



Commissioned Corps BULLETIN

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Surgeon General's Column

The actions we take to protect and advance the health of our Nation are built on a solid foundation of knowledge, history, and experience. In this issue, as I discuss our current and future plans in the vaccine initiative, let me place our efforts in a historical perspective—how the Commissioned Corps of the Public Health Service (PHS) has been involved in these issues over the past century and how previous Surgeons General have taken leadership roles in advancing health.

Last month I testified before the House of Representatives Committee on Government Reform on the safety of vaccines in this country. But our experiences in PHS related to vaccine safety are not new. They date back to the late 19th century.

As early as the 1890s, officers of the Marine Hospital Service, under the administration of Surgeon General Walter Wyman, produced therapeutic sera and antitoxins and instructed scientists from State and local health departments in these techniques. The passage of the Biologics Act of 1902 gave the Hygienic Laboratory regulatory authority in the production and sale of vaccines and antitoxins. The law was a landmark achievement for public health scientists in the early 1900s and helped bring many infectious diseases under control.

Building on Our Progress

Today there are far fewer visible reminders of the suffering, injuries, and premature deaths caused by diseases that can now be prevented with vaccines. Allow me to share a couple of examples:

- The Polio vaccine was licensed in the United States in 1955. During 1951 to 1954, an average of 16,316 paralytic polio cases and 1,879 deaths from polio were reported each year. A problem with early polio vaccines almost ended the Nation's first childhood immunization program. Surgeon General Leonard Scheele worked with the Centers for Disease Control in Atlanta to determine that the problem was with one manufacturer and thus saved the program. As of 1991, polio caused by wild-type viruses had been eliminated from the Western Hemisphere. Today, we have a goal that by the end of the year 2000, polio, like smallpox, will be a disease of the past.
- A physician entering practice today may never see a case of meningitis due to *Haemophilus influenzae* type b (Hib). Before the introduction of effective vaccines in 1988, approximately one in 200 children, under the age of five, developed invasive Hib disease. Hib was the leading cause of bacterial meningitis in children under age five, accounting for about 60 percent of all cases. From 15 to 30 percent of affected children became hearing impaired and about 420 children died every year despite antibiotic therapy. In addition, Hib vaccine has prevented the leading cause of acquired mental retardation in the U.S. By 1998, vaccination of preschool children reduced the number of Hib cases by more than 99 percent.

As Assistant Secretary for Health and Surgeon General, it is my duty to call upon the best available science to protect and advance the Nation's health. For

200 years, PHS has operated with the understanding that inasmuch as we care for the needs of the most vulnerable among us, we do the most to protect the health of the Nation. Throughout history, the most vulnerable have often been those who were attacked by diseases. Thanks to advances in medicine and public health, vaccines have served as the worthy tool we could use to offer protection to individuals and communities.

Vaccines represent a remarkable public health success story. They are perhaps the 20th century's most important medical interventions, having prevented millions of diseases, disability, pain and suffering, and death. Under the Childhood Immunization Initiative, a wide range of efforts such as outreach campaigns, disease monitoring, and vaccine research have been enhanced. Overall, immunization coverage among children is higher today than ever before and the value of vaccines also extends beyond childhood.

Ensuring Safety

While vaccines are among the safest pharmacologic interventions available, we, in medicine and public health

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Surgeon General's Column

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continue to be concerned that some recipients of vaccines suffer injuries as a result of the vaccine. Even with risk levels as low as they are for vaccines, we still are working to find ways to reduce the risks even further. As long as there is the risk for injury or illness, even for one child, we will not be satisfied.

In 1997, when I was Director of the Centers for Disease Control and Prevention (CDC), we had to make the very tough decision to switch our polio immunization strategy from primary reliance on oral polio vaccine (OPV) to inactivated polio vaccine (IPV). The risk of OPV causing polio was 1/2.5 million. Nevertheless, we changed to IPV to further reduce or eliminate the risk of polio from vaccination. We realized that even if we spared one child from the dreaded polio virus, the switch was worth it.

We are committed to vaccine safety through enhanced surveillance systems, vaccine safety research, adopting safe vaccine administration policies, and educating and providing information to parents, health care providers, and the general public. We are gratified that the extensive pre licensing and post licensing efforts by the Food and Drug Administration's (FDA) Center for Biologics Evaluation and Research have resulted in the United States setting the standards worldwide for development and use of safe and effective vaccines.

Even after the extensive studies required for licensure, post marketing research and surveillance are necessary to identify safety issues, which may only be detected following vaccination of a much larger population.

The National Childhood Vaccine Injury Act of 1986 led to the creation of a unified national system to collect, manage, and evaluate the reports of possible adverse events. This system, which was initiated in 1990 and jointly managed by the CDC and FDA, is the Vaccine Adverse Event Reporting System (VAERS). The VAERS monitoring system, for example, alerted and helped us to address the recent concern about the rotavirus vaccine and a type of bowel obstruction called intussusception. Between September 1998 and June 1999, 15 cases of intussusception following rotavirus vaccine were reported to VAERS. The cases tended to be younger than most cases of intussusception normally occurring in the absence of the vaccination. The signal led to special studies to evaluate whether there is a truly causal role of rotavirus vaccine in intussusception. On July 16, 1999, CDC recommended that vaccination of children scheduled to receive the rotavirus vaccine before November 1999 be postponed until the studies are completed and the findings available.

Ensuring Trust

To achieve optimal prevention of dangerous infectious diseases, we must have

confidence in our immunization programs. Thus, the trust of parents, providers, and the general public is critical. We must be united in recognizing and overcoming our common enemy, the microbes that cause infectious diseases and threaten the health and lives of our citizens, especially the Nation's children and elderly. I know I can count on all commissioned officers to continue to provide leadership and support for the vaccination initiative both at home and in your communities.

We should use our experience with the 1989-1991 measles resurgence, which resulted in 55,000 cases of measles and 11,000 hospitalizations—along with experiences in other countries—to remind ourselves of the need to maintain our diligence and perspective when it comes to vaccines. As we enter the 21st century, promoting optimal health of people through the administration of safe and effective vaccines will continue to be a priority for the Department. In addition, I assure you, in the interest of protecting and promoting public health, that we will continue to make policy decisions and recommendations based on the best scientific evidence.

ADM David Satcher
Assistant Secretary for Health
and Surgeon General

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Call for Nominations for the MOLC Senior and Junior Officer of the Year Awards

Nominations are being sought for the Minority Officers Liaison Council (MOLC) Senior and Junior Officer of the Year Awards. These awards recognize minority officers whose professional careers and work performance have resulted in significant contributions to the health of the Nation, particularly minority populations, and to the mission of the Office of the Surgeon General and the Public Health Service (PHS).

The MOLC will present two awards—one to recognize the achievements of a senior-level officer and one to acknowledge the contributions of a junior-level officer. These awards will be presented

at the MOLC Awards Dinner to be held on a date to be announced in early December. Recipients of the MOLC Senior and Junior Officer of the Year awards will receive a plaque and special letter of recognition from the MOLC.

Nominees must be active-duty PHS officers from any professional category. For the Senior Minority Officer of the Year award, officers (O-5 and above) must have more than 7 years of active-duty service to be eligible for nomination. Junior officers with less than 7 years of active-duty service are eligible for nomination for the Junior Minority Officer of the Year award. Commissioned Officer Stu-

dent Training and Extern Program participants are not eligible for either award.

Officers may self-nominate or nominate others. Nominations are due by **October 31, 1999**, to the MOLC Awards Committee. If you are interested in receiving a nomination package or more information, please contact CAPT Robert Carson, MOLC Chair, at 301-443-5084.

Note: Because there is no means by which the MOLC can directly notify supervisors of these awards, minority officers are encouraged to provide a copy of this announcement to their supervisor.

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DCP and Y2K Update

If you are interested in learning more about what the Federal Government is doing about the Year 2000 (Y2K), there is an abundance of information on the web site <<http://www.y2k.gov/>>. This site contains information on: the Y2K computer problem and the Federal Government's efforts to prepare its computer systems; links to information on Y2K compliance for critical sectors of the economy; and other Y2K resources.

Obviously, the focus is on the banking industry, and more specifically—“will my January electronic funds transfer be deposited on schedule.” One advantage that the Division of Commissioned Personnel has is that the January commissioned corps payroll does not run until the third week of January. Any unforeseen problems will have been corrected by then. Maintaining accurate financial records is always a good idea and is particularly important for the few months prior to and the few months following January 1, 2000. You should keep copies of bank statements, automated teller machine and credit card transactions, loan payments, and other financial statements.

