CALIFORNIA

Technician/AGR Administrative Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

MILITARY DEPARTMENT

P. O. BOX 269101
Sacramento, CA 95826-9101

NUMBER

03-14

14 April 2003

NO EXPIRATION DATE

MILITARY TECHNICIAN COMPATIBILITY

1. Why Compatibility? While drafting the National Guard Technician Act of 1968 (Public Law 90-486), the U.S. Senate recognized the importance of the technicians military assignment in relationship to his/her full-time job, and included this requirement for military membership and compatible military assignment as part of the legislation. Since 1 January 1969, it has been a legal requirement for technicians who hold excepted appointments in the Federal Civil Service, to be members of the Guard and to have a military assignment which is compatible with their full-time job. This regulatory requirement is provided in NGR 600-25/ANGI 36-102, dated 31 March 1995.

2. Military Technician Compatibility consists of three basic components;

a. Duty Air Force Specialty Code (AFSC) or Duty Military Occupational Skill (MOS) assignment - Each separate excepted position description in use by the National Guard has compatible duty AFSC's/MOS's identified and approved by NGB. The position on the military manning document to which the technician is assigned must be compatible with the technician position description. Individuals do not have to be qualified in the duty AFSC/MOS. To research a specific AFSC/MOS compatibility, first identify your position description number and then check out our website for the correct AFSC/MOS assignment at http://www.calguard.ca.gov/cahr/pubs/compatibility.htm

b. Grade Inversion - The military grade of the supervisor must equal or exceed the military grade of personnel supervised. Military grade inversion within the full-time work force is not permitted and the concept of grade inversion is inconsistent with the military nature of the National Guard. Grade inversion cannot be waived.

c. Unit of Assignment - Military technicians must be the primary occupant of their military position. Specifically the unit requirement is that military technicians assigned to an Organizational Maintenance Shop (OMS), Aviation Classification Repair Activity Depot (AVCRAD), and Army Aviation Support Facility (AASF) must be assigned to a MTOE/TDA organization supported by the facility. All other technicians must be assigned to a compatible position within the state.

3. Waivers or changes to compatibility requirements may be considered and such requests must be in writing and supported with justification.

a. Leadership Assignment waivers may be approved by The Adjutant General for positions such as: Commander, Platoon Leader, Command Sergeant Major, Command Chief Master Sergeant, and First

Sergeant. Command/Leadership waivers can be approved only for a period of four years and may not be extended. Each individual may only have one Command/Leadership waiver approved for each type of position listed above.

b. Military assignment changed through no fault of the technician due to reorganization or downsizing: This accommodation is valid only while the incumbent occupies the position and lasts until he/she is reassigned to a compatible position.

c. Air Force Specialty Code or Military Occupational Skill Incompatibility: The Adjutant General has the authority to accommodate these conditions for up to two years when it is determined to be in the best interest of the California National Guard. School quotas, training dollars, unit priority, and phased training schools are samples of valid reasons for approved waivers of AFSC/MOS.

d. Temporary Promotions: MOS/AFSC/Unit of assignment compatibility requirements for temporary promotions not-to-exceed 120 days are waived under a blanket authority. The Adjutant General may accommodate on a case-by-case basis compatibility when military technicians fill positions through temporary promotions exceeding 120 days or procedures outlined in TPR 300 302.7-12, Understudy Authority.

e. CNG FORM 690-10, Military Technician Compatibility Waiver Request, is used to request compatibility waivers. TAG waiver approval has been delegated to the Director for Human Resources.

4. The Directorate for Human Resources may send requests for additions or deletions to compatibility criteria in established position descriptions to NGB-HR. There requests are coordinated with the Office of Primary Responsibility in the Army or Air National Guard Directorates for approval.

5. Duty AFSC/MOS and unit of assignment compatibility criteria is applicable to all excepted service permanent and indefinite employees (not to temporary employees).

6. Military technician compatibility is ultimately an individual responsibility; however, supervisors are integral in this process and should actively maintain and oversee individual compatibility requirements. The goal of the compatibility program is to attain 100% compliance through correct assignment or approved waivers. Technicians who are not in compliance with NGR 600-25/ANGI 36-102 are subject to involuntary separation in accordance with TPR 715.

7. Direct questions concerning this TAAI to SMSgt Michael Hunt at CAGNET 63354, DSN 466-3354 or (916) 854-3354.

FOR THE ADJUTANT GENERAL:

LAWRENCE D. COOPER
COL, OD, CA ARNG
Director for Human Resources

DISTRIBUTION:
Army: TA
Air: TA