



# **DACOWITS RFI #11**

## **Family Care Plans**

**OPNAV N171B – Family Readiness Program Policy**  
**March 22, 2023**



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## RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

### **RFI 11a: 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**

1. DODI 1342.19 7 May 10 (CH1-30Nov17) Family Care Plans  
<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/134219p.pdf?ver=2019-08-12-151117-403>
2. OPNAVINST 1740.4E US Navy Family Care Plan Policy  
<https://www.secnav.navy.mil/doni/Directives/01000%20Military%20Personnel%20Support/01-700%20Morale,%20Community%20and%20Religious%20Services/1740.4E.pdf>
3. NAVPERS 1740/6 DON Family Care Certificate  
[https://www.mynavyhr.navy.mil/Portals/55/Reference/Forms/NAVPERS/NAVPERS\\_1740-6\\_Rev02-22.pdf?ver=MCpf\\_Xo1LhYYZxmavm66YQ%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Reference/Forms/NAVPERS/NAVPERS_1740-6_Rev02-22.pdf?ver=MCpf_Xo1LhYYZxmavm66YQ%3d%3d)
4. NAVPERS 1740/7 Family Care Plan Arrangements  
[https://www.mynavyhr.navy.mil/Portals/55/Reference/Forms/NAVPERS/NAVPERS\\_1740-7\\_Rev02-11.pdf?ver=wJniFH6PCroMjWh050o3bw%3d%3d](https://www.mynavyhr.navy.mil/Portals/55/Reference/Forms/NAVPERS/NAVPERS_1740-7_Rev02-11.pdf?ver=wJniFH6PCroMjWh050o3bw%3d%3d)



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### **RFI 11b: Outline when a FCP required (e.g., what event(s) trigger the FCP requirement) and what categories of Service members are affected?**

Every Service member who has dependents (as listed in DEERS) is responsible for ensuring they are cared for during deployments.

- Family care plans are mission planning tools that obligate the Service member to establish and document plans to care for minor children and adult family members that are dependents while the Service member is absent.
- Family Care Plans are required for:
  - Single Service members with minor dependents or adult dependents who are unable to care for themselves
  - Dual military couple with dependents where one or both have shared custody of a minor child or children
  - Family circumstances changes that result in a member becoming legally and primarily responsible for the care of another person
  - Service members in a blended family who have custody of a child or children from a prior relationship need to complete a family care plan, even if they have remarried and plan to have the new spouse care for the minor child during periods of absence.



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### **RFI 11c: Identify the elements of the Service's FCP (e.g., what information and arrangements must be outlined)?**

- FCP should identify the caregiver(s) who agree to provide care for the Service member's minor children or adult dependents
- Navy uses two forms to assist members with preparing their FCP. The forms (1740/6, 1740/7) includes:
  - Info on location of important papers, military facilities, benefits and entitlements of family members
  - Legal documents such as powers of attorney, executed custody or separation agreements, custody or support orders, divorce decrees, etc.
- FCP must include provisions for:
  - Short term absences (e.g. TDY, pre-deployment workups, training exercises and periods of annual training for Reservists)
  - Long-term absences (e.g. deployments, unaccompanied tours, and periods of long-term involuntary recall for Reservists)
  - Other kinds of absences (e.g. normal or extended working hours, watches, weekend duty)
  - Financial well-being of dependents to ensure self sufficiency/financial security
  - Medical and legal support
  - Verification of consent from all natural and adoptive parents regarding guardianship of minor child



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### **RFI 11d: What is the timeframe within which a FCP must be submitted and how often must an FCP be submitted/updated**

- Timeframe begins when dependents are enrolled in DEERS. Once established it must be certified as valid annually.
- Navy does not specify timelines, but practice is to allow Service members 30 days to complete the arrangement checklist and submit forms to command FCP coordinator

### **RFI 11e: When does the Service's FCP policy require a Service member to surrender custody or guardianship of a dependent child(ren)?**

- Never. Navy FCP policy does not require Service members to surrender custody of their child(ren).

### **RFI 11f: What command level is the Service approval authority for FCPs?**

- Commanding Officers or their designates reps (O-4 or above)



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## **RFI 11g: What additional documents are Service members required to submit as part of their FCP package? Which must be notarized?**

- Service members are required to submit NAVPERS forms 1740/6 and 1740/7 as their FCP package
- Legal documents, such as powers of attorney, prepared for the caregiver; executed custody or separation agreements; custody or support orders; divorce decrees; and other related documents must be reviewed in conjunction with the family care plan but not retained at the command.
- The FCP itself requires no notarization, but certain legal documents such as wills, powers of attorney and others may require notarization to be legally valid.

## **RFI 11h. What is the consequence of failure to submit a FCP plan on time, or to make arrangements the Service deems acceptable?**

- Service members who are unable or refuse to maintain FCP, who do not maintain world-wide assignable status or unable to perform their military duties may be subject to disciplinary proceedings, counseling, substandard performance ratings or may be processed for administrative separation.



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**RFI 11h: 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**

	FY18-FY20 (through December 2019)	FY20-FY22 (starting January 2020)	Total FY18-FY22
<b>Total Separations</b>	147	126	273
<b>Voluntary Separations</b>	30	11	41
<b>Male</b>		4	
<b>Female</b>		7	
<b>Involuntary Separations</b>	117	115	232
<b>Male</b>		12	
<b>Female</b>		103	

**Notes:**

- (1) Gender data not available before January 2020
- (2) Based upon Separation Program Designator code for parenthood
- (3) Data not available by single parents, dual military couples