

MILPER Number: 24-085

**Proponent
AFSF-RC**

**Title
Recruitment of Volunteers for Service in Security Force Assistance Formations (SFAB)
...Issued:[21 Mar 2024]...**

- A. Army Regulation 40-501, Standards of Medical Fitness, 27 June 2019.
 - B. Army Regulation 614-100, Officer Assignment Policies, Details, and Transfers, 3 December 2019.
 - C. Army Regulation 614-200, Enlisted Assignments and Utilization Management, 25 January 2019.
 - D. Department of the Army Pamphlet 40-502, Medical Readiness Procedures, 27 June 2019.
 - E. Department of the Army Pamphlet 611-21, Military Occupational Classification and Structure, 20 December 2022.
 - F. Army Directive 2018-22, (Retention Policy for Non-Deployable Soldiers), 08 November 2018.
 - G. SFAC OPORD 004-23 (FY23 Recruiting Operations), 19 January 2023.
 - H. MILPER Message 23-137, AFSF-RC, 19 April 2023, Subject: Recruitment of Volunteers for Service in Security Force Assistance Formations.
1. Effective 19 April 2024, this MILPER message supersedes Reference H and expires no later than 19 April 2025.

2. Application Timeline. The application timeline for selection to an SFAB is continuous. SFAB assignment considerations can be impacted by career timeline, an Assignment Eligibility and Availability (AEA) code and professional military education requirements. Deviation from Published Standard (DPS) Waivers are possible to support a Soldier's desire to volunteer for an SFAB.

3. Eligibility. Before assignment to an SFAB, all personnel must meet the following criteria:

a. Be deployable upon volunteering and capable of maintaining a deployable status throughout the assignment IAW AD 2018-22 (Retention Policy for Non-Deployable Soldiers) paragraph 4:

The Soldier is administratively, legally, and medically cleared for employment in any environment in which the Army is operating or could operate.

The Soldier can operate in austere areas or areas that regularly experience significant environmental conditions (e.g., heat, cold, altitude).

The Soldier can carry and employ an assigned weapon.

The Soldier can execute all individual warrior tasks for his or her assigned mission.

The Soldier can operate while wearing body armor, helmet, eye protection, gloves, and/or chemical or biological protective equipment.

b. Be able to obtain and maintain a minimum of a Secret security clearance. The Soldier's current unit initiates an interim clearance and processes a Secret security clearance for personnel who are selected for an SFAB but do not have a Secret clearance.

c. Applicants are required to pass the Army Combat Fitness Test (ACFT) with minimum of 60 points in each event and have no permanent physical fitness limiting profiles unless a Deviation from Published Standard (DPS) Waiver is approved by the SFAC CG.

d. Soldiers must possess a PULHES profile rating of 111221 or better. Vision and hearing limitations must be correctable. Waivers are possible on a case-by-case basis. The SFAC CG is approval authority for all medical DPS waivers. Soldiers requiring a waiver submits waiver documents to the sponsoring SFAB Surgeon Cell.

e. Have no derogatory information within the past five years. DEROG is defined as any credible derogatory information that may reflect on a Soldier's character, integrity, trustworthiness, or

reliability and includes letters of reprimand, local GOMORs and UCMJ, Article 15.

f. Pass a rigorous SFAC assessment and selection or conduct a command interview and be selected for service in an SFAB.

(1) Soldiers in the grade of SFC or above, who have completed or will complete prior to assignment, a Career Developmental (CD) or Key Developmental (KD) assignment in their current grade conduct an interview with SFAB leadership and are not required to attend the SFAC assessment and selection.

(2) Soldiers in the grade of SSG and below, as well as SFC and above who are not CD/KD complete are required to complete SFAC assessment and selection. Soldiers must have an active Government Travel Card to attend the SFAC assessment and selection.

g. MOS Substitution. The following MOS substitutions are approved for service in an SFAB:

(1) 11B3O (Infantryman). 11C3O substitutable as a Primary Advisor or an Operations NCO/Pay Agent.

(2) 12H3O (Construction Engineer Supervisor). MOS 12N3O substitutable.

(3) 12T3O (Technical Engineer Specialist). MOS 12N3O substitutable.

(4) 13F2O (Joint Fire Support Specialist). MOS 13F3O substitutable.

(5) 25U2O (Signal Operations Support Specialist). MOS's 25U3O and 25S2O/3O substitutable. Substitutable MOSs require additional training in tactical communication systems once assigned to an SFAB.

(6) All Career Management Fields (CMF) 35 Soldiers are authorized to serve in any CMF 35 authorization within the SFABs. Substitutable MOSs require additional training in Intelligence Preparation of the Battlefield/Battlespace (IPB), fusion, production, and collection once assigned to an SFAB.

