

## Return Rights At-A-Glance

- Statutory return rights are exercised, at the end of an overseas (OCONUS) assignment, as stipulated in the rotation agreement, and the employee is placed in a position in the same geographic area, with rights, benefits, and grade or pay band, equivalent to the position the employee left.
- Initial overseas tours are can be scheduled for up to a maximum of five years; however, can be extended up to 9 years, in 2 year increments, with **BSO** approval and business based workforce succession plan for replacement.
- Individuals without return rights or who desire to return to CONUS at an achieved higher rate may be placed through the Priority Placement Program (PPP), Merit Promotion competitive hiring procedures or reassignment, with approval from management at the home of record Command. Note: If return rights to the current or a higher graded position are not exercised or failure to accept a valid offer of employment through PPP, the employee may be separated from federal service.
- If employee accepts another overseas assignment outside **DOD** or is voluntarily or involuntarily separated, the rotation agreement becomes void. **If employee transfers to another DOD component, the employee will continue to have return rights to the CONUS agency and position held prior to going overseas.**
- Effective date of return action (Reassignment) will be the date of travel back to CONUS.
- Overseas assignments were never meant to be permanent placement for DON civilians. The rotation policy assures alignment with current DOD and DON leadership while promoting overseas perspective for a greater percentage of our workforce and providing employment opportunities for military and civilian family members.