

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Priority Placement Program (PPP) Briefing



IMCOM
Fort Stewart & HAAF
August 2013



Program Overview

PPP is the most effective
outplacement program in the
Federal government

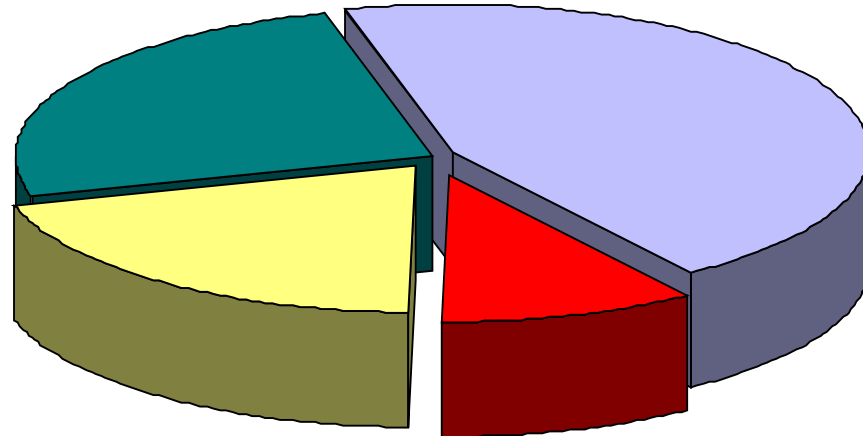


Program Results

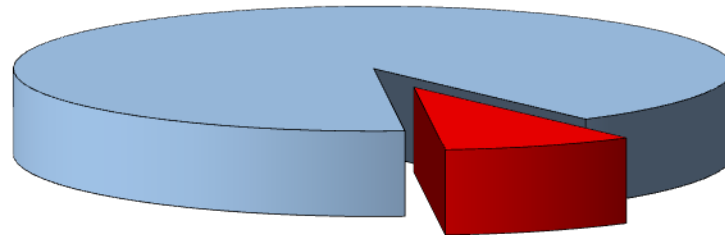
- Over 260,000 placements to date
- Last 12 months – 2,356



Total Reductions FY 89-12

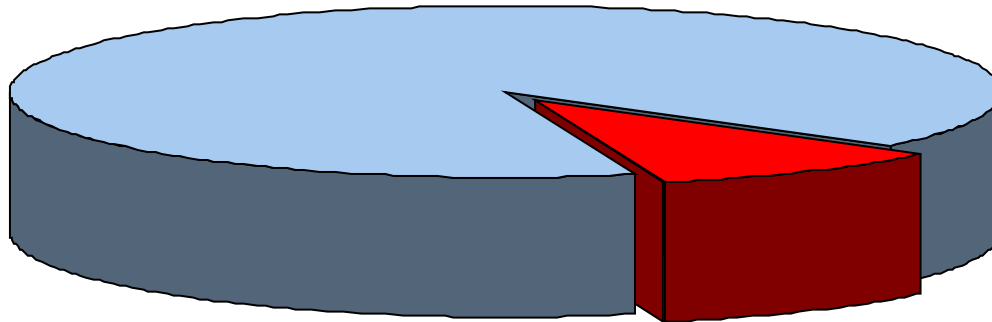


Acceptance Rate (last 12 months)



- Offers accepted - 89%
- Offers declined - 11%

Registrants Released Without Offers (last 12 Months)



- Registered for commuting area only – 93%
- Registered outside commuting area – 7%

Program Overview

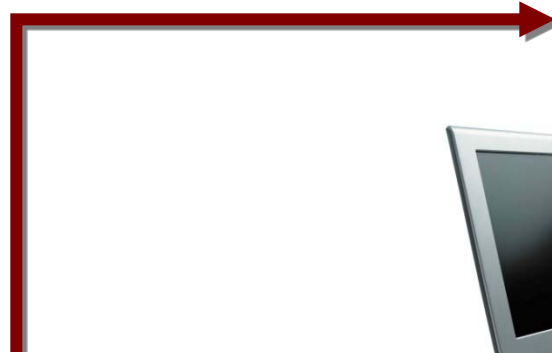
Releasing
Activity



Registrations



Referrals



Gaining
Activity



Requisitions

**Automated Stopper &
Referral System (ASARS)**

Registration Eligibility

- Reduction in force (RIF)
 - *Separation*
 - *Change to lower grade*
- Declination of offer outside commuting area
 - *RIF*
 - *Transfer of function*
 - *Directed reassignment*