(7) 42A4O (Human Resources Specialist). MOS 42A3O substitutable; however, personnel must attend the SFAC assessment and selection instead of the interview.

(8) 68W2O/3O/4O/5O (Combat Medic Specialist). MOS's 68W 2O/3O/4O W1 (Special Operations Combat Medic), 68W 2O/3O/4O F2 (Critical Care Flight Paramedic), or 68W 2O/3O/4O 3P (Civilian Paramedic) substitutable. No additional training is required.

(9) 88Z5O (Transportation Senior Sergeant/First Sergeant). Authorized substitutions for 88Z5O are 91Z5O, 92A5O, 92F5O 92Y5O.

(10) 89D20/30 (Explosive Ordnance Disposal Specialist). MOS's 12B20/30 (Combat Engineer) are hired in lieu of 89D20/30 until such time the 89D population can support the SFAB requirements. 12B20/30 (Combat Engineer) are required to attend the Engineer Explosive Ordnance Clearance Agent course if not already complete.

(11) 92Y20 (Unit Supply Specialist). MOS's 92Y30, 92A20/30 (Automated Logistical Specialist) substitutable. No additional training is required.

(12) 11B40/19D40 (Infantryman/Cavalry Scout). MOS 19K4O substitutable. This substitution is only applicable to 4th Security Force Assistance Brigade located at Fort Carson, CO and is not to exceed 6 total assigned.

4. Application Procedures for Active Duty Volunteers Requiring SFAC Assessment and Selection.

a. Volunteers requiring assessment and selection are defined as all Soldiers in the grade of SSG and below, as well as SFC and above who have not completed and will not complete a CD/KD assignment in their current grade.

b. Step 1 – Volunteers must submit a SFAB Volunteer Questionnaire signed by the Soldier, a signed Report of Medical History (DD Form 2807-1) and Report of Medical Examination (DD Form 2808) completed by their local Health Care Provider and reviewed by an SFAB Surgeon or Physician Assistant indicating the Soldier meets the minimum medical requirements IAW reference A, Chapter 5-3, using Ranger Standards. Possess a PULHES profile rating of 111221 or better. IAW reference D, Chapter 6-5, medical examinations are valid for 24 months from the date of medical examination. Service Members do not require a waiver for shaving profiles. Medical waivers are possible on a case-by-case basis following steps outlined in paragraph 3d. of this message.

(1) Link to and SFAB Volunteer Questionnaire, DD Form 2808 and DD Form 2807-1 – <https://www.army.mil/sfab#org-join-the-team->.

(2) Enlisted Soldiers submit their completed and signed SFAB Volunteer Questionnaire, DD Form 2807-1, and DD Form 2808 via electronic email to their desired SFAB or to the SFAC Recruiting Accessions Group at usarmy.liberty.forscom.mbx.sfac-recruiting-accessions-

group@army.mil.

(3) Officers initiate a Personnel Action Request (PAR) by logging into the AIM-2 portal at <https://aim.hrc.army.mil/>, click "My Information" in the left panel, "My Request", "New Request", drop down arrow, and select "SFAB Volunteer." The SFAB Volunteer Questionnaire, DD Form 2807-1, and DD Form 2808 are available for download at <https://www.army.mil/sfab#org-join-the-team->.

c. Step 2 – The SFAB Recruiting Team notifies the Soldier to acknowledge receipt of the volunteer packet. The SFAB Recruiting Team sends packet to SFAC Recruiting Accessions Group. The SFAC Recruiting Accessions Group verifies that the volunteer meets all the minimum selection criteria and forwards the Soldier's standard name line to HRC for a background check of derogatory information. This process is completed within five business days.

d. Step 3 – HRC forwards results of background screening to the SFAC Recruiting Accessions Group for notification to the Soldier. The SFAC Recruiting Accessions Group sends results to SFAB Recruiting Teams. If cleared, the SFAB Recruiting Team contacts the volunteer to schedule the Soldier for an assessment and selection class and notifies the SFAC Recruiting Accessions Group of the date to schedule volunteer. The volunteer receives an official email notification of their reservation in ATRRS. The SFAC Accessions Group e-mails the volunteer an assessment and selection welcome letter. This welcome letter contains additional instructions (including a packing list and DTS instructions). Once the SFAC receives the welcome packet contents back from the volunteer and DTS is completed, the volunteer is ready to attend assessment and selection.

e. Step 4 – On the report date stipulated in ATRRS, volunteers travel to assessment and selection. Volunteers are assessed on their physical fitness, problem-solving ability, MOS knowledge, judgment, and maturity, along with a host of other attributes commonly found in successful Advisors. After assessment and selection, the assessment and selection cadre inform volunteers whether they have been selected and provide volunteers a select or non-select memorandum.

f. Step 5 – Selected volunteers travel back to the home station and await receipt of Assignment Instructions (AI), or a Request for Orders (RFO). The selectee's information is sent back to HRC, and Soldier are be placed on AI/RFO to begin a PCS move. If not selected, the volunteer returns to the home station to resume regular duties.

