

Training and Evaluation Outline Report

Status: Approved

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Task Number: 27-SEC-2320

Task Title: Provide Legal Advice on Non-Uniformed Personnel Supporting Military Operations

Distribution Restriction: Approved for public release; distribution is unlimited.

Destruction Notice: None

Foreign Disclosure: FD1 - This training product has been reviewed by the training developers in coordination with the DAJA-G2, TJAGLCS foreign disclosure officer. This training product can be used to instruct international military students from all approved countries without restrictions.

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	AR 27-1	Legal Services, Judge Advocate Legal Services (*RAR 001, 09/13/2011)	Yes	No
	AR 27-26	LEGAL SERVICES: RULES OF PROFESSIONAL CONDUCT FOR LAWYERS	Yes	No
	AR 27-3	The Army Legal Assistance Program (*RAR 001, 09/13/2011)	Yes	No
	AR 690-11	USE AND MANAGEMENT OF CIVILIAN PERSONNEL IN SUPPORT OF MILITARY	Yes	Yes
	AR 690-600	EQUAL EMPLOYMENT OPPORTUNITY DISCRIMINATION COMPLAINTS	Yes	No
	AR 690-700	PERSONNEL RELATIONS AND SERVICES (GENERAL)	Yes	No
	DA PPG	Department of the Army Personnel Policy Guidance for Overseas Contingency Operations (with current update)	Yes	No
	DODD 1400.31	DoD Civilian Work Force Contingency and Emergency Planning and Execution	Yes	No
	DODI 1400.32	DoD Civilian Work force Contingency and Emergency Planning Guidelines and Procedures	Yes	No
	FM 1-04	Legal Support to the Operational Army	Yes	No
	LOW SUPPLEMENT	Law of War Documentary Supplement	Yes	No
	MISC PUB 27-7 (MCM)	Manual for Courts-Martial, United States (2016 Edition)	Yes	No
	TJAGLCS 17th Edition	Operational Law Handbook	Yes	No

Conditions: Supported unit receives a deployment order or is already deployed. Supported unit commander directs the Judge Advocate Legal Services (JALS) supervisor to provide legal support and advice on issues relating to non-uniformed personnel supporting military operations during the execution of decisive action. JALS personnel operate in support of the unit under the technical supervision of a Staff Judge Advocate. Task occurs at any time and performed under all environmental conditions. The unit may be attacked. Task performed by divisions within an Office of the Staff Judge Advocate (OSJA), brigade legal sections, legal operations teams, or by a combination of JALS personnel as directed by the Staff Judge Advocate. Some iterations of this task should be performed under METT-TC identified constraints. Some iterations of this task should be performed in MOPP 4.

Standards: JALS personnel provide legal support in accordance with applicable laws, policies, and regulations listed in supporting references, and within technical chain guidance as established by the supervising Staff Judge Advocate. JALS personnel perform all necessary performance steps listed in this T&EO.

Live Fire: No

Objective Task Evaluation Criteria Matrix:

Plan and Prepare		Execute						Assess	
Operational Environment	Training Environment (L/V/C)	Training/Authorized	% of Leaders Present at	% of Soldiers Present at	External Eval	% Performance Measures 'GO'	% Critical Performance Measures 'GO'	% Leader Performance Measures 'GO'	Task Assessment
SQD & PLT									
Dynamic (Single Threat)	Night	IAW unit CATS statement.	>=85%	>=80%	Yes	>=91%	All	>=90%	T
			75-84%			80-90%		80-89%	T-
Static (Single Threat)	Day		65-74%	75-79%	No	65-79%	<All	<=79%	P
			60-64%	60-74%		51-64%			P-
			<=59%	<=59%		<=50%			U

Remarks: None

Notes: Some steps and subtasks have performance steps which are specifically prescribed by law or regulation (i.e. courts-martial and administrative separations). These tasks will not be further defined in the task outline. Evaluators should assess whether the unit is proficient at the task in accordance with the laws and regulations governing the specific task.

Safety Risk: Low

Task Statements

Cue: None

DANGER

Failure to follow correct procedures in this task does not pose additional risk of personal injury or damage to equipment.

WARNING

Task does not pose additional risk of personal injury or damage to equipment.

CAUTION

None

Performance Steps and Measures

NOTE: Assess task proficiency using the task evaluation criteria matrix.

NOTE: Asterisks (*) indicate leader steps; plus signs (+) indicate critical steps.

