



**Environmental Health Officer
Professional Advisory Committee**



The EHO Assessment

June 2022 News and Updates

A place to learn about current events and updates from the EHOPAC

EHOPAC Leadership Message

Welcome to another edition of the all-digital format for EHO News and Updates!

Disclaimer: This newsletter/article is for informational purposes only and does not reflect official views of U.S. Public Health Service Commissioned Corps or USPHS Commissioned Corps leadership.

EHOs,

Welcome to the June issue of the EHO Assessment. It was great to see so many of you at the 2022 USPHS Scientific & Training Symposium! Thank you for allowing me to share the State of the PAC message at the symposium and during the June EHOPAC General Meeting. It's easy to get caught up in the many changes and uncertainties, but I hope the message I presented encouraged you in that none of us are navigating this alone. I want to again thank the nearly 140 officers who serve as voting members, alternates, and volunteers working together to accomplish the vision for the EHOPAC which is to be the most visible and valued PAC and to empower environmental health professionals to be the best PHS Officers they can be. *In Officio Salutis!*

CAPT Jessica Havranek, EHOPAC Chair

CPO Updates

"The inspiration of a noble cause involving human interests wide and far, enables [all] to do things they did not dream themselves capable of before, and which they were not capable of alone. The consciousness of belonging, vitally, to something beyond individuality; of being part of a personality that reaches we know not where, in space and time, greatens the heart to the limit of the soul's ideal, and builds out the supreme of character."

Joshua L. Chamberlain

October 3, 1889

Monument Dedication Ceremony

Gettysburg, PA

Congratulations to those EHOs who were promoted this cycle:

To Captain

- LEE, EUN GYUNG
- LEONARD, MONICA
- MCLANAHAN, EVA
- RODRIGUEZ, LUIS

To Commander O-5

- BANTE, KATIE
- BUTLER, COREY
- DALY, SCOTT
- DARR, CHARLES
- ELLIS, MATTHEW
- NIMAN, AARON
- SHELHAMER, TIMOTHY

To Lieutenant Commander O-4

- DE-LA-CRUZ, AUDREY
- ELASSAR, SANA
- FORCHE, RACHEL
- GRINNELL, RILEY
- HARGIS, ZACHARY
- HILES, MICHAEL
- KELLY, AUBREE
- MEDERO-PADIN, JOSHUA
- MUGFORD, CHRISTOPHER
- WILLIAMS, T'SHANE

I've spoken with a few EHOs recently and will soon be in touch with those in the lowest quartile and decile of each grade. I've been impressed by the leadership and agency impacts of many EHOS above and below the line, we have a great deal of talent and dedication in our category. I believe we'll compete well against the Engineer, Veterinary, selected Health Services and Scientist Officers in next year's 'Applied Public Health' promotion board. For those of you who did not promote this cycle, I encourage you to view next year as a chance to get a fresh look from a new perspective.

While promotion rates were slightly higher than last year, they remain near historical lows. EHOs should be aware that the HHS Office of the General Counsel pronounced in 2021 that the force distribution limitations required by 42 U.S.C. § 207(d)

apply to both temporary and permanent promotions. One of the implications of this decision was that we would not be able to promote any officers to the O-4, O-5, and O-6 grades. CCHQ petitioned the Secretary for an increase in the authorized strength and authorization to increase promotion rates where possible without surpassing the force distribution limitations. This allowed promotions to continue but requires that we bring our force distribution closer to that of the other Services. We can expect promotion rates will remain steady as we work to transition our force distribution curve before moving to a one-grade promotion system.

Again, congratulations to those who made grade this year, and good luck to all those competing in next year's new system. We'll all figure this out together. Until then, keep up the good work.

As spring rounds into summer gatherings like the USPHS Scientific & Training Symposium, NEHA Annual Educational Conference, and AIHce EXP present a chance to renew friendships and revive the consciousness of belonging to something beyond individuality. I cherish those enduring friendships from assignments and deployments across differing places and times and hope you do as well. After talking with fellow EHOs about old-timers at NIOSH or experiences in West Africa, I again comprehend fully our noble cause of protecting the health and safety of the nation; and the knowledge, skills, and even adventures I have gained. Whether they called us Sanitarians or Environmental Health Officers, the USPHS Commissioned Corps has always provided pathways to serve our Nation and build our character, and I am fortunate to still do things I didn't dream possible twenty-five years ago. I urge you to take advantage of the control you have over your USPHS Commissioned Corps career and make your own story as noble and inspiring as you can bear.

