



DEPENDENT POLICY & EXECUTION

Brief to DACOWITS

United States Marine Corps

19 November 2015



Policy

What policy regulates the enlistment of an applicants who has dependent children?

- DODI 1304.26: Qualification standards for Enlistment, Appointment, and Induction dated 23 March 2015. This instruction applies to:
 - Applicants for initial enlistment into the Military Services of the Regular and Reserve components.

The military services **MAY NOT** enlist:

- **Married** individuals with more than two dependents under the age of 18.
- **Unmarried** individuals with custody of any dependent(s) under the age of 18. However, the Secretary concerned may grant a waiver for particularly promising applicants.

What is the methodology behind the current policy?

- The intent of policy is to protect the applicant, minor dependent and the military service.
 - This policy ensures that minor child care, comfort, support and physical custody are secure prior to enlistment and for the duration of the applicants first enlistment.
 - During initial training (i.e. boot camp and MOS school) the newly accessed parent is afforded little (if any) contact with their dependents. Therefore the dependents must receive care from persons other than their parent. The parent must be able to concentrate on successfully completing initial training which entails separation from dependents for a significant period of time.



Waiver considerations

MCRC Enlistment Processing Manual (EPM) dated 1 April 2014 states waiver consideration as:

- No Waiver required:
 - Unmarried applicants who have never had a dependent.
 - Married applicants whose only dependent is a spouse.
 - Legally separated (court order) with or without any minor dependents.
 - Divorced or legally separated applicants who **DO NOT** have children.
- Waivers authorized:
 - Unmarried applicants who have relinquished legal and physical custody (court order). This waiver may be considered once the requisite 90 days has elapsed from court order to custody change.
 - Unmarried applicants who have dependent(s) but does not have permanent custody and **MAY/MAY NOT** have court ordered support.
 - Married applicants that have an Active Duty Spouse (MCRC Admin review).
 - Married applicants with two (2) dependents (spouse and minor child) Active Component.
 - Married applicants with three (3) dependents (spouse and 2 minor children) Reserve Component.
 - Divorced applicants without custody of dependent(s) but has court ordered support.



Waiver Considerations (Cont')

- The applicant has the responsibility of identifying any/all dependents to the Recruiting Station to ensure all details pertaining to custody are captured to ensure the following:
 - Determine if the applicant is handling personal and financial affairs in a mature, competent, and responsible manner.
 - Enlistee Financial Worksheets will be utilized to determine the applicants debt to income ratio.
 - Determine if the applicant can meet current and expected financial obligations with service pay.
 - Counsel the applicant concerning potential problems that may be experienced at the onset of enlistment relating to financial matters and the assignment to possible dependent restricted tours of duty (i.e. Duty Station locations and Exceptional Family Member Program (EFMP) in accordance with the Joint Federal Travel Regulations (JFTR).



Dependent Waiver Data

Does this policy make exceptions based on the gender of the applicant?

- No, waiver eligibility is not gender dependent. Per DODI:
 - Avoid inconsistencies and inequities based on ethnicity, gender, race, religion, or sexual orientation in the application of standards.
 - Judge the suitability of individuals to serve in the military services on the basis of their adaptability, potential to perform, and conduct.
 - Established procedures to grant waivers, accomplish reviews, and require individuals to meet appropriate standards.

How does this policy impact your Service's ability to attract and recruit highly qualified female applicants?

- Impact is minimal, very few of Marine Corps applicants have dependents and less than 1 percent of Marine Corps accessions require a dependent waiver.



Questions?