

**U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES**

PERSONNEL OPERATIONS MEMORANDUM



POM 821.90
EFFECTIVE DATE: 3 December 2024

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: Special Duty Pay Locations, Rates, and Agreements

1. In accordance with Commissioned Corps Instruction (CCI) [633.07](#), "IHS Special Duty Pay," this Personnel Operations Memorandum (POM) establishes the locations, rates, and specialties that qualify an officer to receive IHS Special Duty Pay (SDP). This POM also sets forth the procedures that an officer, the Indian Health Service (IHS), and the IHS location must follow in submitting an IHS SDP agreement. This POM also establishes the criteria used by Commissioned Corps Headquarters (CCHQ) in setting the effective date of an SDP agreement.
2. SDP is paid on a monthly basis and is pro-rated for partial months.
3. In order to receive SDP, a Regular Corps officer who meets the criteria outlined in CCI 633.07 and who is assigned to the IHS or at an IHS location must submit an SDP agreement for consideration in accordance with this POM if they have orders assigning them to a position and location listed in the appendix.
4. Submitting Initial and Subsequent Agreements.
 - a. An [SDP agreement](#) is a pdf document that an officer submits electronically using their official e-mail account at one of the IHS federal, tribal, or urban locations or through a secure portal established for such purposes within IHS.
 - b. Agreements must be submitted through the secure messaging portal or password protected if sent via email.
 - c. Officer. The officer electronically submits the SDP agreement to their immediate supervisor.
 - (1) The officer digitally signs the agreement using their Department of Defense (DoD) issued Common Access Card (CAC) or a Personal Identity Verification (PIV) card that is issued by the IHS or the IHS location.
 - (2) The officer may include a copy of this POM in this submission to the supervisor.

- d. Supervisor. After signing the agreement using their CAC or PIV, the supervisor returns the SDP agreement to the officer. If the supervisor believes that the officer is ineligible for SDP or recommends against payment of SDP, the supervisor must contact the IHS [Agency Liaison](#) for guidance.
 - e. Officer. Upon receipt of the SDP agreement with the supervisor's signature, the officer electronically submits the agreement to the Agency Liaison in accordance with guidance provided by the Agency Liaison.
 - f. Agency Liaison. The Agency Liaison will:
 - (1) Ensure that the IHS' or IHS location'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 IHS believes that the officer is ineligible for SDP or recommends against payment of SDP.
 - g. If authorized by the IHS or the IHS location, in lieu of a digital signature and/or electronic processing, hand-written 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.
 - h. IHS and the IHS location must ensure that the officer is eligible for SDP and entitled to the SDP payment amount listed on the SDP Agreement.
5. Effective Date of an SDP Agreement. The effective date of an agreement is determined as follows:
- a. Initial Agreement.
 - (1) The date the officer becomes eligible for SDP provided the completed agreement is signed within 30 days of the officer becoming eligible and CCHQ receives the agreement within 60 days of the officer becoming eligible;
 - (2) The date the completed agreement is signed if CCHQ receives it within 60 days of the date of the officer initially becoming eligible for SDP, but signed more than 30 days after that initial eligibility date;
 - (3) The date CCHQ receives the completed agreement, if it receives the agreement more than 60 days after the date of the officer initially becoming eligible; or
 - (4) A later date as specified by the officer in the SDP agreement.
 - b. Renewal of existing agreement. If the SDP agreement automatically renews as specified in CCI 633.07, Section 6-4.a., the effective date will be the day after the SDP agreement expires.
 - c. Subsequent Agreement. If a subsequent agreement is needed, as specified in CCI 633.07, Section 6-4.b.-d., its effective date will be one of the following dates:

- (1) On the day after the previous agreement expires provided the subsequent agreement is signed on or before the day the previous agreement expires and CCHQ receives it within 60 days after the date the previous agreement expires;
 - (2) The date the subsequent SDP agreement is signed if CCHQ receives the new agreement 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 subsequent SDP 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 SDP agreement.
- c. Backdating an Agreement. Backdating the effective date of an agreement beyond what is outlined in this section is not authorized except in the cases described below:
- (1) The Director, CCHQ, without further delegation, may approve a request from the Agency Liaison to set an agreement's effective date to the date the officer signed the agreement in order to remedy a delay in processing the agreement within IHS or the IHS location that is reasonably outside of the officer's control (after the officer signed the agreement and submitted it forward).
 - (a) If the Director, CCHQ, detects a pattern of requests for backdating agreements, the Director, CCHQ, will notify the SG, the immediate supervisor of the Agency Liaison, the senior flag officer at IHS, and the Chief Human Capitol Officer and/or equivalent individual within the Agency Liaison's chain of command.
 - (b) In such a case, the Agency Liaison may be subject to disciplinary action in accordance with Commissioned Corps Directive (CCD) [111.02](#), "Disciplinary Actions."
 - (2) If there is a delay in CCHQ publishing new rates to officers, FSB may backdate the effective date of agreements using these rates to the effective date of the new rates, provided that the agreement is received at CCHQ within 60 days of the date of publishing these rates.
6. Payment of SDP 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 complete and will be returned to the officer's Agency Liaison.
 - b. If an agreement is missing supporting documentation, FSB will return the agreement to the Liaison and officer for correction and resubmission.
7. CCHQ will not process an agreement if an officer does not meet the eligibility criteria for the requested SDP or if the officer does not meet any of the eligibility criteria outlined in CCI 633.07 (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. IHS must ensure that the agreement is correct and includes the correct amount for the monthly SDP rates as specified in this POM and updates.

9. Reassignments.
 - a. If the officer is reassigned out of the position/billet that served as the basis for payment of SDP, the officer's current SDP agreement and payment is terminated on the effective date of the officer's position/billet change. The officer can then request a new SDP agreement if the new position is listed in the appendix of this POM.
 - b. However, the agency can continue the officer's existing SDP without needing a new agreement if:
 - (1) The officer is moving from one location to another location within the same service unit and both locations list the officer's specialty as qualifying for SDP at the same rate;
 - (2) The officer continues functioning in the same specialty that qualifies for SDP in the same location even though the officer's role/job duties change; or
 - (3) The ownership or management of the officer's location has changed (such as moving from IHS control to a tribal authority's control under Public Law 93-638, "Indian Self-Determination Education Assistance Act") with the new owners/managers unwilling to continue SDP and the agency moves the officer to a new location that pays SDP at the same rate for the officer's specialty. If the new location pays a different rate, the officer needs a new agreement.
 - c. The liaison and gaining and losing supervisor (if applicable) should sign any request to continue SDP as outlined in this section and send it as a memo to the head of FSB at CCHQ.
10. The Director, CCHQ, may provide further guidance regarding submission of agreements.
11. In the event that the Assistant Secretary for Health approves or modifies CCI 633.07, "IHS Special Duty Pay," or any other policy that ends IHS' participation in SDP, this POM will be automatically rescinded and any SDP rates associated with this POM will no longer be valid starting with that policy's effective date. The USPHS Commissioned Corps and IHS will honor existing signed SDP contracts until they expire but will not authorize any new SDP agreements.
12. The Director, CCHQ may update this POM with new rates as needed.
13. This POM has an effective date of 3 December 2024 and will remain in effect until replaced or rescinded.

