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# **TPMC Course Administrative Announcements**

Hawaii National Guard Human Resources Office  
3949 Diamond Head Road  
Honolulu, Hawaii 96816

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# Need to know



- Safety
- Professional Courtesy
  - Cellular Devices
  - Course Expectations
  - Restrooms
  - Breaks
  - Lunch



# Aloha & Welcome to the HING Human Resources Office!

**Human Resources Officer**  
**COL Laura J. Soares**  
**(808) 672-1321**

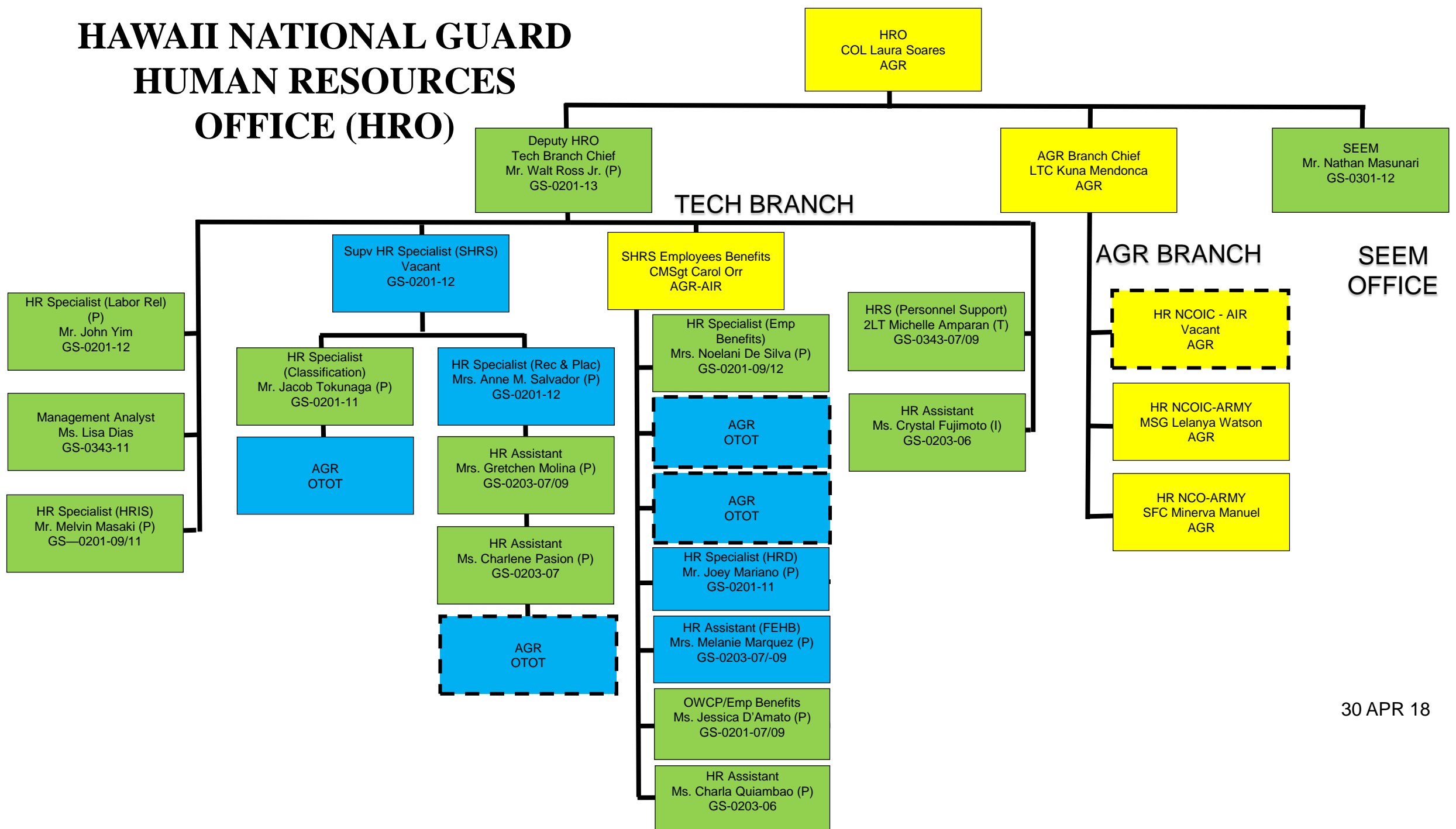
**Deputy Human Resources Officer**  
**Mr. Walter R. Ross Jr.**  
**(808) 844-6087**

## **MISSION STATEMENT:**

The Human Resources Office (HRO) is a consolidated office that provides personnel, manpower management, and administrative support service for federal full-time personnel programs.

The office serves as The Adjutant General's single point of control for managing and administering the Hawaii Army National Guard and the Hawaii Air National Guard full-time personnel programs.

# HAWAII NATIONAL GUARD HUMAN RESOURCES OFFICE (HRO)





# Introduction



- Name
  - Unit
  - Position, how long?
  - How long have you been a supervisor?
  - Number of subordinate technicians and AGR staff
  - What is the primary goal or objective that you would like to have met through this course?
- \* Group photo

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# BG Moses Kaoiwi, Jr.

Director of the Joint Staff

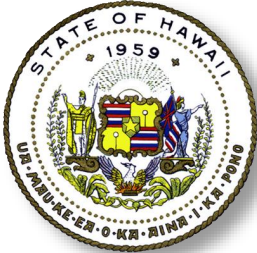
Hawaii National Guard

808-844-6005

moses.kaoiwi.mil@mail.mil

**"A'o no ke koa, a a'o pu no i ka holo" - "When one learns to be a warrior one must also learn to run" - An Ancient Hawaiian Warrior proverb as written by Stephen Desha in his account of "Kamehameha and his Warrior Kekuhaupio"**

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# Office of the Governor



## Hawaii State Department of Defense

### HING Joint Staff

Hawaii  
Army  
National  
Guard

Hawaii  
Air  
National  
Guard

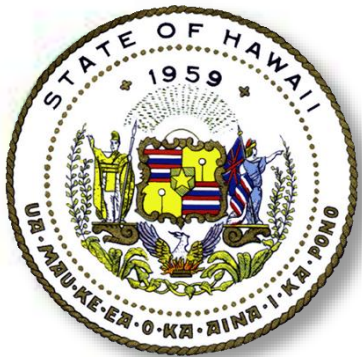
Hawaii  
Emergency  
Management  
Agency

Office  
of  
Veterans'  
Services

HING  
Youth  
CHalleNGe  
Academy

Office  
of  
Homeland  
Security





State of Hawaii  
Department of Defense

Adjutant General

Deputy Adjutant General

Joint Staff

93<sup>rd</sup> CST

CERFP

HIARNG

HIANG

# Hawaii National Guard

*State of Hawaii Department of Defense*

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Adjutant General

DAG

HIARNG

HIANG

93<sup>rd</sup> WMD (CST)

