



# SWPAG Special Edition



## CHAIR'S CORNER

### *Happy National Professional Social Worker's Month!!*

\*\*\*\*\*STAND UP\*\*\*\*\*

As we recall what it means to be a Social Worker, I would like you to consider adhering to this month's theme by reaching into your intestinal fortitude and aspire to make CHANGE. Release your insecurities and fade your doubts. You have the ability to do anything! Be Enthusiastic... Be Creative... Be Inspiring... Be You! Below are **VACANT** positions that need you to stand up!

The Officers of SWPAG need you! The USPHS orders you! And the community depends on you! Be that one to make change in the year 2017. Do that by taking a chance and applying for one of the vacant positions on the SWPAG Executive Committee.

Please contact the Chair and/or POC listed if interested. Chair positions are voting member.  
Together... we succeed!

#### OPERATIONS:

Awards: Co-Chair **VACANT** [POC is CDR Torris Smith](#)

Communications: Co-Chair **VACANT** [POC is CDR Barbara Olaniyan](#)

Stakeholder & Communication Engagement: Chair/Co-Chair **VACANT** [POC is CDR Indira Harris](#)

#### OFFICER SUPPORT:

Officer Support Ad-HOC Liaison **VACANT** [POC is CDR Indira Harris](#)

Recruitment/Retention: Co-Chair **VACANT** [POC is LCDR Robert Van Meir](#)

Mentoring: Co-Chair **VACANT** [POC is CDR Israel Barcia](#)

Data and Evaluation: Chair/Co-Chair **VACANT** [POC is CDR Indira Harris](#)

Appointment Standards: Chair/Co-Chair **VACANT** [POC is CDR Indira Harris](#)

#### MANAGEMENT:

Ad HOC Liaison **VACANT** [POC is CDR Indira Harris](#)

Administrative Management: Chair/Co-Chair **VACANT** [POC is CDR Indira Harris](#)

Treasurer / Coin Sales: **VACANT** [POC is CDR Indira Harris](#)

SOCIAL WORK MONTH 2017 PROCLAMATION

“SOCIAL WORKERS STAND UP!”

**WHEREAS**, the primary mission of the Social Work profession is to enhance well-being and help meet the basic needs of all people, especially the most vulnerable in society;

**WHEREAS**, Social Workers embody this year’s Social Work Month Theme, “Social Workers Stand Up!,” by serving, advocating for, and empowering millions of Americans each day;

**WHEREAS**, Social Workers embody the theme of this year’s World Social Work Day on March 21, 2017, “Promoting Community and Environmental Sustainability,” by working with individuals, organizations and local and federal government to improve communities and protect the environment;

**WHEREAS**, Social Work is one of the fastest growing careers in the United States, with almost 650,000 members of the profession;

**WHEREAS**, Social Workers work in all areas of our society to improve happiness, health and prosperity, including in government, schools, universities, social service agencies, communities, the military and mental health and health care facilities;

**WHEREAS**, Social Workers have pushed for decades to ensure equal rights for all, including women, African Americans, Latinos, people who are disabled, people who are LGBTQ and various ethnic, cultural and religious groups;

**WHEREAS**, Social Workers have been behind and continue to advocate for legislation and policies that reduce racial discord, including renewal of the Voting Rights Act, The Violence Against Women’s Act, The Civil Rights Act, the Affordable Care Act, Medicaid, unemployment insurance, workplace safety and Social Security benefits;

**WHEREAS**, Social Workers are the largest group of mental health care providers in the United States, and work daily to help people overcome substance use disorders and mental illnesses such as depression and anxiety;

**WHEREAS**, Social Workers deploy across the United States and the world, helping people overcome earthquakes, floods, wars, and other disasters and return to peace and prosperity;

**NOW THEREFORE**, in recognition of the numerous contributions made by America’s Social Workers, I, PETER J. DELANY PhD., LCSW-C, RADM, USPHS, with my colleagues in the U.S. Public Health Service, proclaim March as National Social Work Month and call upon all to join with the National Association of Social Workers, the Social Work Professional Advisory Group of the United States Public Health Service Commissioned Corps, and all who serve, to join us in celebrating contributions of the Social Work Profession to the Nation.

