EVOLVE EXPAND EXCEL
Emerge to Greater Heights

2022 DoD VIRTUAL BENEFITS & WORK-LIFE SYMPOSIUM

Pipeline Reemployment Program

Deb Sanders, September 28, 2022

What is the DoD Pipeline Reemployment Program?

- The Pipeline Program is an initiative authorized to encourage return-to-work efforts in the Department.

- The Pipeline Program provides DoD Components/Agencies the funding necessary to reemploy employees with permanent work restrictions who can no longer perform their DOI job. The funding period can be up to one year for a full-time employee and two years for a part-time employee.

Objectives

- Discussion of Pipeline funding.

- Discussion of eligibility requirements for Pipeline funding.

- Discussion of the roles in the Pipeline process.

- Discussion of Pipeline Funding Request.

- Discussion of the Pipeline Workflow.

What the Pipeline Program Provides

- Costs paid centrally by Defense Human Resources Activity (DHRA) - managed by Defense Civilian Personnel Advisory Service (DCPAS).

- **Salary and benefits** funded up to one year for employee working greater than 20 hours per week or two years for employees working 20 hours per week or less.

Pipeline Funding

The **salary portion** of the Pipeline funding covers the regular work hours, locality, differential, and Sunday pay, as well as Within Grade Increases (WGI).

Pipeline funding **does not** cover Federal Employees Dental and Vision Insurance Program (FEDVIP), Long Term Care Insurance (FLTCIP), overtime (unless it is mandatory scheduled overtime), training, or performance awards/bonuses.

Pipeline Funding

The **benefits portion** of the Pipeline funding covers the agency's cost for:

Federal Employees Health Benefits (FEHB)

Federal Employees' Life Insurance (FEGLI)

1% Thrift Savings Plan (TSP) contribution for Federal Employees Retirement System (FERS) employees.

This is a fixed percentage of salary that is added to the salary amount of Pipeline funding.

Example of Funding

- Return to Work effective date: 12/3/2020

- Job Offer salary: $23.40/hour or $48,836/year

- Benefits: 0.38 of annual salary: $18,557

- Pipeline MIPRs from 12/3/2020 – 9/30/2021 and 10/1/2021 - 12/3/2021 will total: $67,393

Pipeline Funding

- Pipeline funding for any WGI that becomes effective during the funding period will be included only if that information is provided on the initial request for Pipeline funding.

- Pipeline funding will not include additional funding for the January pay adjustment if the funding crosses calendar years.

- MIPRs will be submitted and executed only when funding for the current fiscal year is approved. MIPRs will not be processed while under a Continuing Resolution (CR).

Recouping Pipeline Funding

If an employee stops work for more than 60 days during the funding period, Pipeline funds covering this period of non work will be recouped from the agency.

Component/Agency Support Agreement

- Approved Pipeline Support Agreements are required to be in place prior to expenditure of Pipeline funding. A Support Agreement establishes the authority for DHRA/DCPAS to expend funding to the Component/Agency for funding and for the Component/Agency to accept the funding.

- Components/Agencies must submit contact information for the agency Support Agreement Manager to the Pipeline Manager. The Support Agreement Manager is the individual responsible for signing (or routing for signature) agreements for services provided or services received.

Component/Agency Support Agreement

- Once a Support Agreement is in place, no further action is required for the duration of the agreement.

- No Pipeline packages may be submitted through DIUCS until the Component/Agency FECA PM Manager and ICPA have been notified that an approved and completed Pipeline Support Agreement is in place.

Eligibility Requirements for Pipeline Funding

- Requests for Pipeline funding are grouped into categories. These categories will be used during times when Pipeline funds are limited.

- Pipeline Program Manager will communicate any limitations regarding Pipeline funding to Component/Agency level FECA Program Managers.

Eligibility Requirements for Pipeline Funding

Priority 1 - DOL RTW List Cases: Claim is listed on the most current DOL RTW List at the time of Pipeline adjudication. The job offer extended to the injured worker must be to a position with duties different from the duties performed on the Date of Injury (DOI). Difference in duties can be documented by a formal reclassification of the position based upon the new duties or a formal pen and ink change made to the DOI Position Description.

Eligibility Requirements for Pipeline Funding

Priority 2 - Permanent Employee on DOI: Claim is not listed on the most current DOL RTW List, but the employee is/was a permanent employee on the DOI. The job offer extended to the injured worker must be a permanent job offer to a position with duties different from the duties performed on the DOI. Difference in duties can be documented by a formal reclassification of the position based upon the new duties or a formal pen and ink change made to the DOI Position Description.

