

STATE OF HAWAII  
DEPARTMENT OF DEFENSE  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD, HONOLULU, HAWAII 96816-4495

JOB VACANCY ANNOUNCEMENT FY15-0029 AGR-AIR  
Dual announcement (Yes)

10 March 2015

POSITION: Emergency Management Superintendent, DAFSC, 3E9X1  
POSNR 0890261, Maximum authorized grade CMSgt/E-9,  
154<sup>th</sup> Civil Engineer Squadron, Hawaii Air National Guard,  
Hawaii.  
(To establish a List of Eligible)

TYPE OF APPOINTMENT: Full-Time Military Duty (Title 32, USC 502(f)) – 3 year tour (**See NOTES TO APPLICANTS Paragraph 13 for onboard AGR**)

LOCATION: 154 CES, JBPHH

CLOSING DATE: 14 April 2015

RECRUITMENT AREA:

1<sup>st</sup> Area of Consideration: Present enlisted members E7 (promotable to E-8 by JVA close date) – E8 of the Hawaii Air National Guard with AFSC 3E9X1.

2<sup>nd</sup> Area of Consideration: Present enlisted members E7 (promotable to E-8 by JVA close date) – E8 of the Air National Guard with AFSC 3E9X1.

**SUMMARY OF DUTIES:** Administers MAJCOM and Installation Emergency Management Programs. Prepares, plans, trains, educates, and equips personnel and installation leaders on ways to prepare for, prevent, respond to, maintain mission capability and recover from threat events including major accidents, natural disasters, weapons of mass destruction and wartime chemical, biological, radiological, nuclear and high-yield explosive (CBRNE) attacks. Performs detection, monitoring, sampling, warning and reporting of chemical, biological, radiological, nuclear (CBRN) events. Provides expert advice for commanders to make risk-based decisions during all phases of emergency response operations. Manages and executes the Installation Emergency Management (EM) Program. Implements DoD, AF, and national consensus standards and guidance into installation level instructions, plans, guides and checklists. Provides hazardous materials (HAZMAT) response capability for unknown or suspect CBRN incidents. Coordinates actions to ensure prompt response during EM operations including immediate mobilization of resources and participation of agencies and organizations. Provides technical advice to the Emergency Operations Center (EOC) Director. May operate a mobile communications center to provide a command and control platform for the Incident Commander. Establishes, monitors and maintains an integrated CBRN detection, warning, and reporting system. Prepares manual and automated plume models for CBRN events and interprets data for installation leadership. Determines contamination levels, identifies contaminated areas and coordinates with Bio-Environmental Engineers to establish proper protective measures. Collects and prepares

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samples and ensures proper transport of samples from suspected CBRN events. Advises, directs and supervises EM specialized teams. Organizes, schedules, and coordinates all aspects of the Emergency Management Working Group meetings including recording and distributing meeting minutes and tracking action items. Participates as an Installation Emergency Management Working Group (EMWG) member. Conducts unit and staff agency EM Staff Assistance Visits (SAV) ensuring EM organizing, equipping and training requirements are accomplished and related directives are followed. Develops installation SAV checklists to execute the SAV Program. Develops installation SAV schedule and conducts an EM SAV on all units annually. Provides a written report to unit commanders and briefs the Installation EMWG on findings and trends. Follows up on identified discrepancies to ensure corrective actions meet standards. Manages all aspects of the EM Training and Education Program. Determines requirements for training, facilities, space, equipment, visual aids and supplies to support training requirements, and monitors the training and education program to ensure effective use of support items. Develops and distributes multimedia presentations, lesson plans, educational pamphlets and handouts to support training efforts. Coordinates requirements with unit and staff agency training schedulers. Instructs indoor and outdoor training using lecture and demonstration-performance methods. Prepares and maintains training documentation. Performs trend analysis on unit scheduling, attendance and classroom utilization rates. Provides statistical data to senior leadership during the EMWG. Equips, maintains and manages the installation Emergency Operations Center (EOC) and serves as the EOC Manager and OPR for Emergency Support Function -5, *Emergency Management*. Determines requirements, develops EM budget, executes and monitors expenditures for EM materials and equipment. Ensures authorized and required CBRNE protective equipment and clothing, detection devices and monitoring instruments are available, calibrated and in serviceable, operating condition. Responsible for obtaining and maintaining communication equipment, global positioning system receivers, weather monitoring systems, computer modeling systems and other response-related equipment. Requisitions supplies and equipment for the Readiness and Emergency Management Flight and EM Support Team members. Maintains CBRN equipment and training munitions accounts. Provides equipment availability and condition status to senior leadership during the EMWG. Develops and coordinates EM plans and supporting checklists ensuring planning and response elements are incorporated into a single, integrated program. Provides input to or develops EM annexes, appendices, supplements, local support agreements and other documents supporting homeland defense and expeditionary operations. Coordinates unit and staff agency support of the Installation EM Program with Unit EM Representatives. Performs Quality Assessment Evaluation; reviews Performance Work Statements on non-technical contracts for compliance. Acts as the installation liaison to the local emergency planning committee (LEPC). Establishes a working relationship with the LEPC to foster mutual support during disasters, responses and contingencies. Develops and coordinates EM mutual support agreements through the LEPC. Conducts individual protection determination, decontamination, warning and reporting activities.