*Peter J. Delany*

1 March, 2017

Peter J. Delany, PhD, LCSW-C  
RADM, U.S. Public Health Service





**Social Work Professional Advisory Group (SWPAG) 2017 Events**

<p><b>Monthly General Meetings:</b></p> <p><b>1300hrs EST CALL INFO: 641-715-3286 546654#</b></p>	<ul style="list-style-type: none"> <li>• 19 January 2017 (New Year!)</li> <li>• 16 February 2017</li> <li>• 23 March 2017</li> <li>• 20 April 2017</li> <li>• 18 May 2017</li> <li>• 15 Jun 2017</li> <li>• 21 September 2017</li> <li>• 19 October 2017</li> <li>• 16 November 2017</li> <li>• 21 Dec 2017 (Close-Out)</li> </ul>
<p><b>Newsletters to be Released:</b></p>	<ul style="list-style-type: none"> <li>• 19 January 2017 <b>Winter Edition – 31 Jan 17)</b></li> <li>• 23 March 2017 (<b>Newsletter – Special Edition - Professional Social Work Month</b>)</li> <li>• 20 April 2017 (<b>Newsletter, Spring Edition</b>)</li> <li>• 15 Jun 2017 (<b>Newsletter, Summer Edition</b>)</li> <li>• 19 October 2017 (<b>Newsletter, Fall Edition</b>)</li> <li>• 21 Dec 2017 (<b>Newsletter, END of Year Edition</b>)</li> </ul>
<p><b>MARCH is National Professional Social Work Month:</b></p>	<ul style="list-style-type: none"> <li>• 06 March 2017 – Social Work Day Celebration with GMU Campus 9:30 am – 4:30 pm 4400 Rivanna River Way Fairfax, HUB Ballroom POC for this action <a href="#">is LCDR Stephanie Felder</a> 301.945.5153</li> <li>• 15 March 2017 – 1600hrs - DC Social Work Social - Carmines 425 7<sup>th</sup> St. NW DC POC for this action <a href="#">CAPT Jay Seligman</a></li> <li>• 16 March 2017 – NASW-DC Conference – SWPAG to present on <i>The Continuum of Trauma-Informed Practices in Military Settings</i>. <a href="#">POC is CDR Indira Harris</a></li> </ul>
<p><b>2017 Learning Series Parts I &amp; II:</b></p> <p><b>1300hrs EST CALL INFO: 641-715-3286 546654#</b></p> <p><b>If interested presenting for Part II, contact: <a href="#">CDR S. Howard</a></b></p>	<ul style="list-style-type: none"> <li>• <b>23 March 2017</b> - CAPT Dwayne Buckingham – “The 7 Do’s and Don’ts of Leadership Development”</li> <li>• <b>20 April 2017</b> - CAPT Jay Seligman (BOP) - Never too Early to Start Planning Your Retirement</li> <li>• <b>18 May 2017</b> - CAPT George Durgin (BOP) - Leadership Development</li> <li>• <b>15 Jun 2017</b> - Laura M. Boff, LMSW, CACI Center for Behavioral Health “The Disease Model of Addiction and Potential Treatment Options”</li> <li>• <b>21 September 2017</b> - CAPT Dwayne Buckingham “Financial Planning – Topic: 7 Steps to Financial Prosperity: How to Thrive After Retirement”</li> <li>• <b>19 October 2017</b> – CDR Marivic Fields – Sleep Hygiene</li> <li>• <b>16 November 2017</b> – CDR Indira Harris – “Mindfulness &amp; Meditation: How to create a Meditative Environment in Every Aspect of Your Life”</li> <li>• <b>21 Dec 2017</b> - CDR Malaysia Gresham – “Mind, Body, Wellness”</li> </ul>
<p><b>COA Chattanooga, TN:</b></p>	<ul style="list-style-type: none"> <li>• SWPAG Poster Presentation</li> <li>• SWPAG Podium Presentations</li> <li>• Category Day – SWPAG Jr. &amp; Sr. SW of the Year Awards – POC is <a href="#">CDR Torris Smith</a></li> </ul>
<p><b>AMSUS Dec 2017: 27 Nov – 1 Dec Nat’l Harbor, MD</b></p>	<ul style="list-style-type: none"> <li>• SWPAG Poster Presentation – POC is <a href="#">CDR S. Howard</a></li> <li>• Joint Services Social Work Panel – POC is <a href="#">LCDR Kari Harris</a></li> <li>• Social Work “50” Campaign</li> </ul>



Due to Social Work Month events going on, we are rescheduling our March General Meeting to:

**23 March 2017 - 1300hrs - 1400hrs EST.**

Please join us in commemorating National Professional Social Work Month as we kick off our SWPAG Learning Series Crusade Part I. These will be a series of talks during our general meetings, by our very own Social Workers and other guests to present on a variety of topics from Leadership Development to Retirement Planning to Mindfulness Meditation to Obtaining your Certified Addictions credential.