Registration Eligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Eligibility

The following may not register:

- Employees who apply for optional or disability retirement
- Employees who are temporarily unavailable for work



Registration Eligibility

The following may not register:

- Employees whose conduct or performance is *in question*



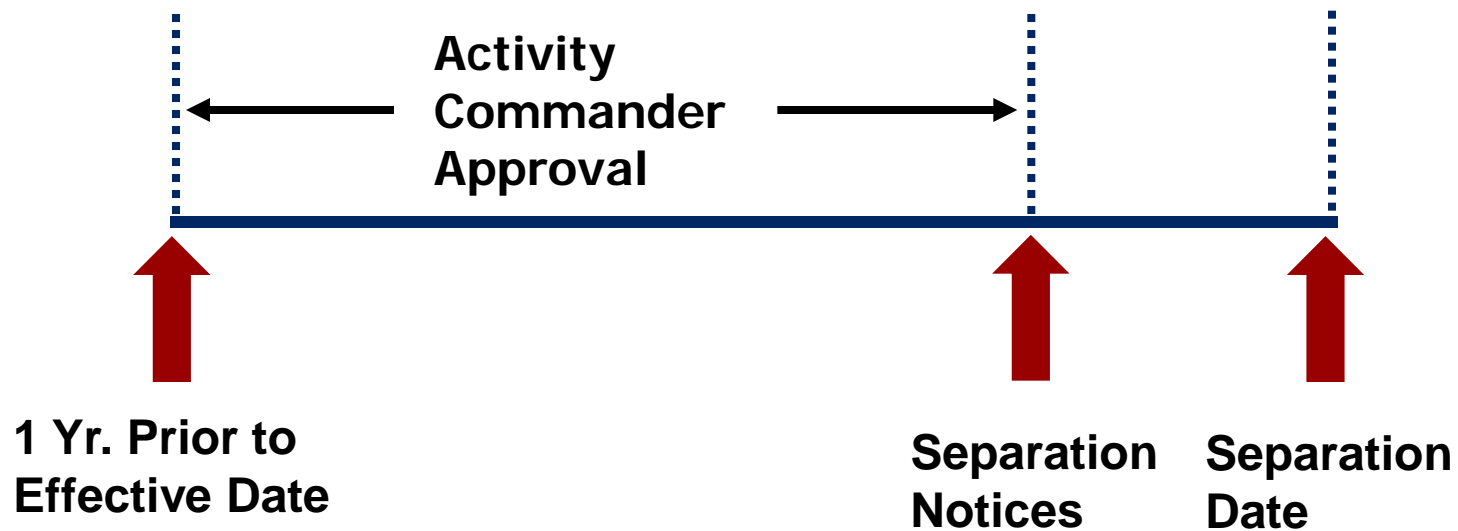
Registration Period

- Eligible employees must be permitted to register upon receipt of notice of separation due to RIF or declination of offer outside commuting area



Registration Period

- EARLY REGISTRATION – Registration prior to notice period



Registration Period

- Registrants may remain in the PPP until:
 - *Placement*
 - *Declination of valid offer*
 - *Not available for work*
 - *Loss of eligibility*
 - *1 year after separation*



Mandatory Registration

- Purpose – Reduce separation costs
- Coverage – Employees who are eligible for severance pay
- Strategy – Increase likelihood that employees will receive a "*reasonable offer*" (5 CFR 550) prior to separation



Mandatory Registration

What does it mean?

- Employee must be registered for:
 - *Current skill and others for which well qualified*
 - *All DoD activities in commuting area*
 - *Current grade and 2 grades lower*



Mandatory Registration

Who does it apply to?

- Employees who are eligible for severance pay and:
 - *Do not voluntarily register; or*
 - *Register only within the commuting area*



Mandatory Registration

When does it begin?

