

**Department of Defense**



**Priority Placement Program**



# WORKFORCE



# BRIEFING





# ***Priority Placement Program***

“The most effective outplacement  
program  
in the federal government”



- ***General Accounting Office***





# *PPP Statistics \**

<b>Job offers</b>	<b>-</b>	<b>4,918</b>
<b>Average per month</b>	<b>-</b>	<b>410</b>

**\* 1 Jul 98 - 30 Jun 99**





# *PPP Statistics \**

<b>Job offers</b>	-	<b>4,918</b>	
<b>Placements</b>	-	<b>4,475</b>	<b>(91%)</b>
<b>Declinations</b>	-	<b>443</b>	<b>( 9%)</b>

**\* 1 Jul 98 - 30 Jun 99**





# ***Registration Eligibility***

- **RIF**
  - SEPARATION
  - CHANGE-TO-LOWER GRADE
  
- **Transfer of Function Declinee -  
Outside Commuting Area**
  
- **Reassignment Declinee - Outside  
Commuting Area**





# ***Registration Ineligibility***

- **Unsatisfactory Conduct/Performance**
  - **Disability/Optional Retirees**
  - **Reemployed Annuitants**
  - **NAF Employees**
  - **Time-Limited Appointees**
  - **Incentive Recipients**
- 



# ***Mandatory Registration***

**RIF Separatees and ToF Declinees  
Who Refuse Registration  
Will Be Involuntarily Registered  
If Entitled to Severance Pay**





## ***Mandatory Registration***

- **Down to and including 2 grade or pay levels below current grade (prior to separation)**
  - **Registration terminated 1 year after effective date of separation**
- 



# *Referral Priority*

1

\* RIF Separatee -  
No Offer





# **Referral Priority**

# 2

- \* **Functional Transfer Declinee**
  - \* **RIF Demotee - 2 or More Grades**
  - \* **Reassignment Declinee - Outside Commuting Area**
- 



# *Referral Priority*

# 3

\*RIF Demotee -  
Less than 2 GS Grades



# **Priorities 1 and 2**

## **Restrict:**



- \*Promotions**
- \*Reassignments**
- \*Transfers**
- \*Appointments**
- \*Demotions to positions with promotion potential**

# *Priority 3...*



... Permits Selection  
Within Component

*BUT*



... Prohibits

\*Appointments

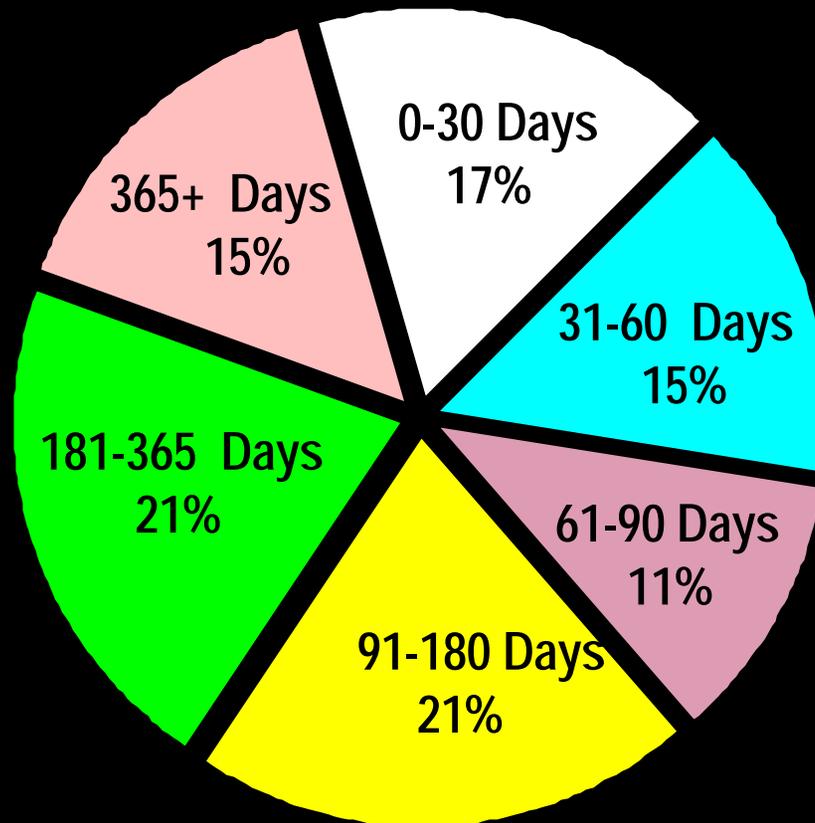
\*Transfers



## ***Length of Registration***

- **Displaced Registrants Remain in Program “A” Until:**
    - **Placed**
    - **Declination of Valid Offer**
    - **Otherwise Deleted**
    - **Not Available**
    - **Effective Date of Change-to-Lower Grade**
    - **One Year Following Separation**
- 