The goal is to promote learning and obtain at least one (1) contact hour (under approval of the NASW). Make plans to attend and be sure to email our Executive Secretary LCDR Marriah Lombardo ([Marriah.Lombardo@hhs.gov](mailto:Marriah.Lombardo@hhs.gov)) with your presence. We will send you an email with your one contact hour, once approved by the NASW.

Our first guest speaker is:

**CAPT Dwayne L. Buckingham, PhD, LCSW, BCD** who will speak about “The 7 Do’s and Dont’s of Leadership Development”

**WHAT:** SWPAG General Meeting / Kick off our Learning Series Crusade

**WHEN:** Thursday 23 March 2017

**TIME:** 1300hrs EST

**CALL INFORMATION:** 641-715-3286 546654#

General Meeting Agenda (23 Mar 17) to follow!

*CDR Sonjia Howard, LISW-CP, BCD*

U.S. PUBLIC HEALTH SERVICE  
COMMISSIONED CORPS  
SERVICES ACCESS TEAM (SAT)-3  
Member Recruitment



SAT-3 is currently looking for Officers with case management experience.  
If interested in interviewing for SAT-3 please send your CV and a letter of interest to  
CDR Tracy Branch at [TBranch@HRSA.GOV](mailto:TBranch@HRSA.GOV)

Team Commander CDR Selena Ready  
Deputy Team Commander CDR Cassidy Brown

**Required**  
Supervisory Approval  
Ability to deploy within 36 hours of notification  
Monthly meeting attendance  
Ability to attend SAT trainings

**Preferred Skills**  
Patient Intake  
Conducting Needs Assessments  
Case Management  
Psychological First Aid training  
Cultural and linguistic sensitivity and appropriateness  
Resource Management  
Familiarity with or willingness to learn JPATS System  
Ability to work as a member of a team or independently as mission dictates

**SAT-3 Deployment History**  
Louisiana Flooding  
Flint Water Crisis  
FCC Exercises: San Antonio & Galveston, TX  
Umpqua Community College Shooting  
Ebola Reintegration Mission  
FEMA Noble Lifesaver Exercise  
Unaccompanied Minors Reintegration  
Hurricane Sandy  
Sandy Hook School Shooting  
CHASM Mission Maryville, TX  
CHASM Mission Paducah, KY  
Haiti Earthquake Repatriation Mission  
FT. AP Hill Training



**U.S. Public Health Service Commissioned Corps**

**FACT SHEET**



**Services Access Teams**

***Services Access Teams Can Provide Resources***

The U.S. Public Health Service (USPHS) Services Access Teams (SAT) provide resources and assistance to local health authorities throughout the United States. They were created as part of the National Response Framework's ESF-8 public health and medical asset provisions. Like all Commissioned Corps response teams, they may be deployed in response to an ESF-8 or non-ESF-8 public health emergency. Each SAT is comprised of 10 USPHS trained Commissioned Corps officer responders; enabling scalability and ability to provide only those resources needed. Each SAT is responsive; as a Tier 2 team the SAT can deploy within 36 hours of activation. Each SAT is on-call one out of every 5 months and typically deploys only during the on-call month. Deployments typically do not exceed 2 weeks. Each SAT member is expected to participate in up to 2 weeks of response team training per year.

Each SAT is capable of responding to the many immediate and midterm public health emergencies and urgent health needs arising from a major disaster or other event. The SAT assesses and monitors ongoing health and human services needs of affected populations and is particularly skilled at serving "at-risk" individuals and populations, defined as people who are unable to plan, advocate/or obtain resources and/or services to meet basic health and safety needs. The subgroup of individuals most likely to be impacted include: elderly, developmentally disabled, mentally ill and minors separated from guardians. The SAT can be divided into "blue" and "gold" teams, such that one team is primary and the other secondary for their on-call month. As constituted, the SAT can be divided in half for smaller responses, or for two separate mission assignments in the same theater of operations. If the response needs exceed the capacity of the on-call SAT, the team can be augmented with appropriate officers from Tier 3. SAT utilize established communications and other equipment to operate effectively in disaster-affected locations and surrounding areas. The primary areas of SAT activities and reporting include:

- 1. Needs Assessment;**
- 2. Plan Development/Cultural Sensitivity;**
- 3. Advocating/Connecting;**
- 4. Clinical Care Coordination;**
- 5. Continuity/Transition Management;**
- 6. Psycho-Social Management;**
- 7. Patient Movement & Re-integration; and**
- 8. Confidentiality assurance.**

