**Overseas Contingency Operations Support Assignment (OSA) FAQs**

**Why is the IA/GSA program changing to the Overseas Contingency Operations Support Assignment (OSA)?**

U.S. Fleet Forces (USFF) and Navy Personnel Command (NPC) conducted a review of the GWOT Support Assignment (GSA) program to find a solution that addresses Fleet concerns and feedback from IA Sailors and their families. Based on this review, the Navy is implementing a new program, Overseas Contingency Operations Support Assignments (OSA), announced in NAVADMIN 171/10

**Why is OSA replacing the GSA system for enlisted only, but for officers GSA will remain in effect?**

Officers have well-defined career paths and milestones and the GSA program allows them to plan their career. Requests for enlisted forces often came with much shorter notification times, which inhibited the ability to assign enlisted Sailors via GSA orders as part of the normal PCS process. OSA is designed to correct this deficiency.

Officers will continue to fill IA taskings through the GSA process.

**What happened? What were the problems?**

When a Sailor went on an IA, the command suffered from the loss of that person for the duration of the IA.

Additionally, when a Sailor went on an IA they are put on temporary additional duty (TAD) and received per diem and entitlements, but Sailors who went GSA were actually on permanent change of station (PCS) orders and did not receive those same entitlements. When delays have occurred during processing in Norfolk and San Diego, Sailors on GSA orders were often burdened with out of pocket expenses for lodging and meals. This program fixes that disparity. Sailors on OSA orders will also be in a TAD status.

**How does OSA differ from GSA and what are the benefits to Sailors and commands?**

If a Sailor elects and is accepted for OSA, they will be administratively extended at their present duty station for the period of the IA plus an additional 60 days. The 60 days will allow for rest and relaxation, PCS move preparation, etc. Standard relief requisition procedures will remain in effect to generate a requisition for that Sailor at their original PRD. Although the Sailor will remain administratively assigned to the parent command, procedures are in place to adjust personnel accounting to count the Sailor as an IA, vice as onboard and filling a billet. This will generate a requisition and standard relief requisition procedures will remain in effect to generate a requisition for that Sailor at their original PRD.

The Sailor will receive OSA TAD orders from their current command to training and into theater and back to their current command, at the end of their OSA deployment. They will then have up to 60 days to allow for rest and relaxation, PCS move preparation, etc. At the end of this period they will transfer to their new duty station via their Post-OSA follow-on PCS orders. While they are deployed they will be able to leave their family in place, which will lead to greater family support and care, as the current command CIAC is POC for all issues and the family will keep their current support network. However, If a sailor desires to move their family to another location INCONUS during their OSA deployment, while the member is TAD on an OSA assignment, then sailors may qualify for a Designated-Place move via Indeterminate Temporary Duty (ITDY) orders. Contact the PERS OSA detailers or PERS 4G for more information using the IAHHG@NAVY.MIL email address for specific questions.

The new process preserves career choices, volunteerism and predictability that GSA now provides, and eliminates entitlement inequities, improves Fleet readiness and solidifies Sailor and family support.

**Where will I see OSA billets listed?**

Due to the dynamic nature of IA assignments and the fact that they will no longer be sourced utilizing PCS orders they will no longer be advertised on CMS/ID after October 2010. Instead as outlined in NAVADMIN 334/10, if you select an interest, you will be contacted by an OSA Detailer that will be able to identify billets that are in real time using your particular Rate, Skillset and Rank to offer a much more tailored fit than has been possible in the past.

**Will Expeditionary Combat Readiness Center’s (ECRC) role change?**

ECRC's role should not change; they will continue to support Sailors and their families in preparation and deployment.

**When will this program go into effect?**

A comprehensive OSA Business Rules NAVADMIN 334/10 has been released and it outlines in detail the procedures for this program.

Beginning in NOV 2010, active duty Sailors will apply for an OSA assignment through Career Management System/ Interactive Detailing (CMS/ID) by selecting "OSA Assignment/ Preference" in the Special Programs Section of their Duty Preference Page at their 12 to 9 month window prior to their PRD and PRIOR TO NEGOTIATING ORDERS WITH THEIR RATING DETAILER. Sailors who are already in their orders negotiation window may request an OSA assignment by contacting their rating detailer directly, provided that their rating detailer concurs with the assignment, the rating detailer must then nominate or release the member to the OSA Detailing Cell for an OSA assignment. If you have already negotiated for and been posted to a GSA assignment prior to that you will still execute your GSA PCS orders under the current GSA Assignment process. In November if you have unexecuted GSA PCS orders or are only posted to a GSA Assignment but would like to switch to an OSA Assignment, contact the OSA Detailers at NPC and we will work the request on a case by case basis. The contact information is on the NPC website under Enlisted Assignment-OCO Assignments.

**Why should I volunteer for an OSA!**

1. You will be able to choose where and what type of IA Assignment as opposed to being selected for an Assignment.

2. You will be able to choose when you go to better enable career / family impact and timing.

3. You will still be afforded Choice of Coast (Not Duty Station) detailing Post OSA, but unlike GSA you will be negotiating with your Rating Detailer based on current billets available at that time and not have to choose a Coast upfront.

4. You will have more stability in your follow on PCS tour for education or family considerations, as you will be exempt for consideration for an IAMM assignment for 3 years of your follow on PCS tour. Unless you volunteer for another IA Assignment during that time.

5. Greater family support and care (current command CIAC is POC for all issues; family keeps current support network).

6. Greater Post-IA stand down and re-integration period of 60 days post OSA (member returns to familiar surroundings and peers).