CERFP

Director, Joint Staff

AAG AIR

HI-SEL

TAG XO

*Joint Staff*

Chief of Joint Staff

J1

J2

J3

J4

J5

J6

J7

J8

J33  
Current Ops

J35  
FUOPS

*Legend*

Command  
Coordinate

JOINT

HIARNG

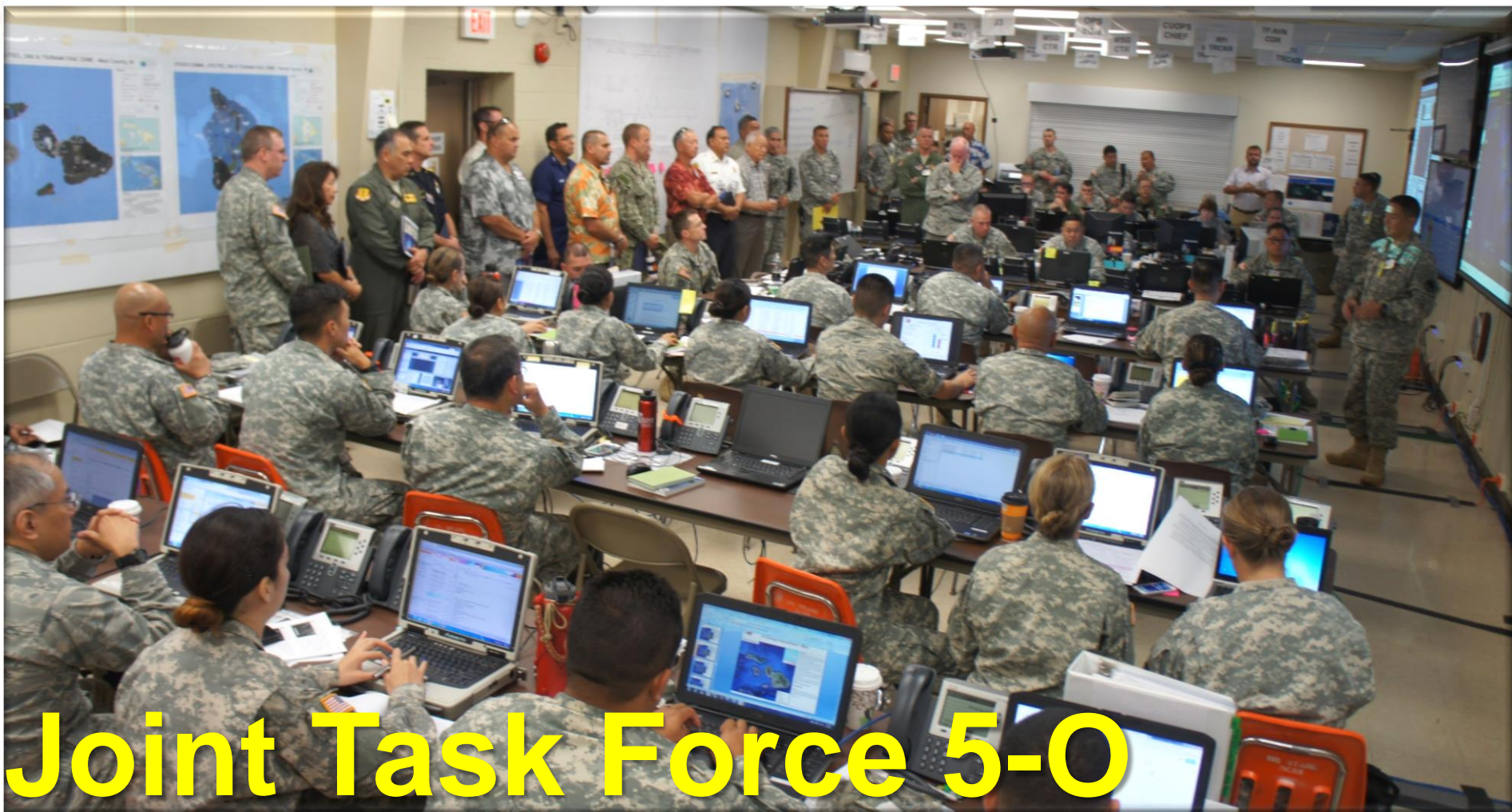
HIANG

# Hawaii National Guard

*Joint Forces Headquarters*

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# Joint Task Force 5-0

*Hawaii National Guard*

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**Philippines**



**Indonesia**



# State Partnership Program

*Philippines 1999, Indonesia 2006*



Examples of Joint Staff Real-world Response:

- 2018
  - Hawaii Lava Flow
  - Kauai Flood Relief
- 2016
  - Dengue Fever Tire mitigation
  - Maui Flood Relief
- 2015 – Puna Lava Flow
- 2014 – Hurricane Iselle Relief
- 2013 – Hurricane Haiyan Relief
- 2011 – APEC
- 2010 – American Samoa Tsunami Relief



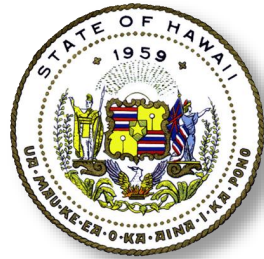
**HING Joint Staff**

*Major initiatives*

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# Questions?



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# Col Gregory Scrivner

Director of Staff (DoS)

808-733-4229

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# **CMSgt John Kikuyama**

292<sup>nd</sup> Combat Communications Squadron

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## How to be a Good Supervisor



- Technician Continuity Folder
  - Technician related websites
  - Technician Handbook
  - Technician Personnel Regulations (TPR)
  - Position Descriptions
  - Position Description Release (PDR) letters
  - Position Description Compatibility tables
  - Civilian Pay
  - Personnel Actions



## How to be a Good Supervisor



- Technician Related Websites (sample)
  - HIHRO Tools - <http://dod.hawaii.gov/hro/tools/>
  - FASCLASS -[https://acpol2.army.mil/fasclass/search\\_fs/search\\_fasclass.asp](https://acpol2.army.mil/fasclass/search_fs/search_fasclass.asp)
  - GKO Portal -<https://gkoportal.ng.mil/joint/j1/d06/B04/SitePages/Home.aspx>
  - GS Pay - <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/>
  - FWS Pay - <https://www.cpms.osd.mil/Subpage/AFWageSchedules/>



## How to be a Good Supervisor



- Understanding Technician Supervisor duties versus Military Supervisor duties
- Standards - Setting and Adhering
- Guidance - Knowing and Adhering
- Proper Planning
- Understanding the Big Picture
- Empowering your Workers
- Consistency in Decision Making
- Compassion and Understanding your worker



**QUESTIONS?**



# AGR SUPERVISION

LTC Kuna Mendonca – HING AGR Manager, 672-1233, [kukunaokala.mendonca.mil@mail.mil](mailto:kukunaokala.mendonca.mil@mail.mil)

CMSgt Carol Orr – HIANG AGR Manager/ Benefits, 672-1888, [carol.orr@us.af.mil](mailto:carol.orr@us.af.mil)

MSgt Shane Gaines (COMING SOON: On board 1 July) – HIANG AGR NCOIC

MSG Lei Watson – HIARNG AGR NCOIC, 672-1774, [lelanya.a.watson.mil@mail.mil](mailto:lelanya.a.watson.mil@mail.mil)

SFC Minerva Manuel – HIARNG HRO Specialist, 672-1314, [minerva.b.manuel.mil@mail.mil](mailto:minerva.b.manuel.mil@mail.mil)



# Agenda

- AGR Supervision References
- Supervisor Responsibilities
- Supervisory Documentation



## Objectives

- Overview of key regulations and references that will assist you in effectively managing Active Guard Reserve (AGR) personnel.
- Role of an AGR supervisor and overview of a supervisor's duties and responsibilities.
- Review key documentation that is required to successfully manage AGR personnel.



