



U.S. Public Health Service

Environmental Health Officer's Professional Advisory Committee (EHOPAC)

Meeting #174 Minutes, June 12, 2012

****Many notes were lost to technical issues.**

1. Call to Order 1300 Eastern DST

EHOPAC Chair CDR Scotty Hargrave called the meeting to order. Roll call is not available due to technical issues.

EHOPAC Members	
CAPT Michael Welch, Chief Professional Officer	CAPT Jean Gaunce
CDR Scotty Hargrave Chair	CAPT Charles Higgins
CDR Lisa Delaney Vice-Chair	CDR Danny Walters
CDR James Howell Treasurer	CDR Shawn Lafferty
CDR John Spriggs	LCDR Carla Tuite Secretary
LCDR Michael Reed	LCDR Derek Newcomer
LCDR Joe Laco	CDR Chris vanTwuyver
CDR Dino Mattorano	CDR Jennifer Freed
CDR Melanie Mayor	CDR Dave Cramer
Liaisons	
LT Jessica Schwarz COA/COF Category Day Liaison	CAPT Gary Noonan (Ret) American Academy of Sanitarians Liaison

CDR Don Williams (IHS) EHAC Liaison	Vacant ARP Liaison
Vacant CAM Liaison	Vacant OCCFM Customer Service Representative
CAPT Wendy Fanaselle COA Board Liaison	LTJG Kazuhiro Okumura (USDA) COA/COF Category Day Liaison (ex officio)
LCDR Eva McLanahan (EPA) JOAG Liaison	

2. CPO's Report – CAPT Michael Welch (IHS)

a. COSTEP:

- i. 23 COSTEP's selected
- ii. 18 with Indian Health Service
- iii. NIH-1, CDC-2, OS-1, CG-1
- iv. 7 COSTEP's from Western Carolina
- v. Numbers of COSTEPs continue to decrease
- vi. Good variability in assignments this year

b. DCCPR Accountability:

- i. Work almost complete on reorganization
- ii. Critical operating offices all managed by DCCPR
- iii. Opportunities for details to DCCPR
- iv. Budget balanced for 2012, budget projections for 2013 and 2014 include BOTC
- v. Promotions announcement

c. Managing the USPHS Workforce

- i. Delays in accepting new applications
- ii. Processing of old applications
- iii. Verification process to determine viability of old applicants
- iv. Five Pillars
- v. Turning the Applicant Faucet On

d. Transformed Billet System

- i. Data downloaded into Direct Access
- ii. Officers have received new orders
- iii. Most billets will change only when a vacancy occurs.

e. Readiness

- i. EHO Readiness as of 12-31-11 was 89.6%, down from 96.33% in 3-31-11

3. **PAC Chair’s Report – CDR Scotty Hargrave (FDA)**
** technical difficulties, caused notes to be lost.

Marketing & Recruitment

M&R Subcommittee Leadership

Chair: CDR David Cramer, IHS

Co-Chair: CDR Shawn Lafferty, EPA

M&R Advisor – CDR Jennifer Freed, CDC

Applicant Assistance & Placement Workgroup Lead - LCDR Monica Leonard, CDC

Agency, Organization & Workforce Recruitment Workgroup Lead - LCDR Charity Webb, IHS

COSTEP Workgroup Lead – LCDR Jill Shugart, CDC

Information Technology & Communications Workgroup Lead - LTJG Lauren Shade, FDA

Marketing & Materials Workgroup Leads - LT Valerie Herrera, IHS & LTJG Katie Burbage, IHS

School Recruitment Workgroup Lead – CDR Harrichand Rhambarose

Notable news/activities/accomplishments since last EHOPAC meeting:

- ***Who’s swimming in the Applicant Pool?***
The Applicant Assistance and Placement Workgroup continues to work with CDR Thomas Pryor of DCCPR to determine the size and viability of the EHO applicant pool. As of today there are 57 boarded applicants. DCCPR did not hold a May board as anticipated. Contact emails were sent to boarded applicants to determine their availability and willingness to serve in assignments that meet the 5 pillars.

57 Applicants Boarded January – April		
Have CCorps Jobs	Still Need CCorps Job	Not Yet Responded
20	32	5

- ***Subcommittee Scripts New Recruitment Message***
The Materials and Marketing Workgroup completed the EHOPAC Recruitment Display project. It is available to be shipped for recruitment visits. The M&M Workgroup will also be working to

script an appropriate message to explain new recruitment concepts including the 5 Pillars and the new application process. Currently underway are revision of the Securing Your First Assignment brochure and the Lifecycle of an Application. The M&M Workgroup is also working on developing a standard presentation to be used when speaking to student groups and professional associations.

- ***State Environmental Health Associations Seek USPHS EHOPAC Presenters***

The Agency Organizations and Workforce Workgroup contacted State and Regional Environmental Health and Public Health Associations to gauge their interest in having USPHS EHOs present at annual meetings. The level of interest was high and the AOW is seeking presenters at the following 2012 meetings:

- North Carolina - July 18-20
- Florida - Sept 6-8
- Wyoming - Sept 18-20
- Wisconsin - Sept 19-20
- Montana - Oct 2
- Oregon - October 8-9
- Minnesota - October 11-12

Officers with an interest, please contact LCDR Charity Webb.

