RPL Program Changes - Title
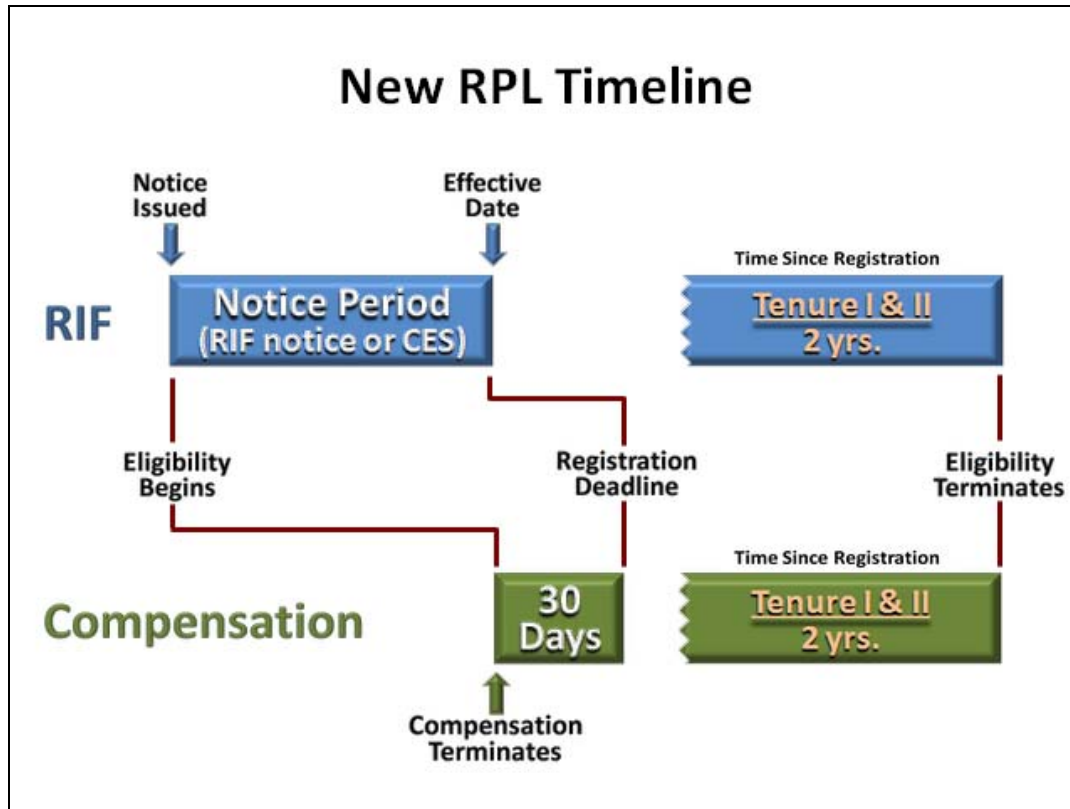
Slide 2

Slide notes: The purpose of this tutorial is to summarize recent changes to 5 CFR 330, Subpart B, which governs the Reemployment Priority List. The final rules were published in the Federal Register on November 3, 2010. However, the effective date of the changes was delayed until March 3, 2011, to allow Federal agencies sufficient time to revise their internal procedures and policies.
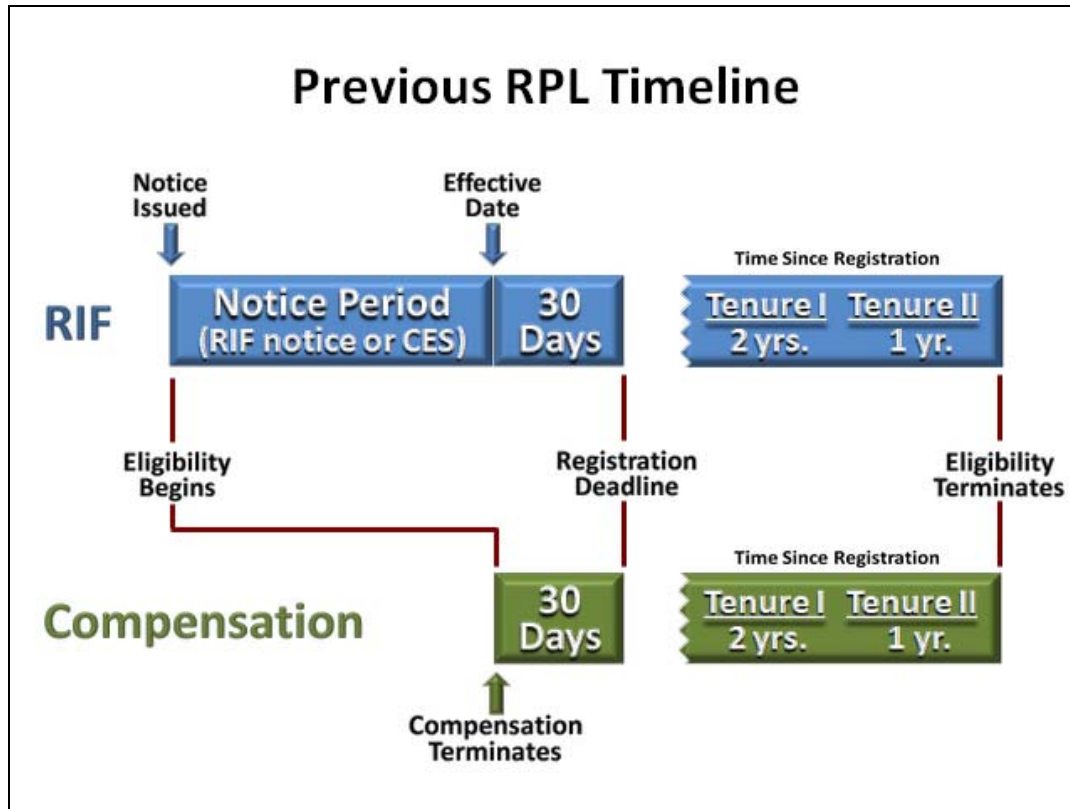
Slide 3

Slide notes: Prior to the CFR change, employees registering due to RIF separation became eligible for the RPL upon receipt of a specific RIF notice or a Certificate of Expected Separation. They also had up to 30 days after the RIF effective date to register. Whether the employee registered before or after the RIF date, eligibility terminated 2 years after registration for Tenure Group 1 employees, and 1 year after registration for Tenure Group 2 employees.

Employees registering due to recovery from compensable injuries became eligible upon termination of compensation benefits, and they had to register within 30 days of that date. Beginning with the registration date, the eligibility period mirrored that of employees registering due to RIF. Eligibility ended 2 years after registration for former Tenure Group 1 employees, and 1 year after registration for former Tenure Group 2 employees.

Slide 4

Slide notes: The revisions to 5 CFR, Subpart B, include two significant changes to the eligibility period for RPL registrants. The first change affects the registration deadline for employees registering due to RIF. They no longer have a 30-day window after separation. Registration is not allowed after the RIF effective date.

The second major change eliminates the distinction between Tenure Group 1 and Tenure Group 2 employees in terms of their eligibility expiration date. Both groups are now eligible to remain on the RPL for up to 2 years, unless eligibility terminates sooner for other reasons.

Slide 5

Slide notes: Activities are not required to file maintain current registrations in order to comply with the revised eligibility period. The necessary changes have already been made in the Automated Stopper and Referral System.

Slide 6

Slide notes: The performance standard for RPL eligibility has been raised. The registrant's most recent performance rating of record must be at least fully successful, which is equivalent to Level 3 on a 5-point rating scale.

The previous minimum requirement for RPL registration was a rating above unacceptable. In other words, individuals with Level 2 ratings or higher were eligible to register.

