

PharmPAC Recruitment Section PY2008 Annual Report

Preface:

The 2008 Pharmacist Professional Advisory Committee Recruitment Section "PAC Year" has produced numerous accomplishments many of which are documented within this report. However, much of the work by the Section members have either facilitated, supported or directly contributed to two of the most visible and significant achievements during the PY2008 PAC year.

Milestone Achieved – One Thousand Commissioned Corps Pharmacist Officers

On September 10, 2008, the United States Public Health Service (PHS) achieved a milestone of 1,000 pharmacist officers on active duty and in Senior COSTEP positions. While this goal had been a vision for many, it was a challenge from the Pharmacy Category's former Chief Professional Officer Rear Admiral Richard Walling that made it a Recruitment Section target to set high goals and then shape the Section's efforts to achieve them. Following RADM Walling's advice of "That which gets measured, gets done" and "all work and programs must be sustainable", the Section established a course and work plan to be a PAC and Category resource for recruiting expertise, direction, planning, and development of crucial pharmacist specific materials and resources. To this end, continued Category growth and surpassing a major milestone are in themselves notable achievements not so much of any one PAC Section, PAC year, or even the PAC itself, but rather a testimony to the Category's success achieved through each individual active duty, reserve, and retired PHS officer sharing their pride and professionalism in motivating others to join the Commissioned Corps of the U.S. Public Health Service in "Protecting, promoting, and advancing the health and safety of the Nation." Accordingly, reaching 1,000 pharmacists is not an end point. Rather, our PHS mission defines why the Pharmacist Category must continue to expand the Corps.

\$15,000 Retention Special Pay for All Commissioned Corps Pharmacist Officers

With a clear goal in mind and officers working collectively, the Section was able to monitor progress in the growth of the Category. However, within an environment of competitive market forces, it became increasingly apparent that to grow and retain Corps pharmacist officers, a strategy must be developed to sustain continued growth. One approach in that strategy was to step beyond the Section's traditional recruiting functions to consider retention issues. In consultation with the Chief Professional Officer, RADM Robert Pittman charged the formation of a work group to explore retention issues and revisit the prior 2004 study special pay study. With eight representatives from across the Category and grade range, the work group researched issues, analyzed data, generated proposals, developed options, authored a report, and presented it to the CPO in November and PharmPAC in December of 2007. Of the work group's five main recommendations, two required legislative or policy changes to enhance retention and assist recruitment.

http://www.hhs.gov/pharmacy/pdf/special_pay_report_2007.pdf

On February 21, 2008, by order of the Acting Assistant Secretary for Health, OCCO released *Personnel Policy Memorandum 08-011* increasing retention special pay to a standard \$15,000 for all regular and reserve Corps pharmacy officers on extended active duty.

"Retention of qualified pharmacy officers is critical to meeting the public health mission of the Department of Health and Human Services and the Corps. Therefore, in order to ensure that the Corps is able to retain qualified pharmacists to meet the public health needs of the Nation, RSP for pharmacy officers shall be paid at the rate of \$15,000 per year for all eligible pharmacists serving on active duty regardless of the officer's years of creditable service." (dcp.psc.gov/eccis/documents/PPM08_011.pdf)

The report also recommended reallocating the \$30,000 Accession Bonus into four \$7,500 payments. The Section evaluated this proposal with a Survey Monkey tool sent to approximately 70 pharmacist officers called to active duty (CADs) from January through September 2008 to assess their responses to dividing the Accession Bonus. Forty one responses were received, and survey results clearly indicated that 82% of CAD officers preferred to receive the lump sum \$30,000 Accession Bonus. (See Appendix 1)

The Recruitment Section acknowledges the efforts of all who contributed to this vital policy change and specifically acknowledge the work group members CAPTs Jim Bresette, Jane Kreis, Jeanette Wick, then CDRs Scott Giberson, Mike Long, CDR Jackie Thomas, LCDR Christine Bina, and LT Carla Guzic.

