

**Physicians' Comparability Allowance (PCA) Worksheet**

**Department: National Science Foundation**

**Table 1**

		<b>PY 2011 (Actual)</b>	<b>CY 2012 (Estimates)</b>	<b>BY 2013* (Estimates)</b>
1) Number of Physicians Receiving PCAs		0	1*	1
2) Number of Physicians with One-Year PCA Agreements		0	1*	1
3) Number of Physicians with Multi-Year PCA Agreements		0	0	0
4) Average Annual PCA Physician Pay (without PCA payment)		0	\$176,547	\$176,547
5) Average Annual PCA Payment		0	\$21,588 (prorated)	\$23,000
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	0	0	0
	Category II Research Position	0	0	0
	Category III Occupational Health	0	1*	1
	Category IV-A Disability Evaluation	0	0	0
	Category IV-B Health and Medical Admin.	0	0	0

\*FY 2013 data will be approved during the FY 2014 Budget cycle.

\*Upon return from LWOP-US

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.

N/A

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 has been covered by a PCA agreement since November 2006. The incumbent was placed in Leave Without Pay status for active duty military service beginning in August 2009. Under NSF's PCA Plan, a PCA is not paid during LWOP. NSF intends to resume PCA coverage of this position upon his expected return in September 2012. The maximum PCA amount previously paid was \$21,588. The 2009 PCA amount represented a modest increase from the previous year and balanced the combined PCA and salary of competing organizations utilizing physicians with comparable qualifications.

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's one PCA covered position is Head of the Polar Environment, Health and Safety Office in the Office of Polar Programs. The OPP physician serves as the chief medical officer of the U.S. Antarctic Program which NSF manages on behalf of the nation pursuant to Presidential Memorandum 6646. The responsibilities of this physician include overseeing medical practices and facilities at three land-based medical clinics in Antarctica and Arctic Ocean waters, and at remote field stations in Antarctica and Greenland. The OPP physician is also responsible for workplace safety at these locations and for developing sound environmental, safety, and medical aspects of research and operations supported by NSF and conducted in the polar regions. These duties require the attention of a physician with outstanding management ability and extensive operational experience. Offering a physicians' comparability allowance is essential to attracting and retaining a qualified individual. Prior to obtaining PCA authority, OPP experienced considerable difficulty hiring a high quality candidate possessing the unique qualifications 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.

NSF's use of a PCA allowed the agency to offer compensation commensurate with the experience, background, and salary requirements of the best qualified pool of applicants. NSF was able to attract and retain a physician who previously received a PCA at another Federal agency.

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

NSF has no plans to increase the use of PCA beyond the current level of one.



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

December 5, 2011

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 2012 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, 2012.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Mertens".

Richard A. Mertens  
Deputy Associate Director  
Energy, Science, and Water Division  
Office of Management and Budget