



## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Thursday, February 14, 2008

CPM 2008-07

### MEMORANDUM FOR: Chief Human Capital Officers

FROM: Linda M. Springer Director

Subject: Request for Data on FY 2008 Physicians' Comparability Allowance Payments

Each year, the U.S. Office of Personnel Management (OPM) must report to Congress on the operation of the physicians' comparability allowance (PCA) program. (See 5 U.S.C. 5948(j).) We request a report on your agency's recent experience under this program by **May 1, 2008**.

The PCA program permits agencies to provide payments to certain eligible Federal physicians who enter into service agreements with their agencies. The allowance may be paid only to categories of physicians for which the agency is experiencing recruitment and retention problems. Agencies may pay a PCA of up to \$14,000 annually to a physician with 24 months or less of service as a Government physician and up to \$30,000 annually to a physician with more than 24 months of service as a Government physician. (For additional information on the PCA program, please refer to our PCA fact sheet located at <http://www.opm.gov/oca/pay/html/pca.asp>.)

Your report must include data on physicians receiving PCA payments in FY 2007 and FY 2008. [Attachment A](#) contains a listing of Federal agencies that currently have approved PCA plans. These agencies must submit PCA data to OPM. However, this request covers all agencies that employ physicians who are eligible for a PCA. [Attachment B](#) provides instructions for completing your PCA report. A negative report is not required if your agency does not employ physicians who are eligible for a PCA.

Please send your report to:

U.S. Office of Personnel Management  
Division for Strategic Human Resources Policy  
Center for Pay and Leave Administration  
1900 E Street, NW., Room 7H31  
Washington, DC  
20415-8200  
Attn: David Barash

You may also submit your report by e-mail at [pay-performance-policy@opm.gov](mailto:pay-performance-policy@opm.gov) or by fax at (202) 606-0824. To ensure we receive your report on time, we ask agencies submitting reports by standard mail also send an electronic copy. Please include in your report a point of contact, phone number, and email address. If you have any questions regarding this request, please contact David Barash of OPM's Center for Pay and Leave Administration at (202) 606-2858.

cc: Human Resources Directors

[Attachment A - Agencies with Approved PCA Plans](#)

[Attachment B - Guidance and Instructions for PCA Worksheet Preparation](#)