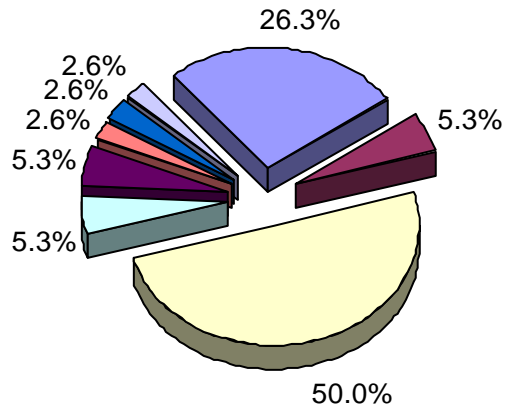
Introduction

Mission: The primary mission of the Pharmacist Professional Advisory Committee (PharmPAC) Recruitment Section is to assist the Department of Health and Human Services recruit qualified practicing pharmacists and pharmacy students into the Public Health Service. Additionally, the Section provides advice and consultation in support of the Surgeon General and the Chief Professional Officer on recruiting pharmacists into the USPHS and issues related to personnel activities of Civil Service (CS) and Commissioned Corps (CC) pharmacists. In this resource and advisory capacity, the Recruitment Section assists in the development and coordination and evaluation of activities related to recruiting qualified pharmacists for duty and careers in the USPHS.

Operating Objective: The PharmPAC Recruitment Section works within the broad scope of the PharmPAC charter to maintain knowledge of pharmacist recruiting needs and activities through broad OPDIV representation and, where possible, to coordinate and maximize pharmacist recruiting efforts. The Recruitment Section works with the chief pharmacist in each Operating Division/Agency, Office of Commissioned Corps Force Management (OCCFM) and Office of Commissioned Corps Operations (OCCO) to develop and implement a PHS-wide pharmacist recruitment program. Generally, the Section will communicate with the chief pharmacist in each OPDIV, OPDIV pharmacist recruiting contact, and OCCO to develop and implement a PHS-wide pharmacist recruitment program. Mutual goals include maintaining a presence in colleges of pharmacy, tracking of pharmacist applicants, and monitoring and evaluating the effectiveness of the various recruitment related efforts within the category. The Section provides support and assistance to PHS pharmacists involved in USPHS pharmacist recruiting.

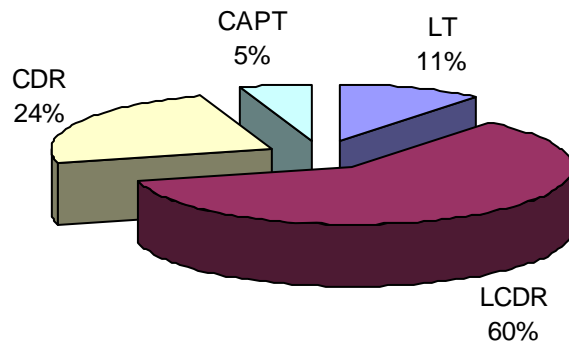
Demographics: The Section has approximately 38 members on its roster with roughly one half actively engaged in Section activities. The Section's membership representing six agencies (Indian Health Service-26.3%, Food and Drug Administration-50%, Bureau of Prisons-5.3%, Health Resources and Service Administration-2.6%, Centers for Medicare and Medicaid Services-2.6%, United States Coast Guard-2.6%, Center for Disease Control-5.3% and Office of Secretary-5.3%) is geographically dispersed across twelve states with a male to female ratio of approximately one to one. The section has 29% senior officers (CDR-23.7% and CAPT 5.3%) and 64% junior officers (LT-10.5% and LCDR-60.5%).

