



The PULSE

Portability Updates for Liaisons and Shared Expertise for Employees and Employers

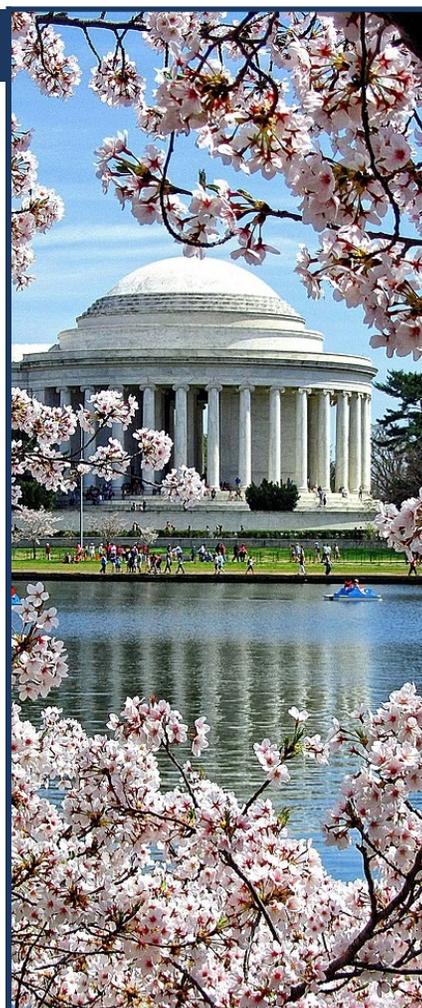
To ensure compliance with recent Executive Orders, presidential memorandums, and initiatives to reduce the size of the DoD civilian workforce it is critical to be and to stay well informed. DCPAS disseminates messages to Senior Leaders, and Human Resources (HR) Managers and Practitioners that provide important updates and resources. To subscribe to these messages, please visit subscriberhelp.govdelivery.com.

Additionally, the DCPAS website now features a *Hot Topics* at: <https://www.dcpas.osd.mil/hottopics/executive-orders-and-presidential-memorandums> that provides essential information and implementation requirements for each executive order and initiative with direct links to the official guidance documents. With the current pace of change we are all experiencing, the employee assistance program is another key resource. Visit <https://www.dcpas.osd.mil/policy/worklife> for links to monthly webinars and services for employees who have personal and/or work-related problems.

Finally, if you are working with employees that may be considering retirement or a move to another employment system it is important to collaborate with the gaining employment human resources office. The links down under are to the NAF employer's benefits and portability offices as well as to DoD portability law, regulations, and resources like the Portability of Benefits Reference Guide and the Portability of Benefits Toolkit.

- U.S. Army NAF: 855-872-7704, Option 5= Portability; Option 4= 401(k); nafportability@army.mil and naf401k@army.mil
- U.S. Air Force NAF: 210-395-7438; AFSVA.GPINS@us.af.mil
- Marine Corps Community Service: 703-432-0418; MCNAF.Portability@usmc-mccs.org
- Commander, Navy Installation Command (CNIC): 901-874-2278; MILL_CNIC_RETIREMENT.fct@navy.mil and MILL_CNIC_401K.fct@navy.mil
- Navy Exchange Service Command (NEXCOM): 757-631-3543
- Army and Air Force Exchange Service (AAFES): 800-519-3381; portability@aafes.com and Benefits@aafes.com
- DoD Portability of Benefits: <https://www.dcpas.osd.mil/policy/naf/dodportabilitybenefits>

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DCPAS NAF Policy



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SPECIAL POINTS OF INTEREST

- Hails, Farewells, and Retirements
- DCPAS Trainings
- Upcoming Events

PORTABILITY TRAINING & ADVISORY

2025 Marine Corps NAF Quarterly Virtual Retirement Seminar Schedule



The Headquarters, U.S. Marine Corps Business and Support Services Division (MRG) NAF Benefits Team is offering virtual pre-retirement seminars for employees covered under the Marine Corps NAF Retirement System. Employees can attend these seminars via Microsoft (MS) Teams or via phone. The briefing agenda includes Retirement Eligibility, Retirement Annuity Computation, Health Insurance Continuation into Retirement, Life Insurance Continuation into Retirement, 401(k) After Retirement, and Retirement Process.