Slide 7

Slide notes: An RPL registrant's reemployment eligibility applies only to positions with the agency from which he or she was separated. The revised 5 CFR 330 includes a new definition of the term "agency", and this change has a significant impact on the Department of Defense.

Prior to March 3, 2011, "agency" meant an Executive Agency as defined in 5 USC 105. Since the Department of Defense is listed as an Executive Agency, the entire Department was considered a single agency for RPL purposes.

Under the revised definition now in effect, the Executive Departments listed in 5 USC 101, and the military departments in 5 USC 102, are considered agencies for RPL purposes. This means that the Department of Defense is now 4 separate agencies for the purpose of administering reemployment rights.
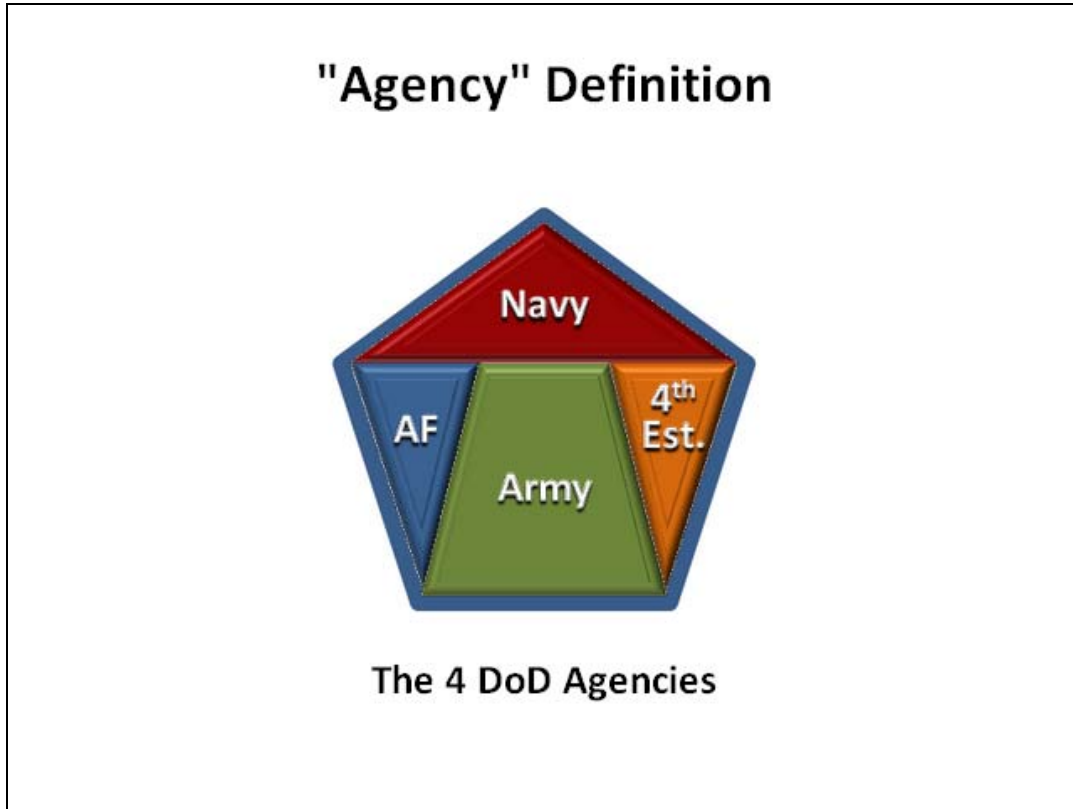
Slide 8

Slide notes: In accordance with the new definition, DoD consists of the following 4 agencies.

