

## 2023–2024 Advisory Workgroup Descriptions

Community Health Workgroups	Public Health Preparedness Workgroups	Environmental Health Workgroups	Public Health Infrastructure and Systems Workgroups	Other Workgroups
Epidemiology	Medical Countermeasures	Environmental Public Health	ePublic Health and Informatics	Public Health Law
Health and Disability	Medical Reserve Corps	Food Safety	Performance Improvement	
Healthy Living and Prevention	Preparedness Planning, Outcomes, and Measurement	Global Climate Change	Profile	
HIV, STI, and Viral Hepatitis	Preparedness Policy Advisory Group (PPAG)	Vector Control	Public Health Communications	
Immunization	Radiation		Research and Evaluation Advisory	
Infectious Disease Prevention and Control	Surge Management		Workforce and Leadership	
Injury and Violence Prevention			Health Equity and Social Justice	
Maternal, Child, and Adolescent Health				
Behavioral Health				



## Community Health Workgroups

### Epidemiology Workgroup

The **Epidemiology Workgroup** provides a forum to discuss emerging and persistent issues in the field; identify and share best practices; review and provide input on new and existing initiatives; and develop and maintain NACCHO policy statements. As such, the group brings expertise and guidance to NACCHO to identify, articulate, and respond to relevant policy issues; ensure that activities reflect LHDs' epidemiology needs; and demonstrate how local epidemiology priorities and activities intersect with those at the state and federal level. The primary focus will be to ensure that NACCHO's future epidemiology and surveillance capacity-building activities are appropriately targeted to areas of greatest need and likelihood of achieving positive and sustained impact on LHDs and their communities. Workgroup members will review epidemiology related model practice applications, serve on external panels and advisory groups as needed, and have a valuable opportunity for peer learning and engagement with other experts in the field.

**Membership:** Membership is open to local health department officials and LHD staff that serve epidemiologic functions.

**Time Commitment:** The workgroup will convene monthly via conference call. In addition, members will be expected to review policy documents, epidemiology related model practice applications, and serve as a liaison to other advisory panels and work-groups as needed. Appointment is for a two-year term with an option for reappointment to a second two-year term.

### Health and Disability Workgroup

The **Health and Disability Workgroup** provides leadership and guidance to NACCHO, local health departments (LHDs), and partner organizations regarding the design, development, and evaluation of programs and policies that incorporate social participation and promotion of health of people with disabilities, as individuals, as a community, and as a population. This workgroup provides advocacy support for public policy focusing on these topics within the local public health system.

**Membership:** Local and state health department officials, programmatic health department staff, and partner organization staff who are interested in issues related to people with disabilities.

**Time Commitment:** The workgroup will convene via quarterly conference calls. Members of the advisory group will be asked to provide input on relevant policies, review documents, and participate in judging model practice applications throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Healthy Living and Prevention Workgroup

The **Healthy Living and Prevention Workgroup** provides input and guidance for NACCHO's chronic disease prevention programs. Specifically, the workgroup explores ways in which (1) legislative and organizational policies; (2) physical, social, and economic environments; and (3) systems change impact the health of local communities and how local health department officials can position themselves as leaders in addressing chronic diseases and their risk factors through policy, systems, and environmental strategies.

**Membership:** Local health department officials and programmatic health department staff who are interested in policy approaches in chronic disease prevention and/or community design and land use planning.

**Time Commitment:** Regular conference calls (quarterly), and moderate between meeting work. In addition, review of documents, revising policy statements, and participation in judging model practice applications will be required throughout the year.

## HIV, STI, & Viral Hepatitis Workgroup

The **HIV, STI, & Viral Hepatitis Workgroup (HSHW)** provides guidance and input on NACCHO's HIV, STI, and viral hepatitis programmatic, policy, and advocacy efforts. Workgroup members provide a local perspective and voice for NACCHO's work at the national level to support, advance, and promote the role of local health departments (LHDs) in the prevention, care, and treatment of HIV, STIs, and viral hepatitis. The workgroup provides a forum to discuss emerging and persistent issues in the field; identify and share best practices; review and provide input on new and existing initiatives; and develop and maintain NACCHO policy statements. The HSHW provides a valuable opportunity for peer learning and engagement with other experts in the field. For more information, visit: <https://www.naccho.org/programs/community-health/infectious-disease/hiv-sti>

**Membership:** LHD officials, HIV, STI, and viral hepatitis program managers, and programmatic health department staff who work in or are interested in HIV, STI, and viral hepatitis prevention, care, and treatment.