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

Appendix

[Link to SDP rates spreadsheet](#)

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Acoma-Canoncito-Laguna (ACL) Hospital	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cochiti Health Station	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dulce Health Center	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mescalero Hospital	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sandia Health Station	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Clara Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Fe Hospital	\$ 2,500	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ute Mountain Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -
Zia Pueblo Health Station	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unalaska (Oonalaska Wellness Center)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Alaska Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Cochiti Health Station	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Dulce Health Center	\$ -	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Mescalero Hospital	\$ -	\$ 600	\$ -	\$ -	\$ -	\$ -	\$ 900	\$ -	\$ -	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Sandia Health Station	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -
Santa Clara Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Santa Fe Hospital	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ 3,000
Ute Mountain Health Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Zia Pueblo Health Station	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ 350	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unalaska (Onalaska Wellness Center)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,800	\$ -	\$ -	\$ -	\$ -
IHS Alaska Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ -	\$ 500	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ 500	\$ 500	\$ -	\$ -
Cochiti Health Station	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -
Dulce Health Center	\$ -	\$ 800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 800	\$ 1,000	\$ -	\$ -
Mescalero Hospital	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600	\$ 800	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -
Sandia Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ 650	\$ -	\$ -
Santa Clara Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 1,500	\$ -	\$ -
Santa Fe Hospital	\$ -	\$ 2,500	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -
Ute Mountain Health Center	\$ 1,500	\$ 1,000	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Zia Pueblo Health Station	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ 650	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ 350	\$ -	\$ 400	\$ -	\$ -	\$ -	\$ 350	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
Unalaska (Oonalaska Wellness Center)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,550	\$ -	\$ -
IHS Alaska Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ 2,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ 2,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ 2,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 650	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -
Cochiti Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dulce Health Center	\$ 800	\$ -	\$ -	\$ -	\$ 800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 800
Mescalero Hospital	\$ -	\$ -	\$ 900	\$ -	\$ 1,000	\$ 800	\$ -	\$ -	\$ -	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sandia Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Clara Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Fe Hospital	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Ute Mountain Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Zia Pueblo Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ -	\$ -	\$ 400	\$ 350	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unalaska (Oonalaska Wellness Center)	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Alaska Area Office	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cochiti Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dulce Health Center	\$ -	\$ -	\$ 800	\$ -	\$ 800	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Mescalero Hospital	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sandia Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Clara Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Fe Hospital	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ute Mountain Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Zia Pueblo Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unalaska (Onalaska Wellness Center)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Alaska Area Office	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ -	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Albuquerque Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cochiti Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dulce Health Center	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mescalero Hospital	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Picuris Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Felipe Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sandia Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Clara Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Fe Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ute Mountain Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Zia Pueblo Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Zuni Comprehensive Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ysleta Del Sur Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unalaska (Oonalaska Wellness Center)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Alaska Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maniilaq Health Center (Hospital)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Point Hope Village Clinic CHA/P Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Fireweed	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - Ambassador	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Services - VNPCC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
St. Paul Community Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aniak Subregional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Acoma-Canoncito-Laguna (ACL) Hospital	\$ -
Albuquerque Indian Health Center	\$ -
Cochiti Health Station	\$ -
Dulce Health Center	\$ -
Mescalero Hospital	\$ -
Picuris Health Location	\$ -
San Felipe Health Station	\$ -
Sandia Health Station	\$ -
Santa Clara Health Center	\$ -
Santa Fe Hospital	\$ -
Ute Mountain Health Center	\$ -
Zia Pueblo Health Station	\$ -
Zuni Comprehensive Community Health Center	\$ -
Ysleta Del Sur Health Station	\$ -
Unalaska (Oonalaska Wellness Center)	\$ -
IHS Alaska Area Office	\$ -
Maniilaq Health Center (Hospital)	\$ -
Point Hope Village Clinic CHA/P Services	\$ -
Dental Services - Fireweed	\$ -
Dental Services - Ambassador	\$ -
Dental Services - VNPCC	\$ -
St. Paul Community Health Center	\$ -
Aniak Subregional Clinic	\$ -
Emmonak (Pearl E. Johnson Sub-Regional Clinic)	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Bemidji Area Office	\$ 2,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
Cass Lake Hospital	\$ 2,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
Red Lake Hospital	\$ 2,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
White Earth Health Center	\$ 2,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
Minnesota Office of Env Health & Engineer Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Blackfeet Community Hospital	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Crow Hospital	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Eagle Child Health Station	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Fort Belknap Hospital	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Heart Butte Health Station	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 5,000	\$ -	\$ -	\$ -
IHS Bemidji Area Office	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -
Cass Lake Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -
Red Lake Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -
White Earth Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -
Minnesota Office of Env Health & Engineer Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Blackfeet Community Hospital	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Crow Hospital	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Eagle Child Health Station	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Fort Belknap Hospital	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Heart Butte Health Station	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ -	\$ -
IHS Bemidji Area Office	\$ -	\$ 2,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,000	\$ -	\$ -
Cass Lake Hospital	\$ -	\$ 2,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,000	\$ -	\$ -
Red Lake Hospital	\$ -	\$ 2,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,000	\$ -	\$ -
White Earth Health Center	\$ -	\$ 2,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,000	\$ -	\$ -
Minnesota Office of Env Health & Engineer Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ -	\$ 5,000	\$ -	\$ -	\$ 4,500	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Blackfeet Community Hospital	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Crow Hospital	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Eagle Child Health Station	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Fort Belknap Hospital	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Heart Butte Health Station	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ -	\$ -	\$ -	\$ -	\$ 4,550	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 1,500
IHS Bemidji Area Office	\$ 2,500	\$ -	\$ 500	\$ -	\$ 3,000	\$ 400	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,000
Cass Lake Hospital	\$ 2,500	\$ -	\$ 500	\$ -	\$ 3,000	\$ 400	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,000
Red Lake Hospital	\$ 2,500	\$ -	\$ 500	\$ -	\$ 3,000	\$ 400	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,000
White Earth Health Center	\$ 2,500	\$ -	\$ 500	\$ -	\$ 3,000	\$ 400	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,000
Minnesota Office of Env Health & Engineer Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Blackfeet Community Hospital	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Crow Hospital	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Eagle Child Health Station	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Fort Belknap Hospital	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Heart Butte Health Station	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Bemidji Area Office	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -
Cass Lake Hospital	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -
Red Lake Hospital	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -
White Earth Health Center	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -
Minnesota Office of Env Health & Engineer Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Blackfeet Community Hospital	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Crow Hospital	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Eagle Child Health Station	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Belknap Hospital	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Heart Butte Health Station	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Hooper Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Saint Mary's Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Toksook Bay Sub-Regional Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Bemidji Area Office	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cass Lake Hospital	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Red Lake Hospital	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
White Earth Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minnesota Office of Env Health & Engineer Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ashland Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Duluth Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rhineland Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Billings Area Office	\$ 4,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Blackfeet Community Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crow Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eagle Child Health Station	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Belknap Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Heart Butte Health Station	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Hooper Bay Sub-Regional Clinic	\$ -
Saint Mary's Sub-Regional Clinic	\$ -
Toksook Bay Sub-Regional Clinic	\$ -
Yukon-Kuskokwim-Delta Regional Hospital	\$ -
IHS Bemidji Area Office	\$ -
Cass Lake Hospital	\$ -
Red Lake Hospital	\$ -
White Earth Health Center	\$ -
Minnesota Office of Env Health & Engingeer Group	\$ -
Ashland Office of Env Health & Engineering Group	\$ -
Duluth Office of Env Health & Engineering Group	\$ -
Rhinelanders Office of Env Health and Engineering Group	\$ -
Sault Sainte Marie Office of Env Health and Engineering Group	\$ -
Traverse City Office of Env Health and Engineering Group	\$ -
IHS Billings Area Office	\$ -
Blackfeet Community Hospital	\$ -
Crow Hospital	\$ -
Eagle Child Health Station	\$ -
Fort Belknap Hospital	\$ -
Heart Butte Health Station	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Lame Deer Health Center	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Lodge Grass Health Center	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Poplar Health Center	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Pryor Health Station	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
Wolf Point Health Center	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -	\$ -
