

(2) Appropriate grade structure among MPI elements is maintained. Particular attention will be given to preventing any tendency toward over-concentration of noncommissioned officers in MPI spaces.

b. Unique circumstances may produce some variances, and such situations must be documented and approved by competent authority.

c. Supervisory personnel above the rank of SFC will not be issued credentials.

Chapter 3

MPI/Detective Credentials

3-1. Authorized MPI credentials

a. The only authorized credentials for MPI are DA Form 3837 and DA Form 3837-1.

b. The only authorized credentials for DAC detectives are DA Form 3837-2 (Department of the Army Civilian Detective (Front Page)) and DA Form 3837-3 (Department of the Army Civilian Detective (Back Page)).

c. Reproduction of MPI or DAC credentials or use of locally produced MPI or DAC identification documents is prohibited.

d. Credentials are numbered serially with a letter and a 4-digit number and contain the name, physical description, date of birth, color photograph in civilian clothing, and signature of the individual to whom issued. The issuing provost marshal will validate the credentials and the expiration date shown. MPI credentials will be laminated.

e. Credentials will not be altered in any way. Altered, marred, or defaced credentials will be recovered, and an appropriate inquiry conducted to determine the reasons for the damaged or altered credentials. All damaged, mutilated, altered, or permanently withdrawn credentials will be destroyed, and the reason recorded in the appropriate section of the MPI credentials log. Destruction of credentials will be witnessed by a disinterested commissioned officer whose name, SSN, and unit will be entered in the MPI credentials log.

3-2. Issuance of credentials

a. MPI credentials will be issued in bulk, in serial-numbered lots, by the CG, HRC (AHRC-EPL-M) to the IMA regions for MPI and DAC detectives/investigators.

b. IMA and intermediate headquarters, above the using installation, will develop procedures for the issuance of credentials in accordance with provisions of this regulation and needs of their subordinate elements.

c. The provost marshal, a designated military police unit commander, or a civilian serving as the installation provost marshal will issue credentials.

d. Only authorized credentials will be carried in the credentials carrier. Credential carriers will be procured by local purchase.

3-3. Control over credentials

a. Control over credentials, above the using installation, normally will be limited to accountability by blocks of serial numbers and provision of adequate security over unused documents.

b. Provost marshals will impose positive controls over the issuance and accountability of individual credentials that will include—

(1) Appointment of commissioned officers to serve as the credentials control officer and the alternate credentials control officer. Civilian security officers (GS-10 or above) may serve as credentials control officers when no commissioned officers are available.

(2) Establishment of an accountability log for issuance, custody, withdrawal, and disposition of credentials. As a minimum, the log will contain—

(a) Date and serial numbers of credentials received from higher headquarters.

(b) Name in which the credentials are issued.

(c) Date of issue.

(d) Name of issuer.

(e) Date of withdrawal.

(f) Reason for withdrawal.

(g) Disposition: expiration, destruction, loss, return to higher headquarters.

(h) Date of disposition.

(i) Name of disposer.

(j) Name, SSN, and unit of disinterested commissioned officer witnessing destruction of credentials.

(3) Establishment of control over unissued credentials. As a minimum, unissued credentials will be afforded the same degree of security provided other DA-controlled forms.

(4) Establishment of adequate inspection and control procedures, to include a monthly physical inventory of credentials in the possession of personnel. This inventory will be recorded in the credentials log.

(5) Establishment of procedures for permanent and temporary withdrawal of credentials.

(a) Withdrawal of credentials for cause is permanent, and the credentials will be destroyed.

(b) Withdrawal based on permanent change of station orders, termination of civilian employment, or assignment to other duties is also permanent, and the credentials will be destroyed.

(c) Withdrawal during the conduct of an investigation involving allegations against an investigator, which could result in withdrawal for cause; during authorized absences (for example, leave, hospitalization, or TDY not associated with a particular investigation); or under other conditions and circumstances which a provost marshal specifies, is considered temporary.

(d) Provost marshals responsible for issuance of MPI credentials will report the full name, SSN, date of birth, and credentials number of personnel to whom credentials are issued or from whom they are permanently withdrawn by electronic message to The Director, USACRC; Commander, HRC (AHRC-EPL-M); and the IMA region, within 5 days of the issuance or withdrawal. Electronic mail may also be utilized (mailcicr@belvoir.army.mil). Reasons for withdrawal must be stated. Withdrawals for cause must include the grounds therefore and the details; if this information is already available in a MP or investigative report, only the military police report or report of investigation (ROI) number needs to be provided.

3-4. Transfer of credentials

a. DA Form 410 (Receipt for Accountable Form) will be used to issue or transfer credentials, whether individually or in bulk.

b. When MPI or DAC detective/investigator credentials are sent through U.S. postal channels, certified mail, return receipt requested, will be used.

3-5. Loss of credentials

MPI are responsible for safeguarding their credentials and will report loss immediately to their commanding officer or supervisor. In addition, responsible commanders will ensure that—

a. An investigation is conducted into the circumstances of the loss.

b. An appropriate entry is made in the credentials log.

c. Local law enforcement agencies are notified.

d. A report through the IMA region to CG, HRC (AHRC-EPL-M) and the MACOM provost marshal is submitted within 10 days. The report will be brief and contain only data necessary to report that the loss occurred, whether theft is suspected, and whether the individual concerned was removed from the MPI Program.

3-6. Expiration of credentials

Credentials will be issued for a period not to exceed 48 calendar months from the date of issue. Subordinate commanders may specify periods of lesser duration if appropriate to the needs of their commands.

3-7. Withdrawal of credentials for cause

a. Withdrawal for cause constitutes disqualification for assignment as a MPI or DAC detective/investigator.

b. Any of the following are cause for withdrawal of credentials and revocation of the ASI V5:

(1) Inefficiency, to include failure to qualify with the assigned weapon or failure to maintain an appropriate level of physical fitness and appearance.

(2) Indiscretion, disaffection, breach of discipline, abuse of privilege, or the unauthorized release of criminal information.

(3) Financial irresponsibility.

(4) Demonstrated lack of character or moral integrity necessary for proper performance of investigative duties.

(5) Failure to secure or account for evidence.

(6) Mental disorder verified by competent authority.

(7) Failure to successfully complete the MPI course of instruction.

(8) Loss of credentials through neglect.

(9) Revocation or denial of a security clearance or receipt of unfavorable determination on a national agency check (NAC).

(10) Any other conduct that would preclude the individual's continued performance of investigative duties.

(11) Voluntary request for removal from the MPI program or from assignment to MPI or DAC detective/investigator duties.

Chapter 4 Investigations

4-1. General

a. MPI and DAC detectives/investigators fulfill a special need for an investigative element within the military police to investigate many incidents, complaints, and matters not within USACIDC jurisdiction, but which cannot be resolved immediately through routine military police operations. Investigative personnel are assets of the installation or activity commander, under the supervision of the local provost marshal. USACIDC elements will provide investigative assistance in the form of professional expertise, laboratory examinations, polygraph examinations, or any other assistance requested that does not distract from the USACIDC mission of investigating serious crimes. A spirit of cooperation and close working relationship is essential between USACIDC and the provost marshal office in order to accomplish the mission and project a professional police image. (See table 4-1, Crimes investigated by military police.)

Table 4-1
Crimes investigated by military police

Article	Description of Offense
77	Principal of an offense listed in this table.
78	Accessories after the fact to an offense listed in this table.
79	Lesser included offenses of an offense listed in this table.
80	Attempts to commit an offense listed in this table.
81	Conspiracies to commit an offense listed in this table.
85	Desertion.
86	Absent without leave for more than 24 hours
87	Missing movement of ship, aircraft, or unit.
92	Knowingly failing to obey any lawful order (not a general order or regulation).
95	Resisting apprehension. Breaking arrest. Escape from custody or confinement.
96	Suffering a prisoner duly committed to his charge to escape. Through neglect.
103	Failure to secure, give notice and turn over, selling, or otherwise wrongfully dealing in or disposing of captured or abandoned property of a value less than \$250.
107	Signing any false record, return, regulation, order, or other official document statement.
108	Selling or otherwise disposing of military property of the United States of a value of less than \$250. Through neglect, damaging, destroying or losing of through neglect, suffering to be damaged, destroyed or lost, sold or wrongfully disposed of, any item of military property of the United States of a value of less than \$250. Willfully damaging, destroying or losing, or willfully suffering to be lost, damaged, destroyed, sold or wrongfully disposed of, any item of military property of the United States of a value of the damage of less than \$250.
109	Wasting, spoiling, destroying or damaging any property other than military property of the United States of a value of the damage of less than \$250.
111	Operating any vehicle while drunk, or in a reckless or wanton manner.
114	Dueling.
115	Feigning illness, physical disablement, mental lapse, or derangement.

Table 4-1
Crimes investigated by military police—Continued

116	Breach of the peace.
117	Provoking or reproachful words or gestures.
121	Larceny of property of a value of less than \$250. Wrongful appropriation of property of a value of less than \$250.
123A	Check, worthless, making, drawing, uttering, delivering, with intent to defraud or deceive when the amount involved is less than \$250.
126	Arson (simple) where the property is of a value under \$250.
128	Assault (simple). Assault (consummated by a battery) (except on a child under the age of 16 years).
132	Frauds against the United States when the amount involved is less than \$250.
134	<p>Check, worthless, making and uttering, by dishonorably failing to maintain sufficient funds.</p> <p>Escape from correctional custody.</p> <p>Breach of restraint during correctional custody.</p> <p>Debts, dishonorably failing to pay.</p> <p>Disorderly conduct.</p> <p>Drinking liquor with a prisoner.</p> <p>Drugs, habit-forming, wrongful possession or use in accordance with paragraph 4-7, this regulation.</p> <p>Drugs, marijuana, wrongful possession or use in accordance with paragraph 4-7, this regulation.</p> <p>Drunk.</p> <p>Drunk and disorderly.</p> <p>False or unauthorized military pass, permit, discharge certificate or identification card except making, altering, selling, or processing/using with intent to defraud).</p> <p>False pretenses, obtaining services, under, of a value of less than \$250.</p> <p>Firearm, discharging.</p> <p>Fleeing from the scene of an accident.</p> <p>Impersonating an officer, warrant officer, noncommissioned officer, petty officer or agent or superior authority (except with intent to defraud).</p> <p>Indecent exposure or person.</p> <p>Indecent, insulting or obscene language (except when communicated to a child under the age of 16 years).</p> <p>Nuisance, committing.</p> <p>Parole, violation of.</p> <p>Restriction, administrative or punitive, breaking.</p> <p>Sentinel or lookout, misbehavior toward or by.</p> <p>Soliciting another to commit an offense listed in this table.</p>

Table 4-1
Crimes investigated by military police—Continued

	<p>Stolen property knowingly receiving, buying or concealing, of a value of less than \$250.</p> <p>Stragglng.</p> <p>Unlawful entry.</p> <p>Weapon, concealed, carrying.</p> <p>Wrongful cohabitation.</p>
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b. Creation of a formalized investigation program does not constitute the establishment of a dual “detective” force. The separation of investigative responsibilities is very distinct. The MPI Program is neither a career program nor a separate MOS. Individuals in the MPI Program are specially selected, trained, and experienced military or civilian men and women performing traditional military police functions. Military personnel are identified by their additional skill identifiers (ASI V5) and may be employed in any assignment appropriate to their grade and MOS.

c. The provost marshal may authorize wearing of civilian clothing for the MPI investigative mission.

d. MPI and DAC detective/investigator personnel must be familiar with and meet the requirements of AR 190-14, Carrying of Firearms and Use of Force for Law Enforcement and Security Duties.

4-2. Use of MPI and DAC detectives/investigators

Only those matters requiring investigative development will be referred to the MPI for investigation. Provost marshals will develop procedures to determine which incidents will be referred to the MPI for completion and which will be retained and completed by uniformed law enforcement personnel. Except as otherwise provided, MPI and DAC detectives/investigators will normally be employed in the following investigations:

a. Offenses for which the maximum punishment listed in the Table of Maximum Punishment, appendix 12, Manual for Courts-Martial (MCM) is confinement for 1 year or less. Provisions of the Federal Assimilative Crimes Act (18 USC 13) will also be considered when assigning cases to MPI. The same punishment criteria apply.

b. Property-related offenses, when the value is less than \$1,000, provided the property is not of a sensitive nature, such as government firearms, ammunition, night vision devices, or controlled substances.

c. Offenses involving use and/or possession of non-narcotic controlled substances when the amounts are indicative of personal use only. Military law enforcement personnel will coordinate with the local USACIDC element in making determinations of “personal use”. MPI and DAC detectives/investigators may be employed in joint MPI/USACIDC drug suppression teams; however, the conduct of such operations and activities remain the responsibility of USACIDC. When employed under USACIDC supervision, MPI and DAC detectives/investigators may also be utilized to make controlled buys of suspected controlled substances.

d. Activities required for the security and protection of persons and property under Army control, to include support of Armed Forces Disciplinary Control Boards as prescribed in AR 190-24. If MPI detect a crime-conducive condition during the course of an investigation, the appropriate physical security activity will be promptly notified. Crime-conducive conditions will also be identified in military police reports.

e. Allegations against law enforcement personnel, when not within the investigative responsibilities of USACIDC.

f. Offenses committed by juveniles, when not within the investigative responsibilities of USACIDC.

g. Gang- or hate crime-related activity, when not within the investigative responsibilities of USACIDC.

4-3. Installation commander

The installation commander, whose responsibilities include ensuring good order and discipline on his installation, has authority to order the initiation of a criminal investigation upon receipt of information of activity of a criminal nature occurring on the installation.

4-4. Military police and the USACIDC

a. The military police or the USACIDC are authorized to investigate allegations of criminal activity occurring on the installation. Nothing in this paragraph is intended to conflict with or otherwise undermine the delineation of investigative responsibilities between the military police and the USACIDC as set forth in AR 195-2.

b. When investigative responsibility is not clearly defined, and the matter cannot be resolved between military police investigations supervisors and USACIDC duty personnel, or between military police investigations supervisors and unit commanders, the provost marshal will be informed and will resolve the matter with the appropriate USACIDC activity commander/special agent in charge (SAC) or unit commander.

c. The control and processing of a crime scene and the collection and preservation of the evidence are the exclusive

responsibilities of the investigator or supervisor in charge of the crime scene when the military police have investigative responsibility. To prevent the possible loss or destruction of evidence, the investigator or supervisor in charge of the crime scene is authorized to exclude all personnel from the scene. The exercise of this authority in a particular case may be subject to the requirement to preserve human life and the requirement for continuing necessary operations and security. These should be determined in conjunction with the appropriate commander and, where applicable, local host country law enforcement authorities.

d. Unit commanders should consult with the installation provost marshal concerning all serious incidents. Examples of incidents appropriate for investigation at the unit level include simple assaults not requiring hospitalization and not involving a firearm, or wrongful damage to property of a value under \$1,000. Other incidents should be immediately referred to the installation provost marshal.

e. The military police desk is the official point of contact for initial complaints and reports of offenses. The provisions of AR 190-45 are to be followed for all military police records, reports, and reporting.

(1) When incidents are reported directly to a USACIDC field element, USACIDC may either direct the reporting person to the MP desk or report the incident to the MP desk themselves.

(2) Upon receipt of the complaint or report of offense, the MP desk will dispatch an available patrol to the scene of the incident. The patrol will take appropriate measures to include locating the complainant, witnesses, suspects, and victims, apprehending offenders, securing the crime scene, rendering emergency assistance, determining and reporting to the MP desk, by the most expeditious means possible, the appropriate activity having investigative responsibility.

f. In those cases in which the USACIDC has an ongoing investigation (typically fraud and narcotics matters), they may delay notification to the military police to avoid compromising their investigation.

g. Procedures will be developed to ensure mutual cooperation and support between MPI, DAC detectives/investigators, and USACIDC elements at each investigative level; however, MPI, DAC detectives/investigators and USACIDC personnel will remain under command and control of their respective commanders at all times.

(1) With the concurrence of the commander concerned, MPI and DAC detectives/investigators may provide assistance to USACIDC whenever elements assume responsibility for an investigation from MPI.

(2) When requested by a USACIDC region, district, or the special agent-in-charge of a resident agency, the provost marshal may provide MPI or DAC detective/investigator assistance to USACIDC on a case-by-case basis or for a specified time period.

(3) With the concurrence of the appropriate USACIDC commander, CID personnel may be designated to assist MPI or DAC detectives/investigators on a case-by-case basis without assuming control of the investigation.

(4) Modification of investigative responsibilities is authorized on a local basis if the resources of either USACIDC or the military police cannot fully support their investigative workload and suitable alternatives are not available. Such modifications will be by written agreement signed by the provost marshal and the supporting USACIDC commander. Agreements will be in effect for no more than 2 years unless sooner superseded by mutual agreement.

4-5. Off-post investigations

a. In CONUS, civilian law enforcement agencies, including state, county, or municipal authorities, or a Federal investigative agency normally investigate incidents occurring off-post. When an incident of substantial interest to the U.S. Army occurs off-post, involving U.S. Army property or personnel, the military police exercising area responsibility will request copies of the civilian law enforcement report.

b. In overseas areas, off-post incidents will be investigated in accordance with Status of Forces Agreements and other appropriate U.S. host nation agreements.

4-6. Customs investigations

a. Customs violations will be investigated as prescribed in AR 190-41. When customs authorities find unauthorized material such as contraband, explosives, ammunition, unauthorized or illegal weapons or property, which may be property of the U.S. Government, notification must be made via electronic message or facsimile to HQDA, OPMG (DAPM-MPD-LE). All such notifications will be made to the military police and investigated by CID or the military police, as appropriate.

b. Military police will receipt for all seized or confiscated U.S. Government property and contraband shipped by U.S. Army personnel. Property receipted for by military police will be accounted for, and disposed of, in accordance with evidence procedures outlined in AR 195-5.

c. When it has been determined that the subject of an MP customs investigation is no longer a member of the U.S. Army, the investigation will be terminated, a final report submitted indicating the subject was released from the U.S. Army, and an information copy of the report furnished to the appropriate civil investigative agency.

d. Recovery of weapons and significant amounts of ammunition will be reported by the U.S. Army element receipting for them from the U.S. Customs Service in accordance with AR 190-11 and AR 190-45.

4-7. Drug enforcement activities

Provost marshals and U.S. Army law enforcement supervisors at all levels will ensure that active drug enforcement

programs are developed and maintained, and that priorities for resources reflect the critical and important nature of the drug enforcement effort.

a. MPI and DAC detectives/investigators will conduct investigations of offenses involving use and possession of non-narcotic controlled substances. A copy of all initial, interim, and final military police reports concerning drug investigations will be provided to the USACIDC at the local level. Enforcement activities will be coordinated with the USACIDC at the local level.

b. Any investigation of offenses involving possession/use of non-narcotic controlled substances generated as a result of another USACIDC investigation may be transferred to MPI with the concurrence of both the supporting USACIDC commander and provost marshal.

c. Elements of USACIDC will be provided the opportunity to interview subjects, suspects or witnesses in MPI or DAC detective investigations involving controlled substances without assuming responsibility for the investigation. MPI and DAC detectives/investigators may also interview subjects, suspects or witnesses of USACIDC investigations.

4-8. DA drug exemption policy

a. The U.S. Army Substance Abuse Program (ASAP), as set forth in AR 600-85, limits the use by the Government of protected evidence against a soldier in actions under the Uniform Code of Military Justice (UCMJ) or on the issue of characterization of service in administrative proceedings. Evidence protected under the "limited use" policy is governed by AR 600-85, Section II.

b. The "limited use" policy does not preclude investigation of continued drug use after a Soldier's initial entry into ASAP, or use of evidence of drug use obtained prior to the Soldier's self-referral; however, a Soldier may not be investigated for evidence derived from his self-referral to ASAP. This includes admissions that the Soldier provides as part of his initial entry into ASAP concerning the Soldier's own drug abuse or his possession of drugs incidental to his/her personal use occurring prior to the date of initial referral to ASAP. This also includes an enrolled Soldier's admissions to a physician or ASAP counselor concerning drug use or possession incident to personal use occurring prior to the initial date of entry into ASAP.

c. Protected evidence may not be used as a basis for investigation of the Soldier from whom the protected evidence was obtained, nor may it be used in support of UCMJ charges investigated or preferred prior to the date of self-referral. However, a Soldier's self-referral to ASAP does not insulate him/her from investigation or prosecution for offenses based on evidence obtained prior to or independent of his/her self-referral.

d. It is Army policy to encourage voluntary entry into treatment and rehabilitation programs. ASAP participants will not be approached for the purpose of soliciting information; however, ASAP participants may, on their own initiative, volunteer to provide information and assistance.

4-9. Identification of MPI

a. During the conduct of investigations, MPI will identify themselves by presenting their credentials and referring to themselves as "INVESTIGATOR." When signing military police records the title "Military Police Investigator" may be used in lieu of military titles. Civilian personnel will refer to themselves as "INVESTIGATOR" if they are classified in the 1811 series, and as "DETECTIVE" if they are in the 083 series. Civilian personnel will use the title "DAC Investigator" or "DAC Detective, corresponding to their classification series.

b. The use of titles such as "Mr.," "Mrs.," "Miss" or "Ms." in connection with an individual's identification as an MPI is prohibited, except when the individual is employed in a covert investigative role. When MPI or DAC detectives/investigators are employed in covert roles, supervisors will ensure that coordination with USACIDC or civilian law enforcement agencies is accomplished as appropriate.

4-10. Access to U.S. Army facilities and records

a. MPI and DAC detectives/investigators will be granted access to all U.S. Army facilities, records, or information when necessary for an ongoing investigation, consistent with the investigator's clearance for access to classified national defense information, the requirements of medical confidentiality, and the provisions of applicable regulations.

b. Upon presentation of proper identification when conducting an official investigation, MPI and DAC detectives/investigators will be authorized access to information contained in medical records and may request extracts or transcripts. Medical records will remain under the control of the records custodian, who will make them available for courts-martial or other legal proceedings. Procedures for obtaining information from medical records are contained in AR 40-66.