**Time Commitment:** One annual in-person meeting (pending funding), monthly conference calls, and moderate work between calls. Work between calls includes reviewing policy statements, documents, and model practice applications, and responding to ad hoc requests for feedback. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Immunization Workgroup

The **Immunization Workgroup** guides NACCHO's immunization portfolio to ensure NACCHO's immunization activities are appropriately targeted towards the current needs of local health departments and their immunization programs. The workgroup also provides leadership and guidance to NACCHO regarding the design, development, and evaluation of immunization programs at NACCHO.

**Membership:** Local health department officials and immunization staff who work on the provision of immunization services, immunization infrastructure, immunization outreach and education, vaccine-preventable disease epidemiology, and immunization policy. NACCHO seeks a geographically diverse membership representing urban, suburban, and rural health departments.

**Time Commitment:** The annual time commitment for this workgroup includes a monthly video call (1 hour) and moderate effort between meetings to review documents and provide comments, participate in judging model practices, and revising policies that guide NACCHO's work in immunization. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Infectious Disease Prevention and Control Workgroup

The **Infectious Disease Prevention and Control (IDPC) Workgroup** provides guidance and direction to NACCHO's infectious disease activities, assists in identifying infectious disease model and promising practices, and actively participates in the review of NACCHO policies to ensure they accurately reflect the voice of local public health practitioners on issues concerning the prevention, control, and treatment of infectious diseases. The workgroup provides a forum for peer sharing and discussion of current infectious disease issues and is recognized as a resource for capturing local input on national guidance, resources, and events. IDPC Workgroup members often engage on multi-disciplinary topics with other workgroups to assure infectious disease implications are understood and addressed.

**Membership:** Local health department officials and programmatic health department staff who are interested in IDPC.

**Time Commitment:** The annual time commitment for this workgroup includes one hour per month on conference calls, and 1-2 hours of moderate work between calls including reviewing call materials, revising policy statements, judging model practice applications, participating in workplan activities, and responding to ad hoc requests for feedback. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Injury and Violence Prevention (IVP) Workgroup

The **Injury and Violence Prevention (IVP) Workgroup** provides input and direction for NACCHO's IVP projects and programs by assisting to identify local health department best practices and providing expertise on IVP-related policies and practices. The workgroup also provides a forum for peer sharing and discussion on issues such as gender-based violence, suicide prevention, trauma-informed care, drug overdose, and firearm violence prevention.

**Membership:** Local health department officials and programmatic health department staff who have expertise and experience in local injury and violence prevention.

**Time Commitment:** The annual time commitment for this workgroup includes monthly conference calls, and moderate work between meetings. In addition, review of documents, such as policy statements or reports, and participation in judging model practice applications, will be required throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Maternal, Child and Adolescent Health Workgroup

The **Maternal, Child and Adolescent Health Workgroup** provides input and guidance for NACCHO's maternal, child and adolescent health (MCAH) related programs. The goal of the workgroup is to (1) assist in the development of activities to improve the understanding of MCAH-related issues among local, state, federal, and national organizations; (2) identify and share topic-specific maternal, child and adolescent health resources, information and experiences at the national, state and local levels, and (3) promote best practices in local MCAH by educating workgroup members and reviewing NACCHO's MCAH resources.

**Membership:** Local health officials and health department staff who are interested in maternal, child and adolescent health.

**Time Commitment:** The annual time commitment for this workgroup includes: monthly conference calls; moderate work between meetings; must attend 80% of the scheduled meetings; and appointment is for a two-year term with an option for reappointment to a second two-year term.

