

**U.S. DEPARTMENT OF HEALTH  
AND HUMAN SERVICES**

**PERSONNEL OPERATIONS MEMORANDUM**



**POM 11-005**  
**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.

-S-

Regina Benjamin, MD, MBA  
VADM, USPHS  
Surgeon General