

AMC DRP EXEMPTIONS APPLIED TO PROBATIONARY EMPLOYEES

Department of Air Force proposes to **target retention** of Department of Air Force key **personnel and positions based on mission critical functions and occupations or are funded by sources other than direct appropriations** (e.g., non-appropriated fund, Research Technology Development & Engineering, Foreign Military Sale, working capital fund, reimbursable or industrial funded, etc.).

Three means of targeted retention to exemption the following core functions from DRP include:

- 1. Retention of DAF personnel is based upon the following performance culture, budgetary, policy-based, or functional career-field impacts:**
 - Retain civilians with at least five continuous “successful/exceeding successful” performance reviews and no record of substantiated disciplinary or conduct issues in the last five years; and
 - Civilians who received federal funds within the past 12 months (e.g., individuals who received permanent change of station and/or overseas allowances and entitlements; are on an overseas transportation agreement; received student loan repayment, or recruitment, retention, or relocation incentives); and/or.
 - Civilians managed under programs funded by the DAF Central Salary Account (e.g., Premier Career Intern Program (PCIP), PALACE Acquire (PAQ) Program, etc.); and/or
 - Civilians in DoD or DAF designated mission critical occupations with manning levels below 90% required strength; and/or
 - Civilians who hold TS-SCI or TS clearances or handle sensitive information critical to national security and force readiness; and/or
 - Civilians who are designated emergency essential, mission essential, key personnel, or key nuclear billets; and/or
 - Civilians in positions required to lifecycle manage and test all AF and partner nation weapon systems; and/or
 - Civilians in positions required to support and sustain AF and Space Force weapon systems and installations.
- 2. Retention of DAF personnel and/or positions by which a special authority, exemption, or appropriation has been authorized by OPM, Congress, or Federal Register due to a shortage of candidates, critical hiring need, or unique mission to include:**
 - Civilians and positions by which a Direct Hire Authority (DHA); and/or
 - Civilians and positions in science, engineering, and technology-based personnel systems (e.g., LabDemo); and/or
 - Positions by which a special salary rate is authorized by OPM.
- 3. Retention of DAF personnel and/or positions that are mission critical or paramount to national security to include:**
 - Civilians and positions necessary to carry out or enforce treaties and other international obligations.

- Civilians and positions providing operational support to the President of the United States, Secretary of Defense, or Chairman, Joint Chiefs of Staff.
- Civilians and positions required for air, cyber, intelligence, space, and nuclear operations or planning.
- Civilians and positions required to maintain a lethal and ready fighting force, to include:
 - Nuclear reactor and nuclear weapon safety and security and nuclear command, control, and communications, and nuclear acquisition certification.
 - Biological select agent safety and security.
 - Mortuary affairs activities and other directly related services necessary to properly care for the fallen and their families.
 - Childcare and dependent care workers for military and civilian personnel.
 - First responder, firefighter, and law enforcement.
 - Integrated and Prevention Response workforce positions (e.g., suicide and sexual assault prevention)
- Civilians and positions critical for Force Operations to include:
 - Positions occupied by Air Reserve Technicians.
 - Positions involved with DoD maintenance activities, such as maintenance of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including depot-level maintenance and repair
 - Civilians in positions required to lifecycle manage and test all AF and partner nation weapon systems,
 - Civilians in positions required to execute RDT&E programs, and
 - Civilians in positions required to support and sustain AF and Space Force weapon systems and installations.
 - Civilians and positions directly supporting Foreign Military Sales.

4. Additional categories utilized by AMC:

- Logistics Management Specialists
- C2 personnel
- Finance/Budget
- Contracting
- IT, Network, Cyber
- HR Specialists
- By-law requirements
- Safety Personnel (OHS, health & safety compliance)