

BRAC – Personnel Rights and Responsibilities

Adapted from ODCS, G-1

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- Big picture overview of post BRAC decision
- HR Information relevant to potential organizational move under BRAC
- Pledge of future assistance
- Present opportunity for future discussion of question

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- VERY early notice
- Location, Location, Location
- Demand for skills, knowledge & ability
- Tenured workforce
- Assistance Programs

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Defined

When employees accompany their work,
when it is moved to a different competitive area
or geographic location

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If you Accept Transfer

Typical reimbursable expense for PCS outside geographical areas

- House Hunting Trip
- Travel and Transportation Expenses
- Shipment of Household Goods (HHG)
- Temporary Storage
- Temporary Quarters Subsistence Expenses (TQSE)
- Real Estate Expenses
- Lease Breaking Expenses
- Miscellaneous Expenses

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If you Decline Transfer – Possible Options

- **Placement Programs**
 - DoD Priority Placement Program (PPP)
 - Defense Outplacement Referral System (DORS)
 - Interagency Career Transition Assistance Program
 - Reemployment Priority List
- **Assistance Programs**
 - Army Career and Alumni Program
 - Job Exchanges
- **Retraining Opportunities**
 - Workforce Investment Act
- **Apply for Federal Vacancies**
- **VERA/VSIP**

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Decline Transfer Options

- **DoD Priority Placement Program**
 - Provides placement opportunities through DoD
 - Automated placement system
 - Individuals register through CPAC
 - Candidates must be well-qualified for series/grade registered
 - Voluntary registration with the exception of those receiving severance pay (mandatory)
 - Mandatory placement when match found and employee well-qualified
 - Three levels of priority
 - Priority 1 – Reduction in Force
 - Priority 2 – Transfer of Function outside the commuting area
 - Priority 3 – Military Spouse Preference Program / DA Family Member Placement Program

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Decline Transfer Options

- **Defense Outplacement Referral System**
 - Voluntary registration
 - May include spouses
 - May not be registered in PPP and DORS at the same time
- **Interagency Career Transition Assistance Program**
 - Government-wide program
 - Receive priority when applying for vacancies
 - Must be well qualified
 - For positions within local commuting area
- **Reemployment Priority List**
 - Government-wide program
 - Receive priority when applying for vacancies
 - For positions within local commuting area

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Decline Transfer Options

- **Army Career and Alumni Program**
 - Job search services
 - Assistance with resume writing
 - Workshops for civilian workforce
 - One-on-One assistance for reviewing career choices
- **Job Exchanges**
 - Find someone willing to transfer
 - Person must qualify for your job
 - Make proposal to management – both sides must agree
- **Workforce Investment Act**
 - Department of Labor funded
 - Provides retraining and readjustment assistance
 - Assistance provided through state employment agencies
 - Employee must apply for assistance

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Decline Transfer Options

- **Apply for Federal Vacancies**
 - Employees take the lead
 - Search Civilian Personnel On-Line (CPOL)
 - Search USAJOBS
- **VERA/VSIP**
 - In past BRAC rounds, VERA/VSIP played a key role in stabilizing civilian employment
 - Information will be provided as soon as it becomes available

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CPAC

- Additional briefings
- Written Information (i.e. Q &A's)
- Websites
- More Information on Assistance Programs
- Individual Counseling
- Registration in Placement Programs

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- **Federal Employment:**
 - <https://acpol.army.mil/employment>
- **Priority Placement Program:**
 - http://www.cpms.osd.mil/vip/per_data/6313.htm
- **Army Career and Alumni Program:**
 - <http://www.cascom.army.mil/ACAP/ACAP.htm>
- **Assistance for DoD Civilian Employees:**
 - <http://www.cpms.osd/bractransition>
- **Displaced Employee Guide**
 - <http://www.cpms.osd.mil/care/docs/deguide/pdf>
- **AG-1's BRAC Website**
 - <http://cpol.army.mil/brac/>

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- **Discuss options with family**
- **Prepare or update your resume**
- **Attend briefings**
- **Surf related internet sites**
- **Review options again**
- **Contact your CPAC specialist for assistance**

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