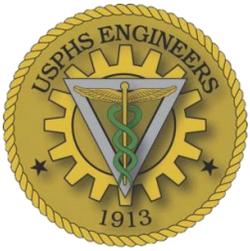


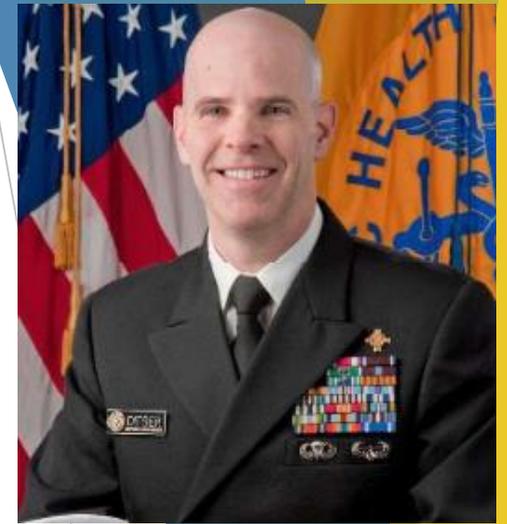
Engineer Professional Advisory Committee

June 2020 Update

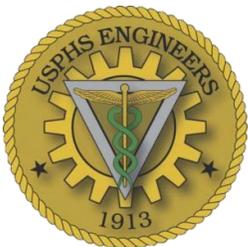


Chief Professional Officer Remarks

- ▶ SAME Virtual Joint Engineer Training Conference Re-Cap
- ▶ Response support to Navajo Nation
- ▶ SAME Health Engineering Task Force Update
- ▶ Chief Engineer Townhall and Virtual Category Day
- ▶ Updates: Leave, Readiness, MOU, Practice Hours

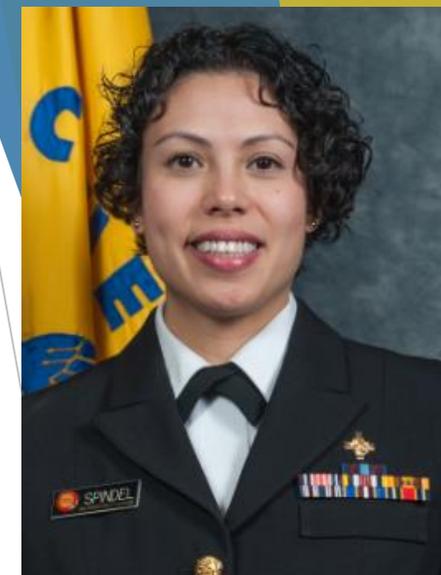


RADM Edward Dieser,
Chief Engineer



EPAC Chair Remarks

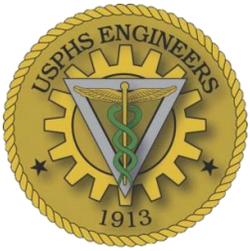
- ▶ We've got a very full agenda this month
 - ▶ In addition to the monthly reports, Rules and Public Health Engineering Practice have more detailed information to share
- ▶ Thanks to all subcommittees who have already submitted their mid-year reports. Looking forward to reviewing this material and working together to tackle any challenges regarding the remaining deliverables each subcommittee is aiming to achieve
- ▶ In an effort to give time to all those providing updates, please hold all questions until we get to the discussion portion of our agenda
- ▶ Voting Members: Please provide input on Engineer Category Benchmarks to me by 22 June 2020



CDR Samantha Spindel,
EPAC Chair



CDR Deb Cox,
EPAC Vice Chair



Awards Subcommittee

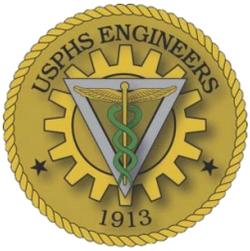
- ▶ Awards Review Board (February Cycle-Villforth, Lynch, Burgess, ELIT, SAME Awards)
 - ▶ RADM Dieser has completed his review of CPO Awards. Pending Awardees were sent to OSG for review and the results are still pending. Award Notification by CPO Pending.
 - ▶ SAME Awards have not been awarded yet. SAME Awards may be presented at a future SAME event.
- ▶ Strategic Initiatives Team (Lead: LCDR Travis Sorum)
 - ▶ Internal meeting was held last month reviewing initial research on the best approach to update the EOY, EROY, and Michael's Award Nomination Forms. Team proposes a review of the best three alternatives for the EOY award and will be reviewing a recommended changes to the forms this coming month with EPAC Leadership and the CPO.
 - ▶ Goal is to update EOY, EROY and Michaels award before October cycle.
- ▶ SOP Initiative (Lead: LCDR Abbas Bandukwala)
 - ▶ Internal review of the SOP began last month with the first level comments being provided to the team. SOP will be stream lined and simplified with references to key supporting tools (Award Forms, Rubric, etc.)
 - ▶ Goal is to update and adopt new SOP by November/December 2020.



