

**GENERAL INFORMATION
ON
MILITARY SPOUSE PREFERENCE**

WHAT IS IT?

Military Spouse Preference (MSP) is an employment preference for vacant positions within the Department of Defense (DoD).

TO WHAT POSITIONS DOES IT APPLY?

MSP 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 MSP?

Military spouses of active duty military members, who were married to their sponsor PRIOR to their PCS to the current duty station, are given this one-time preference for initial employment within the commuting area of their sponsor's permanent duty station.

WHEN IS MSP USED OR LOST?

MSP is used or lost when a spouse accepts or declines (whichever occurs first) a permanent position or continuing temporary position that is expected to last through the DEROS date of sponsor with Appropriated Funds (AF), Non-Appropriated Funds (NAF) or AAFES. If initially appointed into a temporary position and the duration is less than one year, MSP is lost upon the extension of that appointment through the sponsor's DEROS date. MSP is also used if a spouse preference has a series of continuous temporary appointments that cumulatively extend through the DEROS date of the sponsor.

WHO IS NOT ENTITLED TO MSP?

1. If you marry a military member who is already stationed at their current duty station, you are not entitled to MSP at this duty station. You will be entitled to MSP at your NEXT duty station.
2. Military spouses who were active duty military members when they arrived at their current duty station and separated from the military are not entitled to MSP at this duty station. You will be entitled to MSP at the NEXT duty station.

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