



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF CHAPLAINS
2700 ARMY PENTAGON 3E524
WASHINGTON DC 20310-2700

AUG 12 2011

DACH-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Waivers to Accessioning Standards – Fiscal Year (FY) 2012

1. As Proponent of the Branch, I authorize the following waivers to the Accessioning Standards for FY 2012.

2. Reason for Waivers.

a. Branch Diversity. These waivers allow the Branch to maintain a plural Chaplaincy that represents the diverse religious culture of our Nation.

b. Religious Support. These waivers allow the branch to meet continuous shortages in all Army components, ensuring adequate religious support is provided to all authorized Soldiers, their Families, and DA civilians. Projected approximate shortages for FY 12:

(1) Regular Army – 0 (99.9% Strength as of JUN 11)

(2) ARNG – 148 (81% Strength as of JUL 11)

(3) USAR – 130 (82% Strength as of JUL 11)

(4) Chaplain Candidate Program (as of JUL 11) – ARNG: 437; USAR: 469

3. Waivers to accessioning standards for FY12. See enclosure.

4. POC is the Accessions Officer at 571-256-8768.

DONALD L. RUTHERFORD
Chaplain (MG) USA
Chief of Chaplains

Encl

DISTRIBUTION:
Chief, National Guard Bureau, ATTN: Staff Chaplain

DACH-ZA

SUBJECT: Waivers to Accessioning Standards – Fiscal Year (FY) 2012

DISTRIBUTION: (CONT)

U.S. Army Forces Command, ATTN: Command Chaplain

U.S. Army Training and Doctrine, ATTN: Command Chaplain

U.S. Army Recruiting Command, ATTN: G-3 Operations

CF:

HQDA G-1, ATTN: Chief, Officer Accessions Policy (w/encl)

Human Resources Command, ATTN: Officer Appointments (w/encl)

U.S. Army Chaplain School and Center, ATTN: Commandant (w/encl)

AGE

Active Component / Regular Army

STANDARD: AR 601-100, 1-9 – “less than 42”.

WAIVER AUTHORITY:

1) AR 601-100, 1-9 - Chaplains are specifically exempt from the “less than 42” standard.

2) 10 USC 1251 – Secretary of the Army may extend chaplains through their 67th birthday.

FY 2011 WAIVERS:

1) “Less than 45” at the time of commissioning, with or without prior service.

FY 2012 WAIVERS: CHANGE

1) **No waiver for age. Exceptions to policy authorized for critically short faith group.**

JUSTIFICATION / POLICY / COMMENTS:

No shortage for RA for FY10 and FY11 except for critically short faith group. U.S. Army is short over 100 Roman Catholic Priests to meet HQDA G-1’s religious demographic.

Age waiver commits DACH to coordinate MRD deferments for those chaplains accessed above 41 years of age in order for them to be eligible for retirement benefits. This is expected in some shortage faith groups.

It is critical the Chaplaincy accession at or below the age standard to provide a larger pool of chaplains IOT develop for senior leadership.

AGE

Reserve Components

STANDARD: AR 135-100, 1-6, Table 1-1 – “less than 40”.

WAIVER AUTHORITY:

1) AR 135-100, 1-8, 2-1 - Chaplains may request waiver above the maximum limits.

2) 10 USC 14703 – Secretary of the Army may extend chaplains through their 67th birthday.

FY 2011 WAIVERS: CHANGE – LOWER AGE WAIVER TWO YEARS

1) “Less than 47” with at least three years of prior AFS or creditable Reserve service, at the time of commissioning.

2) “Less than 45” for those without prior service, at the time of commissioning.

FY 2012 WAIVERS: NO CHANGE

1) “Less than 47” with at least three years of prior AFS or creditable Reserve service, at the time of commissioning.

2) “Less than 45” for those without prior service, at the time of commissioning.

JUSTIFICATION / POLICY / COMMENTS:

An extended age waiver reflects the requirement to fill persistent shortages facing the reserve components. While the ARNG and USAR continue to shape their respective force structures, shortages in the company grade Chaplaincy remain an issue.

The ability to support ARFORGEN is impacted by limited numbers of Company Grade Reserve chaplains having to remain mobilized or recalled for additional duty.

