

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Priority Placement Program (PPP) Briefing

Displaced Overseas Employees

Program Overview

PPP is the most effective
outplacement program in the
Federal government

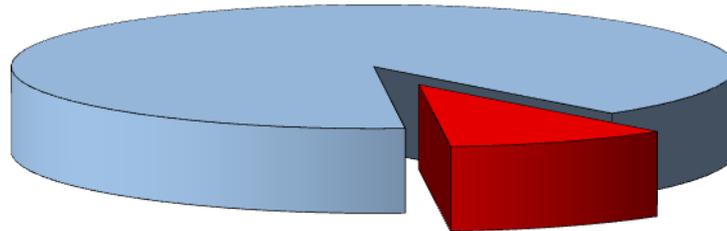


Program Results

- Over 250,000 placements to date
- Last 12 months – 2,844

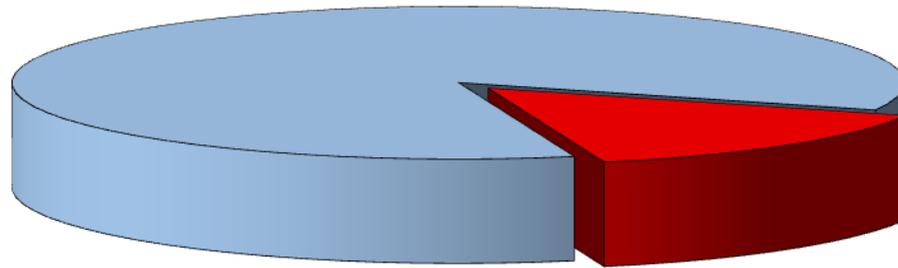


Acceptance Rate (last 12 months)



- Offers accepted - 90%
- Offers declined - 10%

Registrants Released Without Offers (last 12 Months)



- Registered for commuting area only – 85%
- Registered outside commuting area – 15%

Program Overview

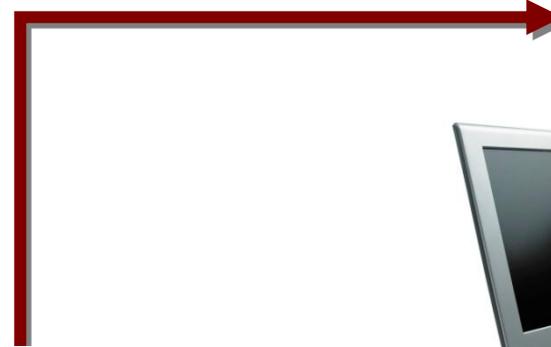
Releasing
Activity



Registrations



Referrals



Gaining
Activity



Requisitions

Automated Stopper & Referral System (ASARS)

Registrant Categories

- Displaced – subject to involuntary separation or demotion through no fault of their own
- Nondisplaced – all other registrants
 - *Overseas employees completing tours*
 - *Military spouses and other family member employees*

Registration Eligibility

- Reduction in force (RIF)
 - *Separation*
 - *Change to lower grade*
- Declination of offer outside commuting area
 - *RIF*
 - *Transfer of function*
 - *Directed reassignment*



- RIF Separation
 - *No return rights – entitled to severance pay*
 - *Subject to mandatory registration for commuting area of:*
 - *Last U.S. residence; and*
 - *Overseas duty station, if able to complete renewal tour*

- RIF Separation
 - *No return rights – no severance pay entitlement*
 - *Registration is voluntary*
 - *If registered, must include U.S.*
 - *May register for overseas theater if able to complete renewal tour*

- RIF Separation
 - *Return rights to lower grade*
 - *May register within overseas theater if able to complete renewal tour*
 - *Priority 1*
 - *May also register for U.S.*
 - *Priority 3*



- Example: A GS-12 employee who is scheduled for RIF separation in Germany has return rights to a GS-11 position in Arizona
 - *Overseas: Priority 1*
 - *CONUS: Priority 3*

- RIF Separation
 - *Return rights to same or higher grade*
 - *May register for overseas theater if able to complete renewal tour*
 - *Not eligible for U.S.*



