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NATIONAL GUARD TITLE 32 DUAL STATUS MILITARY TECHNICIAN COMPATIBILITY PROGRAM

References: See Enclosure B.

1. Purpose.

a. Instruction. This instruction is composed of several volumes, each containing its own purpose. The purpose of the overall instruction is to establish policy and assign responsibilities regarding the management of the National Guard (NG) Technician Personnel Program in accordance with (IAW) reference a.

b. Volume. This volume provides policy and procedures for the NG Title 32 Dual Status (DS) Military Technician Compatibility Program, in IAW references a through m.

2. Cancellation. This instruction rescinds and replaces Technician Personnel Regulation 303, 24 August 2005, "Military Technician Compatibility," and the "Resource Guide to the National Guard Technician Compatibility Program," 01 October 2012.

3. Applicability. This instruction applies to all NG Title 32 DS military technicians.

4. Policy. It is NG policy to ensure all Title 32 DS military technician appointments are compatible, in terms of Service component -- Army National Guard (ARNG) or Air National Guard (ANG) -- military unit of assignment, military rank, and military skill requirements and fully comply with statutory authorities and Department of Defense (DoD) policy.

a. Appointments. Appointments require the selected candidates to be assigned to compatible military units and possess the military skill sets -- Military Occupational Specialty (MOS) or Air Force Specialty Code (AFSC) --

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compatible with the full-time military technician positions. Candidates may be required to retrain into different military skill sets at the basic entry levels if they do not possess the military skill sets compatible with the Title 32 DS military technician positions. NG Title 32 DS military technicians who are required to retrain into different military skill sets to meet the positions' compatibility requirements must successfully complete all entry-level military training requirements within six months of their appointments in order to remain assigned to their positions. Exception to policy (ETP) requests are not required when the position candidates meet the requirements.

b. Qualification Standards. All NG Title 32 DS military technician positions have a position description (PD) and a National Guard Bureau (NGB) Qualification Standard. NGB Qualification Standards are coordinated with the respective NGB Functional Manager (FM) and published and maintained by the Technician Personnel Office (NGB-J1-TN). States are strictly prohibited from making any changes or modifications, for any reason, to NGB Qualification Standards. Qualification requirements include the award of a compatible military skill set required by the authorized DS technician position. If an applicant does not qualify for award of a compatible skill set required for appointment, reassignment, or promotion to a given position, the technician is not qualified. There are *no* waivers or exceptions to meeting the Qualification Standards prescribed by the position's occupational series.

c. ETP Requests. Compatibility ETP requests to appoint, reassign, or promote NG Title 32 DS military technicians to any position listed in Table 1 (Appendix A to Enclosure A) are not allowed. No authority, outside the NGB, allows The Adjutants General (TAGs) or the Commanding General of the District of Columbia NG (CG), the NGB Directorates, or NGB FMs to approve ETPs to appoint, reassign, or promote NG Title 32 DS military technicians to any of the positions in Table 1 for any period. ETP requests must include detailed justifications, with projected get-well dates that are within 12 months. Within the 12-month period, the Human Resources Officers (HROs) must adjust or reconcile the positions' manpower requirements, or resolve the incompatible assignments by reassigning the technicians to compatible military positions. TAGs or CG must endorse, by signature, each ETP. All NG Title 32 DS military technician compatibility ETP requests must include detailed justifications, with supporting documentation, and endorsements by TAGs or CG.

d. Coding. Positions are never coded as excess in full-time military and civilian position requirements at any time, for any reason. Under no circumstances will a DS military technician position be compromised or modified by assigning a Drill Status Soldier, Drill Status Airman, or Title 32 Active Guard Reservist to the position's compatible military authorization or position, IAW references d, e, f, g, j, and k.

