



Legalized Marijuana and Divergent Enlistment Policies

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Agenda

- Legalization Efforts
- Impact
- Demographics
- Policy Examples
- Other Agencies
- Considerations
- Recommendations





Army Policy

- Zero tolerance for Schedule 1 drugs while serving
- Pre-Enlistment
 - Previously some experimental marijuana waived
 - Waivers suspended in 2012
 - Now evaluated by a medical professional at Military Entrance Processing Station



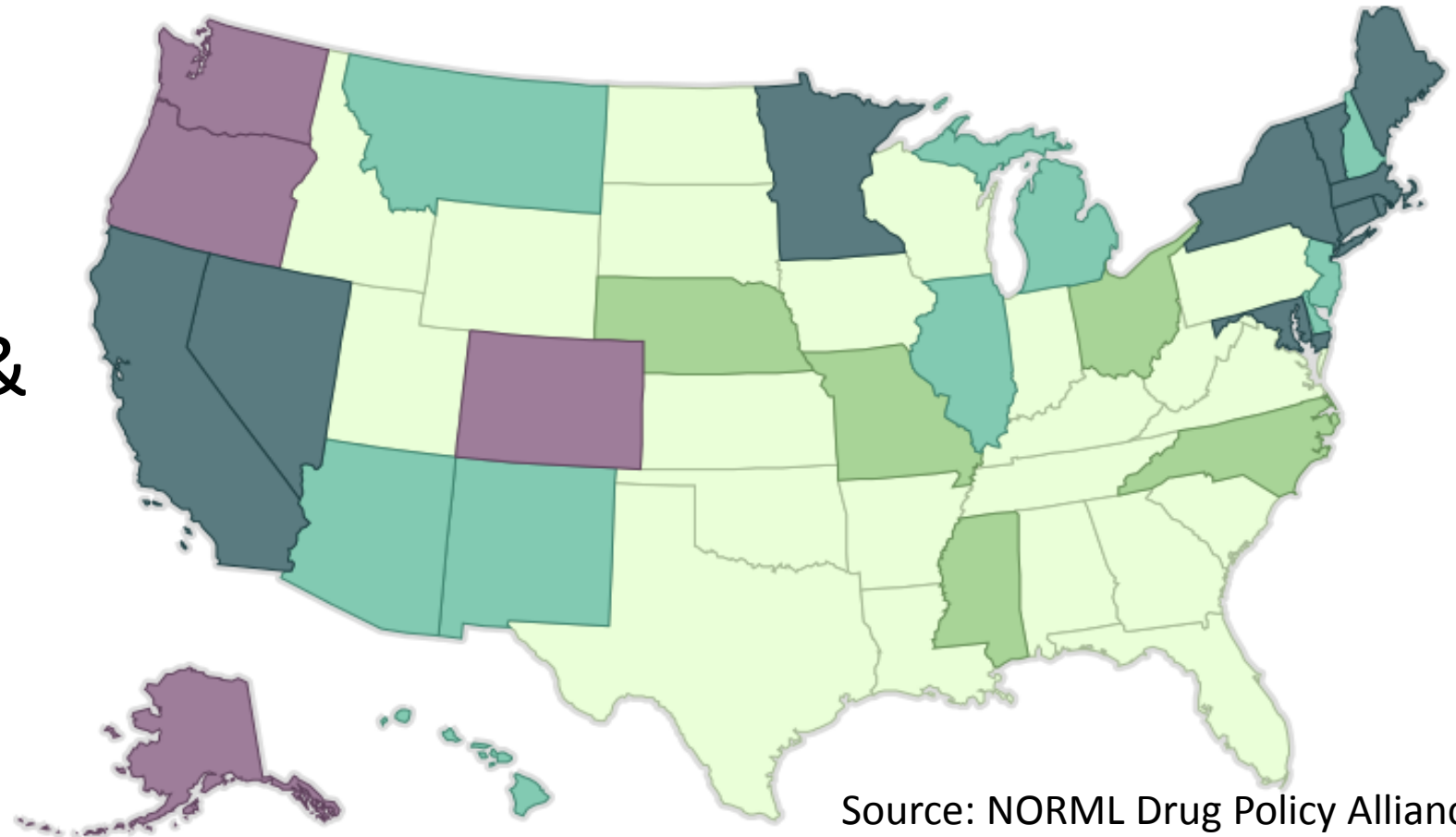


Current State Laws

Status of marijuana laws in the United States

- 4 Recreational
- 9 Medical
- 5 Decriminalized
- 10 Both Medical & Decriminalized
- 22 Fully Illegal