If there is something I need to better represent EHOs, or you have a category-specific problem outside your Liaison's domain of competency, feel free to drop me an email at USPHS-ChiefEHO@fda.hhs.gov.

CAPT Timothy Jiggins, MSPH, REHS/RS, CIH
EHO Chief Professional Officer

Commissioned Corps Headquarters (CCHQ) Updates

Public Health Reports, Official Journal of the Office of US Surgeon General:

For your information and awareness, the Office of the Surgeon General invites you to view the [new issue](#) of *Public Health Reports (PHR)*, the official journal of the Office of the US Surgeon General and the US Public Health Service.

Dental Coverage Transition:

Commissioned Corps Headquarters is converting your dental insurance coverage to the TRICARE Active-Duty Dental Program (ADDP) provided through United Concordia, the current contractor for the ADDP. This is the same dental coverage used by other uniformed service active duty servicemembers.

The existing Public Health Service contract with Delta Dental **expires on July 2, 2022**; therefore, starting on **July 3, 2022**, **Public Health Service officers will receive their dental insurance benefits through United Concordia**

No action is required by individual Public Health Service officers for enrollment in the new dental plan. Public Health Service officers should make sure that their information (e.g., address if they have moved) is correct in DEERS. Instructions for updating DEERS can be found [here](#).

For any questions, please refer to the CCHQ e-mail from March 14, 2022 or contact the Medical Affairs Branch mailbox: MABDental@hhs.gov.

Important EHOPAC Subcommittee Updates

Awards:

On behalf of the EHOPAC Awards and Recognition Subcommittee, please join us in congratulating our 2022 EHOPAC Award winners! As usual, there were many deserving nominations which made it quite difficult for the EHOPAC to choose just one winner for each of these prestigious awards. Congratulations to everyone nominated! A big thank you goes to all the nominators that took the time to write thoughtful narratives showing the great work that EHOs are doing.

- **John C. Eason Award:** LT Richard Dillahunt
- **Edward (Ted) Moran Award:** LCDR James Gooch
- **John G. Todd Award:** CAPT Michael Quinn
- **Thomas E. Crow Mentor Award:** LCDR Steven Galvez
- **Responder of the Year Award:** LCDR Danny Malashock

Communications:

If you are thinking that you missed an opportunity to be included in last year's book, don't worry! We are on the hunt for 2022 action shots. Please submit photos and stories of distinctive/significant work conducted in 2022. Photos can be from your duty station, deployments (PHS or agency), JrCOSTEP assignments, fitness events, volunteer work, or recruitment events. We also need photos with interesting scenery and events that may not include an officer, but represent unique work environments, an environmental health issue, or an accomplishment. The goal of the *EHOs in Action* photobook is to raise Commissioned Corps leadership's awareness of the great work EHOs do. Be creative, be proud, and have fun!

How to contribute? Send:

- High resolution photos to CDR Christopher Smith (nxz0@cdc.gov) and LT Shelby Haddeland (Shelby.foerg@ihs.gov). with "2022 EHOs In Action Photobook Submission" in the subject line.
- A succinct description (1-2 sentences) that can be used as a caption and identifies the officer(s) in the photo.

- A photo release form for images with non-PHS personnel. Forms can be requested from CDR Christopher Smith (nxz0@cdc.gov) and LT Shelby Haddeland (Shelby.foerg@ihs.gov).

Photos will be accepted through October 2022 and may be used for other PAC purposes.

Readiness:

Meeting and Maintaining Basic Readiness Webinar

On the Commissioned Corps Learning Management System (CCLMS), there is a webinar presented by Readiness and Deployment Branch (RDB) at CCHQ. The purpose of this webinar is to provide sustainment training of why Basic Readiness is important, how it is achieved, and how it is maintained. This webinar includes information from the following policies: CCD 121.02 'Deployment and Readiness', CCI 241.01 'Readiness and Duty Requirements', CCI 241.02 'Deployment of Corps Officers', POM 821.75 'Readiness Compliance', POM 821.76 'Deployment Procedures', and POM 821.66 'Retention Weight Standards.'

[Course: Basic Readiness \(hhs.gov\)](#)

Annual Retention Weight Standards Requirements

Officers having difficulty completing their annual weight requirement (BMI and/or estimated percent body fat (EPBF) or "taping") with a medical provider or healthcare professional and have exhausted all options to make an appointment, can reach out to RDB's Readiness Team with documentation at least two weeks prior to the readiness deadline via email at PHSReadiness@hhs.gov. Note that the CCHQ obtains an officer's official annual weight from their yearly Periodic Health Update or Verified Weight Report and not the Annual Physical Fitness Test.

