

DoD HR 2002



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Overseas Personnel Issues

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OVERVIEW



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- Military Spouse Preference Pilot Program
- Draft Civilian Personnel Manual (CPM)
 Subchapter 1230, “Employment in
 Foreign Areas”
- New Statutory Authority for Overseas
 DoD Personal Service Agreements
- Civilian Advisory Panel

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Military Spouse Preference (MSP) Pilot Program

Coverage



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- Applies to Military Spouses in the EUCOM theater
- Based on EUCOM memo to Joint Chiefs of Staff, dated January 20, 2000, proposing changes to the MSP Program
- Approved by ASD(FMP)
- Began June 2001 (2-year pilot program)

MSP Program



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Current Policy

Spouses lose their employment preference upon acceptance of a permanent or time-limited position lasting one year or longer, regardless of work schedule

MSP Program



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2-Year Pilot Program

- Spouses lose MSP eligibility when they accept or reject the offer of a continuing position
- The pilot defines a continuing position as a permanent full- or part-time position (APF/NAF)
- Spouses may accept an unlimited number of APF or NAF temporary, term, intermittent or flexible NAF positions without loss of MSP
- Program ensures:
 - no unintended consequences to policy change that would adversely affect spouses or management's need to fill positions
 - spouses consider NAF employment

MSP Program



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Data Collection

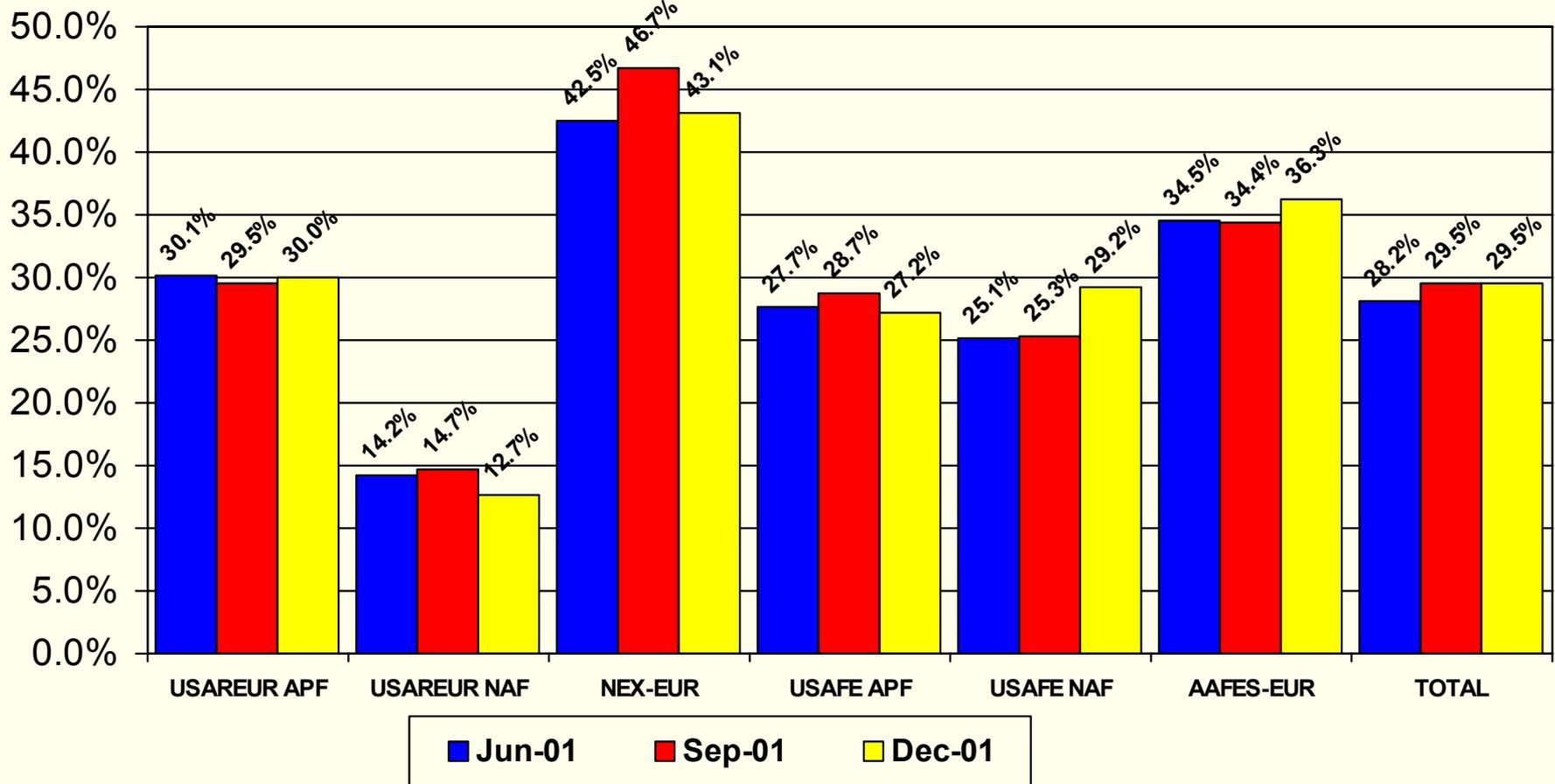
- Data collection began June 2001
- Effort monitors changes to APF/NAF employment levels during the 2 year pilot program
- DoD analyzes data quarterly for indications of employment opportunity increases for EUCOM military spouses

