



Military Compatibility

Mr. Mike Walden

Introduction

- Discuss the essential elements and requirements of Military Compatibility
- Presenter: Mr. Mike Walden, Personnel Staffing Assistant
- Reference(s): CNG Full-time Personnel Regulation 303, Military Technician Compatibility

Topics of Discussion

- ▣ Responsibilities
- ▣ MOS/AFSC Compatibility
- ▣ Grade Inversion
- ▣ Military Unit of Assignment
- ▣ Military Duty Position Assignment
- ▣ Waivers
- ▣ Temporary Technicians/ Temporary Promotion

Topics of Discussion (cont)

- When is Compatibility Verified?
- Compatibility Reports
- National Guard Goal
- Exercise

Responsibilities

- Initial compatibility and maintaining compatibility is an individual responsibility; however supervisors are integral in this process
- Military Commander assigns military technicians to TDA/MTOE/UMD **DUTY** positions and coordinates the assignment with the military and full-time support chain of command

Responsibilities (cont)

- The first line supervisor initiates waiver requests (if needed) and exceptions to policy. Signed by the Technician and Commander and list a timeline in the remarks.
- HRO develops local procedures, reviews waiver requests and may involuntarily separate technicians not in compliance (FPR 303)

MOS/AFSC Compatibility

- ❑ Must be assigned to a Duty MOS or Duty AFSC that is compatible with the full-time technician position description per the Master Compatibility Table published by NGB
- ❑ Individuals should be fully qualified in the DAFSC/DMOS, and are expected to get qualified in a reasonable amount of time.

MOS/AFSC Compatibility

- Most current compatibility table may be found on the HRO Publications website
- <http://www.calguard.ca.gov/cahr/Pages/Publications.aspx>

HRO Publications Page

FPR 303 Military Technician Compatibility Regulation

CNG Form 690-10 Military Technician Compatibility

Air Guard Compatibility Table

Army Guard Compatibility Table

Grade Inversion

- ❑ Military grade inversion within the full-time workforce is not permitted!
- ❑ Grade inversion concept is inconsistent with the nature of the National Guard
- ❑ The military grade of the full-time supervisor must equal or exceed the military grade of personnel supervised

Military Unit of Assignment

- ▣ ANG military technicians will be assigned to a compatible military position in the same unit in which they are employed (Wing/Group)

Military Unit of Assignment (cont.)

- ▣ Army National Guard Military Technicians have different criteria depending on what type of unit they are assigned to i.e. AASF, AAFA, AVCRAD, MATES, etc.

Military Duty Position Assignment

- ▣ A military technician must be the primary occupant of the military position (this cannot be waived)

Waivers

- Command/Leadership Waivers
 - ARNG positions: Commander, Platoon Leader, Command Sergeant Major, and First Sergeant. May be approved for battalion/brigade primary officer/NCO staff positions.
 - ANG positions: First Sergeant and Command Chief Master Sergeant
 - Command/leadership waivers may not exceed four years

Waivers (cont)

- DMOS/DAFSC assignment may be accommodated by the TAG for up to two years
- The TAG has delegated approval authority to the HRO
- Reorganization/Reduction-in-Force
 - When the military assignment is changed through no fault of the technician due to reorganization/downsizing.
 - Accommodation is valid until he/she is reassigned to a compatible position.

Waivers (cont)

- ▣ CNG Form 690-10 has been developed to assist requests for compatibility waiver (copy provided)

Temporary Technicians/ Temporary Promotion

- ❑ Military technician compatibility criteria does not apply to temporary appointments
- ❑ Military technician compatibility criteria may be waived for temporary promotions

When is Compatibility Verified?

- Upon appointment/conversion
- Promotions, reassignments, change to lower grade
- CA ARNG Automated E-Orders

National Guard Goal

- ▣ The goal for the National Guard is 100% compliance to compatibility requirements and appropriate waivers

Closing

- Responsibilities
- MOS/AFSC Compatibility
- Grade Inversion
- Military Unit of Assignment
- Military Position Duty Assignment
- Waivers
- Temporary Technicians/ Temporary Promotion

Closing (cont)

- When is Compatibility Verified?
- National Guard Goal
- Exercise



Exercise