

Personnel - General

MILITARY TECHNICIAN COMPATIBILITY

By Order of the Secretaries of the Army and the Air Force:

H STEVEN BLUM
Lieutenant General, USA
Chief, National Guard Bureau

Official:

GEORGE R. BROCK
Chief, Plans and Policy Division

History. This printing supersedes NGR 600-25/ANGI 36-102, dated 31 March 1995.

Summary. This regulation prescribes the policies, procedures, and responsibilities governing National Guard military technician compatibility criteria.

Applicability. This regulation applies only to the Army and Air National Guard, Military Technician Program of the 50 States, the Commonwealth of Puerto Rico, Guam, U.S. Virgin Islands, and the District of Columbia, hereafter referred to as States.

Proponent and exception authority. The proponent of this regulation is the Chief, National Guard Bureau, NGB-J1, Office of Technician Personnel. The proponent has the authority to approve exceptions to this regulation when they are consistent with controlling laws and regulation.

Management control process. This regulation is not subject to the management control requirements of AR 11-2 (Management Control) and does not contain management control provisions.

Supplementation. Supplementation of this regulation is authorized. One copy of any supplement is provided to the Office of Technician Personnel, National Guard Bureau, ATTN: NGB-J1-TNS, for coordination.

Suggested improvements. Users of this regulation are invited to forward comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to NGB-J1-TN, 1411 Jefferson Davis Highway, Arlington, VA 22202-3231.

Distribution. B/F.

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Chapter 1 General Information

1-1. Purpose

This regulation prescribes policies, procedures, and responsibilities governing Army and Air National Guard military technician compatibility. 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 (MTOE/TDA/UMDA). Compatibility ensures that a highly skilled and trained cadre is available when units are deployed. Capability also ensures that a continuity of operation exists before, during, and after deployment periods that leads to enhanced unit readiness as mandated by the Technician Act of 1968 (PL 90-486).

1-2. References

Related publications are listed in Appendix A.

1-3. Explanation of abbreviations and terms

Abbreviations and special terms used in this regulation are explained in the glossary.

1-4. Responsibilities

- a. The Chief, National Guard Bureau (CNGB) administers the National Guard Technician Program, as re-delegated by the Secretaries of the Army and Air Force, in a manner consistent with approved policies, directives, regulations, and publications of the Army and Air Force.
- b. The Director, Manpower and Personnel, NGB J-1, serves as the primary advisor to the CNGB on all personnel and manpower issues in the National Guard. Provides oversight and has primary responsibility to the CNGB on the human resource technician program development, staffing, and execution of policy, plans, and programs concerning technician compatibility.
- c. The Chief, Office of Technician Personnel, NGB-J1-TN, is the primary advisor to NGB-J1, commanders, staff, and operating officials on all matters pertaining to National Guard military technicians. Develops, maintains, and establishes policy, plans, and programs concerning compatibility compliance monitoring. Interfaces with field activities, Army National Guard (ARNG) and Air National Guard (ANG) Career Field Functional Managers.
- d. The Adjutant General (TAG) supplements and publishes military technician management policies relating to compatibility programs and processes. Monitors the State's compliance with technician compatibility guidelines, policies, directives; and reports to NGB J-1 and Chief, NGB on program effectiveness. With required coordinated approval from the NGB Career Field Functional Managers, provides notifications for compatibility waivers and exceptions to policy to applicable organizations within the guidelines of this regulation.
- e. Joint Force Headquarters-State (JFHQ-ST) provides oversight and has primary responsibility to TAG on the State's human resource program development, staffing, and execution of policy, plans, and programs concerning compatibility.
- f. The Human Resources Officer (HRO) develops and implements local plans and procedures, reviews authorizations to determine if position changes are appropriate, maintains accountability for military technicians' compatibility, and takes action on members who are not in compatible assignments. The HRO monitors compatibility through the Defense Civilian Personnel Data System (DCPDS). Reviews and provides recommendations to TAG on compatibility waiver requests. Prepares and maintains compatibility records and provides reports as required by TAG or NGB-J1-TNS.
- g. Military technicians (dual status) are responsible to ensure that their full-time assignments satisfy compatibility requirements against the applicable military MTOE/TDA/UMDA duty positions.