Legalized Medical Decriminalized Medical and decriminalized Fully illegal



Source: NORML Drug Policy Alliance

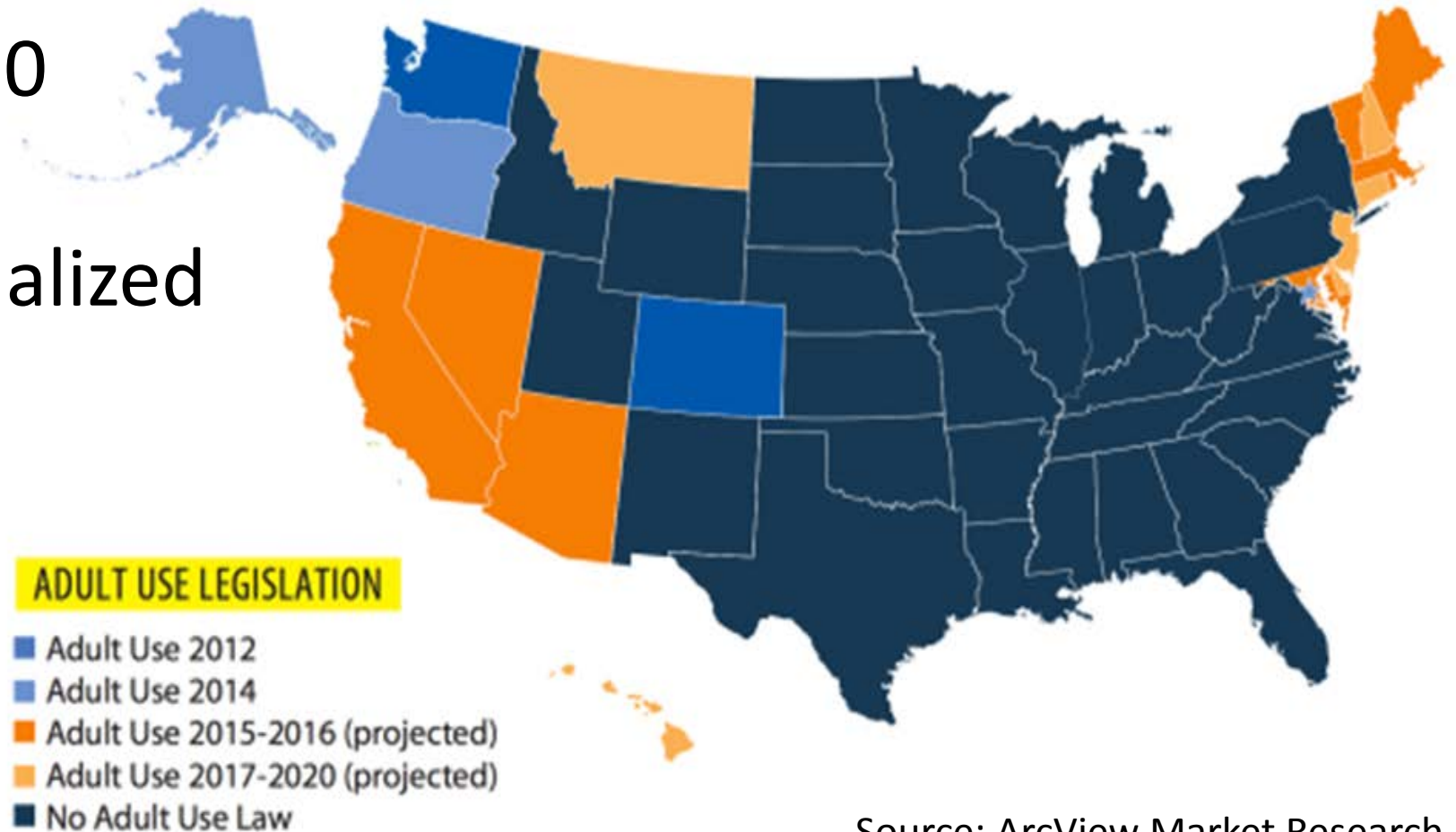
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Projected Ballot Measures for Recreational Use

