

## RFI 2: 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:

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.

Response: PERS-45 does not track geographic stability requests. We have access to how many dual military couples there are and their family dependency status. The Navy has 8,458 dual military couples. 3,780 of those couples (45%) are in the same geographic location.

PERS-45 does not have data on if a military couples are divorced or separated. We only have access to who is married and who is not married.

Only FY-24 data is provide because TFMMS does not provide a way to search previous FYs. These numbers are a snapshot of the Navy overall as of 22May24.

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

Response: 100% of COLO is flagged in the IT order writing system and each of them are given due diligence in orders negotiation. Detailers regularly reach out to their Service equivalents to ensure this meticulousness is conducted and documented for Officers and Enlisted. On the High School stabilization front; the underlying policy is the Distribution Guidance Memorandum for Detailers and Placement Officers/Coordinators to make every effort to honor this stabilization. However, there is no higher-level guidance/policy that mandates this requirement, so in essence there must be a valid billet and it must meet the needs of the Division for career management. These requests are not as easily documented as COLO assignments.

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.

Response: As stated, PERS-45 does not track geographic stability requests and therefore wouldn't be aware of reasons for denial outside of an existing valid billet or needs of the Division for career management.

Hours Expended Answering this RFI: 7

Office responsible: PERS-452