



**U.S. PUBLIC HEALTH SERVICE**  
**Pharmacist Professional Advisory Committee**  
**Department of Health and Human Services**

**Minutes of Meeting**  
**04 NOV 2004**  
**Office of the Surgeon General Conference Room**  
**1300-1525**

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**Members Present:**

**In Rockville**

RADM Richard Walling (CPO) Rockville, MD  
CAPT Raelene Skerda (Chair) BOP-Allenwood, PA  
LCDR Krista Scardina (Vice-chair) FDA-Rockville, MD  
Dr. Rennan Bonnel FDA-Rockville, MD(alt.Kim)

CDR Patricia Garvey FDA-Rockville, MD  
CAPT Sharon Gershon NIH-Bethesda, MD  
LCDR Laura Pincock FDA-Rockville, MD

**Via Telephone**

CDR Daniel Hasenfang INS-San Diego, CA  
CDR Paul Huntzinger USCG-Oakland, CA  
LT Violette Geza (Secretary) BOP-Bradford, PA  
LCDR Nita Sood HCFA-Atlanta, GA  
LT Renu Chhabra FDA-Rockville, MD  
LCDR Karen McNabb-Noon (alt.Berry)  
CAPT Gary Baker IHS-Ketchikan, AK

CDR Doug Herold BOP-Rochester,  
CDR Jim Bresette IHS-Rockville, MD  
LCDR Michael Lee IHS-Claremore, OK  
LCDR Tamara Close IHS-Whiteriver, AZ  
CDR Michael Long BOP-Ayer, MA  
Mr. Jae Kim NIH-Bethesda, MD

**Members Absent**

CDR Thomas Berry FDA-Raleigh, NC  
LCDR Burton Hill BOP-Marianna, FL

**Guests:**

CAPT Robert Young IHS-Sitka, AK  
CDR Mantos  
LCDR Clint Hinman IHS-Chinle, AZ  
LCDR Mark Strong BOP-Leavenworth, KS  
LT Jeff Vang IHS-Mount Pleasant, MI  
LT Ted Hall IHS-Baraboo, WI  
LCDR Teresa Watkins FDA-Rockville, MD  
CDR Alice Knobens-FDA, Rockville, MD  
Lou Ann Rector – OCCO, Rockville, MD  
LCDR Monika Johnson –FDA, Rockville, MD  
LCDR James Saunders-FDA, Rockville, MD  
CAPT Don Brown  
Martin Pollock – FDA, Rockville, MD  
Jenny BanderSchoor – student  
LT Brenda Marques –FDA, Rockville, MD

LCDR Keith Olin – FDA, Rockville, MD  
LT Daniel Brum – FDA Rockville, MD  
LCDR Ron Keats, OCCO- Rockville, MD  
LT Nora Roselle FDA-Rockville, MD  
CDR Chris Bina BOP-Washington DC  
LT Ayoub Suliman FDA – Rockville, MD  
CDR Matt Tarosky FDA-Rockville, MD  
LT Emily Thakur-FDA, Rockville,MD  
CDR Evelyn R. Farinas – FDA, Rockville, MD  
Jennie Chang – FDA, Rockville, MD  
LT Shephan Ortiz, FDA, Rockville, MD  
Cindy Cho – student  
Joyce Weaver – FDA, Rockville, MD  
CDR Jackie Ware, FDA, Rockville, MD

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**Call to Order: CAPT Raelene Skerda** ([rskerda@bop.gov](mailto:rskerda@bop.gov))

- ◆ CAPT Skerda called the meeting to order and the last meeting minutes were accepted.

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**CPO Report: RADM Richard Walling** ([cporx@osophs.dhhs.gov](mailto:cporx@osophs.dhhs.gov))

- ◆ The accession bonus has been successfully reinstated through 31 December 2005.
- ◆ RADM Walling commended the PAC on the paper submitted to formulate another awards system to recognize commissioned officers activities performed outside their duty station. The paper was taken to the CPO board and the board recommended formulating a workgroup to further investigate a procedure. A recognition taskforce has been chosen and will be chaired by LCDR Scardina.
- ◆ There are currently two positions available through the Office of Global Health Affairs for a duty in Iraq. The tour will be approximately 6 months and those interested can contact RADM Walling.
- ◆ Permanent promotions are still being reviewed and those eligible can review the CCMIS website.

