



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09107-0401

IMSG-ZA

14 JUN 2015

MEMORANDUM FOR Service Members, DA Civilian Personnel, Family Member Dependents, and Local National Employees attached to USAG Stuttgart

SUBJECT: USAG Stuttgart Command Policy Memorandum #14 - Alcohol Consumption and Illicit Substance Abuse

1. References.

- a. Army Regulation (AR) 215-1, Military, Morale, Welfare, and Recreation Activities and Nonappropriated Fund Instrumentalities, 24 September 2010.
- b. AR 600-85, The Army Substance Abuse Program (ASAP), 28 December 2012.
- c. Department of the Army Pamphlet 600-85, ASAP Civilian Services, 15 October 2001.
- d. Army In Europe Regulation (AER) 40-160, Blood-Alcohol Testing of U.S. Personnel, 2 February 2007.
- e. AER 600-1, Regulated Activities in Europe, 20 May 2009.
- f. AER 690-64, Standards of Conduct, Corrective Actions, Termination Process, and Grievances (Local National Employees in Germany), 15 April 2013.
- g. AR 635-200, Active Duty Enlisted Administrative Separations, 6 September 2011.
- h. AER 27-9, Misconduct by Civilians, 22 November 2011.

2. Applicability. This policy applies to Service Members, DA Civilian personnel, and Family Member dependents attached to USAG Stuttgart. It also applies to Local National (LN) employees assigned to USAG Stuttgart. Military Commanders and supervisors may use this policy for punitive or adverse administrative action.

3. Responsibilities. Commanders and supervisors will:

- a. Deglamorize alcohol consumption and encourage subordinates to exercise personal responsibility regarding alcohol use.
- b. Ensure all incoming Service Members receive Army Substance Abuse Program (ASAP) training by USAG Stuttgart ASAP.
- c. Implement mandatory drug and alcohol testing programs in coordination with ASAP.

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d. Screen all Military Police Blotters and Serious Incident Reports for cases of possible alcohol or illicit substance involvement.

e. Ensure that Service Members and Civilian personnel complete mandatory annual ASAP training.

4. Alcohol Consumption Policy.

a. The minimum drinking age on USAG Stuttgart is 18 years.

b. Individuals will not transfer, use, consume, or possess alcoholic beverages in, on, or at the following areas:

(1) Military aircraft, vessels, or vehicles. Passengers on military shuttle busses may transport unopened, sealed alcoholic beverages in the original package.

(2) Family and MWR (FMWR) facilities, including skill-development facilities; Child, Youth and School Services facilities and functions; and libraries.

(3) FMWR community activity centers and recreation centers, except when approved IAW Reference c.

(4) Operational or tactical sites (to include duty worksites, unless specifically permitted in accordance with other lawful authority).

c. Alcohol Consumption While on Duty. IAW ASAP regulations, alcohol will not be consumed during duty hours, unless approved by the first General Officer or Civilian equivalent in the supervisory chain of command. If the first General Officer or Civilian equivalent is not reasonably available, the Garrison Commander is the approval authority for alcohol consumption during duty hours.

d. Alcohol Consumption at Organization Events. Organizations sponsoring an event during duty hours with alcohol consumption shall ensure underage individuals do not consume alcohol. Organizations shall also ensure that non-alcoholic beverages are available. Planning for such events should include a designated driver program and safety plan to eliminate alcohol-related incidents.

e. Individuals may transport alcoholic beverages off-post IAW German law.

5. Violations.

a. Civilian personnel supervisors who have reasonable cause to believe an employee is impaired by alcohol while on-duty may request the employee take a blood alcohol test (BAT) after coordinating with the Garrison Labor Counselor and CPAC. Regardless of blood-alcohol

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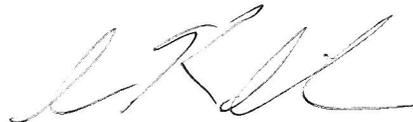
content, on-duty impairment may form the basis for adverse personnel actions up to, and including, removal from employment.

b. Commanders who question a Service Member's competence for duty based on uncharacteristic, bizarre, or aberrant behavior may order a competence for duty alcohol test. Commanders shall make every attempt to identify alcohol abuse and illicit drug use. Commanders will refer Service Member's to ASAP within five duty days of alcohol-related incidents or positive urinalysis for illicit drug use. The test results may be used for medical treatment, counseling, or rehabilitation, but are "limited use" and may not be used for UCMJ action. However, a Commander has authority to order a probable cause alcohol or illicit drug test. Those results could lead to punitive action under the UCMJ. Commanders will initiate separation against Service Members who fail ASAP IAW AR 635-200.

c. During duty hours, LN employees will not consume or deal with alcohol, drugs or other intoxicants. LN employee alcohol consumption during duty hours is only permitted when explicitly authorized by the employee's agency chief and must be in conjunction with an organizational event. Violators may be subject to adverse administrative action IAW AER 690-64.

d. Dependents of Civilian and Military personnel who violate this policy may be subject to adverse administrative action IAW AER 27-9.

6. Point of Contact for this policy memorandum is the Army Substance Abuse Program at DSN 431-2530.



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Commanding