

**U.S. Public Health Service
Environmental Health Officer's Professional Advisory Committee (EHOPAC)
Meeting 155 Minutes, Wednesday, April 15, 2009
U.S. Coast Guard hosted the meeting.
Federal Building, Oakland, California**

Note: This meeting was held in person and remotely via conference call and WebEx. The first part of the meeting (Chair remarks, CPO Report, and CAM briefing) were recorded; the business portion of meeting is not included in the recording. To access the recorded portion of the meeting visit:
<https://ihs-hhs.webex.com/ihs-hhs/lsr.php?AT=pb&SP=MC&rID=32038672&rKey=4CBD118FB4682782>

1. Call to Order

CAPT Alan Dellapenna, EHOPAC Chair called meeting 155 to order.

EHOPAC Members, Guests, and Agency Affiliation Participating in Meeting 155

PRESENT IN PERSON	PRESENT VIA CONFERENCE CALL
CAPT Craig Shepherd (CDC), Chief Professional Officer	CDR Myrna Buckles (IHS) Recorder
CAPT Alan Dellapenna, (IHS) Chair	CDR Chris Kates (OS)
CAPT Michael Noska (FDA) Vice-Chair	CAPT David McMahon (IHS)
LT Perry, (USCG – Guest)	LT Jessica Schwartz (IHS) JOAG Liaison
CDR Scotty Hargrave (FDA)	LCDR Gary Carter (IHS)
LCDR Sarah Unthank (USCG)	LCDR Jennifer Freed (ATSDR)
CDR Roger Goodman (EPA)	LCDR Lisa Delaney (CDC)
CDR Ann Krake (DOI)	CDR Jean Gaunce (CDC)
CAPT Robert Newsad (IHS – Guest)	CDR Brian Johnson (IHS)
CAPT Paul Young (IHS – Guest)	CDR Wayne Hall (IHS)
CAPT Susan Muza (Guest)	LT Christian Witkovskie (FDA)
CDR Robert Knowles (Guest)	CDR John McKernan (EPA) LCDR Shawn Lafferty (EPA) LCDR Carrie Oyster (USCG) COA/COF Category Day

Field visit April 14 – LCDR Sarah Unthank, USCG, organized a field visit to a Coast Guard Patrol Boat and another vessel for PAC Members and EHO's in the vicinity. Those participating in the field visit expressed their appreciation for this opportunity and the efforts of LCDR Unthank for arranging the visit.

2. Chair Welcome/Remarks

CAPT Alan Dellapenna, EHOPAC Chair, welcomed all those in attendance to the meeting. He also expressed his appreciation to LCDR Unthank for hosting the meeting and arranging the field visit.

3. CPO Report

CAPT Craig Shepherd expressed his appreciation to LCDR Unthank for hosting the meeting and arranging the field visit.

EHOPAC Meeting #155 Chief Environmental Health Officer Report



Oakland Federal Building
Oakland, CA
April 15, 2009

Agenda

- 2010 Boy Scout – National Scout Jamboree
- Associate Recruiter Program
- NEHA and USPHS EHO and AAS Awards Ceremony
- Average Number of EHO Deployment Days by Agency
- USPHS Scientific and Training Symposium sponsored by COF
- EHO Responder of the Year

Agenda

- PHS Officers Guide: Principles of Public Health Emergency Preparedness and Response
- FACs
- Transformation
- OCCO, Division of Commissioned Corps Assignments (DCCA)
- Appointment Standards WIPT

Agenda

- Combined Meeting - Highlights February 2009
- Officer Profiles
- 2010 Benchmarks
- Environmental Health Response Unit – CDC
- CSC-Standby
- OFRD - Response Team Leader
- Sizing and Allocation WPDG Findings

Agenda

- Budget 2009
- Deployment Uniforms
- New Uniform PPM
- E Commissioned Corps Issuance System Recent Updates
- Global Health Campaign Service Medal and Global Health Initiative Service Medal

Agenda

- EHO Basic Readiness
- EHO Category Survey
- NDAA 2008
- EHO Category Stats
- PHS CC Strength & Percent Change
- HHS, Assistant Secretary for Health nominee
- COA/COF Conference
- HHS/DOI Inter-agency Agreement
- Promotion Board Comments

2010 Boy Scout – National Scout Jamboree

- CAPT Paul T. Young USPHS seeking interested EHOs to provide EH support. July 26 – August 4, 2010, Ft. A.P. Hill, VA. If interested please contact him.
- 2 - Food Service Specialists
- 4 – General EHOs
- 1 – Injury Prevention Specialist

Associate Recruiter Program

- Names of the active ARs as documented from, March 2006 – March 2009, were sent forward to OCCO and will receive the Recruitment Service Award.
- New ARP – Each PHS category will have 2 ARs for each of the 10 HHS regions plus two Leads. 20 +2

NEHA and USPHS EHO and AAS Awards Ceremony

- NEHA's 73rd Annual Educational Conference (AEC) & Exhibition Atlanta, Georgia, June 21-24, 2009.
- USPHS, EHO category will host the USPHS Honor Awards and AAS Wagner Award Reception.
 - Sunday, June 21st, 5:30-6:30 PM
- Award nominations were due April 3rd (Crow, Eason, Moran and Todd)

Agency	# EHOs in Agency	# Officer-Days Deployed 2006-2008	Average # Officer Days Deployed per Officer in Agency
ATSDR	15	277.00	18.5
CDC	63	412.00	6.5
DHS	25	35.00	1.4
EPA	18	187.00	10.4
FDA	78	616.00	7.9
HRSA	3	152.00	50.7
IHS	122	583.00	4.8
NIH	7	81.00	11.6
NPS	11	20.00	1.8
OS	13	160.00	12.3
PSC	10	58.00	5.8
USDA	3	14.00	4.7
TOTAL	368	2,595.00	7.1

USPHS Scientific and Training Symposium sponsored by COF

- <http://www.phscofevents.org/>
- June 1-4, 2009, Atlanta, Georgia
- Category Day June 2
 - CAPT (ret) Richard Clapp featured luncheon speaker
 - June 3rd – RADM (ret) Jerrold Michael, CAPT (ret) Richard Clapp and CAPT (ret) Frank Bryan will speak at the CDC's NCEH/ATSDR Director's Science Seminar - moderated by CAPT Dellapenna.

USPHS Scientific and Training Symposium sponsored by COF (continued)

- Emergency Response Training Sessions offered the weekend before Symposium, May 30-31
 - Environmental Health Training in Emergency Response (EHTER) – 2 day session
 - Community Assessment for Public Health Emergency and Response (CASPER) – 1 day session
 - Disaster Surveillance – 0.5 day session
 - Preventive Services Session – 1.5 day session

EHO Responder of the Year

- EHO Responder of the Year – CDR Kevin Sheehan, Regional Emergency Coordinator, Region IX.
- Formally recognized, COF, Category Day, June 2, 2009, Atlanta, GA.

PHS Officers Guide: Principles of Public Health Emergency Preparedness and Response

- CAPT James E. Knoblen (retired)
- Handbook is being written for Commissioned Officers. About 80 % complete.
- PHS Professional Category-specific emergency response roles being added.
- RADM Rutstein, is the Principle Author of this new Section.
- EHOPAC, Environmental Health Readiness subcommittee.
- EHO section sent forward to RADM Rutstein on March 2, 2009.

Functional Advisory Committee (FACs), Implementation Planning
Coordination Group (IPCG)
Meeting February 19th

- Ten agencies plus the CPOs voted on the FAC proposal.
- Issue #1 (should there be FACs): 5 yes, 5 no, CPO no
- Issue #2 (how should the FACs be structured) 5 ad hoc
- Since there was no clear choice, there was a proposal to table the issue for now and revisit again after the billets have been designated according to functional groups, conduct an analysis, and make recommendation.
- The officers currently serving as FAC Chairs will be relieved of their duties and the FACs will be dissolved.

RADM Shekar, Leader of Transformation Team

- The TRIAD, transformation will focus on this for 2009
 - BILLETS
 - OFFICER PROFILES
 - I.T.
- Announced his retirement effective March 2009. Will not fill position.

OCCO, Division of Commissioned Corps Assignments (DCCA)

- Four CAM teams collapsed into two CAM teams
 - BLUE CAM TEAM – HSO, MED, EHO, ENG, VET, THER
 - Gold CAM TEAM – NUR, PHARM, DENT, SCI, DIET
- Three CAM officers and four HR personnel for each team
- February 2, 2009, OCCO will provide more information so each category will know their new contact(s).

