

Naval Acquisition Development Program (NADP) Sequestration, Hiring Freeze and Furlough FAQ

Sequestration

With the current budget uncertainly associated with Sequestration and the Continuing Resolution Navy commands have been forced to exact temporary spending cuts.

1. (Q) Can existing NADP employees perform IDP training and rotations?

(A) In some cases Yes...

1) Defense Acquisition University (DAU) training continues as planned. Employees with a priority 1 status may still request DAU training and travel as required for their certification.

2) Rotational Assignments may still be executed at no cost. This can be accomplished by rotating locally. Contact your Supervisor and/or Career Field Manager (CFM) to discuss options.

3) Acquisition Initial Leadership Development (AILD)/Acquisition Journeyman Leadership Development (AJLD) – Classes are still ongoing. Local employees are encouraged to attend provided there is no cost. NACC will not fund any travel requested for these classes. Your local command could elect to fund this travel. Employees near graduation who have not completed this requirement should contact their NACC Career Manager.

4) Other training requiring an SF-182 will not be approved at this time until more is known about the budget uncertainly.

2. (Q) I started my TDY rotation. May I continue to execute? What if a furlough occurs? How will my rotation be affected?

(A) Employees currently on an approved NACC TDY authorization may continue to execute those orders. Should a furlough occur, all indications so far point to a furlough being approximately 14 days. Should a temporary and intermittent furlough occur, employees could remain TDY and will be reimbursed for per diem allowances on a day of furlough. Rotations will not be extended to make up for furlough days. Employees will not work or train on a furlough day. They will be on unpaid leave.

3. (Q) Can I perform NADP travel?

(A) NACC is not approving any new DTS authorizations until further notice. If an employee has completed travel, employees should complete their DTS voucher within 5 days of the completion of travel.

- 4. (Q) What if my IDP requirements cannot get completed by my graduation date?**
(A) If you are nearing graduation and cannot complete all of your NADP requirements as a result of the current budget uncertainties, you and your CFM should contact NACC to determine the next steps to determine a plan of action. Reasonable allowances will be made due to the current fiscal uncertainty.

- 5. (Q) I am enrolled or was thinking of enrolling in school and planned on using my Acquisition Workforce Tuition Assistance Program (AWTAP) benefit. Is that still available to me?**
(A) AWTAP benefits are still available for use. The procedure for requesting AWTAP is still the same.

- 6. (Q) Am I still eligible to receive special act or on the spot awards?**
(A) Consistent with DoD guidance in response to the Office of Management and Budget (OMB) February 27 guidance memorandum, the DON will not issue discretionary monetary awards to civilian employees (except those which are legally required).

Hiring Freeze

- 1. (Q) Will my command be able to pick me up and promote me at graduation?**
(A) Yes, as provided in the ASN (MRA) memorandum of 14 January 2013, centrally managed development programs like the NADP have been exempted from the hiring freeze with regard to graduating employees being transitioned to their host command. See attached file in this PDF.

- 2. (Q) Will I still receive my career ladder promotions?**
(A) Career Ladder promotions are still approved for processing during the freeze.

Furlough

- 1. (Q) Does a furlough apply to NADP employees?**
(A) NADP employees would be a part of the furlough should it be enacted as part of sequestration. NACC will provide employees with appropriate notices of furlough instructions as information becomes available.

- 2. (Q) What days and how long will I be furloughed?**
(A) All information provided thus far indicates a furlough will not exceed more than 14 discontinuous workdays/112 hours. NACC's plan is to have your local commands manage your furlough days so that they are consistent with local plans.

