

CECO-P

Regulation
No. 190-1-53

11 July 2018

Military Police
DEPARTMENT OF THE ARMY SECURITY GUARDS,
AND SECURITY GUARD SERVICE CONTRACTS

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CHAPTER 1

General

1-1. Purpose. This engineering regulation (ER) prescribes policy, and standards for the U.S. Army Corps of Engineers (USACE) Department of the Army Security Guard and Contract Security Guard (DASG/CSG) program. It assigns responsibilities and procedures for the effective implementation of the DASG/CSG Program. This ER applies to USACE civilians in career series 0085 and to contract security personnel employed by USACE.

1-2. Applicability. This regulation applies to every USACE Division, Center, field operating activity (FOA), Laboratory, the 249th Engineer Battalion (Prime Power) (EN BN (PP)), and all associated subordinates (e.g., Districts, civil works and like projects, and other USACE stand-alone facility). This regulation does not apply to USACE activities and facilities utilizing Federal Protective Service (FPS) officers or FPS contract security guards (protective services officers/special police officers).

1-3. Distribution statement. This regulation is approved for public release; distribution is unlimited.

1-4. References and forms. Required and related references and forms are in Appendix A.

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CHAPTER 2

Responsibilities

2-1. Commanding General, U.S Army Corps of Engineers.

- a. Provide guidance and staff assistance to Commanders and Directors of Divisions, Centers, FOAs, Laboratories, the 249th EN BN (PP), and all associated subordinates, to ensure compliance with the intent and requirements of Army Regulation (AR) 190-56 and this regulation.
- b. Conduct necessary planning, programming, budgeting, and accounting actions to meet command-wide training needs for DASG/CSG personnel.
- c. Designate a representative in writing to oversee and manage the DASG/CSG Program.
- d. Establish adequate statement of work (SOW)/performance work statement (PWS) to include minimum qualifications for security guard personnel, along with a corresponding Quality Assurance Surveillance Plan for security guard services contracts. This will assist contracting officers to negotiate contracts to specific security guard needs and ensure only qualified, capable, reliable, and trustworthy personnel are assigned by the contractor to perform such work.

2-2. Commanders and Directors.

- a. Implement and ensure compliance with AR 190-56 and this regulation in a manner appropriate for activities within their area of operation.
- b. Ensure only individuals who are qualified, capable, reliable, and trustworthy are employed in DASG/CSG positions.
- c. Identify training needs and allocate necessary resources to meet their needs.
- d. Ensure any contracts under the Logistics Civil Augmentation Program provides for use of contract and CSG services in support of United States (U. S.) forces.
- e. Accomplish the following in coordination with the servicing Civilian Personnel Advisory Center (CPAC):
 - (1) Ensure personnel employed in DASG positions are qualified, capable, reliable, and trustworthy.
 - (2) Ensure appropriate reliability investigations are conducted on USACE employees before they are assigned to any DASG duties.

f. Accomplish the following in coordination with contracting officers:

(1) Establish adequate SOW/PWS for security guard services contracts. This will assist contracting officers to negotiate contracts to specific security guard needs and only qualified, capable, reliable, and trustworthy personnel are assigned by the contractor to perform such work.

(2) Ensure provisions in security guard services contracts authorize command personnel to be appointed as either the contracting officer's representative (COR) or the contracting officer's technical representative (COTR) for purposes of monitoring and inspecting the performance of such contracts.

(3) Ensure appropriate reliability or security clearance investigations are conducted on contract personnel before such personnel are assigned security guard duties.

(4) Ensure CSG contracts clearly define the limits of the CSG authority, jurisdiction, and use of force.

2-3. Civilian Personnel Advisory Center. Provide technical assistance to and coordinate all employment matters affecting the DASG program with the Headquarters, U.S. Army Corps of Engineers (HQUSACE), Directorate of Contingency Operations, Operational Protection Division. The CPAC representative will seek the advice of the servicing legal advisor and/or heads of supporting intelligence activities when required.

2-4. Command-designated security representatives.

a. Ensure DASG personnel are adequately trained, certified, and credentialed to perform assigned duties and respond to and recover from all hazards, including terrorism and criminal incidents.

b. Ensure personnel requiring access to classified material have the appropriate security clearance, in coordination with the local personnel security office.

c. Will implement internal controls in conformance with AR 11-2 to ensure adherence to AR 190-56 and ensure the DASG Program is managed efficiently and effectively.

CHAPTER 3

Personnel Qualification and Selection

3-1. Basic character traits. Basic character traits of honesty, courtesy, tact, cooperation, personal appearance, and bearing are important factors required of security guards. Personal qualities of good conduct and character, integrity, dependability, and good mental and physical fitness also are required of such personnel.

3-2. Qualification standards.

a. The DASG must meet the qualification standards outlined in AR 190-56 as well as meet the U. S. Office of Personnel Management (OPM) qualification standards for guard positions and the conditions of employment found in Appendix B.

b. Medical evaluations for DASG/CSG new hires and current employees will be conducted in conformance with prescribed OPM medical evaluation standards, Appendix C, and Medical Command (MEDCOM) cardiovascular evaluation guidelines. These medical standards and evaluation guidelines are designed to ensure the new hires for a guard or police position and current employees are capable of performing the essential functions of the position with or without reasonable accommodation.

c. The physical ability test (PAT) is applicable to all DASG/CSG new hires and current employees and will be conducted in conformance with guidance in Appendix D.

d. For temporary medical restrictions, see Appendices C and D for details.

3-3. Employment screening procedures.

a. Documentation of the personnel screening will be maintained in the local records of the DASG/CSG personnel which conforms to AR 190-56.

b. Local records will contain, at a minimum –

(1) Check of arrest and criminal history records (except where prohibited by local or state law).

(2) OPM Form 79A, (Report of Agency Adjudicative Action on OPM Personnel Investigations) if applicable.

(3) Individual's suitability under United States Code (USC), Section 922, Title 18, Section 922 (18 USC 922) (Unlawful acts).

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(4) Tier 3 investigations for DASG/CSG will conform to AR 380-67 and Department of Defense (DoD) Manual 5220.22-M (National Industrial Security Program Operating Manual).

(5) A completed copy of the Department of Army (DA) Form 5557 (Individual Reliability Screening and Evaluation Record).

(6) A completed copy of DA Form 5019 (Condition of Employment for Certain Civilian Positions Identified Critical under the Department of the Army Drug-Free Federal Workplace Program).

c. Information will be maintained and conform to AR 25-400-2, and will be safeguarded and conform to AR 25-55, and Public Law (PL) 104-191 (The Health Insurance Portability and Accountability Act).

3-4. Drug testing. Drug testing will be performed as outlined in AR 600-85.

CHAPTER 4

Individual Reliability Program

4-1. General. Commanders and Directors will use the regulation to establish and document compliance with the Individual Reliability Program (IRP) requirements of –

- a. Chapter 3 of AR 190-56 for DASG/CSG.
- b. AR 50-1 for DASG/CSG guarding biologically select agents and toxins.
- c. AR 50-5 for DASG/CSG guarding nuclear materials, including nuclear reactors.
- d. AR 50-6 for DASG/CSG guarding nuclear and chemical weapons and material.

e. The IRP is a Commander's and Director's program under which Commanders or Directors must be aware of, and concerned with, the reliability of their personnel at all times. In order for the IRP to work, total team effort and interaction is necessary. Supervisors at all levels have an inherent responsibility to inform the Commander or Director of all cases of erratic performance and poor judgment by personnel, on or off duty, which could affect on-the-job reliability. All personnel are responsible for reporting to their immediate supervisor any behavior that might affect their coworkers' reliability.

4-2. Policy. Standards of conduct and continuous evaluation of character, fitness and trustworthiness will conform to AR 190-56.