BLUE CAM TEAM Health Services/Medical/Environmental Health/Engineer/Veterinary/Therapist Categories

KELLEY, Laurie	CDR	Career & Assignment Manager - Team Coordinator	Laurie.Kelley@hhs.gov	240-453-6064
MARTINEAU, Peter	CDR	Career & Assignment Manager	Peter.Martineau@hhs.gov	240-453-6008
WHITE, Tammy	LCDR	Career and Assignment Manager	TammyWhite@hhs.gov	240-453-6026
BALL, Dorinda	LT	Career & Assignment Manager	Dorinda.B@hhs.gov	240-453-6020
SANDERSON, Ideline	Ms	HR Specialist	Ideline_Sanderson@hhs.gov	240-453-6022
AMANKWAH, Alex	LTJG	HR Specialist	Alexander.Amankwah@hhs.gov	240-453-6018
GARDNER, Angela	Ms	HR Specialist	Angela.Gardner@hhs.gov	240-453-6019
DUHART, Lisa	Ms	HR Specialist	Lisa.Duhart@hhs.gov	240-453-6060

Appointment Standards WIPT

- Chaired by RADM Kerry Nessler
- Began meeting November 24th, once a week
- Three categories no change (NURSE, DIET & EHO)
- Comprehensive Review
- General Appointment Standards (complete Feb)
- Category Specific Appointment Standards
- New categories?
- Complete March, reviewed/input by PACs, CPOs - Oversight Integrated Project Team (OIPT) - OCCFM - ASH.
- Next review 2-3 years...

Combined Meeting - Highlights February 2009

- Cold Weather Uniform – Pilot Initiative
 - U.S. Coast Guard Foul Weather Gear
- CPO – Six retiring from their position this year (ENG, EHO, DIET, MED, HSO and NURSE)
 - OSG interviews being conducted – ENG completed, others to follow.

Combined Meeting - Highlights February 2009

- RADM Rutstein- OFRD
 - Reorganizing teams. Identify Team Leaders (RDF, APHT)
 - New Team Leaders to Dallas, April 4-8, 2009 Integrated Medical, Public Health, Preparedness and Response Training Summit.
 - Will rely on new Team Leads to fill team vacancies
 - Team members do not have to leave teams –can extend if they like.

Combined Meeting - Highlights February 2009

- USNS COMFORT – *Continuing Promise 2009 mission*
 - Having difficulty getting OIC – four months. (CAPT Arturo Bravo named OIC March 2009)
 - 15-officer pre-configured teams
 - 120 days, Haiti, Dominican Republic, Antigua, Columbia, Panama, El Salvador and Nicaragua.
 - No travel expenses to agencies for PHS agencies.

	RANK	FIRST	LAST	SERNO	AGENCY	CATEGORY
OFFICER-IN-CHARGE	CAPT	ARTURO	BRAVO	53500	HRSA	DEN
EA	LT	MIVOVEL	JEANPAUL	70327	ACF	HSO
DENTIST	LCDR	GAYLE	KOSTYACK	69983	IHS	DEN
PHYSICIAN						
PHARMACIST	LT	BETH	CARR	71788	FDA	PHARM
VETERINARIAN	LCDR	BRYAN	BUSS	70961	CDC	VET
HEALTH EDUCATOR	LT	ALIA	LEGALIX	69226	CDC	HSO
ENGINEER (DISASTER ENGINEER)	LCDR	STEVEN	SHAUER	66580	IHS	ENG
PHYSICIAN ASSISTANT	LT	TIMOTHY	MCREARY	70844	IHS	HSO
ENVIRONMENTAL HEALTH OFFICER (FOOD SAFETY)	LT	DEREK	SAKRIS	69125	CDC	EHO
ENVIRONMENTAL HEALTH OFFICER (FOOD SAFETY)	CAPT	DAVID	ROBBINS	61197	DHS	EHO
HEALTH EDUCATOR (NURSE PRACTITIONER)	CAPT	CAROL	LINSEY	55476	HRSA	NURSE
HEALTH EDUCATOR (COMMUNITY HEALTH NURSE)	LCDR	ALEXIS	MOSQUERA	65411	FDA	NURSE

Combined Meeting - Highlights February 2009

- New Patient Advocacy Teams
 - 5 teams, 10 officers/team
 - Case management, care coordinator, psycho/social support
 - Primarily nurse, social workers, psychologists – not limiting however. Non-clinical suitable for teams/membership.

2010 EHO Benchmarks

- Posted on CCMIS webpage on March 10, 2009.
<http://dcp.psc.gov/PY2010.asp>
– http://dcp.psc.gov/2010_EHO_Benchmarks.doc
- Requested that EHO Benchmarks be posted on EHO website March 10, 2009.

2010 EHO Benchmarks



2010 EHO Benchmarks



Environmental Health Response Unit (IRC)

- Concept paper developed and sent to OSG/OCCFM for review and comment
- Multi-disciplinary team 10 officers, EHNG, HSO, EHO, VET
- On intermittent orders (100 days/FY)
- Emergent deployment
- Reimbursement capability
- MOA - ASH approval delegate downward
- Pilot initiative

Civilian Response Corps (CRC) - Standby

- Department of State has established Office of the Coordinator for Reconstruction and Stabilization (S/CRS)
 - Respond to failing, failed, and post-conflict states and complex emergencies
 - Core mission to lead, coordinate, and institutionalize U.S. Government (USG) capacity to prevent or prepare for post-conflict situations, and to help stabilize and reconstruct societies in transition from conflict or civil strife.

CRC-Standby

- Partners with key international partners, i.e. UN, European Union, NATO and bilateral partner nations.
- HHS and USG Departments have agreed to work with DOS by contributing personnel toward the creation of ready-response capacity within DOS.
- USPHS Commissioned Corps will be able to participate in mission
- RADM Vanderwagon sent letter to agency heads regarding this program dated March 9, 2009

CRC-Standby

- All participants will maintain their full-time positions within HHS
- If called upon, could deploy overseas as part of USG Reconstruction and Stabilization mission applying expertise to advise, mentor and strengthen the local capacity of impacted nations.

CRC-Standby

- HHS hopes to identify a total of 10 volunteers from within the HHS
 - Will serve as members the CRC-Standby.
 - CRC-Standby members will receive 2-weeks training each year
 - With 30 day notice will be available for deployments for a period of 90 days with extensions negotiated on case-by-case basis.
 - All training and deployment costs as well as the necessary equipment will be fully reimbursed by DOS.

CRC-Standby

- If deployed, salary and benefits also reimbursed.
- After deployment CRC-Standby officers will return to their Agency-sponsored full-time positions.
- Must commit to serve for a minimum of two years.

CRC-Standby

- HHS seeking personnel to fill the following CDC-S positions, including: (listing those that apply more to EHOs)
 - Public Health and Preventive Medicine Services Advisor
 - Information Management, Communication and Health Education Advisor
 - Senior Water, Food and Environmental Health and Safety Advisor
 - Health Care Infection Control Advisor

Response Team Leader Approval – OFRD March 12, 2009

Team	Tier	Number of Teams	Team Size
Rapid Deployment Force	1	5	125
National Incident Support Team (1)	1	5	72
Regional Incident Support Teams (2)	1	11	15-30
Applied Public Health Teams	2	5	47
Mental Health Team	2	5	26
Patient Advocacy Team (3)	2	5	10

- (1) National Incident Support Teams will combine the existing National Incident Support Teams and the Emergency Management Group Support Teams.
 (2) Regional Incident Support Teams will be comprised of officers assigned to each of the 10 regions plus the National Capital Region. They will be rapidly available for short duration deployments for up to 30 total days per year and will function under the auspices of the Regional Emergency Coordinators and/or Regional Health Administrators. Team size will vary depending on the region.
 (3) Patient Advocacy Teams will provide advocacy, education, clinical care, coordination/facilitation, continuity/transition management and psychosocial management to displaced and/or needy individuals following a public health emergency.

Sizing and Allocation WPDG Findings

- Identified 3,500 federal positions, vacant at the time of the analysis, consistent with the mission of the Commissioned Corps and suitable for its officers.
- This suggests that there is not only overwhelming opportunity for the Corps to grow by 10% by the end of 2012 as directed, there is scope for even more significant growth—as many as 9,500 officers could be accommodated across the federal agencies.
- In addition, even more vacancies could emerge in the future once we account for potential demand in HHS-funded Community Health Centers, State health departments and tribal entities.

Continuing Promise 2009 April 1 – July 31, 2009

- USNS COMFORT (T-AH 19)
- CAPT Arturo Bravo, OIC
- Detachment I, EHOs
 - LT Derek Sakris, CDC
 - CAPT David Robbins, DHS
- Detachment II:
 - CAPT Jan Manwaring
- Detachment III:
 - CDR Kathy Slawson
- Detachment IV:
 - CDR Rick Orlando

Regular Corps – Increase in Size

- Increase in the size of the Regular Corps from 2,800 to 4,000
- HR 1105 (Omnibus Budget)
 - SEC. 222. Section 202 of Public Law 102-394 is hereby amended by substituting '4,000' for '2,800'.

Budget 2009

- HR 1105 (Omnibus Budget)
 - SEC. 222, Section 202 of Public Law 102-394 is hereby amended by substituting '4,000' for '2,800'.
- 4-5 M Direct Access activities
- Transformation Billet Development
- Recruitment Support
- Intermediate Course Development
- Inactive Reserve – OBC-type training
- OFRD field and on-line training along with team equipment.

Deployment Uniforms

- Service Khaki (poly/wool, no ribbons) or the Woodland Green Battle Dress Uniform (BDU)
- New versions of working uniforms such as the Navy Working Uniform (NWU) are being adopted and worn.
- July 2007, then Admiral Agwunobi, Assistant Secretary for Health, determined that the NWU would be the next working uniform for the Corps, ultimately replacing the Woodland Green BDU

Deployment Uniforms

- In making that decision, it was understood that Navy needs could dictate changes in the uniform or its distribution that would alter the PHS approach.
- SG is re-examining whether the NWU meets the needs of the PHS and is re-evaluating all available alternatives that may satisfy our requirements as the supply of the BDU diminishes.
- Woodland Green BDU will continue to be authorized while other options are being explored.