## Behavioral Health Workgroup

The **Behavioral Health Workgroup** focuses on issues related to the role of public health and local health departments in addressing the behavioral health needs of their communities and their staff. Behavioral health is inclusive of both mental health and substance use disorder (SUD) services. Health departments may be the direct provider of services, assure the availability of services in the community, and/or offer prevention and education services. The workgroup will provide advice and guidance to NACCHO program staff. Annual products from the workgroup include: Policy Statement Review and Agenda; Model Practice Review; Tool Box Review; and Annual Priority Setting to guide NACCHO activities. In addition, members will be asked to participate in the creation of position papers, white papers, commentaries, and other documents that assist in outlining the role and needs of local health departments in this area.

**Membership:** Interested health department personnel should have an interest and expertise in behavioral health services, behavioral health interventions (including prevention activities), and/or workplace mental wellness interventions. Members should reflect the diverse nature of local health departments including size, geography, etc. Up to 15 members will be selected for this workgroup.

**Time Commitment:** The annual time commitment for this workgroup includes one or two in-person meetings (pending funding), bimonthly conference calls, and moderate work between meetings. Appointment is for a two-year term with an option for reappointment to a second two-year term.



## Public Health Preparedness Workgroups

### Medical Countermeasures Workgroup

The **Medical Countermeasures Workgroup** addresses issues related to the medical countermeasures enterprise, and seeks to align its work with CDC's Public Health Emergency Preparedness (PHEP) capabilities 8 & 9 and the ASPR's Public Health Emergency Medical Countermeasures Enterprise (PHEMCE) strategy. This group develops recommendations for use of existing and new resources, coordinates medical countermeasure initiatives with other workgroups, and provides policy guidance, through NACCHO, to local, state, federal and private partners. This group may also provide guidance and feedback to relevant MCM policy changes including the transition of the Strategic National Stockpile (SNS) to ASPR.

**Membership:** Local health department officials, and public health preparedness professionals.

**Time Commitment:** At least one in-person meeting (pending funding), routine conference calls, and participation in national meetings if funding and opportunity are available. In addition, review of documents and participation in assessing applicants and identifying model practice programs/activities will be required throughout the year.

### Medical Reserve Corps Workgroup

The **Medical Reserve Corps (MRC) Workgroup** provides leadership, guidance and direction to NACCHO's MRC Program, which seeks to align its work with the MRC Program Office, Office of Emergency Management, Administration for Strategic Preparedness and Response. The overall goal is to raise the national visibility of the MRC program and enhance the capacity of local MRC units to support their community's disaster preparedness and public health initiatives.

**Membership:** Local health officials; local, state, and national MRC representatives; and other public health preparedness professionals.

**Time Commitment:** Monthly conference calls and participation in national meetings if funding opportunities are available. In addition, advisory group members may be asked to assist with the review or development of resource documents, and participation in assessing application for NACCHO's Model Practices.

## Preparedness Planning, Outcomes, and Measurement Workgroup

The **Preparedness Planning, Outcomes, and Measurement Workgroup** focuses on the community preparedness and recovery domains of the Public Health Emergency Preparedness (PHEP) capabilities along with evaluative measures and outcomes including the broader PHEP program, Project Public Health Ready (PPHR), Operational Readiness Review (ORR), and other metrics. A major responsibility of this group is to provide guidance on NACCHO's PPHR Recognition Program, including bi-annually updating the application criteria.

**Membership:** An inclusive mix of public health preparedness professionals from local and tribal health agencies of all sizes. Those with direct experience with the PHEP program, workforce training and development, and quality improvement are also encouraged to apply. A preference for those willing to share their professional opinions, ask questions, and meet the time commitment.

**Time Commitment:** One one-hour virtual meeting per month. Two-year term with the option of staying on for an additional two-year term. Work outside monthly calls such as reviewing program/activity documents, assessing, and identifying model practices, and reviewing tools and guidelines will be required throughout the term. Additional calls may be scheduled depending on need, particularly during the PPHR criteria update period. Pending funding and availability, one in-person meeting will be held at the Preparedness Summit each year.