CDR John Kathol,
Chair



CDR Matthew
Mergenthaler, Vice Chair



Career Development Subcommittee

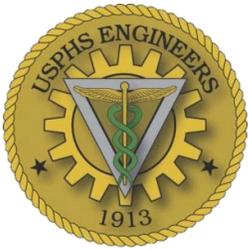
- ▶ Monthly Conference Calls are Postponed
 - ▶ Majority of the Team Leads and volunteers are responding to the pandemic
- ▶ Leadership Courses on Management Concepts
 - ▶ On the CDS website, payment is required, classes offered in June and July
- ▶ Biomedical Initiative
 - ▶ Sent out to voting members and compiling feedback (Team Lead is Deployed)
- ▶ Honor the late CAPT (ret) Gladys Rodriguez
 - ▶ Well send out to voting members for feedback this month
- ▶ Mentoring Program
 - ▶ Mid-year check-in with active participants and request for mid-year reporting this month
- ▶ Database of Online Engineering Master's Programs
 - ▶ Survey for the category is complete, reviewed and ready to send out



LCDR Omobogie Amadasu, Chair



CDR Eric Hanssen, Vice Chair



Events Subcommittee

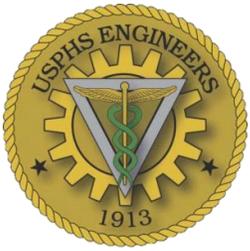
- ▶ SAME - JETC (turned Virtual - May 27-29, 2020)
 - ▶ Success! 2,000+, USPHS front & center. Appreciate CDR Sauer & LCDR Sharpe's efforts!
 - ▶ 2021 Lead: CDR Benjamin Marnell.
- ▶ COF Symposium "Cat Day" + Town Hall (now Virtual - June 19th, 2020)
 - ▶ Delivered via Webex Event platform, 3 CEUs, agenda/flyer distributed.
 - ▶ Submit Town Hall questions to derrick.buck@ihs.gov or michael_gifford@nps.gov.
 - ▶ Lead: LCDR Fred Kelly, Co-Lead: LCDR Matthew Palo, Lead-on-Deck: LCDR Michael Gifford.
- ▶ AMSUS (Gaylord Nation Resort and Convention Center, MD, Dec. 6-10, 2020)
 - ▶ Lecture abstracts due July 17th and Poster abstracts due August 3rd.
 - ▶ Public Health - Presentations should focus on collaborative, population-based, trans-national health promotion. May discuss health concerns that cross country borders and may include coordination of care, prevention of illnesses, and treatment to sustain health as well as training of medical forces or leading during a changing healthcare landscape.
 - ▶ Lead: LCDR Michael Simpson, Co-Leads: LCDR Michael Tollon, LCDR HanniebeyWiyor.
- ▶ E-Week (Location: National Park Service HQ, DC, Feb. 2021)
 - ▶ Continuing to work the details.



LCDR Derrick Buck,
Chair



LCDR Michael Gifford,
Vice Chair



Information Subcommittee

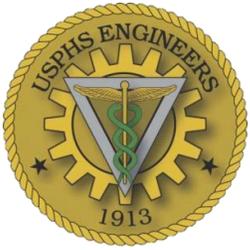
- ▶ Website is up to date on requests (vacancies, minutes)
- ▶ No new submissions through the anonymous feedback link
- ▶ Please check your subcommittee webpage and email us to let us know if it is up to date or not
- ▶ Please email us at EPAC-POSTINGS@LIST.NIH.GOV with any website updates



CAPT Josh Simms,
Chair



LCDR Garrett Chun,
Vice Chair



Public Health Engineering Practice Subcommittee

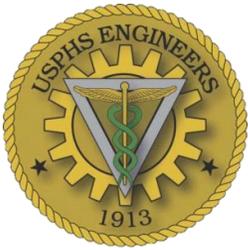
- ▶ Overall Administration
 - ▶ Completed 2020 Mid-Year EPAC Report
- ▶ Access to Engineering Standards Workgroup
 - ▶ Presentation on the June 2020 EPAC meeting
- ▶ Deployer and OPDIV Skill and Needs Workgroup
 - ▶ Collaborating with Career Development and Readiness Subcommittee to develop a prototype by October EPAC Meeting
 - ▶ Skills Function can serve as another attribute for Mentor-Mentee matchups
 - ▶ Developing a database and standard operating procedures
 - ▶ One volunteer to assist until December 31, 2020
 - ▶ Contact LCDR Wandersee - michael_wandersee@fws.gov
- ▶ Article Publications
 - ▶ Check out May/ June 2020 Issue of The Military Engineer - <https://online.fliphtml5.com/fedq/afvi/#p=72>
 - ▶ PHEP is always available to review articles, reach out to CDR James Coburn - James.Coburn@fda.hhs.gov