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**Section Lead Comments:**

- ◆ Administration → CDR Patricia Garvey ([garvey@cdcr.fda.gov](mailto:garvey@cdcr.fda.gov))
  - Letters will be sent to the pharmacy schools in December announcing the student awards. Volunteers will be needed to review the applications.
  - The PAC liaisons for organizations have been chosen:
    - JOAG: LT Ted Hall
    - APhA: LCDR Gregg Davis, LT Craig Kiester
    - AMSUS: LT Ted Hall
    - ASHP: Jimmy Mitchell, LCDR Keith Olin
    - ASCP: CDR LuDei Livingston
    - AMCP: CAPT Pamela Schweitzer
    - ACCP: William Doug Figg
  - The recognition taskforce will be having a meeting 8 NOV 2004. The proposal will be sent to the PAC chair PAC for comment and then to the CPO Board.
  - Congratulations to the new PharmPAC members:
    - LCDR Nita Sood (CMS) CDR Sam Foster(IHS)
    - LCDR Tamara Close (IHS) CAPT Gary Baker(IHS)
    - LCDR Jeff Mouakkett (HRSA)
  - The revisions to the PharmPAC's standard operating procedures (SOP's) are still being reviewed.
  - History: There will be several upcoming anniversaries that will be commemorated during the COA Meeting.
    - 75<sup>th</sup> Anniversary of Pharmacists in Commissioned Corps
    - 50<sup>th</sup> Anniversary of Indian Health Service
    - Retirement of RADM Walling
- ◆ Recruitment → CDR James Bresette ([james.bresette@ihs.gov](mailto:james.bresette@ihs.gov))
  - OCFM and IHS is developing a proposal for an early commissioning program. It would allow students after their first professional year to enter into the inactive reserves of PHS. The advantage to this is there is no requirement to come into the Corps and when graduated, the officer will gain time for years of service and can enter at a higher year of service on the pay scale.
  - A survey is being sent out to a select number of Points of Contact to test the website on reporting POC activity.
  - The APha-ASP midyear meetings are currently being held. LCDR Christine Bina reported that the panel discussions have been successful in the meetings.

- Penny Coppola will no longer be in charge of the Associate Recruiter Program. ARP's needing booths or recruitment materials can contact CAPT Ames at (240)453-6135
- ◆ Career Development → CDR Mike Long ([mzlong@bop.gov](mailto:mzlong@bop.gov))
  - Readiness: LCDR Mark Strong stated the category is at 41.8% qualified. Comments to change the OFRD requirement of dispensing hours to pharmacy hours are due by COB 18 Nov 2004 to LCDR Scardina and CAPT Skerda.
  - CDR Paul Huntzinger will be updating the externship site list on the PAC website. If your site is not listed, please contact him to get it updated.
  - LCDR Keats and CDR Rector were guest speakers discussing career development. They are available to assist the categories in various career development topics such as COER's, OPF, benchmarks, standards of conduct, recruiter training, and career counseling.
  - COA Category Day: CDR Chris Bina and CDR Murray Potter are the leads for this workgroup. Current plans for the event include presentations on the Medicare Act by CMS, a topic from CAPT (ret.) Jim Minor, and a PHS history presentation during the luncheon. A social event between the Temple and Philadelphia College of Pharmacy (PCP) Schools is being organized. PCP has agreed to participate in the event.
  - The assimilation package is due 11 Feb 2005. Officers can apply after 2 years of duty and are considered for assimilation into the regular corps after 3 years.
  - Civilian Service: Dr. Rennan Bonnel presented the results of the civilian pharmacist survey.
    - Survey went out to 187 pharmacists in 14 different states representing 3 HHS agencies (FDA, NIH, and IHS) with a response rate of 63%.
    - 40% of responders would like to participate in PharmPAC activities with the majority interested in the career development section.
    - Issues of concern to civilian pharmacists are:
      - Pay parity with private sector and lack of special pay compared to Commissioned Corps.
      - Antiquated GS system for job classification that hampers both recruitment and career progression for civilian pharmacist.
      - Career development and administration in terms of developing career ladder based on individual merit and objective job evaluation and promotion process.
      - Resources for educational opportunities and professional growth.
    - Proposed action items:
      - Tackle issues of salary, promotion, and educational opportunities.
      - Recruit civilian pharmacist representatives in all 4 PharmPAC sections.
      - Have civilian pharmacist representation in national meetings along with the Commissioned Corps pharmacists.
      - Examine Title 42 and seek to streamline GS scale for pharmacists across HHS agencies.
      - Seek an independent consultant group to look into future needs of civilian pharmacists.
- ◆ Communication → CDR Sam Foster ([Samuel.foster@ihs.gov](mailto:Samuel.foster@ihs.gov)) & LCDR Nita Sood ([Nsood@cms.hhs.gov](mailto:Nsood@cms.hhs.gov))
  - CDR Mike Long will be transitioning the communications section to the new leads.
  - The new CV is on the website. As a reminder, to be considered for promotion all officers must meet basic readiness standards.



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RADM Richard Walling, CPO

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Date