The retirement seminars are designed to give participants a clear understanding of the benefits civilian employees are entitled to under Marine Corps NAF retirement. These seminars are conducted by the Headquarters, U.S. Marine Corps Benefits specialists, who provide crucial information to assist employees make informed decisions related to their retirement. If you have questions about the upcoming virtual seminars, please contact your local NAF HRO if you are an active Marine Corps NAF employee. Portability employees currently working for an APF agency or another NAFI, but enrolled in MCCS NAF Retirement, should contact MCNAFPortability@usmc-mccs.org.

**Tuesday, August 19, 2025,
4:00PM – 6:00PM EST**

**Join on your computer, mobile
app or room device:**

<https://shorturl.at/kVzNy>;

Or call in (audio only):
[+1 571-320-1019](tel:+15713201019), 362463045#
United States, Triangle

Phone Conference ID: 362 463

**Tuesday, November 18, 2025,
4:00PM – 6:00PM EST**

**Join on your computer, mobile
app or room device:**

<https://shorturl.at/lQEXo>;

Or call in (audio only):
[+1 571-320-1019](tel:+15713201019), 909145832#
United States, Triangle

Phone Conference ID: 909 145 832#

Submitted by Headquarters, U.S. Marine Corps Business and Support Services Division (MRG) NAF Benefits

Probationary Periods

An initial probationary period during which ability and fitness for the job is observed applies to DoD NAF employees when employed in a regular position without time limits. The probationary period may last up to 1 year. Employees appointed under the DoD/OPM Interchange Agreement will not be required to serve a new civil service or NAF probationary period, if the employee previously completed a probationary period in the losing employment system.

DoD NAF employees not hired under the DoD/OPM Interchange Agreement must serve the required probationary period, however, prior NAF service counts toward completion of civil service probationary period under applicable government-wide regulations. Prior Federal civilian service (including nonappropriated fund service) counts toward completion of probation when the prior service (5 CFR 315.802(b)) :

- (1) Is in the same agency, e.g., Department of the Army;
- (2) Is in the same line of work (determined by the employee's actual duties and responsibilities); and
- (3) Contains or is followed by no more than a single break in service that does not exceed 30 calendar days.



DOD/OPM INTERCHANGE AGREEMENT FREQUENTLY ASKED QUESTIONS

The DoD/OPM Interchange Agreement (referred to as the IA) began as Public Law 101-508, and authorized OPM and DoD to enter into an agreement allowing for the noncompetitive movement of employees between DoD NAF positions and competitive service positions in any agency, including agencies outside of DoD.

The IA is an appointment authority and does not authorize service credit for pay and benefits. Employees must separately meet the eligibility criteria for portability of benefits to receive credit for pay and benefits, regardless of the appointing authority used to appoint them.

Q1. Who qualifies?

A1. The IA requires that the employee meet the following criteria in order to be eligible for an appointment under this hiring authority (1) move between positions that are not time-limited, (2) have one year of continuous service prior to the appointment under the IA, and (3) move without a break in service or have been involuntarily separated without personal cause within the preceding year.

Q2. Can flexible NAF employees can be appointed under the IA?

A2. DoD NAF employees under a Flexible appointment without a time limit are eligible for appointment under the IA. Flexible employees in continuing positions are eligible regardless of whether they work a regular schedule or are intermittent.

Q3. What benefits does the IA confer?

A3. The IA is an appointing authority does not authorize service credit for pay and benefits. Employees must meet the eligibility criteria for portability to receive credit for pay and benefits, however employees eligible for portability of benefits may be appointed through the use of the IA, or any other valid appointing authority.

However, employees appointed under the IA will not be required to serve a new civil service or NAF probationary period if they previously completed a probationary period in the losing employment system in accordance with paragraph 6 of the IA.

Q4. Is a DoD NAF employee appointed under the IA eligible for portability of benefits such as leave and an election to remain in the NAF retirement plan?

A4. Only if the employee meets the separate eligibility criteria for portability of benefits. The IA is an appointing authority. It does not affect portability of benefits. Additional information regarding eligibility for portability of benefits is available in the Portability of Benefits Reference Guide: https://www.dcpas.osd.mil/sites/default/files/2021-04/DPCAS_Portability_of_Benefits_Reference_Guide_Final_February_26_2021_update.pdf.

Q5. How do I look for positions open to the IA?

A5. DoD NAF employees may apply for civil service positions open to employees eligible for appointment under interchange agreements. This is typically notated in the “Agency Clarification” or “Who May Apply” sections of the job announcement for positions advertised on USAJobs.gov. Some announcements may require that NAF employees submit documentation of eligibility, such as the NAF appointment document and most recent personnel action.