Also included at this site is a community guide to Y2K. This information serves to help you evaluate your Y2K readiness. Some of the topics addressed are power, water, food, transportation, and prescription drugs. It includes information on what you should do to prepare for the new century. Do not hesitate to ask your local government, your bank, your utility company, your industry association, and the other organizations you rely upon what they are doing to be ready for the Year 2000. Although you may not experience any Y2K-related disruptions, it is always a good idea to be prepared for temporary disruptions in services no matter what the cause. Basic services can be disrupted at any time because of storms, mechanical failures, human error, etc. Some things we all should do—especially during the winter months when weather events can cause temporary outages and disruptions in local services—is to have batteries for flashlights and radios, a 3-day supply of water and nonperishable goods, and to ensure that your car's gas tank does not go below half full.

The President's Council on Year 2000 Conversion is collecting information on the status of business and government Year 2000 work and will keep the public advised of progress throughout 1999.



Vacancy Announcements

The following vacancies are provided as representative of varied opportunities currently available to Public Health Service Commissioned Corps officers. If you have questions pertaining to the announcements listed below, please call the contact listed.

Any Operating Division/Program wishing to list a vacancy in this column should send a written request to: Division of Commissioned Personnel/HRS/PSC, ATTN: Vacancy Announcements Project Officer/ODB, Room 4A-18, 5600 Fishers Lane, Rockville, MD 20857-0001—or phone: 301-594-3458 or 301-594-3360 (toll-free at 1-877-INFO-DCP (1-877-463-6327)—listen to the prompts, dial 1, pause, dial 43360) or Fax: 301-443-7069.

Category / OPDIV

Description of Position

MEDICAL

HEALTH RESOURCES AND SERVICES ADMINISTRATION—
San Pedro, CA

Clinical Director
Contact: CDR Gilbert P. Rose 1-877-353-9834
Grade: O-6

Provides direct clinical services to Immigration and Naturalization Service (INS) detainees at an INS Processing Center. Experience in a primary care setting is required. Correctional experience and Spanish language proficiency is desirable, but not required. Please fax curriculum vitae and cover letter to 202-514-0095.

INDIAN HEALTH SERVICE—
Claremore, OK

Staff Physician - Obstetrics/Gynecology
Contact: Dr. Paul Mobley 918-342-6433
Grades: O-5/O-6

Primary duty is to provide outpatient and inpatient obstetrics and gynecology services, including surgical gynecology. Incumbent should be board certified or in active candidate status with the American Board of Obstetrics and Gynecology /American Osteopathic Board of Obstetrics and Gynecology.

NURSE

INDIAN HEALTH SERVICE—
Claremore, OK

Staff Certified Registered Nurse Anesthetist
Contact: Dr. Paul Mobley 918-342-6433
Grades: O-3/O-4

A full-time position in a three-member department covering two operating rooms. Night call is taken from your home and does not involve trauma or a labor epidural service. Anesthetics are provided for a wide-range of both inpatient and outpatient services including general surgery, obstetrics/gynecology, dentistry, and podiatry.

HEALTH SERVICES

HEALTH RESOURCES AND SERVICES ADMINISTRATION—
Various Sites

Medical Records Administrator
Contact: CDR Gilbert P. Rose 1-877-353-9834
Grades: O-2/O-3

The Immigration and Naturalization Service's Division of Immigration Health Services announces the addition of four Medical Records Administrator positions. These officers would oversee records administration and act as an occasional resource for other sites as well. Prior correctional experience and Spanish language proficiency is desirable, but not required. Positions are located in Miami, FL; Port Isabel, TX; El Centro, CA; and El Paso, TX. Please fax curriculum vitae and cover letter to 202-514-0095.

MULTIDISCIPLINARY

HEALTH RESOURCES AND SERVICES ADMINISTRATION—
Seattle, WA or
San Francisco, CA

Occupational Health Services Consultant
Contact: CDR Christine Rubadue 206-615-2511
Grades: O-3/O-4/O-5/O-6

Management of occupational health clinical services in more than 40 clinics in Regions 8, 9, and 10. Responsibilities include costing, utilization data, inventory, opening new clinics, staffing. Must be willing to travel and have contract management experience. Must possess good team leadership, communication skills, and organizational leadership. Experience in management of clinical sites is preferred. This is one job opening, but the incumbent can choose working in either Seattle, WA or San Francisco, CA.



Results of Permanent Promotions 1999

During the current promotion year cycle (July 1, 1999 through June 30, 2000) the records of approximately 1,207 officers in the Regular and Reserve Corps of the Public Health Service Commissioned Corps who were eligible for competitive grade (e.g., O-4 through O-6) promotions were reviewed by categorical/group boards. Of those eligible, 730 have or will receive permanent promotions to the competitive grades while an additional 95 officers were promoted to either the permanent O-2 or O-3 grades effective July 1, 1999.

The maximum number of officers authorized to be on active duty in the Regular Corps is currently restricted by law to 2,800. Within this total authorized number, ceilings for each of the permanent grades have been established. Based upon actual permanent retirements and separations, 400 permanent promotions for officers in the Regular Corps can be made without exceeding the authorized grade ceiling. These promotions are subject to Presidential nomination and Senate confirmation.

All permanent promotions were announced on consolidated Personnel Orders numbered 206 dated July 25, 1999. They are listed below and are effective as early as July 1, 1999, or the officer's date of eligibility, depending upon the established criteria set forth in Commissioned Corps Personnel Manual Pamphlet 1, "Commissioned Officer Roster and Promotion Seniority" (Blue Book).

<i>Category</i>	<i>Effective</i>
<i>Grade Promoted to</i>	<i>Date</i>

MEDICAL

To Permanent Captain (O-6)

Armao, Francis B.	07-01-99
Becerra, Jose E.	07-01-99
Blumenthal, Susan J.	07-01-99
Brana, Angel R.	07-01-99
Burkett, Allen R.	07-01-99
Cavanagh, Timothy R.	07-01-99
Chamberland, Mary E.	10-01-99
Crook, Larry D.	07-01-99
Dicker, Richard C.	07-01-99
Ellerbrock, Tedd V.	07-01-99
Gloyd, Susan V.	07-01-99
Hargrave III, Albion F.	07-01-99
Helmick III, Charles G.	07-01-99
Heyse, Stephen P.	07-01-99
Iser, Joseph P.	07-01-99
Johnson, Joyce M.	07-07-99
Kilbourne, Edwin M.	07-01-99
Kittredge, John R.	07-01-99
Longhurst, William L.	07-01-99
Lum, Wayland T.C.	07-01-99

Category *Grade Promoted to*

Nimit, Kesinee C.	07-01-99
O'Brien, Thomas R.	07-01-99
Otero-Herrmann, Guillermo R.	07-01-99
Peterson, Herbert B.	07-01-99
Rivera, Ada I.	07-01-99
Schneider, Jr., Harold W.	07-01-99
Seal, Jr., Elston	07-01-99
Slater, Stanley L.	07-01-99
Smead III, Kenneth W.	07-01-99
Smith, Suzanne M.	07-01-99
Teramoto, Roy K.	07-01-99
Tipple, Margaret A.	07-01-99
Vietti, Mark M.	04-01-00
Williams, Van R.	07-01-99

To Permanent Commander (O-5)

Arday, David R.	07-01-99
Baine, William B.	07-01-99
Band, David M.	07-01-99
Bell, Beth P.	07-01-99
Bernard, Bruce P.	10-01-99
Blair, Ellen K.	01-01-00
Carter, Jr., William E.	07-01-99
Chesbro, Jr., Robert F.	07-01-99
Chon, Ahja K.	07-01-99
Cliff, Susan E.	07-01-99
Cullen, Theresa A.	07-01-99
Davis, Paul W.	07-01-99
DeLowery, Mark E.	01-01-00
DeStefano, Frank	07-01-99
Dickman, David S.	07-01-99
Dietz, Vance J.	07-01-99
Dubitsky, Gregory M.	10-01-99
Feeney III, John J.	07-01-99
Ferris, Gerald L.	07-01-99
Ford, Earl S.	07-01-99
Freund, Jr., Eugene	07-01-99
Galloway, James M.	07-07-99
Gaudino, Jr., James A.	04-01-00
Genser, Sander G.	07-01-99
Getka, Marc A.	07-01-99
Grajales, Olga	07-01-99
Greenberg, Alan E.	07-02-99
Hales, Thomas R.	07-01-99
Hamel, Terence H.	07-01-99
Haveman, Dale E.	07-01-99
Held, Frederic W.	07-01-99
Hlady, Walter G.	07-01-99
Houck, Peter M.	01-15-00
Kassler, William J.	07-01-99
Kelaghan, Joseph W.	07-01-99
Kileen, Martin J.	07-01-99
Laliberte, Robert C.	07-01-99
Lanier, David C.	01-01-00
Levine, Stewart J.	07-01-99
Maggee, Joseph A.	07-01-99
Mahoney, Frank J.	07-01-99
Malave, Clarita W.	07-01-99
Manges, Boyd W.	07-01-99
Mannino III, David M.	07-01-99
Mayhew, Timothy D.	07-01-99
Mican, Joann M.	07-01-99
Moore, Kelly R.	07-01-99
Mootrey, Gina T.	07-01-99
Murphy, Neil J.	07-24-99

