

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI #13: Military Parental Caregiver Leave



**Military Compensation Policy
3 March 2020**

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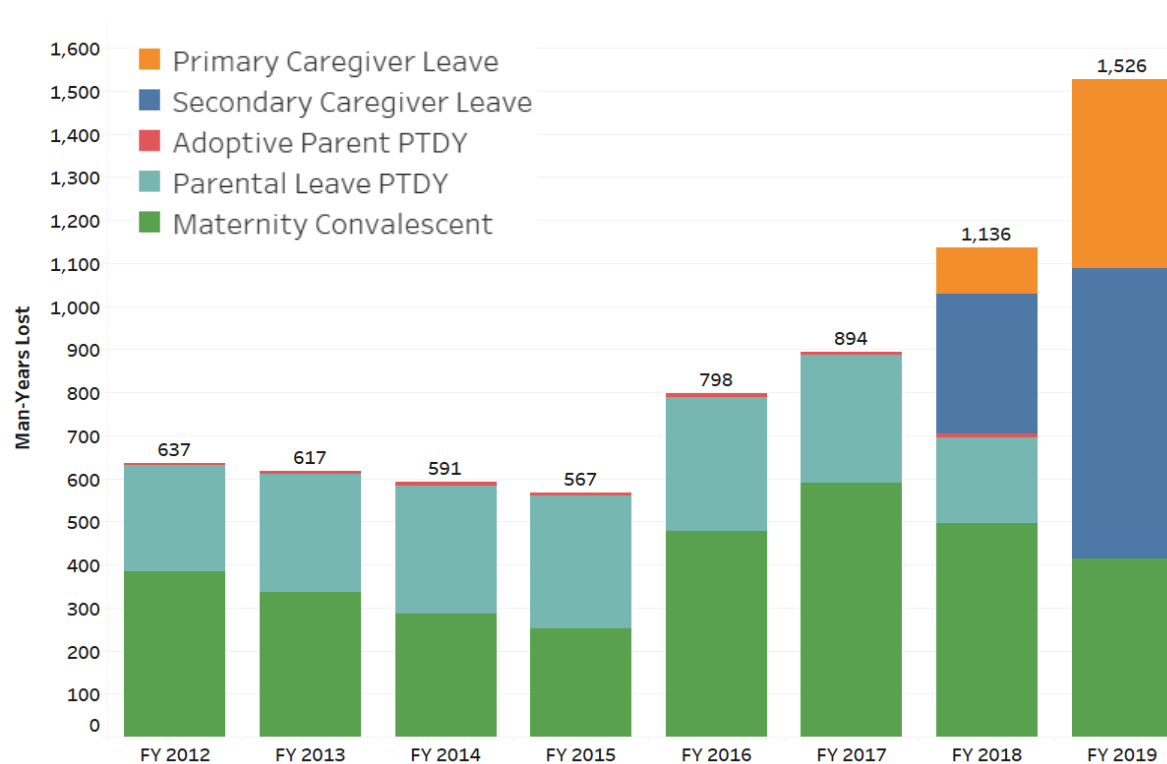


RFI #13: Work-Year Impacts*

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- Work-year costs have increased 153% since FY12-15
- Increase driven mainly by male population
- Maternity convalescent leave relatively constant (comparing MPLP to pre-2016 policy)
- Overall regular leave cost is 8.2% work-years
- FY19 MPLP cost was an add'l 0.47% of RegAF work-years