4-11. Authority to apprehend or detain

MPI and DAC detectives/investigators have authority to make apprehensions in accordance with Article 7, UCMJ; Rule for Courts-Martial 302 (b)(1), Manual for Courts-Martial, United States 2002 (Revised Edition). They may detain personnel for identification and remand custody of persons to appropriate civil or military authority as necessary. Civilians committing offenses on U.S. Army installations may be detained until they can be released to the appropriate Federal, state, or local law enforcement agency.

4-12. Authority to administer oaths

MPI and DAC detectives/investigators have authority pursuant to Article 136(b)(4), UCMJ to administer oaths to military personnel who are subject to the UCMJ. The authority to administer oaths to civilians who are not subject to the UCMJ is Section 303b, Title 5, United States Code (5 USC 303(b)).

4-13. Legal considerations

a. Coordination between installation judge advocates and investigators must occur during the conduct of investigations.

b. The use of the DA Form 3881 (Rights Warning Procedure/Waiver Certificate) to warn accused or suspected persons of their rights is encouraged.

c. When necessary, investigators will coordinate with a judge advocate or civilian attorney employed in the Office of the Staff Judge Advocate for the purpose of establishing a legal opinion as to whether sufficient credible evidence has been established to title an individual in a report. Investigators should also coordinate with the Office of the Staff Judge Advocate in drafting search warrants and in determining whether probable cause exists to conduct a search.

4-14. Retention of property

Reports of investigation, photographs, exhibits, handwritten notes, sketches, and other materials pertinent to an investigation, including copies, negatives, or reproductions, are the property of the U.S. Government, either as owner or custodian.

4-15. Requests for assistance

Requests for assistance on investigative leads pertaining to persons or events outside the area of the investigation will be made directly to another appropriate installation, which will respond, in the shortest practical time (preferably within 30 days). Such requests may be made telephonically, by letter, by e-mail, or by electronic message, as appropriate.

4-16. Crime records support

a. U.S. Army law enforcement personnel are authorized to request name checks at USACRC and to obtain copies of identified USACIDC or MP reports for official use during investigative activity for a law enforcement purpose. Such activities will be administered in accordance with chapter 5, AR 195-2. MPI and DAC detectives/investigators may make record checks and request records only if their certification has been confirmed. Record checks made in accordance with this paragraph are for operational law enforcement purposes and such name checks will not be used to screen MPI candidates

b. Provost marshals and MPI and DAC detectives/investigators requesting routine name checks will submit requests by letter or electronic message to the Director, USACRC, USACIDC, ATTN: CICR-CR, 6010 6th Street, Building #1645, Fort Belvoir, VA 22060-5506; electronic mail may also be used (mailcicr@belvoir.army.mil).

c. Expeditious checks to determine whether an individual has any previous military criminal record will be made in accordance with AR 195-2. Messages must be addressed to Director, USACRC, USACIDC, ATTN: CICR-CR, 6010 6th Street, Building #1645, Fort Belvoir, VA 22060-5506. Telephonic name checks will be made as prescribed in Appendix F, AR 195-2.

d. The USACRC reply will indicate that no records are on file or will cite the specific files available. In the event that a CID Criminal Information Report is indicated, the requestor must contact the local supporting CID office and request that the report be made available. Requests for all other USACIDC and MP reports will be directed to the USACRC as prescribed in chapter 5, AR 195-2.

4-17. Crime laboratory support

a. Requests for criminal investigation laboratory support will be submitted in accordance with AR 195-2 and AR 195-5.

b. Packaging procedures for shipping evidence are contained in FM 3-19.13, Law Enforcement Investigations, and AR 195-5.

c. Only USACIDC personnel are authorized to import suspected controlled substances into the United States for analysis or evidentiary purposes. Should the military police in overseas areas have need to ship controlled substances into the United States for any purpose, the appropriate USACIDC evidence custodian will be requested to process, package, and mail the evidence. In such cases, the military police will provide assistance to the USACIDC evidence custodian in the packaging, processing, and preparation of forms.

4-18. Use of National Crime Information Center (NCIC)

Provost marshals will make maximum use of NCIC terminals available to them and will establish liaison with the U.S. Army Deserter Information Point (USADIP) as necessary to ensure timely exchange of information on matters concerning deserters. The USADIP will ensure replies to inquiries from provost marshals on subjects of MP investigations are transmitted by the most expeditious means. Use of NCIC will be in accordance with AR 190-27.

4-19. Polygraph activities

MPI and DAC detectives/investigators will utilize the polygraph to the full extent authorized. Requests for polygraph examination assistance will be forwarded to the supporting USACIDC element in accordance with provisions of AR 195-6. The investigative or intelligence element requesting approval to conduct a polygraph examination will submit a completed DA Form 2805 (Polygraph Examination Authorization) to the authorizing official. A request may also be sent via an electronic message or electronic mail or media provided all elements of the DA Form 2805 are included in the request. Approvals will be obtained prior to the conduct of an examination. Telephonic requests, followed with written requests, may be used in emergencies. The requesting official will include the following data on every polygraph examination request for criminal investigations:

a. The offense, which formed the basis of the investigation, is punishable under Federal law or the UCMJ by death or confinement for a term of 1 year or more. Even though such an offense may be disposed of with a lesser penalty, the person may be given a polygraph examination to eliminate suspicion.

b. The person to be examined has been interviewed and there is reasonable cause to believe that the person has knowledge of, or was involved in, the matter under investigation.

c. Consistent with the circumstances, data to be obtained by polygraph examination are needed for further conduct of the investigation.

d. Investigation by other means has been as thorough as circumstances permit.

e. Examinee has been interviewed on all relevant subjects requested for testing and the polygraph examination is essential and timely.

4-20. Evidence

Military police are authorized to receive, process, safeguard, and dispose of evidence, to include non-narcotic controlled substances, in accordance with AR 195-5. If no suitable facility is available for the establishment of a military police evidence depository or other operational circumstances so dictate, the evidence custodian of the appropriate USACIDC element may be requested to receipt for and assume responsibility for military police evidence. Personnel selected as military police evidence custodians need not be trained as MPI and should not be issued MPI credentials, unless they are also employed as operational MPI. Further information concerning evidence collection and examination procedures can be found in FM 3-19.13.

4-21. Police intelligence

a. The purpose of gathering police intelligence is to identify individuals or groups of individuals in an effort to anticipate, prevent, or monitor possible criminal activity. If police intelligence is developed to the point where it factually establishes a criminal offense, an investigation by the military police, U.S. Army Criminal Investigation Command (USACIDC), or other investigative agency will be initiated.

b. Police intelligence will be actively exchanged between DOD law enforcement agencies, military police, USACIDC, local, state, Federal, and international law enforcement agencies. One tool under development by DOD for sharing police intelligence is the Joint Protection Enterprise Network (JPEN). JPEN provides users with the ability to post, retrieve, filter, and analyze real-world events. There are seven reporting criteria for JPEN:

- (1) Non-specific threats.
- (2) Surveillance.
- (3) Elicitation.
- (4) Tests of security.
- (5) Repetitive activities.
- (6) Bomb threats/incidents.
- (7) Suspicious activities/incidents.

c. If a written extract from local police intelligence files is provided to an authorized investigative agency, the following will be included on the transmittal documents: "THIS DOCUMENT IS PROVIDED FOR INFORMATION AND USE. COPIES OF THIS DOCUMENT, ENCLOSURES THERETO, AND INFORMATION THEREFROM, WILL NOT BE FURTHER RELEASED WITHOUT THE PRIOR APPROVAL OF THE INSTALLATION PRO-VOST MARSHAL."

d. Local police intelligence files may be exempt from certain disclosure requirements by AR 25-55 and the Freedom of Information Act (FOIA).

4-22. Investigative funds

In accordance with AR 195-4, contingency limitation .0015 funds are under the control of USACIDC but are available to MPI for certain extraordinary expenses. All MPI and DAC detectives/investigators must be familiar with AR 195-4 and clearly understand how the funds are administered and what expenditures are authorized. Assistance may be obtained from the fund custodian of the supporting CID field element. When MPI and DAC detectives/investigators

use contingency limitation .0015 funds, the funds will be administered in strict compliance with AR 195-4. Certifying and approving officers for MPI expenditures will be limited to those appointed in AR 195-4.

4-23. Special investigative equipment

a. The technical nature of the MPI function necessitates the use of special investigative equipment and materials. If such equipment and materials are not provided by table of distribution and allowances/table of organization and equipment (TDA/TOE) authorization, or through routine supply channels, or are not available when needed, commanders should consider local purchase or procurement. The extraordinary nature of the MPI mission often dictates the need for a priority for resources.

b. The unique nature of the MPI function often necessitates the use of certain surveillance techniques requiring special communications equipment. MPI should be provided a separate radio frequency for this function when feasible.

c. MPI are authorized to utilize unmarked vehicles of commercial design and colors in the performance of their official duties. TDA authorizations should provide one vehicle for each two MPI authorized.

4-24. Electronic equipment procedures

a. DOD Directive 5505.9 and AR 190-53 provide policy for the wiretap, investigative monitoring and eavesdrop activities by DA personnel. The recording of telephone communications at MP operations desks is considered to be a form of command center communications monitoring that may be conducted to provide an uncontroversial record of emergency communications. This includes reports of emergencies, analysis of reported information, records of instructions, such as commands issued, warnings received, requests for assistance, and instructions as to the location of serious incidents.

b. The following procedures are applicable to the recording of emergency telephone and/or radio communications at MP operations desks within the 50 states of the United States, the District of Columbia, the Commonwealth of Puerto Rico, Panama, and Guam.

(1) All telephones connected to recording equipment will be conspicuously marked "FOR OFFICIAL USE ONLY—connected to recording device" and access to use will be restricted to MP operations desk personnel.

(2) The connection of voice-recording equipment or private-line service with the telecommunications network will be in accordance with applicable telephone company tariffs that permit direct electrical connection through telephone company recorder-connector equipment. An automatic audible-tone device is not required.

(3) Official emergency telephone numbers for MP desks will be listed in appropriate command, activity, or installation telephone directories with a statement that emergency conversations will be recorded for accuracy of record purposes. Other forms of pre-warning are not required.

(4) Recordings, which contain conversations described in this section, will be retained for a period of 60 days. Transcripts may be made for permanent files, as appropriate.

(5) The recording of telephone communications or radio transmissions by MP personnel for other than emergency purposes is prohibited. If an investigator requires the use of electronic surveillance equipment, assistance must be requested from the USACIDC. This policy is established pursuant to Department of Defense directives that limit such activity to the criminal investigative organizations of the Services and DOD.

(6) Commanders having general courts-martial convening authority will issue written authorizations for the recording of emergency telephone communications at MP operations desks. The letter of authorization will contain specific authority for the type of equipment to be used, the phone numbers identified as emergency lines, and instructions limiting recordings to calls received on the phones so designated. One copy of the authorization will be forwarded to the IMA regional office concerned.

4-25. Overseas MP desks

The recording of telephone communications at MP operations desks outside the United States will be conducted within restrictions contained in international agreements between the United States and host nations.

4-26. Security surveillance systems

Closed circuit video recording systems, to include those with an audio capability, may be employed for security purposes in public places so long as notices are conspicuously displayed at all entrances, providing persons who enter with a clear warning that this type of monitoring is being conducted.

4-27. Recording interviews and interrogations

The recording of interviews and interrogations by law enforcement personnel is authorized, provided the interviewee is on notice that the testimony or statement is being recorded. This procedure is a long-accepted law enforcement procedure, not precluded by DA policies pertaining to wiretap, investigative monitoring, and eavesdrop activities.

Chapter 5

Investigator Reports/Investigation Case Folders

5-1. General

Investigations, founded and unfounded, will be prepared and maintained in the investigation section of the provost marshal office in accordance with the provisions of AR 190-45.

5-2. Case folder index

a. Case folders will be maintained in two parts.

b. Part I will be on the left side of the case folder and consists of the following documents:

(1) DA Form 7569 (Investigator Activity Summary), which will include a well-written chronology of investigative activity that has been completed.

(2) Draft report to include the DA Form 3975.

(3) DA Form 3881 (Rights Warning Procedure/Waiver Certificate).

(4) DA Form 2823 (Sworn Statement).

(5) Civilian police/autopsy reports.

(6) Photographs.

(7) Evidence vouchers.

(8) Interview work sheets.

(9) Other documents.

(10) Case notes completed by the investigator.

c. Part II of the case folder will be on the right side of the folder and consists of the following documents:

(1) DA Form 7570 (Investigator Data Form).

(2) Final DA Form 3975 (Military Police Report), with enclosures.

(3) DA Form 4833 (Commanders Report of Disciplinary Action Taken).

(4) Supplemental DA Form 3975.

(5) Requests for assistance and responses received in support of such requests.

(6) Authorization documents (Privacy Act release statements).

(7) External correspondence.

5-3. Review of case folders

a. Installation provost marshals are responsible for establishing procedures to have quality review of all case folders completed every 2 weeks.

b. Supervisory personnel will use DA Form 7569 to recommend additional investigative activity that should be completed.

c. Monthly review of the case folder is required to ensure that investigations are completed in a timely manner and are thorough.

Appendix A References

Section I

Required Publications

DOD Directives are available on the Web at <http://www.dtic.mil/whs/directives/>.

AR 190-11

Physical Security of Arms, Ammunition, and Explosives (Cited in para 4-6.)

AR 190-14

Carrying of Firearms and Use of Force for Law Enforcement and Security Duties (Cited in para 4-1.)

AR 190-24/OPNAVINST 1620.2A/AFI 31-213/MCO 1620.2C/CONDTINST 1620.1D

Armed Forces Disciplinary Control Boards and Off-Installation Liaison and Operations (Cited in para 4-2.)

AR 190-41

Customs Law Enforcement (Cited in para 4-6.)

AR 190-45

Law Enforcement Reporting (Cited in paras 4-4, 4-6 and 5-1.)

AR 190-53

Interception of Wire and Oral Communications for Law Enforcement Purposes (Cited in para 4-24.)

AR 195-2

Criminal Investigation Activities (Cited in paras 4-4, 4-16, and 4-17.)

AR 195-4

Use of Contingency Limitation .0015 Funds for Criminal Investigative Activities (Cited in para 4-22.)

AR 195-5

Evidence Procedures (Cited in paras 4-6, 4-17, 4-20, and app B.)

AR 195-6

Department of the Army Polygraph Activities (Cited in para 4-19.)

FM 3-19.13

Law Enforcement Investigations (Cited in paras 4-17 and 4-20.) (Available at http://atiam.train.army.mil/soldierPortal/appmanager/soldier/start?_nfpb=true&_pageLabel=rdlservicespage.)

MCM

Manual for Courts-Martial, United States 2002 (Revised Edition) (Cited in paras 4-2 and 4-11.) (Available at <http://www.dsca.mil/DIILS/library/US%20Manual%20for%20Courts-Martial%202002.pdf>.)

Section II

Related Publications

A related publication is a source of additional information. The user does not have to read it to understand this publication. DOD Directives are available on the Web at <http://www.dtic.mil/whs/directives/>; the Uniform Code of Military Justice is available at <http://www.au.af.mil/au/awc/awcgate/ucmj.htm>; and the U.S. Code is available at <http://www.gpoaccess.gov/uscode/>.

AR 25-1

Army Knowledge Management and Information Technology

AR 25-55

The Department of the Army Freedom of Information Act Program

AR 25-400-2

The Army Records Information Management System (ARIMS)

AR 40-66

Medical Record Administration and Health Care Documentation

AR 190-56

The Army Civilian Police and Security Guard Program

AR 340-21

The Army Privacy Program

AR 600-8

Military Personnel Management

AR 600-85

Army Substance Abuse Program (ASAP)

AR 611-1

Military Occupational Classification Structure Development and Implementation

DOD Directive 5030.49

DOD Customs and Border Clearance Program

DOD Directive 5200.27

Acquisition of Information Concerning Persons and Organizations not Affiliated with the Department of Defense

DOD Directive 5210.56

Use of Deadly Force and the Carrying of Firearms by DOD Personnel Engaged in Law Enforcement and Security Duties

DOD Directive 5400.12

Obtaining Information from Financial Institutions

DOD Directive 5505.9

Interception of Wire, Electronic, and Oral Communications for Law Enforcement

National Crime Information Center Operating Manual

(This manual may be obtained from the FBI, Washington, D.C. 20535.)

Manual for Courts-Martial (MCM)

Table of Maximum Punishment, appendix 12 (Available at <http://www.au.af.mil/au/awc/awcgate/law/mcm.pdf>.)

R.C.M. 302(b)(1)

Apprehension; Military Officials (Available at <http://www.dsca.mil/DIILS/library>.)

Uniform Code of Military Justice, Article 6

Trial Procedure

Uniform Code of Military Justice, Article 7

Apprehensions

Uniform Code of Military Justice, Article 136

Authority to Administer Oaths and Act as Notary

5 USC 303b

Oaths to witnesses

5 USC 552

Public information; agency rules, opinions, orders, records, and proceedings

5 USC 552a

Records maintained on individuals

18 USC 13

Laws of States adopted for areas within Federal jurisdiction

Section III

Prescribed Forms

Except where otherwise indicated below, the following forms are available on the APD Web site (www.apd.army.mil).

DA Form 410

Receipt for Accountable Form (Prescribed in para 3-4.)

DA Form 3837

Military Police Investigator (Front Page) (Prescribed in para 3-1.)

DA Form 3837-1

Military Police Investigator (Back Page) (Prescribed in para 3-1.)

DA Form 3837-2

Department of the Army Civilian Detective (Front Page) (Prescribed in para 3-1.)

DA Form 3837-3

Department of the Army Civilian Detective (Back Page) (Prescribed in para 3-1.)

DA Form 3881

Rights Warning Procedure/Waiver Certification (Prescribed in para 4-13.)

DA Form 7569

Investigator Activity Summary (Prescribed in paras 5-2 and 5-3.)

DA Form 7570

Investigator Data Form (Prescribed in para 5-2.)

Section IV

Referenced Forms

Except where otherwise indicated below, the following forms are available on the APD Web site (www.apd.army.mil).

DA Form 11-2-R

Management Control Evaluation Certification Statement

DA Form 2805

Polygraph Examination Authorization

DA Form 2823

Sworn Statement

DA Form 3975

Military Police Report

DA Form 4833

Commander's Report of Disciplinary or Administrative Action

Appendix B

Management Control Checklist

B-1. Function

Function. The function covered by this checklist is military police investigations.

B-2. Purpose

Purpose. The purpose of this checklist is to assist assessable unit managers and management control administrators (MCAs) in evaluating the key management controls outlined below. It is not intended to cover all controls.

B-3. Instructions

Instructions. Answers must be based on the actual testing of key management controls (for example, document analysis, direct observation, sampling, simulation, and other). Answers that indicate deficiencies must be explained and corrective action indicated in supporting documentation. These key management controls must be formally evaluated at least once every 5 years. Certification that this evaluation has been conducted must be accomplished on DA Form 11-2-R (Management Control Evaluation Certification Statement).

B-4. Test Questions

Test questions.

- a. Are nominees being screened to ensure that they possess a SECRET security clearance?
- b. Have provost marshals appointed commissioned officers to serve as the credential control officer and alternate credential control officer?
- c. Are crime records checks being completed on all MPI candidates?
- d. Is evidence being gathered, processed, safeguarded and disposed of in accordance with AR 195-5?
- e. Are investigations being conducted into the circumstances surrounding the loss of credentials?
- f. Are investigators and detectives completing the investigator activity summary and submitting data into the Centralized Office Police Suite?
- g. Are installation provost marshals establishing procedures to have a quality review of all case folders completed at least once a month?

B-5. Suppression

Suppression. There is not a previous edition of this checklist.

B-6. Comments

Comments. Help to make this a better tool for evaluating management controls. Submit comments to: HQDA, Office of the Provost Marshal General (DAPM-MPD-LE), 2800 Army Pentagon, Washington, DC 20310-2800.

Glossary

Section I Abbreviations

AA&E

arms, ammunition, and explosives

AIT

advanced individual training

AMC

Army Materiel Command

AR

Army Regulation

ARNG

Army National Guard

ASAP

Army Substance Abuse Program (ASAP)

ASI

additional skill identifier

AT

annual training

ATEC

Army Test and Evaluation Command

ATF

Bureau of Alcohol, Tobacco and Firearms

BI

background investigation

CG

commanding general

CJIS

Criminal Justice Information Systems

CONUS

continental United States

CPOC

civilian personnel operations center

CRC

crime records center

DA

Department of the Army

DAC

DA civilian

DACD

DA civilian detective

DCII

Defense Clearance Investigation Index

DEROS

date eligible to return from overseas

DIA

Defense Intelligence Agency

DIBRS

Defense Incident-Based Reporting System

DOB

date of birth

DOD

Department of Defense

DOJ

Department of Justice

DSN

defense switched network

ENTNAC

entrance national agency check

ETS

expiration of term of service

FBI

Federal Bureau of Investigation

FOIA

Freedom of Information Act

FOUO

for official use only

GT

general technical

HRC

Human Resources Command

HQDA

Headquarters, Department of the Army

IADT

Inactive duty for training

IDA

initial denial authority

IMA

Installation Management Agency

JPEN

Joint Protection Enterprise Network

MACOM

major Army command

MCA

management control administrators

MCM

Manual for Court Martial

MOS

military occupational specialty

MP

military police

MPI

military police investigator

MPR

military police report

MTOE

modification table of organization and equipment

NAC

national agency check

NCIC

National Crime Information Center

NIBRS

National Incident-Based Reporting System

NLETS

National Law Enforcement Telecommunications System

OCONUS

outside the continental United States

OPMG

Office of the Provost Marshal General

PCS

permanent change of station

PMG

Provost Marshal General

PMO

provost marshal office

PMOS

primary military occupational specialty

POB

place of birth

ROI

report of investigation

SAC
special agent in charge

SJA
staff judge advocate

SSN
Social Security number

SSBI
single scope background investigation

ST
skill technical

TDA
table of distribution and allowances

TRADOC
U.S. Army Training and Doctrine Command

TOE
table of organization and equipment

UCMJ
Uniform Code of Military Justice

USC
United States Code

USACIDC
U.S. Army Criminal Investigation Command

USACRC
U.S. Army Crime Records Center

USADIP
U.S. Army Deserter Information Point

USAMPS
U.S. Army Military Police School

USAR
U.S. Army Reserve

Section II

Terms

Armed
Equipped with a loaded firearm.