Effective *Date*

Category *Grade Promoted to*

Nahlen, Bernard L.	06-29-00
Narrow, William E.	07-01-99
Nicely, Timothy C.	07-01-99
O'Carroll, Patrick W.	07-01-99
O'Connor, Patrick J.	07-01-99
Otten, Jr., Mac W.	07-01-99
Panagis, James S.	07-01-99
Pearson, Michele L.	01-01-00
Pickard, Stephen P.	07-01-99
Pinner, Robert W.	07-01-99
Raelson, James F.	07-01-99
Redd, Stephen C.	07-01-99
Reichler, Mary R.	07-01-99
Rodriguez, Evelyn M.	07-01-99
Rosenberg, Gary F.	07-01-99
Rutstein, David C.	07-01-99
Schieber, Richard A.	07-01-99
Schwartz, Benjamin	07-01-99
Scott-Wright, Alicia O.	07-01-99
Serna, Joe R.	07-01-99
Shapiro, Craig N.	07-01-99
Smith, Richard C.	07-01-99
Snizek, Joseph E.	07-01-99
St. Arnold, Daniel J.	07-01-99
Stewart, Jimmie V.	07-01-99
Stone, Katherine M.	07-01-99
Toomey, Dennis P.	07-01-99
Vasser, Donald D.	07-01-99
Vergona, Charles R.	07-01-99
Watkins-Bryant, Theresa R.	07-01-99
Weber, S. Patrick	07-01-99
Wiemers, Michael W.	07-01-99
Wise, Robert P.	07-01-99
Yao, John S.	05-21-00
Yeskey, Kevin S.	05-21-00
Zaubrecher, Lynda K.	07-01-99

To Permanent Lieutenant Commander (O-4)

Adamson, Megan D.	07-01-99
Alexander, Jr., James P.	07-01-99
Bailey, Brenda D.	07-01-99
Boudreau, Alice Y.	07-01-99
Bresee, Joseph S.	07-01-99
Buchalter, Gregory M.	05-19-00
Buffington, Joanna	07-01-99
Carnes, Paul P.	05-19-00
Casuga-Maquez, Erlinda R.	07-01-99
Chen, D. W.	07-01-99
Chen, Joseph M.	07-01-99
Elkashaf, Ahmed M.	07-01-99
Engel, Michael C.	05-19-00
Fox, Kimberley K.	07-01-99
Fridkin, Scott K.	07-01-99
Galati, Aurelio	07-01-99
Hays, Augusta E.	07-01-99
Hefflin, Brockton J.	07-01-99
Hutchins, Sonja S.	07-01-99
Jernigan, Daniel B.	07-01-99
Johnson, Ronald W.	05-19-00
Kachur, Stephen P.	07-01-99
Kilmarx, Peter H.	07-01-99
Koumans, Emilia H.	07-01-99
Kreiss, Connie A.	07-01-99

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Results of Permanent Promotions 1999

(Continued from page 4)

Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date
MEDICAL (Continued)					
<i>To Permanent Lieutenant Commander (O-4)</i>					
<i>(Continued)</i>					
Lawrence, Julia A.	07-01-99	Forsee, Donald O.	07-01-99	Liebetreu, David L.	07-01-99
Lazarus, Ellen F.	07-01-99	Goldsmith, Jan R.	07-01-99	Lorincz, John E.	07-01-99
Levenson, Aryeh L.	07-01-99	Jasper, Byron G.	07-01-99	Lundahl, David K.	07-01-99
Libutti, Steven K.	07-01-99	Kosell, Mark E.	07-01-99	Mayberry, Randall B.	07-01-99
Malit, Bonita D.	07-01-99	Miller, Robert R.	07-01-99	McCarthy, Robert M.	07-01-99
Marx, Jr., William J.	07-01-99	Oas, Thomas O.	10-01-99	McDowell, Mark C.	07-01-99
Mattay, Venkata S.	07-01-99	Smith, Gregory T.	07-01-99	Mescher, Steve J.	07-01-99
McNeil, Gregg	07-01-99	Tylenda, Carolyn A.	07-01-99	Mindiola, Michael J.	07-01-99
Miller, Mark A.	07-01-99	Vaughn, Richard M.	07-01-99	Neslund, Rebecca V.	07-01-99
Nguyen, Tan T.	07-01-99	<i>To Permanent Commander (O-5)</i>			
Nishanian, Ervant V.	07-01-99	Betz, John S.	07-01-99	Owen, James T.	07-01-99
Ortiz-Rios, Elizabeth	07-01-99	Blahut, Patrick	04-01-00	Perez, Jr., Pedro	07-01-99
Prussin, Calman P.	07-01-99	Bravo, Arturo	07-01-99	Philo-Costello, Deborah	07-01-99
Safran, Marc A.	07-01-99	Campsmith, Michael L.	07-01-99	Reese, Thomas A.	07-01-99
Schillinger, Julia A.	07-01-99	Cangemi, Michael H.	07-01-99	Ritchie, Kirk R.	07-01-99
Schreiber, Ellen S.	07-01-99	Carpenter, James L.	07-01-99	Ross, Donald L.	09-15-99
Senderowicz, Adrian M.	07-01-99	Crow, Sherwood G.	07-01-99	Schmidt, Richard R.	07-01-99
Sniadack, David H.	07-01-99	Duffy, Rosemary E.	07-01-99	Smith, Deborah L.	07-01-99
Stevens, Paul H.	05-18-01	Eisiminger, Milton J.	07-01-99	Sweeting, Wilnetta A.	07-01-99
Stone, Darrell P.	07-01-99	Grim, Charles W.	07-01-99	Upchurch, Adele M.	07-01-99
Stuart, Susan A.	07-01-99	Hardwick, Kevin S.	02-06-00	Vanells, Mark J.	07-01-99
Thierry, Judith	07-01-99	Harris, David L.	07-01-99	NURSE	
Thomas, Robert C.	07-01-99	Holmes, Stuart R.	07-01-99	<i>To Permanent Captain (O-6)</i>	
Torok, Thomas J.	07-01-99	Johnson, GERALYN S.	07-01-99	Adams, Robert E.	07-01-99
Vandyk, Henry J.	07-01-99	Malloy, Dean A.	07-01-99	Canton, Denise S.	07-01-99
Whitney, Cynthia G.	07-01-99	McCarthy, George R.	07-01-99	Chickering, Steven D.	07-01-99
Wing, Jessie S.	07-01-99	McCuan, Ronnie D.	07-01-99	Cress, Aleta J.	07-01-99
Wolf, Steven S.	07-01-99	Nakatsuchi, Hirofumi	07-01-99	Lancaster, Miriam J.	07-01-99
Young, Priscilla L.	07-01-99	Neal, Andrea G.	07-01-99	Marchbanks, Polly A.	07-01-99
Zaza, Stephanie	07-01-99	Palandech, Thomas R.	07-01-99	McDonald, Theresa M.	07-01-99
<i>To Permanent Lieutenant (O-3)</i>					
Balintona, John M.	07-01-99	Reed, Kenneth A.	07-01-99	Phoenix, Loyce J.	07-01-99
Betts, Jennifer L.	05-17-00	Reifel, Nancy M.	01-01-00	Prince, Cheryl B.	07-01-99
Clark, Matthew A.	05-17-00	Rodriguez-Espada, Angel L.	07-01-99	Schron, Eleanor B.	07-01-99
Dhanji, Al-Karim A.	07-01-99	Schlepp, Kevin T.	07-01-99	Sherron, Ronald L.	07-01-99
Erickson, Heidi C.	07-01-99	Shackelford, Lee S.	10-01-99	<i>To Permanent Commander (O-5)</i>	
Esplund, Gretchen M.	05-17-00	Singleton, James C.	10-01-99	Berry, Michael K.	07-01-99
Farabaugh, Philip T.	05-17-00	Smith, Jonathan C.	07-01-99	Brown, Luella M.	07-01-99
Houghton, David C.	07-01-99	Terral, William H.	10-01-99	Callham, Jeannine C.	11-02-99
Mohs, John C.	07-01-99	Troyer, Richard B.	07-01-99	Cloud, Carlene K.	07-01-99
Mohs, Kimberly S.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>			
Nolte, Rochelle M.	07-01-99	Banks, Fred	07-01-99	Culver, Charles S.	01-01-00
Olnes, Laurie E.	05-17-00	Bernstein, Mitchel J.	07-01-99	Danielson, Judith J.	07-01-99
Olnes, Susannah Q.	05-17-00	Brewer, Thomas B.	07-01-99	Eaton, Robert E.	07-01-99
Petrides, Tracey Ford	07-01-99	Bright, Anita L.	07-01-99	Foreman, Madeline F.	07-01-99
Sheffler, Mark A.	07-01-99	Brizzee, David L.	10-01-99	Hassall, Rita R.	07-01-99
Sipe, Melissa A.	05-17-00	Brockett, Steven C.	07-01-99	Hlavna, Penny M.	07-01-99
Sorkin, Joannette A.	05-17-00	Brockmeier, Daniel W.	10-01-99	Holzem, Diane P.	07-01-99
Werner, Rebecca L.	05-17-00	Brown, Barbara H.	07-01-99	Jones, Christopher J.	10-01-99
DENTAL					
<i>To Permanent Captain (O-6)</i>					
Allen, Robert J.	07-01-99	Burges, Brenda S.	07-01-99	Kupczynski, Roman L.	04-01-00
Baker, Gregory K.	07-01-99	Burnett, Spencer D.	07-01-99	Lambert, Mary I.	09-02-99
Bencic, Robert J.	07-01-99	Buttrick, Kelly L.	07-01-99	Ledesma, Armando S.	02-17-00
Betz, Robert S.	07-01-99	Callahan, Christopher L.	07-01-99	Lundgren, Patricia M.	09-21-99
Bingham, Scott	07-01-99	Casterline, Andrew C.	07-01-99	McDivitt, Keith A.	07-01-99
Bruce, Eric G.	07-01-99	Cayous, Lisa W.	10-16-99	Moffett, Carol D.	07-01-99
Cristy, Michael J.	07-01-99	Cho, Roger L.	07-01-99	Motter, John S.	07-01-99
Davidson, Richard M.	07-01-99	Decker, Richard L.	07-01-99	Nessler, Kerry P.	04-01-00
Davis, Robert J.	07-01-99	Firnhaber, Richard L.	07-01-99	Ostchega, Yechiam	07-01-99
		Fosholdt, Warren H.	07-01-99	Pruitt, Glenn A.	07-01-99
		Halliday, Thomas H.	10-01-99	Rael, Melissa V.	09-15-99
		Hartley, George W.	07-01-99	Randolph-Davalos, Marva J.	07-01-99
		Hosek, Joseph G.	07-01-99		
		Johnson, Paul H.	10-01-99		

