



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

Minutes of Meeting
04 September 2008
Surgeon General's Conference Room
Parklawn Building
1302-1508

Members Present:

In Rockville:

RADM Robert Pittman (CPO), IHS-Rockville, MD
CDR Beth Fabian Fritsch (Vice-Chair), FDA-Rockville, MD

CDR Patricia Garvey, FDA-Silver Spring, MD
CDR Josephine Lyght, HRSA-Rockville, MD

Via Telephone:

LCDR Violette Ganoë (Chair), BOP-Bradford, PA
CAPT James Bresette, IHS-Rockville, MD
CAPT Robert McClelland, IHS-Elko, NV
CAPT Lia Praela, CMS-Baltimore, MD
CAPT Nita Sood (Ex-Officio), HRSA-Rockville, MD
CAPT Kimberly Zietlow, IHS-Red Lake, MN
CAPT Matthew Tarosky, FDA-Rockville, MD
CAPT (sel) Scott Giberson, IHS-Rockville, MD
CDR Christine Chung, DHS-El Centro, CA
CDR Richard DeCederfelt, NIH-Bethesda, MD

CDR Christopher Allen, CDC-Atlanta, GA
CDR G. Brent Hobbs, IHS-Whiteriver, AZ
CDR Mary Kremzner, FDA-Rockville, MD
CDR Patrick Romero, DHS-Clearwater, FL
CDR Michael Shiber, BOP-Washington, DC
CDR Peter Vermilyea, IHS-Winslow, AZ
LCDR Jeffrey Newman, BOP-Springfield, MO
LCDR Kristina Joyce (JOAG), FDA-Philadelphia, PA
LCDR Jeff Mallette (Executive Secretary), BOP-Pensacola, FL

Members Absent:

LCDR Joseph Zagame, OS-Rockville, MD – excused

Guests:

CAPT Mike Forman, CMS-Baltimore, MD
CAPT Sharon Gershon, FDA-Rockville, MD
CAPT Alice Knoben, FDA-Rockville, MD
CAPT Raelene Skerda, HRSA-Rockville, MD
CAPT Chris Watson, IHS-Rockville, MD
CDR Terrie Crescenzi, FDA-Rockville, MD
CDR Michelle Dillahunt, FDA-Rockville, MD
CDR James Good, DHS-Tacoma, WA
CDR Rick Schallick, BOP-Elkton, OH
CDR Deborah Thompson, DHS-Oakland, CA
CDR Theresa Watkins, FDA-Rockville, MD
CDR Chi-Ann (Ruby) Wu, FDA-Rockville, MD
CDR Nate Yale, IHS-Gallup, NM
LCDR Karen Abraham-Burrell, CMS-Baltimore, MD
LCDR B. Nhi Beasley, FDA-Silver Spring, MD
LCDR Vicky Borders-Hemphill, FDA-Silver

Spring, MD
LCDR Dan Brum, FDA-Silver Spring, MD
LCDR Raymond Carter, BOP-Elkton, OH
LCDR Michael Crockett, BOP-Pollock, LA
LCDR Alisea Crowley, FDA-Silver Spring, MD
LCDR Rebecca DeCastro, CMS-Baltimore, MD
LCDR Debra Emerson, FDA-Stoneham, MA
LCDR Jefferson Fredy, OS-Rockville, MD
LCDR Sheryl Gunther, FDA-Silver Spring, MD
LCDR Jeffrey Haug, DHS-Pearsall, TX
LCDR Thomas Hincliffe, FDA-Rockville, MD
LCDR Binh Nguyen, FDA-Irvine, CA
LCDR Ryan Nguyen, FDA-Rockville, MD
LCDR Amy Rubin, IHS-Canton, OK
LCDR Sandeep (Sonny) Saini, FDA-Silver Spring, MD
LCR Jeanne Skanchy, FDA-Rockville, MD

LCDR Karl Stiller, FDA-Silver Spring, MD
LCDR Roberta Szydlo, FDA-Rockville, MD
LCDR Emily Thakur, FDA-Silver Spring, MD
LCDR Christina Thompson, FDA-Rockville, MD
LT Rosalyn Adigun, FDA-Rockville, MD
LT Glendolynn Johnson, FDA-Rockville, MD
LT Liatte Krueger, BOP-Rochester, MN

LT Cicely Reese, FDA-Rockville, MD
LT Yvette Waples, FDA-Silver Spring, MD
Lais An, pharmacy student, Rutgers
Ameet Khara, pharmacy student, Rutgers
Sheetal Pasrija, pharmacy student, Shenandoah
John Raglieri, pharmacy student, Rhode Island
Mahesh Ramanadham, pharmacy student, Maryland