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Lame Deer Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Lodge Grass Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Poplar Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Pryor Health Station	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Wolf Point Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ 4,000	\$ -	\$ -
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Lame Deer Health Center	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Lodge Grass Health Center	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Poplar Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Pryor Health Station	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
Wolf Point Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 4,000	\$ -	\$ -
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Lame Deer Health Center	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Lodge Grass Health Center	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Poplar Health Center	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Pryor Health Station	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
Wolf Point Health Center	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 4,000	\$ 2,500	\$ 2,500	\$ 2,750	\$ -	\$ -	\$ 2,750
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Lame Deer Health Center	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Lodge Grass Health Center	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Poplar Health Center	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Pryor Health Station	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Wolf Point Health Center	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Lame Deer Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lodge Grass Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Poplar Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pryor Health Station	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wolf Point Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS California Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Arcata Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clovis Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Escondido Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Redding Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Sage Youth Wellness Center Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Nashville Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bangor Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manlius Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Lame Deer Health Center	\$ -
Lodge Grass Health Center	\$ -
Poplar Health Center	\$ -
Pryor Health Station	\$ -
Wolf Point Health Center	\$ -
IHS California Area Office	\$ -
Central Valley Indian Health Clinic (CVIH)*	\$ -
Arcata Office of Env Health and Engineering Group	\$ -
Clovis Office of Env Health and Engineering Group	\$ -
Escondido Office of Env Health and Engineering Group	\$ -
Ukiah Office of Env Health and Engineering Group	\$ -
Redding Office of Env Health and Engineering Group	\$ -
Sacramento Office of Env Health and Engineering Group	\$ -
Desert Sage Youth Wellness Center Group	\$ -
IHS Nashville Area Office	\$ -
Bangor Office of Env Health & Engineering Group	\$ -
Manlius Office of Env Health & Engineering Group	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Opelousas Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mashpee Health Service	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lockport Service Unit	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unity Healing Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chinle Comprehensive Health Care Facility	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Healthcare Facility	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dzilth Na O-Dith-Hle Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Indian Medical Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kayenta Health Center	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Dental Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pinon Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tohatchi Health Center		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tsaile Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Opelousas Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Mashpee Health Service	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Lockport Service Unit	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Unity Healing Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chinle Comprehensive Health Care Facility	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 2,500	\$ -	\$ -
Crownpoint Healthcare Facility	\$ -	\$ 2,500	\$ 1,000	\$ 2,500	\$ 2,500	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Dzilth Na O-Dith-Hle Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Gallup Indian Medical Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -
Kayenta Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ -
Many Farms Dental Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	\$ -
Pinon Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -
Tohatchi Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tsaile Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Opelousas Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ -	\$ 1,000	\$ -	\$ 1,700	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -
Mashpee Health Service	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ -	\$ 1,000	\$ -	\$ 1,700	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -
Lockport Service Unit	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -
Unity Healing Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,250	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 3,000	\$ -
Chinle Comprehensive Health Care Facility	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 1,500	\$ -	\$ -
Crownpoint Healthcare Facility	\$ 2,750	\$ 2,000	\$ -	\$ -	\$ -	\$ 1,750	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Dzilth Na O-Dith-Hle Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -
Gallup Indian Medical Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000		\$ -	\$ -
Kayenta Health Center	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -
Many Farms Dental Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -
Pinon Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 1,500	\$ -	\$ -
Tohatchi Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
Tsaile Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Opelousas Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mashpee Health Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Lockport Service Unit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unity Healing Center	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chinle Comprehensive Health Care Facility	\$ 2,500	\$ -	\$ 1,500	\$ -	\$ 2,000	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 1,500
Crownpoint Healthcare Facility	\$ 2,500	\$ -	\$ -	\$ -	\$ 2,000	\$ 1,500	\$ 750	\$ -	\$ -	\$ 1,750	\$ 1,000
Dzilth Na O-Dith-Hle Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ 2,500	\$ -	\$ 2,500	\$ -	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ -	\$ 2,500
Gallup Indian Medical Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Kayenta Health Center	\$ 2,500	\$ -	\$ 3,000	\$ -	\$ 3,000	\$ 2,000	\$ 1,000	\$ 2,000	\$ -	\$ -	\$ 2,000
Many Farms Dental Center	\$ 2,500	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 1,500
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ 2,500	\$ -	\$ 2,500	\$ -	\$ -	\$ 2,500	\$ 2,500	\$ 2,500	\$ -	\$ -	\$ 2,500
Pinon Health Center	\$ 2,500	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 1,500
Tohatchi Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tsaile Health Center	\$ 2,500	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ 1,500
Tuba City Regional Health Care	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Opelousas Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mashpee Health Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Lockport Service Unit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Unity Healing Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Chinle Comprehensive Health Care Facility	\$ -	\$ -	\$ 2,500	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Healthcare Facility	\$ 1,000	\$ -	\$ 2,500	\$ -	\$ 1,250	\$ 1,250	\$ -	\$ -	\$ -	\$ -	\$ 2,000
Dzilth Na O-Dith-Hle Health Center	\$ -	\$ -	\$ 2,500	\$ -	\$ 5,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ -	\$ -	\$ 2,500	\$ -	\$ 5,000	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Indian Medical Center	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -
Kayenta Health Center	\$ -	\$ -	\$ 2,500	\$ -	\$ 2,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Dental Center	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ -	\$ -	\$ 2,500	\$ -	\$ 5,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 5,000	\$ -
Pinon Health Center	\$ -	\$ -	\$ 2,500	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Tohatchi Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tsaile Health Center	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ 2,500	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Opelousas Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Catawba Health Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mashpee Health Service	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mid-Atlantic Service Unit	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lockport Service Unit	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unity Healing Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Monacan Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Navajo Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chinle Comprehensive Health Care Facility	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Healthcare Facility	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dzilth Na O-Dith-Hle Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Corners Regional Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -
Gallup Indian Medical Center	\$ -	\$ 5,000	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kayenta Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Dental Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Navajo Regional Behavioral Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northern Navajo Medical Center	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pinon Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tohatchi Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tsaile Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Opelousas Office of Env Health & Engineering Group	\$ -
CatawbaOffice of Env Health & Engineering Group	\$ -
Catawba Health Service	\$ -
Mashpee Health Service	\$ -
Mid-Atlantic Service Unit	\$ -
Lockport Service Unit	\$ -
Unity Healing Center	\$ -
Monacan Health Center	\$ -
IHS Navajo Area Office	\$ -
Chinle Comprehensive Health Care Facility	\$ -
Crownpoint Healthcare Facility	\$ -
Dzilh Na O-Dith-Hle Health Center	\$ -
Fort Defiance Indian Hospital	\$ -
Four Corners Regional Health Center	\$ -
Gallup Indian Medical Center	\$ 1,000
Kayenta Health Center	\$ -
Many Farms Dental Center	\$ -
Navajo Regional Behavioral Health Center	\$ -
Northern Navajo Medical Center	\$ -
Pinon Health Center	\$ -
Tohatchi Health Center	\$ -
Tsaile Health Center	\$ -
Tuba City Regional Health Care	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Winslow Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacred Peaks Health Center	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cameron Health Facility	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Oklahoma City Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Anadarko Health Center	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ardmore Health Center	\$ 1,250	\$ -	\$ -	\$ -	\$ 1,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Winslow Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Sacred Peaks Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Cameron Health Facility	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Bodaway Gap Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
IHS Oklahoma City Area Office	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Anadarko Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Ardmore Health Center	\$ -		\$ -	\$ -	\$ -	\$ -				\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Winslow Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
Sacred Peaks Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
Cameron Health Facility	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
Bodaway Gap Clinic	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
IHS Oklahoma City Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750	\$ -	\$ 500	\$ -	\$ -	\$ 1,500
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750	\$ -	\$ 500	\$ -	\$ -	\$ -
Anadarko Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Ardmore Health Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,050	\$ 850	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Winslow Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ 1,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500
Sacred Peaks Health Center	\$ 1,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500
Cameron Health Facility	\$ 1,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500
Bodaway Gap Clinic	\$ 1,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ 1,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 1,500	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 1,500
IHS Oklahoma City Area Office	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -
Anadarko Health Center	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 500
Ardmore Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 950	\$ -	\$ 950