e. Military Grade Inversions. Military grade inversion within the NG Title 32 DS military technician workforce is strictly prohibited. HROs and TAGs or CG must review a technician's official military chain of command to ensure the action will not result in military grade inversion when considering an NG Title 32 DS military technician compatibility ETP request to change a Title 32 DS military technician position's military unit of assignment, military rank, or military skill. The military grade of the supervisor must equal or exceed the military date of rank (for ARNG) or the military grade (for ANG) of assigned personnel supervised. The military grade inversion rule applies to any position with supervisory duties documented in the PD and requiring direct management of subordinate personnel within a unit or organization. The military grade inversion rule does not apply to Wage Leader (WL) or Work Leader positions because these do not meet the legal definition of "supervisory" with regard to assigned duties and responsibilities.

f. Temporary Not-to-Exceed Appointments and Temporary DS Technician Appointments with Indefinite Tenure. Time-limited, temporary appointments of less than 12 months are not subject to this instruction. The Series Qualification Standards for all General Schedule (GS) or Federal Wage Grade (WG) positions always apply, even during reductions in force, as directed by TAGs or CG. All NG Title 32 DS military technician appointments with indefinite tenure must comply with this instruction.

g. Understudy Positions. TAGs or CG may approve the selection and assignment of understudy candidates for managerial positions. Technicians selected for understudy assignments must meet the qualification requirements of the position's Series Qualification Standard. Understudy periods may not exceed 120 days, IAW reference m.

h. Temporary Promotions and Details -- 120 Days or Less. Technicians serving on a time-limited temporary promotion or detail of 120 days or less are not required to meet the position's Series Qualification Standards or meet the military compatibility requirements of the position (such as compatible military unit of assignment, military grade, and military skill), IAW reference m.

i. Temporary Promotions and Details -- 120 Days or More. An NG Title 32 DS military technician serving on a temporary promotion or detail of 120 days or more must meet the position's Series Qualification Standards and meet the military compatibility requirements of the position (such as compatible military unit of assignment, military grade, and military skill) IAW reference m.

j. Assignment of General Officers (GOs) in Technician Status. TAGs or CG have the authority to employ GOs in a Title 32 DS military technician status when the GO is assigned as a full-time commander of a tactical combat unit (such as ARNG Brigade or Division Commander or ANG Wing Commander), or as the Director of the Joint Staff, who functions as the Joint Task Force

Commander. NG Title 32 DS military technicians promoted to GO are never employed as a DS military technician, unless assigned to one of the authorized Title 32 DS military technician positions as a full-time commander of a tactical combat unit (such as ARNG Brigade or Division Commander or ANG Wing Commander), or as the Director of the Joint Staff, who functions as the Joint Task Force Commander. Assignment of a Title 32 DS military technician or GO to one of the positions referenced above will not preclude or delay mandatory separation or mandatory retirement from military service.

(1) When the conditions of this instruction cannot be met, the HRO must issue a notice of termination from Title 32 technician employment to the Title 32 DS military technician or GO IAW applicable statutes and policy.

(2) The compatible military position for the ARNG Director of the Joint Staff is limited to Commander, Land Component Command. The compatible military position for the ANG Director of the Joint Staff is limited to ANG Chief of Staff.

k. NGB Master ARNG and ANG Compatibility Tables. These tables provide mandatory military compatibility requirements (such as MOS and AFSC) for all NG Title 32 DS military technician positions and classified PDs for officer, warrant officer, and enlisted incumbents. The tables are reviewed monthly and are updated when new PDs are released or abolished, or when NGB-J1-TN, in coordination with the NGB FMs, approves other rank or military skill compatibility changes to existing PDs.

1. Limited Authority to Manage Incompatibility. States must resolve incompatible Title 32 DS military technician appointments within 60 days of discovery. Indicators of incompatible Title 32 DS military technician appointments can include discovery through internal management controls; reports provided by the NGB; a change in ARNG or ANG manpower authorizations or requirements; a change in military unit of assignment, military rank, or military skill (such as MOS or AFSC); a change in position classification; or the result of technician workforce restructuring or workforce reductions. States do not have the authority to waive military compatibility criteria, directed by statute and this instruction, to accommodate a military duty assignment or promotion. States do not have authority to extend cases of military incompatibility beyond the 60-day limit. States must reassign all NG Title 32 DS military technicians who fail to achieve or maintain military compatibility in their technician and military positions.

