



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON JAPAN
UNIT 45006
APO AREA PACIFIC 96343-5006

COMMAND POLICY
27-1

IMJN-ZA

15 MAY 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Reservation of Authority for Civilian Misconduct

1. REFERENCE. Army Regulation 690-700, Personnel Relations and Services (General), chapter 751, 15 November 1981.
2. POLICY. In civilian misconduct cases involving appropriated fund, non-appropriated fund, Master Labor Contract (MLC), and Indirect Hire Agreement (IHA) employees of the U.S. Army Garrison Japan (USAG-J), I personally reserve the authority to dispose of offenses and impose disciplinary action for the following offenses:
 - a. Use or possession of unauthorized drugs.
 - b. Driving offenses involving alcohol.
 - c. Sexual Harassment.
 - d. Fraud, Waste and Abuse (Over \$5,000).
3. PROCEDURES. Directorate heads or military police who receive information that one of the listed offenses has been committed should refer the information to the appointed investigating officer. The investigating officer will conduct an inquiry and seek assistance or guidance from the Office of the Staff Judge Advocate (SJA), as necessary, to determine the circumstances of the offense. If there is any credible evidence of misconduct, the investigating officer will coordinate with me and with the Management Employee Relations (MER) Branch (Br), Japanese Employee and Services Office (JESO), USAG-J or Master Labor Contracting Officer's Representative, and expeditiously forward to me all available evidence and their recommendations as to the disposition of the case. Any civilian misconduct issues involving USAG-J MLC and IHA employees should be coordinated with JESO to ensure compliance with the MLC and IHA contracts.
4. Leaders at all levels are expected to provide their honest and independent recommendation on how misconduct should be addressed. Nothing in this policy statement should be interpreted to suggest that allegations must be disposed of in a

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particular manner; that predetermined types or amounts of punishment are appropriate; or that adverse action is required in all cases or a particular case.

5. The MER Br, JESO, USAG-J is responsible for advising me on particular cases, coordinating all misconduct cases with the Office of the SJA, Master Labor Contracting Officer's Representative, when necessary, and preparing the necessary documents to implement my decisions in accordance with this policy.

6. The proponent for this action is the Administrative/International Law, SJA Office, U.S. Army Japan and I Corps (Forward).

7. This command policy supersedes USAG-J Command Policy 27-1, 3 August 2011.

8. This command policy will remain in effect until superseded or rescinded.


JOY L. CURRIERA
COL, AG
Commanding

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