

Priority Changes for Nondisplaced Overseas Employees Registered in the Priority Placement Program

Over the last 5 years, Priority Placement Program (PPP) placements for nondisplaced overseas (NDOS) employees who are subject to the 5-year employment limitation have remained static while the number of employees registering in the program has increased significantly. As a result, the timely rotation of overseas employees has been impeded, and overseas commands have expressed serious concerns about the combined effect of compliance with the 5-year policy and the slowdown in PPP placements. It is obvious that a course correction is needed.

For many years, NDOS employees were referred through the PPP as Priority 2 (P2) to their own Component and Priority 3 (P3) to other Components. Since P2 referrals block both internal (within the same Component) and external selections and P3 referrals only block external selections, P2 registrants are normally placed sooner after initial registration than P3 registrants and are much more likely to be placed within the same Component. Accordingly, the rationale for dual priorities was to assign Components greater responsibility for the rotation of their own employees.

The priorities for NDOS employees were changed in 2010 based on a recommendation by the PPP Advisory Council. The purpose of the change was to give stateside managers more opportunities to make internal selections, reserve P2 status solely for employees who are being separated after declining relocation outside the commuting area, and also make the Components more accountable for placing their NDOS employees through other means. Since that time, employees have been referred as P3 to all Components, and after one year without a valid offer referral has been restricted to the same Component. After 2 years, the priority changes to "N" and the employees no longer have mandatory placement status.

A statistical comparison of the 5-year periods before and after the 2010 policy change shows that the priority protocol has had a detrimental effect on the timely rotation of NDOS employees. Registrations have increased by 68 percent while the number of placements has remained virtually the same. The average time from registration to placement has risen from 169 days to 210 days, and only 35 of the 521 employees who have transitioned to Priority N have been placed. Such data indicates that continuation of the current priority procedures is likely to generate a continually growing backlog of overseas registrants.

In order to reinvigorate the placement rate for NDOS employees, the 2010 policy change is being rescinded. Upon publication of the necessary revisions to the PPP Handbook, the following permanent changes will be effective.

- All NDOS employees will be registered as P2. They will be referred as P2 within the same Component, but when referred to other Components the Automated Stopper and Referral System (ASARS) will automatically adjust their priority to P3.
- The priority of NDOS registrants will not change at any time during their registration period. Priority N will no longer be used.

- NDOS registrants will be referred to all Components for as long as they remain in the PPP. Referral will no longer be restricted to the same Component after 1 year.
- The provision in Chapter 5, Section C.6.g., of the PPP Handbook allowing Component PPP Coordinators to approve non-selection of their own P3 NDOS registrants is rescinded.

To aid in clearing the current backlog of NDOS registrations, the following temporary procedures will be in effect for 18 months beginning with the date of publication of the permanent changes in the PPP Handbook.

- NDOS employees must be registered for a minimum of one entire U.S. region when initially enrolled in the PPP. The region must be in the U.S. zone in which the employee last resided or a zone closer to the employee's overseas duty station.
- After 60 days without a valid job offer, NDOS employees must be registered for two full zones. The area of referral must be expanded to all four zones after 120 days without a valid offer.
- NDOS employees must be registered for all skills for which they are well qualified beginning with initial registration.
- NDOS employees will not be allowed to limit referral to their own Component.

Prior to the effective date of these changes, the Defense Civilian Personnel Advisory Service will issue detailed operational guidance for human resources offices. This guidance will include instructions for applying the changes to both current and prospective NDOS registrants. While they are in effect, the temporary procedures governing the area of referral for NDOS employees supersede existing Component policies.