Agency Breakdown

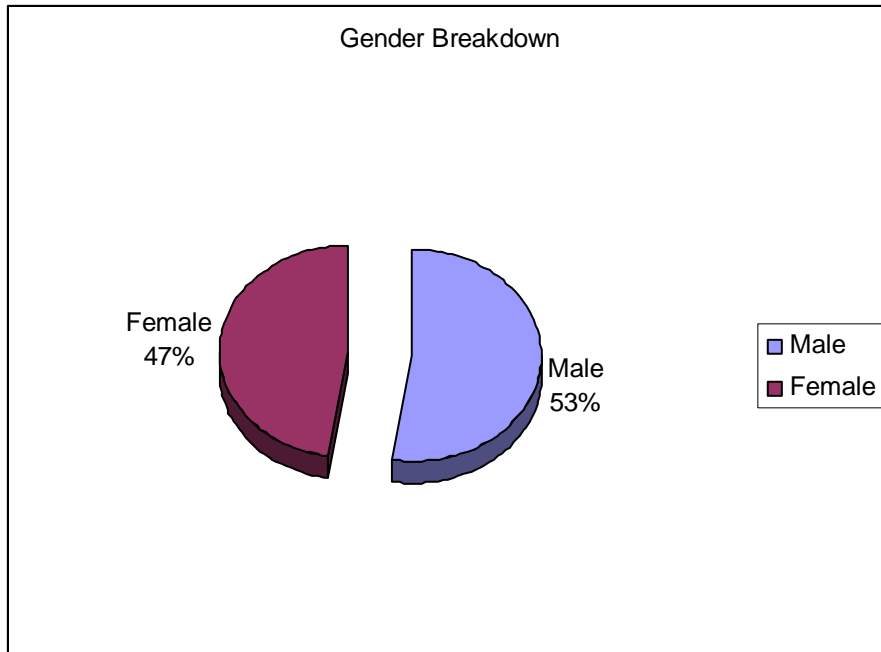


IHS BOP FDA OS CDC USCG HRSA CMS

Rank Breakdown



LT LCDR CDR CAPT



Operations: The Section operates from the work plan developed and revised throughout the PharmPAC year (November 2007 - October 2008). The majority of Section development, activities, and coordination are done via e-mail and monthly pre-scheduled teleconferences. Section members volunteer for assignments and work unsupervised, individually, or in teams and report progress to their respective team leader or Sub-section Leader. Identified Sub-section Leaders plan, coordinate, and assign tasks with other members to accomplish the goals and task list activities. Teleconferences are the primary means of reporting progress from the Sub-section Leaders on the Section’s Work Plan and Task List, sharing knowledge and ideas, gathering consensus, coordinating action items and projects, and promoting cohesion within the Section. Teleconference participation is subject to the member’s primary position work requirements, supervisor approval, leave, and receiving adequate notification of the call. Participation has been as high as twelve and as low as three.

Executive (Exec)

The Exec Sub-section coordinates and maintains Section metrics, reports, meeting minutes, and other Section references such as pharmacist recruitment statistics. Each Recruitment Sub-section has an Exec officer assigned to it to coordinate record keeping of Sub-section task progress and completion as well document the Sub-section's progress on the Section Master Task List held by the Lead Exec Officer. The Sub-section Leaders are responsible for defining goals, coordinating team member activities and progress toward those goals, and measuring the program's effectiveness. Additionally, the Exec Sub-section maintains the Section roster, the official Section work plan, and the master task list. The Executive Sub-section hosts and leads a conference call with the Section co-leads and Sub-section Leaders from each of the recruitment interest areas each month, typically held on the Thursday one week before the PharmPAC meeting.

The Lead Exec officer or designate will prepare a monthly Section report of important updates/information from each sub-section and provide to the PharmPAC prior to the monthly PharmPAC meeting.

In addition to the Executive Sub-section, the PharmPAC Recruitment Section consists of the following Sub-sections: Associate Recruiter Program (ARP), Student Programs, and University Points of Contact (UPOC), PHSPHARMACIST.ORG formerly named Web Accessible Collaboration System (WACS), Website, and Pharmacy's Best Kept Secret (PKBS), and Inactive Reserve Corps (IRC).

Accomplishments:

1. Coordination of monthly Section teleconferences held prior to PharmPAC meetings.
2. Provided a written meeting brief to the PharmPAC for all meetings this PAC year. Report is distributed with PAC Meeting Agenda in advance of PAC meetings allowing review by pharmacists prior to the meeting and assists PAC Secretary maintain adequate meeting minutes.