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Winslow Health Center	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ -	\$ -	\$ 1,050	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Sacred Peaks Health Center	\$ -	\$ -	\$ 1,050	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Cameron Health Facility	\$ -	\$ -	\$ 1,050	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic	\$ -	\$ -	\$ 1,050	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ -	\$ -	\$ 1,050	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Oklahoma City Area Office	\$ -	\$ 750	\$ 500	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Anadarko Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ardmore Health Center	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Winslow Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rock Point Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Farmington Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuba City Regional Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
LeChee Health Facility	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sacred Peaks Health Center	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cameron Health Facility	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Oklahoma City Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NSSC Area Program Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Anadarko Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ardmore Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Winslow Health Center	\$ -
Rock Point Health Station	\$ -
Fort Defiance Office of Env Health & Engineering Group	\$ -
Many Farms Office of Env Health & Engineering Group	\$ -
Farmington Office of Env Health and Engineering Group	\$ -
Shiprock Office of Env Health & Engineering Group	\$ -
Flagstaff ONHIR (Relocation) Office	\$ -
Crownpoint Office of Env Health and Engineering Group	\$ -
Gallup Sanitation Facilities Construction District Office	\$ -
Tuba City Regional Health Care	\$ -
LeChee Health Facility	\$ -
Sacred Peaks Health Center	\$ -
Cameron Health Facility	\$ -
Bodaway Gap Clinic	\$ -
Bodaway Gap Clinic (Echo Cliffs Clinic)	\$ -
IHS Oklahoma City Area Office	\$ -
NSSC Area Program Group	\$ -
Anadarko Health Center	\$ -
Ardmore Health Center	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Carnegie Health Center	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Redbird Smith Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Three Rivers Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Vinita Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Will Rogers Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chickasaw Nation Medical Center	\$ 1,250	\$ -	\$ -	\$ -	\$ 1,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claremore Hospital		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clinton Indian Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
El Reno Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ 1,200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jack Brown Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lawton Hospital	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northeastern Tribal Health System	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Carnegie Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Redbird Smith Health Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Three Rivers Health Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Vinita Health Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Will Rogers Health Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Chickasaw Nation Medical Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claremore Hospital	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Clinton Indian Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
El Reno Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Jack Brown Center	\$ -	\$ 200	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ 400	\$ -	\$ -
Lawton Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 800	\$ 2,000	\$ -	\$ -	\$ -
Northeastern Tribal Health System	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Carnegie Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Cherokee Nation Redbird Smith Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Three Rivers Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Vinita Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Will Rogers Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Chickasaw Nation Medical Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,050	\$ 850	\$ -	\$ -
Claremore Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Clinton Indian Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 1,000	\$ -	\$ -
El Reno Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 1,000	\$ -	\$ -
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
Jack Brown Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ -	\$ -	\$ -
Lawton Hospital	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -
Northeastern Tribal Health System	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Carnegie Health Center	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 500
Cherokee Nation Redbird Smith Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Sam Hider Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Tahlequah Outpatient Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Three Rivers Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Vinita Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation W. W. Hastings Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Will Rogers Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Cherokee Nation Willma P. Mankiller Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Chickasaw Nation Medical Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 950	\$ -	\$ 950
Claremore Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Clinton Indian Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 1,000	\$ 500	\$ 1,000	\$ 500	\$ -	\$ -	\$ 500
El Reno Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 1,000	\$ 500	\$ 1,000	\$ 500	\$ -	\$ -	\$ 500
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ 1,000	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
Jack Brown Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400
Lawton Hospital	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 500
Northeastern Tribal Health System	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Carnegie Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Redbird Smith Health Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Three Rivers Health Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Vinita Health Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Will Rogers Health Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Chickasaw Nation Medical Center	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claremore Hospital	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Clinton Indian Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
El Reno Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -
Jack Brown Center	\$ -	\$ -	\$ -	\$ -	\$ 200	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ -
Lawton Hospital	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northeastern Tribal Health System	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Carnegie Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Redbird Smith Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Three Rivers Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Vinita Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Will Rogers Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chickasaw Nation Medical Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Claremore Hospital	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clinton Indian Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