## References

- ANGI 36-101, Air National Guard Active Guard Reserve (AGR) Program, 3 Jun 10 (certified current 14 Aug 2014)
- NGR 600-5, The Active Guard/Reserve (AGR) Program, Title 32, Full-Time National Guard Duty (FTNGD), 21 Sep 2015
- AR135-18, The Active Guard Reserve (AGR) Program, 1 Nov 04
- AR 600-8-19, Enlisted Promotions and Reductions, 14 Sep 2016
- NGR 600-200, Enlisted Personnel Management, 31 Jul 09
- CLASP, NGB Policy Memo #11-028, 13 Sep 11
- AR 600-8-10, Leaves and Passes, 4 Aug 11
- AR 600-8-7, Retirement Services Program, 6 Jun 10



## Supervisor's Responsibilities (Air)

- Responsible for AGR member coordination of curtailment actions, recommendation for promotion or demotion and continuation to include manpower actions, i.e. AF Form 2096.
- Ensure leave policy compliance IAW AFI 36-3006, Military Leave Program.
- Maintain a copy of written approval, AF Form 3902, Application and Approval for Outside Employment of all AGR Airmen.
- Conducts Enlisted Performance Rating IAW AFI 36-2406, Officer and Enlisted Evaluation Systems to meet the Static Close-Out Date (SCOD)
- Occasional and AGR deployment backfill tours.
  - Occasional AGR and deployment tours cannot exceed 179 days. Per ANGI 36-101, para 13.3.3, must accommodate the controlled grade ceiling on any given day.

**Reference: ANGI 36-101**



## Supervisor's Responsibilities (Air)

- HIHRO FM 2
  - Requires current EPR (Enlisted Performance Report) or OPR (Officer Promotion Report) attached to HIHRO FM 2
  - Re-enlistment or Extensions not completed in a timely manner (ANGI 36-101, para 6.1.1.1, Follow-on tours will not exceed six years and will not extend beyond an enlisted Airman's Expiration Term of Service (ETS) or an Officer's Mandatory Separation Date (MSD))
  - Untimely completion may affect the members entitlements
- vMPF (virtual Military Personnel Flight) Annual Review
  - Verify active duty points
  - ECI (Extended Course Institute) points for Officers override the AGR points

**Reference: ANGI 36-101**



## Supervisor's Responsibilities

- Ensure AGR FTNGD Soldiers are performing the duties of their designated full-time support (FTS) positions
- Take an active role in the professional development, career management, retention, and release of assigned AGR FTNGD Soldiers
- Conduct professional development counseling with AGR FTNGD Soldiers
- Advise qualified AGR FTNGD Soldiers of command and leadership assignments for which they may be eligible as part of their professional career management plan
- Develop and implement unit sponsorship and orientation programs in conjunction with the HRO/AGR Manager

**Reference: NGR 600-5, page 1-2**



## Documentation (Air)

- EPR (Enlisted Performance Report)
  - AF Form 910, (AB thru TSgt); AFI 36-2406, Table 4.2 for reference
  - AF Form 911, (MSgt thru SMSgt); AFI 36-2406, Table 4.9 for reference
  - AF Form 912, (CMSgt); AFI 36-2406, Table 4.6 for reference
- OPR (Officer Performance Report)
  - AF Form 707, (Lt thru Col); AFI 36-2406, Table 3.1 and 3.2 for reference
- AF IMT 1299, Officer's Certificate of Statement of Service
  - Use this form to document Title 10, under 30 days, for AGR members. (Sample located in ANGI 36-101, Attachment 15)



# HIARNG Documentation



- Professional Development Plan (PDP) Enlisted and Officer Forms (Updated Policy in draft)
  - PDP Schools and Requirements
  - NCOES / OES courses
- DA Form 4856 (Developmental Counseling Form)
  - Duties and Responsibilities
  - Performance Expectations
  - Other requirements
- DA Form 2166-9-1A (NCOER Support Form)
  - Duty Description
  - Performance Goals and Expectations
- DA Form 67-101A (OER Support Form)
  - Duty Description
  - Performance Objective and Accomplishments



# Questions



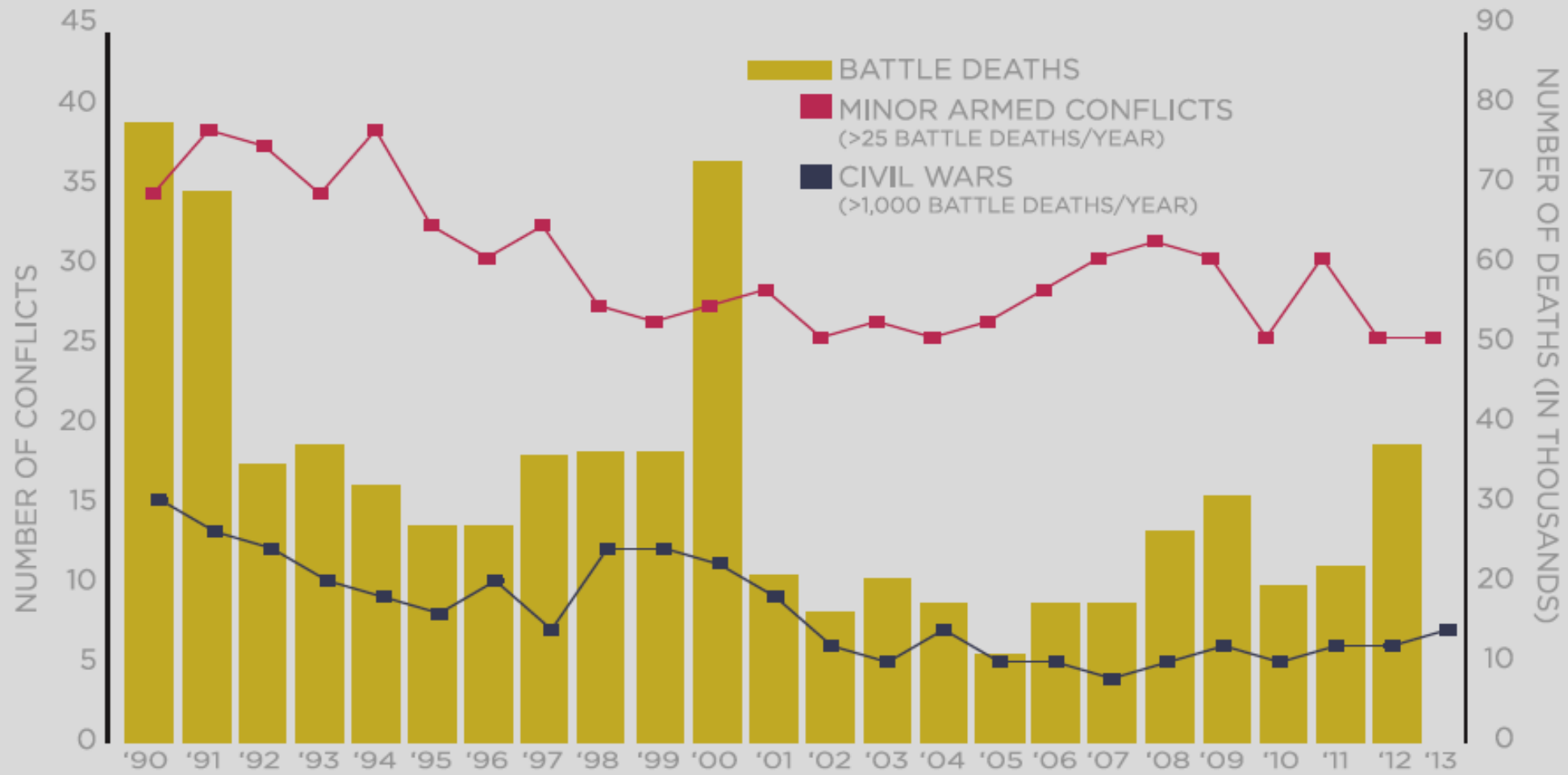
# Technician Personnel Management Course

