



POM 821.79
EFFECTIVE DATE: 28 June 2021

By Order of the Surgeon General of the U.S. Public Health Service:

VADM Vivek H. Murthy, MD, MBA

TO: All Officers in the U.S. Public Health Service (USPHS) Commissioned Corps

SUBJECT: Assignment Pay Locations, Rates, and Agreements

1. In accordance with Commissioned Corps Instruction (CCI) [633.06](#), "Assignment Duty Pay," this Personnel Operations Memorandum (POM) establishes the locations, rates, specialties, and Leadership/ Multidisciplinary Positions that are eligible for an officer to receive Assignment Pay (AP). This POM also sets forth the procedures that an officer and the Operating Division (OPDIV), Staff Division (STAFFDIV), or non-Health and Human Services (HHS) organization to which the officer is assigned must follow in submitting an AP agreement. This POM also establishes the criteria used by Commissioned Corps Headquarters (CCHQ) in setting the effective date of an AP agreement.
2. AP is paid on a monthly basis and is pro-rated for partial months.
3. In order to receive AP:
 - a. A Regular Corps officer who meets the criteria outlined in CCI 633.06 and who is assigned to the Indian Health Service (IHS), Bureau of Prisons (BOP), or Immigration Health Services Corps (IHSC) must submit an AP agreement in accordance with this POM and be assigned to one of the following positions (listed in Appendices A, B, or C):
 - (1) A position at a location that requires a specified category/profession/specialty; or
 - (2) A Leadership/Multidisciplinary Position at a specified location.
 - b. A Ready Reserve Corps officer must be entitled to basic pay and meet the criteria outlined in CCI 633.06. An agreement for such officers is not required if the officer is voluntarily called to active duty for a period of less than 2 years or if the officer is involuntarily called to active duty.
 - c. An officer who is assigned to a qualifying Leadership/Multidisciplinary Position is not eligible to receive AP at the category/profession/specialty rate, if available, at the same location unless the officer transfers from the qualifying Leadership/Multidisciplinary Position to the category/profession/specialty position.

4. Submitting Initial and Subsequent Agreements.
 - a. An AP agreement is a pdf document and is submitted electronically using the officer's official e-mail account that is assigned to him/her by the OPDIV/STAFFDIV/non-HHS organization to which the officer is assigned or a secure portal available for such purposes within the OPDIV/STAFFDIV/non-HHS organization.
 - b. Agreements submitted via e-mail should be password protected for security purposes.
 - c. Officer. The officer electronically submits the AP agreement to his/her immediate supervisor.
 - (1) The officer digitally signs the agreement using his/her Department of Defense (DoD) issued Common Access Card (CAC) or a Personal Identity Verification (PIV) card that is issued by the OPDIV/STAFFDIV/non-HHS Federal organization to which the officer is assigned.
 - (2) The officer may include a copy of this POM in his/her submission to the supervisor.
 - d. Supervisor. After signing the agreement using his/her CAC or PIV, the supervisor returns the AP agreement to the officer. If the supervisor believes that the officer is ineligible for AP or recommends against payment of AP, the supervisor must contact the OPDIV/STAFFDIV/non-HHS organization's [Agency Liaison](#) for guidance.
 - e. Officer. Upon receipt of the AP agreement with the supervisor's signature, the officer electronically submits the agreement to his/her Agency Liaison in accordance with guidance provided by the Agency Liaison.
 - f. HHS or non-HHS Agency Liaisons. The Agency Liaisons will:
 - (1) Ensure that the OPDIV/STAFFDIV/non-HHS organization's budget official/certifying official electronically signs the agreement.
 - (2) Submit (electronically) the agreement to CCHQ in accordance with guidance provided by the Director, CCHQ, or his/her designee. The Liaison must submit the agreement to CCHQ within two weeks of receipt of the agreement from the officer. If the Liaison is unable to submit the agreement within two weeks, the Liaison will notify the Chief, Financial Services Branch (FSB), CCHQ.
 - (3) Contact CCHQ for guidance if the OPDIV/STAFFDIV/non-HHS organization believes that the officer is ineligible for AP or recommends against payment of AP.
 - g. If authorized by the OPDIV/STAFFDIV/non-HHS organization, in lieu of a digital signature and/or electronic processing within the OPDIV/STAFFDIV/non-HHS organization, handwritten signatures may be used on the agreement and/or a hard-copy of the agreement may be transmitted; however, the final agreement must be in pdf format and electronically submitted to CCHQ by the Agency Liaison in accordance with this Section.
5. Effective Date of an AP Agreement. The effective date of an agreement is determined as follows:
 - a. Initial Agreement.
 - (1) The date the officer becomes eligible for AP provided the completed agreement is signed within 30 days of becoming eligible and the agreement is received by CCHQ within 60 days of becoming eligible;