If a State, Tribal or local public health infrastructure suffers damage from a natural disaster or other event, the SAT can assist in response and/or recovery efforts. Assistance includes augmenting the local health work force, as well as liaising with and advising health decision-makers. Each SAT focuses on ensuring access to essential services to preserve the lives and the health of affected, displaced, returning and vulnerable individuals and populations. Further, each SAT is able to collect and analyze information for evaluating and for improving State, Tribal or local programs' effectiveness or service delivery. All SATs possess technical consultation skills and abilities to preserve and safeguard public health.

***Authority to Activate a SAT***

The Secretary and Assistant Secretary for Health have the authority to activate a SAT and do so in response to requests made through the Surgeon General.

For more information, contact:

Readiness and Deployment Operations Group  
Division of Commissioned Corps Personnel  
Office of the Surgeon General  
1101 Wootton Parkway, Plaza Level;  
Rockville, MD 20852  
Main Phone Number: 240.453.6000  
General Questions for RedDOG:  
RedDOG@hhs.gov

**Attending the AMSUS Conference**

*LCDR Robert E. Van Meir, MSW, LCSW, BCD*

*Chair of the SWPAG Recruitment and Retention Committee*

Recently I had the pleasure of attending the 2016 AMSUS Annual Conference for Federal Health Care Providers. It is the only conference of its kind to bring together federal healthcare professionals, as well as International Delegates. Throughout the meeting attendees have the opportunity to earn CEs from world renowned speakers, network across services nationally and internationally and view demonstrations of the latest advances in healthcare.

The Surgeon Generals of the Army, Navy, and Air Force presented as well as our own Surgeon General of the United States VADM Murthy was on hand to speak about the growing problem of substance abuse in our country. Throughout the 4-day workshop I make connections with other PHS Officers and learned a very valuable lesson: "Right place, right time, and saying yes to opportunities".

During the week I got to be an Aide-Camp twice. The first time I was attending a morning session and CAPT David Lau approached me about being an aide to RADM Michelle Dunwoody, Chief Nurse, BOP I jumped at the chance and she was a pleasure to work for and it was an honor to act as her aide. During the course of the day I also got to meet with CAPT George Durgin who offered me immense career guidance.

On the last day of the conference I was planning on heading back to Ft Bragg, NC to beat the DC traffic. I was assisting CDR Howard and CDR Gresham with the set-up the Uniformed Social Work workshop I was approach to be the Aide Camp of RADM Peter J. Delany. My answer was "of course." During RADM Delany's remarks be echo the lesson of the week "Right place, right time and the willingness to embrace opportunities".

I have had the good fortune to know CDR Sonjia Howard, the current Chair of the SWPAG since I joined PHS in 2013. I worked with her as her Co-Chair on the R & R committee. CDR Howard and CDR Gresham were able to introduce me to many other PHS Officers during the conference. These officers have a wealth of knowledge and were eager to share their lessons learned.

I started thinking about the attending the conference next year. The great fellowship, the knowledge, and the opportunities are immeasurable. A seed was planted in my mind...We need to create a movement to get more PHS Officers and more PHS Social Workers to the conference. In the coming months we will be planning for the AMSUS PHS 100 initiative. The goal is to Campaign to get at least 100 PHS Officers registered for AMSUS Annual Meeting, to encourage officers, especially those interested in "presenting" topics on a national level during "Leadership" Day, and/or present a topic or topics during Poster competition or on Podium Workshops.

Let's show our sister services how talented and skilled the Commission Corp of the United States Public Health Service Officers truly are.

