

CNIC NAF Spousal Employment Preference

The "Employment Opportunities for Military Spouses" as amended (10 U.S.C.,1784) and Executive Order 12568, "Employment Opportunities for Military Spouses of Nonappropriated Fund (NAF) Activities give spouses preferential consideration for NAF positions at the NF-3 and below and equivalent craft and trade (CT) positions. The preference may be used multiple times for flexible positions. Spouse Preference is considered used when the spouse is placed in a regular full time (RFT) or regular part time (RPT) position.

- (1) Spouse employment has a very positive impact on the military and on military retention.
- (2) Spouses eligible for preferential consideration are wives or husbands of an active duty military member of the U.S. Armed Forces, including members of the National Guard or Reserves on active duty. The marriage must have occurred before the military member received official permanent change of station (PCS) orders to the installation at which employment is being considered. Spouse preference applies to in-service placement actions.
- (3) The time period of eligibility for spousal preference begins 30 days before the military member's reporting date at a new duty station outside of the current duty station's commuting area and applies without time restriction except that spouses seeking preference with less than six months time remaining in the area may be non-selected.
- (4) Eligible spouses who are placed on applicant referrals to the selecting official shall be selected for the vacancy. Should there be more than one spouse preference eligible among the referred applicants; the selecting official may select the best of the spouse preference eligible applicants using interviews or application review.