## Preparedness Policy Advisory Group (PPAG)

The **Preparedness Policy Advisory Group (PPAG)** is first and foremost a policy advisory group from Local Health Departments to NACCHO. The workgroup acts as the overarching preparedness workgroup that provides feedback and comments on a variety of federal public health preparedness policy issues and initiatives to strengthen the voice of local health departments (LHDs) on national policy issues related to the planning, response, and recovery from disasters and other emergencies. The main goals of this workgroup are to:

- Enhance the capability LHDs to prepare for, respond to, and recover from disasters and other public health emergencies by providing feedback on preparedness practice and policy, as well as direction on oversight on NACCHO's Preparedness advisory groups
- Provide input to NACCHO's Preparedness Committee to help inform the organization's position on a variety of high-level initiatives
- Improve LHD community preparedness and recovery capacity by promoting new and existing related resources, tools, and best practices.

**Membership:** Serving on PPAG is both a privilege and responsibility. Members consist of one LHD preparedness representative from each state and each of the four directly funded cities (Los Angeles, Chicago, New York City, and Washington DC). The chairs of each NACCHO preparedness workgroup are also automatically members of this work group. All representatives must have broad preparedness policies and initiatives knowledge. Currently, we are seeking a representative from each of the following states, cities, or districts: **Alabama, Alaska, Maine, Mississippi, Missouri, Nebraska, Oregon, South Dakota, Vermont, and Wyoming.**

**Time Commitment:** The workgroup will convene monthly via ZOOM for 1.5 hours. In addition, members are also expected to provide regular feedback to national policy and federal guidance and share key information with your peers and colleagues.

## Radiation Workgroup

**Radiological preparedness** is an important issue that needs increased attention by public health professionals at the local, state, and national levels. The potential for negative impacts is high following a large radiation emergency, particularly if a jurisdiction is not prepared to respond to radiological threats.

**The NACCHO Radiation Workgroup** is working to increase LHD awareness of tools, resources, and information related to radiological preparedness. The radiation workgroup will also assist in reviewing and providing feedback on resources NACCHO plans to disseminate in relation to radiological preparedness to ensure inclusion of appropriate material and best practices.

**Membership:** Local health department officials and public health preparedness professionals with radiation subject matter expertise.

**Time Commitment:** Routine conference calls and participation in national meetings if funding and opportunity are available. In addition, review of documents and participation in assessing applicants and identifying model practice programs/activities will be required throughout the year.

## Surge Management Workgroup

Members of the **Surge Management Workgroup** address topics related to PHEP Capability 5: Fatality Management, 7: Mass Care, and 10: Medical Surge; as well as those public health and non-public health led activities focused on the coordinated efforts of partners in healthcare, public health, and other preparedness and response organizations. In recent years workgroup members have worked on issues including: family reunification, mass sheltering, patient tracking, no-notice and violent events, and all-hazards planning. Participants of this workgroup also provide guidance and feedback to relevant NACCHO, CDC, ASPR, and other programs and projects.

**Membership:** Local health department officials and public health preparedness professionals.

**Time Commitment:** Monthly conference calls and participation in national meetings if funding and opportunities are available. Periodic communications between workgroup members may occur between monthly calls. In addition, review of documents and participation in assessment of applicants for various NACCHO initiatives. Members of the committee will serve two-year terms with an opportunity for reappointment for a second term.





## Environmental Health Workgroups

### Environmental Public Health Workgroup

The **Environmental Public Health Workgroup** provides leadership and guidance to NACCHO, local health departments, partner organizations regarding environmental health policies and programs, including but not limited to: climate change, Health in All Policies (HiAP), Health Impact Assessment, children's environmental health, drinking water, food safety, and land use planning.

**Membership:** Local health department officials and environmental public health professionals.

**Time Commitment:** Monthly conference calls, one in-person meeting (pending funding), and work in between meetings. In addition, review of environmental health policy statements, development of conference abstracts, and participation in judging model practice applications will be required throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

### Food Safety Workgroup

The **Food Safety Workgroup** provides leadership and guidance to NACCHO, local health departments, partner organizations regarding food safety efforts, health, outcomes, and implications at the local level.

**Membership:** Local health department officials, sanitarians, environmental health professionals, and environmental health directors who are interested in enhancing food safety policies and practices.

**Time Commitment:** Quarterly conference calls, work in between meetings, and one in-person meeting (pending funding). In addition, review of documents and participation in judging model practice applications will be required throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

### Global Climate Change Workgroup

The **Global Climate Change Workgroup** explores ways in which global climate change has an impact on the health of local communities by identifying innovative strategies and best practices that LHDs can leverage nationwide.