CDR Leo Gumapas,
Chair



CDR James Coburn,
Vice Chair



Readiness Subcommittee

- ▶ Deployment Readiness Support: Improve Engineer Readiness
 - ▶ The lead for survey questions has changed
- ▶ Readiness Training and Education: Training Curriculum
 - ▶ Health Facilities Assessment Training
 - ▶ Continue work on training list and collaborating with PHEP
 - ▶ Developing initiative for Leadership Training for Deployments
 - ▶ No new updates
- ▶ Information Management/Engineer Booklet: Engineer Deployment Narrative
 - ▶ Distributed via the Chief Engineer's Newsletter



CDR Frank Chua,
Chair



CDR Sean Bush,
Vice Chair



Recruitment and Retention Subcommittee

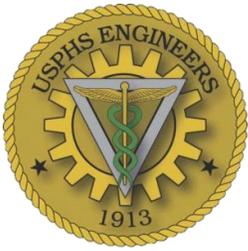
- ▶ One more engineer applicant(civil service transfer) has been recommended by CCHQ to proceed with application.
- ▶ Tracking(Informally) two candidate to get familiar with new application process. Provided information on USPHS application process and Engineer Category 11 potential applicant.
- ▶ Looking for new Lead for Connector subgroup
- ▶ Reached out to engineer officers in each of the 12 IHS Areas to gather information on what recruitment efforts they have made and encourage them to actively recruit for COSTEP and permanent officers. Shared recruitment materials with Officers interested in attending recruitment events.
- ▶ Communication Subgroup has been tasked to develop a recruitment presentation by EPAC. The team is reviewing existing material to incorporate into the presentation as well as vetting a survey to obtain more information about PHS engineers.
- ▶ R&R Web page has been updated
- ▶ Draft SOP has been submitted to Rules subcommittee for review and waiting for comments.



LCDR Praveen KC,
Chair



LCDR Fred Kelly,
Vice Chair



Rules Subcommittee

- ▶ 2020 EPAC Voting Member Application <https://dcp.psc.gov/OSG/engineer/>
 - ▶ Submit by email to cox.deborah@epa.gov by 6/30/2020

- ▶ EPAC Bylaws
 - ▶ Dec 2019

Comments Requiring Future Discussion

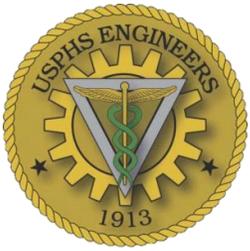
#	Bylaws Section	Comment / Recommendation	Response
1	Article I, Par I, Section 5, b	Regarding Liaising with COA--Is this something we want to maintain until there is an MOU in place?	Left as-is for future discussion
2	Article I, Par. I, Section 9, d	Request to have current EPAC Members vote to select incoming EPAC Members, rather than selection by former EPAC Chairs.	Left as-is for future discussion
3	Article I, Par. I, Section 9, f	Are alternates allowed to do everything a voting member can do? Or just vote?	No changes made. May need additional discussion / clarification
4	Article I, Par. III, Section 2	Request to not allow an officer to serve as EPAC Chair after their appointment is expired. There is a lack of clarity on the problem this paragraph is trying to resolve. EPAC currently has a difficult time getting memos out from the OSG for the EPAC Members, and this paragraph will complicate this communication path unnecessarily	This item was ratified in 2015 and never formally added to the Bylaws (despite a positive vote) because EPAC had not updated the Bylaws. In order to remove this, it would need a vote to reverse the prior vote. Recommended for discussion next year
5	Article II, Section 5	Why is the Communications Liaison position needed? EPAC Should limit the number of positions liaising with the CPO for communication to ensure there are no mixed messages. This role is already incorporated into the Chair and Executive Secretary roles. Recommend not including this position.	This item was introduced this year by the EPAC Chair and captures a role currently being fulfilled. This requires additional discussion.
6	Article III, Section 3	Suggestion to remove "assignments," "retirement," and "benefits" from Career Development Subcommittee duties	Left as-is for future discussion
7	Article III, Section 8, a	"Partner Organizations" is a delicate topic to OSG. Need to be careful and perhaps state "OSG-approved partners." Partners such as nonprofits, need to be approved by OSG. Private, faith based, and political would not be approved.	Left as-is for future discussion
8	Article III, Section 9	Add the duty of "identifying key areas/agencies where engineer positions are critical" to the list of Recruitment and Retention Subcommittee responsibilities	Did not include--future discussion required



CDR Deb Cox,
Chair



LCDR Matt Palo,
Vice Chair

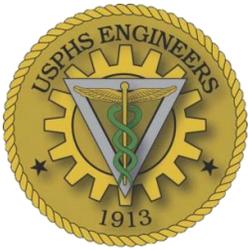


Bylaws Update: CDR Deb Cox, CDR Greg Ault & LCDR Gary Riley

Comment #1	Suggested Resolution
Regarding Liaising with COA-Is this something we want to maintain until there is an MOU in place?	Recommend no change. Any MOU would be between CCHQ and COA and therefore outside scope of EPAC and/or would cover all PACs.

