



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

CPM 2025-06

Memorandum for Human Resources Directors

From: Veronica E. Hinton
Associate Director
Workforce Policy & Innovation

Subject: Request for Data for the FY 2024 Physicians' Comparability Allowance Report to Congress

The U.S. Office of Personnel Management (OPM), in consultation with the Office of Management and Budget (OMB), must submit a report to Congress by June 30 each year on the operation of the physicians' comparability allowance (PCA) authority during the previous fiscal year. (See [5 U.S.C. 5948\(j\)](#) and [Executive Order 12109](#).) This memorandum requests that agencies submit the data and information outlined in the attached worksheet to OPM by February 28, 2025, for the FY 2024 PCA Report to Congress.

The head of an agency with a PCA plan approved by OMB may pay a PCA to certain eligible Federal physicians who sign a service agreement. (See [5 U.S.C. 5948](#) and [5 CFR part 595](#).) The PCA payment may be up to \$14,000 per year (for a physician with 24 months or less of service as a Government physician) or up to \$30,000 per year (for a physician with more than 24 months of service as a Government physician) and must address an agency recruitment or retention problem.

By law, the PCA report to Congress must include information on:

- which agencies used the allowance;
- the nature and extent of recruiting and retention problems justifying the use of the allowance by each agency;
- the number of physicians who entered into PCA agreements by agency;
- the size of the allowances and duration of the agreements; and
- the degree to which the allowance alleviated recruiting and retention problems.

To satisfy this reporting requirement, please complete the attached worksheet regarding your agency's use of the PCA authority in FY 2024. One worksheet should be completed for the entire agency. Agencies that do not have an OMB-approved PCA plan cannot use the PCA authority and are not required to respond to this data request.

Please submit your agency report by February 28, 2025, by email to:
paypolicy@opm.gov. If you have any questions, you may contact Rebecca Abels in
OPM's Workforce Policy and Innovation, Pay, Leave, and Workplace Flexibilities, at
paypolicy@opm.gov.

Attachment

cc: Chief Human Capital Officers (CHCOs), and Deputy CHCOs

Physicians' Comparability Allowance (PCA) Worksheet

Agency:

Contact point (name, email address, phone number):

Description	FY 2024
1) Number of Physicians Receiving PCAs	
2) Number of Physicians with One-Year PCA Agreements	
3) Number of Physicians with Multi-Year PCA Agreements	
4) Average Annual PCA Physician Pay (without PCA payment)	
5) Average Annual PCA Payment	

6) Explain the recruitment and retention problem(s) for physicians in your agency in FY 2024.

7) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in FY 2024.

Guidance and Instructions for PCA Worksheet

These instructions cover all agencies that made physicians' comparability allowance (PCA) payments in FY 2024. Eligibility for PCA is defined in 5 U.S.C. 5948 and 5 CFR part 595. All data should be submitted in the PCA Worksheet.

For more information on PCA: [PCA Fact Sheet](#)

Definitions-General

Government Physician: Section 5948(g)(1) of title 5, United States Code, defines "Government physician" as any individual employed as a physician or dentist who is paid under: the General Schedule; the Senior Executive Service; section 5371, relating to certain health care positions; Tennessee Valley Authority Act; Foreign Service Act; Central Intelligence Agency Act; section 1202 of the Panama Canal Act of 1979; section 2 of the National Security Act of May 29, 1959; section 5376 of title 5 relating to certain senior-level positions; section 5377 of title 5 relating to critical positions; or subchapter IX of chapter 53 of title 5 relating to special occupational pay systems.

Definitions-Worksheet Data

- 1) *Number of Physicians Receiving PCAs:* The total number of agency physicians receiving a PCA in FY 2024.

- 2-3) *Number of Physicians with 1-Year and Multi-Year PCA Service Agreements:* Under the PCA program, physicians may elect to sign a 1-year or multi-year PCA service agreement. Please provide the number of physicians under 1-year and multi-year agreements in FY 2024 in rows 2 and 3.

- 4) *Average Annual PCA Physician Pay (without PCA payment):* Average annual compensation per physician receiving a PCA in FY 2024. These amounts should exclude the PCA payment, but include base pay and all other bonuses, incentives (such as recruitment, relocation, and retention incentives) and awards.

- 5) *Average Annual PCA Payment:* The average annual PCA paid per physician in FY 2024.

- 6) *Explanation of Recruitment and Retention Problem(s):* Factors contributing to your agency's physician recruitment and retention problems in FY 2024 should be provided. The explanation may include staffing data, such as accessions, separations and number and duration of unfilled positions, as support.

7) *Explanation of the Degree PCA Alleviated Recruitment and Retention Problem(s)*: Provide an explanation of the extent that providing PCAs prevented or lessened recruitment and retention problems in FY 2024. The explanation may include staffing data, such as accessions, separations and number and duration of unfilled positions, as support.