Deployment Uniforms

- We currently anticipate using the Woodland Green BDU for about two years.
- Officers who are now being called to active duty, and those on active duty who anticipate deployment, are required by policy to own the Woodland Green BDU. Officers should continue to purchase the Woodland Green BDU at this time.
- When a decision is made as to what uniform will replace the Woodland Green BDU, adequate time will be provided for the Corps to make the transition.

New Uniform PPM

- A new uniform PPM was posted at the CCMIS website on Friday, March 13, 2009.
- This PPM describes the pilot project to use the Coast Guard Foul Weather II Clothing system as an alternative to the Extreme Cold Weather Clothing System (ECWCS) for select officers in extreme cold weather duty locations.
- http://dcp.psc.gov/eccis/documents/PPM09_005.pdf

Electronic Commissioned Corps Issuance System Recent Updates

- CC26.3.1. Uniforms and Appearance, dated 01 March 2009.
http://dcp.psc.gov/eccis/documents/CCPM26_3_1.pdf
- CC26.3.6. Insignia and Devices, dated 01 March 2009.
http://dcp.psc.gov/eccis/documents/CCPM26_3_6.pdf
- CCI 371.01. Early Commissioning Program, dated 05 March 2009.
http://dcp.psc.gov/eccis/documents/CCI371_01.pdf

Global Health Campaign Service Medal and Global Health Initiative Service Medal

- At this time, these awards are not available.
- They have been authorized, the process to design, develop, and supply the medal sets has just begun. Therefore, please do not contact the Office of Commissioned Corps Operations (OCCO), the Office of Force Readiness and Deployment (OFRD), the Office of the Surgeon General (OSG), or the Immediate Office of the Assistant Secretary for Health (IOASH) for information on obtaining these awards.
- Further information about design and availability will be forthcoming in future issues of the eBulletin. The typical timeframe from conception to production is 6 months to 1 year. In the meantime, the IOASH will be providing certificates signed by the Secretary, Deputy Secretary, or the ASH for submission into the officers' electronic Official Personnel Folders (eOPFs). None of the above offices or the Office of Commissioned Corps Force Management (OCCFM) is seeking input as to the design or specifications for the awards.
- Global Health Campaign Service Medal
http://dcp.psc.gov/eccis/documents/PPM09_002.pdf
- Global Health Initiative Service Medal
http://dcp.psc.gov/eccis/documents/PPM09_003.pdf

EHO Readiness Status

- Environmental Health Category Readiness Status as of 27-Mar-2009 is: 92.72%
- Environmental Health Category Readiness Status as of 20-Mar-2009 is: 89.22%
- Environmental Health Category Readiness Status as of 13-Mar-2009 is: 86.52%
- Environmental Health Category Readiness Status as of 6-Mar-2009 is: 84.59%
- Environmental Health Category Readiness Status as of 31-Dec-2008 is: 92%

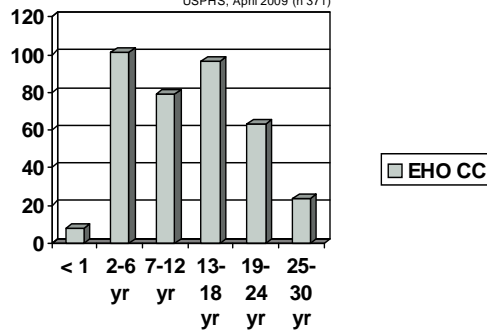
EHO Category Survey

- Qualified Degree
- Advanced/Additional Degrees
- Area of Expertise
- Additional Licensure
- Professional Credentials
- And more.....

NDAAs 2008

- Authorized special pays to health professionals
 - Health Professions Bonus (Accessions)
 - Health Professions Bonus (Retention)
 - Health Professions Incentive Pay
 - Board Certification Incentive Pay
- EHO Accessions Bonus
 - CIH, CHP
 - Masters and Doctoral Degree

Distribution of EHOs in the Commissioned Corps
USPHS, April 2009 (n 371)

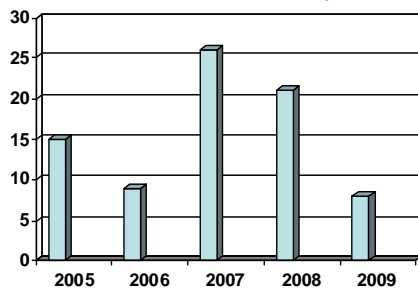


By Agency, EHOs CAD, 2007 - 2009

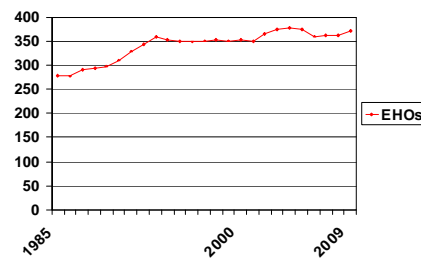
Agency Program	2007	2008	2009	TOTAL
IHS	8	10	2	20
FDA	13	2	4	19
CDC		3		3
PSC	1	1	1	3
EPA	1	1		2
DHS (includes USCG)	1	3		4
NH	1	1		2
USDA			1	1
ATSDR	1			1
	26	21	8*	55

* As of March 18, 2009

EHOs CAD, Jan. 2005 – April 2009



Active Duty EHOs, 1985-2009

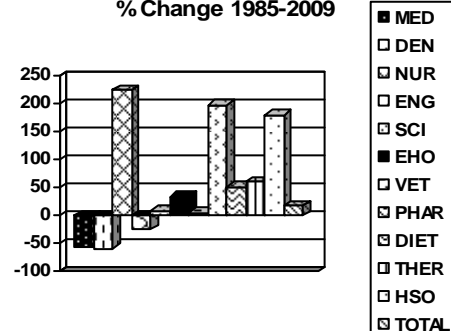


From 1985 (278) to 2009 (371) an increase of 33.5%

PHS CC 1985 and 2009

Category	Officers	Percent Change
• MED	1666 to 941	-56.56%
• DENT	609 to 365	-59.93%
• NURSE	648 to 1459	225.15%
• ENG	562 to 421	-25.10%
• SCI	246 to 267	8.54%
• EHO	278 to 371	33.45%
• VET	84 to 88	4.76%
• PHARM	504 to 1004	199.21%
• DIET	64 to 97	51.56%
• THER	89 to 142	59.55%
• HSO	589 to 1069	181.49%
• TOTAL	5339 to 6224	16.58%

% Change 1985-2009



4. OCCO Discussion/Guests
 - a. Associate Recruiter Update (LCDR Thomas Pryor) – not on the call
 - b. OCCFM Customer Service Representative to EHO Category (CDR Diahann L. Williams)
 - c. CAM Lead (LCDR Tammy White) – An overview of the CAM role was provided. The CAM will continue to try to track info for EHO applicants as in the past.
 - d. COA/COF Category Day (LCDR Carrie Oyster) – LCDR Oyster reported on the agenda and format for speakers. Agenda is attached.
 - e. Officer Profiles (Shepherd/Dellapenna) – this is currently a voluntary system where officers log in via the CCMIS Webpage. EHO's are encouraged to log in and register as a user.
5. EHAC Liaison Report (CDR Williams) – not on the call.
6. JOAG Liaison Report (LT Schwarz) – Report is attached.
7. Agency/Deployment Reports –
 - a. Coast Guard Deployments – deployed about 75% for hurricane season as well as other events last year.
 - b. CDC – Jean Guance Reported on a CDC Hurricane Plan Exercise. NCEH is the lead on the exercise.
 - c. Chris Kates reported on Fargo, ND Flooding including evacuations of residents as well as having an advance team on site monitoring conditions.
 - d. LCDR Freed reported on the National Environmental Public Health Conference to be sponsored by NCEH & ATSDR in Atlanta October 25-28, 2009.
8. Subcommittee reports
 - a. **Charter and Bylaws** (CDR Carter) – “At-large” wording change carried. Discussion about the limit on subcommittee membership vote on the wording change word tabled to allow Gary and Jennifer to work on it during the meeting. Final approved wording is attached.
 - b. **Professional Image and Standards** (LCDR McKernan) – Report is attached. The PAC is will address this over time and as staffing numbers are available. CAPT Dellapenna presented the EHO Category summary data. It was suggested that it would also be helpful to collect data from schools and HSO's in FDA.
 - c. **Marketing and Recruitment/Associate Recruitment** (LCDR Freed) – A report was given about the Associate Recruiter Program. The PAC

will choose ARs for the category. There will be two AR Leads per category.