Article I, Par I, Section 5, b

- b. The following USPHS Engineer Category representatives **may** be liaisons to the EPAC:
- i. **Commissioned Officers Association (COA) Representative**
 - ii. Junior Officer Advisory Group (JOAG) Representative
 - iii. Society of American Engineers (SAME) Representative
 - iv. Commissioned Corps Women's Issues Advisory Board (CCWIAB) Representative
 - v. Commissioned Corps Headquarters (CCHQ) Representative

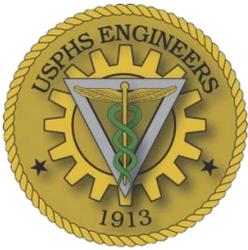


EPAC Bylaws Update

Comment #2	Suggested Resolution
<p>Request to have current EPAC Members vote to select incoming EPAC Members, rather than selection by former EPAC Chairs.</p>	<p>Recommend no change.</p> <p>EPAC Voting Member Selection Process document posted on website states, “Current EPAC voting members and past EPAC Chairs are eligible to volunteer to serve on the review panel.”</p>

Article I, Par. I, Section 9, d

d. The Rules Subcommittee will...organize formal review of applicants and submit applications to at least a five-person review panel. The review panel will ideally consist of former EPAC Chairs. If not enough EPAC Chairs are available, additional EPAC assistance may be sought as necessary by the Subcommittee Chair...



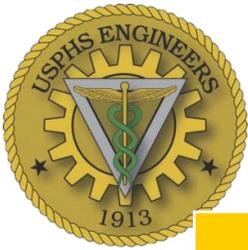
EPAC Bylaws Update

Comment #3	Suggested Resolution
Are alternates allowed to do everything a voting member can do? Or just vote?	Recommend change “will” to “may and remove the word “voting.”

Article I, Par. I, Section 9, f

f. Alternates ~~will~~ may fulfill the ~~voting~~ requirements of their EPAC Member if the Member is unable to continue their Membership for the current year of the term.

Unexpected vacancies will be filled through the annual nomination process. The EPAC Chair may recommend, in consultation with the Rules Subcommittee, that an EPAC Membership remain unfilled for up to two years in order to maintain the appropriate rotational balance (Charter Section VII.1). The EPAC will approve the final decision to leave any positions unfilled for any remaining term.

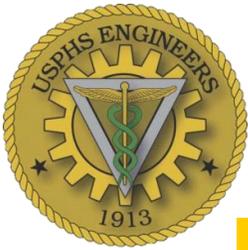


EPAC Bylaws Update

Comment #4	Suggested Resolution
<p>Request to not allow an officer to serve as EPAC Chair after their appointment is expired. There is a lack of clarity on the problem this paragraph is trying to resolve. EPAC currently has a difficult time getting memos out from the OSG for the EPAC Members, and this paragraph will complicate this communication path unnecessarily.</p>	<p>Recommend no change. Paragraph provides option for individual to run for EPAC chair during the 2nd year of their term. They would serve as Vice Chair during their 3rd year and Chair during an additional year, without requiring a complete second, three year term. All EPAC Voting Members require an appointment memo from OSG. This does not complicate the process.</p>

Article I, Par. III, Section 2 Chair

The Chair must be a EPAC Member. If the term of the Chair coincides with the expiration of that individual's membership on the EPAC, the EPAC must vote and approve recommendation to the SG an extension of that individual's EPAC Membership for one additional year so that they may serve as the Chair (e.g., if approved **an individual may serve as the Chair during their 4th or 7th year as an EPAC member**). If the term of the Chair coincides with the expiration of that individual's membership on the EPAC, the **former Chair may serve one additional year as an ex-officio member of the EPAC** provided the DIV Head is informed and concurs with the extension, unless reappointed as a regular member per the provisions of Section (VI).

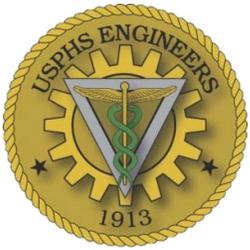


EPAC Bylaws Update

Comment #5	Suggested Resolution
<p>Why is the Communications Liaison position needed? EPAC should limit the number of positions liaising with the CPO for communication to ensure there are no mixed messages. This role is already incorporated into the Chair and Executive Secretary roles. Recommend not including this position.</p>	<p>Recommend no change.</p> <p>Bylaws allow flexibility for the EPAC to make recommendations to the CPO regarding roles and the opportunity for multiple voices.</p>

Article II, Section 5 Communications Liaison

The Liaison shall liaise with the EPAC and the CPO to gather announcements and distribute them to the engineer category. The EPAC may recommend one or more officers for consideration by the CPO to serve in the role of communications liaison. However, the CPO has discretion to appoint whoever he/she wishes to select for this role. The Liaison will train his/her successor.