STEP/MEASURE	GO	NO-GO	N/A
* 1. Upon receipt of the mission, JALS supervisor identified the supported unit (jurisdiction), technical chain, and relevant decision makers.			
* 2. JALS personnel advised commanders on responsibilities to counsel non-uniformed personnel supporting military operations on legal status under the UCMJ and MEJA and other policies and regulations.			
3. JALS personnel advised the commander and staff on the law and policy applicable to arming non-uniformed personnel supporting military operations.			
4. JALS personnel provided appropriate training on legal topics (UCMJ, law of war training, etc.) necessary for civilians and contractors deployed and preparing to deploy.			
5. JALS personnel provided legal advice and support to the command on applicable laws, policy, and regulations relevant to employment of non-uniformed personnel supporting military operations.			
a. EEO, Anti-Harassment and No FEAR Act			
b. Fair Labor Standards Act			
c. Federal Employee's Compensation Act.			
6. JALS personnel provided legal advice and support to the commander and staff on responsibilities for command EEO policies, EEO services, and EEO training.			
7. JALS personnel supported deploying and deployed civilian employees with services under the Army Legal Assistance Program.			
8. JALS personnel provided legal support for the command and supervisors to effect control and discipline of federal civilian employees and DoD contractor personnel.			
a. Advise the command on compliance with federal civilian personnel laws.			
b. Advise commander on available options against contractor personnel, including contractual options (e.g., removal of individuals) in coordination with the contracting officer.			
c. Advised command to coordinate with contracting officer and contracting officer representative regarding discipline and ethical concerns.			
9. JALS personnel provided advice on the legal framework that governs the command response to any illegal activities by DoD civilian employees and DoD contractor personnel.			
a. Where MEJA jurisdiction applies, assist in the execution of applicable Department of Justice notification and information requirements.			
b. While DOJ decision process is pending, provide continued legal support to the investigation of the alleged crime.			
c. Where UCMJ jurisdiction may apply, advise commanders on authority levels, notification procedures, and the execution of preliminary military justice procedures to be prepared to act should U.S. federal criminal jurisdiction prove to be unavailable.			
* 10. JALS supervisor ensured JALS personnel complied with applicable laws, regulations, and rules of professional conduct with appropriate oversight.			
a. Ensured personnel were adequately trained and professionally competent in the relevant practice area.			
b. Ensured personnel work product complied with lawful command and technical chain guidance.			

TASK / PERFORMANCE EVALUATION SUMMARY BLOCK

Training Unit			ITERATION							
			1		2		3		4	
Date of Training per Iteration:										
Day or Night Training:			Day / Night		Day / Night		Day / Night		Day / Night	
			#	%	#	%	#	%	#	%
Total Leaders Authorized		% Leaders Present								
Total Soldiers Authorized		% Soldiers Present								
Total Number of Performance Measures		% Performance Measures 'GO'								
Total Number of Critical Performance Measures		% Critical Performance Measures 'GO'								
Live Fire, Total Number of Critical Performance Measures		% Critical Performance Measures 'GO'								
Total Number of Leader Performance Measures		% Leader Performance Measures 'GO'								
MOPP LEVEL										
Evaluated Rating per Iteration T, T-, P, P-, U										

Mission(s) supported: None

MOPP 4: Sometimes

MOPP 4 Statement: None

NVG: Never

NVG Statement: None

Prerequisite Collective Task(s): None

Supporting Collective Task(s):

Step Number	Task Number	Title	Proponent	Status
	27-SEC-1220	Identify, Report, and Track Legal Significant Incidents	27 - Judge Advocate (Collective)	Approved
	71-CO-5100	Conduct Troop Leading Procedures	71 - Combined Arms (Collective)	Approved

OPFOR Task(s): None

Supporting Individual Task(s): None

Supporting Drill(s): None

Supported AUTL/UJTL Task(s):

Task ID	Title
ART 4.2.3.2	PROVIDE COMMAND LEGAL SUPPORT
ART 4.2.3.2.3	Provide Administrative and Civil Law Support
ART 5.5.1.2	Provide Military Justice Support

TADSS

TADSS ID	Title	Product Type	Quantity
No TADSS specified			

Equipment (LIN)

LIN	Nomenclature	Qty
No equipment specified		

Materiel Items (NSN)

NSN	LIN	Title	Qty
No materiel items specified			

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to the current Environmental Considerations manual and the current GTA Environmental-related Risk Assessment card. Task does not pose any environmental concerns.

Safety: In a training environment, leaders must perform a risk assessment in accordance with current Risk Management Doctrine. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW current CBRN doctrine.