El Reno Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eufaula Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Haskell Health Center (Lawrence)	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Jack Brown Center	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lawton Hospital	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Northeastern Tribal Health System	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okemah Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oklahoma City Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Carnegie Health Center	\$ -
Cherokee Nation Redbird Smith Health Center	\$ -
Cherokee Nation Sam Hider Community Clinic	\$ -
Cherokee Nation Tahlequah Outpatient Clinic	\$ -
Cherokee Nation Three Rivers Health Center	\$ -
Cherokee Nation Vinita Health Center	\$ -
Cherokee Nation W. W. Hastings Hospital	\$ -
Cherokee Nation Will Rogers Health Center	\$ -
Cherokee Nation Willma P. Mankiller Health Center	\$ -
Chickasaw Nation Medical Center	\$ -
Claremore Hospital	\$ -
Clinton Indian Health Center	\$ -
El Reno Health Center	\$ -
Eufaula Health Center	\$ -
Haskell Health Center (Lawrence)	\$ -
Jack Brown Center	\$ -
Lawton Hospital	\$ -
Northeastern Tribal Health System	\$ -
Okemah Health Center	\$ -
Oklahoma City Indian Clinic	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Pawnee Health Center	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ 1,250	\$ -	\$ -	\$ -	\$ 1,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tishomingo Indian Health Clinic	\$ 1,250	\$ -	\$ -	\$ -	\$ 1,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Watonga Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wewoka Indian Health Center	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Holton Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miami Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Phoenix Area Office	\$ 4,000	\$ -	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,750	\$ -
Fort Yuma Health Center (Winterhaven)	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
Cibecue Health Center	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Visions Youth Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elko Service Unit	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hopi Health Care Center (Keams Canyon)	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Irene Benn Health Center	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Peach Springs Indian Health Center	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Phoenix Indian Medical Center	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salt River Health Center	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Carlos Apache Healthcare	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Uintah-Ouray Service Unit	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Pawnee Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tishomingo Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Watonga Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Wewoka Indian Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Holton Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miami Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Phoenix Area Office	\$ -	\$ 1,050	\$ -	\$ -	\$ -	\$ -	\$ 2,750	\$ -	\$ 2,750	\$ -	\$ -
Fort Yuma Health Center (Winterhaven)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ 3,000	\$ -	\$ -	\$ -	\$ -
Cibecue Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Desert Visions Youth Wellness Center	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Elko Service Unit	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 4,000	\$ -	\$ 500	\$ -	\$ -
Hopi Health Care Center (Keams Canyon)	\$ -	\$ 750	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Irene Benn Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Peach Springs Indian Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Phoenix Indian Medical Center	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Salt River Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Carlos Apache Healthcare	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Uintah-Ouray Service Unit	\$ -	\$ 650	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Pawnee Health Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,050	\$ 850	\$ -	\$ -
Tishomingo Indian Health Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,050	\$ 850	\$ -	\$ -
Watonga Health Center	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 1,000	\$ -	\$ -
Wewoka Indian Health Center	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -
Holton Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Miami Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Okmulgee Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
IHS Phoenix Area Office	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ 2,000
Fort Yuma Health Center (Winterhaven)	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,200	\$ 3,000	\$ -	\$ -
Cibecue Health Center	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 2,000	\$ -	\$ -
Desert Visions Youth Wellness Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -			\$ -	\$ -
Elko Service Unit	\$ -	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ 4,000	\$ 4,000	\$ -	\$ -
Hopi Health Care Center (Keams Canyon)	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,000	\$ -	\$ -
Irene Benn Health Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -
Peach Springs Indian Health Center	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500		\$ -	\$ -
Phoenix Indian Medical Center	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 2,000	\$ -	\$ -
Salt River Health Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000		\$ -	\$ -
San Carlos Apache Healthcare	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -
Uintah-Ouray Service Unit	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Pawnee Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 950	\$ -	\$ 950
Tishomingo Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 950	\$ -	\$ 950
Watonga Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 1,000	\$ 500	\$ 1,000	\$ 500	\$ -	\$ -	\$ 500
Wewoka Indian Health Center	\$ -	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ 750	\$ 1,000	\$ 500	\$ -	\$ -	\$ 1,000
Holton Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miami Office of Env Health and Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Phoenix Area Office	\$ -	\$ 1,000	\$ 950	\$ -	\$ -	\$ 950	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Fort Yuma Health Center (Winterhaven)	\$ 2,700	\$ 1,000	\$ 2,350	\$ -	\$ 2,300	\$ -	\$ 800	\$ -	\$ -	\$ -	\$ 2,000
Cibecue Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Desert Visions Youth Wellness Center	\$ 500	\$ -	\$ 500	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Elko Service Unit	\$ 700	\$ 1,000	\$ 5,000	\$ -	\$ 1,000	\$ 1,000	\$ 500	\$ -	\$ -	\$ -	\$ 500
Hopi Health Care Center (Keams Canyon)	\$ 1,500	\$ 1,000	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 500	\$ -	\$ -	\$ -	\$ 1,000
Irene Benn Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ 1,500	\$ -	\$ -	\$ -	\$ 2,000	\$ 1,500	\$ 800	\$ -	\$ -	\$ -	\$ 1,500
Peach Springs Indian Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ 2,000	\$ 1,500	\$ 800	\$ -	\$ -	\$ -	\$ 1,500
Phoenix Indian Medical Center	\$ 1,500	\$ -	\$ 500	\$ -	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 700
Salt River Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
San Carlos Apache Healthcare	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ 1,500	\$ -	\$ -	\$ -	\$ 2,000	\$ 1,500	\$ 800	\$ -	\$ -	\$ -	\$ 1,500
Uintah-Ouray Service Unit	\$ 950	\$ 1,000	\$ 2,000	\$ -	\$ 1,000	\$ 950	\$ 500	\$ -	\$ -	\$ -	\$ 500