m. ARNG and ANG Military Leadership Positions. TAGs and CG are authorized to waive military unit of assignment and rank compatibility requirements for an interim period not to exceed six consecutive years for Title 32 DS military technicians selected to serve in specific manpower authorized military leadership positions. TAGs and CG do not have the

authority to waive military unit of assignment or rank compatibility requirements for DS military technicians selected to serve in authorized military leadership positions when the assignments create military grade inversions. ARNG military leadership positions covered by this instruction are strictly limited to brigade commander, battalion commander, company commander, headquarters commandant, platoon leader, command sergeant major, and first sergeant. The formal ARNG Command Leadership Assignment Program criteria do not apply to Title 32 DS military technicians and this instruction. The ANG military leadership positions covered by this instruction are strictly limited to wing commander, group commander, unit or squadron commander, flight commander, command chief, and first sergeant.

(1) The Reporting Identifier 9G100, Group Superintendent, is awarded to an ANG DS military chief master sergeant Group Superintendent technician. The Group Superintendent PD was published to authorize the recruit and hire of a qualified DS military Group Superintendent technician.

(2) Before TAG or CG approves a Title 32 DS military technician's assignment to an authorized military leadership position, the HRO must advise TAG or CG of the selected technician's potential and compatible full-time duties to ensure that the technician's full-time career is not compromised. Military leadership position assignments must never occur at the expense of limiting career progression for Drill Status NG members assigned to the same military unit of assignment. A military leadership assignment approved by TAG or CG is allowed only within the DS technician's assigned military chain of command.

(3) A NG Title 32 DS military technician cannot serve on more than one command or leadership assignment at the same level of responsibility and title, regardless of duty status. An NG Title 32 DS military technician must meet the military qualification requirements of a given military leadership position, including military rank and military skill set. As required, an NG Title 32 DS military technician must successfully complete all military training requirements of the military leadership position to remain assigned to the position. Upon completion of a military leadership assignment, not to exceed six consecutive years, the HRO must ensure that an affected Title 32 DS military technician is returned to a compatible military technician position equal in grade to the position held prior to the military leadership assignment.

n. Discrepancies. Incompatible Title 32 DS military technician appointments and qualification discrepancies occur when unqualified DS military technicians are improperly or incorrectly appointed to technician positions that require specific military skills and competencies. In such cases, HROs must process a 30-day notice of termination from technician employment for the affected Title 32 DS military technician. If efforts to reconcile incompatible Title 32 DS military technician appointments are unsuccessful, the HRO must submit a military technician compatibility ETP

request endorsed by TAG or CG to NGB-J1-TN for staffing, coordination, and final disposition. In each case, a get-well date must be established. When compatible or unqualified violations are not resolved within established timelines, HROs must provide affected DS military technicians with a 30-day notice of termination from NG technician employment.

o. Commissions. ETP requests are not considered for DS military technicians in receipt of temporary Federal Recognition orders for commissioning (ARNG) or following graduation from the ANG Academy of Military Studies with a commission (ANG). A NG Title 32 DS military technician who, after commissioning, still meets the military compatibility requirements of his or her assigned technician position is not subject to termination from technician employment unless the resulting commission creates military grade inversion. In all cases, the HRO must offer, in coordination with supervisors and commanders, career counseling and advice to Title 32 DS military technicians who are ready to make a professional career choice to advance from enlisted rank to warrant officer, or enlisted to officer. Title 32 DS military technician compatibility ETP requests are not considered for Title 32 DS military technicians who previously accepted military promotions or commissions in a military discipline that is incompatible with their Title 32 DS military technician position of record.

