



## *In This Issue:*

### Title 38

### The “3Rs”: Recruitment, Retention and Relocation (Title 5)

***Strategies for Compensation and Designation*** – In this issue, you’ll learn how to use compensation and designation incentives to encourage health care professionals to seek an Indian health career.

## Title 38

Title 38 of the United States Code authorizes IHS facilities to offer health care professionals the market rate of pay rather than the federal government Title 5 civil service pay scale. Currently, you can use Title 38 market pay authority to enhance your efforts to recruit physicians and dentists. Recently, IHS was authorized to expand Title 38 special salary rates to other health disciplines (physician assistants, optometrists, pharmacists). By offering Title 38 contracts, facility leadership is able to compete with the recruiting efforts of the private and non-profit sectors and increase its marketability for rural health care recruitment.

*Note: Not all IHS facilities are authorized to offer Title 38 pay scale; each Area office determines local site participation.*

## The “3Rs”: Recruitment, Retention and Relocation (Title 5)



The “3Rs” are special, one-time bonus payments used to help recruit and retain health care professionals. These can be powerful incentives to use in your recruiting efforts. Bonus payments are subject to availability and eligibility requirements.

*Recruitment Incentive:* A bonus paid to a new employee who fills a position critical to the IHS mission, which would otherwise be difficult to fill in the absence of an incentive.

*Retention Incentive:* A bonus paid to retain a current federal employee in a position critical to the IHS mission if the employee has unusually high or unique qualifications or if IHS has a special need for the employee’s services. An incentive may also be paid to retain an employee when a general or specific notice of closure or relocation has been announced, the employee is essential to the mission and, chances are, would leave for a different position in the federal service in the absence of a retention incentive.

*Relocation Incentive:* A bonus paid to a current federal employee who must relocate to a different geographic area to accept a position that is critical to the IHS mission, which would otherwise be difficult to fill in the absence of such an incentive.