**DOD/OPM INTERCHANGE AGREEMENT (IA)
FREQUENTLY ASKED QUESTIONS
(cont.)**

Q6. What documentation is required to apply for a civil service position under the IA?

A6. Applicants should check the vacancy announcement for instructions. Some announcements may require that NAF employees submit documentation of eligibility, such as the NAF appointment document and most recent personnel action.

Q7. How can a hiring manager include qualified DoD NAF employees in the area of consideration for a civil service job?

A7. To clearly inform applicants that DoD NAF employees may apply, the job announcement should specify that the area of consideration includes employees eligible under the DoD/OPM Interchange Agreement.

Q8. Does a civil service hiring manager have to open up the vacancy to federal employees outside the agency in order to include DoD NAF employees eligible under the Interchange Agreement in the area of consideration?

A8. No. The hiring manager may limit the area of consideration to internal DoD or agency employees, including NAF employees eligible under the Interchange Agreement. If the hiring manager wishes to hire a specific DoD NAF employee who is qualified for the position, the manager may name-request the NAF employee.

Q9. What happens to my service credit when appointed to a position under the IA?

A9. If the employee is hired under the authority of the DoD/OPM Interchange Agreement, the employee is eligible to have non-temporary NAF service credited towards civil service career tenure (CFR 315.201 (b) (1) (iv)). If the employee was appointed to the civil service position using an appointing authority other than the Interchange Agreement, the employee does not receive service credit towards civil service career tenure.

NAF service is also creditable towards GS time-in-grade. This credit applies in accordance with government-wide regulations that are not connected to portability law or regulation. Therefore, credit is determined without regard to break in service, movement outside of DoD, or other portability of benefits eligibility criteria (5 CFR 300.605(a)). For additional guidance please refer to OPM's Chapter 6, Creditable Service for Leave Accrual, Subchapter 1-7 Other Creditable Service: <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/personnel-documentation/servicecreditleave.pdf>.

Q10. Do employees have to repeat a probationary period if they are appointed under the IA?

A10. Employees appointed under the IA will not be required to serve a new civil service or NAF probationary period if they previously completed a probationary period in the losing employment system in accordance with paragraph 6 of the IA.

However, for appointments outside the DoD/OPM Interchange Agreement, prior NAF service counts toward completion of civil service probationary period under applicable government-wide regulations. 5 CFR 315.802(b) states:

b) Prior Federal civilian service (including nonappropriated fund service) counts toward completion of probation when the prior service:

- (1) Is in the same agency, e.g., Department of the Army;
- (2) Is in the same line of work (determined by the employee's actual duties and responsibilities); and
- (3) Contains or is followed by no more than a single break in service that does not exceed 30 calendar days.

PORTABILITY OF BENEFITS WORKING GROUP

Welcome
THANKS FOR COMING

H A I L S

- ◆ Manal Ibrahim - Marine Corps
- ◆ Carole Lewis - Air Force APF
- ◆ Maria Martone - NEXCOM
- ◆ Stephanie Mcquillia-White - NEXCOM

Farewell

F A R E W E L L S

- ◆ Larry Cox - NEXCOM
- ◆ Dianna Murphy - Navy APF

R E T I R E D

- ◆ Annabel Delacruz - NEXCOM
- ◆ Rosie Serrano - NEXCOM

Thank you for your many years of service and dedication to our workforce and workgroup!

Happy Retirement

DCPAS Training Courses

Staffing: <https://www.dcpas.osd.mil/hrfunctionalcommunity/employmentcompensation/staffing>

Employee Benefits: <https://www.dcpas.osd.mil/hrfunctionalcommunity/benefitsworklife/employeebenefitstraining>

Employment & Compensation: <https://www.milsuite.mil/book/groups/dcpas-employment-compensation-training-center>

DCPAS NAF Policy

Portability of Benefits Team

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UPCOMING

EVENTS

- ◆ DoD Benefits Officers Meeting - May 15 2025
- ◆ *The PULSE* Newsletter Articles Due - May 30, 2025
- ◆ OPM Virtual Federal Benefits Training - June 3-12, 2025
- ◆ DoD Benefits Officers Meeting - July 17, 2025
- ◆ *The PULSE* Newsletter Articles Due - August 30, 2025

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APF Inquires:

dodhra.mc-alex.dcpas.mbx.benefits-contacts@mail.mil

Find us on the Web:

<https://www.dcpas.osd.mil/policy/naf/dodportabilitybenefits>



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<https://twitter.com/LOB3Colleagues>