# *PPP Placements \**



**\* 1 Jul 98 - 30 Jun 99**



***Register Only For  
Skills For Which  
Well Qualified***



## ***Registration - Grade Levels***

- **High Grade** - Cannot Exceed Current Permanent or Retained Grade

- **Low Grade** - No Lower Than **3** Grades Below Current Grade

### **EXCEPTIONS:**

- GS-09/GS-11 in 2 grade interval jobs may register for GS positions **4** grades below current
- Cannot register at or below grade offered in RIF



# *PPP Statistics \**

**TOTAL PLACEMENTS - 4,371**

**Current Grade - 2,964 (68%)**

**1 Grade Lower - 746 (17%)**

**2 Grades Lower - 426  
(10%)**

**More Than 2 Grades Lower - 235 (  
5%)**

**\* 1 Jul 98 - 30 Jun 99**





# ***Area Of Referral***

- **Minimum Number of DoD Activities *Nearest* the duty station within the zone likely to provide a job opportunity**
  - **May register in other zones up to distance registered in own zone**
  - **ToF / Reassignment Declines - Area Less Distant than ToF / Reassignment Offer**
  - **Change-to-Lower Grade - Commuting Area Only**
- 

# **DoD Zones**

**4**

**DENVER REGION  
SAN FRANCISCO REGION  
SEATTLE REGION  
HAWAII  
ALASKA**

**3**

**CHICAGO REGION  
ST. LOUIS REGION**

**1**

**BOSTON  
REGION  
NEW YORK  
REGION  
PHILA.  
REGION**

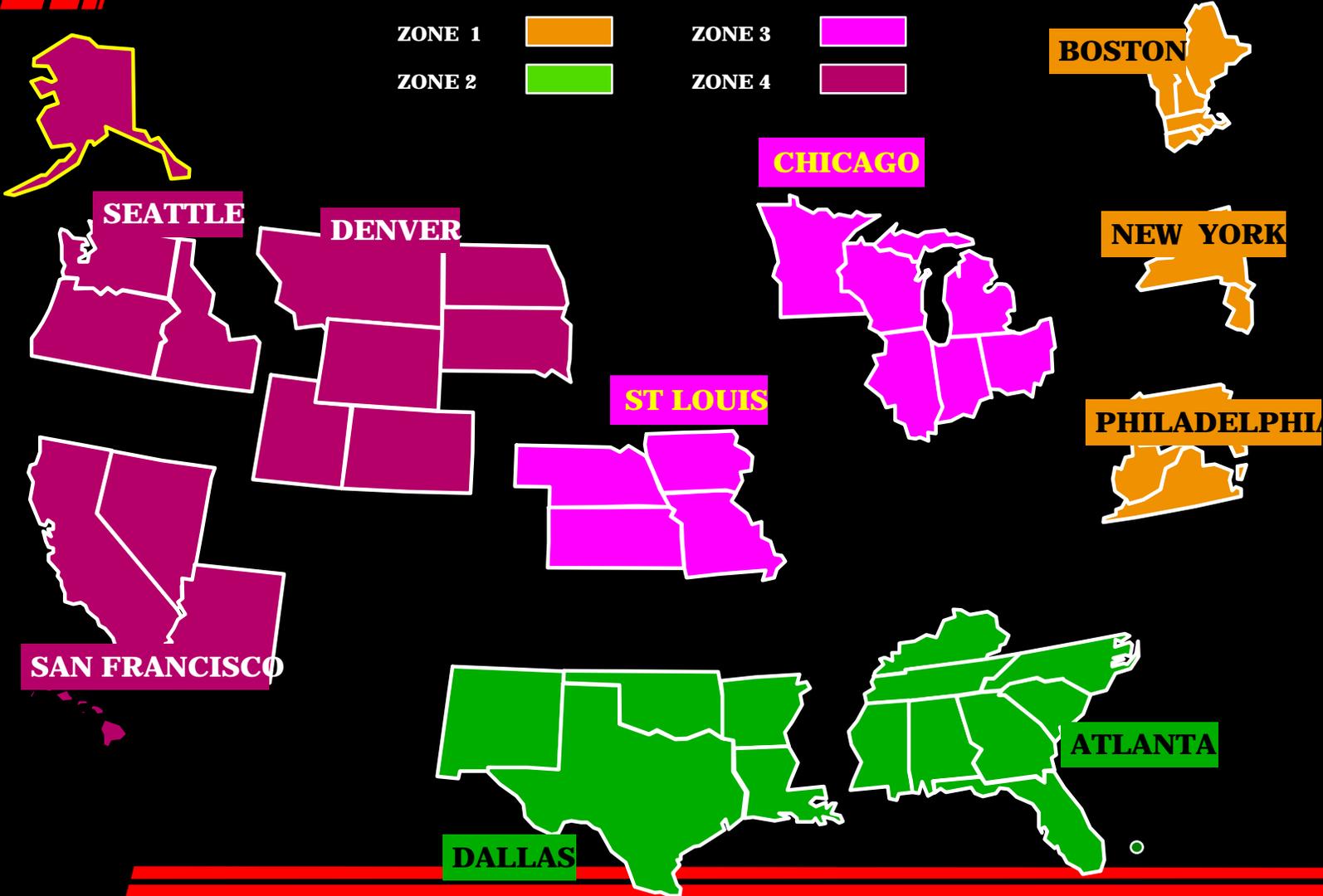
**2**

**ATLANTA  
REGION  
DALLAS  
REGION**



# PPP REGIONS

- ZONE 1 
- ZONE 2 
- ZONE 3 
- ZONE 4 





# *PPP Placements \**

**Total Placements - 4,371**

**Inside commuting area - 2,512 (57%)**

**Outside commuting area - 1,859 (43%)**

**\* 1 Jul 98 - 30 Jun 99**

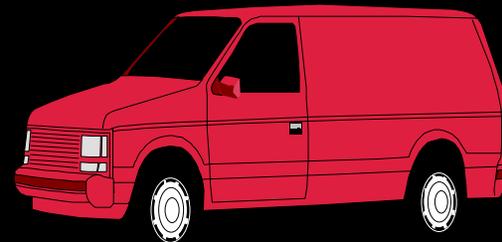




# ***Commuting Area***

**Reasonable Distance**

**From Employee's Residence**





# ***Job Offers***

***\* Response Time - 2 Calendar Days \****

***\* One Valid Job Offer \****





## ***Valid Offers***

- **Permanent Position**