Chapter 2 Technician Program Administration

2-1. Position assignments

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. This regulation provides guidance for determining and processing position and assignment compatibility. Unless specifically approved by TAG or HRO, the technicians are assigned in accordance with this policy and compatibility criteria published by NGB-J1-TN.

a. **Military Membership.** Dual status military technicians are members of the National Guard, hold the military grades specified for their authorized positions, and wear the uniforms appropriate for the members' grade and component of the armed forces. Unless otherwise noted, all military technicians maintain proper military membership for the position occupied.

b. **Military Assignment.** Military 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 when authorized by this regulation. This unit of assignment requirement is necessary to ensure there is a highly skilled and trained support cadre available when units are deployed and to provide continuity of operations before, during, and after deployments. The occupational classification concept (MOS/AFSC) for all full-time support members requires compatible military skills in the 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. The full-time support member is the primary occupant of the military position and is not coded as excess. A compatibility waiver is not required when an applicant meets NGB Qualification Standards and is selected for a technician position, even if they do not initially possess the compatible MOS or AFSC. The MOS or AFSC entry skill level (MOS 10 or AFSC 1) is awarded and the member is processed to complete the applicable technical military school.

c. **Military Grade Inversion.** The military structure is preeminent over the full-time structure and military grade inversion within the full-time work force is not permitted. Military grade inversion is inconsistent with the nature and culture of the military. All full-time support members must follow military protocol of the traditional military rank structure. The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Unit of assignment or service component of the individual does not change this requirement.

d. **Temporary appointments.** Temporary appointments are time-limited and are not subject to MOS/AFSC or unit of assignment criteria. Technicians appointed on an indefinite basis are subject to MOS/AFSC and unit of assignment criteria policy.

e. **Understudy positions.** TAG approves the selection/assignment of an understudy for a key managerial position. The understudy period may not exceed 120 days.

f. **Temporary promotions and details.** When military technicians are temporarily promoted or detailed, the MOS/AFSC compatibility remains with the permanent position from which temporarily promoted or detailed.

g. **JFHQ-ST personnel** are assigned to compatible positions in units located within the State. TAG may approve exceptions to accommodate these technicians when their positions are affected by reorganization or force-restructure manpower actions. These accommodations are valid only while the incumbents occupy the positions and until they are reassigned to compatible positions.

h. **ARNG surface maintenance personnel and ARNG support maintenance center personnel** employed in a Combined Support Maintenance Shop (CSMS), Maneuver Area Training Equipment Site (MATES), Unit Training Equipment Site (UTES), or Watercraft Support Maintenance Center (WSMC) are assigned to compatible positions in units which are supported by the employing activity.

i. Military technicians employed at an ARNG Field Maintenance Shop (FMS) are assigned to compatible positions in supported units or commands. A supported command is defined as any unit that falls under the same parent "AA" unit identification code as the unit in which the facility directly supports.

j. Military technicians, employed at the Army National Guard Aviation Facilities, Aviation Classification Repair Activity Depot (AVCRAD), are militarily assigned to the table of distribution and allowances (TDA) for that organization. Personnel, employed at the Army Aviation Support Facility (AASF), Army Aviation Flight Activity (AAFA), and Army Aviation Operating Facility (AAOF), are militarily assigned to compatible positions in any aviation unit that full-time support members are employed to support.

k. Military technicians, employed at Army National Guard Installation Support Units (ISU), are assigned to the applicable TDA.

l. General officers are not in a pay status as military technicians unless assigned as the commanders of tactical combat units, e.g., ANG Wing Commanders or ARNG Brigade/Division Commanders. A military technician promoted to general officer cannot continue in technician employment unless he/she meets the criteria above. When appropriate, the HRO must issue the general officer military technician a notice of separation IAW TPR 715, Voluntary and Nondisciplinary Actions.

2-2. Implementing Instructions

a. The NGB compatibility tables provide military appointment (officer, warrant officer, enlisted) and MOS/AFSC requirements. These tables are reviewed quarterly and updated as new position descriptions are released or, when the NGB Career Field Functional Managers and NGB-J1-TN approve other compatibility changes to existing position descriptions.

b. Reporting codes, 09R/09S/09W, are compatible for currently employed military technicians while enrolled in ROTC/OCS/WOCS. However, the technician's acceptance of a commission is considered a voluntary action and a career choice. The member's receipt of the military appointment will result in termination from his or her military technician employment. The HRO must ensure that the 30-day notice requirement is processed to meet the termination requirement. Termination from the military technician's position of employment occurs upon the member's receipt of the temporary federal recognition (ARNG) or, upon graduation from the Academy of Military Studies (ANG).

