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Subject: HQDA EXORD 155-13 EXTENDING BENEFITS TO SAME-SEX DOMESTIC PARTNERS OF MILITARY MEMBERS	HQDA EXORD 155- 13 Annex A.doc
Originator: OPS AND CONTINGENCY PLANS G3 DAMO ODO(MC)	
DTG: 311850Z May 13 Precedence: PRIORITY DAC: General	
To: IMCOM OPS DIV(UC), HQ IMCOM(UC), HRC G3(UC), ARNGWATCH(UC), AROC FT BRAGG NC(UC), G33 CUROPS FT BRAGG NC(UC), TRADOC G3-5-7 OPNS CTR(UC), TRADOC(UC), INDIVIDUAL READINESS POLICY DIVISION(UC), HUMAN RESOURCES(UC), PLANS RESOURCES AND OPS(UC), TRAINING DIRECTORATE(UC)	
cc: AOC CAT OPSWATCH G3 DAMO AOC(MC), DIR OPS READINESS AND MOB G3 DAMO OD(MC), OPS AND CONTINGENCY PLANS G3 DAMO ODO(MC)	

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(U) REFERENCES.

REF//A/ (U) MEMORANDUM, (SEC)RETARY OF DEFENSE, 11 FEB 13,
SUBJECT: EXTENDING BENEFITS TO SAME-SEX DOMESTIC PARTNERS OF
MILITARY MEMBERS//

REF//B/ (U) MEMORANDUM, UNDER (SEC)RETARY OF DEFENSE, 25 FEB 13,
SUBJECT: EXTENDING BENEFITS TO SAME-SEX DOMESTIC PARTNERS OF
MILITARY MEMBERS//

REF//C/ (U) MEMORANDUM, DEPARTMENT OF THE ARMY, 01 APR 13,
EXTENDING BENEFITS TO SAME-SEX DOMESTIC PARTNERS STRATEGIC
IMPLEMENTATION PLAN//

REF//D/ (U) MEMORANDUM, UNDER (SEC)RETARY OF DEFENSE, 11 APR 13,
SUBJECT: CHANGES TO DEPARTMENT OF DEFENSE ISSUANCES REGARDING
BENEFITS TO SAME-SEX DOMESTIC PARTNERS OF MILITARY MEMBERS//

1. (U) SITUATION.

1.A. ON 11 FEBRUARY 2013 THE (SEC)RETARY OF DEFENSE DIRECTED THE SERVICES TO MAKE AVAILABLE THE BENEFITS ALLOWED BY LAW TO SAME-SEX DOMESTIC PARTNERS OF MILITARY PERSONNEL AND WHERE APPLICABLE, THE CHILDREN OF THE SAME-SEX DOMESTIC PARTNERS BY 31 AUGUST 2013. THE (SEC)RETARY OF THE ARMY DIRECTS THE COMPLETION OF POLICY REVISION AND TRAINING BY 30 AUGUST 2013.

1.B. ANNEX A PROVIDES A LIST OF BENEFITS THAT WILL BE EXTENDED TO SAME-SEX DOMESTIC PARTNERS OF MILITARY PERSONNEL AND WHERE APPLICABLE, THE CHILDREN OF THE SAME-SEX DOMESTIC PARTNERS BY 31 AUGUST 2013.

1.C. EXTENDING THE BENEFITS LISTED IN ANNEX A TO SAME-SEX DOMESTIC PARTNERS OF MILITARY PERSONNEL AND WHERE APPLICABLE, THE CHILDREN OF THE SAME-SEX DOMESTIC PARTNERS WILL REQUIRE TRAINING, SUBSTANTIAL POLICY REVISIONS AND TECHNICAL UPDATES TO SYSTEMS BEFORE IMPLEMENTATION.

1.D. REFERENCE C IS THE OFFICIAL GUIDANCE TO EXTEND 22 BENEFITS TO SAME-SEX DOMESTIC PARTNERS OF MILITARY PERSONNEL AND, WHERE APPLICABLE, THE CHILDREN OF THE SAME-SEX DOMESTIC PARTNERS.

2. (U) MISSION. IN SUPPORT OF THE DEPARTMENT OF DEFENSE, THE DEPARTMENT OF THE ARMY EXTENDS BENEFITS, TO SAME-SEX DOMESTIC PARTNERS AND WHERE APPLICABLE, THE CHILDREN OF THE SAME-SEX DOMESTIC PARTNERS BEGINNING 31 AUGUST 2013 BUT NLT 01 OCTOBER 2013.

