

**Defense Advisory Committee on Women in the Services (DACOWITS)
Request for Information for Sept. 13-14 Sep 2016 Meeting
RFI #17**

The Army's co-location policy is called the Married Army Couples Program (MACP) and is limited to Soldiers married to or in civil unions other Soldiers (Soldiers married to civilians, members of other military services, including Reserve Component members on active duty for 1 year or more are not eligible for MACP). The Army has no plans to expand the Married Army Couples program to a co-location program for divorced dual military parents or dual parents who never married and share custody of dependent children at this time. However, Soldiers may request assignment consideration based on divorce and shared custody.

9 Aug 16

INFORMATION PAPER

Subj: DACOWITS RFI #17: GEOGRAPHIC STABILITY/CO-LOCATION

1. Purpose. To provide written response to DACOWITS RFI via DON Tracker Tasker #2016-MRA_MP_MPE-00000014 of 4 August 2016 (DACOWITS RFIs for September 2016 Quarterly Business Meeting).

2. Key Points.

a. Per DACOWITS RFI #17, the Committee requests a written response from the Military Services as a follow-up from the December 2015 briefings on geographic stability/co-location: "Has your Service updated the policy or are you planning to update/create a policy?"

b. The December 2015 briefing from the United States Marine Corps regarding co-location of military couples provided:

(1) Governing directive is DoDI 1315.18 (Procedures for Military Personnel Assignments). Implementing guidance is MCO 1300.8 (Marine Corps Personnel Assignment Policy).

(2) The United States Marine Corps is prepared to review and comment on any official, specific DoD-proposed changes to policy regarding dual military parents who share custody of a dependent child(ren).

(3) Current policy provides latitude to reasonably accommodate, on a case-by-case basis, co-location requests from dual military parents who share custody of a dependent child(ren).

c. The United States Marine Corps considers DoDI 1315.18 as the governing directive for geographic stability/co-location. The service is not aware of any updated DoD policy concerning this issue. However, we are prepared to review and comment on any official, specific DoD-proposed changes to policy regarding this issue.

d. Existing guidance (MCO 1300.8) is sufficient at this time; there have been neither issues nor complaints from Marines regarding geographic stability/co-location.

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Gender Integration RFI #17

RFI Question:

The committee requests a written response from the Military Services as a follow-up from the December 2015 briefings on geographic stability/co-location. Has your service updated the policy or are you planning to update/create a policy?

RFI Response:

The Chief of Naval Personnel has updated the policy on Military Couple and Single Parent Assignment Policy, published 12 March 2016 in the form of the Military Personnel Manual (MILPERSMAN) 1300-1000. Navy Personnel Command approved Distribution Guidance Memorandum directing assignment personnel in execution of the Military Couple and Single Parent Assignment Policy. This new guidance provides a reasonable opportunity for military couples to establish a joint household.

POC or office responsible: CAPT Cynthia Womble, Director Distribution Management (PERS-45)

DACOWITS RFIs for September 2016

TALENT MANAGEMENT

17. The Committee requests a **written response** from the **Military Services** as a follow-up from the December 2015 briefings on geographic stability/co-location.

- Has your Service updated the policy or are you planning to update/create a policy?

Air Force response:

- Expansion of program is limited by DoDI 1315.18, which states that military personnel assignment decisions will not be influenced by the employment, school enrollment, volunteer activities or health of a Service members' family member, with certain exceptions. None of which make reference to a spouse's employment/school enrollment.
- In the interim, the Air Force offers several avenues for Service member's to remain at station of choice and will continue to refine the program to meet the proposal's intent; for example:
 - **Exceptional Family Member Program (EFMP):** provides comprehensive and coordinated medical, education, community support, assignment coordination, and housing accommodation to families enrolled in the EFMP.
 - **High School Senior Deferment Program:** The program increases stability for military family members entering their senior year of high school; O-5 officers and below, and SMSgt's and below can apply.
 - **Humanitarian Assignment & Deferment Program:** Members can apply if they are dealing with special issues, such as the terminal illness of a family member; sexual abuse of the member, member's spouse or child; or issues involving a serious financial impact, such as the loss of property through fire or natural disaster.
 - **In-Place Consecutive Overseas Tour (IPCOT):** Overseas Airmen can apply to remain on-station for consecutive tours.

Permanent Change of Assignment (PCA) Moves: For those assigned to locations with multiple military bases or those with wings, MAJCOMs and COCOMs, the member can PCA to another base or from a wing to MAJCOM without leaving the geographic area

U.S. Coast Guard Response to DACOWITS Request for Information, September 2016

Pregnancy and Parenthood Policies

Question 17: The Committee requests a written response from the Military Services as a follow-up from the December 2015 briefings on geographic stability/co-location. Has your Service updated the policy or are you planning to update/create a policy?

Answer: COMDTINST M1000.8A (Military Assignments and Authorized Absences) addresses these issues. This instruction is due for review and overhaul starting in 2017.