



DEPARTMENTS OF THE ARMY AND AIR FORCE  
JOINT FORCE HEADQUARTERS WISCONSIN  
WISCONSIN NATIONAL GUARD  
2400 WRIGHT STREET  
POST OFFICE BOX 8111  
MADISON WISCONSIN 53708-8111

NGWI-EXA

DEC 18 2024

MEMORANDUM FOR The Department of Military Affairs

SUBJECT: Substance Use and Abuse – TAG Policy Memorandum 6

1. References:

- a. AR 600-85 (The Army Substance Abuse Program), 4 October 2024
  - b. DAFMAN 44-197 (Military Drug Demand Reduction Program), 5 September 2023
  - c. Wisconsin Statute. 961.01(4) (Uniform Controlled Substance Act)
  - d. Wisconsin Human Resources Handbook, Section 410.030, paragraph 15 (State of Wisconsin Work Rules – Substance and Alcohol Use)
2. Drug Use and Abuse: Abuse of alcohol, prescription drugs, or illegal drugs is inconsistent with the standards of performance, discipline, and readiness necessary to accomplish the Department of Military Affairs' (DMA) mission.
3. Rules for DMA State Employees Regarding Substance and Alcohol Use: DMA state employees must comply with State of Wisconsin Work Rule 15 regarding substance and alcohol use, found at [https://dpm.wi.gov/Hand%20Book%20Chapters/WHRH\\_Ch\\_410.pdf](https://dpm.wi.gov/Hand%20Book%20Chapters/WHRH_Ch_410.pdf). The remainder of this memo applies only to federal employees and members of the Wisconsin National Guard (WING).
4. Alcohol Use: Alcohol misuse is the use of alcohol products, no matter the quantity, that leads to real or perceived negative behaviors and outcomes detrimental to the good order and discipline of DMA. DMA will not tolerate the misuse of alcohol.
- a. DMA personnel may not consume alcohol in any form during the duty day.
  - b. The consumption of alcohol in public settings while in military uniform after duty hours detracts from the professional image and is prohibited.
  - c. The consumption of alcohol within Wisconsin Army National Guard facilities or grounds is prohibited with the exception of the billeting rooms, break rooms, and picnic areas of the Wisconsin Military Academy. Any other exceptions require the Deputy Adjutant General's – Army approval.

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d. Consumption of alcohol within the club facilities at the 115th Fighter Wing, the 128th Air Refueling Wing, the Volk Field Air National Guard Base (ANGB), as well as billeting rooms, break rooms, and picnic areas of Volk Field ANGB, are permitted in accordance with the base commanders' written policies. Any other exceptions require the respective base commander's approval.

e. WING military personnel may not consume alcohol in any form while wearing their duty uniform off duty except while on the premises listed above.

f. To protect the public image of the DMA and the safety of our personnel, commanders and supervisors must ensure:

- (1) Proper decorum is maintained where alcohol is present.
- (2) Persons under the legal drinking age do not consume alcohol at DMA facilities.
- (3) Impaired persons and those who may exceed the legal blood alcohol content limit are provided a designated driver.
- (4) Commanders must designate an appropriate number of non-drinking employees and ensure a safe environment for all personnel when unit activities involve alcohol consumption.

5. Commanders, facility managers, and supervisors of the DMA are responsible for implementing this substance use and abuse policy.

6. The point of contact for this policy is the Executive Assistant at (608) 242-3009.



DAVID W. MAY, Brigadier General  
Interim Adjutant General of Wisconsin