



Stuttgart Sensation

(Tools & Tips)

Volume 1 Issue 5

CUSTOMER SERVICE HOURS

Mon., Tue., Wed., Fri.

8—4 p.m.

Mon.—Fri.

1—4 p.m. walk ins only

Wed.

8—1 p.m.

Closed for internal business

To better serve your needs, appointments are available for all other hours of operation.

Call DSN 431-3488 or

CIV 07031-15-3488 for appointments.

Deputy Director's Corner

Question about overseas allowances is a frequently asked question. So here is a helpful link: [Employee Handbook](#).

You may bookmark this copy as a reference. In addition, the CPAC offers entitlement refresher training on a monthly basis to all employees new to the overseas area.

Next entitlement refresher will be held on August 29. (more information on page 2).

Your servicing human resources specialist at the CPAC are available to assist you.

We are here to serve you!

In this edition...

Page 2

Upcoming Briefings:

Family Member Briefing
Benefits Refresher Training

Page 3

Monthly Highlights:

Priority Placement Program (PPP) & DoD

Page 4

Monthly Highlights Cont...

Priority Placement Program (PPP) & DoD

Federal Employees Health Benefits Program

Page 5

Monthly Highlights: Cont...

DoDI 1400.25

Useful Info:

Directions to CPAC

Page 6

Useful Info Cont...

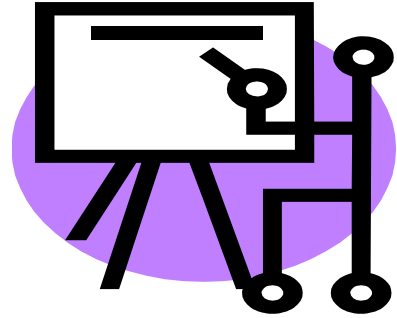
Helpful Websites

Submit your Ideas

Family Member Briefing

Date: August 22

Time: 9-11 a.m.



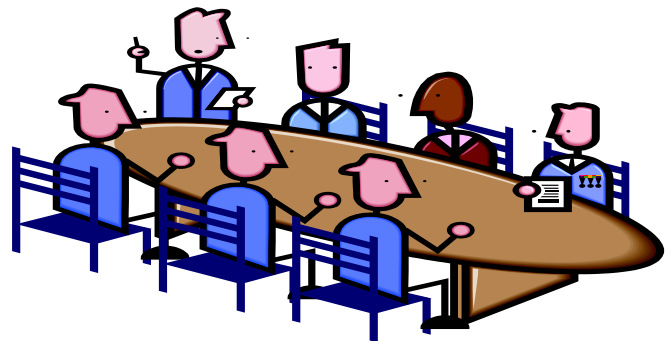
Location: Director of Logistics Conference Room, Panzer Kaserne Bldg 2953, Room 108

- The Family Member Briefing is intended for family members currently employed who will be PCSing with their sponsor this summer.
- The briefing will cover employment related information in support of continued employment and will include the following topics:
 - 1. Eligibility for Terminal Leave without Pay
 - 2. Priority Placement Registration
 - 3. Eligibility for Executive Order 12721
 - 4. Other employment related information when returning back to CONUS

Benefits Refresher Training

Date: August 29

Time: 8:30-11:30 a.m.



LOCATION: Director of Logistics Conference Room, Panzer Kaserne, Bldg 2953., Room 108

- The Benefits Refresher Training will include the following topics:
 - Advance in Pay
 - Foreign Transfer Allowance (FTA)
 - Temporary Quarters Subsistence Allowance (TQSA)
 - Living Quarters Allowance (LQA)
 - Utility Tax Avoidance Program (UTAP)
 - Post (Cost of Living) Allowance

Send an email to [U.S. Army Stuttgart CPAC to register.](#)

HIGHLIGHTS OF PRIORITY PLACEMENT PROGRAM (PPP)

The Priority Placement Program (PPP) & DoD – Helping You Stay Employed!

It was 1963 and the military was facing a period of downsizing. To mitigate the impact from base closures, then-Secretary of Defense Robert S. McNamara announced that all civilian employees facing layoffs would be offered positions at other installations. By 1964 the first employees were enrolled, and the system was fully operational the following year.

Today former Secretary McNamara's Priority Placement Program is alive and well, continuing to benefit both the Department of Defense and our civilian employees by retaining skilled employees, maintaining employee morale and productivity, and reducing costs associated with involuntary separations.

