

INFORMATION PAPER

28 October 2020

SUBJECT: Defense Department Advisory Committee on Women in the Services (DACPWITS) RFI 2 –Geographic Stability

1. Purpose: Provide answers to DACOWITS RFIs in preparation for their December 2020 Quarterly Business Meeting.

2. RFIs:

a. Provide any current or planned policies regarding geographic stability for Service members

(1) Army Regulation 614-200, Enlisted Assignments and Utilization Management on 25 January 2019.

(2) Army Regulation 614-100, Officer Assignment Policies, Details, and Transfers, on 3 December 2019.

b. Identify criteria and process for considering exceptions to policy and approval.

(1) The criteria and processing of exceptions to policy for approving vary based on the type of request and the rank of the Soldier making the request. The examples below for stabilization apply to enlisted service members unless otherwise stated.

(2) Soldier High School Senior Stabilization:

(a) Enlisted:

Requesting authority: Soldier.

Approval authority: Human Resources Command (HRC).

Explanation: The intent of the procedure is to provide stability to Soldiers with Family members in their junior and senior years of high school. HRC will, to the maximum extent possible, approve stabilization requests and should not place Soldiers on assignment with report dates prior to the stabilization termination date.

(b) Officer:

Requesting authority: Soldier.

Approval authority: HRC.

Explanation: Director, HRC, Officer Personnel Management Directorate (OPMD) is the disapproval authority for high school stabilization while the OPMD division chief is the approval authority. The criteria for high school stabilization is to have a dependent student in the second year of high school

at the time of request.

(3) Compassionate Stabilization:

(a) Enlisted:

Requesting authority: Soldier.

Approval authority: HRC.

Explanation: The intent of the procedure is to provide stability to Soldiers with Family members with complex medical needs or Soldiers who have recently experienced the death of a Family member.

(b) Officer:

Requesting authority: Soldier.

Approval authority: HRC.

Explanation: Officers that receive a compassionate reassignment have compassionate stabilization for up to 1 year.

(4) Behavioral Health Stabilization:

Requesting authority: Battalion/brigade commanders.

Approval authority: General Officer (GO) in Soldiers chain of command.

Explanation: This process prevents the reassignment of Soldiers who may require continued care and treatment from a trained Behavioral Health Professional. Soldiers requiring a referral for a Command Directed Behavioral Health Evaluation (CDBHE), or undergoing follow-on treatment from a BHE will be stabilized at their current unit and be identified as medically non-available for permanent change of station (PCS) and deployment until properly cleared by a Behavioral Healthcare Provider (BHP).

(5) Special Category:

Requesting authority: Brigade commander.

Approval authority: HRC.

Explanation: Stabilizes individual Soldiers serving in specific duty positions (e.g., First Sergeants, Battle Staff, Instructors, Observer/Controllers at Combat Training Centers (CTC), etc. Stabilization requests will not be considered for Soldiers who are already on assignment instructions).

(6) Organization Stabilization: Requesting authority: Brigade commander.

Approval authority: HRC.

Explanation: Stabilizes Soldiers in organizations where each Soldier assigned to the organization is authorized a period of stabilization upon arrival (e.g., Old Guard, Military Entrance Processing Station and White House).

(7) Deletions/Deferments:

Requesting Authority: Soldier.

Approval authority: HRC.

Explanation: Deletes or defers Soldiers from assignment instructions.