c. TAG or the HRO has the authority to manage incompatible assignments within a reasonable period of time. Examples include but are not limited to:

(1) Military appointments. When the military appointment requirement is changed (officer, warrant officer, enlisted) or the military assignment is changed due to position description changes, reorganization, or realignment, TAG may grant the incumbent an exception to assignment compatibility. This accommodation is valid only while the incumbent occupies the position and the exception does not cause military grade inversion. However, the HRO must continue efforts to assign the full-time support member to a compatible position.

(2) Command, Leadership, and Staff Assignment Program (CLASP). The CLASP provides professional development opportunities for military technicians. The Adjutants General have authority and flexibility to approve CLASP positions within their respective Title 32 military technician program. The States/Territories must consider the technicians' potential and subsequent duty assignments before assignment to CLASP positions. Implementation of CLASP is not at the expense of a traditional members' career progression.

(3) Army National Guard command/leadership assignments. TAG has the authority to approve MOS and unit of assignment exceptions for the following: brigade, battalion, company command, headquarters commandant, platoon leaders, command sergeant major, first sergeant, and non-deployable staff positions (i.e. G1, G2, S1, S2, Asst S4, Asst S3, etc). The ARNG command/leadership assignments are for a period not to exceed three (3) years. Assignments are only allowed within the technicians' supported chain of command or coordinating staff relationship of the JFHQ-ST office. Technicians are not allowed more than one command or leadership assignment at the same level, regardless of duty status. Technicians must meet the MOS/AOC qualifications for the MTOE paragraph/line.

The MOS/AOC qualification requirement is non-waiverable. The NGB-ARM office will not provide temporary or additional authorization(s) to replace deployed personnel serving in a CLASP assignment.

(4) ANG command/leadership assignments. TAG has the authority to approve AFSC and unit of assignment exceptions for the following positions – commander, command chief master sergeant, and first sergeant. Command chief master sergeant and first sergeant position assignments are processed in accordance with ANGI 36-2101 and will not exceed four (4) years.

(5) TAG has the authority to approve unit of assignment exceptions to accommodate military promotions essential to military career development. This authority is limited to situations where no military position of the appropriate MOS/AFSC and grade are available for promotion assignment. These exceptions may not exceed three (3) years.

(6) Except as provided in 2-2.c. (3) and 2-2.c. (4), military technician members must serve in command/leadership assignments within the unit of the full-time employment with the following exceptions:

(a) JFHQ-ST personnel are militarily assigned to any unit in the State.

(b) Surface maintenance personnel employed in a CSMS, MATES or UTES are militarily assigned to supported units.

(c) Army National Guard field maintenance shop personnel are militarily assigned to supported units. If compatible positions do not exist in the supported units, the technicians are assigned to elements in the supported commands as defined in paragraph 2-1(i).

(d) Army aviation support facilities, Army aviation operating facilities, and Army aviation classification repair activities depot personnel are militarily assigned to supported units.

d. Military technician incompatible assignments, to include command/leadership assignments, are documented in the DCPDS to monitor future correction. Military grade inversion is not permitted as a result of a command/leadership assignment. For the period of the command/leadership assignment, ARNG and ANG technicians must continue to perform the daily duties as described in their position descriptions.

e. Military technician compatibility waivers are requested in writing from the selecting official, commander or designated representative and submitted to the HRO. The HRO must coordinate with the appropriate NGB Career Field Functional Managers for their approval or disapproval of the compatibility waiver requests.

f. The NGB Career Field Functional Managers reserve the authority to approve or disapprove compatibility waiver requests for all instances of rank/status, position, unit, MOS or AFSC incompatible assignments. For example, if the selecting official desires to use another status, MOS, or AFSC not listed in the NGB Compatibility Tables, then the HRO will coordinate with the appropriate NGB Career Field Functional Manager to request a compatibility waiver, with justification and support documentation, for his or her appropriate of approval or disapproval reply.

2-3. Compatibility Reporting

To comply with Congressional direction and for gathering accurate data concerning compatible military assignments, each State must maintain accurate records on military technicians' current approved exceptions data and all other incompatible assignment information. Incompatible assignments are documented and monitored through DCPDS.