5. Definitions. See Glossary.

6. Responsibilities. See Enclosure A.

7. Summary of Changes. This is the initial publication of CNGBI 1400.25A, Volume 303.

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

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


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Enclosures:

- A -- Responsibilities
- B -- References
- GL -- Glossary

ENCLOSURE A

RESPONSIBILITIES

1. Manpower and Personnel Directorate (NGB-J1). NGB-J1 will:
 - a. Serve as the policy and program management authority for all ARNG and ANG Title 32 DS military technician positions and military compatibility matters, IAW references a, b, c, d, e, f, g, i, j, and k.
 - b. Provide reports, as directed by the Chief of the National Guard Bureau (CNGB), to address the extent to which NG Title 32 DS military technicians are assigned military duties that are incompatible and inconsistent with, or of a different nature than, their civilian duties.
2. NGB-J1-TN. NGB-J1-TN will:
 - a. Establish policies, program management, and implementation guidance governing the NG Title 32 DS Military Technician Compatibility Program, IAW references a, b, c, d, e, f, g, i, j, and k.
 - b. Provide reports, as directed by NGB-J1, to address the extent to which NG Title 32 DS military technicians are assigned military duties that are incompatible and inconsistent with, or of a different nature than, their civilian duties.
 - c. Serve as the FM for all NG Title 32 DS military technician positions assigned to TAGs and CG.
 - d. Publish and manage standardized NG Title 32 DS Military Technician Master Compatibility Tables for all ARNG and ANG technician positions and supporting PDs.
 - e. Establish management controls to ensure compliance with military unit of assignment, military rank, and military skill requirements for the NG Title 32 DS Military Technician Compatibility Program, IAW references a, b, c, d, e, f, g, i, j, and k.
 - f. Review, coordinate, and determine the final disposition for all NG Title 32 DS military technician concerns.
 - g. Provide clarification of and implementation directions for pertinent NG Title 32 DS Military Technician Compatibility Program statutes, policies, directives, position series qualifications, and military assignment criteria.
 - h. Provide advisory guidance to HROs, including continuous coordination activities with the ARNG and ANG Directorates and their Career Field FMs.

i. Review and analyze all NG Title 32 DS military technician assignments to ensure they are correctly managed and compliant with governing statutes, policies, directives, position series qualifications, and military assignment criteria for the NG Title 32 DS Military Technician Compatibility Program.

j. Develop, schedule, and conduct training courses specific to the NG Title 32 DS Military Technician Compatibility Program for HRO personnel, military and civilian supervisors, and program managers who administer and facilitate compatible NG Title 32 DS military technician appointments that affect Title 32 DS military technician positions and unit readiness.

k. Direct activities that reinforce NGB policy requirements that all NG Title 32 DS military technician compatibility ETP requests include a detailed justification, endorsed by TAGs or CG, along with supporting documentation.

l. Staff all NG Title 32 DS military technician compatibility ETP requests, determine the final disposition of each request, and provide the requesting State NG with a written response (such as approval, approval for a limited period, or disapproval).

m. Coordinate each ETP with the ARNG or ANG manpower representatives to ensure compliance with manpower authorizations and requirements, as well as organizational structures.

3. TAGs and CG. TAGs and CG will:

a. Direct full compliance of the NG Title 32 DS Military Technician Compatibility Program IAW references a, c, d, e, f, g, j, k, l, and m.

b. Employ, manage, and administer NG Title 32 DS military technicians within their respective jurisdiction IAW references c, d, e, f, g, j, k, l, m, and n.

c. Provide reports, as directed by NGB-J1, to address the extent to which NG Title 32 DS military technicians are assigned military duties that are incompatible and inconsistent with, or of a different nature than, their civilian duties.

d. Monitor and manage incompatible NG Title 32 DS military technician assignment. Direct all NG Title 32 DS military technician compatibility ETP requests to NGB-J1-TN for staffing and final disposition.

e. Direct activities and programs that support NG Title 32 DS military technician placement actions, management-directed reassignments, voluntary reassignments, merit promotions, and, based on incompatible or unqualified conditions, the separation of DS military technicians.