Details of the above stated "SUMMARY OF DUTIES" are contained in the applicable description of duties and responsibilities in the Air Force Classification Directory (AFECD or AFOCD), located at: <https://gumcrm.csd.disa.mil/app/answers/list/kw/afecd/p/12,14>  
[https://gum-crm.csd.disa.mil/app/answers/detail/a\\_id/7759](https://gum-crm.csd.disa.mil/app/answers/detail/a_id/7759)

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Details of the duties and responsibilities associated with the comparable excepted service, dual-status military technician rating for this duty position, are described in the statement of difference (PDCN D1672000) on file at the Human Resource Office

AGR APPLICATION PROCEDURES: The following must be submitted:

1. NGB Form 34-1, *Application for Active Guard/Reserve (AGR) Position, November 2013*; OR a signed resume; OR any other written format with signature. Signature on the application must be an "original" signature. Digital signatures are acceptable in lieu of original signature.
2. Documents of last performance appraisal. If the performance appraisals are not available, documents of past civilian performance, letter of recommendations, and/or military performance may be submitted. These documents will be evaluated as part of the selection process.
3. Copy of a current (within the past year) ANG Fitness Assessment Results. If not available, explanation must be provided, i.e., documentation, medical deferral, etc.
4. A printed copy of your Records Review which can be obtained from the vMPF ([AF Portal: Login Page](#)).
5. Provide Point Credit Summary (PCARs) **from MiIPDS** (see your CSS), in order for HIHRO-A to validate total active federal military service (TAFMS).
6. See paragraph 3.a, under BASIC ELIGIBILITY REQUIREMENTS. The applicant must obtain TAG approved waiver, as required, and submit waiver document with application forms.

**Failure to provide supporting documents will result in a non-eligible/non-qualified determination which will cause you to lose consideration for this position.**

Each applicant is responsible for ensuring that the application and all other forms and supporting documents are submitted by the closing date to: TAG Hawaii (HIHRO), 3949 Diamond Head Road, Honolulu, HI 96816-4495. **Application, other forms and supporting documents must be submitted as paper documents. Applications, other forms and supporting documents sent via email will not be accepted and applicant will not be considered as potential list of eligible. The HIHRO office is not responsible for printing digital files of application(s), other forms and any supporting documents that are sent to the HIHRO office.** Errors; omissions of information; applications completed in pencil or unsigned; and those that are late due to the mail system will not be considered.

Applications postmarked (by the U.S. Postal Service) on or before the closing date of the JVA will be accepted. Federal law prohibits the use of government envelopes, postage, or facsimile (FAX) to submit an application. Applications received in such manner will not be accepted and will be returned.

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### NOTES TO APPLICANTS:

1. Unless specifically stated on this Job Vacancy Announcement, no waivers will be authorized.
2. On-board HIANG AGR members must be in their current position for a minimum of 24 months to be eligible for reassignment to a new position. The Adjutant General (HITAG) may approve waivers in exceptional circumstances.
3. Applicants may be screened and evaluated on military attributes directly related to the compatible military position required to be assigned into, such as, but not limited to, military bearing, leadership, or ability to work with others (teamwork) in a military environment.
4. Final selection will be based upon qualifications, suitability, and available manpower resources.
5. The purpose of this announcement is to establish a list of eligibles. Eligibles on this list will be given automatic consideration for identical position vacancies occurring during the six-month period following the close of this announcement.
6. The incumbent of this position must be equal or higher in military grade to those he/she will have the responsibility to guide and direct. Applicants must be eligible for promotion as of the JVA closing date.
7. Per ANG1 36-101, 7.1.1: Promotion opportunity is limited to the authorized grade on the incumbent's current AGR position as reflected on the UMD **and** availability of a controlled grade.

