

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

9 March 2018

**ARMY ACTIVE GUARD/RESERVE TOUR (FTM)  
VACANCY ANNOUNCEMENT NO. FY2018 - 17  
List of Eligible**

The following Enlisted position vacancy in the Hawaii Army National Guard is announced. This vacancy is to be filled under the provisions of Title 32, USC 502(f) and Section 502 Public Law 98-94. This is a three-year fulltime National Guard duty tour in Active Guard/Reserve (AGR) status. This vacancy is to be filled through a competitive selection panel process with approval by the Chain of Command. Final selection will be based upon qualifications, suitability and available manpower resources.

**POSITION AND LOCATION:** CBRN NCO, E5, 74D2R, 93rd Civil Support Team (WMD), Hawaii National Guard, Kapolei, Hawaii. Applicants who have applied for a previous Job Vacancy Announcement, **NEED TO RE-APPLY**.

**CLOSING TIME / DATE:** Applications must be received by the Hawaii Human Resources Office (HIHRO), **NLT COB 8 April 2018**. The list of eligible will be based upon the APPOINTMENT REQUIREMENTS and AREA OF CONSIDERATION applicable to the specific vacancy.

**POSITION DESCRIPTION:** See attached general description of Duties and Responsibilities.

**AREA OF CONSIDERATION:** Open to **Present, Enlisted** members of the Hawaii Army National Guard, in the grade of **E4 – E5**. Applicants applying for initial entry into the AGR program **MUST** be able to become MOS 74D qualified within 12 months of tour assignment. AGR Soldiers (excluding Soldiers within the first 18 months of an initial tour) may apply and **MUST** possess the MOS 74D. These are non-waivable requirements.

**SALARY:** Military Pay and Allowances.

**PROJECTED AGR START DATE:** Open.

**EQUAL EMPLOYMENT OPPORTUNITY:** All applicants will receive equal consideration for appointment without regards to race, religion, color, national origin, public affiliation, or any other non-merit factor(s).

**THIS ANNOUNCEMENT WILL BE POSTED ON UNIT BULLETIN BOARD  
UNTIL CLOSING DATE**

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**APPOINTMENT REQUIREMENTS:** Enlisted personnel, in the grade of **E4 – E5**, who are currently on suspension of favorable actions, will **NOT** be considered. Upon selection, the selectee will be medically evaluated for clearance to enter the AGR Program by the Office of the State Surgeon (POC: Deputy State Surgeon). If the selected individual is an IDT soldier, he/she must have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501, Chapter 3, conducted within 12 months prior to initial entry in the AGR program. Soldiers with a favorable enlistment or appointment physical examination (IAW AR 40-501, Chapter 2) or flight physical examination (IAW AR 40-501, Chapter 4) conducted within 12 months prior to initial entry in the AGR program are not required to complete an additional PHA for entry. Individual must also have a Human Immunodeficiency Virus (HIV) test within the last 24 months prior to entry in the AGR program IAW AR 600-110 and meet body composition standards prescribed in AR 600-9. If PULHES numerical indicator has a P3 or P4, then the requirements of AR 600-60 must be met prior to accessioning into the AGR Program. Pregnancy is not a disqualifying condition for initial appointment in the AGR Program. There are no medical waivers for initial appointment in the AGR Program if the soldier does not meet the physical and medical requirements IAW AR 40-501. AGR personnel are required to participate in IDT, AT, Special Projects, or other activities requiring their presence. Selected individual **MUST** meet Professional Education Center (PEC) Training Courses prescribed for position vacancy within one (1) year from start date. **AGR Soldiers on an initial tour for less than 18 months are ineligible to apply.** Persons entitled to Permanent Change of Station (PCS) allowances/benefits may be eligible for consideration contingent upon availability of PCS funds from NGB. (See item #5 below in Notes to Applicants).

