

CMA Transition FAQ Jan 21

Date of Question	Topic	Question	Response
8/21/2020	Incentives and Bonuses	If I am on a retention bonus, will I be able to qualify for VERA/VSIP?	In accordance with Department of Army guidance, CMA will take you off a retention incentive for at least one full pay period prior to you being able to apply for VERA/VSIP. This is why it is critical to let your transition specialist know if you are interested in a separation incentive because you are not eligible to receive both at the same time.
8/21/2020	Incentives and Bonuses	Can I go directly to work for a contractor, if I retire with VERA?	You are not restricted from employment when you chose to retire under VERA. You are restricted from employment when you chose to take a VSIP. You will have to repay the incentive if you return to work as either a federal employee or as a contractor within 5 years unless a waiver is granted.
8/21/2020	Incentives and Bonuses	If I am retired military and not entitled to <u>severance pay</u> , am I eligible for VSIP?	Yes, if you meet all the eligibility criteria for VSIP.
7/2/2020	Incentives and Bonuses	Will I receive a bonus if I stay to mission completion and what is the current amount?	Based on how we have successfully closed other sites, we at CMA HQ are planning on offering a 10% bonus or retention incentive for all employees in all job series and at all levels around 14 months prior to mission completion. We will pay out the bonus in increments to influence you to stay to the end at mission completion. Once the site reaches surety or the validation that no chemical remain, then the retention bonus will stop. Based on feedback from employee Transition 101 sessions, we are looking at increasing the incentive based on our ability to get additional funds.

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7/7/2020	Miscellaneous Questions	What are the possibilities of being able to find a federal position and work in Colorado, Kentucky, and Maryland?	As of this date, it really depends on your choice, whether or not you are willing to travel a little further and/or take a job temporarily up to two grades below your current position in order to work in the area that you currently reside. For Colorado, you have a very good opportunity to be matched to a job somewhere in Colorado because the area from Denver down past Pueblo has the second most federal jobs outside of Washington D.C. Baltimore area. If you are willing to move further north towards Denver or consider a downgrade to work in the Colorado Springs area, the opportunities are greater. For Kentucky, you may have more difficulty finding a federal job outside of the depot and may end up having to travel further in order to get a good match. For Maryland, you will easily be able to find a position given the proximity and number of tenant organizations at APG North.
10/7/2020	Priority Placement Program	If I am RIFFED and placed on the PPP and I choose a zone and a region to accept job offers from, do I have the option to EXCLUDE a state from that region I chose? For example I choose Zone 4 San Francisco Region which contains California, Nevada and Arizona. I would like go to Arizona or Nevada but NOT California. Do we have the option to do that?	My understanding on how PPP currently works and that's not to say it can't change in several years, you are not able to exclude a particular state from a region in the selection process. Our plan in the Spring 21 is to provide you a PPP 101 briefing that will address particular questions like the one you are asking and we may be able to develop a way to get you to the states you want to continue service in perhaps another way. You will have plenty of time over the next several years to attend PPP briefings and will be provided detailed information to help you make a decision when it comes time. Thanks for thinking ahead about your future!

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8/21/2020	Priority Placement Program	I have heard the term "save" pay. What does that mean and how long does it last?	The term "Save" Pay, is slang for a program that we call grade retention or pay retention. For example, if you as an employee accept a lower graded position, you would retain your previous grade pay including any pay increases for up to two years and then if you did not get or locate another position for a re-promotion to your previous grade, the CPAC will set the pay to what you held previously. Each situation is determined by your particular record and situation. The CPAC will advise during your mission completion briefing the impact on on your pay and entitlements that will be explained in detail during your one-on-one counseling.
8/21/2020	Priority Placement Program	Can I qualify for a job series other than the one that I am currently in?	The answer is it depends. During PPP registration, your CPAC will help you determine if you can qualify for registration for a series other than your current series. This will based on the information that you place on your resume. Our advise to you is to include accomplishments and achievements from all the previous jobs that you have held, including military and private industry experience because most likely there is an equivalent federal job series that you could potentially qualify for. Employees may register for up to five series for which the CPAC determines that they are "well qualified". Generally, the rule is that you should have held this job within the past 10 years. Employees may register for lower grades and are encouraged to do so increasing your opportunity to be placed into a federal job. The CPAC will explain to each employee one on one when they register for PPP.

