



FACTSHEET #2 **MILITARY SPOUSE PREFERENCE**

What is Military Spouse Preference (MSP)?

- The Military Family Act of 1985, Public Law 99-145, as amended, focused on the important role of military families in the Department of Defense (DoD). MSP was established to provide improved employment opportunities for spouses of active duty military personnel.

Are you eligible?

- You must be a spouse of an active duty military member of the Armed Forces including a member of the Coast Guard, Air National Guard or U.S. Air Force Reserve, who is relocating because of service under a statutory tour.
- You must have entered into marriage with the military sponsor before the military sponsor's receipt of orders authorizing the permanent change of station (PCS) relocation to a new duty location. Air Force spouse preference eligibility is also extended to spouses who marry subsequent to PCS assignment and who acquire command sponsorship.
- You must meet minimum qualification standards and other basic eligibility criteria in order to be initially considered. Mandatory selection is required when the spouse is determined to be within the "best qualified" group.
- The vacancy must be in the same commuting area as that of the new duty station of the military sponsor and the spouse must reside with military sponsor.
- As of 1 June 01, military spouses may now accept an unlimited number of temporary, term, permanent intermittent, or "flexible category" positions without losing Military Spouse Preference.

Does MSP apply to certain positions?

- Preference applies to GS-2 through GS-15 positions and equivalent Federal Wage System (WG, WS, WL) positions at Ramstein. It also applies to certain positions in NAFI and AAFES (contact those offices for additional information).
- Preference does not apply to positions in the National Security Agency, the Defense Intelligence Agency, or to other organizations in the DoD components that have a primary function of intelligence, counterintelligence, or national security.

What priority order is an MSP?

- A military spouse preference eligible has a **lower** priority standing than a Veteran Preference eligible, but a **higher** priority standing than other candidates with no preference.

How do you claim preference?

- **You must submit an application package for employment which includes a copy of the military sponsor's official PCS orders authorizing the move.** Within this package, you must complete and sign the MSP Statement of Understanding. Failure to provide required documents and signature on memorandum will result in this office automatically classifying you as a "Family Member".
- You must provide copies of SF-50's, Notification of Personnel Action, to verify competitive status if applying as a reinstatement eligible and/or a leave without pay (LWOP) candidate. If you possess personal competitive status, you are only eligible for preference up to, and including, the highest grade previously held in a permanent position.
- If you are attempting to reclaim your military spouse privilege based on the new MSP CHOICE program effective 1 June 01, you will need to complete a MSP reinstatement request.

When is MSP not authorized?

- If military sponsor is retiring or separating from service.

When is preference lost or terminated?

- Upon placement into a **permanent** position (AF, AR, NAF or AAFES). For example, if you take a permanent position within Army in the KMC area, you cannot use MSP when applying for a permanent position with the Air Force at Ramstein.
- If you applied for a permanent position was selected and offered the job, and then **decline acceptance** (AF, AR, NAF or AAFES), MSP is no longer granted.
- Preference is lost when you are **within six months of your scheduled departure.**