
ROTATION AGREEMENT - EMPLOYEES RECRUITED FROM THE UNITED STATES

For use of this form, see AR 690-300, chapter 301; the proponent agency is DCSPER

This agreement must be signed by an employee recruited from the United States (*US*) for an assignment with career or career-conditional status to a Department of the Army (*DA*) position in any foreign area and the Republic of Panama. It covers employees recruited from within *DA*, from other Federal agencies, and from outside the Federal service. This agreement must be signed before an employee may be assigned to a position in a foreign area.

This document is an agreement between the *DA* and the employee named in item 1 below regarding the requirements of the *DA* Rotation Program. This agreement becomes effective upon the employee's initial assignment to the foreign area listed in item 2 below; it remains in effect throughout all approved extensions.

The initial period of the employee's overseas tour is shown in item 4 below. Extensions beyond the initial tour are authorized if management decides that an extension is in the best interest of *DA* and the employee consents to the extension. Such an extension is initiated only by management. A management decision to return the employee to the *US* rather than to grant an extension is not grievable by the employee. (See AR 690-700, chap 771, para 1-7b(15)).

The employee recognizes the obligation to apply for assignment to the *US* before completion of the overseas tour or extension(s) thereof as specified in DOD 1400.20-1-M (DOD Program for Stability of Civilian Employment Policies, Procedures, and Programs Manual). This application must be made within 7 workdays following the date of a management decision not to extend the employee's tour. *DA* agrees to give the employee timely notice of the requirement to apply for assignment. If notice to the employee is delayed, the employee's application may be delayed until not later than 30 calendar days after the date of the notice.

Reemployment rights (if applicable) are to the position shown in item 3 below. If the employee has reemployment rights to a position in the *US* at a grade equal to or higher than the one occupied 6 months before completion of the overseas tour, the employee will apply to exercise these rights. If reemployment rights are to a lower grade, the employee may either exercise these rights or register in the DOD Priority Placement Program (PPP).

When the employee does not have reemployment rights, or when these rights will not be exercised, application for return to the *US* will be made through the PPP. The employee agrees to expand availability to the geographic area considered necessary by the registering Civilian Personnel Office to assure receipt of one valid offer of continued employment from the *US*. The employee's initial availability will be for up to one full PPP Zone; this Zone will be the Zone in the *US* from which the employee was recruited or a Zone less distant from the overseas activity. If an offer is not received within the first 90 calendar days, the employee's availability will be expanded to at least two full PPP Zones. If an offer is not received within the succeeding 90 calendar days, the employee's availability will be expanded nationwide. The employee agrees to accept, as outlined in DOD 1400.20-1-M, the first valid offer of continuing employment made from the *US*. The employee will then return to the *US* within 30 calendar days. With the concurrence of the gaining activity in the *US*, this time period normally may be extended not to exceed 45 calendar days.

DA agrees to reasonably help the employee to apply for return placement in the *US*. Also, *DA* agrees to help the employee to obtain a valid offer of continuing employment which is consistent with the employee's geographic and occupational availability.

By signing at item 5 below or in the appropriate signature block item on the extension addendum, the employee agrees to the above conditions of employment and understands that failure to abide by the terms of the agreement may result in a proposal to separate the employee from the Federal service.

This agreement becomes void if, before completion of the overseas tour, the employee transfers to a Federal agency outside the Department of Defense or is voluntarily or involuntarily separated.

ROTATION AGREEMENT - EMPLOYEES RECRUITED FROM THE UNITED STATES (Cont'd)

1. NAME OF EMPLOYEE

2. POSITION AND AREA FOR WHICH SELECTED

3. REEMPLOYMENT RIGHTS

___ NONE

TO _____

4. INITIAL OVERSEAS TOUR _____ MONTHS

DATE TOUR BEGINS _____

5. EMPLOYEE'S SIGNATURE

6. TITLE AND SIGNATURE OF PERSONNEL REPRESENTATIVE

7. DATE OF AGREEMENT

1ST EXTENSION*

8. DATE OF APPROVED EXTENSION _____

FOR _____ MONTHS

9. EMPLOYEE'S SIGNATURE

10. TITLE AND SIGNATURE OF PERSONNEL REPRESENTATIVE

11. DATE OF AGREEMENT

2ND EXTENSION*

12. DATE OF APPROVED EXTENSION _____

FOR _____ MONTHS

13. EMPLOYEE'S SIGNATURE

14. TITLE AND SIGNATURE OF PERSONNEL REPRESENTATIVE

15. DATE OF AGREEMENT

3RD EXTENSION*

16. DATE OF APPROVED EXTENSION _____

FOR _____ MONTHS

17. EMPLOYEE'S SIGNATURE

18. TITLE AND SIGNATURE OF PERSONNEL REPRESENTATIVE

19. DATE OF AGREEMENT

*If reemployment rights are extended, attach a completed Supplement to Reemployment Rights Agreement. (See AR 690-300, chap 352, app C.)