* Data based upon FY19 Active Duty end strength

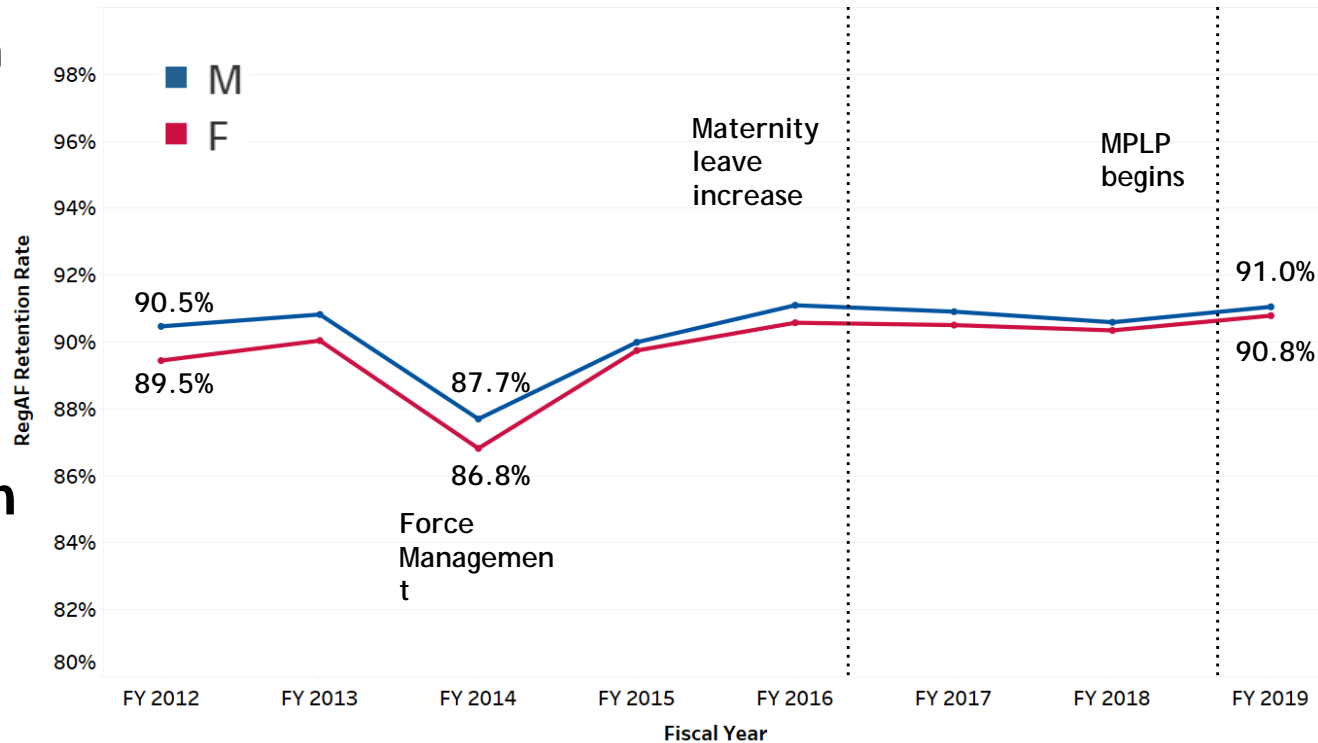




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RFI #13: Retention by Gender over Time*

- RegAF Retention increasing overall
- M/F retention spread decreasing
- Difficult to assign causation to trends

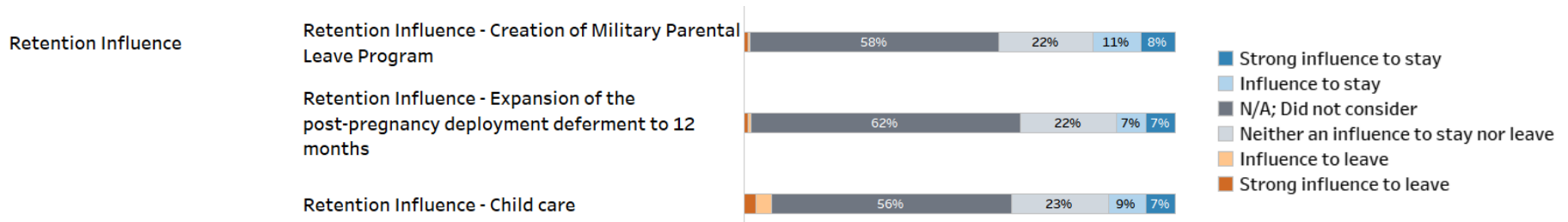




RFI #13: Survey Results

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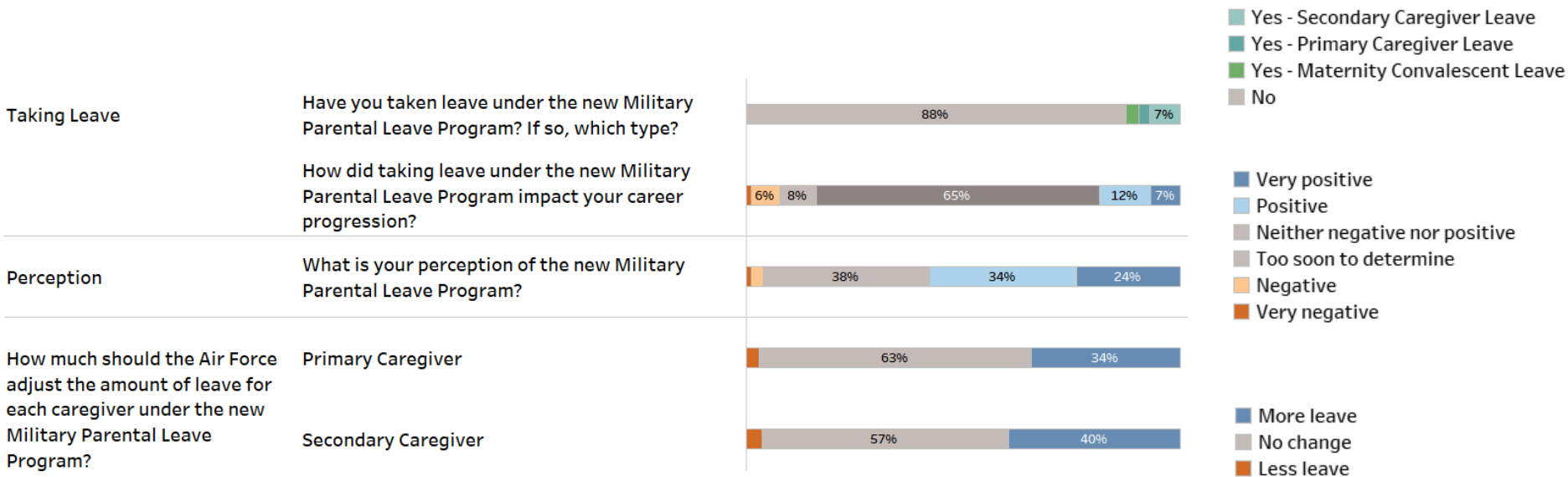
- **BLUF: Overall, survey responses either positive or neutral on MPLP**
 - **2019 Military Career Decisions Survey (12 Aug – 8 Oct 19)**
 - **227,496 invited**
 - **49,866 respondents (21.92% participation rate)**
 - **21% female, 79% male**





RFI #13: Survey Results

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RFI #13: Conclusions

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- **Increased impacts limited by small numbers of birth mothers**
- **Add'l impact will remain small; roughly no more than 1% of work-years lost**
- **Retention is overall increasing w/ female retention increasing relative to male retention**
- **Cannot assign these trends solely to the MPLP policy change**
- **Further benefits / risks are contingent on any new proposals to extend MPLP**
- **AF does not have a policy mandating the backfill of positions of women utilizing primary caregiver leave**
- **Recommend continued annual analysis**