- (8) Crew Stabilization for deploying units:
Requesting Authority: Brigade Commander.
Approval authority: HRC.
Explanation: Provides stabilization of select enlisted Soldiers serving in Brigade Combat Teams (BCT), Field Artillery Brigades, and Engineer Battalions preparing for a CTC and deploying ADA (Patriot) units preparing for a Mission Rehearsal Exercise. This stabilization is based on specific duty positions.
- (9) Crew Stabilization for non-deploying units:
Requesting Authority: Brigade Commander.
Approval authority: HRC.
Explanation: Provides Stabilization of Select Enlisted Soldiers Serving in BCT, Field Artillery Brigades, and Engineer Battalions Preparing for a CTC Rotation. This Stabilization is based on specific duty positions.
- (10) Operational Deletions/Deferments:
Requesting Authority: Brigade Commander and endorsed by G1 or Installation Military Personnel Division.
Approval authority: HRC.
Explanation: Stabilizes select Soldiers on assignment instructions based on operational needs of the unit.
- (11) Key and Developmental (KD):
Requesting Authority: Brigade commander program.
Approval authority: Stabilization entered at unit level as directed by the brigade commander.
Explanation: KD Stabilization is applicable to active Army non-commissioned officers within Career Management Fields (CMF) 11, 13, 19 (E5-E8) and MOSs 12B (E6-E7) And 12Z (E8) for the minimum amount of time required to meet career model requirements as outlined in DA PAM 600-25.
- (12) Master Gunners:
Requesting authority: Auto stabilization by HRC upon course graduation. The requesting authority for all other situations is the brigade commander.
Approval authority: HRC.
Explanation: Master Gunner stabilization provides increased readiness and lethality in U.S. Army Forces Command (FORSCOM) by stabilizing Master Gunner qualified Soldiers, not already on assignment instructions (AI), for a period of 18 months upon completion of the Master Gunner Course or to allow the Master Gunners to complete an 18 month tour as a Master Gunner.
- (13) Ranger Graduation Stabilization:
Requesting authority: Auto stabilization by HRC upon course graduation.

Approval authority: HRC.

Explanation: Ranger graduate stabilization is applicable to active Army enlisted Soldiers in CMFs 11, 13, 14 and 19 that graduate the U.S. Army Ranger Course and earn the special qualification identifier (SQI) G-Ranger or V-Ranger Parachutist.

(14) Critical Enlisted Aviation Skills/Positions:

Requesting authority: Brigade commander.

Approval authority: HRC.

Explanation: Increased readiness in U.S. Army Forces Command (FORSCOM) by stabilizing critical enlisted aviation skills/positions for up to 24 months upon completion of an ASI granting course or assignment to a specified position within a unit's manning document and not already on assignment instructions.

(15) Permanent Change of Station exception to policy (officer):

Requesting authority: Soldier.

Approval authority: HRC.

Explanation: The Director of OPMD, HRC is the approval authority to PCS officers that have served less than 2 years time on station. The HRC OPMD division chief is the approval authority to PCS officers that have served more than 2 but less than 3 years time on station.

(16) Special Needs Stabilization (officer):

Requesting authority: Soldier.

Approval authority: HRC.

Explanation: The Director, HRC OPMD is the approval/disapproval authority of specialized needs stabilization requests. The criteria for a specialized needs stabilization request is that a PCS move would disrupt access to necessary and effective medical or educational services, and the disruption would place the Family member's health, safety, or development in jeopardy.

c. Is geographic stability being used as an incentive for personnel retention? Include any changes in trends related to promotion, professional development, schooling, assignments, etc.

(1) Officer: Yes, the Army uses Homebase/Advance Assignment Program as an incentive. The Army will return officers to their previous CONUS-based assignments when the officers are selected for a dependent-restricted tour. While the officers serve their dependent-restricted tour, the Families remain in place to minimize Family turbulence associated with a move. Upon completion of the tours, the officers return to the previous permanent duty station or location to which assigned prior to selection for that dependent-restricted tour.

(2) Enlisted: The Army offers geographic stability as an incentive for enlisted retention. Eligible Soldiers may stabilize for 1-18 months, at their discretion. For OCONUS-based Soldiers, the G-1 must approve the stabilization (based on strengths) prior to execution of the reenlistment/extension action, which provides better predictability for strength managers. For CONUS-based Soldiers, no additional strength determination is required. No notable changes in trends have been reported. Of note, current station stabilization has been available to eligible Regular Army Soldiers since 15 June 1983.