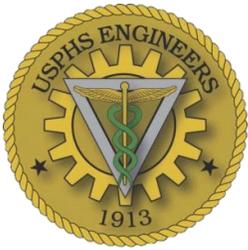


EPAC Bylaws Update

Comment #6	Suggested Resolution
<p>Suggestion to remove “assignments,” “retirement,” and “benefits” from Career Development Subcommittee duties</p>	<p>Recommend removing the words “assignments,” “retirement” and “benefits” as historically these are CCHQ functions, outside the function of the EPAC.</p> <p>Recommend EPAC work with CPO to increase resources pertaining to engineer career support.</p>

Article III, Section 4 Career Development Subcommittee

The Career Development Subcommittee will advise the EPAC on issues affecting engineers regarding mentoring, career progression, ~~assignments~~, evaluations, promotions, ~~retirement~~, ~~benefits~~, and job satisfaction. The Subcommittee Vice-Chair will oversee and administer the EPAC Mentoring Program for CC engineers.



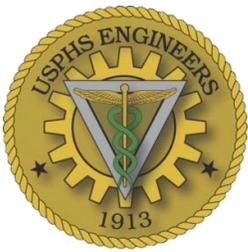
EPAC Bylaws Update

Comment #7	Suggested Resolution
<p>"Partner Organizations" is a delicate topic to OSG. Need to be careful and perhaps state "OSG-approved partners." Partners such as nonprofits, need to be approved by OSG. Private, faith based, and political would not be approved.</p>	<p>Recommend describing as "OSG Approved Partner Organizations" since partner organization approval rests in the Office of the Surgeon General (OSG).</p>

Article III, Section 8, b Public Health Engineering Practice Subcommittee

b. Responsibilities of the Subcommittee include, but are not limited to the following:

- i. Develop resources for PHS agencies and CS and CC engineers and **OSG approved** partner organizations, expanding the understanding and direction of current engineering topics affecting the future health and safety of the nation;



EPAC Bylaws Update

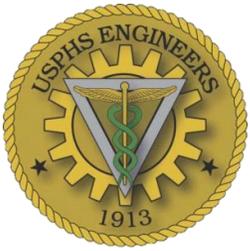
Comment #8	Suggested Resolution
Add the duty of “identifying key areas/agencies where engineer positions are critical” to the list of Recruitment and Retention Subcommittee responsibilities	Recommend no change. Bylaws permit flexibility as they list some of R&Rs responsibilities, but do not limit responsibilities.

Article III, Section 9 Recruitment and Retention Subcommittee

a. The Recruitment and Retention Subcommittee will advise and support EPAC goals to advance the recruitment and retention of engineers and architects.

b. Responsibilities of this Subcommittee **include but are not limited to** the following:

- i. Identify human resource needs for engineers;
- ii. Identify opportunities and work to:
 1. Increase information sharing concerning recruiting, retention and development;
 2. Increase the number of engineer applications;
 3. Increase the retention of junior engineers;
 4. Increase the recruitment of prior military service engineers;
 5. Increase the use of and retention of COSTEPS;
 6. Increase the number of engineer positions;
 7. Increase the recruitment of CS Engineers;
 8. Collaborate and aid CCHQ in the recruitment process of new Engineers.



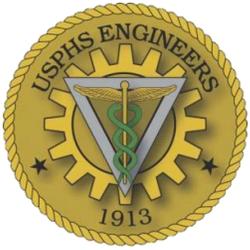
EPAC Bylaws Update

Article I, Section 9 Nomination Process

c. After the EPAC vote is completed, the Chief Engineer will transmit the name(s) of the recommended new voting members to the nominees' respective Agency Representative to the OSG. Agency Representative endorsement will be requested by October 15th.

2019 Bylaws Current Statement

c. The name(s) of all nominees will be transmitted by the Chief Engineer to the nominees' respective Agency Representative to the OSG by July 30th. The Agency Representative may endorse or fail to endorse the nominee(s) or provide Alternate or additional nominations meeting the general representation requirements demonstrated by the original nominee(s). Agency Representative response will be requested by August 31st.



Strategic Planning for Engineering Subcommittee

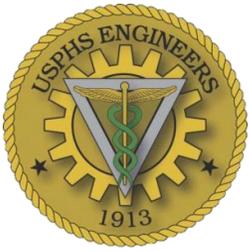
- ▶ Nothing substantive to report this month



CAPT David Harvey,
Chair



CDR Sam Russell,
Vice Chair



Improving Access to Engineering Standards at Work

- ▶ By PHEP Engineering Standards Workgroup



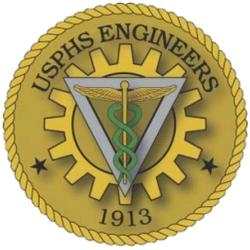
LCDR Julia Kane



CDR Hugo Gonzalez



CAPT Alex Dailey



Why Engineering Standards?

