



Civilian Human Resources Agency



MILITARY SPOUSE PREFERENCE (MSP) - OCONUS

YOU ARE ELIGIBLE FOR MSP IF:

- You are a U.S. citizen (non U.S. citizen spouses need to check MSP applicability in the country of assignment)
- You are married to an active duty military member
- You accompany your spouse to a new overseas duty station
- You live with your spouse in the commuting area of your spouse's new duty station

YOU ARE NOT ELIGIBLE FOR MSP IF:

- You haven't arrived at the overseas duty location
- You married your active duty spouse after arriving overseas or were not a civilian spouse at the time of arrival in the overseas duty location (former active-duty spouse).
- You don't maintain a residence with your spouse (this includes plans to live in job area during the week and join spouse in family home on weekends)
- You have already used or lost your MSP at the new duty station

MSP HELPS YOU BY:

- Giving you preference in competition for permanent or temporary full or part-time positions for which you have been rated as "best-qualified"
- Applying to both appropriated fund (AF) and non-appropriated fund (NAF), (including AAFES) vacancies
- Blocking the selection of other applicants in all but a few situations

YOU HELP THE MSP PROGRAM BY:

- Clearly indicating you are MSP eligible on your resume, even if you have other appointment status (e.g., transfer, in-service or veteran's eligibility)
- Only applying for or self-nominating for positions that you are willing to interview for or accept, if selected.
REMEMBER: If you decline to interview for a position, for whatever reason, you will lose MSP at the time of declination. Your preference eligibility is removed from all pending referral lists! Be serious about your self-nominations.

YOU DON'T LOSE YOUR MSP IF:

- You accept or decline a temporary position (lasting 1 year or less)
- You accept or decline a term position (more than 1 year but less than 4 years)
- You accept or decline a permanent position with an intermittent (not fixed) work schedule
- You accept or decline a NAF temporary or "flexible" position

YOU DO LOSE YOUR MSP IF:

- You accept or decline a permanent full or part-time position, with NAF or AF
- You decline to interview for a position that you applied or self-nominated for
- If you use or lose your MSP, you also lose any other family member preference

STILL NEED HELP?

- Visit the Stuttgart Civilian Personnel Advisory Center (CPAC), Bldg 2948 on Panzer Kaserne, or call CIV: 07031 153488 or DSN: 431-3488
- Visit the Army Community Services Center, Bldg 2915, Panzer Kaserne, or call CIV: 07031 153362 or DSN: 431-3362
- Use the MSP wizard on the web at <https://cpolrhp.cpol.army.mil/eur/>



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Military Spouse Preference In Employment



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Military Spouse Preference (MSP) derives from Public Law 99-145, “DoD Authorization Act of 1986”, section 806, “Employment Opportunities for Military Spouses.”



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- Applies to eligible spouses of active duty military members of the U.S. Armed Forces, who are applying for certain positions at DoD activities in the U.S., its territories and possessions, and in the overseas area
- Applies only within the commuting area of the permanent duty station of the sponsor
- Applies only if the spouse entered into the marriage with the military sponsor prior to the reporting date to the new duty assignment
- Does not apply when the sponsor is separating or retiring



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- Spouse Preference applies when management wants to fill a position from a competitive list of applicants
- Preference applies to DoD appropriate fund positions at grades GS-15 and below, equivalent broad and pay band, and wage grade positions in the competitive or excepted service; and Non Appropriate Fund (NAF) positions at NF-3 and below
- If management chooses to select from a list of noncompetitive candidates or select an individual from one of the alternate recruitment sources, spouse preference does not apply
- Alternate recruitment sources: e.g. 30 % disabled veteran; VRA appointment; transfer at the same or lower grade, reassignment or change to lower grade



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- There is no limit to the number of times spouse preference may be exercised when applying for non-continuing positions, i.e., temporary, time-limited, or positions without a fixed work schedule
- In overseas areas, spouses do not receive preference until they actually arrive at the overseas location



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- **Military Spouse preference is lost when:**

Declining a permanent full or part-time position, with NAF or AF

*Declining to **interview** for a position that you applied or self-nominate for*



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- To use Military Spouse Preference an application must be created in USA Jobs
- Eligibility for spouse preference must be indicated by using the ‘applicant flag’ within the questionnaire of the particular recruitment
- A copy of the PCS orders must be uploaded at the time of application to verify eligibility
- Military Spouse Preference applies if the applicant is ranked among the “best qualified” for the vacancy
- To be rated “best qualified,” Military Spouse applicants are rated against other applicants for the position to determine which applicants are the “best qualified”



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QUESTIONS