4-3. Applicability. The IRP is a condition of employment and applies to –

- a. Prospective employees tentatively selected for DASG/CSG positions.
- b. Employees currently in such positions.
- c. The CSGs.

4-4. Certifying Official.

a. The IRP certifying Official (CO) will be the Commander or Director charged with the maintenance of good order and discipline of the facility. The Commander or Director will designate in writing the command security representative as the IRP CO. This individual must be at least one management level above that of the COR and COTR for the CSG contract. The designated command security representative may, in turn, further delegate this function in writing to a senior individual within the security office. This function will not be delegated to the COR or COTR for the CSG contract.

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b. The IRP CO will maintain frequent personal contact with persons performing duties under the IRP.

c. The IRP CO will perform a management internal control evaluation within 90 days of appointment and annually thereafter. If the in-place Individual Reliability Program Certifying Official does not have an evaluation on file, then one will be conducted immediately, and annually thereafter.

4-5. Disqualifying factors. Commanders and Directors will ensure adherence to the processes, procedures and responsibilities of AR 190-56.

4-6. Reliability factors. The IRP CO will use the reliability factors in AR 380-67 in making determinations with respect to an individual's eligibility for employment, retention in sensitive duties, or eligibility for access to classified information.

4-7. Unreliability determination.

a. An unreliability determination may be made at any time by the CO after consultation with the serving CPAC, or COTR as applicable, and in coordination with the servicing legal office.

b. If disqualified under the IRP, an individual cannot carry a weapon or perform any security duties.

4-8. Records review. Commanders and Directors will establish a system and undertake periodic review of employee records.

a. Reviews will be conducted at least annually and will be documented in the employee record file.

b. Reviews may be delegated to a CO per AR 190-56.

c. Reviews will include a briefing with the employee to reaffirm the program standards and continued evaluation. The briefing will be documented and the documentation signed by both the employee and either the Commander, Director or the CO.

4-9. Medical evaluation. Commanders and Directors will ensure adherence to the processes, procedures and responsibilities in AR 190-56.

4-10. Certifying Official's evaluation. The IRP CO will make the appropriate determinations as indicated in AR 190-56.

4-11. Continuing evaluation. The IRP CO will establish a continuing evaluation program which conforms to AR 190-56.

4-12. Contractor requirements. The requirements of this chapter will be incorporated in the SOW/PWS for all CSG services which conforms with AR 190-56.

CHAPTER 5

Training

5-1. General. The effectiveness and professionalism of the DASG/CSG are directly related to the training program. Effective training depends on leadership, innovative planning, and efficient use of resources.

5-2. Initial training and certification policy. Commanders and Directors are responsible to plan for resourcing of training programs and will ensure each individual who performs security guard tasks or duties will, prior to assignment, complete (as required) the training requirements outlined in AR 190-56.

a. U.S. Army Security Guards (job series 0085) will be trained consistent with training support package (TSP) 191-SG-0001 (Department of the Army Civilian Security Guard). Per AR 190-56, DASG will not be assigned duties requiring the carrying of weapons until required use-of-force training, authority-and-jurisdiction training, and weapons qualification have been successfully completed and documented.

b. All CSG must complete training at a company sponsored training program which includes the course of instruction outlined in TSP 191-SG-0001 (Department of the Army Civilian Security Guard). The CSG will not be assigned duties requiring the carrying of weapons until required use-of-force training, authority-and-jurisdiction training, and weapons qualification have been successfully completed and documented.

c. Field training program.

(1) A field training program (FTP) will be instituted to ensure DASG are capable of individually performing required mission tasks. Each DASG will successfully complete a FTP specific to the 0085 job series, ST 19-085, (Department of the Army Civilian Security Guard Field Training Manual). The field training officer (FTO) will assist the local designated command security manager train, monitor, and evaluate individual DASG in a structured program. The FTP training results will be included in the individual's permanent training record.

(2) Senior personnel will be assigned as FTO to train, observe, and document the progress of new hires in a prescribed system that allows the FTO and the security manager to monitor and correct issues in a new hire's training. The security manager will appoint FTO based on the criteria in AR 190-56.

(3) The FTP is published by U.S. Army Military Police School (USAMPS) as the TSP for DASG.

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5-3. Exceptions to initial training for current security guards. The designated command security representative will follow the process and procedures outlined in AR 190-56.

5-4. In-service training and documentation requirements. The designated command security representative will follow all processes and procedures for in-service training and documentation of AR 190-56.

5-5. Weapons training. The designated command security representative will ensure all processes and procedures of AR 190-56 are followed, and weapons training will be conducted semiannually and follow the guidance published in the USAMPS publication for law enforcement weapons training and qualifications, special text (ST) 19-LEWTQ (Law Enforcement Weapons Training and Qualifications).

5-6. Required annual training. Commanders and Directors will ensure DASG/CSG annual training is provided and conforms to AR 190-56.

5-7. Supervisory training. Commanders and Directors will ensure supervisory training will be conducted and conforms to AR 190-56.

5-8. Training support package. TSPs are available to designated command security representatives, training managers, and students to enhance their training programs and workforce professionalism. To obtain the most current TSP and annual training materials, request access through the HQUSACE, Chief, Physical Security Branch.

5-9. Documentation. DASG/CSG documentation will be maintained and conform to AR 190-56.

CHAPTER 6

Authority of Department of the Army Security Guards and Contract Security Guards

6-1. General. This chapter prescribes the authority of DASG/CSG performing security functions at USACE activities. The Department of Defense Instruction (DoDI) 5200.08 (Security of DoD Installations and Resources and the DoD Physical Security Review Board), USC Section 797, Title 50 (50 USC 797) (Penalty for violation of security regulations and orders) require DoD Commanders and Directors to take reasonably necessary and lawful measures to maintain law and order and protect personnel and property. Based on this authority, the Commander or Director has the authority to direct security activities.

6-2. Authority.

a. Per AR 190-56 and USC Section 1385, Title 18 (18 USC 1385) (Use of Army and Air Force as posse comitatus), it is USACE policy that DASG/CSG will not be deputized or exercise any additional authority or jurisdiction granted by local, state, or the federal government to perform law enforcement duties on or off USACE property.

b. Requests for an exception to this prohibition will be submitted via the HQUSACE, Chief, Physical Security Branch and will conform to DoDI 5525.13 (Limitation of Authority to Deputize DoD Uniformed Law Enforcement Personnel by State and Local Governments). The final approval authority resides with the Secretary of the Army.

c. This prohibition does not apply to DASG/CSG employed while off duty by local, state, or federal governments.

d. DASG/CSG authorities are further outlined in AR 190-56.

6-3. Written instructions.

a. The Commander or Director will, after consultation with the servicing Staff Judge Advocate (SJA) or Office of Legal Counsel and the designated command representative, provide to all personnel performing security guard functions under their authority, specific written guidance on—

(1) Authority (specific empowerment and limitations) and jurisdiction, with emphasis on the limits of their authority and jurisdiction to the activity to which assigned.

(2) The procedures for suspending and withdrawing their authority.

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b. Collective delegations by functional groupings (that is, security guards in job series 0085; or security guard personnel in job series 0085 and CSGs or by position title (for example, desk officer, guard, or lead guard) may be made.

c. Procedures must be established to ensure all personnel who perform security guard functions acknowledge, in writing, a clear understanding of their authority and jurisdictional limitations. Written instructions will be reviewed at least once a year and updated, if necessary, by the Commander or Director. Annually, DASG/CSG will acknowledge, in writing, a clear understanding of their authority and jurisdiction.

d. For CSGs, the limits of authority, jurisdiction, and/or use-of-force will be prescribed, in writing, by the Commander or Director, after consultation with the serving SJA and the contracting officer. This will be recorded in the SOW/PWS documents.

