

Portability Between Nonappropriated Fund (NAF) and Appropriated Fund (APF) Positions at Base Realignment and Closure (BRAC) 2005 Joint Base Locations

Frequently Asked Questions

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For Additional Information: 703-696-6539, DSN 426-6539

Q1. Will some employees at joint base locations be moved between NAF and civil service APF positions?

A1. Most employees will not change employment systems (i.e., NAF to APF or APF to NAF). However, there may be some joint base locations or situations where employees will be asked to make a change.

Q2. If employees are moved between employment systems, will they have to compete for their jobs at the time of the move?

A2. No. If an employee's position is moved between NAF and APF at the time of the move, the employee will be moved with the job without competition.

Q3. What appointment authority is used if a NAF employee is moved to an APF position at a joint base location?

A3. NAF employees occupying NAF positions that are moved to the appropriated fund would be brought into the competitive service using 5 CFR provisions for retaining incumbents of positions brought into the Competitive Service (see 5 CFR 316.701).

Q4. Is there a DoD NAF Human Resources policy prohibiting the conversion of NAF positions funded by Uniform Funding and Management Authority (UFM) to appropriated fund prior to or after FOC?

A4. No. There is no DoD NAF HR policy that prohibits such a conversion. Such manpower and staffing decisions are under the employing Component's authority.

Q5. Are NAF employees eligible to apply for Civil Service positions?

A5. Yes. If the vacancy announcement is open to employees eligible to be appointed under Interchange Agreements, NAF employees may apply for the position. An Interchange Agreement between the Office of Personnel Management and the Department of Defense permits Federal agencies to appoint

eligible NAF employees to career or career-conditional appointments (essentially, the move is treated as a transfer).

Eligibility criteria – service and current employee/involuntarily separated.
To be eligible for appointment under the Interchange Agreement, NAF employees must have served in a permanent NAF position continuously for 1 year or have been involuntarily separated from a NAF position within the past year.

Q6. If employees are asked to move between the NAF and APF employment systems, how will pay and benefits be affected?

A6. If joint base implementation requires movement between the NAF and APF employment systems, the affected employees will be covered by portability of benefit laws and regulations.

Q7. If an employee is moved between NAF and APF as a result of joint basing, what do portability law and regulation provide?

A7. (Assumes move without break in service of more than 3 days)

Retirement	Employees have the option of remaining in the retirement system covering their position in the supported Component. If they do not elect to remain in that system, they enter the supporting (gaining) employer's retirement system with no transfer of service credit.
Pay	Last rate of basic pay is protected.
Annual, sick, and home leave	Leave balances transfer; no pay-out of lump annual leave balance.
Annual leave accrual rate	Prior service is credited towards annual leave accrual rate in the new position.
Severance pay	Severance pay is not authorized at time of the move. Service is credited for severance pay purposes in the supporting Component. In APF to NAF moves, APF severance pay entitlement resumes if the employee is later involuntarily separated from NAF.
Civil Service Career Tenure	When an employee is moved from a NAF to an APF position, qualifying NAF service is credited towards career civil service tenure.
RIF/BBA credit	Service credit transfers for civil service RIF or NAF BBA purposes.

Q.8 Will employees who previously moved between NAF and APF and made retirement elections to remain in their previous employer's retirement system be given another retirement election?

A8. No. Employees who elected to remain in a retirement system have made an irrevocable election that stays in effect for all future NAF or APF service. (For example, an employee who previously elected to remain in FERS when his position became NAF will still be in FERS whether he moves to an APF or NAF Joint Base position.)

Q9. Are health and life insurance benefits portable between NAF and APF?

A9. No. Employees moving between NAF and APF will be covered by the health and life insurance plans covering the position in the supporting Component. APF positions are covered under the Federal Employees Health Benefits Program (FEHBP) and Federal Employees Group Life Insurance Program. NAF employees are covered by a DoD-wide NAF Health Benefits Program (HBP) and Component-specific NAF life insurance programs.

Q10. How does the NAF Health Benefits Program compare to FEHBP?

A10. The NAF HBP offers a medical plan comparable to the FEHBP Blue Cross/Blue Shield Standard Option, as well an affordable and comprehensive dental plan. Health Maintenance Organizations (HMOs) sponsored by the NAF employer are also available in some locations.