**Have the pay-related entitlements changed?**

Yes. You will now receive exactly the same pay-related entitlements as a member who receives IAMM orders in the fleet. This leads to greater entitlement equity for all members deploying on IA orders.

Scenario example:

Q: Will single Sailors keep BAH while deployed on and OSA and would personal property stay where it's at?

A: The situation should be exactly as if the member were sent on an IAMM from their current command with regards to any pay related entitlements. So if the Sailor is eligible to receive BAH as a single member prior to taking an OSA, he/she would still be allowed to receive those entitlements on an OSA. The local PSD will be able to identify if there are any restrictions on receiving these benefits in accordance with local command guidance.

**How do I select an OSA?**

Sailors select the “OSA Preference” option in the Special Programs section of their Duty Preference Page in CMS/ID, nine (9) to twelve (12) months prior to their current PRD, and prior to entering into negotiations with rating detailer.

Sailors will be contacted by PERS OSA detailing cell at PERS 4013GS after the sailor has selected the OSA preference option in their CMS/ID SPECIAL DUTY PREFERENCE PAGE. It is imperative that sailors update their email and phone contact information in CMS/ID prior to selecting the OSA preference option to facilitate timely contact and negotiation prior to the member entering into their normal detailing window. Perform to Serve (PTS) screening and approval is a pre-requisite for OSA selection, unless the current EAOS/SEAOS date is set beyond the end of OSA estimated return date plus three (3) months. In general, this means that unless your EAOS/SEAOS is at least 15 – 16 months beyond your current PRD month (for 12-month assignments), you will need PTS approval to establish eligibility for an OSA assignment.

Sailors and PERS OSA detailing cell will work together to find an OSA billet for which the sailor is a good fit. Sailors are encouraged to have an idea of the theater/country, length of tour, and type of billet they prefer. If a billet is not agreed upon, or no billet is available, the sailor will commence normal rating detailer negotiation and CMS/ID applications once in their nine (9) month PRD window.

OSA nominations will be submitted to USFF for final selection approval. Once approved PERS OSA detailing cell and the sailor, via the respective geographic BSO/TYCOM will be notified of selection. The selected sailor will be considered “under orders” for PCS detailing purposes until their PRD is adjusted and they roll into their new detailing window.

THE PROCESS AND PROCEDURES ARE VERY SIMPLE AND ARE OUTLINED IN MORE DEPTH IN THE NEW OSA BUSINESS RULES NAVADMIN 334/10.

**When will I get my Temporary Additional Duty (TEMADD) Orders and how is my PRD affected?**

TEMADD/ITDY orders shall be written by PERS within weeks of successful acceptance of OSA candidate by USFF.

USFF will notify applicable BSO/TYCOM and PERS OSA detailing cell when a sailor is selected for OSA orders. BSO/TYCOM will notify parent command via the chain of command.

Two (2) weeks prior to first I-STOP (NMPS report date), PERS will adjust the sailor’s PRD and apply an OSA DNEC code. The new PRD will be 60 days after the estimated return from OSA tour. The OSA DNEC will mask the sailor from their parent command’s manning and will not count against the command for manning purposes.

**If I am stationed OCONUS can I apply for an OSA?**

Yes. You can apply but you must be in compliance with your specific country SOFA agreements with regard to leaving your family OCONUS while you are TAD on an OSA. DUE TO THE DYNAMIC NATURE OF SOFA AGREEMENTS, IT IS YOUR RESPONSIBILITY TO ENSURE THAT THEY WILL BE COVERED BY SOFA FOR THAT PARTICULAR COUNTRY OR DUTY STATION WHILE YOU ARE DEPLOYED ON AN OSA.

**What is a SOFA agreement with regard to an OSA?**

SOFA is a STATUS-OF-FORCES AGREEMENT (SOFA).

A SOFA with a foreign nation protects sailors and their dependents while stationed OCONUS. Provided that the overseas Commander agrees to host dependents while the sailor is on IA, SOFA policies generally should not require families to leave the foreign country in which they are currently serving.

If a sailor assigned to an Overseas Command would like to volunteer for OSA, prior to selecting an interest in an OSA in their preference page on CMS/ID, they must first inquire via their current Chain-of-Command if that particular Command/Commander can host the dependents while the member is TAD on an OSA assignment in accordance with local SOFA rules. If the Command cannot host the dependents due to SOFA, they can still apply with the understanding that they must be eligible for a Designated-Place move via Indeterminate Temporary Duty (ITDY) orders for their dependents and must inform the PERS OSA detailing cell of their situation in the negotiation phase, to confirm their eligibility.

If a sailor desires to move their family back to CONUS during their OSA deployment, or if the particular SOFA rules are so restrictive as to not allow a member to keep their dependents in that location while the member is TAD on an OSA assignment, then sailors may qualify for a Designated-Place move via Indeterminate Temporary Duty (ITDY) orders. Contact the PERS OSA detailers or PERS 4G for more information using the IAHHG@NAVY.MIL email address for specific questions.

**How can I make the process go smoothly?**

There are a few points that are worth mentioning. As with any assignment you will need to be PTS approved to be eligible for OSA and as the NAVADMIN states we are looking for Sailors to select a preference for OSA prior to their 9 month detailing window, so putting in a PTS application by at least the 13th month point prior to PRD is a priority. Also, as we will be contacting those that select a preference in CMS/ID we will need your most current email address and phone number updated in CMS/ID when you select a preference for an OSA. And lastly if your security clearance is out of date or soon will be, it is in your interest to have it updated as soon as possible, as most IA’s require a current Security Clearance that will not expire before the mission ends, which could be up to year and a half from the date of selecting an interest in OSA .

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Existing IA publications and websites will be updated to reflect the new OSA process.