Army; Navy, including the Marine Corps; Air Force; and the 4th estate, which is comprised of all Defense Agencies and Field Activities.
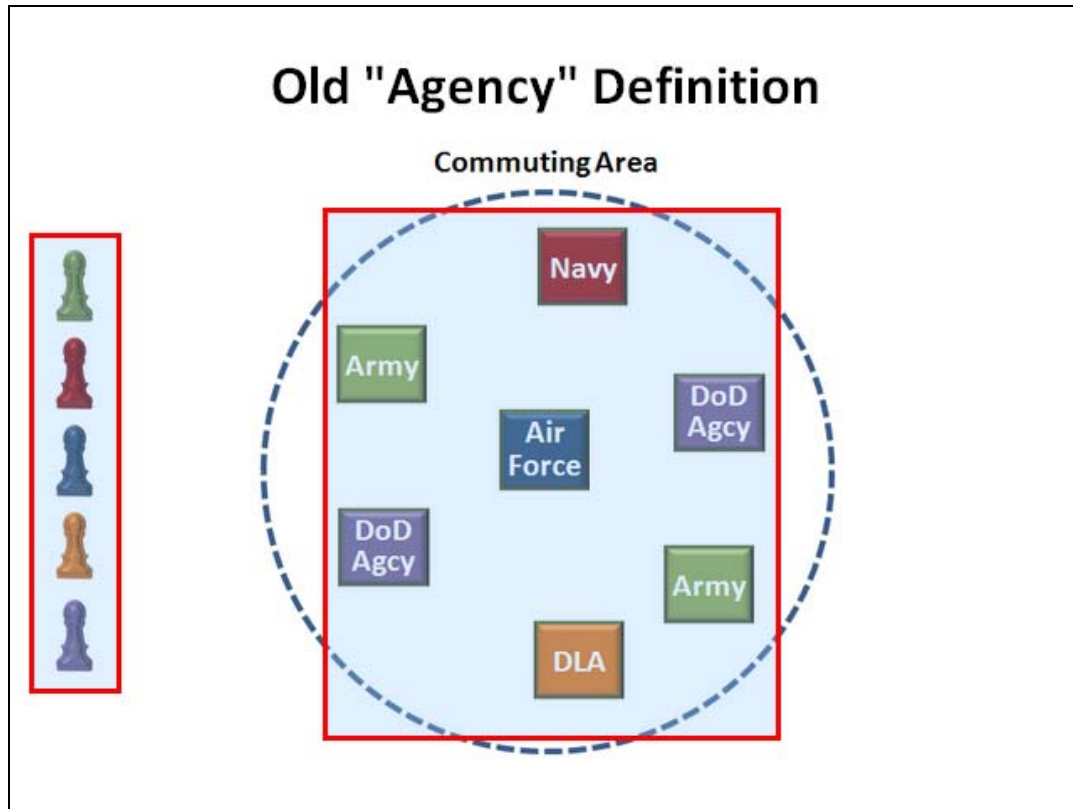
Slide 9

Slide notes: Here's an example to illustrate the difference between the old and new "agency" definitions.