- d. **Career Development** (CDR Brian Johnson) – A revised CV template with cover sheet was adopted. It will be sent out by the CPO and PAC Chair. CDR Johnson asked if there was a way to expedite the counseling process for those folks in the lowest quartile for promotion.
 - e. **Mentoring & Orientation** (CDR Jean Gaunce) – Report is attached.
 - f. **Information Technology** (CDR David McMahon) – Report is attached.
 - g. **Readiness** (LCDR Delaney) – Report is attached.
 - h. **Awards and Recognition** (CAPT Spahr) – Nominations have been received for the Todd, Crow and other awards. The Subcommittee will be making selections soon. (Report given by Scotty Hargrave)
 - i. **Membership Nominations** (LCDR Unthank) – A nomination packet will be provided to EHO's.
 - j. **History** (Christian Witkovskie)
9. Other Business
- a. To discuss at the next meeting – would we like to change the style of our meeting or keep it the same. Most PACs meet every other month and via conference call. We are the only PAC currently meeting in person.
10. Next Meeting – The summer meeting will be held during the NEHA Conference. The group agreed upon planning an abbreviated meeting during the conference if possible.

TUESDAY, JUNE 2

EHO Category Agenda

7:45 AM - 8:00 AM **Welcome and Introductory Remarks**
Non CE *LCDR Carolyn Oyster, MPH, USPHS, Cat Day Representative*
LCDR Aimee Treffiletti, MPH, USPHS, Cat Day Representative

8:00 AM - 8:30 AM **An Update on the Environmental Health Officer Category**
30 Minutes CAPT Craig A. Shepherd, RS, MPH, DAAS

CAPT Shepherd will provide an update on the Environmental Health Officer category. The Commissioned Corps USPHS Transformation progress will be reported upon and will likely include these and other areas: recruitment, retention, basic readiness, billets, appointment standards, etc.

At the end of the session, participants will be able to:

1. List the major accomplishments and activities of the EHO category.
2. Understand how the "Transformation" is impacting the Corps and our category.
3. Discuss challenges of the EHO category.

8:30 AM - 9:00 AM **ATSDR State/Tribal Cooperative Agreement Program**
30 Minutes CAPT Alan Parham, MPH, REHS; LCDR Trent LeCoultré, MSEH, REHS

The Agency for Toxic Substances and Disease Registry's (ATSDR's) Cooperative Agreement Program helps ATSDR accomplish its mission in communities nationwide. The Program funds 31 partner organizations, at all levels ranging from \$125,000 to \$750,000 per partner. Thirty states and one tribal government use Cooperative Agreement Program funding to build their ability to evaluate and respond to environmental public health issues. The Cooperative Agreement Program's primary goal is to give partners the resources to build their capacity to assess and respond to site-specific issues involving human exposure to hazardous substances in the environment. The Program helps ATSDR's partners identify exposure pathways at specific sites; educate affected communities and local health professionals about site contamination and potential health effects; and, review health outcome data to evaluate potential links between site contaminants and community

health outcomes. Annually, ATSDR's Cooperative Agreement Program funds support about 100 environmental public health professionals across the country.

At the end of the session, participants will be able to:

1. Describe the Mission of the Agency for Toxic Substances and Disease Registry.
2. List 3 success stories from sites addressed under ATSDR's Cooperative Agreement Program.
3. Describe the impact of the ATSDR Cooperative Agreement Program on the general public health of communities near hazardous waste sites nationwide.

9:00 AM - 9:30 AM **Role of the Environmental Health Officer in CDC/NIOSH's Health Hazard Evaluation Program**
30 Minutes LCDR Bradley King, MPH, CIH

The National Institute for Occupational Safety and Health (NIOSH), part of the Centers for Disease Control and Prevention (CDC), is the federal US government agency responsible for conducting research into work-related illness and injuries. Located within NIOSH is the Health Hazard Evaluation (HHE) program. Through the HHE program, NIOSH identifies current hazards and recommends practical, scientifically valid solutions for reducing exposures and preventing disease, injury, and disability. The role of Environmental Health Officers within these investigations is identified and described. Current and/or recent investigations of interest to Environmental Health Officers are presented.

At the end of the session, participants will be able to:

1. Describe the process for requesting assistance from NIOSH for investigating occupational health hazards through the Health Hazard Evaluation (HHE) program.
2. Discuss the role Environmental Health Officers play within the program.
3. Describe examples of recent case studies investigated and how to search for past HHE reports of interest.

9:30 AM - 10:00 AM **The Role of Environmental Sampling in Public Health Bio-Threat Emergencies**

30 Minutes LCDR Lisa Delaney, MS, CIH

The events of 2001 required the use of environmental sampling for *Bacillus anthracis* spores on a scale never seen before. More than 9500 environmental samples were collected by CDC investigators as part of the response. Environmental sampling to detect the presence of bio-threat agents is essential to support the public health response. Understanding the extent and degree of contamination and the pathway of exposure contributes to the knowledge of how people are exposed. It can be used to identify people who were at the greatest risk of exposure and can help answer questions about exposure of people near a release point. This presentation will describe the role of CDC and its federal partners in responding to an incident and the purpose of sampling. Environmental sampling strategies and methods will also be discussed.

At the end of the session, participants will be able to:

- 1) Identify the phases of a public health bio-threat emergency and CDC's response role.
- 2) Explain the usefulness and limitations associated with collecting environmental samples.
- 3) Name the predominant methods for collecting bio-threat agents.

10:00 AM - 10:15 AM **Break**
Non CE

10:15 AM-10:45 AM **Vessel Sanitation Program: Charting a Healthier Course**
30 Minutes LCDR Hien Nguyen, MPH, REHS, LT Timothy Albright, REHS

The CDC's Vessel Sanitation Program is responsible for controlling the spread of gastrointestinal illness in the U.S. from foreign countries. This presentation will highlight the program's sanitation and construction inspections, outbreak investigations, training and the roles VSP has played in assisting other countries with their inspections.

At the end of the session, participants will be able to:

1. Delineate key steps involved in conducting inspections and outbreak investigations.

2. Understand the importance of training to supervisory cruise staff.

3. Understand the role of the VSP as it applies to public health.

10:45 AM-11:15 AM **Food Science**

30 Minutes

CAPT Frank Bryan PhD, MPH, USPHS (Ret)

Motivating people to move towards an epidemiological and microbiological approach with food borne disease management.

At the end of the session, participants will be able to:

1. Understand how epidemiology and microbiology relate to food borne disease management.

11:15AM-11:45AM **Disposal Proposal: Getting to the Point of Safe Tribal Community Needle Disposal**

30 Minutes

LT Jessica L. Schwarz, REHS

In July 2007, Louisiana Legislature passed legislation making it unlawful to dispose of sharps in household trash. This legislation is a step in the right direction for the environment, and for safety reasons, but does not outline mechanisms for funding, or a method of collection and disposal. The legislation also does not address the disposal of sharps in Indian Country due to sovereignty issues. If we take these listed factors and add statistics like Native Americans are 2.2 times more likely to get diabetes than the White, non-Hispanic population (IHS study, 2003) and you have a lot of sharps in the Native household waste stream. Louisiana communities have until September 2009 to implement needle disposal programs.

This presentation will discuss the results of a cost-analysis study of four types of community disposal, the sustainability of household sharps disposal, and product stewardship partnerships.

At the end of the session, participants will be able to:

1. Discuss state legislation and how it effects tribal communities.

2. Describe the hazards of disposing sharps in the general waste stream.

3. Describe four viable options for community household sharps disposal.

11:45 AM - 12:30 PM **Break**
Non CE

12:30 PM - 2:00 PM **Observations Of A USPHS Sanitarian, 1943-1974**
90 Minutes CAPT Richard F. Clapp, BS, MPH, USPHS (Ret)

A historical view of the advent of sanitarians into the Commissioned Corps of the USPHS, their preparation, and the work, foreign and domestic, to which they were assigned. Special attention is given to activities in environmental training and education as they evolved from meager beginnings, and its impact on the development of the Environmental Health profession.

At the end of the session, participants will be able to:

1. Describe the role of the Sanitarian in the USPHS from 1943 to 1974.
2. Discuss the historical development of environmental health education and its implications for Environmental Health Officers.
3. Discuss the value of preserving the history of the environmental health program in the USPHS.

2:00 PM - 2:30 PM **An EHO's perspective on working in the US Department of Agriculture**
30 Minutes CDR Don Ackerman, MPH, REHS

At the end of the session, participants will be able to:

1. Identify the EHO's role in the USDA
2. Explain the value of training to USDA processing facility employees.

2:30 PM - 3:00 PM **Brownfields Health Monitoring Project at the Marpi Point Village Homestead, Saipan, CNMI--An Update—**

30 Minutes CAPT Susan Muza, MPH, RS

As undeveloped space becomes more scarce, communities within the United States are increasingly turning to reuse of blighted or under utilized properties. Real or perceived environmental contamination of these properties often prevents this reuse. US EPA provides grant funds to enable localities to assess these properties for environmental contamination and to clean them up. A percentage of the money provided to the grantee by EPA can be used to conduct "health monitoring" within the affected community. The Commonwealth of the Northern Mariana Islands

(CNMI), Department of Public Lands (DPL) has received \$350,000 in FY2006 Brownfields Assessment Grant funds from US EPA to systematically assess the Marpi Point Village Homestead area of Saipan for the presence of unexploded ordnance (UXO). ATSDR Region IX is working with DPL on the development of a health monitoring project which will provide: 1) documentation of the potential threat to public health posed by the presence of UXO in the community and 2) creation of public service announcements and other outreach materials to prevent injuries by increasing public awareness of the dangers UXO can pose.

