

Title	SUMMARY OF INCENTIVE	FACT SHEET	CITATION	ELIGIBILITY FOR INCENTIVE	MAXIMUM/LIMITATIONS
Recruitment Incentive	A recruitment incentive may be paid to a newly appointed employee if it's been determined that the position is likely to be difficult to fill	<a href="#">Fact Sheet- Recruitment Incentive</a>	5 U.S.C. 5753 5 CFR part 575, subpart A	Selectees who are not currently Federal employees	Up to 25% of salary. 1 Year Service Agreement Required **Percentage determined by various factors (justification position is hard to fill, the grade of the position, budgetary considerations, etc.)
Relocation Incentive	A relocation incentive may be paid to a current Federal employee who must relocate to accept a position in a different geographic area if the agency determines that the position is likely be difficult to fill in the absence of an incentive.	<a href="#">Fact Sheet- Relocation Incentive</a>	5 U.S.C. 5753 5 CFR part 575, subpart B	Current Federal employees moving to a different geographic area (50 miles or more)	Up to 25% of salary. 1 Year Service Agreement Required **Percentage determined by various factors (justification position is hard to fill, the grade of the position, budgetary considerations, etc.)
Retention Incentive (Individual)	An individual retention incentive may be paid to a current employee if the employee possesses unusually high or unique qualifications, or a special need of the agency for the employee's services makes it essential to retain the employee, and the employee	<a href="#">Fact Sheet- Retention Incentive Leaving Federal Service</a>	5 U.S.C. 5754	Current BIA employee likely to leave Federal service.	Up to 25% of salary, paid on bi-weekly basis. Does not require Service Agreement.
Retention Incentive (Group)	A group retention incentive may be paid to a group of employees (PEs and PETs only, except those receiving 35% SPR) if a significant number of employees in targeted group would likely leave the Federal service in the absence of a retention incentive.	<a href="#">Fact Sheet – Retention Incentive (Group)</a>	5 U.S.C. 5754	Current BIA employees (PEs and PETs only, except those receiving 35% SPR) likely to leave to Federal Service	A standard percentage rate for each group of employees, expressed as a percentage of the employee's rate of pay, not to exceed 7.5%.
Superior Qualifications Appointment	Pay can be set at a rate above the minimum step within the grade in which they were selected.	<a href="#">Fact Sheet- Superior Qualifications</a>	5 U.S.C. 5333 5 CFR 531.212	Selectees who are not currently Federal employees.	A maximum of 20% of the candidate's existing pay, cannot exceed step 10 of the grade to which the applicant was selected.

Student Loan Repayment Program- Recruitment and Retention	Allows payment of certain types of federally made, insured, or guaranteed student loans to recruit or retain highly qualified applicants or employees.	<a href="#">Fact Sheet- SLRP</a>	5 U.S.C. 5379 5 CFR Part 537 5 U.S.C. 2105	Newly appointed (recruitment) or current employees (retention).	
Credible Service for Annual Leave Accrual	Credit can be given towards a candidate's service computation date (determines annual leave accrual rate) for prior experience in non-Federal positions or as a retired member of the uniformed services.	<a href="#">Fact Sheet- Credible Service Annual Leave</a>	5 U.S.C. 2101(1) 5 U.S.C. 6303(e) 5 CFR 630.205	Selectees who are not currently Federal employees.	Employees must complete 1 full year of continuous service with the appointing agency to receive permanent credit for duration of the employee's federal career.
Highest Previous Rate/Maximum Payable Rate	This pay setting flexibility allows an employee's pay to be set above step 1 of the grade based on a higher rate of pay the employee received in a previous civilian Federal position.	<a href="#">Fact Sheet HPR</a>	5 CFR 531.221-223	Current Federal and non-Federal Employees.	Pay can be set up to step 10 within the grade the applicant was selected. The maximum payable rate rule may be used in various pay actions.