

## Fact Sheet #11

### DoD Priority Placement Program (PPP)

#### What is PPP?

The Department of Defense (DoD) Priority Placement Program was established to minimize the adverse effects on employees caused by actions such as, but not limited to, reductions-in-force (RIF), base closure, realignments, consolidations, contracting out, transfer of function (TOF), position classification decisions, and rotation from overseas. PPP is an automated worldwide referral program providing maximum placement opportunities for continued employment, normally within DoD, in the Continental United States (CONUS). PPP is widely recognized as the most effective out-placement program in the Federal government.

#### Eligibility

Employees on the following appointments, whose conduct and performance are satisfactory, and who are adversely affected as described above, may register:

- Career/Career-Conditional Appointment
- Veteran's Recruitment Appointment (VRA)
- Handicap Appointment (Schedule A)
- Excepted Service Appointment with personal status (i.e., previously on a career/career-conditional appointment)
- Civilian Intelligence Personnel Management (CIPMS) employee covered under the DoD Interchange Agreement
- Executive Order 12721 (See separate fact sheet on this eligibility)

NAF employees and employees on an Overseas Limited (OSL) appointment, whether an indefinite duration or a limited term, or serving under time limited appointments, **are not** eligible to register in PPP.

#### Overseas Registration Process

(Employees with return rights to same or higher grade are not eligible for PPP - they must exercise return rights.)

##### 1. Self-Sponsored Employee with Return Rights to a Lower Grade:

- **Six months prior to DEROS**, voluntary registration period. An employee may register for a specific state, region, zone, or activity within the parameters of PPP. The employee will stay registered in the chosen area for three months or three months prior to DEROS, whichever comes first.
- If already registered (voluntary period), **three months prior to DEROS**, the employee's selected areas will be expanded to two zones
- **30 days before DEROS**, if an employee has not received a valid job offer s/he will be removed from PPP and exercise their return rights. The stateside installation will be notified of the employee's return.

## 2. Self-Sponsored Without Return Rights:

- **Six months prior to DEROS**, mandatory registration period. An employee may register for a specific state, region, zone, or activities within the parameters of the PPP. The employee will stay registered in the chosen area for three months.
- **Three months prior to DEROS**, area of referral will be expanded to two zones.
- **At the DEROS**: the registration will be expanded CONUS-wide, across all DoD components. If applicable, the skills and grade levels will be expanded. The employee remains registered until placed.

## 3. Local Hires without return rights:

- **Six months prior to DEROS**, mandatory registration period. An employee may register for a specific state, region, zone or activity within the parameters of the PPP. The employee will stay registered in the chosen area for three months.
- **Three months prior to DEROS**, area of referral will be expanded to two zones.
- **At the DEROS**, the registration will be expanded CONUS-wide, across all DoD components. If applicable, the skills and grade levels will be expanded. The employee remains registered until placed.

## 4. Family Member/Military Spouse:

If you are a Family Member/Military Spouse and have worked 12 months of Federal Service or more, you are eligible for PPP. This includes those in the Excepted Service or those who have career status, but are not self-sponsored.

Registration procedures are different for you. You are eligible to register at the gaining location as a Priority 3 registrant. You will then compete with other Priority 3 candidates for positions (only for which you have registered), in the commuting area of the new duty station. Please contact your servicing staffing specialist for specific PPP registration procedures.

## **PPP Offers**

A job is not offered to a PPP registrant unless s/he is determined to be **WELL QUALIFIED** for the position. This means the employee will be able to perform the major duties and tasks with minimal job orientation only. When employees are registered in the PPP, the CPF representative ensures employees are fully qualified for positions/skills for which registered. The following examples do not constitute a valid job offer (this is not all inclusive):

- Temporary positions
- Positions with unreasonable differences in working conditions
- A position obligated to an employee who has accepted a position overseas
- An offer to a position in an area/zone for which you are not registered
- Offers to positions outside the DoD
- Base closures

If an employee receives a valid job offer, they are allowed **THREE** calendar days to make a decision on whether to accept or decline. If a valid offer is declined, you will be removed from the PPP and face possible separation under adverse action procedures at the expiration of your

overseas tour. (Employees do have the option of resigning or obtaining other Federal employment through their own efforts.) If an employee accepts a valid offer, the normal reporting time is 45 days to the new duty station. A later or sooner date can be negotiated as required through the gaining and losing supervisor and the CPF representative.