


# DCPS All Hands

March 2022



# Agenda

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

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- IHS Corps Strength

<b>IHS PHS Officers</b>	<b>1531</b>
<b>New Call to Active Duty (CAD) YTD</b>	<b>11</b>
<b>OBC March</b>	<b>5</b>
<b>Future CADs (1662 submitted)</b>	<b>29</b>

# IHS Corps Updates

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- 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

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- 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

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- 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

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- 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”

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- 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”

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- 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”

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- 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
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## CCI 222.01, “Transgender PHS Officers”

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- 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”

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- 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”

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

Action	Consecutive Non-Compliance	Non-Consecutive Non-Compliance
Letter of Counseling (LOC)	2 Months	3 Months
Letter of Reprimand (LOR) 2 Years	3 Months	4 Months
Separation Process	4 Months	5 Months

## POM 821.75, “Readiness Compliance” (cont.)

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- 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

Action	Denied Health and Immunization Religious Accommodation
Letter of Reprimand (LOR)	7 Days
Letter of Reprimand (LOR)	14 Days
Separation Process	21 Days

# Reminders

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- 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

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

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