- RIF Demotion
 - *May voluntarily register in Program A during notice period*



- ToF Declination
 - *May register in overseas theater if able to complete renewal tour;*
 - *May register for U.S. as a nondisplaced employee; **or***
 - *May accept return to residence transportation*

Registration Ineligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Ineligibility

The following may not register:

- Employees who apply for optional or disability retirement
- Employees who are *temporarily* unavailable for work
- Employees on temporary, term, or overseas limited appointments



Registration Eligibility

The following may not register:

- Employees whose conduct or performance is *in question*



Registration Period

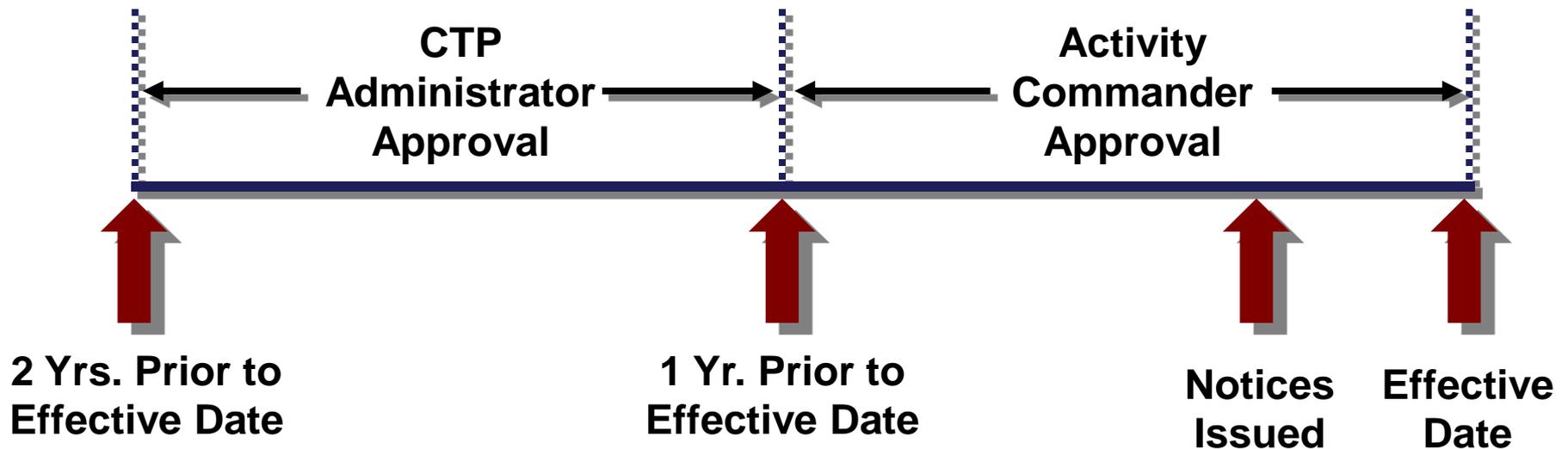
- Eligible employees must be permitted to register upon receipt of notice of separation due to RIF or declination of offer outside commuting area



Registration Period

- Displaced registrants may remain in the PPP until:
 - *Placement*
 - *Declination of valid offer*
 - *Not available for work*
 - *Loss of eligibility*
 - *1 year after separation*
 - *Exercise of return rights*

- Early Registration – Registration prior to notice period



Mandatory Registration

Who does it apply to?

- Employees who are eligible for severance pay and:
 - *Do not voluntarily register; or*
 - *Register only within the commuting area*



Mandatory Registration

What does it mean?

- Employee must be registered for:
 - *Current skill and others for which well qualified*
 - *All DoD activities in commuting area*
 - *Current grade and 2 grades lower*



Mandatory Registration

- Purpose – Reduce separation costs
- Coverage – Employees who are eligible for severance pay
- Strategy – Increase likelihood that employees will receive a “*reasonable offer*” (5 CFR 550) prior to separation



Mandatory Registration

When does it begin?