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8/21/2020	Priority Placement Program	If I turn down a job offer during voluntary PPP, will I still be able to register during mandatory PPP?	If you turn down a valid job offer during voluntary PPP, YES you will be able to register during mandatory PPP. However, you will be assigned as a priority 2 applicant and you will be restricted to jobs that are located a distance less than the job offer declined. That's why it is important to consider registering for a wider geographical area and two grades below current grade to give you the best opportunity to get another federal job if you don't like the position offered to you in the voluntary PPP.
8/21/2020	Priority Placement Program	Will there be an early PPP window for me to apply and if so, when?	CMA plans to offer you voluntary PPP registration about 60 days prior to you receiving your RIF or involuntary separation letter and right after CMA mission completion. Your commander can open up early PPP up to a year prior to your involuntary separation date. As of this date 2021, commanders most likely approve what we call early PPP, which takes place prior to mission completion because at this point based on operations, we need everyone to mission completion. When you receive your involuntary separation letter, you will be directed to register for mandatory PPP. Get prepared for this by attending one of our resume workshops so you have a really good baseline resume.
7/2/2020	Priority Placement Program	Will moving expenses be paid?	If you receive a match for a job through PPP that requires the you to move, CMA will pay out moving expenses in accordance with the Joint Travel Regulation and CMA guidance, which at this time include closing costs, movement of you, your family, and household goods. You will receive a very detailed briefing on what moving costs are covered closer to mission completion.

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7/2/2020	Priority Placement Program	I am a military veteran. Will I receive a higher priority in PPP than none veteranst?	As a veteran, your veteran's preference will not provide you with a higher preference than a none veteran employee in the DoD PPP. You will be eligible for additional job assistance resources from the Veteran's Administration and a number of none profit Veteran organizations that assist veterans in locating a job. See your Transition Specialist for details or check out our transition web page for details .
7/2/2020	Priority Placement Program	What will happen to me if I decide to take an overseas position and the site closes during the return rights period, what options are available to me as an employee when I return back to CONUS?	DoD 1400.25-M, Vol 1230 provides guidance regarding employment in foreign areas and your rights as an employee to return. Generally, CONUS employees accepting an overseas position will have return rights and entitlements prior to leaving for overseas and again, by their OCONUS CPAC prior to their return. The instruction provides guidance for notification requirements and applicable scenarios for employees whose positions are, for example abolished during their overseas tour. Each situation is evaluated on an individual basis. CMA, AMC, CHRA will work together to ensure that your rights and entitlements are honored and up held to the maximum extent provided by law and regulation..
6/15/2020	Priority Placement Program	My spouse and I work at the same site. Does PPP have a process similar to the military where married or common law couples can be assigned jointly to their next federal position?	As of this date, PPP does not have a program similar to the military to give spouses or partners priority job placement at a specific site together. However, spouses and partners can register for the same locations or organizations increasing their chance of being placed together .

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7/1/2020	Reduction-In-Force	I want to work at Fort Carson. Will I be able to get a job at Fort Carson through the Reduction-In-Force (RIF) process where I bump another employee with lesser priority? I want to continue working at BG Ammunition Depot. Will I be able to get a job a the depot through the RIF process where I bump another employee with lesser priority?	For those of you working at PCD, you have the possibility of getting a job at Fort Carson, but not using the RIF process. You can register that you want to work at Fort Carson using the Priority Placement Program. Fort Carson is over 50 miles away so those more than 50 miles may also get a paid move if they secure a position at Fort Carson. For those of you working at BGCA, you will have very limited opportunity to continue working at the BG depot because you are not going to be competing for other jobs with the rest of the depot. You can register that you want to work at the depot using the Priority Placement Program in case vacancies are available at the time of mission closure.
7/2/2020	Retirement	I am a QASAS employee. Will I be offered a Voluntary Early Retirement Authority or a Voluntary Separation Incentive (VERA/VSIP) after mission completion?	As of Jun 20, the career field manager for QASAS employees has indicated that you as QASAS employee will not be offered either a VERA or a VSIP. QASAS employees are managed by the Army career field manager and will be moved to a different location. We will work with the QASAS career field manager to ensure you are moved once mission completion arrives and we recommend that you keep the career field manager informed so that you are more likely to get a location that you are interested in serving.

