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AFKA-CG

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #11 - Mobilization Standards Policy

1. Purpose. This memorandum provides command guidance on the conduct of post mobilization training and demobilization activities under First Army training readiness authority and management.

2. Applicability. This policy applies to all military personnel undergoing mobilization training or demobilization processing from an overseas assignment under the command, supervision, or oversight of First Army, unless otherwise noted or exempted. First Army Division Commanders are delegated the authority to establish specific standards relating to personnel undergoing individual deployment training at a CONUS Replacement Center (CRC).

3. Military Purpose and Necessity. Current operations, deployments, mobilizations, and training place US Armed Forces under First Army training readiness authority and management throughout the continental United States. The high operational tempo combined with environmental stresses faced by US Forces in training or those recently returning from an overseas deployment make it prudent to institute procedures to control certain activities in order to most effectively conduct training and demobilization processing.

4. Mobilization Force Generation Installation (MFGI). Mobilization and demobilization are deliberate and focused events that occur at the MFGI. The MFGI provides deploying units an intense training environment to complete pre-deployment training and a focused environment to complete demobilization activities. The focus at the MFGI must be the efficient and effective execution of mobilization and demobilization activities consistent with the stated military purpose and necessity above.

5. Commander's Intent. My intent is to empower the unit chain of command by clearly articulating the standards and then holding leaders responsible to enforce them. We will continue to provide a realistic, mission-focused, and demanding training environment to prepare units for deployment and reduce post-deployment training time. This approach complements the reserve component (RC) pre-mobilization training and the experience gained through previous deployments. During demobilization, my intent remains to empower unit leaders while providing a focused, comprehensive environment that affords all RC redeploying units a thoughtful, structured, and resourced plan to complete required demobilization processing.
6. Composite Risk Management (CRM). CRM is an essential ingredient of readiness and must be integrated into all of our planning, preparation, and execution processes as a holistic approach to making sound decisions. Conducting CRM in all activities to standard is key. Commanders

must make CRM and the enforcement of risk mitigation measures a routine part of daily business at the MFGI.

7. Mission Command. Commanders must maintain good order and discipline at the MFGI. Accordingly, training unit Commanders will implement command policies that balance the desire for individual and unit privileges with the need to provide a focused environment for training or demobilization, and the requirement to maintain good order and discipline. Commanders have wide latitude in creating the conditions for success within the guidance and directives below.

a. **Purchase, Possession, or Consumption of Alcohol.** The purchase, possession, or consumption of alcoholic beverages is prohibited. This prohibition applies on and off-duty, on and off the installation or MFGI, unless First Army Division Command approval has been previously granted, or Soldiers are on approved pass, leave, or TDY to another location for individual training. First Army Division Commanders may grant exceptions to the prohibition on alcohol purchase, possession or consumption for special events or circumstances after training units have de-conflicted events with the single integrated training plan (SITP), conducted a full CRM analysis, and presented a comprehensive plan to maintain order and discipline.

b. **Use of Privately Owned Vehicles (POV).** All military personnel assigned/ attached to, working, training, or otherwise present at First Army MFGIs, AND on orders to deploy OCONUS upon completion of training are prohibited from traveling to the MFGI by POV and from using/operating a POV or rental car while in training or assigned/attached to a MFGI. First Army Brigade Commanders may approve unit requests for exception to policy after receiving a complete CRM and coordination with the installation Commander and the local Installation Transportation Officer. The training unit will verify that Soldiers who have received an exception to policy register their POVs with the installation Provost Marshal.

(1) Soldiers authorized POVs will not be allowed time within the pre-deployment or demobilization period to either get or return a POV from/to their home of record. The use of rental cars is not authorized.

(2) Soldiers responsible for a POV at an MFGI, as an approved exception, will sign a statement acknowledging that he or she will not be reimbursed for expenses incurred associated with driving the POV to and from the MFGI above the government transportation costs, and that he or she is responsible for removing the POV no later than seven days prior to the respective unit's final departure date from the MFGI. The statement will also acknowledge that failure to do so will result in towing and storage at the Soldier's expense while deployed. Due to demands of training and the need to minimize training distractions, Soldiers may only use their POVs when properly approved by the unit Commander and signed out through the unit headquarters.