  - **Grade / Area for which Registered**
  - **DoD Activity**
  - **Random Drug Testing**
- 



## ***Invalid Offers***

- **Non-DoD Federal Agency**
  - **Unreasonable Differences in Working Conditions**
  - **Obligated Positions**
- 



# *Temporary Positions*

- ◆ Offers in commuting area only
- ◆ 3-day break in service
- ◆ Continued registration in PPP





## ***Retained Grade / Temporary Employment***

- **Acceptance - Temp Offer - Same Grade -  
No Break in Service**
  - » **Subsequent Placement - Perm  
Position-  
Lower Grade**

**INELIGIBLE FOR RETAINED GRADE / PAY**





# ***Reporting Dates***

**Normally - Two Weeks**

**Maximum - 30 Days**



# ***Salary and Pay***

- **GRADE / PAY RETENTION**

- If lower graded job is accepted prior to separation and employee is otherwise eligible

**GRADE RETENTION - 2 YEARS**

**PAY RETENTION - INDEFINITE**

- **LAST EARNED RATE**





# ***Salary and Pay***

- **TRANSFER OF FUNCTION DECLINEES:**

**Entitled to Pay Retention Only**

**NOT**

**Grade Retention**



# *Payment of Moving Expenses*

- **Placed Through PPP Within DoD**

- In Accordance with JTR
- Paid by Losing DoD Activity

- **Placement Outside DoD**

- Moving Expenses May be Paid Provided Certain Conditions Are Met





# ***Civilian Spouses***

- **Spouse must be permanent DoD employee; Sponsor must be displaced P1 or P2 placed through PPP outside commuting area or DoD employee who accepted ToF/Reassignment outside commuting area**
  - **May register in new commuting area no earlier than 30 days prior to sponsor's report date**
  - **Registration by own servicing CPO**
  - **Registration period - 1 year**
  - **Priority 3 - Program "A"**
- 