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7/1/2020	Retirement	As an employee, how will I know if I am eligible for voluntary early retirement authority (VERA) or voluntary separation incentive pay (VSIP)?	CMA will ensure that you are provided very detailed briefings at the time that we will offer these two incentives, which will be closer to mission completion. VERA = Employees must be at least 50 years of age and have completed 20 years of creditable service, or be any age with at least 25 years of creditable service. In addition, employees must meet all of the following conditions: -Be serving under an appointment without time limitation; -Have been continuously employed within the Department of Defense for more than 30 days before the date on which the determination to conduct a workforce reduction or restructuring action is approved; -Not have received a specific Reduction-in-Force (RIF) separation notice, or a decision notice of involuntary separation for misconduct or unacceptable performance; and -Not be retiring as a result of declining a transfer of function, directed reassignment, or other management-initiated relocation outside the commuting area. VSIP= Only U.S. citizen employees, as defined by section 9902(g) of title 5, United States Code (USC), as amended by section 1106 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2008, and non-appropriated fund employees are eligible for buyouts. In addition, an employee must be serving under an appointment without time limitation, and
7/1/2020	Retirement	I am an employee with 25-30 years of service, but I am below the retirement age of 62. Is there a retirement incentive for employees like me who have 25-30 years but are too young to retire? If so, what kind?	Currently, we will be able to offer employees who are at least 50 years and older with 25 years of creditable service the ability to retire with an UNREDUCED pension. Please check out our web page for details.

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7/1/2020	Retirement	I want to retire, but I don't have the years of service or I do not meet the age requirements to be able to retire. Will the government allow me to retire at an earlier age or allow me to add my sick or annual leave to get to the service years required to retire?	No, at the current time, Federal law does not authorize us to add to age or service to help employees get closer to retirement eligibility.
/01/2020	Retirement	How much will the Voluntary Separation Incentive Pay (VSIP) be when it gets offered to me prior to mission completion?	We plan on offering you a VSIP about six to seven month prior to mission completion. The current DoD policy allows us to offer up to \$40,000 until Sept 21 and may be either extended for another year or so or included in the current National Defense Authorization Act (NDAA). If neither of those actions occur, it will go back to \$25,000 after Sept 21. This incentive is taxable so take home pay for the incentive could be around \$30k. You only need 36 months of successful performance as a permanent employee to be offered this incentive.
7/1/2020	Retirement	Will I be offered a buyout before I get my Reduction-In-Force (RIF) notice and when?	We plan on offering both Voluntary Early Retirement Authority and/or Voluntary Separation Incentive Pay (VERA/VSIP) six to seven months prior to mission completion. You will receive very detailed briefings that will help you figure out if you are eligible for an early retirement or if you are eligible for separation pay. As of Oct 20, DoD is offering up to \$40K for separation pay until Sep 21 when either it will be reduced to \$25K or be continued at the \$40k.
7/1/2020	Retirement	Will temporary/term employees (time limitation), be offered a VERA?	No, only permanent employees are eligible for VERA.

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7/1/2020	Retirement	Can I sign up for a Voluntary Early Retirement and/or Voluntary Separation Incentive Pay (VERA/VSIP) now? How can I be certain that this will be offered at mission completion if I decide to stay until then?	Based on a very successful history of closing other sites, we plan on offering both VERA/VSIP about six to seven months prior to mission completion. Most importantly, we have planned in our budget to be able to offer these incentives for employees to leave. Once we offer it, you will be able to apply and management will approve it so long as you meet all the requirements. There are things that we cannot control and our promise to you is to let you know if this plan changes so you are able to make an informed decision when the time comes.
7/7/2020	Rumors	When do you think we will complete our mission and why do we hear different dates on when mission completion will take place?	Chemical Material Activity HQ Transition office publishes a transition planning guide (TPG) for mission completion that is updated quarterly and when that guide is published, we will publish it for all employees to see on this SharePoint. The TPG represents the earliest date that stockpile elimination might be able to occur and most likely will change based on circumstances operationally beyond our control. Historically with the other sites that were closed, date changes are common. Typically, involuntary separation dates (ISD) get officially approved about a year out and that is what we expect to happen for both PCD and BGCA. Employees are encouraged to attend town halls, check out the Sharepoint site where site-specific transition planning guides will be posted, and discuss with the site transition workforce specialist.

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9/29/2020	Training or Retraining	I was wondering if the Army has a tuition assistance program for civilians? The Navy did, but wasn't sure if it is the same.	The Army does not currently have a tuition assistance program that I know of, but we can certainly see what other programs might be available to Army civilians that would offset tuition costs. There is help for Veterans who qualify for tuition assistance and we are looking into the Office of Economic Adjustment programs. If we find something, we will update the response to your question.
7/2/2020	Training or Retraining	I would like to go to college or train into a different career field perhaps not available currently in the Army. Will you be able to pay for this training?	Currently, we do not have the resources to pay for college or training. We are looking into getting assistance outside the Army to be able to offer college or training. Much of this effort at getting the resources for training depends on the number of employees who request it. Talk to your transition specialist. In the past as with the other sites that we closed,, the Department of Labor, Workforce Investment Act (WIA) funding is available once we complete the mission at your site. CMA will continue to pursue discussions with appropriate state and federal agencies for potential grants. Sites may use their current training funds in accordance with regulations and policies for job-related training such as forklift, etc..