Army law enforcement office
Any Army element, agency, or unit authorized to conduct investigations under the Uniform Code of Military Justice or Army regulations. This broad definition includes military police, DAC police, criminal investigation, inspector general, and military intelligence activities conducting investigations of violations of law or regulation.

Authorization to search
An express permission, written or oral, issued by competent military authority, to search a person or an area for specified property or evidence or to search for a specific person and to seize such property, evidence, or person.

Commander

A commissioned or warrant officer who, by virtue of his or her rank and assignment, exercises primary command authority over a military organization or prescribed territorial area. One who has control over the place where the property or person to be searched is located, or, if that place is not under military control, has control over the person subject to military law or the law of war.

Contraband property

Material declared to be unlawful by appropriate statute, regulation, or order. It is subject to seizure when in one's possession, except when possessed pursuant to official business.

Control terminal agency

A state criminal justice agency on the NCIC system providing statewide service to criminal justice users with respect to NCIC data.

Controlled substance

A substance placed by the Attorney General on one of the five schedules established by the comprehensive Drug Abuse Prevention and Control Act of 1970. This act is commonly referred to as the Controlled Substances Act of 1970.

Criminal intelligence

Information concerning criminal activity that may lead to other information concerning such activity.

DACD credentials

Standard identification documents (DA Form 3837-2 and DA Form 3837-3) used to identify DACD.

Deadly force

Force that a person uses causing, or that a person knows, or should know, will create a substantial risk of causing death or serious bodily harm.

Disclosure

The furnishing of information about an individual, by any means, to an organization, government agency, or, to an individual who is not the subject of the record, the subjects designated agent, or the legal guardian.

Federal service coordinator

HQDA representative to Criminal Justice Information Systems at the Federal and state level, responsible for monitoring the system.

Financial institution

Any office in any state or territory of the United States, or in the District of Columbia, Puerto Rico, Guam, American Samoa, or the Virgin Islands of a bank, savings bank, industrial loan company, trust company, savings and loan association, building and loan association (including cooperative banks), credit union, consumer finance institution, or credit card issuer. The term also includes any military banking contractors located outside the states or territories or the United States or the District of Columbia, Puerto Rico, Guam, American Samoa, or the Virgin Islands.

Financial record

An original record, its copy, or information known to have been derived from the original record held by a financial institution, pertaining to a customer's relationship with the financial institution.

Law enforcement inquiry

A lawful investigation or official proceeding that inquires into a violation of, or failure to comply with, a criminal or civil statute or any enabling regulation, rule, or order issued pursuant thereto.

Lawful search

An examination, authorized by law, of a specific person, property, or area for specified property evidence, or a specific person, for the purpose of seizing such property, evidence or person.

Military judge

A commissioned officer on active duty in the Armed Forces, who is a member of the bar of the highest court of a state and who is certified to be qualified for duty as a military judge.

Military magistrate

A person authorized to issue a search authorization upon probable cause, in accordance with the Military Rules of Evidence and AR 27-10.

Military police

Any type of DOD (to include other services), U.S. Army police or security forces responsible for performing law enforcement or security on Army installations.

Military police investigation

An investigation conducted by the military police, usually MPI.

Military police investigator or DAC detective/investigator

Enlisted military police personnel (PMOS 31B ASI V5) in rank of CPL/SPC through SFC or DA civilian police office (083 or 1811 series) who have been selected, trained, assigned, and certified to conduct investigations of criminal offenses and incidents under the direction of the installation or activity provost marshal/security officer in accordance with this regulation.

Military Police Investigator Program

A DA program established to assure uniformity and continuity of policy, procedures, and resources utilization in the conduct of military police investigations.

Misdemeanor

Any offense not punishable by death or imprisonment for a term exceeding 1 year; included are violations of those provisions of state laws made applicable to U.S. military reservations.

MPI credentials

A standard identification document (DA Form 3837 and DA Form 3837-1) used to identify MPI.

Narcotic drug

Opium, opiates, and leaves of the coca plant and their compounds, manufacture, salts, derivatives, or preparations. Also substances that chemically produce the same results as the previously mentioned substances.

National Crime Information Center

A computerized police information system established by the Federal Bureau of Investigation to serve participating law enforcement agencies.

Originating agency identifier

An identifier assigned by the FBI or National Law Enforcement Telecommunications System (NLETS) to an agency meeting the criteria for participation in the NCIC and NLETS.

Personal information

Information about an individual that is intimate or private to the individual, as distinguished from information concerning the person's official functions or public life.

Personnel security investigation

An investigation required to determine a person's eligibility for access to classified information, assignment or retention in sensitive duties, or other designated duties requiring such investigation. Personnel security investigation includes investigations of subversive affiliations, suitability information, or hostage situations conducted to make personnel security determinations, investigations that arise after adjudicative action, and investigations that require resolution to determine a person's current eligibility for access to classified information or assignment or retention in a sensitive position.

Person

As used here, a person is an individual or partnership of five or fewer individuals.

Persons and property within military control

Persons or property located on or in a military installation, encampment, vessel, aircraft, vehicle, or other location under military control, wherever located.

Petty offense

Minor misdemeanors that are not punishable by imprisonment for more than 6 months or a fine of more than \$5,000.

Private property

Property that belongs to a person and over which he or she has a right of disposition.

Probable cause

When reasonable grounds exist to believe that an offense has been or is being committed and the person to be apprehended committed or is committing it.

Prohibited property

Property, other than contraband, the possession of which, by persons subject to military law is forbidden by law or regulation.

Provost marshal

The senior officer, military or civilian, contracted or contractor, directly responsible for law enforcement and security, regardless of the individual's position or title (for example, security officer, security director, and security manager.)

Reasonable suspicion

A belief based on facts that would lead a reasonable person to conclude in light of his or her experience, that criminal activity may be afoot.

Search warrant

An express authorization to search and seize issued by competent civilian or military authority.

Seizure

The taking or dispossession of property from the possessor by an authorized person or the restriction of the freedom of movement of an individual against his or her will by an agent of the Government.

Stop

A limited detention of a person for the purpose of making an inquiry into activities that leads the detaining official reasonably to conclude, in light of his or her experience, that criminal activity may be afoot. The purpose of the stop must be investigatory in nature.

Subject

A person, corporation, other legal entity, or organization about which credible information exists that would cause a reasonable person to suspect the person, corporation, other legal entity, or organization may have committed a criminal offense, or otherwise make a person, corporation, legal entity, or organization the object of a criminal investigation.

Titling

Placing the name(s) of a person, corporation(s), or other legal entity, organization(s), or other occurrence(s) in the subject block for a criminal investigation.

Unit

An organization, agency, or activity.

Unit commander

The commander of an absentee's or deserter's unit of assignment or attachment.

U.S. magistrate

Federal judicial officer having jurisdiction and authority to hear and determine certain matters involving violations of Federal law.

U.S. Army Deserter Information Point

The focal point within the Army for controlling, verifying accounting, and disseminating data on individuals administratively classified as deserters.

User agreement

A document describing operating policies, responsibilities and procedures between an installation provost marshal and a state control terminal agency or headquarters.

Section III**Special Abbreviations and Terms**

This section contains no entries

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Army Regulation 670-10

Uniform and Insignia

**Furnishing
Uniforms or
Paying Uniform
Allowances to
Civilian
Employees**

Headquarters
Department of the Army
Washington, DC
1 July 1980

UNCLASSIFIED

Evch 48

SUMMARY of CHANGE

AR 670-10

Furnishing Uniforms or Paying Uniform Allowances to Civilian Employees

Effective 1 August 1980

Uniform and Insignia

Furnishing Uniforms or Paying Uniform Allowances to Civilian Employees

By Order of the Secretary of the Army:

W. C. WESTMORELAND
General, United States Army
Chief of Staff

Official:

KENNETH G. WICKAM
Major General, United States Army
The Adjutant General

Army electronic publishing database. No content has been changed.

Summary. This regulation is published to consolidate Army regulations governing uniforms and the payment of uniform allowances to civilian employees, and to convert regulations to large size format

Applicability. Not applicable.

Proponent and exception authority. The proponent agency of this regulation is the Office of the Deputy Chief of Staff for Personnel.

Army management control process. Not applicable.

Supplementation. Local supplementation of this regulation is prohibited except as provided in paragraph 1-10.

Suggested Improvements. Users are

invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications) to Deputy Chief of Staff for Personnel, ATTN: OCP Department of the Army, Washington, DC 20310.

Distribution. To be distributed in accordance with DA Form 12-9 requirements for AR, Uniform and Insignia, General

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History. This copy is a reprint which includes current pages from Changes 1 through 7. This publication has been reorganized to make it compatible with the

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RESERVED

Chapter 1 GENERAL

1-1. Purpose.

This regulation establishes standards and guidelines for furnishing uniforms or paying uniform allowances under the Federal Employees Uniform Allowance Act to Department of the Army civilian employees.

1-2. Scope.

This regulation is applicable to all direct-hire civilian employees of the Department of the Army; including noncitizens, whom are to be furnished a uniform or monetary allowance in lieu thereof under the authority of the Federal Employees Uniform Allowance Act. It does not apply to civilian employees furnished special clothing or uniforms under other legal authority.

1-3. Authority.

This regulation is based on the Federal Employees Uniform Allowance Act (Title IV, Public Law 83-763, as amended, 5 USC 5901-5903), as implemented by Bureau of the Budget Circular A80, Revised, 20 August 1966; and, Department of Defense Instruction 1418.2, 5 May 1969.

1-4. Definition of a uniform.

a. A uniform, as used herein, includes articles of distinctive clothing or insignia which an employee is required to wear as a condition of employment, normally for the purpose of identification, discipline, or other reasons relating to the performance of official duty.

b. Items not furnished or covered by a uniform allowance are

(1) Articles of apparel worn simply as work clothing, such as coveralls normally worn by painters, mechanics, freight loaders, or charwomen; safety clothing such as safety shoes and asbestos gloves; and sanitary clothing. See AR 385-32 and AR 40-5.

(2) Items such as shoes, socks, and shirts, even though they must be of a prescribed color, quality, and appearance when they are suitable to wear as items of civilian dress during off duty hours. However, when a shirt is of a distinctive uniform appearance, as one may be when worn as an outside garment in place of a uniform coat or blouse, it is included as an item of allowance.

1-5. Policy.

Employees of the Department of the Army will not be required to wear uniforms in connection with their employment except when the wearing of a uniform is necessary for identification, discipline, or other reasons relating to the performance of their official duties. Any employee who is required to wear a uniform as a condition of employment and is not furnished a uniform or paid an allowance under other laws or regulations will be paid a uniform allowance or will be furnished a uniform under this regulation. Employees for whom a uniform is not required by this or other regulations of Headquarters, Department of the Army, who are wearing uniforms pursuant to any other instructions, will be relieved of the requirement.

1-6. Responsibilities.

a. *Department of Defense.* The Department of Defense is responsible for the overall application of the Federal Employees Uniform Allowance Act in the military departments. The Department of Defense coordinates the recommendations of each of the military departments for regulatory implementation of the Act, and takes final action on any differences in requirements not resolved within 45 days after coordination with other military departments is initiated.

b. *Department of the Army.* Responsibilities within the Department of the Army are as signed as follows:

(1) *Deputy Chief of Staff for Personnel.* The Deputy Chief of Staff for Personnel will—

(a) Establish basic standards and guidelines for furnishing uniforms or paying uniform allowances.

(b) Consider recommendations for issuance of regulations covering additional occupational groups of employees, or changes to this regulation and take appropriate action.

(c) Refer to the Assistant Secretary of Defense (Manpower and Reserve Affairs) for resolution, with a full statement of recommended action, any differences in requirements not resolved within 45 days after coordination with other military departments is initiated.

(2) *Staff Responsibilities.* Heads of Department of the Army staff agencies within the scope of responsibilities outlined herein will—

(a) Recommend those groups of employees under their functional jurisdiction who should be required to wear uniforms.

(b) Recommend whether or not uniform should be provided under the Federal Employees Uniform Allowance Act or under other law or regulation.

(c) Recommend the items of uniform to be required for each group of employees and whether or not uniforms

should be furnished or allowances paid under the Federal Employees Uniform Allowance Act. If payment of allowances is recommended, also recommend the amount of initial and replacement allowances.

(d) Recommend, if uniforms are to be furnished in kind, standards of maintenance and repair of uniforms, requirements for return of uniforms when they are no longer required for official duty, and related requirements needed to protect the government interest.

(e) Develop and recommend regulations or changes thereto which establish the conditions for furnishing uniforms or paying uniform allowances to a specific group of employees (para 1-11).

(f) Coordinate recommended regulations or changes thereto with counterpart staff offices of other military departments to assure that consistent regulations regarding uniforms are established among the military departments. If differences in requirements are not resolved within 45 days after coordination is initiated, refer to Deputy Chief of Staff for Personnel, ATTN: Director of Civilian Personnel, Department of the Army, Washington, DC 20310, a full statement of recommended action.

(g) Recommend to the Deputy Chief of Staff for Personnel, ATTN: Director of Civilian Personnel, action regarding issuance of new, or changes to current, regulations governing the wearing of uniforms.

(3) *Command responsibilities.* Commanding generals of major commands and chiefs of Army staff agencies exercising command supervision over field installations and activities will—

(a) Provide guidance, advice, and staff assistance to subordinate commands and installations to insure compliance with the intent and requirements of this regulation.

(b) In accordance with paragraph 1-7 a review requests submitted by installations under their jurisdiction, and forward requests given favorable consideration to the appropriate Army staff agency (para 1-1 2) Major oversea commanders will make final decisions on requests concerning non-United States citizen employees.

(4) *Installation commanders.* Installation commanders will—

(a) Insure that no employees are required to wear uniforms unless such requirement is established by a regulation of Headquarters, Department of the Army.

(b) Inform both supervisors and employees who are required to wear uniforms of the conditions and requirements for wearing uniforms and of the provisions made for furnishing uniforms or for payment of allowances.

(c) Insure compliance with this regulation.

(d) Issue any necessary local instructions to carry out this regulation.

(5) *Installation civilian personnel officers.* Installation civilian personnel officers will —

(a) Secure statements from employees being reassigned or transferred from other Department of Defense installations (para 1-9g(4)).

(b) Check Official Personnel Folder, Standard Form 66, of employees who are reassigned, transferred, or reemployed under the conditions set forth in paragraph 1-9g (4) for verification of the employee's statement.

(6) *Operating officials and supervisors.* Operating officials and supervisors will—

(a) Insure the employees' uniforms meet minimum standards prescribed by this regulation.

(b) Initiate payment of allowances to eligible employees (para 1-9h(3)).

(7) *Uniformed civilian employees.* Civilian employees to whom a uniform is furnished or a uniform allowance is paid will appear for work properly uniformed.

1-7. Authorization to require uniforms.

The occupational groups of employees within the Department of the Army who are required to wear uniforms under the provisions of the Federal Employees Uniform Allowance Act are listed in paragraph 1-12. The allowances, requirements, and conditions specific to each of these groups except those shown in paragraph 1-12 as being covered by Corps of Engineer Regulations, are contained in the pertinent chapter of this regulation. The authority of oversea commanders to cover non-United States citizen personnel under the Act is contained in paragraph 1-10.

a. Local commanders are delegated authority to delete uniform items because of climatic conditions, subject to coordination with heads of other military departments in the area (para 1-8a(2)). Authority to require additional groups of employees to wear uniforms, to change or add to the items required for a standard uniform, to deviate from established standards of quality of uniform items, to increase or decrease uniform allowances, or for exceptions to standards or this regulation must be requested. Requests for such authority will be submitted through command channels and to the extent appropriate, will include the following information in detail:

(1) Identification of the occupational group of employees involved.

(2) Conditions of employment which make a uniform necessary or which justify establishment of standards of quality deviating from those stated in this regulation governing the occupational group.

(3) Statement of standards covering items, color, quality, and quantity of both summer and winter uniforms.

(4) List of items, original cost of total uniform, replacement schedule, and estimated total annual replacement cost.

(5) Reasons for any exceptions to prescribed standards or regulations.

b. The command headquarters, if it approves a request, will forward the request with recommendations to the Army Staff agency having functional responsibility over the specific group of employees involved (para 1-12). Where the

functional responsibility has not been assigned, requests which the command headquarters approves will be forwarded to the Deputy Chief of Staff for Personnel, ATTN: Director of Civilian Personnel, Department of the Army, Washington, DC 20310. If the command headquarters disapproves a request, it will return to the originating installation. Major oversea commanders will make final decisions on requests concerning non-United States citizen employees.

c. When the Army Staff agency having functional responsibility (para 1-12) recommends approval of a request, it will coordinate its recommendation with its counterpart organizations in the other military departments. If the agency disapproves the request, it will return the request to the command headquarters with appropriate explanation. After a recommendation on a request has been coordinated and approved, it will be forwarded to the Deputy Chief of Staff for Personnel, ATTN: Director of Civilian Personnel, for consideration and appropriate action.

1-8. Standards.

Conditions and requirements outlined below will be followed in furnishing uniforms or paying uniform allowances.

a. Type, quality, and variation of uniforms.

(1) The uniform will be of the most economical type which will provide adequate quality to satisfy the purpose for which the uniform is worn. Uniforms will be substantially the same throughout the military departments for identical occupational groups, except where variation is necessary because of climate, conditions peculiar to a specific locality, variations in duty or mission, or other reasonable differences in conditions of employment. Employees should purchase a sufficient number of articles to provide for cleaning and laundering.

(2) In order that unnecessary out-of-pocket expenses by employees may be avoided, the prescribed items of clothing listed in the pertinent chapter of this regulation will be the standard uniform which will be required for each employee subject to the regulation. Local commanders are authorized to eliminate prescribed uniform items when climatic conditions make such items unnecessary. Commanders will consult with heads of other military installations in the area having employees in the same occupational group before arriving at a decision to delete a required item. After reaching a decision to delete an item, the local commander will request the responsible agency (para 1-12) to adjust allowances accordingly. Requirement of additional items must be requested in accordance with paragraph 1-7.

b. Furnishing uniform.

(1) If a uniform is furnished, the total cost of the items furnished will not exceed \$125 per year for each employee.

(2) Uniforms may be procured by purchase or rental.

c. Appearance of uniforms. Employees will be required to keep uniforms in a clean and neat condition and wear them in the manner prescribed by instruction or administrative order. Under no circumstances may provision be made for the cleaning and laundering at Government expense of uniforms furnished in kind or provided for by monetary allowance under the authority of the Federal Employees Uniform Allowance Act. This will not preclude the cleaning and laundering at Government expense of uniforms furnished under other authority. Where the station laundry and drycleaning plant are the only available facilities, as at isolated installations, such facilities may be used to clean uniforms of employees covered under the provisions of the Act, provided employees are charged the commercial rate.

1-9. Allowances.

a. General.

(1) ★There will be an initial allowance and replacement allowance. The purpose of the initial allowance is to help defray the initial cost of the uniform at the time the employee reports for duty. The purpose of the replacement allowance is to help defray the cost of replacing uniform items which are worn out as a result of normal wear. Replacement costs are based on initial item cost prorated over the estimated life of the article rather than an amount necessary to defray replacement cost of articles to be replaced within any specific year. Allowances will be paid only to those employees who are serving in positions requiring uniforms at such time as payment of allowances is authorized by this regulation. Civilians employed before the issuance date of a regulation covering their occupational category who possess uniform items that differ from those prescribed in the regulation will be permitted to wear such uniforms until replacements are required. However, supervisors will insure that any replacements are purchased according to the regulation. The effective date of the initial allowance is the date the employee is initially required to wear a uniform.

(2) Allowances paid under this regulation will not be considered as pay, salary, or compensation within the meaning of the Civil Service Retirement Act of 1930, as amended, or as wages within the meaning of section 209 of the Social Security Act, as amended, or chapters 21 and 24 of the Internal Revenue Code of 1954.

b. Amount. The amount of the initial allowance and replacement allowance within a maximum limit of \$125 per annum for each employee will be specified in regulations governing the particular occupational groups brought under the provisions of the Federal Employees Uniform Allowance Act (para 1-11).

c. Advance payment. The initial allowance and subsequent replacement allowances will be paid in advance. No employee will be required to refund an advance allowance payment. An advance payment will not be made where it is known that the employee will not occupy the position requiring a uniform for at least 30 days of the period covered by the allowance.

d. Periods covered by allowance payments. The period covered by the initial allowance is 1 year. The period covered by each replacement allowance is a fiscal quarter.

e. ★Appointment for temporary period. An employee appointed or assigned for a temporary period exceeding 3 months but less than 1 year to a position requiring the wearing of a uniform will be required to wear only such uniform items as are determined by the commanding officer to be necessary. Further, he will be paid an initial allowance proportionate to the cost of the items required. If the employee receiving the adjusted allowance is terminated and reemployed temporarily during the year, he is not entitled to an initial allowance until after the expiration of one year from the date of his first employment. An employee will not be required to wear a uniform, and the allowance is not payable, if the appointment or assignment is for a period of less than 3 months.

f. Replacement allowance. The first replacement allowance will be payable 1 year after the effective date of the initial allowance and will be prorated from the date on which it falls due to the end of the quarter. The prorated amount due will be determined by considering all months as 30-day months, dividing the replacement allowance by 90 for a daily rate and multiplying the day rate by days to be prorated.

(1) Subsequent replacement allowances will be payable in advance at the beginning of succeeding fiscal quarters. However, they will be proportionately reduced for continuous periods of absence in nonpay status in excess of 30 calendar days during a preceding replacement allowance period. Periods of absence in nonpay status are not cumulative; they are only considered for the effect they have on each replacement allowance. Such periods during the initial allowance period have no effect on entitlement to replacement allowance.

(2) When an employee has been in a continual nonpay status throughout a preceding replacement allowance period, for which payment has been made, no replacement allowance will be paid for the subsequent period.

(3) ★Advance payment of replacement allowance will not be made when it is known that an employee will be in a continual nonpay status during the quarter or when he is in a terminal leave status at the beginning of a quarter.

g. Effect of position change on allowance.