- Mandatory registration applies upon receipt of a specific notice of involuntary separation



1

- RIF separation
(no offer)

2

- Declination of offer outside commuting area
 - *RIF*
 - *TOF*
 - *Management-directed*

3

- Nondisplaced overseas employees
 - *Priority changes to "N" after 2 yrs; selection not mandatory at that time*
- RIF/reclassification demotion
- Family Members

N

- Nondisplaced overseas employees – 2 years after registration
 - *ASARS automatically changes priority from 3 to N*
 - *No longer mandatory placements – May be selected after all other P1 and 2 referrals are cleared*



- Priority 1 & 2 referrals restrict:
 - *Promotions*
 - *Employee-initiated reassignments*
 - *Appointments*
 - *Transfers*
 - *Demotions to positions with greater promotion potential*

- Priority 3 referrals:



- *Permit selections within Component*
- *Restrict appointments & transfers*

Referral Priorities

Total Registrations - 7,634
(as of May 29, 2012)

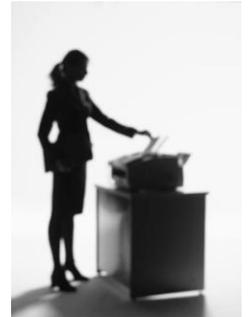


Priority 1 - 10%



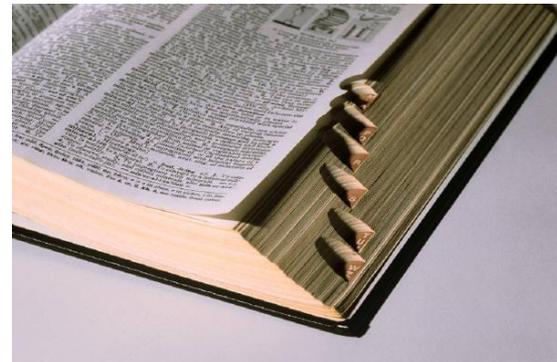
Priority 2/3 - 90%

- Must register for current skill
 - *Exceptions require CTP approval*
- May register for other skills if well qualified
 - *As determined by registering HRO*



Registration Skills

- **well qual-i-fied** *adj.* Possesses knowledge, skills, and abilities to successfully perform with no greater loss in productivity than normally expected during orientation of an employee new to the organization.
 - *Exceeds minimum qualifications requirements but will not necessarily meet "highly qualified" or "best qualified"*
 - *Selective placement factors cannot be overly restrictive*



- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented



Registration Grades

- High Grade
 - Current Pay System: current permanent or retained grade
 - Other pay systems: grades with representative rates equal to or below current permanent or retained grade



Registration Grades

- Low Grade – GS employees registering for GS series
 - *No more than 3 GS grades below current permanent or retained grade*

- Low Grade – FWS employees registering within the same FWS pay system
 - *No more than 5 grades below their current grade*



Registration Grades

- Lowest registration grade in other pay systems
 - *Down to and including the grade with the representative rate that is NEAREST TO BUT NOT LESS THAN the representative rate of the lowest grade for which registered in their own pay system*

