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**Subject:** FW: CIVILIAN HUMAN RESOURCES INFORMATION: DCPAS Clarification on Military Spouse Exemptions (CY2025.124)

**Importance:** High

From: Tomlinson, Tony A CIV USN (USA) <tony.a.tomlinson.civ@us.navy.mil>

Sent: Thursday, March 13, 2025 12:01 PM

Subject: CIVILIAN HUMAN RESOURCES INFORMATION: DCPAS Clarification on Military Spouse Exemptions (CY2025.124)

BCC: DCHRs/Deputies & Alternates, OCHR Ops Principals, OCHR Principals, OCHR Program Managers (Comm: CY2025.124)

HR Leaders,

BLUF: On March 12, 2025, Defense Civilian Personnel Advisory Service (DCPAS) met with DoD components to clarify the intent of the Office of the Under Secretary of Defense for Personnel Readiness (OUSD(P&R)) Memorandum, "Clarification on Return to In-Person Work Exemption for Military Spouses" dated March 4, 2025 (attached). This email summarizes the information DCPAS shared with components.

### DISCUSSION:

The intent of the OUSD (P&R) Memorandum is to provide clarifying guidance on President's Return-to-Office directive as it relates to the exemption of military spouses on remote work agreements. To maintain the employment of qualifying military spouses, DoD authorized a categorical exemption for qualifying federally employed military spouses who are subject to relocation with their service member and will reside 'outside the vicinity' (typically more than 50 miles) of their assigned agency worksite. This issuance revises the information provided on 20 February 2025, OCHR Communication (CY2025.78).

Outlined below are additional considerations as they relate to this categorical exemption:

- \* Active-duty military spouse – The service member's relocation orders must include the federally employed spouse for any relocation outside the vicinity of the home agency for the military spouse to maintain, or qualify for, the exemption from returning to in-person work. Appropriate documentation for the verification of a qualifying relocation would be a copy of the service member's orders.
- \* Married to a 100% disable veteran – For a federally employed spouse to receive exemption from in-person work as a spouse of a disabled service member, the service member must have received a 100% disability rating at the time of retirement, discharge, or separation and must be residing outside the vicinity of the employee's assigned agency worksite. Appropriate documentation to verify qualification would be a copy of the member's VA rating letter and a copy of the member's DD214.
- \* A widow/widower – For a military spouse to qualify for the exemption from return to office as a widow/widower, they must have been married to the service member on the date on which the member died while on active duty, have not remarried, and reside outside the vicinity of the employee's assigned agency worksite. Appropriate documentation would be a copy of the service member's death certificate.

\* Married to a member of the U.S Foreign Service on overseas assignments- For a federally employed military spouse to receive exemption from the return-to-office mandate for overseas relocations, they must receive sponsorship from the service member and relocate overseas with the member.

Please note that in any of these instances of qualifying exemptions, if the military spouse relocates to an area that is within the vicinity of their assigned agency worksite, they will no longer be exempt from the return-to-office mandate and must return to in-person work.

POC: Please direct all question to DON DETO and Telework Coordinator Olivia Hoist at email  
Olivia.I.Hoist.civ@us.navy.mil.

V/r,

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