(1) An employee who, following payment of an initial or replacement allowance, is reassigned or transferred to, or reemployed in, a position in the Department of Defense with the same uniform requirements as applied in the previous position will not be paid a further allowance until the period covered by the last allowance payment comes to an end. For example, a guard paid an initial allowance as of 1 July 1968, who transfers to a guard position at another Department of Defense activity at any time within the year, receives only a replacement allowance as of 1 July 1969.

(2) An employee who leaves a position in which he was receiving a uniform allowance and is later reassigned or transferred to, or reemployed in, a position in which an identical or a similar uniform is required will be eligible to be paid an initial allowance upon reemployment, provided that at least 1 full year has elapsed since the end of the period covered by the last allowance payment.

(3) An employee who is reassigned or transferred to, or reemployed in, a new position with different uniform requirements from those of the previous position will be paid the initial allowance appropriate for the new position. For example, a guard who was paid the initial allowance as of 1 July 1968, and who is later appointed to a Fire-fighters position, is paid the initial allowance of a Firefighter, as of the date he becomes a Firefighter.

(4) When an employee enters on duty at an Army installation in a position with uniform requirements and he has been employed at another Department of Defense installation within the previous year, the civilian personnel office at the new employing installation will obtain a statement from him as to whether or not he has received a uniform allowance within the previous year (para 1-6b (5)). The statement will be obtained at the time he is being processed and will indicate the position for which the allowance was paid, type of allowance (initial or replacement), period covered, and amount received. It will be forwarded to the appropriate operating official or Supervisor for his use in initiating payment of uniform allowances (h(3) below).

h. Procedure for payment.

(1) Standard Form 1034 (Public Voucher for Purchases and Services other than Personal) and Standard Form 1035 (Continuation Sheet) will be used in making payment of uniform allowances. Vouchers will be prepared in accordance with Chapter 4, AR 37-107.

(2) The commanding officer will designate an appropriate official as authenticating officer for the purpose of carrying out this procedure. The authenticating officer (s) will furnish the disbursing officer an authenticated specimen signature on DD Form 577 (Signature Card). See paragraph 2-57, AR 37-103.

(3) Operating officials or supervisors will notify the authenticating officer of employees under their supervision who are eligible for either an initial or replacement allowance. Such notification will be in the form of a request for payment and will be made promptly at the time each employee becomes eligible. Where a statement has been obtained from the employee (g (4) above), it will be forwarded to the authenticating officer with the request for payment.

(4) The authenticating officer will ascertain that each employee who has been indicated as eligible for an allowance by operating officials does, in fact, meet eligibility requirements. After such determination is made, the authenticating officer will prepare and certify vouchers for payment of those employees who are eligible.

(5) After the vouchers have been certified, they will be presented to the disbursing officer servicing the installation.

(6) Wherever possible, voucher transactions for the payment of allowances will be consolidated to avoid unnecessary preparation of separate vouchers. Standard Form 1166 (Voucher and Schedule of Payments) and Standard Form 1167 (Continuation Sheet) will be used when mailing payments in this manner.

1-10. Non-United States citizen personnel overseas.

In the case of non-United States citizens employed outside the United States, its Territories and possessions, whose rates of compensation are fixed on the basis of local prevailing pay practices, the commander in chief of overseas command will determine whether or not a need exists for including these personnel under the Act. The Army commander in the overseas command will—

a. Determine and recommend to the commander in chief whether or not a specific occupational group of non-United States citizen employees in the command should be brought under the provisions of this regulation and, if so, whether or not uniforms should be furnished or allowances paid.

b. Prepare an implementing regulation in accordance with paragraph 1-11 if it is recommended that a specific occupational category be covered under this regulation. When payment of a monetary allowance is proposed, the amount of the allowance will be computed on the basis of local clothing and uniform prices and will be expressed in terms of the local currency. After preparing the regulation, the overseas commander will secure coordination with the other military services within the overseas command. After coordination has been accomplished, he will submit the regulations for approval to the commander in chief of the command. When the regulation is published, the Army commander will send copies of it to the responsible Army staff agency (para 1-12) for informational purposes only. Where responsibility has not been indicated in paragraph 1-12, a copy of the regulation will be sent to HQDA (DAPE-CP) WASH DC 20310.

1-11. Implementing regulations.

a. When required. An implementing regulation governing an occupational group of employees must be prepared and approved before the occupational group can be brought under the provisions of the Federal Employees Uniform Allowance Act.

b. Content. Regulations applicable to each group of employees required to wear uniforms under the provisions of the Federal Employees Uniform Allowance Act will—

(1) State the purpose of the regulation, define the group of employees to which applicable, and state the conditions which require that a uniform be worn.

(2) List the items of uniform. This list will include the items required, and a description of each article as to quality, color, stripes, insignia, acceptable range in weight of cloth where appropriate, or other factors. The variations allowed because of climate, season, or conditions peculiar to a locality will be indicated.

(3) State that personnel required to wear uniforms by other regulations which do not meet the standards prescribed by the implementing regulation will be permitted to wear such uniforms until replacements are required because of wear.

(4) Indicate whether uniforms are to be furnished or an allowance paid.

(5) Indicate, if uniforms are to be furnished in kind, the conditions and methods of replacing items, and the requirements for return of items by employees who no longer require them for official duty.

(6) Specify the amount of initial and replacement allowances where uniforms are not furnished in kind.

(7) Prescribe standards for appearance and conditions for wearing uniforms.

c. Annual review. Regulations, including those issued by overseas commanders, governing the wearing of uniforms by specific occupational groups will be reviewed annually to determine that the uniform required is necessary and adequate, and that monetary allowances are in adjustment with actual costs of uniform items, and the provisions are consistent with legal and regulatory requirements.

1-12. Occupational groups covered.

Table 1-1 shows—

a. The occupational groups of civilian employees of the Department of the Army who are required to wear uniforms.

b. The Army staff agency assigned responsibility for establishing uniform requirements for each occupational group.

Table 1-1

	Occupational group	Responsible agency
★1.	Guards	The Deputy chief of Staff for Personnel.
2.	Firefighters	The Chief of Engineers.
3.	Chauffeurs	Deputy chief of Staff for Logistics.
4.	Special Service professional recreation personnel.	The Adjutant General.
5.	Guides at Visitors Service Center, Arlington National Cemetery.	US Army Military District of Washington.
6.	Instructors at the United States Military Academy.	Deputy Chief of Staff for Personnel.
7.	United States Citizens in Overseas Areas.	Deputy chief of Staff for Personnel.
8.	Rangers	Chief of Engineers (ER 670-2-1).
9.	Lock and Dam Tenders...	Chief of Engineers (ER 670-2-2).
10.	Floating Plant Personnel .	Chief of Engineers (ER 670-2-3).

Chapter 2 CIVILIAN GUARD UNIFORMS

Section I GENERAL

2-1. Purpose.

The purpose of this chapter is to prescribe the civilian guard uniform, direct its wear by civilian guards and to authorize the payment of uniform allowances to civilian guards.

2-2. Scope.

This chapter applies to civilians hired directly by the Department of the Army as guards in positions covered by US Civil Service Commission Position Classification Standards GS-085-0 (Guard Series) and GS-083-0 (Police Series). Personnel classified under these standards who have primary functions in the fields of investigation and identification are excluded from the provisions of this regulation.

2-3. Policy.

a. The policy of the Army is that civilian guards will be uniformed for the purpose of ready identification and as an emblem of authority. The uniforms prescribed herein are the authorized standard items and combinations of clothing and insignia which comprise the uniforms authorized for duty wear by civilian guards.

b. Authority to deviate from the uniform standards and specifications prescribed in this regulation will be granted only in unusual circumstances and in accordance with paragraph 1-7.

2-4. Uniform.

a. *Duty Uniform.* The duty uniform will be a complete uniform as authorized herein.

b. *Standards and specifications.* All guard uniforms will conform with the standards and specifications as established in section II. Each civilian guard when purchasing uniform items must ensure that all articles purchased conform in quality, design, fit, and color to these standards and specifications.

c. *Protective clothing and equipment.* Where the use of protective clothing and equipment is required (safety type goggles, safety shoes, safety hats, etc.), such items will be obtained through normal supply channels in accordance with AR385-32.

d. *Uniform for women.* Women employed as civilian guards will wear a uniform consisting of female items of apparel similar in material, design, and color to those prescribed for male civilian guards.

2-5. Standards of appearance.

Employees should maintain a high standard of personal and uniform appearance. Uniforms will be neat, clean, well-pressed and worn in the manner prescribed in appropriate instructions or administrative orders, and will be kept buttoned and/or zipped to include pockets; and shoes will be shined and in good repair. Miscellaneous paraphernalia such as pencils, pens, jewelry, watch chains, fobs, pins, handkerchiefs, combs, cigars, cigarettes, and pipes will not be exposed on the uniform. Length of female shirts will be in accordance with current styles and in good taste.

2-6. Cap insignia and badge.

The Department of Defense police/guard insignia and badge will be worn as part of the uniform while on duty. The cap insignia and badge are Government property and as such will be accountable. They will not be used for personal purposes. Necessary local safeguards to ensure against their loss, improper use, etc., will be established.

2-7. Payment of allowances.

- a. *Procedures.* The civilian guard uniform allowance will be paid in accordance with the provisions of paragraph 1-9.
- b. *Initial allowance.* Payment of an initial allowance in the amount of \$125 is authorized.
- c. *Replacement allowance.* Payment of a quarterly replacement allowance is authorized as specified below:

<i>Uniform required</i>	<i>allowance</i>	<i>Quarterly replacement</i>
Winter and summer uniform		\$29
Winter uniform only		25
Summer uniform only		17

**Section II
UNIFORM STANDARDS AND SPECIFICATIONS**

2-8. Overcoat (fig. 2-1).

Local commanders may authorize the wearing of an overcoat.

- a. *Cloth.* Fabric will be Jersey, beaver, broadcloth or other comparable material, standard police blue, 22 to 30 ounce. Fabric must have good color fastness to light, perspiration, and dry cleaning.
- b. *Style.* The style will be double breasted, length 3 inches below knee, with lapel collar, convertible style and notch lapel; body to be buttoned down the front with a double row of 45 ligne nickel buttons, eagle type, as used by Army, three buttons on each side below the roll of the lapel, top button to be approximately 1 inch below the armpit. Buttons will be spaced 6½ inches apart and be set back 7 inches from the edge of the coat securely fastened on the inside with small 18 ligne black bone buttons. A 45 ligne black bone button will be placed under the lapel on the right side only, so that it may be used when collar is converted.
- c. *Edges.* Edges will be double stitched one-half inch.
- d. *Belt hooks.* Belt hooks, if necessary, will be properly placed in the back of coat.
- e. *Cuffs.* Cuffs will have two rows of stitching one-half inch apart, the first row 3 inches from cuff edge.
- f. *Facing.* Facing will be the same material as coat, 8½ inches wide at the top and 5-inches at the bottom.
- g. *Collar and lapels.* Collar convertible, notched lapel, will be 3½ inches wide at back and tapering to notch. Notch will be 3½ inches with opening between collar and notch not more than one-eighth inch. Collar will be cut in four pieces and closely stitched by machine through heavy canvas and have 1¼-inch stand. Gore will be under lapels to keep collar close to neck. Undercollar will be of 16-ounce woolen material.
- h. *Pockets.* Overcoat will have two inside breast pockets horizontal, 6 inches wide at mount, 7 inches deep, made of number 250 drill, and two outside slash pockets, one on each side of coat, mouth of pocket to be 9 inches, depth 14 inches from top of slash. Slash pocketing will be made of heavy velveteen; openings to be made through lining so as to allow free access to trouser pockets. One cash pocket will be on the left side of facing with a flap 2 inches wide curved to point in center 2½ inches.
- i. *Sleeve lining.* Lining will be of good quality rayon or equivalent.
- j. *Body lining.* (Detachable lining is optional.) Full length skirt lining, from waist to bottom of coat will be heavyweight black rayon or satin lining, thoroughly shrunk and felled closely around bottom leaving a 10-inch opening on the foreparts. Optionally, coat may be quilted from shoulder to waist with yoke of good quality of heavy black satin or rayon; good grade of double thickness interlining from shoulder to waist.
- k. *Buttonholes.* Buttonholes will be machine made.
- l. *Bottoms.* Hems will be turned up 1¼ inches and raw edges bound.
- m. *Canvas.* Canvas will be of hymo cloth or equivalent, to extend through shoulders and down through breast, canvas to continue down the entire front.
- n. *Vents.* Vents will be made according to height of wearer with blind fly closing with three 24 ligne black bone buttons.

o. Shoulder loops. On each shoulder a loop of same material as overcoat, let in at sleeve head and reaching to edge of undercollar, buttoning at end with 24 ligne nickel button; loops to be 2½ inches wide at lower end tapering to 1½ inches at collar, and cross stitched down to shoulder for a distance of 2 inches from sleeve seam.

p. Hanger. Chain hanger will be sewed to bottom of collar stand through and through.

q. Badge loops. Badge loops will be made of the same color material as coat, and reinforced underneath with canvas, with two metal eyelets spaced approximately 1 inch apart. Badge piece will be 2½ inches long and 1½ inches wide, and will be placed on the left breast 1 inch to the left and 1 inch above the top button on the left side of the coat.

r. Thread. Coat will be sewed with best grade black silk or best quality mercerized cotton.

2-9. Car jacket (fig. 2-2).

a. Cloth. Car jacket will be made of titan cloth and navy blue in color. Jacket will be fire resistant and water repellent and will be lined with 1/8 polyurethane nylon blue quilted cloth.

b. Style. Car jacket will be waist length with a blue synthetic mouton snap detachable collar with concealed snaps and metal zipper at the front fly with elastic webbing at the waist. Car jacket will have two front slash pockets, an inside breast patch pocket; inside wristlets and a vinyl rim at the bottom of the sleeve. Car jacket will also have a badge tab on the left breast and a leather identification tag with a velcro fastener on the right breast.

2-10. Summer windbreaker (fig. 2-3).

Summer windbreaker will be of cotton nylon oxford, 5 ounces in weight, water repellent treated and partially lined and navy blue in color. Summer windbreaker will be waist length with front zipper and will have two slant pockets and a badge tab on the left breast.

2-11. Trousers, winter (fig. 2-2).

a. Style. Trousers will be navy blue in color, made of two ply serge material, 14 ounces, 55% dacron polyester/45% wool, with plain seams, 2 side pockets, 2 hip pockets, and 1 watch pocket. All pocket material will be twill or duck canvas. Trousers legs will be straight cut, no cuff, slant bottoms so as to be ½ inch longer in the back than in front, with not less than a 2-inch turnunder, and reinforced with a cloth heel stay. Trousers will have a waistband approximately 1½ inches wide, open lined at the back to permit easy alteration and will have 8 2½-inch belt straps, one of which will be placed on top of the back center seam. Suspenders may be worn but must be concealed. Fly closure will be heavy duty, metal zipper.

b. Summer (fig. 2-3). Trousers will be made of 3 ply, 55% dacron polyester/45% wool material with plain seams, 2 side pockets and 2 hip pockets. They will be straight cut, no cuff, and navy blue in color. Trousers will be worn with a waist belt; legs will be straight cut, no cuff, slant bottoms so as to be ½ inch longer in the back than in the front, with no less than a 2-inch turnunder. Trousers will have a waistband approximately 1½ inches wide, open lined at the back to permit easy alteration and will have 8 2½ inch belt straps, one of which will be placed on top of the back center seam.

2-12. Shirt.

a. Winter (fig. 2-5). Shirt will be light blue in color, form fitting with pleated pockets scalloped pocket flaps, shoulder straps, permanent collar stays, two button cuffs and a metal eyelet badge tab. Shirt will be worn with a tie. Shirt material will be one of the following:

(1) 65% dacron polyester/35% rayon, 10 ounces per linear yard, plain weave, single ply both warp and filling.

(2) 55% dacron polyester/45% wool, 16 ounces per linear yard with plain weave.

b. Summer (fig. 2-4). Shirt will be light blue in color, permanent press, machine washable and short sleeve. Material will be 85% polyester/35% rayon, 10 ounces per linear yard, plain weave, with single ply both warp and filling. Shirt will be form fitting with pleated pockets, scalloped, pocket flaps, shoulder straps and a metal eyelet badge tab.

2-13. Headgear.

a. Police (fig. 2-6). Sheriff's hat will be navy blue in color, wool felt for winter and straw for summer. Hat will be moisture-proof, lined with leather sweat band and will be worn with insignia. Hat will have braid with acorns, gold braid for supervisors, and silver braid for non-supervisory personnel. Hat will fit squarely on the head; front brim will be on the forehead approximately 1½ inches above the eyebrow.

b. Guards (fig. 2-7). Guards' hat will be garrison type, navy blue in color with corfam or similar bill; patent leather not authorized. Hat will be 12- to 18-ounce serge, eight point style. Covers will be detachable and will fasten to frame with not less than 3 snaps; closed or open wicker sides are optional. Hat will be moisture proof, lined with leather sweat band and have good quality frames. Front cap band will be 2½ inches from the frame to the peak of the cap. Stiff front eyelet will be centered in the front of the cap for insignia with nickel buttons (Army type 24 ligne) on each side, black visor to droop at an angle of approximately 45 degrees. Appropriate cap insignia as authorized in this chapter will be worn. Cap will fit squarely on the head. Front brim will be on the forehead approximately 1½ inches above the eyebrows.

- c. *Cap cover.* Cap cover will be 18-ounce blue serge as required to fit cap frames.
- d. *Cap cover, rain.* Black conventional or similar police type with detachable skirt.
- e. *Helmet, sun (fig. 2-8).* Sun helmet will be grey military type with chin strap and hole in center of front for cap insignia.

2-14. Raincoat.

Raincoat will be black rubberized police type, double shoulders, badge plate, slash pockets, snap fasteners.

2-15. Body belt.

Body belt will be garrison type, 2½-inches wide, black shoulder leather, mildew resistant, 8- to 9 ounce with black flesh, ½ lined with 4 to 6 ounce natural shoulders, smooth grain. Colonial style buckle, brass with nickel finish, belt hook with double tongue hook.

2-16. Waist belt.

Waist belt will be plain black (standard), leather with conventional buckle.

2-17. Neckties.

Neckties will be plain, navy blue in color, four-in-hand; leather ties are prohibited.

2-18. Insignia.

a. *Supervisory (fig. 2-9).* As appropriate, and in addition to the shoulder insignia, supervisory insignia will be worn. Supervisory insignia will not duplicate United States Military insignia and will be worn as prescribed in section IV. For chiefs, assistant chiefs, captains, and lieutenants, insignia is blue serge background 1 inch by 4 inches with lettering and outline in silver colored embroidery (Schiffli). In the case of chiefs, lettering may be in gold color embroidery; however, the edging will remain of a silver color. For sergeants, insignia is inverted chevron with silver color embroidered stripes (Schiffli) on blue serge background, ½-inch wide with ½-inch interval between stripes. The background material for insignia may be of dark blue cotton uniform twill (8.2-ounce, 2 2 yarn ply combed yarn; the outline and lettering may be of silver gray rayon embroidery yarn, as shown in the United States Army Color Card, Officials colors for Arms and Services. All supervisors will have a band of gold mohair braid 1½ inches on the outside seam of the trousers from the bottom of the waistband to the end of the trouser leg.

b. *Shoulder insignia (fig. 2-10).* Insignia is blue serge background in a half circle 2 inches wide with a 4-inch diameter, outline and lettering of silver colored embroidery (Schiffli), and border of black stitched edging.

2-19. Footwear.

- a. *Shoes-black.* Shoes will be policeman leather or black plain toe dress type leather with standard heels.
- b. *Shoes, rubbers.* Good quality, lightweight black dress rubbers with cotton net lining will be worn.
- c. *Socks-black.* Socks will be good quality material.

2-20. Gloves.

- a. *Black-winter wear.* Gloves will be good quality lightweight leather. Heavyweight material which would interfere with proper use of weapons is not authorized. Color will be black only.
- b. *White-summer wear.* Summer gloves will be good quality material in white only.

2-21. Name tags.

Name tags will be worn on the summer and winter uniform above and on line with the flap of the right breast pocket. Name tag will be 1- by 3- by 1/16-inch with jet black background and white border not to exceed 1/32-inch in width. They will be laminated plastic, non-gloss finish and lettering will be white indented, block type 3/8 inch in height and centered on the plate.

Section III

CIVILIAN GUARD DUTY UNIFORMS

2-22. Basic lists.

Table 2-1 prescribes the authorized combinations of guard uniform items which comprise the mandatory duty uniforms for civilian guards and are required unless specifically designated as optional. The articles listed under columns A, B, or C constitute a complete basic uniform. Articles of uniform listed in one column will not be mixed with articles listed in another column unless specifically authorized. Items prescribed as optional will be purchased and worn only when directed by appropriate commanders and are not optional with the individual guard. The number of articles of uniform required for each guard will be sufficient to provide for cleaning and laundering and other emergency changes.

2-23. Comfort items.

Items of clothing which, in addition to mandatory items, are essential to the health, comfort, and efficient functioning of guard personnel may be worn by the individual provided items so worn are concealed by the uniform.

2-24. Protective clothing and equipment.

Protective clothing and equipment may be approved by commanders for issue to guard personnel performing regular guard duties which are inherently hazardous or which are made hazardous by existing conditions such as temperature, footing, lighting, ventilation, etc. The purchase and issue of those items of protective clothing and equipment will be in accordance with AR 385-32.

Section IV INSIGNIA AND DECORATIONS

2-25. General.

The insignia prescribed herein are authorized for wear on civilian guard and police uniforms. Commanders will neither require the purchase nor permit the wearing of unauthorized items of insignia by civilian guard personnel. Commanders may substitute the word "Police" for "Guard" on shoulder insignia (fig. 2-12) when such is considered appropriate to the duties performed.

2-26. Supervisory insignia (figs. 2-9, 2-10, 2-11 and 2-12).