- ▶ Specify characteristics and technical details that must be met
- ▶ Ensure minimum performance
- ▶ Meet safety requirements
- ▶ Promote productivity, reliability, efficiency
- ▶ Provide common language and enforceable means to evaluate acceptability

THE INVESTIGATION

MADCAD

IHS GLOBAL

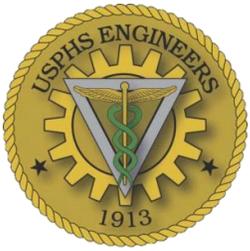
TECHSTREET

CRITERIA

- ▶ INITIAL AND RENEWAL COST
- ▶ AVAILABILITY OF CONTENT
- ▶ USER-FRIENDLINESS
- ▶ HOW OFTEN STANDARDS ARE UPDATED
- ▶ EXTRA COST FOR UPDATES
- ▶ HOW MANY USERS ON THE SUBSCRIPTION CAN ACCESS THE SAME STANDARD OR PUBLISHER AT THE SAME TIME
- ▶ WHETHER OR HOW THE NUMBER OF OFFICE LOCATIONS AFFECTS PRICE

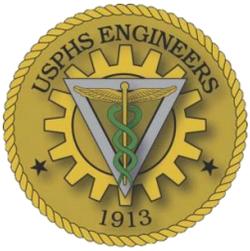
LIST OF 90 STANDARDS AND SETS OF STANDARDS

ACI	ICC
ASTM	IAMPS
ANSI	IEEE
AWWA	ISEA
AASHTO	NEMA
ASME	NFPA
ASM	NSF
ASSE	SSPC
ASHRAE	UL
AWS	



Annual Subscription Cost

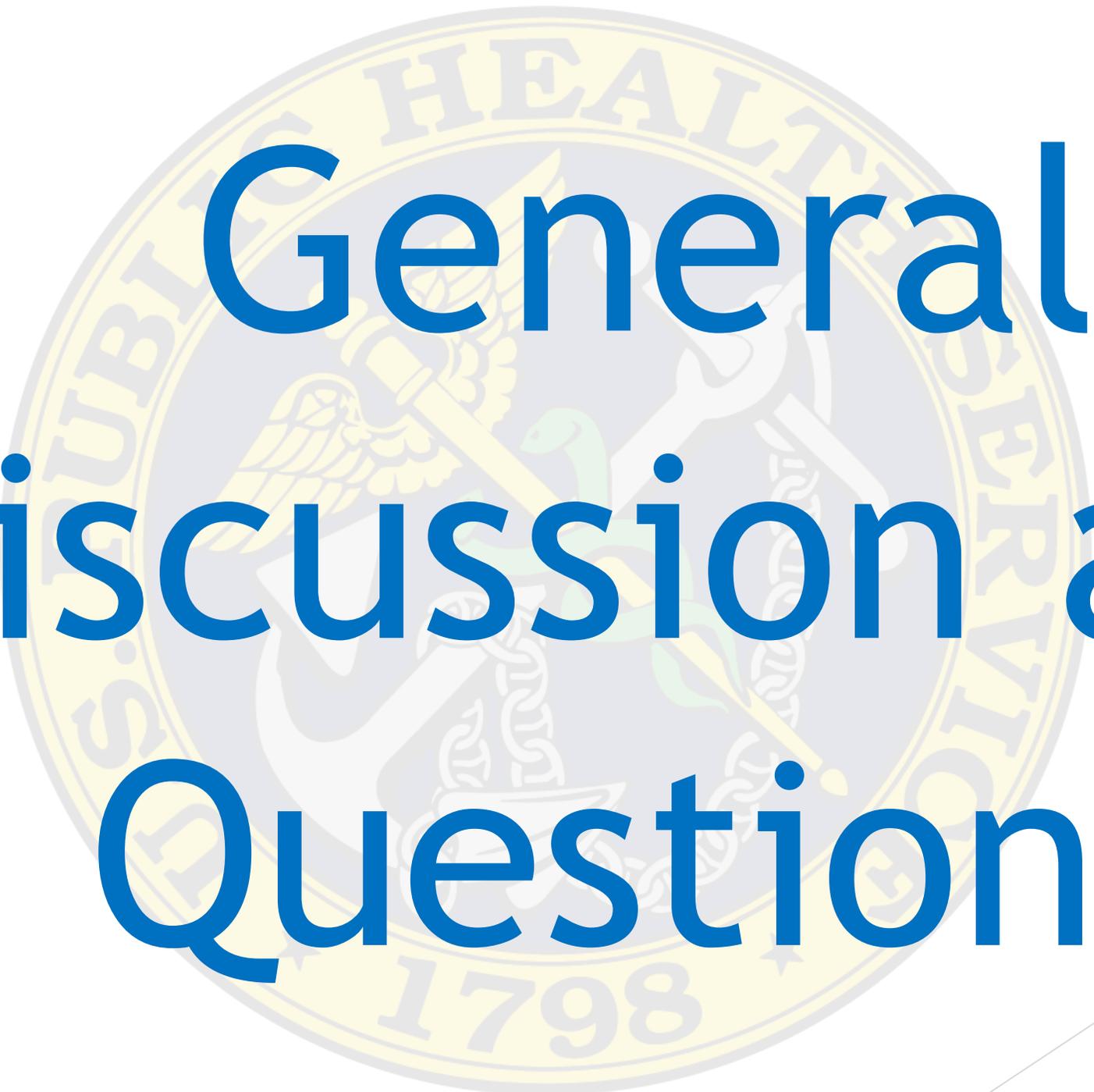
	Number of Users	Simultaneous Users		Numbers of Office Locations	Cost / Engineer / Year	
		1	2		1 Simult User	2 Simult User
MADCAD	31	\$7,500	\$12,000	13	\$242	\$387
	372	\$21,600	\$26,500	156	\$58	\$71
IHS Global/Markit	31	\$26,491	-	13	\$855	-
	372	\$33,500	\$37,000	156	\$90	\$99
Techstreet /Avitru	31	\$16,000	-	13	\$516	-
	372	\$41,100	\$45,853	156	\$110	\$123