As an example: The authorized grade of POSNR 0890261, as depicted on the current UMD, is CMSgt. If a MSgt is selected/hired, the MSgt can be promoted to SMSgt without any further competition, provided they meet all promotion eligibility criteria IAW HIANGI 36-2502 and remain assigned as the sole incumbent to the duty position originally hired into. Promotion rank of opportunity will change accordingly, if the authorized grade, as depicted on the UMD changes.

8. Per ANGI 36-101, paragraph 5.2. The intent of the AGR program is to assess AFSC qualified individuals. All applicants must possess AFSC 3E9X1. No retraining is authorized.

**13. Placement into this position on AGR status is subject to availability of a controlled grade; therefore, applicants are encouraged to also apply under the Excepted Service (Enlisted/Officer) job vacancy announcement.**

9. This position is also being announced for fill in an Excepted Service (enlisted) status. Applicants who wish to be considered under the Excepted Service program should submit the appropriate application forms. For details and application procedures, click on the website: <https://www.usajobs.gov/GetJob/ViewDetails/397184300>

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a. FTSPR 335-1-1, chapter 3.a. (7) provides guidance that “single” status announcements (AGR, Reserve or technician only) requires justification. Justification was not provided for single status announcement, therefore dual announcement (both AGR and dual status military technician JVA postings) are being broadcast to establish list of eligibles for this duty position.

b. ANG1 36-101, chapter 4.1.6 states that “AGR personnel and military technicians may be considered concurrently for the same full-time position vacancy.” This duty position is considering both AGR personnel and military technicians to establish list of eligibles, per above stated Air National Guard Instruction publication.

10. Deployed personnel, outside of Hawaii and CONUS, may be allowed an exception to submit application, other forms and supporting documents via email. Applicant must provide the HIHRO office the applicant’s deployment order; HIHRO will provide confirmation of allowing email application to be submitted, at time of deployment order verification.

11. SMSgt/E8 applicants. Per ANG1 36-101, paragraph 4.1.6.3. Applicants for E-8 positions must have completed the Senior Noncommissioned Officer Academy to apply for the AGR position.

12. Per NGHI-TAG MEMORANDUM FOR RECORD, SUBJECT: Maximum Tenure Policy for Hawaii National Guard Full-Time Personnel (Air), dated 21 July 2014, paragraph 4 states: “Individual AGR orders will terminate at the end of the month at which the member achieves 20 years of TAFMS.” Paragraph 2 of the same memorandum for record states: “A 20 year retirement is the standard; AGR’s should be prepared to retire when eligible for an active duty retirement.” For applicants who are within 5 years of reaching 20 TAFMS years creditable towards a length of service retirement; their tour length may be less than the advertised tour length due to the published guidance in the above stated memorandum.

13. The hired AGR’s existing tour end date (as designated on the AGR member’s current AROWs orders) will not change upon acceptance of this duty position. The hired AGR will continue to serve under his/her existing AGR tour period and then be considered for subsequent tour continuation under the HIANG HIHRO FORM 2 processing.

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HAWAII AIR NATIONAL GUARD  
ACTIVE GUARD/RESERVE (AGR) PROGRAM

1. GOVERNING DIRECTIVE: ANGI 36-101, 3 June 2010 certified current 14 Aug 14

2. GENERAL POLICIES:

a. Conditions of Employment:

(1) Must maintain appropriate military membership in a Hawaii Air National Guard (HIANG) military unit by which employed.

(2) Must be assigned to the Duty Air Force Specialty Code (DAFSC) compatible with the full-time requirement as reflected on the unit manning document (UMD) on date of employment.

(3) Duties of AGR personnel will be governed by the functions inherent to the AGR positions they occupy on the UMD and the DAFSC (ANGI 36-101, 3 June 2010, paragraph 7.6.1).

(4) Will perform a minimum of forty hours of duty per week. Regular or alternate work schedules, as approved by TAG, should not deviate from those approved for military technicians. Will participate with unit of assignment during unit training assemblies or equivalent periods of duty. Will also be available to participate in annual training periods, deployments, and exercises, when required.

