

DSOC Program Review

Workers' Compensation Task Force



Ms. Rhonda Diaz, Acting Deputy Director,
Civilian Personnel Management Services

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Pipeline Reemployment Program

- **Description** - Providing over hire and civilian pay authority to immediately reemploy partially recovered employees. Safeguard Agency resources by facilitating return to work of injured employees
- **POC:** Mary Sanchez (mary.sanchez@cpms.osd.mil)
Phone: 703-696-1985
- **Results**
 - Since FY 2005
 - Total returned to work: 742
 - Refused job offers, removed from DOL rolls: 110
 - Total removed from DOL rolls: 852
 - Potential lifetime cost avoidance: \$604 million
 - Return On Investment: 1,026%
 - In FY 2010 to date:
 - 90 returned to work
 - Potential lifetime cost avoidance: \$108 million

Pipeline Reemployment Program

- **Transition**

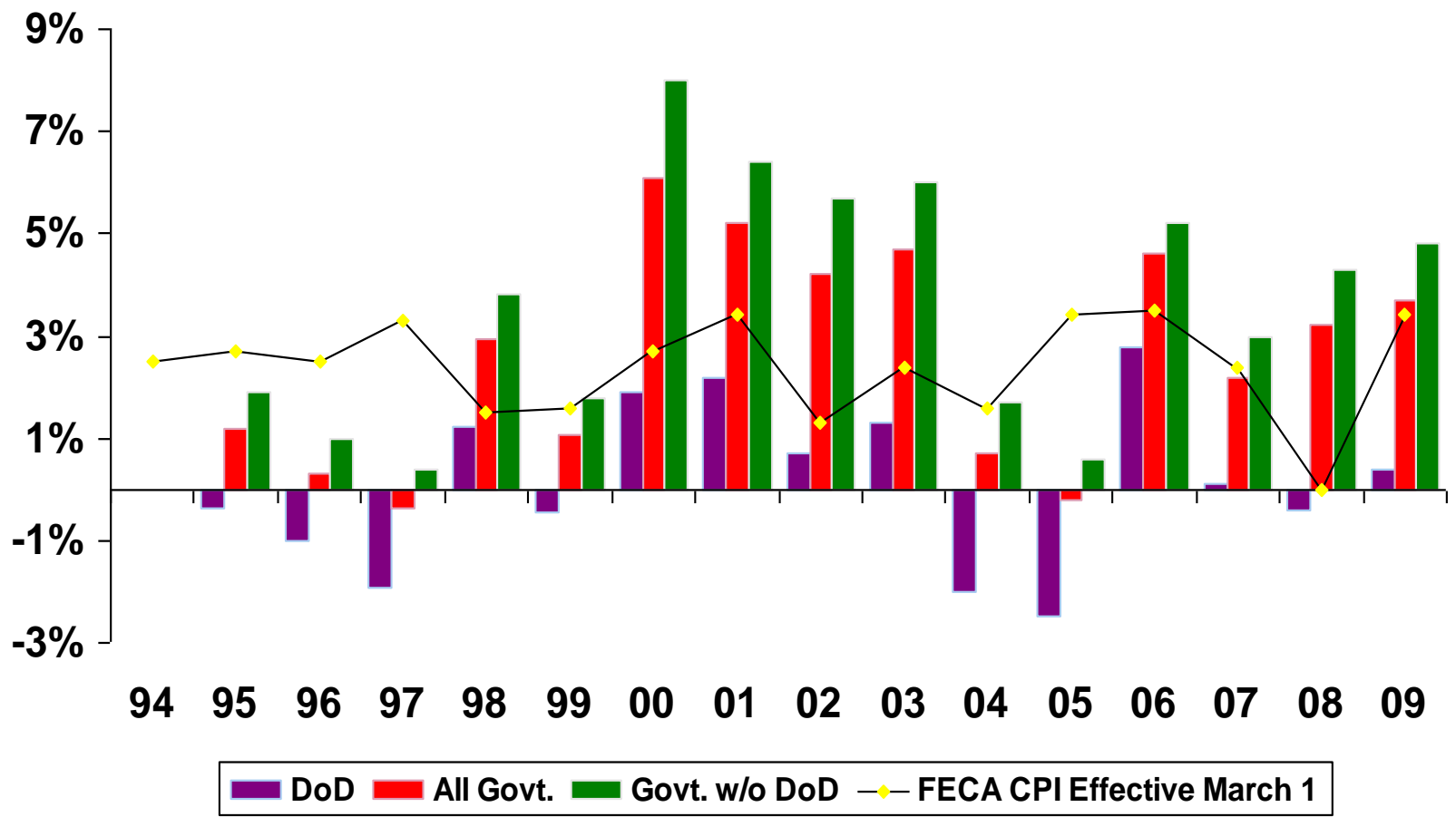
- Pipeline has been in place since FY2005, and over 700 injured DoD employees have not only returned to duty, but most have transitioned into the regular DoD workforce
- Pipeline successes would not have been possible without the support of DoD services and agencies, who find jobs suitable for employee placement
- A primary factor in the DoD decrease in Lost Production Days (LPD) appears to be the use of DoD Pipeline funding

