

INFORMATION PAPER

ON

USAF CO-LOCATION POLICIES (RFI 1)

TOP LINE MESSAGES

- The Air Force strives to ensure all assignment policies balance mission needs and Airmen preferences, while maintaining fairness and equity
- The Air Force updated or is pursuing updates to RegAF co-location assignment policies which align with the DACOWITS' 2017 recommendations
- Current policies do not apply to Air Force Reserve or Air National Guard Airmen

PURPOSE: Provide the Defense Advisory Committee on Women in the Services (DACOWITS) requested information on the Air Force's co-location policies.

BACKGROUND:

Department of Defense and Air Force policies mandate assignment selection be fair, equitable, and based on qualifications and ability to fill a valid requirement. Once those criteria are met, other criteria may be considered. The Air Force strives to ensure all assignment policies balance needs of the Air Force with Airmen's personal priorities while maintaining fairness and equity.

DISCUSSION:

- Question 1a: Provide an update to your co-location policy, to include the status of action taken to address the following DACOWITS' 2017 recommendations:
 - Recommendation 1: Revise active duty dual-mil co-location policies to incorporate the Navy's best practice of establishing additional oversight from a higher-level authority should the assignment manager be unable to accommodate co-location.
 - USAF Response: Air Force policy directs the disapproval authority for RegAF join-spouse requests to the Commander of the Air Force Personnel Center (O-8); this is not delegable.
 - Recommendation 2: Consider establishing a policy making it mandatory for assignment managers to work across Military Services to maximize co-location of inter-Service active duty dual-mil couples.
 - USAF Response: Air Force join-spouse eligibility policy includes Airmen who are married to members of Sister Services.
 - Recommendation 3: Consider expanding the co-location policy to include active duty dual-mil 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 the benefit of the child(ren).
 - USAF Response: Current Air Force policy allows RegAF Airmen to request, as an exception to policy or as a humanitarian reassignment, an assignment closer to their minor child(ren). The Air Force is evaluating a policy change that will allow Airmen to request assignment consideration for child custody situations. The proposed policy requires the Airman to meet basic assignment criteria (time on station, etc.) and the assignment to fill a valid manning requirement within Air Force manning averages so as not to imbalance Air Force mission needs.
 - Additionally, the Air Force may authorize, as exceptions to policy, dual-mil Airmen to serve concurrent unaccompanied tours to locations where accompanied tours are not authorized. The Air Force also obtained an exception to DoD policy allowing dual-mil Airmen to serve concurrent

INFORMATION PAPER

ON

USAF CO-LOCATION POLICIES (RFI 1)

unaccompanied tours at Osan Air Base, Korea, where accompanied tours *are* authorized. This exception allows both Airmen to serve a shorter tour length while together.

- Question 1b: Provide policies or procedures pertaining to co-location for members of the Reserves and/or Guard when they have an Active Duty spouse.
 - USAF Response: There are no co-location policies or procedures in place for Air Force Reservists and Air National Guardsmen.

RECOMMENDATION: For information only