

3-R Instructions

- 3-R stands for Retention, Recruitment, and Relocation.
- Depending on which 3-R you are seeking you will need to adjust the narrative. Also will need to adjust the narrative with background information of the dentist, service unit specific information etc.
- You can give 0-25% of a persons base salary.
- In the examples the use of () indicate you need to make choices. After which you should back space out the () and words not needed.
- You should attach a copy of a survey that supports the pay you are proposing and reference that survey in the narrative. There is a copy of the survey that is referenced in the example.
- Get CEO and financial officers signature at the service unit and than depending on Area protocol forward to Area Dental Officer who will than forward to Area Director and HR for final signatures