

INTERGOVERNMENTAL PERSONNEL ACT
[5 CFR (Code of Federal Regulations) part 334]
(<http://www.opm.gov/programs/ipa/mobility.asp>)

Under an IPA Assignment Agreement ("IPA"), a UC employee may work for a Federal agency, under the auspices of the Federal agency, at the agency location. He/she is released from his/her UC position for the period of time he/she works for the Feds. The Feds reimburse the campus for his/her salary and benefits (plus indirect cost rate), and he/she continues to be a UC employee for the limited period that he/she is working for the Federal agency.

An IPA is **not** the appropriate type of agreement for:

- Professional medical services.
- Research conducted in UC facilities (on-campus research) or research conducted under UC's auspices, not in UC facilities (off-campus research). These agreements are processed through Office of Research, Sponsored Programs.

I. PURPOSE OF PROGRAM

- A. Assignments to or from state and local governments, institutions of higher education, Indian tribal governments and other eligible organizations are intended to facilitate cooperation between the Federal Government and the non-Federal entity through the temporary assignment of skilled personnel.
- B. Proposed assignment should be carefully examined to ensure that it is for sound public purposes and further the goals and objectives of the participating organization.

II. ASSIGNMENT OF A UC DAVIS EMPLOYEE TO A FEDERAL AGENCY

(<http://www.opm.gov/programs/ipa/assignF.asp>)

A. Status of Employee.

1. Must be employed by UC Davis for at least 90 days in a career position.
2. Services must be performed at the employing Federal agency ("off-campus"). If services are performed at UC Davis ("on-campus"), an IPA is not the proper mechanism for payment.
3. Federal Agency pays salary, benefits and negotiated 7.3% Facilities and Administrative Cost Rate (indirect cost rate applicable to IPA, effective 7/1/08) (<http://www.ucop.edu/costingpolicy/rates/rates-dv.PDF>).
4. May be appointed for two (2) years with an additional two (2) year extension.
 - a. Employee who has served four (4) continuous years on a single assignment may not be sent on another assignment without at least a twelve (12) month return to duty with his/her regular employer.
 - b. Successive assignments without a break of at least sixty (60) calendar days will be regarded as continuous service under the mobility authority.
 - c. Regulation prohibits mobility assignment of an employee who has served for more than a total of six (6) years unless waived by the Federal Office of Personnel Management at the written request of the Federal agency head.
5. Assignment may be terminated with thirty (30) days' notice, in writing, including reasons for termination.