

Military Family Readiness Council Meeting Minutes
The Pentagon Library and Conference Center, Room B6
June 13, 2019
10 a.m. - 12 p.m.

Meeting Attendees:

Office of the Secretary of Defense (OSD):

The Honorable James N. Stewart, Chair, Assistant Secretary of Defense for Manpower and Reserve Affairs (M&RA), Performing the Duties of the Under Secretary of Defense for Personnel and Readiness

Ms. Carolyn Stevens, Office of the Deputy Assistant Secretary of Defense for Military Community and Family Policy (MC&FP), Director, Office of Military Family Readiness Policy (OMFRP)

Army:

LTG Gwen Bingham, U.S. Army (USA), Assistant Chief of Staff for Installation Management
SMA Daniel Dailey, USA, Sergeant Major of the Army

Air National Guard:

Maj Gen Dawne Deskins, Director, J-1, National Guard Bureau

Marine Corps:

Ms. Marie Balocki, U.S. Marine Corps (USMC) Headquarters (HQ), Director, Marine and Family Programs

Ms. Heather Zane, Spouse of USMC Reserve Member

Navy:

RDML Philip Sobeck, Director, Twenty-First Century Sailor Office

MCPON Russell L. Smith, Master Chief Petty Officer of the Navy

Ms. Evelyn Honea, Spouse of U.S. Navy member

Air Force:

MSgt Shameka Dickson, *representing* CMSAF Kaleth O. Wright, Chief Master Sergeant of the Air Force

Mr. Horace Larry, Director, Air Force Services

Mrs. Jill La Fave, Spouse of U.S. Air Force Reserve member

Military Family Organizations:

Ms. Karen Ruedisueli, National Military Family Association

Advisors:

Ms. Kristen C. McManus, Program Analyst, Morale, Welfare, Recreation, and Resale Policy

Mr. Marcus Beauregard, Director, Defense-State Liaison Office (DSLO)

Mrs. A.T. Johnston, Deputy Assistant Secretary of Defense (DASD) for MC&FP

Ms. Virginia S. Penrod, Principal Deputy Assistant Secretary of Defense for M&RA

Ms. Patti Moseley, Defense Health Agency (DHA), Partnering for Readiness
Ms. Beth Riffle, Director, Military Community Outreach, MC&FP
CAPT Ed Simmer, Deputy Director, TRICARE/DHA
Dr. Linda L. Curtis, Department of Defense Education Activity HQ, Principal Deputy Director
and Associate Director for Academics
Ms. Stephanie Miller, Director, Military Accessions Policy, ODASD (Military Personnel Policy)

Military Family Readiness Council (MFRC) Designated Federal Officer (DFO):

Mr. William Story, MC&FP/OMFRP, DFO
Mr. William Hampton, MC&FP, Alternate DFO

MFRC Support Staff:

Ms. Melody McDonald, MC&FP/OMFRP
Mr. Frank Emery, MC&FP/OMFRP

Public Submissions:

- Request to add a special exception clause to title 5, Code of Federal Regulations, section 531, for a Service member who has PCS orders (1)
- Request for documents or written public submissions (4)
- Request if Council had any State-specific policy recommendations (1)
- Request for June 13, 2019, meeting agenda (1)
- Survivor Benefit Plan—Dependency and Indemnity Compensation Offset (1)
- Emails concerning family member Exceptional Family Member Program (EFMP) enrollment (4)
- EFMP respite care (3)
- EFMP funding (1)
- Military students with special needs (1)
- Mental health professional statement of issues affecting military families (1)
- Key spouse comments and recommendations for several family programs (1)
- Emails concerning military housing issues (3)
- Email concerning non-functional website (1)
- Query if MFRC live-stream is available (1)
- Business solicitation (1)
- Sharing personal experiences (2)

Proceedings of the Meeting:

On Thursday, June 13, 2019, the Military Family Readiness Council (MFRC) held its third meeting of fiscal year (FY) 2019 in the Pentagon Library and Conference Center (Room B6).

The purpose of this meeting was to draft, discuss, and vote on 2019 recommendations for the Secretary of Defense and propose focus areas for Council review during FY 2020.

A full transcript of the meeting and attendance of members and advisors present is available.

Call to Order

The MFRC DFO, Mr. William Story, welcomed Council members, advisors, and public guests. He reviewed the agenda and introduced Council Chair, The Honorable James N. Stewart.