- 18 States by 2020
- All have Medical and/or Decriminalized



Source: ArcView Market Research

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Impact of changing laws to adolescents

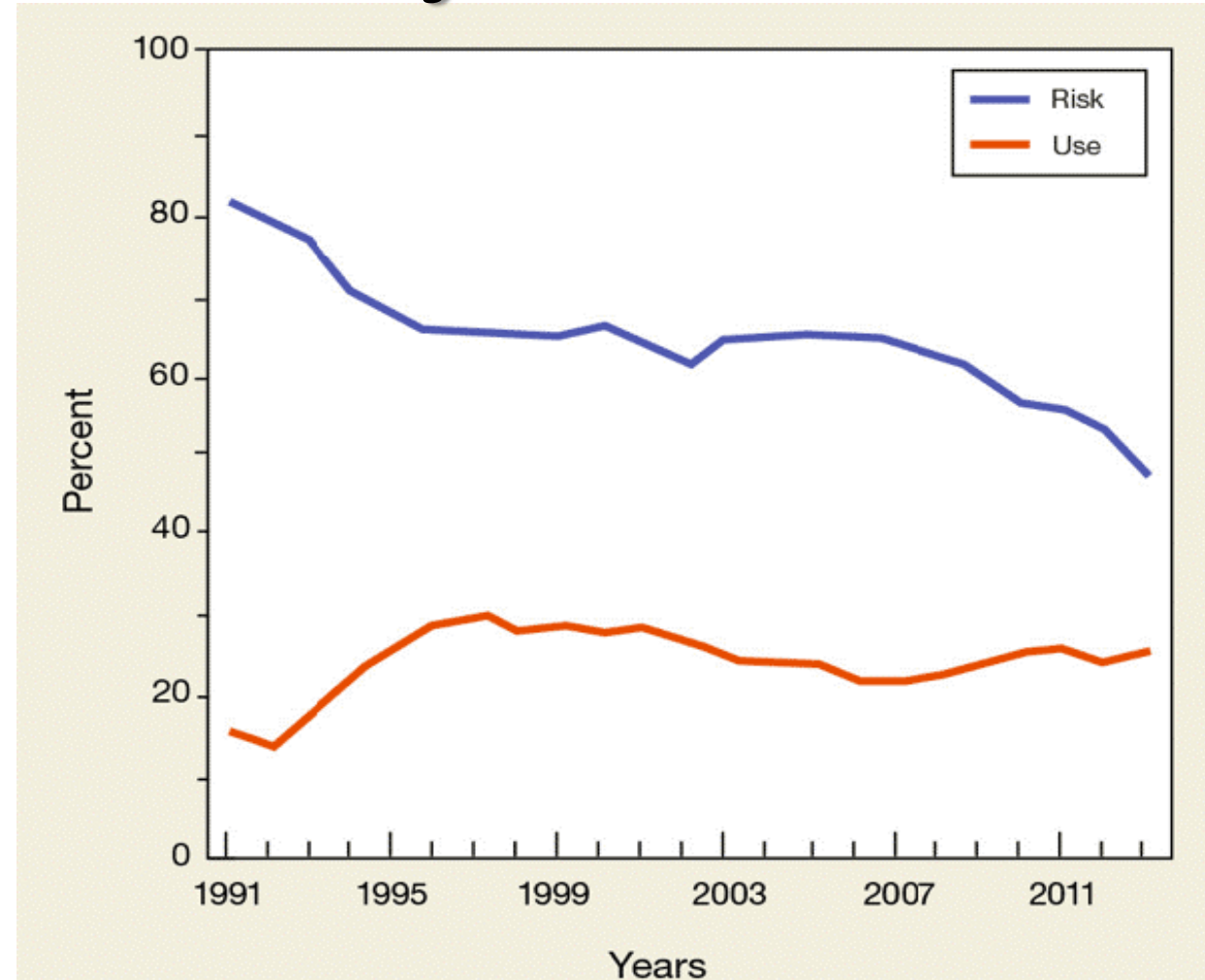
- Recreational
- Medical
- Decriminalized





Adolescent Perception of Marijuana

- Grades 8, 10, and 12
- Perceived risk is decreasing
- Marijuana use is increasing



