MEMORANDUM FOR All Military Personnel within the USAG Bavaria Footprint

SUBJECT: USAG Bavaria Command Policy Letter #17, Urinalysis Testing and Drug Abuse Prevention Education for Soldiers

1. References:
   a. AR 600-85, Army Substance Abuse Program (ASAP).
   b. AR 190-5, Motor Vehicle Traffic Supervision, para 1-4j.
   c. Army Directive 2016-15, Change in the Army’s Random Deterrence Drug Testing Program

2. The ASAP is a commander’s program that promotes unit readiness by reducing substance abuse through educating, training, deterring and identifying substance abusers. The preventive and education functions of ASAP are critical to early identification of substance abusers. The misuse and abuse of alcohol and illegal substances is detrimental to mission readiness and Soldier, Family member and civilian employee well-being. Commanders, First Sergeants, Unit Prevention Leaders (UPL) and civilian supervisors must be personally supportive and knowledgeable of the ASAP mission to ensure unit readiness and individual health.

3. Impaired Soldier and civilian employee performance or misconduct should serve as early identification of potential substance abuse issues. Early referral of individuals who demonstrate alcohol or other drug abuse issues is the key to rehabilitation. Soldiers identified by incidents or command concerns must be referred to the Substance Use Disorder Clinical Care (SUDCC) program at behavioral health within 5 days of a documented incident. Soldiers may self-refer if they have concerns for their personal behavior and have not had a disqualifying substance abuse related incident. Civilian employees may be referred by supervisors or may self-refer to the Employee Assistance Professional (EAP) in ASAP. Family members and retired military may also seek substance abuse, work related issues or personal issue services through the SUDCC or EAP. Other prevention/rehabilitation tools available to the community include:
   a. Prevention training is available to officers, NCOs, enlisted personnel, civilian employees and their supervisors and other interested groups through the ASAP Prevention Coordinator (PC) and unit UPLs. AR 600-85 requires 4 hours substance
abuse prevention training per Soldier per year and 2 hours per civilian employee per year.

b. Every battalion level unit is required to accomplish 10% random urinalysis testing monthly (test basis code IR) and must perform one unit sweep (test basis code IU) of Battalion assigned personnel each year. Brigade commanders may waive the 10% requirement for block leaves, short term exercises or similar requirements. Commanders must engage "smart testing," to be unpredictable in both the selection of Soldiers for testing and the dates/times of the urinalyses. Current substances tested through the Army Forensic Toxicology Drug Testing Lab are amphetamines (amp, meth, MOMA/ecstasy, MDA), cannabinoids (marijuana and spice), benzoylecgonine (cocaine), opiates (codeine, morphine, and heroin) and oxycodone/oxymorphone. Steroid testing can be accomplished at the unit commander's request.

c. The SUDCC provides licensed professional substance abuse therapists whose primary duties are to triage, assess, consult with client/command to establish treatment plans and counsel substance abusers. The partnership of command, client, and counselor is essential to the successful rehabilitation of Soldiers. Equally important to this partnership is command attention to rehabilitation drug testing on a weekly basis (test basis code RO) of all enrolled ASAP patients. This testing verifies abstinence from illicit drug use of the client, deters use and expedites effective treatment. Lack of abstinence during the course of treatment is program failure and a possible justification for separation action by command. Intoxicated Soldiers must be taken to the MP station or the emergency room. All potential clients must be sober before being escorted to ASAP.

d. The UPLs certified by ASAP will support unit prevention education, coordinate drug testing and advise commanders in assessing misuse/abuse of drugs or alcohol in the unit. Personal observations by the UPLs will be used on a continuing basis to prevent and deter substance abuse. Frequent health and welfare inspections, command emphasis on zero tolerance and education of harmful effects are helpful tools to deter use of illicit substances. When notified of positive urinalysis test results by ASAP, commanders will provide escort of abusers to the SUDCC with a signed DA 8003 form and inform CID within three days of notification.

4. All levels of military and civilian leadership must serve as models of responsible behavior and assist in identification and appropriate referral of those directly involved in alcohol or other drug abuse. Where prevention, identification, education, and rehabilitation/treatment fail, administrative or disciplinary action must be utilized.
IMBA-HRS
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5. Failure to comply with the provisions of this policy letter may result in adverse administrative action or punitive action, including punishment under the Uniform Code of Military Justice for service members.

6. Commanders will ensure that all leaders and Soldiers understand and comply with this policy. POC is the USAG Bavaria Alcohol and Drug Control Officer, 475-6653/6641.

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LANCE C. VARNEY
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