- 3. (Q) I read that 'Employees funded 100% with non-appropriated funds will be exempted from admin furlough'. Is this the case with NADP employees?**
(A) NADP employees are paid with appropriated funds and would be effected by the furlough should it occur.
- 4. (Q) I am in the NADP and my supervisor is telling me that NACC is exempt from furloughs. Is that correct?**
(A) No one in the NADP is exempt. All NADP employees would participate in a furlough should one be enacted.
- 5. (Q) Are NADP employees considered temporary employees?**
(A) No, NADP employees are not temporary employees.
- 6. (Q) Will the furlough affect promotions? Will I have enough time in grade at the time of my scheduled promotion?**
(A) The effects of a nonpay status (which includes furlough, leave without pay, absence without leave and suspension) on Federal employee benefits and programs vary based on current law and regulation. For additional information, see OPM's fact sheet on the "Effect of Extended Leave Without Pay (or Other Nonpay Status) on Federal Benefits and Programs" at: http://www.opm.gov/oca/leave/HTML/LWOP_eff.asp
- 7. (Q) If a furlough does happen, would my graduation date from the NADP be affected, i.e., would my graduation date slip out by the number of days on furlough?**
(A) At this time, there are no plans to extend your time in the NADP as a NACC employee past your originally planned graduation date.
- 8. (Q) How will NACC notify employees and CFMs on guidance regarding the furlough?**
(A) NACC continues to provide any information we receive via email and postings to our web bulletin board:
https://acquisition.navy.mil/home/acquisition_workforce/career_development/naval_acquisition_development_program_nadp/nadp_employees/announcements/bulletin_board_announcements
- 9. (Q) What affect does a furlough have on DAU courses?**
(A) As of right now, Priority 1 employees are to continue required DAU courses for certification in their primary career field. The DAU President is working with various officials to address DAU course schedules should a furlough occur.
- 10. (Q) How will furlough affect my leave accrual?**
(A) The accumulation of nonpay status hours (furlough days) during a leave year can affect the accrual of annual leave and sick leave over a period of time. For example, when a full-time employee with an 80-hour biweekly tour of duty accumulates a total of 80 hours of nonpay status from the beginning of the leave year (either in one pay

period, or over the course of several pay periods), the employee will not earn annual and sick leave in the pay period in which that 80-hour accumulation is reached.

Current guidance and up-to-date information is available on the OPM website at:
<http://www.opm.gov/policy-data-oversight/pay-leave/furlough-guidance/addendum-2-leave-accrual-and-retirement-annuity-benefits-for-employees-affected-by-an-administrative-furlough-022613.pdf>

11. (Q) Can employees work overtime or earn comp time during the furlough?

(A) NADP employees will not be authorized to work overtime. NACC has inquired about the use of Compensatory Time during a furlough but has not received feedback if those would be authorized. Current NACC policy on credit hours still applies and they are not authorized for use.

12. (Q) How does a furlough affect retirement (TSP, high 3, etc.)?

(A) Employees need to look at how they contribute to TSP. Employee contributions of a straight dollar amount vice a percentage each pay period will affect your take home pay during a furlough since you will be working 64 hours a pay period vice 80 hours.

This and other retirement information is available at:

[http://www.cpms.osd.mil/Content/Documents/2013%20DOD%20Administrative%20Furlough%20FAQs%20\(Update%2026-Feb\).pdf](http://www.cpms.osd.mil/Content/Documents/2013%20DOD%20Administrative%20Furlough%20FAQs%20(Update%2026-Feb).pdf)

13. (Q) How does furlough affect my benefits (insurance, FEGLI, etc.)?

(A) For the most part, benefits continue. Additional details are available using this link:

[http://www.cpms.osd.mil/Content/Documents/2013%20DOD%20Administrative%20Furlough%20FAQs%20\(Update%2026-Feb\).pdf](http://www.cpms.osd.mil/Content/Documents/2013%20DOD%20Administrative%20Furlough%20FAQs%20(Update%2026-Feb).pdf)

14. (Q) If the furlough impacts my ability to meet my financial obligations (e.g., mortgage or rent payments), will it impact my eligibility for continued Suitability for Federal employment, access to classified information, or to hold a sensitive position?

(A) A furlough is a circumstance beyond your control. The Federal Adjudicative Guidelines specify that the adjudicative process is the careful weighing of a number of variables known as the 'whole person concept.' Mitigating factors include whether the conditions that resulted in the concern were largely beyond the person's control and whether or not the individual acted responsibly under the circumstances. As a proactive measure, you may wish to contact your local Employee Assistance Program (EAP) to see if financial planning is available.