Call to Order: LCDR Violette Ganoë (vganoë@bop.gov)

- LCDR Violette Ganoë called the September 2008 Pharmacist Professional Advisory Committee (PharmPAC) meeting to order

Acceptance of 07 Aug 2008 PharmPAC Meeting Minutes: LCDR Violette Ganoë (vganoë@bop.gov)

- Minutes from the 07 Aug 2008 PharmPAC meeting were accepted with no edits via motion from CDR Patricia Garvey with a second from CDR Josephine Lyght

CPO Report → RADM Robert Pittman

- **Commissioned Corps Staffing**
 - As of August 21, 2008, Commissioned Corps stands at 6,188 officers (includes CoSTEPS)
 - All categories, with the exception of the Physician and Dental categories, are trending up
 - Pharmacy Category has 970 officers – new record (combined total of Commissioned Corps and HHS civil service pharmacists is 1,350)
- **AMSUS**
 - Annual meeting to be held Nov 9-14 in San Antonio
 - PHS is the sponsoring agency this year
 - RADM Pittman encourages pharmacy officers to attend
- **New Uniform Policies**
 - Three policy updates, two Personnel Policy Memorandums and one Commissioned Corps Instruction, all relating to uniforms were released on 28 Aug 2008
 - RADM Pittman highly encourages officers to regularly check the dcp.psc.gov website for policy changes and other updates
 - Of particular note, the Commissioned Corps Instruction changed the practice of wearing approved association ribbons (COA, AMSUS, ROA, SAME) from everyday wear to wear only while attending meetings, conventions or while participating in parades or other ceremonies as a member of these organizations
- **COERs**
 - Release date for annual electronic COER is October 1, 2008
 - For officers eligible for promotion in PY2009, the Reviewing Official Statement will now be a part of the electronic COER
 - LCDR Ganoë inquired as to how those eligible for EPP will submit the Reviewing Official Statement – RADM Pittman is looking into this issue
 - New COER prototype testing
 - OCCO will be testing new COER prototype week of September 15
 - Volunteers for testing are being sought – deadline is September 5 at noon – submit name to RADM Pittman if interested

- **Website Transition of PACs**
 - Mandatory to meet new HHS requirements
 - Facing difficulty in transitioning pdf files

- **Commissioned Corps Officer Counseling/Retention Board**
 - Officers ranked in the last quartile during PY2008 will be offered counseling
 - Counseling is mandatory for those in the last decile
 - Will occur during September 2008
 - The pharmacy category had 100 officers in the last quartile – those officers should have received an e-mail from OCCO notifying them of the availability of counseling
 - RADM Pittman is assembling a team of senior officers to serve as counselors for the pharmacy category
 - Retention Board
 - Will meet soon for first time in three years
 - Made up of the Chief Professional Officers
 - Those eligible for review are officers not OFRD basic ready, those ranked in the last promotion decile for three consecutive years, and one officer that was not recommended for promotion by the promotion board
 - Action on these officers will not be known until the end of December so these officers are encouraged to continue preparations for PY2009

- **2010 Benchmarks**
 - Will be released January 2, 2009
 - Earlier release than in the past to give officers more time to prepare for promotion
 - Categories are to send in benchmark recommendations to OCCO by October 1, 2008
 - Benchmarks may again be reviewed after October 1, 2008 and will be finalized on December 1, 2008

- **Meeting with Macro International**
 - Macro International is the contractor working with OCCO on transformation and recruiting – have prepared recently updated recruiting materials
 - Company is also involved in the transformation of the website
 - Contract expires at the end of the fiscal year (September 30, 2008)
 - Any further recruiting material changes are the responsibility of OCCFM
 - Macro International will continue on in assistance of the DOD initiative to recruit PHS officers to work in mental health positions with the DOD
 - To date for this initiative, 13 officers have been recruited, 13 are pending, and 9 additional applicants

- **Physician Recruitment Pilot Program**
 - Designed to get new officers into the Commissioned Corps quicker than the current system allows
 - Automatically creates waivers for certain individuals
 - Allows physicians to start at the O5 rank if their T&E time is eligible (over 17 years) – max rank with current system is O4 without a waiver – this speeds up the waiver process by making it automatic
 - Those with prior military service can be automatically waived into the PHS with up to 15 years of prior service provided officer agrees to a 10-year commitment
 - Automatic age waiver for those with certain physician specialties
 - Automatic age waiver for limited tours of duty
 - Bring in officer prior to completing physical (finish this requirement after the officer is in the Commissioned Corps) – this particular waiver, if successful, may eventually transfer to other categories