CHAPTER 7

Uniforms and Equipment

7-1. General. This chapter prescribes the uniform and directs its wear by DASGs. This chapter applies to Civilians hired directly by USACE as security guards in positions covered by OPM Position Classification Standards. Commanders and Directors of USACE Divisions, Centers, FOAs, Laboratories, the 249th EN BN (PP), and all associated subordinates, may authorize other personnel who supervise DASGs, such as designated command security representatives, to wear the DASG uniform. All CSGs will also adhere to appearance standards as directed below.

7-2. Policy.

a. Requests for Department of the Army Security Guard equipment will be submitted to the HQUSACE, Chief, Physical Security Branch for processing and approval.

b. The DASG/CSG will wear uniforms while on duty, to ensure ready identification and as an emblem of authority. The uniform and accessories will be of the same configuration and material composition for both males and females. The uniforms prescribed herein are the authorized standard items and combinations of clothing and insignia, which comprise the uniforms authorized for duty wear by DASG/CSGs. The DASG/CSG badge is authorized for wear only while on-duty or traveling to and from work.

c. Only in unusual circumstances will waivers and exceptions that permit deviations from the uniform standards and specifications prescribed in this regulation, be requested through command chains to HQUSACE, Chief, Physical Security Branch for review and approval before being forwarded to the Headquarters, Department of the Army, Office of the Provost Marshal General for review and approval/denial.

d. Commanders and Directors of chemical, biological, and nuclear facilities are authorized to deviate from the standard DASG uniform. Only DASGs employed at chemical, biological, and nuclear facilities can wear the Army combat uniform. Contractors must obtain approval which conforms to USC Section 771, Title 10 (10 USC 771) (Unauthorized wearing prohibited) and USC Section 772, Title 10 (10 USC 772) (When wearing by person's not on active duty authorized).

e. In the case of CSG, the contractor must furnish the necessary initial and replacement items for a uniform of a design, material, and color approved by the Commander, Director or their duly authorized representative (such as security officer in coordination with the contracting officer). The uniform will include a badge, a patch displaying the name of the contractor, and a name tag for the individual employee that will be displayed prominently on the outer garment. The contractor must provide uniform clothing for use during inclement weather, such as rain, sleet, snow, and extreme cold, meeting the requirements stated above.

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7-3. Standards of appearance. USACE DASG/CSGs will adhere to the standards of appearance of AR 190-56.

7-4. Personal appearance. USACE DASG/CSGs will adhere to the personal appearance guidelines of AR 190-56.

7-5. Wearing of jewelry. Jewelry may be worn but will have to conform to AR 190-56.

7-6. Wearing of eyeglasses, sunglasses, and contact lenses. Eyeglasses, sunglasses, and contacts may be worn but will have to conform to AR 190-56.

7-7. Wearing of security identification badge. The designated command security representative will prescribe the wear of security identification badges for restricted areas consistent with applicable regulations. Personnel will not wear security identification badges outside the area for which they are required. Personnel will not hang other items from the security badge(s). The manner of wear will be determined by the organization that requires wear of the badges.

7-8. Wearing of personal protective or reflective clothing. Personal protective or reflective clothing will be worn and conform to AR 190-56.

7-9. Hygiene and body grooming. USACE DASG/CSG will adhere to the hygiene and body grooming standards and conform to AR 190-56.

7-10. Uniform allowances.

a. Initial allowance. DASG will receive the \$1800 initial allowance. The CSG will not receive an allowance.

b. Replacement allowance. Payment of a \$200 quarterly replacement allowance is authorized after completing one year of service, until the individual is no longer serving as a DASG (see DoDI 1400.25 (DoD Civilian Personnel Management System: Uniform Allowance Rates for DoD Civilian)). The CSG will not receive an allowance.

7-11. Requirements and prohibitions of wearing the uniform.

a. All personnel will wear the DASG uniform when on duty, unless an exception is granted for wear of civilian clothes for mission reasons.

(1) All service uniform combinations are authorized for year-round wear. However, appropriate discretion will be used based on weather conditions and duties.

(2) Unless specifically prohibited, Commanders and Directors, or their designated security representative, may authorize DASGs to continue to wear uniform items changed in design or material, as long as the item remains in serviceable condition.

b. The DASG uniforms are prohibited for wear while off duty, except in transit to or from duty. The DASG are specifically prohibited from wearing their uniform under the following circumstances:

(1) In connection with the furtherance of any political or commercial interests or when engaged in off-duty civilian employment.

(2) When participating in public speeches, interviews, picket lines, marches, rallies, or public demonstrations, except as authorized by competent authority.

(3) When attending any meeting or event which is a function of, or is sponsored by, an extremist organization.

(4) When wearing the uniform would bring discredit upon the Army.

c. Headgear will be worn with the uniform, except if it would interfere with the safe operation of vehicles. The wearing of DASG headgear is not required while in or on a privately owned vehicle (including a motorcycle or bicycle), commercial vehicle, or public conveyance (for example, subway, train, plane, or bus).

7-12. Duty uniform. Commanders and Directors will prescribe the duty uniform from the options outlined in AR 190-56. Those options are based on the type of duties the DASG is expected to perform.

7-13. Uniform accessories. DASG will adhere to the uniform accessory standard(s) outlined in AR 190-56.

7-14. Weapons, ammunition, and security equipment.

a. DASGs will be provided with weapons, ammunition, and security equipment needed to perform their assigned duties. CSG will use weapons, ammunition, and equipment furnished by the contractor. Using privately owned (individually owned) equipment while performing assigned duties, except for uniform items, will not be permitted.

b. The use of privately owned weapons and/or ammunition by federally employed DASG while performing assigned duties is strictly prohibited.

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c. Government-owned weapons will be turned in at the end of duty; a federally employed DASG is not permitted to retain firearms or ammunition after completing their normal tour of duty.

d. See AR 190-11 for policy concerning the storage and accountability of arms and ammunition.

e. The basis of issue that may be used to acquire ammunition to support training and mission requirements for DASGs is contained in common table of allowances (CTA) 50-909 (Field and Garrison Furnishings and Equipment).

FOR THE COMMANDER:

4 Appendices
Appendix A - References
Appendix B - Employment Conditions
Appendix C - Medical Screening Procedures
and Evaluation Guidelines
Appendix D - Physical Ability Test



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Chief of Staff

APPENDIX A

References and Forms

Section I - Required Publications.

PL 104-191

The Health Insurance Portability and Accountability Act

<https://www.gpo.gov/fdsys/pkg/PLAW-104publ191/content-detail.html>

PL 110-233

Genetic Information Nondiscrimination Act of 2008

<https://www.gpo.gov/fdsys/pkg/PLAW-110publ233/content-detail.html>

10 USC 771

Unauthorized wearing prohibited

<https://www.gpo.gov/fdsys/granule/USCODE-2011-title10/USCODE-2011-title10-subtitleA-partII-chap45-sec771>

10 USC 772

When wearing by persons not on active duty authorized

<https://www.gpo.gov/fdsys/granule/USCODE-2011-title10/USCODE-2011-title10-subtitleA-partII-chap45-sec772>

18 USC 922

Unlawful acts

<https://www.gpo.gov/fdsys/search/pagedetails.action?packageId=USCODE-2011-title18&granuleId=USCODE-2011-title18-partI-chap44-sec922>

18 USC 1385

Use of Army and Air Force as posse comitatus

<https://www.gpo.gov/fdsys/granule/USCODE-2011-title18/USCODE-2011-title18-partI-chap67-sec1385>

29 USC 701

Findings; purpose; policy

<https://www.gpo.gov/fdsys/granule/USCODE-2010-title29/USCODE-2010-title29-chap16-other-sec701>

50 USC 797

Penalty for violation of security regulations and orders

<https://www.gpo.gov/fdsys/granule/USCODE-2009-title50/USCODE-2009-title50-chap23-subchapI-sec797>

