

# **Defense Advisory Committee on Women in the Services (DACOWITS)**

**March 2024**

**Requests for Information #1a-1c**

**Manpower and Reserve Affairs  
Headquarters U.S. Marine Corps**





## RFI # 1 – RETENTION INITIATIVES

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**RFI # 1 a.** Describe all current, planned, and recently updated geographic stability policies (related to or which could improve retention) within your Service.

### **Response RFI #1a.**

- As of 31 Jan 2024, 4,361 Marines (officer and enlisted) are married to another military member with approximately 1,300 dual-military Marines PCS'ing every year. Nearly 60 percent of female Marine marriages are dual-military compared to the DoD average of 45.3 percent making co-location policies and procedures critical for personal and professional longevity.
- To better serve our military couples MM Division has recently developed a Dual-Military Monitor as part of the MMEA Table of Organization and Equipment Change Request (TOECR) approved on the FY24 February Authorized Assessment Report. Concurrently the officers' assignments monitors (MMOA) flag and track dual military officer couples within their supported population.



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**RFI #1a.i.** Describe any best practices or successes implementing these policies.

**Response #1.a.i.** This coordination and POC will:

- Improve dual active duty military processes to ease reporting of marriages, requesting colocation after marriage, and streamlining the separation waiver process.
- Serve as a resource for dual-military families on their career options for geolocation selection and timeline execution, available programs, and additional resources.
- Build a strong working relationship and facilitate communications with other services detailers and monitors for dual-military interservice spouses and with Marine Corps reserve monitors for dual-military active reserve spouses.
- Integrate a routing process for dual-military orders (similar to Exceptional Family Member Program routing of orders) and future Manpower IT System Modernization (MITSM) design to ensure dual-military orders are not released until reviewed by the Dual-Military Monitor, arbitration of misalignment between spouse's monitors occurs at appropriate level, and/or appropriate waivers are submitted.
- M&RA will coordinate an upcoming MARADMIN release to inform the fleet of applicable policy changes to keep dual military spouses together pending revision of MCO 1300.8 and a communications strategy plan to inform the fleet about the new dual military monitor.



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**RFI # 1a.ii.** Describe any challenges implementing these policies.

### **Response RFI #1a.ii.**

- The officer assignments branch (MMOA) coordinates assignment options for officers with military spouses from sister services to a base/station within proximity. However, the location of sister service bases may result in geographical separation of a dual-military active duty couple. In those cases, MMOA exercises the latitude to expand or reduce tour lengths to match PCS timing with the sister service spouse when possible.
- Service requirements will dictate assignment locations. While every effort is made to co-locate dual-military couples at or near the same duty station when both members are serving in the Marine Corps, there is a likelihood of couples being geographically separated when one member is serving in another branch. This is often due to the distance between bases/stations of the different services. For example, after working with the Army assignments team, one member might be assigned to Fort Meade, and another to Quantico (71 miles apart) based on the requirements of each service at the time.



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**RFI # 1a.iii.** Does your Service use geographic stability to encourage retention?

**Response RFI #1a.iii.** The Marine Corps uses service co-location to encourage retention by enabling dual military members and dependents to remain in a combined household. This flexibility supports retention. Nonetheless, assignment monitors must also balance dual-military assignments with valid mission and staffing requirements and actively consider career progression and effective talent management when assigning Marines. To reinforce the services commitment to dual-military couples, any assignment that would result in the voluntary or involuntary separation of the couple requires general officer approval by the Director of Manpower Management.

**RFI # 1 a. iv.** Do you have any data on the impacts of geographic stability on retention?

**Response RFI #1a.iv.** We do not have any data at this time that would indicate co-location encourages retention. Nor have we tracked or been able to assess the impacts of geographic stability on retention. However, anecdotally, the co-location and geographic stability of our dual military families will have very favorable impacts on our long-term retention



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**RFI # 1b.** Describe all current, planned, and recently updated co-location policies for dual military couples and nonmarried Service members with shared parental custody of a child.

- i. Describe any best practices or successes implementing these policies.
- ii. Describe any challenges implementing these policies.
- iii. Does your service use co-location to encourage retention?
- iv. Do you have any data on the impacts of geographic stability on retention? .

**Response #1.b**: See responses for all of RFI #1a



## RFI # 1 – RETENTION INITIATIVES

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**RFI #1.c.**: Identify other innovative initiatives your Service is using to improve the retention of women, including but not limited to bonuses, opportunities for special schools, retraining, and inter-Service transfer options

i. Are any of these initiatives especially effective at improving retention? If so, please provide how you measure effectiveness. If you are not measuring effectiveness, why not?

**Response:** There are no retention initiatives targeted specifically at women or men in the Marine Corps.