5. Application Procedures for Active Duty Volunteers Requiring a Command Interview.

a. Volunteers requiring a command interview are defined as NCOs and Officers in the grade of SFC and above who have completed or will complete prior to assignment, a CD/KD assignment in their current grade.

b. Step 1 – Volunteers must submit a SFAB Volunteer Questionnaire signed by the Soldier, a signed Report of Medical History (DD Form 2807-1) and Report of Medical Examination (DD Form 2808) completed by their local Health Care Provider and reviewed by an SFAB Surgeon or Physician Assistant indicating the Soldier meets the minimum medical requirements IAW reference A, Chapter 5-3, using Ranger Standards. Possess a PULHES profile rating of 111221 or better. IAW reference D, Chapter 6-5, medical examinations are valid for 24 months from the date of medical examination. Service Members do not require a waiver for shaving profiles. Medical DPS waivers are possible on a case-by-case basis following steps outlined in paragraph 3d. of this message.

(1) Link to SFAB Volunteer Questionnaire, DD Form 2808 and DD Form 2807-1–
<https://www.army.mil/sfab#org-join-the-team->

(2) Enlisted Soldiers submit their completed and signed SFAB Volunteer Questionnaire, DD Form 2807-1 and DD Form 2808 via electronic email to their desired SFAB or the SFAC Recruiting Accessions Group at usarmy.liberty.forscom.mbx.sfac-recruiting-accessions-group@army.mil.

(3) Officers initiate a Personnel Action Request (PAR) by logging into the AIM-2 portal at <https://aim.hrc.army.mil/>, click "My Information" in the left panel, "My Request", "New Request", drop down arrow, and select "SFAB Volunteer." The SFAB Volunteer Questionnaire, DD Form 2807-1 and DD Form 2808 are available for download at <https://www.army.mil/sfab#org-join-the-team->.

c. Step 2 – HRC receives Officer volunteer packets and conduct a background check. HRC moves packet in SFAC Recruiting Pool within AIM. This process should be completed within 5 business days. The SFAC Recruiting Accessions Group verifies that the volunteer meets all the minimum selection criteria and moves volunteer packet into SFAB volunteer pool within AIM. This process should be completed within 5 business days.

d. Step 3 – For CD complete enlisted volunteers, The SFAC Recruiting Accessions Group verifies that the volunteer meets minimum selection criteria and forwards the Soldier's standard name line to HRC for a background check of derogatory information. This process is completed within five business days. HRC forwards results of background screening to the SFAC Recruiting Accessions Group for notification to the Soldier. The SFAC Recruiting Accessions

Group sends results to SFAB Recruiting Teams. If cleared, the SFAB Recruiting Team contacts the volunteer to schedule an interview if eligibility requirements are met. All interviews for CD complete E7s and higher will be coordinated and scheduled by the SFAB that Soldier is applying to.

e. Step 4 – For CD complete enlisted volunteers, the volunteer completes the command interview and is informed by the SFAB Command if they have been hired. SFAB Recruiting Team notifies the SFAC Recruiting Accessions Group of select or non-select status of volunteer.

f. Step 5 – For KD complete officers, after the command interview is complete, the SFAB Recruiting Team updates volunteer's packet status in AIM as "selected" or "not-selected". If Officer is not KD complete, they select "scheduling assessment" and "awaiting assessment" and Officer will complete steps 4d. through 4e. Once selected, SFAB Recruiting team updates status to "accepted" or "non accepted".

g. Step 6 – SFAC G-1 sends the selectee's information to HRC, and the NCO/Officer will be placed on AI/RFO to execute a PCS move.

6. Application Procedures for National Guard Volunteers Requiring SFAC Assessment and Selection.

a. Volunteers requiring assessment and selection are defined as all Soldiers in the grade of SSG and below, as well as SFC and above who have not completed and will not complete a CD/KD assignment in their current grade.

b. Step 1 – Volunteers must submit a SFAB Volunteer Questionnaire signed by the Soldier, a signed Report of Medical History (DD Form 2807-1) and Report of Medical Examination (DD Form 2808) completed by their State medical detachment provider indicating the Soldier meets the minimum medical requirements IAW reference A, Chapter 5-3, using Ranger Standards. Possess a PULHES profile rating of 111221 or better. IAW reference D, Chapter 6-5, medical examinations are valid for 24 months from the date of medical examination. Service Members do not require a waiver for shaving profiles. Medical DPS waivers are possible on a case-by-case basis following steps outlined in paragraph 3d. of this message.