RFI Category and Number:

CO-LOCATION AND GEOGRAPHIC STABILITY RETENTION INITIATIVES RFI #2

RFI Category and Number: 2a

RFI Question: Provide any current or planned policies regarding geographic stability for Service members.

RFI Response: With a dual-military couple where one Sailor is slated to sea duty, and the other is slated to shore duty, in accordance with NAVADMIN 231/17, dual-military couples are detailed as a family unit. Once the sea duty orders assignment is made, the detailer will work with the spouse to negotiate orders to a shore command in the same geographic location. If, for any reason, a dual-military couple cannot be co-located within the same geographic location, the assignment must be elevated for Flag officer approval by the Assistant Commander Navy Personnel Command (PERS-4). While equitable distribution is the focus, co-location of dual-military couples is a priority in light of potential quality of life and retention benefits. Changes in NAVADMIN 231/17 allow for greater flexibility and transparency for all Sailors, including dual-military couples. IAW MILPERSMAN 1300-1000 and Distribution Guidance Memorandum (DGM) 4515-1906, assignment managers/detailers are required to work across the Military Services to maximize co-location of inter-Service active duty and Full Time Support (FTS) dual-military couples. This is accomplished via the dual-military couples' communications exchange from one service to the other. The only policy that specifically addresses geographic stability alone is DGM 0405-1609, which allows for stabilization for Sailors with high school seniors. This guidance memorandum establishes procedures that affords families the ability to remain in the same geographic location to complete a dependent's senior year of high school. DGM 0405-1906 was released in September 2016.

RFI Category and Number: 2b

RFI Question: Identify criteria and process for considering exceptions to policy and approval.

RFI Response: DODI 1315.18 Procedures for Military Personnel Assignments grants policy assignments exceptions for military couples and provides definitions of a "military couple" and "military couples assignments." Currently, there are no assignment exceptions for members who have a child together that are not married, and there are no exceptions for geographic stability requirements identified in DGM 0405-1906 covering this situation.

RFI Category and Number: 2c

RFI Question: Is geographic stability being used as an incentive for personnel retention? Include any changes in trends related to promotion, professional development, schooling, assignments, etc.

RFI Response: Geographic stability is not officially incentivized unless Consecutive Overseas Tours (COT) leave and In Place Consecutive Overseas Tours (IPCOT) leave are considered incentives. Neither of these entitlements address or are related to spouse colocation in any way. Informal geographic stability incentives are occasionally offered on a case-by-case basis as an incentive for actions such as an officer to commit to a follow-on milestone tour in the same geographic location. PERS-4 has not identified any change in trend for promotion, professional development, schooling, or assignments as a result of geographic stability.

Hours Expended Answering this RFI: 12 hours

POC or office responsible: PERS-45



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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MM
13 Nov 20

From: Director, Manpower Management Division
To: Director, Manpower Plans and Policy Division (MPE)
Subj: DACOWITS RFIS FOR DECEMBER 2020 QBM
Ref: (a) DoN TRACKER task 2020-MRA_MP_MPE-154.2

1. In response to the reference, the following is provided.

a. DACOWITS RFI #2a - Provide any current or planned policies regarding geographic stability for Service members.

(1) The current policy regarding joint household (dual-military) assignments is contained in MCO 1300.8, and states that: "Military couples will be provided a reasonable opportunity to establish a joint household with due regard to the requirements of the Service." There are no planned changes to the current policy contained in MCO 1300.8.

b. DACOWITS RFI #2B - Identify criteria and process for considering exceptions to policy and approval.

(1) The criteria that would be considered on a case-by-case basis for exceptions to the policy is: (1) The staffing requirements of the units involved, (2) the grade and MOS of the Service members involved, (3) the time on station of the Service members, and (4) the career progression of the Service members. There must be a required staffing structure at the units; the Service members must be a fit for those structure requirements; the time on station of the Service members must be considered in order to comply with travel entitlement regulations; and assigning Service members to billets that will enhance their careers are all criteria considered.

c. DACOWITS RFI #2C - Is geographic stability being used as an incentive for personnel retention? Include any changes in trends related to promotion, professional development, schooling, assignments, etc.