- (2) The date the completed agreement is signed if received by CCHQ within 60 days of the date of becoming initially eligible for AP but signed more than 30 days after becoming initially eligible;
 - (3) The date the completed agreement is received by CCHQ, if received more than 60 days after the date of becoming initially eligible; or
 - (4) A later date as specified by the officer in the AP agreement.
 - b. Subsequent Agreement. The effective date of an officer's second or subsequent AP agreement will be one of the following dates:
 - (1) The day after the previous AP agreement expires provided the new agreement is received by CCHQ within 60 days after the date the previous agreement expires, and provided the new agreement is signed on or before the day the previous agreement expires;
 - (2) The date the new AP agreement is signed if the new agreement is received by CCHQ within 60 days after the date the previous agreement expires but the new agreement is signed after the previous agreement expires;
 - (3) The date the new AP agreement is received by CCHQ if the new agreement is not received within 60 days of the date the previous agreement expired; or
 - (4) A later date as specified by the officer in the new AP agreement.
 - c. Backdating an Agreement. Backdating the effective date of an agreement beyond what is outlined in this Section is not authorized except in extraordinary and unusual circumstances, as determined by the Director, CCHQ, to remedy a delay in processing the agreement within the OPDIV/STAFFDIV/non-HHS organization that is reasonably outside of the officer's control (e.g., after the agreement is submitted to the Agency Liaison).
 - (1) The Director, CCHQ, without further delegation, may approve a request from the Agency Liaison to backdate an agreement's effective date. The Director, CCHQ, may backdate an agreement no more than 3 months prior to the date outlined in this Section.
 - (2) If the Director, CCHQ, detects a pattern of requests for backdating agreements from a particular OPDIV/STAFFDIV/non-HHS organization that is a result of the Agency Liaison's actions/inactions, the Director, CCHQ, will notify the Surgeon General (SG), the immediate supervisor of the Agency Liaison, the senior flag officer within the Agency Liaison's OPDIV/STAFFDIV/ non-HHS organization, and the Chief Human Capitol Officer (CHCO) and/or equivalent individual within the Agency Liaison's chain of command. The Liaison is subject to disciplinary action in accordance with CCI 111.02, "Disciplinary Actions."
6. Payment of AP will typically commence within 90 days after receipt of the completed agreement in CCHQ or within 90 days after CCHQ receives any necessary supporting documentation.
 - a. Agreements that are missing signatures or are not submitted to CCHQ in accordance with this POM are not considered complete and will be returned to the officer's Agency Liaison.
 - b. If an agreement is missing supporting documentation, CCHQ Financial Services Branch will return the agreement to the Liaison and officer.

7. CCHQ will not process an agreement if an officer does not meet the eligibility criteria for the requested AP or if the officer does not meet any of the eligibility criteria outlined in CCI 633.06 (e.g., current adverse action in the officer's record, marginal or unsatisfactory performance rating). In such cases, CCHQ will notify the officer and/or the officer's Agency Liaison of the officer's ineligibility.
8. Reassignments. An officer cannot seek a reassignment to another position (billet) while serving an AP obligation. However, if the officer is reassigned out of the position/billet that served as the basis for payment of AP and CCI 633.06 does authorize continued payment, the officer's current AP agreement and payment is terminated on the effective date of the officer's position/billet change and the officer must repay the unearned portion of AP.
9. The Director, CCHQ, may provide further guidance regarding submission of agreements.
10. This POM replaces POM 821.79, "Assignment Pay Locations & Rates," dated 18 January 2021 and will remain in effect until rescinded.

Vivek H. Murthy, MD, MBA
VADM, USPHS
Surgeon General

Appendix A

Indian Health Service (IHS)
Assignment Pay Locations, Specialties, and Monthly Rates

