



March 16, 2026

## PRIORITY PLACEMENT PROGRAM POLICY STATEMENT

It is Department of War (DoW) policy to minimize the adverse effects on employees caused by actions such as reductions-in-force, base closures, realignments, consolidations, contracting out, position classification decisions, rotation from overseas, and transfers of function. The primary means for implementing this policy throughout the DoW is the Priority Placement Program (PPP).

The PPP consists of several subprograms with the primary purpose of placing DoW employees who have been adversely affected through no fault of their own. Managers can expect that vacancies will only be matched with PPP registrants who are well qualified and that any registrant matched against a vacancy will have satisfactory performance and conduct.

As the DoW continues transforming the military to meet the challenges of the 21st century, the civilian workforce will experience the evolutionary effect of base realignment and closure, global rebasing, and force modernization. Based on past performance, DoW can expect PPP to play a vital role in minimizing the disruption that inevitably accompanies such significant change.

I expect that all managers, supervisors and staff officials comply with the policies and procedures of the PPP including the following:

- a. Registrants placed through the PPP will be treated equitably and fairly.
- b. Placement assistance efforts must be adequately supported. This includes making available the necessary personnel and funds to support an effective program.
- c. Grade and / or pay retention (if applicable) must be provided to otherwise eligible employees placed through the PPP.

The success of PPP depends largely on the cooperation of supervisors, managers and affirmative command-level support. Therefore, with this statement, I affirm my personal commitment to support the PPP.

Questions on this policy should be directed to Ms. Karen O'Connor, (619) 437-2342; or e-mail [karen.h.oconnor.civ@us.navy.mil](mailto:karen.h.oconnor.civ@us.navy.mil).

A handwritten signature in black ink, appearing to read "B. R. McLane". The signature is fluid and cursive.

B. R. McLANE  
Vice Admiral, U.S. Navy