But what does this matter for career or career-conditional DoD civilian employees overseas? It means you have help to stay employed!

All employees on rotation agreements should know when their tour expires and plan accordingly. For some employees this is as simple as notifying their stateside organization that they will be exercising their reemployment rights (return rights). For others, this means applying to DoD and other Federal vacancies and knowing eligibility timelines to register in the PPP.

What do I need to know about my reemployment rights?

If your reemployment rights are to a position grade the same as or higher than the one you've held for six months prior to your tour expiration, then you must apply to exercise your return rights. Always reference the return rights agreement that you signed with your organization.

If your reemployment rights are to a lower-graded job then you have two options. You may exercise your rights to the lower-graded position, or if you have held your current grade for the last six months or more, you may register in the PPP for the higher grade. If you have not received a valid PPP job offer within 30 days of your tour expiration, you must exercise your return rights to the lower-graded position.

What if I don't have reemployment rights? The earliest you can register in the PPP is six months prior to the end of your 3-year tour (4 months for a 2-year tour and 2 months for a 1-year tour). So if you're not sure on the status of your tour extension request, contact CPAC for guidance on registering in PPP, and of course, apply for positions on your own.

What if I am a spouse or family member without a rotation agreement?

Employees in this status are linked to their sponsor's Date Eligible for Return from Overseas (DEROS). Spouses of military members can register in the PPP OCONUS prior to arrival at the new permanent duty station (PDS) if you are within 30 days of the report date on your sponsor's orders, or upon relocation you may register at any DoD HR Office in the commuting area of the new duty station. You are not eligible to register in the PPP if your relocation is in conjunction with retirement or separation orders.

Spouses of Federal employees and family members cannot register until they arrive at the new permanent duty station and are within 30 days of the report date.

Be prepared! Travel with an updated copy of your resume, a copy of your sponsor's orders, your marriage certificate, your appointment SF50 and your Leave without Pay (LWOP) SF50. Your new CPAC will require this information in order to verify your employment eligibility and register you in the PPP. Depending on your personal competitive status, you may also be eligible to begin applying for jobs on your own.

Regardless of whether you are a military spouse, civilian spouse, or a family member, you must be immediately available for employment if made a job offer through the PPP. Consider your employment availability before registering.

What about a promotion? The PPP is meant to help keep DoD employees employed, not promote them. While you've been very fortunate to garner overseas experience, if you would like to take this experience to a higher-graded position, then you will need to apply for vacancy announcements. A great place to start is: www.usajobs.gov

So I'm in the PPP. What happens now? Your registration will match against all vacancies within the zone(s) for which you are registered. Through the assistance of an automated system, CPAC is looking for a vacancy for which you are well-qualified. As time passes without finding you a position, we will expand your PPP registration to ensure you're receiving maximum opportunity to match vacant DoD positions. Once a position is identified, we work with the activity to evaluate qualifications and other pertinent factors of the vacancy and your registration. If everything matches up and we jointly determine you are well-qualified, CPAC makes you a valid offer.

Because the purpose of PPP is to help employees stay employed, you will only receive one valid job offer. Once you've received and accepted your job offer, plan to arrive at your new duty station in about 45 days. Don't forget your new manager has a vacancy and is waiting eagerly for your arrival!

Should you make the tough decision to decline a valid job offer, you will be removed from the PPP. Declination of a valid job offer may also result in your separation from Federal service.

What happens if I reach the end of my tour without return rights and without a valid job offer? Employees who reach their DEROS will remain in the PPP until they accept or decline a valid job offer, resign, or are removed from Federal service.

In addition to the PPP, DoD continues to emphasize the importance of retaining and rotating civilian personnel. On 26 July 2012, DoD released Instruction 1400.25, Volume 1230, "DoD Civilian Personnel Management System: Employment in Foreign Areas and Employee Return Rights."

This new DoDI ensures that all employees rotating into foreign areas after 26 July 2012 will be granted statutory return rights to their positions for a period of five years if employed continuously. However if you are currently serving overseas with return rights to your position, then you are covered under the previous policy that mandates three years of statutory return rights; return rights beyond three years may be approved at the discretion of the organization to which you have reemployment rights.

So if you don't have return rights to your previous organization, your avenues of continued employment are the PPP and applying to vacancy announcements. Polish up that resume and show off your overseas experience!