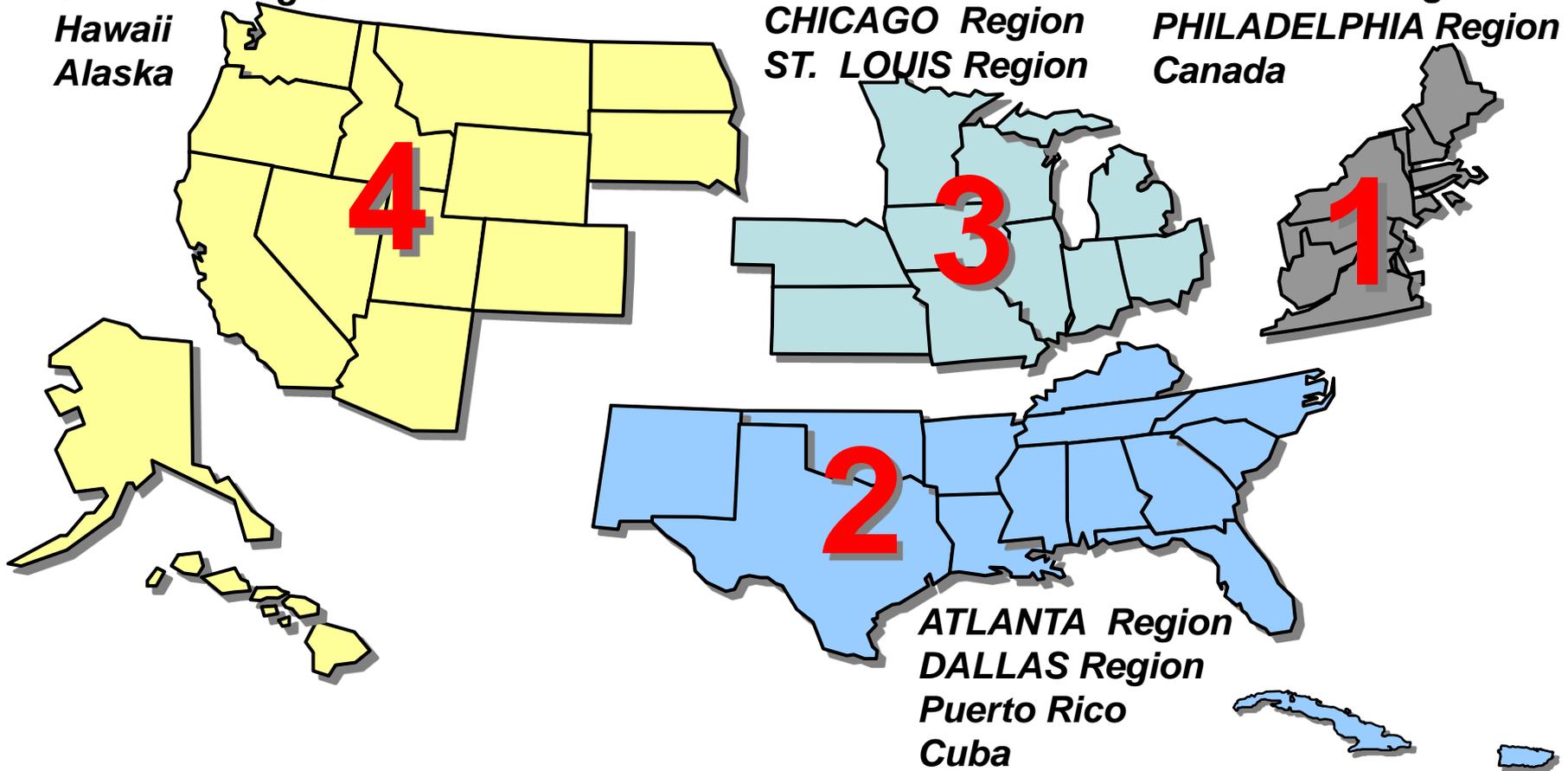


Area of Referral

DENVER Region
SAN FRANCISCO Region
SEATTLE Region
Hawaii
Alaska

CHICAGO Region
ST. LOUIS Region

BOSTON Region
NEW YORK Region
PHILADELPHIA Region
Canada



- RIF Separation
 - *Minimum area likely to provide reasonable job opportunities within:*
 - *Zone in which last resided or Zone closer to overseas theater;*
and / or
 - *Overseas theater*
 - *Must reflect individual activity codes – Not broad country selections*

- RIF Demotion
 - *Current overseas activity*
 - *Other activities in commuting area if able to complete renewal tour*

