



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
2461 EISENHOWER AVENUE
ALEXANDRIA, VA 22332-0300

DAPE-CPZ

OCT 26 2010

MEMORANDUM FOR ARMY NAF HUMAN RESOURCES OFFICES

SUBJECT: Interim Policy Guidance for Common Access Card (CAC) Background Vetting Requirements for Nonappropriated Fund (NAF) Employees who are Non-United States (U.S.) Citizens

1. References:

a. Memorandum, DAMI-CDS, 5 October 2010, subject: Interim Policy Guidance for Common Access Card (CAC) Background Vetting for Foreign Nationals.

b. Directive-Type Memorandum (DTM) 08-003, 1 December 2008, subject: "Next Generation Common Access Card Implementation Guidance."

2. Effective immediately, in accordance with reference 1.a. NAF employees who are non-U.S. citizens requiring a CAC will be subject to a favorable Federal Bureau of Investigations (FBI) fingerprint, Special Agreement Check (SAC), or a National Agency Check with Inquires (NACI) prior to being issued a CAC, as applicable below:

a. Non-U.S. citizens who have not resided in the U.S. for 3 of the last 5 years are required to have a favorable FBI fingerprint SAC, and an initiated NACI through the Office of Personnel Management, unless otherwise prohibited by the terms of the host nation agreement.

b. Non-U.S. citizens who have resided in the U.S. for at least 3 of the last 5 years will be required to have NACI in accordance with existing policy procedures.

3. Non-U.S. citizens hired in flexible, seasonal, and/or temporary positions (non-DoD networks) designated not to exceed 6 months are not subject to this requirement, to include summer hire positions (except for childcare). However, pre-employment checks are required.

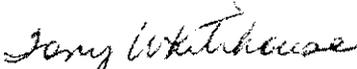


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4. Activities are reminded to meet any applicable labor relations obligations prior to implementing this policy.

5. This guidance is considered formal interim guidance until such time as the Army fully implements Homeland Security Presidential Directive-12 for all other CAC eligible populations. The point of contact is Ms. Rena Gwyn, NAF Human Resources Policy and Program Division, (703) 325-7763 or DSN 221-7763.


TONY WHITEHOUSE
Deputy Assistant G-1 for Civilian Personnel

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OFFICE, ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS), ATTN: SAMR-CQ

OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)

OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)