Eligibility Requirements for Pipeline Funding

Priority 3 - Temporary Employee on DOI: Claim is not listed on the most current DOL RTW List, but the employee is/was a temporary employee on the DOI. The job offer extended to the injured worker must be a temporary position for a period of at least 90 days and must, at a minimum, fulfill the employing agency's original temporary employment appointment. The duties of the offered position must have duties different from the duties performed on the DOI. Difference in duties can be documented by a formal reclassification of the position based upon the new duties or a formal pen and ink change made to the DOI Position Description.

Eligibility Requirements for Pipeline Funding

Timely Submission of the Pipeline Packet: The Pipeline Packet must be received by the appropriate DCPAS Management Advisor (MA) within 90 calendar days of the return-to-work date. The return-to-work date is defined as the return-to-work date on the Request for Pipeline Funding or the Date Work Available specified in the job offer, whichever is later.

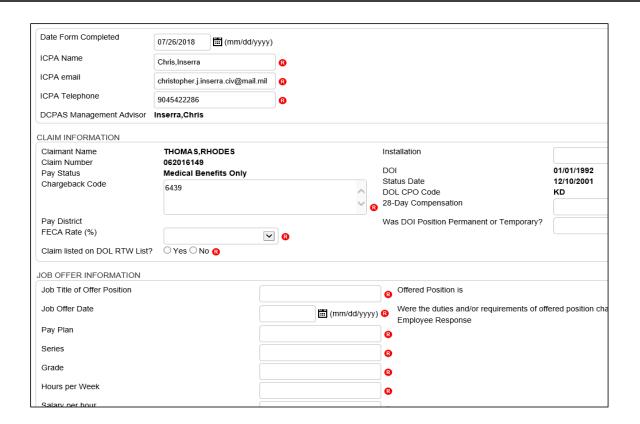# Eligibility Requirements for Pipeline Funding

90 Days of Wage Loss Compensation From OWCP: The injured worker must have received at least 90 days of wage loss compensation from OWCP during the one year prior to the return-to-work date. At least one day of the 90 days of wage loss compensation must have occurred within 120 calendar days prior to the return-to-work date. Receipt of wage loss compensation is based on the information provided by the DOL application Agency Query System (AQS).

Eligibility Requirements for Pipeline Funding

Continuation of Pay (COP) as Days of Wage Loss Compensation From OWCP: Days of COP can be used as a part of the 90 days of wage loss compensation if:

- at least 45 days of wage loss compensation has been paid by OWCP **and**
- at least one day of the wage loss compensation was paid within 90 calendar days from the date-of-injury **and**
- at least one day of the wage loss compensation was paid within 120 calendar days prior to the return-to-work date.
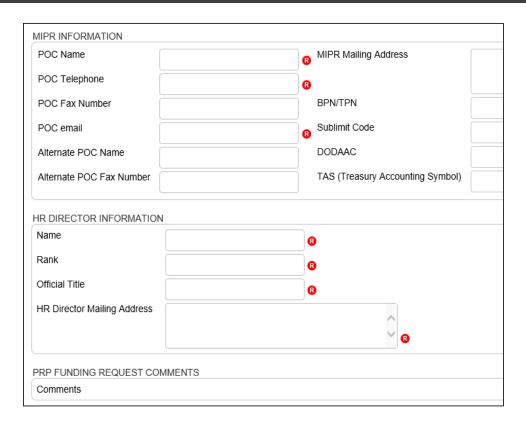
Pipeline Funding Request

Pipeline Funding Request
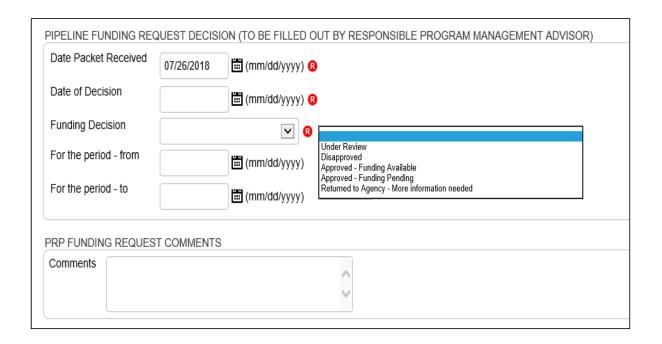
Pipeline Funding Request

WAGE LOSS INFORMATION

First Date of Wage Loss/COP Paid _____ (mm/dd/yyyy)

Last Date of Wage Loss/COP Paid _____ (mm/dd/yyyy)

Was the employe paid for 90-days of wage loss (can include COP days)? ○ Yes ○ No Ⓡ

Total Number of COP /WageLoss Days

COP / Wage Loss | COP ▼ Ⓡ
Number of Days | 45 Ⓡ
Date From | 01/01/2016 (mm/dd/yyyy) Ⓡ
Date To | 03/01/2016 (mm/dd/yyyy) Ⓡ

[Save] [Spell Check] [Delete]

Pipeline Funding Request

Pipeline Funding Request

Pipeline Program Roles - ICPA

- Injury Compensation Program Administrator (ICPA) reviews agency chargeback reports to identify eligible candidates for reemployment.