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DoD 5220.22-M
National Industrial Security Program Operating Manual
<http://www.esd.whs.mil/Directives/issuances/dodm/>

DoDI 1400.25, Volume 591
<http://www.esd.whs.mil/Directives/issuances/dodi/>

DoDI 1400.25, Volume 591 Civilian Personnel Management System: Uniform Allowance Rates
for DoD Civilian Employees
<http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/1400.25-V591.pdf>

DoDI 5200.08
Security of DoD Installations and Resources and the DoD Physical Security Review Board
<http://www.esd.whs.mil/Directives/issuances/dodi/>

DoDI 5525.13
Limitation of Authority to Deputize DoD Uniformed Law Enforcement Personnel by State and
Local Governments
<http://www.esd.whs.mil/Directives/issuances/dodi/>

AR 11-2
Managers' Internal Control Program
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/AR%2011-2.pdf

AR 25-55
The Department of the Army Freedom of Information Act Program
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r25_55.pdf

AR 25-400-2
The Army Records Information Management System (ARIMS)
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r25_400_2.pdf

AR 40-501
Standards of Medical Fitness
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/ARN3801_AR40-501_Web_FINAL.pdf

AR 50-1
Biological Surety
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r50_1.pdf

AR 50-5
Nuclear Surety
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r50_5.pdf

AR 50-6
Chemical Surety
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/ARN3125_AR50-6_WEB_FINAL.pdf

AR 190-11
Physical Security of Arms, Ammunition, and Explosives
https://armypubs.army.mil/epubs/DR_pubs/DR_b/pdf/web/r190_11.pdf

AR 190-56
The Army Civilian Police and Security Guard Program
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r190_56.pdf

AR 380-67
Personnel Security Program
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r380_67.pdf

AR 600-85
The Army Substance Abuse Program
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/AR600-85_WEB_Final.pdf

CTA 50-909
Field and Garrison Furnishings and Equipment
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/cta_info.pdf

ST 19-085
Department of the Army Civilian Security Guard Field Training Manual
<http://www.wood.army.mil/usamps/Organizations/DOT/DOT.html>

ST 19-LEWTQ
Law Enforcement Weapons Training and Qualifications
<http://www.wood.army.mil/usamps/Organizations/DOT/DOT.html>

TSP 191-SG-0001
Department of the Army Civilian Security Guard
<http://www.wood.army.mil/usamps/Organizations/DOT/DOT.html>

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American National Standards Institute (ANSI) S3.6-2010
Specification for Audiometers
[https://webstore.ansi.org/FindStandards.aspx?SearchString=s3.6&SearchOption=0&PageNum=0
&SearchTermsArray=null%7cs3.6%7cnull](https://webstore.ansi.org/FindStandards.aspx?SearchString=s3.6&SearchOption=0&PageNum=0&SearchTermsArray=null%7cs3.6%7cnull)

Section II - Related Publications.

AR 190-14
Carrying of Firearms and Use of Force for Law Enforcement and Security Duties
https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r190_14.pdf

AR 190-54
Security of Nuclear Reactors and Special Nuclear Material
https://armypubs.army.mil/epubs/DR_pubs/DR_b/pdf/web/r190_54.pdf

DA Pamphlet (PAM) 40-501
Army Hearing Program
<https://armypubs.army.mil/>

Section III - Prescribed Forms.

OPM 79A
Report of Agency Adjudicative Action on OPM Personnel Investigations
https://www.dm.usda.gov/ohsec/pdsd/INV_Form79A.pdf

OF 178
Certification of Medical Examination
<https://www.gsa.gov/forms-library/certificate-medical-examination>

Department of Defense (DD) Form 2760
Qualification to Possess Firearms or Ammunition
<https://armypubs.army.mil/>

DA Form 5019
Condition of Employment for Certain Civilian Positions Identified Critical Under the
Department of the Army Drug- Free Federal Workplace Program
<https://armypubs.army.mil/>

DA Form 5557
Individual Reliability Screening and Evaluation Record
<https://armypubs.army.mil/>

DA Form 7222-1

Senior System Civilian Evaluation Report Support Form

<https://armypubs.army.mil/>

DA Form 7223-1

Base System Civilian Performance Counseling Checklist/Record

<https://armypubs.army.mil/>

Section IV - Related Forms.

DA Form 11-2

Internal Control Evaluation Certification

<https://armypubs.army.mil/>

DA Form 5248-R

Report of Unfavorable Information for Security Determination

<https://armypubs.army.mil/>

TSP 191-AS-0001

Active Shooter Response

<http://www.wood.army.mil/usamps/Organizations/DOT/DOT.html>

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APPENDIX B

Employment Conditions

B-1. General. This appendix mandates employment statements, portions of job description requirements, and agility tests.

B-2. Condition of employment for prospective Department of the Army security guards. Text for the condition of employment statement for prospective DASG employees is detailed below.

a. Section A - Requirements.

(1) All applicants must sign a condition of employment statement as part of the application process.

(2) Consistent with AR 190-56, as a prospective employee, I understand I must take and pass the PAT in order to demonstrate that I am physically able to perform the essential functions of my position.

(3) I understand I must undergo initial and periodic medical evaluations to assess my ability to take the PAT and to perform the essential functions of my job, with or without reasonable accommodation. I also understand it is my responsibility to report a complete health history and report any changes in health status that may impair one's ability to perform the essential job functions. Additionally as a prospective employee, I understand I must qualify and remain qualified for the IRP (unless exempt per AR 190-56; sign DA Form 5019 (Condition of Employment for Certain Civilian Positions Identified Critical under the Department of the Army Drug-Free Federal Workplace Program) and pass drug testing; possess a motor vehicle license; meet the requirements under 18 USC 922 (Unlawful acts) The Lautenberg Amendment; and sign the DD Form 2760 (Qualification to Possess Firearms or Ammunition); pass the annual PAT; pass a periodic medical examination; pass a semiannual weapons qualification; or be excepted by conforming to paragraph 5-3 of this ER as a DASG; meet annual training and re-certification requirements; complete an initial and an annual cardiopulmonary resuscitation recertification and first aid requirement; be able to work shifts, overtime, and weekends, as required; wear the DASG uniform and maintain a high standard of appearance and hygiene; and be able to wear chemical-protection equipment.

(4) As an applicant tentatively selected for this position, I understand I will not be appointed to the position if I decline to sign the condition of employment. If I sign this statement and cannot meet any of the conditions of employment as specified in the paragraphs above (paragraph 3, Annex B of this regulation), this serves as a basis for my not being appointed to the position or for proposing my removal in accordance with applicable Federal and/or agency regulations. If I sign this statement and later decline to take the PAT, my refusal may be used as

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a basis for proposing my removal from the Federal service consistent with applicable Federal and/or agency regulations.

b. Section B - Agreement. This is to certify I understand the contents of the policy described above and the reasons therefore, and I agree to adhere to the terms of this policy as a continuing condition of my employment.

c. Job description. Job descriptions for guard, and special-reaction team personnel will include all conditions of employment.

d. Personnel evaluations. For security guards subject to the PAT, the statement will be noted in the civilian performance evaluation on DA Form 7222-1 (Senior System Civilian Evaluation Report Support Form) or DA Form 7223-1 (Base System Civilian Performance Counseling Checklist/Record).

e. Physical ability test time frames. New hires must pass the record PAT within 30 days of the hiring date and must pass the PAT annually thereafter. A minimum of four months must pass between calendar years for annual PATs thereafter.