A particular commuting area includes several DoD activities. Army, Navy, and Air Force, as well as DLA and two other fourth estate agencies. Under the old agency definition, RPL registrants separated from Army, Navy, Air Force, DLA, and other Defense Agencies within this commuting area had reemployment priority for positions at all of these activities.
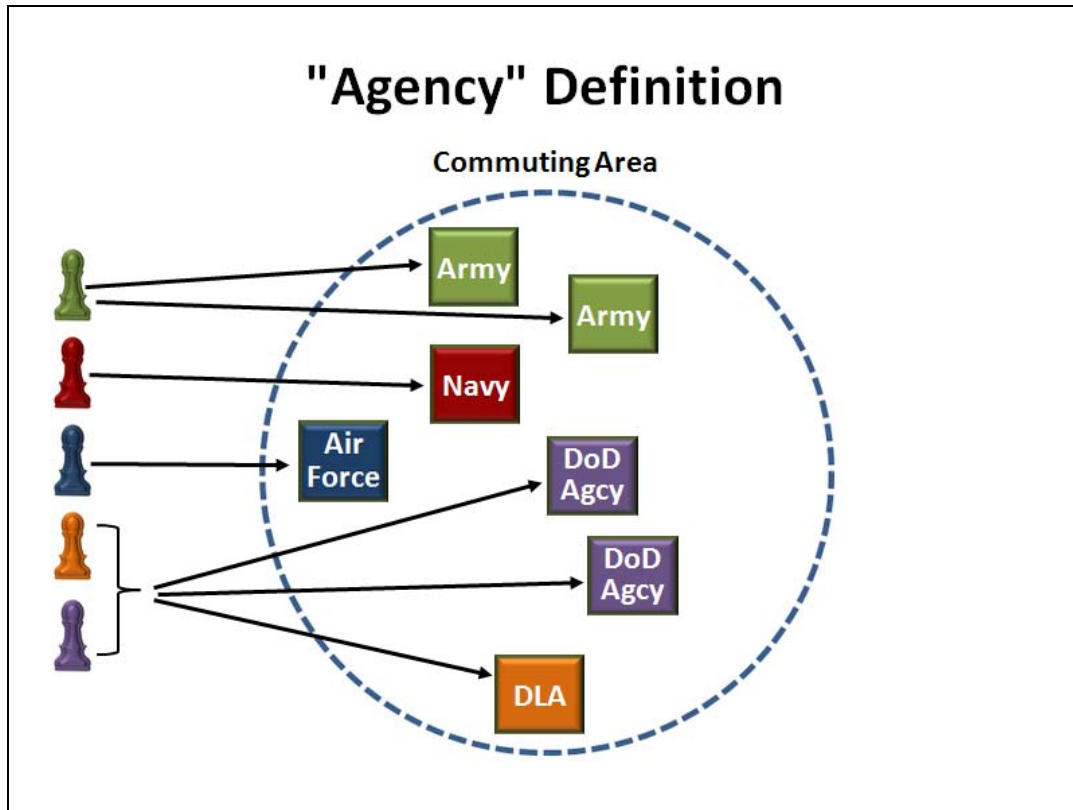
Slide 10

Slide notes: RPL registrants no longer have reemployment priority for all Department of Defense activities in the commuting area.

Due to the new agency definition, Army registrants only have reemployment priority for positions at Army activities.

Navy registrants only have reemployment priority for positions at Navy activities.

Air Force registrants only have reemployment priority for positions at Air Force activities.

And since all of the fourth estate agencies are a single agency for RPL purposes, their registrants have reemployment priority only for positions within the fourth estate.

Slide 11

Slide notes: The new agency definition also limits the coverage of the standard RPL exception that permits placements within the agency.

Prior to the CFR change, any permanent competitive service DoD employee could be assigned by detail or position change to any DoD position as an exception to the RPL. This exception also applied to transfers between DoD agencies.

Effective with the date of the CFR change, details and position changes are an exception to the RPL only if the employee is a current permanent competitive service employee of the same agency. For example, a current permanent competitive service Navy employee could be reassigned within the same Navy activity, or from one Navy activity to another. Employees of other DoD agencies could not be placed in the Navy position as an exception to the RPL unless they were 10-point preference eligibles.

Under the new rules, transfers between DoD agencies are not allowed as an exception to the RPL unless the employee is a 10-point preference eligible.