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Midwife	Pharmacist	Physician Assistant	Engineer
Acoma Canoncito Laguna Service Unit	2 years	\$1,000	\$1,000	\$350	\$600	0	0	0	\$600	0
	3 years	\$1,400	\$1,400	\$475	\$800	0	0	0	\$800	0
	4 years	\$2,000	\$2,000	\$700	\$1,200	0	0	0	\$1,200	0
Albuquerque Service Unit	2 years	\$1,000	0	\$350	\$600	0	0	0	0	0
	3 years	\$1,400	0	\$475	\$800	0	0	0	0	0
	4 years	\$2,000	0	\$700	\$1,200	0	0	0	0	0
Blackfeet Service Unit	2 years	\$2,000	\$2,000	\$750	\$1,300	\$2,000	\$1,300	0	\$1,300	0
	3 years	\$2,700	\$2,700	\$1,000	\$1,700	\$2,700	\$1,700	0	\$1,700	0
	4 years	\$4,000	\$4,000	\$1,500	\$2,600	\$4,000	\$2,600	0	\$2,600	0
Cheyenne River Service Unit	2 years	\$2,000	0	\$500	\$1,300	0	0	\$500	\$1,300	0
	3 years	\$2,700	0	\$700	\$1,700	0	0	\$700	\$1,700	0
	4 years	\$4,000	0	\$1,000	\$2,600	0	0	\$1,000	\$2,600	0
Chinle Service Unit	2 years	\$2,000	\$2,000	\$750	\$900	\$1,500	\$1,300	\$750	\$900	\$500
	3 years	\$2,700	\$2,700	\$1,000	\$1,200	\$2,000	\$1,700	\$1,000	\$1,200	\$700
	4 years	\$4,000	\$4,000	\$1,500	\$1,800	\$3,000	\$2,600	\$1,500	\$1,800	\$1,000
Claremore Service Unit	2 years	0	\$1,000	0	0	0	0	0	0	0
	3 years	0	\$1,400	0	0	0	0	0	0	0
	4 years	0	\$2,000	0	0	0	0	0	0	0
Clinton Service Unit	2 years	0	\$1,000	0	0	0	0	0	0	0
	3 years	0	\$1,400	0	0	0	0	0	0	0
	4 years	0	\$2,000	0	0	0	0	0	0	0
Colorado River Service Unit	2 years	\$1,000	0	0	\$600	0	0	0	0	0
	3 years	\$1,400	0	0	\$800	0	0	0	0	0
	4 years	\$2,000	0	0	\$1,200	0	0	0	0	0
Colville Service Unit	2 years	\$2,000	0	\$750	\$900	0	0	\$750	0	0
	3 years	\$2,700	0	\$1,000	\$1,200	0	0	\$1,000	0	0
	4 years	\$4,000	0	\$1,500	\$1,800	0	0	\$1,500	0	0
Crow Creek Service Unit	2 years	\$2,000	0	\$500	0	0	0	\$500	0	0
	3 years	\$2,700	0	\$700	0	0	0	\$700	0	0
	4 years	\$4,000	0	\$1,000	0	0	0	\$1,000	0	0
Crow Service Unit	2 years	\$2,000	0	\$750	\$900	0	\$1,300	0	0	0
	3 years	\$2,700	0	\$1,000	\$1,200	0	\$1,700	0	0	0
	4 years	\$4,000	0	\$1,500	\$1,800	0	\$2,600	0	0	0
Crownpoint Service Unit	2 years	\$1,500	\$2,000	\$750	\$1,300	0	\$1,300	\$500	0	0
	3 years	\$2,000	\$2,700	\$1,000	\$1,700	0	\$1,700	\$700	0	0
	4 years	\$3,000	\$4,000	\$1,500	\$2,600	0	\$2,600	\$1,000	0	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Midwife	Pharmacist	Physician Assistant	Engineer
Fort Peck Service Unit	2 years	0	\$1,500	\$500	0	0	0	0	0	0
	3 years	0	\$2,000	\$700	0	0	0	0	0	0
	4 years	0	\$3,000	\$1,000	0	0	0	0	0	0
Fort Belknap Service Unit	2 years	\$2,000	\$2,000	\$750	\$1,300	0	0	0	\$1,300	0
	3 years	\$2,700	\$2,700	\$1,000	\$1,700	0	0	0	\$1,700	0
	4 years	\$4,000	\$4,000	\$1,500	\$2,600	0	0	0	\$2,600	0
Fort Yuma Service Unit	2 years	0	\$1,000	\$350	0	0	0	0	0	\$350
	3 years	0	\$1,400	\$475	0	0	0	0	0	\$475
	4 years	0	\$2,000	\$700	0	0	0	0	0	\$700
Gallup Service Unit	2 years	0	0	\$350	\$600	\$1,000	0	0	\$600	0
	3 years	0	0	\$475	\$800	\$1,400	0	0	\$800	0
	4 years	0	0	\$700	\$1,200	\$2,000	0	0	\$1,200	0
Greater Leech Lake Service Unit	2 years	\$1,000	\$1,000	0	0	0	0	0	0	0
	3 years	\$1,400	\$1,400	0	0	0	0	0	0	0
	4 years	\$2,000	\$2,000	0	0	0	0	0	0	0
Jicarilla Service Unit	2 years	0	0	\$750	0	0	0	0	0	0
	3 years	0	0	\$1,000	0	0	0	0	0	0
	4 years	0	0	\$1,500	0	0	0	0	0	0
Kayenta Service Unit	2 years	\$2,000	\$2,000	\$750	\$1,300	0	\$1,300	\$500	0	0
	3 years	\$2,700	\$2,700	\$1,000	\$1,700	0	\$1,700	\$700	0	0
	4 years	\$4,000	\$4,000	\$1,500	\$2,600	0	\$2,600	\$1,000	0	0
Keams Canyon Service Unit	2 years	0	0	\$350	\$600	0	0	0	\$600	\$350
	3 years	0	0	\$475	\$800	0	0	0	\$800	\$475
	4 years	0	0	\$700	\$1,200	0	0	0	\$1,200	\$700
Lawton Service Unit	2 years	0	\$1,000	0	0	0	0	0	\$600	0
	3 years	0	\$1,400	0	0	0	0	0	\$800	0
	4 years	0	\$2,000	0	0	0	0	0	\$1,200	0
Lower Brule Service Unit	2 years	\$2,000	0	\$750	0	0	0	\$750	\$1,300	0
	3 years	\$2,700	0	\$1,000	0	0	0	\$1,000	\$1,700	0
	4 years	\$4,000	0	\$1,500	0	0	0	\$1,500	\$2,600	0
Mescalero Service Unit	2 years	\$1,000	\$1,000	0	\$600	0	0	\$350	\$600	0
	3 years	\$1,400	\$1,400	0	\$800	0	0	\$475	\$800	0
	4 years	\$2,000	\$2,000	0	\$1,200	0	0	\$700	\$1,200	0
New Sunrise Regional Treatment	2 years	0	0	\$350	0	0	0	0	0	0
	3 years	0	0	\$475	0	0	0	0	0	0
	4 years	0	0	\$700	0	0	0	0	0	0
Northern Cheyenne Service Unit	2 years	0	\$2,000	\$750	\$1,300	0	0	0	\$900	0
	3 years	0	\$2,700	\$1,000	\$1,700	0	0	0	\$1,200	0
	4 years	0	\$4,000	\$1,500	\$2,600	0	0	0	\$1,800	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Midwife	Pharmacist	Physician Assistant	Engineer
Owyhee Service Unit	2 years	\$2,000	0	0	\$1,300	0	0	0	0	0
