

SUBJ: DACOWITS RFI 1 - December 2019 QBM

FROM: EPM & RPM

TO: DACOWITS Committee

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

DUAL-MILITARY CO-LOCATION POLICIES

DACOWITS continues to be interested in the retention of servicewomen and believes the co-location of dual-military couples is a contributing factor to success in this area. Given the large proportion of female Service members in dual-military couples, the Committee wonders if additional steps could be taken to further support the co-location of such couples, thus removing one of the obstacles that might prevent women from continuing their service. In 2017, DACOWITS provided the Secretary of Defense (SecDef) three recommendations for consideration:

- Direct the Military Services to review and consider revising their active duty dual-military co-location policies to incorporate the best practice of the Navy of establishing additional oversight from a higher level authority should an assignment manager/detailer be unable to accommodate co-location.

- 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.

- 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 the benefit of his and/or her minor child(ren).

The Committee requests a **WRITTEN RESPONSE** from the Military Services to include Reserves OR Military Service Academies.

a. Provide an update to your co-location policy, to include the status of action taken to address the DACOWITS' 2017 recommendations noted above.

b. Provide policies or procedures pertaining to co-location for members of the Reserve and/or Guard when they have an Active Duty Spouse.

CG Response to part a.: In the summer of 2018, the organization provided clarity on assignments of Coast Guard members married to Coast Guard members. The following describes these changes to military personnel policy (MPP) to streamline processes and emphasize the Commandant's priorities to strengthen the mission-ready workforce.

-05 JUL 2018/ ALCOAST COMMANDANT NOTICE 064/18: ALIGNMENT OF CO-LOCATION TOUR COMPLETION DATES implemented immediate MPP change for Coast Guard:

- Reassignment and Tour Length: will be amended to reflect that PSC will align tour lengths of AD members married to other AD members in paygrades E1-E6 and O1-O4

who wish to be co-located. Duty assignment type (DUINS, pay-back, afloat, OCONUS, isolated, special assignment or Command Cadre) and service needs will determine which member's tour length can be lengthened or shortened.

-06 Jun 2019/ The above policy change was later promulgated in Change 8 to the **Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)** manual. Current co-location policy is:

Policy on Assigning Married Couples When Both Are In the Service

General

This assignment policy offers married active duty members the opportunity to co-locate or reside jointly whenever possible. Affected couples must realize the service may not be able to co-locate them throughout their military careers and should allow some separation for professional development while meeting service needs. This policy assumes married couples want to live together throughout their service careers.

Reassignment and Tour Length

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 co-location. In most instances, Assignment Officers look first to lengthen the shorter tour by one year with the exception of a member serving in an arduous duty position (certain afloat, OCONUS, and isolated duty positions), in which case the member may elect to PCS or extend, Service need permitting. Members planning to enter into Command Cadre, DUINS, pay-back, 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.

Members serving in these paygrades and/or identified positions should communicate through career counseling and e-resumes their desires to co-locate. When reassigned, all members receive separate PCS orders and entitlements. The Service does not consider a unilateral assignment for a co-located spouse an option.

Assignments also consider co-location with other armed services' members

Assignment officers co-locate Coast Guard members married to active duty members of other Armed Services whenever possible, assuming successful coordination with that service.

Assignment Officer Process

Assignment Officers confirm members are eligible for co-location via data entry into "Direct Access," the system used to track personnel and make assignments. Members requesting co-location as their primary desire are asked to align their e-resumes ("Dream sheets"). Each member of the couple must compete for their position based on rating/rank and assignment priority. If members are married to a member in another service, they are asked to include their spouse's Assignment Officers contact information in their comments to expedite the process. Per policy, married members will not be assigned to the same ship or small shore units with less than 60 members. There are ten major Coast Guard hubs within the United States, accounting for nearly 40% of the assigned enlisted

members. These locations provide excellent opportunities for co-located members, however, co-locations can be made throughout the country.

CG Response to part b.:

From RPM: Reserve enlisted and officer assignments are centralized at Commander (CG PSC-RPM), optimizing assignment decisions across missions, programs and geographic regions to meet Service needs. Whenever possible, reservists are assigned to units with suitable vacant positions closest to their permanent home address. In order to provide flexibility and maximize assignment within reasonable commuting distance (RCD) of the reservists' home, CG PSC-RPM is authorized to multi-encumber positions for all enlisted members, CWOs, and officers in pay grades O-1 through O-4. Reservists whose change of residence (to include the PCS transfer of an active duty spouse) moves them outside of RCD of their current assignment may request reassignment in accordance with Chapter 5 of the Reserve Policy Manual, COMDTINST M1001.28 (series).

CG PSC-RPM tracks dual military married couples, including reservists married to members of another Service via data entry into "Direct Access," the system used to track personnel and make assignments. CG PSC-RPM works closely with the assignment officers in CG PSC-EPM and CG PSC-OPM to ensure that reserve assignment actions align as closely as possible with the proposed assignment of the active duty spouse. This is facilitated by the fact that the reserve assignment season is offset from the active duty season by three months, allowing reserve assignment officers to make appropriate assignment decisions based upon the finalized assignment actions of their active duty counterparts. All reserve PCS orders are issued with a 01 October report date. However, these orders explicitly state that reservists are authorized to report up to 90 days before or after that date, maximizing flexibility and closely aligning with normal active duty PCS report dates.