What is the Pipeline Program?

The Defense Safety Oversight Council (DSOC) Workers' Compensation Task Force has endorsed the Pipeline Reemployment Program for Defense Employees (Pipeline) to all Department of Defense (DoD) Components as a tool for carrying out the mandate of the DSOC charter. This program provides DoD organizations with over hire authority and civilian pay authority necessary to reemploy partially recovered employees suffering from job-related injuries and illnesses. Pipeline addresses two basic issues that have historically hindered reemployment efforts by installations: resource allocation and funding.

The Office of the Secretary of Defense (OSD) has authorized the Pipeline Program, and has approved funding and Full Time Equivalent (FTE) positions to support these efforts. Oversight of this program will be under the Deputy Under Secretary for Civilian Personnel Policy (CPP), utilizing the resources of the Civilian Personnel Management Service (CPMS), Injury & Unemployment Compensation (ICUC) Division to implement policy, provide guidance, develop and monitor performance metrics. The CPMS Business Management Division (BMD) is working closely with ICUC to ensure that funds and FTE transactions are processed to and from DoD installations by appropriate accounting methods.

What are the benefits of Pipeline?

The Pipeline Program allows DoD installations to return partially disabled employees to productive duty as soon as they are medically able. The Program removes the barriers of funding and FTE availability by providing both to the DoD installation for a period of up to one year. Returning injured employees to suitable productive duty as soon as they are able, improves that employee's sense of value to the organization while minimizing the cost of workers' compensation disability payments.

Pipeline supports the President's Safety, Health, and Return-to-Employment (SHARE) initiative by assisting each DoD installation *reduce lost days resulting from injuries.* Supervisors, commanders and program managers no longer have budget and complement constraints that contribute to longer periods of disability for injured workers as they had before the Pipeline Program.

Pipeline is also expected to yield sizeable returns on the Fiscal Year (FY) 2005 and out-year investments. Reemploying approximately 200 injured employees each fiscal year to productive duty will result in a projected Life-time Cost Avoidance (LCA) that could reach $169 million, which equates to a 1357% Return-on-Investment.

Who is eligible to use the Pipeline?

Any DoD Component is eligible to request Pipeline funding and FTE positions to return injured employees to productive duty once medically able to perform such work. The injured employee must be an appropriated fund civilian employee who has filed a workers' compensation claim. The Office of Workers' Compensation Programs (OWCP) must accept that claim for a period of temporary total disability.

Every organizational level plays a distinct leadership role in promoting the benefits of this Program, and ensuring the success in meeting the challenge of returning injured employees back to some type of productive duty as soon as medically possible.

When participating in the program, it is important to understand the following requirements:

- Return to Work (RTW) efforts will continue as they currently are at the installation level. The only difference is the escalation of the RTW supporting documentation to CPMS so that funding and FTE apportionment can be executed.

- On the earliest date that a recipient of the pipeline funding returns to full duty, utilizes one full year of funding, or becomes totally disabled, the funding and FTE position reverts back to CPMS for use in another installation.

How is this program funded?

FTE allocations are made upon approval of the request for funding by CPMS and continue for the period Pipeline funding is authorized. Funding is disbursed each fiscal quarter, and is given to DoD installations that have returned an injured employee under the Pipeline program.

Disbursements for employees returned to light duty or rehabilitation assignments in a current fiscal quarter are prorated and reimbursed on an individual basis for the remainder of that fiscal quarter.

Disbursements for employees who remain in a productive position for a continuous period of 90 days or more are disbursed at the beginning of each subsequent fiscal quarter, and continue until the earliest return to full duty, or 12 months of supplemental disbursements, whichever occurs first.

Disbursements for employees who do not remain in a productive position for a continuous period of 90 days are prorated and cease upon the date that the employee either stops working, or is removed from the agency rolls.

Adjustments for costs not incurred at the DoD installation because of recurrent disability or removal from the agency rolls are prorated and adjusted in subsequent quarters.
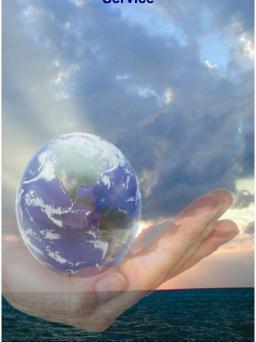
DoD Injury Compensation Liaison Points of Contact for Pipeline

01-Boston Liaison Office
617-565-1363   CT, ME, MA, NH, RI, VT
02-New York Liaison Office
212-337-2277   NJ, NY, PR, VI
03-Philadelphia Liaison Office
215-597-4082   DE, PA, WV, MD (ZIP 21001-21999)
06-Jacksonville Liaison Office
904-232-1473   FL
904-232-2510   AL, KY, SC
904-232-2735   GA
904-232-2734   MS, NC, TN
09-Cleveland Liaison Office
216-522-2786   IL, IN, MI, MN, OH, WI
12-Denver Liaison Office
303-844-1150   CO, MT, ND, SD, UT, WY
13-San Francisco Liaison Office
415-744-2688   North/Central CA
415-744-3122   AZ, Southern CA
415-744-2689   HI, NV, Guam
14-Seattle Liaison Office
206-220-4320   AK, ID, OR, WA
16-Dallas Liaison Office
214-767-3527   OK, NM, W.TX
214-767-6853   AR, LA, N.TX
214-767-3553   IA, KS, MO, NE, S.TX
25-Washington DC Liaison Office
703-696-4551   Army-DC, MD, VA
703-696-1995   Navy-DC, MD, VA
703-696-7204   AF/DoD-DC, MD, VA

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Civilian Personnel Management Service

Pipeline Reemployment Program for Defense Employees

PIPELINE