Supervisory personnel (chief, assistant, captain, lieutenant and sergeant) are authorized to wear the following insignia on the uniform. Commanders will prescribe the appropriate wearing of such items.

a. Chief and Assistant Chief:

(1) Shoulder insignia, worn centered on left sleeve of overcoat, car jacket, windbreaker and shirts, 1 inch below shoulder seam.

(2) Supervisory insignia, blue serge with silver embroidery, worn immediately below shoulder insignia on left sleeve of overcoat, car jacket, windbreaker and shirts.

b. Captains and Lieutenants:

(1) Shoulder insignia, worn centered on left sleeve of overcoat, car jacket, windbreaker and shirts 1 inch below shoulder seam.

(2) Supervisory insignia worn as indicated in a above.

c. Supervisors or Sergeants:

(1) Shoulder insignia worn on left sleeve of overcoat, car jacket, windbreaker and shirts, 1 inch below shoulder seam.

(2) Supervisory insignia, chevron, civilian—to be worn with top of insignia 4 inches below shoulder seam on both sleeves of overcoat, car jacket, windbreaker and shirts.

2-27. Nonsupervisory insignia.

Nonsupervisory guards will wear the shoulder insignia centered on the left sleeve of overcoat, car jacket, wind-breaker, or shirts 1 inch below the shoulder seam of garment.

2-28. Cap insignia and badges.

The words Department of Defense will appear at the top of the badge and the words Guard or Police will appear at the bottom of the badge. Supervisors will wear gold badges and nonsupervisory guards will wear silver badges (see figure 2-13). The cap insignia and badge are identical in size and vary only in the attachment devices for each.

a. Engraving. The scroll space may be used for engraving the title or rank of supervisory guards or badge serial numbers for nonsupervisory guards (i.e. Chief, Cap., -1, -2,-3, etc.). The horizontal band may be used for engraving the activity identification (i.e. Fort Myer, Arlington, Virginia) . Engraving is a local command responsibility to be provided by the installation or activity concerned.

b. Display. The badge will be worn on the left breast of the outer garment. The cap insignia will be secured to the cap through the front eyelet.

c. Procurement. All cap insignia and badges for civilian guards will be procured and issued by the Department of the Army. Requisitions will be submitted through normal supply channels.

Table 2-1
Authorized Uniforms for Civilian Guards

Table 2-1. Authorized Uniforms for Civilian Guards

AUTHORIZED UNIFORM FOR CIVILIAN GUARDS AND POLICE					
N U M B E R	Article	A	B		C
		Authorized Wear			
		Tropical and semitropical zones (see note 1)	Temperate Zone (see note 1)		
			Warm	Mild	Cool-Cold
1	Overcoat			O	O
2	Car Jacket	O	O	X	X
3	Wind Breaker		X	X	O
4	Trousers (Winter)		O	X	X
5	Trousers (Summer)	X	X	O	
6	Shirt (Winter)		O	X	X
7	Shirt (Summer)	X	X	O	
8	Cap	O	O	X	X
9	Cover, Cap	O	O	X	X
10	Cover, Rain, Cap (see note 2)	O	O	O	O
11	Raincoat (see note 3)	O	O	O	O
12	Belt, Gun	X	X	X	X
13	Necktie	O	O	X	X
14	Insignia Supervisory	X	X	X	X
15	Insignia Shoulder	X	X	X	X
16	Shoes, Black	X	X	X	X
17	Rubber, Shoe (see note 3)	O	O	O	O

See footnotes at end of table.

Table 2-1
Authorized Uniforms for Civilian Guards—Continued

Table 2-1. Authorized Uniforms for Civilian Guards—Continued

AUTHORIZED UNIFORM FOR CIVILIAN GUARDS AND POLICE					
N U M B E R	Article	A	B		C
		Authorized Wear			
		Tropical and semitropical zones (see note 1)	Temperate Zone (see note 1)		
			Warm	Mild	Cool-Cold
18	Socks, Black	X	X	X	X
19	Gloves, Black			O	X
20	Gloves, White	X	O		
21	Sheriff Hat	X	X	X	X
22	Sun Helmet (see note 2)	O	O	O	

X Required

O Optional

1. See CTA 50-900, Clothing and Individual Equipment (Active Army, Reserve Components, and DA Civilian Employees).
2. Commanders may authorize guards whose tours of duty involves exposure to wet weather to purchase and wear these items.
3. Commanders may authorize employees to purchase and wear these items.

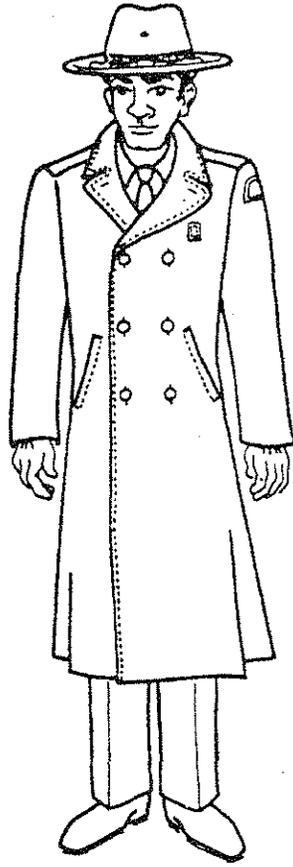


Figure 2-1. Overcoat.

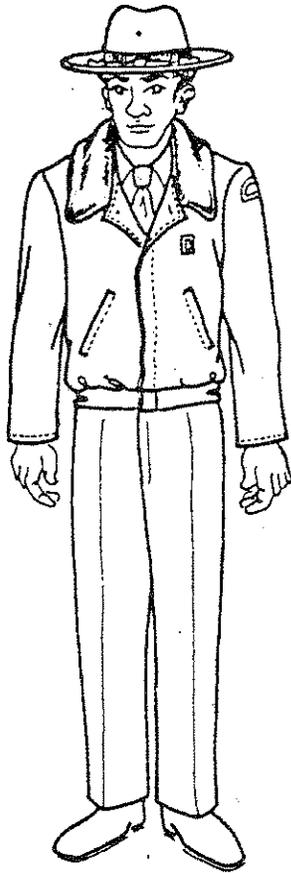


Figure 2-2. Car jacket and winter trousers.

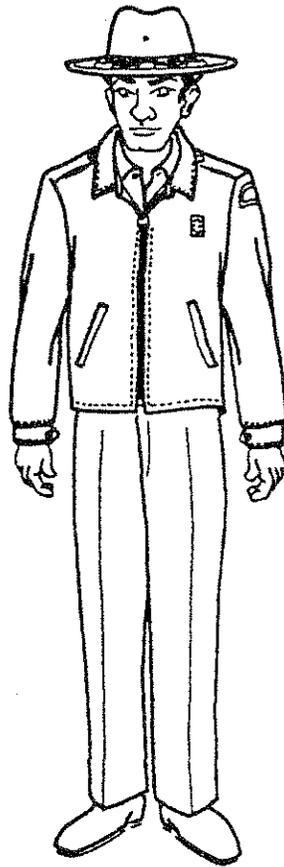


Figure 2-3. Summer windbreaker and summer trousers.

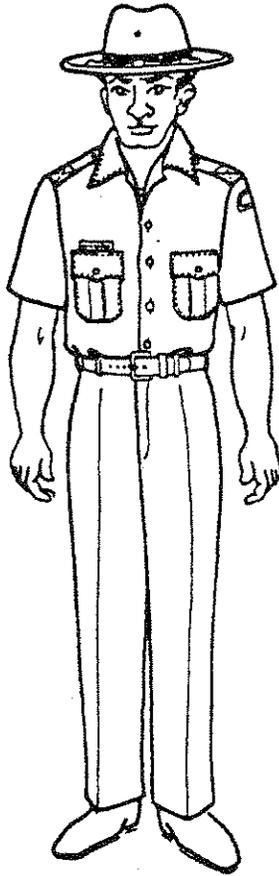


Figure 2-4. Summer shirt and summer trousers.

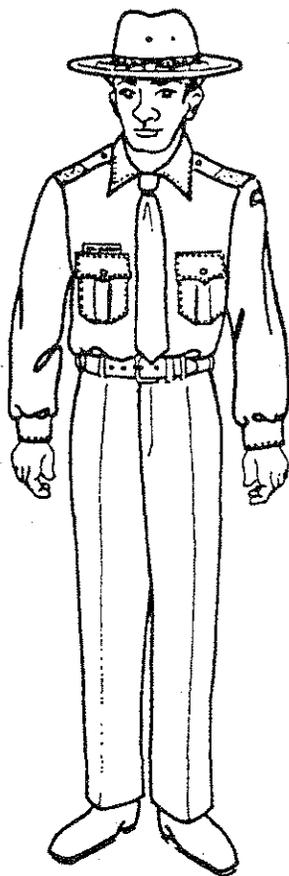


Figure 2-5. Winter shirt and winter trousers.

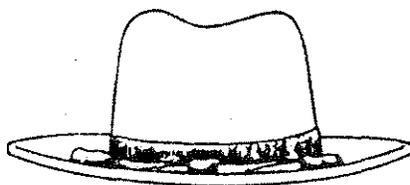
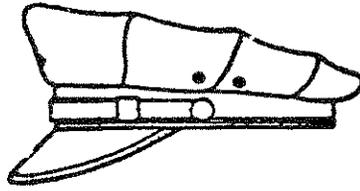


Figure 2-6. Headgear, Police.



SIDE VIEW

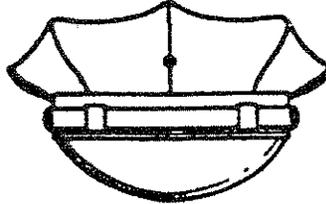
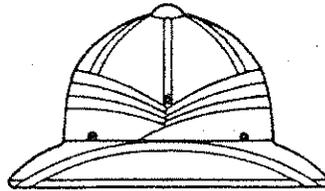
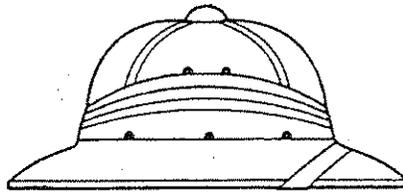


Figure 2-7. Headgear, guards.

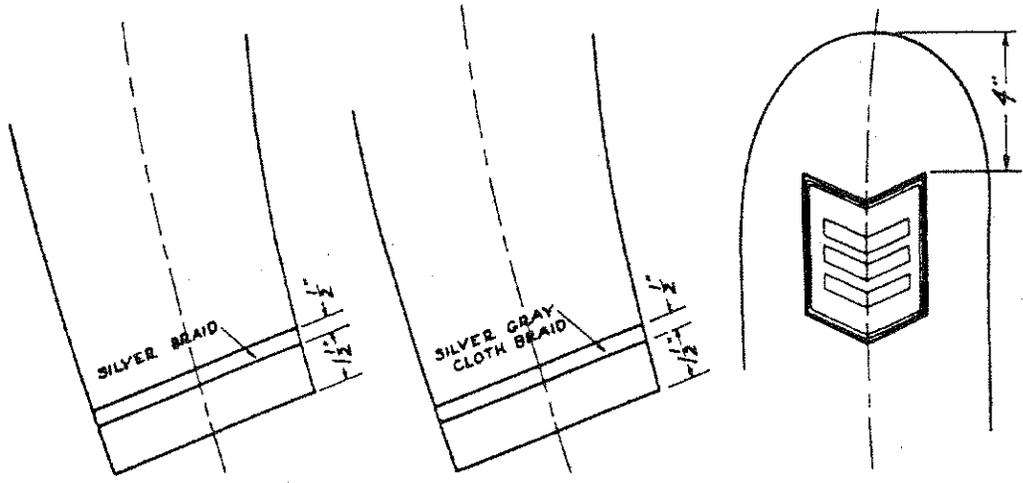


FRONT VIEW



SIDE VIEW

Figure 2-8. Sun helmet.



CHIEF AND
ASSISTANT CHIEF

CAPTAIN AND LIEUTENANT

SERGEANT

Figure 2-9. Supervisory insignia.

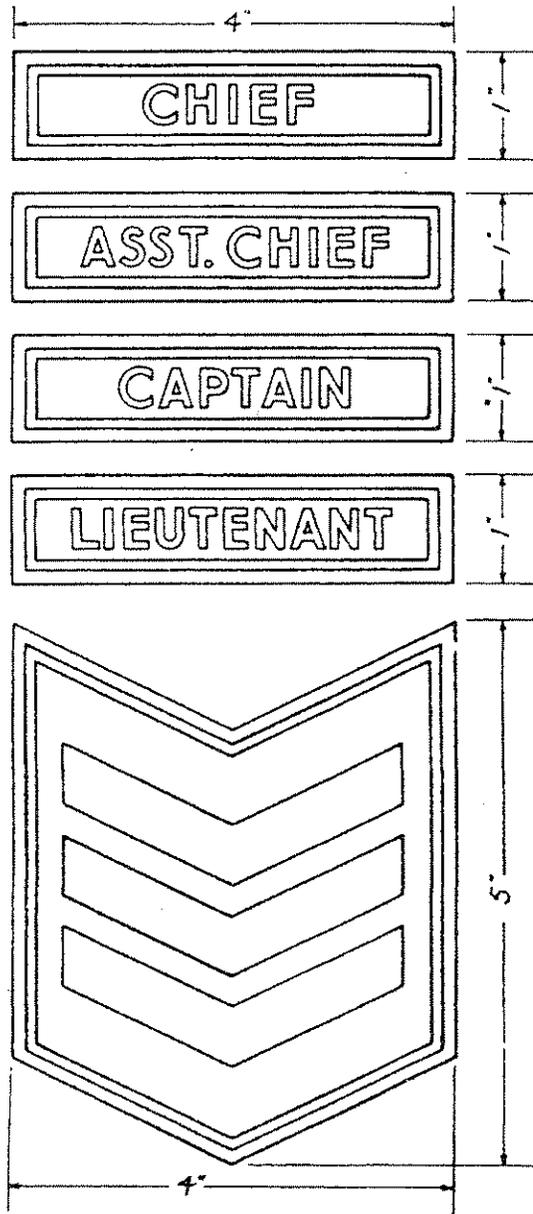
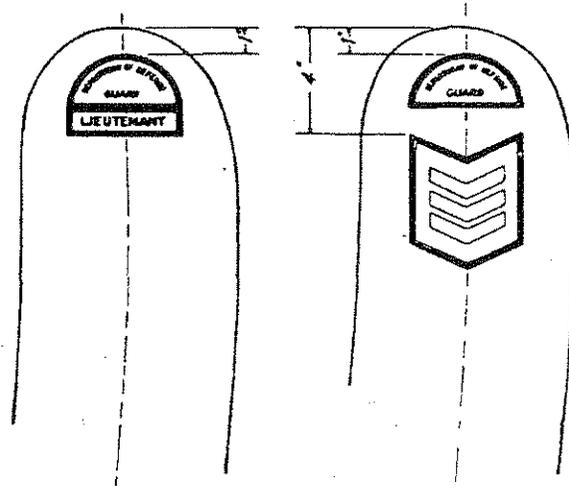


Figure 2-10. Supervisory insignia.



LEFT SLEEVE

LEFT SLEEVE

Figure 2-11. Supervisory insignia.

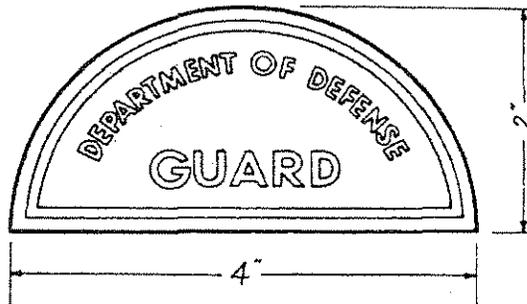


Figure 2-12. Shoulder insignia

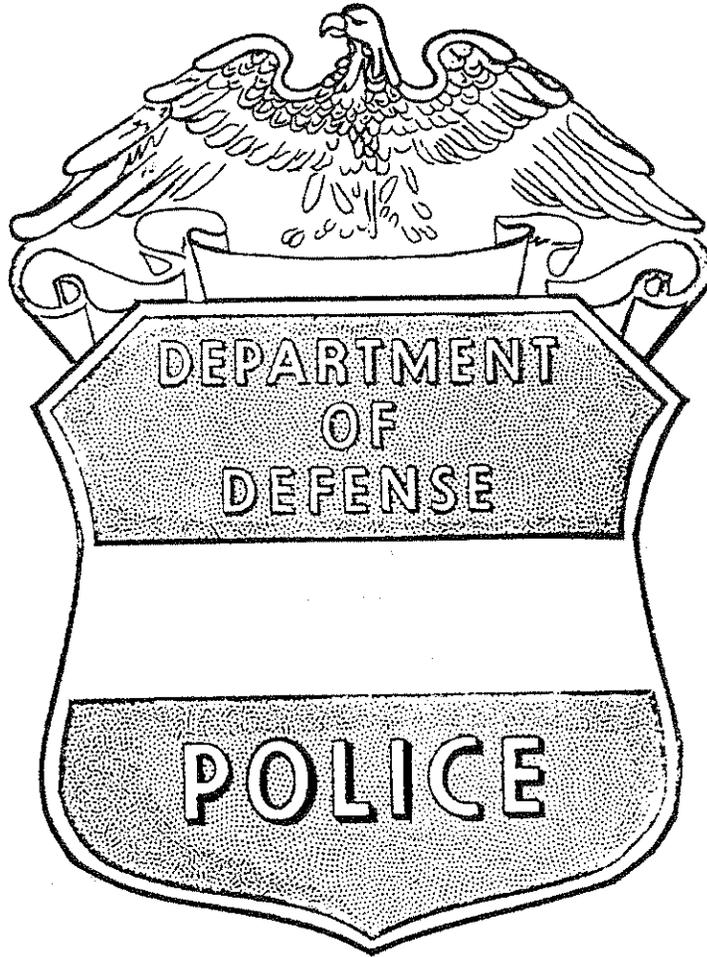


Figure 2-13. Badge and cap insignia.

Chapter 3 UNIFORMS FOR CIVILIAN CHAUFFEURS OF PASSENGER MOTOR VEHICLES

3-1. Purpose and scope.

This chapter prescribes the uniform for and authorizes the payment of uniform allowances to Department of the Army civilian chauffeurs in the categories indicated in paragraph 3-3.

3-2.

The policy of the Department of the Army is that the civilian chauffeurs designated under paragraph 3-3 will be uniformed for the purpose of ready identification.

3-3. Categories.

For the purpose of this regulation, the occupational group referred to as chauffeurs will include only those civilian employees in the following categories:

a. Chauffeurs of vehicles assigned to—

- (1) The Secretary of the Army.
- (2) The Under Secretary of the Army.
- (3) The Assistant Secretaries of the Army.

- (4) The Chief of Staff, United States Army.
- (5) The Vice Chief of Staff, United States Army.
- (6) Generals of the Army.
- (7) Such additional persons as may be designated by the Secretary of Defense.

The uniforms of chauffeurs in this category will be the uniform listed in paragraph 3-4.

b. Chauffeurs of passenger motor vehicles designated by the commanding generals of major commands, CONUS armies, Military District of Washington, US Army, and heads of Department of the Army staff agencies having installations and activities under their command jurisdiction. The number of chauffeurs so designated will be kept to a minimum. Articles of uniforms will not be required unless considered necessary for reasons of identification and appearance. In such cases, the articles which may be required are cap, tie, and coat, or any combination thereof; In most instances only a cap will be required. In the discretion of local commanders, chauffeurs covered under this subparagraph may be permitted to wear in lieu of a coat a dark blue Eisenhower-type jacket of the same material and weight as the coat. Additionally, in the discretion of local commanders they may be authorized to wear in lieu of a summer weight coat or jacket a distinctive grey outer shirt with button type flaps comparable to the weight and cut of the Army khaki shirt.

3-4. Prescribed uniform.

The following specifications are intended to describe the "standard" articles usually available in commercial uniform stores:

a. Winter uniform.

(1) *Coat.* Dark blue, 13- to 15 ounce wool or worsted material, such as elastique, whip-cord, serge, or similar material presenting the same appearance. It will be double breasted, three of four button style with peaked lapels, seam back, no vent, semifitting, conventional length.

(2) *Trousers.* Conventional type, matching the coat in color and fabric, of plain design, with cuffs.

(3) *Cap.* Dark blue material, such as elastique, whipcord, serge, or similar material presenting the same appearance with standing front and flaring eight-point brim.

(4) *Tie.* Conventional black four-in-hand tie of woven material such as wool, silk, or synthetic rayon.

(5) *Overcoat.* 13- to 15-ounce dark blue worsted type fabric such as wool gabardine, serge, whipcord, or similar clear finish type fabric; water repellent, double breasted. To be loose fitting, full skirted, and drawn in at the waist by an all-around belt of same material as coat, to fasten in front with a buckle of non-magnetic material. To extend one-third the distance from kneecap to ground; convertible collar, one slash, inside pocket in each front piece with slit giving access to trouser or sack coat pocket; vent at center of back, tab on each cuff, set into front seam and buttoning over front of sleeve to the rear. Removable liner of blue wool flannel is optional.

b. Summer uniform.

(1) *Coat.* Same in style and color as winter coat, except that material will be 9- to 11-ounce tropical fabric, such as tropical worsted, wool gabardine, rayon gabardine, or similar material presenting the same appearance.

(2) *Trousers.* Conventional type, matching the coat in color and fabric; of plain design, with cuffs.

(3) *Cap.* Same material and style as winter cap except that it will have a ventilated band.

(4) *Tie.* Same as worn with winter uniform.

c. Women's uniform. In any case where women employed as chauffeurs or drivers of passenger-carrying vehicles are required to wear uniforms under paragraph 3-3a or 3-3b suitable articles of women's wear will be substituted. These articles will be similar in color and material to the articles listed in a and b above.

3-5. Payment of allowance.

a. Procedures. The uniform allowance for civilian chauffeurs designated under this regulation will be paid in accordance with the provisions of paragraph 1-9.

b. Initial allowance.

(1) An initial allowance in the amount of \$125 is authorized for chauffeurs described in paragraph 3-3a.