- **Billets**
 - Target date for new billet structure (for standard, clinical billets) is February 2009
 - 30 nurse officers are currently pilot testing in three different billets
 - PACs will be involved as this process and project progresses
 - **Flag Billet Board**
 - Met August 2008
 - Pharmacy received two new O7 flag billets (BOP Chief Pharmacist, and IHS Principal Pharmacy Consultant) – currently occupied by CAPT Chris Bina and CAPT Chris Watson
 - All other pharmacy flag billets were retained
 - **Interagency Pharmacy Meeting**
 - RADM Pittman attended interagency pharmacy meeting with DOD, VA and ASHP on August 21, 2008
 - ASHP IV Safety Summit was discussed
 - Issue of a potential need for the establishment of a pharmacy school at the Uniformed Services University of the Health Sciences (USU) was discussed
 - It was noted that pharmacy schools are needed throughout the country
 - No conclusion on whether a USU pharmacy school is a good use of government resources
 - RADM Pittman tasked the PharmPAC to review this issue
-

Section Lead Comments:

Career Development → CAPT (sel) Scott Giberson (Scott.Giberson@ihs.gov) / CDR Michael Shiber (MJShiber@bop.gov)

- **Clinical Subgroup – CAPT (sel) Scott Giberson**
 - Clinical Subgroup Webpage
 - Webpage is completely finished and will be live very soon – e-mail will be sent when it is live
 - Clinical survey results have been added
- **Readiness – CAPT (sel) Scott Giberson**
 - Pharmacy category readiness percentage decreased in June to less than 80%
 - All categories decreased in June
 - Timing (Summer, post-PY2008, pre-PY2009) was a significant factor
 - OFRD glitch with awarding proper credit for those involved with the President’s Challenge was a contributing factor – info is not migrating correctly to OFRD – officers participating in the President’s Challenge program should follow-up with OFRD to ensure proper credit for readiness is received
 - Decrease was proportionate for all agencies within the Pharmacy category
 - Data mining on officers that were not basic ready revealed that the O4 officers had disproportionate rate of readiness - unknown as to why this may be the case
 - All officers not basic ready were e-mailed with a reminder to check their profile on the OFRD website and correct the deficiency – expect to see an increase in readiness next quarter in part due to these e-mail reminders
- **2010 PharmPAC Benchmark Working Group Presentation (see attachments) – CDR Mike Shiber**
 - Working group led by CAPT Mike Long and CDR Mike Shiber
 - Working group members assigned by agency CPOs

- Overview of process working group used to reach their recommendations was given
- Details of recommendations were presented by CDR Shiber
- A recommendation is made to change wording from Promotion Benchmarks to Guidelines
- Benchmark #2 and Benchmark #3 are the only category specific benchmarks and were the only benchmarks reviewed by the working group
- The non-category specific benchmarks are to be reviewed by the PAC Chairs
- Benchmark #2 recommendations were presented to the PharmPAC with very little discussion and no dissention offered to the recommendation of the working group – LCDR Ganoë called for a vote of the PharmPAC members to accept Benchmark #2 recommendations – there was no opposition to the recommendations and the Benchmark #2 recommendations were accepted as presented by the 2010 PharmPAC Benchmark Working Group
- Benchmark #3 recommendations were presented to the PharmPAC with much discussion on the Mobility-Geographic and/or Programmatic Factor
 - CAPT (sel) Giberson noted the word emergency in reference to deployments could be problematic as many officers, depending on their agency mission and their supervisor, will never be able to meet this element of the factor
 - An officer disagreed with geographic move being tiered higher than a programmatic move – penalizes a committed officer that maintains an isolated or otherwise hard to fill position – officers should not be encouraged to move for the sake of promotion when it leaves a hole in the pharmacy services of the location being moved away from - it was noted that lack of geographic move could be compensated with potential future incentive pay in hard to fill locations and with awards potential – rebuttal response was that any incentive pay would not make up for not being promoted on the basis of a lack of geographic move
 - An officer noted that there are some FDA investigator positions that do not get credit for any sort of move but the investigator is away from their duty station more than they are at the duty station – it was noted that credit for this activity can be shown within the billet factor
 - CAPT Chris Watson noted that the wording should reflect a change to “any” OPDIV as opposed to “your” OPDIV
 - CAPT Bresette noted that some officers deploy via their agency and TDY across agencies and not through OFRD and language on deployments and TDY should be more general to ensure these deployments are recognized appropriately
 - Further, in-depth discussion regarding re-wording of this factor occurred – main contributors to this discussion were CAPT Bresette, CAPT (sel) Giberson, CDR Shiber, CDR Chung, CDR Teresa Watkins and LCDR Ganoë
 - LCDR Ganoë noted that the first draft of the PharmPAC 2010 Benchmarks recommendations is due October 1, 2008, but there will be an opportunity for an additional second review that will be due December 1, 2008
- LCDR Ganoë called for a vote of the PharmPAC members to accept Benchmark #3 recommendations other than the Mobility-Geographic and/or Programmatic factor – there was no opposition to the recommendations and the Benchmark #3 recommendations other than the Mobility-Geographic and/or Programmatic factor were accepted as presented by the 2010 PharmPAC Benchmark Working Group
- LCDR Ganoë noted that this first draft of the 2010 PharmPAC Benchmarks must be ready prior to the PAC Chairs meeting next week
- LCDR Ganoë stated that CDR Shiber and herself will take the suggestions and comments offered during this meeting and reword the Mobility-Geographic and/or Programmatic factor of Benchmark #3 – this will be sent out via e-mail to the PharmPAC for a quick turn-around vote to ensure it is ready for the PAC Chairs meeting
- CDR Shiber thanked all the working group members for their efforts and all officers that provided comments to the working group
- CAPT (sel) Giberson offered appreciation to the working group for a job well done

