

Reemployment Priority List (RPL) Frequently Asked Questions

1. What is the RPL?

The Reemployment Priority List (RPL) is a job placement program administered under rules prescribed by the U.S. Office of Personnel Management (OPM). All Federal agencies must maintain an RPL to provide priority reemployment consideration for certain separated employees.

2. Who is eligible to register for reemployment consideration through the RPL?

RPL registration is available to career or career-conditional employees who are being separated by reduction in force (RIF), as well as former employees who fully recover from a compensable injury or disability more than 1 year after compensation payments started. *(Note: These questions and answers focus on employees who are being separated by RIF. For more information concerning RPL eligibility for individuals who recover from compensable injury or disability, contact your supporting human resources office.)*

3. If I'm being separated by RIF, how soon can I register in the RPL?

RPL eligibility does not begin until you receive either a specific RIF separation notice or a Certificate of Expected Separation (CES). Agencies are required to issue specific separation notices a minimum of 60 days prior to the RIF effective date. A CES may be issued up to 6 months prior to the RIF effective date; however, agencies are not required to use this form of notice.

4. Is there a deadline for registering in the RPL?

Yes. You must register no later than the effective date of the RIF separation date.

5. How long can I remain on the RPL?

Your RPL eligibility continues for up to 2 years from the date of RIF separation.

6. If I register in the RPL, are there any restrictions on my geographic area of consideration?

Yes. Your RPL rights apply only within the same commuting area as the position from which you are separated.

7. If I accept or decline a job offer, will that affect my RPL eligibility?

Your eligibility will end if you accept a permanent appointment with any Federal agency, regardless of the work schedule of your new job (i.e., full-time, part-time, intermittent, or seasonal.). Declining an offer will not terminate your eligibility unless you decline a permanent position at the same grade and with the same work schedule as the position you're being separated from by RIF.

8. What happens if I fail to respond to an RPL offer or decline to be interviewed?

Failure to respond to an offer or declination of an interview will terminate your eligibility.

9. What kind of jobs can I be considered for through the RPL?

You can register for your current type of job and any others that you choose as long as you meet the basic qualifications requirements published by the OPM. You must also meet any established educational, certification, or physical requirements.

10. Who will determine if I'm qualified for a particular type of job?

Your supporting human resources office (HRO) will be responsible for handling your registration, and they will determine the kinds of jobs for which you are qualified using OPM standards. If you are referred for a specific vacancy, the HRO that is recruiting to fill the vacancy will determine if you are qualified for that particular job.

11. Can I register for jobs at other grade levels?

Your reemployment rights do not apply to jobs at higher grade levels. However, you may register at your option for jobs at lower grades.

12. I'd be willing to relocate at my own expense to continue my career. Can I register in the RPL for jobs in other areas?

No. Your RPL eligibility applies only in your local commuting area.

13. Is my agency allowed to fill vacancies from other sources when qualified RPL registrants are available?

It depends on the circumstances. Your RPL rights apply only when your agency plans to fill a vacant position in your commuting area from outside the current agency civilian workforce. There are also a few exceptions that would allow an activity to hire an external applicant without regard to the RPL. For example, a qualified applicant with 10-point veterans' preference may be selected in lieu of qualified RPL registrants. Your HRO can explain more about these procedures when you register.

14. What's the difference between the RPL and the DoD Priority Placement Program (PPP)?

The RPL and PPP are entirely separate programs. The RPL is required by Federal regulations and applies only when your agency within your commuting area is hiring from outside the current agency civilian workforce. The PPP operates under the administrative authority of the Secretary of Defense, and it applies when DoD activities within your selected geographic area of consideration are filling vacant positions from internal or external sources.

15. Can I register in the PPP and on the RPL simultaneously?

Yes. If you're being separated by RIF and meet all of the eligibility requirements, you can register in both programs. However, you must apply separately.