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Pawnee Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tishomingo Indian Health Clinic	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Watonga Health Center	\$ -	\$ -	\$ 500	\$ -	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Wewoka Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Holton Office of Env Health and Engineering Group	\$ -	\$ 750	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miami Office of Env Health and Engineering Group	\$ -	\$ 750	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ -	\$ 750	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Phoenix Area Office	\$ -	\$ 2,000	\$ -	\$ 1,000	\$ 1,500	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -	\$ -
Fort Yuma Health Center (Winterhaven)	\$ -	\$ -	\$ -	\$ 1,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cibecue Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Visions Youth Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elko Service Unit	\$ -	\$ -	\$ -	\$ 1,000	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -
Hopi Health Care Center (Keams Canyon)	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Irene Benn Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Peach Springs Indian Health Center	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Phoenix Indian Medical Center	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Salt River Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Carlos Apache Healthcare	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ -	\$ -	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Uintah-Ouray Service Unit	\$ -	\$ -	\$ 500	\$ 1,000	\$ 500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Pawnee Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Purcell Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tishomingo Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Watonga Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wewoka Indian Health Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Holton Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Miami Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Phoenix Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -
Fort Yuma Health Center (Winterhaven)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -
Cibecue Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Desert Visions Youth Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elko Service Unit	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hopi Health Care Center (Keams Canyon)	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Irene Benn Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Nevada Skies Youth Wellness	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parker IHS Indian Hospital	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Peach Springs Indian Health Center	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Phoenix Indian Medical Center	\$ 2,000	\$ -	\$ -	\$ 3,000	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Salt River Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Carlos Apache Healthcare	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Supai Canyon Health Station	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Uintah-Ouray Service Unit	\$ 950	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Pawnee Health Center	\$ -
Purcell Indian Health Clinic	\$ -
Tishomingo Indian Health Clinic	\$ -
Watonga Health Center	\$ -
Wewoka Indian Health Center	\$ -
Holton Office of Env Health and Engineering Group	\$ -
Miami Office of Env Health and Engineering Group	\$ -
Okmulgee Office of Env Health & Engineering Group	\$ -
IHS Phoenix Area Office	\$ -
Fort Yuma Health Center (Winterhaven)	\$ -
Cibecue Health Center	\$ -
Desert Visions Youth Wellness Center	\$ -
Elko Service Unit	\$ -
Hopi Health Care Center (Keams Canyon)	\$ -
Irene Benn Health Center	\$ -
Nevada Skies Youth Wellness	\$ -
Parker IHS Indian Hospital	\$ -
Peach Springs Indian Health Center	\$ -
Phoenix Indian Medical Center	\$ -
Salt River Health Center	\$ -
San Carlos Apache Healthcare	\$ -
Supai Canyon Health Station	\$ -
Uintah-Ouray Service Unit	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Whiteriver Hospital	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parker Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Western Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reno District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Portland Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chemawa Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omak Indian Health Clinic	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ 850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Whiteriver Hospital	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 4,000	\$ 2,000	\$ -	\$ -
Parker Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Western Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reno District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Portland Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ -
Chemawa Indian Health Center	\$ -	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ 850	\$ -	\$ -	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Omak Indian Health Clinic	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ -	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ 850	\$ -	\$ -	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Whiteriver Hospital	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 2,000	\$ -	\$ -
Parker Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Western Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
Reno District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500
IHS Portland Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -
Chemawa Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 850	\$ 850	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,000	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -
Omak Indian Health Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ 850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ -	\$ 850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 850	\$ 850	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Whiteriver Hospital	\$ 1,500	\$ 1,000	\$ -	\$ -	\$ 2,000	\$ 1,500	\$ -	\$ 1,500	\$ -	\$ -	\$ 1,500
Parker Office of Env Health & Engineering Group	\$ 1,500	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Western Arizona District OEHE	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reno District OEHE	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Portland Area Office	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ 1,000
Chemawa Indian Health Center	\$ -	\$ -	\$ 850	\$ -	\$ 1,700	\$ 1,700	\$ 1,700	\$ -	\$ -	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omak Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ 850	\$ -	\$ -	\$ -	\$ 1,700	\$ -	\$ 850	\$ -	\$ -	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Whiteriver Hospital	\$ -	\$ -	\$ 1,500	\$ 1,000	\$ 1,500	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Parker Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ 1,500	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Western Arizona District OEHE	\$ -	\$ 1,500	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reno District OEHE	\$ -	\$ 1,500	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Portland Area Office	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ -	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -
Chemawa Indian Health Center	\$ -	\$ -	\$ -	\$ -	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omak Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ 1,700	\$ 850	\$ -	\$ -	\$ -	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ -	\$ -	\$ 700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Whiteriver Hospital	\$ 1,500	\$ -	\$ -	\$ 3,500	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Parker Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Eastern Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Western Arizona District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reno District OEHE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Portland Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Benewah Medical Center	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chemawa Indian Health Center	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Colville Indian Health Center Nespelem	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
David C Wyncoop Memorial Clinic	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Klamath Tribal Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omak Indian Health Clinic	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
The Klamath Tribes Health & Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Health & Wellness	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
White Swan Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Indian Health Clinic	\$ 850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spokane Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Whiteriver Hospital	\$ -
Parker Office of Env Health & Engineering Group	\$ -
Eastern Arizona District OEHE	\$ -
Western Arizona District OEHE	\$ -
Reno District OEHE	\$ -
IHS Portland Area Office	\$ -
Benewah Medical Center	\$ -
Chemawa Indian Health Center	\$ -
Colville Indian Health Center Nespelem	\$ -
David C Wyncoop Memorial Clinic	\$ -
Klamath Tribal Health Clinic	\$ -
NARA Indian Health Clinic	\$ -
Omak Indian Health Clinic	\$ -
The Klamath Tribes Health & Wellness Center	\$ -
Warm Springs Health & Wellness	\$ -
White Swan Health Clinic	\$ -
Yakama Indian Health Clinic	\$ -
Portland Area Office of Env Health & Engineering Group	\$ -
Bremerton Office of Env Health & Engineering Group	\$ -
Port Angeles Office of Env Health & Engineering Group	\$ -
Spokane Office of Env Health & Engineering Group	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Fort Hall Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Tucson Area Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Xavier Dental Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Xavier Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Simon Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Rosa Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -
Aberdeen Urban Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherry Creek Health Station		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Sioux Tribal Field Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Thompson Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Fort Hall Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ -
IHS Tucson Area Office	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
San Xavier Dental Clinic	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
San Xavier Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
San Simon Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
San Rosa Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,500	\$ -
IHS Great Plains Area Office	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 3,500	\$ -
Aberdeen Urban Indian Health Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Cherry Creek Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Cheyenne River Sioux Tribal Field Health Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Dunseith Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Fort Thompson Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Fort Hall Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	\$ -
IHS Tucson Area Office	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
San Xavier Dental Clinic	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
San Xavier Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
San Simon Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
San Rosa Health Center	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Aberdeen Urban Indian Health Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Cherry Creek Health Station	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Cheyenne River Sioux Tribal Field Health Clinic	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Dunseith Health Location	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Fort Thompson Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Fort Hall Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Tucson Area Office	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
San Xavier Dental Clinic	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
San Xavier Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
San Simon Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
San Rosa Health Center	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
IHS Great Plains Area Office	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Aberdeen Urban Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Cherry Creek Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Cheyenne River Sioux Tribal Field Health Clinic		\$ -	\$ -	\$ -		\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Dunseith Health Location	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Flandreau Santee Sioux Tribal Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Fort Thompson Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Fort Hall Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Tucson Area Office	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -
San Xavier Dental Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -
San Xavier Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -
San Simon Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -
San Rosa Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -
IHS Great Plains Area Office	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
IHS Great Plains Area Office	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Aberdeen Urban Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherry Creek Health Station	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Cheyenne River Sioux Tribal Field Health Clinic	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Health Location	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Thompson Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Fort Hall Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Yakama Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NARA NW Wellness Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Tucson Area Office	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sells Indian Hospital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Xavier Dental Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Xavier Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Simon Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
San Rosa Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
IHS Great Plains Area Office	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ 3,000
IHS Great Plains Area Office	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,500	\$ -	\$ -	\$ -	\$ 3,500	\$ -	\$ 3,000
Aberdeen Urban Indian Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cherry Creek Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Hospital	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Sioux Tribal Field Health Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Health Location	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Elbowoods Memorial Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fort Thompson Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Fort Hall Office of Env Health & Engineering Group	\$ -
Yakama Office of Env Health & Engineering Group	\$ -
Warm Springs Office of Environmental Engineering Group	\$ -
NARA NW Wellness Clinic	\$ -
IHS Tucson Area Office	\$ -
Sells Indian Hospital	\$ -
San Xavier Dental Clinic	\$ -
San Xavier Health Center	\$ -
San Simon Health Center	\$ -
San Rosa Health Center	\$ -
IHS Great Plains Area Office	\$ 2,000
IHS Great Plains Area Office	\$ 2,000
Aberdeen Urban Indian Health Clinic	\$ -
Carl T Curtis Health Education Center and Nursing Home	\$ -
Cherry Creek Health Station	\$ -
Cheyenne River Hospital	\$ 2,000
Cheyenne River Sioux Tribal Field Health Clinic	\$ -
Dunseith Health Location	\$ -
Elbowoods Memorial Health Center	\$ -
Flandreau Santee Sioux Tribal Health Center	\$ -
Fort Thompson Health Center	\$ 2,000