**COL Stephen F. Logan**  
**Hawaii Army National Guard**  
**Chief of Staff**  
**808-844-6464**  
**[Stephen.f.logan3.mil@mail.mil](mailto:Stephen.f.logan3.mil@mail.mil)**

# History of Conflict



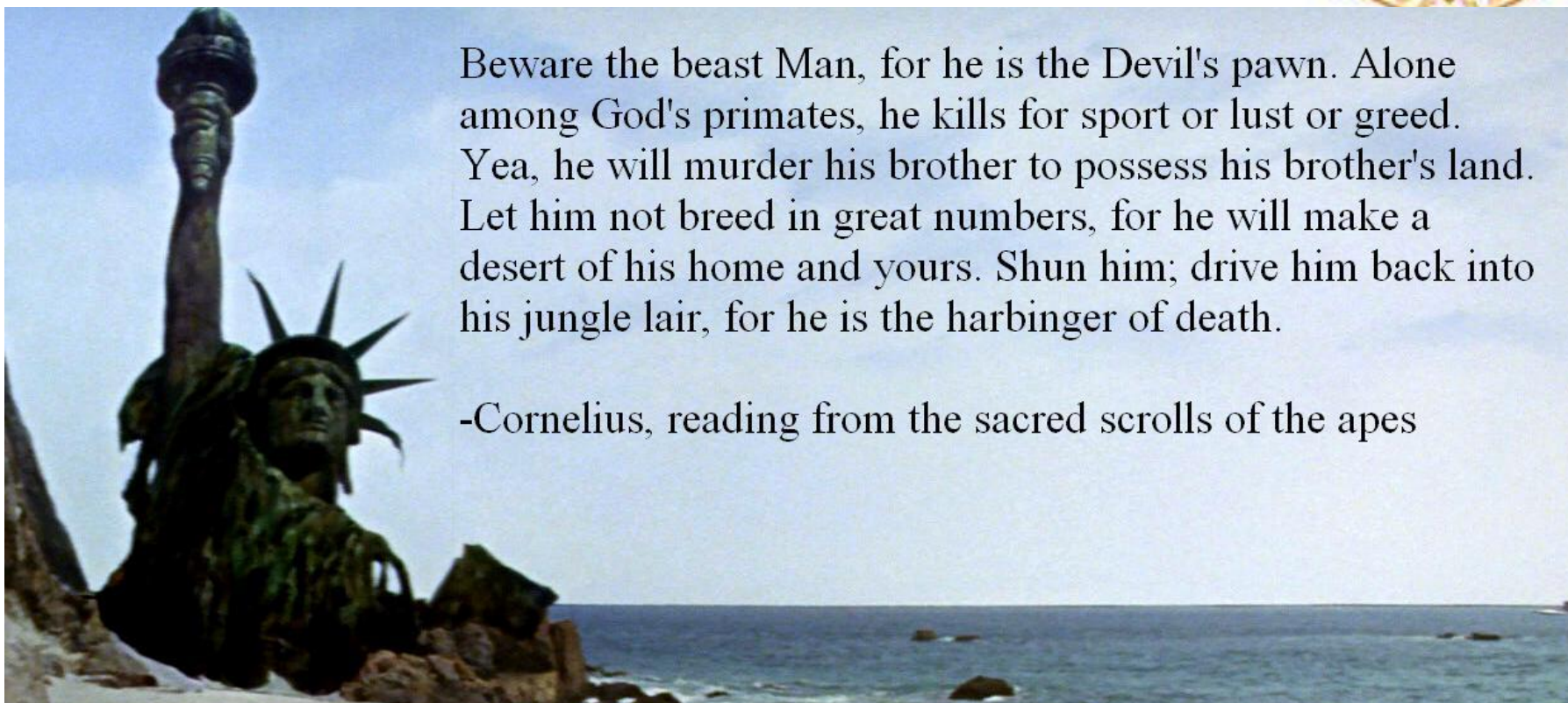
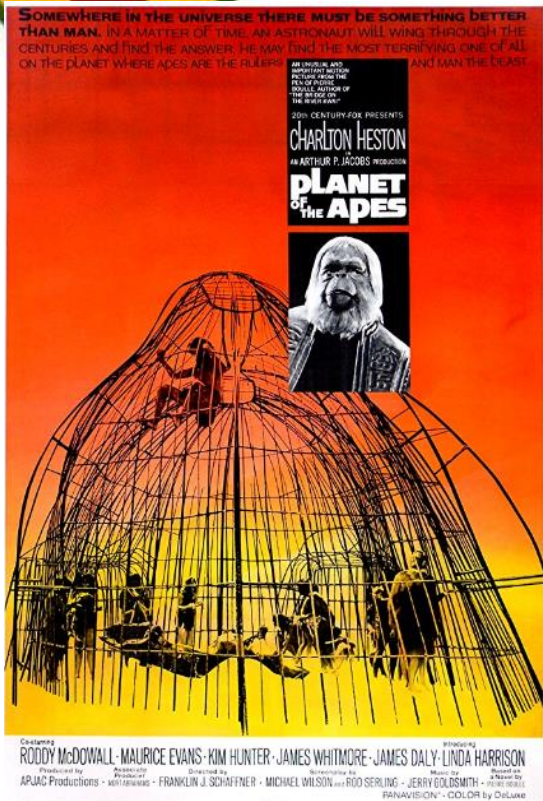
ARMED CONFLICTS, CIVIL WARS, AND FATALITIES 1990-2013



SOURCE DATA: THE OFFICE OF CONFLICT MANAGEMENT AND MITIGATION (CMM) AND THE UPPSALA CONFLICT DATA PROGRAM (UCDP)