This waiver commits the ARNG and USAR to coordinating MRD extensions for those chaplains accessed above 39 years of age. Over a three year period (FY09-FY07), USAR chaplain Accessions who were appointed at 45 years or older numbered 36.

ARNG may request exceptions for states with critical shortages. USAR may request exceptions for regions with critical shortages.

The plan is in five years, the age waiver for the USAR and ARNG will be phased out.

Enclosure One
Chief of Chaplains Waiver Policy FY12

AGE

Chaplain Candidates

STANDARD: AR 135-100, 1-6, Table 1-1 – “less than 34”.

WAIVER AUTHORITY:

1) AR 135-100, 1-8, 2-1 - Chaplains may request waiver above the maximum limits.

2) AR 135-178, 1-11 & NGR 600-200, 7-10 – Those with at least 18-years creditable service may be extended until attaining 20 qualifying years

3) 10 USC 14703 – Secretary of the Army may extend chaplains through their 67th birthday.

FY 2011 WAIVERS:

“Less than 40” at the time of commissioning, with or without prior service.

FY 2012 WAIVERS: CHANGE

“Less than 39” at the time of commissioning, with or without prior service.

JUSTIFICATION / POLICY / COMMENTS:

The Chaplain Candidate (CC) Program provides a critical pipeline for the Chaplain Corps. Accessioning chaplain candidates at or below the age standard maximizes the return on investment.

Commitment to the long term health of the Branch means that the CC program cannot become so old that significant numbers of candidates are not able to serve as chaplains through a full 20-year career.

Average age for seminarians in the US is 38 years old.

States or regions with critical shortages may request an exception to policy. Requests for exceptions will be reviewed on a case by case basis.

MORAL

Financial

STANDARD: AR 135-100, 1-6, AR 601-100, 1-12 - "Applicant must be of good moral character".

WAIVER AUTHORITY:

- 1) AR 135-100, 1-8; AR 601-100, 1-13 – RA/RC waiver limits authorized.
- 2) AR 601-210, 4 – Army waivers defined.

FY 2011 WAIVERS:

- 1) Bankruptcies – must be at least one year since final disposition.
- 2) Delinquencies of 90 days or more/Garnishments/Repossessions – must be at least one (1) year since last occurrence.

FY 2012 WAIVERS: No Change.

- 1) Bankruptcies – must be at least one year since final disposition.
- 2) Delinquencies of 90 days or more/Garnishments/Repossessions – must be at least one (1) year since last occurrence. Financial history that would result in a denied security clearance will not be waived.

JUSTIFICATION / POLICY / COMMENTS:

Regulation allows the waiver; the time limits imposed are according to the CCH policy.

In regard to loss of property/funds or delinquencies, a 12 month period following a court adjudication or formal implementation of a repayment plan should be sufficient to show an Accessions Board the applicant's ability to manage funds, pay off debts, and serve as a better steward of God's blessings.

The Waiver Authority will consider current enlisted waiver policies when reviewing requests for moral waivers to ensure decisions are in concert with enlisted standards.

MORAL

Legal - Civil / Criminal / UCMJ

STANDARD: AR 135-100, 1-6, AR 601-100, 1-12 - "Applicant must be of good moral character".

WAIVER AUTHORITY:

- 1) AR 135-100, 1-8; AR 601-100, 1-13 – AC/RC waiver limits authorized.
- 2) AR 601-210, 4-22; 4-23 – Non-waivable offenses.

FY 2011 WAIVERS:

- 1) Arrests and Convictions – may involve a conviction that results in no more than 6 months incarceration; must have taken place at least 10 years prior or before the applicant turned 26 years old.
- 2) Minor Violations – may not involve incarceration or more than \$250 in fines.

FY 2012 WAIVERS: No change.

1) Arrests and Convictions – may involve a conviction that results in no more than 6 months incarceration; must have taken place at least 10 years prior or before the applicant turned 26 years old. Arrests or convictions history that would result in a denied security clearance will not be waived.

2) Minor Violations – may not involve incarceration or more than \$250 in fines.

JUSTIFICATION / POLICY / COMMENTS:

The CCH policy remains in effect concerning those convicted as a youthful offender or of a violent felonious act involving drugs, weapons, or bodily injury. These offenses will not be waived.

Those arrested and convicted of any domestic violence will not be waived.

Use of one or more illegal drugs more than five (5) times, regardless of arrest or conviction within 10 years of application is not waived.

