



TJAG and DCP Sends

A Message from The Judge Advocate General and the Director, Civilian Personnel



Military Spouse Employment

Spouse employment provides numerous benefits to our Corps and the Army. We take this opportunity to reaffirm our Corps' commitment to utilizing this tremendous resource to meet our staffing needs, while supporting our Army Families. Leaders should be aware of the processes available to assess spouses with the skills needed in our legal offices. Each day we have spouses performing at the highest levels in our legal offices, ensuring a continually rotating source of talent with diverse, broad-based experience to serve the Judge Advocate Legal Service.

To assist with spouse employment, DoD created the Military Spouse Preference (MSP) program [[DoDI 1400.25, Volume 315](#)], which applies to all legal office positions – both attorney and paraprofessional — that are announced and competitively filled. Generally, a military spouse who meets the eligibility requirements for a publically announced civilian attorney position, and is determined to be within the “Best Qualified” grouping, shall be offered the position. Spouses interested in legal office paraprofessional positions must first register for the Priority Placement Program (PPP) with the servicing Civilian Personnel Advisory Center (CPAC).

In addition to the MSP program, we have some staffing flexibilities when appointing civilian attorneys; one example is to noncompetitively appoint attorney-spouses into available vacancies. Staff Judge Advocates (SJAs) and other selecting officials should know the Chief, Civilian Personnel Management (CCPM) in the Office of The Judge Advocate General (OTJAG) maintains an attorney-spouse resume database. Once a requirement to recruit for a civilian attorney is identified, but prior to announcement, the CCPM will forward appropriately qualified candidates to the SJA or other selecting official to consider a noncompetitive appointment. After review, the SJA or other selecting official may either identify a spouse candidate for placement and request TJAG approval of the attorney's professional qualifications, or continue with the competitive announcement process. To be part of this database, an attorney-spouse should send his or her resume to the CCPM, Mr. James Szymalak, at james.n.szymalak.civ@mail.mil.

Additional staffing and employment guidance for selecting officials and spouses will be forthcoming by the legal career program. In the interim, questions regarding the interaction of MSP and paraprofessional positions, to include how to register in PPP, should be directed to the local CPAC. Questions concerning the flexibilities associated with appointing attorney-spouses should be directed to Mr. Szymalak.

Army Strong!

FLORA D. DARPINO
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The Judge Advocate General

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