



- *Environmental Health Officers Professional Advisory Committee*

The Impact of the Affordable Care Act on Permanent (P) Grade Promotions

EHOPAC March 2017

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P grade and the Affordable Care Act



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What is a Permanent (P) Grade Promotion?

- A promotion to a grade below which an officer shall not be reduced except for cause under applicable PHS Commissioned Corps regulations.
- Regulated by Law in 42 USC
- Currently has no bearing on Compensation or Retirement
- P Grade is Your true rank

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Permanent Grade Eligibility

- Seniority Credit Date (SCD) determines eligibility for O5 restricted and O6 (all) based on the date of the last P grade promotion
 - For officers deemed regular corps by ACA, SCD for the currently held permanent grade based on the new appointment **did not change**

Source: https://dcp.psc.gov/ccmis/PDF_docs/PY2017%20Cheatsheet.pdf

Note: EHOs are a Restricted category.

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Permanent Grade Eligibility

- Promotion Credit Date (PCD) determines eligibility for O3, O4, and non-restricted O5
 - Based on time as Regular Corps

*For all officers deemed Regular Corps by
ACA, PCD = SCD

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How did the Affordable Care Act (ACA) Impact P Grades?

- ACA was passed on March 23, 2010
- Deemed all Reserve Corps officers Regular Corps (who were not already assimilated)
- Reserve Corps officers were not given constructive credit toward their next P grade promotion when deemed Regular Corps

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How did the Affordable Care Act (ACA) Impact P Grades?

- Seniority Credit Dates were NOT adjusted
- PCD was not assigned to deemed officers
- 42 USC Section 204 did not allow for credible service adjustments
- For deemed Regular Corps, PCD = SCD
- Calculations are outlined in 42 USC 209 and made by DCCPR

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Permanent Promotion Eligibility Criteria

(Applies to all officers including new CADs, recalls to extended active duty and inter-service transfers.)

Eligible Grade	Credit Required for Regular Corps Officers
O-2	7 years T&E
O-3	3 years Promotion Credit
O-4	10 years Promotion Credit
O-5 Restricted	7 years Seniority Credit
O-5 Non Restricted	17 years Promotion Credit
O-6	4 years Seniority Credit

T & E, Promotion and Seniority Credit dates are located on the officer's PIR. Promotion Year 2017 (PY17). Promotion Boards meet in spring 2017 to consider officers eligible for promotion from 7/1/17 - 6/30/18.

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Translating the data in your PIR

United States Public Health Service Promotion Information Report (PIR)

General Information

Original Entry on Duty:	01 Jul 1997
Latest Entry on Duty:	11 Sep 2000
Seniority Credit Date:	01 Oct 2015
Retirement Credit Date:	23 Nov 1999
Training and Experience Date:	01 Oct 1995
★ Promotion Credit Date (Regular Corps Only):	01 Oct 2005
Licensure Information:	
Issued By:	
Expiration Date:	

EXAMPLE:

- This officer was deemed Regular Corps by ACA in 2010
- No constructive credit was given
- This officer's original P-O4 eligibility was in 2011, however, in 2010, their PCD = SCD ★
- Their new P-O4 eligibility was 10 years from their last P-O3 promotion of 01 OCT 2005
- Result → this officer was eligible for (and pinned on) P-O4 in 2015 instead of 2011

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Summary

- The ACA deemed Reserve Corps officers Regular Corps (for those not already assimilated)
- These officers were not given constructive credit towards their next P grade promotion
- DCCPR cut orders to impacted officers
- No impact to officers entering PHS after ACA
- No changes will be made at this time

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Questions?

**Please email all questions to the EHOPAC
Anonymous Feedback System at:**

goo.gl/lgy9TD