APPENDIX C

Medical Screening Procedures and Evaluation Guidelines

C-1. General. Medical evaluation of DASGs will be conducted and will conform to this appendix and additional guidance from the Commander, MEDCOM.

a. For Federal Government positions, Optional Form (OF) 178 (Certificate of Medical Examination) will be used by the examining physician for the initial evaluation and thereafter to the extent appropriate.

b. Cardiovascular evaluations of DASGs will be accomplished and will conform to the most recent guidance from the Commander, MEDCOM.

c. All tentative selectees for an appointment as a DASG must undergo a medical examination at Government expense to determine if they can perform the essential functions of the job, with or without reasonable accommodation. All tentative selectees for an appointment as a DASG are not required to disclose family medical history per PL 110-233 (The Genetic Information Nondiscrimination Act of 2008), which also prohibits agency examining physicians and other personnel from requesting genetic information or family medical history.

(1) A copy of the physical requirements for the position concerned and the medical evaluation guidelines (that is, in this appendix and the MEDCOM guidance on cardiovascular evaluation) will be provided to the examining provider, along with the OF 178 (Certificate of Medical Examination) and other supporting information, if necessary.

(2) To be appointed, examinees must be medically certified to the appointing officer as eligible under such standards.

d. Current DASGs must undergo a medical examination at government expense to determine if they can take the PAT and perform the essential functions of the job with or without reasonable accommodation. The DASGs will undergo periodic medical evaluation at government expense to determine their continued physical and emotional suitability to perform the functional requirements of such positions. PL 110-233 (The Genetic Information Nondiscrimination Act) also prohibits agency examining physicians and other personnel from requesting genetic information or family medical history.

(1) A copy of the OPM qualification standards, the physical requirements of the position concerned, and the medical evaluation guidelines (that is, in this appendix and the MEDCOM guidance on cardiovascular evaluation) will be provided to the examining provider, along with other supporting information, as necessary.

(2) A personnel action, as determined by management in consultation with the servicing CPAC and servicing legal advisor, will be taken in the case of currently employed DASGs who are medically unable to perform the essential functions of the position, with or without reasonable accommodation.

e. The Contractor Security Guards have the following requirements:

(1) Prior to being assigned to perform security guard duties, all contract personnel must undergo a medical examination, at the contractor's expense, to determine if they can perform the essential functions of the job, with or without reasonable accommodation. This requirement also applies to personnel currently employed in such positions.

(2) A copy of the physical requirements for the position concerned, and the medical evaluation guidelines (that is, in this appendix and the MEDCOM guidance on cardiovascular evaluation), will be provided to the examining provider.

(3) To be assigned to perform security guard duties, contract personnel must be medically certified to the certifying officer as eligible under such standards.

(4) The CSG will be reevaluated annually at the contractor's expense, to determine their continued ability to perform the essential functions of the job, with or without reasonable accommodation.

f. For a DASG (not a CSG), if the examining provider is not in federal service, the results of the medical evaluation and opinion must be reviewed by a physician having federal status, such as the government physician assigned to the activity, supporting medical department activity, or the regional occupational medicine (OM) physician assigned to the supporting regional medical command (RMC).

g. Title USC Section 701, Title 29 (29 USC 701) et seq. (Findings; purpose; policy) requires that individuals be evaluated for a job based on their ability to perform the essential functions of the job, not on the basis of the mere presence of a disease or disability. A person may not be disqualified from a position simply because of a particular diagnosis. Instead, an evaluation must be made on a case-by-case basis as to whether the person can perform the essential functions of the job, with or without reasonable accommodation.

h. The Army Occupational Health Program includes those evaluations necessary to determine fitness to perform the essential job functions, as described herein. All medical therapeutic measures or additional medical evaluations (that are not required to determine fitness to perform the essential job functions) are the responsibility of the individual.

i. The medical guidelines listed here are not all-inclusive. Many disorders not mentioned here can interfere with performance of the essential job functions (examples are listed in paragraph C-

4, below) and, therefore, would be disqualifying for DASG duties if they actually interfere with essential job functions. Each case must be evaluated individually on its own merits.

j. The examining provider will make a recommendation to the employer as to whether the individual can perform the essential functions of the job, with or without reasonable accommodation, and take the PAT. If needed, the examining provider may consult with the activity owning command's surgeon or the RMC OM physician. The activity-owning command's surgeon or RMC OM physician may confer with the Surgeon General's clinical consultants and staff.

C-2. Examining provider advisory. The examining provider will be advised by the designated command representative of the essential job functions and the annual PAT. The advisory will be provided to the examining provider, in writing, together with a copy of this appendix and the MEDCOM guidance on cardiovascular evaluation.

a. Medical evaluations will be performed on all DASG personnel to ensure they are able to perform the essential functions of the position, with or without reasonable accommodation, and take annual PATs. Evaluation will identify risk factors associated with the development of cardiovascular disease and other diseases that might impair the ability to perform the essential functions.

b. The examining provider will note on the OF 178 (Certificate of Medical Examination) or other appropriate documentation of the medical examination if the individual is medically cleared to participate in an exercise program and take PATs. If medically required, the examining provider may authorize the individual to take an alternate event listed in Appendix D in lieu of a primary event. If the individual is not able to take the PAT or one of its components, and cannot take the PAT with the listed alternate events, the examining provider will make a note of that and refer the individual to the command or hiring authority for disposition. The examining provider will identify work restrictions, if appropriate, and suggest practices, aids, or devices that would allow the individual to perform the essential job functions under reasonable accommodation.

c. The U.S. Army procedures for providing reasonable accommodation for individuals with disabilities are available at <http://eeoa.army.pentagon.mil>.

d. The following resources are available for guidance on developing a personal fitness program:

- (1) The Centers for Disease Control.
- (2) The U.S. Army Public Health Commands.
- (3) The U.S. Army Physical Fitness School.

C-3. Medical evaluation-intent, scheduling, and instructions.

a. A medical evaluation is intended to—

(1) Certify whether the individual is medically fit to perform the essential job functions, with or without reasonable accommodation.

(2) Identify any health condition that may be substantially aggravated by the job.

(3) Evaluate an individual's health and fitness to take the PAT, identify individual cardiovascular risk factors, and provide advice and assistance in controlling risk factors, including referral to the individual's personal physician.

(4) Serve as a baseline for tracking health trends.

b. Medical evaluation frequency and follow-up.

(1) Medical evaluation will be completed on all DASG and CSG personnel upon employment, periodically and on termination if there is a reasonable belief the employee was exposed to a job-related hazardous material or condition that adversely could affect the employee's health. The offer of employment will be contingent on medical certification of the ability to perform the essential job functions. The initial medical evaluation will be accomplished during initial pre-placement evaluation of tentative selectees.

(2) Periodic medical evaluation must be performed annually. The examining provider will tailor this periodic evaluation as clinically indicated, based upon risk factors, and consistent with guidance from the Commanding General (CG), MEDCOM. Supervisors are responsible for coordinating the evaluation of their personnel.

(3) Medical evaluation may be accomplished more frequently if, in the interim, there are medical signs or symptoms suggestive of a medical condition that might interfere with the performance of essential job functions, or at the discretion of the examining provider.

c. Evaluation instructions.

(1) Initial and continuing medical evaluations (including cardiovascular evaluation) of DASGs will be accomplished and will conform to this appendix and the most recent cardiovascular valuation guidance from the CG MEDCOM. These documents assist the examining provider in identifying conditions that ordinarily might be expected to interfere with the performance of one or more essential job functions.

(2) Individual medical information, such as medical records, specialized tests, or an examination by another medical specialist, may be required to determine if an individual can perform the essential functions, with or without reasonable accommodation.

