

**SUBJ:** DACOWITS RFI 2 - June 2024 QBM

**FROM:** OPM/EPM

**TO:** DACOWITS Committee

**THRU:** Office of Diversity & Inclusion (DPR-4)

### **RETENTION INITIATIVES**

The Committee continues to be interested in the retention of servicewomen and whether geographic stability and co-location policies for dual military couples and non-married Service members with shared parental custody of a child could encourage men and women to stay in the military. In March 2024 (via RFI 1), the Committee received briefings from the Military Services on the status of their geographic stability and co-location policies.

The Committee requests a written response from the Army, Navy, Marine Corps, Department of the Air Force (Air & Space), and Coast Guard on the following:

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#### **DACOWITS:**

- a. Provide the number of requests for geographic stability and co-location that were made by dual active-duty military couples for FY21, FY22, and FY23. In addition, for each fiscal year, provide how many couples were married and how many couples were divorced or separated with dependent children.
- b. Provide the number of dual active-duty military couples whose geographic stability requests were accommodated for FY21, FY22, and FY23.
- c. Provide the number of dual active-duty military couples whose geographic stability requests were not accommodated for FY21, FY22 and FY23. In addition, for requests that were not able to be accommodated, please provide the top 5 most common reasons requests were not accommodated.

#### **CG Response:**

- a. The Coast Guard does not track or have data available noting member's requests for geographic stability or members assigned who are divorced/separated with dependent children. While we could query data on dual military couples, it would not provide data related to geographic stability requests. Data regarding members either divorced or separated with dependents could also be queried but would not cross reference their e-resume requests. However, the USCG does track number of co-location orders issued per AY, as well as "no-cost" orders which do indicate geographic stability. **See below for COLO and No-Cost orders numbers.**

Active Duty COLO and No-Cost Orders Numbers:

OPM:

AY21- 282 co-location orders and 939 no cost orders issued

AY22- 360 co-location orders and 424 no cost orders issued

AY23- 348 co-location orders and 969 no cost orders issued

AY24- 389 co-location orders and 900 no cost orders issued

EPM:

AY21- 965 co-location orders and 3,305 no cost orders issued

AY22- 1,070 co-location orders and 1,362 no cost orders issued

AY23- 1,048 co-location orders and 3,366 no cost orders issued

AY24- 1,008 co-location orders and 2,317 no cost orders issued

- b. Geographic stability requests are not specifically notated as such within the e-Resume process and are not tracked year to year. The Coast Guard is unable to recall all e-Resumes from previous assignment years.
- c. We do not track metrics for requests for geographic stability, however Assignment Officers work diligently to mesh service/unit/member needs or desires, including requests for geographic stability if feasible, and collocation requests in accordance with M1000.8 (series). Reasons for lack of accommodation include member's choice to prioritize position type over collocation or geo-stability, lack of assignments available in the chosen location, or inability of both members to earn positions in highly desirable locations.