Free or Low Cost CHES/CE Opportunities – March 2017

Date	Topic	Title	Cost	Location	# of CE's	Link
<b>Webinars</b>						
March 21, 2017	Heart Rate Variability	Heart Rate Variability Training: What Is It and Why Do We Care?	\$60 Free if National Wellness Institute Member	Online	1	<a href="http://www.nationalwellness.org/events/event_list.asp">http://www.nationalwellness.org/events/event_list.asp</a>
<b>In-Person Trainings/Conferences/Summits</b>						
March 27-31, 2017	Health Promotion	27 <sup>th</sup> Annual Art & Science of Health Promotion Conference	\$735 for full conference, \$375 for one day	Colorado Springs, CO	Up to 29	<a href="https://www.healthpromotionconference.com/conference-details/overview/">https://www.healthpromotionconference.com/conference-details/overview/</a>
Online						
Anytime	Zika	Zika: The Pandemic Threat	\$20	Online	1	<a href="https://www.continuingeducation.com/course/ches746/zika/">https://www.continuingeducation.com/course/ches746/zika/</a>
Anytime	National Commission for Health Education Credentialing	How to Maintain Your CHES/MCHES Certification	Free	Online	1	<a href="http://miphtcdev.web.itd.umich.edu/trainings/how-maintain-your-chesmches-certification-part-2-0">http://miphtcdev.web.itd.umich.edu/trainings/how-maintain-your-chesmches-certification-part-2-0</a>
Anytime	Communication	Exploring Cross Cultural Communications	Free	Online	1.5	<a href="http://www.phctc.org/learning/pages/catalog/cc/credits.cfm">http://www.phctc.org/learning/pages/catalog/cc/credits.cfm</a>
Anytime	Gun Violence	Prevent Gun Violence: Use the Public Health Approach & Evidence-Based Strategies	\$35	Online	14	<a href="http://www.healthedpartners.org/ceu/pgv/">http://www.healthedpartners.org/ceu/pgv/</a>
Anytime	Public Health	Customer Service in Public Health – Part 1	Free	Online	2	<a href="http://miphtcdev.web.itd.umich.edu/trainings/customer-service-public-health-part-i-0">http://miphtcdev.web.itd.umich.edu/trainings/customer-service-public-health-part-i-0</a>
Date	Topic	Title	Cost	Location	# of CE's	Link
Anytime	Health Education and Public Health	Various Topics	Free	Online	Various	<a href="https://www2a.cdc.gov/tceonline/">https://www2a.cdc.gov/tceonline/</a>

**Helpful Resources:**

- [Agency for Healthcare Research & Quality](#) – AHRQ- Sponsored Continuing Education Activities
- [American Public Health Association](#) – Continuing education resources
- [Army Public Health Command](#) – List of health promotion and wellness webinars on a diverse range of topics important to professionals in health promotion related fields.
- [Centers for Disease Control and Prevention \(CDC\) Training & Continuing Education Online](#) -Calendar and catalog of available CE courses
- [ContinuingEducation.com](#) – List of timely, relevant and compelling health education courses
- [Health Promotion LIVE](#) – List of free, live or recorded webinars
- [Michigan Public Health Training Center](#) – List of free, online trainings and courses
- [National Commission for Health Education Credentialing, Inc.](#) - List of Continuing Education Credit Activities
- [New Jersey Learning Management Network \(NJLMN\)](#) – CE courses for NJ's public health, safety, emergency preparedness workforce
- [Partners in Information Access for the Public Health Workforce](#) – List of upcoming health related conference and meetings
- [Society for Public Health Education \(SOPHE\)](#) – List of continuing education opportunities through SOPHE
- [The Mid-Atlantic Public Health Training Center](#) – List of online public health learning resources
- [University of Wisconsin](#) – Online CHES/MCHES Courses
- [Health Education Partners](#)- Online CHES/MCHES Courses





*CDR Anthony Johnson, PhD*

The Interagency shared VA/DOD/USPHS Social Work Webinar series program focuses on evidence based clinical practices, programs and services provided by the VA, DOD, and USPHS social workers. The lectures are designed and used in the development of new models of practice and skill in areas of innovative clinical practice, deployment, reintegration, research and education in their work with Veterans, Service members, families, children and caregivers. The webinar is 1.5 hours, typically offered monthly and it offers 1.5 **FREE** Social Work CEUs.

Webinars typically occur the second Wednesday of the month from 1:00 p.m. to 2:30 p.m. EST. Participants must pre-register on VHA Train portal and pass the 15 question posttest in order to receive the 1.5 social work CEUs.

On 12 April 2017, our very own USPHS social worker, CDR Anthony Johnson, PhD will provide a stellar presentation on recent research findings in ethics terminology and the ethical framework which can generate behavioral health program effectiveness and administration within integrated care settings. This is a webinar you do not want to miss! You can listen in from the comfort of your workstation. Registration details can be found below.

**Attendee Guidance:** All program attendees need to preregister for this course on the [VHA TRAIN portal](#). If this is your first visit select “Create Account” on the menu to register. You only need one TRAIN account to access multiple TRAIN sites. Be sure to select the opt-in emails so that you can receive important messages. If you already have an account, please enter your login name and password in the text-boxes provided on the menu and select “Login.”