- LCDR Ganoë thanked the working group and noted that their work was performed with a short deadline as it wasn't expected that the 2010 Benchmarks would be due earlier this year than in the past
- **Commissioned Corps Pharmacy Mentoring Network (CCPMN) – CAPT Lillie Golson**
 - Second annual training for mentors is still in the works and will hopefully occur in the near future – recent hurricane deployments has caused a delay and date will depend on further need to deploy in the near future
- **FOH Rollouts – CDR Mike Shiber**
 - LCDR Keith Olin working on these rollouts – LCDR Olin is currently deployed
 - LCDR Olin has met with FOH and rollouts will begin soon
 - More information will be provided upon LCDR Olin's return from deployment

Communication → CDR Richard DeCederfelt (rdecederfe@nih.gov) / CDR Patrick Romero (Patrick.L.Romero@uscg.mil)

- **PharmPAC Website – CDR Richard DeCederfelt**
 - Goal set to have backbone structure migrated to the PharmPAC website by the end of the month
 - Has been submitted to Macro International
 - Issue with landing pages still to be worked out – there are pages with links but no associated text – recommendation is to have text to show viewer the purpose of the link
 - Link to Career Development section will be available for review of PharmPAC members next week
 - Goal is to have all content submitted in next two weeks to Macro International to give the company enough time to get the material onto the website (contract with Macro International expires Sep 30, 2008)
 - Need to add a Q&A section – this is a requirement from HHS
- **Public Health Pharmacy Workgroup – LCDR Sheryl Gunther**
 - Five agenda items for 2008-2009 – looking for volunteers
 - Elementary School Outreach talks about childhood obesity
 - Middle School Outreach talks about illegal drug and alcohol use
 - Assisted Living Centers Outreach talks addressing geriatric issues
 - Minority Outreach talks
 - Girl Scouts Outreach talk about obesity and healthy eating – Durwood, MD – Saturday, Nov 8, 2008 – 50 to 75 Girl Scouts will be in attendance
 - October is American Pharmacists Month
 - Looking for volunteers to provide information in Buildings 22 and 51 at the FDA White Oak facility in Silver Springs, MD

Recruitment (see attachment) → CAPT James Bresette (James.Bresette@ihs.gov) / CDR Peter Vermilyea (peter.vermilyea@vihcc.org)

- **Exec Section – CDR Peter Vermilyea**
 - RADM Pittman had tasked the Recruitment Section to survey newly commissioned pharmacist officers if given a choice to choose a preferred method of receiving the pharmacist accession bonus - \$30,000 immediately upon accession or \$15,000 immediately and another \$15,000 after year two