(1) "Geographic stability," i.e., dual military household assignment, is not currently codified as an "incentive," but rather an important factor considered in assigning Marines to ensure the health and wellbeing of Marine, their spouse, and their family. The USMC does conduct the Exit and Milestone Longitudinal Survey (EMLS), and Marines are surveyed at various milestones during their careers (i.e. entrance, retention, exit), which varies slightly between enlisted and officers. The survey asks a set of common questions as well as an additional set of specific questions depending on the milestone. Factors that influence a Marine's retention decision are collected, however, "geographic-stability" is not measured. Marines provide data on if "input in duty location" and "input in tour length" are a reasons to leave or stay. EMLS is still active research, and its data is not currently used to inform policy or manpower management decisions.

TALKING PAPER

ON

GEOGRAPHIC STABILITY FOR DEPARTMENT OF THE AIR FORCE MEMBERS

- Function: To provide the Air Force (AF) response to the Defense Advisory Committee on Women in the Services (DACOWITS), Request For Information #2, regarding efforts to provide geographic stability for Airmen
 - The Air Force has many initiatives to provide geographic stability to Airmen and their families while balancing mission requirements
- High School Senior Assignment Deferral (HHSAD)
 - The program is designed to decrease turbulence and increase stability for military families with dependent children entering their senior year of high school
 - Requests are considered on a case-by-case basis; the goal is to approve as many requests as possible while meeting mission needs (consecutive deferments may be requested)
 - Each Airman of a military couple may apply if each meets the eligibility criteria
 - Military members are still susceptible to dependent-restricted tours, deployments and temporary duty (TDY)
- 365-day extended deployment advance assignment
 - AFPC is increasing the opportunity for an Airman to receive their advance assignment up to 16 months prior to the projected Report Not Later Than Date (RNLTD)
 - Approving the assignment 16 months prior to the projected RNLTD allows the deploying Airman to potentially out-process their old unit, receive their PCS orders and move their dependents to the advanced assignment location prior to their departure
 - If Airmen prefer not to move, they will also have an increased opportunity for a 24 month assignment deferment to remain at their old location
- Reimbursement for Re-Licensure / Recertification Costs for Spouses of Military Members
 - Multiple PCS transfers throughout Airmen's careers can make it difficult for their spouses to establish and maintain employment and careers
 - The Air Force is reimbursing up to \$1,000 for Airmen whose spouses incur occupational State relicensing and recertification costs incurred due to a qualifying PCS

- While some States authorize reciprocity for certain types of occupational licenses, not all States do; this requires the spouse to update a license or certification according to the new State's requirements
- Court-Ordered Child Custody Assignment or Deferment (CCCA/CCCD) Consideration
 - Assignment authorities can now consider requests for an assignment or deferment to a location near service members' children, even if the co-parents are not married
 - Service members named as a parent, either biological or adopted, with a court-ordered child custody agreement are eligible
- Secretarial Housing Waiver
 - Secretarial housing waivers provide temporary assistance to Airmen and their dependents to ease the transition of a Permanent Change of Station (PCS) move to the new Permanent Duty Station in limited situations that involve circumstances that require the Airmen and dependents to reside separately
 - Secretarial housing waivers are intended to be temporary in nature, and are not to exceed one year

SUBJ: DACOWITS RFI 2 – December 2020 QBM

FROM: Director of Military Personnel COMDT (CG-13), CG Personnel Service Center Enlisted Personnel Management (PSC-EPM), and CG Personnel Service Center Officer Personnel Management (PSC-OPM)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

