

USER INSTRUCTIONS: Open the presentation in the “Slide Show” mode. If you view it in the “Normal” mode, the navigation buttons will not be activated.

RPL Decision Logic

Module 3: Clearing the RPL

NEXT SLIDE

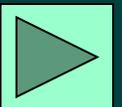


The requirement under 5 CFR 330, Subpart B, to clear the RPL does not apply to all personnel actions.

Selections from certain recruitment sources must be cleared while selections from other sources are exempt.

This decision logic module will help you determine which personnel actions are subject to RPL clearance.

NEXT SLIDE



Reemployment rights under 5 CFR 330 apply within the “agency” from which the employee is separated. For RPL purposes, the Department of Defense consists of 4 agencies.

- *Department of the Army*
- *Department of the Navy (including the Marine Corps)*
- *Department of the Air Force*
- *The Defense Agencies & Field Activities*

START DECISION LOGIC



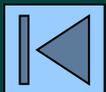
Is this position in the competitive or
excepted service?



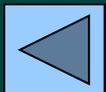
Competitive Service



Excepted Service



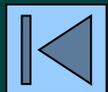
START OVER



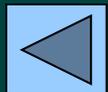
PREVIOUS SLIDE

Excepted service positions are not subject to the RPL under 5 CFR 330, Subpart B.

(NOTE: This also includes competitive service positions that are initially filled under an excepted service appointing authority)



START OVER



PREVIOUS SLIDE

EXIT



Will this competitive service position initially be filled under an excepted service appointing authority?

YES

NO



START OVER

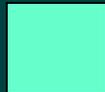


PREVIOUS SLIDE

The individual who will be selected for this position is:



A current permanent employee of your agency



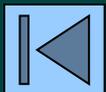
A current temporary or term employee of your agency



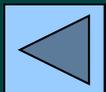
Not a current employee of your agency



Unknown; multiple sources under consideration

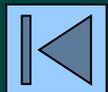


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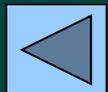


PREVIOUS SLIDE

There is not enough information to determine whether the RPL must be cleared. Restart this module when you know which type of candidate will be selected.



START OVER



PREVIOUS SLIDE

EXIT



Which type of personnel action will be used?



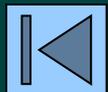
Reassignment, Promotion,
CLG or Position Change



Transfer



Conversion to New Appointment



START OVER

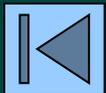


PREVIOUS SLIDE

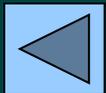
Is the selectee a 10-point preference eligible?

YES

NO

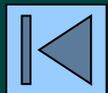


START OVER



PREVIOUS SLIDE

The transfer is not subject to the RPL.



START OVER

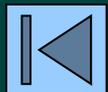


PREVIOUS SLIDE

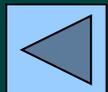
EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER

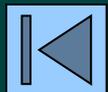


PREVIOUS SLIDE

EXIT



This action is not subject to the RPL.



START OVER



PREVIOUS SLIDE

EXIT



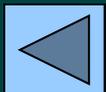
Is the employee currently serving under an appointment that allows for noncompetitive conversion (e.g., VRA, 30% disabled veteran, Presidential Management Intern, Student Career Experience Program, etc.)?

YES

NO

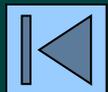


START OVER



PREVIOUS SLIDE

The conversion is not subject to the RPL.



START OVER



PREVIOUS SLIDE

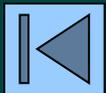
EXIT



Is the selectee a 10-point preference eligible?

YES

NO

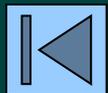


START OVER



PREVIOUS SLIDE

The conversion is not subject to the RPL.



START OVER

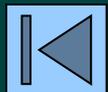


PREVIOUS SLIDE

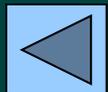
EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER

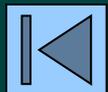


PREVIOUS SLIDE

EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER



PREVIOUS SLIDE

EXIT

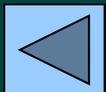


Click one of the following:

-  Appointment is being extended as permitted by the appointing authority or as authorized by OPM
-  Employee is being reappointed to same position without a break in service & both appointments are NTE 1 year or less
-  Employee is being reappointed or converted to a different position or under a different appointing authority

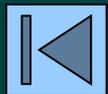


START OVER



PREVIOUS SLIDE

This action is not subject to the RPL.



START OVER



PREVIOUS SLIDE

EXIT



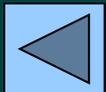
Is the selectee a 10-point preference eligible?

YES

NO

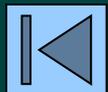


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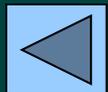


PREVIOUS SLIDE

The reappointment/conversion is not subject to the RPL.



START OVER

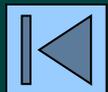


PREVIOUS SLIDE

EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER

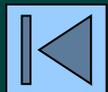


PREVIOUS SLIDE

EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER



PREVIOUS SLIDE

EXIT



Click one of the following to indicate how the position will be filled:



New Appointment



Reinstatement



Transfer



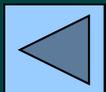
**Employee Exercising Restoration Rights
Under 5 CFR 353**



**Employee exercising Other Statutory or
Regulatory Reemployment Rights**



START OVER



PREVIOUS SLIDE

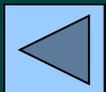
Is the selectee a 10-point veterans preference eligible?

YES

NO

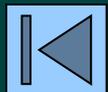


START OVER



PREVIOUS SLIDE

The appointment is not subject to the RPL.



START OVER

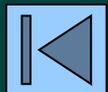


PREVIOUS SLIDE

EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER



PREVIOUS SLIDE

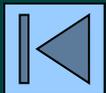
EXIT



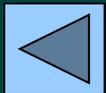
Is the selectee a 10-point preference eligible?

YES

NO

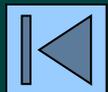


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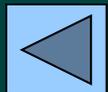


PREVIOUS SLIDE

The reinstatement is not subject to the RPL.



START OVER

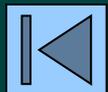


PREVIOUS SLIDE

EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER



PREVIOUS SLIDE

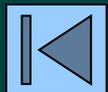
EXIT



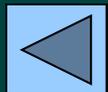
Is the selectee 10-point preference eligible?

YES

NO

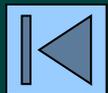


START OVER



PREVIOUS SLIDE

The transfer is not subject to the RPL.



START OVER

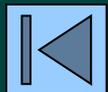


PREVIOUS SLIDE

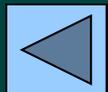
EXIT



The RPL must be cleared and the position cannot be committed to this individual if qualified RPL registrants are available.



START OVER

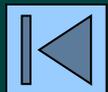


PREVIOUS SLIDE

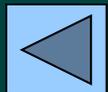
EXIT



This action is not subject to the RPL.



START OVER



PREVIOUS SLIDE

EXIT