**Membership:** Local health department officials, local health department staff, and climate change professionals with strong connections to local health department work on climate change.

**Time Commitment:** Monthly conference calls, possibly one annual in-person meeting, possibly serve as liaison to other strategic NACCHO or external workgroup, and various activities such as NACCHO policy statement review, NACCHO Climate Change Toolkit tool review, judging Model Practice applications, etc.

## Vector Control Workgroup

The **Vector Control Workgroup** provides leadership, guidance, and direction to NACCHO's Vector Control Program. This group reviews best practices in mosquito, tick, and rodent control to assist local organizations in preventing and mitigating zoonotic diseases. Workgroup members will also guide the development and delivery of technical assistance.

**Membership:** Membership is geared towards local health department staff who are working in the area of vector control. Local health department staff members working in other areas of environmental health are also encouraged to apply, as well as vector control professionals with strong connections to local health department work in vector control.

**Time Commitment:** Conference calls occur every other month and are an hour in length. Participation also includes moderate work in between meetings, and the attendance of an in-person meeting dependent on funding. Members will also be required to judge model practice applications and to review documents throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.



# Public Health Infrastructure and Systems Workgroups

## ePublic Health and Informatics Workgroup

The **ePublic Health and Informatics Workgroup** provides leadership, guidance and support to NACCHO's efforts to increase the capacity of local health departments to use data, information, and technology to improve public health. The workgroup is a community of experts that provide national leadership to advance the use of informatics and technology by Local Health Departments to get better, faster, more actionable insights into the hands of decision-makers and the public. The workgroup's goal is to build the capacity of LHDs to collect, analyze, use and disseminate health data by:

- Guiding and informing NACCHO's informatics work through sharing local health departments needs, and public health informatics expertise
- Identify innovative strategies and best practices that LHDs can leverage nationwide
- Support public policy that promotes and supports the local public health system

**Membership:** Local health department officials, informatics staff, and other program staff with oversight or involvement in informatics work.

**Time Commitment:** The annual time commitment for this workgroup includes a monthly video call (1 hour) and moderate efforts between meetings to review of documents and provide comments, participate in judging model practices, and revising policies that guide NACCHO's work in public health informatics. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Performance Improvement Workgroup

The **Performance Improvement Workgroup** provides leadership and guidance to NACCHO, local health departments (LHDs), and partner organizations regarding the design, development, and evaluation of performance improvement initiatives and projects including quality improvement; performance management; PHAB (re)accreditation; community health assessment and improvement planning, including NACCHO's Mobilizing for Action through Planning and Partnerships (MAPP) framework; Healthy People 2030 integration at the local level; change management, strategic planning, and Adaptive Leadership; and social determinants of health and health equity.

**Membership:** Local health department officials, programmatic health department staff, and partner organization staff who are interested in public health performance improvement.

**Time Commitment:** The workgroup will convene via conference calls (bimonthly). Members of the advisory group will be asked to provide input on relevant policies, review documents, participate in judging model practice applications, and inform other deliverables throughout the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Profile Workgroup

The **Profile Workgroup** provides guidance and input to NACCHO's National Profile of Local Health Departments (Profile) study. The purpose of the Profile study is to develop a comprehensive and accurate description of LHD infrastructure and practice.

**Membership:** Local health department officials or the LHD designee to NACCHO. External representatives from affiliate organizations (academia, SACCHOs, partner organizations) are recruited as well.

**Time Commitment:** The annual time commitment for this workgroup includes one in-person meeting, regular conference calls, and moderate work between meetings. In addition, review of documents or surveys may be required during the year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Public Health Communications Workgroup

The **Public Health Communications Committee** provides strategic guidance to NACCHO in creating tools to help local health departments and their leaders become more visible and recognizable to policymakers, the media, and the general public. The committee focuses on the critical importance of LHD communications, marketing, and branding and promoting the national identity for public health departments in order to achieve the long-term goal of universal recognition of the public health brand.

**Membership:** Local health department officials; public information officers; senior health department staff with experience in public communications, media, marketing, branding, and social media; and federal and state partners in the public health enterprise.