At the end of the session, participants will be able to:

1: Describe what is meant by the term “Brownfields.”

2: Discuss the dangers posed by UXO present in the CNMI.

3: List the three R’s.

3:00 PM - 3:15 PM **Break**
Non CE

3:15 PM - 3:45 PM **Hurricane Gustav Response: Jefferson and Calcasieu Parishes, Louisiana**
30 Minutes
LTJG Chris Fletcher, MSEH, REHS

This presentation is filled with photographs taken by USPHS officers during the deployment to illustrate the conditions we found as we assisted Jefferson and Calcasieu Health Units re-open their restaurants, schools, nursing homes, day cares, jails, and one hospital after loss of electrical service during the hurricane. Some of the team’s findings were startling. Findings ranged from some very clean facilities to others that resulted in school board meetings with health officials to discuss corrective courses of action to immediately remove health threats.

At the end of the session, participants will be able to:

1. Discuss findings of cursory Health Inspections in Jefferson and Calcasieu Parishes, Louisiana.

2. Describe unforgettable images of poor sanitation in schools and nursing homes.

3. List areas of concern when performing emergency sanitation inspections to ‘re-open’ facilities after power loss.

3:45 PM - 4:15 PM **Are you Prepared to Protect the Public's Health During a Disaster?**

30 Minutes LCDR Jill M. Shugart, MSPH, REHS

This presentation will discuss 3 different emergency response roles experienced by an Environmental Health Officer. The purpose for sharing these experiences is to make other practitioners in the environmental public health field aware of the multiple roles they can play, give examples of techniques one can use to practice environmental public health while on a deployment and to give recommendations on how to prepare appropriately for the expected responsibility of protection the public's health while deployed.

At the end of the session, participants will be able to:

1. Identify multiple roles an Environmental Health Officer can have during an emergency response deployment.
2. Demonstrate the need to have a mechanism to collect, analyze, and interpret data during a deployment.
3. Reflect on the importance an Environmental Health Officer has during a deployment and how one can be better prepared for the responsibility.

4:15 PM - 4:45 PM **Associate Recruiter Program (ARP) Update**

30 Minutes LCDR Jennifer Freed, MPH, REHS

This presenter will review recent changes to the Associate Recruiter Program, and upcoming initiatives and changes to the ARP. The presenter will highlight recruiting efforts by the EHO category and will share recruitment resources and strategies available to all officers interested in recruiting.

At the end of the session, participants will be able to:

1. Describe recent and upcoming changes to the Associate Recruiter Program (ARP).
2. Discuss the category's recruiting accomplishments and the Marketing and Recruitment Subcommittee's current initiatives.
3. List resources and materials available to assist EHOs with recruiting.

4:45 PM - 5:15 PM **Closing Remarks**

Non CE

JOAG Liaison Report for EHOPAC Meeting, 15 APR, 2009
Respectfully Submitted by: LT Jessica L. Schwarz, REHS

COF Planning Committee:

- JO Scholarships still available. Applications due by May 7th
- JOAG Social announced, Tues June 2nd, announcement was sent over the listserv. Go to www.maxlagers.com for information about the restaurant.

Communications and Publications Committee:

- The next issue of the *JOAG Journal* will be released the last week of April. Final drafts of article submissions are due by April 15th (today).
- NCI can no longer sponsor our site on their server, so OCCFM has agreed to house the site, though the URL will change. The old JOAG.org sight will re-direct users to the new site, as we are still awaiting transition to the usphs.gov servers

Membership Committee:

- Applications for Voting Membership are closed and will be voted on at the end of the month.
- We are still soliciting for a Veterinarian position.

Policy and Procedures Committee:

- LT Christina Coriz and LCDR Marjorie Delmar researched the HHS Mentoring Program in detail and reported that the program does not allow participants to identify themselves as USPHS Commissioned Corps Officers, thus making it difficult for officers to choose other officers for mentors. Also, the HHS program does not allow participation by officers who do not have an "HHS" email account. For these reasons, the committee has decided to move forward with the survey for the proposed "Take a Junior Officer to Work" program. Officers who participate in the JOAG program will be encouraged to register their mentoring relationship with the HHS Mentoring Program if both the Junior and Senior officer have an "HHS" email account.
- The 2009 revisions to the JOAG By-laws are nearly complete

Recruitment and Retention Committee:

- Working on a template for a recruitment business card
- COSTEP Mentors will be matched soon. Thank you to the over 100 volunteers who signed up.
- The Alumni Contact program has completed the final drafts of the template letters and is awaiting feedback from DCCR.

Welcoming Committee:

- Total **CAD letters** sent out to new PHS officers: Mar 1 - 15 (20), Mar. 16 - 31 (**34**).
- (34) responses sent out in March 2009 & (2) in April as of 4/2/2009 =Total in response to **JOAG Listserv** to new officers.
- (2) WC volunteer attended the JOAG Informational Session at the **OBC** on 4/9/2009.

The next *Journeyman* Meeting will be held May 8th. Our guest speaker will be RADM (ret) Carmona, former Surgeon General. Watch the listserv for time and call-in information
The next general JOAG meeting will be held the Sunday evening before the COF Conference.

EHOPAC Charter, By-Laws, and Policy Review Subcommittee Report

15 APRIL 2009

Chair: LCDR Gary Carter

Members: CAPT Charles Higgins, CDR Jennifer Lincoln, CDR Dan Strausbaugh, LT Danielle Mills

Current initiatives:

- Craft and submit proposals for by-law amendments
- Continue to review draft Commissioned Corps policies and provide comment for consideration by the CPO and EHOPAC Chair.
- Continue to monitor EHOPAC proceedings to ensure compliance with Charter and by-laws.

Notable news/activities/accomplishments since last EHOPAC meeting:

- Craft and submit proposals for by-law amendments for the following issues:
 - Creation of “At-Large” position that has voting privileges
 - Restrict subcommittee membership to one subcommittee at a time

Long Term Goals:

- Identify EHOPAC processes and proceedings that may compel a modification of the by-laws.
- Support the Chief Environmental Health Officer regarding issues affecting policies, by-laws, or Charter.

(f) In order to achieve maximum participation by the greatest number of environmental health officers:

1. voting members and non-voting members shall not be granted official membership on more than one subcommittee at one time. Subcommittees may have liaisons, ex-officio members, and ad-hoc members that are also official members of another subcommittee if these roles have been defined as a need in the subcommittee's standard operating procedures and/or approved by the EHOPAC Chair.

2. the maximum term for official membership on one subcommittee shall be limited to three (3) years as a non-voting member, and three (3) years as a voting member. The officer may serve additional terms on different subcommittees. Subcommittees may have liaisons, ex-officio members, and ad-hoc members serve beyond the 3-year term if these roles have been defined as a need in the subcommittee's standard operating procedures and/or approved by the EHOPAC Chair. When necessary, the EHOPAC Chair may also approve a voting member to exceed the maximum three (3) year term if a voting member is needed to chair the subcommittee.

EHOPAC Meeting
Professional Image and Standards Subcommittee Report
April 15, 2009

Subcommittee Membership:

Chair, CDR John McKernan
CAPT Michael Noska
CDR Rick Rutherford
CDR Liz Wright
LCDR Aimee Treffiletti
LT Marie Watkins

Notable news/activities/accomplishments since the last EHOPAC meeting:

Long Term Goals:

- Drafted amendments to the EHO appointment standards
 - Integrated PAC and Category member comments into draft standard
 - Draft is on hold, pending staffing needs assessment from PAC and Category membership – particularly EHOs in leadership positions

Action Items for Subcommittee:

Short Term Goals:

- Review and amend issues regarding internal functions of Subcommittee
 - Drafted letter to thank volunteers for contributions to Subcommittee
- Add web links to Subcommittee web page; contacted web page group - CDRVillines
 - CIH, CHP, other certification programs
 - Accreditation programs for schools, web degree programs, etc.

