

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 1: Determining Eligibility

NEXT SLIDE



The RPL provides re-employment consideration for certain current and former DoD employees who:

Receive a specific RIF separation notice or a Certificate of Expected Separation;

OR

Are separated, or accept a lower-grade in lieu of separation, due to compensable injury or disability and fully recover more than one year after compensation was payable.

This decision logic module will help you determine which current and former employees are eligible to register on the RPL.

START DECISION LOGIC



Is/was the current/ former employee serving under a competitive service appointment in RIF Tenure Group I or II ?

YES

NO



START OVER



PREVIOUS SLIDE

Employees who last served or currently serve under excepted appointments* are ineligible for the RPL. Competitive service employees in RIF Tenure Group III are also ineligible.

** This includes employees serving under excepted appointing authorities that provide non-competitive conversion to the competitive service (e.g., VRA, Student Career Experience Program, Presidential Management Intern Program, etc.)*



START OVER

EXIT



PREVIOUS SLIDE

Which category of eligibility applies to this current or former employee?



RIF Separation



Recovery from Compensable Injury
or Disability



START OVER



PREVIOUS SLIDE

Was the current or former employee's last annual performance rating at least fully successful (Level 3) or the equivalent?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Has this current or former employee received a specific RIF separation notice or a Certificate of Expected Separation (CES)?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Did the individual decline an offer through RIF procedures for a position with the same type of work schedule and a representative rate at least as high as that of the position from which he or she was or will be separated?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Did this employee separate from DoD for any other reason (e.g., retirement, resignation, transfer to another Federal agency) prior to the RIF separation date?

YES

NO



START OVER



PREVIOUS SLIDE

Employees who separate from DoD for any reason prior to the date they would otherwise be separated by RIF are no longer eligible for the RPL.

(NOTE: An employee who retires on or after the RIF separation date remains eligible).



START OVER

EXIT



PREVIOUS SLIDE

Has this employee or former employee submitted a narrative resume, which represents a request to be registered on the RPL?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Was the resume submitted on or before the RIF separation date?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



This individual is eligible to be registered on the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Was this individual separated due to compensable injury or disability, or did he or she accept a lower grade in lieu of separation due to compensable injury or disability?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

EXIT



Has this individual been notified that compensation is being terminated due to full recovery from the injury or disability?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.



START OVER



PREVIOUS SLIDE

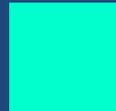
EXIT



Is compensation being terminated more or less than one year after it began?



More than one year



Less than one year



START OVER



PREVIOUS SLIDE

**This individual is not eligible for the RPL.
However, he or she is entitled to be restored
immediately and unconditionally to his or her
former position (or an equivalent position) in
accordance with 5 CFR 353.301(a).**



START OVER



PREVIOUS SLIDE

EXIT



Did he or she submit a narrative resume with a request to be registered on the RPL not later than 30 days after the date compensation ceased?

YES

NO



START OVER



PREVIOUS SLIDE

This individual is not eligible for the RPL.

(NOTE: If an appeal for continuation of termination has been filed, the 30-day period does not begin until the appeal has been resolved.)



START OVER

EXIT



PREVIOUS SLIDE

This individual is eligible to be registered on the RPL.



START OVER



PREVIOUS SLIDE

EXIT