(3) Periodic medical evaluation will assess interval medical history and changes in health that might affect the individual's ability to perform essential job functions. It will follow up previously identified problems including cardiovascular risk factors and interventions, and evaluate for the presence of newly acquired or developed risk factors or relevant conditions. Termination exams include evaluations prompted by potential work exposures or as otherwise clinically indicated.

d. The initial evaluation will consist of—

(1) Medical history and physical examination, to include OF 178 (Certificate of Medical Examination). The medical history should cover the person's known health problems, such as major surgeries, illnesses, medication use, allergies, and alcohol or drug dependence; history of present physical fitness and exercise activity (for example, walks two miles (3.22 kilometers (km)) three days per week at a rapid pace); history of past occupational and environmental exposures; and a symptom review that might suggest early signs of illness. Attention should be paid to findings suggestive of cardiovascular disease, such as angina pectoris or suspicious chest discomfort, dyspnea, syncope, precordial palpitation, hypertension, a history of myocardial infarction, persistent pathological heart sounds, heart murmur(s), and cardiomegaly.

(2) Examination of the dermatological system; eyes, ears, nose, and throat; the respiratory, gastrointestinal, genitourinary, endocrine and metabolic, musculoskeletal, and neurological systems; and special senses. Attention should be paid to signs and symptoms suggestive of an inability to maintain mental alertness and control of voluntary motor functions. Sharpness of the senses, functional capacity, range of motion, and motor strength required to perform essential job functions should be considered.

(3) Fasting blood sugar level. Diabetes mellitus could interfere with the performance of essential police and guard functions. Consultation with the attending physician, RMC OM physician, or PHC OM physician is recommended. The examinee's blood glucose should have been under excellent control for an extended period of time and glycosylated hemoglobin should be less than eight. The examinee should have normal monofilament discrimination, no end organ damage (nephropathy, neuropathy, proliferative retinopathy, no uncontrolled hypertension, and no history of ketoacidosis, hyperosmolar nonketotic coma, nor severe hypoglycemia in the previous year.

(4) Serum cholesterol, high density lipoprotein, low density lipoprotein, and triglycerides. These values are used in cardiovascular evaluation consistent with MEDCOM guidance.

(5) Resting electrocardiogram for initial evaluation, and then as clinically indicated thereafter.

(6) Smoking history (used in cardiovascular evaluation).

(7) Blood pressure (the average of at least two independent measurements taken after 15 minutes of rest). See MEDCOM guidance on cardiovascular evaluation for recommendations.

(8) Hearing—

(a) A DASG will undergo initial and annual audiometric evaluation. Hearing testing is conducted using audiometers (manual or microprocessor) calibrated to the current American National Standards Institute S3.6-2010 standards. Pure tone unaided air conduction hearing threshold levels should not exceed 30 decibel (dB) hearing loss on average for each ear at 500, 1000, and 2000 Hertz (Hz), with no level greater than 35 dB hearing loss at these frequencies; and thresholds should not exceed 55 dB hearing loss at 4000 Hz in each ear. A full audiological evaluation is required for initial evaluations. Whenever feasible, Defense Occupational and Environmental Health Readiness System-Hearing Conservation will be used as the audiometric database system for all DoD personnel enrolled in the hearing conservation program.

(b) If the hearing loss exceeds the above levels, a licensed audiologist will perform a complete audio logic evaluation, including unaided pure tone air and bone conduction audiometry (at 500-4000 Hz), immittance audiometry, unaided speech reception threshold testing, and unaided speech recognition (or discrimination) testing to confirm the hearing thresholds obtained during initial surveillance and to determine if there are other medical causes contributing to the hearing loss.

- If the hearing thresholds continue to exceed the above levels in the audiologists evaluation, the audiologist will also perform a speech-in-noise test. The current recommended speech-in-noise test is the hearing in noise test (HINT), which is an adaptive test that measures speech reception thresholds for sentences in noise in three conditions: one with the speech and noise both presented in front of the listener, one with the speech in front and the noise 90 degrees to the left, and one with the speech in front and noise 90 degrees to the right. Applicants who score below the fifth percentile in any one of these conditions (per the California Peace Officer Standards training guidelines) should not be considered eligible for employment as a DASG. In addition, the audiologist will perform a test using the HINT sentences in quiet. If the speech reception threshold for this test is greater than 28 dB hearing loss, the applicant should not be considered eligible for employment as a DASG. If the HINT is not available, the speech recognition in noise test can be conducted in conformance with AR 40-501. Applicants who score below the 90th percentile on the speech recognition in noise test should not be considered eligible for employment as a DASG.

- Aided candidates should be considered on a case by case basis. Those candidates who wish to be tested with their hearing aids should be administered the HINT to assess speech comprehension ability in noise and quiet. Both tests must be administered by sound field methods rather than headphones. They must meet the same standard aided as unaided and wearing of hearing aids at all times (other than when qualifying with a weapon) needs to be a condition of employment.

- All DASGs who have been previously identified with poor hearing, and have completed an audiological evaluation in the past, require only annual pure tone air conduction threshold audiometry using audiometers (manual or microprocessor) calibrated to the current ANSI S3.6-2010 (Specification for Audiometers) standards. Whenever feasible, the Defense Occupational and Environmental Health Readiness System-Hearing Conservation audiometric database will be used to provide tracking of a significant threshold shift (STS) as defined by DA Pam 40-501. Any individual found to have an STS on annual testing will undergo a complete audiological test battery as indicated in subparagraph 1, above, to include a speech-in noise test and will meet the necessary criteria.

(c) No other field tests are considered acceptable for use by medical professionals.

(d) Candidates who wear hearing aids will be tested in conformance with subparagraph 2, above, if testing is required due to an STS on an annual hearing exam.

(9) Vision screening may be performed by the examining provider if they have the capability to perform these tests; optometry referral is not required unless indicated by poor vision or an inability to properly assess the vision. When an examinee's vision is worse than indicated below, it is likely the individual will not be able to perform the essential job functions; the examining provider should consider this in their assessment.

(a) Using the individual's best optical correction, distance vision should be at least 20/30 in one eye and 20/100 in the other, or 20/40 in one eye and 20/70 in the other, and near vision should be correctable to 20/40 binocularly (both eyes open). Uncorrected binocular visual acuity should be at least 20/100.

(b) Individuals should be able to discriminate between vivid red and green colors.

(c) Individuals should have normal muscle balance, defined as the lack of strabismus (greater than 15 diopters), nystagmus, and diplopia.

(d) Additionally, individuals should have at least a total horizontal visual field of 120 degrees and at least a total vertical visual field of 40 degrees (20 above the horizontal meridian and 20 below the horizontal meridian) in each eye.

(e) Individuals should not have a history of abnormal night vision.

(10) Baseline spirometry should be performed. Individuals must be able to be medically cleared to wear/use a respirator, if required. Medical clearance for respirator use will conform to current applicable Occupational Safety and Health Administration and Army guidance.

(11) Review of immunization status, to include tetanus, tuberculosis skin test, and Hepatitis B immunization, as appropriate.

(12) Psychiatric disorders that could affect the ability to perform essential job functions require additional evaluation. The presence of any of the following specific psychiatric disorders, or a history of such, warrants further evaluation by a psychologist or psychiatrist. Other psychiatric disorders not listed here also may warrant further evaluation. A particular diagnosis need not necessarily have been made previously; rather, if there appears to be signs associated with any of the listed diagnoses, this may warrant further evaluation.

(a) Delirium, dementia, and amnesia and other cognitive disorders.

(b) Major depressive disorder.

(c) Manic-depressive disorder (bipolar).

(d) Dissociative disorders.

(e) Kleptomania.

(f) Panic disorder and other anxiety disorders (depending upon cause, duration, and severity of clinical expression).

(g) Pathological gambling.

(h) Pyromania.

(i) Schizophrenia and other psychotic disorders.

(j) Personality disorders.

(k) Mental retardation.

(l) Alcohol or drug dependence.

