

**RECRUITMENT INCENTIVES/FIRST POST OF DUTY APPROVALS
NEW HIRE VETERINARY MEDICAL OFFICER POSITIONS (PERMANENT) 07/31/11 TO 9/30/12**

All newly hired veterinarians (VMO AP-3/4) will receive an incentive of 10% of base pay for the first year and First Post of Duty Travel.

In addition, the specific “difficult to staff” locations identified below will receive additional tiered incentives of: 15% of base pay at the start of the second year of service; 20% of base pay at the start of the third year of service and 25% of base pay at the start of the fourth year of service. All yearly incentives will be based on the new hire starting salary.

District	Difficult to Staff Locations
Des Moines-0025	IA: Ottumwa, Storm Lake
Lawrence-0030	KS: Kingman MO: California
Springdale- 0035	OK: Guymon
Chicago-0050	IL: Beardstown, Hillsdale, Marengo, Monmouth, North Aurora IN: Delphi, Logansport, Milford, Washington OH: Cincinnati
Philadelphia-0060	PA: Wyalusing
Albany-0065	CT: Stafford Springs MA: West Groton ME: Guilford NY: Altamont, Argyle, Brooklyn, Croghan, Jamaica, Monroe, Newark Valley, Newfield, Ontario, Pine Plains, Rome, South Fallsburg, Strykerville, West Valley, Whitehall, Yaphank VT: Ferrisburg, Braintree
Beltsville -0075	VA: Accomac
Raleigh-0080	KY: Beaver Dam, Robards NC: Mount Olive, Tar Heel SC: Gaffney, Greenwood, Sumter
Jackson-0090	AL: Collinsville

*Incentives are based on Agency need, are subject to change/termination and require a service agreement