Slide 12
Slide notes: Due to the revised agency definition, the registrant's Component has been added to the Automated Stopper and Referral System RPL List. When reviewing an RPL list, you must disregard all registrants from other agencies. These individuals do not have reemployment priority for positions in your agency.
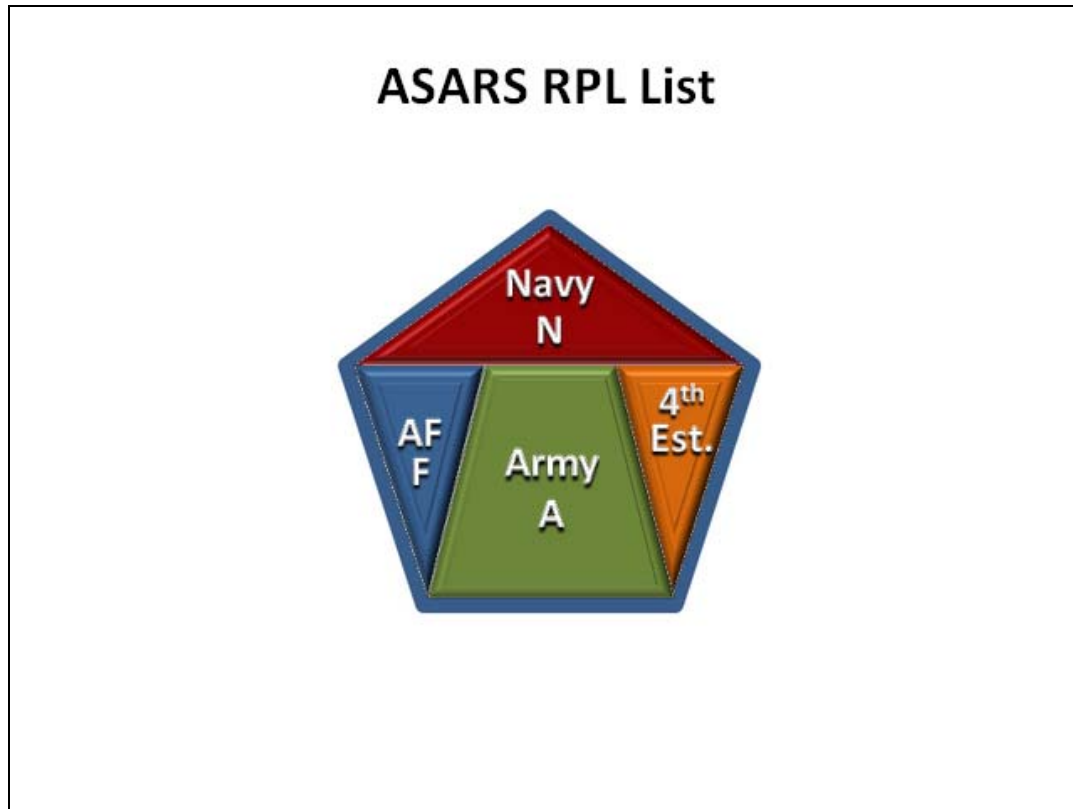
Slide 13

Slide notes: To limit RPL consideration to registrants from your own agency, use the codes in the Component column of the RPL list.

Army registrants will be indicated by Component Code A.

Component Code N indicates a Navy registrant.

Air Force registrants are listed with Component Code F.