Additionally, if you are interested in presenting during one of the monthly VA/DOD/USPHS Social Work Webinars, please contact LCDR Monique Worrell at [MWorrell1@hrsa.gov](mailto:MWorrell1@hrsa.gov) for more details. This is an amazing opportunity to present to an international federal audience of 150 to 200 people!

LCDR Monique Worrell  
Chair of the Social Work Professional Advisory Training & Education Subcommittee



Blended Retirement System Overview



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The Uniformed Services  
Blended Retirement System

## Blended Retirement System Basics

- ✓ **Thrift Savings Plan**
  - ✓ **Automatic DoD Contribution of 1% of Basic Pay**
    - Begins after 60 days (immediate for opt-in Service members)
  - ✓ **Matching DoD Contribution up to 4% of Basic Pay**
    - Begins after 2 years of service (immediate for opt-in Service members)
- ✓ **Full Monthly Retired pay at 20 years of Service**

$$2\% \times \text{Years of Service} \times \text{High-36 Month Average of Base Pay} = \text{Monthly Retired Pay}$$
- ✓ **Can Elect 25% or 50% Lump Sum at Retirement**
- ✓ **Mid-Career Continuation Incentive**



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The Uniformed Services  
Blended Retirement System

## Who is Affected?

- **If serving as of December 31, 2017:**
  - GRANDFATHERED in current retirement system
  - **NO ONE will be automatically moved to BRS**
- **Many currently-serving members eligible to opt into BRS**
  - Active: Fewer than 12 years of total service as of Dec. 31, 2017
  - Reserve: Fewer than 4,320 retirement points as of Dec. 31, 2017
- **Eligible members have all of CY 2018 to make their decision**
  - Member wants to stay covered under current system – do nothing
  - Member decides BRS is better – can opt in
- **New accessions on or after January 1, 2018 covered by BRS**



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The Uniformed Services  
Blended Retirement System

## Blended Retirement System Benefits

Decision to opt-in is the member's only – DoD has no preference

- ✓ **Greater portability of retirement benefits**
- ✓ **Earlier savings for retirement**
- ✓ **No longer ALL or NOTHING retirement plan**
- ✓ **Covers more people**
- ✓ **Recruiting incentive**
- ✓ **Continuation Pay adds incentive to stay for full career**
- ✓ **Lump Sum option gives choices at retirement**
- ✓ **Encourages saving for retirement**

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**Readiness Quick Tip- March 2017:**

Have you deployed? Are you hoping to get the call?

As officers, we must be “Basic Ready”, regardless if called upon to assist our nation in a deployed setting. Deployments require a high level of forethought and preparation. Beyond the actual preparation and deployment, the experiences can reflect positively on your officer CV and award profile. After returning from a deployment, individual awards or recognition are not always automatic. However, we can ‘set ourselves up for success’ to receive one particular award by completing a portion of the necessary criteria before we ever leave our home.



That’s right...the Field Medical Readiness Badge...aka... the FMRB. In addition to a deployment period of 7 consecutive days, there are other components that an officer needs to focus upon. Multiple online courses require completion and should be done prior to a deployment situation. As social work officers in the mental health role, we are also required to complete additional clinical courses.

Beyond the online courses, to be eligible for the FMRB you must meet the APFT requirement. Previously officers were required to score a Level Two; however with the revised APFT an overall rating of “Excellent” is the threshold. Being proactive will ensure you maximize your deployment and promotion potential.

Refer to the following CCMIS pages for full details:

[https://dcp.psc.gov/ccmis/RedDOG/REDDOG\\_fmr Modules\\_m.aspx](https://dcp.psc.gov/ccmis/RedDOG/REDDOG_fmr Modules_m.aspx)

[https://dcp.psc.gov/CCMIS/RedDOG/REDDOG\\_APFT\\_frequently\\_asked\\_questions\\_m.aspx#17](https://dcp.psc.gov/CCMIS/RedDOG/REDDOG_APFT_frequently_asked_questions_m.aspx#17)

[https://dcp.psc.gov/ccmis/RedDOG/REDDOG\\_awards\\_m.aspx](https://dcp.psc.gov/ccmis/RedDOG/REDDOG_awards_m.aspx)

**Brought to you by the SWPAG-Readiness Subcommittee**

Newsletter created by SWPAG

Communications Committee:

CDR Barbara Olaniyan

LCDR Justin Peglowski

Please send articles for future newsletters to [bolaniyan@hrsa.gov](mailto:bolaniyan@hrsa.gov)