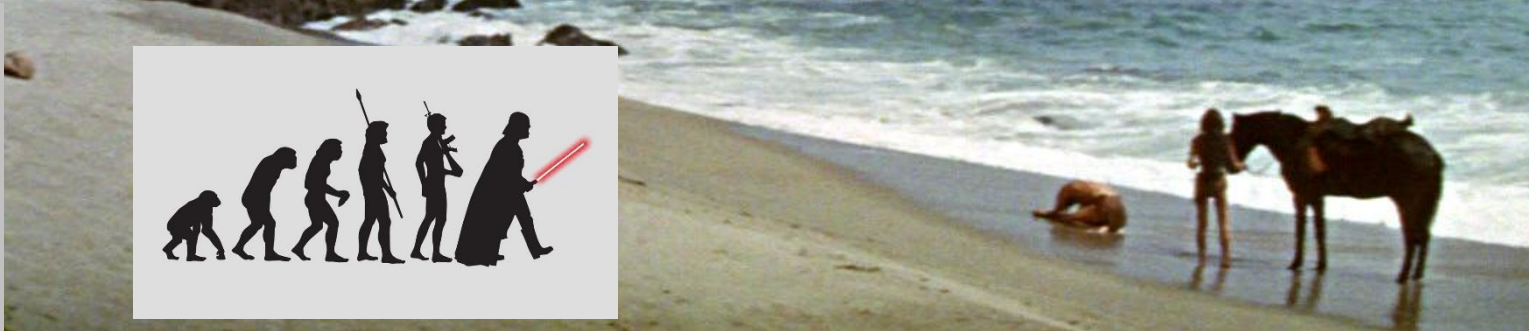
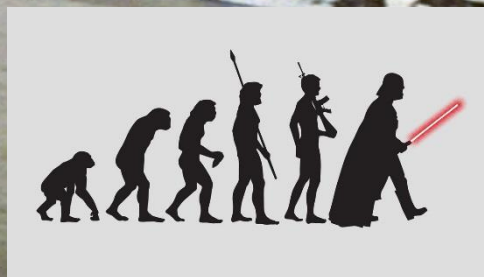
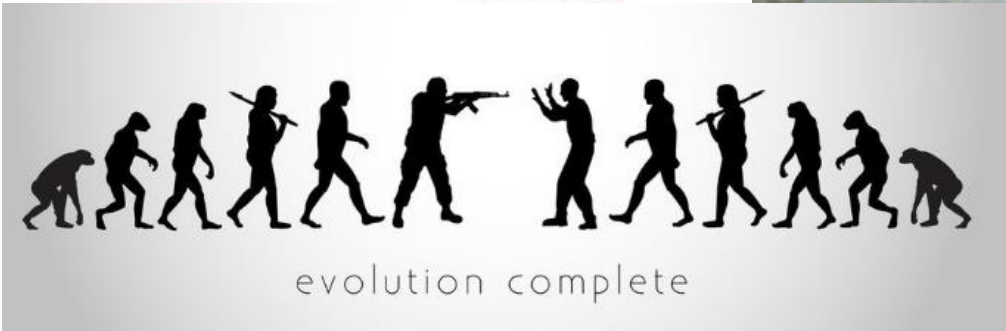
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# Why?



Beware the beast Man, for he is the Devil's pawn. Alone among God's primates, he kills for sport or lust or greed. Yea, he will murder his brother to possess his brother's land. Let him not breed in great numbers, for he will make a desert of his home and yours. Shun him; drive him back into his jungle lair, for he is the harbinger of death.

-Cornelius, reading from the sacred scrolls of the apes





# Character of Conflict



*The nature of conflict is timeless...*



**Hybrid Threats**  
Dynamic combinations of conventional, irregular, terrorist, and criminal capabilities

**Conflict fought among the people**  
In increasingly urbanized population centers

**Diverse Actors**  
Both state & non-state

**Unblinking Scrutiny**  
Of Global Media



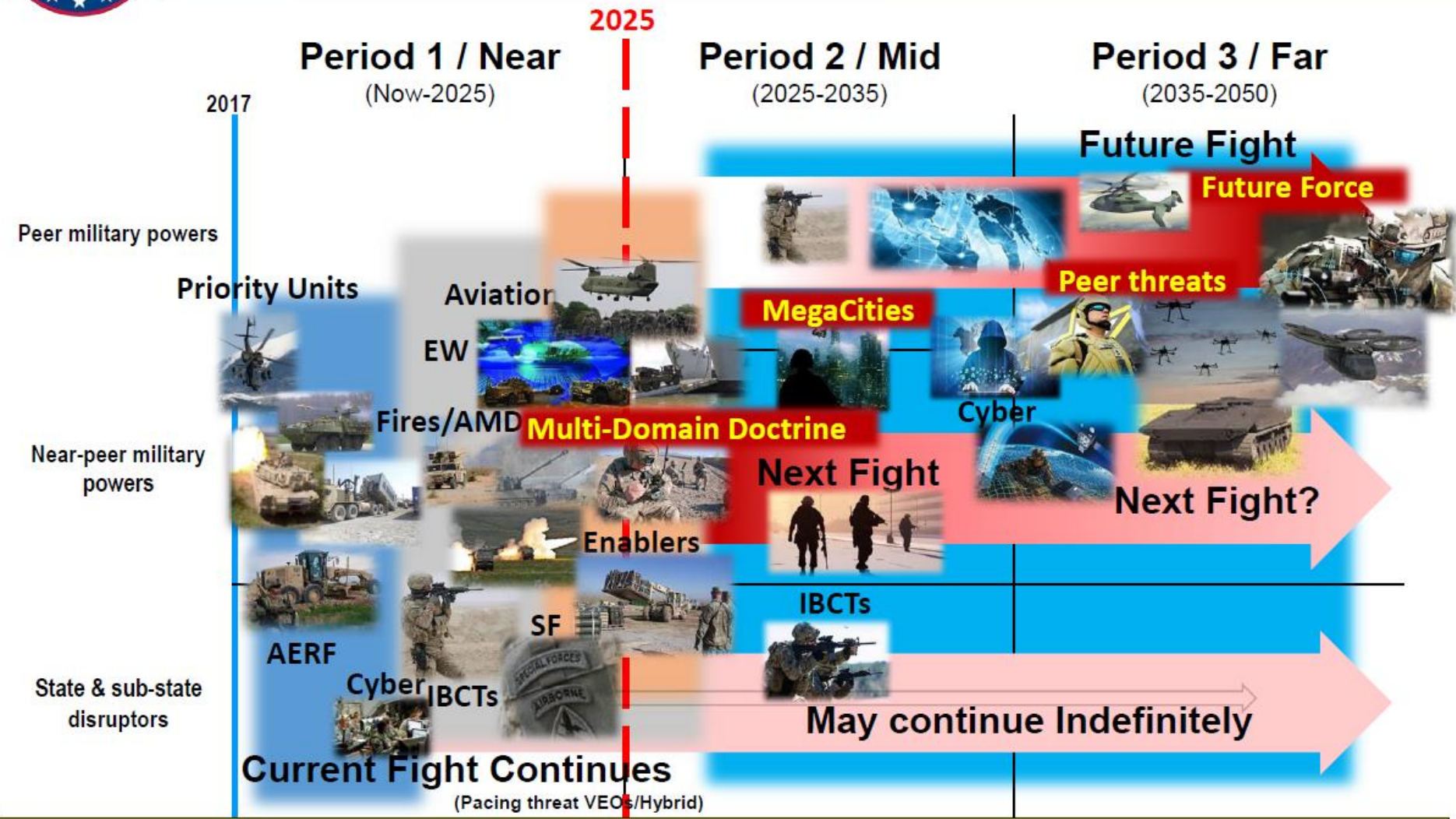
**Unpredictable**  
Location, Adversaries, Context, Duration

*...the character reflects the unique conditions of the era.*

**Rather than the traditional force-on-force model, conflict in the "Gray Zone" is the future way of war**



# Army Strategic Plan Guidance



The above force structure items are not exclusive. They are examples of capabilities on which we must invest and improve. ARNG 4.0 spans the whole time continuum until we uncover a new inflection point



# ARNG Campaign Plan (AGCP) Endstate



“By the end of 2025, the Army National Guard as a component of the Army, continues to provide rotational forces to combatant commanders for steady state operations, has implemented enhanced readiness initiatives in order to meet contingency requirements on a reduced post mobilization timeline, is modernized to integrate and be interoperable with the joint force, and responsive to governors in order to support civil authorities.”