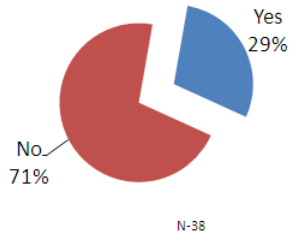
LCDR Martin Stevens presented a PHS recruitment PowerPoint at the Iowa Governor's Public Health Conference in April.

- ***Survey May Indicate Level of Engagement with State Environmental Health Associations***

The AOW workgroup sent out a SurveyMonkey to the EHOPAC Listserv to determine the level of interaction between the USPHS EHOs and State Environmental and Public Health Associations. While the number of respondents was small compared to the total number of EHOs, it does tend to indicate that the level of membership is relatively small.

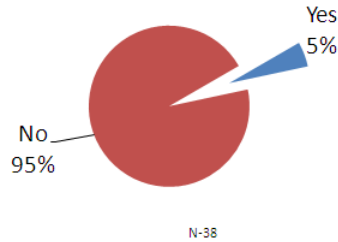
EHOPAC LISTSERV Survey Results

NEHA local/regional affiliate member



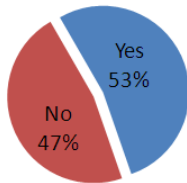
EHOPAC LISTSERV Survey Results

APHA local/regional affiliate member



EHOPAC LISTSERV Survey Results

Willing to assist EHOPAC with local booth/presentation



- **Social Media Reaches Next Generation of Professionals**

The EHOPAC Facebook Page open to the public is up to 282 “Likes,” an increase of 13 from last month. Recent postings included the following:

- ABC News Article – Deadly E. coli 0145 Outbreak in CDC’s Backyard, <http://abcnews.go.com/blogs/headlines/2012/06/e-coli-outbreak-in-cdcs-backyard/>
- JOAG Excellence Award to fellow EHO, LT Beth Osterink from NIH
- VIDEO - History of the US Public Health Service, including its work in the prevention of disease, (LT Kazuhiro Okumura), <http://archive.org/details/TheWorkOfThePublicHealthService1936>
- USDA “Grill It Safe” during summer cookout season (LT Jessica Schwarz), http://www.fsis.usda.gov/News_&_Events/NR_052412_01/index.asp

The EHOPAC Facebook Page open to UPSHS/EHO Networking members includes 108 Group Members. Postings on the site include:

- EHO Social @ Washington Nationals Baseball Game Date: Thursday, June 21, Game time: 7:05 pm

- Encourage officers to sign up for the 1st Annual Officer Fitness Challenge at the 2012 USPHS Scientific and Training Symposium
- COF Symposium EHO Category Day — Thursday, June 21 at 9:00 am at The Stamp (Adele H. Stamp Student Union).

The EHOPAC LinkedIn site now includes 56 Members which is up 11 from last month. The EHOPAC posted similar content on LinkedIn as Facebook.

The EHOPAC is still developing its profile on Google+ (EHOPAC@gmail.com), and it has yet to go live. 4 Photos have been posted. The Workgroup will be adding “Circles” soon.

The WordPress project is listed but not yet initiated.

The YouTube project is in very early stages, gathering ideas, etc. Once our ideas are solid, forward to EHOPAC leadership for approval prior to going forward. Short video highlighting EHO profession within USPHS.

- ***List of Agencies with COSTEPs hits 5***

According Mr. Steve Hand at Division of Commissioned Corps Recruitment, 23 EHO COSTEPs will be going to 5 agencies. 18 are going to IHS, 2 to CDC, 1 to USCG, 1 to OS and 1 to NIH. Western Carolina University sent the greatest number with 7, followed by Illinois State University with 3. East Central Oklahoma, Old Dominion and University of Wisconsin all sent 2.

The COSTEP Workgroup held a focus group in early May to identify barriers to COSTEP placement at Non-IHS agencies. Some of the key issues included the following:

- Local managers may not understand the COSTEP hiring process.
- Local managers may have difficulty with identifying a vacant FTE.
- Local managers appear to be struggling with the \$8,000 to \$12,000 needed to support a COSTEP.

The COSTEP Workgroup will be updating the Benefits of Hiring a COSTEP document to address these barriers prior to the next COSTEP hiring season.

Attachment A. Category Statistics – as of 6/12/12

New officers since April 2012: 0

Rank	Name	Agency	CAD	Qual. Degree

Current number of EHOs: 363 (↓4 from of 4/10/12)

By agency:

ATSDR 17
BOP 2
CDC 69
CMS 1 (↑1 from of 4/10/12)
DHS 24 (↓1 from of 4/10/12)
DOD TMA 2
EPA 18
FDA 83 (↓2 from of 4/10/12)
HRSA 5
IHS 98 (↓2 from of 4/10/12)
INTERIOR 10 (↓1 from of 4/10/12)
NIH 10
OS 10

PSC	9
USDA	4
No Agency	1

By rank:

O-2	21	
O-3	69	
O-4	84	
O-5	86	(↓1 since 4/10/12)
O-6	100	(↓1 since 4/10/12)
O-7	3	