(2) An initial allowance approximating the actual cost of the article (s) required not to exceed \$125 is authorized for chauffeurs described in paragraph 3-3b.

c. Replacement allowances. Payment of a quarterly replacement allowance is authorized as specified below:

(1) *Chauffeurs described in paragraph 3-3a.*

<i>Uniform required</i>	<i>Quarterly replacement allowance</i>
Winter and summer uniform	\$29.00
Winter uniform only	18.00
Summer uniform only	14.00

(2) *Chauffeurs described in paragraph 3-3b.*

<i>Uniform required</i>	<i>Quarterly replacement allowance</i>
Cap, tie, and coat:	
Winter and summer uniform	\$16.00
Winter uniform only	9.00
Summer uniform only	9.00
Cap and tie only:	
Winter and summer	1.40
Winter only	1.40
Summer only	1.40

3-6. Standards of appearance.

The following standards of appearance will apply to wearing of uniforms by employees listed in paragraph 3-3a.

- a. White shirt will be worn with both the winter and summer uniform when a uniform coat is authorized as an outer garment. Black shoes will be worn with all uniforms.
- b. Cap will be worn at all times when outside of a building and will be worn squarely on the head with the bottom edge horizontal.
- c. Coat will be worn fully buttoned.
- d. Trousers will be worn not higher than the top of the arch of the foot so that socks will not show between trouser bottom and shoe top.
- e. Overcoats when worn will be fully buttoned and belted.
- f. Tie will be neatly tied with the conventional four-in-hand knot.
- g. Employees will be required to present a neat appearance at all times with clothes clean and pressed and shoes shined.

3-7. Exception.

Requests for approval of exceptions to conditions and requirements stated in this chapter will be forwarded through channels to the Deputy Chief of Staff for Logistics, ATTN: Director of Transportation, Department of the Army, Washington, DC 20310.

Chapter 4★

PRESCRIBED SERVICE UNIFORM FOR ARMY SPECIAL SERVICES PERSONNEL

Rescinded effective 1 October 1972. (As of that date no uniform allowance will be authorized personnel formerly required to wear this uniform. To provide a wear-out period, wearing of this uniform will be optional until 1 October 1974.)

Chapter 5 CIVILIAN FIRE FIGHTER UNIFORM

5-1. Purpose.

This chapter prescribes the civilian fire fighter uniform, directs its wear by, and authorizes the payment of uniform allowances to civilian fire fighters employed by the Department of the Army.

5-2. Scope.

This chapter applies to direct-hire civilian fire fighters. Civilian personnel occupying the positions of fire chief, assistant fire chief, crew chief, driver-operator, fire fighter, fire fighter trainee, and fire protection inspector are included. Employees having both fire fighter and guard duties will wear the uniform in accordance with the primary duty assignment.

5-3. Policy.

a. Civilian fire fighters will be uniformed for the purpose of ready identification in the performance of official duties. The uniform prescribed herein is the authorized standard items and combination of clothing and insignia which comprise the uniforms authorized for wear.

b. Authority to deviate from the uniform standards and specifications prescribed in this regulation will be granted only in unusual circumstances and in accordance with paragraph 1-7.

5-4. Uniform.

a. *Work mode.* Short, open collar; trousers; jacket (dependent on climatic conditions). Cap (when outdoors) when engaged in routine duties, training exercises, classes, responses which may involve firefighting operations, or under other conditions which require the wearing of fatigue or special work clothing.

b. *Dress mode.* Shirt, trousers; tie, cap, and jacket (depending on climatic conditions) will be worn at all times when fire department personnel are on official business that brings them in direct contact with base or public officials or with the general public on or off base. Examples are: Parades and similar occasions, formal inspections, fire prevention inspections, and similar public events, special details, and other occasions locally deemed appropriate.

c. *Uniform for women.* Women will wear a uniform consisting of female items of apparel similar in material, design, and color to those prescribed for male civilian fire fighter personnel.

d. *Standards and Specifications.* All fire fighter uniform will conform with the standards and specifications as established in paragraph Each employee, when purchasing uniform items, must ensure that all articles purchased conform in quality, design, fit, and color to these standards and specifications.

5-5. Standards of appearance.

Installation commanders will take such steps as are necessary to ensure that employees' uniforms meet minimum standards prescribed by this regulation, that employees are properly attired, and that uniforms are kept clean and neat.

5-6. Cap, insignia, and badge.

Cap devices and other insignia are not included in the uniform allowance. They will be of a type and style usually worn by members of municipal fire departments and will be purchased locally from funds available for facilities engineering purposes. They are Government property and as such will be accountable. They will not be used for personal purposes. Necessary local safeguards to ensure against their loss, improper use, etc., will be established. Shoulder patches of local design may be worn on shirts and/or coats.

5-7. Allowances.

Civilian fire fighter employees are required to furnish their own uniforms. To help defray the cost of such uniforms, allowances will be paid in accordance with the provisions of paragraph 1-9.

a. *Initial allowance.* An initial allowance in the amount of \$125 is authorized for each employee required to wear the uniform.

b. *Replacement allowance.* A quarterly replacement allowance of \$25 is authorized for each employee required to wear the uniform.

5-8. Uniform Standards and Specifications.

a. *Standard uniform.*

(1) *Coat.* Navy blue; waist or hip length; zipper front; water repellent; nylon, dacron, or combination thereof; resistive to sparks and static electricity; removable pile collar and liner when appropriate for climatic conditions. Chief officers will be identified by gold colored sleeve stripes on each sleeve; subordinate officers by silver colored sleeve stripes; sleeve and similar ornamentation will be limited to minimum necessary for proper identification. Chiefs may wear a jacket of a type and style usually worn by chiefs of municipal fire departments.

- (2) *Trousers.* Conventional type, navy blue, slack style without cuffs.
- (3) *Shirts.* Uniform type with two flap pockets, badge tab, banded collar and collar stays. Long or short sleeve as climatic conditions permit. Color will be navy blue for firefighters; light blue for crew chiefs, first echelon supervisors, and fire inspectors; and white for chiefs and assistant chiefs.
- (4) ★*Material.* Material for trousers and shirts in paragraphs a(2) and a(3) above will be (a) twill weave, 100 percent self-extinguishing fiber, mod acrylic with anti-static finish, flame retardant and acid resistant, permanent press, wash and wear; (b) dacron polyester/cotton or dacron polyester/rayon combination, permanent press, wash and wear; or (c) 100 percent dacron polyester knit, permanent press, wash and wear. The selection of the material is optional, but must be consistent at each installation.
- (5) *Cap.* Round or eight-point firefighter's type with suitable sweat band, black visor, and eyelet holes in front for attaching ornament. Material will be the same color and fabric as the uniform trousers, except for chiefs and assistant chiefs, which will be white. The riser band may be either solid or ventilated, as appropriate, but will be uniform at each installation. Chief officers will wear gold braid cap straps; gold visor insignia is optional. Assistant fire chiefs will wear gold faced braid cap straps without insignia. All other chin straps will be black leather. Navy blue baseball type cap may be worn in work mode with optional identification of local design on front of the cap.
- (6) *Tie.* Plain black of woven cotton, wool, silk, or synthetic fabric.
- b. Accessories.* Accessories not a part of the official uniform prescribed for uniform appearance will consist of—
- (1) Shoes will be black, plain toe, conventional style with standard heels.
 - (2) Socks will be black, of conventional style, appropriate for individual wear.
 - (3) Gloves, when necessary, will be black or navy blue, of suede or similar material.
- c. Khaki uniform.* When khaki is deemed more suitable for the prevailing climatic conditions, Army installation commanders will coordinate with installation commanders of the other military services in the area for the purpose of determining whether the khaki uniform will be prescribed in lieu of the navy blue uniform for year-round wear. Specifications and design of the khaki uniform will be as follows:
- (1) Coat will be khaki, tropical worsted, wool, gabardine, synthetic gabardine, or similar lightweight tropical fabric. It will be single breasted with peaked lapels and roll collar, semi-fitting of conventional length with an open vent on the back seam below the belt. It will also have four outside patch pockets with straight flaps fastened with 22½ line fire department buttons with 35 line fire department style buttons down the right forepart; all buttons to button. The belt will be the same material, two inches wide, sewn down all around. Bellows pleat in side seams of the back are optional. Other ornamentation will be similar to that prescribed for standard blue uniform jacket.
 - (2) Conventional type trousers, matching the coat in color and fabric; of plain design without cuffs.
 - (3) *Headgear* will be the standard blue or white cap as defined in paragraph a (5) above, except that the natural beige tropical helmet may be prescribed where such headgear is worn as normal civil or military practice. Helmet ornamentation will be similar to that prescribed for caps.
 - (4) Tie will be black, of woven silk, wool, or synthetic material.
 - (5) *Accessories—*
 - (a) *Shirt.* Khaki shirts of cotton or synthetic material will be worn with tropical uniform.
 - (b) *Shoes and socks.* Standard, as defined in paragraph b above.

Chapter 6 UNIFORMS FOR CIVILIAN INSTRUCTORS AT UNITED STATES MILITARY ACADEMY

6-1. Purpose.

This chapter prescribes the uniform for wear by civilian instructors of the United States Military Academy; directs the wearing of uniforms, and authorizes the payment of uniform allowances to such instructors.

6-2. Applicability.

This regulation applies to all regularly employed civilian instructors of the Academic and Tactical Departments of the United States Military Academy, including noncitizens. It does not apply to temporary instructors, part-time instructors, lecturers, or consultants notwithstanding the fact that they may be on an annual retainment basis.

6-3. Policy.

The policy of the Department of the Army is that civilian instructors of the United States Military Academy will be uniformed for the purpose of ready identification and discipline.

6-4. Uniforms.

- a. The required uniform is that combination of authorized uniform items which civilian instructors are required to

wear under orders and instructions issued by the Superintendent, United States Military Academy. Authorized uniform items are enumerated in paragraph 6-6 and tables 6-1 and 6-2.

b. Uniforms of civilian instructors will correspond in type, quality, design, fit, and color to those prescribed in AR 670-5 for officers of the Army. These uniforms will be procured from commercial sources.

c. The uniform will be well fitted, of an appropriate length, and clean and neat at all times.

6-5. Allowances.

Uniforms authorized under this chapter will be purchased by employees at their own expense. To help defray the cost of purchasing the uniforms initial and replacement allowances will be paid in accordance with the provisions of paragraph 1-9.

a. *Initial allowance.* An initial allowance in the amount of \$125 is authorized for each civilian instructor required to wear the uniform.

b. *Replacement allowance.* A quarterly replacement allowance in the amount of \$31.25 is authorized.

6-6. Basic uniform list.

Tables 6-1 and 6-2 prescribe the authorized uniform items for civilian instructors, United States Military Academy. The black braid ornamentation on the Army Green uniform worn by civilian instructors will be that prescribed in paragraphs 7-5c (2) and 7-6b (2), AR 670-5, for officers other than general officers.

Table 6-1
For All Civilian Instructors

Item No.	Article
1	Coat, Army Green (officers), shade 44 or shade 344.
2	Trousers, Army Green (officers), shade 44 or shade 44.
3	Overcoat, wool, taupe (officers), shade 79 ¹ or Army Green shade 44.
4	Shirt, cotton poplin, tan, Army shade 46.
5	Necktie, tropical worsted, black.
6	Headgear, cap, service, Army Green (officers), shade 44.
7	Belt, waist, shade 3.
8	Insignia, USMA.
9	Raincoat (officers), taupe, shade 179 ² or Army Green shade 274.
10	Trousers, summer, wool, tropical worsted, shade 61.
11	Shirt, summer, tropical worsted, shade 61.
12	Shoes, low quarter, black.
13	Insignia, distinctive, USMA.
14	Socks, black.
15	Shirt, summer, cotton, uniform twill, khaki, shade 1.
16	Trousers, summer, cotton, uniform twill, khaki, shade 1.
17	Headgear, cap, garrison, Army Green, shade 44.

Notes:

¹ This overcoat becomes obsolete 1 July 1970.

² This raincoat becomes obsolete 1 July 1971.

Table 6-2
Additional Items Required for Civilian Instructors, Physical Education Division Tactical Department

Item No.	Article
1	Trousers, gray gymnasium.
2	Jacket, gray gymnasium.
3	Trousers, dark blue.
4	Shorts, athletic.
5	Shoes, leather, basketball.
6	Shoes, tennis.
7	T-shirts, gymnasium instructor.
8	Belt, web, dark blue.

Chapter 7★

CIVILIAN GUIDES AT VISITORS SERVICE CENTER ARLINGTON NATIONAL CEMETERY

7-1. Purpose and scope.

This chapter prescribes the uniform for and authorizes the payment of uniform allowances to civilian guides and supervisory guides employed in the Visitors Service Center, Arlington National Cemetery. These employees are direct hire civilians of the Department of the Army.

7-2. Policy.

The policy of the Department of the Army is that the civilian guides and the supervisory guides will be uniformed for the purpose of ready identification to the general public. Uniform design and color will be in accordance with requirements specified in paragraph 7-3.

7-3. Prescribed uniform.

The following specifications are intended to describe the standard articles usually available in commercial uniform stores.

a. Male personnel uniform.

(1) *Coat (blazer).* Light blue, two button, single breasted with peaked lapels of blended fabric, 55 percent Dacron Polyester fiber and 45 percent wool worsted for year-round wear, seam back with vent, semifitting, conventional length, flap side pockets, open left breast pocket, stitched edges.

(2) *Trousers.* Conventional type, light grey of plain design, with belt loops and cuffs, of same fabric as blazer.

(3) *Shirt.* White, conventional style, fused collar, short sleeve.

(4) *Hat.* Pith helmet, white, of washable, dry cleanable material or coating.

(5) *Tie.* Conventional black, four-in-hand, woven material, wool, silk, or synthetic rayon.

(6) *Overcoat.* All weather, all purpose, water repellant, 13 to 15 ounce, police blue, made of 65 percent Dacron, 35 percent combed cotton, 2-ply fabric treated with Scotch Guard, fully lined with Millium processed fine count Nylon interlined chest, shoulder and upper arm with washable, dry cleanable coated Nylon. To have detachable zipper lining of 100 percent Polyurethane foam quilted to high count Nylon on both sides, knit wristlets, fly front, badge holder, set in sleeves, slash pockets and center vent.

(7) *Shoes.* (To be provided by the individual.) Black, conventional, low quarter.

b. Female personnel uniform.

(1) *Coat (blazer).* Same as for male personnel, styled for female wear.

(2) *Blouse.* White, plain, short sleeve, washable, dry cleanable.

(3) *Scarf.* Black, plain, light weight, washable.

(4) *Hat.* Service type, with a washable detachable white naugahite top, navy blue brim with detachable winter hood of navy blue.

(5) *Skirt.* Light grey of same material as men's trousers, straight four gore walking style, conventional length.

(6) *Shoes.* (To be provided by the individual.) Black, plain, conventional, low heel.

(7) *Overcoat.* Same as for male personnel, styled for female wear.

c. Insignia. The insignia (fig. 7-1) of the civilian guides in the Arlington National Cemetery will be a cloth shield, dark blue, with a 1/8 inch gold border with the wording "Arlington National Cemetery Guide". The insignia is to be worn over the left breast of the blazer and overcoat. This item is to be provided by Arlington National Cemetery as organizational equipment and will not be included in the uniform allowance. They will remain Government property and will be returned upon termination of service.

7-4. Allowances.

Civilian guides are required to furnish their own uniforms. To help defray the cost of such uniforms, allowances will be paid in accordance with the provisions of paragraph 1-9.

a. Initial allowance. An initial allowance in the amount of \$125 is authorized for each employee required to wear the uniform.

b. Replacement allowance. A quarterly replacement allowance in the amount of \$81.25 is authorized.

7-5. Standards of appearance.

The following standards of appearance will apply to wearing of uniforms by employees described in paragraph 7-2.

a. Hats will be worn at all times when outside of a building.

b. Trousers will be worn not higher than the top of the arch of the foot so that socks will not show between trouser bottom and shoe tops.

c. Skirts will be worn at a conventional length.

d. Civilian guides will be required to present a neat uniform appearance at all times with clothes clean and pressed, blouses buttoned, and shoes shined.

e. Ties (for male personnel) and scarves (for female personnel) will be worn at all times with short sleeve shirts or blouses.

f. Overcoats when worn, will be fully buttoned.

g. The Guide insignia (fig. 7-1) will be worn over the left breast of the outer garment and approved name tag on right breast of outer garment.

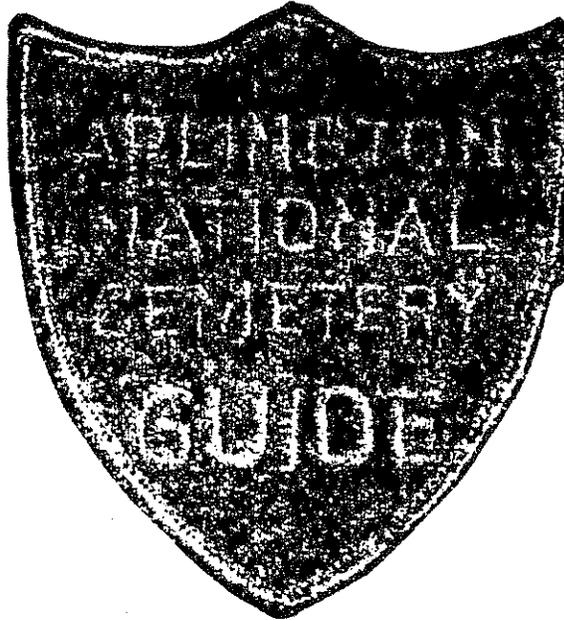


Figure 7-1. Insignia.

Chapter 8 UNITED STATES CITIZENS IN OVERSEA AREAS

8-1. Purpose.

This chapter authorizes payment of a uniform allowance to civilian personnel overseas when a service uniform is required to be worn pursuant to the provisions of AR 670-5 and AR 670-30.

8-2. Policy.

a. U.S. citizen civilian employees of the Department of the Army on assignment in an oversea area will be required to wear a service uniform when it is determined by the commanding general of the area to be necessary for their ready identification, comfort, protection, and safety. Normally this will pertain only to those civilian employees in forward areas and support areas under field conditions where there exists an actual or threatened outbreak of hostilities involving either war or major civil disturbance. In requiring the wearing of the service uniform in any specific oversea area, the commanding general of the area will insure that U.S. citizen employees in the area are treated on an equitable basis.

b. When the commanding general of an oversea area requires a service uniform to be worn, appropriate instructions will be issued to include the prescribed uniform and insignia in accordance with the provisions of paragraph 3-6, AR 670-5 and paragraph 21, AR 670-30.

8-3. Allowances.

Uniforms authorized to be worn as provided in this chapter will be purchased by employees at their own expense. To

help defray the cost of purchasing the uniforms, initial and replacement allowances will be paid in accordance with the provisions of paragraph 1-9.

a. *Permanent assignment.* An employee permanently assigned to a combat area where he is required to wear a service uniform will be paid the allowance authorized as specified in table 8-1

Table 8-1 Initial and Replacement Allowances	
<i>Uniform required</i>	<i>Initial allowance</i>
Winter and summer uniform	\$125
Winter uniform only	125
Summer uniform only	90
	<i>Quarterly replacement allowance</i>
<i>Uniform required</i>	
Winter and summer uniform	\$16
Winter uniform only	13
Summer uniform only	7

b. *Temporary duty assignment.* An employee required to wear a service uniform while on temporary duty in a combat area will be paid the allowances authorized below. The initial allowance covers a 90-day period. The replacement allowance is for each additional 3 months or portion thereof in a combat area within a 12-month period following the date of the original allowance. Reimbursement for uniform allowances authorized in connection with a temporary duty assignment may not be made on a travel voucher.

(1) *Initial Allowance:* Summer uniform only—\$45.

(2) *Replacement allowance:* Summer uniform only—\$10.

8-4. Purchase of uniforms.

Authorization for an employee who is required to wear the service uniform to purchase service uniform items from military or commercial sources will be by letter unless the uniform requirement results from a temporary duty assignment in a combat area. When wearing of the uniform is required in connection with such a temporary duty assignment, the requirement and authorization to purchase will be included in the temporary duty travel order. Purchase of the items will be in accordance with the provisions of chapter 2, AR 670-5.

UNCLASSIFIED

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DOC STATUS: NEW PUBLICATION

[REDACTED]
From: [REDACTED]
Sent: Monday, February 28, 2011 11:22 AM

Subject: SRT Questions for 15-6 Investigation (UNCLASSIFIED)
Signed By: [REDACTED]

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE

AMSTA-CSS

28 Feb 2011

[REDACTED]
1. (U) Gentlemen, in response to specific questions I must answer on the 15-6 investigation, I request you provide me the following information with regard to the current status of the SRT:

a. (U) Who are the current members of the SRT (include full names., rank, pay grade and series, and supervisor)?

b. (U) Who supervises the SRT?

c. (U) Who does the SRT leader report to within DES (rater and senior rater)?

d. (U) Has the SRT vacancy be announced and refilled and if so by who or when will that occur?

2. (U) Need info by 1200 hours 1 March 2011.

[REDACTED]
15-6 Investigating Officer

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE

Exh 49

[REDACTED]

From: [REDACTED]
Date: Monday, February 28, 2011 11:44 AM
Subject: RE: SRT Questions for 15-6 investigation (UNCLASSIFIED)
Signed By: [REDACTED]

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE

Sir,
Answers as follows:

- a. [REDACTED] LT, GS-0085-08 (Supervisor, guard)
[REDACTED] SGT, GS-0083-07 (police)
[REDACTED], SGT, GS-0083-07 (police)
[REDACTED], SGT, GS-0083-07 (police)
[REDACTED] SGT, GS-0085-07 (guard)
[REDACTED] SGT, GS-0085-07 (guard)
[REDACTED], SGT, GS-0085-07 (guard)
[REDACTED], SGT, GS-0085-07 (guard)
[REDACTED] GT, GS-0083-07 (police)
[REDACTED] GT, GS-0085-07 (guard)
- b. SRT Supervisor is LT [REDACTED] GS-0085-08, Guard, been in position since DEC 2009.

SRT Supervisor Rater is [REDACTED] Deputy Director DES
SRT Supervisor Senior Rater is [REDACTED], Director DES

d. SRT vacancy was filled by Mr. [REDACTED] GS-0083-07, police officer. Effective date was December 19, 2010. Team is currently at full strength.

