



February 19, 2025

RE: VA IPA agreements

The Department of Veterans Affairs (VA) is subject to a current federal hiring freeze, the end of which is unknown. The hiring freeze is having a direct impact on Intergovernmental Personnel Act Agreements (IPA) specifically with the VA Salt Lake City Health Care campus, and presumably with all VA campuses across the country. We've been notified that establishing new and renewing IPA agreements during the hiring freeze period will not be allowed. This means if you have department personnel expected to start a new assignment during the freeze period or expected to renew an assignment for the next two-year period, the IPA will not be allowed to move forward until the freeze is lifted. All implicated IPA assignments will also be required to change start date to begin after the end of the freeze period. There may be some latitude for extending current assignments for the second year only, but the designated VA contact needs to be consulted for determination.

What does this mean for you and the personnel you have on IPAs - If the personnel are expected to commit to a new or renewing IPA assignment(s) the VA will not process the IPA agreement. The IPA agreement will only be considered once the freeze period has ended. At that time, if the IPA is allowed the start date will be adjusted to begin after the freeze has ended. This means anticipated effort commitment to IPA assignments for your personnel will need to be moved to other department assignments. There is no University funding available to cover this unallowable period for VA IPA assignments. The Office of Sponsored Projects (OSP) will not be processing preliminary project for any IPAs with a start date during this freeze period without written confirmation by the VA that the IPA agreement (for the second year of assignment) will proceed with processing.

Please reach out to your contact at the VA to discuss the specifics of your departmental IPA agreements. It is critical for you to determine the outcome of these agreements in collaboration with the VA and stay up-to-date on the status of the federal hiring freeze, to properly plan for the management of those personnel affected.

VA SLC IPA Point of Contact: Lisa O'Hara, lisa.o'hara@va.gov