

PHYSICIANS' COMPARABILITY ALLOWANCE (PCA) WORKSHEET

Department: National Science Foundation

Table 1

	PY 2013 (Actual)	CY 2014 (Estimates)	BY 2015* (Estimates)	
1) Number of Physicians Receiving PCAs	1	0	0	
2) Number of Physicians with One-Year PCA Agreements	1	0	0	
3) Number of Physicians with Multi-Year PCA Agreements	0	0	0	
4) Average Annual PCA Physician Pay (without PCA payment)	\$176,547	0	0	
5) Average Annual PCA Payment	\$6,206	0	0	
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position			
	Category II Research Position			
	Category III Occupational Health	1	0	0
	Category IV-A Disability Evaluation			
	Category IV-B Health and Medical Admin.			

*FY 2015 data will be approved during the FY 2016 Budget cycle.

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.

Not applicable

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.

NSF employs one physician in the occupational health category. This position was covered by a PCA agreement beginning in December 2006 when NSF determined that a PCA was necessary to retain a physician in the position of Head, Polar Environment, Health and Safety. The maximum PCA amount established for this position was \$21,588 in FY 2009 and represented a modest increase over the previous year. The physician was placed in Leave Without Pay status for military service beginning in August 2009 and the PCA stopped. The PCA paid for FY 2009 totaled \$15,382. NSF resumed PCA payments from the interrupted 2009 PCA agreement when the physician returned to duty on December 23, 2012. PCA payments stopped April 6, 2013 upon completion of the 2009 12-month agreement. PCA payments in FY 2013 totaled \$6,206 from the previously interrupted 2009 agreement.

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).

NSF has determined that a PCA is no longer warranted for this position.

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.

As reflected in the response to question 8, NSF resumed PCA payments from the interrupted 2009 PCA agreement when the physician returned to NSF from military service on December 23, 2012. NSF was advised that resuming such payments was mandated by the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Technical Information

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

NSF has no plans to request PCA authority for CY 2014 and BY 2015.



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

November 20, 2013

Pam Hammett
Chief, Executive and Visiting Personnel Branch
Division of Human Resource Management
National Science Foundation
4201 Wilson Boulevard
Arlington, VA 22230

Dear Ms. Hammett:

This is to advise you that the proposed FY 2014 Physicians' Comparability Allowance (PCA) plan for the National Science Foundation is consistent with the policy on comparability based on data presented. The National Science Foundation's plan will be effective through September 30, 2014.

We appreciate the effort you and your staff have taken to prepare this PCA plan.

Sincerely,

A handwritten signature in black ink, appearing to read "John Pasquantino", is written over the typed name.

John Pasquantino
Deputy Associate Director
Energy, Science, and Water Division
Office of Management and Budget