Hope this helps.

Respectfully,
[REDACTED]

-----Original Message-----

From: [REDACTED]
Sent: Monday, February 28, 2011 10:22 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: SRT Questions for 15-6 Investigation (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE

AMSTA-CSS
28 Feb 2011

Mr. [REDACTED]

1. (U) Gentlemen, in response to specific questions I must answer on the 15-6 investigation, I request you provide me the following information with regard to the current status of the SRT:

a. (U) Who are the current members of the SRT (include full names., rank, pay grade and series, and supervisor)?

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c. (U) Who does the SRT leader report to within DES (rater and senior rater)?

d. (U) Has the SRT vacancy be announced and refilled and if so by who or when will that occur?

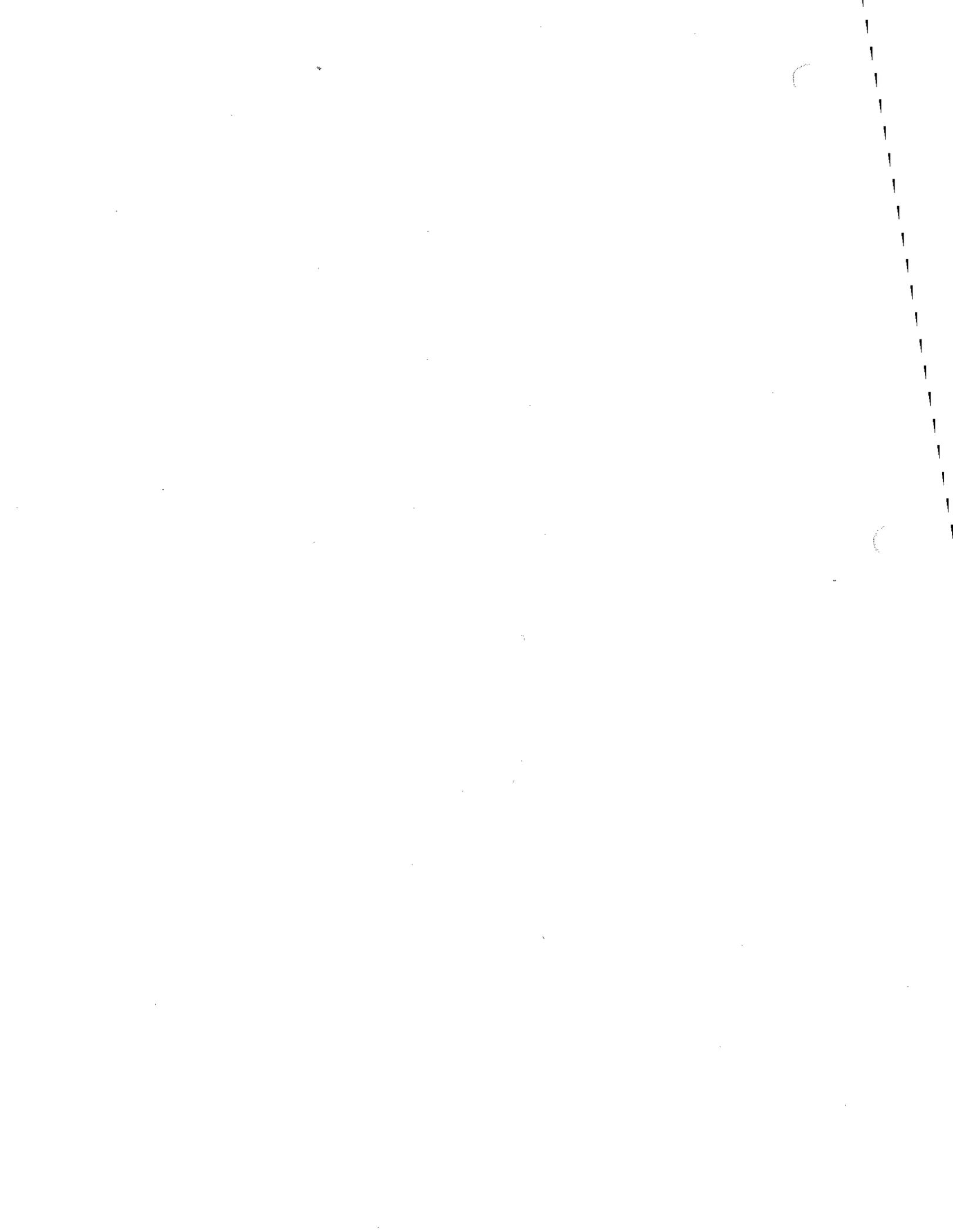
2. (U) Need info by 1200 hours 1 March 2011.



15-6 Investigating Officer

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE

Classification: UNCLASSIFIED
Caveats: FOUO//SENSITIVE



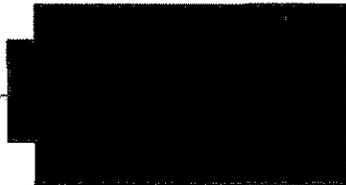
**OFFICIAL INQUIRY
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please read carefully and initial each section:

I have been informed and I understand this is an official inquiry involving matters related to my official duties as a federal employee.

I have been informed and I understand, as a federal employee, I am required to cooperate with this official inquiry and provide truthful answers.

You are hereby directed not to discuss your statements or testimony with other witnesses or persons.



SIGNATURE
PRINTED NAME

17 Nov 10 DATE

*I HAVE chose not to have a
Union Rep Present* 

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION BLDG 7, Room 318, 3rd Floor	2. DATE (YYYY/MM/DD) 2010/11/17	3. TIME 1645	4. FILE NUMBER 15-6 Whistleblower
5. LAST NAME, FIRST NAME, MIDDLE NAME [REDACTED]	6. SSN [REDACTED]	7. GRADE/STATUS GS-0083-06	
8. ORGANIZATION OR ADDRESS DES, ANAD			

9. I, [REDACTED], WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. Statement, I am a GS-0083-06 (OPM Career Field and Grade) who was hired on 8 DEC 2008 (day, month, year) and I'm currently assigned to the Directorate of Emergency Services, Anniston Army Depot.

2. Q: To the best of your recollection what security force training did you receive prior to being hired at ANAD?

2. A: 3 years with the City of Birmingham Police Department, six months as Chief of Police in 2007 in the Town of Hobson City, AL; and worked with the Eagle Company as a Security Guard in Gasden, AL. I'm certified as a AL Police Officer and Stanadard Training Commission. I've also attended the AL Tactical Officer Association Basic SWAT School.

3. Q: What shift do you work at DES, ANAD?

3. A: Day shift X4000 from 0700 to 1945 hours, 4 days on 3 days off, not counting overtime.

4. Q: What is your current security post (post number, gate number, or patrol number)?

4. A: On Car 14 (Conventional Ammo Holding Area) today, Assignments change daily.

5. Q: Are you certified in the Chemical Personnel Reliability Program (CPRP)?

5. A: Not yet, awaiting on security clearance.

UNIFORMS:

6. Q: What insignia (DA Police or DA Guard) do you wear on your cap, shoulder, and badge?

6. A: DA Police.

7. Q: Since your hiring have you worn the same insignia? If no, when did it change and what changed?

7. A: I have worn the same insignia and Da Patch. Only change was to add a US Flag to my right shoulder.

Training:

8. Q: Did you receive any local security force training after you were hired at ANAD?

8. A: Yes. I went through 160 hours or 4 weeks of training with [REDACTED] They covered the history of ANAD, chemical being stored, WMDs, basic security operations at ANAD, etc.

9. Q: Did the training include formal classroom training and hands-on training?

9. A: Yes. for Classroom and some hands on training. I drove the M113 and we also did a windshield tour of the installation and checkpoints/posts. [REDACTED]

10. EXHIBIT 4. Interview	11. INITIALS OF PERSON MAKING STATEMENT [REDACTED]	PAGE 1 OF 3 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF [REDACTED]

TAKEN AT 1645

DATED 2011/11/17

9. STATEMENT (Continued)

10. Q: If you received security force related training, how soon did you receive it after you started working for the Directorate of Emergency Services (DES) at ANAD?

10. A: Within the first two weeks after in processing.

11. Q: To the best of your recollection, if you received initial security force related training, how long was the security force training?

11. A: 4 Weeks.

12. Q: Do you have a current Training Officer and have you had more than one?

12. A: Yes. He is in my rater and Field Training Officer and I'm assigned to him within the Day Division.

13. Q: Name your current and former Training Officers?

13. A: [REDACTED]

14. How long have you had the same Training Officer?

14. A: I have gone to [REDACTED] since January 2009 or for approximately 22 months.

15. Q: Prior to being posted to your first security assignment or post, by yourself, did you receive any on the job related training?

15. A: Yes. I was part of the second class of DA Police that were hired about 14 or 15 of us. Following the completion of the Mathis Academy (160 hours), I was paired-up with a trained DA Guard at a post or in a vehicle usually for at least a day before I was certified to perform the assignment by myself. My work schedule is usually a Post position on Friday, a patrol of Saturday and Sunday, a post position on Monday, and then two days of overtime usually with patrols.

16. Q: Did the training include being paired with an experienced DES security force member who had performed the security duties at that location?

16. A: Yes. All cars 12 to 16 are one person patrols. All 8 series cars are two person patrols with the exception of 81 and 82 Car patrols which are one person patrols.

17. Q: Do you feel you received adequate security training to perform the required tasks at your assigned security post/s prior to being assigned to that post/s?

17. A: Yes. However, in some cases different mentors interpret the SOPs and POIs differently.

18. Q: What would you do if you were confronted with a task or situation, while at your security post, and you were unsure as to how to proceed?

18. A: I would ask my mentor/partner how we should handle the situation. Usually, I will then call the Desk Control Officer (DCO) who will refer me to my LT (Supervisor), just dial 4481. If the LTs are out on patrols the CPTs will often answer the question. For example, when I had a concern about a truck and a safety issue (low tire threads), in that situation I called the DCO and my Division Chief [REDACTED] responded to the scene. It was decided we would escort the vehicle with flashers at a low speed to complete the deliver.

19. Q: Are you familiar with the term Field Training Program (FTP)?

19. A: Yes. I have read about it and completed my FTP between August - October 2010.

20. Q: Can you describe in your own words what the Field Training Program is?

20. A: The FTP is a program designed to rate and grade an officer on different job tasks and posts. [REDACTED] drove with me and I was given different scenarios like "A Mock Response Call." I was evaluated on how I approached a building, filled out traffic citation, and initiate an observed violation and traffic stop. I was also rated on my overall appearance, boots, and uniform. I was graded on post procedures, checking to see what I was doing and what I was suppose to do at access points (Stepping out of the booths, wearing proper safety gear, PPE, checking on how we checked the DoD-Decal, visitor badges, and how you treat employees and visitors with courtesy. I was also asked questions on my 9 mm and M16, etc and I needed to do in the event of a Chemical incident. I was impressed with the knowledge and thoroughness of [REDACTED]

21. Q: Do/Did you receive security training as part of the FTP?

21. A: Yes. I completed my FTP training after I went to the USAMPS Police Academy, I attended the academy between March -May 2009. [REDACTED]

INITIALS OF PERSON MAKING STATEMENT [REDACTED]

PAGE 2 OF 3 PAGES

9. STATEMENT (Continued)

Security Force Duties:

22. Q: Do your current security force duties include any security guard/protective services functions? If yes, describe.

22. A: Yes. I have performed the following types of Security Guard functions: Access control at gates, checking badges, and DoD decals, and conducting vehicle searches; and vehicle patrols checking building and to ensure they are secured.

23. Q: Do your current security force duties include any law enforcement/security police functions? If yes, describe.

23. A: Yes. I have performed patrols 12 and 13 in the cantonment area. I have not run radar. The SRT usually does the traffic stops. I have responded and performed the following Police functions: Traffic accidents; written reports; work force arguments; issued 1408 parking violations (warnings), responded to a hazardous spill and secured the area. I would like to do more, but the SRT usually handles most issues.

24. Q: Is an SOP or post instruction that outlines your duties for your daily security assignment available to you at your duty location (post, vehicle patrol, etc.)?

24. A: Yes. I have also been issued the POIs, SOPs, and STs. I carry them in my Police bag with my HAZMAT and security force equipment.

25. Q: Have you observed a Guard perform law enforcement/security police functions? If yes, describe when, where, and how?

25. A: Yes. SRT responds to most police related actions.

26. Q: Have you observed a Police Officer perform security guard/protective services functions? If yes, describe when, where, and how?

26. A: Yes. See answer to question 23.

27. Q: Do you know of any other persons who might have useful information with regard to the subject of this 15-6 investigation or any other information or documents you believe may be relevant to this inquiry. If so, identify the individual/s or relevant information, and provide a copy of the documents.

27. A: As a new DA Police Officer here at ANAD, with no military experience, but with almost seven years of civilian experience, I'm somewhat frustrated that I can't do more Police work, even though the amount of police work as compared to a civilian community is very limited because we store munitions and chemicals, and are an industrial facility. I would like more training opportunities, but manpower constraints and funding, limits those off post opportunities. I spend a lot of time patrolling the ammunition areas. When I work Checkpoint 5, it is hectic with the number of trucks, employees, and visitors we need to process. When I do pull one of the two patrols in the garrison area (patrols 12 or 13), most police work or responses are done by the SRT - which is manned mostly with DA Guards who have been here a long time. I would like to be competitive to fill an SRT position. I would like more challenging work and more challenging opportunities as a Police Officer. I'm happy I have a job.

AFFIDAVIT

I, [redacted], HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, [redacted] (ment).

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 17 day of Nov 2010, at BLDG 7A, ANAD.

ORGANIZATION OR ADDRESS

[redacted] (Typed Name of Person Administering Oath)

15-6 Investigating Officer

(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT [redacted]

PAGE 3 OF 3 PAGES

**OFFICIAL INQUIRY
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please read carefully and initial each section:

I have been informed and I understand this is an official inquiry involving matters related to my official duties as a federal employee.

I have been informed and I understand, as a federal employee, I am required to cooperate with this official inquiry and provide truthful answers.

You are hereby directed not to discuss your statements or testimony with other witnesses or persons.

[Redacted Signature Area]

SIGNATURE
PRINTED NAME

17 NOV 2010 DATE

*I chose not to have a Union Representative
at this interview.* [Redacted]

Ech57

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).
PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.
ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.
DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION BLDG 7, Room 318, 3rd Floor	2. DATE (YYYYMMDD) 2010/11/17	3. TIME 2030	4. FILE NUMBER 15-6 Whistleblower
5. LAST NAME, FIRST NAME, MIDDLE NAME [REDACTED]	6. SSN [REDACTED]	7. GRADE/STATUS GS-0083-06	

8. ORGANIZATION OR ADDRESS
DES, ANAD.

9. [REDACTED], WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. Statement: I am a GS-0083-06 (OPM Career Field and Grade) who was hired on 27 October 2008 (day, month, year) and I'm currently assigned to the Directorate of Emergency Services, Anniston Army Depot.
2. Q: To the best of your recollection what security force training did you receive prior to being hired at ANAD?
 2. A: No prior Police Officer Training, however, I had security training with AKAL (a security contractor) from 2003 to 2006 at ANAD and then with WSI (a security contractor) from 2006 to late 2008 at FT McClellan, AL with the Department of Homeland Security.
3. Q: What shift do you work at DES, ANAD?
 3. A: Day shift X6000 from 1900 to 0745, 4 days on 3 days off, not counting overtime.
4. Q: What is your current security post (post number, gate number, or patrol number)?
 4. A: Post 6 (Industrial Gate east side of installation at active barrier building).
5. Q: Are you certified in the Chemical Personnel Reliability Program (CPRP)?
 5. A: Yes, but have not served out there yet.

UNIFORMS:

6. Q: What insignia (DA Police or DA Guard) do you wear on your cap, shoulder, and badge?
 6. A: DA Police.
7. Q: Since your hiring have you worn the same insignia? If no, when did it change and what changed?
 7. A: I have worn the same insignia and DA Patch. Only change was to add a US Flag to my right shoulder.

Training:

8. Q: Did you receive any local security force training after you were hired at ANAD?
 8. A: Yes. I went through 160 hours or 4 weeks of training with [REDACTED] and the SRT ran the range. They covered the entry/exit procedures, badging procedures, sexual harassment class, a lot of security related classes - many of the same subjects and slides I received at the Academy, and it was similar to the classes I received with AKAL.
9. Q: Did the training include formal classroom training and hands-on training?
 9. A: Yes, for Classroom and some hands on training (CPR, dressed out in chemical suit, weapons, I drove the M113, and we also did a windshield tour of the installation and checkpoints/posts. [REDACTED])

10. EXHIBIT 5. Interview	11. INITIALS OF PERSON MAKING STATEMENT [REDACTED]	PAGE 1 OF 3 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF [REDACTED]

TAKEN AT 2030

DATED 2011/11/17

9. STATEMENT (Continued)

10. Q: If you received security force related training, how soon did you receive it after you started working for the Directorate of Emergency Services (DES) at ANAD?

10. A: Within the first two weeks after in processing.

11. Q: To the best of your recollection, if you received initial security force related training, how long was the security force training?

11. A: 4 Weeks about 160 hours.

12. Q: Do you have a current Training Officer and have you had more than one?

12. A: Yes. I think it is [REDACTED]. However, I have had at least three other Training Officers [REDACTED] is my current rater.

13. Q: Name your current and former Training Officers?

13. A: See answer to question 12.

14. How long have you had the same Training Officer?

14. A: I think it about every three months or so.

15. Q: Prior to being posted to your first security assignment or post, by yourself, did you receive any on the job related training?

15. A: No. I was posted to gate 5A (the second Demil gate). However, I had served at that post when I worked for AKAL. I was knowledgeable about ANAD gate procedures.

16. Q: Did the training include being paired with an experienced DES security force member who had performed the security duties at that location?

16. A: No. I was posted alone, but I had previously done the job as a contract guard with AKAL. The other posts I have been paired with someone, but some of the patrols I have not been paired with anyone.

17. Q: Do you feel you received adequate security training to perform the required tasks at your assigned security post/s prior to being assigned to that post/s?

17. A: Yes. for access gates and posts because of my nearly three years of AKAL experience. However, for the 81-86 series and 24-26 patrols I was not paired-up with anyone and I was unfamiliar with the requirements at the initial stages. A handful of times, I was paired-up with some of the 81-86 series patrols, but manpower shortages limited those opportunities.

18. Q: What would you do if you were confronted with a task or situation, while at your security post, and you were unsure as to how to proceed?

18. A: I would call the Desk Control Officer (DCO) and they will notify my supervisor, or I will ask my partner, if I have one, and they have dealt with the situation before. Examples include an individual having a suspicious looking driver's license at a checkpoint or someone not having a good point of contact.

19. Q: Are you familiar with the term Field Training Program (FTP)?

19. A: Yes.

20. Q: Can you describe in your own words what the Field Training Program is?

20. A: You ride with a Field Training Officer for a few weeks and they show you how to handle different situations and then would certified when you complete the tasks correctly.

21. Q: Do/Did you receive security training as part of the FTP?

21. A: No. I don't recall being enrolled in the FTP, because I haven't graduated from an Academy yet. I was hired in Oct 2008, I attended the USAMPS Police Academy between Jan- Feb 2009, but left after about six weeks because of an injury. I attended the USAMPS Academy for the second time between June - July 2010, but after seven weeks was injured and returned to ANAD. [REDACTED]

INITIALS OF PERSON MAKING STATEMENT [REDACTED]

PAGE 2 OF 3 PAGES

**OFFICIAL INQUIRY
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please read carefully and initial each section:

I have been informed and I understand this is an official inquiry involving matters related to my official duties as a federal employee.

I have been informed and I understand, as a federal employee, I am required to cooperate with this official inquiry and provide truthful answers.

You are hereby directed not to discuss your statements or testimony with other witnesses or persons.

[Redacted Signature Area]

SIGNATURE
PRINTED NAME

20 Nov 10 DATE

I don't want a union steward present during this interview.

Exh 52

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION BLDG 7, Room 318, 3rd Floor	2. DATE (YYYYMMDD) 2010/11/20	3. TIME 1245	4. FILE NUMBER 15-6 Whistleblower
5. LAST NAME, FIRST NAME, MIDDLE NAME [REDACTED]	6. SSN [REDACTED]	7. GRADE/STATUS GS-0083-06	
8. ORGANIZATION OR ADDRESS: DES, ANAD, AL			

9. [REDACTED], WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. Statement: I am a GS-0083-06 (OPM Career Field and Grade) who was hired on or about Aug 2009 and started to work on 14 Sep 2009 (day, month, year). I'm currently assigned to the Directorate of Emergency Services, Anniston Army Depot.

2. Q: To the best of your recollection what security force training did you receive prior to being hired at ANAD?

2. A: I have served in the Indiana National Guard from 1988 to 2008 (20 years, 9 months) and served as a MP from 2003 to 2008, retiring as a Sergeant. I was on active duty from 2003 to 2005 and served nine months in Kosovo, Former Republic of Yugoslav and I deployed to New Orleans during Hurricane Katrina.

3. Q: What shift do you work at DES, ANAD?

3. A: Day shift X4000 from 0700- 1700 for regular working hours with 2 hours and 45 minutes of overtime, 4 days on, 3 days off, not counting additional days of overtime.

4. Q: What is your current security post (post number, gate number, or patrol number)?

4. A: Post 3 (Control Access Point to the Ammunition Limited Area (ALA), but its changes daily.

5. Q: Are you certified in the Chemical Personnel Reliability Program (CPRP)?

5. A: No. Still in the process of certification.

UNIFORMS:

6. Q: What insignia (DA Police or DA Guard) do you wear on your cap, shoulder, and badge?

6. A: DA Police.

7. Q: Since your hiring have you worn the same insignia? If no, when did it change and what changed?

7. A: I have worn the same insignia and DA Patch.

Training:

8. Q: Did you receive any local security force training after you were hired at ANAD?

8. A: Yes. We went through a four week program.

9. Q: Did the training include formal classroom training and hands-on training?

9. A: Yes for Classroom and some hands-on training (weapons qualification for M16, and 9 MM; familiarization with Shotgun, and SAW; I drove the M113 Armor Personnel Carrier, and we were given an installation bus tour, CPR, and we did first aid). [REDACTED]

10. EXHIBIT 16. Interview	11. INITIALS OF PERSON MAKING STATEMENT [REDACTED]	PAGE 1 OF 3 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF [REDACTED]

TAKEN AT 1245

DATED 2011/11/20

9. STATEMENT (Continued)

10. Q: If you received security force related training, how soon did you receive it after you started working for the Directorate of Emergency Services (DES) at ANAD?

