EFFECTIVE DATE: 3 June 2011

By Order of the Surgeon General of the U.S. Public Health Service:

VADM Regina Benjamin, MD, MBA

SUBJECT: Entry Grade on Appointment to the Corps

1. In accordance with Commissioned Corps Instruction (CCI) CCI 231.01, "General Appointment Standards," this Personnel Operations Memorandum (POM) establishes the maximum entry grade credit and guidelines for determining a candidate's grade upon appointment to the Commissioned Corps of the U.S. Public Health Service (Corps).

2. Maximum Entry Grade Credit.
   a. Medical and Dental category candidates may be credited with no more than 17 years of training and experience.
   b. All other professional category candidates may be credited with no more than 9 years of training and experience.

3. Permanent Grade on Appointment. Permanent grades are established in accordance with the Appendix in CCI 231.01, “General Appointment Standards.”

4. Temporary Promotion on Appointment.
   a. Candidates with at least 8 years of training and experience may be promoted to the temporary O-3 grade on appointment.
   b. Candidates with at least 12 years of training and experience may be promoted to the temporary O-4 grade on appointment.

- Regina Benjamin, MD, MBA
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  Surgeon General