

154TH TECH TO AGR REALIGNMENT CONSOLIDATED QUESTIONS

Realignment and Program overview - HRO COL Soares

Do the Area of Consideration (AOC) for all JVs include Temporary and Indefinite Appointments? The AOC not only included those within a group but it also consists of those that are on Temp and indefinite appointments and those that are also using their rights USERRA. The Standard Area of Considerations (AOC) for all JVs are the following:

- (1) On-board Technicians within Group, HIANG with duty AFSC
- (2) Military members within HIANG with duty AFSC
- (3) AF military members located in Hawaii with duty AFSC; must be able to become a member of the HIANG
- (4) AF military members nationwide with duty AFSC; must be able to become a member of the HIANG

If we are displaced and are offered a position; does it apply to both Military and technician position? Yes, you are the position itself will be no longer a technician position. Your Military compatibility will be taken into consideration.

Is this NGB guidance? Yes, NGBI 36-101 and the NGB A1 has no additional guidance for the realignment procedures for AGR. Realignment laws (USC and CSRS/FERS) are in the last "reference" slide for you. NGB TPR 300-351, Reorganize/Realign/RIF. ANGI 36-101, Air National Guard Active Guard Reserve (AGR) Program, 3 Jun 10 (certified current 14 Aug 2014)

Why do we have to reapply? To provide fair competition and the AOC are giving the priority if you are in that position. Other states are giving a 30-day notice and advertise the position. Our state is giving you an opportunity to stay in place and compete for the position. Please Read the ANGI 36-101 to familiar yourself.

Benefits: CMSgt Orr Supervisory Human Resources Specialist

If you convert to AGR, elect not to get paid out for your leave, and you do not choose to go back to Technician status once you're USERRA will you be able to use that leave? You may use your Annual Leave throughout AGR orders, and you may also retain until the USERRA restoration period expires, at which you will be separated and will be paid out in a lump sum. Your sick leave will remain, and balanced payout.

What are the returns rights based on? –USERRA Guide, NG-J1-TN, 12 Feb 2016

Can you buyback after your USERRA is done? You cannot Buyback AGR time; only the USERRA covered time (Contingency operations, mandatory military leadership professional education, or any orders which state that they are exempt from the five-year rule).

If I have exhausted my five cumulative years of military service under USERRA time; should I not take a tour? You can obtain a waiver. USERRA protects you for the five years, but it is up to your leadership's discretion to waive the USERRA.

What if I want to go back to my Technician position right before my USERRA expires? How does that process look like? A year before you know that your USERRA rights are about to expire; you need to submit a Curtailment request for your AGR tour to return to the technician program through your proper chain of command.

What is the process to jump back to the technician program and buyback my time in AGR status? The organization will find you a "like" technician position as your previous position. Please initiate this process with the HRO to allow enough time to go through the buyback process. As of 26 November 2018, all USERRA military deposits will be handled through HRO – back to State level. Initiate the process with disclosing your intentions with your supervisor and leadership well before a year. At the moment we are still solidifying the USERRA military deposit procedure within our HRO, so please wait for guidance on this process.

What is the process for members who do not qualify for an AGR retirement and elect to do their 4-5 year AGR tour and go back to the technician program? How will this affect the individual's retirement? It is crucial for the member to do their One-on-one with the Benefits Section in order to determine the best outcome for their retirement. No one person is the same, and this will give them an opportunity to gather information obtained through this sit-down to discuss the right plan to maximize their future retirement potential. If the service member does not qualify for an AGR retirement, we will find a way to take care of the service member while we realign the organization.

What is the leadership's stance with Curtailment Request? Will it be case by case? We are in need of some senior technicians to realign with the position as it converts to AGR and we do not want to discourage our experienced technicians from converting, we are in favor to approve your Curtailment Request. All that we ask is that you be upfront and honest with leadership during the hiring process about your intentions in your career options. So that we can make the right decisions for the organization and the individual. We understand that some of you do not qualify for AGR retirement and the best option for some, is to exercise your USERRA, do your AGR tour, and go back to the technician program or civil service agency. Bottom-line is that we will take care of the individual and organization. It is a realignment; we had no voice in what positions were converted to AGR. During this process we ask that you have a

bigger perspective; we are not having a RIF. So, if you do not get picked up for AGR this year, maybe it will happen the following year. Remember this is a 5-year plan.