(13) Neurological disorders, such as chronic headaches, a history of head trauma, cranial defects, and epilepsy are among the neurological disorders that can interfere with the ability to perform the essential job functions. To evaluate the risk of an on-the-job epileptic seizure, the recommended method is described in the Medical Screening Manual for California Law

Enforcement, pages IX-3 through IX-12. In such cases, the physician also should assess nonseizure-related impairments, such as interictal electroencephalogram discharges (which can cause transient cognitive impairment) or anti-epileptic drug side effects (about 30 percent of such patients will experience moderate to severe side effects, which can include cognitive impairment, visual effects, and ataxia). The physician should specify whether these neurological disorders interfere with the DASG's ability to perform the essential functions of the job.

C-4. Essential Department of the Army security guards/contractor security guard functions.

The examinee will possess the mental, sensorial, and motor skills required to perform the job duties essential for all DASG, as well as those additional essential functions derived from the local specific job task analysis developed for each DASG. Any specific job task analysis will be submitted to the examining provider prior to each medical evaluation.

a. General essential functions. The following functions are essential for all DASGs:

(1) Drag, carry, lift, and/or pull a person to safety.

(2) Use physical force to detain a subject or prevent unauthorized entry.

(3) Prolonged standing and/or sustained patrol on foot or in a vehicle.

(4) Sustained pursuit of suspect on foot.

(5) Dodging, crawling, climbing, and/or rapid ascent of stairs.

(6) Perform the above wearing duty equipment and/or personal protective equipment under adverse environmental conditions.

(7) Performing the above requires—

(a) The ability to be stable with regard to consciousness and the control of voluntary motor functions and have the functional capacity to respond appropriately to routine and emergency situations of the job.

(b) The ability to maintain mental alertness, deductive, and inductive reasoning, memory, and reliable judgment.

(c) Acuity of senses and ability of expression sufficient to allow essential, accurate communication by written, spoken, audible, visible, or other signals while using required personal protective or other equipment.

(d) Adequate motor power, dynamic strength, range of motion, neuromuscular coordination, stamina, gross body coordination, and dexterity.

b. Examples of specific essential functions. These functions are those that police and security guards are typically expected to perform during routine duties. Local Commanders/Directors/Individual Reliability Program Certifying Officials should tailor this list by identifying those functions essential to their particular mission (job task analysis) and geographical location.

(1) Operate both as a member of a team and independently at incidents of uncertain duration.

(2) Spend extensive time outside exposed to the environmental elements.

(3) Tolerate environmental extremes while performing duties (dependent on local climate). Must perform physically demanding work in hot and humid (up to 100 percent humidity) atmosphere while wearing duty equipment and/or personal protective equipment, which may significantly impair body-cooling mechanisms.

(4) Experience frequent transition from hot to cold and from humid to dry atmospheres.

(5) Work, including walking, running, standing, pulling, and pushing in wet, icy, or muddy areas.

(6) Perform a variety of tasks on slippery, hazardous surfaces, such as on icy pavement, wet grass, or leaves.

(7) Work in areas where sustaining traumatic or thermal injuries are possible.

(8) Ability to properly and effectively wear or use personal protective equipment, including that used to prevent exposure to chemical, biological, or radiological agents.

(9) Face exposure to infectious agents, such as Hepatitis B or human immunodeficiency virus.

(10) Wear personal protective equipment weighing approximately 30 pounds while performing emergency tasks.

(11) Perform physically demanding work while wearing a protective mask or respirator, which increases the resistance of inhalation and reduces the efficiency of air exchange.

(12) Perform complex tasks during life-threatening emergencies.

- (13) Work for long periods of time, requiring sustained physical activity and intense concentration.
- (14) Make life or death decisions during emergency conditions.
- (15) Be exposed to grotesque sights and smells associated with major trauma and burn victims.
- (16) Make rapid transitions from rest to near maximum exertion without warm-up periods.
- (17) Freedom from frequent episodes of pain or inability to perform work or sudden incapacitation.
- (18) Ability to maintain balance under adverse conditions, weight loads, and at above ground heights, and maintain body flexibility.
- (19) Operate in environments of high noise, poor visibility, limited mobility, above-ground heights, and in closed or confined spaces.
- (20) Use manual and power tools in the performance of duties.
- (21) Rely on sense of sight, hearing, smell, and touch to help determine the nature of the emergency; maintain personal safety; and make critical decisions in a confused, chaotic, and potentially life-threatening environment throughout the duration of the operation.
- (22) The ability to identify colors and read placards and street signs or see and respond to imminently hazardous situations in less than standard visual lighting conditions.
- (23) The ability to temporarily perform minimum required duties in the event eyeglasses are broken or displaced by emergency activity.
- (24) Ability to verbally communicate effectively under noisy circumstances with a potential for voice obstruction by personal protective equipment.
- (25) Ability to distinguish low intensity voice sounds from background noise in order to respond to imminently hazardous situations.
- (26) Ability to work in closed or confined spaces.
- (27) Ability to judge distances closer than 13 feet (ft) (3.96 meters (m)) demonstrated, either by testing of depth perception or by a practical field test.
- (28) Ability to direct traffic or perform crowd control.

(29) Employ and/or manipulate and accurately engage with various assigned weapons systems, radios, flashlights, less lethal implements, etc. while moving and communicating under all the above conditions.

C-5. Medical restrictions for Department of the Army security guards/contractor security guards.

a. Temporary medical restrictions. Temporary medical restrictions apply to those medical conditions which are non-chronic impairments of short duration, with little or no long-term or permanent impact. Temporary impairments include conditions such as broken limbs, sprained joints, influenza, pregnancy, and temporary side effects of prescribed medication.

(1) The designated command security representative will determine, based on information from a competent medical authority, whether an individual with temporary medical restrictions can perform their job. Often, this determination may be made based upon documentation from the employee's health care provider. It also may be appropriate to consult with Army medical personnel and the CPAC to obtain any additional documentation necessary for this determination.

(2) An individual whose temporary medical restrictions prevent him or her from performing their job duties may not perform those duties. The individual may take any available leave with approval from the supervisor. The individual also may be assigned to alternate duties, if available, but the command is not required to provide such duties.

(3) Assignment to alternate duties typically should not exceed three months. The assignment to alternate duties may be extended for a period of up to nine additional months if such duties are available. In no situation will an individual be carried on alternate duties for more than 12 months.

(4) The PAT requirements for personnel with temporary medical restrictions are located in Appendix D.

b. Individuals with disabilities and long-term medical restrictions.

(1) Individuals with disabilities, or who otherwise have long-term medical restrictions, must be able to perform the essential functions of the job. Reasonable accommodation must be made to allow individuals with disabilities to perform essential job functions.

(2) A DASG may be subject to long-term medical restrictions because of a disability. They may also be subject to long-term restrictions based upon chronic impairments not rising to the level of disability. For instance, the DASGs may have a non-temporary ankle or wrist condition which prevents them from taking the primary PAT events, but they generally have no difficulty performing major life activities and essential job functions.

(3) The designated command representative will determine whether an individual with a disability or long-term medical restrictions can take the PAT (including through the use of alternate events) and perform the essential functions of the job. Often, this determination may be made based upon written information from an employee's own health care provider. It also may be appropriate to consult with Army medical personnel to obtain any additional documentation necessary for this determination.

(4) Prior to requesting additional medical information, denying a request for reasonable accommodation, reclassifying, or removing an individual who cannot perform the essential functions of the job because of a disability or long-term medical restrictions, the designated representative must consult the servicing CPAC and servicing legal advisor.

APPENDIX D

Physical Ability Test

D-1. General. The PAT serves to provide a measure of the individual's preparedness to successfully accomplish the essential functions of the position. This appendix directs the conduct and administration of PATs for DASG/CSGs. Administer physical ability testing in conformance with this appendix for all DASG/CSG personnel. In order to meet the condition of employment standard, the individual tested must successfully pass the established standard for each of the two elements of the PAT.

a. The PAT will be conducted annually for DASG/CSG personnel.

b. A minimum of four months must lapse before an individual who passed the PAT in one calendar year is required to take the PAT again in the next calendar year. Job descriptions will contain the physical ability testing requirement.