3. (U) EXECUTION.

3.A. INTENT. LEADERSHIP AT EVERY LEVEL WILL ENSURE THE EXTENSION OF BENEFITS TO SAME-SEX DOMESTIC PARTNERS IS SUCCESSFULLY IMPLEMENTED IN A PROFESSIONAL AND RESPECTFUL MANNER.

3.A.1. KEY TASKS.

3.A.1.A. UPDATE REQUIRED GOVERNING POLICIES, REGULATIONS AND AUTOMATED SYSTEMS.

3.A.1.B. CONDUCT NECESSARY TRAINING.

3.A.1.C. EDUCATE LEADERS AND SOLDIERS OF IMPLEMENTATION PROCEDURES.

3.A.2. SUCCESSFUL IMPLEMENTATION AND EXECUTION OF EXTENSION OF BENEFITS TO SAME-SEX DOMESTIC PARTNERS WILL RESULT IN COMPLIANCE WITH DEPARTMENT OF DEFENSE GUIDANCE.

3.B. CONCEPT OF OPERATIONS. THIS PLAN IS CONDUCTED IN FOUR PHASES. PHASE I (REQUIREMENTS DETERMINATION/VALIDATION); PHASE II (REQUIREMENTS RESOURCED); PHASE III (EXTENSION OF BENEFITS); PHASE IV (REFINEMENT OF PROCESS).

3.B.1. PHASE I (REQUIREMENTS DETERMINATION/VALIDATION) THIS PHASE BEGAN 11 APRIL 2013 WITH THE ISSUING OF THE DEPARTMENT OF DEFENSE MEMORANDUM DIRECTING THE MILITARY DEPARTMENTS AND SERVICES TO IDENTIFY AND UPDATE POLICIES AND REGULATIONS. THE KEY TASK FOR THE DEPARTMENT OF THE ARMY IS TO IDENTIFY AND VALIDATE REQUIRED POLICIES, REGULATIONS, TRAINING, FUNDING, AND AUTOMATION SYSTEMS THAT ARE AFFECTED BY THE EXTENSION OF BENEFITS. THIS PHASE IS COMPLETE NLT 01 JUNE 2013.

3.B.2. PHASE II (REQUIREMENTS RESOURCED) THIS PHASE BEGINS UPON COMPLETION OF VALIDATION OF REQUIREMENTS IN PHASE I. THE KEY TASKS DURING THIS PHASE ARE CONDUCTING NECESSARY TRAINING AND EDUCATING SOLDIERS AND LEADERS OF THE PROCEDURES ASSOCIATED WITH THE EXTENSION OF BENEFITS. ADDITIONALLY, DRAFT POLICIES AND REGULATIONS ARE REVIEWED. THIS PHASE IS COMPLETE NLT 01 AUGUST 2013.

3.B.3. PHASE III (EXTENSION OF BENEFITS) THIS PHASE BEGINS WITH THE PUBLISHING OF IMPLEMENTATION GUIDANCE IN THE FORM OF AN ARMY

DIRECTIVE NLT 17 JUNE 2013. THE KEY TASK DURING THIS PHASE IS ALL SYSTEMS IN PLACE FOR EXTENDING THE 22 BENEFITS FOR SAME-SEX DOMESTIC PARTNERS. HRC WILL VALIDATE SYSTEM CAPABILITIES NLT 01 AUGUST 2013 TO ARMY G-1. THIS PHASE IS COMPLETE NLT 30 AUGUST 2013.

3.B.4. PHASE IV (REFINEMENT OF PROCESS) THIS PHASE CONTINUES THROUGH THE EXTENSION OF BENEFITS. THE G-1 ADVISORY PANEL WILL PERIODICALLY REVIEW PROCESS AND REFINE PROCEDURES AS NECESSARY.

3.C. TASKS TO ARMY STAFF AND SUBORDINATE ORGANIZATIONS.

3.C.1. HQDA G-1 (DAPC-PRC).

3.C.1.A. ACT AS LEAD FOR THIS EXORD.

3.C.1.B. IDENTIFY AND CONSOLIDATE CHANGES TO POLICIES AND REGULATIONS THAT ARE REQUIRED TO EXTEND BENEFITS NLT 01 JUNE 2013.