Website - <http://www.hhs.gov/pharmacy/recruit.html>

The Sub-section Leader is responsible for defining goals, coordinating team member activities and progress toward those goals, and measuring the program's effectiveness. The Sub-section's most important tasks are ensuring Section's portion of the PharmPAC website and www.PHSPharmacist.org web accessible collaboration site are user friendly and contain accurate and current information. All pertinent recruitment materials such as PBKS power point, PBKS brochure and pay chart, and PHS Power Point will be available on the PAC website and/or at www.PHSPharmacist.org. The Sub-section will also assist in reviewing the overall PharmPAC website and provide feedback on its content.

Accomplishments:

1. The Recruitment Sub-section of the PharmPAC website was redesigned for ease of navigation and access to recruitment materials. This design is intended to be an interim design, until the Macro group completes their project. Eight sub-headings were established to include: ***'Student Programs and Information for New Hires', 'Student Awards', 'Associate Recruiter Program', 'Schools of Pharmacy Points of Contact', 'Points of Contact Procedures and Forms', 'Recruitment Presentations', 'Annual Report', 'Pharmacists in Action', and 'Associate Recruiter Pharmacist Category Leads'***.
2. Improved access from PharmPAC Recruitment Section page to www.HHS.gov, www.USPHS.gov and www.HHS.gov/pharmacy/main.html (PharmPAC home page) by the inserting respective hyperlinked

icons of the HHS seal, USPHS seal, and Pharmacy Category Coin icons located on the center bottom of the Section page.

3. Materials were regularly updated and added throughout the year to include *'The COSTEP Experience - in their own words'*, *'IHS and BOP Presentations'*, UPOC School Contacts Listing and various materials for recruitment activities.

www.PHSharmacist.org/(formerly WACS)

The University Point of Contact Program (UPOC) is a unique recruitment tool that is used exclusively by the Pharmacy category. It consists of volunteers (usually active duty officers) who are assigned by the Chief Professional Officer to perform the following:

- Increase knowledge of USPHS pharmacist career opportunities by identifying faculty, alumni, etc. within Schools of Pharmacy as local centers of influence (decision makers, key student contacts, experiential learning coordinators, etc.).
- Keep in regular touch with school administrators and students.
- Actively participate in school activities and events (e.g. career fairs, recruitment talks, etc.) to the extent officers' schedules and funding allows.
- Ensure that there is an active primary and/or secondary UPOC at their respective school.
- Promoting JRCOSTEP and SRCOSTEP and mentoring their respective school's COSTEP participants.

The importance of a personal contact with a present or former PHS health professional is especially influential in attracting new pharmacist professionals to public service. Moreover, individuals most likely to consider government service are motivated by the belief that they will "have an impact on national issues". To this end, it is appropriate to expand the loci of PHS knowledge to schools of pharmacy through the UPOCs. Since the inception of the UPOC program in 2002, several issues were repeatedly noted relating to maintaining effective communication between the contacts, updated contact information, and keeping other UPOCs informed on each other's activities. The Section determined to build a website accessible collaboration tool to bridge these challenges to the PharmPAC's singularly unique program and decided upon a technological solution. From initial concept and design begun in 2005 to culminating to fully operational status in September 2008, the Recruitment Section spearheaded an effort to optimize and refine an online database for the UPOC Program. Formerly known as "WACS", the web accessible collaboration system, and www.recruitmentdraft.org, initial design specifications were set by the then Section co-leads with the original database designed in .NET 2.0 by LCDR Karen Williams and her husband Mr. Ron Williams. The project gained the support of CAPT Bill Knight and RADM Furman and was formally endorsed as a prototype for OCCFM. With no budget, design, testing, and re-testing, the project progressed in fits and starts over the next 2 years. However, in July 2008, a systematic review of all needed "fixes" were assembled and jointly resolved by the project team to arrive at a working production model. With this model in place, CAPT Jim Bresette, CDR Peter Vermilyea and LCDR Devvrat Patel further defined requirements specifications and refined user functions.

With up to \$200 annual financial assistance voted on and approved by the PharmPAC, a web domain was purchased and a site set up at www.PHSPharmacist.org for \$138.50. On 1 October, 2008, the site was officially re-opened with enhanced calendar/event planning functions, capability to generate activity and other programmatic reports for analyses, and improved ability for UPOCs to update and manage their contact profiles.

