

**Defense Health Program
Fiscal Year (FY) 2018 Budget Estimates
Operation and Maintenance
Physicians' Comparability Allowance Worksheet**

Physicians' Comparability Allowance (PCA) Worksheet

US Army Medical Command

Table 1

		PY 2016 (Actual)	CY 2017 (Estimates)	BY 2018* (Estimates)
1) Number of Physicians Receiving PCAs		9	9	9
2) Number of Physicians with One-Year PCA		0	0	0
3) Number of Physicians with Multi-Year PCA		9	9	9
4) Average Annual PCA Physician Pay (without PCA		149,807	156,159	162,780
5) Average Annual PCA Payment		20,556	18,854	17,293
6) Number of Physicians Receiving PCAs by Category	Category I Clinical Position	0	0	0
	Category II Research Position	9	9	9
	Category III Occupational	0	0	0
	Category IV-A Disability	0	0	0
	Category IV-B Health and	0	0	0

*FY 2018 data will be approved during the FY 2019 Budget cycle.

- 7) If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). Provide the number of PCA agreements per additional category for the PY, CY and BY.

N/A

- 8) Provide the maximum annual PCA amount paid to each category of physician in your agency and explain the reasoning for these amounts by category.

Category II - Research = \$30,000

- 9) Explain the recruitment and retention problem(s) for each category of physician in your agency (this should demonstrate that a current need continues to persist).

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(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)

PCA has negated all our retention problems. All our employees receiving PCA are multi-year agreements. PCA allows the Command to craft compensation packages that are competitive with the local market points in the area.

- 10) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in the prior fiscal year.

(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)

Because of the use of PCA we were able to retain our current workforce. Without PCA, our losses, other than normal attrition, would have increased and impacted our ability to accomplish our mission. PCA allows for competitive compensation packages.

- 11) Provide any additional information that may be useful in planning PCA staffing levels and amounts in your agency.

Because of PDPP, PCA use has been reduced to a minimal level. Sequestration may also reduce use and need for PCA if reductions in workforce and structure are mandated for FY 2017 and into the future. Recommend transitioning all 0602/0680 paid under a Demonstration Project to PDPP to eliminate the need for PCA.