(3) When not in use, all POVs must be parked in a commander-designated, centrally located parking area at the MFGI. This parking area will be determined by the installation Commander in coordination with the Operations Brigade Commander. Washing, changing oil, repairing, or selling vehicles from the commander-designated, centrally located parking area is prohibited.

c. **On Post Events/Wear of Civilian Clothes.**

(1) On Post Events. Training unit Commanders may authorize attendance and participation at MWR events and other approved social events during the training day contingent upon de-conflicting these events with the SITP and the training support Brigade Commander and upon completion of a CRM analysis. Training unit Commanders may also authorize Family visits of reasonable duration at designated times at the end of the duty day.

(2) Wear of Civilian Clothes. Generally, personnel in training are prohibited from wearing civilian clothing while undergoing training or demobilization processing. Training unit Commanders may authorize the wear of civilian clothes at designated times at the end of the training day, and during the training day for previously approved MWR sanctioned events or other approved social events on or off post. The wear of civilian clothes at any other time is prohibited unless on approved pass, leave, or TDY to another location for individual training. Civilian clothes must be conservative and in good taste (e.g. no obscene, slanderous, drug related, sexually suggestive, vulgar language or depiction). Training unit Commanders must consider theater limitations on the quantity of civilian clothing authorized for deployment and ensure that the unit does not create an increased requirement for personnel to dispose of or ship to the home of record excess clothing prior to deployment.

d. **Off Post Activities.** Travel off post is prohibited unless appropriate command approval is granted as outlined below:

(1) Official Mission Related Activities. First Army Brigade Commanders may authorize personnel to travel off the MFGI for official mission related purposes (e.g. unit supply runs). When travelling off the MFGI, unit personnel must use the most direct route possible to travel to and from the destination. Personnel are not authorized to stop en route to or from the MFGI for any non-mission related purpose (e.g. meals, entertainment, etc.). Government vehicles will be used for all mission related off post travel.

(2) Unofficial Individual Activities. First Army Brigade Commanders may authorize personnel to meet off post with visiting Family members or for other special purposes (e.g. religious services when not available on post) after the end of the training day for reasonable periods of time. Previously stated guidance on alcohol and civilian clothing will remain in effect during such activities.

(3) Unofficial Unit Level Activities. First Army Division Commanders may authorize unit level social functions, such as attendance at a sporting event or movie after the end of the training day for reasonable periods of time. Previously stated guidance on alcohol and civilian clothing will remain in effect during such activities.

8. **Unit Leaves and Passes.** Unit level (block) leaves and passes will not automatically be built into the SITP. All block leave and pass requests must be submitted by the training unit Commander. The approval authority for block leaves and passes up to four days is the First Army Division Commander. Block leaves of five or more days prior to training completion and unit validation are considered a training suspension and must be approved by the Secretary of the Army. Block leaves of five or more days after training is complete and the unit is validated are not considered a suspension of training and may be approved by the First Army Commander.

9. Unit Commanders will develop plans/policies that incorporate this guidance for use during their unit's post-mobilization training and demobilization processing. Plans will incorporate CRM into the planning, preparation, and execution process, and ensure uses of Government resources are consistent with the Joint Ethics Regulation.

10. Implementation Instructions. This policy will be discussed at all Joint Assessment Conferences to ensure that all unit Commanders understand its intent and provisions as well as their authorities. Commanders will coordinate their planning with the appropriate Training Support Brigade Commander to ensure deconfliction with the SITP and unity of effort at the MFGI.

11. Authorities not specified in this policy are withheld to the appropriate First Army Division Commanding General.

12. Punitive Policy. Paragraph 7a of this policy is punitive. Military personnel may face administrative action, nonjudicial punishment, or judicial action under the UCMJ for violations of this paragraph.

13. Effective date. This policy is effective upon signature.
14. The point of contact for this policy is the First Army Staff Judge Advocate, at DSN 793-9420.

MICHAEL S. TUCKER
Lieutenant General, USA
Commanding

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