Cultural Competency Deployment Refresher Program

A new 30-minute online training will serve as a just-in-time refresher on cultural competency best practices for officers preparing for deployment. Future pre-deployment correspondence from RDB will have a CCLMS link with the refresher. This training will be highly recommended, but not a requirement for basic readiness.

Information Technology:

Are you an EHOPAC Voting Member or Subcommittee Volunteer who uses APAN? If so, please sign into your APAN account at minimum once a month (every 30 days) to maintain access. If you do not login once a month, APAN will automatically disable your account and it may take several days for your access to be restored.

Mentoring and Orientation:

The Mentoring and Orientation Subcommittee would like to welcome the April 2022 Officer Basic Course (OBC) graduates:

- LTJG Alicia Retiz stationed with the Norton Sound Health Corporation in Nome, AK
- LTJG Emma Rary stationed with the Indian Health Service in Clinton, OK

Table 1. Mentoring Moments and Tips for June.

Mentoring Moments and Tips
<p style="text-align: center;"><u>Center for Mentoring Excellence</u></p> <p style="text-align: center;"><u>Power Questions for Connecting with Your Mentoring Partner</u></p> <p style="text-align: center;">The Center for Mentoring Excellence has a helpful list of <i>Power Questions for Connecting with Your Mentoring Partner</i>. For example, discuss role models, hobbies, inspiring quotes, or what makes you feel great at the end of each day.</p>

POWER QUESTIONS FOR CONNECTING WITH YOUR MENTORING PARTNER

Part of building a great mentoring relationship is getting to know your mentoring partner in a deeper and meaningful way. Questions like "How's the Weather?" and "what did you do this weekend?" just don't go deep enough. Here are some Power Questions you can use to get to know your mentoring partner better. We recommend starting each meeting with one of these questions.

1. Who were your role models and the people who guided you?
2. What brings you joy?
3. How would you spend your time if you did not have to work?
4. What excites you about the field you work in?
5. What does your ideal workday look like?
6. What is an ideal leisure day?
7. What or who has shaped the way you see the world?
8. What is a quote or saying you find inspiring?
9. What accomplishment are you most proud of?
10. What is the best thing that has happened to you this year?
11. What are you most looking forward to in the upcoming year?
12. What skill/ability comes most naturally to you?
13. What is something people often find surprising about you?
14. What lessons is life teaching you right now?
15. What motto would you put on a bumper sticker to tell people about you?
16. What is your favorite/most productive time of the day?
17. If you were to design your ideal workplace what would that look like?
18. What would make you feel great at the end of each day?
19. What is the biggest lesson you want to teach the next generation?
20. When was the last time you did something for the first time?
21. What is something you've always wanted to do but haven't done yet?
22. What is your favorite day of the year and why?
23. What is one of the simple pleasures in your life?
24. What is something that you enjoy that most other people don't?
25. Who is your hero?

Officer Leader Profile

CAPT Timothy Jiggins

Chief Environmental Health Officer

Leadership Perspective

As Chief Environmental Health Officer, I represent the Surgeon General to my fellow EHOs and advise the Surgeon General on behalf of the category. In a practical sense, Chief Professional Officers provide Commissioned Corps Headquarters with insight into how policies and decisions under consideration will affect our respective categories. Sometimes we act and decide as a unified Chief Professional Officer Board to do what is best for the Commissioned Corps as a whole, which requires balancing our strategic advisor and category leader roles.

I advise the EHOPAC, appointment, promotion, and accession board members, and execute various other duties that provide opportunities to influence functions that I do not control. My current assignment, leading industrial hygiene at the Food and Drug Administration, like most of my previous assignments, requires soft leadership skills to be effective. Much like other EHO assignments, my position has no line authority over anyone. This doesn't prevent me from leading; leadership is about relationships. If I need to pull rank or exercise positional authority to get something done, I've probably made a mistake.

Career Highlights/Accomplishments

- Led five Public Health Service officers at a community-based testing site in Dallas, TX that tested 9,334 patients for COVID-19 in May 2020
- Collateral duty as FDA USPHS Commissioned Corps Associate Liaison for ~75 Public Health Service officers 2017-2020
- Represented the USPHS Commissioned Corps in the Honor Cordon aboard the USS Arizona Memorial for the December 7, 2005 internment ceremony for two sailors that survived the attack on Pearl Harbor
- Deployed to the Pentagon on 9/11, and subsequently the World Trade Center, CDC's Anthrax Letter response, and led the CDC team at the Army's "Project Speedy Neut" to accelerate the destruction of chemical warfare agent stored near Washington, DC

Education/Training

- Uniformed Services University of the Health Sciences
 - Global Health & Global Health Engagement Graduate Certificate 2020
- University of California Irvine
 - Contract Management Technical Certificate 2015
- Atlanta Technical College



Figure 1. CAPT Jiggins

“There are no bad teams, only bad leaders.”

