

# Physicians Comparability Allowance - Processing Tip

To recruit and retain the physician, an Agency may pay a physicians comparability allowance (PCA) to an eligible Government physician who enters into a service agreement.

PCA is entered using the 127 Allowance payroll document to reflect a 1-year agreement amount or a 2-year agreement amount. After the document applies, the information displays as Allowance Type 510 on IRIS Program IR109, Allowances/COLA/Post Differential. The instructions below provide guidelines for both types of agreements.

- **Allowance rate.** The allowance rate for PCA is either a biweekly amount or an annual amount. Each pay period the Payroll/Personnel System (PPS) deducts the amount paid from the allowance total until the allowance total reaches zero. The allowance rate is entered in dollars and cents.
- **Entering a biweekly amount.** The amount actually paid each pay period may be reduced because the PPS divides the biweekly amount entered by 80 to derive the hourly rate of PCA. The hourly rate is then multiplied by the number of hours in pay status each pay period.
- **Entering an annual amount.** Although an annual amount is entered, PCA is paid to the employee each pay period. The amount actually paid each pay period may be reduced because PPS divides the annual amount entered by 2087 to derive the hourly rate of PCA. The hourly rate is then multiplied by the number of hours in pay status each pay period.
- **Allowance Total.** The maximum amount allowable for PCA is in dollars and cents. When the employee has a 1-year agreement, enter the 1-year agreement amount. When the employee has a 2-year agreement, enter the 2-year agreement amount.

## One Year Agreement

When PCA is for a 1-year agreement amount, the amount entered in the Allowance Rate field and the amount entered in the Allowance Total field must be the same amount.

## Two Year Agreement

When the physicians' comparability allowance is for a 2-year agreement amount, the amount entered in the Allowance Rate field reflects the annual amount, and the amount entered in the Allowance Total field reflects the 2-year agreement amount.

## Research Materials

This processing tip applies to:

- EmpowHR
- Front-End System Interface (FESI)
- Information/Research Inquiry System (IRIS)
- Operational Processing
- Web-based Entry, Processing, Inquiry, and Correction System (EPIC Web)