Accomplishments:

1. With funding from the PharmPAC, LCDR Patel was able to migrate the database to new servers, and improve on the original design of the website. For example, users were having problems logging in, and getting “locked out” of the website, requiring the officer to contact an administrator to be “re-set” to allow them to attempt to log on again. LCDR Patel was able to solve this problem and streamline the process when officers log in or forget their password.
2. CAPT Bresette, CDR Vermilyea, and LCDR Hobbs reviewed the fields for event entry, and provided suggested modifications to the questions for event entry. This allows for more accurate data collection and review of results.
3. The application for becoming a UPOC was converted to a fillable Adobe document, and set up so the user can email it directly from the Recruitment Section page to the UPOC program coordinator for review eliminating the need to download the form, enter user data, save the for, and send it in a separate e-mail for approval.
4. Bi-annual UPOC newsletters (Fall and Spring) were written to promote a sense of UPOC community, give UPOCs suggestions on having a successful school events, provide a medium for sharing practices and successes, market tips shared by fellow UPOCS, highlight trip and school visit reports, and detail officers’ interactions with student, administrators, and activities on campus.
5. The UPOC subsection collaborated with the Administration Section to identify presenters for the ***Excellence in Public Health Service Pharmacy Practice Award***. The thirty-six USPHS officers who presented these student awards received personal thank you letters signed by RADM Pittman which were included in their e-OPFs.
6. Four major Recruitment Section generated and maintained recruiting materials (Recruitment Power Point, Pharmacy’s Best Kept Secret, New Officers Welcome Letter, and Frequently Asked Questions were updated or totally revised for 2008, documenting many changes including deletion of the Navy Mutual Aid CAP Loan which is no longer offered, addition of the USAA low-interest loans for Sr. COSTEPs and new pharmacist officers, Pharmacist Retention Special Pay as well as a link to American Indians and Alaska Natives in Health Careers (<http://aianhealthcareers.org/>).
7. In an effort to correlate and analyze the activity of Category Associate Recruiters this year, the Recruitment Section effort led by recruitment section LCDR Hobbs, CDR Thomas Addison and LCDR Nicole Lee identified which UPOCs were also Associate Recruiters. This systematic review and analysis in June, 2008 revealed the following:
 - There are 284 University Points of Contacts including both primary and secondary contacts listed. This number represents many dedicated UPOCs who serve at more than one school as additional duties rather than 284 individual officers.
 - From the March, 2008 OCCO approved AR list, there were approximately 149 associate recruiters.
 - Correlating the two lists showed 74 officers that were both University Points of Contacts and Associate Recruiters yielding a 50% “dual qualified” rate and far surpassing the Section performance metric of 10% associate recruiters.

With the newly enhanced www.PHSPharmacist.org re-opened and as more officers log university events, the Recruitment Section expects to review and monitor numbers of officers who are participating at school functions, as well as the number of students reached, which schools are being reached, and by which specific officers. The www.PHSPharmacist.org website allows for the export of officers' contact information, and schools to which they are associated, as well as event history. Once this data is collected, recommendations can be made as to which schools need more contact, and where efforts and limited resources should be concentrated. The system will also support formal recognition or unit award for those officers who are actively promoting the PHS and engaging their institutions.

Pharmacy's Best Kept Secrets (PBKS) - <http://www.hhs.gov/pharmacy/pdf/secret1.pdf>

The Sub-section Leader is responsible for defining goals, coordinating team member activities and progress toward those goals, and measuring the program's effectiveness. The Sub-section Leader should annually review, update, and disseminate salary comparisons throughout all PBKS documents and web references. Two key Sub-section activities include posting a conference handout version of PBKS to the web for use by potential applicants, ARs, and UPOCs and maintaining the currency of PBKS information in the Section Power Point slide shows. As a minimum, the Sub-section will annually consider improvements to PBKS format, display, and content, and ensure an accurate version is posted to the PharmPAC website.

