



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

Minutes of Meeting
02 October 2008
Surgeon General's Conference Room
Parklawn Building
1300-1445

Members Present:

In Rockville:

CAPT Nita Sood, (Ex-Officio), HRSA-Rockville, MD
CDR Beth Fabian Fritsch (Vice-Chair), FDA-Rockville, MD

CDR Patricia Garvey, FDA-Silver Spring, MD
CDR Mary Kremzner, FDA-Rockville, MD
LCDR Joseph Zagame, OS-Rockville, MD

Via Telephone:

RADM Robert Pittman (CPO), IHS-Rockville, MD
LCDR Violette Ganoë (Chair), BOP-Bradford, PA
CAPT James Bresette, IHS-Rockville, MD
CAPT Robert McClelland, IHS-Elko, NV
CAPT Lia Prela, CMS-Baltimore, MD
CAPT Matthew Tarosky, FDA-Rockville, MD
CAPT Kimberly Zietlow, IHS-Red Lake, MN
CDR Christopher Allen, CDC-Atlanta, GA
CDR Christine Chung, DHS-El Centro, CA
CDR G. Brent Hobbs, IHS-Whiteriver, AZ
CDR Josephine Lyght, HRSA-Rockville, MD

CDR Patrick Romero, DHS-Clearwater, FL
CDR Michael Shiber, BOP-Washington, DC
CDR Peter Vermilyea, IHS-Winslow, AZ
CDR (sel) Haksong Jin, NIH-Bethesda, MD
(alternate for CDR Richard DeCederfelt)
LCDR Jeffrey Newman, BOP-Springfield, MO
LCDR Ryan Schupbach, IHS-Claremore, OK
(alternate for CAPT Scott Giberson)
LCDR Lori Hall (JOAG), CDC-Atlanta, GA
LCDR Jeff Mallette (Executive Secretary), BOP-Pensacola, FL

Members Absent:

CAPT Scott Giberson, IHS-Rockville, MD – excused; alternate present
CDR Richard DeCederfelt, NIH-Bethesda, MD – excused; alternate present

Guests:

CAPT Don Brown, DHS-Florence, AZ
CAPT Alice Knoben, FDA-Rockville, MD
CAPT Robert Taylor, HRSA-Rockville, MD
CDR Bradley Bishop, IHS-Tucson, AZ
CDR Terrie Crescenzi, FDA-Rockville, MD
CDR Michelle Dillahunt, FDA-Rockville, MD
CDR Alison Dion, BOP-Gilmer, WV
CDR Jennifer Fan, SAMHSA-Rockville, MD
CDR James Good, DHS-Tacoma, WA
CDR Kenneth Hill, HRSA-Seattle, WA
CDR Vlada Matusovsky, FDA-Philadelphia, PA
CDR Mark McClain, FDA-Hartford, CT
CDR Devvrat Patel, FDA-Rockville, MD
CDR James Saunders, FDA-Silver Spring, MD
CDR Rick Schallick, BOP-Elkton, OH

CDR Deborah Thompson, DHS-Oakland, CA
CDR Chi-Ann (Ruby) Wu, FDA-Rockville, MD
CDR Nate Yale, IHS-Gallup, NM
LCDR Karen Abraham-Burrell, CMS-Baltimore, MD
LCDR David Araojo, FDA-Rockville, 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 James Czarzasty, DHS-New London, CT
LCDR Debra Emerson, FDA-Stoneham, MA
LCDR Jefferson Freedy, OS-Rockville, MD
LCDR Jeffrey Haug, DHS-Pearsall, TX
LCDR Thomas Hincliffe, FDA-Rockville, MD

LCDR Craig Kiester, FDA-Rockville, MD
LCDR Diem-Kieu Ngo, FDA-Rockville, MD
LCDR Binh Nguyen, FDA-Irvine, CA
LCDR Ryan Nguyen, FDA-Rockville, MD
LCDR Laveda Odom, BOP-Estill, SC
LCDR Keith Olin, FDA-Silver Spring, MD
LCDR Ann Reynolds, IHS-Parker, AZ
LCDR Sandeep (Sonny) Saini, FDA-Silver Spring, MD
LCDR Christina Thompson, FDA-Rockville, MD
LT Beth Carr, FDA-Silver Spring, MD
LT Shannon Hill, FDA-Rockville, MD
LT Glendolynn Johnson, FDA-Rockville, MD

