

**Meeting Minutes of the
Engineer Professional Advisory Committee
Thursday, July 24, 2008**

The Engineer Professional Advisory Committee (EPAC) welcomes your input and participation. Meetings are open to all Public Health Service Engineers and Architects.

Next meeting date: Aug 28th, 2008, 3:30-5PM Eastern Standard Time

Conference Line Information:

Toll-free: 1-866-614-6551

Passcode: 8768444

I. CALL TO ORDER

CDR John Longstaff called the meeting to order at 3:30 PM EST. Attendance was taken and a quorum of EPAC members was present. Tab A shows the EPAC meeting attendance to date.

II. APPROVAL OF MINUTES

CDR Neurath stated that minutes for meetings will remain open until the end of the following month. Please submit your comments. At the end of that month, the minutes will be considered finalized.

III. ANNOUNCEMENTS

A. Office of the Chief Engineer (OCE): RADM Barror provided the following:

- Category Day at the COF meeting in Tucson was a complete success! More engineers were present than ever before and the quality of presentations was great. Thank to all that made that happen.
- Changes are being developed for the Engineer Category Appointment Standards to consider applicants with degrees from universities outside the U.S. Accreditation currently only applies to U.S. degrees.
- The next issue of our quarterly newsletter is under development. Everyone is encouraged to write an article or contribute an article subject idea.
- Announcement of the Permanent grade promotions are expected by the end of the week.
- The GI Bill has terrific benefits. However, it is not clear if PHS officers are eligible for the post 9/11 GI Bill.
 - OGC is interpreting the law to determine if PHS officers are eligible. PHS receives most veteran benefits, except for veterans preference for hiring after separation.
- In the new readiness numbers, the whole Corps and Engineer Category had drops in the percentage of officers Basic Qualified.
 - Most officers are missing only one item.

- The centralized recruiting effort continues; fliers are being sent to schools and magazine ads have been added.
- Assimilation nominations have been made by the Secretary and will go for Senate approval.
 - We are near the maximum number of officers that are able to be assimilated.
 - OMB turned down a request to increase the limit from 2500.
 - A House bill raised the limit to 4000, but the Senate has remained silent.

B. EPAC Chair: CAPT Neurath provided the following:

- Transformation Team Periodic Survey of Commissioned Officers.
 - Expected to be sent to officers with 5, 10, 15, 20, or 25 yrs of service
 - Scheduled to be sent July 21st to eligible officers, 2 week response time
 - Expectations of resulting data:
 - Serve as an 'early warning system' for common sources of dissatisfaction that may lead to a decrease in officer retention
 - Track progress on of Transformation initiative affecting mid-career officers
 - Particularly assignments and career development
 - Gauge career expectations and attitudes of officers at various career stages
 - Obtain officer perspective on Corps personnel management programs
 - All officers who receive this survey are encouraged to provide their comments
 - Expect few changes from the 2008 Benchmarks
 - PACs will have the opportunity to provide comments to the 2010 Benchmarks, will be a discussion item for the August EPAC meeting concentrating on professional development
- COER Revisions:
 - The effort to redesign the COER continues – something's that you should know:
 - Senior leadership is committed to a number of important points, such as:
 - COERs should be an objective measure of the officer's performance
 - COERs should be easy for supervisors to provide constructive information
 - COERs should be compatible with the other DHHS rating systems
 - Discussions continue on how to meet the goals
- PAC Website Migration:
 - The Nurse PAC draft website is being submitted for approval; once that occurs it is expected that it will be easy for the other's to be approved since they are all to be built on the same 'skin' (this appears to be code for 'format')
 - There was some discussion about the 'secure area' – it appears that most PACs have indicated they don't feel it is necessary.
- Promotion Details:
 - About 1498 officer records were reviewed for Permanent Promotion
 - Nominees have been submitted for final approval, expect the results to be released shortly
 - 571 Permenent Promotions were awarded
 - 85 Officers removed from consideration for readiness or administrative concerns
- Associate Recruiter Program – update to last month's presentation and similar to our discussion with LCDR Pryor last month
 - Expect a Front Line article soon describing some of the details.

IV. Subcommittee Reports:

A copy of the report is available on SiteScape from the following Subcommittees.

- A. Career Development:** CDR Mary Dahl, Chair
- B. Information:** CDR Hilda Scharen, Chair
- C. Public Health Engineer Practice:** CAPT Steven Bosiljevak, Chair
- D. Recruitment and Retention:** CAPT Chuck Kardous, Chair
- E.**

V. Liaison Reports

A copy of the report is available on SiteScape from the following Liaisons

- A. COA:** CDR Geoff Wachs
- B. JOAG:** LCDR Jonathon Rash

VI. NEW BUSINESS

- None

VII. OLD BUSINESS

- A. Strategic Plan:**
 - Questions on the new homework item?

VIII. ADJOURNMENT

CDR Longstaff adjourned the meeting at 4:44 PM EST.

TAB A
2008 EPAC Member and Guest Attendance

Rank	First	Last	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
ADM	Richard	Barror	x	x	E	x	x		x					
CAPT	David	Apanian		x	x	E	x		E					
CAPT	Dan	Beck		x	x	x			X					
CAPT	Steven	Bosiljevac	x	x	x	x	x		X					
LT	Bradley	Cunningham		x	x	x	x		X					
CDR	Mary	Dahl	x	x	x	x			X					
LCDR	Roger	Dahozy	x		E	x			X					
CAPT	Bradley	Harris	x	x		x	E		X					
CDR	Charles	Hayden	x	E	x	x	E							
CDR	Churci	Kardous	x	x	E	x	x		X					
CDR	John	Longstaff	x	x	x	x	x		X					
CAPT	James	Ludington	x		x	x			X					
CDR	Michael	MarcAurele	x	x	x	x	x		E					
CAPT	Susan	Neurath	x	x	x	x	x		X					
LCDR	Vivian	Porter							X					
LCDR	Varsha	Savalia	x	x	x	x	x							
CDR	Hilda	Scharen	x	x	E	E	x		E					
CAPT	Adam	Scully	x	x	x	x			X					
CDR	James	Simpson	x	x	x	x	x		X					
CDR	Emil P.	Wang	x	x	x	x	x							
Dr.	Tonia	Burk	E	x	x	E			X					
CDR	Keith	Foy	x	x	x	x			X					
CAPT	Raelene	Skërda	x											
CAPT	Randy	Gardner		x					X					
LCDR	Jonathan	Rash	E	x	x	x	x		X					
CDR	Geoffrey	Wachs		x	x	x			X					
LCDR	Jennifer	Caparoso		x		x			X					
CDR	Ed	Dieser		x		x			X					
	Nazmul	Hassan		x										
LTJG	Kim	Love		x	x	x	x							
LCDR	David	Mazorra		x										
CDR	Jamie	Natour	x	x	x	x			X					
CAPT	Kathleen	Downs					x							
LCDR	Thomas	Pryor					x							
LCDR	Jennifer	Proctor							E					
LCDR	Steven	Sauer							x					
	Nathan	Epling							x					

IX. AUTHORIZATION

I have recorded the above EPAC meeting minutes:

Tonia Burk
Ms. Tonia Burk
EPAC, Recorder

1/22/09
Date

I have read the above minutes, which accurately describe this meeting, and on behalf of the EPAC approve their distribution:

Susan Neurath
CAPT Susan Neurath, PE
EPAC, Chair

1/22/09
Date

I authorize distribution of these minutes:

Richard F. Barror
RADM Rick Barror, PE
Chief Engineer, USPHS

1-22-09
Date