

**IMMEDIATE ACTION**  
**STATE MILITARY DEPARTMENT**  
JOINT FORCE HEADQUARTERS ALABAMA NATIONAL GUARD  
1720 CONGRESSMAN WILLIAM L. DICKINSON DRIVE  
P.O. BOX 3711  
MONTGOMERY, ALABAMA 36109-0711

12-001

NGAL-TAG

1 October 2011

MEMORANDUM FOR All Alabama National Guard Units

SUBJECT: Substance Abuse Policy, FY12

1. Today's citizen Soldiers and Airmen must be prepared at all times to answer the call of duty. Whether called for a State or Federal mission, all personnel must be well trained, physically fit, and mentally alert. Substance abuse related dependency or misconduct degrades both unit readiness and mission accomplishment. This type of behavior is potentially discrediting to the members, their family, and the public's confidence in the military that is sworn to protect them.
2. References.
  - a. Army Regulation (AR) 600-85
  - b. Air Force Instruction (AFI) 44-120
  - c. AR 135-178
  - d. MEDCOM Reg 40-51
  - e. National Guard Substance Abuse Testing and Prevention Policy (All States Log Number P10-0019) dated 18 Mar 2011
  - f. AL-CD-JSAP SOP
3. Applicability. This policy applies to all members of the Alabama National Guard.
4. Policy.
  - a. Commanders are responsible for the urinalysis testing program within their command. Regardless of rank and years of service, members testing positive for illicit drugs are subject to disciplinary action and will be processed for separation from the Alabama National Guard.
  - b. Members shall not abuse alcohol; possess, distribute or use illicit drugs; and/or condone such activities in the unit or workplace.
  - c. Drug testing shall be conducted by all Alabama Army National Guard (ARNG) units each quarter with a minimum of 25% of personnel being tested. This rate complies with testing levels set out in AR 600-85. Testing will be performed at random and unannounced IAW regulations/policies above.

**IMMEDIATE ACTION**

IMMEDIATE ACTION

NGAL-TAG

SUBJECT: Substance Abuse Policy, FY12

- d. Drug testing shall be conducted by all Alabama Air National Guard (ANG) units at a minimum rate of 5% per month or 13% quarterly based on available strength. This rate complies with testing levels set out in the above referenced National Guard Bureau policy memorandum. Testing will be performed at random and unannounced IAW regulations/policies above.
  - e. The misuse or abuse of prescription medication(s), or failure to provide valid Rx history and physician documentation to explain a prescription positive will be cause for separation action.
  - f. Any service member coded as present for duty on the date of testing, is not otherwise excused by the commander, and does not provide an adequate specimen during the urinalysis, is considered to have failed the test and shall be processed for separation for failure to obey a lawful, direct order.
  - g. Service members whose urinalysis results in a positive for an illicit drug, an undocumented prescription positive, and those who fail to provide a specimen are immediately flagged for adverse actions. No favorable personnel actions are allowed until flagging action is removed.
  - h. Service members who are subject to legal and administrative actions must meet the requirements specified in AR 600-85 Chap 10, para 10-9 in order to obtain authorization and/or waiver to deploy.
  - i. Commanders must refer service members to seek care for substance abuse problems either through self referral or command directed referral.
5. Mandatory testing: All General Officers, Active Guard Reserve (AGR) personnel, MP MOS, Aviation MOS, Security Forces (ANG), Recruitment Sustainment Program Personnel (RSP), pilots, aviation personnel (identified as personnel who require annual flight physical), counterdrug personnel, and personnel who routinely carry a weapon while on duty shall be tested at least once annually. Personnel in these categories are not exempt from additional unit testing.
6. Points of contact for this Policy are SSG Howard at 274-6301 and SSG Dodd, 274-6304, AL-CD-JSAP.



PERRY G. SMITH  
Major General, ALARNG  
The Adjutant General

IMMEDIATE ACTION