**SPECIAL ELIGIBILITY REQUIREMENTS FOR WMD-CST DUTY:** To qualify for selection to WMD-CST positions, the applicant must –

- (1) Complete a physical examination IAW paragraph 9-3 of NGB-J39 Procedural Guidance before completion of the hiring process. HAZMAT Technician certification requires that each individual on the WMD-CST maintains the minimum medical standards noted throughout their duty assignment.
- (2) Undergo urinalysis drug screen testing upon entry on active duty and periodic testing while assigned to WMD-CST duty.
- (3) Uphold the highest standards of conduct and personal appearance.
- (4) Physical demands: PULHES of 122221. Must have normal color vision.
- (5) Ensure that outside employment, associations and off-duty conduct/activities are consistent with Federal directives on ethics and with State and Federal conflict of interest policies. Commanders must maintain a copy of the written approval for outside employment of AGR members. However, this employment must not impact the unit mission accomplishment or unit readiness.
- (6) IAW NGR 500-3/ANGI 10-2053, Para 13-9 and NGB Policy, due to the extensive specialized training requirements, the selected individual will incur an Active Service Obligation (ASO) of 36 months with the CST upon completion of Civil Support Skills Course (CSSC). All WMD-CST members will attend the CSSC, an eight to nine week primer course that should be completed upon selection into the WMD-CST program. Additional training requiring for the awarding of the Additional Skill Identifier (ASI) must be completed within the first 18 months of assignment in the duty position.

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- (7) All applicants with a history of Physical Profile capacity of P-3 or higher IAW AR 40-501 will be screened out prior to consideration for WMD-CST assignments. Following initial medical screening the applicant must have an AR 40-501 Chapter 3 Accession Standards physical examination incorporating forms, laboratory tests, and screening tests identified in Appendix I for ARNG personnel, or IAW AFI 48-123 for ANG personnel. This physical examination must also satisfy the requirements in Code of Federal Regulations (CFR) 1910.120(f). The ability to don and perform physical tasks in PPE is a requirement for all team members. WMD- CST candidates will be screened IAW DA PAM 40-8 and given Pulmonary Function Tests (PFT) prior to accession. These tests will be monitored and results evaluated by the unit HCP. Candidates who do not meet the minimum physical requirements or have medical/psychological conditions that would preclude service on the WMD-CST may not be considered for placement on the WMD-CST. The WMD-CST Commander will review the results with the HCP and will determine eligibility for placement.
- (8) The selected individual will be required to pass an Occupational Safety and Health Administration (OSHA) Hazardous Materials physical. Individuals unable to pass required physical exams may be released from the WMD-CST program. The OSHA physical is a separate requirement from the standard military retention physical or Periodic Health Assessment (PHA).
- (9) All members of the WMD-CST will be administered the standard regimen of individual medical readiness (IMR) immunizations. Given the risk of possible exposure WMD-CST members may encounter while executing their mission, they will also receive the immunizations recommended by the Military Vaccine Agency (MILVAX) IAW AR 40-562. Specifically, WMD-CST members will be administered anthrax and smallpox vaccines IAW DoD guidance.

**ELIGIBILITY CRITERIA:** Hawaii Army National Guard Soldiers (excluding AGR Soldiers within the first 18 months of an initial tour), within the grades specified above are eligible to apply for this position. If not currently in an AGR status, to qualify for appointment, individuals **MUST MEET ALL** initial eligibility qualifications of AR 135-18 and NGR 600-5. **(Note: Individual certifies that he/she meets all eligibility criteria's by signing in Section VI of NGB Form 34-1).**

**APPLICATION PROCEDURES:** Individuals may apply by submitting the following required documents to the HIHRO. Resumes may be included, but are not required.

- (1) Signed NGB Form 34-1 (Application for Active Guard/Reserve (AGR) Position version November 2013). **Signature will be in original or digital signature. Errors, omissions of information, application completed in pencil, or unsigned and those that are late due to the mail system will be returned without action.**
- (2) Medical Protection System (MEDPROS) printout of Individual Medical Readiness (IMR) with PHA date within 12 months reflected. NOTE: Must meet PULHES for MOS 74D.
- (3) Last five (5) Noncommissioned Officer Evaluation Reports (NCOERs).
- (4) Certified Enlisted Record Brief (ERB) with current ASVAB test scores.
- (5) DD Form(s) 214 and or DD 220 (All periods of active duty) and DD Form(s) 215 (if applicable).
- (6) NGB Form 23B (Retirement Points Statement).

