

## INFORMATION PAPER

Department of the Army, G-1  
20 November 2019

SUBJECT: DACOWITS December 2019 RFI 1: Dual-Military Co-Location Policies

1. Purpose. To reply to DACOWITS RFI 1: Dual-Military Co-Location Policies for December 2019 Quarterly Business Meeting

2. Policy Discussion.

a. The Married Army Couples Program applies to active duty service members in the following categories: Regular Army (RA), Reserve Component (RC), United States Army Reserve Active Guard Reserve (USAR AGR), and Title 10 Army National Guard Active Guard Reserve (10 USC ANGUS AGR) Soldiers married to members of the RA, RCs, other active duty U.S. military Services, USAR AGR, and 10 USC ANGUS AGR. Soldiers married to civilians, non-active duty members of the Army, or other military services are not included. Guidance for USAR AGR Soldiers married to other USAR AGR Soldiers is contained in Army Regulation (AR) 140–30. The program provides an opportunity to establish a joint domicile while meeting the Army's multiple missions. Joint domicile is defined as establishing a common household within a 50 mile radius or one hour commute of each other. Regulatory guidance for the MACP is contained in AR 614-200, Section IV, paragraphs 5-19 through 5-24 (enlisted), AR 614-100, paragraph 5-3 (officer), and AR 614-30, paragraphs 4-4 and 4-5, and table 4-1.

b. Enrollment in the MACP is processed at the Military Personnel Division (MPD) or unit level. Action based on intended marriage will not be considered even as an exception to policy. Soldiers are not officially enrolled until their spouse's information is updated in the personnel database of record.

c. Enrollment guarantees that when one Soldier is considered for reassignment, the other Soldier is automatically considered for assignment to the same location or area; however, it does not guarantee that the couple will be assigned together at the same location and/or at the same time. Favorable consideration depends on a valid requirement for both Soldiers' Military Occupational Specialty and grade, the assignment having no adverse effect on each Soldier's career progression, and the assignment eligibility of each Soldier. Joint domicile consideration is not provided when one of the Soldiers is assigned to a PCS-length school or a short-tour overseas area; however, consideration will be provided upon the follow-on assignment.

d. Soldiers must have served a minimum of 24 months Time on Station (TOS) to be eligible for a Continental United States (CONUS) to CONUS MACP reassignment, and

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may submit requests for reassignment as early as 14 months on station. The requirement for CONUS to Outside the Continental United States (OCONUS) TOS is 12 months, with request submission allowed as early as 6 months TOS.

e. Soldiers may terminate enrollment in the MACP at any time via Department of the Army (DA) Form 4187. The DA Form 4187 must be signed by both members, unless the Soldiers are legally separated or divorced. Legally separated or divorced Soldiers will be automatically removed from the MACP upon update of marital status in the personnel database of record.

### 3. Procedural Discussion.

a. Soldiers are identified as enrolled in the MACP through the use of the personnel database of record, which displays the Social Security Number, Personnel Class, and Component of the Soldier's spouse. This information is used to initiate coordination with the spouse's career manager. Coordination may be accomplished by telephone, email, personal contact, or formal/informal correspondence.

b. Although coordination is required, joint domicile assignment is not. If managers cannot accommodate a joint domicile assignment, a waiver of joint domicile approved at the division chief (O6/Colonel) level is required. If the Soldiers waive joint domicile consideration for a particular assignment, a written statement or official email from the Soldier and a waiver of joint domicile approved at the division chief level is required. Waivers are not required in the case of assignment of one Soldier of an MACP couple to a Permanent Change of Station (PCS)-length school or OCONUS short tour area. An automated assignment-accuracy system reviews each assignment to ensure joint domicile assignments are completed on all MACP couples. If joint domicile is not completed and an appropriate waiver has not been approved, the assignment will be rejected prior to consummation.

c. When Soldiers already on assignment instructions later enroll in the MACP and have not yet departed their losing installation, they may contact their assignment manager for consideration of a change in assignment to support joint domicile. In these cases, Army requirements will be the deciding factor.

4. Status of action taken to address the DACOWITS' 2017 recommendations.

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

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Since 2009, the Army has required a waiver at the O6 level or higher for assignments that break joint domicile for Soldiers enrolled in the MACP.

b. **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:** Since 2012, the Army has extended the courtesy of the MACP benefits to Soldiers with spouses in the other services or with RC spouses called to active duty for a period of at least one year, when requested by the Soldier. Soldiers may request reassignment to join their spouse by submitting a DA Form 4187 to their Career Branch.

c. **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):** There is currently no mechanism to identify children whose parents are both active duty and share joint custody. There are procedures to allow for Soldiers to communicate with branch managers on desired assignments for both personal and professional reasons, and branch managers work with Soldiers in reference to their preferences and how they may or may not correspond with the needs of the Army.