The Waiver Authority will consider current enlisted waiver policies when reviewing requests for moral waivers to ensure decisions are in concert with enlisted standards.

PREVIOUS WORK EXPERIENCE (PWE)

Regular Army

STANDARD: AR 165-1, 8-2 - Applicant "must have a minimum of 2 years full time professional experience after completing the educational requirements".

WAIVER AUTHORITY:

DA PAM 165-17, 2-11 – CCH grants waivers for the "time" in which the experience takes place, not the experience itself.

FY 2011 WAIVERS:

Endorsing Agent must provide a detailed summary of the experience that the endorser feels is equal to the 2 years of post-graduate professional experience. No waiver of the two year post graduate experience unless endorser proves that the applicant has a minimum of five years full time (40 hours per week) professional time as a spiritual leader in a worship gathering of the applicant's chosen faith group.

FY 2012 WAIVERS: CHANGE

Endorsing Agent must provide a detailed summary of the experience that the endorser feels is equal to the 2 years of post-graduate professional experience. No waiver of the two year post graduate experience unless endorser proves that the applicant has a minimum of two years full time (40 hours per week) professional time as a spiritual leader in a worship gathering of the applicant's chosen faith group.

Applicant for the Chaplaincy must conduct at least one funeral and conduct or assist with one wedding.

JUSTIFICATION / POLICY / COMMENTS:

In light of the extensive use of Reserve component chaplains during GWOT, it is noted that the experience requirement was called in to question by every Accessions Board in FY09 and FY10. The members of the Board questioned why the Active component must have "experience" but the Reserves, who may very well deploy into a combat zone before their active duty comrades, have no requirement at all.

During FY10 40% required PWE waiver (27 of 66). During FY09, 51% of the AC applicants required a PWE waiver. During FY08, 46% of the AC applicants required a PWE waiver. During FY07, 44% required this waiver. During FY06, 52% required this waiver.

Chaplain Candidate practicum, CHBOLC, and Chaplain Assistant service may not be counted toward PWE.

OVER TEN YEARS ACTIVE FEDERAL SERVICE

Active Component / Regular Army

STANDARD: AR 601-100, 1-14 – Applicants must be able to complete ten years of active commissioned service (ACS) by the date they have completed 20 years of AFS.

WAIVER AUTHORITY: HQDA DAPE has authorized the CCH to waive this requirement in the past.

FY 2011 WAIVERS:

Individuals may apply for the active component if they have more than ten, but less than 17 years, honorable AFS as an enlisted member of any Armed Force. If there is an eligible applicant with over ten years AFS, he or she may request through DACH Accessions to HQDA G-1 for an exception.

FY 2012 WAIVERS: NO CHANGE.

Individuals may apply for the active component if they have more than ten (10), but less than seventeen (17) years, honorable AFS as an enlisted member of any Armed Force. If there is an eligible applicant with over 10 years AFS but less than 17 years, he or she may request through OCCH (ATTN: DACH PEC) to HQDA G-1 for an exception.

JUSTIFICATION / POLICY / COMMENTS:

Applicants can have no more than 16 years prior AFS. This ensures that the individual will be able to train and serve through at least one full ARFORGEN cycle with a unit prior to being eligible for retirement.

Applicants must acknowledge that they will not be eligible to participate in the company grade CPE program, due to their total prior AFS being above the maximum allowed for consideration.

Applicants must acknowledge that their retirement grade is subject to current law (10 USC 632) and that there is no guarantee they will be allowed to retire as a commissioned officer, but may be retired in their highest previously held enlisted grade.

Must be able to meet all other standards and able to accept any worldwide assignment.

RE-ENLISTMENT CODE (RE Code)

All Components

STANDARD: AR 601-210, 3-19 - Prior service applicants must have an RE Code "1" in order to re-enter the Army service.

WAIVER AUTHORITY: AR 601-210, 3-21 – Requests for waiver may be submitted for RE Code "2" or "3" discharges, as long as the discharge was characterized under honorable conditions.

FY 2011 WAIVERS:

Applicant and/or Recruiter must submit a request for waiver fully explaining the circumstances for the discharge and reasons for re-entry to the service as a chaplain or chaplain candidate. Circumstances surrounding discharge with a bar to re-entry must not negatively impact on present and future situation of the applicant.