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- (8) Proof of highest level of Civilian Education acquired.
- (9) Proof of Secret or higher security level clearance memo (JPAS printout will not be accepted). Contact HIARNG Security Manager or the appointed representative for memo. Must possess or be eligible to obtain a SECRET security clearance.
- (10) Copy of DA Form 705 reflecting passing APFT and passing HT/WT data (must meet standards IAW AR 600-9), both taken within six (6) months from the JVA closing date. Also include **three other previous APFTs for a total of 4 scores submitted.**
- (11) DA photo taken within the last 24 months.
- (12) Memo explaining any missing required documents (APFT, NCOER, DA Photo, etc.).

### NOTES TO APPLICANTS:

1. Each applicant is personally responsible for submitting his or her application package to the HIHRO on or before the closing date stated on this JVA. Applications postmarked (U.S. Postal Service) on or before the closing date of this JVA will be accepted. Postmarks by private letter carriers (Federal Express, UPS) and applications submitted by fax will NOT be accepted. **Federal law prohibits the use of government envelopes, postage, or facsimile to submit the application. Applications received in such manner will NOT be accepted and will be returned.**
2. Sending application/other supporting forms by e-mail is not allowed. However, personnel who meet eligibility requirements and are currently performing duty outside of CONUS/State of Hawaii are allowed to do so. The applicant can do so by sending an e-mail with attachments to the fulltime support personnel of their unit of assignment. The fulltime support personnel can print and then provide documents to the Human Resources Office, ATTN: HIHRO-A, 3949 Diamond Head Road, Honolulu, HI 96816-4495, Bldg 306, Rm 214. (This is also the address to mail applications.)
3. Each applicant will ensure that supporting documents, to include diplomas, orders, etc. are submitted with the application as evidence of meeting the APPOINTMENT REQUIREMENTS. **Failure to do so may result in a finding of ineligibility and may cause the applicant to lose consideration for this position.**
4. Request for exceptions to, or waivers of APPOINTMENT REQUIREMENTS as specified herein will NOT be accepted. Waiver for certain basic ELIGIBILITY CRITERIA will be considered and must receive NGB approval.
5. Permanent Change of Station (PCS) expenses may be authorized for this position. Authorization for payment of PCS expenses will be granted only after a determination is made that PCS is in the best interest of the Hawaii Army National Guard and upon availability of funds from the National Guard Bureau.

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### ARMY NATIONAL GUARD ACTIVE GUARD/RESERVE PROGRAM QUALIFICATIONS CRITERIA (ENLISTED PERSONNEL)

#### 1. BASIC INITIAL ENTRY QUALIFICATIONS:

##### A. Membership.

Must be in a Ready Reserve status and –

1. Be a member of the Reserve Component of the Army of which the application for entry in the AGR program is made.
2. When applying for an AGR position on Full-Time National Guard Duty (FTNGD) under state control, must be a federally recognized ARNGUS soldier.

##### B. Age.

Must be 18 years of age and not reached his or her 55th birthday.

##### C. Physical and Medical.

1. Prior to entry on AD in the AGR program, must be medically certified as Drug Free and be tested negative for Human Immunodeficiency Virus (HIV), per AR 40-501 and AR 600-110.
2. Must meet the Body Composition standards prescribed in AR 600-9.
3. Must meet the medical fitness standards for retention per AR 40-501, chapter 3. When appropriate, the officer must also meet the medical fitness standards for flying duty per AR 40-501, chapter 4 retention flight physical within 18 months preceding initial entry.

##### D. Military Education.

An enlisted soldier must have completed Initial Entry Training (IET).

##### E. Years of Service.

Must be able to complete a three (3) years initial tour of AD or FTNGD prior to:

1. Completing 18 years of Active Service (AS).
2. The date of mandatory removal from an active status based on age, or service (without any extensions), under any provisions of law or regulation, as prescribed by current directives.

##### F. Grade and Specialty.

Sergeant or below, must have the potential to become MOS qualified in the first 12 months or be released from AD/FTNGD.

##### G. Reenlistment or Extension

Must be eligible for reenlistment or extension, per NGR 600-200.

##### H. Security Clearance.

Must possess a valid security clearance required for the grade, MOS / AOC, and AGR duty position.

##### I. Additional Eligibility Requirements.

1. AGR Soldiers, who were voluntarily released from the AGR program for two (2) or more days, and one (1) year has not elapsed since the date of the release are eligible for a subsequent reentry into the AGR program with a waiver IAW AR 135-18, Table 2-2 D. If selected the Soldier must meet all Initial Entry Requirements to qualify for a subsequent re-entry.