	3 years	\$2,700	0	0	\$1,700	0	0	0	0	0
	4 years	\$4,000	0	0	\$2,600	0	0	0	0	0
Pawnee Service Unit	2 years	\$1,000	0	0	0	0	0	0	\$600	0
	3 years	\$1,400	0	0	0	0	0	0	\$800	0
	4 years	\$2,000	0	0	0	0	0	0	\$1,200	0
Phoenix Service Unit	2 years	0	0	0	\$600	0	0	0	\$600	\$350
	3 years	0	0	0	\$800	0	0	0	\$800	\$475
	4 years	0	0	0	\$1,200	0	0	0	\$1,200	\$700
PHS Indian Health Center, Peac	2 years	\$2,000	0	\$750	0	0	0	0	0	0
	3 years	\$2,700	0	\$1,000	0	0	0	0	0	0
	4 years	\$4,000	0	\$1,500	0	0	0	0	0	0
Pine Ridge Service Unit	2 years	\$2,000	\$1,500	\$750	\$1,300	0	0	0	\$1,300	\$750
	3 years	\$2,700	\$2,000	\$1,000	\$1,700	0	0	0	\$1,700	\$1,000
	4 years	\$4,000	\$3,000	\$1,500	\$2,600	0	0	0	\$2,600	\$1,500
Quentin Burdick Service Unit	2 years	\$2,000	\$2,000	\$500	\$900	0	0	\$500	0	0
	3 years	\$2,700	\$2,700	\$700	\$1,200	0	0	\$700	0	0
	4 years	\$4,000	\$4,000	\$1,000	\$1,800	0	0	\$1,000	0	0
Rapid City Service Unit	2 years	\$1,000	\$1,000	0	0	0	0	0	\$600	\$350
	3 years	\$1,400	\$1,400	0	0	0	0	0	\$800	\$475
	4 years	\$2,000	\$2,000	0	0	0	0	0	\$1,200	\$700
Redlake Service Unit	2 years	\$1,000	\$1,000	\$350	\$600	0	0	0	0	0
	3 years	\$1,400	\$1,400	\$475	\$800	0	0	0	0	0
	4 years	\$2,000	\$2,000	\$700	\$1,200	0	0	0	0	0
Rosebud Service Unit	2 years	\$2,000	\$1,500	\$750	\$1,300	\$2,000	\$1,300	0	\$1,300	\$750
	3 years	\$2,700	\$2,000	\$1,000	\$1,700	\$2,700	\$1,700	0	\$1,700	\$1,000
	4 years	\$4,000	\$3,000	\$1,500	\$2,600	\$4,000	\$2,600	0	\$2,600	\$1,500
San Carlos Service Unit	2 years	0	0	0	0	0	0	\$500	0	0
	3 years	0	0	0	0	0	0	\$700	0	0
	4 years	0	0	0	0	0	0	\$1,000	0	0
Santa Anna Health Clinic	2 years	0	0	0	0	0	0	\$350	0	0
	3 years	0	0	0	0	0	0	\$475	0	0
	4 years	0	0	0	0	0	0	\$700	0	0
Santa Clara Health Center	2 years	0	0	\$350	\$600	0	0	0	0	0
	3 years	0	0	\$475	\$800	0	0	0	0	0
	4 years	0	0	\$700	\$1,200	0	0	0	0	0
Santa Fe Service Unit	2 years	0	0	\$350	\$600	0	0	0	0	0
	3 years	0	0	\$475	\$800	0	0	0	0	0
	4 years	0	0	\$700	\$1,200	0	0	0	0	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Midwife	Pharmacist	Physician Assistant	Engineer
Sells Service Unit	2 years	0	0	0	0	0	0	0	0	\$750
	3 years	0	0	0	0	0	0	0	0	\$1,000
	4 years	0	0	0	0	0	0	0	0	\$1,500
Shiprock Service Unit	2 years	0	\$1,000	\$350	\$600	\$1,000	0	0	0	\$350
	3 years	0	\$1,400	\$475	\$800	\$1,400	0	0	0	\$475
	4 years	0	\$2,000	\$700	\$1,200	\$2,000	0	0	0	\$700
Sisseton Service Unit	2 years	\$2,000	\$2,000	\$500	\$1,300	0	0	0	0	0
	3 years	\$2,700	\$2,700	\$700	\$1,700	0	0	0	0	0
	4 years	\$4,000	\$4,000	\$1,000	\$2,600	0	0	0	0	0
Standing Rock Service Unit	2 years	\$1,500	0	0	\$1,300	0	0	0	0	0
	3 years	\$2,000	0	0	\$1,700	0	0	0	0	0
	4 years	\$3,000	0	0	\$2,600	0	0	0	0	0
Taos Picuris Service Unit	2 years	0	0	0	0	0	0	\$350	\$600	0
	3 years	0	0	0	0	0	0	\$475	\$800	0
	4 years	0	0	0	0	0	0	\$700	\$1,200	0
Uintah & Ouray Service Unit	2 years	\$1,000	\$1,000	0	\$600	0	0	0	0	0
	3 years	\$1,400	\$1,400	0	\$800	0	0	0	0	0
	4 years	\$2,000	\$2,000	0	\$1,200	0	0	0	0	0
Ute Mountain Ute Health Center	2 years	\$1,500	0	\$750	0	0	0	0	0	0
	3 years	\$2,000	0	\$1,000	0	0	0	0	0	0
	4 years	\$3,000	0	\$1,500	0	0	0	0	0	0
Warm Springs Service Unit	2 years	0	0	\$350	\$600	0	0	0	0	0
	3 years	0	0	\$475	\$800	0	0	0	0	0
	4 years	0	0	\$700	\$1,200	0	0	0	0	0
Wellpinit Service Unit	2 years	\$1,000	0	\$350	\$600	0	0	0	0	0
	3 years	\$1,400	0	\$475	\$800	0	0	0	0	0
	4 years	\$2,000	0	\$700	\$1,200	0	0	0	0	0
Wewoka Service Unit	2 years	\$1,000	0	0	0	0	0	\$350	0	0
	3 years	\$1,400	0	0	0	0	0	\$475	0	0
	4 years	\$2,000	0	0	0	0	0	\$700	0	0
White Earth Service Unit	2 years	\$1,500	\$2,000	\$750	0	0	0	0	0	\$750
	3 years	\$2,000	\$2,700	\$1,000	0	0	0	0	0	\$1,000
	4 years	\$3,000	\$4,000	\$1,500	0	0	0	0	0	\$1,500
White River Service Unit	2 years	\$2,000	\$1,500	0	0	0	0	0	\$1,300	\$500
	3 years	\$2,700	\$2,000	0	0	0	0	0	\$1,700	\$700
	4 years	\$4,000	\$3,000	0	0	0	0	0	\$2,600	\$1,000
Yakama Service Unit	2 years	0	\$1,000	\$350	0	0	0	0	0	0
	3 years	0	\$1,400	\$475	0	0	0	0	0	0
	4 years	0	\$2,000	\$700	0	0	0	0	0	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Midwife	Pharmacist	Physician Assistant	Engineer
Yankton Service Unit	2 years	0	0	\$500	0	0	0	\$500	0	0
	3 years	0	0	\$700	0	0	0	\$700	0	0
	4 years	0	0	\$1,000	0	0	0	\$1,000	0	0
Zia Health Clinic	2 years	0	0	\$350	0	0	0	0	0	0
	3 years	0	0	\$475	0	0	0	0	0	0
	4 years	0	0	\$700	0	0	0	0	0	0
Zuni Ramah Service Unit	2 years	0	\$1,000	\$350	0	0	0	\$350	0	0
	3 years	0	\$1,400	\$475	0	0	0	\$475	0	0
	4 years	0	\$2,000	\$700	0	0	0	\$700	0	0