# AGCP Priorities



1. Maximize unit **readiness** to reduce post mobilization timelines
2. Modernize combat platforms and mission command systems
3. Invest in installations and facilities for training and mobilization
4. Develop leaders and talent for the total force
5. Provide stewardship of our nation's resources

# SECDEF Guidance dated 5 October 2017



“... We are a Department of war. We must be prepared to deal with an increasingly complex global security situation, characterized by an accelerating decline in the management of the rules-based order. North Korea’s provocative actions and reckless rhetoric continue despite United Nation’s censure and sanctions. Russia has violated the borders of nearby nations and seeks veto power over economic, diplomatic, and security decision of it’s neighbors. China is a long-term strategic competitor that seeks to intimidate its neighbors while escalating tensions in the South china Sea. Iran continues to sow violence and remains the largest long-term challenge to Middle East stability. Despite recent gains against ISIS, terrorist groups continue to murder the innocent and threaten peace...”

CHARGE!

*John Mattis*

**SARAJEVO**



**PRISTINA**

**CAMP BONDSTEEL**



\*Turkey recognises the Republic of Macedonia with its constitutional name  
Produced by SITCEN Geo Section February 2014


# OGE ETHICS Memo dated 5 October 2017



“...As a leader in the United States Government, the choices that you make and the work that you do will have profound effects upon our nation and its citizens. It is essential to the success of our republic that citizens can trust that your decisions and the decisions made by your agency are motivated by the public good and not by personal interests.

You are ultimately responsible for the ethical culture within your organization. The priorities that you set, the messages that you deliver, and the actions that you take demonstrate your level of commitment to ethics in Government. Your personal conduct sets a powerful example for the employees in your organization...”

FROM:

David J. Apol   
Acting Director and General Counsel

SUBJECT:

The Role of Agency Leaders in Promoting an Ethical Culture



# Fourteen Principles of Ethical Conduct



1. Public service is a public trust; employees must place loyalty to the Constitution, the laws, and ethical principles above private gain.
2. Employees shall not hold financial interests that conflict with the conscientious performance of duty.
3. Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
4. Employee shall not, except as permitted by the Standards of Ethical Conduct, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
5. Employees shall put forth honest effort in the performance of their duties.
6. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
7. Employees shall not use public office for private gain.

Executive Order 12674



# Fourteen Principles of Ethical Conduct



8. Employees shall act impartially and not give preferential treatment to any private organization or individual.
9. Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
10. Employees shall not engage in outside employment or activities - including seeking or negotiating for employment - that conflict with official Government duties and responsibilities.
11. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
12. Employees shall satisfy in good faith their obligations as citizens, including all financial obligations, especially those imposed by law, such as Federal, state, or local taxes.
13. Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
14. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in the Standards of Ethical Conduct. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

Executive Order 12674



# HIARNG Chief of Staff Observations

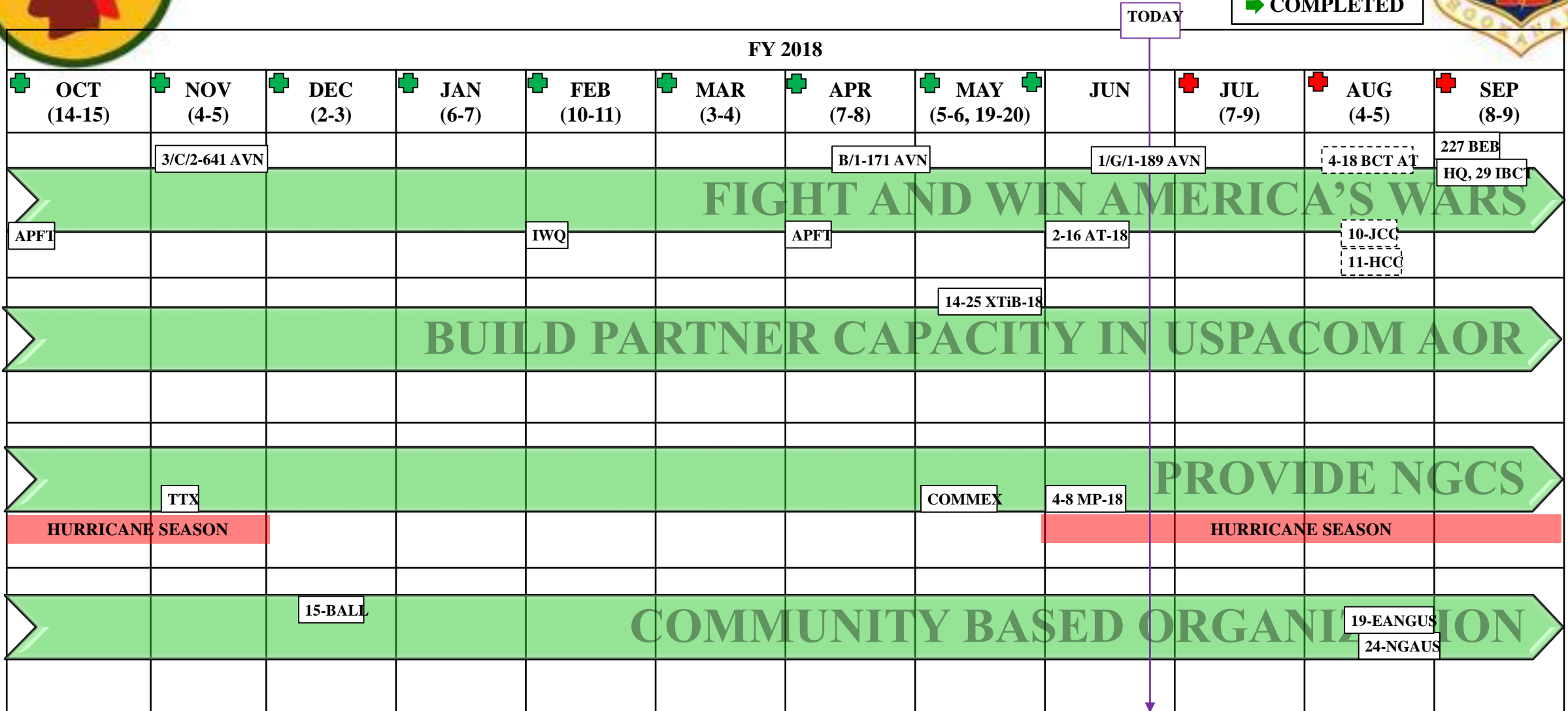


1. Failure to Focus on Readiness
2. Failure to Adhere to Fiscal Law tenets
3. IG Complaints and AR 15-6 Investigations
4. Employee Performance Evaluation and Counseling
5. Meeting Suspenses
6. Safety in the Workplace and at Home
7. Recognizing the Big Picture (4+1+1)
8. Having a Plan or Strategy