[Saving by Changing Your Federal Employees Health Benefits Program \(FEHB\)](#)

Once your children are grown and no longer eligible to be covered under your FEHB plan, it is usually cost effective for each of the parents to enroll in separate self only plans versus self and family plans.

Civilian federal self and family FEHB plans are priced to allow a group cost providing an allowance to cover families of all sizes. A family with a mom, dad, and four children pays the same for their FEHB plan as a family with only two children and even a family with only a mom and dad and no children.

If both the mom and dad are federal civilian employees, they may find it cost effective to change from a self and family FEHB plan to two self only plans.

If you opt to change to two self only plans, it is very, very important to ensure when you make the change neither you nor your spouse have any days where you are not covered under either the self and family plan or the self only plans. Making the change during open season (November 12, 2012 through December 10, 2012) is one way to guarantee both will be effective at the same time and have no loss of FEHB coverage.

Link to Homepage: <http://www.opm.gov>

DoDI 1400.25, Volume 1230 Employment in Foreign Areas and Employee Return Rights, dated 26 July 2012

Summary of revisions:

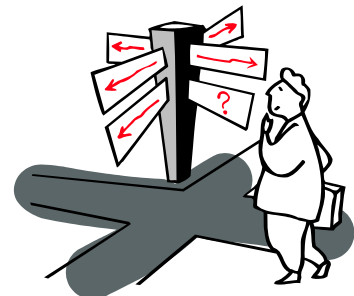
- civilian employees in the competitive service in foreign areas shall be limited to a period of 5 continuous years of employment unless interrupted by at least 2 years of physical presence in the United States or non-foreign area
- Head of the DoD Component concerned may grant a single extension not to exceed 2 years beyond the 5-year limitation. This authority may be delegated in writing. An extension shall be based on a written rationale that articulates a business case for retaining the employee in the overseas location and that provides a workforce succession plan for replacing the employee by the end of the 2-year extension. Any subsequent extension after an initial extension beyond 5 years requires the approval of the Head of the DoD Component concerned or an official at the major command or equivalent level who has been delegated the authority in writing by the Head of the DoD Component
- if an individual has already completed 5 continuous years in a competitive service position in a foreign area when the limitation becomes applicable, an extension approved in accordance with the new regulation is a precondition for placement into or continued occupancy of the competitive service position
- civilian employees exempt from the DoD 5-year rotation policy no longer include members of the SES or those who occupy positions that require frequent contact with officials of the host nation
- statutory return rights in accordance with section 1586 of Title 10, USC, for a period of 5 years now applies to movement of employees within the DoD civilian workforce

The Stuttgart CPAC is located on Panzer Kaserne (Panzer Strasse)

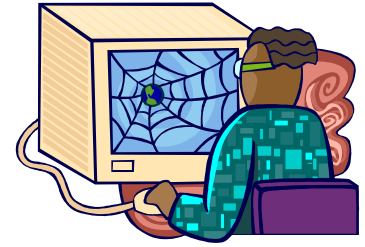
--Take A81 toward SINGEN / BÖBLINGEN / SINDELFINGEN.
 --Take EXIT 22 toward BÖBLINGEN-OST / SCHÖNAICH.
 --Make first LEFT at traffic light onto K105
 --Stay STRAIGHT to go onto PANZERSTRASSE / K1057.
 --Take RIGHT at the second traffic light and then an immediate LEFT into the Panzer Kaserne entrance. and go to building 2948.

--Please go to Room 101 to sign in.

--You may park behind the building or at the Bowling Center parking lot.



Helpful Websites:



- ABC-C: <https://www.abc.army.mil>
- APF and NAF Vacancies www.usajobs.gov/
- Benefits: www.opm.gov/insure/
- NAF Benefits: www.armymwr.org/hr/nafbenefits/default.aspx
- My Pay: <https://mypay.dfas.mil/mypay.aspx>
- Salary Charts: www.opm.gov/oca/08tables/
- General information: www.ArmyCivilianService.com

Submit Your Ideas for Topics

We would welcome your ideas regarding topics that you would like to see addressed in this publication. Please submit your ideas to:

usarmy.stuttgart.hqda-cpac.mbx.stuttgart-cpac@mail.mil

All submissions will be considered and are subject to approval by the CPAC Director, Ms. Vonda Kenion.