**Time Commitment:** Monthly conference calls and moderate work between meetings. Most work will be conducted via phone and/or email. Appointment is for a two-year term with an option for reappointment to a second two-year term.

## Research and Evaluation Advisory Workgroup

The **Research and Evaluation Advisory Committee** helps NACCHO to determine which research studies and program evaluations proposed by NACCHO or external researchers are of most benefit to LHDs. The Committee identifies research questions or topics that are high priorities for local health departments and reviews major surveys, evaluation protocols, or other research studies to ensure that (1) studies produce information that is relevant and useful for local health departments and (2) studies have minimum burden on LHD participants. The committee also advises researchers on strategies and products for translating research evidence and program evaluation results for public health practice. The committee will work virtually via conference calls or web conferencing.

**Membership:** LHD staff with interest in and some involvement with research or program evaluation (either as a researcher or collaborator). Academicians are ideal members to review research and evaluation protocols to ensure sound methodology. Funders are also welcome to inform committee members of possible funding opportunities for proposed studies.

**Time Commitment:** Meetings via quarterly conference call to review new and ongoing research and evaluation studies. Other conference calls may be scheduled as needed to discuss late-breaking proposed research. Anticipate reviewing 6-12 proposed research projects or collaborations per year. Appointment is for a two-year term with an option for reappointment to a second two-year term.

***\*Workgroup not accepting applicants for the 2023-2024 year.***

## Workforce and Leadership Workgroup

The **Workforce and Leadership Workgroup** provides recommendations, direction and guidance to NACCHO's Board of Directors and staff to facilitate NACCHO's efforts to expand and improve the public health workforce. It provides leadership, advocates for, and advises NACCHO and its partners on comprehensive, innovative workforce and leadership development policies and practices.

**Membership:** Local health department officials and staff at local health departments.

**Time Commitment:** The Workforce and Leadership Development Committee will meet monthly via conference call and most business will be conducted via phone and/or e-mail. Members of the committee will serve two-year terms with an opportunity for reappointment for a second term.

## Health Equity and Social Justice Workgroup

The **Health Equity and Social Justice Workgroup** corresponds to the vision and values within NACCHO's strategic map by enhancing the capacity of LHDs to achieve health equity through social justice, as a means to improve health status and quality of life. This workgroup develops strategies and methods to transform the structure, culture, and public health practice of LHDs toward the elimination of systemic, avoidable and unjust inequities in the distribution of disease and illness, with an emphasis on tackling root causes—structural racism, class power, and gender inequity. The workgroup, therefore, emphasizes acting directly on the processes and institutions that generate health inequity, beyond only remediating the consequences. It seeks to devise strategies, indicators, tools, and communicate a social justice-based public narrative that can strengthen alliances with constituents and allies.

**Membership:** LHD officials and senior health department staff. The committee seeks members who are committed principles of social justice and knowledgeable about the sources of health inequity.

**Time Commitment:** The committee will meet quarterly via conference call and most business will be conducted via phone and/or e-mail. A two-day in-person meeting will occur once or twice a year (pending funding). A two-hour in-person meeting will occur at NACCHO Annual. Appointment is for a two-year term with an option for reappointment to a second two-year term.

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## Other Committees and Workgroups

### Public Health Law Workgroup

The **Public Health Law Workgroup** provides a space where practitioners may gain insight and share perspectives on how law and policy impact local public health practice. Activities may include the discussion and creation of resources concerning emerging local public health trends and priorities amenable to the application of legal strategies, effective public health legal approaches that improve local health outcomes, and other topics related to NACCHO programmatic work.

**Membership:** Public health professionals involved in work related to local public health law and policy, including: legal counsel, attorneys, health officials, policy advisers, and other relevant local health department staff.

**Time and Work Commitment:** Monthly conference calls and participation in face-to-face meetings if funding and opportunities are available. Periodic communications between workgroup members and staff may occur between monthly calls. In addition, review of documents, assessment of applicants for various NACCHO initiatives, and participation in additional meetings related to NACCHO Public Health Law Initiatives may be requested if availability allows. Members of the committee will serve two-year terms with an opportunity for reappointment for a second term.