CO-LOCATION AND GEOGRAPHIC STABILITY RETENTION INITIATIVES

In 2017, the Committee made three recommendations on potential policy updates to dual-military co-location:

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- The Secretary of Defense should direct the Military Services to review and consider revising their active duty dual-military co-location policies to incorporate the best practice from the Navy of establishing additional oversight from a higher level authority should an assignment manager/detailer be unable to accommodate co-location
 - The Secretary of Defense should consider establishing a DoD policy that would make it mandatory for assignment managers/detailers to work across the Military Services to maximize the co-location of inter-Service active duty dual-military couples.
 - The Secretary of Defense should consider expanding the co-location policy to include any active duty dual-military parents, regardless of marital status, who share parental custody of the same minor child(ren) and desire to be assigned within the same geographic location for benefit of his and/or her minor child(ren).
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To date, only the Air Force has revised their co-location policy to assign Service members with court-ordered child custody decrees near their children. DACOWITS continues to be interested in the retention of servicewomen and believes the co-location and geographic stability are contributing factors to success in this area.

The Committee requests a **WRITTEN RESPONSE** from the Military Services (to include the Coast Guard and Space Force) on the following:

DACOWITS:

- a. Provide any current or planned policies regarding geographic stability for Services members.
- b. Identify criteria and process for considering exceptions to policy and approval.
- c. Is geographic stability being used as an incentive for personnel retention? Include any changes in trends related to promotion, professional development, schooling, assignments, etc.

CG Response:

- a. Current CG policy regarding geographic stability for service members married to another member is provided in Military Assignments and Authorized Absences, COMDTINST M1000.8A, 1.A.7. Current assignment policy offers married CG active duty members the opportunity to collocate or reside jointly whenever possible. The CG does not assign married couples together to the same cutter or a small shore unit of less than 60 members. If a member at such a unit marries another member assigned to the same unit, the service will reassign one as soon as possible. Assignment Officers co-locate Coast Guard members married to active duty members of other Armed Services whenever possible, assuming successful coordination with that service. Coast Guard co-location policy was updated on 06 Jun 2019 in Change 8 to Military Assignments and Authorized Absences, COMDTINST M1000.8A to align co-location tour completion dates for E1-E6 and/or O1-O4. This policy update states that when E1-E6 and/or O1-O4 tour length completion dates are not aligned, Assignment Officers will coordinate to adjust one member's tour length to match their spouse's tour length to support PCS collocation.

Specifically, Geographic Stability is addressed in Military Assignments and Authorized Absences, COMDTINST M1000.8A, 1.B.3. The Commandant recognizes the undesirability of frequent assignment changes. A succession of short tours imposes hardships on members and their families and fails to provide the stability important to successful, efficient operations. On the other hand, excessive tour lengths may fail to provide the broad experience necessary to develop a well-rounded Coast Guard member. Central assignment control (CAC) of the assignment process removes district boundaries as a constraining factor in assigning personnel, stabilizes tour lengths, and more equitably distributes preferred and less desirable duty throughout the rating and enlisted personnel structure. One exception to the district boundary constraint applies to nonrated members completing their first assignment, who normally are transferred within their geographic area unless service needs dictate otherwise.

In assignments, Geographic Stability can be achieved by the following: (1) Completing full tours of duty, (2) Granting extensions liberally, (3) Providing local stability by completing two tours of duty (not necessarily at same unit) in a local area without effecting a household goods move, and (4) Providing regional stability by completing multiple tours of duty within a geographical region minimizing family and Coast Guard PCS transfer costs and family and personal disruption.

Assignment priorities are critical in the enlisted assignment process, particularly for arduous or hard-to-fill isolated, afloat, and OCONUS duty assignments. Assignment priority must continue to be the driving factor in transferring members completing these assignments. However, when assignment priorities are equal, geographic stability should be the major factor. More than 60 percent of the enlisted workforce serves in assignments CONUS ashore; therefore, geographic stability should be the foremost consideration for most of these assignments. Assignment officers (AO) generally will not assign members back-to-back command afloat billets unless there are too few qualified personnel to fill vacancies. This policy is intended to create and maintain a sufficient pool of qualified personnel and provide a more experienced officer-in-charge.