~Jocko Willink, 'Extreme Ownership'

- Emergency Medical Technician - Intermediate Technical Certificate 2002
- University of Cincinnati
 - Emergency Medical Technician – Basic Technical Certificate 2000
- University of Alabama-Birmingham
 - Master of Science in Public Health (Environmental Health Sciences) 1997
- University of Michigan
 - Bachelor of Science in Chemistry 1992

Professional Associations

- National Environmental Health Association
 - REHS/RS Validation Job-Task Analysis 2020
- American Industrial Hygiene Association 1997–Present
 - Laboratory Health and Safety Committee 2019–2021
 - Synergist article reviewer
 - Membership Committee 2001–2003
- Commissioned Officers Association of the USPHS 1998–Present

Upcoming Events

NEHA 2022 Annual Educational Conference & Exhibition

The NEHA 2022 Annual Educational Conference & Exhibition will be happening June 28–July 1, 2022, in Spokane, Washington (Spokane Convention Center) and virtually. For more information visit: <https://www.neha.org/2022-annual-educational-conference-exhibition>

Organization of the Month

Organization of the Month: EPA Environmental Justice Screen

An integral part of the Environmental Protection Agency’s (EPA) mission is the environmental and public health challenges that face our nation’s minority, low-income, tribal, and indigenous populations living in [Environmental Justice \(EJ\)](#) communities.

EPA defines EJ as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. EPA developed EJ Screen, to focus federal attention on EJ, with the goal of achieving environmental protection for all communities. EJ Screen is a mapping and screening tool that combines 12 environmental indicators (including air quality and toxics, lead paint, proximity to traffic and hazardous waste and Superfund sites, leaking underground storage tanks, and wastewater discharge) and 7 demographic indicators (including race, income, age, employment, and education status) into an EJ index. The user chooses a geographic

area; the tool then provides demographic and environmental information for the area. Explore [EJ Screen](#) to learn more.

****Do you have an ‘Organization of the Month’ you’d like to see highlighted?** The organization can be local or national but should provide resources applicable to all Environmental Health Officers. Please share your organization and a summary of its resources with your EHO Assessment Team below!**

Anonymous Feedback System: Role of the EHOPAC and Morale Concerns

Since the Modernization policy updates came out earlier this year, there have been numerous questions and comments posted in the EHOPAC Anonymous Feedback System. Many of the policy-related questions, which can’t be directly addressed by the EHOPAC leadership, were referred through the CPO to CCHQ. Several were addressed at the CPO Fireside Chat at the CCHQ Connect sessions that were held each week leading up to Symposium. Officers are encouraged to , and at Symposium.

Q: “The new promotions policy reduces the categories down to 5. Does this eliminate the EHO category and roll it into the Applied Public Health category, or will the EHO category still exist and is the Applied Public Health category just for promotion?”

A: “The new categories identified in [CCD 122.01, “Promotions,”](#) as outlined in section 6-1, are for promotion purposes ONLY. This was reiterated during the April 13, 2022 CCHQ Connect Session #1: Promotion Categories and Rank Conversion. Slides for the presentation are available in the Officer Secure Area under “OASH Leadership Presentations.” The CPO has addressed this question at the “Meet with the EHOPAC CPO” session and at Symposium, reiterating his belief that most EHOs will be highly competitive in the new Applied Public Health promotion category due to the vital role we play in

For more responses to other EHOPAC, Morale, and Policy related Anonymous Feedback System questions received, please see the document linked [here](#).

To provide anonymous feedback to EHOPAC leadership for future responses at EHOPAC meetings or in the EHO Assessment, please visit: <https://www.surveymonkey.com/r/NDXMFWX>

About EHOPAC News

Do you have a news story to share? Submit your *EHOPAC News* stories or questions for inclusion in a future edition to LCDR Matthew Kozler, matthew_kozler@nps.gov, LT Stephanie Bridges, stephanie_bridges@nps.gov, and LT Stephen McLane, stephen.mclane@fda.hhs.gov!

For More EHOPAC Information:

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[EHO Closed Facebook Group](#)

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Thank you for all you do,

EHOPAC Communications Subcommittee – Publications Team

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