LT Shary Jones, CMS-Baltimore, MD
LT Susan Polifko, FDA-Harrisburg, PA
LT Beth Townley, IHS-Crow Agency, MT
LT Nicole Vesely, FDA-Rockville, MD
LT Stephanie Victor, FDA-Silver Spring, MD
LT Yvette Waples, FDA-Rockville, MD
LT Chris Wheeler, FDA-Silver Spring, MD
Stephanie Benson, pharmacy student, Butler
J.R. Honeas, pharmacy student, Butler
Rosalee Malacarne, pharmacy student, LECOM
Hiram Patel, post-doctoral fellow, St. John's
John Roglieri, pharmacy student, Rhode Island

Call to Order: LCDR Violette Ganoe (vganoe@bop.gov)

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

Acceptance of 04 Sep 2008 PharmPAC Meeting Minutes: LCDR Violette Ganoe (vganoe@bop.gov)

- Minutes from the 04 Sep 2008 PharmPAC meeting were accepted with no edits via motion from LCDR Violette Ganoe with a second from LCDR Joseph Zagame

CPO Report → RADM Robert Pittman

- **Surgeon General's Release**
 - Prevention of Deep Venous Thrombosis and Pulmonary Embolism
 - Report is available on the Surgeon General's website at surgeongeneral.gov
- **PHS Commissioned Corps Staffing Strength**
 - FY2008 – exceeded 6,200 officers
 - 4% increase
 - Highest number of officers in the last 10 years
 - Pharmacy Category has over 1,000 officers (994 not counting COSTEP) – first time over 1,000 – also have approximately 350 civil service pharmacists
- **Deployments**
 - Have exceeded 1,000 officers that have been deployed this year in response to hurricanes
 - 480 of those are currently deployed
 - Tier 3 officers for this month please ensure you have communicated with your supervisor and be prepared to deploy if needed – expectation if on call is that officers make OFRD aware of unavailability early prior to being called to deploy
- **Office of Commissioned Corps Operations (OCCO) Activity**
 - COERs and instructions released on OCCO website – review due dates and begin part I
 - Counseling for officers in the PY08 bottom quartile has begun – please note that counseling is available to all officers that request it from a senior officer for promotion preparedness – send RADM Pittman an e-mail at robert.pittman@ihs.gov – RADM Pittman thanked the 30 O6 pharmacists that volunteered for this activity

- Retention Board meeting in October to review officers in the bottom 10% of promotion for three consecutive years, for officers not recommended for promotion and for officers not basic ready during last promotion cycle
 - **Assignment Incentive Pay (AIP)**
 - Agencies currently working on implementation process
 - Contracts between officers and agency need to be signed by December 31
 - **Assimilation**
 - Ceiling for Regular Corps (2,800 officers) has nearly been reached
 - Discussions between CPOs, agency reps and OCCO about whether or not an assimilation cycle will be held in 2009 – fewer than 100 slots will be available and the Commissioned Corps likes to leave a few slots available for potential political appointees and interservice transfers
 - **Supervisor's Guide to the PHS Commissioned Corps**
 - Should be released soon on the OCCO website
 - First installment
 - Geared toward helping non-Commissioned Corps and non-federal supervisors understand the Commissioned Corps
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Section Lead Comments:

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

- **Public Health Pharmacy Workgroup – CDR Patrick Romero**
 - Upcoming projects (listserv will be sent out for volunteers in October)
 - Pharmacists Week (October is American Pharmacists Month)
 - Breast Cancer Awareness
 - Girl Scouts Outreach talk about obesity and healthy eating – Derwood, MD – Saturday, Nov 8, 2008 – 50 to 75 Girl Scouts will be in attendance
 - CDR Romero thanks CAPT Sharon Gershon and the members of the Public Health Workgroup
 - **PLANT Profile – CDR Patrick Romero**
 - Currently being lined up
 - Anticipate having new profiles released early in 2009
 - **PharmPAC Website – CDR Patrick Romero**
 - Website is progressing and is almost ready for launch
 - Contract with Macro International may be extended or renewed until the project with the website is complete (contract expired Sep 30, 2008)
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Recruitment (see attachment) → CAPT James Bresette (James.Bresette@ihs.gov) / CDR Peter Vermilyea (peter.vermilyea@wihcc.org)

