

**GENERAL INFORMATION
ON
FAMILY MEMBER PREFERENCE**

WHAT IS IT?

Family Member (FMP) is a one-time initial employment preference for vacant positions within the Department of Defense (DoD). FMP was established to improve employment opportunities for family members of U.S. Armed Forces personnel and civilian employees of U.S. Government agencies stationed in the foreign areas.

TO WHAT POSITIONS DOES IT APPLY?

FMP applies to all continuing 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 or continuing temporary full-time or part-time and are anticipated to last through the DEROS date of sponsor.

WHO IS ENTITLED TO FMP?

Family members are defined as the spouse, unmarried dependent children including step children, adopted children, and foster children not more than 23 years of age of active duty military members and CONUS recruited U.S. citizen civilian employees of the U.S. Government agencies including non-appropriated fund activities whose duty station is in a foreign area.

WHEN IS FMP USED OR LOST?

FMP is used or lost when a family member accepts or declines (whichever occurs first) a permanent position or continuing temporary position that is expected to last through the sponsor's DEROS date with Appropriated Funds (AF), Non-Appropriated Funds (NAF) or AAFES. If initially appointed into a temporary position and the duration of less than one year, FMP is lost upon the extension of that appointment if extended through the sponsor's DEROS date and if the position is identified as continuing.

TO PROTECT YOUR FAMILY MEMBER PREFERENCE, APPLY ONLY FOR POSITIONS, GRADES, AND WORK SCHEDULES YOU WOULD ACCEPT IF THE POSITION WERE OFFERED TO YOU.