3.C.1.C. LEAD THE G-1 ADVISORY PANEL'S BI-WEEKLY MEETING TO SUBMIT MONTHLY UPDATES ON THE PROGRESS OF IMPLEMENTATION TO THE DEPARTMENT OF DEFENSE. THE ISSUANCE OF THIS EXORD BEGINS THIS PROCESS.

3.C.1.D. IN COORDINATION WITH DEPARTMENT OF DEFENSE DEVELOP FREQUENTLY ASKED QUESTIONS NLT 01 JUNE 2013.

3.C.1.E. DEVELOP SENIOR LEADER SENDS, ALARACT MESSAGE, AND ARMY SPECIFIC FACT SHEET NLT 17 JUNE 2013.

3.C.1.F. AUTHOR AND COORDINATE AN ARMY DIRECTIVE FOR SECARMY APPROVAL NLT 17 JUNE 2013 TO EXTEND BENEFITS TO SAME-SEX DOMESTIC PARTNERS.

3.C.1.G. COORDINATE WITH ARMY PUBLISHING DIRECTORATE TO UPDATE POLICIES AND REGULATORY CHANGES NLT 01 AUGUST 2013 TO EXTEND BENEFITS TO SAME-SEX DOMESTIC PARTNERS. THESE CHANGES WILL BE IDENTIFIED IN AN ARMY DIRECTIVE APPROVE BY SECARMY.

3.C.1.H. ARMY PUBLISHING DIRECTORATE WILL UPDATE IDENTIFIED PUBLICATIONS AT APPENDIX C TO SUPPORT THE IMPLEMENTATION OF BENEFITS TO SAME-SEX DOMESTIC PARTNERS NLT 30 AUGUST 2013.

3.C.1.I. PROVIDE G-3/5/7 AND TRADOC THE LEARNING OBJECTIVES NLT 01 JUNE 2013.

3.C.2. HQDA G-1 (DAPE-HRR).

3.C.2.A. IDENTIFY REQUIRED REGULATORY CHANGES TO EXTEND BENEFITS TO RETIRED SOLDIERS NLT 01 JUNE 2013.

3.C.2.B. UPDATE THE ARMY BENEFIT WEBSITE ([HTTP://MYARMYBENEFITS.US.ARMY.MIL/](http://myarmybenefits.us.army.mil/)) TO INCLUDE EXTENDED BENEFITS TO SAME-SEX DOMESTIC PARTNERS IMMEDIATELY UPON APPROVAL OF THE ARMY DIRECTIVE NLT 01 AUGUST 2013.

3.C.3. HQDA G-1 (DAPE-ZXS).

3.C.3.A. IN COORDINATION WITH OFFICE OF THE CHIEF OF PUBLIC

AFFAIRS AND DEPARTMENT OF DEFENSE PUBLIC AFFAIRS DEVELOP COMMUNICATION PLAN TO INCLUDE PUBLIC AFFAIRS GUIDANCE NLT 01 JUNE 2013.

3.C.3.B. ASSIST HQDA G-1 PRC IN DEVELOPING SENIOR LEADER SENDS AND FREQUENTLY ASKED QUESTIONS NLT 17 JUNE 2013.

3.C.4. CDR, HRC (ARHC-PLP-P). MONITOR THE DEFENSE HUMAN RESOURCES ACTIVITY (DHRA) REPORTING ON SYSTEM SOFTWARE UPDATE AND ID CARD SITE FACILITIES COMMUNICATION AWARENESS TRAINING FOR ACTIVE ARMY AND RESERVE COMPONENTS. HRC WILL NOTIFY ARMY G-1 OF ANY NOTED DISCREPANCIES.

3.C.5. HQDA G-3/5/7. COORDINATE WITH TRADOC AND ASSIST WITH THE DEVELOPMENT OF TRAINING PRODUCTS TO EDUCATE ARMY (SPECIALIZED PERSONNEL, LEADERS, SOLDIERS) ON EXTENDING SAME-SEX DOMESTIC PARTNERS OF MILITARY MEMBERS BENEFITS.

3.C.6. COMMANDER, IMCOM (IMHR-M).

3.C.6.A. MONITOR AND ASSIST HRC REGARDING THE SYSTEM SOFTWARE UPDATE AND ID CARD SITE FACILITIES COMMUNICATION AWARENESS TRAINING ON ARMY CONTROLLED INSTALLATIONS/BASES. NOTIFY ARMY G-1 OF ANY NOTED DISCREPANCIES.

