

## **DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS (DoDDS)**

### **HIGHLIGHTS OF THE MILITARY SPOUSE OVERSEAS EMPLOYMENT PREFERENCE PROGRAM**

With the passage of the 1985 Military Family Act, military spouses receive preference over civilian spouses and all other family members for Appropriated Fund (AF) positions at GS-15 and below or equivalent WG positions when filling the position through competitive procedures. Spouses may also receive preference for Non-Appropriated Fund (NAF) positions at grades UA-8 and below and for equivalent positions paid at hourly rates.

-Military spouse preference (MSP) applies when spouses of active duty military service members are relocating due to a permanent change of station (PCS) and are seeking employment in the same commuting area as that of the military member's new duty station.

-MSP applies only ONCE for initial employment into a continuing DoD position (including temporary positions scheduled to last 1 year or longer) at each new duty station. The spouse must be among persons determined to be best qualified for the position.

-Employment in DoD includes AF and NAF positions. NAF is composed of AAFES (post/base exchange, Burger King, etc. and other NAF instrumentalities).

-When a spouse applies for a continuing position, preference is granted automatically for AF positions. The spouse is no longer eligible for MSP upon acceptance of a continuing position.

-Upon declination of a continuing full-time, part-time or intermittent AF or NAF position, the spouse is no longer eligible for MSP.

-Spouses may file applications for employment with DoDDS 30 days before their anticipated arrival within the command and their names may be referred, however, spouses may not receive preference until actually arriving at the overseas location.

-Spouses are encouraged to apply only for those positions that they are truly interested and available.

-MSP does not apply to the employment of educators within DoDDS and includes substitute teacher positions.

-MSP does not apply when preference, if afforded, would result in displacement of a current employee by this action.

-Spouses seeking preference with less than 6 months time remaining in the overseas area may be non-selected for permanent continuing positions.

**MILITARY SPOUSES MUST COMPLETE THE ATTACHED MSP FORM**