# Example of Linear Plan



➔ NOT STARTED  
➔ IN PROGRESS  
➔ COMPLETED



# Questions



Questions

Guidance

Reflection





# Sexual Assault Prevention and Response (SAPR)

Technician Personnel Management Course

Ms. Lehua Halemano

Mr. Adrian Remington



## Agenda

- Why is this important?
- Defining Sexual Assault & Consent
- Applicable Laws
- SAPR Program
- Reporting
- Supervisor's Role
- Resources

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LET'S TALK ABOUT



SEXUAL ASSAULT

IT AFFECTS US ALL

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Statistics help provide a “Why” to prevention and encourage us to **INTERVENE , ACT, & MOTIVATE!**



## EFFECTS OF RAPE

Survivors of Sexual Assault are:

- 3x more likely to suffer from depression
- Sexual abuse in the home can take many ways
- Every 107 seconds, another woman is sexually assaulted
- 6x more likely to suffer from PTSD
- American is sexually assaulted or completed rape in their lifetime
- 5x more likely to abuse drugs
- 26x more likely to abuse drugs
- 4x more likely to contemplate suicide



## The Adjutant General



*"I am firmly committed to supporting the implementation of the Sexual Assault Prevention and Response Program (SAPR). Sexual assault is a crime, demeans the value of others, and erodes the basic foundation of trust so vital to the success of a military organization and mission accomplishment. As a result, the Hawaii National Guard will do all that is possible to prevent sexual assault and effectively implement the Sexual Assault Prevention and Response (SAPR) Program."*

***Maj. Gen Arthur "Joe" Logan***

*The Adjutant General, HING*



## Defining Sexual Assault



- Sexual assault is a crime.
- According to the Department of Defense (DoD), the term “sexual assault” is defined as “intentional sexual contact, characterized by use of force, physical threats, or abuse of authority, or when the victim *does not or cannot consent.*”
- Includes:
  - Rape
  - Nonconsensual sodomy (oral or anal sex)
  - Indecent assault (unwanted, inappropriate sexual contact or fondling) or attempts to commit these acts
- Can occur without regard to gender or spousal relationship or age of victim.



## State of Hawaii

### **HRS Section 707, Part V, Sexual Offenses:**

- 707-730 Sexual assault in the first degree – Class A Felony/ 25 Years in Prison
- 707-731 Sexual assault in the second degree – Class B Felony/10 Years in Prison
- 707-732 Sexual assault in the third degree – Class C Felony/ 5 Years in Prison
- 707-733 Sexual assault in the fourth degree – Misdemeanor/ 1 Year in Jail



## What is Consent?

- “Consent” shall not be deemed or construed to mean:
  - the failure of the victim to offer physical resistance.
- Consent is NOT given when a person uses:
  - force, threat of force
  - coercion
  - when the victim is asleep, incapacitated, or unconscious.



## Impact of Sexual Assault



- Fear
- Helplessness
- Loss of Meaning and Sustaining Beliefs
- Legitimacy and Validation
- Self-blame and Guilt
- Betrayal and Loss of Trust
- Shame
- Isolation and Alienation
- Diminished Sense of Self
- Anger and Rage
- Grief and Loss

Ref: The Victim's Perspective: Phenomenology of Rape



## SAPR Program

- Establishes SAPR policies and procedures for T32 Guard members
- ARNG SHARP and ANG SAPR programs
- Prevention – Training and awareness programs
- Investigation – Law enforcement and NGB OCI
- Accountability – Prosecutors, Commanders/TAG
- Advocacy – 24-hour, 7-day per week cross service joint response capability
- Assessment – program evaluation and trend analysis



## Reporting Options



- **Restricted Report**
  - Reported to SARC/VA, Medical Personnel
  - Medical and Advocacy Services Received
  - No Investigation initiated
  - Commander not notified
  
- **Unrestricted Report**
  - Reported to Commander, Law Enforcement, SARC
  - Medical Services Received
  - Investigation Initiated



## National Guard SMs



- Eligible to file a Restricted or Unrestricted Report
- Eligible to receive timely access to SAPR advocacy services from a SARC and a SAPR VA, and the appropriate non-medical referrals, if requested
- Access to a Special Victims Counsel
- Reports of prior- to- military service sexual assault shall be handled in accordance with the procedures for Restricted and Unrestricted Reports outlined in this Instruction
- Reserve Component members can report at any time, and do not have to wait to be performing active service or be in inactive training to file their report.