Source: National Institute on Drug Abuse

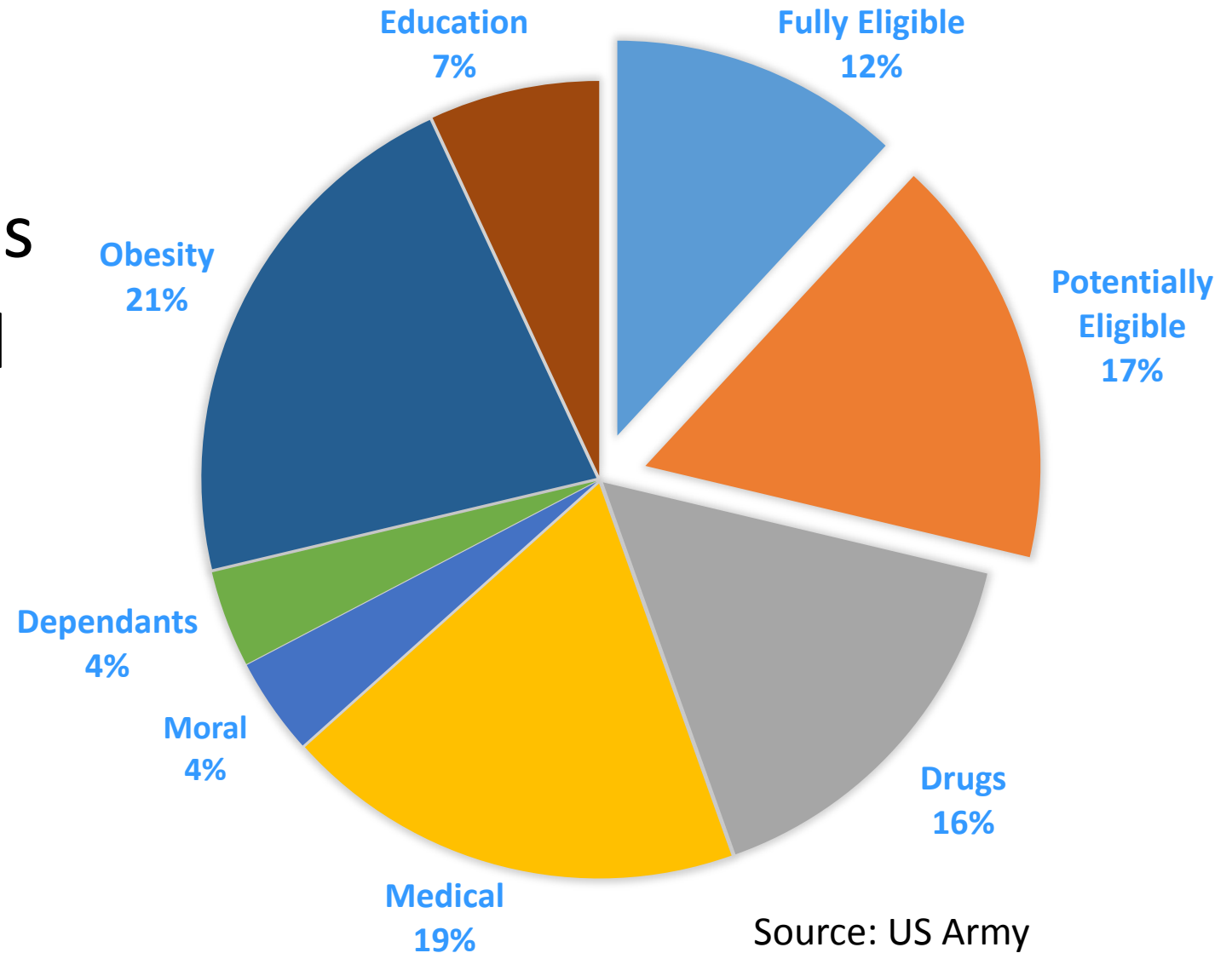
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Eligible to Serve

- 15.4M 17-24 year olds
- 1.9M w/ diploma and test scores
- 2.7M potentially eligible