Appendix B

Bureau of Prisons (BOP)
Assignment Pay Locations, Specialties, and Monthly Rates

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
ALD Alderson FPC- WV	2 years	0	0	\$500	\$1,300	\$1,300
	3 years	0	0	\$700	\$1,700	\$1,700
	4 years	0	0	\$1,000	\$2,600	\$2,600
ALI Aliceville FCI- AL	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
ALX Allenwood FCC- PA	2 years	0	0	0	0	0
	3 years	0	0	0	0	0
	4 years	0	0	0	0	0
ASH Ashland FCI- KY	2 years	\$1,000	0	0	\$600	\$600
	3 years	\$1,400	0	0	\$800	\$800
	4 years	\$2,000	0	0	\$1,200	\$1,200
ATL Atlanta USP- GA	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
BAS Bastrop FCI- TX	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
BMX Beaumont FCC- TX	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
BEC Beckley FCI- WV	2 years	\$1,000	0	0	0	\$600
	3 years	\$1,400	0	0	0	\$800
	4 years	\$2,000	0	0	0	\$1,200
BEN Bennettsville FCI- SC	2 years	0	\$1,000	0	\$600	0
	3 years	0	\$1,400	0	\$800	0
	4 years	0	\$2,000	0	\$1,200	0
BER Berlin FCI- NH	2 years	\$1,000	\$1,000	0	0	0
	3 years	\$1,400	\$1,400	0	0	0
	4 years	\$2,000	\$2,000	0	0	0
BSY Big Sandy USP- KY	2 years	\$2,000	\$2,000	0	0	\$1,300
	3 years	\$2,700	\$2,700	0	0	\$1,700
	4 years	\$4,000	\$4,000	0	0	\$2,600