MSP Program



Monitoring the Status of the Force

Percent of positions occupied by military spouses



Little change in the overall percent of civilian positions occupied by spouses. DFAS and DoDEA have not reported.

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“Employment In Foreign Areas”

Draft Subchapter 1230



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- Establishes procedures for:
 - U.S. civilian employment in foreign areas
 - Rotation and return rights of DoD civilian employees from foreign areas.
- Submitted for Department coordination and comment on March 11, 2002
- Updates responsibilities and procedures for civilian personnel management

Draft Subchapter 1230



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- Cancells
 - DoD Directive 1400.6, “DoD Civilian Employees in Foreign Areas,” February 15, 1980
 - Chapter 301.4, “Rotation of Employees from Foreign Areas,” August 24, 1988
- Major Changes
 - Incorporates information on management practices in foreign areas
 - Establishes restrictive/rare provisions for tour extensions beyond the 5-year limitation
 - Elevates approval level for extensions beyond 5-years to major command

Draft Subchapter 1230



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- Major Changes
 - Adds Hawaii as an assignment area where return rights are preserved for 5-years
 - Emphasizes the importance of written communications between overseas/stateside personnel offices
 - Incorporates stronger suitability language on foreign area employment by addressing special medical or educational needs

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New Statutory Authority for Overseas DoD Personal Service Agreements



New Statutory Authority

- Section 833 of the FY 02 National Defense Authorization Act amends the Foreign Service Act of 1956 (22 U.S.C. 2669) to add a new subparagraph:
 - “(n) exercise the authority provided in subsection (c) upon request of the Secretary of Defense or the head of any other department or agency of the United States, to enter into personal service contracts with individuals to perform services of the Department of Defense or such other department or agency, as the case may be.”

Statutory Authority



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- Subsection (c) of 22 USC 2669, permits State to employ individuals by contracting for services abroad.
- New law expands use of this authority to other agencies
- Such contracts are authorized without regard to U.S. contract law (e.g., lowest bidder, statement of work)

Personal Service Contract (PSC)



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- PSC is an agreement with individuals and adheres to personnel law over contract law
- Agreement relates to positions covered by the Chief of Mission in the host country
- Position is tied to operating costs not full-time equivalent limits
- State Department is developing regulations for implementation

Personal Service Contract (PSC)



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- New Authority will:
 - Institute, for State Department, one set of interagency rules
 - Satisfy 95 percent of DoD's need for State Department's International Cooperative Administrative Support Services System (ICASS)
- PSCs cannot be used for hiring local nationals on DoD positions *not covered* by Chief of Mission (CoM)
 - Work is ongoing to determine number of DoD employees hired outside of CoM authority
 - DoD has overseas PSC employees not under CoM authority

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Civilian Advisory Panel (CAP) Item

Civilian Advisory Panel (CAP)



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The CAP votes on travel related issues for referral to the Per Diem Travel and Transportation Allowance Committee (PDTATC) and subsequent incorporation into the Joint Travel Regulations, Volume II



Reimbursement for Costs of Physical to Obtain a Visa

- Amends the Joint Travel Regulation to allow reimbursement for cost of officially required visa to include:
 - physical examinations;
 - cost of travel and transportation to obtain visa, and
 - travel and transportation to a visa issuing office.
- CAP voted to reimburse claims through human resources offices processes (cannot be claimed as miscellaneous expense IAW JTR)
- Currently in OSD coordination