DCPS All Hands

March 2022
Agenda

• Welcome and Announcement
  • New CCHQ Director
• IHS Corps Updates
• New and Updated CCHQ Policies
• Reminders
New CCHQ Director

- CAPT Rick Schobitz
  - Clinical Psychologist
  - Has worked with IHS through deployments and initiatives
- April 3 2022 (RADM Denise Hinton Interim Director)
IHS Corps Updates

• IHS Corps Strength

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
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<tbody>
<tr>
<td>IHS PHS Officers</td>
<td>1531</td>
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<tr>
<td>New Call to Active Duty (CAD) YTD</td>
<td>11</td>
</tr>
<tr>
<td>OBC March</td>
<td>5</td>
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<tr>
<td>Future CADs (1662 submitted)</td>
<td>29</td>
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</tbody>
</table>
IHS Corps Updates

• 115 IHS officers failed promotion check
  • 87% Failed Readiness
  • 9% Administrative action
  • Other (retirements, misc)

• Readiness
  • Basic Readiness – Review your “forecast” and submit any documentation required at least 14 calendar days prior to the end of the month to facilitate receipt and review. If you cannot meet this deadline, contact RDB
  • CCHQ is issuing Letter of Reprimands (LOR) for multiple failed Readiness checks
    • LOR for 2 years if 3-4 failed readiness checks
    • No Specialty Pays, no awards, no promotion
IHS Corps Updates

• Practice Hours
  • Annual requirement
    • Specialty Pays
  • Confusion on who signs document
    • #18: Practice Site Supervisor
      • Where you did clinical hours
    • #20: OPDIV/STAFFDIV/NON-HHS Organization Supervisor
      • Actual supervisor (regardless of where you performed your hours)
  • CCHQ is deleting any practice hours form every quarter (Jan, April, July, Oct) that is still “in process” after 3 months
    • In process = pending signature for either/all: practice site supervisor, officer, and organization supervisor (#18, #19 and #20 on form)
IHS Corps Updates

• TSP
  • Changes/Improvements coming this summer

• New “Cultural Competency Deployment Refresher Program” course
  • CCLMS (CC Learning Management System)
    • https://usphstraining.hhs.gov/login/
    • Retirement, practice hours, outside activity form, special pays, etc

• Telework
  • Waiting on further guidance and clarification from CCHQ
  • Continue current for now
    • CC officer telework form located on DCPS website: https://www.ihs.gov/dcps/officer-resources/
New and Updated CCHQ Policies

- Six new/updated policies released last month
  - Commissioned Corps Instruction (CCI) 371.02, “Junior COSTEP”
  - CCI 371.03, “Senior COSTEP”
  - Personnel Operations Memorandum (POM) 821.84, “COSTEP”
  - CCI 222.01, “Transgender PHS Officers”
  - CCI 311.06, “Religious Accommodations”
  - POM 821.75, “Readiness Compliance”
CCI 371.02, “Junior COSTEP”

- Updates to all references to forms, documents, and CCHQ (CCHQ vs DCCPR)
- Updates sections on application, selection, and termination
- Removes the chart on application dates, and clarifies that selections and timeframes are at the discretion of the CCHQ Director
- Clarifies JRCOSTEP’s entitlements, allowances, medical benefits, and dependents’ benefits
- Adds new Section on the responsibilities of JRCOSTEP officers.
CCI 371.03, “Senior COSTEP”

- Minor updates to reflect current procedures and removes outdated information
- Specifies what happens after graduation, including the need to obtain a license within a year
- Clarifies the appointment standards that apply to SRCOSTEP
- Imposes an eight-month minimum time limit in SRCOSTEP and specifies what to do if procedural delays prevent a new SRCOSTEP officer from starting within that time
- Limits officers outside activities during SRCOSTEP training
- Establishes that SRCOSTEP officers receive same entitlements as other PHS officers
- Requires SRCOSTEP officers to undergo a category appointment review board when they are ready to be called to duty to the Regular Corps
- SRCOSTEP graduates have an active-duty obligation (ADO) to both the USPHS Commissioned Corps and to the sponsoring program/Agency
POM 821.84, “COSTEP”