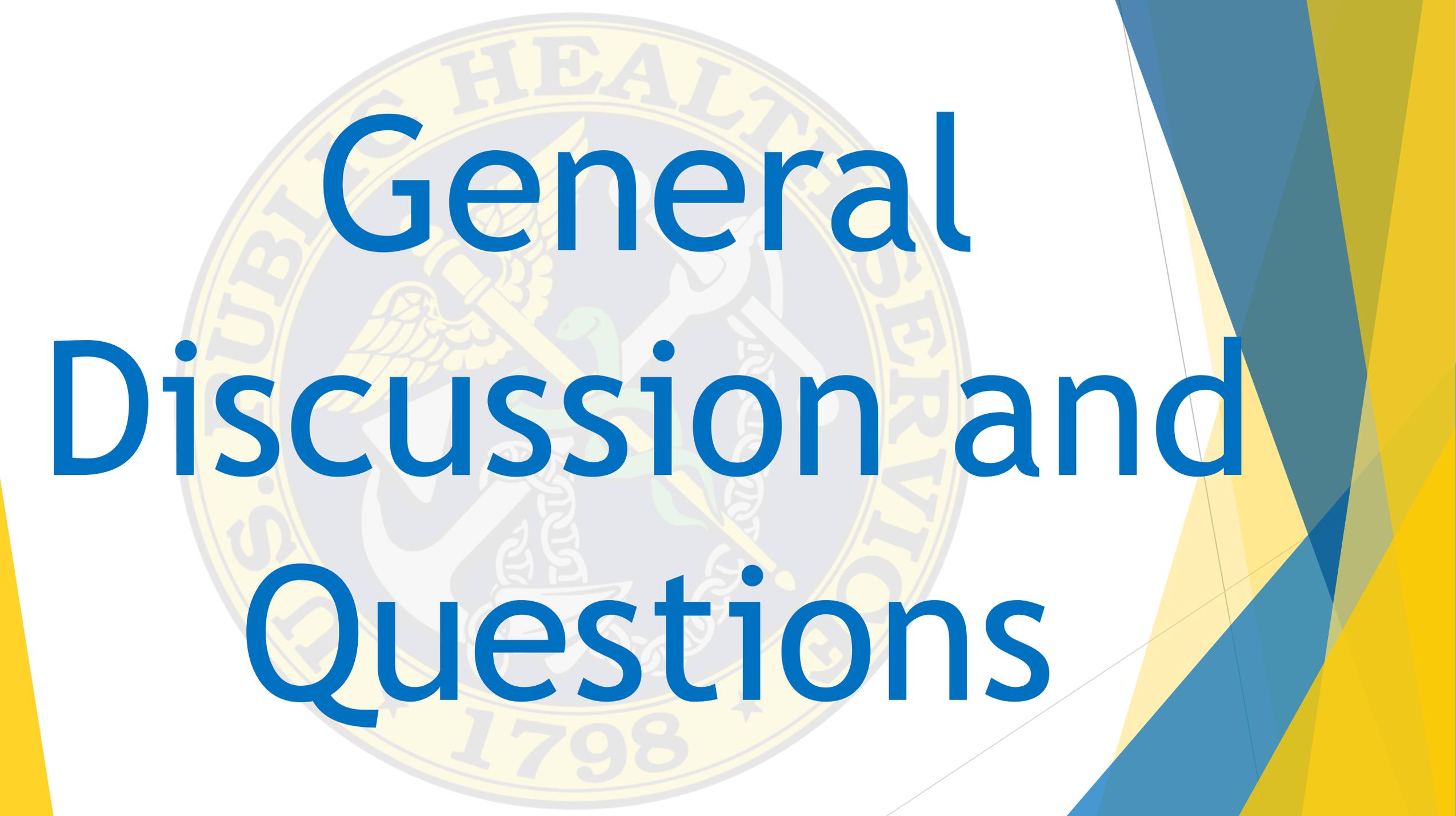
Follow the link to the complete detailed investigation and over 100 pages in appendices:

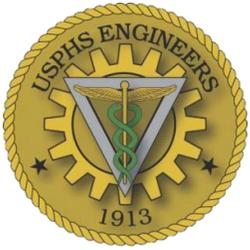
- ▶ Access to Engineering Standards at Work - a white paper by the Public Health Engineering Practice Subcommittee providing information to help engineers increase their access to engineering standards at work. It discusses market research into 3 commercial access companies that offer subscriptions to a wide range of engineering standards and demonstrates the cost and time savings when a subscription covers a large number of engineer users.

