Welcome to the United States Public Health Service!

The 2020* TOP TIPS for Scientists in the USPHS

WEBSITES

A. Explore these key websites:

1. Commissioned Corps Management Information System (CCMIS): Public Health Service (PHS) personnel management site where PHS-wide updates are posted (check site regularly for updates†):
   https://dcp.psc.gov/ccmis/
   a. Login section contains access to officer personnel information websites
   b. Assignments contains information about Service Member Civil Relief Act and Permanent Change of Station moves
   c. COER contains information on your annual evaluation, the Commissioned Officers’ Effectiveness Report (COER)
   d. Compensation contains information on retirement pay, regular pay, and Thrift Savings Plan (TSP) retirement contributions
   e. Forms contains information on forms for many parts of an officer’s career
   f. Medical Affairs contains information on dental and immunizations
   g. Policy contains information on current and past USPHS policy
   h. Promotions contains information on current and past promotion cycles, promotion checklists, and other promotion relevant information
   i. Readiness contains information on the Annual Physical Fitness Test (APFT), readiness status, Readiness and Deployment Branch (formerly RedDOG), and the rotational calendar
   j. Training Academy contains information on the Officer Basic Course (OBC)

2. Electronic Commissioned Officer Resources Processing System (eCORPS)
   Leave system: https://phsleave.lyceum.com/Login.aspx
   a. Username is first four letters of last name (ALL CAPS) and last four numbers of SSN
   b. This system allows you to request different types of leave from your duty station
   c. The system will require that you identify a leave granting authority

3. Officer Secure Area (OSA) sign in: https://dcp.psc.gov/osa/osa_security_statement.aspx. Login is through the Access Management System (AMS) chip and pin system. Main page is the PHS Dashboard, where you can find your SERNO (PHS ID), eCORPS user ID, employee ID, current billet number, licensure status and expiration date, latest report of readiness status, latest report of physical examination, latest report of medical history, information on promotion status, and immunization details. Mobile devices can be registered to access OSA without a PIV card

*Information is up-to-date as of January 2020.
† While the CCMIS website is updated frequently, not all pages are updated with the same regularity, so some information may be out-of-date.
1. Electronic Official Personnel File (eOPF):
   a. View official documents related to your tenure in the PHS: Application Documents, Personnel Orders, PHS awards, past COERs, Promotion Board Score Sheets
   b. Upload documents that support your contributions to PHS: CV, Officer Statement, Continuing Education Documents, Letters and Certificates of Appreciation, BLS certifications

2. Interface where you submit your annual evaluation (COER)

3. Interface where you can input your billet number and retrieve a description

4. Electronic Document Upload (eDOC-U) – where you can upload documents into your OPF

5. eCMCS Messaging Center – communication tool for conducting official business for officers and civilians who support Corps activities.

6. Readiness and Deployment Branch – where you can use the self service tab to
   a. Update your personal information
   b. Add your readiness information (physical fitness exam results, roles) and view your waivers and readiness status
   c. Update your BLS certification and view your training history
   d. Request assistance via the readiness assistance form

4. Commissioned Corps Learning Management System (CCLMS)—platform for online training for
   a. Training used at OBC
   b. Intructions on how to make updates to the CCLMS account.
   c. Email PHScota@hhs.gov if you have login trouble

5. Responder eLearn: https://respondere-learn.hhs.gov/
   a. Eight basic readiness courses
   b. Field Medical Readiness Badge Courses
      - The Field Medical Readiness Badge (FMRB) recognizes officers who have met criteria beyond the required basic force readiness standards. This is an important recognition of deployments and knowledge of deployment related skills.
   c. Username is first 3 letters of last name (lowercase) followed by 5 digit PHS SERNO
   d. Email “technical support” at NDMSHelpdesk@hhs.gov if you have login trouble

6. Scientist Professional Advisory Committee (SciPAC) site: https://dcp.psc.gov/OSG/scientist/
   a. The Career Development Subcommittee website may be particularly useful for new officers and those up for promotion:
      https://dcp.psc.gov/OSG/scientist/careerdev-sc.aspx

7. USPHS Scientist Facebook group: facebook.com/groups/USPHSScientist/

B. Sign up for key listservs to ensure receipt of current information. Some recommendations are:

1. Scientist category:
   a. via e-mail: LISTSERV@LIST.NIH.GOV. Type the following text in the message body: “subscribe USPHS-Scientist” and provide your name
   b. via web: https://list.nih.gov/. Find the USPHS-Scientist list on the List of Lists, then click on the list name to go to the main archive page for the list. Click “Join” or “leave the list” and fill in the form


3. Division of Commissioned Corps Personnel and Readiness (DCCPR): When you update your
personal information in the RedDOG (Readiness) Tab in the Officer Secure Area, you will be added to the listserv.