4. HROs. HROs will:

a. For their State NG units, administer the NG Title 32 DS Military Technician Compatibility Program that includes position series qualifications and military assignment criteria, IAW references c, d, e, f, g, j, k, l, and m.

b. Ensure that NG Title 32 DS military technician appointments fully comply with the NG Title 32 DS Military Technician Compatibility Program.

c. Provide reports, as directed by NGB-J1 or NGB-J1-TN, to address the extent to which NG Title 32 DS military technicians are assigned military duties that are incompatible or inconsistent with, or of a different nature than, their civilian duties.

d. At the direction of TAGs or CG, disapprove NG Title 32 DS military technician compatibility ETP requests.

e. Provide advice and assistance to management officials on a wide range of NG Title 32 DS Military Technician Compatibility Program requirements that include changes to existing organizational structures, workforce reshaping to meet new mission requirements, initiatives to improve organizational efficiencies and effectiveness, creating career enhancement opportunities, and responding to budgetary changes or limitations.

f. Provide education and training for assigned technicians, military and civilian supervisors, and managers to ensure improved understanding of and compliance with the NG Title 32 DS Military Technician Compatibility Program.

g. Employ sound management, control, direction, and support for all personnel actions affecting NG Title 32 DS military technician positions and position incumbents.

h. Ensure all assigned technicians, commanders, supervisors, and managers comply with the requirements to establish, manage, and maintain a well-qualified, trained, and compatible NG Title 32 DS military technician workforce, IAW references d, e, f, g, j, k, and l.

i. Review and analyze all NG Title 32 DS military technician assignments to ensure they are correctly managed and compliant with governing statutes, policies, directives, position series qualifications, and military assignment criteria for the NG Title 32 DS Military Technician Compatibility Program.

j. Validate ARNG and ANG manpower requirements to ensure each NG Title 32 DS military technician position is correctly advertised.

k. Develop a job analysis and crediting plan for all NG Title 32 DS military technician position vacancies, prior to processing the advertisement, qualifying

applicants, and completing personnel appointment actions. The job analysis and crediting plan addresses the Title 32 DS technician PD criteria and assigned duties and responsibilities; the applicable Title 32 DS Qualification Standard; the civilian grade of the position; and the military rank, unit of assignment, location, and military compatibility criteria of the position.

l. Develop, schedule, and conduct training courses on the NG Title 32 DS Military Technician Compatibility Program for HRO personnel, military and civilian supervisors, and managers who administer and facilitate compatible and qualified DS technician appointments that affect NG DS military technician positions and readiness.

m. Administer NG Title 32 DS military technician force management programs, Title 32 DS military technician PDs and Qualification Standards, and the Title 32 DS Military Technician Compatibility Program and maintain current and complete regulated guidance for technician employees, supervisors, and managers.

n. Review Title 32 DS military technician workforce organizational structures relative to the NG Title 32 DS Military Technician Compatibility Program; provide program data and position information to NGB-J1-TN, as required.

o. Initiate immediate corrective action to resolve incompatible NG Title 32 DS military technician appointments and ensure compliance with this instruction.

p. Coordinate all activities that reinforce NGB policy requirements for NG Title 32 DS Military Technician Compatibility Program ETP requests.

q. Provide advice and assistance to commanders, military and civilian supervisors, and managers regarding NG Title 32 DS Military Technician Compatibility Program policies and procedures for ETP requests.

r. Thoroughly review each NG Title 32 DS military technician compatibility ETP request prior to submission to NGB-J1-TN to ensure the justification has merit and to avoid preselection hiring motives or actions to accommodate a personal preference.

s. Endorse and provide a written recommendation of all NG Title 32 DS Military Technician Compatibility Program ETP requests directed to NGB-J1-TN for staffing and final disposition.

t. Ensure that all NG Title 32 DS military technician record data, such as position appointments and assignments, are completed and accurately entered into the Defense Civilian Personnel Data System (DCPDS).

u. Notify erroneously hired or disqualified NG Title 32 DS military technicians of their incompatible and unqualified status and, upon discovery, initiate the appropriate corrective action.

v. At the direction of TAG or CG, process NG Title 32 DS military technician management-directed reassignments to valid DS technician positions for which the technician is qualified and meets the military technician compatibility requirements, as directed by this instruction.

w. Use the appropriate DCPDS reporting codes to identify all NG Title 32 DS military technicians who are enrolled in Reserve Officer Training Corps, Officer Training Course, or Warrant Officer Training Course programs.