(Continued on page 6)

Results of Permanent Promotions 1999

(Continued from page 5)

<i>Category Grade Promoted to</i>	<i>Effective Date</i>	<i>Category Grade Promoted to</i>	<i>Effective Date</i>	<i>Category Grade Promoted to</i>	<i>Effective Date</i>	
NURSE (Continued)						
<i>To Permanent Commander (O-5)</i>						
<i>(Continued)</i>						
Robertson, Latricia C.	07-01-99	Saddoris, Robert H.	07-01-99	Biddle, Robert E.	07-01-99	
Robins, Patrice A.	07-01-99	Schoen, Barbara L.	01-01-00	Birney, David M.	07-01-99	
Rohrer, Susanne R.	07-01-99	Shane, Sharon L.	07-01-99	Blade, Leo M.	07-01-99	
Rufus, Betty L.	07-01-99	Sivret, Robert J.	07-01-99	Borchini, Ezio E.	07-01-99	
Siemens, Annette C.	07-01-99	Sorenson, James E.	07-01-99	Burns, Thomas A.	07-01-99	
Smith, Jeffery O.	02-16-00	Stavish, Lawrence A.	07-01-99	Constant, Mitchell W.	07-01-99	
Snesrud, Pelagie C.	07-01-99	Stephens, Leslie A.	07-01-99	Dixon, Matthew N.	01-01-00	
Tinker, Diane E.	10-01-99	Stokes, Deborah M.	01-01-00	Foto, James G.	07-01-99	
Torres, Ruth I.	07-03-99	Tah, Tina Alice	01-01-00	Griffith, William R.	07-01-99	
Twins Runningwater, Minita	07-01-99	Trujillo, Linda M.	07-01-99	Hutson, Donald J.	07-01-99	
Vitch, Michael L.	04-01-00	Vanderhoof, Vien H.	07-01-99	Jensen, Michael S.	10-01-99	
Watkins, Margaret A.	07-01-99	Vanleuven, Mary T.	07-01-99	Lohr, Edward M.	07-01-99	
Weyers, Richard G.	07-01-99	Walker, Ruth F.	07-01-99	Magnuson, Jimmy P.	07-01-99	
<i>To Permanent Lieutenant Commander (O-4)</i>						
Anthony, Yvonne L.	07-01-99	Wall, Frances E.	07-01-99	Melvin, Daryl A.	10-01-99	
Arnaud, Debbie S.	07-01-99	Warner, Bonnie K.	07-01-99	Milne, Kevin B.	10-01-99	
Asay, Brian P.	07-01-99	Watchman, Virginia E.	07-01-99	Poneleit, Kathy M.	07-01-99	
Avery, Catherine B.	01-01-00	Watson, Joyce B.	07-01-99	Ring, Stephen D.	07-01-99	
Avery, Erica M.	07-01-99	Waugaman, Amanda S.	01-01-00	Scully, Adam T.	07-01-99	
Ballard, Naomi C.	07-01-99	Weskamp, Daniel J.	07-01-99	Shultz, David P.	10-01-99	
Barker, Cathy D.	07-01-99	Wilkie, Vernon L.	07-01-99	Styer, George W.	07-01-99	
Bekis-Begay, Irene	07-01-99	Williams, Christine L.	07-01-99	Taddy, Dennis M.	07-01-99	
Booker, Laurie L.	07-01-99	Wolfe, Tracy L.	07-01-99	Thomas, Mark R.	07-01-99	
Caudle, Lindsey D.	07-01-99	<i>To Permanent Lieutenant (O-3)</i>			Wich, Michael B.	10-01-99
Chavez, Terry A.	07-01-99	Aronson, Daniel J.	07-01-99	Zajac, Andrew J.	07-01-99	
Clark, Edith L.	07-01-99	Langbehn, Guadalupe R.	07-01-99	Zimmer, Anthony T.	07-01-99	
Cline, Daniel W.	07-01-99	ENGINEER				
Coyne, Karen M.	04-01-00	<i>To Permanent Captain (O-6)</i>				
Derry, Jeffrey L.	07-01-99	Ali, Joseph S.	07-01-99	SCIENTIST		
Eddleston, Melvin T.	07-01-99	Bromberg, Steven M.	07-01-99	<i>To Permanent Captain (O-6)</i>		
Elkins, Mary Y.	07-01-99	Davis, Barry J.	07-01-99	Biagini, Raymond E.	07-01-99	
Estes, Andrew J.	07-01-99	Dunn, James F.	07-01-99	Dawson, Edward F.	07-01-99	
Gaddy, Verna	07-01-99	Gillam, Joseph D.	07-01-99	Garcia, A. Roland	07-01-99	
Garrido, Jacinto J.	07-01-99	Gragg, Kerry M.	07-01-99	Krauthamer, Victor	07-01-99	
Gerry, Judy A.	07-01-99	Groce, Dennis W.	07-01-99	Nadel, Marion R.	07-01-99	
Gilchrist, Annie L.	07-01-99	Habes, Daniel J.	07-01-99	Stroup, Nancy E.	07-01-99	
Gladbach, Nona R.	10-01-99	Kinney, E. Crispin	07-01-99	Toraason, Mark A.	07-01-99	
Glenn, Byron C.	10-01-99	Kremer, Michael J.	07-01-99	<i>To Permanent Commander (O-5)</i>		
Gordon, Alysse M.	07-01-99	Maeschen, Melvin V.	07-01-99	Cibulas, Jr., William	11-01-99	
Groseclose, Earlene S.	07-01-99	Powell, John I.	07-01-99	Daubon, Vasco J.	07-01-99	
Harding, Joan M.	07-01-99	Schubert, Daniel H.	07-01-99	Eberhardt, Mark S.	10-01-99	
Hayes, Colleen A.	07-01-99	<i>To Permanent Commander (O-5)</i>			Grajewski, Barbara A.	07-01-99
Hernandez, Nelson	04-01-00	Bachman, Randall L.	07-01-99	Lary III, Joseph M.	07-01-99	
Hills, Richard G.	01-01-00	Barber, Dennis A.	07-01-99	Lo, Ko-yu	07-01-99	
Hunstiger, Paul S.	01-01-00	Casamento, Jon P.	01-01-00	McArthur, Sara Dee	08-01-99	
Impson, Jeanetta	07-01-99	Deen, Terry R.	07-01-99	Moran, Michael R.	01-01-00	
Jackson, Carolyn J.	10-01-99	Degaetano, Thomas J.	07-01-99	Murray, H. Edward	07-01-99	
Jacobs, Patricia M.	07-01-99	Evans, Kenneth J.	07-01-99	O'Connor, Jr., Ralph C.	10-01-99	
Jermalovic, Helena L.	07-01-99	Ferguson, Ronald C.	07-01-99	Sanders, Gilbert O.	07-01-99	
Jones, Roldie C.	07-01-99	Lowe, William M.	01-01-00	Schober, Susan E.	10-01-99	
Lane, Stephen D.	07-01-99	Marx, Douglas E.	01-01-00	Watkins, William D.	07-01-99	
Lasure, Eric A.	09-01-99	Mortimer, Vincent D.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>		
Massie, Jodi A.	07-01-99	Olson II, Kenneth E.	07-01-99	Albright, Allen G.	07-01-99	
Murphy, Linda S.	07-01-99	Rodriguez, Gladys	01-01-00	Barrett, Drue H.	07-06-99	
Nelson, Jennifer L.	07-01-99	Rubendall, Richard A.	01-01-00	Blay, Roy A.	07-01-99	
Powers, Priscilla J.	07-01-99	Suarez, Raymond J.	07-01-99	Burkhardt III, William	07-01-99	
Qualls, Elnora A.	07-01-99	Wilde, Kenneth E.	07-01-99	Droby, Raymond M.	07-01-99	
Reyna, Daniel	07-01-99	Wilson, Robert L.	07-01-99	Levy, Deborah A.	07-01-99	
Rhodes, Letitia L.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>			Perez, Jon T.	07-01-99
		Anderson, Arthur M.	07-01-99	Salg, Joyce A.	07-01-99	
		Behel II, Raymond M.	07-01-99	Todd, Glenn D.	07-01-99	
		Beveridge, David G.	04-01-00			