- Theorized that the split option would provide a tax advantage to the officer, would be easier for the agency to absorb, and would provide more flexibility for officer transfer after two years
 - Survey has been sent and preliminary results received – CDR Vermilyea recognized those that provided assistance in obtaining e-mail contacts for those assigned outside of HHS (and not in the “global”) – about 60 officers were sent e-mails
 - Preliminary results (38 responses) show an overwhelming choice to receive the full \$30,000 upon accession
 - If response is low, will consider e-mailing the survey to all pharmacist officers called to duty in 2007
 - Full report of the survey results will be given at next month’s PharmPAC meeting
- **University Points of Contact (UPOC) Update – CDR Peter Vermilyea**
 - Pharmacist category is approaching 1,000 pharmacists – this is somewhat attributable to the UPOC and AR programs
 - CDR G. Brent Hobbs will be sending out a “Dear Dean’s” letter in the next couple of weeks providing them with the names and contact information of the UPOCs
 - College of Notre Dame in Baltimore, MD – new pharmacy school starting classes Fall 2009 – needs a secondary UPOC
 - Lipscomb University in Nashville, TN – new pharmacy school that started classes this fall – needs primary and secondary UPOCs
- **Student Programs Update – LCDR Christine Oliver**
 - Externship rotation site information on the student programs section of the website is being updated – please e-mail CDR Larry Lim (larry.lim@fda.hhs.gov) to send in updated agency externship information
 - September’s monthly student message has been sent out - topic is career opportunities in the PHS
- **Pharmacy's Best Kept Secret (PBKS) Update – CDR Peter Vermilyea**
 - The PBKS document has been revised to include www.usphs.gov in the document
- **www.phspharmacist.org (aka WACS) Update – CDR Peter Vermilyea**
 - Site has been revised to allow easier input of information and to extend the time before the site times out and kicks the user off
 - Site is now up and running and is ready for use by our UPOCs – UPOCs have been sent an e-mail asking them to begin adding information into the site
 - Presentation of the website will be given at the October PharmPAC meeting

- **Associate Recruiter Program (ARP) Update – LCDR Violette Ganoe**
 - All APhA-ASP mid-year meetings regions are covered by recruiters
 - AR Leads will meet soon to discuss the policy on the Recruiting Service Ribbon

JOAG Report → LCDR Kristina Joyce (Kristina.joyce@fda.hhs.gov)

- JOAG is winding down its operational year
- New voting members were elected
 - Liaisons:
 - Therapist – LCDR Jessical Feda, BOP, Rochester, MN
 - Nurse – LtJG Martin Taxera, IHS, Flagstaff, AZ
 - Engineer – LCDR Alex Dailey, IHS, Spokane, WA
 - Dentist – LCDR Margaret Facenda-McNeill, USCG, Yorktown, VA
 - HSO – LCDR Brett Maycock, IHS, Sacramento, CA
 - At-Large:

Medical Officer – LCDR Carolyn Taybak, FDA, Silver Spring, MD
HSO – LT Carlos Bell, FDA, Rockville, MD
HSO – LCDR Jason Jurkowski, ASPR, Washington, DC
HSO – LCDR Amy Contantine, FDA, Jamaica, NY
HSO – LT Thomas Janisko, ASPR, Washington, DC

- Current JOAG voting members will be voting on the new Executive Committee members this Friday, September 5, 2008
- Next regular JOAG meeting
Friday, October 10, 2008 at 1300 – 1500 hours
Call-in Number: 888-322-1791
Passcode: 83301

PAC Chair Report → LCDR Violette Ganoë (vganoë@bop.gov)

- Directive just received from OFRD fully activating the entire Commissioned Corps for possible deployment due to possible impact of hurricanes, beyond Hurricane Gustav, on the United States
 - This directive states that if an officer is called to deploy, regardless of tier level or schedule, supervisory approval is not required
 - It is noted that tier III officers detailed outside of HHS still require supervisory approval to deploy
- RADM Pittman and LCDR Ganoë have selected the leads for planning the 2009 COF Symposium Pharmacy Category Day as well as a lead-in-training that will follow along the planning process with the leads and will serve as a lead for the 2010 category day
 - LCDR Craig Kiester – co-lead
 - LCDR Mimi Phan – co-lead
 - CDR Brenda Stodart – lead-in-training
- PAC Assessment Survey
 - Workgroup will be formed to evaluate data
- PharmPAC Operational Year 2009 Chair and Vice-Chair nominations
 - Due to low number of nominations (two for chair and one for vice-chair), LCDR Ganoë is extending the self-nomination deadline to COB Friday, September 5, 2008
- Self-nominations from the PharmPAC members for filling section lead vacancies for the 2009 operating year are still being accepted by LCDR Ganoë
- Self-nominations from all PHS pharmacists for the position of PharmPAC Executive Secretary for the 2009 operating year are still being accepted by LCDR Ganoë
- Pharmacy Category Coins are once again available – please contact CDR Laura Pincock (laura.pincock@fda.hhs.gov) if interested