- **Exec Section – CAPT James Bresette & 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 was sent to approximately 70 newly commissioned pharmacist officers with 43 responses
 - Results showed that most of the responders would still prefer the accession bonus in the one-time, up-front \$30,000 payment
 - Results also showed that a possible switch to the two \$15,000 payments may not be negative for recruiting – CDR Kremzner asked if switching to the two \$15,000 payments would be beneficial to the agencies perhaps it should be utilized if recruiting would not be adversely affected – CAPT Bresette noted that if switching to the two payments is not more beneficial to recruiting perhaps the \$30,000 one-time payment should remain intact
 - Please see attachment for survey results
 - Survey results to be forwarded to RADM Pittman
- **www.phspharmacist.org (aka WACS) Update – CDR Peter Vermilyea**
 - CDR Vermilyea presented a Webex presentation showing the features of the site
 - Site is fully operational and functional and UPOCs continue to be encouraged to update information and add upcoming and attended events
 - Can use information from this website to see what schools are being reached and focus further efforts on schools that we are not reaching in our recruiting efforts
 - Can also see the impact we are having on those schools that we are reaching
 - Registering events and scanning calendar does not take much time
 - CAPT Bresette noted that the UPOC program is a one-of-a-kind program among the PHS PACs where 100% of the professional schools are covered via recruitment – when assigned as a UPOC, please follow-up and contact the school and enter information into this website
 - CDR Kremzner inquired into the availability of a search function to find UPOC contacts for a certain school – it is available to administrators currently – CDR Dev Patel stated that this could be added to all users and will be done
 - Any further comments, questions, suggestions about use of www.pharmacist.org can be sent to CDR Vermilyea (peter.vermilyea@wihcc.org) or CDR G. Brent Hobbs at (gary.hobbs@ihs.gov)
- **Website Update – CDR Peter Vermilyea**
 - Please see recruitment section attachment
- **University Points of Contact (UPOC) Update – CDR Peter Vermilyea & CDR G. Brent Hobbs**
 - CDR Hobbs will be sending out “Dear Dean” letters in the next couple of weeks providing them with the names and contact information of the UPOCs – 10 volunteers working on this project
 - 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
 - Next UPOC newsletter will come out by the November PAC meeting
- **Student Programs Update – CDR Larry Lim**
 - 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) or LCDR Christine Oliver (christine.oliver@fda.hhs.gov) to send in updated agency externship information
 - October’s monthly student message has been sent out - topic is junior and senior COSTEP opportunities in the PHS

- **Associate Recruiter Program (ARP) Update – LCDR Violette Ganoe**
 - All APhA-ASP mid-year meetings regions are covered by recruiters – begin in October
 - AR Leads working on procedures to implement new policies
 - Glitches in the system have inadvertently removed some ARs from the system – please contact an AR lead if affected

Administration → CAPT Kimberly Zietlow (kimberly.zietlow@ihs.gov) / CDR Mary Kremzner (Mary.kremzner@fda.hhs.gov)

- **Membership – CAPT Kimberly Zietlow**
 - Process of selecting members to fill vacancies for upcoming three-year terms is on-going
 - Packages chosen by membership are to be sent to RADM Pittman
- **Liaison Reports → CAPT Walter Holt (walter.holtjr@cdc.hhs.gov)**
 - **Please see attachment for entire report**
 - **American Pharmacists Association (APhA)**
 - Two PHS pharmacists (CAPT Sharon Gershon and CAPT Charles Hoppes) were published in July issue of “Pharmacy Today” with an article entitled, “Healthier Kids: You Can Help!”
 - CAPT Chris Bina, chief pharmacist BOP, was recipient of GSK Federal Pharmacy grant award
 - Calling for nominations of awards – can be found on APhA website – most deadlines fall around the first of the calendar year or latter part of this year
 - **Pharmacy Alliance**
 - New pharmacy organization
 - Article about organization in “Drug Topics”
 - Seeks to end deterioration of pharmacy profession – promoting better working conditions for pharmacists
- **Membership – CDR Mary Kremzner**
 - Eight new PharmPAC members selected – 3 year terms begin on Nov 1, 2008
 - CDR Kremzner acknowledged eight members whose 3 year terms are expiring and thanked them for their service
 - CDR Kremzner acknowledged those that applied for PharmPAC membership and were not selected – noted that the selections were difficult due to the high quality of the applicant pool
 - New members selected:
 - CDR Jonathan Dando – IHS
 - CDR Jennifer Fan – Ex-minimus
 - CDR Edward Stein – IHS
 - CDR Edward “Nate” Yale – IHS
 - LCDR Michael Crockett – BOP
 - LCDR James Czarzasty – DHS
 - LCDR Cynthia Gunderson – IHS
 - LCDR Jeff Mallette – BOP

