

Information About Military Spouse Preference

The Military Spouse Preference (MSP) program is derived from Title 10, United States Code, Section 1784, "Employment Opportunities for Military Spouses" and applies to spouses of active duty military members of the U.S. Armed Forces (including Coast Guard), who relocate to accompany their sponsor on a permanent change of station (PCS) move.

The program is intended to minimize the career interruption of spouses who relocate with their military sponsors. MSP is a Department of Defense (DoD) program. Consequently, it applies only to DoD vacancies.

Military spouses are eligible for MSP hiring preference regardless of current employment status.

The MSP program applies only if:

- 1) The spouse was married to the military sponsor prior to the reporting date to the new assignment; *and*
- 2) The relocation was based on PCS move and not for separation or retirement; *and*
- 3) The vacancy is within the commuting area of the sponsors permanent new duty station; *and*
- 4) The spouse is among the best qualified group and is within reach for selection.

MSP hiring preference does not apply, however, when preference, if granted, would violate statutes or regulations governing veterans preference or nepotism, or if granting preference would result in the displacement of a current employee.

Military spouses may receive MSP hiring preference as follows:

Spouses applying (not through OPM or a DEU) receive MSP hiring preference consideration under procedures established by each local activity. Spouses may file applications for employment with the CHRO 30 days before their anticipated arrival; however, they may not receive preference until actually arriving in Okinawa.

To request MSP hiring preference, all spouses must submit a copy of their military sponsor's PCS orders each time they apply for a position. CHRO policy also requires that the CHRO Supplemental Questionnaire for Military Spouse and Family Member Preference be submitted with each application.

Spouses who are current or former permanent Federal employees must also submit the following documents:

- 1) Copy of most recent Standard Form 50 (SF 50) documenting current or previous appointments; and
- 2) Copy of last performance appraisal.

Military Spouse Preference applies to both non-continuing and continuing positions. Non-continuing positions include:

- 1) Temporary or term appointments, regardless of duration or work schedule, and
- 2) Positions filled by permanent appointment with an intermittent work schedule.

There is no limit to the number of times MSP may be applied for non-continuing positions. Declination of a non-continuing position does not affect eligibility for other non-continuing positions.

Continuing positions are positions without time limitation and which have full- or part-time work schedules.

For continuing positions, MSP may only be invoked once per accompanied PCS. Military spouses with less than 6 months remaining in the area may be non-selected for continuing positions.

Eligibility for MSP terminates when:

- 1) An applicant accepts OR declines a continuing position
- 2) An applicant refuses to participate in recruitment procedures (i.e., interviews, responding to inquiries, etc.)
- 3) Spousal status ends due to divorce, death of the sponsor, or sponsor's retirement or separation from active duty.