Source: US Army

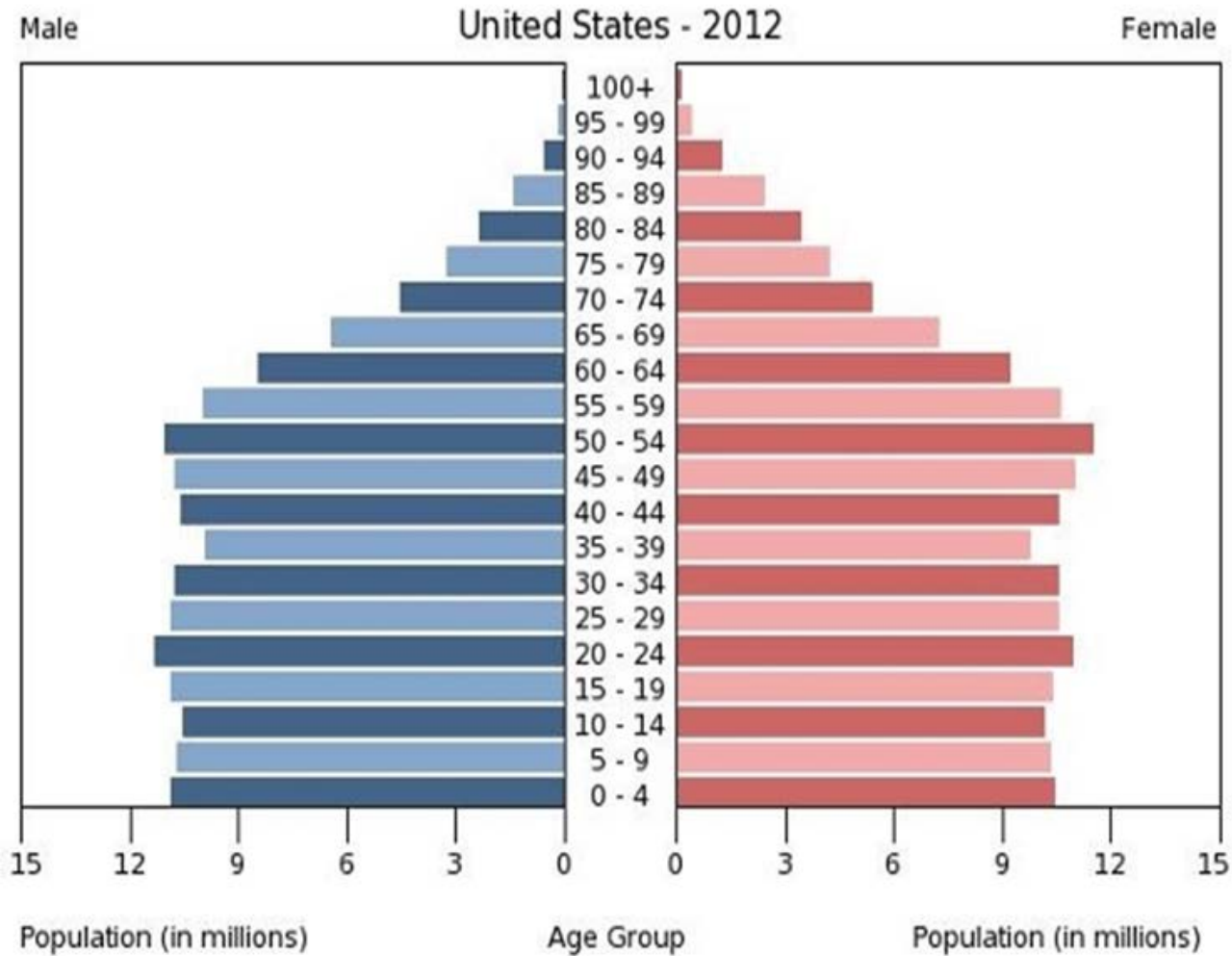


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Demographics



Source: US Census Bureau

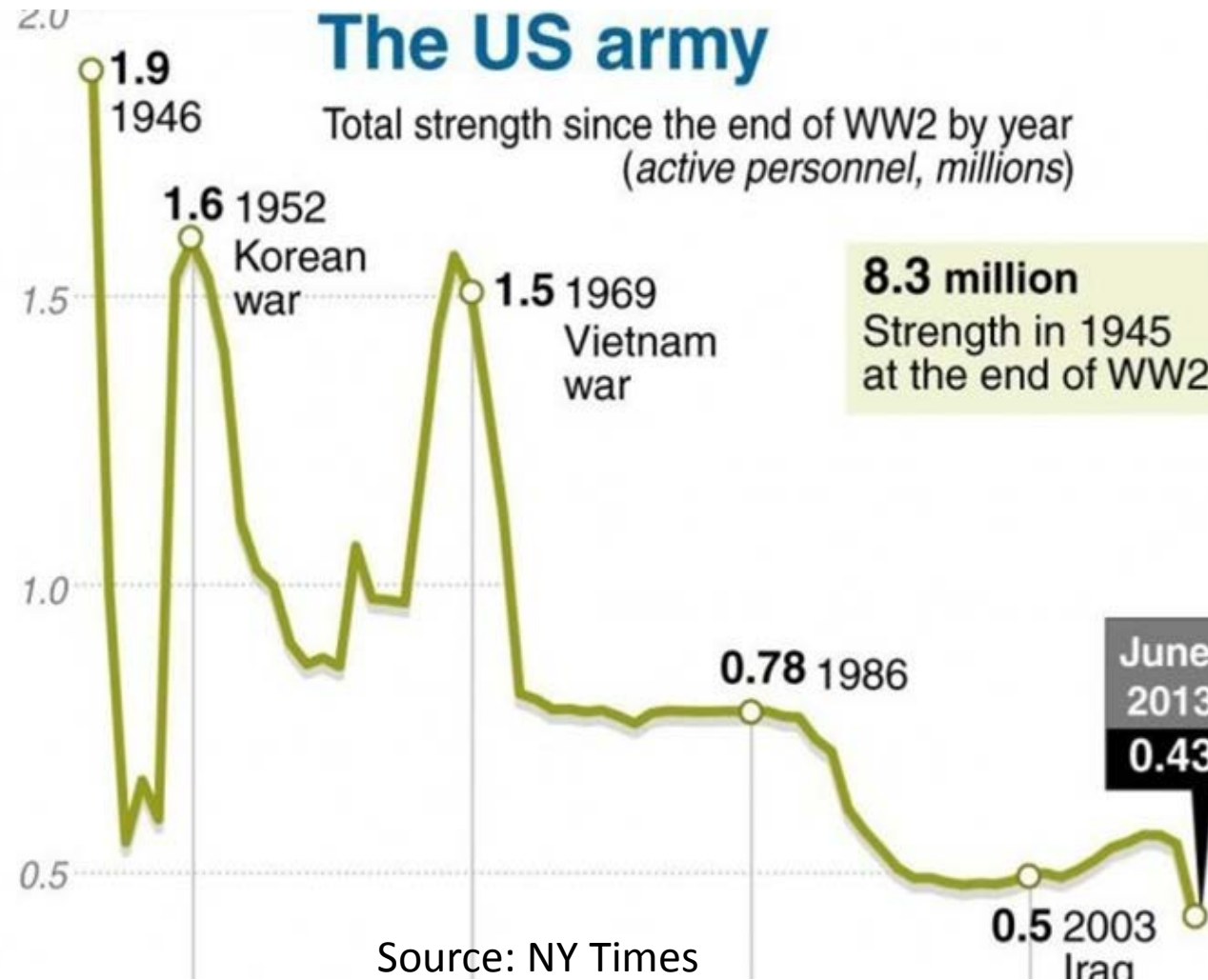


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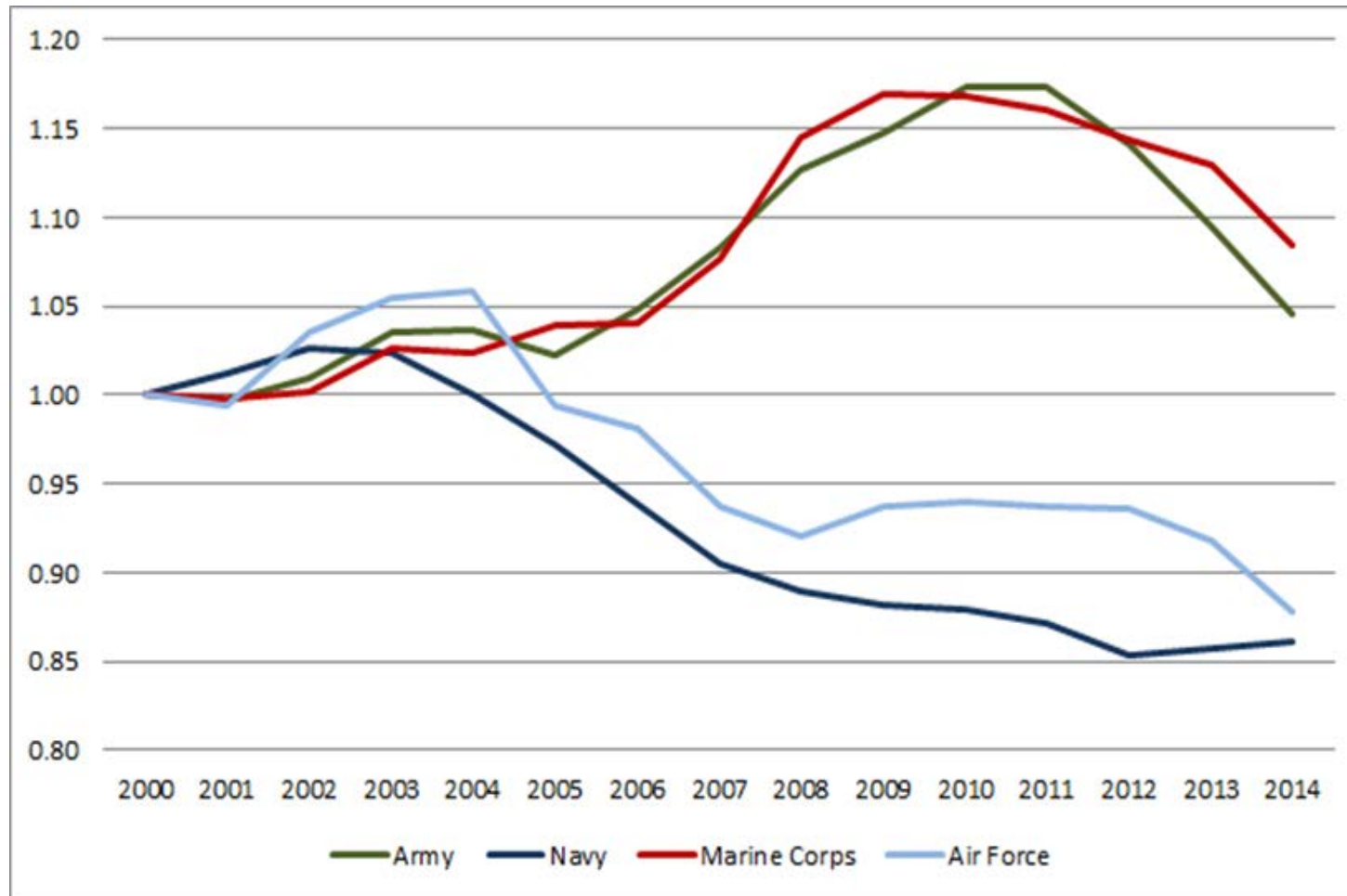


Historical Strength





Strength Since 9/11



Source: Quora.com



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Problematic Policies

- Tattoo
- Body Fat
- Waivers
- Recruiter and Applicant Integrity





Other Federal Agencies

- FBI
- DEA
- CIA
- State Department





Policy Elements

- Maintain all volunteer force
- Provide capacity for growth
- Applied evenly
- Remain consistent over time
- Minimize integrity dilemmas
- Fiscally and administratively manageable
- Not create barriers to advancement





Policy Recommendations

- No use for six months prior to enlistment
- No indicators of dependency
- Eligible for security clearance
- No change to post-enlistment policy
- No change to drug free workplace
- No waivers for other drugs





Questions



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A pair of wooden scales of justice is shown, with two pans each containing a large pile of green marijuana. The scales are set against a background of the American flag. The title text is overlaid in large yellow font.

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Backup Slide – Screening Questions

