



Maxwell Installation Commander's DOD PROGRAM FOR STABILITY OF CIVILIAN EMPLOYEES MESSAGE



Since the mid-1960s, the DoD has operated the most effective outplacement program in the Federal service. This outplacement service is the DoD Priority Placement Program. This program came into being when a significant number of military bases were being closed. Every Secretary of Defense since has endorsed this program as an effective tool to address adverse impact to DoD employees who are subjected to a reduction-in-force (RIF).

The downsizing of DoD and the Air Force and the challenges of competitive sourcing and privatization reflect on-going efforts to incorporate efficiencies into our business processes and personnel management. In that regard, I fully support the placement of civilian employees under the employment protections of this program when conditions warrant.

Supervisors are required to comply with both the spirit and intent of the policy and procedures of the DoD Priority Placement Program when filling civilian positions.

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