- Prepares a valid job offer to the identified candidate once position details are received.

- Completes the Request for Pipeline Funding and forwards to the appropriate DCPAS Management Advisor (MA) along with a copy of the job offer, the claimant's acceptance or declination of the offer, and position description of the offered position to the supporting MA. Together, this documentation set is referred to as the 'Pipeline Packet'.

Pipeline Program Roles - ICPA

- For all Pipeline funded cases, the ICPA must notify the DCPAS MA of any change in work status, work schedule and/or pay rate.

- Notifies the MA when the injured worker has stopped working and when they start receiving periodic wage loss compensation payments.

Pipeline Program Roles - DCPAS MA

- DCPAS MA reviews Pipeline Packet for completeness. Returns incomplete packets to ICPA with an explanation of the deficiencies. Assists ICPA to resolve issues with the packet.

- Ensures the job offer contains the critical elements required to meet the OWCP requirements to be found suitable for establishing a Loss of Wage Earning Capacity (LWEC) decision.

- Approves or denies the Pipeline Packet in accordance with eligibility criteria set forth on the Pipeline Eligibility Checklist.

- Submits the Pipeline Packet to the Pipeline Program Manager indicating approval or denial of the packet. If the packet has been denied, ensure the reasons for denial are included with the packet.

Pipeline Program Roles - DCPAS MA

- Submits the Pipeline Packet to the Pipeline Program Manager indicating approval or denial of the packet. If the packet has been denied, ensure the reasons for denial are included with the packet.

- Coordinates with the ICPA to monitor employee's progress.

- Provides guidance to the ICPA on using the Pipeline Program.

- Assists the Pipeline Program Manager in obtaining clarification from ICPAs when necessary to authorize funding and to obtain funding document acceptance forms from installation funding/MIPR points of contact.

Pipeline Program Roles - DCPAS MA

- In Pipeline cases where the claimant accepted the offered position, assists ICPAs in obtaining Loss of Wage Earning Capacity (LWEC) decisions for reemployed injured workers using the Significant Case Action Process if the case has been elevated.

- In Pipeline cases where the claimant declined the offered position, assists the ICPAs in obtaining a suitability determination from OWCP and, where appropriate, a termination of benefits decision using the Significant Case Action Process if the case meets the requirements for that process.

Pipeline Program Roles - DCPAS Program Managers (PM)

- DCPAS Program Managers (DCPAS PM) provide technical and policy support and assistance to Component/Agency Level FECA Program Managers with respect to the Pipeline Program.

- Render final decisions on appeals made by agencies when a Pipeline Packet has been denied at the DCPAS Management Advisor level.

Pipeline Program Roles - Component/Agency FECA PM

- Component FECA PM provides Component/Agency Support Agreement POC to Pipeline Program Manager.

- FECA PM and ICPAs must communicate that Component/Agency Support Agreement has been approved, Pipeline funding is available, and Pipeline packages may be processed in DIUCS.

Pipeline Program Roles - Pipeline Program Manager

- Promotes the Pipeline Program at the Component/Agency level.

- Provides Pipeline Program training when requested.

- Performs higher level briefings on the Pipeline Program when required.

- Ensures Component/Agency Support Agreements are processed effectively.

- Advises when Pipeline funding is available and Pipeline packages may be submitted in DIUCS.

- Notifies ICPAs of Pipeline decisions rendered by the DCPAS PM.

- Processes all approved Pipeline packets submitted by MA to the designated Line of Business (LOB) budget POC for tracking and forwarding to DHRA.

Pipeline Program Roles - Pipeline Program Manager

- Provides notification to the ICPA of appeal decisions.

- Reviews appeal decisions for consistency.

- Notifies Component/Agency FECA Program Manager of changes in priority with regard to processing funding requests.

- Maintains ongoing records for employees participating in the Pipeline program and works closely with DHRA to ensure that disbursements and allocations are processed in a timely manner.

- Provides Pipeline Program participation and metric information upon request from installation and command personnel.

Pipeline Program 'Take-aways'

- Ensure that Component/Agency Support Agreement is processed effectively.

- ICPAs should coordinate MA to discuss Pipeline Package eligibility requirements and identify potential candidates.

- ICPAs should ensure budget POC is aware and educated on the Pipeline Program. Ensure proper budget codes annotated in DIUCS.

- Request that Components/Agencies keep track of Pipeline employees and update status if necessary. DCPAS will send Quarterly Employee Checks to PMs.

- Ensure all Pipeline documents are uploaded into DIUCS.

Questions?

EVOLVE EXPAND EXCEL
Emerge to Greater Heights
2022 DoD VIRTUAL BENEFITS & WORK-LIFE SYMPOSIUM