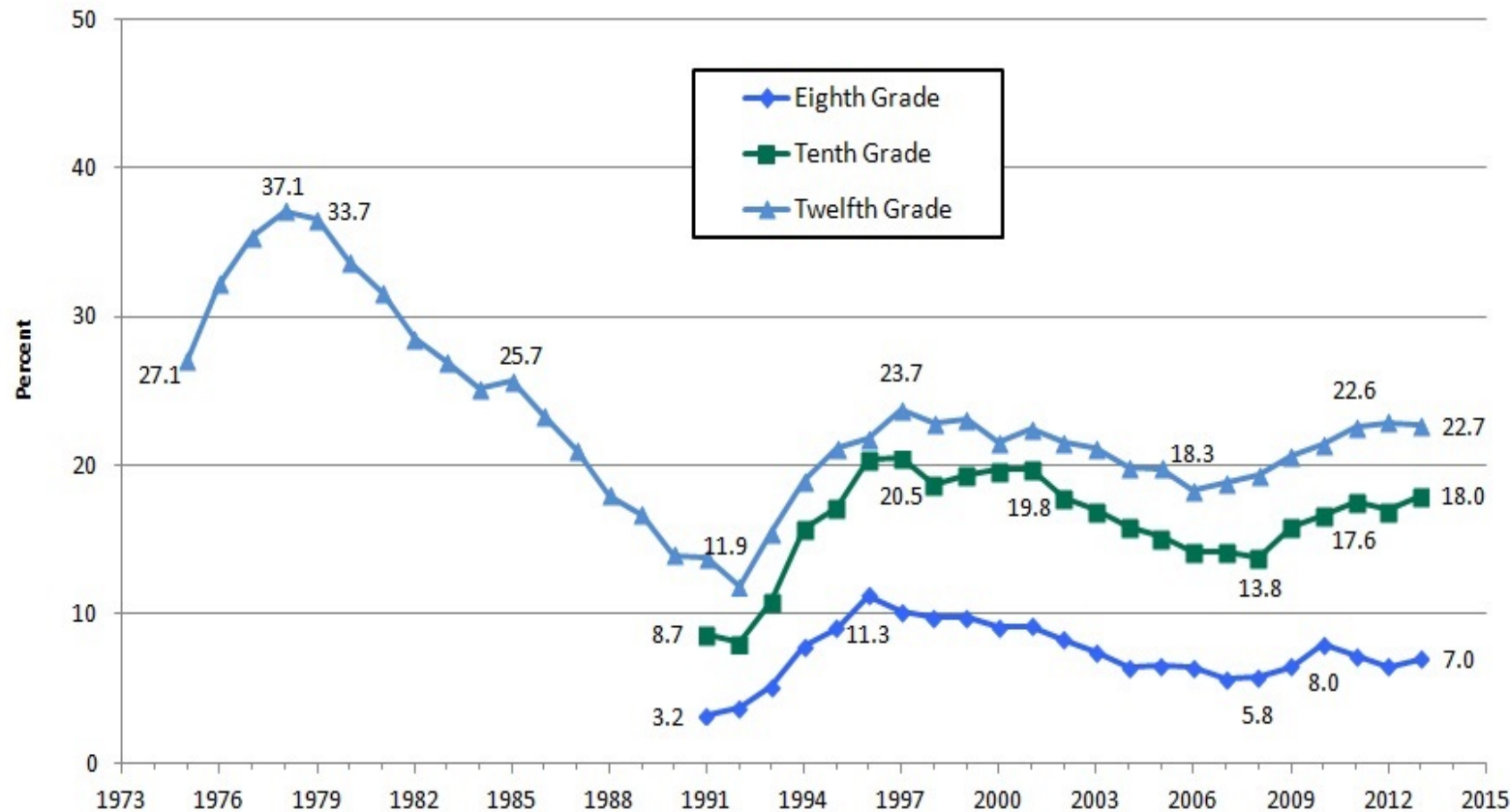
- Have you used marijuana within the last six months?
- Have you been arrested for a drug offense?
- Have you ever illegally trafficked or sold marijuana?
- Have you ever been terminated from a job due to drugs?
- Have you ever sought treatment or been referred for treatment for drug or alcohol dependency?
- Are you willing and capable of abstaining from drugs?
- Binary question for minors regarding previous use.





Backup Slide – Adolescent Usage

Percentage of Students in Grades 8, 10, and 12 Who Report They Used Marijuana in the Past Thirty Days: Selected Years, 1976-2013



Source: Child Trends Data Bank



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Backup Slide – Further Research

- Should qualifications for a secret clearance change?
- Does a correlation exist between soldiers with increased pre-enlistment marijuana use and post-enlistment misconduct and/or failure to satisfactorily complete their terms of enlistment?
- What are the trends in other areas that disqualify one for enlistment and how will that define the future capacity to grow the military.





Backup - Assumptions

- Individual states will continue to legalize recreational marijuana and that the federal government will continue to not interfere with marijuana laws in individual states.
- United States desires to maintain an all-volunteer force.
- The ability to significantly increase marketing costs to attract recruits in a competitive environment may not be practicable.