Mr. Stewart welcomed everyone and said that the issues the Council would discuss, focused on families, are very important and have impact on retention. Mr. Story introduced three new members: Ms. Evelyn Honea, Ms. Heather Zane, and Mrs. Jill La Fave. He noted that their perspectives are very important, and explained that during the meeting they would review and vote on recommendations for the MFRC's FY 2019 report to the Secretary of Defense. He added that the Council would also consider FY20 topics. He also noted that urgent issues may come up for MFRC consideration during the year as well. Mr. Stewart thanked all of the members for bringing issues to the Council's attention. He acknowledged this would be the last meeting for LTG Bingham, SMA Dailey, Ms. Karen Ruedisueli, Dr. Keller, and Dr. Rubin. Mr. Stewart thanked them for their hard work and contributions to the Council.

Procedural Guidance

Mr. Story reviewed participant guidance and discussed the process for meeting presentations to ensure compliance with FACA rules. Similarly, he explained to Council members how they would deliberate and vote for recommendations and proposed focus areas.

Mr. Story next provided a description of the MFRC membership. He said that while participation is open to the public, this meeting is not a town hall meeting. Mr. Story then explained how the public could contact the Council.

Council Member Presentations, Deliberation, and Voting

Recommendation #1: Endorsed and unranked (To be combined with Recommendations #7 and #13 as Research and Communication on Millennial and Generation Z Military Families)

Title: Marine Corps Community Service (MCCS) Knows Marine Corps Families

Recommendation: Expand "MCCS Knows Marines" qualitative/exploratory research to young millennial and Generation Z Marine Corps families with the objective of identifying gaps in family support.

Discussion: Ms. Ruedisueli suggested the methodology MCCS used to identify unmet needs of young Marines would provide insight to families' needs and allow the Council to tailor new solutions to assist families.

The Council specifically recommends the following courses of action (COAs):

1. Leverage the "MCCS Knows Marines" methodology and expand research to young millennial and Generation Z families.

2. Develop a detailed understanding of what it is like to be a young Marine Corps (or Army, Navy, or Air Force) family today.
3. Determine unmet needs/gaps in support of young families, with a focus on families facing deployment.
4. Use findings to: a) target limited family support resources to the appropriate programs; and b) tailor new solutions to young millennial and Generation Z family needs.

Recommended office of primary responsibility for COAs: (TBD)

For voting purposes, Council members agreed to combine Recommendations #1, #7, and #13.

Recommendation #2: Endorsed and ranked as number four (To be combined with Recommendations #8 and #11 as Accessions and Dependent Medical Records Policies)

Title: Reducing Mental Health Stigma

Recommendation: Require the Services to report on the policies and processes related to accessing and evaluating military dependent (minor) medical records when a former military dependent enters Military Service.

Discussion: Ms. Ruedisueli said she believes there continue to be questions about the accessions process, the use of dependent medical records, and how these records could be misinterpreted.

The Council specifically recommends the following COAs:

Provide transparency to the process of accessing military dependent medical records by requesting that the Services answer the following questions:

- What is the scope of the issue?
- How many military dependents' medical records have been accessed?
- How many military dependents have been denied enlistment or involuntarily separated due to information in their dependent medical records?
- Under what circumstances do the Services access Military Health System dependent medical records? Is this a random sample or prompted by something specific?
- Which military entrants are subject to having their dependent medical records evaluated? Enlistees? Service academy cadets and midshipmen? Reserve Officer Training Corps students? Those entering via other commissioning sources?
- What guidelines are the Services using when evaluating information in dependent medical records? How is dependent medical information used in "fit for duty" determinations? What other information (medical or otherwise) is used in conjunction with dependent medical records in "fit for duty" determinations?

For voting purposes, Council members agreed to combine Recommendations #2, #8, and #11.

Recommendation #3: Endorsed and ranked as number one (as Child Care Accessibility)

Title: Child Care Accessibility in Military Child and Youth (CY) Services Programs to Support the Request for Full-Day Child Care for Families and to Provide a Seamless Delivery of Quality Child Care for Eligible Children and Youth 6-Weeks to 12-Years

Recommendation: Support CY programs by ensuring child care is funded to meet the growing child care demand. Ensure staff are brought on board and background checks are completed within prescribed timelines, and to revitalize the Family Child Care (FCC) program to meet the increasing child care demand

Discussion: LTG Bingham said all the Services share the child care issue, and she believes there is an opportunity for all of the Services to have a collaborative approach. SMA Dailey said child care is the number one family program in the Army, with day-to-day child care being foremost in soldiers' minds. Mr. Stewart noted that Congress is also watching this issue.