5. NGB Functional Career Field Managers. NGB Functional Career Field Managers will:

a. Direct and manage applicable manpower authorizations and readiness requirements for a specific occupational series or program discipline (such as Operations, Finance, or Logistics).

b. Ensure that full-time organizational unit manpower structures accurately align with and define military unit of assignment, military rank, and military skill requirements for all NG Title 32 DS military technician positions.

c. Provide reports, as directed by NGB-J1, to address the extent to which NG Title 32 DS military technicians are assigned military duties that are incompatible and inconsistent with, or of a different nature than, their civilian duties.

d. Comply with NG Title 32 DS Military Technician Compatibility Program requirements in order to respond to real-world contingency operations, deployments, and exercises and to correctly identify weaknesses or vulnerabilities specific to readiness training for Title 32 DS military technicians.

e. Make recommendations regarding NG Title 32 DS military technician manpower changes to the appropriate ARNG or ANG manpower specialist, to reduce redundancies or duplications in full-time Title 32 DS military technician positions in a specific occupational series or program discipline.

f. Coordinate with NGB-J1-TN on each NG Title 32 DS military technician position's compatibility program factors, as directed and defined by statute, including the Service component, military unit of assignment, military rank, military skill requirements, and security clearance level.

g. Provide specific compatibility program data and position information to NGB-J1-TN, as required.

h. Advise NGB-J1-TN regarding applicable unit or organizational structure changes to NG Title 32 DS military technician position authorizations that include military rank and military skill requirements.

i. Review NG Title 32 DS military technician PDs within program disciplines to validate accurate compatibility program criteria and current series qualification requirements.

j. Request training opportunities from NGB-J1-TN to better understand the roles and responsibilities in managing NG Title 32 DS Military Technician Compatibility Program criteria requirements.

k. Coordinate with State-level supervisors and managers to ensure their understanding of and compliance with NG Title 32 DS Military Technician Compatibility Program criteria and requirements.

6. Supervisors and Managers. Supervisors and managers will:

a. Ensure that appointed NG Title 32 DS military technicians are qualified, are assigned to valid manpower authorizations and positions, and meet military compatibility requirements, IAW references a, c, d, e, f, g, j, k, and l.

b. Manage and maintain a compatible and competent NG Title 32 DS military technician workforce and provide opportunities for military and civilian training that will ensure the successful performance of assigned full-time duties, while maintaining the highest levels of readiness, IAW references a, d, e, f, g, j, and, k.

c. Review and verify that all NG Title 32 military technician positions have a compatible Title 32 DS military technician PD that completely and accurately describes the duties and responsibilities of the position.

d. Apply manpower position management principles and ensure that all NG Title 32 DS military technicians are assigned to compatible military positions with the required military rank and military skills that support and align with the duties and responsibilities described in the supporting PD.

e. Advise NGB FMs, HROs, and unit commanders on changes to unit organizational structures and resulting impacts on NG Title 32 DS military technician manpower authorizations, military ranks, and military skill requirements.

f. Review standard NG Title 32 DS military technician PDs, within program disciplines, to validate accurate compatibility program criteria and occupational qualification and certification requirements for the position.

