



## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Friday, February 19, 2010

CPM 2010-05

### MEMORANDUM FOR: Chief Human Capital Officers

FROM: John Berry, Director

Subject: Request for Data on FY 2009 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 **April 15, 2010**.

The PCA program permits agencies to provide payments to certain eligible Federal physicians and dentists 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 2009. [Attachment A](#) contains a listing of Federal agencies with 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  
Employee Services  
Pay and Leave  
1900 E Street, NW., Room 7H31  
Washington, DC 20415-8200  
Attn: Lisa Dismond

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 to 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 Lisa Dismond of OPM's Employee Services, Pay and Leave at (202) 606-2858.

cc: Human Resources Directors

[Attachment A](#)

[Attachment B](#)