The Council specifically recommends the following COAs:

1. Invite the Services to discuss and determine ways to meet the child care demands on military installations at the following touch points: a) Service-level HQs, b) M&RA, c) Installation Child and Youth Programs, and d) Support Agencies (Civilian Personnel Advisory Center, etc.).
2. Promote ways to increase child care on installations. Ensure funding is provided to support child care requirements. Ensure staff are brought on in a timely manner (timely background check requirements are completed) and determine ways to expand and revitalize the FCC programs.

Recommended office of primary responsibility for COAs: Office of Military Readiness Policy (OMFRP)

Recommendation #4: Endorsed and unranked (as EFMP Standardization)

Title: Exceptional Family Member Program Standardization

Recommendation: The Department of Defense Office of Special Needs (OSN) continues to work with the Military Services to enhance and improve the Exceptional Family Member Program (EFMP) and standardization across all Services.

Discussion: LTG Bingham said that although there has been progress, there is still work to be done, especially in the enrollment process. She noted there is a need for standardization for respite care and how the program is executed.

The Council specifically recommends the following COAs:

1. Continue to collaborate and coordinate with the Services and other agencies on standardization efforts.
2. Continue to explore ways to standardize all aspects of the EFMP to ensure the same level of service regardless of Military Service affiliation and location by focusing on:
 - a. Access
 - b. Policy and procedures
 - c. Reporting
 - d. Business processes and forms
 - e. Information technology solutions
 - f. Respite care

Recommended office of primary responsibility for COAs: OSN

Recommendation #5: Endorsed and ranked as number two (To be combined with Recommendation #9 as Spouse Licensure Issues)

Title: Spouse Licensure Portability

Recommendation: Support the efforts of the Defense-State Liaison Office (DSLO) to continue their work with State legislators, other State officials, representatives from occupation-affiliated organizations, and military spouses to improve license portability for military spouses.

Discussion: LTG Bingham said this topic transcends all of the Services and that she was pleased that Congress granted the Military Department Secretaries the authority to provide up to \$500 to reimburse spouses for licensure. Mr. Stewart said members of Congress are very concerned about this topic.

The Council specifically recommends the following COAs:

1. Continue to address mobility and portability areas of concern that support relocating Military Service members and families.
2. Continue to work and collaborate to break down barriers that limit spouse education and employment opportunities for military spouses at any location.
3. Address educational portability for children and adults; and employment opportunities, professional licensing, and credentials needed by military spouses to work across State lines.
4. Examine educational benefits to gain a deeper understanding of how they affect Service and family member readiness.
5. Open the aperture on tuition assistance for use by both Service members and their spouses who want to pursue professional licensing and technical certifications.

Recommended office of primary responsibility for COAs: DSLO

For voting purposes, Council members agreed to combine Recommendations #5 and #9.

Recommendation #6: Endorsed and unranked (as Community Collaboration)

Title: Community Collaboration and Coordination

Recommendation: Continue to use community collaboration to gain greater access to a broad range of military family readiness resources, services, and expertise needed by Service and family members.

Discussion: LTG Bingham said she believes that partnerships with entities outside the installation gates will help in supporting the needs of military families.

The Council specifically recommends the following COAs:

1. Continue to use community collaboration to gain greater access to a broad range of military family readiness resources, services, and expertise needed by Service and family members.
2. Reduce barriers for military agencies and installations to collaborate and partner with governmental and private organizations.
3. Campaign proactively to inform military and civilian agencies, develop metrics to measure success, and determine needs to focus efforts where and when they are needed most.

4. Explore how Military OneSource and other digital platforms can be incorporated into this effort, especially using existing technology, social media platforms, and mobile applications.

Recommended office of primary responsibility for COAs: Military Community Outreach (MCO)

Recommendation #7: Endorsed and unranked (To be combined with Recommendations #1 and #13 as Research and Communication on Millennial and Generation Z Military Families)

Title: Delivery of Service and Family Member Programs Tailored to Millennials

Recommendation: DoD and the Military Services should join forces and continue to research, analyze, develop, and employ innovative and effective ways to deliver family programs to our current and future generation of Service members and military families.

Discussion: LTG Bingham said she recommends finding innovative ways to deliver programs to families.

The Council specifically recommends the following COAs:

DoD and Military Services should collaborate on how to best deliver family programs and services to our current and future generations of Service members and families.