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2. Soldiers are disqualified from reentry into the AGR program if they were not selected for continuation by a board, were processed for involuntarily release from AD or FTNGD, or for separation because of one of the following:
  - a. For cause, to include unsuitability or unfitness (other than temporary medical disability) for military service.
  - b. As a result of resignation in lieu of adverse personnel action.  
This requirement is nonwaivable IAW AR 135-18, Table 2-6.
3. All AGR soldiers will sign a Certificate of Agreement and Understanding prior to being ordered to FTNGD in the AGR program.
4. Must have at least three (3) years remaining on current enlistment on first day on initial AGR tour. Applicants must reenlist or extend their current enlistment in order to meet this requirement.
5. Must not be a candidate for an elective office, holding a Civil Office (full-time or part-time), or engaged in partisan political activities, as defined in AR 600-20.
6. Must not be under current suspension of favorable personnel actions. Additionally, applicants, who are required by AR 600-31 to be under a suspension of favorable personnel actions, as determined by CNGB, are ineligible even if no suspension of favorable personnel actions had been imposed.
7. Applicants must not be entitled to receive Federal Military Retired, Retainer Pay, or receiving Federal Civil Service annuities, or to be eligible for immediate Federal Civil Service annuities.
8. Enlisted applicants, who meet the following dependency criteria(s) are eligible:
  - a. An applicant with no spouse or other dependents.
  - b. An applicant with a spouse and 2 or fewer additional dependents, E4 and below.
  - c. An applicant with a spouse and 3 or more additional dependents, who is in pay grade E5 or above.
  - d. An applicant whose spouse is a member of Regular or Reserve Component of any U.S. Armed Force, whose dependent(s) are under 18 years of age, and have been placed in the custody of an adult (other than the spouse) by court order or approved by State law (if spouse is a member of the Retired Reserve, this custodial restriction does not apply).
  - e. An applicant without a spouse, who has dependents under 18 years of age that have been placed in the custody of the other parent, or another adult by court order, or as provided by State law and is not required to provide child support, or is required by court order to provide child support for 2 or fewer dependents.
9. Must be able to complete 20 years of Active Federal Service prior to reaching Retention Control Point (RCP).

## 2. BASIC SUBSEQUENT DUTY QUALIFICATIONS:

### A. Subsequent Duty Definition

Soldiers on AGR orders beyond the initial 3 year tour of their AGR career.

### B. Membership.

Must be serving on duty in the AGR program and –

1. Be a member of the Reserve Component of the Army in which the AGR duty is performed.

2. If in FTNGD status, must be a federally recognized ARNGUS Soldier.

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C. Age.

Must be less than 60 years of age.

D. Physical and Medical.

1. Must meet the body composition standards prescribed in AR 600-9.
2. Must meet the medical fitness standards for retention per AR 40-501.
3. When appropriate for AGR duty, the medical fitness standards for flying duty per AR 40-501 or the medical fitness standards for miscellaneous purposes per AR 40-501.

E. Military Education.

Must not have academically failed the United States Army Sergeants Major Course (USASMC) or must not have been released from the United States Army Sergeants Major Academy (USASMA) for other than hardship approved by Commandant, USASMA.

F. Years of Service.

Will be released from AD/FTNGD upon achieving 20 years AS unless retained by the appropriate ARNGUS AD/FTNGD tour continuation board. Retained ARNGUS enlisted Soldiers will be placed on incremental (two-year) orders which will not exceed the retention control points in NGR 600-5 or 600-10.

G. Grade and Specialty.

1. Sergeant or below, must possess the grade equal to, or below, that authorized for the AGR duty position and must possess the MOS required for the AGR duty position. This is a nonwaivable requirement IAW AR 135-18, Table 2-6 E.
2. Excludes Soldiers within the first 18 months of an initial AGR tour.

H. Reenlistment or Extension.

Must be eligible for reenlistment or extension per NGR 600-200.