- Mandatory registration applies upon receipt of a specific notice of involuntary separation



Referral Priorities

- 1 • RIF Separation – no job offer
- 2 • Declination of offer outside commuting area
- 3 • RIF demotion
• Family members

Referral Priorities

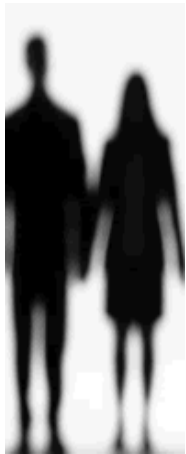
Priority 1 & 2 referrals block:



- Promotions
- Reassignments
- Appointments & reinstatements
- Transfers
- Change to lower grade with an increase in promotion potential

Referral Priorities

Total Registrations - 8,365
(as of June 30, 2013)



Priority 1 - 7%



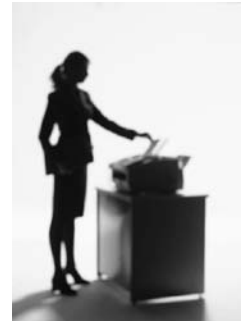
Priority 2 - 4%



Priority 3 - 89%

Registration Skills

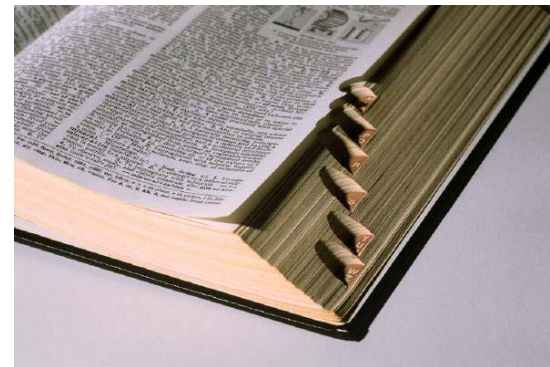
- Must register for current skill
 - *Exceptions require CTP approval*
- May register for other skills if well qualified
 - *As determined by registering HRO*



Registration Skills

- **well qual-i-fied** *adj.* Possesses knowledge, skills, and abilities to successfully perform with no greater loss in productivity than normally expected during orientation of an employee new to the organization.

- *Exceeds minimum qualifications requirements but will not necessarily meet “highly qualified” or “best qualified”*
- *Selective placement factors cannot be overly restrictive*



Registration Skills

- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented



Registration Grades

- High Grade
 - Current Pay System: current permanent or retained grade
 - Other pay systems: grades with representative rates equal to or below current permanent or retained grade



Registration Grades

- Low Grade – GS employees registering for GS series
 - *No more than 3 GS grades below current permanent or retained grade*

- Low Grade – FWS employees registering within the same FWS pay system
 - *No more than 5 grades below their current grade*



Registration Grades

- Lowest registration grade in other pay systems
 - *Down to and including the grade with the representative rate that is NEAREST TO BUT NOT LESS THAN the representative rate of the lowest grade for which registered in their own pay system*