1. Conduct additional research on effective ways to deliver family programs.
2. Analyze data and technology sources available.
3. Make recommendations to DoD and the Military Services on how to best deliver family programs and services.
4. Develop innovative and effective methods to deliver programs and services to our Service members to help enhance and improve readiness.

Recommended office of primary responsibility for COAs: (TBD)

For voting purposes, Council members agreed to combine Recommendations #1, #7, and #13.

Recommendation #8: Endorsed and ranked as number four (To be combined with Recommendations #2 and #11 as Accessions and Dependent Medical Records Policies)

Title: Accessions and Medical Records Policies and Procedures: Impact on Military Children Who Received Mental and Behavioral Health Services

Recommendation: DoD should continue to further research this subject to ensure that its policies and accession standards are in line with the current operating environment.

Discussion: LTG Bingham said she would like to collaborate with others regarding accessions and medical records policies and procedures.

The Council specifically recommends the following COAs:

1. DoD needs to form a team to conduct further research, analysis, and effects on accessions and medical records policies impacting military children who receive mental and behavioral health services.
2. Develop recommendations and report back to the Council on the way forward.

Recommended office of Primary Responsibility for COAs: DHA

For voting purposes, Council members agreed to combine Recommendations #2, #8, and #11.

Recommendation #9: Endorsed and ranked as number two (To be combined with Recommendation #5 as Spouse Licensure Issues)

Title: Defense-State Liaison Office Top 10 Issues

Recommendation: The DSLO continues their work toward resolution of the top 10 military lifestyle issues and veteran employment protections.

Discussion: LTG Bingham said significant movement has been made with the issue as it relates to education credits and licensure portability.

The Council specifically recommends the following COAs:

1. Request that this topic continue to be a focus of the MFRC, DoD, and Services.
2. Request that DSLO continue to provide updates on the top 10 military lifestyle issues and progress made on each, to include strategies to work toward resolution.
3. Continue to work with States and other military services organizations that can assist and support efforts to focus on issues that affect families.

Recommended office of primary responsibility for COAs: DSLO

For voting purposes, Council members agreed to combine Recommendations #5 and #9.

Recommendation #10: Endorsed and unranked

Title: Spouse Licensure Reimbursement Legislation

Recommendation: Actively promote use of Congressional legislation (37 U.S.C. §476(p)) that provides spouse licensure reimbursement for permanent change of station moves.

Discussion: RDML Sobek said he recommends that a provision be added to ensure spouse licensure reimbursement is automatic.

The Council specifically recommends the following COAs:

1. Actively promote the use of 37 U.S.C. §476(p) spouse licensure reimbursement and assess usage.
2. Actively support Congressional legislation to create universal licensing standards and to modify State residency rules to ease barriers for frequently-moving military families.

Recommended office of primary responsibility for COAs: ODASD(MC&FP)

For voting purposes, Council members agreed this is already in progress.

Recommendation #11: Endorsed and ranked as number four (To be combined with Recommendations #2 and #8 as Accessions and Dependent Medical Records Policies)

Title: Accessions and Medical Records Policies and Procedures: Impact on Military Children Who Received Mental and Behavioral Health Services

Recommendation: Understand the unintended future consequences related to the electronic merging of dependent and military service medical records and the potential undermining of child well-being, thereby exacerbating “stigma” and increasing reluctance among parents as well as health professionals to take action.

Discussion: In Ms. Keller’s absence, Mr. Story read from the slide for this recommendation. Mr. Stewart said that although the Council believes there is tremendous merit with this recommendation, in many cases, medical experts say they are able to give military children priority since they can easily access their records. He asked that the Council keep that in mind during the implementation piece.

The Council specifically recommends the following COAs:

1. Establish an expert working group (including external professionals along with OSD, the Services, and DHA, to review DoD Instruction 6130.03, “Medical Standards for Appointment, Enlistment, or Induction in the Military Services,” outlining the behavioral health conditions that cause an applicant to be “permanently disqualified.”
2. Examine examples, evidence, and data sources concerning the consistency of practices, equity, and communication:
 - a. Examine individualized practices and inconsistencies (e.g., each Military Service branch is allowed to grant a waiver for or reevaluate such conditions).
 - b. Discover if military-connected children whose parents encouraged behavioral health care at the earliest signs of concern, are now, as adults, penalized under this DoD instruction.
 - c. Identify salient evidence or examples indicating the application of medical or behavioral health standards for military- or veteran-connected youth as compared with civilian-connected recruits.
3. Discover unintended negative consequences, if any, resulting from EFMP participation, help-seeking, and privacy implications, especially for parents who recognize a need to seek behavioral health support for children and teens.
4. Discover corrective actions that are in progress through personnel offices, DHA, legal, and OSD Public Affairs.
5. Research the risk assessments and safeguards in the current dependent health services (including the proposed changes), the records and standards designed to lessen the likelihood of increased stigma, the reduced access to care, and the restricted emotional support and treatments of psychiatric illnesses, all of which could worsen military children's health.
6. Require the DoDI draft revisions (specific to the medical or behavioral health, Individualized Education Program, and Section 504 accommodations) be sent for comment to independent expert reviewers (e.g., National Association of State Directors of Special Education, American Psychological Association, American Association of Child and Adolescent Psychiatrists, American Academy of Pediatrics).