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Fort Yates Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Bands Healing Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lower Brule Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
McLaughlin Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Meskwaki Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minni-Tohe Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Native Women's Health Care	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Native Healing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Sioux Tribal Health	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omaha Urban Indian Clinic	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parshall Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pine Ridge Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ponca Hills Health and Wellness Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oyate Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rosebud Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Clinic Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Sioux Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient,Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Fort Yates Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Four Bands Healing Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Lincoln	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Lower Brule Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
McLaughlin Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Meskwaki Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Minni-Tohe Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Native Women's Health Care	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Oglala Native Healing	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -
Oglala Sioux Tribal Health	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Omaha Urban Indian Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Parshall Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Pine Ridge Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Ponca Hills Health and Wellness Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -		\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Oyate Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000		\$ 2,000	\$ -	\$ -
Rosebud Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -
Santee Clinic Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -		\$ -	\$ -
Santee Sioux Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Fort Yates Hospital	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Four Bands Healing Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Lincoln	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Lower Brule Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
McLaughlin Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Meskwaki Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Minni-Tohe Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Native Women's Health Care	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Oglala Native Healing	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Oglala Sioux Tribal Health	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Omaha Urban Indian Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parshall Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Pine Ridge Hospital	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Ponca Hills Health and Wellness Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ -	\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Oyate Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Rosebud Hospital	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Santee Clinic Health Station	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Santee Sioux Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Fort Yates Hospital	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Four Bands Healing Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Lincoln	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lower Brule Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -
McLaughlin Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Meskwaki Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Minni-Tohe Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Native Women's Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Native Healing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Sioux Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Omaha Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000
Parshall Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pine Ridge Hospital	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Ponca Hills Health and Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Oyate Health Center	\$ 2,500	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Rosebud Hospital	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Santee Clinic Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Sioux Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Fort Yates Hospital	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Four Bands Healing Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lower Brule Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
McLaughlin Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Meskwaki Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minni-Tohe Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Native Women's Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Native Healing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Sioux Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omaha Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parshall Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pine Ridge Hospital	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Ponca Hills Health and Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Oyate Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Rosebud Hospital	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Santee Clinic Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Sioux Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Fort Yates Hospital	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Four Bands Healing Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fred Leroy Health and Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kyle Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lincoln Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lower Brule Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
McLaughlin Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Meskwaki Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minni-Tohe Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Native Women's Health Care	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Native Healing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oglala Sioux Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Omaha Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Parshall Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Indian Learning Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pine Ridge Hospital	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ponca Hills Health and Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Quentin N Burdick Memorial Health Facility	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Oyate Health Center	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rosebud Hospital	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Clinic Health Station	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santee Sioux Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Fort Yates Hospital	\$ -
Four Bands Healing Center	\$ -
Fred Leroy Health and Wellness Center	\$ -
Great Plains Area Youth Regional Treatment Center (AAYRTC)	\$ -
Kyle Health Center	\$ 2,000
Lincoln	\$ -
Lincoln Urban Indian Clinic	\$ -
Lower Brule Health Center	\$ 2,000
McLaughlin Health Center	\$ 2,000
Meskwaki Health Center	\$ -
Minni-Tohe Health Center	\$ -
Native Women's Health Care	\$ -
Oglala Native Healing	\$ -
Oglala Sioux Tribal Health	\$ -
Omaha Urban Indian Clinic	\$ -
Parshall Clinic	\$ -
Pierre Indian Learning Center	\$ -
Pierre Urban Indian Clinic	\$ -
Pine Ridge Hospital	\$ 2,000
Ponca Hills Health and Wellness Center	\$ -
Quentin N Burdick Memorial Health Facility	\$ 2,000
Oyate Health Center	\$ 2,000
Rosebud Hospital	\$ 2,000
Santee Clinic Health Station	\$ -
Santee Sioux Health Center	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Sioux Falls Urban Indian Clinic		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spirit Lake Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Trenton Community Clinic	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wagner Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wahpeton Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wanblee Health Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Hospital	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Tribal Health	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient, Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Sioux Falls Urban Indian Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 2,000	\$ -	\$ -
Spirit Lake Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Trenton Community Clinic	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Wagner Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Wahpeton Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Wanblee Health Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Wellness Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -		\$ -		\$ -	\$ -
Winnebago Hospital	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Winnebago Tribal Health	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ -	\$ -
Great Plains Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Sioux Falls Urban Indian Clinic	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Spirit Lake Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Trenton Community Clinic	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Wagner Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Wahpeton Health Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wanblee Health Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Wellness Center	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Hospital	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Winnebago Tribal Health	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ -	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000	\$ 2,000	\$ -	\$ -
Great Plains Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Sioux Falls Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spirit Lake Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Trenton Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -
Wagner Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Wahpeton Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wanblee Health Center	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Hospital	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Winnebago Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ 2,500	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ -	\$ 2,000
Great Plains Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ 2,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Sioux Falls Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spirit Lake Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Trenton Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wagner Health Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wahpeton Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wanblee Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Hospital	\$ -	\$ -	\$ 2,000	\$ -	\$ 2,000	\$ 2,000	\$ -	\$ -	\$ 2,000	\$ -	\$ -
Winnebago Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Sioux Falls Urban Indian Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Spirit Lake Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Trenton Community Clinic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wagner Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wahpeton Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wanblee Health Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Wellness Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Hospital	\$ 2,000	\$ 3,500	\$ 3,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Winnebago Tribal Health	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Great Plains Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Martin Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mobridge Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pierre Office of Env Health & Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Minot Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Sioux Falls Urban Indian Clinic	\$ -
Spirit Lake Health Center	\$ -
Trenton Community Clinic	\$ -
Wagner Health Center	\$ 2,000
Wahpeton Health Center	
Wamblee Health Center	\$ 2,000
Wellness Center	\$ -
Winnebago Hospital	\$ 2,000
Winnebago Tribal Health	\$ -
Woodrow Wilson Keeble Memorial Health Care Center	\$ 2,000
Great Plains Office of Env Health & Engineering Group	\$ -
Martin Office of Env Health & Engineering Group	\$ -
Moberidge Office of Env Health & Engineering Group	\$ -
Pierre Office of Env Health & Engineering Group	\$ -
Sioux City Office of Env Health and Engineering Group	\$ -
Minot Office of Env Health and Engineering Group	\$ -
Dunseith Office of Env Health and Engineering Group	\$ -
Cheyenne River Office of Env Health and Engineering Group	\$ -

