

***** UNCLASSIFIED/ *****

Subject: ALARACT 090/2012 - CHANGES TO PERSONNEL SUITABILITY SCREENING POLICY AND SELECTION CRITERIA FOR RECRUITING PERSONNEL

DTG: 301753Z Mar 12

Precedence: PRIORITY

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THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DAPE-MPA//

SUBJECT: CHANGES TO PERSONNEL SUITABILITY SCREENING POLICY AND SELECTION CRITERIA FOR RECRUITING PERSONNEL

REFERENCES:

1. AR 601-1, ASSIGNMENT OF ENLISTED PERSONNEL TO THE US ARMY RECRUITING COMMAND, 12 OCTOBER 2007.

2. AR 614-200, ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT, 29 FEBRUARY 2009.

3. THE PURPOSE OF THIS MESSAGE IS TO ANNOUNCE IMPLEMENTING GUIDANCE APPROVED BY THE DCS, G-1 FOR USE IN THE PERSONNEL SUITABILITY SCREENING POLICY AND SELECTION CRITERIA FOR RECRUITING PERSONNEL. THIS GUIDANCE IS EFFECTIVE 1 MAY 2012.

A. RECRUITER CANDIDATES MUST PASS THE ARMY PHYSICAL FITNESS TEST (APFT) AS SCREENING CRITERIA FOR ATTENDANCE/GRADUATION AT THE ARMY RECRUITING COURSE (ARC). THE APFT RECORD USED DURING THE BATTALION COMMANDER'S EVALUATION OF THE RECRUITER CANDIDATE MUST REFLECT A PASSING SCORE THAT IS WITHIN 6 MONTHS OF COMPLETION OF THE EVALUATION. PASSING THE APFT IS A GRADUATION REQUIREMENT FOR RECRUITER CANDIDATES AT THE ARMY RECRUITING COURSE.

B. AN ACADEMIC EVALUATION REPORT (AER) MUST BE COMPLETED ON ALL SOLDIERS UPON COMPLETION OF THE ARC AND TRANSMITTED THROUGH HRC TO THE SOLDIERS PERMANENT RECORD.

C. AS PART OF THE SCREENING AND SELECTION PROCESS, RECRUITER CANDIDATES WILL BE REQUIRED TO HAVE A FAVORABLE NATIONAL AGENCY CHECK WITH LAW AND CREDIT (NACLIC) RESULTS THAT ARE VERIFIED BY THE BATTALION COMMANDER DURING THE EVALUATION PROCESS. THIS SERVES AS CLARIFICATION OF THE REQUIRED SCREENING DESCRIBED IN AR 614-200, PARAGRAPH 8-31C(4)(B).

3. WHERE APPLICABLE, THIS CLARIFICATION AND GUIDANCE WILL BE INCORPORATED INTO THE NEXT REVISION OF AR 601-1.

4. AS PART OF THE BACKGROUND SCREENING PROCESS, RECRUITER CANDIDATES WILL UNDERGO SCREENING VIA THE CENTRALIZED OPERATIONS POLICE SUITE (COPS). THIS SCREENING WILL BE SEAMLESS THROUGH AN INTERFACE BETWEEN THE CENTRAL CLEARANCE FACILITY (CCF) AND HQ CID. THE INTERFACE WAS IMPLEMENTED 17 FEBRUARY 2012.

5. RECRUITER CANDIDATES ARE ROUTINELY ARRIVING AT THE ARC WITHOUT THE REQUIRED BEHAVIORAL EVALUATION. BATTALION COMMANDERS ARE OFTEN FAILING TO FOLLOW POLICY IN THIS AREA. POLICY REFLECTED IN AR 601-1 REQUIRES RECRUITER CANDIDATE BATTALION COMMANDER TO VERIFY THAT, "CANDIDATE HAS NO FAMILY OR EMOTIONAL PROBLEMS WHICH COULD HAMPER HIS OR HER PERFORMANCE." BATTALION COMMANDERS MUST ALSO VERIFY THE DATE "BEHAVIORAL HEALTH EVALUATION WAS COMPLETE" ON THE EVALUATION CHECKLIST. ACCORDING TO POLICY, THIS BEHAVIORAL HEALTH EVALUATION MUST, "VERIFY THAT THE SOLDIER HAS NO RECORD OF EMOTIONAL OR MENTAL INSTABILITY (THIS EVALUATION MUST BE BASED ON A PERSONAL INTERVIEW AND SCREENING OF HEALTH RECORDS BY A QUALIFIED BEHAVIORAL HEALTH PROVIDER)." WE TRUST THE BATTALION COMMANDERS WILL ENSURE STRICT ADHERENCE TO THE GUIDANCE REFLECTED IN THIS PARAGRAPH AND PERSONALLY VERIFY THE RECRUITER CANDIDATES' COMPLIANCE.

6. HQDA POINT OF CONTACT FOR THIS ACTION IS MR. ALPHONSA GREEN, (703) 695-7490, ALPHONSA.D.GREEN.CIV@MAIL.MIL

7. EXPIRATION DATE CANNOT BE DETERMINED.