4. Agency-specific listserves may be available. Contact your agency Commissioned Corps liaison officer for details.

5. A specialty specific listserv is available for psychologists. Reach out to current PsyPAG leadership for more details.

6. Chartered advisory organization listserves exist for the Minority Officer Liaison Council (MOLC), Black Commissioned Officer Advisory Group (BCOAG), American Indian/Alaskan Native Commissioned Officer Advisory Council (AIANCOAC), Asian Pacific American Officer Committee (AAPAC), and Hispanic Officer Advisory Committee (HOAC). Please check the CCMIS website for more information.

7. Other chartered group listserves exist for the PHS Athletics Group, PHS Ensemble, SG Honor Guard, PHS Band, Sexual Orientation and Gender Diversity Advisory Group (SOAGDAG), Commissioned Corps Women’s Issues Advisory Board (CCWIAB) and Prevention through Active Community Engagement (PACE). Please check the CCMIS website for more information.

GROUPS

C. SciPAC

1. Participate in the Scientist Professional Advisory Committee (SciPAC) monthly teleconferences. The teleconferences occur at 1200 ET on the first Tuesday of every month (Toll-free number: 1-877-465-7975, Passcode: 901 276 235)#). All Scientist officers are encouraged to participate. Attendance on the SciPAC monthly call is taken into consideration when applying to become a SciPAC voting member. Non-mandatory training sessions sometimes occur immediately following the SciPAC teleconference starting ~1300 EST using the same dial-in number and passcode. The meeting information website is https://dcp.psc.gov/OSG/scientist/meetings.aspx.

2. Become an active SciPAC subcommittee member. There are 11 SciPAC subcommittees: Awards, Career Development, Category Day, Mentoring, Policy Review, Recruitment & Retention, Readiness, Rules and Membership, Science, Visibility, and Website—see https://dcp.psc.gov/OSG/scientist/subcommittees.aspx for more information. The Chair of each subcommittee is a SciPAC voting member, as are often the Co-chairs.


D. JOAG

1. Consider participating in the Junior Officer Advisory Group (JOAG) general meeting teleconferences. The teleconferences occur at 1 PM ET on the second Friday of every other month (toll-free number: 1-641-715-3580; passcode: 131583#). All junior officers (Lieutenant or Lieutenant Commander for Scientists) are encouraged to participate.

2. Consider getting a peer mentor from the peer to peer mentoring network through JOAG. Contact information can be found at https://dcp.psc.gov/OSG/JOAG/committees_pdevelopment.aspx.

3. Consider becoming an active JOAG member. JOAG has 9 committees: Awards, Communications
4. For more information about JOAG, visit: [https://dcp.psc.gov/OSG/JOAG/](https://dcp.psc.gov/OSG/JOAG/).

### E. Psychology Professional Advisory Group (PsyPAG)

1. If you are a psychologist, you can join the Psychology Professional Advisory Group (PsyPAG) by contacting the current Membership Chair. PsyPAG is an advisory group for clinical psychologists with members from SciPAC and the Health Services Professional Advisory Committee (HSPAC). PsyPAG teleconferences are held 6 times a year (February, April, June, August, October, and December) on the first Wednesday of the month at 12 PM ET. (1-866-782-0573, Passcode: 2214354#). To learn more about PsyPAG, go to: [https://dcp.psc.gov/OSG/hso/pags-psypag.aspx](https://dcp.psc.gov/OSG/hso/pags-psypag.aspx).

2. Consider becoming an active PsyPAG member. PsyPAG has 7 subcommittees: Policy and Procedures, Membership, Professional Development, Recruitment & Retention, Advocacy, Research and Conference, and Communications. Opportunities for involvement include subcommittee volunteering, subcommittee Chair/Co-Chair, as applicable. PsyPAG also hosts a monthly teleconference to support psychologists pursuing board certification and provides opportunities for involvement during the annual USPHS Scientific and Training Symposium.

### F. Commissioned Officers Association (COA)

1. Consider joining the Commissioned Officers Association (COA). This organization exists to promote the mission and interests of the USPHS and its officers.

2. Consider attending the annual USPHS Scientific and Training Symposium, sponsored by the sister organization of COA, the Commissioned Officers Foundation for the Advancement of Public Health (COF). The conference is held in late spring/early summer in a different state each year. It is a great way to network, hear and meet high-ranking leaders, and attend SciPAC’s Category Day. Mark your calendar and book your room early. Go to [https://www.phscof.org/symposium.html](https://www.phscof.org/symposium.html) for details.

3. Consider joining your local COA branch. These local branches that may be able to provide support and resources for anything from policies to uniform wear, as well as provide an opportunity to meet other officers in your area. Go to [http://www.coausphs.org/](http://www.coausphs.org/) for details.

