

**Defense Health Program
Fiscal Year (FY) 2016 Budget Estimates
Operation and Maintenance
Physicians' Comparability Allowance Worksheet**

Physicians' Comparability Allowance (PCA) Worksheet

[Department: Component] MEDCOM: Army

Table 1

	PY 2014 (Actual)	CY 2015 (Estimates)	BY 2016* (Estimates)
1) Number of Physicians Receiving PCAs	10	10	10
2) Number of Physicians with One-Year PCA Agreements	0	0	0
3) Number of Physicians with Multi-Year PCA Agreements	10	10	10
4) Average Annual PCA Physician Pay (without PCA payment)	160052	160052	160052
5) Average Annual PCA Payment	34540	34540	34540
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	0	0
	Category II Research Position	9	9
	Category III Occupational Health	0	0
	Category IV-A Disability Evaluation	0	0
	Category IV-B Health and Medical Admin.	1	1

*FY 2016 data will be approved during the FY 2017 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. All other categories are in PDPP.

- 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.

Max PCA for Category II = \$51,141; Category IVB = \$30,671

- 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).

(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.

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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. Furlough and the hiring freeze had more impact on gains and losses.

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 2015 and into the future.