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

- **Career Development Section Annual Report – CDR Michael Shiber**
 - Distributed on the listserv with this meeting’s agenda
 - Career Development section accomplished much in the past year
 - Please review the comprehensive attachment for details

- **Immunization – CDR Michael Shiber & LCDR Keith Olin**
 - FOH Rollout is coming up soon – pharmacist training opportunity – contact is LCDR Keith Olin – 56 pharmacists participated last year in the FOH flu clinics – e-mail will be sent on the pharmacists listserv requesting volunteers
 - IHS just completed pharmacist immunization training in White Earth, MN

- **Readiness – LCDR Ryan Schupbach**
 - 80% has been considered the goal for the pharmacy category
 - Pharmacy category readiness percentage decreased in June to 78%
 - Multiple e-mail reminders have been sent to those approximately 200 pharmacists not qualified reminding them to check their readiness status – response has been good and 50 additional pharmacists have regained readiness status
 - 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
 - Will start tracking new CADs at the 9-month period to ensure they have ample opportunity to be basic ready when they are first tracked at their one year mark
 - Officers have until Dec 31, 2008 to obtain influenza vaccination

- **Commissioned Corps Pharmacy Mentoring Network – CDR Michael Shiber**
 - Deployments have delayed 2nd annual mentor training
 - Will attempt to schedule this training sometime in October or November

JOAG Report → LCDR Lori Hall (levans2@cdc.gov)

- October 1 marked the beginning of the JOAG operating year
- New Chair – LCDR Maleeka Glover
- New Chair-elect – LCDR Diem-Kieu Ngo (*Pharmacy officer*)
- Vice-Chair – LCDR Jessica Feda
- Treasurer – LT Carlos Bell
- Executive Secretary – LT Jessica Schwarz
- Any questions about JOAG membership or committee participation can be forwarded to LCDR Hall at levans2@cdc.gov

2008 COF Scientific Symposium Update → LCDR Craig Kiester (craig.kiester@fda.hhs.gov)

- COF Symposium scheduled for June 1-4, 2009 in Atlanta, GA
- Theme is “Leading the Public Health Workforce in America”
- Pharmacy Category Day is Tuesday, June 2, 2009
 - Speakers and topic ideas (even if you are not available to speak) are being sought
 - Seeking volunteers to help with category day, including at least one local officer from the Atlanta area
 - Please contact the leads to volunteer or with ideas - LCDR Craig Kiester (craig.kiester@fda.hhs.gov) or LCDR Mimi Phan (mimi.phan@fda.hhs.gov)
 - Goal is to have speakers selected by October 17, 2008
- Call for abstracts has been put out by COA – deadline is Nov 14, 2009

PharmPAC Chair Report → LCDR Violette Ganoe (vganoe@bop.gov)

