

GENERAL INFORMATION ON FAMILY MEMBER PREFERENCE

WHAT IS IT?

Family Member Preference (FMP) is a one-time initial employment preference for vacant positions which has been granted by Congress to improve employment opportunities for family members of U. S. Armed Forces personnel and civilian employees of U. S. Government Agencies stationed in foreign areas.

TO WHAT POSITIONS DOES IT APPLY?

FMP applies to all positions with Appropriated Funds (AF) - General Schedule (GS) and Wage Grade/Wage Leader (WG/WL), Non-Appropriated Funds (NAF and AAFES). It applies to positions that are permanent (ones without an Not To Exceed date) or positions that are anticipated to last one year or longer.

WHO IS ENTITLED TO FMP?

Family Members are defined as the spouse, or unmarried dependent children, including step children, adopted children, and foster children not more than 23 years of age residing with a member of the U.S. Armed Forces or a U.S. citizen civilian employee of the U.S. Government Agency, including non-appropriated fund activities whose duty station is in a foreign area.

HOW IS FMP USED OR LOST?

FMP is utilized or lost when a family member accepts or declines (whichever occurs first) a permanent position or a temporary position expected to last 12 months or longer with Appropriated Funds, Non-Appropriated Funds or AAFES. If initially appointed into a temporary position, the duration of less than one year, spouse preference is lost upon extension of that appointment beyond one year. FMP preference is also utilized if family member has a series of continuous temporary appointments with cumulative duration of one year or longer.

TO PROTECT YOUR FAMILY MEMBER PREFERENCE, APPLY ONLY FOR POSITIONS, GRADE, AND WORK SCHEDULES YOU WOULD ACCEPT IF THEY WERE OFFERED TO YOU!