



638 transition: frequently asked questions

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GENERAL QUESTIONS

1. What is P.L. 93-638 contracting?
2. Will IHS still maintain their trust responsibility?
3. What is the official name of the employer /corporation?
4. When will the transition take place?
5. Who is the "corporation"?
6. Why is {name of facility} going through a 638 transition?
7. What is the relationship of the tribe to {name of employer}?

COMMUNITY

8. Will the quality of services be affected?
9. Will the facility close?
10. What if the tribe can't succeed?

IPA VS. CORPORATE OFFER

11. What is an "IPA"?
12. Who will be offered an IPA?
13. Who will be offered a Direct Hire position with {name of employer}?
14. By what date do I have to decide to accept an IPA offer?
15. What happens if I accept the IPA?
16. What happens if I decline the IPA?
17. What happens if I am not offered an IPA?
18. Can I decide at a later date to accept a corporate offer?
19. If I am an employee with IPA status, can {name of employer} terminate me?

20. Does {name of employer} intend to uphold the IPA agreement with employees during the two year period?
21. If I accept a corporate offer, will I need to complete a probation period?
22. Will IPA positions be terminated and opened up for corporate employee recruitment after {enter date}?
23. If I accept the corporate offer, how will my sick leave and annual leave be impacted?
24. Do newly hired corporate employees receive 40 hours of annual leave?
25. If I am an IPA employee, will I have the option to enroll in benefits offered by the corporation?
26. What happens to my current retirement account balance that I have with the government?
27. What federal, traditional and tribal holidays will be observed? Are there different holiday calendars for IPA employees vs. corporate employees? What about for non-native employees?
28. I am an IPA employee. How do I convert to a corporate employee?
29. What if I want to apply for a corporate position that is different than my current IPA position?
30. Should an IPA employee who is due a step increase under the federal system, wait until they receive the step increase before converting to the corporation?

COMPENSATION

31. If I accept the corporate offer, will my compensation change?
32. If I accept a corporate offer, will IHS-issued contracts and agreements relating to relocation expenses, retention bonuses, college debt forgiveness, etc., be honored by {name of employer}?
33. How will stand-by pay (also known as on-call pay) be handled if I become a corporate employee?
34. Am I guaranteed a pay increase each year if I am a corporate employee?
35. Will I receive a cost of living adjustment if I am a corporate employee?
36. Will overtime pay be provided to corporate employees?

BENEFITS

37. Will the corporation offer insurance benefits?
38. When would I be eligible for the corporate insurance benefits?
39. If I don't have private insurance, can I still receive medical services at {name of facility}?
40. If I have healthcare benefits under IHS, why would I need private insurance?
41. Will the corporation offer a retirement plan?
42. What is the process for requesting time off?
43. Where can I find the personnel policies adopted by {name of employer}?
44. What rules do IPA employees follow vs. corporate employees?
45. Are career ladders available under the corporation?

46. Who do I contact if I have questions about the transition, IPA status or the corporate offer?
47. Will providers still receive medical malpractice liability protection through the Federal Tort Claims Act (FTCA)?
48. Will corporate employees be associated with the Union?
49. Will my current position description remain in effect?
50. If I become a corporate employee, will I need to complete a new direct deposit form for payroll purposes?
51. Where will the Corporate Human Resources department be located?

JOB POSTINGS AND APPLICATION PROCESS

52. Where can I find the latest job postings?
53. How do I apply for a position?
54. What are the internal posting and external posting time frames?
55. Are there any IHS postings or are all open positions now corporate?
56. What is the salary range for new positions?
57. How will volunteer positions be filled?
58. What if I want to apply for a corporate job that is different than my current IPA position?
59. How old do you have to be to apply for a summer intern position? Is the position paid?
60. How often do new positions post?
61. How do the preferences apply to my application?
62. Will a veteran's preference be provided to applicants applying for a corporate position?