

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 established at the time of reemployment, for costs associated with the return-to-work between the reemployment date and the end of the current Fiscal Year. This funding is given to the 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 year.

Disbursements for employees who remain in a productive position past the current Fiscal Year are disbursed at the beginning of the next fiscal year, and continue until the earliest return to full duty, or 365 days of reimbursement from the date of reemployment, whichever occurs first. Disbursements for employees who do not remain in a productive position for a continuous period of 365 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 and the reemploying Installation must transfer unused funds and FTE positions back to CPMS - BMD.

DoD Injury Compensation Liaison Points of Contact for Pipeline

01-Boston Liaison Office

617-565-1363 CT, ME, MA, NH, RI, VT
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 DC, MD
703-696-4865 VA

Civilian Personnel Management Service

1400 Key Blvd, Ste B200
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http://www.cpms.osd.mil/ICUC/ICUC_index.aspx



Civilian Personnel Management Service

"This is a critical time for America. The current security context is much more varied and more uncertain than at any time in the past. Today, the DoD needs the right people in the right places and working in the right way to meet these challenges. As our military forces are reoriented to better address the changing landscape, the civilian workforce, too, needs to become more agile, adaptable and fully integrated in the efforts of our military forces."

Gordon R. England
Deputy Secretary of Defense

What is the Pipeline Program?

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 recovering 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.

During FY05 and FY06, 358 recovering employees were reemployed creating a projected Life-time Cost Avoidance of approximately \$308 million. It is expected that by reemploying 200 employees per Fiscal Year a 1357% Return-on-Investment may be realized.

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 on another installation.