

PHYSICIANS' COMPARABILITY ALLOWANCE (PCA) WORKSHEET

Food and Drug Administration

	FY 2016 (Actuals)	FY 2017* (Estimates)	FY 2018* (Estimates)
1) Number of Physicians Receiving PCAs	1	0	0
2) Number of Physicians with One-Year PCA Agreements	0	0	0
3) Number of Physicians with Multi-Year PCA Agreements	1	0	0
4) Average Annual PCA Physician Pay (without PCA payment)	\$153,702	0	0
5) Average Annual PCA Payment	\$26,000	0	0
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	0	0
	Category II Research Position	1	0
	Category III Occupational Health	0	0
	Category IV-A Disability Evaluation	0	0
	Category IV-B Health and Medical Admin.	0	0

*The one remaining employee's PCA was terminated at the beginning of FY 2017, as of October 20, 2016.

- 7) If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). Provide the number of PCA agreements per additional category for the PY, CY and BY.

FDA does not have a need for the additional physician categories other than Category II identified in number 6.

- 8) Provide the maximum annual PCA amount paid to each category of physician in your agency and explain the reasoning for these amounts by category.

FDA utilizes the Category II to hire physicians that are not eligible for Title 38 PDP. The maximum annual PCA for FY 2016 was reduced to \$26,000 for the employee receiving PCA based upon the agreement. Effective October 20, 2016, the employee's PCA was terminated and the PCA that the employee received in FY 2017 was \$2,846.11.

- 9) 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).

FDA made a decision in 2008 to convert all eligible physicians to Title 38 PDP which is useful in allowing the agency to effectively recruit and retain medical officers across the FDA. The minimal continued use of PCA allowed FDA the ability to recruit physicians who are not eligible for Title 38 PDP. Effective October 1, 2016 (FY 2017), the FDA will no longer use PCA as a recruitment and retention incentive.

- 10) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in the prior fiscal year.

FDA did not experience recruitment or retention problems of physicians and dentists in FY 2016. FDA used PCA as a means to recruit candidates that are not eligible for Title 38 PDP prior to FY 2016.

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

FDA used PCA as an additional authority to hire and compensate physicians that are not eligible for Title 38 PDP.

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