Accomplishments:

1. The PBKS was revamped, reviewed, and updated for calendar year 2008. The updated version reflects the 2008 pay scale. In addition, the hard copy version was updated to include current agency recruiting leads and contact info. This document is the most powerful recruitment document available to the pharmacy category.
2. In addition to the changes made in December 2007 for the upcoming year, several rapid updates were made to reflect the initial 3.0% and then a full 3.9% cost of living raise. A third revision was quickly made and published within two weeks of the announcement increasing Pharmacist Retention Special Pay (RSP) and published in time for the American Pharmaceutical Association annual conference in March, 2008.

Student Programs - <http://www.hhs.gov/pharmacy/student.html>

The Sub-section Leader is responsible for defining goals, coordinating team member activities and progress toward those goals, and measuring the Student program's effectiveness. The program has facilitated student PHS awareness, communication, and "hands on" PHS opportunities and activities. Student Programs seek to efficiently and effectively increase student awareness of USPHS career pharmacist opportunities and maintain sufficient numbers of student applicants to counter declines in Federal service, an aging Commissioned Officer Corps, and expected future pharmacist increases resulting from the needs of an expanded Corps.

Accomplishments:

1. One goal of the student programs section is to increase pharmacy student knowledge of PHS Pharmacist opportunities. The student section encourages pharmacy students who are introduced to the USPHS by a UPOC or AR to subscribe to the USPHS pharmacy student list serve. The student programs section has created and distributed 12 list-serve messages on the follow topics:
 - January - Officers' Biographies

- February - Agencies and Programs
 - March - Field Pharmacy
 - April - Student Opportunities
 - May - Reserve Corps
 - June - How to Apply for PHS
 - July - Public Health Pharmacy
 - August – Deployment
 - September - Opportunities in Commissioned Corps
 - October - Jr. and Sr. COSTEP - info on application/deadline
 - November – Readiness
 - December - Student Programs
2. The Student Programs Sub-section created a summer COSTEPS networking events calendar. The activities planned for the students included a tour of the Capitol, a tour of the Pentagon and a Summer COSTEP "Happy Hour" at TGIF.
 3. The Student Program Sub-section updated the Externship Preceptor Listing. This is a list of agencies (IHS, BOP, FDA, NIH, USCG) offering extern rotations to junior and senior pharmacy students (<http://www.hhs.gov/pharmacy/student.html>).
 4. The Student Program Sub-section encourages COSTEPS to write about their experience with PHS. In 2008, there were 3 FDA and 2 IHS COSTEP students who wrote about their experiences. You may read their experiences at <http://www.hhs.gov/pharmacy/costep97/index.htm>.
 5. The Student Program Sub-section has contacted JOAG (Mentor Program) and offered our services to help them anyway we can on getting officers to volunteer to be mentors for summer COSTEPS.

Associate Recruiter Program (ARP)

The ARP Sub-section of the Recruitment Section works in conjunction with OCCO's ARP, but as a PharmPAC entity, is distinctly separate from the OCCO program directed by CCPM 23.1. The Sub-section Leader is responsible for defining goals, coordinating team member activities and progress toward those goals, and measuring the ARP program's effectiveness. The ARP Sub-section is responsible for identifying and maintaining a set of core recruiting materials from such sources as OCCO, OPDIVs/Agencies, foundations, PHS special programs, and locally and individually developed presentations. The Sub-section also assists OCCO with a distribution plan for any recruiting materials. They develop, maintain, and post career fairs (mid-year regional meetings, national meetings, college career fairs, etc.) to the PharmPAC and PHS Pharmacist listserv to raise UPOC and Associate Recruiter (AR) awareness and response. The Sub-section reports on and provides feedback regarding ARP activities and synergies achieved with OCCO and other PACs. The Sub-section develops appropriate metrics commensurate with the Section work plan.

Accomplishments:

1. Maintained over 95 Associate Recruiters in the Pharmacist category.
2. Coordinated recruiting activities for the National APhA and APhA-ASP Midyear Regional meetings.
3. Exchanged ideas and solutions with colleagues in other categories through quarterly Associate Recruiter Lead meetings addressing issues such as: recruiting supply-distribution issues, implementation of the Associate Recruiter policy and other procedural issues.