- Call to PharmPAC members was sent out for comments on two new policy issuances (Alternative Work Place and Absence Without Leave)
- LCDR Ganoë will be completing her term as PharmPAC Chair and completing her 3-year term as a PharmPAC voting member effective Nov 1, 2008
- LCDR acknowledged RADM Pittman for his guidance throughout the past year
- LCDR Ganoë acknowledged all the PharmPAC members for their work this past year
- LCDR Ganoë acknowledged the section leads and those on the section committees and highlighted major accomplishments from each section over the past year
 - Administration leads – CAPT Kimberly Zietlow and CDR Mary Kremzner
 - Career Development leads – CAPT Scott Giberson and CDR Mike Shiber
 - Communications leads – CDR Richard DeCederfelt and CDR Patrick Romero
 - Recruitment leads – CAPT James Bresette and CDR Peter Vermilyea
- LCDR Ganoë acknowledged the eight PharmPAC members completing their 3-year terms on Nov 1, 2008
 - CAPT James Bresette - IHS (completing two consecutive terms)
 - CAPT Robert McClelland – IHS
 - CAPT Kimberly Zietlow – IHS
 - CDR Christopher Allen – ex-minimus
 - CDR Patrick Romero – DHS
 - CDR Peter Vermilyea - IHS
 - LCDR Violette Ganoë – BOP
 - LCDR Jeffrey Newman – BOP
- LCDR Ganoë acknowledged the outgoing PharmPAC Executive Secretary, LCDR Jeff Mallette
- LCDR Ganoë acknowledged the outgoing PharmPAC Vice-Chair, CDR Beth Fabian-Fritsch
- PharmPAC Operational Year 2009 Chair and Vice-Chair nominations
 - Two nominations received for PharmPAC Chair
 - One nomination received for PharmPAC Vice-Chair
 - PharmPAC members have until October 3, 2008 at 3:00 eastern time to submit votes
- 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 have been received – many nominations submitted

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

- **Food and Drug Administration (FDA)** – CAPT Matthew Tarosky
 - Several vacancy announcements released for foreign assignments including China, Belgium, Jordan, and Costa Rica
- **Bureau of Prisons (BOP)** – LCDR Jeff Newman
 - BOP will be contracting with VA to use one of their mail order facilities for centrally filling refills for our line institutions as part of the BOP central processing initiative
 - BOP will announce the first phase of hires for the central processing initiative – one O6 Chief Pharmacist billet and three O4 staff pharmacist billets
 - BOP will announce in the next week or two Chief Pharmacist openings for each of the six BOP regions - These will be O6 billets
- **Indian Health Service (IHS)** – No report given
- **Ex-Minimus Agencies** – CDR Chris Allen – Centers for Disease Control and Prevention (CDC)
 - Nothing new to report
- **National Institutes of Health (NIH)** – CDR Richard DeCederfelt
 - Nothing new to report
- **DHS - United States Coast Guard (USCG)** – CDR Patrick Romero (USCG) & CDR Christine Chung (Immigration)
 - USCG – Congratulations to LCDR James Czarzasty who will be replacing CDR Romero on the PharmPAC - One pharmacist vacancy exists with the Coast Guard, if interested contact CAPT Mary Fong or CDR Romero

- Immigration – nothing new to report
- **Centers for Medicare and Medicaid Services (CMS)**- CAPT Lia Prela
 - 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)** – LCDR Joseph Zagame
 - Nothing new to report

Old/New Business:

- New Business – Review of PharmPAC member comments sent in on new policy, “Alternative Work Place” – LCDR Violette Ganoë
 - Comment 1 previously sent in to the Chair – “Clarify local commuting area”
 - Comment 2 previously sent in to the Chair – “Add that the alternate work place can be cancelled at the discretion of the supervisor based on the needs of the site”
 - No additional comments were brought forth during the meeting
 - LCDR Ganoë will forward these comments on the document to OCCO
- New Business – Review of PharmPAC member comments sent in on new policy, “Absence Without Leave” – LCDR Violette Ganoë
 - Comment 1 previously sent in to the Chair – “Who determines the AWOL status – recommend it be the COER rater”
 - LCDR Ganoë asked membership if designator of AWOL status currently in the document is appropriate – CAPT Bresette noted that some agencies may prefer to have this handled at a higher level, such as the Commissioned Corps liaison
 - LCDR Ganoë noted that most of the prior responses supported the document as is
 - LCDR Ganoë will forward these comments on the document to OCCO
- Old Business – PharmPAC Membership Workgroup – CAPT James Bresette
 - CAPT Bresette inquired as to the status of this workgroup
 - CDR Kremzner stated that a survey had been circulated to the PharmPAC members and that closes on October 6 – the results of the survey will then be disseminated and follow-up discussion will occur at the November 2008 PharmPAC meeting

The meeting was adjourned @ 1445 by motion from CDR Patricia Garvey and second from LCDR Joseph Zagame

Next Meeting Date:

06 Nov 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>