Agency Reports – LCDR Violette Ganoë (vganoë@bop.gov)

- **Food and Drug Administration (FDA)** – CAPT Matthew Tarosky
 - CAPT Tarosky provided a written report (please see attachment)
- **Bureau of Prisons (BOP)** – LCDR Jeff Newman
 - BOP has almost completed its rollout of the BEMR Rx pharmacy computer system
- **Indian Health Service (IHS)** – No report given
- **Ex-Minimus Agencies** – CDR Chris Allen – Centers for Disease Control and Prevention (CDC)
 - CDR Allen provided a written report (please see attachment)
- **National Institutes of Health (NIH)** – CDR Richard DeCederfelt
 - Nothing new to report
- **DHS - United States Coast Guard (USCG)** – CDR Deborah Thompson (USCG) & CDR Christine Chung (Immigration)
 - USCG – One new vacancy will occur soon – location not yet determined

- Immigration – one site is still down and one site had to downsize from the effects of Hurricane Dolly in Texas
- **Centers for Medicare and Medicaid Services (CMS)**- CAPT Lia Praela
 - Nothing new to report
- **Health Resources and Services Administration (HRSA)** – CDR Josephine Lyght
 - CDR Lyght provided a written report (please see attachment)
- **Office of the Secretary (OS)** – no report

Old/New Business:

- New Business – Administration Section – LCDR Violette Ganoë
 - LCDR Ganoë requested that Administration Section leads yield their time this month to allow adequate time for the benchmarks discussion – leads concurred and Administration Section report was not on the agenda
 - New PharmPAC members have been selected but LCDR Ganoë is waiting on announcing the new members until concurrence is received from the agency liaisons
- Old Business – PharmPAC Membership Workgroup – CAPT James Bresette
 - CAPT Bresette inquired as to the status of this workgroup
 - LCDR Ganoë stated that no time was given for an update of this workgroup at this month’s meeting to allow adequate time for the benchmark discussion
 - This item will be on the agenda for next month’s PharmPAC meeting
- Old Business – Promotion, Assimilation, Appointment Boards process – CDR Christine Chung
 - CDR Chung requested information on the progress of having a presentation on the process of these boards from an OCCO official or from members of past boards
 - LCDR Ganoë has tasked the Career Development section to put a presentation together and the section is currently in the process of seeking a qualified individual or individuals who are willing to provide this presentation

The meeting was adjourned @ 1508 by motion from CAPT (sel) Scott Giberson and second from CDR Beth Fabian Fritsch

Next Meeting Date:

02 Oct 2008, from 1300 to 1600 EST, Surgeon General’s Conference Room; Agenda and call-in information will be distributed prior to the meeting

Useful Links and Contact Info:

- ◆ Emails: PharmPAC@list.nih.gov
PHS-Pharmacists@list.nih.gov
PHS-RX-JOBS@list.nih.gov
PHS-Rx-Students@list.nih.gov
- ◆ Listservs: PHS Pharmacists <https://list.nih.gov/archives/phs-pharmacists.html>
 PHS Rx Students <https://list.nih.gov/archives/phs-rx-students.html>
 OFRD <https://list.nih.gov/archives/ccrf.html>
 RPh Job Vacancies <https://list.nih.gov/archives/phs-rx-jobs.html>
 CCMIS <https://list.nih.gov/archives/ccinformation-1.html>
 CC Vacancies <https://list.nih.gov/archives/ccvacancies-1.html>
 PHS Immunizing Pharmacists <https://list.nih.gov/archives/phs-immunizing-pharm.html>

- ◆ Websites: PharmPAC <http://hhs.gov/pharmacy>
- CCMIS <http://dcp.psc.gov>
- USPHS <http://www.usphs.gov>
- OFRD <http://oep.osophs.dhhs.gov/ccrf>

--Respectfully Submitted,

_____/_____
 LCDR Jeff Mallette, Executive Secretary Date

_____/_____
 LCDR Violette Ganoë, Chair Date

_____/_____
 RADM Robert E. Pittman, CPO Date

Attachments:

-
1. 2010 PharmPAC Benchmark Working Group Recommendations
 2. 2009 Pharmacy Category Benchmarks
 3. Recruitment Section Report
 4. FDA Report
 5. CDC Report
 6. HRSA Report
-