



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

23 May 2024

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1670 Air Force Pentagon
Washington DC 20330-1670

SUBJECT: DAF DACOWITS RFI Response #2

QUESTION #2

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:

***Critical Note/Caveat for AF Responses:**

The Department of the Air Force (DAF) lacks a standardized assignment option for Airmen or Guardians to request "geographic stability." Airmen/Guardians must request an Exception to Policy (ETP) to present their unique case that warrants either staying in place for "geographic stability" or being assigned to a specific area in a stabilized/controlled tour for "geographic stability." Because each Assignment ETP is handled on its own merit, case by case, and relative to both the Best Interests of the DAF, the Airman/Guardian, and what the current mission can support, it is not possible to present data on which ETP assignment actions were either requested or approved/denied related to "geographic stability." All further data responses are based on "join spouse" assignment requests, which is the nearest DAF assignment category that provides requested "stability" and which the DAF tracks.

- 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.**

The DAF received the following number of co-location requests for dual active-duty military couples:

- FY21: 3,371 for Air Force, 44 for Space Force
- FY22: 3,312 for Air Force, 49 for Space Force
- FY23: 3,013 for Air Force, 19 for Space Force

The number of DAF married couples and the number of divorced or separated individuals with dependent children are provided below.

- FY21:
 - *Air Force*: 174,243 married, 8,437 divorced with dependent children, and 13 legally separated with dependent children
 - *Space Force*: 3,988 married, 100 divorced with dependent children, and 0 legally separated with dependent children
 - *Air National Guard*: 61,207 married, 4,875 divorced with dependent children, and 7 legally separated with dependent children
 - *Air Force Reserve*: 97,909 married, 6,893 divorced with dependent children, and 31 legally separated with dependent children
- FY22:
 - *Air Force*: 170,524 married, 8,239 divorced with dependent children, and 9 legally separated with dependent children
 - *Space Force*: 4,839 married, 120 divorced with dependent children, and 0 legally separated with dependent children
 - *Air National Guard*: 60,364 married, 4,547 divorced with dependent children, and 4 legally separated with dependent children
 - *Air Force Reserve*: 97,613 married, 6,734 divorced with dependent children, and 28 legally separated with dependent children
- FY23:
 - *Air Force*: 166,522 married, 7,969 divorced with dependent children, and 4 legally separated with dependent children
 - *Space Force*: 5,239 married, 147 divorced with dependent children, and 0 legally separated with dependent children
 - *Air National Guard*: 59,762 married, 4,490 divorced with dependent children, and 4 legally separated with dependent children
 - *Air Force Reserve*: 96,090 married, 6,596 divorced with dependent children, and 24 legally separated with dependent children

This above information was retrieved from our military personnel system. However, more definitive data can be obtained from the Defense Manpower Data Center (DMDC), which holds the largest archive of personnel, manpower, training, and financial data in the Department of Defense. Data requests can be submitted online to the DMDC Data Request System at <https://dmdcrs.dmdc.osd.mil/dmdcrs/public/>.

b. Provide the number of dual active-duty military couples whose geographic stability requests were accommodated for FY21, FY22, and FY23.

The number of dual active-duty military couples whose co-location are as follows:

- FY21: 3,371 for Air Force, 44 for Space Force

- FY22: 3,312 for Air Force, 49 for Space Force
- FY23: 3,013 for Air Force, 19 for Space Force

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.

All co-location requests from dual active-duty service members have been accommodated to date. Several factors may affect our ability to accommodate the co-location of a dual military couple:

- Members who do not meet all PCS eligibility criteria, such as time-on-station, retainability, quality control, etc.
- If a member's spouse attending a training course with less than 12 months remaining until graduation, or with less than 12 months remaining upon the member's arrival, co-location may be accommodated after training completion if PCS eligibility criteria are met.
- If the location lacks two vacant command billets to accommodate military couples who are both officers.
- In cases where there is no Air Force or Space Force billet at a sister Service base for Airmen or Guardians married to a member of another Military Service.
- If one member of the military couple disenrolls from the Joined Spouse Program.

d. Department of the Air Force Only:

i. Describe the Court-Ordered Child Custody Assignment/Deferment Program (CCCA/D). Please also include the source of authority for the program, how long it has been in effect, and whether or not it is having a positive, neutral, or negative effect on retaining Service members, especially servicewomen.

The Department established the Court-Ordered Child Custody Assignment/Deferment Program in August 2020, with its guidelines detailed in DAFI 36-2110, Total Force Assignments. The program aims to assist service members in managing their family responsibilities alongside their military duties by enabling them to request assignments or deferments that would keep them close to their children. Currently, the Department does not collect data to assess the program's impact on retention.

ii. Provide an update on the status of the Air Force's efforts to enhance the CCCA/D program. Please include what prompted this effort and what the goal is.

In 2021, the Secretary of the Air Force authorized a modification to the Continental United States (CONUS)-to-CONUS policy for the CCCA/D Program, reducing the waiver period from 48 months to 24 months, making Airmen eligible for the program sooner. Each request will be

evaluated on a case-by-case basis to ensure compliance with DoDI 1315.18, Procedures for Military Personnel Assignments, paragraph 3(a). This adjustment will be included in the forthcoming revision of DAFI 36-2110. The CCCA/D program was established to offer Airmen an opportunity to better balance their personal and professional priorities while continuing to maintain equitable manning and assignment practices while ensuring the needs of the Air Force are met. The intent and goal of the program is to help ease PCS impacts on Airmen who share custody of dependent children with military or civilian co-parents by allowing them to ask their assignment team for assignment or deferment consideration when the Airman is vulnerable for assignment.

iii. **Provide any data (raw numbers and percentages) on how many active-duty Service members have benefited from the CCCA/D program, including how many have applied and been unsuccessful co-locating.**

From Aug 2020 to 1 Jun 2024, 1,453 service members have requested assignment, re-assignment and/or deferment consideration under the CCCA/D program. Due to system limitations, the DAF can only track those enrolled within the last 12 months. Currently, there are 106 members approved for re-assignment/ PCS, and 59 approved to remain in place under the CCCA/D program.

Those who are approved remain in the program until their enrollment period concludes. After receiving a subsequent assignment, service members are no longer monitored as part of the program. Currently, our system cannot track the overall application numbers and if any were unsuccessful at co-locating. The DAF is working to update the IT system to re-code how CCCA/D data is maintained and include these options.