



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR (600A)

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Requests for Information RFI 3

1. The Committee requests a written response from the Army the following:

a.ii. Military Services: Each Service should offer in greater detail (within the written response) how officers are selected for JDAL billets including the Services' selection process from nomination to final approval for JDAL billet assignment.

Response: In accordance with HQDA EXORD 241-21, in support of the Army Talent Alignment Process (ATAP) and Annex A: Marketplace Business Rules and Responsibilities, the U.S. Army Human Resources Command (USAHRC) maximizes the use of the ATAP, and the Officer Marketplace for officer assignments, to include Joint Duty Assignment List (JDAL) billets. Joint Assignments are placed into the marketplace, with all other assignments, where all eligible officers can view/preference the assignments and units can view/preference officers accordingly. An algorithm tentatively assigns officers to billets (including JDAL billets). Career Managers review the results before issuing orders. Before the orders process for JDAL billets, the career managers ensure that the officers are not pending adverse action and are not underqualified or at risk for promotion. The Joint Officer Management Branch verifies that the JDAL billet is valid and verifies the incumbent's loss date to ensure double occupancy does not exceed 90 days with incoming and outgoing officers.

a.iii. Military Services: Is gender considered in the review process for joint duty assignments? If so, how, and is gender data collected?

Response: No, gender is not considered in the review process for joint duty assignments. Officers are selected based on unit/officer market matches, merit, and the officer's potential for promotion.

b.ii Military Services: Each Service should offer in greater detail (within the written response) how enlisted Service members are selected for joint billets, including the selection process from nomination to final approval.

Response: The enlisted manning cycle is a one-way market. Non-Commissioned Officers (NCOs) in the grade of E5(P) through E8 preference valid requirements through the Assignment Satisfaction Key – Enlisted Module (ASK-EM). At the end of the market,

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NCOs are slated by an algorithm. During slating (after the market closes), USAHRC strives to optimize the top five of all market preferences based on Job Code/Military Occupational Specialty, Grade, Special Qualifications Identifier, Additional Skill Identifier, language, clearance, and Army Readiness requirements. The algorithm utilized to slate NCOs to jobs does not incorporate gender data.

b.iii Military Services: Discuss any review process or direction criteria which takes gender into consideration for joint assignments.

Response: The Department of the Army has not issued any guidance that directs gender as selection criteria for the enlisted joint management process.

c. Is there a process to ensure equitable representation of female officers in JDAL billets (that is comparable to rank/specialty percentages of women within the Service)? If so, please describe this process in detail.

Response: There is no directed process to ensure equitable representation of female officers in JDAL billets.