And, since all organizations other than the three military departments are considered a single agency for RPL purposes, their registrants will be indicated by a Component Code other than A, N, or F.
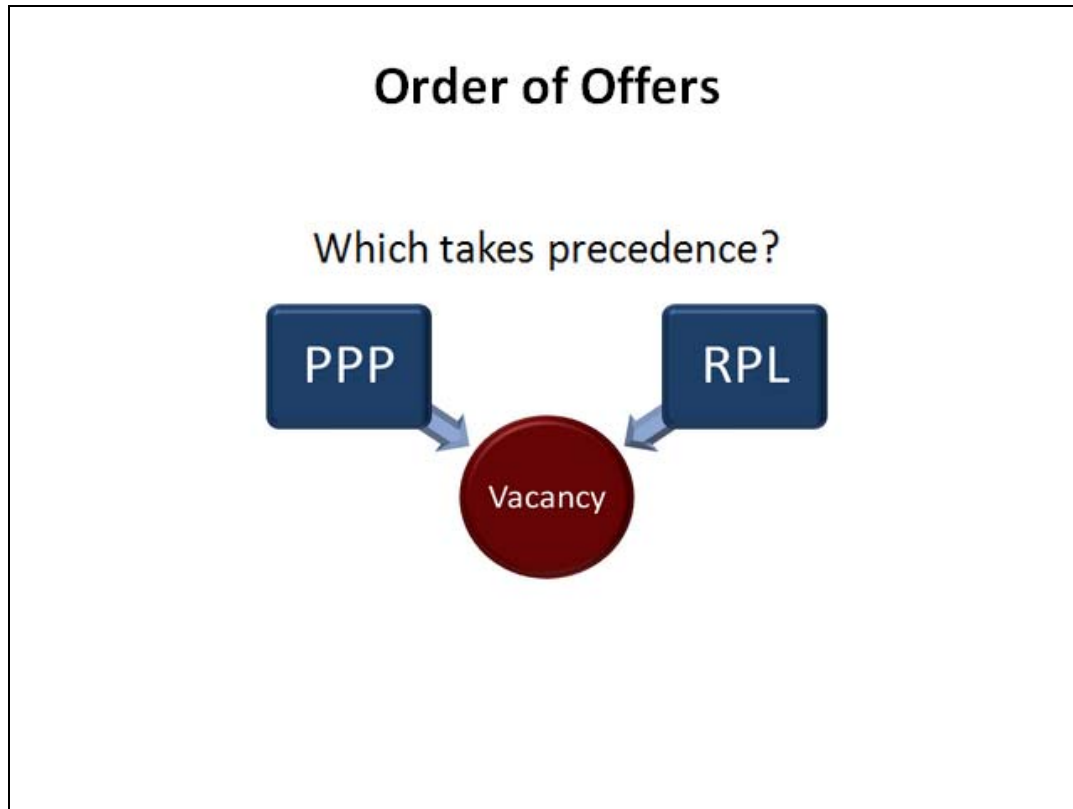
Slide 14

Slide notes: Another significant change related to the agency definition is the order in which job offers are made when a position is matched both by RPL and PPP registrants. In some cases, PPP registrants take precedence over RPL registrants. In others, RPL registrants have priority.
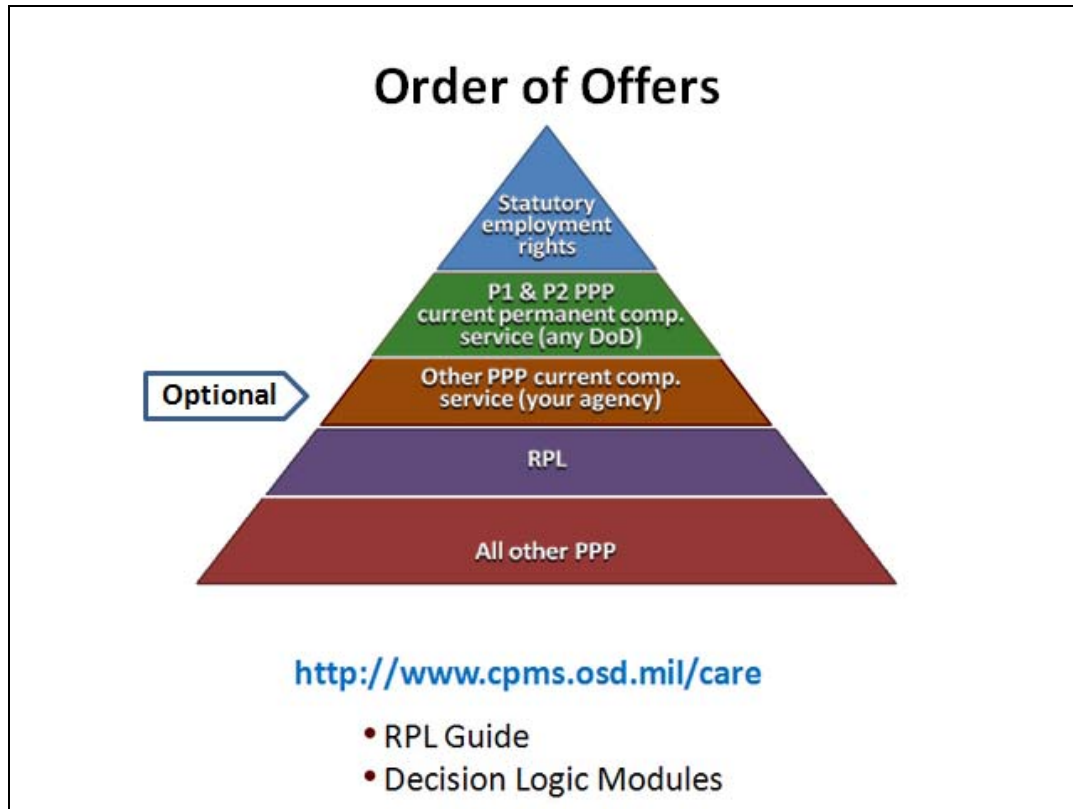
Slide 15

