

Recruitment, Relocation, and Retention Incentives (3Rs) Pay Approval Authority

Through § 5 CFR 575, subparts A-C, IHS may pay a recruitment, relocation, and retention incentive to recruit or retain Federal employees. To ensure consistency across IHS, IHS has established the following internal authority levels for what IHS Area Directors may approve versus a 3Rs that must be approved by the IHS Chief Medical Officer and Deputy Director of Management Operations. IHS Areas must follow the below guidance in determining the necessary approval level for 3Rs cases.

3Rs Approval Levels	
Approval Officials	3Rs Amount
Director, Indian Health Service	Group retention incentive up to 10% of Basic Pay for: <ul style="list-style-type: none"> • Any occupation
Chief Medical Officer, Indian Health Service	Individual 3Rs greater than 25% up to 50% of Basic Pay for: <ul style="list-style-type: none"> • Nurses, and • Clinical Laboratory Scientists
Deputy Director for Management Operations, Indian Health Service	Individual 3Rs greater than 25% up to 50% of Basic Pay for: <ul style="list-style-type: none"> • Chief Executive Officers, IHS Health Facilities • General, Civil and Environmental Engineers
Area Directors	Individual 3Rs up to 25% of Basic Pay for: <ul style="list-style-type: none"> • Any occupation that can successfully meet the 3Rs justification criteria