Appendix A
References

AFMAN 36-2105
Officer Classification

AFMAN 36-2108
Enlisted Classification

ANGI 36-101
The Active Guard/Reserve Program

ANGI 36-2101
Assignments Within The Air National Guard

ANGPD 36-1
Full-Time Support (FTS) To The Air National Guard

AR 611-1
Military Occupational Classification Structure Development and Implementation

DA PAM 611-21
Military Occupational Classification and Structure

DoD Directive 1205.18
Full-Time Support (FTS) to the Reserve Components

NGR 600-5
The Active/Guard Reserve program, (AGR) Title 32, Full-Time National Guard Duty (FTNGD)

NGR 600-100
Commissioned Officers - Federal Recognition And Related Personnel Actions

NGR 600-101
Warrant Officers - Federal Recognition And Personnel Actions

NGR 600-200
Enlisted Personnel Management

PL 90-486
The Technician Act of 1968

TPR 715
Voluntary And Non-Disciplinary Actions

Glossary
Section I
Abbreviations

AAFA
Army Aviation Flight Activity

AAOF
Army Aviation Operating Facility

AASF
Army Aviation Support Facility

AFSC
Air Force Specialty Code

ANG
Air National Guard

ANGRC
Air National Guard Readiness Center

ANGRC/DP
Air National Guard Readiness Center, Directorate of Personnel

AOC
Area of Concentration

ARNG
Army National Guard

ARNGRC
Army National Guard Readiness Center

AVCRAD
Aviation Classification Repair Activity Depot

CLASP
Command, Leadership, and Staff Assignment Program

CSMS
Combined Support Maintenance Shop

DA
Department of the Army

DAF
Department of the Air Force

DCPDS
Defense Civilian Personnel Data System

DoD
Department of Defense

HRO

Human Resources Officer

ISU

Installation Support Unit

JFHQ-ST

Joint Force Headquarters-State, JFHQ-St

MATES

Maneuver Area Training Equipment Site

MOS

Military Occupational Specialty

MT

Military Technician

MTOE

Modified Tables of Organization and Equipment (ARNG)

NCO

Non-commissioned Officer

NGB

National Guard Bureau

OCS

Officer Candidate School

OMS

Organizational Maintenance Shop

OPR

Office of Primary Responsibility

OSD

Office of the Secretary of Defense

ROTC

Reserve Officer Training Corp

SPMD

Support Personnel Manning Document (ARNG)

TAG

The Adjutant General

TDA

Table of Distribution and Allowances (Army National Guard)

TPR

Technician Personnel Regulation

UMDA

Unit Manpower Document Active (Air National Guard)

USP&FO

United States Property and Fiscal Office

UTES

Unit Training Equipment Site

WOCS

Warrant Officer Candidate School

WSMC

Watercraft Support Maintenance Center

Section II**Terms****Activity**

A non-mobilization organizational component such as, MATES, CSMS, USP&FO, UTES, OMS, WSMC and AASF. (ARNG only)

Compatibility

The condition in which the duties and responsibilities of a military technician's position are substantially equivalent to the duties and responsibilities of the technician's military assignment (MTOE/TDA/UMDA).

Career Field Functional Managers

Designated officials assigned to the office of primary responsibility for Army and Air National Guard military specialty/career programs with approval authority for compatibility waivers.

Military Duty Assignment

The paragraph and line number of a position, annotated on a manning document, to which the technician is militarily assigned.

Military Technician / Technician

A federal civil service employee, who is granted an excepted appointment as a full-time employee of the Army or Air National Guard, and is identified as a full-time support member/dual status.

Primary Occupant

The individual assigned to a military duty position as annotated on the unit-manning document.

Supervisor

A supervisor is an individual who directly supervises the technician at their full-time position. The word supervisor is used to encompass the military concept of leadership, rather than meet the Office of Personnel Management (OPM) or traditional labor-relations definitions of a supervisor. Because of the National Guard's unique statutory requirement for a dual status system, an individual, selected under the Military Technician Program for a position requiring leadership duties, is senior or equal in military rank to those he or she commands, guides, directs, or leads. A wage leader position fulfills the concept of military leadership even though it does not meet OPM's definition of a supervisor.

TAG Exception

Special career assignments, as defined in this regulation, managed by TAG which are granted for a specified period of time.

Waiver

An authorized variance to established policy.