- g. Request training opportunities from HROs to better understand their roles and responsibilities in managing NG Title 32 DS military technician compatibility program requirements and applicable qualification and certification criteria required by the occupational series and the DS military technician position or PD.
- h. Work with local unit personnel to ensure their understanding of and compliance with NG Title 32 DS Military Technician Compatibility Program criteria.
- i. Verify NG Title 32 DS military technician manpower authorizations and initiate and direct request(s) to the HRO for DS military technician personnel actions that include changes to rank or military skill set, job announcements for vacant DS military technician positions, and organizational position changes or position restructuring due to mission changes or changes in position classification.
- j. Ensure that NG Title 32 DS military technicians are fully qualified and correctly assigned to compatible military positions; ensure that Title 32 DS military technicians are awarded the compatible military skill set, required by the positions' Series Qualification Standard, to perform the duties and responsibilities described in the supporting PD.
- k. Coordinate with NGB FMs to ensure that NG Title 32 DS military technician PDs are current in terms of the position's authorized manpower criteria (such as military unit of assignment, military rank, and military skill set) and, through the classification process, accurately reflect the position's title, pay plan, series, and grade.
- l. Initiate procedures to change existing organizational structures, eliminate excess or redundant positions to meet new mission requirements, improve organizational efficiencies and effectiveness, create upward mobility opportunities, and respond to budgetary limitations.
- m. Review the applicable organizational structure or unit of assignment to ensure that current NG Title 32 DS military technician authorizations, manpower requirements, organizational structures, and position requirements support mission readiness, effectiveness, and efficiency.
- n. Ensure that NG Title 32 DS military technicians are hired as qualified candidates and are correctly and compatibly assigned to Title 32 DS military technician positions that best serve the mission and provide an economic use of technician personnel resources.
- o. Provide information to assigned NG Title 32 DS military technicians on the required conditions of their continued employment, along with the statutes, directives, principles, policies, and procedures of the NG Title 32 DS Military

Technician Compatibility Program and mandatory series qualification criteria, as established and managed by NGB-J1-TN.

p. Ensure that all personnel actions comply with Merit Systems Principles and that they are effective, efficient, and fair; are open to every citizen and free of political coercion; and are staffed and processed by specialists who are competent and dedicated to the public service.

q. Notify and advise NG Title 32 DS military technicians of classification and position management actions that may affect their technician appointments.

r. Verify vacant position criteria for NG Title 32 DS military technician positions before the HRO initiates recruitment and fill actions for new hire appointments or on-board merit placement or promotion opportunities.

s. Ensure that the position, military unit of assignment, manpower authorization, military rank, military skill set, and assigned duties and responsibilities are current, valid, and accurately and completely described in the applicable Title 32 DS military technician PD.

APPENDIX A TO ENCLOSURE A

PROHIBITED POSITIONS

All supervisory GS positions in all occupational series
All Federal Wage Supervisor positions in all occupational series
Positions graded at, or above, GS-12, WL-10, or WG-10
Series GS 0018—Safety and Occupational Health Management
Series GS 0060—Chaplain
Series GS 0081—Fire Protection and Prevention
Series GS 0101—Social Science
Series GS 0132—Intelligence
Series GS 0180—Psychology
Series GS 0181—Psychology Aid and Technician
Series GS 0184—Sociology
Series GS 0185—Social Work
Series GS 0186—Social Services Aid and Assistant
Series GS 0187—Social Services
Series GS 0343—Management and Program Analysis
Series GS 0346—Logistics
Series GS 0510—Accounting
Series GS 0511—Auditing
Series GS 0600 through GS 0699—Medical, Hospital, Dental, and Public Health
Series GS 0800 through GS 0899—Engineering and Architecture
Series GS 0905—General Attorney
Series GS 0950—Paralegal Specialist
Series GS 1102—Contracting
Series GS 2152—Air Traffic Control
Series GS 1300 through 1399—General Physical Science
Series GS 1800 through 1899—General Inspection, Investigation, Enforcement, and Compliance
Series GS 2181—Aircraft Operation
Series GS 2183—Air Navigation
Series GS 2185—Aircrew Technician
Series GS 2210—Information Technology Management

Table 1. Prohibited Program Series

APPENDIX B TO ENCLOSURE A

ARMY NATIONAL GUARD TITLE 32 DUAL STATUS MILITARY TECHNICIAN
 APPOINTMENTS AND ASSIGNMENTS

ARNG Title 32 DS Military Technicians	
Employment	Compatible Assignment
Surface Maintenance and Support Maintenance positions at ARNG Combined Support Maintenance Shop Maneuver Area Training Equipment Sites, Unit Training Equipment Sites, and Watercraft Support Maintenance Centers	Positions in military units supported by the employing activity, IAW references d, e, f, g, j, k, and l
ARNG Field Maintenance Shop	Positions in supported military units or commands
ARNG Aviation Facilities or Theater Aviation Sustainment Maintenance Group and ARNG Installation Support Units	Positions on the Table of Distribution and Allowances
Army Aviation Support Facility, Army Aviation Flight Activity, and Army Aviation Operating Facility	Military positions in aviation units supported by the employing organization