Recommended office of primary responsibility for COA: DHA with MC&FP

For voting purposes, Council members agreed to combine Recommendations #2, #8, and #11.

Recommendation #12: Endorsed and ranked as number three (as Housing Issues)

Title: Military Housing: Safety, Health, Maintenance, Service, and Implications for Military Communities

Recommendation: Review current research indicators resulting from the Services' surveys and through independent sources (e.g., Military Family Advisory Network), that are illustrative of the readiness and well-being concerns and what has been reported by privatized housing companies.

Discussion: Mr. Story read the recommendation from the slide for Ms. Keller.

The Council specifically recommends the following COAs:

What are the current public health concerns associated with military housing, including those areas where remediation is going well and areas that are under scrutiny.

1. Expect a report on the progress for the Tenant/Resident Bill of Rights, including a communication plan.
2. Establish a DoD working group, in collaboration with nonprofit (non-federal entities) and public health professionals, to review and make recommendations regarding metrics and the accountability systems. The working group should have access to survey results, privatized housing data, customer/resident satisfaction standards, spot reviews, etc., to gain an authentic understanding of the problems, solutions, and on-going challenges.
3. Discover corrective actions that are in progress (including recourses for families) as well as those needed for the accountability standards.
4. Review the information given by housing authorities to families prior to moves.
5. Review the accommodations for families who have a member with special needs.
6. Require a report back to the Council within 6 months.

Recommended office of primary responsibility for COA: OASD (Sustainment)

Recommendation #13: Endorsed and unranked (To be combined with Recommendations #1 and #7 as Research and Communication on Millennial and Generation Z Military Families)

Title: Development of Joint Knowledge Online (JKO) Learning Module(s) for Effective Millennial Communication Strategies

Recommendation: Develop JKO learning module(s) for family services and child and youth support personnel to help facilitate their understanding and comprehension of effective strategies for communicating with millennials and future generations of Service members.

Discussion: Mr. Larry said JKO could look across all the Services and develop a training module to help educate millennial and Generation Z families.

The Council specifically recommends the following COAs:

1. Assemble an inter-Service working group of Family Support, Child and Youth, Public Affairs, and Military Community and Family Policy personnel to draft potential course objectives.
2. Establish a course requirement with JKO and link with the working group to help determine appropriate course structure, delivery methods, learning objectives, and affective behavior outcomes.
3. Appoint a working group lead to report progress to the MFRC on a periodic basis until complete and fielded.

Recommended office of primary responsibility for COA: MCO

For voting purposes, Council members agreed to combine Recommendations #1, #7, and #13.

After hearing about each recommendation, the Council decided to combine some recommendations and to put seven recommendations forward in the report. The Council ranked the top four recommendations. The unranked recommendations will be included in the MFRC's FY 2019 Annual Report.

Ranked Recommendations List

(# 1) Child Care Accessibility in Military Child and Youth (CY) Services Programs to Support the Request for Full-Day Child Care for Families and to Provide a Seamless Delivery of Quality Child Care for Eligible Children and Youth 6-Weeks to 12-Years (Recommendation 3).

Support CY programs by ensuring child care is funded to meet the growing child care demand. Ensure staff are brought on board and background checks are completed within prescribed timelines, and revitalize the Family Child Care (FCC) program to meet the increasing child care needs.

(# 2) Support Spouse Licensure Portability and DSLO Top Ten Priorities (Recommendations 5 & 9 combined).

Support the efforts of the Defense-State Liaison Office (DSLO) to continue its work with State legislators, State officials, representatives from occupation-affiliated organizations, and military spouses to expand and improve license portability for military spouses. Support DSLO's work to resolve the other top 10 military lifestyle issues and veteran employment protections.

