

UNITED STATES MEDICAL CENTER FOR FEDERAL PRISONERS

Springfield Missouri

Full-Time Openings for Physicians, Clinical Psychologists, Psychiatrists, and Dentists



40 Hour Workweek

Generous Annual Leave

Separate Sick Leave

11 Paid Federal Holidays

No Overhead

401(k) Matching Up To \$7,750 Per Year

Employer Funded Accelerated
Retirement (Law Enforcement)

CME Reimbursement

Paid Leave for CME Attendance

Reasonable Caseload With Time To
Spend With Patients

No Cost to Physician for Malpractice
Insurance

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About the Bureau...

The Federal Bureau of Prisons is a component of the United States Department of Justice, and is responsible for managing and operating all federal correctional facilities throughout the United States. The Federal Bureau of Prisons has more than 100 locations nationwide grouped into six geographic regions, Mid-Atlantic, Northeast, Southeast, North Central, South Central, and Western.

Initial Eligibility Requirements - You must be U.S. Citizen. Occasionally, waivers are available for hard-to-fill positions when no qualified U.S. Citizens are available.

The Attorney General has determined that the initial appointment of employees into Federal Bureau of Prisons law enforcement positions must be **prior to their 37th birthday**, with the following exceptions: Physician Assistant, Physician, Dentist, Registered Nurse, Nurse Practitioner, Psychiatrist, and Chaplains of some faith traditions. Psychologists may be waived up to the date immediately preceding their 40th birthday.

Work Schedule—Since institutions must operate around the clock, the day is divided into three work shifts of eight hours each. Employees rotate posts, shifts, & days off. The Bureau of Prisons hires qualified individuals as **correctional workers**, regardless of the position to which an individual is hired (i.e., Secretary, Nurse, Plumber, Teacher, Doctor, Dentist, etc.). As correctional workers, staff may be called to work at any time in emergency situations.

Salary—Salaries are based on the position and location of the job for which you are selected. The Law Enforcement Special Salary Rate and Locality Pay Scale may vary from the General Schedule and Locality Pay Scale. Salaries for the positions such as Electrician, Mechanic, Plumber, and Food Service, are found on the Federal Wage System (FWS) pay scale. View current Federal Government pay rates and locality pay from the U.S. Office of Personnel Management website at www.opm.gov. Those assigned to evening watch (i.e., 4:00PM–12:00AM) or morning watch (i.e., 12:00AM–8:00AM) are paid a percentage of their basic hourly rate above regular pay, and employees are paid 25% above regular pay for all work on Sunday. Contact the Human Resource Management office at the institution to which you are applying for further clarification.

Employment Interview—Qualified applicants must have a pre-employment panel interview prior to final selection. Normally, interviews are held within the general area (about 250 miles round trip) where the applicant resides. Applicants pay travel expenses to and from the interview site and to their first employment location.

Physical Requirements—All applicants must meet the physical requirements for the position for which they are being considered. This examination will be made without cost to the applicant, usually by a Federal Medical Officer, and will include a urinalysis test for drug detection.

Background Investigation—Employment with the Federal Bureau of Prisons is subject to satisfactory completion of a background investigation to determine suitability for employment as a law enforcement official. Its scope includes law enforcement and criminal record checks, credit checks, inquiries with previous employers and personal references. Suitability determinations are based upon an individual's character or conduct that may affect how the agency accomplishes its duties or responsibilities.

Probationary Period—Each new permanent employee, who receives a career or career conditional employment, serves a one-year probationary period immediately following his or her appointment. This period is utilized by the Bureau of Prisons to determine the qualifications of the employee for continued employment. During this time, the supervisor monitors and provides guidance to the employee. For continued employment, the supervisor evaluates the performance and conduct of the employee. This is also the time to judge whether the job is compatible with your skills and aspirations.

Vacation, Sick Leave, and Holidays—Annual or vacation leave is earned on the basis of years of Federal service, including credible military service. Full-time employees with 15 years or more of creditable service accrue 26 days of annual leave a year; those with more than three but less than 15 years earn 20 days; and those with less than three years earn 13 days. All full-time employees earn 13 sick days a year. While requests for particular leave dates are satisfied as much as possible, it is occasionally necessary to schedule vacations to meet the needs of the organization and spread absences throughout the year. Occasional absences for short periods of time will be granted if possible. There are ten (10) paid Federal Government Holidays during the calendar year.

