

1. **Welcome/Attendance**
2. **Review Minutes (1st Motion/2nd Motion): CDR Kimberley Jones/CAPT Sonjia Howard**
3. **SWPAG Chair: CDR Tricia Booker**
4. **Promotions:** CDR Booker congratulated the 5 SW’s who were promoted on their wonderful representation of the social work profession and the USPHS.
5. **SW Slogan Contest:** The contest ends this Friday. CDR Booker has received slogan recommendations but has room for more. Please send them in and they have been fun for her to read. They will be sent out and voted on by the SWPAG.
6. **RFA to HSPAC:** CDR Booker acknowledged that many SW’s were disappointed and frustrated at the promotions this year. It appears that promotions are becoming harder. She requested information from HSPAC leadership that is as follows: how many SW’s were up for promotion and were promoted vs who was not promoted; breakdown of the promotion numbers by discipline within HSPAC; consideration for HSPAC to mirror the Scientist PAC in that DoD considers O5’s as O6s within their benchmarks to help make it an even playing field for SW’s; guidance on specialty pay for SW’s; and expanding the family leave policy for adoptive parents. CDR Booker has not received a response yet.
7. **Subgroup Reports**
8. **SWPAG Deployment Forum:** CAPT Todd Lennon, CAPT Sonjia Howard, CDR Cole Weeks, LCDR Dustin Bergerson, LCDR Israel Garcia, and LT Angela McClendon presented on their experiences, successes, and lessons learned with deployments for USPHS missions. Their deployments were supporting the COVID-19 Mission, 2019 CBP Health Screening Support Mission, Puerto Rico Earthquake Disaster Mission, 2015 Umpqua College Shooting Mission, and IHS Fort Belknap Behavioral Support Mission. Their presentation was accompanied by a PowerPoint slide that outlined their main points.
9. **General Membership Discussion/Questions:** CAPT Harris asked CDR Booker if it’s possible to get the audience of the CPO and other leadership regarding what are the measures that go into who gets specialty pay and what warrants specialty pay. She stated that SWs are keeping the behavioral health missions going and are the backbone of the missions. She also mentioned that it may be hard to keep SWs if we are not regarded as valuable.

LCDR Lombardo reported that she has sent over information to the HSPAC policy subcommittee regarding adoption leave and that the information is forthcoming to all.

CDR Caldwell inquired into if there was any clarity on where to send the completed Advanced Readiness information. She stated that there was some back and forth. CDR Booker also asked if there would be a certificate of completion. CDR Spady-Grove reported that she received information this morning from the HSPAC readiness subcommittee about where to submit the completed Advanced Readiness packet and that she will pass that information along.

**NOTE: Please email your attendance to Executive Secretary Phillip at** [**Janelle.phillip@ice.dhs.gov**](mailto:Janelle.phillip@ice.dhs.gov)

**OPERATIONS**

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| **Communications**  *Chair:* LCDR Lorener Brayboy  *Co-Chair:*  LCDR Mark Durham | * No report |
| **Awards**  *Chair:* CDR Kymberly Spady-Grove  *Co-Chair:*  CDR Preston Shumaker | * Please send list of certificates to the Awards Subcommittee to have them recorded and recognized. |
| **Stakeholder &**  **Community Engagement**  *Chair:* LCDR Monique Worrell-Oriola  *Co-Chair:* CDR Holly Berilla | * No report |