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
BIG Big Spring FCI- TX	2 years	0	\$1,000	\$350	\$600	\$600
	3 years	0	\$1,400	\$475	\$800	\$800
	4 years	0	\$2,000	\$700	\$1,200	\$1,200
BRY Bryan FPC- TX	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
BUX Butner FCC- NC	2 years	\$1,000	\$1,000	0	0	0
	3 years	\$1,400	\$1,400	0	0	0
	4 years	\$2,000	\$2,000	0	0	0
CAA Canaan USP- PA	2 years	\$1,000	0	\$350	0	0
	3 years	\$1,400	0	\$475	0	0
	4 years	\$2,000	0	\$700	0	0
CRW Carswell FMC- TX	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
CCC Chicago MCC- IL	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
CUM Cumberland FCI- MD	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
DAN Danbury FCI- CT	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
DUB Dublin FCI- CA	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
DTH Duluth FPC- MN	2 years	0	0	0	\$600	0
	3 years	0	0	0	\$800	0
	4 years	0	0	0	\$1,200	0
EDG Edgefield FCI- SC	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
ELK Elkton FCI- OH	2 years	0	0	0	\$600	0
	3 years	0	0	0	\$800	0
	4 years	0	0	0	\$1,200	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
ERE El Reno FCI- OK	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
EST Estill FCI- SC	2 years	\$2,000	0	\$500	\$1,300	0
	3 years	\$2,700	0	\$700	\$1,700	0
	4 years	\$4,000	0	\$1,000	\$2,600	0
FAI Fairton FCI- NJ	2 years	\$1,000	0	\$350	0	0
	3 years	\$1,400	0	\$475	0	0
	4 years	\$2,000	0	\$700	0	0
FLX Florence FCC- CO	2 years	0	\$1,000	\$350	\$600	0
	3 years	0	\$1,400	\$475	\$800	0
	4 years	0	\$2,000	\$700	\$1,200	0
FOX Forrest City FCC- AR	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
FTW Fort Worth FMC- TX	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
GIL Gilmer FCI- WV	2 years	\$2,000	\$2,000	\$750	\$1,300	0
	3 years	\$2,700	\$2,700	\$1,000	\$1,700	0
	4 years	\$4,000	\$4,000	\$1,500	\$2,600	0
GRE Greenville FCI- IL	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
GUA Guaynabo MDC- PR	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
HAX Hazelton FCC- WV	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
HSD Health Svcs Division	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
HER Herlong FCI- CA	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
HON Honolulu FDC- HI	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
JES Jesup FCI- GA	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
LAT La Tuna FCI- TX	2 years	\$1,000	0	0	0	\$600
	3 years	\$1,400	0	0	0	\$800
	4 years	\$2,000	0	0	0	\$1,200
LVN Leavenworth USP- KS	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
LEE Lee USP- VA	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
LEW Lewisburg USP- PA	2 years	\$1,000	0	0	\$600	\$600
	3 years	\$1,400	0	0	\$800	\$800
	4 years	\$2,000	0	0	\$1,200	\$1,200
LOX Lompoc FCC- CA	2 years	0	\$1,000	\$350	\$600	0
	3 years	0	\$1,400	\$475	\$800	0
	4 years	0	\$2,000	\$700	\$1,200	0
LOS Los Angeles MDC- CA	2 years	0	0	0	\$600	0
	3 years	0	0	0	\$800	0
	4 years	0	0	0	\$1,200	0
MAN Manchester FCI- KY	2 years	0	0	\$500		\$1,300
	3 years	0	0	\$700		\$1,700
	4 years	0	0	\$1,000		\$2,600
MNA Marianna FCI- FL	2 years	0	\$1,000	\$350	\$600	0
	3 years	0	\$1,400	\$475	\$800	0
	4 years	0	\$2,000	\$700	\$1,200	0
MAR Marion USP- IL	2 years	\$1,000	0	0	0	\$600
	3 years	\$1,400	0	0	0	\$800
	4 years	\$2,000	0	0	0	\$1,200
MCR McCreary USP- KY	2 years	0	0	0	0	\$1,300
	3 years	0	0	0	0	\$1,700
	4 years	0	0	0	0	\$2,600

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
MCD McDowell FCI- WV	2 years	\$1,000	0	0	\$600	\$600
	3 years	\$1,400	0	0	\$800	\$800
	4 years	\$2,000	0	0	\$1,200	\$1,200
MEM Memphis FCI- TN	2 years	0	0	\$350	\$600	0
	3 years	0	0	\$475	\$800	0
	4 years	0	0	\$700	\$1,200	0
MEN Mendota Med FCI- CA	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
MIA Miami FCI- FL	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
MIM Miami FDC- FL	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
MXR Mid-Atlantic RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
MON Montgomery FPC- AL	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
NYM New York MCC- NY	2 years	\$1,000	0	\$350	0	0
	3 years	\$1,400	0	\$475	0	0
	4 years	\$2,000	0	\$700	0	0
NCR North Central RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
NER Northeast RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
OAX Oakdale FCC- LA	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
OKL Oklahoma City FTC- OK	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
OTV Otisville FCI- NY	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
OXF Oxford FCI- WI	2 years	\$1,000	\$1,000	0	0	0
	3 years	\$1,400	\$1,400	0	0	0
	4 years	\$2,000	\$2,000	0	0	0
PEK Pekin FCI- IL	2 years	0	0	0	\$600	\$600
	3 years	0	0	0	\$800	\$800
	4 years	0	0	0	\$1,200	\$1,200
PEN Pensacola FPC- FL	2 years	\$1,000	0	\$350	0	0
	3 years	\$1,400	0	\$475	0	0
	4 years	\$2,000	0	\$700	0	0
PEX Petersburg FCC- VA	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
PHX Phoenix FCI- AZ	2 years	\$1,000	0	\$350	0	\$600
	3 years	\$1,400	0	\$475	0	\$800
	4 years	\$2,000	0	\$700	0	\$1,200
POX Pollock FCC- LA	2 years	\$1,000	\$1,000	0	0	\$600
	3 years	\$1,400	\$1,400	0	0	\$800
	4 years	\$2,000	\$2,000	0	0	\$1,200
RBK Ray Brook FCI- NY	2 years	0	0	0	0	\$1,300
	3 years	0	0	0	0	\$1,700
	4 years	0	0	0	0	\$2,600
SAF Safford FCI- AZ	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
SDC San Diego MCC- CA	2 years	0	\$1,000	0	0	0
	3 years	0	\$1,400	0	0	0
	4 years	0	\$2,000	0	0	0
SST Sandstone FCI- MN	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
SEA Seagoville FCI- TX	2 years	\$1,000	\$1,000	\$350	0	0
	3 years	\$1,400	\$1,400	\$475	0	0
	4 years	\$2,000	\$2,000	\$700	0	0