### G. Minority Officer Liaison Council (MOLC)

1. Consider joining MOLC. This organization serves in a resource and advisory capacity to assist in the development, coordination, and evaluation of activities related to ethnic minority officers it represents in the PHS with specific objectives. Go to [https://dcp.psc.gov/OSG/molc/](https://dcp.psc.gov/OSG/molc/) for details.

### H. Black Commissioned Officers Advisory Group (BCOAG)

1. Consider joining BCOAG. This organization provides assistance and consultation to the Office of the Surgeon General on issues related to the representation and participation of African-Americans in the USPHS. Go to [https://dcp.psc.gov/OSG/bcoag/](https://dcp.psc.gov/OSG/bcoag/) for details.

### I. Asian Pacific American Officer Committee (APAOC)

1. Consider joining APAOC. This organization provides assistance and consultation to the Office of the Surgeon General on issues related to the representation and participation of Asian Pacific Americans in the USPHS. Go to [https://dcp.psc.gov/OSG/apaoc/](https://dcp.psc.gov/OSG/apaoc/) for details.

### J. Hispanic Officer Advisory Committee (HOAC)

1. Consider joining HOAC. This organization provides assistance and consultation to the Office of the
Surgeon General on issues related to the representation and participation of Hispanic Americans in the USPHS. Go to https://dcp.psc.gov/OSG/hoac/ for details.

K. American Indian/Alaskan Native Commissioned Officers Advisory Committee (AIANCOAC)
   1. Consider joining AIANCOAC. The function of the AIANCOAC is to provide advice and consultation to the Surgeon General on issues related to professional practice and the personnel activities (Commissioned Corps or Civil Service) of American Indian and Alaska Native individuals. Go to https://dcp.psc.gov/OSG/aiancoac/ for details.

L. Sexual Orientation and Gender Diversity Advisory Group (SOAGDAG)
   1. Consider joining SOAGDAG. This organization provides advice and consultation to the Surgeon General on issues related to LGBT officers and other sexual and gender minorities and their allies in the USPHS. Go to https://dcp.psc.gov/OSG/sogdag/ for details.

M. Prevention through Active Community Engagement (PACE)
   1. Consider joining PACE. This organization provides officers with the opportunity to put themselves at the forefront of the National Prevention Strategy (NPS) by actively interacting with citizens at the community level. The focus is to educate the public about the Commissioned Corps, the NPS, and all other Office of the Surgeon General initiatives.

PAY AND BENEFITS

N. Obtain ID cards and enroll in benefits
   1. Common Access Card (CAC), i.e. Uniformed Services ID, is often obtained at Officer Basic Course (OBC)
   2. Dependent Identification Card (use the following link to find a facility): http://www.dmdc.osd.mil/rsl/appj/site?execution=e1s1
   4. Enrollment in TRICARE (military and uniformed services health care program): This is automatic for USPHS officers; dependents can elect to enroll in various health plans. Changes to the initial enrollment can be made via the TRICARE patient portal link: https://tricare.mil/FindDoctor/AllProviderDirectories/Military/SecurePatientPortal
   5. Officers are enrolled in Delta Dental: https://feds.deltadentalins.com/phsaddp/
   6. Enroll dependents in dental plan through the following link: https://tricare.mil/CoveredServices/Dental/TDP/Enrollment

O. Understand your pay
   1. Use the Regular Military Compensation Calculator to compute your regular military compensation, http://militarypay.defense.gov/Calculators/RMC-Calculator/, including:
      a. Base Pay
      b. Basic Allowance Subsistence
      c. Basic Allowance Housing
      d. Federal Tax Advantage
   2. Call the Compensation Team at 240-276-8799
      a. Note: the 301-427-3280 number on the bottom of the earnings statement is not in service
      b. Ask to speak to the payroll technician assigned to you (based on the last digits of your social security number). This technician will be helpful if you ever need to make changes to your compensation details (e.g., marriage, addition of dependent, permanent change of station).
c. Request that they walk through your pay stub and answer any questions you may have.

d. Ensure they have the right address and contact information on file.

CAREER MANAGEMENT

P. If your supervisor is not a PHS officer, meet with your supervisor to discuss:

2. Your readiness requirements and deployment “on call” times, if applicable: [https://dcp.psc.gov/ccmis/RedDOG/REDDOG_essentials_m.aspx#MEMBERSHIP](https://dcp.psc.gov/ccmis/RedDOG/REDDOG_essentials_m.aspx#MEMBERSHIP) [https://dcp.psc.gov/CCMIS/RedDOG/Forms/Basic_Readiness_Checklist.pdf](https://dcp.psc.gov/CCMIS/RedDOG/Forms/Basic_Readiness_Checklist.pdf)
3. Supervisor role in the annual COER. See the website below for additional information: [https://dcp.psc.gov/ccmis/COER/COER_Index_m.aspx](https://dcp.psc.gov/ccmis/COER/COER_Index_m.aspx)