(1) New hire DASGs must be advised, in writing, at the time of initial employment, that they must pass the record primary PAT within 30 days of hiring date. New hires must sign a statement acknowledging they have been so advised. Thereafter, passing the PAT will be required annually. New hires attending the USAMPS Academy must comply with the USAMPS Academy graduation standards.

(2) Current DASG employees must pass the record PAT within one year from the date of their initial entry medical clearance; thereafter, passing the record PAT is required annually. If the DASG fails the record PAT, the officer must pass the retest within 90 days. If the DASG fails the second PAT, management will contact CPAC regarding options for appropriate personnel action.

(3) The following applies to CSGs:

(a) The CSG will meet the same physical fitness requirements required for DASGs.

(b) The PAT standards will be incorporated into the SOW/PWS for all new security guard contracts initiated after publication of this ER. Current security guard contracts will not be modified for the sole purpose of including the new PAT standards into the SOW/PWS. When current security guard contracts expire, or if there are major modifications to existing contracts, the new PAT standards will be incorporated into the requirements and negotiated with the contractors. To avoid inconsistencies between the contract SOWs/PWS, and this regulation, specific PAT standards should not be included in the SOW/PWS. Instead, SOW/PWS should require compliance with the standards contained in the most current version of this ER.

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(c) For CSG new hires, the initial testing requirement must be met prior to assignment to a security guard position.

(d) If a currently assigned CSG fails the record PAT, the CSG must pass the retest within 90 days. If the CSG fails the second PAT, contact the COR.

(e) Procedures will be established for periodic review of personnel records for CSGs. The specific provisions of the contract may include the requirement that government personnel monitor the contractor's administration of required physical fitness testing. Depending on the size of the CSG force and the complexity of its mission, a Commander's or Director's representative may be appointed as a COR or COTR.

D-2. Requirements.

a. Minimum physical requirements for the primary PAT are—

(1) Execute 19 pushups in two minutes. The event demonstrates core strength and capacity used in defensive tactics and is important for rescues and use of force situations.

(2) Running one and half miles (2.41 km) in 17:30 minutes. The event serves to assess cardiorespiratory and leg muscle endurance.

b. Minimum physical ability requirements are related to the individual's job requirements, because they provide relative measures of the individual's preparedness to perform physically demanding tasks in unusual or emergency situations.

D-3. Procedures and sequencing. The procedure and sequence of testing events are—

a. Conduct warm-up for three minutes.

b. Perform the pushups.

c. Rest for ten minutes.

d. Conduct cardio warm-up for two to three minutes.

e. Perform the run.

f. Conduct cardio cool down for five minutes.

D-4. Alternate events. Alternate PAT events are designed for current career employees who are in the post-academy career phase rather than new hires. New hires must pass the primary PAT as described above. The alternate PAT described below is permitted for current DASG/CSGs with

long-term medical restrictions or disabilities who cannot perform the run or pushup events, but can otherwise perform the essential functions of the job.

a. PAT events. The DASG/CSGs must perform all the primary PAT events in which their medical restrictions permit and also will complete any identified alternate event in the time period specified.

b. Alternate events.

(1) The two mile (3.22 km) walk is an authorized alternate event for the one and a half mile (2.41 km) run. This event uses the same course as the one and a half mile (2.41 km) run.

(a) Scorers must observe the person during the entire event and ensure the person maintains a walking stride. Those who break into any type of running stride will be terminated from the event and given a "no go." When the event is over, scorers record the time in the scorecard, initial the appropriate block, and note in the comment block that the time is for a two mile (3.22 km) walk and whether or not the individual received a "go" or "no go."

(b) The individual must walk two miles (3.22 km) in 32 minutes to successfully pass this event.

(2) The 25 ft (7.62 m) dummy drag is an authorized alternate event for the pushup.

(a) The dummy must be of average proportionate height and weight of an adult and weigh between 140 pounds (63.5 kilogram (kg)) and 150 pounds (68.0 kg).

(b) When picking up and putting down the dummy, those being tested must bend their knees to protect lower back.

(c) Stand behind the dummy and hold it under its arms.

(d) At the starting line, participants must move the dummy in a controlled manner for 25 ft (7.62 m) and place the dummy on the ground safely at the completion of the event (dummy's feet must pass the 25 ft (7.62 m) line).

(e) Must complete the event without dropping the dummy in order to successfully pass this event.

(f) Must complete the event in 15 seconds.

D-5. Temporary medical restrictions. The DASG/CSGs personnel who are temporarily, medically restricted from performing the functions of their job, to include taking the PAT, will be exempt from taking the PAT for the duration of the temporary medical restriction. Once the

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temporary medical restriction has been lifted and the individual has been medically cleared to return to full duty, he or she will have 90 days to pass the PAT.

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GLOSSARY

Terms and Abbreviations

Section I - Abbreviations

ANSI - American National Standards Institute

AR - Army Regulation

ARIMS - The Army Records Information Management System

CG - Commanding General

CO - Certifying Official

COR - contracting officer's representative

COTR - contracting officer's technical representative

CPAC - Civilian Personnel Advisory Center

CSG - contract security guard

CTA - common table of allowances

DA - Department of the Army

DASG - Department of the Army Security Guard

dB - decibel

DD - Department of Defense (form)

DoD - Department of Defense

DoDI - Department of Defense Instruction

EN BN (PP) - Engineer Battalion (Prime Power)

ER - engineering regulation

FOA - field operating activity

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FPS - Federal Protective Service

ft - feet

FTO - field training officer

FTP - field training program

HQUSACE - Headquarters, United States Army Corps of Engineers

Hz - Hertz

IRP - Individual Reliability Program

kg - kilogram

km - kilometer

LEWTQ - Law Enforcement Weapons Training and Qualifications

MEDCOM - Medical Command

m - meter

OF - Optional Form

OM - occupational medicine

OPM - Office of Personnel Management

PAM - pamphlet

PAT - physical ability test

PL - Public Law

PWS - performance work statement

RMC - regional medical command

SJA - staff judge advocate

SOW - statement of work

ST - special text

STS - significant threshold shift

TSP - training support package

U. S. - United States

USACE - U.S. Army Corps of Engineers

USAMPS - U.S. Army Military Police School

USC - United States Code

Section II - Terms

Certifying Official

The Commander, Director, or their designated representative, charged with the maintenance of law and order at an installation, activity, or facility and for making suitability determinations of DASG/CSGs.

Contracting officer's representative

An individual designated, in writing, by the contracting officer to act as an authorized representative within the scope and limitations authorized by the contracting officer.

Contracting officer's technical representative

An individual at a specific installation or activity designated, in writing, by the contracting officer to act as an authorized representative within the scope and limitations authorized by the contracting officer.

Department of the Army Guard, job series 0085

This series includes positions with the primary duty of protective services work in guarding federally owned or leased buildings and property; protecting Government equipment and material; and controlling access to Federal installations and activities by employees, visitors, residents, and patients. The purpose of guard work is to protect and prevent loss of materials or processes that are important for national defense, for public health or safety, or as national treasures.

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Provost marshal

Where assigned to the installation or activity, the provost marshal is the Chief of Police or Chief of Security.

Reasonable accommodation

Any change in the work environment or in the way things are customarily done that enables an individual with a disability to have equal employment opportunities. This includes: modifications or adjustments to a job application process that enable an applicant with a disability to be considered for the position such qualified applicant desires; or modifications or adjustments to the work environment, or to the manner or circumstances under which the positions held or desired is customarily performed, that enable and individual with a disability to perform the essential functions of that position; or modifications or adjustments that enable an employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated employees with disabilities.

Section III - Special Abbreviations and Terms

This section contains no entries.