**OFFICER SUPPORT**

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| **Training, Education, and Mentorship**  *Chair:*  LCDR Monique Richards  *Co-Chairs:*  CDR Kimberley Jones (Mentoring)  LT Candice Karber (Training and Education) | * Information Session: The Value of Continuing Education featuring the Doctor of Social Work program at Barry University will occur on Wednesday, August 19 from 1500 – 1600 EST. Please reference the flyer disseminated through the SWPAG announcements. * Ethics Webinar featuring speaker LCDR Robert Van Meir is rescheduled for Tuesday, September 15 1500- 1600 EST. This webinar will provide 1.5 CE’s for all attendees. This informational flyer is forthcoming. * Mentoring Subgroup is finalizing Officer Forum scheduled for August 12, 2020 at 1500 EST/1400 CST * Mentoring Subgroup is in planning stages of the final Officer Forum for 2020 Operational Year. The final Officer Forum will feature: How to Demonstrate Impact in a Clinical Billet. This forum is offered to SWPAG Officers at ranks 04 and below. * Mentoring Subgroup will publish its first edition of Mentoring Matters! In the Fall SWPAG Newsletter. Mentoring Matters! Will focus on Mentor and Mentee Competencies as well as leadership development strategies |
| **Readiness**  *Chair:* LT Desirrae Harris  *Co-Chair:*  CDR Kari Harris | * No report |
| **Data and Evaluation**  *Chair:*  CDR Allah-Fard Sharrieff  *Co-Chair:*  CDR Alysa Ward | * No report |

**MANAGEMENT**

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| **Policy**  *Chair:*  CDR Stephanie Felder  *Co-Chair:*  CAPT Karen Hearod | 5 Priority Areas   * Social Worker Special Pay: CDR Booker raised the issue of special pay to HSPAC leadership in hopes of getting clarification and documentation on decisions. Requesting written documentation of the USPHS’ decision and more to come on this topic as it continues to be of interest to officers. * Clinical Hour Opportunities: Spoke with the lead at Walter Reed regarding opportunities - Training and credentialing required, process can take up to 6 months, weekend opportunities available but can provide services during the week with a firm commitment (but the weekend opportunities are more likely). We are now exploring other MTFs and clinical sites. Clinical Hours are still available for deployments and we encourage officers to take advantage of this, but we will continue to work on non-deployment clinical hour opportunities for those that are not deployed. * SW Internship Program: CDR Woodward discussed a current pathway to change for social workers with Indian Health Service in Oregon. Now there are GS-9 to GS-11 for expanding social work scope of practice. Will be able to provide clinical supervision which may yield opportunities for PHS officers * Appointment Standards: CDR Bornemann and CDR Pettit are reaching out to CorpsCares for further information. More to come on next steps regarding this priority. * HSPAC Policy Subcommittee on initiatives affecting HSO Officers in the CORPS: Reviewing consolidated SOP (CDR Booker, CDR Felder, CAPT Hearod) due July 31 * New Initiatives: LCDR Lombardo presented the current PHS adoption leave policies to the Subcommittee. She is currently doing a deep dive into the branch’s adoption leave as would like to write a white paper to advocate for an increase of adoption leave to the standard 12 weeks (from 3 weeks). |
| **Administrative Management**  *Chair:* CDR Cole Weeks  *Co-Chair:* CDR Christine Nemeti   * **Membership**   *Team Leads:*  CDR LaMar Henderson  LCDR Israel Garcia   * **Treasurer/Coin Sales**   *Team Lead:*  CDR Teresa Baptiste | * Continuing to update the SWPAG roster. Waiting to hear about any new Social Workers in OBC. |

**AdHOC SUBGROUP**

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| **Recruitment and Retention**  Chair: LCDR Robert VanMeir  Co-Chair: LCDR Tanya Barragan | * No report |

**Meeting Adjourned at 1611 EST (1st Motion/2nd Motion): CDR Kimberley Jones/LT Everett Rollins IV**

ATTENDANCE

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| CDR Tricia Booker | CDR Kymberly Spady-Grove | CDR Kimberley Jones | CDR Stephanie Felder |
| CAPT Karen Hearod | CDR Cole Weeks | LCDR Israel Garcia | LT Marie Cetoute |
| LCDR Tyson Baize | CDR Deanna DeVore | LT Everett Rollins IV | LT Jennifer Weekes |
| LCDR Dustin Bergerson | CDR Gina Ligonde | LT Marion Willbright | LT Heather Light |
| CAPT Indira Harris | CAPT Elise Young | CAPT Todd Lennon | CAPT Sonjia Howard |
| LCDR Dustin Bergerson | LT Angela McClendon | CDR Deloris Caldwell | LT Janelle Phillip |
| LT Karnisha Harvey |  |  |  |