



HAWAII NATIONAL GUARD
HUMAN RESOURCES OFFICE



BULLETIN

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HAWAII NATIONAL GUARD MILITARY (DUAL STATUS) TECHNICIAN COMPATIBILITY

1. References.

- a. Technician Personnel Regulation (TPR) 303, Military Technician Compatibility, dated 24 August 2005.
- b. 32 USC § 709.

2. Purpose. This memorandum serves to clarify and standardize the application and management of military compatibility requirements for all technicians, and provides conditions and guidelines for requesting and implementing waivers to these compatibility requirements. NGB TPR 303, dated August 2005, is the primary regulatory guidance and reference for all issues relating to technician compatibility.

3. Procedure. In order to ensure that a highly skilled and trained cadre of technicians is available when units are deployed, and to also ensure that a continuity of operations exists before, during, and after deployment periods, technicians are appointed to full-time positions which correspond to their military assignments, and their full-time civilian position should be substantially equivalent to the duties and responsibilities of said military assignment (MTOE/TDA/UMDA). As such, technicians are assigned to a compatible military position with the same military occupational specialty (MOS) and in the same unit in which they are employed, or in a unit that is supported by their employing activity. Compatible MOS criteria is maintained by NGB's Technician Personnel (TN) Branch. MOS compatibility will not be restricted to CMF/MOS on the compatibility table if the technician held a compatible MOS that is a feeder MOS to their current MOS, they will be considered MOS compatible. Technician position descriptions that are Branch/MOS immaterial **must** be filled by military member who **is assigned to a Branch/MOS immaterial military position.** Failure to observe compatibility requirements may result in a 30-day notice of separation from technician employment.

4. Exceptions. AFSC/MOS and Unit of Assignment (UOA) compatibility requirements include the following exception/situations:

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

b. Understudy Positions. The Adjutant General (TAG) may approve the selection/assignment of an understudy for a key managerial position. Understudy periods may not exceed 120 days.

c. Temporary Promotions and Details. When technicians are temporarily promoted or detailed, the AFSC/MOS compatibility remains with the permanent position from which temporarily promoted or detailed.

5. HIARNG Unit of Assignment Requirements. All technicians must be assigned to the same military unit or supported command in which they are employed as a technician, or in a military unit supported by their assigned technician work site. For the Army National Guard, 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. For the Air National Guard, must be assigned to the same military unit in which they are employed as a technician. NGB TPR 303 contains definitions and descriptions of what constitutes a compatible UOA for specific work sites:

a. JFHQ-ST personnel are assigned to compatible positions in units located within the State.

b. MOS qualified and compatible surface maintenance technicians may belong to any unit in the state.

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

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.

c. Technicians employed at Army National Guard Aviation Facilities, Theater Aviation Sustainment Maintenance Group (TASMG), are militarily assigned to the table of distribution and allowances (TDA) for that organization. Personnel employed at the Army Aviation Support Facility (AASF), are militarily assigned to compatible positions in any aviation unit/element that full-time support members are employed to support.

d. Technicians who become incompatible due to a non-conduct related involuntary administrative action (i.e., reorganization or realignment, position description change, or compatible MOS change). This exception is valid only while the incumbent occupies the military position. The HRO should continue to attempt to assign the member to a compatible position, especially in cases of grade inversion. When grade inversion is present and no compatible position exists that can remedy the situation, the HRO will seek alternative means of alleviating the grade inversion situation, to include temporarily assigning or detailing the technician to an alternate position or work location. However, under no circumstance will a technician be terminated if the cause of grade inversion is due to a non-conduct related involuntary administrative action.

6. Waivers and Incompatible Assignments. TAG or HRO has the authority to manage incompatible assignments within a reasonable period of time. Waivers are requested in writing from the selecting official, commander, or designated representative and submitted to the HRO. HRO will coordinate with NGB as necessary and recommend approval or disapproval to TAG. Examples include but are not limited to:

- a. Essential Military Career Development. TAG has the authority to approve unit of assignment waivers to accommodate military promotions essential to military career development. This authority is limited to situations where no military position of the appropriate MOS and grade are available for promotion assignment. These exceptions may not exceed three (3) years. Waivers are one-time exceptions for each level of command. No more than one waiver may be approved for a single organizational level.
- b. Command, Leadership, and Staff Assignments are covered in Command, Leadership, and Staff Assignments Policy.
- c. Other criteria that may be considered for grant of a waiver include but are not limited to: benefit to the organization, possession of critical or low-density MOS, possession of a compatible secondary MOS, and absence of compatible technician or military positions.

7. Applicability. This applies to all Hawaii National Guard full-time dual status technicians.

8. Proponent and Exception Authority. Joint Force Headquarters, Director of Human Resources. The proponent has authority to approve exceptions when they are consistent with controlling laws and regulations.

9. Suggested Improvements. Users are invited to send comments and suggestions to Joint Forces Headquarters, Human Resources Office, 3949 Diamond Head Road, Honolulu, HI 96816-4495.

10. Primary Occupancy In Military Position. Military (dual status) technicians must be the primary occupant of their military position, and may not be coded as excess.

11. Military Grade Inversion. The military structure is preeminent over the full-time structure and military grade inversion within the full-time workforce is not permitted. The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Unit of assignment or service component does not change this requirement.

12. Voluntary Changes In Military Assignment. Technicians are responsible for ensuring their full-time assignments satisfy compatibility requirements against the applicable military duty position. Before accepting a military reassignment/promotion, **it is the technician's responsibility to contact the Human Resources Office** to obtain compatibility approval for the new military assignment. Technicians who become

incompatible with their full-time position following acceptance and placement into a new military position will be issued a ***30-day notice of termination due to incompatibility.***

12. HRO Points of Contact. Any questions or concerns regarding technician compatibility may be directed to the HRO Staffing section at: 808-672-1244.