Training—All persons appointed to the Federal Bureau of Prisons must successfully complete in-service training as a condition of employment, including 200 hours of formal training within the first year of employment. This includes orientation to the physical location, familiarization with policies and procedures, and techniques for supervising and communicating with inmates in their daily activities. Orientation training includes:

- A. 80 hours of Institution Familiarization at the facility.
- B. 120 hours of specialized training at our residential training center located at Glynnco, Georgia, normally within the first 60 days of appointment and scheduled by Human Resources Management. This training includes four components: Firearms, Self-Defense, Written Academic Test on policies and procedures, and Physical Abilities Test (PAT).
 1. **Firearms** consists of successful qualification with the 9mm Semiautomatic Pistol, M-16 Rifle/Carbine, and 12 Gauge Shotgun. *Some Physicians and Dentists may be exempt.*
 2. **Physical Abilities Test** consist of:
 - a. **Dummy Drag**—drag a 75-pound dummy continuously for a minimum of 694 feet. 3 minute time limit.
 - b. **Climb and Grasp**—climb rungs of a ladder and retrieve and item—ideal completion time is 7 seconds or less.
 - c. **Obstacle Course**—ideal required completion time is 58 seconds or less.
 - d. **Run and Cuff**—run one-fourth mile and apply handcuffs. Required completion time is 2 minutes and 35 seconds.
 - e. **Stair Climb**—participant, with a 20-pound weight vest, will climb up and down 108 steps—Completion time is 45 seconds.

Incentives: Some medical professionals are eligible for incentives and bonuses. These options are offered at the discretion of each individual institution. Examples of bonuses and incentives can include: Age Waivers for certain positions, Above Minimum Rate Pay, Annual Leave Credit, Student Loan Repayment Assistance, Recruitment Incentive (Sign-On), Retention Incentive, and Relocation Assistance.

Transfers—There are opportunities to transfer to various locations across the United States, to include Hawaii and Puerto Rico. Generally, employees are expected to complete, at a minimum, a 12 month trial period before applications for transfer will be considered.

Retirement—At age 50, an employee who has completed 20 years of service in a position covered by "hazardous duty" law enforcement retirement provisions (this includes any full-time job working within a federal prison) is eligible to retire. Employees with 25 years of law enforcement service may retire under Federal Employment Retirement System (FERS) at any age. Visit the official website, www.opm.gov, for information about the Federal Employees Retirement System (FERS). Please contact recruiter for additional retirement information if an age waiver is applicable.

Life and Health Insurance—A variety of health insurance plans are available to Federal employees, with the Government paying about 60-72 percent of the cost and the employee paying 28 to 40 percent, depending on the health plan. Basic life insurance is automatic and effective on the first workday the employee is in pay and duty status, unless the employee chooses to waive life insurance coverage. The Government pays one-third of the cost for Basic life insurance. Basic life insurance is the employees salary, rounded to the next higher \$1,000, plus \$2,000. The employee pays 15.5 cents per \$1,000. Optional life insurance is available for purchase. Visit the official website, www.opm.gov for more information on life insurance and health insurance.

Thrift Savings Plan—The Thrift Savings Plan (TSP) is a retirement savings and investment plan for Federal employees. The purpose of the TSP is to provide retirement income. The TSP offers Federal civilian employees the same type of savings and tax benefits that many private corporations offer their employees under the "401(k)" plans.

For more information about employment opportunities visit www.USAJobs.gov.

For more information about the Bureau of Prisons visit www.BOP.gov.

**A BLEND OF GOOD TALENTS
AND
A COMMITMENT FOR DIVERSITY**

Health Care Occupations in the Federal Bureau of Prisons -

Health Services Careers:

- ⇒ Clinical Director
- ⇒ Medical Officer
- ⇒ Dentist
- ⇒ Psychiatrist
- ⇒ Pharmacist
- ⇒ Registered Nurse
- ⇒ LVN
- ⇒ Paramedic
- ⇒ EMT
- ⇒ Physician Assistant
- ⇒ Nurse Practitioner
- ⇒ Dental Assistant
- ⇒ Dental Hygienist
- ⇒ Medical Records Tech
- ⇒ Health Services Assistant

Federal BOP Medical Center Careers:

- ⇒ All the above careers, plus
- ⇒ OBGYN
- ⇒ Wound Care Treatment Specialist, MD
- ⇒ Medical Laboratory Scientist
- ⇒ Medication Technician
- ⇒ Laboratory Technician
- ⇒ Pharmacy Technician
- ⇒ Occupational Therapist
- ⇒ Recreational Therapist
- ⇒ Respiratory Therapist
- ⇒ Physical Therapist
- ⇒ Physical Therapy Assistant
- ⇒ Dialysis Nurse
- ⇒ Dialysis Technician
- ⇒ Nurse Assistant
- ⇒ Human Resources Specialist
- ⇒ Social Worker

North Central Region Locations:

Englewood, CO; Florence, CO; Leavenworth, KS; Yankton, SD; Waseca, MN; Duluth, MN; Sandstone, MN; Oxford, WI; Greenville, IL; Chicago, IL; Thomson, IL; Marion, IL; Pekin, IL; Milan, MI; Terre Haute, IN

Medical Centers:

Rochester, MN; Springfield, MO

UNITED STATES DEPARTMENT OF JUSTICE FEDERAL BUREAU OF PRISONS



North Central Region
Health Services Recruiter
Leshia Starr
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