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
SET SeaTac FDC- WA	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
SHE Sheridan FCI- OR	2 years	\$1,000	0	0	\$600	0
	3 years	\$1,400	0	0	\$800	0
	4 years	\$2,000	0	0	\$1,200	0
SCR South Central RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
SER Southeast RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
SPG Springfield MCFP- MO	2 years	\$1,000	\$1,000	0	0	\$600
	3 years	\$1,400	\$1,400	0	0	\$800
	4 years	\$2,000	\$2,000	0	0	\$1,200
TDG Talladega FCI- AL	2 years	0	\$1,000	0	\$600	\$600
	3 years	0	\$1,400	0	\$800	\$800
	4 years	0	\$2,000	0	\$1,200	\$1,200
TAL Tallahassee FCI- FL	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
THX Terre Haute FCC- IN	2 years	0	\$1,000	0	0	\$600
	3 years	0	\$1,400	0	0	\$800
	4 years	0	\$2,000	0	0	\$1,200
TRM Terminal Island FCI- CA	2 years	\$1,000	0	0	0	0
	3 years	\$1,400	0	0	0	0
	4 years	\$2,000	0	0	0	0
TEX Texarkana FCI- TX	2 years	\$1,000	0	0	0	\$600
	3 years	\$1,400	0	0	0	\$800
	4 years	\$2,000	0	0	0	\$1,200
TOM Thomson AUSP- IL	2 years	\$1,000	\$1,000	0	\$600	\$600
	3 years	\$1,400	\$1,400	0	\$800	\$800
	4 years	\$2,000	\$2,000	0	\$1,200	\$1,200
TRV Three Rivers FCI- TX	2 years	\$1,000	0	0	0	\$600
	3 years	\$1,400	0	0	0	\$800
	4 years	\$2,000	0	0	0	\$1,200

Site	Length of Agreement	Medical	Dental	Nurse	Nurse Practitioner & Physician Assistant	Psychologist & Social Worker
TCX Tucson FCC- AZ	2 years	0	0	0	\$600	0
	3 years	0	0	0	\$800	0
	4 years	0	0	0	\$1,200	0
VIX Victorville FCC- CA	2 years	0	0	0	\$600	\$600
	3 years	0	0	0	\$800	\$800
	4 years	0	0	0	\$1,200	\$1,200
WAS Waseca FCI- MN	2 years	0	\$1,000	0	\$600	0
	3 years	0	\$1,400	0	\$800	0
	4 years	0	\$2,000	0	\$1,200	0
WXR Western RO	2 years	0	0	0	0	\$600
	3 years	0	0	0	0	\$800
	4 years	0	0	0	0	\$1,200
WIL Williamsburg FCI- SC	2 years	\$1,000	0	0	\$600	\$600
	3 years	\$1,400	0	0	\$800	\$800
	4 years	\$2,000	0	0	\$1,200	\$1,200
YAX Yazoo City FCC- MS	2 years	\$1,000	0	0	\$600	\$600
	3 years	\$1,400	0	0	\$800	\$800
	4 years	\$2,000	0	0	\$1,200	\$1,200

Appendix C

Immigration Health Services Corps (IHSC)
Assignment Pay Locations, Specialties, and Monthly Rates