Long Term Goals:

- Develop EHO appointment standards fact sheet to provide guidance to appointment boards based on current appointment standards

Action Items for EHOPAC:

- None

Submitted by CDR John McKernan

EHOPAC Subcommittee Report

15 APR 2009

Subcommittee: Marketing and Recruitment

Current Subcommittee Members:

LCDR Jennifer Freed (Chair)
CAPT Alan Parham (Co-Chair)
CDR Chris Allen, IHS
LCDR Brian Cook, NPS
CDR William (Todd) Going, ATSDR
CDR Wayne Hall, IHS
CDR Travis Hunt, FDA
CDR Robert Knowles, ATSDR
LCDR Shawn Lafferty, EPA
LT Joe Laco, CDC
CDR Brian Lewelling, IHS
LCDR Robert Morones, IHS
CDR Gary Perlman, ATSDR
LCDR Michael Quinn, EPA
LT Jessica Schwarz, IHS
CDR Jessilyn Taylor, ATSDR

Liaisons:

CAPT Susan McCracken – IHS liaison
LT Renee Pleasanton – OCCO liaison

Current initiatives (and projected completion date if applicable):

- Develop powerpoint presentations for recruitment purposes (LCDR Brian Cook)
- EHO Business Card template available for personalization and ordering online (LCDR Brian Cook)
- Acknowledgements – recognize recruitment efforts (CDR Todd Going, Lcdr Jennifer Freed)
- Applicant workgroup – reach out to applicants to assist with placement process (CAPT Alan Parham)
- Online recruitment initiative – pilot presentation completed 11/14/08. More presentations to be scheduled for Fall of 2009 (LCDR Jennifer Freed)
- COSTEP Marketing – increase number of COSTEP applicants and selections (LCDR Shawn Lafferty and Lcdr Jennifer Freed)
- Adopt-a-school program – program for EHOs interested in recruiting for the category. New program to offer as alternative to ARP (LCDR Michael Quinn)
- ARP – transition to new ARP with new ARs and ARLs

Notable news/activities/accomplishments since last EHOPAC meeting:

- Thank you letters sent to 35 Associate Recruiters and 7 non-ARs in mid-December to acknowledge their recruitment efforts.
- Applicant workgroup – 36 active applicants being contacted. See applicant information attached.
- COSTEP reminder sent to category listserv in January to encourage hiring of COSTEPs
- 34 COSTEPs have been placed: 29 for IHS, 3 for ATSDR, and 2 for CDC. This is an increase from past years: 25 in 2008, 26 in 2007, 26 in 2006. See COSTEP information attached – these are rough numbers/estimates (does not even include Coast Guard). A more detailed COSTEP report will be developed for the June meeting.
- Adopt-a-school program proposal being developed. JOAG R&R also developing a program in conjunction with OCCO/DCCR – “alumni contacts program”.
- Survey being developed to gather information from the category about their qualifying degree (what, where from), other degrees, and recruitment visits completed and planned.

The information will be used for the adopt-a-school program, for contacting retired PHS officers at schools of public health, and for general trends in our category.

- ARP – Program closed 3/31/09. New program still on hold. 48 EHOs were put forward for the Recruitment Service Ribbon for being active in the ARP for at least 3 years. This is the first recruitment ribbon to be awarded.
- MPH applicants – being turned away b/c of number of applicants and difficulty with placement. Meeting was held with DCCA to discuss and highlight the need to pull MPHs with environmental health focus for our category. Also concerned
- LCDR Freed scheduled to do give an “ARP Update” presentation at Category Day for COF. Will use the time to discuss recruitment activities for the entire category and not just ARP.
- Recruitment visits since last EHOPAC meeting: (See Attached ARP Report)

Long Term Goals:

- Support the EHO associate recruiter program by developing new and innovative recruitment tools and recruitment methods.
- Develop and Maintain contacts with applicable academic programs and accreditation bodies for both undergraduate and graduate levels programs.
- Market COSTEP opportunities to students, schools, and agencies and increase the number of COSTEP placements.
- Develop methods/tools to convince non-IHS OPDIVs to consider hiring COSTEPs.
- Increase the Category strength to 400.
- Continue contacting and supporting well-qualified applicants with the application and job search process.
- Increase involvement and recruitment of appropriate graduate school students.

Items for EHOPAC Input/Discussion:

- Conference call for EHOs interested in recruitment activities?
- EHO Coins
- EHO pictures for poster and other recruitment materials
- Planned recruitment: June – booth at NEHA; Fall 2009 EHOPAC meeting at a school – University of Texas?

Actions previously directed by EHOPAC (Status and projected completion):

- None

Attachments

- ARP Report
- Applicant statistics
- COSTEP statistics
- EHO Category statistics

ARP Report – April 2009

Recruiting Activities completed Dec 9, 2008 - March 31, 2009 and previous activities not reported

LT Christopher VanTwyver presented USPHS information to newly hired civil service employees at FDA on January 15, 2009.

CDR Dale Bates attended an Environmental Career Fair for undergraduate students at the University of Washington in Seattle, WA on January 28, 2009. CDR Bates also represented PHS and the EHO category on an environmental health career panel discussion.

CDR Bob Ogan attended a career fair at the University of Maine for 5 colleges in the central Maine area on January 28, 2009.

CDR Timothy Jiggins presented USPHS information at the Reserve Officer Association Mid-Winter Conference on February 1, 2009.

CDR Jeff Church attended a Federal Government Fair hosted at Fresno State University on February 3, 2009. Attendees included high school and college students, faculty and professionals.

CDR Gary Perlman presented USPHS information to graduate students at the Yale University School of Public Health on February 4, 2009.

CDR Chris Kates attended a Spring Career Expo at the University of Central Missouri on February 4, 2009.

LCDR Shawn Lafferty attended a career fair at the University of North Carolina at Chapel Hill School of Public Health on February 5, 2009.

CDR Todd Going and Lcdr Jennifer Freed attended a career fair for health professionals at Emory University School of Public Health in Atlanta, GA on February 6, 2009.

CDR Bill Tackett attended a Public Health Fair at the University of South Florida on February 7, 2009.

LT Danielle Mills presented USPHS information to environmental health undergraduate students at Bowling Green State University on February 10, 2009.

CDR Jeff Church attended a career café/roundtable session with 85 public health graduate students at the University of California at Berkeley on February 10, 2009.

LCDR Robert Morones presented USPHS information to MPH students at the University of Arizona in Phoenix, AZ on February 24, 2009.

CDR Robert Knowles, CDR Bobby Villines, CDR Bill Justice, CDR Todd Going, LT Elizabeth Valenti, LT Robert Gibbs, and CDR Calvin Cook participated in OCCO's Call Center Outreach Project in February 2009. These Associate Recruiters contacted a total

of 46 potential applicants by phone or email to answer questions about the Commissioned Corps.

CAPT James Spahr and LCDR Randy Boylstein attended a career fair at the University of Pittsburgh School of Public Health on March 5, 2009. They also participated in an Employer Panel Discussion the same day.

LCDR Michelle Haamid attended a career fair at Elon University on March 10, 2009.

LT Elizabeth Valenti and LCDR Stephanie Griffin conducted a presentation on the PHS and the EHO category to undergraduate students at Cuyahoga Community College in Cleveland, OH on March 26, 2009.

Applicant Statistics – April 14, 2009

36 active applications for EHO category

Of the 36...

17 are Board Cleared

7 are Board **and** Medically Cleared

6 have advanced degrees (Masters)

4 are willing to accept an isolated assignment

6 are former COSTEPs

2 have occupational/health and safety related degrees

1 has a health physics degree (BS)

2 report some type of certification (REHS, CHMM, etc.)

3 have prior service (two Army and one CG)

COSTEP Statistics – April 2009

A. Overview of COSTEP placements:

2009: 34 JR COSTEPs (29 IHS, 2 CDC, 3 ATSDR)
2008: 26 JR COSTEPs (24 IHS, 1 CDC, 1 ATSDR)
2007: 26 JR COSTEPs (23 IHS, 1 CDC, 2 ATSDR)
2006: 25 JR COSTEPs for IHS (19 EHO and 6 HSO)

B. 2009 - Schools with # of COSTEPs placed; all undergrads except where noted.

Boise State
Illinois State - 4
Cal State - Northridge
East Carolina University -3
Ohio University
U of N Texas Health Sci Cntr
U. Wisconsin, Eau Claire
East Central - 4
Western Carolina -4
Missouri Southern -2
East Tennessee -2
Cal State - Fresno
Eastern Kentucky University -2
Colorado State University -2
Bowling Green - 2
San Diego State
U of Georgia (MPH)
Emory University (MPH)

C. 2009 COSTEP applicants: 78 submitted a PHS-50 for placement in summer 2009. Several dropped out. About 50% were placed.

EHO Category Statistics

Current number of EHOs (4/14/09): 371

By agency:

ATSDR	15
BOP	1
CDC	63
DHS	25
EPA	19
FDA	81
HRSA	3
IHS	121
INTERIOR	11
NIH	6
OS	11
PSC	12
USDA	3

By rank:

O-2	39
O-3	59
O-4	68
O-5	105
O-6	98
O-7	2

EHOPAC Subcommittee Report

April 15, 2009

Subcommittee: EHOPAC Career Development Subcommittee (CDSC)

Current Subcommittee Members: CAPT C. Edwards, FDA; CDR A. Krake, Co-Chair, BLM; CDR B. Johnson, Co-Chair, IHS; CDR K. Atencio, EPA; CDR J. Chervoni, CDC; CDR J. Church, USCG; CDR B. Villines, IHS; CDR R. Bialas, IHS; CDR W. Going, ATSDR; LCDR C. Oyster, USCG.

Current initiatives:

- (1) Revise EHO CV and Continuing Education Summary Template
- (2) CY 2009 Career Development Sub-Committee Workplan

Actions previously directed by EHOPAC:

- (1) Review & revise EHO CV Template (draft proposal submitted to EHOPAC @ the 9 Dec 08 EHOPAC meeting)

Notable news/activities/accomplishments since last EHOPAC meeting:

- (1) CAPTs K. Meeks and P. Kowalski resigned from CDSC since last EHOPAC meeting
 - a. CDSC will hold a special nomination session to replace the two subcommittee vacancies.
- (2) Recently finalized CDSC “Internal Operating Guidelines” document.

