

Calendar No. 74

119TH CONGRESS
1ST SESSION

S. 632

[Report No. 119–21]

To amend the Indian Health Care Improvement Act to allow Indian Health Service scholarship and loan recipients to fulfill service obligations through half-time clinical practice, and for other purposes.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 19, 2025

Ms. CORTEZ MASTO (for herself and Mr. MULLIN) introduced the following bill; which was read twice and referred to the Committee on Indian Affairs

MAY 12, 2025

Reported by Ms. MURKOWSKI without amendment

A BILL

To amend the Indian Health Care Improvement Act to allow Indian Health Service scholarship and loan recipients to fulfill service obligations through half-time clinical practice, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “IHS Workforce Parity
3 Act of 2025”.

4 **SEC. 2. INDIAN HEALTH SERVICE SCHOLARSHIP AND LOAN**
5 **RECIPIENTS.**

6 (a) INDIAN HEALTH PROFESSIONS SCHOLAR-
7 SHIPS.—Section 104(b)(3) of the Indian Health Care Im-
8 provement Act (25 U.S.C. 1613a(b)(3)) is amended by
9 striking the paragraph designation and all that follows
10 through the end of subparagraph (A) and inserting the
11 following:

12 “(3)(A) The active duty service obligation under a
13 written contract with the Secretary under section 338A
14 of the Public Health Service Act (42 U.S.C. 254l) that
15 an individual has entered into under that section shall,
16 if that individual is a recipient of an Indian Health Schol-
17 arship—

18 “(i) be met by full-time (as defined in section
19 331(j) of the Public Health Service Act (42 U.S.C.
20 254d(j))) practice—

21 “(I) in the Service;

22 “(II) in a program conducted under a con-
23 tract entered into under the Indian Self-Deter-
24 mination and Education Assistance Act (25
25 U.S.C. 5301 et seq.);

1 “(III) in a program assisted under title V;

2 or

3 “(IV) in the private practice of the applica-
4 ble profession if, as determined by the Sec-
5 retary, in accordance with guidelines issued by
6 the Secretary, the practice—

7 “(aa) is situated in a physician or
8 other health professional shortage area;
9 and

10 “(bb) addresses the health care needs
11 of a substantial number of Indians; or

12 “(ii) be met by half-time (as defined in section
13 331(j) of the Public Health Service Act (42 U.S.C.
14 254d(j))) practice in a program described in any of
15 subclauses (I) through (IV) of clause (i) if the indi-
16 vidual agrees, in writing—

17 “(I) to double the period of obligated serv-
18 ice that would otherwise be required if the indi-
19 vidual were satisfying the period of obligated
20 service through full-time (as so defined) prac-
21 tice; and

22 “(II) that if the individual fails to begin or
23 complete the period of obligated service de-
24 scribed in subclause (I), the procedures de-
25 scribed in section 108(l)(2) for determining

1 damages for breach of contract will be used
 2 after converting that period of obligated service
 3 or service performed into its full-time equivalent.
 4 lent.”.

5 (b) INDIAN HEALTH SERVICE LOAN REPAYMENT
 6 PROGRAM.—Section 108 of the Indian Health Care Improvement Act (25 U.S.C. 1616a) is amended—

8 (1) in subsection (f)(1)(B), by striking clause
 9 (iii) and inserting the following:

10 “(iii) to serve for a period of time (referred to in this section as the ‘period of
 11 obligated service’) equal to—
 12

13 “(I) 2 years, or a longer period
 14 of time as the individual may agree to
 15 serve, in the full-time (as defined in
 16 section 331(j) of the Public Health
 17 Service Act (42 U.S.C. 254d(j))) clinical
 18 practice of the profession of the
 19 individual in an Indian health program
 20 to which the individual may be
 21 assigned by the Secretary;

22 “(II) 4 years, or a longer period
 23 of time as the individual may agree to
 24 serve, in the half-time (as defined in
 25 that section) clinical practice of the

1 profession of the individual in an In-
2 dian health program to which the in-
3 dividual may be assigned by the Sec-
4 retary, subject to the condition that if
5 the individual has agreed to serve for
6 a period longer than 2 years of full-
7 time (as so defined) service, as de-
8 scribed in subclause (I), the half-time
9 (as so defined) service obligation shall
10 be the amount of time required for
11 the individual to complete an equiva-
12 lent amount of service on a half-time
13 (as so defined) basis; or

14 “(III) 2 years in the half-time
15 (as so defined) clinical practice of the
16 profession of the individual in an In-
17 dian health program to which the in-
18 dividual may be assigned by the Sec-
19 retary with a loan payment amount
20 equal to 50 percent of the amount
21 that would otherwise be payable for
22 full-time (as so defined) service for
23 that same period of obligated service;
24 and

1 “(iv) in the case of an individual com-
2 pleting a period of obligated service
3 through half-time (as so defined) clinical
4 practice, that if the individual fails to
5 begin or complete that period of obligated
6 service, the procedures described in sub-
7 section (1)(2) for determining damages for
8 breach of contract under this section will
9 be used after converting the period of obli-
10 gated service or service performed into its
11 full-time (as so defined) equivalent;” and
12 (2) in subsection (1)(2), in the undesignated
13 matter following subparagraph (D), by inserting the
14 following before “Amounts”: “Periods of obligated
15 service completed in half-time (as defined in section
16 331(j) of the Public Health Service Act (42 U.S.C.
17 254d(j))) clinical practice shall be converted to their
18 full-time (as defined in that section) equivalents for
19 purposes of determining damages for breach of con-
20 tract under this paragraph.”.

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