

NOTIFICATION FOR: Physicians and Dentists

SUBJECT: Notification to Employees Regarding Transition to the DoD Civilian Physicians and Dentists Pay Plan (PDPP)

1. This notification is to inform you that your position is transitioning to the Physicians and Dentists Pay Plan on 23 Oct 2011. The PDPP provides the Joint Task Force National Capital Region Medical (JTF CapMed) with the flexibility to maintain medical talent needed to care for our military members and their families. The authorities for PDPP were granted in Section 1599c of Title 10, United States Code, as outlined in Department of Defense Instruction (DoDI) 1400.25, V543. This transition is in accordance with the National Defense Authorization Act for Fiscal Year 2010, which directed the termination and transition out of the National Security Personnel System (NSPS) by January 1, 2012.
2. Upon transition to PDPP, you will not suffer any loss in total salary. Your total salary will be composed of two components: Base Pay and Market Pay. Base Pay is equal to the pay for your grade and step at the time of transition. Market Pay is a combination of Physicians Comparability Allowance (PCA), Premium Pay, and Locality Pay or Special Rate Supplement and is intended to reflect the recruitment and retention needs for the specialty or assignment of a physician or dentist. It will include any excess pay beyond step 10 of the assigned grade upon transition, if applicable. An added feature of Market Pay is an opportunity for your pay to be adjusted, under certain conditions, in consideration of salaries paid for positions similar to yours outside of DoD.
4. Your pay plan will change from YG/YJ to GP in the PDPP. You will continue to remain eligible for within-grade increases, quality step increases and general pay increases as provided for under the General Schedule.
5. Under PDPP, both your Base Pay and Market Pay will be incorporated into your total annual salary, which will be used in the computation of retirement and other federal employee benefits, including lump sum annual leave payments upon separation, life insurance, etc.
6. The attached PowerPoint document will provide additional information regarding PDPP. For questions, please email JTFCAPMED.CHRC@med.navy.mil.

Thank you for all your contributions to the health and well-being of our Soldiers and Families.