Long Term Goals:

- (1) Develop guidance on quality EHO training opportunities to support professional development, including but not limited to distance learning, leadership training, and long term training requirements. The information will be posted on the new EHOPAC website.
- (2) Explore the possibility of establishing formal or informal cross-training program for EHOs assigned to various agencies.

Items for EHOPAC Input/Discussion:

- (1) Draft EHO CV and Continuing Education Summary Template
- (2) EHO counseling services for officers in the bottom quartile. What role should the CDSC play to help ensure officers are counseled as early as possible in the promotion cycle?

Attachments: Proposed CV and Continuing Education Summary Templates
CY 2009 CDSC Workplan

Submitted by CDRs Brian Johnson and Ann Krake

EHO Career Development Sub-Committee CY 2009 Work Plan

Current Sub-Committee Membership: CAPT C. Edwards; CDR A. Krake, Co-Chair; CDR B. Johnson, Co-Chair; CDR K. Atencio; CDR J. Chervoni; CDR J. Church; CDR B. Villines; CDR R. Bialas; CDR W. Going; LCDR C. Oyster

Objectives

The Career Development Sub-Committee will focus on the objectives listed below during CY 2009. The objectives will serve as the Sub-Committee's guiding document throughout the year and will be subject to updates or changes as needed.

- Review the PY 2010 EHO Bench Marks and incorporate any needed changes or updates for PY 2011. Inform EHOs of changes through the EHO list serve and post on the EHOPAC website.
- Finalize proposed modifications to the EHO CV template (submitted to the EHOPAC 9 Dec 08) and provide CV preparation guidance to EHOs.
- Partner with the IT Sub-Committee to update the Career Development section of the new EHOPAC website.
- Develop guidance on quality EHO training opportunities to support professional development, including but not limited to distance learning, leadership training, and long term training requirements. The information will be posted on the new EHOPAC website.
- Obtain career counseling tips and insight from senior officers who have expert knowledge in career development and the promotion process to improve the quality of EHO career counseling services provided by Career Development Sub-Committee members.
- E-mail EHOs quick briefings on an as-needed basis to keep officers apprised of issues that contributed to officers being passed over for promotion in recent years.
- Develop a practical guidance document that simplifies the process of publishing professional articles and papers. Provide samples of recently-published EHO articles or papers on the Career Development section of the new EHOPAC website.
- Continue providing career counseling services as requested by the EHO CPO. Keep the EHOPAC updated on career counseling activities.
- Explore the possibility of establishing a formal or informal cross-training process or program for EHOs assigned to various agencies, but located within the same geographic region. This will likely involve identifying opportunities for officers to "shadow" each other for a day or more to enhance knowledge of the different agencies and their environmental health work. The purpose of this objective would be to broaden professional experiences and development.

Curriculum Vitae

CDR Joe/Josephine C. Officer, REHS/RS, MPH
103 Green Street
Gaithersburg, MD 20878
Telephone: 301.443.0038
Email: joe.officer@psc.mil

PHS # 0037105
November 2008

Education, Professional Credentials, & Assimilation

Education

University of Alabama School of Public Health	Master in Public Health Environmental Health	June 1994
Eastern Kentucky University	Bachelor of Science Environmental Health	June 1992

Professional Credentials

Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS)	June 1997
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Assimilation (assimilation or application year)

Applied for assimilation	July 2008
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Billet Progression and Mobility

	Billet Levels Attained	Rank Held
2008	Environmental Health Manager, <u>O-5 Billet</u> Indian Health Service, For Defiance, AZ	O-4
2006	Safety & Health Specialist, <u>O-4 Billet</u> Indian Health Service, Miami, FL	O-4
2003	Environmental Health Scientist, <u>O-4 Billet</u> Centers for Disease Control & Prevention, Atlanta, GA	O-3
1999	Safety & Environmental Health Officer, <u>O-4 Billet</u> U.S. Coast Guard, Norfolk, VA	O-3
1995	Consumer Safety Officer, <u>O-3 Billet</u> Food and Drug Administration, Rockville, MD	O-2

Professional Experience

**Director, Division of Environmental Health Services
Florida Area Office, Orange, FL
Indian Health Service**

O-5 Billet
October 2008 – Present

Duties

- Description
- Collateral Duties
- Acting Duties

Accomplishments

- Highlights in current position
- Highlights in collateral duties
- Highlights in Acting Duties
- Other

**Safety and Health Specialist
Podunk District Office, Santa Fe, NM
Indian Health Service**

O-4 Billet
September 2006–October 2008

Duties

- Description
- Collateral Duties
- Acting Duties

Accomplishments

- Highlights in current position
- Highlights in collateral duties
- Highlights in Acting Duties
- Other

**Environmental Health Scientist
Atlanta, GA
Centers for Disease Control and Prevention**

O-4 Billet
July 2003 - September 2006

Duties

- Description
- Collateral Duties
- Acting Duties

Accomplishments

- Highlights in current position
- Highlights in collateral duties
- Highlights in Acting Duties
- Other

**Safety & Environmental Health Officer
Norfolk, VA
U.S. Coast Guard**

O-4 Billet
August 1999 – July 2003

Duties

- Description
- Collateral Duties
- Acting Duties

Accomplishments

- Highlights in current position
- Highlights in collateral duties
- Highlights in Acting Duties
- Other

**Consumer Safety Officer
Rockville, MD
Food and Drug Administration**

O-3 Billet
August 1995 – August 1999

Duties

- Description
- Collateral Duties
- Acting Duties

Accomplishments

- Highlights in current position
- Highlights in collateral duties
- Highlights in Acting Duties
- Other

Characteristics of Career Officer & Service to Corps

Professional Memberships

Environmental Health Officer Professional Advisory Committee (EHOPAC)	2000-2003
EHOPAC, Mentoring Subcommittee Member	2000-2002
EHOPAC, Chair, Career Development Subcommittee	2002-2003
National Environmental Health Association, Member	1995 – Present

Associate Recruiter Program

Recruiting events included: 7 universities, 3 national conferences, a high school, and a Navy Preventive Medicine Unit	2002-Present
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Leadership Positions Held

Director, Division of Environmental Health Services	2008-Present
EHOPAC, Chair, Career Development Subcommittee	2002-2003

Mentor Program

Protégé - LTJG Vance Wing, PHS#58583	2004-Present
Protégé – LT Desiree Blonde, PHS#67391	1999-2004

Deployment Activities

Deployments

Hurricane Isabel, Virginia State Liaison Officer	2003
Supertyphoon Pongsona, Guam, Emergency Coordinator Augmentee	2002

Deployment Readiness Level

(Basic or Advanced)	2001
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Training

National Stockpile Pharmaceutical Training	2002
Emergency Coordinator Augmentee Training	2001

Awards Section

Individual Awards:

PHS – Commendation Medal	2008
PHS/USCG – Achievement Medal (2)	2003, 2006
PHS – Citation (2)	1997, 1999
USCG – Commandant’s Letter of Commendation	1999
USCG - Life Saving Medal	1997
USCG – Coast Guard Air Medal	1996

Unit Awards:

FDA – Commissioner’s Special Citation	2006
PHS – Outstanding Unit Citation	2005
USCG – Meritorious Unit Commendation	2003
PHS – Unit Commendation (4)	1996, 1998, 1999, 2004

Service Awards:

PHS – Isolated Hardship Ribbon	2007
PHS – Crisis Response Service	2003
USCG – Humanitarian Service Award	2001
PHS – Field Medical Readiness Badge	1997

Military Campaign, Service & Training Awards

US Army – Global War on Terrorism Service Medal	1997
US Army – Humanitarian Service Medal	1996
US Army – Reserve Components Overseas Training Ribbon	1995

Non-service Awards:

EHOPAC – Edward (Ted) Moran Award	2006
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Professional Activities

Publications

Officer, Joe/Josephine, “*Health and Safety in Emergency Response: Who Is In Charge Anyway?*”, The Synergist, January 2005.

Officer, Joe/Josephine, *A Review of “Indoor Air Quality Surveys”*, The Synergist, June/July 2002.

Presentations

2008, Southwest Head Start Consortium, Albuquerque, NM , “Are your Buses Safe?”