Service Unit/Group by IHS Area (Bureau)	Medical	ED Providers	Chief Nurse Executive	Area Chief Nursing Officer/Executive	Nurse-Administration	Area Nurse Consultant	Director of Nursing	Inpatient and ED Nurses	Supervisory Nurse	Nurse Consultant	Infection Control Nurse
Office of the Director - Chief Medical Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Environmental Health and Engineering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Nurses-Inpatient,Outpatient, Emergency Medicine, OB/Gyn	Nurses	Nurse, Non-Emergency Dept.	Nurse, Emergency Dept	Nurse, 1st Line Supervisor	Supervisory Nurse Practitioner	Nurse Practitioner	CRNA	Nurse Midwife	Area Dental Consultant	Chief Dentist
Office of the Director - Chief Medical Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ -	\$ 400	\$ -	\$ -	\$ -	\$ -	\$ 400	\$ 400	\$ 400	\$ -	\$ -
Office of Environmental Health and Engineering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Supervisory Dentist	Dentist	Dental Specialties	Chief/Director Pharmacist	Pharmacy Consultant	Supervisory Pharmacist	Pharmacist - Advanced Practice / Clinical	Pharmacist	Physician Assistant	Supervisory General Engineer, Facilities Director	Supervisory Engineer
Office of the Director - Chief Medical Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 400	\$ -	\$ -
Office of Environmental Health and Engineering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Engineers	Non - Supv Engineers	Psychologist	Chief Optometrist	Optometrist	Social Workers	Dental Hygienist	Audiologists	Empowered Living-Physical Therapist (Manager)	Physical Therapy Supervisor	Physical Therapist
Office of the Director - Chief Medical Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ 250	\$ 250	\$ -	\$ -	\$ -	\$ -
Office of Environmental Health and Engineering	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Speech Therapist	Supervisory Environmental Health	Environmental Health	Non Supv - Environmental Health	Clinical Laboratory Scientist	Information Technologist (IT)	Knowledge Management Team (multidisciplinary) -Director, Data Analytics	Knowledge Management Team (multidisciplinary) - Statistician, Application Software, Data Management positions	DIETICIAN	Nutritionist	Podiatrist
Office of the Director - Chief Medical Office	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ -	\$ -	\$ -	\$ -	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Environmental Health and Engineering	\$ -	\$ -	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Leadership and/or Multidisciplinary	Chief Executive Officers	Deputy Chief Executive Officer	C-Suite Leadership	*Supervisory Leadership	Clinical Leadership	Clinical Director	Program Management Officer	Clinical Application Coordinator	OHP Division Directors	Area-wide Program Manager (OEHE/Quality/Exec Officer/Behavior Health/OTP/HR)
Office of the Director - Chief Medical Office	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Clinical and Preventive Services	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office of Environmental Health and Engineering	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Service Unit/Group by IHS Area (Bureau)	Health Services Officers
Office of the Director - Chief Medical Office	\$ -
Office of Clinical and Preventive Services	\$ -
Office of Environmental Health and Engineering	\$ -

REMOTE WORK SPECIAL DUTY PAY

Service Unit/Group by IHS Area (Bureau)	Remote Work Medical	Remote Work Pharmacist	Remote Work Engineers	Remote Work - Environmental Health	Remote Work - Leadership and/or Multidisciplinary	Remote Work - Human Resources Liaison (Military)	Remote Work - Human Resources IJJA Specialists (Military)
IHS Oklahoma City Area Office		\$ 500.00					
IHS Phoenix Area Office	\$ 4,000.00	\$ 1,500.00	\$ 2,000.00	\$ 2,000.00	\$ 1,500.00		
Office of Human Resources (DCPS)						\$ 350.00	\$ 150.00
IHS Bemidji Area Office				\$ 2,500.00			