(# 3) Military Housing: Safety, Health, Maintenance, Service, and Implications for Military Communities (Recommendation 12).

Review current research indicators resulting from the Services' surveys and through independent sources (e.g., Military Family Advisory Network), that are illustrative of the readiness and well-being concerns that have been reported by privatized housing companies.

(# 4) Reducing Mental Health Stigma (Recommendations 2, 8, & 11 combined).

Determine and understand the unintended future consequences related to the electronic merging of dependent and military service medical records and the potential undermining of child well-being, thereby exacerbating stigma and increasing reluctance among parents as well as health professional to take actions.

- Require the Services to report on the policies and processes related to accessions and the evaluation of military dependent (minor) medical records when a former military dependent enters Military Service.
- Ensure that DoD and the Services' policies and accession standards are congruent with current health policy, recruiting, and operational environments.

Unranked Recommendations List

Delivery of Service and Family Member Programs Tailored to Millennials

(Recommendations 1, 7, & 13 combined).

DoD and the Military Services should join forces and continue to research, analyze, develop, and employ innovative and effective ways to deliver family programs tailored to our current and future generation of Service members and their families, and specifically:

- Expand “MCCS Knows Marines” qualitative/exploratory research to young millennial and Generation Z Marine Corps families with the objective of identifying gaps in family support.
- Develop Joint Learning Online (JKO) learning module(s) for family services and child and youth support personnel to help facilitate their understanding and comprehension of effective strategies for communicating with millennials and future generations of Service members.

Exceptional Family Member Program Standardization (Recommendation 4).

The Department of Defense Office of Special Needs (OSN) continues to work with the Military Services to enhance and improve the Exceptional Family Member Program (EFMP) and standardization across all Services.

Community Collaboration and Coordination (Recommendation 6).

Continue to use community collaboratives to gain greater access to a broad range of military family readiness resources, services, and expertise needed by Service and family members.

Spouse Licensure Reimbursement Legislation (Recommendation 10).

Actively promote the use of Congressional legislation (37 U.S.C. §476(p)) that provides spouse licensure reimbursement for permanent change of station moves.

Fiscal Year 2020 MFRC Focus Areas

Council members selected the following two focus areas for MFRC review during FY 2020:

- 1. Changes in dependent health-care systems and implications for military family readiness**
- 2. Community collaboratives and partnerships**

Other topics considered, but not selected, included:

- a. How the Department and Military Services can better leverage existing digital resources
- b. Child care accessibility in military child and youth services programs

- c. Standardize the eligibility and definition of “survivors” across all Military Services
- d. Joint Military Family Readiness Centers and standardization of family programs
- e. Defense-State Liaison Office progress/status on DoD’s top 10 military lifestyle issues and veteran employment protections
- f. Spouse education and employment opportunities
- g. Challenges related to underreporting to FAP of child abuse across the Services
- h. Satisfaction and access to care for children with special health care or behavioral health needs
- i. Military family well-being and readiness indicators
- j. The well-being of children and youth
- k. Invisible populations of children and families with critical needs
- l. Data-informed community collaboration and partnerships
- m. Food insecurity among military families

Closing Remarks:

Mr. Stewart provided brief closing remarks during which he thanked Council members for their time and participation. He said the Council performs an important role in looking at the issues that are of greatest concern to military families and in finding measures to resolve the issues. The meeting adjourned at 11:28 a.m.

Next Meeting:

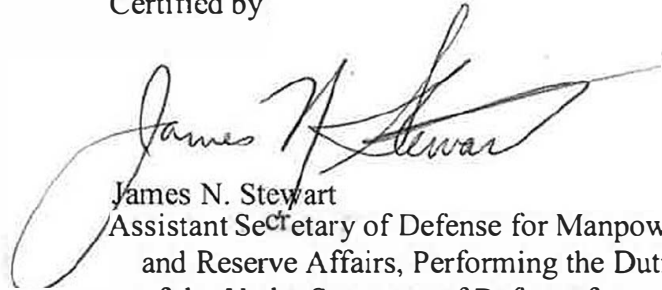
The Council will meet again on December 17, 2019, from 10 a.m. to 12 p.m., in the Pentagon Library and Conference Center, Room B6.

Submitted by



William Story
Designated Federal Officer

Certified by



James N. Stewart
Assistant Secretary of Defense for Manpower
and Reserve Affairs, Performing the Duties
of the Under Secretary of Defense for
Personnel and Readiness