Table 2. ARNG Title 32 DS Military Technician Appointments and Assignments

ENCLOSURE B

REFERENCES

- a. CNGB Instruction 1400.25A, 10 October 2017, “National Guard Technician Personnel Program”
- b. Public Law (P.L.) 115-91, 12 December 2017, “National Defense Authorization Act for Fiscal Year 2018,” Section 574, “Review and Report on Authorities for the Employment, Use, and Status of National Guard and Reserve Technicians”
- c. P.L. 114-328, 23 December 2016, “National Defense Authorization Act for Fiscal Year 2017,” Section 932, “Enhanced Personnel Management Authorities for the Chief of the National Guard Bureau”
- d. Title 32 United States Code (U.S.C.) Section 709, “Technicians: Employment, Use, Status”
- e. P.L. 90-486, 13 August 1968, “A Codification of the National Guard Technician Act of 1968”
- f. 10 U.S.C. § 10216, “Military Technicians (Dual Status)”
- g. 10 U.S.C. § 1011, “National Guard Bureau”
- h. 10 U.S.C. § 10503, “Functions of National Guard Bureau: Charter”
- i. U.S. House of Representatives Report No. 1823, 31 July 1968, “National Guard Technicians Act of 1968”
- j. Senate Report No. 1446, 22 July 1968, “National Guard Technicians Act of 1968”
- k. CNGB Instruction 1701.01A, 15 November 2016, “Manpower and Organization Policies and Standards”
- l. 5 Code of Federal Regulations (CFR), Part 302, “Employment in the Excepted Service”
- m. 5 CFR, Part 213, “Excepted Service”

GLOSSARY

PART I. ACRONYMS

AFSC	Air Force Specialty Code
AGR	Active Guard Reserve
ANG	Air National Guard
ARNG	Army National Guard
CG	Commanding General of the District of Columbia
CNGB	Chief of the National Guard Bureau
DCPDS	Defense Civilian Personnel Data System
DoD	Department of Defense
DS	Dual status
ETP	Exception to policy
FM	Functional Manager
GO	General Officer
GS	General Schedule
HRO	Human Resources Officer
IAW	In accordance with
MOS	Military Occupational Specialty
NG	National Guard
NGB	National Guard Bureau
NGB-J1	Manpower and Personnel Directorate
NGB-J1-TN	Technician Personnel Office
PD	Position description
TAG	The Adjutant General
WG	Wage Grade
WL	Wage Leader

PART II. DEFINITIONS

Dual Status Military Technician -- A full-time National Guard Title 32 excepted service Federal civilian employee, authorized by Title 10 United States Code, Section 10216, and appointed under the provisions of Title 32 United States Code, Section 709, who, as a condition of full-time technician employment, must maintain military membership in the State National Guard. A Title 32 dual status military technician must be a member of a Service component (Army National Guard or Air National Guard) in the State National Guard in which the technician is employed.

National Guard Bureau Functional Manager -- A National Guard Bureau position having functional responsibility for a series of National Guard technician positions or position descriptions, including those located in the National Guard Joint Force Headquarters--State, the Army National Guard, and the Air National Guard.

Personnel Action -- Official action taken to place an employee in a position or remove an employee from a position by appointment, promotion, reassignment, detail, transfer, demotion, reinstatement, restoration, reemployment, or separation. Also includes such actions as within-grade increases, annual salary adjustments, performance awards, and changes in data elements (such as service computation dates and Veterans Preference).

Qualification Requirements -- Compatible military skill set required by the authorized DS technician position and the qualification standards prescribed by the position's Federal civilian occupational series.

Supervisor or Manager -- A commander or a civilian in charge of an organization or unit of assignment in which National Guard technicians are employed.

Title 32 Dual Status Technician Position Description -- Classified and published by the National Guard Bureau Technician Personnel Office and used to record the duties and responsibilities of a National Guard dual status technician position.