



MICHIGAN NATIONAL GUARD
HUMAN RESOURCE OFFICE
TECHNICIAN POLICY LETTER



NUMBER 13-04

18 March 2013

**MICHIGAN NATIONAL GUARD MILITARY (DUAL STATUS) TECHNICIAN
COMPATIBILITY**

1. **References.** Technician Personnel Regulation (TPR) 303, Military Technician Compatibility, dated 24 August 2005 and the National Guard Bureau (NGB) Resource Guide to the National Guard Technician Compatibility Program, dated 01 October 2012.
2. **Purpose.** Compatibility is defined as the condition in which the duties and responsibilities of a military technician's full-time civilian position is substantially equivalent to the duties and responsibilities of the technician's military assignment. The National Guard's full-time support program requires that all military technicians are members of the National Guard and are appointed to full-time positions which correspond to their military assignments. (MTOE/TDA or MPES) This policy provides guidance for determining and processing position and assignment compatibility. All Michigan National Guard military (dual status) technicians will be assigned in accordance with this policy.
3. **Applicability.** This policy applies to all Michigan Air and Army National Guard full-time technician employees. This policy is effective immediately and supersedes TPL 06-1.
4. **Proponent and Exception Authority.** Joint Force Headquarters, J1, Director of Human Resources. The proponent has authority to approve exceptions when they are consistent with controlling laws and regulation
5. **Suggested Improvements.** Users are invited to send comments and suggestions to Joint Forces Headquarters, Director of Human Resources, 3423 N. Martin Luther King Blvd., Lansing, MI 48906.
6. **Compatibility Requirements.** All of the following three requirements must be met in order for a military (dual status) technician to be considered compatible with their dual status technician position:
 - a. **Assignment To A Compatible Duty Military Occupational Specialty (DMOS) or Duty Air Force Specialty Code (DAFSC).** Military (dual status) technicians must be militarily assigned to a DMOS or DAFSC that is compatible with their technician position, as determined by the National Guard Bureau. Technicians who are incompatible upon initial assignment to a new technician position, or by reason of a military reassignment, have 12 months to become compatible. Technicians only need to be assigned to the proper DMOS or DAFSC to be considered in compliance. Possession of a certain MOS or AFSC skill level, or

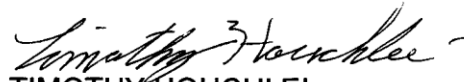
completing initial MOS or AFSC training is not required, unless otherwise dictated by the technician's position description.

- b. **Military Unit of Assignment.** Military (dual status) technicians are assigned to a military position in the same unit in which they are employed or, in a unit that is supported by the employing activity as authorized by applicable regulations. The occupational classification concept (MOS/AFSC) for all full-time support members requires compatible military skills in full-time assignments. When considering military assignment changes, the member's military chain of command must consider the effect on the member's full-time employment.
- c. **Primary Occupancy In Military Position.** Military (dual status) technicians must be the primary occupant of their military position, and may not be coded as excess.
- d. **Military Grade Inversion.** The military structure is preeminent over the full-time structure and military grade inversion within the full-time workforce is not permitted. The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Unit of assignment or service component does not change this requirement.

7. **Changes In Military Assignment:** Technicians are responsible for ensuring their full-time assignments satisfy compatibility requirements against the applicable military duty position. Before accepting a military reassignment/promotion, it is the technician's responsibility to contact the Human Resource Office to obtain compatibility approval for the new military assignment. If the technician will be incompatible with their full-time position upon acceptance and placement into the new military position, he/she will be issued a letter giving them 12 months to become compatible with their technician position. Failure to become compatible within 12 months will result in HRO issuing a 30-day notice of termination to the incompatible technician. Requests for military reassignment of a technician must be submitted to the Human Resource Office for prior approval. (Enclosure 1)

8. **HRO Points of Contact.** Any questions or concerns regarding technician compatibility may be directed to the HRO Staffing section at: 517-481-7728.

FOR THE ADJUTANT GENERAL


TIMOTHY HOUCHELI
COL, GS, MIARNG
Director of Human Resources

ENCLOSURE 1
MILITARY TECHNICIAN REASSIGNMENT REQUEST

MICHIGAN NATIONAL GUARD
(UNIT NAME AND ADDRESS)

NGMI

DATE

MEMORANDUM FOR The Adjutant General of Michigan, ATTN: NGMI-HRO-TM,
3423 N. Martin Luther King Blvd, Lansing, MI 48906

SUBJECT: Request for Military Reassignment of a Dual Status Technician

Request NGMI-HRO-TM approves the military transfer of the following dual status
(military) technician:

TECHNICIANS' NAME:

SOCIAL SECURITY NUMBER:

OLD UNIT OF ASSIGNMENT:

NEW UNIT OF ASSIGNMENT:

OLD MILITARY POSITION TITLE:

NEW MILITARY POSITION TITLE:

OLD DUTY MOS/AFSC: (PARA/LIN NO. or FAC/MPCN)

NEW DUTY MOS/AFSC: (PARA/LIN NO. or FAC/MPCN)

FROM AUTH RANK/GRADE: (TO):

TECHNICIAN POSITION DESCRIPTION NUMBER (PD#)

FOR THE COMMANDER:

REQUESTER'S NAME
RANK
TITLE