4. Submitted a proposed budget for national pharmacy conferences as well as smaller pharmacy school conferences and recruiting events for OCCO funding. Due to OCCO funding limitations, only APhA events were funded this year. There was no money allotted for the smaller events.
5. Maintains an active Associate Recruiters roster on the PharmPAC website to assist Associate Recruiters, students, pharmacists and others residing in the area of interest to reinitiate contact with an Associate Recruiter officer they spoke to or worked with at an event. Associate Recruiter List is updated on the PharmPAC website quarterly.
6. Advertised for and coordinated 28 PHS pharmacists and supply shipments to 8 APhA-ASP Midyear Regional meetings.
7. Coordinated supply shipments for over 32 individually requested pharmacist recruiting events.
8. 2008 Training Certificate Update was posted and the Training Post Test was due on May 30, 2008.
9. The Associate Recruiter program has planned to transition from a quarterly to yearly operational year that will commence 2009. Instructions were sent so the Associate Recruiters so they were able to prepare in advance for maintaining ARP eligibility.
10. Category Associate Recruiter Leads attended a two day training course in Rockville, MD, April 10-11, 2008.
11. OCCO Web Call Center Outreach: 32 Pharmacy Associate Recruiter Volunteers; 19 Pharmacy non-Associate Recruiter Volunteers; 1 Pharmacy civil service Volunteer; of these Volunteers, 12 Associate Recruiters were utilized to contact 60 potential pharmacy corps applicants to help DCCR stay current with their web call center contacts for new applicants.

Inactive Reserve Corps (IRC)

The USPHS Inactive Reserve Corps (IRC) provides surge support to the extended active duty Commissioned Corps. The IRC are Commissioned Officers that voluntarily activate to perform short tours in various PHS agencies. IRC officers are comprised of officers that have inactivated their commission, are former COSTEPs, or directly commissioned into the IRC. Activated IRC officers receive the same benefits as their full-time active duty officer counterparts while on duty.

The Office of Reserve Affairs (ORA) provides operational support, personnel support, and basic officer training to IRC officers. Direct IRC commission recruitment is one of the tasks of the ORA. Directly commissioning qualified civilians increases the IRC capacity and provides the IRC with unique talent. One of the targets is to focus on professionals in academic positions. These recruits can serve as valuable recruitment resources. The IRC is an option for new graduates that may not be ready for a full-time PHS commitment. The Base Pay Entry Date (BPED) is established upon being commissioned as an IRC officer, which is one of the financial incentives of direct commissioning into the IRC.

The addition of the IRC into the PharmPAC Recruitment Section has increased the number of IRC direct commission inquiries from civilian pharmacists and pharmacy students. There are currently 217 IRC pharmacy officers.

Accomplishments

1. The PharmPAC is the first PAC to formally recruit for the Inactive Reserve Corps.

2. LCDR Jefferson Freedy, IHS assignee to the Surgeon General's Office of Reserve Affairs (ORA), leads the IRC Sub-section and the only pharmacist in the ORA.
3. Twelve IRC Pharmacy activations (746 activation days)
(See next page for complete activation report)
4. Four civilian pharmacists are currently seeking IRC direct commissions
5. *Note: The IRC application is the exact same process as extended duty officers.*
6. Three IRC/Recruitment tools were created to provide information and posted on HHS websites:
 - http://www.ihs.gov/NonMedicalPrograms/COLiaisonStaff/index.cfm?module=dsp_inactive_reserve
 - <http://www.hhs.gov/pharmacy/pdf/phspharmacycareers.pdf>
 - <http://www.ihs.gov/medicalprograms/pharmacy/Resident/docs/Inactive%20Reserve%20Corps%20Overview%20508.pdf>

