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# USET Impact Week 2023 Nashville Area IHS Federal/Tribal Recruitment Options

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# Vacancy Announcements on IHS.gov

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- Tribal programs operating under ISDEAA agreements are able to have vacancy announcements posted on [ihs.gov/jobs](https://ihs.gov/jobs)
- This is available through IHS Headquarters Budget Line Item 124.
- Tribal programs who retain or buyback that tribal share can be connected to program contacts through their negotiators.



# Intergovernmental Personnel Act (IPA) Civil Servant Details

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- The IPA permits temporary assignments of skilled personnel to or from State and local governments, institutions of higher education, Indian tribal governments and other eligible governments.
- There are two types of IPA Agreements:
  - Special Purpose
  - Regular Purpose



# Intergovernmental Personnel Act (IPA) Civil Servant Details



- A special purpose IPA is an assignment which continues an incumbent in an IHS function at the time of an initial P.L. 93-638 takeover contract to perform the same duties at the same location with a T/TO. Special purpose IPA are the most frequently used form of IPA assignment with T/TO taking over a program under P.L. 93-638.
- A regular purpose IPA assignment is an assignment to or from IHS which (1) Serves as a developmental opportunity for the assignee, (2) Supports the agency mission, (3) Shares scarce expertise, (4) Supports a U.S. Government Initiative, (5) Strengthens Intergovernmental relations, (6) Assists in the transfer of new ideas and new technology, (6) Serves other appropriate purposes



# Intergovernmental Personnel Act (IPA) Civil Servant Details

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- Regular Purpose IPA Details (only applies to civilian employees)
- Must be a joint agreement between the IHS and T/TO, and concurrence of the employee. All agreements are intended to be temporary in nature.
- Employees continue to occupy their Federal positions, and must return to Federal service upon completion of agreement.
- Initial length of assignment can be up to 2 years, and extended once for an additional 2 years. Regular purposes IPA cannot be extended beyond four years. Employees must return to Federal service for a time equal to that of the IPA assignment.
- Costs considerations include: salary, benefits, travel/relocation



# NAO Point of Contact

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- For ISDEAA Contracting and Compacting Tribes the primary point of contact to best assist with inquiries regarding options under your ISDEAA agreement is your IHS negotiator. Including:
  - Connecting you with program staff to assist with job postings
  - Connecting you with Commissioned Corps liaisons to review process for requesting MOAs
- Requests for Civil Servant details and Commissioned Corps Officers can also be made directly to the Nashville Area Director.