The AO will consider the following when making any assignment decision:

- (a) Service needs;
 - (b) Assignment priorities and geographic stability. The AO first will attempt to reassign the member within the local area (local stability). If an appropriate assignment is not available there, the AO will attempt to reassign the member within the geographic boundaries of the current district (regional stability) where they are now stationed. If the geographic area does not provide an assignment opportunity, the AO will consider the entire area as appropriate;
 - (c) Career enhancement, diversity and qualification requirements; advancement potential and social climate of the proposed location to ensure the health and well-being of every member and their family.
- b. The Coast Guard assignment continuum is written to consider geographic stability as described above. Members planning to enter into specific assignments such as Command Cadre, Duty Under Instruction (DUINS), isolated duty, and certain afloat or special assignment positions should understand tour length alignment is not always possible and may result in differing tour lengths. Geographic stability for members married to active duty members of other armed services is dependent upon successful coordination between CG Assignment Officers and Assignment Officers for each of the respective armed services.
- c. The Coast Guard does not use geographic stability as an incentive for personnel retention.

PSC-EPM Response: Assignments are based on 14 assignment factors. They include:

Service Need;

Assignment Priority;
Commanding Officer's Recommendation;
Performance History;
Member's Desire;
Time at Present Unit;
Time in Present Geographic Area;
Assignment History;
Advancement/Promotion/Leadership Potential;
Service Remaining in Original Enlistment;
Qualification Codes;
Service Remaining before Approved Retirement;
Willingness to Obligate Service; and
Physical Condition.

Enlisted tour lengths are typically 2-4 years in duration. A member seeking geographic stability may compete for an extension at their current duty station, or compete for other assignments in the same geographic region. Members have the ability to communicate these desires to their Assignment Officers through career counseling sessions and the submission of Electronic-Resumes that include desired duty stations.

PSC-OPM Response: In Officer Personnel Management, we aim to balance the needs of the service, units and members; our goal is to place the right person, in the right place at the right time. OPM understands the need for balance in assigning our members to career enhancing positions for continued progress within their specialty while providing an optimal work-life balance. Members have the ability to communicate these desires to their Assignment Officers through career counseling sessions and the submission of Electronic-Resumes that include desired duty stations. OPM steadily works to manage talent while balancing the needs of the service and member desires while offering geographic stability through the following:

1. Completing full tours of duty;
2. Granting extensions;
3. Providing local stability: Completing two tours of duty, not necessarily at same unit, but in a local area without effecting a household goods move;
4. Providing regional stability: Completing multiple tours of duty within a geographical region minimizing family and Coast Guard PCS transfer costs and family and personal disruption.

Headquarters U.S. Space Force

Defense Advisory Committee on Women in the Services

RFI #2

Women in the Space Force

8-9 Dec 2020





RFI #2 Geographic Stability Retention Initiative

2a. Current plans or planned policies regarding geographic stability for Servicemembers.

Response: As we build the Space Force, we plan on a primary assignment cycle during the summer. This enhances stability and helps with predictability and family planning. The Space Force is also assessing assignment tour length with an eye toward creating more in-place stability and increasing readiness.

2b. Identify criteria and process for considering exceptions to policy and approval.

Response: The USSF maintains a flexible position to review exceptions to policy on all personnel matters, including assignments (e.g., join spouse, humanitarian and career intermission program).

2c. Is geographic stability being used as an incentive for personnel retention? Include any changes in trends related to promotion, professional development, schooling, assignments, etc.

Response: The major USSF geographic assignment locations are few with concentration of space-related units in CA, CO, FL and DC. This increases the opportunity to provide longer periods of geographic stability. As a new Service, no promotions, development nor retention trends have yet emerged or been detected.