

TO: Chief
Loan Repayment Program

FROM: Principle Environmental Health Consultant
Division of Community and Environmental Health

SUBJECT: Loan Repayment Program Methodology for Sanitarians/Environmental Health Officers
for FY 2001

Per your request, attached is the FY 2001 IHS Sanitarian Loan Repayment Program (LRP) Methodology and Priority Site List. Although most professions use the LRP as a recruitment tool, the Environmental Health Services Branch (EHSB) methodology allows us to recruit for management level positions in "hard-to fill" duty locations. As such, the EHSB methodology was developed to rank not only each duty location but also to rank each EHSB billet assigned to a specific duty location. To achieve this ranking, the sanitarian methodology incorporates two weighted factors as follows: an isolation factor for each duty location (75%), and a point score for each EHSB billet (25%).

In prior years, the LRP Methodology included a factor of 10% based on the expressed willingness of EHS staff to move to a particular area. This willingness was quantified as a function of the average scores received by the Area on the Assignment Preference Sheet. However staff reductions in Headquarters have resulted in the inability to regularly update the information obtained via the Assignment Preference Sheets. Because the Assignment Preference data have ceased to be reliable, the EHSB Loan Repayment Committee recommended that factor be dropped. The 10 points that originally been awarded to the Assignment Preference Factor have been added to the Isolation factor, now giving isolation a weight of 75%.

To assist your staff, attached are two lotus spread sheets, one has the sites ranked in order of total points (LRP01-Nat), and the other has the sites listed by IHS Area (LRP01-Area). I have also attached a separate spread sheet showing how the isolation factors were derived.

As always, we appreciate the time and effort you and your staff have extended to our program and category regarding the IHS LRP.

If you have any questions, please feel free to call me or Alan Dellapenna at 443-1054.

Thomas E. Crow, R.S.

Attachments

INDIAN HEALTH SERVICE

ENVIRONMENTAL HEALTH SERVICES BRANCH

SANITARIAN/ENVIRONMENTAL HEALTH OFFICER

LOAN REPAYMENT PROGRAM METHODOLOGY

BACKGROUND

In 1993, in cooperation with the Indian Health Service (IHS) Loan Repayment Program (LRP), the IHS Environmental Health Services Branch (EHSB) developed a methodology to be used by the IHS LRP to rank Sanitarians/Environmental Health Officers who apply for loan repayment.

Because adequate funding is not available to fund all those who apply for loan reimbursement, the LRP must utilize a ranking system to prioritize applications received. To assist the LRP in this process, the various disciplines were asked to participate in the development of a ranking system to prioritize applicants within their respective professions. Although all of the categories incorporated an isolation factor, other variables were allowed to be incorporated to meet the needs of the specific program. As such, the EHSB determined that the primary needs of the program, as related to the intent of the LRP, were to fill management level positions in hard-to-fill locations and then to fill positions located in isolated locations. (Hard-to-fill management positions are also usually at isolated locations.) As an example, when more than one position (billet) is located in the same location, more weight is given to the higher billet(s).

METHODOLOGY

To meet the aforementioned needs of the EHSB, the EHSB Sanitarian Loan Repayment Program Methodology (SLRPM) incorporates two weighted factors as follows: an isolation factor for each duty location (75%), and a point score for each EHSB billet (25%). Each factor is described in more detail below.

ISOLATION FACTOR: At 75 percent, the SLRPM isolation factor comprises the bulk of the total score and is based on the population of the location (village/town/city), the population density of the County (State) in which the duty station resides, and the total miles to the nearest Basic Trade Center. These factors are similar to the Dental and Engineer professions criteria used for the isolation factor.

BILLET FACTOR: At 25 percent, the billet factor is used to fill management level positions in hard-to-fill locations. Each of the EHSB billets, 060/070 to 069/079, were assigned point scores from 10 to 100 respectively. These values were then multiplied by 25 percent to arrive at the billet factor as indicated below:

BILLET NUMBER	TOTAL POINTS	LRP FACTOR	TOTAL POINTS
069/079	100	25%	25.0
068/078	90	25%	22.5
067/077	80	25%	20.0
066/076	70	25%	17.5
065/075	60	25%	15.0
064/074	50	25%	12.5
063/073	40	25%	10.0
062/072	30	25%	7.5
061/071	20	25%	5.0
060/070	10	25%	2.5