

Defense Advisory Committee on
Women in the Services (DACOWITS)
March 2023
Requests for Information

*Family Readiness Services
Marine and Family Programs*





Purpose

- To provide the Marine Corps response to the DACOWITS Requests for Information pertaining to Family Care Plans (FCP).
- Background: *In 2017, the Committee identified concerns with inappropriate and inconsistent use of Family Care Plans (FCPs) across the Military Services and recommended greater DoD oversight of Service implementation. The Committee's inquiry on this matter led to findings that FCP policies disproportionately impacted servicewomen, often causing them to change occupational specialties or separate from the military, either voluntarily or involuntarily. The Committee is interested in obtaining an update on the use, implementation, and consistency of FCPs across the Armed Services.*



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- a. Provide a list and copies of (or links to) DoD and Service policies and regulations that detail FCP requirements, to include any pending changes to policies/revisions.

| Regulation | Title |
|-------------------|---|
| DoDI 1342.19 | Family Care Plans https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/134219p.pdf |
| MCO 1740.13D | Family Care Plans https://www.marines.mil/portals/1/Publications/MCO%201740.13D.pdf?ver=2018-08-15-083257-820 |
| MCO 5000.14D | Marine Corps Administrative Procedures (Short Title: MCAP) https://www.marines.mil/News/Publications/MCPEL/Electronic-Library-Display/Article/899071/mco-500014d/ |
| MCO 5512.11E | Identification Cards for Members of the Uniformed Services, Their Eligible Family Members, and Other Eligible Personnel https://www.marines.mil/News/Publications/MCPEL/Electronic-Library-Display/Article/1463456/mco-551211e-cancels-mco-551211d/ |
| MCO 5210.11F | Marine Corps Records Management Program https://www.marines.mil/News/Publications/MCPEL/Electronic-Library-Display/Article/900409/mco-521011f/ |
| MCO 3120.12 | Marine Corps Global Force Management and Force Synchronization https://www.marines.mil/Portals/1/MCO%203120.12.pdf |
| Title 10 USC 1044 | Authority To Act As Notary https://www.govinfo.gov/app/details/USCODE-2011-title10/USCODE-2011-title10-subtitleA-partII-chap53-sec1044a |
| Title 5 USC 552a | Records Maintained On Individuals https://www.govinfo.gov/app/details/USCODE-2010-title5/USCODE-2010-title5-partI-chap5-subchapII-sec552a |
| SECNAV 5211.5F | Department of The Navy Privacy Program https://www.secnav.navy.mil/doni/Directives/05000%20General%20Management%20Security%20and%20Safety%20Services/05-200%20Management%20Program%20and%20Techniques%20Services/5211.5F.pdf |
| SECNAV M-5210.1 | Department of The Navy, Records Management Program https://www.secnav.navy.mil/doni/SECNAV%20Manuals1/5210.1.pdf |
| SECNAV M-5214.1 | Department of The Navy Information Requirements (Reports) Manual https://www.secnav.navy.mil/doni/SECNAV%20Manuals1/5214.1.pdf |



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- b. Outline when a FCP required (e.g., what event(s) trigger the FCP requirement) and what categories of Service members are affected?

| FAMILY CARE PLAN DEPENDENT CATEGORIES | | |
|---|--------------|------------------|
| Service Member category | FCP REQUIRED | FCP NOT REQUIRED |
| Dual Service Member couples with other dependent family members* | X | |
| Dual Service Member couples with no other dependent family members* | | X |
| Service Member with spouse and dependent(s) | X | |
| Service Member with spouse and no other dependents | X | |
| Single Service Member with dependent(s) | X | |
| Single Service Member with no other dependent family members | | X |

- FCPs are validated as part of the check-in process for the first permanent duty station, upon transfer to a new unit, in conjunction with a loss or gain of dependent, one year after the last validated FCP, and in conjunction with a change in caregiver status.



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- c. Identify the elements of the Service's FCP (e.g., what information and arrangements must be outlined)?

| REQUIRED ELEMENTS |
|---|
| Short-term caregiver designated and notified |
| Long-term caregiver designated and notified |
| Non-custodial biological or adoptive parent identified and attempt made to notify |

| RECOMMENDED ELEMENTS |
|--|
| Temporary custody agreement(s) |
| Power(s) of Attorney, will, in loco parentis, guardian ad litem, or other applicable documents |
| Allotments or financial security for dependents |
| Movement/transportation/escort arrangements |
| Use of personal property arrangements |
| Medical care/support |
| Language translator |
| Child care/behavioral changes/family advocacy |
| Unit, Personal and Family Readiness Program access |
| Additional Points of Contact |

- d. What is the timeframe within which a FCP must be submitted and how often must an FCP be submitted/updated?
 - FCPs are created or updated within 60 days (AD) or 90 days (RC) after a change in circumstances or personal status that generates the requirement for, or update of a FCP.
 - FCPs are validated as part of the check-in process for the first permanent duty station, upon transfer to a new unit, in conjunction with a loss or gain of dependent, one year after the last validated FCP, and in conjunction with a change in caregiver status.



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- e. When does the Service's FCP policy require a Service member to surrender custody or guardianship of a dependent child(ren)?
 - Current policy does not address surrendering custody or guardianship of dependent child(ren). The FCP is used when the Service Member and other primary caregiver are unavailable to care for dependent family members due to deployment, abandonment, incapacitation, Temporary Additional Duty (TAD), or other reasons until a natural or adoptive parent or legal guardian assumes custody, either by order from a court of competent jurisdiction, by operational law, or pursuant to a properly executed legal document indicating care for the dependent.

- f. What command level is the Service approval authority for FCPs?
 - FCP approval authority resides at the Battalion / Squadron Command level (05 / 06) and is executed by a designated FCP Validator in the grade of E-6/O-2/W-1 or above. A FCP Validator may not validate their own FCP.



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- g. What additional documents are Service members required to submit as part of their FCP package? Which documents must be notarized?
 - No additional documents are required for the completion of the FCP. To help foster continuity of support for dependents, Marines are strongly encouraged to provide copies of recommended additional documents to the designated short- and long-term caregivers as appropriate to the individual dependent.

- h. What is the consequence of failure to submit a FCP plan on time, or to make arrangements the Service deems acceptable?
 - Current Marine Corps policies do not dictate specific disciplinary actions for failure to submit or validate an existing FCP. Individual Commands make disciplinary decisions based on the individual circumstances of the Marine in question under Article 92 of the UCMJ.

- i. Identify the number, gender, and category (e.g., single parents, dual military couples, etc.) of Service members separated (voluntarily or involuntarily) in the last five years (FY-18-22) for failure to submit and/or maintain a suitable FCP?
 - The Marine Corps has not separated any Marines within the given time frame for failure to submit or maintain a suitable FCP.



QUESTIONS?