2004, USPHS Professional Conference, Washington, DC. “New Mexico Motor Vehicle Fatalities, 2001-2004”

Committee Memberships

Career Development Subcommittee	2007 to present
Environmental Health Officer Professional Advisory Committee	

Ride Safe/Sleep Safe Committee	2004 to present
Indian Health Service	

Infection Control Committee
Fort Defiance Indian Hospital

2005-2007

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CONTINUING EDUCATION SUMMARY SHEET

Date	Title and Sponsoring Organization	Outcome
Submit Continuing Education Summary Sheet to the Continuing Education Section of your OPF		
2008	Leadership Principles for Safety and Occupational Health Professionals National Safety Council	Certificate – 16 hrs
	Epi-Ready Team Training Workshop, National Environmental Health Association/Centers for Disease Control and Prevention	Certificate – 16 hrs
	72 nd Annual Educational Conference and Exhibition, National Environmental Health Association	Certificate – 16 hrs
	Managing Mold and Moisture to Protect People and Property, USEPA	Certificate – 8 hrs
	Incident Command System Safety Officer (S-404) Course, Pacific Southwest Region Fire and Aviation Management	Certificate – 40 hrs
	Annual Hazardous Waste Refresher, University of Washington	Certificate – 8 hrs
	Asbestos Building Inspector/Management Planner Refresher Courses, Argus Pacific	Certificates – 8 hrs
	Adult CPR, Basic First Aid, and AED, American Red Cross	Certificate - 8 hrs
2007	Fire Protection and Life Safety Code, Carson Associates, Inc.	Certificate – 24 hrs
	Radiation Safety Officer Course, RadChem, Inc.	Certificate – 80 hrs
	Post-Disaster Damage and Safety Assessment of Buildings and Structures, AK Division of Emergency Services/Anchorage Building Safety Division/ Earthquake Engineering Research Institute	Certificate – 16 hrs
	Food Service Sanitation/ServSafe Food Protection Manager Certification Exam, Safety Connection/National Restaurant Association	Certificate – 16 hrs
	Adult CPR, Basic First Aid, and AED, American Red Cross	Certificate - 8 hrs
	40 Hour Hazardous Waste Operations and Emergency Response Train- the-Trainer Course, Environmental Training, Inc.	Certificate – 40 hrs
	Lead Inspector/Risk Assessor, Oregon State University	Certificates – 40 hrs
	Asbestos Inspector/Management Planner, Environmental Management, Inc.	Certificates – 40 hrs

2005-06	Completed the Masters of Public Health Curriculum at University of Michigan (Long-Term Training)	Masters degree
2004	Geographical Information Systems: Concepts and Perspectives for Small Area Analysis in Public Health, Centers for Disease Control and Prevention	Certificate - 8 hrs
	Adult CPR, Basic First Aid, and AED, American Red Cross	Certificate - 8 hrs
	The 29 th Annual Meeting of the U.S. Public Health Service Professional Association, Commissioned Officers Association	16.5 CEUs
	Case Studies in Environmental Medicine: Trichlorethylene, Agency for Toxic Substances and Disease Registry	1 CEU
	Health Communication Module, Agency for Toxic Substances and Disease Registry	Completed - 24 hrs
	Weapons of Mass Destruction Responder Operations, US Army Soldier and Biological Chemical Command	Certificate – 4 hrs
	Hazardous Waste Operations and Emergency Response Eight-Hour Refresher Course, W.R. Burg and Associates, Inc.	Certificate - 8 hrs
2003	Hazardous Waste Operations and Emergency Response 40hr Course, USEPA Region X	Certificate – 40 hrs
	IS-800 National Response Plan, an Introduction Federal Emergency Management Agency	Certificate – 3 hrs
	IS-700 National Incident Management System (NIMS) an Introduction, Federal Emergency Management Agency	Certificate – 3 hrs
	Incident Command System 300 Level, Federal Emergency Management Agency	Certificate – 8 hrs
	Incident Command System Training, Level 100 & 200, Federal Emergency Management Agency	Completed – 12 hrs
	Fundamentals of Ground Water Contamination Management, National Water Well Association	1.7 CEUs
	Adult CPR, Basic First Aid, and AED, American Red Cross	Certificate - 8 hrs

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EHOPAC Subcommittee Report
April 13, 2009

Subcommittee: Environmental Health Officer Mentoring & Orientation

Current Subcommittee Members:

CAPT David Robbins, Chair, CDR Jean Gaunce, Co-Chair, CAPT Diana Kuklinski, CDR Kit Grosch, CDR Michelle Hawkins, CDR Dale Bates, LCDR Stephanie Griffin, LCDR Theresa Gallagher

Current initiatives (and projected completion date if applicable):

- Mentoring program evaluation (ongoing)
- Matching mentors to protégés (ongoing)
- Updating Mentor/Protégé spreadsheet (ongoing)
- Outreach to new CADs (ongoing)
- Six new mentor/protégé matches were completed between January 2009 and April 2009 with an additional match pending.

Notable news/activities/accomplishments since last EHOPAC meeting:

Subcommittee is currently reviewing and updating Mentor and Protégé evaluation forms in order to solicit additional information for “Topic Not Discussed” response. Also, the Mentor and Protégé application forms are being reviewed and revised to ensure the collection of basic contact data.

The subcommittee revisited the need for a Civil Servant mentoring program. The launch of the HHS Mentoring Program website (<https://mentoring.hhs.gov/app/start.aspx>) has been advertized to all HHS personnel and is a very comprehensive site. It covers all job categories and has a mentor matching site. As this program covers everything that the subcommittee had envisioned, it was decided that the subcommittee’s CS mentoring program will be put on hold for now. The HHS program obviously does not cover the Agencies outside of HHS – Coast Guard, EPA, National Park Service.

Two new members were added to the subcommittee at the March Subcommittee meeting to backfill two members who were rotating off.

Long Term Goals:

- Continue to develop and enhance the mentor/protégé database to enable subcommittee members to provide more effective and timely services.
- Focus on marketing of mentor/protégé program, through regional assignments, brochure, Welcome packet, etc.

Items for EHOPAC Input/Discussion:

None.

Actions previously directed by EHOPAC (Status and projected completion):

None.

Attachments

None.

EHOPAC Subcommittee Report
April 15, 2009

Subcommittee: Information Technology

Current Subcommittee Members:

CAPT David McMahon, IHS (Chair), CDR Bobby Villines, IHS (Co-chair)

Members: CDR Dan Hewett - FDA
 CDR Gary Perlman - ATSDR
 LCDR Mark Strauss – South Central Foundation - Alaska
 LCDR Karin Knopp - IHS
 CDR Casey Crump - IHS
 CAPT Mike Lewis - IHS
 CDR Kit Grosch - IHS
 LCDR Robert Morones - IHS
 LCDR Randy Benefield - IHS

Current initiatives (and projected completion date if applicable):

1. Our hopes of transitioning the EHOPAC.org site over to the USPHS.gov any time soon have severely diminished.
2. CAPT Dellapenna has been working with the IT sub-committee as we consider other options for re-establishing the EHOPAC.org site through a different provider. We are exploring the possibility of using a non-profit organization to support our website.
3. It is anticipated that we will be rebuilding the .org site sometime in the early summer of 2009. We will be asking all sub-committees to provide us with website content and document updates at that time.

Notable news/activities/accomplishments since last EHOPAC meeting:

In light of these changes, if sub-committees have critical documents that they would like to have posted on the EHOPAC.org please send them to Bobby Villines. Bobby.villines@ihs.gov

Please resend anything that sub-committees have sent as an update in the last 6-8 months to make sure we get everything.

Long Term Goals:

IT-Subcommittee Chair replacement: The IT Chair's PAC Term expired in April 2009. CAPT McMahon will continue to serve as Chair until a transition occurs in the fall.

Items for EHOPAC Input/Discussion: None at this time.

Actions previously directed by EHOPAC (Status and projected completion): As discussed above.

Attachments: None

EHOPAC Readiness Subcommittee Report
04/15/2009

Subcommittee: Readiness

Current Subcommittee Members:

Co-Chairs: LCDR Lisa Delaney, CDC
LCDR John Whitesides, IHS

Members: CAPT John Smart, HHS
CAPT Colleen Petullo, EPA
CDR Kevin Sheehan, HHS
CAPT Larry Cseh, CDC/ATSDR
LCDR Jason Barr, NIH
LCDR Gary Carter, IHS
LT Christopher VanTwuyver, FDA
CAPT Mark Miller, CDC
LTJG Aaron Otis, FDA
LCDR Robert Emery, Univ of Texas (USPHS Inactive Reserve)
LT Patrick Wallace, FEMA

Current initiatives (and projected completion date if applicable):

Revised resource DVD will be sent to all EHOs thanks to the support of CAPT Miller's branch.

Met with LCDR Jill Shugart regarding the Disaster Data Collection Workgroup (DDCW)/EH Community Subcommittee. Currently providing comments to a draft matrix they developed that will be used to identify necessary response tools. (May 2009)

Finalize workgroup workplans. (May 2009)

Notable news/activities/accomplishments since last EHOPAC meeting:

At the request of CAPT Shepherd, Subcommittee members reached out to officers who were not currently Basic Qualified prior to the December and March quarterly updates. Members contacted officers to offer assistance for attaining their readiness status. Developed a summary document describing obstacles to achieving Basic Readiness and provided to CAPT Shepherd.

Wrote a short section describing our category-specific emergency response roles for new handbook—*Principles of Public Health Emergency Preparedness and Response*—that is being written by and for PHS commissioned officers.

CAPT Tom Bowman rotated off of Subcommittee and CAPT John Smart joined.

Long Term Goals:

- Continued support to officers attaining and maintaining readiness.
- Support the Chief Environmental Health Officer.
- Lead the way for the Environmental Health Responder.

Items for EHOPAC Input/Discussion:

- Consult with CAPT Shepherd to see if he would like for us to develop a Pre-Deployment Resource Directory for officers preparing to deploy on Humanitarian missions. If he endorses, how do we get a list of officers who previously deployed? Consider a PHS blog as a forum for sharing deployment experiences?
- Co-chair selection? How have other Subcommittees identified co-chair replacements?

Actions previously directed by EHOPAC (Status and projected completion):

None

Attachments



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