3.C.6.B. BRIEF O-6 LEVEL COMMANDERS, WHO IN-TURN BRIEF THEIR SUBORDINATE COMMANDERS, WHO IN-TURN TRAIN THEIR SOLDIERS UTILIZING THE TRAINING PRODUCTS APPROVED BY TRADOC.

3.C.7. CHIEF, ARMY RESERVE (DAAR-HR). ENSURE ARMY RESERVE SOLDIERS RECEIVE APPROPRIATE TRAINING UTILIZING THE TRAINING PRODUCTS APPROVED BY TRADOC. NOTIFY ARMY G-1 OF ANY NOTED DISCREPANCIES WITH IMPLEMENTING BENEFITS TO SAME-SEX DOMESTIC PARTNERS. ARMY RESERVE TRAINING MUST BE COMPLETED NLT 30 AUGUST 2013.

3.C.8. DIRECTOR, ARMY NATIONAL GUARD (ARNG-HRH).

3.C.8.A. ENSURE ARMY NATIONAL GUARD RECEIVES APPROPRIATE TRAINING UTILIZING THE TRAINING PRODUCTS APPROVED BY TRADOC. NOTIFY ARMY G-1 OF ANY NOTED DISCREPANCIES WITH IMPLEMENTING BENEFITS TO SAME-SEX DOMESTIC PARTNERS. NATIONAL GUARD TRAINING MUST BE COMPLETED NLT 30 AUGUST 2013.

3.C.8.B. MONITOR THE DEFENSE HUMAN RESOURCES ACTIVITY (DHRA) REPORTING ON SYSTEM SOFTWARE UPDATE AND ID CARD SITE FACILITIES COMMUNICATION AWARENESS TRAINING FOR ARMY NATIONAL GUARD FACILITIES. NOTIFY ARMY G-1 OF ANY NOTED DISCREPANCIES.

3.C.9. COMMANDER, TRADOC.

3.C.9.A. REVIEW SAME-SEX BENEFIT (SSB) TRAINING PRODUCTS AND PROVIDE SUGGESTED IMPROVEMENTS TO DA G-1.

3.C.9.B. DIRECT TRADOC SCHOOLS WITH RESPONSIBILITY FOR TRAINING INDIVIDUALS (BRANCH/MOS) WHO ADVISE SOLDIERS ON BENEFITS TO UPDATE COURSES TO INCORPORATE THE NEW POLICY NLT 01 JULY 2013.

3.C.9.C. PLACE SSB TRAINING PRODUCTS ON THE ARMY TRAINING NETWORK SO UNITS AND INDIVIDUALS CAN ACCESS IT AT ANYTIME. TRAINING FOR O-6 LEVEL COMMANDERS AND SOLDIERS WILL COMMENCE NLT 01 JULY 2013 WITH A COMPLETION DATE NLT 15 AUGUST 2013.

3.C.9.D. SENIOR LEADERS WILL BE MADE AWARE OF THE POLICY CHANGE VIA SENIOR LEADER SENDS AS PART OF THE COMMUNICATION STRATEGY.

3.D. COORDINATING INSTRUCTIONS.

3.D.1. THE G-1 ADVISORY PANEL WILL CONSIST OF REPRESENTATION FROM HQDA G-1 PRC, DMPM, RSO, PAO; HRC; G-3/5/7; OACSIM; IMCOM; ARMY RESERVE; ARMY NATIONAL GUARD; TRADOC AND OTJAG.

3.D.2. THE G-1 ADVISORY PANEL WILL MEET BI-WEEKLY OR AS REQUIRED. THE PANEL MEMBERS WILL ASSIST THE G-1 POC WITH DRAFTING AND COORDINATING AN ARMY DIRECTIVE FOR (SEC)RETARY OF THE ARMY APPROVAL NLT 01 JUNE 2013.

3.D.3. G-1 ADVISORY PANEL MEMBERS ON BEHALF OF THEIR ORGANIZATION/AGENCY WILL PROVIDE MONTHLY STATUS UPDATES TO G-1 (DAPE-PRC) NLT THE 10TH DAY OF EACH MONTH IAW ANNEX B THROUGH AUGUST 2013. ARMY G-1 WILL COMPILE THE DATA TO PRODUCE A MONTHLY REPORT TO OSD NLT THE 15TH OF EACH MONTH.