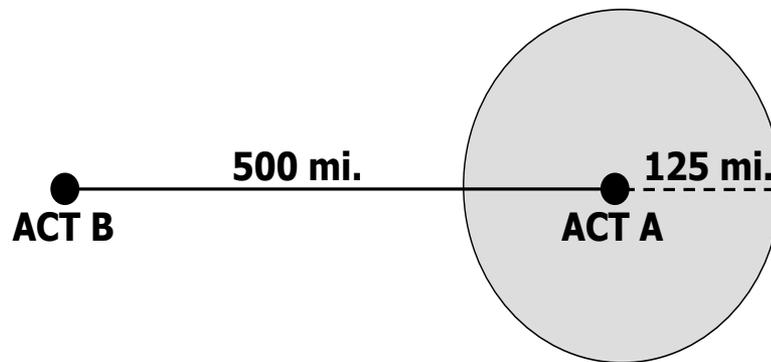
Area of Referral

- ToF Declination
 - *Overseas – Activities within theater that are no more than 25% of the distance to the transfer site*
 - *U.S. – Subject to nondisplaced rules (including Component expansion policy)*



- ToF Overseas Area of Referral

Example: Employee declines transfer from Activity A to Activity B, a straight-line distance of 500 miles. Since 25% of 500 is 125, the employee is limited to activities within 125 miles of Activity A.



The shaded circle encompasses the maximum area of referral

NOTE: If the 25% limitation reduces the area of referral to less than the employee's commuting area, registration for the entire commuting area shall be permitted.

- One *valid* offer only
- REPLY TIME - 3 work days
- REPORTING DATES – 45 calendar days

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20			
24	25	26	27			
31						

Valid Offer

- Full-time permanent DoD position (*unless current work schedule is less than full-time*)
- Series, grade, & duty location for which registered
- Essentially same conditions of employment

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

Invalid Offer

- Non-DoD position
- Significant change in conditions of employment
- Obligated position
- Excepted service position (*unless registrant is currently excepted service*)

Invalid Offer

- Time-limited position
- Supervisory position (*unless registered for supervisory positions*)
- Position under contract study

- Employees without return rights to same or higher grade who return to U.S. after separation
 - *Delete overseas activities from registration*
 - *If placed in U.S., not eligible for additional PCS reimbursement*



- If employee's return rights position affected by ToF
 - *Gaining activity assumes obligation if employee would have been transferred*
 - *Losing activity retains obligation if employee would not have been transferred*
 - *Employee may decline rights and register for area from which position transferred*

- If employee accepts lower grade without a break in service, *grade and/or pay retention applies*
 - *Note: ToF declines and demo project employees are not eligible for grade retention*



Employee Responsibilities

- Performance / conduct
- Communications with other DoD activities
 - ***All*** communications must be between the 2 personnel offices
- Maintain PPP registration
- Completion of narrative resume

Questions?

- Overseas family members of DoD personnel may register in Program A if they:
 - *Are current career, career-conditional or excepted service employees;*
 - *Have personal competitive status & were employed within 90 days of sponsor's departure; **or***
 - *Are eligible under E.O. 12721*

- Registration authorized when:
 - *The sponsor returns to permanent U.S. duty station*
 - *The sponsor is reassigned to another overseas duty station on an unaccompanied overseas tour*
 - *The sponsor returns to U.S. for separation/retirement*
 - *The sponsor is evacuated from overseas*
 - *The family member returns to the U.S. due to death of the sponsor*

Registration Period

- Eligibility begins upon arrival in sponsor's U.S. duty station area
- Family members may remain registered until:
 - *Placement*
 - *Declination of a valid offer*
 - *1 year after registration*

(whichever occurs first)

- Limited to commuting area of:
 - *Sponsor's duty station*
 - *Sponsor's retirement or other authorized destination*
 - *Family member's actual U.S. residence when sponsor is on unaccompanied tour*



Overseas Intra-Theater Family Members

Family member employees whose sponsors relocate within the overseas theater due to base closure or other downsizing may register in Program A



Overseas Intra-Theater Family Members

- Registration Procedures
 - *Must report for registration within 7 days of arrival in new duty station area*
 - *Family member hand-carries registration form to registering activity in new commuting area*



Displaced Overseas Family Members

Family members on non-temporary appointments may register as displaced employees in Program A if adversely affected by RIF, ToF, etc.



Displaced Overseas Family Members

- Priority based on displacement action
- Area of referral is commuting area of sponsor's duty station
 - *If relocating with sponsor to another overseas duty station, family member must be eligible to travel on sponsor's orders*

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