FY 2012 WAIVERS: CHANGE - AR 601-210, 3-22 added.

Applicant and/or recruiter must submit a request for waiver fully explaining the circumstances for the discharge and reasons for re-entry to the service as a chaplain or chaplain candidate. Circumstances surrounding discharge with a bar to re-entry must not negatively impact on present and future situation of the applicant. IAW AR 601-210, 3-22, no waiver requests are required for reentry codes for personnel who were released early to attend school or received SSB/VSI separation pay and received an SPD code of KCB, KCF, MCA, MCB, MCF, or KCA. Personnel who enlisted in the AR who never shipped to IADT that subsequently were discharged for being an unsatisfactory participant may enlist without a waiver.

JUSTIFICATION / POLICY / COMMENTS:

Applicants who re-enlisted and/or are currently serving are considered waived from a previous bar to re-entry.

MEDICAL

All Components

STANDARD: AR 40-501, 2; AR 135-100, 1-6; AR 600-9, Table 1; AR 601-100, 1-5 - All applicants must be certified as being physically fit for commissioning by a military medical authority.

WAIVER AUTHORITY: AR 40-501, 1-6 – Waiver authority for RA/USAR personnel is USAREC Surgeon; waiver authority for ARNG is NGB Surgeon.

FY 2011 WAIVERS:

Only applicants with approved waivers from the offices listed above are accepted.

FY 2012 WAIVERS: No change.

Only applicants with approved waivers from the offices listed above are accepted.

JUSTIFICATION / POLICY / COMMENTS:

All applicants for commissioning must meet the height and weight standards of AR 600-9.

If the applicant's physical is more than 6 months old at the time of the board, a HT/WT memo or Tape Test (DA Form 5500) must be submitted by Army personnel, showing continued compliance with the regulations. NOTE: Accessioned personnel must have HT/WT within 6 months IOT appoint.

DODMERB does not include HIV nor drug testing which are required for accessioning. If an applicant chooses to use DODMERB, they must have those tests done by a civilian physician.

EDUCATION

All Components

STANDARD: AR 165-1, 8-2 - Applicants must have an accredited degree for commissioning and appointment to the chaplaincy.

WAIVER AUTHORITY: DODI 1304.28, 6.2 – Applicants may submit degrees issued from non-accredited institutions providing that they meet DOD requirements.

FY 2011 WAIVERS:

1) Unaccredited undergraduate degrees must receive at least one “wash” letter from an institution listed in the American Council of Education (ACE) annual.

2) Unaccredited graduate degrees must receive at least three “wash” letters from institutions listed in the American Council of Education (ACE) annual.

FY 2012 WAIVERS: CHANGE

1) Unaccredited undergraduate degrees must receive at least one “wash” letter from an institution listed in the American Council of Education (ACE) annual.

2) Unaccredited graduate degrees must receive at least three “wash” letters from institutions listed in the American Council of Education (ACE) annual.

3) Credit for CHBOLC, advancing undergraduate credits to graduate credits, Military Evaluation credits, and life experience credits may not be counted toward minimum 72 hour degree.

JUSTIFICATION / POLICY / COMMENTS:

If an accredited seminary or graduate school has enrolled someone with an undergraduate degree from an unaccredited institution, the acceptance by the accredited school may be counted as the one wash letter requirement.

AFCB letter dated 8 January 2010 clarifies DODI 1304.28: the 72 hour minimum must be a singular degree of at least the minimum required hours.

APPOINTMENT GRADE / RANK

All Components

STANDARD: AR 135-100, 3-7; AR 600-8-29, 1-42; AR 601-100, 2-4 - Applicants will be appointed in the proper grade as allowed by law and regulations DA PAM 165-17, 2-13 and Table 2-1 provides a summation of the standard.

WAIVER AUTHORITY: Recommendation by Chief of Chaplains to the Secretary of the Army or designee (AR 135-100, Table 3-1).

FY 2011 WAIVERS:

None.

FY 2012 WAIVERS: CHANGE.

Appointments for ARNG Chaplain Candidate Program will not exceed CPT/O-3

JUSTIFICATION / POLICY / COMMENTS:

RA appointment will not exceed CPT/O-3.

RC appointment will not exceed MAJ/O-4.

CHANGE: Appointments for ARNG Chaplain Candidate Program will not exceed CPT/O-3.