

ARTICLE 11

PAY AND BENEFITS

SECTION 1

The Employer will exercise any discretion it has to maximize the payment of Physicians Comparability Allowance (PCA) to qualified unit employees as of the date the Office of Management and Budget approves the PCA plan. Payments will be distributed consistent with HHS policy and guidelines.

SECTION 2

OPDIVs that currently make Physicians Special Pay (PSP) available to qualified bargaining unit physician employees as an alternative to PCA will continue to do so under this agreement. PSP will be made available at the option of the qualified employee at the end of the fourth (4") year of the OPDIV service.

SECTION 3

Any Cooperation Council that was authorized as of the effective date of this Agreement to develop a business case for categorical retention bonuses for certain series of employees continues to be so authorized, based on:

- Difficulty of hiring employees in a series;
- Attrition/retention rates;
- Reasons such employees leave the Agency;
- Priority level of the work performed; and
- The number of employees within the series at the specific Center/ORR or HQ/Regional level.

SECTION 4

Recruitment Referral Award programs in effect as of the date of this agreement shall continue to remain in effect. The Employer will provide on an annual basis the NTEU National Office with the following information:

1. the number of awards requested by eligible employees;

2. the number of awards granted;
3. the awards (in both number and dollar amount) granted by Center, Region, and District; and
4. the total amount, in dollars, of awards granted to bargaining unit employees.

SECTION 5

OPDIVs that currently have existing Student Loan Reimbursement programs and data disclosure requirements will remain in effect as of the date of this agreement.