Site	Length of Agreement	Medical Officer	Dentist	Psych Nurse Practitioner	Nurse Pract and Phys Asst	Psych Nurse	Nurse	PhysD and Social Work	Pharm	Facility Health-care Program Manager (FHPM) (billet # 99CC702)	Health Serv Admin (HSA) (billet # 99CC705)	Asst. Health Serv Admin (AHSA) (billet # 99CC703)
Alexandria Staging Facility (Alexandria, LA)	2 years	0	0	0	0	0	0	\$600	\$350	\$350	0	\$350
	3 years	0	0	0	0	0	0	\$800	\$475	\$475	0	\$475
	4 years	0	0	0	0	0	0	\$1,200	\$700	\$700	0	\$700
Berks Family Residential Facility (Berks, PA)	2 years	\$1,000	0	0	\$600	0	\$350	0	0	0	\$350	0
	3 years	\$1,400	0	0	\$800	0	\$475	0	0	0	\$475	0
	4 years	\$2,000	0	0	\$1,200	0	\$700	0	0	0	\$700	0
Buffalo Federal Detention Center (Buffalo, NY)	2 years	0	\$1,000	0	\$600	0	\$350	0	\$350	\$350	0	\$350
	3 years	0	\$1,400	0	\$800	0	\$475	0	\$475	\$475	0	\$475
	4 years	0	\$2,000	0	\$1,200	0	\$700	0	\$700	\$700	0	\$700
Caroline Detention Facility (Caroline, VA)	2 years	0	0	0	0	0	\$350	\$600	0	0	0	0
	3 years	0	0	0	0	0	\$475	\$800	0	0	0	0
	4 years	0	0	0	0	0	\$700	\$1,200	0	0	0	0
El Paso Service Processing Center (El Paso, TX)	2 years	0	0	0	0	0	\$350	\$600	0	0	\$350	0
	3 years	0	0	0	0	0	\$475	\$800	0	0	\$475	0
	4 years	0	0	0	0	0	\$700	\$1,200	0	0	\$700	0
Elizabeth Contract Detention Facility (Elizabeth, NJ)	2 years	\$1,000	0	0	\$600	0	0	0	\$350	0	0	0
	3 years	\$1,400	0	0	\$800	0	0	0	\$475	0	0	0
	4 years	\$2,000	0	0	\$1,200	0	0	0	\$700	0	0	0
Eloy Contract Detention Center (Eloy, AZ)	2 years	\$1,000	\$1,000	\$600	\$600	0	0	\$600	0	0	\$350	0
	3 years	\$1,400	\$1,400	\$800	\$800	0	0	\$800	0	0	\$475	0
	4 years	\$2,000	\$2,000	\$1,200	\$1,200	0	0	\$1,200	0	0	\$700	0
Federal Plaza (New York, NY)	2 years	0	0	0	0	0	\$350	0	0	0	0	0
	3 years	0	0	0	0	0	\$475	0	0	0	0	0
	4 years	0	0	0	0	0	\$700	0	0	0	0	0
Florence Service Processing Center (Florence, AZ)	2 years	\$1,000	0	0	\$600	0	0	\$600	0	0	0	0
	3 years	\$1,400	0	0	\$800	0	0	\$800	0	0	0	0
	4 years	\$2,000	0	0	\$1,200	0	0	\$1,200	0	0	0	0
Houston Contract Detention Facility (Houston, TX)	2 years	0	\$1,000	\$600	0	0	\$350	0	\$350	\$350	0	0
	3 years	0	\$1,400	\$800	0	0	\$475	0	\$475	\$475	0	0
	4 years	0	\$2,000	\$1,200	0	0	\$700	0	\$700	\$700	0	0
Krome Service Processing Center (Miami, FL)	2 years	\$1,000	0	0	\$600	0	\$350	\$600	\$350	0	0	0
	3 years	\$1,400	0	0	\$800	0	\$475	\$800	\$475	0	0	0
	4 years	\$2,000	0	0	\$1,200	0	\$700	\$1,200	\$700	0	0	0

Site	Length of Agreement	Medical Officer	Dentist	Psych Nurse Practitioner	Nurse Pract and Phys Asst	Psych Nurse	Nurse	PhysD and Social Work	Pharm	Facility Health-care Program Manager (FHPM) (billet # 99CC702)	Health Serv Admin (HSA) (billet # 99CC705)	Asst. Health Serv Admin (AHSA) (billet # 99CC703)
LaSalle ICE Processing Center (Jena, LA)	2 years	0	0	\$600	\$600	0	\$350	\$600	0	\$350	\$350	\$350
	3 years	0	0	\$800	\$800	0	\$475	\$800	0	\$475	\$475	\$475
	4 years	0	0	\$1,200	\$1,200	0	\$700	\$1,200	0	\$700	\$700	\$700
Montgomery Processing Center (Conroe, TX)	2 years	0	0	\$600	0	0	0	\$600	0	\$350	\$350	0
	3 years	0	0	\$800	0	0	0	\$800	0	\$475	\$475	0
	4 years	0	0	\$1,200	0	0	0	\$1,200	0	\$700	\$700	0
Northwest ICE Processing Center (Tacoma, WA)	2 years	\$1,000	0	\$600	\$600	0	0	\$600	\$350	\$350	0	0
	3 years	\$1,400	0	\$800	\$800	0	0	\$800	\$475	\$475	0	0
	4 years	\$2,000	0	\$1,200	\$1,200	0	0	\$1,200	\$700	\$700	0	0
Otay Mesa Detention Center (San Diego, CA)	2 years	\$1,000	0	\$600	0	\$350	\$350	\$600	0	\$350	\$350	\$350
	3 years	\$1,400	0	\$800	0	\$475	\$475	\$800	0	\$475	\$475	\$475
	4 years	\$2,000	0	\$1,200	0	\$700	\$700	\$1,200	0	\$700	\$700	\$700
Port Isabel Detention Center (Los Fresnos, TX)	2 years	\$1,000	0	0	\$600	0	0	\$600	0	\$350	0	0
	3 years	\$1,400	0	0	\$800	0	0	\$800	0	\$475	0	0
	4 years	\$2,000	0	0	\$1,200	0	0	\$1,200	0	\$700	0	0
South Texas Family Residential Center (Dilley, TX)	2 years	\$1,000	0	0	0	0	0	0	0	\$350	0	\$350
	3 years	\$1,400	0	0	0	0	0	0	0	\$475	0	\$475
	4 years	\$2,000	0	0	0	0	0	0	0	\$700	0	\$700
South Texas ICE Processing Center (Pearsall, TX)	2 years	\$1,000	0	0	\$600	0	0	\$600	0	0	0	0
	3 years	\$1,400	0	0	\$800	0	0	\$800	0	0	0	0
	4 years	\$2,000	0	0	\$1,200	0	0	\$1,200	0	0	0	0
T. Don Hutto Residential Center (Taylor, TX)	2 years	\$1,000	0	0	0	0	0	0	0	0	0	0
	3 years	\$1,400	0	0	0	0	0	0	0	0	0	0
	4 years	\$2,000	0	0	0	0	0	0	0	0	0	0