**Defense Outplacement**

**Referral System**

**(DORS)**





# ***Defense Outplacement Referral System - DORS***

- **Joint Effort - OPM / DoD**
  - **Referral to:**
    - **DoD Activities**
    - **Other Federal Activities**
    - **Private Sector**
    - **State & Local Governments**
- 



## ***DORS Eligibility***

- **All current DoD employees**
  - **Permanent, Temporary / Term, NAF**
  
- **Spouses**
  - **Status / Non-status**

**Spouse's area of referral must be same as sponsor**





## ***DORS - Grade Levels***

- **HIGH GRADE**

- Current Permanent Employee**

- No Higher than Current Permanent Grade

- Current Temporary with Prior Service  
or Spouse with Prior Service**

- Last Permanent Grade Held

- Registrants Without Status or Spouses  
with No Prior Federal Service**

- Highest Grade for Which Qualified
- 



# ***DORS - Grade Levels***

- **LOW GRADE**

**Lowest grade for which employee will accept offer, but not to exceed 3 grades below high grade**

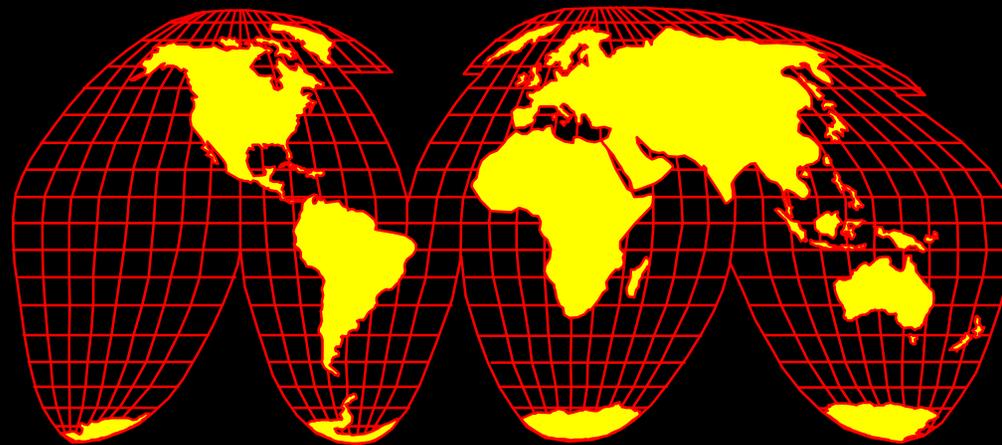
- **Examples:**

- » **GS-11 - May register GS-08 thru GS-11**
- » **WG-08 - May register WG-05 thru WG-08**



## ***DORS - Geographic Area***

- **No Limitations**
- **Moving Expenses NOT Guaranteed**





## ***DORS - Offers***

- **48 Hour Response Time**
  - **2 - 4 Week Reporting Time**
- 



# ***Defense Outplacement Referral System (DORS)***

**As of 30 June 1999**

<b>NUMBER REGISTRANTS</b>	<b>896</b>
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<b>NUMBER PLACED</b>	<b>2,266</b>
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***Voluntary Separation  
Incentive Pay***

***VSIP  
Phase II***





## ***Voluntary Separation Incentive Pay - VSIP - Phase II***

- **Cross - Component VSIP / VERA**
    - Effective May 94
    - 48 States, D.C.
  
  - **Create Vacancies for:**
    - Priority 1 PPP Registrants
    - Still Employed
- 



## ***VSIP - Phase II***

### **Eligibility**

- **Program “A” Priority 1 Registrant**
- **In Receipt of RIF Notice**
- **120 Days or Less to Separation**
- **Exceptions Require Component / CARE Approval**





## ***VSIP - Phase II***

- **Eligible for 1 Valid Incentive Based Offer**
  - **Declines Deleted from PPP Unless Mandatory Provisions Apply**
  - **Offer Contingent Upon VSIP Applicant**
    - **May Withdraw until Gaining Activity Notified of Acceptance of Offer**
- 



# ***Expanded VSIP Activity***

**As of 30 June 99**

<b>Requisitions</b>	<b>44,521</b>
<b>Activities Requisitioning</b>	<b>249</b>
<b>Resumes Referred</b>	<b>82,130</b>
<b>Placements Reported</b>	<b>4,115</b>





Department of Defense



**Priority Placement Program**