Q. Understand the promotion process and get organized

3. SciPAC enlists other Scientists to review your CV and provide advice each fall. Contact the Career Development Subcommittee for more information: [https://dcp.psc.gov/OSG/scientist/careerdev-sc.aspx](https://dcp.psc.gov/OSG/scientist/careerdev-sc.aspx)
4. Review the COER (supervisory evaluation) process: [https://dcp.psc.gov/ccmis/COER/COER_Index_m.aspx](https://dcp.psc.gov/ccmis/COER/COER_Index_m.aspx)
5. During promotion-eligible years:
   a. Write a strong Officer’s Statement (OS)—why you should be promoted: [https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_OS_m.aspx](https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_OS_m.aspx)
   b. Secure a Reviewing Official’s Statement (ROS)—why your second line supervisor (or supervisor’s supervisor) thinks you should be promoted: [https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_ROS_m.aspx](https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_ROS_m.aspx)
6. Complete readiness requirements—Basic Life Support (BLS) and APFT (Annual Physical Fitness Test), annual (self-reported) and 5-year full medical and dental exams, deployment role (done after basic ready), online training (8 modules in addition to the 4 FEMA courses done at OBC), immunizations, height and weight requirements, etc.
   a. See Basic Readiness Compliance Checklist for details: [https://dcp.psc.gov/CCMIS/RedDOG/Forms/Basic_Readiness_Checklist.pdf](https://dcp.psc.gov/CCMIS/RedDOG/Forms/Basic_Readiness_Checklist.pdf)
7. Make sure your certifications/licenses/credentials are up-to-date with DCCPR, if applicable. Check your OPF in the Secure Area: [https://dcp.psc.gov/osa/osa_security_statement.aspx](https://dcp.psc.gov/osa/osa_security_statement.aspx)
   For more info, see also: [https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_licensure_and_certifications_m.aspx](https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_licensure_and_certifications_m.aspx)
R. Awards
1. Familiarize yourself with the awards process:
   https://dcp.psc.gov/CCMIS/COAP/COAP_frequently_asked_questions_m.aspx
   Understand the value of letters of appreciation and awards (See SciPAC Benchmarks):

S. Job Vacancies
1. Once subscribed to the SciPAC listserv, you will receive weekly updates of job announcements from
   around the Department of Health and Human Services (HHS)

ABBREVIATIONS

T. Familiarize yourself with key abbreviations, including those found in this top tips document:

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tr>
<td>AIANCOAC</td>
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<td>Common Access Card</td>
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<td>CAPT</td>
<td>Captain</td>
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<td>CDR</td>
<td>Commander</td>
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<td>COER</td>
<td>Commissioned Officers’ Effectiveness Report</td>
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<td>CV</td>
<td>Curriculum Vitae</td>
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<td>DCCPR</td>
<td>Division of Commissioned Corps Personnel and Readiness</td>
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<td>Defense Enrollment Eligibility Reporting System</td>
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<td>Official Personnel Folder</td>
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<td>FEMA</td>
<td>Federal Emergency Management Agency</td>
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<td>FMRB</td>
<td>Field Medical Readiness Badge</td>
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<td>HHS</td>
<td>Department of Health and Human Services</td>
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<td>HOAC</td>
<td>Hispanic Officer Advisory Committee</td>
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<td>JOAG</td>
<td>Junior Officer Advisory Group</td>
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<td>LT</td>
<td>Lieutenant</td>
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<td>Lieutenant Commander</td>
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<td>MOLC</td>
<td>Minority Officer Liaison Council</td>
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<td>OBC</td>
<td>Officer Basic Course</td>
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<td>OSG</td>
<td>Office of Surgeon General</td>
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<td>OS</td>
<td>Officer’s Statement</td>
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<td>PACE</td>
<td>Prevention through Active Community Engagement</td>
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<td>PCS</td>
<td>Permanent Change of Station</td>
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<td>PHS</td>
<td>Public Health Service</td>
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<td>Psychology Professional Advisory Group</td>
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<td>RADm</td>
<td>Rear Admiral</td>
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<tr>
<td>RedDOG</td>
<td>Readiness and Deployment Operations Group</td>
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<td>SOCAGDAG</td>
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<td>Social Security Number</td>
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<td>health care program of the U.S. Military and Uniformed Services</td>
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<td>TSP</td>
<td>Thrift Savings Plan</td>
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<td>USPHS</td>
<td>United States Public Health Service</td>
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Bonus Tip: Do not hesitate to ask other PHS officers anything. Although the process can be overwhelming at times, other PHS officers have already been through it and can help you navigate.

Welcome Aboard!