### **CBRN NCO, E5, 74D2R, WMD-CST DUTIES AND RESPONSIBILITIES**

1. Supervisory Controls: Receives general and specific guidance from the commander, Section Leader, CBRN NCOIC and CBRN NCO of the WMD-CST.
2. Justification: Department of Defense Reform Initiative Directive #25: DoD Plan for Integration of the National Guard and Reserve Component into Domestic Weapons of Mass Destruction Terrorism Response. Program Budget Decision (PBD) 712 establishes the mission of homeland defense for the National Guard. This position supports the requirements as established by the DoD plan and PBD 712. Department of Defense Authorization and Appropriation Bill for FY01, signed 25 Oct 99, authorized the creation of seventeen (17) additional Weapons of Mass Destruction – Civil Support Teams.
3. Position Description:
  - a. Serves as Civil Support Team (CST) CBRN NCO.
  - b. Actively participates in developing and briefing the Survey Section portion of the unit's mission brief before entering an incident site including the review of all known information on the hazard, wind direction and speed, safety precautions, types of test to be accomplished and GO / NO-GO criteria.

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- c. Performs all operational mission METL tasks while wearing the appropriate level of Personal Protective Equipment (PPE). Must possess sufficient dexterity skills while operating in PPE & be prepared to operate in confined spaces.
  - d. Performs routine maintenance on assigned individual and section equipment.
  - e. Identifies warning placards and NATO contamination markers; reports when/where/how they are used; cross and mark contaminated areas; processes through decontamination lines; employs hand held CBRN detection and identification equipment; obtains chemical-bio samples for scientific analysis; rescues & delivers any injured personnel; conducts site survey of assigned area of operation & reports details & findings to higher command.
  - f. Perform the duties of CBRN NCO in the event the CBRN NCOIC is not available.
  - g. Participates in state of the art detection and sample collection technology training per the unit training schedule. Routinely serves as Primary Instructor for assigned training events.
  - h. Expected to be proficient in CBRN antidote administration, safe patient extraction, and crime scene/evidence preservation techniques; participates in/monitors WMD-CST chain of custody (sample transfer) procedures.
  - i. Follows the National Institute for Occupational Safety and Health (NIOSH) guide when responding to incidents utilizing the appropriate respiratory protection.
  - j. Utilizes the established checklist and code words in reporting the detection, identification, and sample collection actions in the hot zone/contaminated area.
4. Special Announcement Criteria: Subject to long hours, frequent deployments and training TDYs and continuous training in the areas of HAZMAT and WMD response scenarios. Member will be on call 24/7/365 therefore leaves will be carefully managed. High physical fitness levels (PT 5 days a week; must maintain at least 250 score, but aspire to the unit-wide goal of 300 on record PT tests), employment of advanced communication systems, use of Self-Contained Breathing Apparatus (SCBA), and military air & sea deployment training are also components of the position. Members will be required to undergo vaccinations including Anthrax and Smallpox and continually pass OSHA physicals.

### 74D MOS REQUIREMENTS

*Physical demands rating and qualifications for initial award of MOS.* CBRN specialists must possess the following qualifications:

- (1) A physical demands rating of Moderate (Gold)
- (2) A physical profile of 122221.
- (3) Normal color vision.
- (4) Qualifying scores.
  - (a) A minimum score of 95 in aptitude area ST in Armed Services Vocational Aptitude Battery (ASVAB) tests administered prior to 2 January 2002.
  - (b) A minimum score of 91 in aptitude area ST on ASVAB tests administered on and after 2 January 2002 and prior to 1 October 2013.
  - (c) A minimum score of 100 in aptitude area ST on ASVAB tests administered on and after 1 October 2013.
  - (d) A minimum OPAT score of Standing Long Jump (LJ) – 0120 cm, Seated Power Throw (PT) – 0350 cm, Strength Deadlift (SD) – 0120 lbs., and Interval Aerobic Run (IR) – 0036 Shuttles in Physical Demand Category “Moderate” (Gold).
- (5) Active component personnel (all grades): For initial award of MOS, Soldiers must

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attend resident training at the U.S. Army Chemical, Biological, Radiological and Nuclear School (USACBRNS) where they will be exposed, while wearing CBRN protective wear, to toxic agents in the chemical defense training facility. No other course will be the basis for MOS qualification. ARNG/USAR personnel (all grades): National Guard and Army Reserve Soldiers will attend the resident course at USACLMS or at a TASS Battalion.