- **Lessons Learned**

- Job offers must often be kept open for fairly long periods of time, to give the Dept. of Labor time to complete its due process requirements
- When handled correctly, employees who refuse Pipeline job offers are removed from compensation rolls

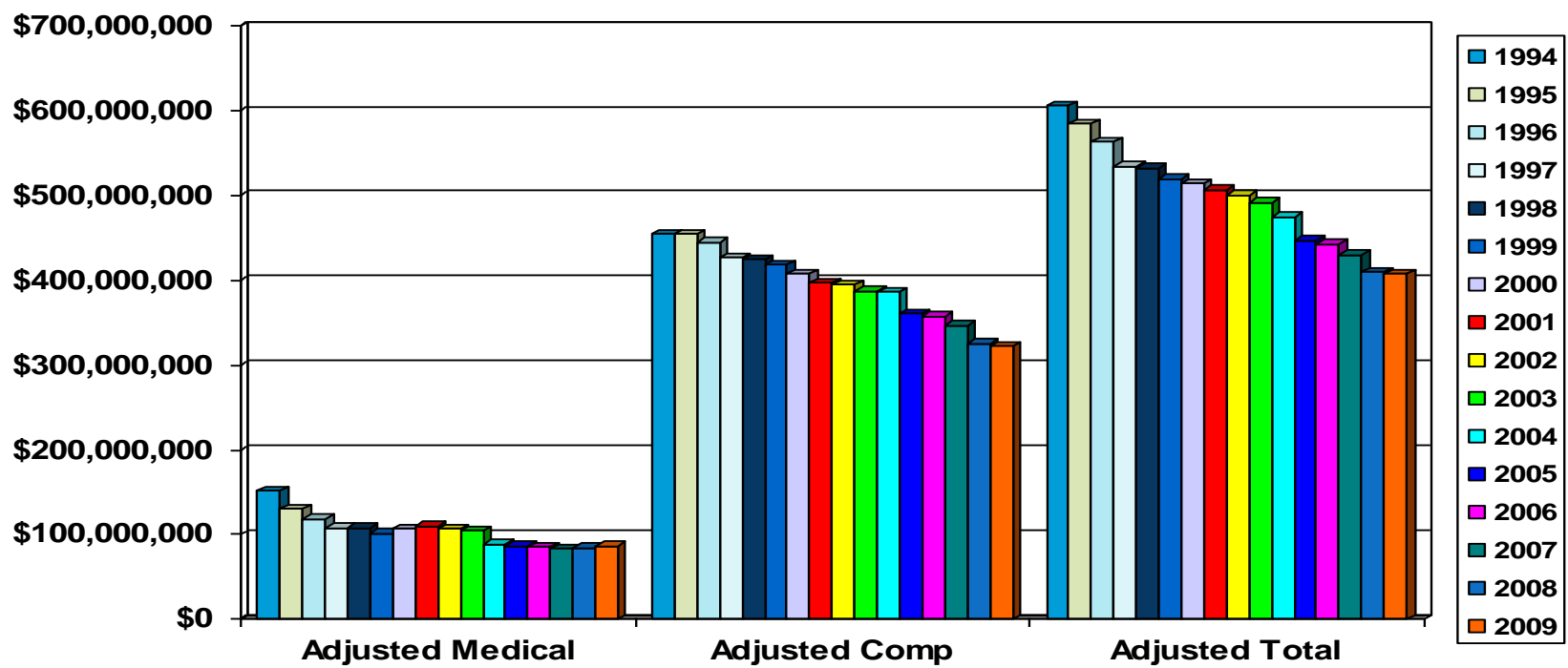
Injury Compensation Trends in DoD

FECA costs, DoD and Government-wide, since 1994



Injury Compensation Trends in DoD

FECA Costs for DoD since 1994, adjusted for inflation in constant 1994 dollars



Percentage reduction since 1994, in constant dollars – 32.7%