DEPARTMENT OF THE ARMY
HEADQUARTERS, 18TH MILITARY POLICE BRIGADE
MANNHEIM, GERMANY APO AE 09058

REPLY TO
ATTENTION OF

AETV-MP-H

21 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 18th Military Police Brigade Command Policy Memorandum #9, Relief for Cause

1. References:

a. AR 600-20, Army Command Policy.

b. AR 623-105, Officer Evaluation Reporting System.

c. AR 623-205, Noncommissioned Officer Evaluation Reporting System.

d. UR 614-2, Officer Use and Management.

e. USAREUR Command Policy Letter 15, Relief for Cause, 4 May 2003.

f. V Corps Command Policy Memorandum 13, Relief for Cause, 26 Nov 2001.

2. A relief for cause is a very serious and potentially career ending event. As such, every reasonable effort should be made to ensure the officer or NCO has been given appropriate opportunities to correct the behavior. Leadership efforts should normally include information and formal counseling, retraining, and if necessary letters of reprimand/admonishment.

3. When the chain of command believes it is appropriate to relieve an officer or NCO for cause, they will first notify their next senior commander for guidance. If the relief is a result of an article 15-6 investigation then the referral and comment procedures of that regulation must be followed before initiating or directing the relief. In all cases the procedures in AR 623-105 or AR 623-205 must be followed to fully document the relief. The official contemplating a relief for repeated misconduct is responsible for ensuring that appropriate written counseling and notification have taken lace per AR 600-20. The notification will:

a. Be in a written format and address the officer or NCO by name and summarize the reasons the relief is contemplated, including specific deficiencies and what is expected of the officer or NCO in these areas and summarize previous written and oral counseling, if any.

b. Establish a probationary period during which the officer or NCO will be given an opportunity to demonstrate corrective action. The probationary period normally will be at least 30 days but may be extended up to 90 days.

c. Be signed by the senior official considering taking the relief action and requires the officer or NCO to acknowledge receipt of the notification in writing by a specified date (normally 48 hours).

d. In all cases, when it is necessary to further investigate the circumstances or conduct of an officer or NCO, they may be suspended from assigned duties pending the outcome of the investigation.

4. In cases where a relief for cause is based on a single catastrophic incident such as DUI, drug use, or other grievous misconduct there is no requirement for a probationary period.

5. The relief of officers and NCOs will be conducted in accordance with the below:

a. Non-command field grade officers, Company grade officers in command, SGMs, 1SGs (position, not rank), all other officers, warrant officers and NCOs in the grade of E8 or above will not be relieved until the Deputy Corps Commander approves the relief in writing. However, these individuals may be suspended from assigned duties by the Battalion Commander, pending the decision on whether or not to relieve for cause.

b. Battalion Commanders and CSMs will not be relieved until the Corps Commander has notified the CG, USAREUR/7A. After the CG, USAEUR/7A has been notified, the Deputy Corp Commander must approve the relief in writing.

c. I am the approval authority for relieving platoon Sergeants (position, not rank). I delegate approval authority to relieve squad leaders and below to Battalion Commanders.

6. The intent of this policy is not to limit a commander's ability to maintain good order and discipline, but to ensure that both legal and administrative due process are properly exercised in relief for cause actions, and to ensure the proper documentation of these actions when necessary.

7. POC for this memorandum is the undersigned at DSN 382-5600.

8. "EVER VIGILANT"

DISTRIBUTION:
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MARK S. SPINDLER
COL, MP
Commanding