RECRUITMENT AND RETENTION INCENTIVES

1. PURPOSE

This Directive establishes Marketing and Regulatory Programs (MRP) policy for implementing key provisions of the Federal Employees Pay Comparability Act (known either as FEPCA or Pay Reform) of 1990 and the Federal Workforce Flexibility Act of 2004.

2. REPLACEMENT HIGHLIGHTS

This Directive replaces MRP 4500.1, Recruitment and Retention Incentives, dated 11/1/06.

3. AUTHORITIES/REFERENCES

This Directive supplements the following laws, rules, and regulations:


b. Title 5, United States Code, Parts 5377, 5391, and 6303.


e. Section 202(a) of the Federal Workforce Flexibility Act of 2004 (PL 108-411, dated October 30, 2004).

f. Federal Register (FR), Volume 70, Number 82, dated April 29, 2005.

g. FR, Volume 71, Number 180, dated September 18, 2006.

4. **POLICY**

   a. It is MRP policy to provide managers and supervisors with the necessary Human Resource incentive tools to improve their ability to recruit and retain a quality workforce.

   b. Before this policy can be implemented for employees in recognized bargaining units, agencies must discharge their bargaining obligations.

5. **OPERATING GUIDELINES**

   Additional information may be found in the [HRDG Chapter 4500, Recruitment and Retention Incentives](#). This Directive can be accessed on the [APHIS/AMS](#) Administrative Issuances homepage.

6. **INQUIRIES**

   Direct general inquiries on procedural matters to the servicing personnel office. Direct requests for policy interpretations on complex issues to the Pay, Leave, and Tours of Duty Specialist, Human Resources Policy Branch, MRP-HRD.

/s/
Marilyn L. Holland
Acting Deputy Administrator
MRP Business Services