(5) All AGR personnel are subject to state military justice procedures and statutes, and civil laws and statutes, as appropriate. When in Federal status under Title 10, the Uniform Code of Military Justice (UCMJ) applies.

b. Military/Technician Grade Comparability: The MCR AGR Grade Comparability Table, ANG1 36-101, 3 June 2010, table 13.1, will be used to determine the highest possible AGR grade that is allowed and is applicable to a full-time position requirement on the UMD. Accordingly, individuals may not enter on AGR duty above the maximum military duty grade authorized for the full-time position.

c. AGR Controlled Grade Ceilings: The controlled grade ceilings provided by NGB/A1 are the maximum available for use by the state. All restorations, promotions and new hires must be accommodated within these controlled grade ceilings.

d. Promotion: Promotion of officers and enlisted military duty personnel will be in accordance with existing ANG promotion policies. Further, such promotions must be within the established AGR end strength, grade ceilings, and not be above the maximum grade authorized for the full-time position.

e. Restoration Rights: Military technicians who separate from technician employment to enter into the AGR program have restoration rights. Permanent on-board AGR members who enter an ANG Title 10 Statutory Tour, assigned to the NGB UMD, have restoration

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rights, not to exceed five years. Permanent on-board AGR members selected for recruiting and retention duty have restoration rights not to exceed five years.

f. Entitlements: AGR personnel and their family members are entitled to most benefits provided by law to personnel on active duty in Federal service. However, for the purpose of Title 38 U.S.C., Veterans' Benefits, service in AGR status under Title 32 U.S.C. 502(f) may not be considered by the Veteran's Administration (VA) to be qualifying service for a variety of VA benefits. AGR Airmen should contact their State VA office to determine their VA entitlements/ benefits.

g. Voluntary Reassignment: Per chapter 6.7., Voluntary Reassignment, ANGI 36-101, reassignment to an AGR position requires the new position to have a grade no lower than the individual's current military grade, unless the enlisted Airman agrees in writing to a reduction in grade IAW ANGI 36-2503, Administrative Demotion of Airmen.

h. Probationary Tour – In accordance with ANGI 36-101, *Air National Guard Active Guard Reserve (AGR) Program*, initial AGR tour orders are probationary. The probationary period for all AGRs begins when the individual starts their initial AGR assignment and is defined by the length of the initial tour.

### 3. BASIC ELIGIBILITY REQUIREMENTS:

a. Should be able to complete 20 years of total active federal military service (TAFMS) prior to reaching mandatory separation - - 28 years commissioned service date for officers; age 60 for enlisted members. Waiver authority of this requirement is The Adjutant General. Individuals selected for AGR tours that cannot attain 20 years of active federal service prior to reaching mandatory separation, must complete a Statement of Understanding. The HING, HRO AGR Branch will maintain the completed and signed Statement of Understanding.

b. Must not have been separated "for cause" from active duty or a previous Reserve Component AGR tour.

c. Must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, Medical Examination and Standards. Must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and HIV test must be completed not more than six months prior to the start date of the AGR tour. The State Air Surgeon will review all medical examinations and determine if a member is physically qualified to enter on AGR duty.

d. Pregnant females are eligible to apply for full-time military duty (AGR) tours. Individuals selected for AGR tours must meet all applicable medical and physical requirements in accordance with AFI 48-123 prior to entering on the tour. If selected, they cannot be appointed and entered on active duty until the pregnancy period has expired and the State Air Surgeon medically clears them.

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e. Must have sufficient retainability to complete the AGR tour of duty. The tour cannot extend beyond an enlisted member's expiration term of service (ETS) date. Officers will not be retained in AGR status beyond the officer's mandatory separation date (MSD).

f. Must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. Any member in the Fitness Improvement Program (FIP) is ineligible for entry into any type of AGR tour program.

g. Grade inversion is detrimental to the military nature of the ANG and is not authorized.

4. EQUAL EMPLOYMENT OPPORTUNITY: All applicants will receive equal consideration for appointment without regard to race, religion, sex, color, national origin, political affiliation, marital status, non-disqualifying age or disability.

5. RETRAINING: [APPLICABLE ONLY IF STATED IN THE JOB VACANCY ANNOUNCEMENT.]

Enlisted airmen currently serving in permanent full-time AGR status may be selected for a vacant UMD AGR position without the awarded duty AFSC and are subject to the following restrictions:

a. If the UMD position requires a mandatory training school for the award of the 3-level AFSC, the individual may be assigned to the new position immediately, but must agree in writing to attend the first available course that would qualify them in the new AFSC. Failure to successfully complete the required formal training or failure to attend the first available course without permission from the commander or supervisor due to exceptional circumstances will result in the termination of the AGR tour.

b. The individual must continue to progress in training IAW AFI 36-2201, Vol 2, and AFI 36-2101 to a skill level compatible with their UMD assignment. Airmen who do not progress to the next skill level will be removed from AGR status.

c. Airmen approved for retraining may incur an ANG service commitment IAW ANGI 36-2101 upon completion of training.

d. The member must sign a statement acknowledging understanding of the above conditions prior to assignment to the full-time position.

(NGHI-HRO)  
DISTRIBUTION "A"