(Continued on page 7)

Results of Permanent Promotions 1999

(Continued from page 6)

Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date
SCIENTIST (Continued)					
<i>To Permanent Lieutenant Commander (O-4)</i>					
<i>(Continued)</i>					
Troiano, Richard P.	07-01-99	Hasemann, Patricia E.	07-01-99	Chamberlain, Christine E.	07-01-99
Venuti, Ri	07-01-99	Hoogstraten-Miller, Shelley	10-01-99	Cope, Jr., Beecher R.	07-01-99
Walker, O'Neal A.	07-01-99	Miller, Georgina F.	07-01-99	Dunn, Susan M.	10-01-99
SANITARIAN					
<i>To Permanent Captain (O-6)</i>					
Crow, Thomas E.	07-01-99	Sawyer, Leigh A.	01-01-00	Forman, Michael S.	07-01-99
James, Steven R.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>			
Pettit, Theodore A.	07-01-99	Bisgard, Kristine M.	07-01-99	Gemelas, Michele F.	07-01-99
Rau, Edward H.	07-01-99	Bourke, Tracey C.	07-01-99	Geoghegan, Jill G.	01-01-00
Sery, John G.	07-01-99	Hampshire, Victoria A.	07-01-99	Henning, Stacey A.	10-01-99
Stern, Barry S.	07-01-99	Timmons, Meta H.	07-01-99	Hirshfield, Karen G.	07-01-99
Taft, Richard M.	07-01-99	PHARMACY			
Young, Marvin W. H.	07-01-99	<i>To Permanent Captain (O-6)</i>			
<i>To Permanent Commander (O-5)</i>					
Blevins, David A.	07-01-99	Becher, John A.	07-01-99	Jacobson, Roberta M.	07-01-99
Driscoll, Richard J.	07-01-99	Dolan, Thomas M.	07-01-99	Martinez, Abraham A.	10-01-99
Etchison, Bruce M.	07-01-99	Dreis, Michael W.	07-01-99	McLiverty, William B.	07-01-99
Fluette, Edwin J.	07-01-99	Fisher, Albert A.	07-01-99	Newhouse, Caroline E.	01-01-00
Freeman, Charles A.	07-01-99	Juan, Shirley A.	07-01-99	Paulson, Shelley F.	07-01-99
Harper, Daniel M.	07-01-99	Kuhl, David E.	07-01-99	Platte, Julie A.	07-01-99
Knapp, Alan D.	07-01-99	Larrabee, Rick S.	07-01-99	Reiner, Annie L.	10-01-99
McCammon, Jane B.	07-01-99	Martin, Halron J.	04-01-00	Rietz, Steven K.	07-01-99
Molloy, Bruce K.	07-01-99	Miller, David L.	07-01-99	Rodgers, Patricia F.	01-01-00
Roddy, Timothy S.	07-01-99	Nishikawa, Barry W.	07-01-99	Snow, John F.	07-01-99
Secord, Kenneth J.	07-01-99	Peters, Donald C.	07-01-99	Sokolowski, Alan M.	07-01-99
Vegella, Thomas J.	07-01-99	Peters, George R.	07-01-99	Strunk, James R.	07-01-99
<i>To Permanent Lieutenant Commander (O-4)</i>					
Almaguer, Daniel	07-01-99	Scott, William B.	07-01-99	Veach, Paula M.	10-01-99
Chamberlin, Clint R.	07-13-99	Stowe, Richard A.	07-01-99	Walters, Brian E.	07-01-99
Freiberg, Sharan A.	10-01-99	Ware, Jr., John D.	07-01-99	Ward, Jr., Earl D.	07-01-99
Gefroh, Gary J.	04-01-00	<i>To Permanent Commander (O-5)</i>			
Hanley, Kevin W.	07-01-99	Anderson, William L.	07-01-99	Warren, Todd A.	07-01-99
Jackson, Duane S.	07-01-99	Bona, James D.	07-01-99	Watkins, Gordon E.	01-01-00
Joyce, Jerome F.	07-01-99	Bowman, Charles A.	12-07-99	Whitehead, Kelvin N.	07-01-99
Kinnes, Gregory M.	01-01-00	Butler, James L.	07-01-99	Wiles, Janey L.	01-01-00
Leffel, John P.	01-01-00	Dermanoski, Kevin R.	07-01-99	Yaplee, Deborah F.	07-01-99
Leith, John W.	07-01-99	Eng, Simon S.	07-01-99	<i>To Permanent Lieutenant (O-3)</i>	
Maekele, Abraham M.	10-01-99	Fejka, Richard M.	07-01-99	Bina, Christopher A.	07-01-99
Meeks, Kevin D.	04-01-00	Gershon, Sharon K.	07-01-99	DIETETICS	
Noska, Michael A.	07-01-99	Gonzalez, Felicita	07-01-99	<i>To Permanent Captain (O-6)</i>	
Pike, Mark E.	07-01-99	Gripp, Carol A.	10-01-99	Brye, Pamela L.	07-01-99
Ravenell-Brown, Doris	10-01-99	Herring, Douglas L.	07-01-99	Piepmeyer, Joseph L.	07-01-99
Seneviratne, Sarath B.	04-01-00	Jones, John E.	07-01-99	<i>To Permanent Commander (O-5)</i>	
Shishido, David H.	07-01-99	Koch, Jr., William C.	11-09-99	Huy, Janice M.	07-01-99
Sullivan, Richard A.	04-01-00	Manning, Jimmy W.	07-01-99	Isbell, Darlene C.	07-01-99
Taylor, Jessilyn B.	07-01-99	Mortenson, Carroll D.	07-01-99	Murphy, Joyanne P.	07-01-99
Williams, Berry F.	07-01-99	Morton, Michael A.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>	
Williams, Johnnie I.	07-01-99	Parrish, Darrell W.	07-01-99	Farrar, Ann Mahoney	07-01-99
Zabrocki, Ronald D.	07-01-99	Racine, David W.	07-01-99	Maupin, Amy R.	07-01-99
VETERINARY					
<i>To Permanent Captain (O-6)</i>					
Cole, Marlene N.	07-01-99	Rostedt, James R.	07-01-99	Nelson, David M.	01-01-00
Eckhaus, Michael A.	07-01-99	Schulz, Bryan L.	07-01-99	Sorenson, Arne L.	10-01-99
<i>To Permanent Commander (O-5)</i>					
Angulo, Frederick J.	04-01-00	Seybold, Michael R.	07-01-99	Torrence-Thomas, Connie Y.	07-01-99
Bryant, Mark A.	07-01-99	Shaffer, Cathy L.	07-01-99	THERAPY	
Elkins, William R.	10-01-99	Smith, Cynthia P.	07-01-99	<i>To Permanent Captain (O-6)</i>	
Goelz, Mary F.	10-01-99	Smith, Martin L.	07-01-99	Akers, James A.	07-01-99
<i>To Permanent Lieutenant Commander (O-4)</i>					
Allen, Michael R.	07-01-99	Smith, Michael G.	07-01-99	<i>To Permanent Commander (O-5)</i>	
Anderson, Robert A.	01-01-00	Staley, Jr., Robert E.	07-01-99	Johnson, Georgia A.	08-06-99
Baker, Barton W.	07-01-99	Taylor, David R.	07-01-99	Nestor, David E.	02-01-00
Barnett, Jr., James F.	07-01-99	Wilson, Steven M.	07-01-99	Williams, Ivana R.	07-01-99
Bashaw, Edward D.	07-01-99	<i>To Permanent Lieutenant Commander (O-4)</i>			
<i>(Continued on page 8)</i>					

