

**Defense Health Program
Fiscal Year (FY) 2019 Budget Estimates
Operation and Maintenance
Physicians' Comparability Allowance Worksheet**

1) Department and component:

U.S. ARMY MEDICAL COMMAND

2) Explain the recruitment and retention problem(s) justifying the need for the PCA pay authority.

(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.) Competition for limited applicants in continually shrinking pools of qualified candidates nation-wide will require our Commanders to leverage all available pay flexibilities to continue to attract new applicants and retain current workforce. PCA and the 3Rs incentives will play a key role in our recruitment and retention success.

3-4) Please complete the table below with details of the PCA agreement for the following years:

	PY 2017 (Actual)	CY 2018 (Estimates)	BY* 2019 (Estimates)
3a) Number of Physicians Receiving PCAs	10	10	10
3b) Number of Physicians with One-Year PCA Agreements	1	0	0
3c) Number of Physicians with Multi-Year PCA Agreements	9	10	10
4a) Average Annual PCA Physician Pay (without PCA payment)	162,129	165,209	168,348
4b) Average Annual PCA Payment	19,677	20,660	21,693

*BY data will be approved during the BY Budget cycle. Please ensure each column is completed.

5) 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.) Without PCA MEDCOM would not be able to craft competitive compensation packages that would be attractive to potential applicants. As there are only 10 physicians receiving PCA, recommend again, that the law change to allow physicians paid under the Lab Demo Project to transition to the Physician and Dentist Pay Plan (PDPP).

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

Nothing further.