- Electronic applicant enrollment system (AES)
- Clarifies what happens if more than one Agency/OPDIV/Program selects the same student
- Clarifications on the Medical Review and the Security check
- Clarifications on the procedures around uniforms and identification cards
CCI 222.01, “Transgender PHS Officers”

• Transgender identity is not a relevant factor in determining an individual’s appointment to or continued eligibility for service in the Commissioned Corps
• CCHQ will treat all related information with sensitivity and keep confidential
• Established rules and guidelines for transgender officers and officers seeking to transition
• Officers who practice gender identity discrimination within their workplaces and/or within the scope of their employment are subject to disciplinary action in accordance with CCD 111.02, “Disciplinary Action.”
CCI 311.06, “Religious Accommodations”

- Establishes process to request religious accommodations
- Most waivers will be approved that do not adversely impact the mission of the USPHS and associated agencies
- Apparel accommodations
  - Guidelines for Kippa/Yarmulke, Hijab, Turban
- Grooming accommodations
- Practice accommodations
- Health and immunization accommodations
  - Appointed Health Care Professional and Religious Professional/Chaplain
POM 821.75, “Readiness Compliance”

- If deemed “Not Qualified” in error, officer must submit written response to RDB with 90 days

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<tr>
<th>Action</th>
<th>Consecutive Non-Compliance</th>
<th>Non-Consecutive Non-Compliance</th>
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<tbody>
<tr>
<td>Letter of Counseling (LOC)</td>
<td>2 Months</td>
<td>3 Months</td>
</tr>
<tr>
<td>Letter of Reprimand (LOR)</td>
<td>3 Months</td>
<td>4 Months</td>
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<tr>
<td>2 Years</td>
<td></td>
<td></td>
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<tr>
<td>Separation Process</td>
<td>4 Months</td>
<td>5 Months</td>
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POM 821.75, “Readiness Compliance” (cont.)

• Officer will not be identified as “Not Qualified” if appropriate waiver in place
• If ASH denies a health and immunization religious accommodation, officer must promptly comply with requirements

<table>
<thead>
<tr>
<th>Action</th>
<th>Denied Health and Immunization Religious Accommodation</th>
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<tbody>
<tr>
<td>Letter of Reprimand (LOR)</td>
<td>7 Days</td>
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<tr>
<td>Letter of Reprimand (LOR)</td>
<td>14 Days</td>
</tr>
<tr>
<td>Separation Process</td>
<td>21 Days</td>
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Reminders

• Update your RDB self-service information – New supervisor, Rating Official
• Close-out leave requests monthly in eCORPS
• Please be proactive regarding deployment availability. Officers must notify RDB if you have a waiver request that would impact your deployment availability
• Public Affairs – If approached by any media for an interview/comment of any type (i.e. social media, news paper, television, etc.), be sure to notify your Area Public Affairs Liaison and obtain approval to participate
Questions / Points of Contact

- General DCPS questions: [IHSCorpsInquiries@ihs.gov](mailto:IHSCorpsInquiries@ihs.gov)

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<tr>
<th>Region</th>
<th>Areas covered</th>
<th>Liaison and Email</th>
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<tr>
<td>Navajo</td>
<td>Navajo</td>
<td>CDR Lash Hatch - <a href="mailto:Lashley.Hatch@ihs.gov">Lashley.Hatch@ihs.gov</a></td>
</tr>
<tr>
<td>Northern Plains</td>
<td>Bemidji, Billings, Great Plains</td>
<td>Ms. Robin Davidson - <a href="mailto:Robin.Davidson@ihs.gov">Robin.Davidson@ihs.gov</a></td>
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<tr>
<td>Southeast</td>
<td>Albuquerque, Oklahoma City, Nashville</td>
<td>CDR Dodson Frank - <a href="mailto:Dodson.Frank@ihs.gov">Dodson.Frank@ihs.gov</a></td>
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<tr>
<td>Southwest</td>
<td>Phoenix, Tucson</td>
<td>CAPT Stephen Navarro - <a href="mailto:Stephen.Navarro@ihs.gov">Stephen.Navarro@ihs.gov</a></td>
</tr>
<tr>
<td>Western</td>
<td>Alaska, California, Portland</td>
<td>CAPT Martha Wanca - <a href="mailto:Martha.Wanca@ihs.gov">Martha.Wanca@ihs.gov</a></td>
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