

FDA STAFF MANUAL GUIDES, VOLUME II - DELEGATIONS OF AUTHORITY

ADMINISTRATIVE - PERSONNEL

AUTHORITY FOR PHYSICIANS' COMPARABILITY ALLOWANCE (PCA)

Effective Date: 11/12/2004

1. AUTHORITY DELEGATED.

- a. To certify that a physician is required in a position and that board certification is or is not required relative to the payment of PCA;
- b. To establish a PCA payment class within a PCA category and subcategory for a position or group of positions based on a determination that recruitment and retention problems are significantly hindering the organization's programs and objectives;
- c. To approve and issue PCA agreements and determine actual allowances (up to \$30,000) to be paid to physicians; and
- d. To approve requests for waivers of repayment when an employee fails to complete the service period due to circumstances beyond the employee's control.

2. TO WHOM DELEGATED.

- a. The authorities listed in a. through c. are delegated to the Center Directors.
- b. The authority listed in d. is delegated to the Director, Office of Management Programs, Office of Management (OM), Office of the Commissioner (OC).

3. LIMITATIONS.

- a. The Commissioner retains the authority to approve the total compensation when the allowance increases the total pay to or above Executive Schedule Level III.
- b. The Associate Commissioner for Management, OM, OC, retains the authority to approve payment of PCA to former members of the uniformed service who:

1. retired with 20 or more years of service but less than 30 years and do not have a break-in-service of at least one year, or
2. resigned their commission and do not have a break-in-service of at least 90 days.

4. REDELEGATION AND CERTIFICATION.

These authorities may not be further redelegated at this time.

5. EFFECTIVE DATE.

This delegation was signed by Jeffrey M. Weber, Associate Commissioner for Management, on November 12, 2004.