DEPARTMENT OF THE NAVY
U.S. NAVAL SUPPORT ACTIVITY
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NAVSUPPACT NAPLES INST 12301.6A
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NAVSUPPACT NAPLES INSTRUCTION 12301.6A

From: Commanding Officer, U.S. Naval Support Activity, Naples, Italy

Subj: RETURN PLACEMENT OF OVERSEAS EMPLOYEES

Ref: (a) CPI 301
(b) DOD Instruction 1400.20-1-M

1. Purpose. To implement the Navy's program for the return placement of overseas employees listed in reference (a).

2. Cancellation. NAVSUPPACT NAPLES INST 12301.6.

3. Coverage. Graded, trades and labor positions occupied by U.S. citizens (paid from appropriate funds) serviced by the Human Resources Office, U.S. Naval Support Activity, Naples, Souda Bay and La Maddalena Branch Offices.

4. Applicability. These procedures apply to any return placement, whether employee-initiated outside the provision for return rights, covered by the return rights, or management-initiated.

5. Definitions

a. Return rights are the rights granted an employee under 10 U.S. Code 1586 or other legal, administrative or regulatory authority, to return to the position last held before assignment to duty in a foreign or non-foreign area, or to another position with rights, benefits, and grade (pay level) equal to the position last held under specified conditions.

b. Return obligation means the requirement to accept return assignment after duty in an overseas country.

c. Transportation agreement specifies the entitlement of an employee to certain travel and transportation allowances incident to overseas rotation in return for which the employee agrees to remain in government service for a specified period; i.e., tour of duty. Transportation agreements are separate and distinct from the terms of a return obligation or a return right as specified in an overseas employment agreement.

6. Rotation Policy. Employees assigned or appointed in the overseas area with career or career conditional status enter into an agreement with the Department of the Navy (DON) to request and accept return assignment after completion of an initial or subsequent prescribed tour of duty for the area to which assigned; but not later than five years. Return placement is effected by exercise of return rights, or by registration in the Priority Placement Program (PPP), as specified in reference (b).

7. Management-Initiated Rights. The Commanding Officer may, as appropriate, request the directed reassignment of a career or career-conditional employee to a position in the United States at any time if this action is in the best interest of the DON. This action will be accomplished in accordance with the provisions of reference (a).

8. Exercising Return Rights. If return rights are used, the action shall be taken by direct correspondence between the employing overseas activity and the U.S. activity in which the return rights exist. If the action is a management-initiated return placement, the reasons shall be stated in the notification to the continental United States activity.

9. Return Placement through the Priority Placement Program (PPP)

a. Any return placement which is not accomplished by the exercise of return rights, or through mutually agreed upon actions, will be started by registering the returnee in the PPP, using the procedures outlined in reference (b).

b. Employees who do not have return rights at their current non-temporary higher grade or pay level may be registered at levels not to exceed present non-temporary grade or pay level. However, when employees have return rights at their present or higher grade, they are not eligible for referral to activities in the U.S. or Puerto Rico. Such employees may be registered, but their registration requires prior approval of the Component Coordinator and referral is limited to the component.

c. An employee who accepted a lower grade to go overseas, and does not have return rights at the grade held immediately

before the overseas tour, may be registered for consideration up to the pre-overseas level.

d. The priorities prescribed for registration of non displaced overseas returnees will be under the guidance of reference (b).

e. All return assignments under these procedures result from employee initiated actions to comply with the provisions of a pre-established employment agreement. Thus, such return assignments to positions at lower grades are not processed under adverse action procedures.

B. L. GRAY

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