



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

16 AUG 2000

FORCE MANAGEMENT
POLICY

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(CIVILIAN PERSONNEL POLICY)
DEPUTY ASSISTANT SECRETARY OF THE NAVY (CIVILIAN
PERSONNEL/EQUAL EMPLOYMENT OPPORTUNITY)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(FORCE MANAGEMENT AND PERSONNEL)
DIRECTOR, PERSONNEL AND SECURITY,
WASHINGTON HEADQUARTERS SERVICES

SUBJECT: Return Rights for Employees Assigned to Joint Commands

The Director, Joint Staff, requested that we approve a request from the U.S. European Command Civilian Personnel Advisor to change DoD policy to extend return rights across component lines when employees accept Joint Command assignments in foreign areas.

In a March 10, 2000, memorandum, I requested your views on this. Your responses were positive and indicated some of you already grant such return rights.

The Assistant Secretary of Defense (Force Management Policy) supports the USEUCOM request as a way to encourage quality employees to seek and accept joint assignments in foreign areas. Therefore, he has authorized me to direct an interim change to DoD 1400.25-M, Chapter 301.4, dated August 24, 1988. Specifically, paragraph 4-2 (b) (1) is amended to read:

“Career and career-conditional employees in the competitive service employed in the United States or in a non-foreign area, who accept an assignment outside the United States or in Alaska with their component shall be granted statutory return rights under 10 U.S.C. 1586 (reference (a)). Except for employees of the Office, Secretary of Defense, such employees who accept an assignment with another DoD component in Japan, Johnston Island, Korea, or Panama, or with a Joint Command, shall also be granted return rights. Components may establish policies granting return rights to its employees accepting an assignment in a foreign area with another DoD component.”

This change will be incorporated into the Civilian Personnel Manual Subchapter 1230.

Diane M. Disney
Deputy Assistant Secretary
Civilian Personnel Policy

