

MS 642 Conditions of Service for U.S. Overseas Staff Procedures

Effective Date: August 16, 2018

Responsible Office: Office of Human Resources

New Procedural Document

MS 642 Conditions of Service for U.S. Overseas Staff

1.0 Policy

Prior to appointment with the Peace Corps for the following overseas positions, each new Peace Corps employee must sign an Overseas Mobility Agreement affirming his/her willingness to serve anywhere in the world including Washington, D.C., based on the needs of the Peace Corps and contingent on the appropriate medical clearance for a particular post.

2.0 Scope

Worldwide Availability applies to overseas U.S. citizen direct hire (USDH) employees appointed to the following positions, whether currently serving overseas or in Washington, D.C.:

- (a) Country Director (CD);
- (b) Director, Management Operations (DMO);
- (c) Director, Training and Program (DPT);
- (d) Peace Corps Safety and Security Officers (PCSSO);
- (e) Regional Mental Health Officers (RMHO); and
- (f) Other USDH positions assigned to overseas posts.

3.0 Extension of Appointments

Appointment to these positions is for one (1), five (5) year term. In order to be eligible for a 30-month extension under Sec. 7(a)(5) of the Peace Corps Act, employees must be reassigned either overseas to a similar position or to an appropriate position in Peace Corps Headquarters in Washington, D.C. CDs, DMOs, and DPTs will not be granted 30-month extensions under Sec. 7(a)(5) to remain at their current post of assignment. Regional Mental Health Officers may be reassigned to their current post and will be eligible for a 30-month extension based on the needs of the Peace Corps. However, the Director may extend the appointment of an employee to continue to serve at their current overseas post of assignment for not more than one (1) year under Sec. 7(a)(6). PCSSOs are exempt from the five-year term limit and may be eligible for a 60-month reappointment based on the needs of the Peace Corps.

4.0 Termination of Appointment

Failure to accept a new assignment either overseas or in Washington, D.C. deemed to be in the interest of the Peace Corps may result in the termination of the employee's appointment.

5.0 Reassignment Overseas or in Washington, D.C.

In accordance with MS 642 *Conditions of Service for U. S. Overseas Staff*, employees serving as a CD, DMO, DPT, or RMHO for at least three (3) years may express an interest in a reassignment to another similar position. However, after serving in an overseas position for at least four (4) years, employees must formally express an interest in overseas or Washington, D.C. positions identified as currently vacant or soon to be vacant through the Internal Reassignment List. PCSSOs will rotate on a fixed five (5) year schedule. PCSSOs who fail to accept a reassignment based on the needs of the Peace Corps may not be eligible for a reappointment and may be subject to termination.

While changes in an employee's personal circumstances may be taken into consideration when determining a new post, nothing shall obligate the Peace Corps to offer or guarantee a specific position, post, or region to the employee, and no entitlement shall exist to such posting based on those circumstances. Furthermore, expressing an interest in particular positions shall not guarantee selection for any available position and/or eligibility for a 30-month extension. Employees who are not reassigned or granted a Sec. 7(a)(5) or (6) extension will be separated at the end of their five (5) year appointment.

Tracking of eligibility for employee reassignments shall be led by the HR Liaison for each Region.

6.0 Limitations

Worldwide Availability also means that, while members of the Foreign Service are expected to serve anywhere in the world, due to political instability, potentially unhealthy or unfriendly environments, and/or security concerns, in some cases family members cannot go to post or must leave post as security deteriorates (evacuations).

Unless stated as a requirement in the vacancy announcement, employees appointed to these positions prior to the date of approval of this document by the Peace Corps Director, whether currently serving overseas or serving in Washington, D.C., have the option to agree to Worldwide Availability. If the employee does not agree to Worldwide Availability, they will not be granted a 30-month extension. Thirty month extensions previously granted will be honored.