IRC Pharmacy Activations in FY 2008

<u>Agency</u>	<u>Location</u>	<u>Grade</u>	<u>Timeframe</u>	<u>Days</u>
DHS	Washington DC	06	10/02/07 – 01/29/08	120
IHS	Red Lake, MN	06	10/01/07 – 10/24/07	24
IHS	Sells, AZ	06	11/14/07 – 12/20/07	37
IHS	Warm Springs, OR	06	02/18/08 – 05/02/08	65
IHS	Sells, AZ	06	03/03/08 – 04/30-08	59
IHS	Santa Fe, NM	06	05/01/08 – 06/14/08	45
IHS	Chinle, AZ	06	05/21/08 – 09/14//08	116
IHS	Phoenix, AZ	06	06/01/08 – 07/11/08	41
IHS	Polacca, AZ	06	06/02/08 – 09/29/08	120
IHS	Crow Agency, MT	06	12/01/07 – 02/01/08	63
IHS	Rosebud, SD	06	08/17/08 – 08/30/08	14
IHS	Sisseton, SD	06	08/20/08 – 09/30/08	42

Total:	12 activations	746 days
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This list above is short tour activations. There were no intermittent orders this fiscal year for the pharmacy category.

There was 1 permissive order during FY 2008 – ASHP Midyear in Las Vegas, NV: 12/02/07 – 12/06/07.

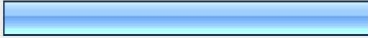
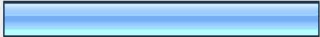
Short Tour: orders that range from 2 weeks to a maximum of 120 consecutive days. An officer can do up to 240 days per fiscal year.

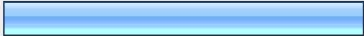

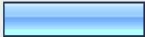
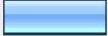
Intermittent Tour: standing orders in which an officer and facility decide on which days the officer reports to duty. The officer is only paid for the days in which they report. An officer can do up to 100 days on intermittent orders.

Permissive Order: Non-paid order that authorizes an IRC officer to wear the PHS uniform. This is usually requested when an officer attends a conference or training

Appendix 1

**Pharmacy Accession Bonus
Survey**

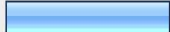



1. I received the \$30,000 Pharmacy Accession Bonus.			
		Response Percent	Response Count
Yes		53.7%	22
No		46.3%	19
		<i>answered question</i>	41
		<i>skipped question</i>	0

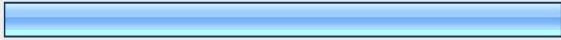
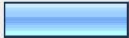
2. How did/do you plan to use the accession bonus?			
		Response Percent	Response Count
Pay off debt (car, school loan, credit card, etc...)		52.9%	18
Save or invest		38.2%	13
Use to buy home		20.6%	7
Other		14.7%	5
		Other (please specify)	8
		<i>answered question</i>	34
		<i>skipped question</i>	7

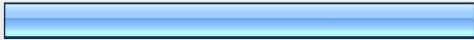
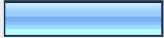


3. How long do you plan to stay at your duty station?

		Response Percent	Response Count
Less than 2 years		2.4%	1
About 2 years		17.1%	7
About 3 years		7.3%	3
About 4 years		7.3%	3
Longer than 4 years		36.6%	15
Undecided		29.3%	12
		<i>answered question</i>	41
		<i>skipped question</i>	0

4. Regarding paying less income tax, how important is it to you that a greater income tax may be owed by receiving a \$30,000 lump sum payment in one year versus a total smaller income tax amount owed in two separate tax years?

		Response Percent	Response Count
Very important		23.1%	9
Somewhat important		38.5%	15
Not important		33.3%	13
I do not know		5.1%	2
		<i>answered question</i>	39
		<i>skipped question</i>	2

5. If you had a choice on how to receive this money, which would you prefer?			
		Response Percent	Response Count
\$30,000 payment upon sign-on		82.1%	32
\$15,000 upon sign-on, then \$15,000 after two years		17.9%	7
<i>answered question</i>			39
<i>skipped question</i>			2

6. If the accession bonus were to be paid out in two \$15,000 payments made 2 years apart, would you still have joined the Corps?			
		Response Percent	Response Count
Yes		69.2%	27
Probably		23.1%	9
No		0.0%	0
Not sure		2.6%	1
Accession bonus? There's an accession bonus?		5.1%	2
<i>answered question</i>			39
<i>skipped question</i>			2