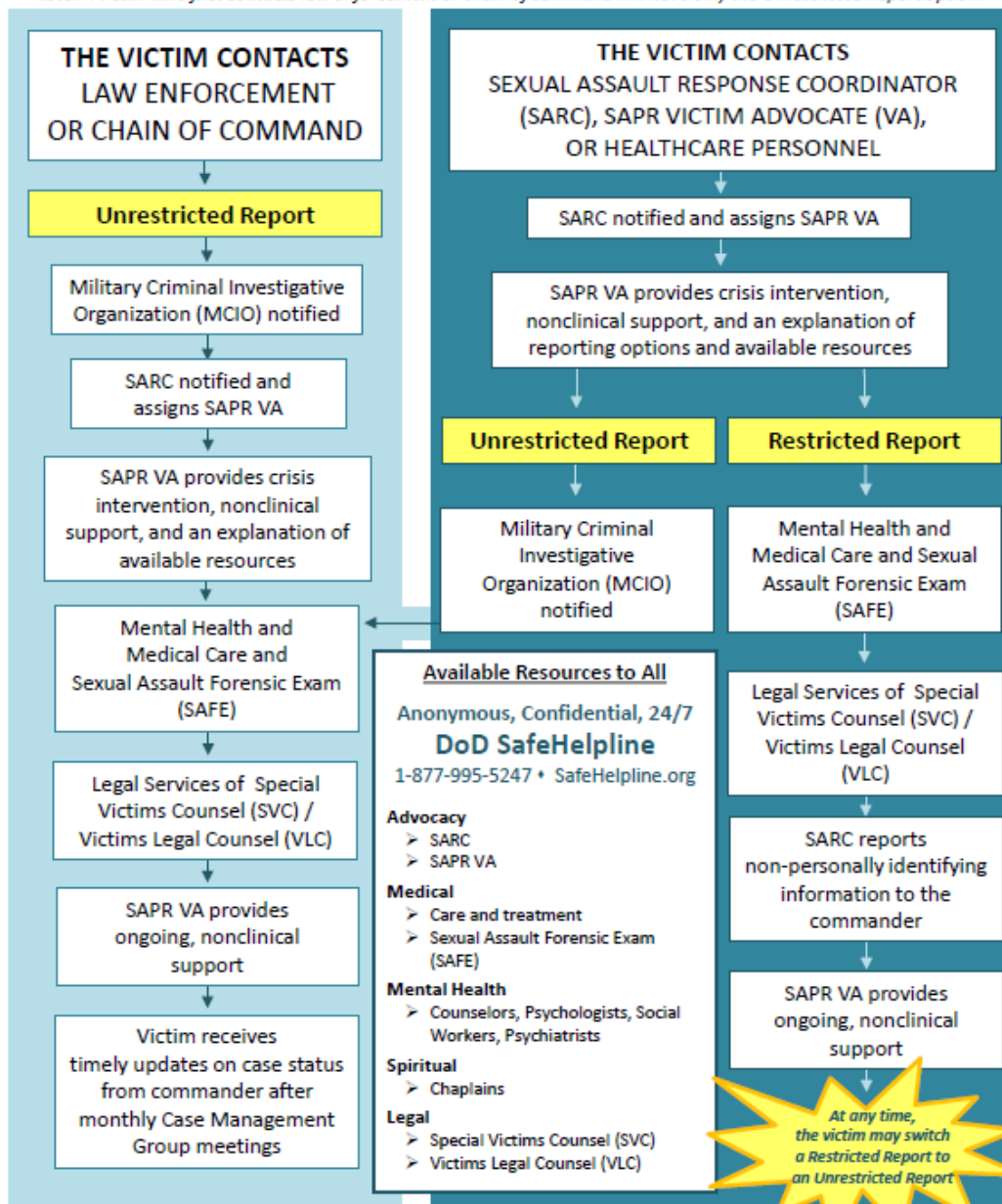
## Contractors and Civilians



- Non-military individuals who are victims of sexual assault are only eligible for limited emergency care medical services at MTFs.
- Only eligible to file an Unrestricted Report
- LIMITED SAPR services to be defined as the assistance of a SARC and Victim Advocate (VA)
- These limited medical and SAPR services shall be provided to: (a) DoD civilian employees and their family dependents 18 years of age and older when they are stationed or performing duties OCONUS **and** eligible for treatment in the MHS at military installations or facilities OCONUS. These DoD civilian employees and their family dependents 18 years of age and older only have the **Unrestricted Reporting** option.

# Sexual Assault Response Report Flow Chart

Note: A victim who first contacts law enforcement or chain of command will have only the Unrestricted Report option.



NOTE: These steps are based on DoD Directives 6495.01, 1030.01, and Directive Type Memorandum 14-007, and DoD Instructions 6495.02 and 1030.2. The response procedures may vary by Service or installation but must still comply with the requirements in these policies.



## Supervisor Responsibilities



- Create a work environment free of sexual harassment. SH can lead to the more serious crime of sexual assault.
- Understand goals of the SAPR Program are to provide victim-centered care to anyone who discloses sexual assault in the National Guard workforce (Dual Status Techs and Civilian Techs)
- Know who the SARC/ VA are. Immediately refer any disclosures of sexual assault to a SARC/VA.
- If unsure if the disclosure is SA or SH, allow the SARC to make that determination and protect the victim's confidentiality.



## Not the Supervisor's Job



- Questioning the victim about the incident
- Determining whether its sexual assault or sexual harassment
- Conducting an investigation
- Informing individuals without an official, legitimate need to know



## Barriers to Reporting



- FEAR of harm
- Embarrassment
- Denial
- Co-occurring offenses (Alcohol or drug charges)
- Reputation
- Lack of knowledge
- Fear for career
- Fear that they will be blamed
- Fear that no one will believe them

A circular logo with a yellow background and a green border, featuring a red silhouette of a person's head and shoulders.

## SAPR Program Relevancy to Technicians

- Competitive and Dual-Status Technicians
  - Technician state benefits as defined by state law
  - Healthcare Services available through Health Insurance and state Victims of Crime Compensation Act
  - SAPR Services for referrals and assistance
- SAPR personnel will assist in helping to determine available services and reporting options
- Administrative leave for Sexual Assault Victims; at TAG discretion



## Resources

**24-Hour HING SAPR Hotline**  
888-SAPR(7277)-101

**DoD Safe Helpline**  
(877) 995-5247

**Sex Abuse Treatment Center Hawaii,**  
Free-24/7  
808-995-5247



Questions?



## Summary



- Why is this important?
- Defining Sexual Assault & Consent
- Identifying Laws
- SAPR Program
- Reporting
- Supervisor's Role
- Resources



# SAPR Personnel



**Ms. Lehua Halemano**

HI-JFHQ SARC

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BLDG 1784 Room 102D

Kapolei, HI 96707

Email:

[Lehuanani.k.halemano.mil@mail.mil](mailto:Lehuanani.k.halemano.mil@mail.mil)

**Mr. G. Adrian Remington, CIV**

HIANG SAPR Program Manager

SARC Cell 808-383-7550

Building 1055 Room 3

JBPHH, HI 96853

Email:

[grant.remington@us.af.mil](mailto:grant.remington@us.af.mil)



# ***MANPOWER***

Ms. Lisa Dias

Management Analyst

808-672-1575

Email: [lisa.a.dias2.civ@mail.mil](mailto:lisa.a.dias2.civ@mail.mil)



## ***AIR MANPOWER***

- Group Air Manpower Representatives
  - HQ HIANG – CMSgt Richard Costa
  - AOG – Maj Jessica Haleck and Maj Glen Hayase
  - HQ WG – Lt Col Regina Komine and Capt Joshua Ishiki
  - MSG – Maj Mariko Boone, CCMSgt Alvin Fritz and  
CMSgt Edward Tang
  - MXG – CMSgt Geoffrey Stiteler and SMSgt Sean Johnson
  - OG – Maj Taryn Chung, CMSgt Kris Oka and  
MSgt Mandy Mahuka

# ARMY MANPOWER



- Full-Time Manning Meeting Committee
  - HIARNG, Chief of Staff – COL Stephen Logan
  - JStaff – BG Moses Kaoiwi
  - HRO – COL Laura Soares/Mr. Walter Ross/Ms. Lisa Dias
  - G1 – COL David Weisberg
  - G3 – COL Paul Wilson
  - G4 – LTC Tyson Tahara/LTC Doreen Uehara
  - SAAO – COL Roger Pukahi
  - USPFO – COL Tracey Omori/LTC Mark Mitsui/MAJ Manny Llanes
  - CFMO – COL Stuart Tomasa
  - DCSIM – LTC Melvin Murakami
  - IBCT – MAJ Allen Tudela
  - Trp Cmd – LTC Stan Garcia
  - RTI – LTC Wesley Tanji
  - State Surgeon Office – MAJ Floyd Feliciano



## Common Guidelines to Follow



- One Position = One Technician (Employee)
  - Double slotting is not authorized for any position
- Backfilling a position vice a ABS-US
  - Backfill of a position will not be authorized without processing the LWOP RPA in DCPDS
- ABS-US Return Rights to a Position
  - Only ONE Technician (Employee) can have reemployment rights back to a position. All other Temps or Indefs hired against that position, if they are deployed or elect to take an AGR position, must resign or be terminated
- Starting a New Hire in a position filled with a Temp or Indef Hire
  - Temp or Indef employees MUST be terminated prior to starting ANY New Hire
- Processing RTD actions
  - Temps or Indefs vice a ABS-US must be terminated prior to the return of the Permanent Technician
- Lapse against FUNDING (Temp Hires ONLY)
  - Once Lapse funding is identified, and the Air Finance or Army Budget has agreed in writing the number of positions allowed to fill vice Lapse and for the agreed time period, Temps may be hired.
    - Temps hired against Lapse will NOT be extended and will not be carried beyond the current FY



# QUESTIONS???

POC: Ms. Lisa Dias

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# Day 1 Critique and Other Questions