

Topics

- Officer Strength
- Memorandum of Agreement (MOA)
- Deployment Support Request / TDY



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February 15, 2023

Officer Strength

- 5,598 Active Duty PHS Officers
- 1,416 Active Duty PHS Officers in IHS
- 37 Active Duty PHS Officers in Nashville Area
 - 21 Federal
 - 16 Tribal/Urban via MOA

Areas	Number of Officers
Oklahoma	238
Navajo	221
Phoenix	220
Alaska	176
Great Plains	117
Portland	89
Albuquerque	75
Bemidji	75
IHS HQ	67
Billings	59
Nashville	37
Tucson	22
California	20



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Memorandum of Agreement



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Memorandum of Agreement (MOA)

- A MOA is an agreement between the Indian Health Service (IHS) and the Tribe/Tribal Organization for the assignment of an U.S. Public Health Service Commissioned Corps Officer.
- The Purpose of MOA:
 - (1) To establish and clarify rules and procedures relative to the assignment and service of Corps Officers in providing the Tribe with the services to meet its organizational mission; and
 - (2) establish a single point of contact for general administration of the MOA as it relates to personnel management



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Memorandum of Agreement (MOA)

- Justification for the Assignment

- To assist the Tribe in carrying out contracted/compacted responsibilities in providing health program services to the American Indian/Alaska Natives (AI/AN) residing in the service area and requesting the assistance of the IHS to help fill the position with a Corps officer.



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Memorandum of Agreement (MOA)

- Supervision

- An officer will be assigned an IHS official, who will be known as the “**Federal Supervisor**,” and a Tribal Supervisor. The Federal Supervisor will exercise administrative responsibility, including serving as the Reviewing Official associated with the Commissioned Officer’s Effectiveness Report (COER), provide or assist in arranging technical consultation with the Officer or the Tribal Supervisor.
- The **Tribal Supervisor** will assign work, provide the Officer with a work schedule, approve leave, evaluate the Officer’s performance and forward to the Federal Supervisor, and maintain adequate documentation to support any requests for awards for the Officer or for disciplinary actions against the Officer. The Officer will adhere to the chain of command within both the Tribe and the federal chain of command as prescribed.
- The Officer will be directly responsible for the performance of day-to-day activities under the supervision of the Tribal Supervisor



Memorandum of Agreement (MOA)

- Tribal Cost of Assignment

- The Tribe will reimburse IHS for following costs, related to the employment of the Officer
 - All costs associated with the detail of the Officer, which includes, but is not limited to: pay and allowances, including base pay, subsistence allowances, basic allowance for housing, cost-of-living adjustments (COLA), special pays, longevity increases, promotion increases, and periodic pay increases in accordance with Title 37 U.S.C.
 - Cost of travel for the Officer and transportation of his/her immediate family, household goods, and personal effects to and from the assigned duty station upon activation, separation from the Corps, retirement, or unilateral cancellation of the MOA by the Tribe. These costs are governed by the Joint Travel Regulations of the Uniformed Services (JTR).



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Memorandum of Agreement (MOA)

- Tribal Cost of Assignment

- Costs for lump sum payment of annual leave for the Officer separating or retiring from the Corps while assigned under this MOA.
- DHHS' share of costs for Serviceman's Group Life Insurance and Social Security Coverage.
- DHHS' share of cost for the administrative obligations incurred by this MOA. These costs will include, but not limited to, the following:
 - a. Administrative costs associated with the processing of the MOA and permanent change of station (PCS) documents, and
 - b. Payroll assessment charges associated with the MOA and costs associated for the support for the administration of the Corps.
- Security clearances that may be required for the Officer (i.e., Indian Child Protection and Family Violence Act compliance).



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Memorandum of Agreement (MOA)

- Tribal Cost of Assignment

- Contingency Expenses Paid by the Tribe, in the event of the death of an Officer;
 - Death gratuity.
 - Transportation of dependents and shipment of household goods and personal effects to a place selected by the survivors.
 - Burial, including transportation of body to place of burial.
 - Lump-sum leave payment for earned but unused annual leave.
 - In the event of the death of the Officer's dependent, expenses for transportation of the body to the place of burial.
- If the Officer is placed on the Temporary Disability Retirement List (TDRL) and is eventually separated from the Corps, provided a severance package and not retired, the severance package costs will be the responsibility of the Tribe.



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Memorandum of Agreement (MOA)

- Termination of Assignment

- The parties agree that the MOA shall be terminated by either party with or without cause. The party terminating the MOA will provide 180 days written notice to the other party. The written termination notice will contain the effective date of the MOA termination. If the MOA is terminated by the Tribe, the Tribe will continue to pay salary and other related officer costs for 180 days or until a reassignment can be located for the Officer, whichever is the shorter of the two durations. IHS will use its best efforts to place/reassign the removed Officer and end the Tribe's financial responsibility, not to exceed 180 days.
- Nothing in this MOA precludes the Officer from applying for and accepting a position at another site after serving an initial two years at this site.



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Deployment Support Request



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Deployment Support Request

- Temporary Assignment or the Deployment of a Commissioned Officer to provide support for a short duration.
1. Tribal/Urban Program reaches out to the Area Emergency Management Point of Contact (EMPOC) and communicated the mission needs
 - Nashville Area's EMPOC is Charles Woodlee, Charles.Woodlee@ihs.gov
 2. The Area EMPOC consults with Area leadership and makes a determination whether Area, Regional, or Local assets exist to fulfill the request. If there are none, the EMPOC advises the Tribal/Urban program to complete the FEMA Resource Request Form (RRF) and Essential Elements of Information (EEI) forms.



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3. Using the completed RRF and EEI forms, the Area EMPOC prepares a request to the HQ Incident Command Structure (ICS) Review Team through the Deputy Director for Field Operations.

4. HQ ICS Review Team considers whether this request can be fulfilled through assets internal to IHS or if it needs to be submitted to the Emergency Support Function #8 (ESF-8) desk at the Secretary's Operations Center. The ICS Review Team responds to the Area EMPOC with any questions or a recommendation to submit to the ESF-8 desk.



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5. The Area EMPOC submits the request to the ESF-8 desk to determine if CCHQ can fulfill the request.
- If CCHQ can fulfil the request, they roster officers and work with DCPS to facilitate placement of the assets at the requesting organization.
 - If CCHQ cannot, then they reach out to other federal agencies (DoD, FEMA, VA) to determine if they can fulfill the request.
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- Note: If another federal agency fulfills the request, IHS reimburses the agency pursuant to a MOA/Interagency Agreement.