Slide notes: Here's a quick overview of the order in which RPL and PPP registrants must be considered.

Individuals with statutory employment rights always take precedence over both RPL and PPP registrants.

Next in order, are Priority 1 and Priority 2 PPP registrants who are current permanent competitive service employees of any DoD agency.

Selection from the next group is optional. It includes other PPP registrants who are current permanent competitive service employees of your own agency. This option is not available for registrants from other DoD agencies.

RPL registrants are next in order, and if qualified they cannot be passed over unless one of the exemptions in 5 CFR 330, Subpart B, applies.

Last in order of priority are all other PPP registrants.

Detailed instructions on how to determine the proper order of offers can be found in the RPL Guide, which is available on the CARE web site. The Guide has been updated to reflect the recent CFR changes. Also available on the CARE web site are interactive decision logic modules. These will help you decide which individuals are eligible to register on the RPL and when their eligibility terminates; which personnel actions are subject to RPL matching; and whether a PPP or RPL registrant should receive first consideration.

Review Questions

Employees registering on the RPL due to RIF separation must register not later than the RIF effective date.

- ◉ A) True
- ○ B) False

Submit Answer   Correct - Click here

Review A   Incorrect - Click
(232 x
(X:80; Y:

Question 1 of 6   Clear   Back   Skip

Slide 16

Complete the sentence below by filling in the blank.

RPL registration is not allowed unless the employee's most recent rating of record is _____ or above.

1 [▼]

| Submit Answer | Correct - Click here |

Review A
(232 x
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Incorrect - Click

Question 2 of 6 | Clear | | Back | | Skip |

Slide 17

Slide 18

A current permanent competitive service Army employee can be transferred to a Navy position as an exception to the RPL.

- ○ A) True
- ⦿ B) False

| Submit Answer | Correct - Click here |

Review A
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Incorrect - Click

Question 4 of 6 | Clear | Back | Skip |

Slide 19

You work in an Air Force civilian personnel office. How many of the registrants on this abbreviated RPL list are valid matches for your position?

SSN	NAME	COMPONENT
xxx-xx-xxxx	REGISTRANT 1	A
xxx-xx-xxxx	REGISTRANT 2	D
xxx-xx-xxxx	REGISTRANT 3	N
xxx-xx-xxxx	REGISTRANT 4	F
xxx-xx-xxxx	REGISTRANT 5	S
xxx-xx-xxxx	REGISTRANT 6	A
xxx-xx-xxxx	REGISTRANT 7	A

○ A) none

◉ B) 1

○ C) 3

○ D) 2

Submit Answer   Correct - Click here

Review A   Incorrect - Click
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(X:80; Y:

Question 5 of 6   **Clear**   **Back**   **Skip**

Slide 20

RPL registrants take precedence over P1 and P2 PPP
registrants from other DoD agencies, even if they are
current permanent competitive service employees.

○ A) True

◉ B) False

| Submit Answer | Correct - Click here

Review A
(232 x   Incorrect - Click
(X:80; Y:

Question 6 of 6 | Clear | | Back | | Skip |

Slide 21

Slide 22

Slide notes: You have completed the tutorial on changes to the RPL. To restart the tutorial, click the rewind button on the left side of the navigation bar at the bottom of the screen. To exit the tutorial, close your browser.