3.D.4. ACOM/ASCC/DRU-LEVEL: REPORT BY EXCEPTION (MEMORANDUM FORMAT) TO ARMY G-1 (DAPE-PRC) ANY CHALLENGES THAT WILL PRECLUDE THE COMMAND FROM COMPLETING THE TRAINING NLT 15 AUGUST 2013.

4. (U) SUSTAINMENT. N/A

5. (U) COMMAND AND SIGNAL.

5.A. POINT OF CONTACTS:

5.A.1. HQDA G-1 POC: MR. LARRY LOCK, AT COMM: 703-692-7952, OR NIPR EMAIL: LARRY.LOCK.CIV@MAIL.MIL.

5.A.2. HQDA G-1 ALTERNATE POC: DALTON ALLEYNE, AT COMM: 703-692-7954, OR NIPR EMAIL: DALTON.R.ALLEYNE.CIV@MAIL.MIL.

5.A.3. ARMY HUMAN RESOURCES COMMAND POC: JAMES (JIM) RICKS, AT COMM: 502-613-4196, OR NIPR EMAIL: JAMES.S.RICKS.CIV@MAIL.MIL.

5.A.4. G-3/5/7 POC: LTC DAVID W. DINENNA SR., COMM: 703-693-8175 AT NIPR EMAIL: DAVID.W.DINENNA.MIL@MAIL.MIL

5.A.5. IMCOM POC: MR. SCOTT J. SMITH, AT COMM: 210-466-0330, OR NIPR EMAIL: SCOTT.SMITH3@US.ARMY.MIL.

5.A.6. ARMY NATIONAL GUARD POC: MR. TIMOTHY MANZIE, AT COMM: 703-604-8568, OR NIPR EMAIL: TIMOTHY.O.MANZIE.CIV@MAIL.MIL

5.A.7. ARMY RESERVES COMMAND POC: COL B. LYNNE OWENS, AT COMM: 910-570-8817, OR NIPR EMAIL: BARBARA.L.OWENS.MIL@MAIL.MIL.

5.A.8. OACSIM POC: MR YATES, AT COMM: 703-695-7111, OR NIPR
EMAIL: JOHN.D.YATES.CIV@MAIL.MIL.

5.A.9. TRADOC POC: COL LESTER C. MOORE: 757-501-6860, OR NIPR
EMAIL: LESTER.C.MOORE2.MIL@MAIL.MIL

5.B ACKNOWLEDGE RECEIPT BY EMAIL TO POC IN PARA 5.A.2.

Classified by:

Reason:

Declassify On:

ANNEX A (BENEFITS FOR EXTENSION BY DECLARATION OF SAME-SEX DOMESTIC PARTNERSHIP)

1. FAMILY WELL BEING BENEFITS
 - A. COMMISSARY PRIVILEGES
 - B. EXCHANGE PRIVILEGES
 - C. MWR PROGRAMS
 - D. SURVEYS OF MILITARY FAMILIES
 - E. QUADRENNIAL QUALITY OF LIFE REVIEW
 - F. EMERGENCY LEAVE
 - G. EMERGENCY LEAVE OF ABSENCE
2. CHILD AND YOUTH PROGRAMS
 - A. YOUTH SPONSORSHIP PROGRAM
 - B. YOUTH PROGRAMS
 - C. CHILD CARE
3. FAMILY SUPPORT
 - A. FAMILY CENTER PROGRAMS
 - B. IDENTIFICATION CARDS
 - C. SEXUAL ASSAULT COUNSELING PROGRAM
 - D. JOINT DUTY ASSIGNMENTS
 - E. EXEMPTION FROM HOSTILE-FIRE AREAS
 - F. LEGAL ASSISTANCE
4. TRAVEL AND TRANSPORTATION
 - A. SPACE-AVAILABLE TRAVEL ON DOD AIRCRAFT
 - B. TRANSPORTATION TO AND FROM CERTAIN PLACES OF EMPLOYMENT AND ON MILITARY INSTALLATIONS

C. TRANSPORTATION TO AND FROM PRIMARY AND SECONDARY SCHOOL
FOR MINOR DEPENDENTS

5. SURVIVOR AND DEATH BENEFITS

A. AUTHORITY OF SERVICE (SEC)RETARY TO TRANSPORT REMAINS
OF A DEPENDENT

B. DISABILITY AND DEATH COMPENSATION: DEPENDENTS OF
MEMBERS HELD AS CAPTIVES

C. PAYMENTS TO MISSING PERSONS