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# *Department of the Air Force*

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## *Defense Advisory Committee on Women in the Services (DACOWITS)*



A1

March 2024

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# ***RFI #1 Retention Initiatives***

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## ■ **Geographic stability**

- **Current DAF time on station policies are codified in DAFI 36-2110, *Total Force Assignments*:**
  - **CONUS to CONUS: 4-years time on station**
  - **OCONUS: Prescribed by DoDI 1315.18; standard tour is 36 mos accompanied/24 mos unaccompanied**
- **DAF offers a Pregnancy Deferment Program (DAFI 36-2110, paras 6.18 and 6.19)**
  - **Pregnant female members and members w/ pregnant civilian spouses may apply**
- **A1 is currently working with the WIT to establish Fertility Treatment Stabilization Program**

## ■ **Co-location policies for dual mil & nonmarried services members w/shared parental custody of a child**

- **Join Spouse Assignment Program for active duty military couples (DAFI 36-2806, Atch 8)**
- **Court-Ordered Child Custody Assignment/Deferment Program (CCCA/D) (DAFI 36-2806, para 3.20)**
  - **A1 is currently working with the WIT to enhance the CCCA/D Program**



# ***RFI #1 Retention Initiatives***

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- **Initiatives to improve retention of women service members**
  - **Paid parental leave**
  - **Post pregnancy deployment deferment**
  - **PT testing deferment for a year after child birth**
  - **Expansion of access to lactation rooms throughout DAF installations**
  - **Reimbursement for shipping/storing breast milk**



# ***RFI #1 Retention Initiatives***

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- **Update Total Force (TF) crossflow policy changes in response to RFI 3 (Dec 2020)**
  - **BACKGROUND: SecAF mandated review of current state of TF crossflow programs in interest of making process of permeability between components streamlined to maximize timeliness.**
  - **Current processes for DAF crossflow programs are cumbersome and time consuming primarily due to medical standards requirements and processing**
  - **Crossflow between DAF Components consist of:**
    - **Palace Chase/Front (RegAF to ARC)**
    - **Prior Service Program (ARC to RegAF)**
    - **Intra-component Transfer (ARC to RegAF)**
    - **Inter-service Transfer (Transfers between Services)**
  - **DISCUSSION:**
    - **Rapid Improvement Event (RIE) held 13-15 Oct 20 for Palace Chase and Palace Front Programs to improve processes, remove administrative burdens, eliminate bottlenecks, and reduce non-value added steps**
    - **SAF/MR directed the establishment of a Permeability Working Group to review recommendations from RIE**
    - **SAF/MRM & AF/A1P co-lead a Permeability Policy Sprint 7-8 Mar 24 to determine potential policy changes**
    - **AF is collaborating closely with USSF on their implementation plan/policies for the Space Force Personnel Management Act to determine potential to expand to AF**
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