<https://dcp.psc.gov/OSG/engineer/phep-access-to-reference-materials-workgroup.aspx>

The background features a large, faint, circular seal of the U.S. Public Health Service. The seal contains the text "U.S. PUBLIC HEALTH SERVICE" around the top and "1798" at the bottom. In the center, there is a caduceus (a staff with two snakes) and a figure holding a staff and a bowl, likely representing Hygieia.

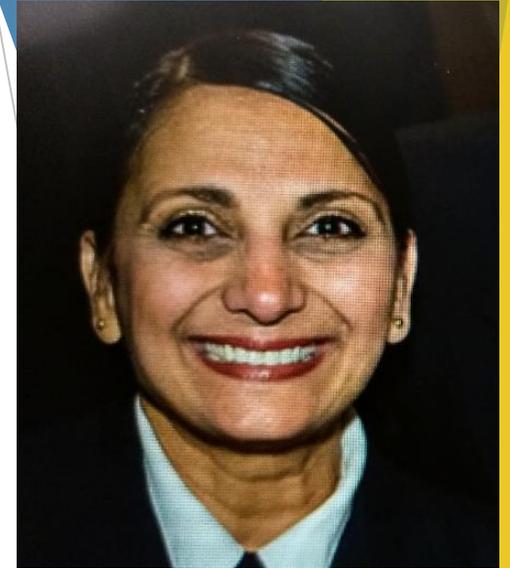
General Discussion and Questions

The slide is decorated with abstract geometric shapes in shades of blue and yellow, primarily located on the right and bottom edges.

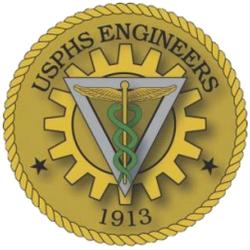


Commissioned Corps Women's Issues Advisory Board Update

- ▶ Currently deployed, will provide update upon return



CAPT Varsha Savalia,
CCWIAB Liaison



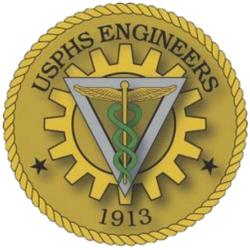
Commissioned Officer's Association Update

- ▶ The first ever Commissioned Officers Association "All Hands" Virtual Town Hall! **SAVE THE DATE** for **MONDAY, JUNE 15th at 8 PM Eastern time (5 PM Pacific time)**.
 - ▶ Register in advance for this meeting at https://zoom.us/meeting/register/tJwudeqhpj4sHN3EuyeFOpoV5vu41m_GOzMO
- ▶ We will be introducing our new Executive Director, CAPT (ret.) Jacqueline Rychnovsky, you will hear from your COA and COF leadership, and have a chance to see your fellow COA colleagues from around the country!
- ▶ Please send to: coamembership@coausphs.org by midnight, June 12th for consideration, and put **"Attn: Town Hall"** in the subject line.



CDR Nikhil Thakur,
COA Liaison





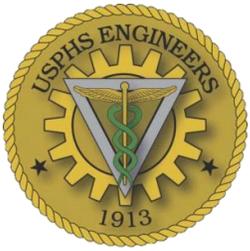
Junior Officers Advisory Group Update

- ▶ Virtual JOAG Meet & Greet Event on Sunday, June 28th 1300 - 1400 HST via Zoom in Honolulu, HI
 - ▶ Officers outside the area are welcome to register
- ▶ Next Journeyman Speaker Series will tentatively occur Friday, July 10th - CDR William Bird presenting on Officership
 - ▶ All past JSS presentations are available on max.gov:
<https://community.max.gov/pages/viewpage.action?pageId=945456386>
- ▶ JOAG 2020 - 2024 Strategic Plan Survey has closed
 - ▶ Question posed to JOAG EC whether results can be shared with EPAC
- ▶ Next JOAG General Meeting is Friday, June 12th, 1300 - 1400 EDT



LT Colin Tack,
JOAG Liaison





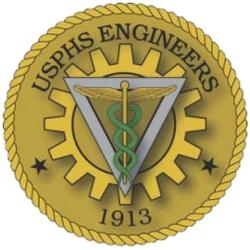
Society of American Military Engineers Update

- ▶ Will provide comments during meeting



CDR Steve Sauer,
SAME Liaison





Closing Remarks and Adjourn

- ▶ Voting Member Application Deadline is June 30th
- ▶ Voting Members - consider applying for EPAC Chair-Elect
- ▶ Please submit COVID-19 narratives!
- ▶ Please join us for Virtual Category Day on Friday, June 19th!
- ▶ Voting Members: Please provide input on Engineer Category Benchmarks to me by June 22nd
- ▶ Please continue to maintain your readiness
 - ▶ Vaccinations are not automatically waived
- ▶ Thank you to all who have deployed!



RADM Edward Dieser,
Chief Engineer



CDR Samantha Spindel,
32 EPAC Chair