Results of Permanent Promotions 1999

(Continued from page 7)

Category Grade Promoted to	Effective Date	Category Grade Promoted to	Effective Date
THERAPY (Continued)			
<i>To Permanent Lieutenant (O-3)</i>			
Marzen, Jean E.	07-01-99	Stephens, Dorothy E.	07-01-99
HEALTH SERVICES			
<i>To Permanent Captain (O-6)</i>			
Barrett, Susanna F.	07-01-99	Tool, William	07-01-99
Biedenkapp, Shelby A.	07-01-99	Vander Hey-Wright, Jayne A.	07-01-99
Brown, Linda Morris	07-01-99	RESEARCH OFFICER GROUP	
Farrar, Curtis L.	07-01-99	<i>To Permanent Captain (O-6)</i>	
Freeman, Ronald G.	07-01-99	Allegra, Carmen J.	07-01-99
Gann, Thomas R.	07-01-99	Boyd, Michael R.	07-01-99
Gustafson, Mary L.	07-01-99	Fleg, Jerome L.	07-01-99
Hanna, Michael R.	10-01-99	Ford, Leslie G.	07-01-99
Jordan, Marion A.	07-01-99	Kovacs, Joseph A.	07-01-99
Lockhart, Susan J.	10-01-99	Markoff, Lewis J.	07-01-99
Longie, Keith C.	07-01-99	Noguchi, Philip D.	07-01-99
Mazzella, Jr., Peter P.	07-01-99	Nutman, Thomas B.	07-01-99
Morris, Latham R.	07-01-99	Quinnan, Jr., Gerald V.	07-01-99
Schable, Charles A.	07-01-99	Reed, Eddie	07-01-99
Sweeney, Marie H.	07-01-99	<i>To Permanent Commander (O-5)</i>	
<i>To Permanent Commander (O-5)</i>			
Abbott, Lura J.	07-01-99	Albanes, Demetrius	07-01-99
Aponte, Laura E.	07-01-99	Baron, Jeffrey	07-01-99
Balham, Ronda A.	07-22-99	Berkower, Ira J.	07-01-99
Brown, Clifford D.	02-16-00	Dionne, Raymond A.	07-01-99
Budetti, Maruta Z.	07-01-99	Elwood, Patrick C.	07-01-99
Dannels, Eugene G.	07-01-99	Holland, Steven M.	07-01-99
Douglas, Hilda P.	10-01-99	Kaplan, Richard S.	07-01-99
Dozoretz, Nina F.	07-01-99	Kohn, Elise C.	07-01-99
Goldstein, Howard A.	07-01-99	Krause, Philip R.	07-01-99
Hutson, Jr., W. Robert	05-08-00	Miller, Frederick W.	07-01-99
Jones, Candace M.	07-01-99	Mulshine, James L.	07-01-99
King, Jeremiah P.	07-01-99	Pluda, James M.	07-01-99
Lapointe, Cheryl A.	01-01-00	Richmond, Barry J.	07-01-99
Levy, Richard A.	07-01-99	Schiffman, Mark H.	04-08-00
Maglott, David B.	07-01-99	Shields, Peter G.	07-01-99
McDowell, Margaret A.	07-01-99	Taylor, Jack A.	07-01-99
Migliaccio, Eugene A.	07-16-99	<i>To Permanent Lieutenant Commander (O-4)</i>	
Osborne, Jane Linkletter	07-01-99	Damon, Inger K.	07-01-99
Pollack, Armando A.	07-01-99	Gurunathan, Sanjay	04-01-00
Przybyla, Paul R.	07-01-99	McDyer, John F.	07-01-99
Raffaele, Thomas S.	04-02-00	Merke, Deborah P.	07-01-99
Rothstein, Mark W.	07-01-99	Tisdale, John F.	07-01-99
Schulman, Richard G.	07-01-99		
Stander, Thomas J.	07-01-99		
Tahsuda, Max A.	07-01-99		
Taylor, Harry B.	01-19-00		
Vause, Jr., Richard C.	07-01-99		
Zeldes, Steven G.	10-01-99		
<i>To Permanent Lieutenant Commander (O-4)</i>			
Bledsoe, Toni A.	07-01-99		
Burt, Susan E.	07-01-99		
Claverie, Elizabeth F.	01-01-00		
Clemens, Paul S.	07-01-99		
Gabbert, Donald H.	07-01-99		
Galinsky, Traci L.	07-01-99		
Harris, Darlene A.	07-01-99		
Hines, David K.	07-01-99		
Hudson, Brian T.	07-01-99		
Lopez, Vickie L.	10-01-99		
Miller, David J.	11-16-99		
Moody, Lanardo E.	07-01-99		
Murillo, Larry	07-01-99		
Nord, Gay E.	07-01-99		
Palma, Carmencita T.	10-01-99		

Call for Nominations for VADM C. Everett Koop Award

Nominations are now being accepted for the Reserve Officers Association's (ROA) annual Public Health Service (PHS) Junior Officer of the Year Award, named in honor of former Surgeon General C. Everett Koop.

The award recognizes an outstanding PHS officer at the rank of O-4 (LCDR) or below. ROA membership is *not* a requirement for nomination. The award will be presented at the Annual ROA Mid-Winter Conference in Washington, D.C., January 23-26, 2000.

ROA will pay registration for the recipient to attend all conference functions. However, ROA cannot pay for travel expenses to attend the conference, and program managers are encouraged to assist with travel support if their candidate is selected. Further information and nomination instructions can be obtained by contacting CAPT Paul Johnson at 712-252-3211. Nominations must be received no later than **October 31, 1999**.

□

Recent Deaths

The deaths of the following retired officers were reported to the Division of Commissioned Personnel:

Title / Name	Date
MEDICAL	
RADM Robert J. Anderson	07-24-99
CAPT Daniel MacKillop	07-15-99
CAPT Charles R. Sharp	08-04-99
NURSE	
CAPT Ethel A. Todd	06-23-99
SCIENTIST	
CAPT Gary C. Schatz	08-02-99
SANITARIAN	
CAPT Wilfred H. Johnson	08-08-99

□

New Phone Number for DCP Computer Help Desk - 301-594-0961

Effective early August, the Information Services Branch of the Division of Commissioned Personnel (DCP) changed its Computer Help Desk phone number. If you are an internal or external customer who periodically needs DCP Wang or LAN assistance, please make note of the new phone number:

**DCP Computer Help Desk
301-594-0961**

(Toll-free at 1-877-INFO-DCP, listen to the prompts, dial 1, pause, dial 40961)

□

2000 Promotion Cycle

The Division of Commissioned Personnel (DCP) is preparing for the 2000 promotion year (PY) cycle (July 1, 2000 through June 30, 2001).