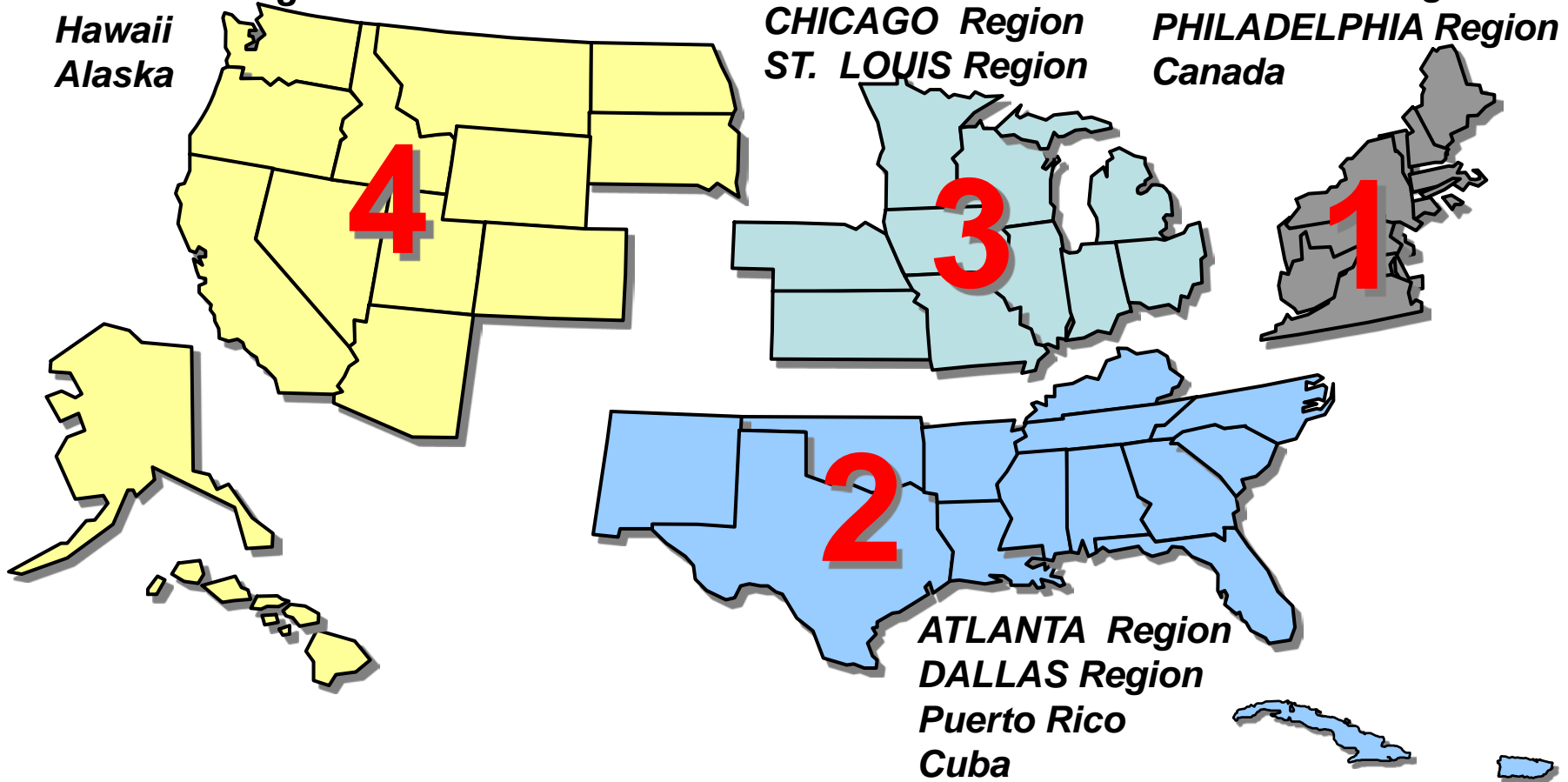


Area of Referral

DENVER Region
SAN FRANCISCO Region
SEATTLE Region
Hawaii
Alaska

CHICAGO Region
ST. LOUIS Region

BOSTON Region
NEW YORK Region
PHILADELPHIA Region
Canada



ATLANTA Region
DALLAS Region
Puerto Rico
Cuba

Area of Referral

- Referral outside the commuting area is limited to employees scheduled for separation due to RIF



- One *valid* offer only
- REPLY TIME - 2 work days
- REPORTING DATES
 - *Same area: 14 days*
 - *PCS move: 30 days*

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20			
24	25	26	27			
31						

Valid Offer

- Full-time permanent DoD position (*unless current work schedule is less than full-time*)
- Series, grade, & duty location for which registered
- Essentially same conditions of employment

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

Invalid Offer

- Non-DoD position
- Significant change in conditions of employment
- Obligated position
- Excepted service position (*unless registrant is currently excepted service*)

Invalid Offer

- Time-limited position
- Supervisory position (*unless registered for supervisory positions*)
- Position under contract study

- If employee accepts lower grade without a break in service, *grade and/or pay retention applies**
 - Note: *ToF declinees* and demo project employees are not eligible for grade retention



** if otherwise entitled under 5 CFR 536*

Temporary Positions

- Offers in commuting area only
- Continued registration in PPP



Temporary Positions

- Accepting temporary/term positions without a break in service can affect future GRADE & PAY RETENTION
- Consult with CPO/HRO before accepting



Employee Responsibilities

- Performance / conduct
- Communications with other DoD activities
 - *All communications must be between the 2 personnel offices*
- Maintain PPP registration
- Completion of narrative resume

For employees interested in non-DoD referral:

- www.usajobs.gov

- *One-stop source for Federal jobs and employment information*



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