10. A: Within the first day we were hired we started training on that Monday. I went through training from 14 Sep - 9 Oct 2009.

11. Q: To the best of your recollection, if you received initial security force related training, how long was the security force training?

11. A: 4 Weeks. I attended with 21 other new DA Police Officers. Most of the training was presented by SRT members in the classroom with PowerPoint presentations using MP field training manual information and extracts. Some days we got out early most days we worked from 0800 to 1600-1630.

12. Q: Do you have a current Training Officer and have you had more than one?

12. A: I attended the USAMPS Police Academy between Feb-9 April 2010. Yes. [REDACTED] is my rater and I think he was my FTO, however, because of my shift change and overtime schedule I also received training from [REDACTED].

13. Q: Name your current and former Training Officers?

13. A: See answer to question 12.

14. How long have you had the same Training Officer?

14. A: I have had [REDACTED] as one of my Training Officers since Sep 2009.

15. Q: Prior to being posted to your first security assignment or post, by yourself, did you receive any on the job related training?

15. A: My first post was post 5 (The main gate badging building - a 2 person post). I received about five minutes worth of training. I was inside the office and responsible for issuing visitor badges and checking SIOAN Form 190-4 Restricted/Limited Area Pass. I answered the telephone and call for an escort whenever needed. It would have been helpful if the specific tasks had for this post had included in the orientation training. I was a bit overwhelmed given the influx of visitors and had to call my partner and the Police Control Desk several times. It took me some time to master the forms.

16. Q: Did the training include being paired with an experienced DES security force member who had performed the security duties at that location?

16. A: Yes for static posts and gates, and yes for the 8 series two-man car patrols on the outside of the CLA, but no for the one-person car patrols. For the single car patrols seeing we don't normally have a right seater to teach us the ropes and we have a lot of buildings or ammunition igloos to check, it takes some time to master, and we don't have enough time to complete the vehicle patrol sheet when we are called away to open gates or respond to other actions. For patrols 12 and 13 (east and west cantonment areas) you don't know where the trouble areas are (illegal parking areas, people sleeping in buildings) and you get in trouble if you miss illegal parking. Also, if I place comments on my patrol sheet to document my time when I respond to a task, I get in trouble if I write anything other than "continuous patrol of my area."

17. Q: Do you feel you received adequate security training to perform the required tasks at your assigned security post/s prior to being assigned to that post/s?

17. A: For the most part, yes base on my initial 4 week local training and prior experience. However, when I bring up questions to some of the LTs who are responsible for a specific sector for that day they are not always respective to my questions, when I ask for guidance. The LTs change on a near daily basis and my assignments change on a daily basis so it take more than one shift to become fully proficient at the more complicated posts or patrols.

18. Q: What would you do if you were confronted with a task or situation, while at your security post, and you were unsure as to how to proceed?

18. A: I would call my supervisor. It should be noted that anytime a situation escalates we are told to notify our supervisor and they then take over or deal with the situation, send an SRT member, or another more experienced DA Guard, even though I'm a trained Police Officer and feel I should be able to handle the situation. These incidents usually involve minor parking disputes, unruly personnel at access gates, employee fights, or drugs.

19. Q: Are you familiar with the term Field Training Program (FTP)?

19. A: Yes.

20. Q: Can you describe in your own words what the Field Training Program is?

20. A: It is program whereby a new Police Officer is evaluated on tasks over time for certification and where less supervision is required as patrol tasks and Police functions are mastered.

21. Q: Do/Did you receive security training as part of the FTP?

21. A: Yes. However, I was generally asked one or two questions on a specific task and if I answered it correctly it was signed off as completed. I believe I was given some credit because of my prior active duty and NG MP training. It was not what I imagined it should be. I thought it would be more in depth and hands on. I feel I was hired because I was capable, but now I have to redo the [REDACTED]

INITIALS OF PERSON MAKING STATEMENT [REDACTED]

PAGE 2 OF 3 PAGES

9. STATEMENT (Continued)

Security Force Duties:

22. Q: Do your current security force duties include any security guard/protective services functions? If yes, describe.

22. A: Yes, every day. I believe 80% of what I do is security guard functions. Examples: Checking igloos, alarm reset, and gate access to ALA).

23. Q: Do your current security force duties include any law enforcement/security police functions? If yes, describe.

23. A: Yes, but very limited and only about 20%% of what I do. Examples: responding to medical emergency calls, thefts and larcenies, issuing tickets, trespassers, and traffic control.

24. Q: Is an SOP or post instruction that outlines your duties for your daily security assignment available to you at your duty location (post, vehicle patrol, etc.)?

24. A: Yes. They are at most of the different posts and I have a personal copy (POIs, SOPs, and ST 19-085, 17 June 2009 for Security Guards. However, some posts do not have the POIs/SOPs (Post 3, 5A, checkpoint 5). When I raised this issue, I was told they were awaiting reprinting. This was in May 2010, but I don't believe they have been printed yet.

25. Q: Have you observed a Guard perform law enforcement/security police functions? If yes, describe when, where, and how?

25. A: Yes, every day. The SRT is the first response force in most situations. Patrols 12 and 13 are usually filled by the SRT Monday - Thursday.

26. Q: Have you observed a Police Officer perform security guard/protective services functions? If yes, describe when, where, and how?

26. A: Yes. Every day and I perform security guard functions daily.

27. Q: Do you know of any other persons who might have useful information with regard to the subject of this 15-6 investigation or any other information or documents you believe may be relevant to this inquiry. If so, identify the individual/s or relevant information, and provide a copy of the documents.

27. A: My general comment is as follows. I was hired as a DA Police Officer and on a daily basis I do mostly security guard type work. That frustrates me a bit. I'd like more police type training and would like to be able to execute my duties with less supervision. Instead of the SRT responding to virtually every incident I would like to have that opportunity. External and internal training opportunities, however, are limited by manpower, funding, and mandated overtime. The type of training I would like to do is radar, advance accident response, and COPS. As a GS-0083-06 Police Officer, I don't have ANAD computer access.

///End of Statement///

AFFIDAVIT

I, [REDACTED], HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE [REDACTED] AND ENDS ON PAGE [REDACTED]. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

WITNESSES:

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 20 day of November, 2010 at BLDG [REDACTED]

[REDACTED]
(Typed Name of Person Administering Oath)
15-6 Investigating Officer
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT [REDACTED]

CIV USA AMC

From: [REDACTED] CIV USA AMC
Date: Monday, April 18, 2011 5:11 PM
Subject: TACOM LCMC 15-6 Investigator Miscellaneous Closeout Questions on DES ANAD, 18 April 2011 (UNCLASSIFIED)
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

AMSTA-CSS

18 April 2011

MEMO FOR [REDACTED] (AMC PMO)
[REDACTED] (OPMG, HQDA)

Subject: TACOM LCMC 15-6 Investigator Miscellaneous Closeout Questions on DES ANAD

1. Gentlemen, I coming to the end of the draft report for the 15-6 whistleblower complaint against the Directorate of Emergency Services (DES), Anniston Army Depot (ANAD).
2. I have a few questions in an effort to clarify my understanding of AR 190-56 and other AR 190 series regulations. It is possible that answers to these questions could affect my findings and recommendations.

a. Question 1: Are DA civilian police officers who are filling a police officer detective job description (GS-0083-07), and who are not GS-1811 (criminal investigators) permitted to have the word "Detective" on their badge? If so, what is the regulatory authority?

b. Question 2: AR 190-56 (15 Oct 2009), paragraph 4-5.c, states that an in-service training support package will be published by USAMPS? How can I get a copy of that in-service training package?

c. Question 3: How can I get a copy of the USAMPS FTO probation officer manual with career series specific programs, paragraph 4-2.d(4), AR 190-56, 15 Oct 2009.

d. Question 4: The October 2006 version of AR 190-56 stated DDA Civilian Police POs (083) will be required to successfully complete a 264-hour program with five separate phases which allow the FTO and the PM/DES...to determine if the PO is satisfactorily progressing and able to apply those skills, knowledge, and abilities required for the installation's mission before proceeding to the next phase, (Paragraph 4-2d(1))? Where can I get a copy of the 264-hour program or subjects? I understand this has been superseded.

e. Question 5: How can I access the Army Knowledge on Line Web Site for Guards (GS-0085 Guard Series Training Information) paragraph 4-2.b(1), AR 190-56, 15 Oct 2009?

f. Question 6: Where can I find the list of subjects required for the DA civilian Guard POs (0085)(New Hire) 80-hour FTP course, paragraph 4-2d.(5)(b), AR 190-56, 15 Oct 2009?

g. Question 7: When do you anticipate the new draft AR 190-56 will be published?

3. Answers to the above questions are needed to juxtapose the answers to the DES, ANAD published training plan.

4. I appreciate your assistance. [REDACTED] indicated [REDACTED] you would be a good source of information because you have assisted her in other 15-6 investigations.

[REDACTED]
[REDACTED]
15-6 Whistleblower Investigating Officer

Classification: UNCLASSIFIED

Caveats: NONE

████████████████████ CIV USA AMC

From: ██████████ CIV US USA
Sent: Wednesday, April 20, 2011 9:46 AM
To: ██████████ CIV USA AMC
Subject: TACOM LCMC 15-6 Investigator Miscellaneous Closeout Questions on DES ANAD,
(UNCLASSIFIED)
Signed By: ██████████@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

██████████
██████████ is on leave and asked me to provide you answers to some of your questions.

Question 1. No. Police officer who are not GS-1811 (criminal investigators) are not permitted to have the word "Detective" on their badge. In fact only criminal investigators (GS-1811) assigned to USACIDC are authorized badges. GS-1811 assigned to the DES or PMO are not authorized badges, only credentials.

Question 2. ██████████ will have to provide you this information.

Question 3/4/6. Attached.

Question 5/7. ██████████ will answer upon his return from leave.

██████████
Classification: UNCLASSIFIED
Caveats: NONE

CIV USA AMC

From: [REDACTED] CIV USA AMC
Sent: Thursday, April 28, 2011 4:23 PM
To: [REDACTED] CIV USA AMC
Subject: FW: 15-6 Response to Miscellaneous Questions OPMG, HQDA Field Training Manual for DACP/DASG, 29 June 2009 (UNCLASSIFIED)
Attachments: OPMG Memo on FTO.pdf
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

-----Original Message-----

From: [REDACTED] CIV US USA
Sent: Wednesday, April 20, 2011 9:43 AM
To: [REDACTED] CIV USA AMC
Subject: OPMG, HQDA Field Training Manual for DACP/DASG, 29 June 2009.

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE



DEPARTMENT OF THE ARMY
OFFICE OF THE PROVOST MARSHAL GENERAL
2800 ARMY PENTAGON
WASHINGTON, DC 20310-2800

JUN 29 2009

DAPM-MPP-PS

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Field Training Manuals for Department of the Army Civilian Police (DACP) and Department of the Army Security Guard (DASG)

1. References:

- a. Army Regulation (AR) 190-56, 30 Sep 06, The Army Civilian Police and Security Guard Program.
- b. Department of the Army Civilian Police Field Training Manual, ST 19-083, 17 Jun 09.
- c. Department of the Army Civilian Security Guard Field Training Manual, ST 19-085, 17 Jun 09.

2. The United States Army Military Police School has released two field training manuals that define the training criteria for the DACP and DASG Field Training Program (FTP) and furnish guidelines for field training coordinators (FTCs), field training managers (FTMs), field training officers (FTOs), and probationary officers (POs) involved in the program (references b and c). The Manuals/Job Book/ In-service training are on the Reimer Digital Library. They are downloadable for use per Army Regulation 190-56 <https://atiam.train.army.mil> <https://atiam.train.army.mil>. To obtain the manuals you will have to log onto AKO and get to the site - then on the right side of the page click "Library Search." Once there, ensure "Commandant Approved Training" radio button is selected. There are two roll down boxes to narrow the search. On the left one, scroll down to "Special Texts" and on the right box scroll down to "Military Police." Finally, in the text box type "Civilian." It will take you right to both ST's. Downloading takes a few minutes. This is LE Sensitive Material and distribution should be appropriately controlled. Please send this information to your installation Provost Marshals and Director of Emergency Services through the appropriate government channels.

3. Point of contact for this action is [REDACTED]

[REDACTED]
Colonel, MP
Chief, MP Policy Division

DISTRIBUTION:

CHIEF, NATIONAL GUARD BUREAU (NGB-ARO-I)

DAPM-MPP-PS

SUBJECT: Field Training Manuals for Department of the Army Civilian Police (DACP) and
Department of the Army Security Guard (DASG)

DISTRIBUTION (CONTINUED)

COMMANDER

EIGHTH US ARMY (FKPM-S)

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US ARMY FORCES COMMAND (AFPM-FP)

US ARMY INTELLIGENCE AND SECURITY COMMAND (IASF-FP)

US ARMY MATERIEL COMMAND (AMCOPS-CS)

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US ARMY PACIFIC (APPM-P)

US ARMY RESERVE COMMAND (AFDC-OPM)

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US ARMY SPACE AND MISSILE COMMAND (SMDC-IN-S)

US ARMY TRAINING AND DOCTRINE COMMAND (ATTG-JP)

COMMANDANT

US ARMY MILITARY POLICE SCHOOL (ATZT-CDDM-M)

SUPERINTENDENT, US MILITARY ACADEMY (MAPM-PS)

[REDACTED] CIV USA AMC

From: [REDACTED] CIV USA AMC
Sent: Thursday, April 28, 2011 4:24 PM
To: [REDACTED] CIV USA AMC
Subject: 15-6 Miscellaneous Questions Response ST 19-083, 20 April 2011 (UNCLASSIFIED)
Attachments: ST19_083.pdf
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

-----Original Message-----

From: [REDACTED] CIV US USA
Sent: Wednesday, April 20, 2011 9:44 AM
To: [REDACTED] CIV USA AMC
Subject: (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE

[REDACTED] CIV USA AMC

From: [REDACTED] CIV USA AMC
Int: Thursday, April 28, 2011 4:31 PM
To: [REDACTED] CIV USA AMC
Subject: 15-6 Miscellaneous Response to Questions ST 19-085, 20 April 2011 (UNCLASSIFIED)
Attachments: ST19_085.pdf
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

-----Original Message-----

From: [REDACTED] CIV US USA
Sent: Wednesday, April 20, 2011 9:45 AM
To: [REDACTED] CIV USA AMC
Subject: (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE

Classification: UNCLASSIFIED
Caveats: NONE

CIV USA AMC

From: [REDACTED] CIV US USA
Sent: Friday, May 06, 2011 12:23 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: TACOM LCMC 15-6 Investigator Clarification on the use of "DET" or "Detective" on DA Civilian Police Officer Badges/Sheilds (UNCLASSIFIED)
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED
Caveats: NONE

[REDACTED]
Don't believe it is necessary for OPMG to provide guidance to Army activities to follow current Army policy (AR 190-56).

[REDACTED]
-----Original Message-----

From: [REDACTED] CIV USA AMC [mailto:[REDACTED]@us.army.mil]
Sent: Friday, May 06, 2011 12:10 PM
To: [REDACTED]

[REDACTED]
Subject: RE: TACOM LCMC 15-6 Investigator Clarification on the use of "DET" or "Detective" on DA Civilian Police Officer Badges/Sheilds (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: NONE

[REDACTED]
Thanks for the update. I will include your information in my 15-6 investigation recommendation, which will direct ANAD remove "Detective" from their badge.

It was not my intent to draw undue attention of this issue to any specific installation, but just to show that it was occurring at multiple installations.

Would it be helpful for OPMG, HQDA to send out a short memo on this subject?

[REDACTED]
-----Original Message-----

From: [REDACTED] CIV US USA
Sent: Friday, May 06, 2011 11:13 AM

To: [REDACTED]
Cc: [REDACTED]

Subject: FW: TACOM LCMC 15-6 Investigator Clarification on the use of "DET" or "Detective" on DA Civilian Police Officer Badges/Sheilds (UNCLASSIFIED)

Classification: UNCLASSIFIED

Caveats: NONE

[REDACTED]

Thanks for the information. None of the installations you have identified have permission to utilize the badges with the detective markings. No request to deviate from the regulation have been submitted. I will forward this e-mail to the IMCOM DES for their appropriate action.

[REDACTED] will provide the official OPMG position.

Utilizing the police badge by the detective indicates to the person to whom the badge was presented that the individual is in fact a law enforcement officer - something the police badge indicates - nothing more, nothing less. There is no need for a badge that identifies the individual as a detective (their credentials identifies them as such). I would think that the credential is the more important document. Investigations and interviews would continue with or without the "Detective" badge. As you stated it seems this issue is more important to the holder of the badge than to the individual the badge is presented too ("The removal of this distinction could have a negative effect on morale").

-----Original Message-----

From: [REDACTED] CIV USA AMC [mailto:[REDACTED]@us.army.mil]

Sent: Friday, May 06, 2011 10:42 AM

To: [REDACTED]

Cc: [REDACTED]

Subject: TACOM LCMC 15-6 Investigator Clarification on the use of "DET" or "Detective" on DA Civilian Police Officer Badges/Sheilds (UNCLASSIFIED)

Classification: UNCLASSIFIED

Caveats: NONE

Classification: UNCLASSIFIED

Caveats: NONE

AMSTA-CSS

16 May 2011

MEMO FOR [REDACTED]

Subject: Clarification on the use of "DET" or "Detective" on DA Civilian Police Officer Badges/Shields

Gentlemen, on 19 April I requested answers to seven questions to help me complete my 15-6 whistleblower investigation against the Directorate of Emergency Services (DES), Anniston Army Deport (ANAD).

2. One of the questions dealt "Detective" being listed on DA Civilian Police badges for individuals who were hired and filling job descriptions with Detective duties, but who were not GS 1811s. In response to my question (below) I was provided the answer (below) on 20 April 2011. I appreciated your quick response.

a. Question 1: Are DA civilian police officers who are filling a police officer detective job description (GS-0083-07), and who are not GS-1811 (criminal investigators) permitted to have the word "Detective" on their badge? If so, what is the regulatory authority? Is AR 190-30, para 2-1.h and 4-9.a. the authority?

b. OPMG, HQDA Answer: No. Police officer who are not GS-1811 (criminal investigators) are not permitted to have the word "Detective" on their badge. If fact only criminal investigators (GS-1811) assigned to USACIDC are authorized badges. GS-1811 assigned to the DES or PMO are not authorized badges, only credentials.

3. We have done some research and it looks like several installations are using various "DET" and "Detective" type labeling on Police badges/shields? Absent the word "Detective" or "DET," these individuals would still wear a badge/shield with Police on it.

4. While it appears OPMG, HQDA's answer is definitive, this practice appears to be widespread (See attached PowerPoint) - examples from different installations. We understand this distinction helps establish the creditability of the police detective when dealing with the installation workforce, soldiers, civilians, contractors, and dependents, and with their off-post civilian law enforcement counterparts on joint level investigations. The removal of this distinction could have a negative effect on morale. Is it possible to modify the draft AR 190-56 to permit this identification. Given the limited number of CID resources, these police detectives perform many low level investigations. I just need to make sure that my use of the term "badge" did not confuse the situation.

5. Thanks.


15-6 Whistleblower Investigating Officer Phone 586-282-6262

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Caveats: NONE

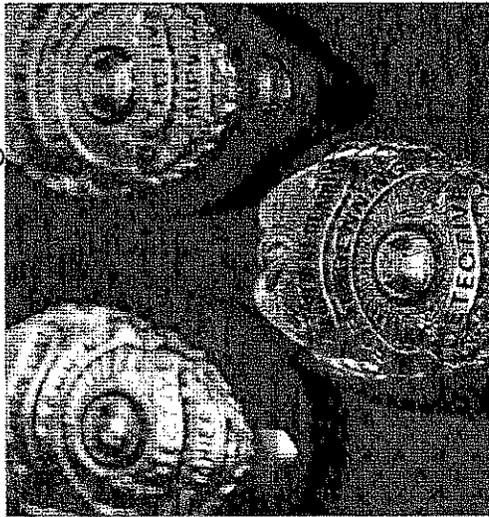
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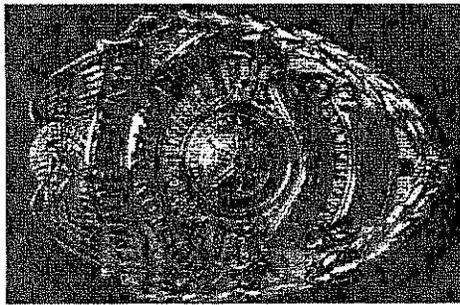
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DETECTIVE BADGES

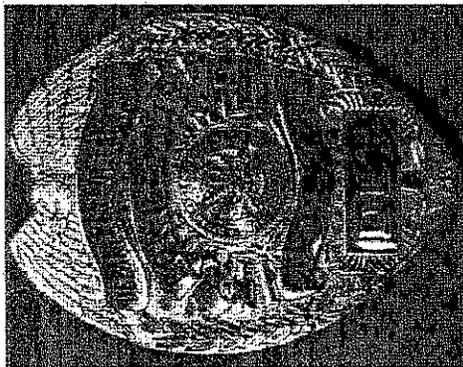
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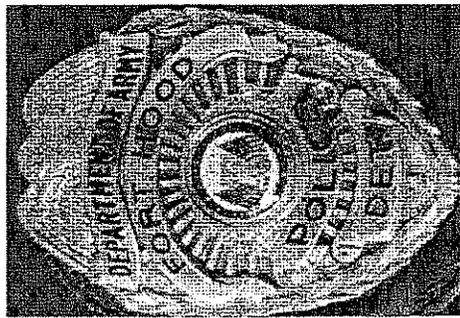
Anniston



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