



MICHIGAN NATIONAL GUARD
HUMAN RESOURCE OFFICE

TECHNICIAN POLICY LETTER

NUMBER 06-1 **Change 1**

07 June 2007

MICHIGAN ARMY NATIONAL GUARD MILITARY (DUAL STATUS) TECHNICIAN COMPATIBILITY

1. **DEFINITION AND PURPOSE:** Compatibility is defined as the condition in which the duties and responsibilities of a military technician's full-time civilian position is substantially equivalent to the duties and responsibilities of the technician's military assignment. Compatibility ensures that a highly skilled and trained cadre is available when units are deployed. Compatibility also ensures that a continuity of operations exist before, during, and after deployment periods that leads to enhanced unit readiness as mandated by the Technician Act of 1968 (PL 90-486).

The National Guard's full-time support program requires that all military technicians are members of the National Guard and are appointed to full-time positions which correspond to their military assignments. This policy provides guidance for determining and processing position and assignment compatibility. All Michigan Army National Guard (MIARNG) military (dual status) technicians will be assigned in accordance with this policy.

2. **COMPATIBILITY REQUIREMENTS:** All of the following three requirements must be met in order for a MIARNG military (dual status) technician to be considered compatible with their dual status technician position:
 - a. **ASSIGNMENT TO A COMPATIBLE DUTY MILITARY OCCUPATIONAL SPECIALTY (DMOS):** Military (dual status) technicians must be militarily assigned to a DMOS that is compatible with their technician position, as determined by the National Guard Bureau. Technicians who are incompatible upon initial assignment to a new technician position, or by reason of a military reassignment, have 12 months to become compatible. Technicians only need to be assigned to the proper DMOS to be considered in compliance. Possession of a certain MOS skill level, or completing initial MOS training is not required, unless otherwise dictated by the technician's position description.
 - b. **MILITARY UNIT OF ASSIGNMENT:** MIARNG military (dual status) technicians are assigned to a military position in the same unit in which they are employed or in a unit that is supported by the employing activity, using the following as guidance:

- I. **DIRECTOR OF SURFACE MAINTENANCE (DOSM) TECHNICIANS:** Every effort must be made to place military (dual status) technician personnel working at the Combined Support Maintenance Shop (CSMS), Maneuver Area Training Equipment Site (MATES), Unit Training Equipment Site (UTES), Field Maintenance Shop (FMS), and Field Maintenance Sub Shop (FMSS), into a compatible military position within a supported unit or command **in which their facility directly supports**. If placement in such a unit is not feasible by reason of unavailability of military positions, unit deactivation, or the Enlisted Promotion System (EPS), DOSM technicians may be assigned to compatible military positions in supported units or commands within the State.
 - II. **ARMY AVIATION SUPPORT FACILITY (AASF) TECHNICIANS:** Every effort must be made to place military (dual status) technician personnel working in an Army Aviation Support Facility (AASF) into a compatible military position within a supported unit or command **in which their facility directly supports**. If placement in such a unit is not feasible by reason of unavailability of military positions, unit deactivation, or the Enlisted Promotion System (EPS), AASF technicians may be assigned to compatible military positions in supported units or commands within the State.
 - III. **INSTALLATION SUPPORT FACILITY (ISU) TECHNICIANS:** Military (dual status) technicians employed at an ARNG ISU will be assigned to the applicable Table of Distribution and Allowances (TDA).
 - IV. **JOINT FORCE HEADQUARTERS (JFHQ) TECHNICIANS:** Military (dual status) technicians employed at JFHQ are assigned to compatible positions in units within the State.
- c. **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.
3. **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.
 4. **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 Resource Office to obtain compatibility approval for the new military assignment. If the technician will be in-compatible with their full-time position upon acceptance and placement into the new military position, he/she will be issued a letter giving them 12 months to become compatible with their technician position. Failure to become compatible within 12 months will result in HRO issuing a 30-day notice of termination to the in-compatible technician. Requests for military reassignment of a technician (sample attached) must be submitted to the Human Resource Office for prior approval.

5. **COMMAND/LEADERSHIP WAIVERS:** The Adjutant General has the authority to approve command/leadership waivers for the following: brigade, battalion, company command, headquarters commandant, platoon leaders, command sergeant major, first sergeant, and staff positions (i.e. G1, G2, S1, S2, Asst S4, Asst S3, etc). The ARNG command/leadership assignments are for a period not to exceed three (3) years. Technicians are not allowed more than one command or leadership assignment at the same level, regardless of duty status. Requests for command/leadership waivers (sample attached) must be submitted to the Human Resource Office for prior approval.
6. **ASSIGNMENT TO MOS IMMATERIAL SLOT WAIVERS:** Requests for MOS Immaterial Slot waivers (sample attached) must be submitted to the Human Resource Office for prior approval.
7. Any questions or concerns regarding technician compatibility may be directed to CW2 Jessica Ulrey at (517) 483-5592 or MSgt Devon Lavengood at (517) 483-5593.

**SAMPLE TO BE USED FOR: MILITARY TECHNICIAN REASSIGNMENT REQUEST
COMMAND LEADERSHIP WAIVER REQUEST
MOS IMMATERIAL SLOT WAIVER REQUEST**

MICHIGAN ARMY NATIONAL GUARD
UNIT NAME AND ADDRESS

MIAR

DATE

MEMORANDUM FOR The Adjutant General of Michigan, ATTN: MIAR-HRO-TM,
2500 South Washington Avenue, Lansing, MI 48913-5101

SUBJECT: Military Technician Reassignment Request/Command Leadership Waiver
Request/MOS Immaterial Slot Waiver Request

Request MITAG-HRO-TM approves the transfer of the following individual:

TECHNICIANS' NAME:

SOCIAL SECURITY NUMBER:

OLD UNIT OF ASSIGNMENT:

NEW UNIT OF ASSIGNMENT:

OLD MILITARY POSITION TITLE:

NEW MILITARY POSITION TITLE:

OLD DUTY MOS: PARA/LIN NO.

NEW DUTY MOS: PARA/LIN NO.

FROM AUTH RANK/GRADE: (TO):

TECHNICIAN POSITION DESCRIPTION NUMBER (PD#)

FOR THE COMMANDER:

REQUESTER'S NAME
RANK
TITLE