Eligibility for Promotion

Officers are encouraged to periodically review promotion requirements and be aware of when they will be eligible for promotion consideration. Commissioned corps promotion policy is contained in INSTRUCTIONS 1 and 2, Subchapter CC23.4, of the Commissioned Corps Personnel Manual (CCPM). Helpful information is also contained in CCPM Pamphlet 62, "Commissioned Officer's Handbook." Both the CCPM and the pamphlet are available on the DCP web site <<http://dcp.psc.gov>>.

An officer's billet will not preclude his/her consideration by the promotion board in PY 2000. Officers considered for competitive promotion will have their Official Personnel Folders (OPFs) reviewed regardless of the rating of their current billet. However, boards will be directed to take the grade level of the officer's billet into consideration as they evaluate the officer in accordance with the promotion precepts.

Please note: DCP has begun converting all officers' OPFs, currently in paper format, to Optical Disk Storage. Therefore, officers are under a moratorium on submission of paperwork for inclusion in their OPFs. Paperwork submitted during the moratorium will not be inserted into the officers' OPFs. Officers should not submit any paperwork to DCP—except for the following: current professional license / certification / registration, Commissioned Officers' Effectiveness Report, and, if appropriate, form HHS-520, "Request for Approval of Outside Activity".

DCP will mail a personalized memorandum to officers notifying them of their eligibility for promotion. Information on how and when to submit information to the OPF will be included in the personalized memorandum. It is anticipated that technology will allow for electronic (e-mail/fax) submission of many items. Included with this memorandum will be a copy of the officer's Promotion Information Report (PIR) for review and, if needed, correction. The PIR is a succinct summary of verified computerized data about an officer at a given point in time;

it does not substitute for the curriculum vitae (CV) or the OPF. In addition to the PIR, the promotion board reviews the OPF that contains the documents upon which their recommendations are based. Only the contents of the OPF may be considered by the board to establish an officer's relative standing on the promotion roster. Any information not reflected in the OPF cannot be considered by the board.

Officers should review the PIR and return it with corrections if any errors are found. The PIR should *not* be returned if the data it conveys are correct. Changes must be requested in writing and must be supported by appropriate documentation (e.g., copy of personnel orders, award certificates, etc.). Requests to DCP for changes must be postmarked no later than *Friday, November 19, 1999*. Please do not provide information about matters that are not reflected in the PIR (e.g., civic activities, military longevity, training ribbons, or badges such as the Air Force Longevity Service ribbon, Air Force Training ribbon, marksman qualification awards, etc.) as these items will be not be placed into the officers' OPF and will be returned to the officer.

If corrections are necessary, the PIR must be returned to:

Division of Commissioned
Personnel/HRS/PSC
ATTN: PIR Coordinator/PSB
5600 Fishers Lane, Room 4-36
Rockville, MD 20857-0001

Promotion Boards

The records of officers eligible for promotion are reviewed by categorical/group boards. Each promotion board consists of five members who are as representative as possible of the category or group in terms of Operating Division / Program (OPDIV) representation, specialty, and other characteristics. Every effort is made to assure diversity among the board's membership.

This review includes careful consideration of the officer's career as it relates to five of the six precepts upon which promotion recommendations are based. These five precepts are as follows: (1) *performance*—reflected in the COER, (2) *mobility*—as reflected in assignment history (mobility can be both geographic and programmatic), (3) *awards*—which relate

to the quality of an officer's service, (4) *career progression*—as reflected in assignments at increasing levels of responsibility, and (5) *career potential*—as reflected in the effect increased responsibility had on quality of performance.

The percentage "weight" per precept for temporary (T) and permanent (P) grade that may be awarded by the promotion board members are listed after each precept.

In considering an officer for promotion, the board considers several factors for each of the precepts. For *performance*, these factors are: (1) performance on annual COERs; and (2) performance history over time. Emphasis is placed upon the more recent COERs, and they are evaluated against the expectations of an "average" officer in that category and grade.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	55	50	40

For *mobility*, the factors are: (1) career track and primary job; (2) needs of the service; (3) length of service; (4) personal hardship; and (5) overall performance in each assignment. These factors are considered keeping in mind reasonable expectations for mobility of an "average" officer based upon category and specialty, career track, length of service, and personal reasons such as educational activities. Mobility is also reviewed in light of the officer's career progression where the frequency of transfers, whether infrequent or too frequent, may be adversely affecting the officer's overall usefulness to the Corps.

Temporary:	O-4	O-5	O-6
<u>Permanent:</u>	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	5	10

For *awards*, the factors are: (1) OPDIVs to which the officer has been assigned; (2) length of service; (3) grade; (4) commissioned corps awards; and (5) non-commissioned corps awards. The board is reminded that the frequency for nominating officers for honor awards varies among OPDIVs.

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2000 Promotion Cycle

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Temporary:	O-4	O-5	O-6
Permanent:	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	5	5

For *career progression*, the factors are: (1) billet grade; (2) level of responsibility; (3) independence; (4) management/supervisory duties; (5) career contributions; (6) contributions to category; and (7) impact and/or accountability of actions. Emphasis is placed on the officer's contributions as he/she progresses into positions which require increasing levels of responsibility.

Temporary:	O-4	O-5	O-6
Permanent:	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	5	15	20

For *career potential*, the factors are: (1) future needs of the service; (2) potential for a 30-year career; (3) long-term commitment to the commissioned corps; (4) ability to perform at a higher grade; (5) potential for future contributions; and (6) officer's integrity and ethics. These factors are evaluated in light of the findings derived from the four previous precepts.

Temporary:	O-4	O-5	O-6
Permanent:	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	15	10	10

In evaluating an officer for promotion, the board compares the officer, as reflected in the OPF, against a theoretical "average" officer. In a real sense, this "average" officer is the only competition for any one officer being reviewed by a promotion board. Officers never actually compete against each other. Officers with the highest scores are promoted.

COER

A very important element for review by the board is the officer's COER. While the CV reflects the various assignments of an officer's career, the COER reflects the supervisors' assessment of the quality of the officer's service.

Officers called to duty during the last year (prior to September 1) and who are eligible for the temporary O-4 grade should have a COER that covers a 6-month period. An officer to which the above applies should check with his/her Commissioned Corps Liaison to ensure that an annual 1999 and/or an interim

COER has been *completed and received in DCP prior to December 30, 2000.*

Importance of Current CV

The promotion board reviews the OPF of each officer eligible for promotion. It is important that the folder contain a current CV—each page of which contains the *officer's name, PHS serial number, and date.* The CV is the appropriate place to document items not reflected in the PIR or COER. This includes training *not* reflected in forms HHS-350 (Training Nomination and Authorization), temporary duty authorized by travel orders rather than personnel orders, and any duty assignments not reflected in the billet history. The CV is the one place where the officer can present a *concise* picture of his/her entire career. It reflects not only the variety and type of assignments, and progression of responsibility, but also reflects any geographic and/or OPDIV mobility. Although submission of a current CV does not guarantee promotion, an officer does himself/herself a disservice by not submitting a current one. Do *not* attach your CV or other documents to the COER. DCP will not accept "promotion" COERs. Board members have a limited amount of time to review each OPF. Lack of a CV may put the officer at a disadvantage and make him/her less competitive. The importance of a current CV in the OPF cannot be over-emphasized. Please note that DCP will not file program agendas, publications, photos, or news articles about officers' accomplishments. Such accomplishments should be summarized in the CV. Furthermore, it is not necessary to duplicate items already in the OPF.

Copies of *licenses* for inclusion in the OPF must be addressed to:

Division of Commissioned
Personnel/HRS/PSC
ATTN: Licensure Technician/ODB
5600 Fishers Lane, Room 4A-18
Rockville, MD 20857-0001

Be sure to specify your category in the lower left corner on the front of the envelope.

OPDIV Recommendation

In July 1995, Agency Representatives to the Office of the Surgeon General agreed to create a sixth promotion pre-

cept. DCP will provide the OPDIVs with a listing of their officers who will be considered by the Spring 2000 promotion boards. The OPDIV recommendation is to be provided by each OPDIV for each promotion-eligible officer. All use the precepts of "impact on OPDIV's mission" and "value added" by the officer.

The OPDIVs may, at their discretion, add additional precepts. These precepts and the manner of application will be described by each OPDIV, and prior to implementation, this written process will be shared by the OPDIV with DCP and the officers and managers in the OPDIV.

The OPDIV recommendation is a precept, and officers will be assigned to one of four cohorts in accordance with the OPDIV process. An OPDIV's recommendation neither assures nor precludes the promotion of any promotion-eligible officer.