(1) Link to and SFAB Volunteer Questionnaire, DD Form 2808 and DD Form 2807-1 – <https://www.army.mil/sfab#org-join-the-team->.

(2) Volunteers (Enlisted and Officers) submit their completed and signed SFAB Volunteer Questionnaire, DD Form 2807-1, and DD Form 2808 via electronic email to their desired unit.

Contact information found at the following webpage: <https://www.nationalguard.com/sfab>.

c. Step 2 – Their NG Recruiting POC will assist to schedule them for Assessment and Selection once packet is medically cleared and service member is cleared for DEROG.

d. Step 3 – Upon successful completion of assessment and selection, if in same state a PAR will submitted for that service member by receiving battalion. If not in same state coordination will be made state-to-state to conduct an inter-state transfer.

7. Application Procedures for National Guard Volunteers Requiring a Command Interview.

a. Volunteers requiring a command interview are defined as NCOs and Officers in the grade of SFC and above who have completed or will complete prior to assignment, a CD/KD assignment in their current grade.

b. Step 1 – Volunteers must submit a SFAB Volunteer Questionnaire signed by the Soldier, a signed Report of Medical History (DD Form 2807-1) and Report of Medical Examination (DD Form 2808) completed by their State medical detachment provider indicating the Soldier meets the minimum medical requirements IAW reference A, Chapter 5-3, using Ranger Standards. Possess a PULHES profile rating of 111221 or better. IAW reference D, Chapter 6-5, medical examinations are valid for 24 months from the date of medical examination. Service Members do not require a waiver for shaving profiles. Medical DPS waivers are possible on a case-by-case basis following steps outlined in paragraph 3d. of this message.

(1) Link to SFAB Volunteer Questionnaire, DD Form 2808 and DD Form 2807-1–
<https://www.army.mil/sfab#org-join-the-team->.

(2) Volunteers (Enlisted and Officers) submit their completed and signed SFAB Volunteer Questionnaire, DD Form 2807-1, and DD Form 2808 via electronic email to their desired unit. Contact information found at the following webpage: <https://www.nationalguard.com/sfab>.

c. Step 2 – For CD/KD complete volunteers, the volunteer completes the command interview and is informed by the NG Command Team if they have been hired.

d. Step 3 – Once hired, if in same state a PAR will submitted for that service member by receiving battalion. If not in the same state, coordination will be made state-to-state to conduct an inter-state transfer.

8. Points of Contact.

a. For SFAB general inquiries, volunteer packet status and procedural matters, contact the SFAC Recruiting Accessions Group, commercial 910-570-9969/5159/5038 or e-mail at usarmy.liberty.forscom.mbx.sfac-recruiting-accessions-group@army.mil.

b. For policies, MOS substitutions, and SFAB assignment orders status, contact the SFAC G-1, commercial 910-570-6222/5236 or email at usarmy.liberty.forscom.mbx.sfac-g1-actions@army.mil.

c. For ATRRS assessment and selection scheduling and DTS inquires, contact the SFAC Recruiting Accessions Group, commercial 910-570-5170/5103/5159 or e-mail at usarmy.liberty.forscom.list.sfac-assessments@army.mil.

d. SFAB Accessions Teams Group emails -

1SFAB (Fort Moore, GA): usarmy.moore.1-sfa-bde.mbx.s1@army.mil

2SFAB (Fort Liberty, NC): usarmy.liberty.2-sfa-bde.mbx.recruiting@army.mil

3SFAB (Fort Cavazos, TX): usarmy.cavazos.3-sfa-bde.mbx.3-sfab-atac@army.mil

4SFAB (Fort Carson, CO): usarmy.carson.forscom.list.4-sfab-recruiting@army.mil

5SFAB (JBLM, WA): usarmy.jblm.5-sfa-bde.list.5sfab-recruiting1@army.mil

54th SFAB (ARNG): eric.w.hetland.mil@army.mil / nicole.m.early2.mil@army.mil

e. SFAB Surgeon Cell points of contact-

1SFAB Surgeon Cell: (706) 544-0024

2SFAB Surgeon Cell: (910) 394-9980

3SFAB Surgeon Cell: (254) 288-0685

4SFAB Surgeon Cell: (719) 503-3809

5SFAB Surgeon Cell: (253) 426-0430

54th SFAB(ARNG) Surgeon Cell: (317) 247-3300 EXT: 82802