admin.
  - Indian Health Service

- Dept. of the Interior
  - National Parks Service
  - Fish and Wildlife

- Dept. of State
  - US Agency for International Development

- US Dept. of Agriculture
  - FSIS
  - APHIS

- Dept. Homeland Security and Dept of Defense

- Environmental Protection Agency
Public Health Veterinarians in the Federal Government

Total: ~2,400
Example Geographic Locations

- NIH
  - Washington DC
  - Research Triangle, NC
  - Rocky Mountain Lab, MT

- CDC
  - Atlanta, GA
  - Fort Collins, CO
  - Puerto Rico

- EPA
  - Puget Sound, WA

- FDA
  - Nationwide

- USDA-FSIS
  - Nationwide
What are our roles?

- Epidemiology and surveillance
- Laboratory animal medicine
- Pathology and other laboratory sciences
- Entomology
- Food safety and zoonoses control
- Bio/chem terrorism preparedness and security
- Quarantine and inspection
- Drug safety
- Environmental health and toxicology
Response Force For The Nation
How are rank and pay determined?

- Enter as an O-3 or an O-4
- Post-DVM degree related activities
- BASIC + SPECIAL PAYS + ALLOWANCES = GROSS PAY B
Pay and Allowances

Pay is taxable
Allowance (usually) non-taxable
Compensation Comparison
Example 1

- Recent graduate enters as a LT (O-3) with < 2 years
- No dependents
- Living in the Baltimore, MD area
Compensation Comparison
Example 1

- Gross Pay = $56,982
- Take Home Pay = $49,215
- Retained $ due to tax break = $9,447
- Comparable civilian after tax income $66,429

- The $66.4K does not include
  - Veterinary special pay = $1200/yr
  - Indirect annual compensation
Compensation Comparison
Example 1 (cont)

• Veterinary pay: $1,200
• Indirect Annual Compensation Costs
  – Medical: $994
  – Dental: $162
  – Vision: $9
    (free glasses)
  – Commissary: $988

SUBTOTAL $2,153

TOTAL $3,353

The civilian job would need to pay:
$66,429 + 3,353 = $69,782
Compensation Comparison
Example 2 (in 2005)

- CDR (O-5) with 9 years
- Married with 2 children
- Specialty boarded
- Living in the Baltimore, MD area

Compensation Comparison
Example 2

- Gross Pay = $90,477
- Take Home Pay = $74,023
- Retained $ due to tax break = $14,364
- Comparable civilian after tax income $104,841
- The $104.8K does not include
  - Veterinary special pay = $1200/yr
  - Indirect annual compensation
Compensation Comparison
Example 2 (cont)

- **Indirect Annual Compensation Costs**
  - Medical: $3,226
  - Dental: $292
  - Vision: $19
    (officer gets free glasses)
  - Commissary: $2,842
- **Veterinary pay:** $1,200
- **Board Specialty pay** $2,000

**TOTAL** $9,579

The civilian job would need to pay ~
$104,841 + 9,579 = $114,420
Commissioned Corps Advantages

- Relocation expenses paid
- Educational debt deferred/forgiven
- 30 days annual leave
- Sick leave and maternity leave
- Healthcare at Uniformed Services Facilities
- Free medical to officer & family
- Dental - free to officer, low cost to family
- Commissary privileges
- VA Home loans
- DoD Recreational facility access
- Excellent noncontributory retirement
- Thrift Savings Plan
- $400,000 of Term Life insurance
- Montgomery-GI Bill - for higher education
- Optional retirement at 20 years
Promotions

• Training and education
• Experience
• Time in service
• Performance

• Physical fitness and readiness
• Geographic and Agency mobility
• Skills and knowledge
Qualifications for a PHS Commissioned Corps position

- Doctor of Veterinary Medicine from an AVMA accredited college
- Current, unrestricted, and valid veterinary license
- U.S. citizen
- Meet medical requirements
- < 44 years of age
- Pass a suitability investigation
- Identify and compete for a position
Appointment Process

Step 1: PHS Application

Step 2: Identify vacancy

Step 3: Obtain offer

Step 4: Call to active duty
For More Information

• About the USPHS
  – http://www.usphs.gov

• Basic pay rates:
  – http://www.dod.mil/militarypay/

• Compute comparable civilian salary:
Agency Contacts

• Centers for Disease Control & Prevention
  – CAPT Hugh Mainzer – HMM2@cdc.gov
  – CAPT Fred Angulo – FJA0@cdc.gov

• National Institutes of Health
  – CAPT Bill Stokes – WS51w@nih.gov
  – CAPT Kathy Perdue – KPerdue@niaid.nih.gov

• Environmental Protection Agency
  – CDR Stephanie Harris - Harris.Stephanie@epamail.epa.gov

• Food and Drug Administration
  – CAPT John Braddy - johnny.braddy@cfsan.fda.gov

• US Dept of Agriculture (FSIS and APHIS)
  – CAPT Sean Altekruse – Sean.Altekruse@aphis.usda.gov

• Inactive Reserve Corps
  – CAPT Roger Clemmons - rmc@neuro.vetmed.ufl.edu
Where Are Jobs Listed?

http://www.USAJOBS.com

Also:
http://www.fsis.usda.gov/om/hrd/quickhire/default.htm
http://www.cdc.gov/train.htm