For *OPDIV recommendation*, the factors are: (1) contributions of the officer in fulfilling the mission of the OPDIV; (2) value added by the officer's contributions to the OPDIV; and (3) other OPDIV-specific precepts.

Temporary:	O-4	O-5	O-6
Permanent:	<u>O-3</u>	<u>O-4</u>	<u>O-5/6</u>
Percentage:	15	15	15

Additional details on the sixth precept and the plan can be obtained from your Commissioned Corps Liaison.

General Information

Promotion to the temporary and permanent O-5 and O-6 grades will continue to be highly competitive. Vacancies are monitored closely by DCP and the maximum number of positions for each grade will be filled.

In general, the same attributes that would make an officer highly competitive for a position also make the officer a good candidate for promotion. It is important to remember that career advancement is an ongoing, long-term process and not a "quick fix" immediately prior to promotion eligibility.

Career Counseling / File Review

Officers who will be considered for promotion in PY 2000 wishing to review

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2000 Promotion Cycle

(Continued from page 10)

their OPF may contact their category staffing officer in the Officer Development Branch, DCP, at 301-594-3360 or toll-free at 1-877-INFO DCP (1-877-463-6327), listen to the prompts, press 1, pause, dial 43360.

Those officers who have had career counseling during the past year do not need to do a file review. File reviews, if requested, need to be scheduled in advance as early as possible, and completed by *Friday, December 10, 1999*.

IMPORTANT DATES TO REMEMBER



PIR Corrections Postmarked no later than:

November 19, 1999

Career Counseling Completed:

December 10, 1999

IMPORTANT PHONE NUMBERS

For Counseling: 301-594-3360

(or toll-free 1-877-INFO DCP (1-877-463-6327), listen to the prompts, press 1, pause, dial 43360)

For PIR Questions: 301-594-3471

(or toll-free 1-877-INFO DCP (1-877-463-6327), listen to the prompts, press 1, pause, dial 43471)



Update—Officers' Official Personnel Folders Being Converted to Optical Disk Storage

The Division of Commissioned Personnel (DCP) has begun converting all officers' Official Personnel Folders (OPFs), currently in paper format, to Optical Disk Storage. The conversion process will continue through the summer and fall and DCP expects completion by December of this year. (Please see the March and May 1999 issues of the *Commissioned Corps Bulletin* for details.)

During the scanning process of this conversion, DCP discovered problems with highlighted text, attachments, and undated items. Therefore, officers are asked to do the following:

- Please do *not* highlight your name or other information on any document. If something is important, please either underline it or put an arrow in the margin next to that line. The reason for this is that the optical disk file format is a black and white format, and highlighted areas are dark gray and unreadable.
- Due to the way the Commissioned Officers' Effectiveness Reports (COERs) are being scanned, it is possible for the attachments to become separated from the actual four-page form. In order to ensure that the correct attachment is in the correct file, please put your name, Public Health Service (PHS) serial number, and COER year on every page of the attachments. Including the 'page __ of __ pages' on each page would be helpful also.
- Please be sure that your name, PHS serial number, and current date is on every page of your submitted curriculum vitae.



Reminder about submission of paperwork for officers' OPFs

Officers who are *not* scheduled for promotion or assimilation during the year 2000—

Please do not submit any paperwork until *after December 31, 1999*, for inclusion in your OPF except for the following: current professional license / certification / registration, and, if appropriate, form HHS-520, "Request for Approval of Outside Activity."

Officers who *are* eligible for promotion or assimilation during the year 2000—

Please do not submit any paperwork for inclusion in your OPF—except for the following: current professional license / certification / registration, COER, and, if appropriate, form HHS-520, "Request for Approval of Outside Activity"—*until after you receive your personalized letter from DCP informing you of your promotion eligibility*. This letter will provide you with further instructions on how to submit appropriate items to your OPF for the promotion boards. It is anticipated that technology will allow for electronic (e-mail/fax) submission of many items.

As always, DCP-generated items will automatically be placed into each officer's OPF. These include: personnel orders; PHS awards received; identification card information; and correspondence initiated by DCP.



Bicentennial Cruise

The grand finale of the Public Health Service (PHS) Bicentennial was marked by a cruise aboard the *Potomac Spirit* on July 16, 1999. The roots of the PHS can be traced back to an act for the relief of sick and disabled seamen signed by President John Adams on July 16, 1798. The Bicentennial year was commemorated by various activities around the country, and the celebration came to a close with the cruise on the Potomac River marking the end of the 200th year of PHS history.

The event was sponsored by the Office of the Surgeon General, the Commis-

sioned Officers Association (COA), the District of Columbia-Metro Branch of the COA, the Reserve Officers Association, and the Anchor and Caduceus Society. RADM Kenneth Moritsugu, Deputy Surgeon General, served as Master of Ceremonies for a short program of remarks by representatives of the sponsoring organizations. Guests enjoyed a buffet dinner and dancing, as well as a scenic tour on the river.

Pharmacy Professional Advisory Committee Awards Presented

Three Public Health Service Commissioned Corps pharmacists recently received awards from the Pharmacy Professional Advisory Committee (PAC). On June 8th, the awards were presented at the Commissioned Officers Association's annual meeting in Alexandria, Virginia, by RADM Fred Paavola, Chief Pharmacy Officer, and CDR Lillie Golson, Pharmacy PAC Chair.

George F. Archambault Career Achievement Award

CAPT Eugene Smith, Area Pharmacy, Navajo Area Indian Health Service (IHS), Window Rock, Arizona, received the George F. Archambault Career Achievement Award. His 28-year career has been distinguished by outstanding leadership and organizational abilities and leading area-wide programs for the Navajo Area IHS and for the national pharmacy branch of IHS. CAPT Smith has been a leader in the development of IHS programs including the Standards of Practice for IHS Pharmacies, the IHS Pharmacy Training Program attended by all new pharmacy officers, the IHS Business Committee, and the IHS Pharmacy Communications Committee. He has been involved in community and extracurricular activities including the Alumni Board of the College of Pharmacy at the University of Tennessee.

Allen F. Brands Clinical Pharmacist of the Year Award

CDR Vance Gese, Clinical Pharmacist for Critical Care, Alaska Native Medical Center, Anchorage, Alaska, received the Allen F. Brands Clinical Pharmacist of the Year Award. CDR Gese is directly respon-

sible for onsite pharmacy services to a 16-bed critical care unit and a 48-bed internal medicine ward. He also serves as a mentor to a team of pharmacists who are members of his work team. He has developed a pharmacology curriculum for a Basic Critical Care Course, assisted in the development of critical pathways for the diagnosis of rule-out myocardial infarction, and re-evaluated the management of alcohol withdrawal and developed a symptom-triggered treatment plan. CDR Gese also developed a PharmD rotation in critical care with Idaho State University.

Non-Clinical Pharmacist of the Year Award

CAPT David K. Ellison, Senior Program Management Officer, Peer Review Branch, Bureau of Health Professions, Health Resources and Services Administration, Rockville, Maryland, received the Non-Clinical Pharmacist of the Year Award. CAPT Ellison was recognized for his outstanding performance as Chief, Office of Health Services, U.S. Coast Guard (USCG) and Senior Program Management Officer. He supervised and conducted an office-wide realignment of duties and expectations, drafted and championed the Commandant Instruction for Prime Vendor implementation, and supervised the thirteenth revision of the USCG Medical Manual. As Senior Program Management Officer in the Peer Review Branch, CAPT Ellison developed and implemented a faxback system to contact reviewers and conceived and implemented a design change which improved work flow. He also served as the Commissioned Corps Coordinator for the Bureau of Health Professions.

Retirements - August

Title/Name *OPDIV/Program*

MEDICAL

REAR ADMIRAL (UPPER)

Antonia C. Novello NIH

CAPTAIN

Myron J. Adams, Jr. CDC

Mark A. Kane CDC

Paul W. Brown NIH

DENTAL

CAPTAIN

William J. Williams CDC

LIEUTENANT COMMANDER

Robert M. McCarthy HRSA

NURSE

CAPTAIN

Marilyn W. Getty CDC

ENGINEER

CAPTAIN

Terry R. Deen EPA

William E. Engle EPA

LIEUTENANT COMMANDER

Renwick B. Adams IHS

SCIENTIST

CAPTAIN

Charles K. Bowles BOP

HEALTH SERVICES

CAPTAIN

James E. Clair BOP

Robert J. Battjes NIH

□

DEPARTMENT OF HEALTH & HUMAN SERVICES

Program Support Center
Human Resources Service
Division of Commissioned Personnel, Room 4A-15
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