Do we have to reenlist if our MSD is during the tour? For Enlisted personnel, you will be extended to cover MSD, and we do not extend for officers.

Can we utilize Title 10 Leave when we become an AGR? No, different authority. We have to use our resources to keep you on.

If I convert to AGR and I currently have a spouse enrolled in FEHB (HSM), and she is also a Technician; does my spouse have to wait to enroll back in FEHB? No, she can apply and select the QLE.

Are the positions designated for realignment losing funding on the 1 APR 19? Does that mean if I convert to AGR as of 1 APR 19 I will get paid as an AGR? If you are realigned and qualified as an AGR, you will get a paycheck in that position.

What is a realistic timeline for conducting a board once JVA gets posted for 20 days? The AGR section does not have a backlog; once the JVA closes, they screened and sent to the Hiring Official to begin holding hiring boards. We advise you as the managers and leaders in these positions to start preplanning ASAP.

HRO-A AGR Program Manager - MSgt Shane M. Gaines:

Can we backfill an AGR that was selected and the member has left for a Deployment? Yes, make sure you submit the proper paperwork to fill the occasional backfill. The member who is going to Backfill does not have to go through the application process but must meet the requirements to be on status. Take in mind that there are limitations for who we can put in – control grade wise.

If a member can't reach 20 years, what is the waiver for? TAG Waiver – the waiver is to state that you cannot state that 20 years cannot be obtained.

Can you go over 60 if you're enlisted? Yes, with TAG approval no more than past 62 years of age.

STAFFING – HRS Anne Salvador

Can Technician positions that are realigning to become AGR positions be technicians? No, they are AGR positions and need to be filled with an AGR. The positions of those that have elected USERRA and converted to AGR will be filled with Indef. just in case the AGR exercise their USERRA rights and wants to return to their position. If the service member does return within their USERRA timeframe, we have the obligation to find them a like position, or they can cross-train to fill a position. Only

permanent employees are authorized to use USERRA – although, Indef. and Temp employees also have the right to exercise their USERRA but only until their NTE date.

Do I get rank preference against other members of my shop? It depends on the TAG, and also other factors that are taken into consideration when determining (occupation, priority placement, a RIF).

Will we experienced a RIF? There is a small percentage that can happen, HRO will come up with a plan if such a case may occur. Today's Town hall is not to discuss the possibility of a RIF –which is the last resort.

How long does grade retention last? About 2 years for grade retention and if there is equal pay that comes up then we place the service member there. The SM also has the option to go into lower grade too.

If I was displaced, is there an option to use another shops pay card as a resource? You need a valid position to request that.

Can I apply for the position if I am a grade lower then advertise and I get it selected? Can I automatically get the promotion to the grade advertised? You will still have to be looked up to see if you're eligible for promotion, AF Form 2096, to see if we deem you promoted, in a valid UMD position and your supervisor has to put you for a promotion.

Do the displacement members get priority for fill for a technician position in my shop when it becomes available again? Do they have priority to come back into the position if they are filling a position somewhere else? No, they still have to apply for the position.

If I apply to AGR can I still go on a MP tour? It is up to your leadership's discretion to decide that, but you have to do the proper documentation and go through the proper approval process. Modify the AGR orders to reflect that tour taken.

Can I still change my mind after I submitted my application for the job I applied for? Yes, remember just because you applied, you don't automatically get the position. You will have to go to the Selection Board, interview and wait for the official notification from HRO that you've been offered the position. That's when you have the option to decline or accept the position. So apply now and take the time to think about what's beneficial for you and your family. We require for all to meet with Benefits 1-on-1 to understand how this transition will affect you. If you are leaning to consider; apply and decline if you get offered the position. You have enough time to think about it while you wait to board and for packets to out to hiring official for the interviewing process. We are looking around March Timeframe for applicants to get their offer.

Can we still correct or submit any missing document after the closeout date of a job vacancy announcement? We highly encourage you to take the time to read the JVA and submit proper documents. We highly discourage that you do not submit the

day of the closeout date. The reason being so, is that it won't allow us to prescreen the packet and kick it back to you if there are missing documents or errors. We will notify you promptly when we receive your packet, and we will prescreen and request missing documents or corrections if needed. All that we ask of you is that you submit your application in a timely manner to allow us to do this for you.