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RESERVE AFFAIRS

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AUG 25 2016

**MEMORANDUM FOR CHAIRPERSON, DEFENSE ADVISORY COMMITTEE ON
WOMEN IN THE SERVICES**

**SUBJECT: Response to Defense Advisory Committee on Women in the Service Requests for
Information in Support of September Quarterly Business Meeting**

This memorandum responds to your requests for information (RFI) in support of your September Quarterly Business Meeting.

RFI 9. Who has oversight of the Services Chaplain Corps and who is addressing the issue of lack of progression and extremely limited promotion and no percentage increase of women in the Services' Chaplain Corps (e.g., 5% women in 2006 and 5% women in 2015)?

The Chiefs of Chaplains of the Military Departments, as special staff officers to their respective Service Chiefs, exercise oversight of the Services' Chaplain Corps. The Armed Forces Chaplains Board, comprised of the Chief and Active Duty Deputy Chief of Chaplains of each of the three Military Departments, makes policy recommendations to the Secretary of Defense and the Under Secretary of Defense for Personnel and Readiness on religious, ethical and moral matters for the Military Services, but has no oversight authority regarding the Military Departments' Chaplain Corps.

Department of Defense (DoD) Instruction (DoDI) 1320.14, Commissioned Officer Promotion Program Procedures (December 11, 2013), describes the commissioned officer promotion procedures. While policy oversight is provided by the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), section 4 of that instruction describes how the Secretaries of the Military Departments administer the promotion programs of their respective departments. As a part of their administration, they ensure that all promotion boards, including chaplains boards, comply with all relevant instructions and applicable laws. Further amplification may be found in the Military Departments' responses to the December 2015 RFI from the Defense Advisory Committee on Women in the Service. Those responses are attached.

Policy oversight for all officer accessions is provided by the USD(P&R). The Secretaries of the Military Departments ensure that religious ministry professionals appointed as chaplains meet the minimum professional and educational standards provided in DoDI 1304.28, Guidance for the Appointment of Chaplains for the Military Departments, Change 3 (March 20, 2014). Furthermore, within the Military Departments, the Chiefs of Chaplains, as special staff officers to their respective Department's Chiefs of Personnel, oversee chaplain accessions in accordance with the Military Departments' title 10 statutory responsibilities. Further amplification may be found in the Military Departments' attached responses to the December 2015 RFI.

RFI 16. The Committee requests a written response from the Office of the Undersecretary of Defense for Personnel and Readiness (OUSD (P&R)) on geographic stability/co-location, to include:

• What DoD instruction delineates to the Military Services the Department's policy on geographic stability/co-location?

DoDI 1315.18, Procedures for Military Personnel Assignments (October 28, 2015).

• What is the rationale behind the Department's current stabilization policies?

The Office of the Secretary of Defense policy provides permanent change of station (PCS) guidance to the Military Services to maintain an equitable assignment system for enhancing career attractiveness and professional development, sustaining an assignment base for overseas tours, achieving stability for tour completions, developing tour lengths consistent with maintaining a high degree of combat capability and readiness, achieving PCS stability (for the member and his or her family) while also giving reasonable consideration to PCS costs.

• How often are these policies reviewed?

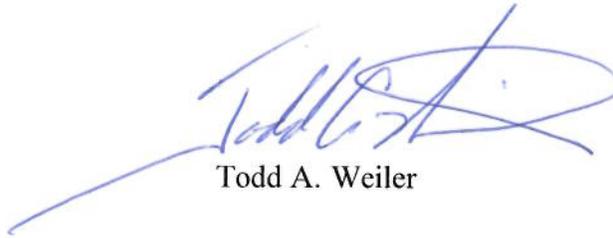
Assignment policy is reviewed at least annually for currency and is revised or changed as appropriate. For example, Change 1 to 1315.18 is just getting underway with requests for informal input from the Military Departments (and Services), Joint Staff, and other DoD Components.

• Is DoD considering a policy to address the low retention rates of servicewomen by increasing geographic stability/co-location for dual-military families (e.g., a Force of the Future reform initiative)?

Currently, DoDI 1315.18 authorizes the Military Services to grant exceptions to minimum time-on-station requirements, to waive assignment criteria for first-term Service member moves for military couple assignments, and to determine the type of accompanied or unaccompanied tour for married Service members. DoD assignment policy also allows for voluntary extensions to increase family stability through home-basing and follow-on assignment programs. These assignment policies recognize the unique career demands of military couples and tries to keep them together as much as possible. In January, 2016, the Secretary of Defense announced his second tranche of Force of the Future initiatives. One of the initiatives (Allow Service Members to Remain at a Station of Choice for Family Reasons) seeks to be more creative about making reasonable accommodations for members who face difficult family geographic situations while at the same time preserving force effectiveness. We are reiterating to the Military Departments that authority already exists in DoD assignment policy to accommodate geographic stability of military couples.

We routinely consider all options for best structuring assignment policy that minimizes the time Service members must spend away from their families, maximizes co-location/geographic stability, and ensures safety and security.

Thank you for your continued support to military Service women and the subsequent impact on the mission of DoD.



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