



DACOWITS RFI #1

Navy Personnel Command

March 2024



DACOWITS RFI #1

RETENTION INITIATIVES

RFI 1a:

- *The Navy's co-location policy is outlined in DoDI 1315.18, while MILPERSMAN 1300-1000 addresses both officers and enlisted personnel. Similar to the DoDI 1315.18, MILPERSMAN 1300-1000 only applies to married Sailors.*
- Procedures for Military Personnel Assignments: Grant policy assignment exceptions for military couples and provide definitions of a military couple and what military couple assignments are. There are no assignment exceptions for members who have a child together and are not married.
- Assignments will be made for all Service members without regard to their color, race, religious preference, ethnic background, national origin, age, marital status, sexual orientation, or gender, consistent with requirements for physical capabilities. This applies equally to permanent change of station (PCS) and temporary duty (TDY) assignment actions. This policy does not apply to unit moves.



DACOWITS RFI #1

RETENTION INITIATIVES

RFI 1a: (part 2)

▪ Exceptions to this policy

- The religious preference of chaplains.
- Marital status for military couples.
- Marital status when the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD(M&RA)), with the concurrence of the General Counsel of the Department of Defense, determines on a case-by-case basis and for reasons of national security that marital status is an essential assignment qualification for particular military billets or positions.
- Gender in cases approved by the Secretary of Defense. This authority will not be delegated.
- In cases where the status of forces agreement (SOFA) protections are not extended to same-sex spouses,



DACOWITS RFI #1

RETENTION INITIATIVES

RFI 1b: N/A

- *PERS-45 does not determine policy, it applies it.*
- *MILPERSMAN 1300-100 only applies to married Sailors*
- *PERS-45 does not maintain data on the impacts of geographic stability on retention.*



DACOWITS RFI #1

RETENTION INITIATIVES

RFI 1c:

- *PERS-45 receives policy from OPNAV and implements it.*