



CHIEF NATIONAL GUARD BUREAU INSTRUCTION

NG-J1-TN
DISTRIBUTION: A

CNGBI 1400.25
03 June 2016

TECHNICIAN PERSONNEL POLICY

References: See Enclosure B.

1. Purpose. This instruction establishes policy and assigns responsibilities regarding technician personnel management within the National Guard (NG) in accordance with (IAW) the references.
2. Cancellation. None.
3. Applicability. This instruction applies to the NG Technician Program in the 54 States, Territories, and District of Columbia, hereafter referred to collectively as "States."
4. Policy. It is NG policy that all NG technician personnel, both military technicians (dual-status) and non-dual status, shall be employed and used IAW the references.
 - a. The National Guard Bureau (NGB) establishes all policies for the employment, use, and management of all NG technicians IAW references a and d. NGB guidance is the primary source of authority for the employment, use, and management of all NG technicians.
 - b. The military aspects of military (dual-status) technician service are paramount over all other concerns. When considering issues affecting the use, management, or employment of military (dual-status) technicians, issues are presumed to pertain to the military aspects of military (dual-status) technician service unless it can be shown by clear and convincing evidence that the issue derives solely from the civilian aspects of their employment. The Directorate of Manpower and Personnel (NG-J1) Technician Personnel Office (NG-J1-TN), as the Office of Primary Responsibility, with advice from the Office of NGB Chief

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Counsel (NGB-JA), will determine the applicability of a law or regulation to NG technicians.

5. Definitions. None.

6. Responsibilities. See Enclosure A.

7. Summary of Changes. This is the initial publication of CNGBI 1400.25.

8. Releasability. This instruction is approved for public release; distribution is unlimited. Obtain copies of through <<http://www.ngbpdc.ngb.army.mil>>.

9. Effective Date. This instruction is effective upon publication and must be reissued, cancelled, or certified as current every five years.



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Enclosures:

A -- Responsibilities

B -- References

GL -- Glossary

ENCLOSURE A

RESPONSIBILITIES

1. Chief of the National Guard Bureau (CNGB). The CNGB will:
 - a. Maintain oversight of the employment and use of NG technicians to ensure TAGs establish policy and procedures consistent with this instruction.
 - b. Ensure the NG technician program is executed in a nondiscriminatory manner IAW reference e.
2. Director of NG-J1. The Director of NG-J1 will:
 - a. Serve as primary advisor to the CNGB on all NG manpower and personnel issues.
 - b. Is delegated the authority to establish policy and programs for the employment and use of NG technician personnel IAW reference b.
 - c. May approve agreements for the use of NG technicians as The Adjutants General (TAG) IAW reference f.
3. Chief of NG-J1-TN. The Chief of NG-J1-TN will:
 - a. Advise the Director of NG-J1, as well as commanders, administrative officers, and other staff, on all matters pertaining to technicians assigned to the NG.
 - b. Oversee the development, staffing, and execution of the NG Technician Program.
 - c. Ensure staff coordination IAW reference c.
4. Chief of the Office of NGB Equal Opportunity (NGB-EO). The Chief of NGB-EO will promulgate discrimination policy and complaint resolution procedures for NG technicians with advice from NGB-JA.
5. TAGs. TAGs will employ and administer the employment and administration of the NG technician workforce IAW reference d.
6. Human Resources Officers (HRO). HROs will oversee, on a daily basis, the State Technician Program on behalf of the State's TAG.

ENCLOSURE B

REFERENCES

PART I. REQUIRED

- a. 10 U.S.C. § 10503, “Functions of National Guard Bureau: charter”
- b. DoD Directive 5105.77, 30 October 2015, “National Guard Bureau (NGB)”
- c. CNGB Instruction 5000.01, 30 November 2011, “Chief, National Guard Bureau Issuances and National Guard Bureau Publications Guidance”
- d. 32 U.S.C. § 709, “Technicians: Employment, Use, Status”
- e. 42 U.S.C. § 2000d, “Prohibition Against Exclusion from Participation in, Denial of Benefits of, and Discrimination under Federally Assisted Programs on ground of Race, Color, or National origin”
- f. 5 U.S.C. §§ 3371 - 3375 “Intergovernmental Personnel Act”

PART II. RELATED

- g. DoD Instruction 1400.25, 01 December 1996 “DoD Civilian Personnel Management System”

GLOSSARY

PART I. ACRONYMS

CNGB	Chief of the National Guard Bureau
HRO	Human Resources Officer
IAW	In accordance with
NG	National Guard
NGB	National Guard Bureau
NGB-JA	Office of the National Guard Bureau Chief Counsel
NG-J1	Directorate of Manpower and Personnel
NG-J1-TN	Technician Personnel Office
NGB-EO	Office of National Guard Bureau Equal Opportunity
TAG	The Adjutants General

PART II. DEFINITIONS

(NONE)