

Defense Health Program  
Fiscal Year (FY) 2020 President's Budget  
Operation and Maintenance  
Physicians' Comparability Allowance Worksheet

**Physicians' Comparability Allowance (PCA) Plan**

Department and component:

U.S. ARMY MEDICAL COMMAND

**Purpose:** The purpose of this document is to describe the agency's plan for implementing the Physicians' Comparability Allowance (PCA) program. Per 5 CFR 959.107, OMB must approve this plan prior to the agency entering into any PCA service agreement. Changes to this plan must be reviewed and approved by the Office of Management and Budget (OMB) in accordance with 5 CFR 959.107.

**Reporting:** In addition to the plan, each year, components utilizing PCA will include their PCA worksheet in the OMB Justification (OMBJ), typically in September. OMB and OPM will use this data for Budget development and congressional reporting.

**Plan for Implementing the PCA program:**

- 1a) Identify the categories of physician positions the agency has established are covered by PCA under § 595.103. Please include the basis for each category. If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). List Any Additional Physician Categories Designated by Your Agency: Pursuant to 5 CFR 595.107, any additional category of physician receiving a PCA, not covered by categories I through IV-B, should be listed and accompanied by an explanation as to why these categories are necessary.

	Category of Physician Position	Covered by Agency (mark "x" if covered)	Basis for Category
Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	0	
	Category II Research Position	0	***See Note below
	Category III Occupational Health	0	
	Category IV-A Disability Evaluation	0	
	Category IV-B Health and Medical Admin.	0	

**Defense Health Program  
Fiscal Year (FY) 2020 President's Budget  
Operation and Maintenance  
Physicians' Comparability Allowance Worksheet**

Additional category (if applicable)	NONE		
			Note: MPMC/ISR moved to AMC

- 2) 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). § 595 of 5CFR Ch. 1 requires that an agency may determine that a significant recruitment and retention problem exists only if all of the following conditions apply:
- Evidence indicates that the agency is unable to recruit and retain physicians for the category;
  - The qualification requirements being sought do not exceed the qualifications necessary for successful performance of the work;
  - The agency has made efforts to recruit and retain candidates in the category; and
  - There are not a sufficient number of qualified candidates available if no comparability allowance is paid.

	<b>Category of Physician Position</b>	<b>Recruitment and retention problem</b>
Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	
	Category II Research Position	
	Category III Occupational Health	
	Category IV-A Disability Evaluation	
	Category IV-B Health and Medical Admin.	
Additional category (if applicable)		
Additional category (if applicable)		

**Defense Health Program  
Fiscal Year (FY) 2020 President's Budget  
Operation and Maintenance  
Physicians' Comparability Allowance Worksheet**

3) . Explain how the agency determines the amounts to be used for each category of physicians.

	<b>Category of Physician Position</b>	<b>Basis of comparability allowance amount</b>
Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	
	Category II Research Position	
	Category III Occupational Health	
	Category IV-A Disability Evaluation	
	Category IV-B Health and Medical Admin.	
Additional category (if applicable)		
Additional category (if applicable)		

4) Does the agency affirm that the PCA plan is consistent with the provisions of 5 U.S.C. 5948 and the requirements of § 595 of 5CFR Ch. 1?

N/A