



IDAHO NATIONAL GUARD  
JOINT FORCE HEADQUARTERS  
HUMAN RESOURCE OFFICE  
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BOISE, IDAHO 83705-8112



NGID-HRO

21 February 2025

MEMORANDUM FOR Idaho Army National Guard (IDARNG) Technicians

SUBJECT: HR Policy Letter 024; Federal Army Technicians and Full Time National Guard Duty – Operational Support

1. References.

- a. 20 CFR 1002.5(o), 30 September 2024, *What definitions apply to USERRA?*
- b. 32 U.S.C. § 709, 23 December 2016, *Technicians: employment, use, status*
- c. 38 U.S.C. Ch. 43, 13 October 1994, *The Uniformed Services and Employment and Reemployment Rights Act of 1994*
- d. Public Law 114-328 STAT. 2443, 23 December 2016, *National Defense Authorization Act (NDAA) FY 2017*
- e. Department of Defense Instruction (DoDI) 1205.12, 15 November 2024, *Civilian Employment and Reemployment Rights for Service Members, Former Service Members and Applicants of the Military Services*
- f. CNGB Memorandum, 16 February 2017, *Memorandum for the Adjutants General: Designation of the Adjutants General to Appoint, Employ and Administer National Guard Employees*
- g. Director Army National Guard (DANG) Memorandum (PPOM #24012), 27 August 2024, *Policy for ARNG Members Performing Full Time National Guard Duty for Operational Support Performed Pursuant to Title 32 U.S.C. § 502(f)(2) other than Active Guard and Reserve Duty/Counter-Drug*

2. Purpose and Intent. This policy establishes the policies and procedures regarding Federal Technicians who request to go on FTNGD-OS (Full Time National Guard Duty – Operational Support). The Intent of this policy is to codify and define the approval process for Federal Technicians to request FTNGD-OS duty. This policy will not cover Federal Technicians involuntarily activated to Active-Duty Service under 10 U.S.C. § 12301(d).

3. Applicability and Scope. This policy applies to Idaho Army National Guard Soldiers currently serving on FTNGD-OS tours, tour renewals, and new-tour applicants who are also dual-status T5/T32 Federal Technicians.

4. Definition. FTNGD-OS is an authorized voluntary tour of FTNGD performed pursuant to 32 U.S.C. § 502(f)(2), other than Active Guard Reserve (AGR), drug interdiction, and counterdrug duties. It includes FTNGD for training performed at the request of an organizational or operational commander; FTNGD performed as a result of reimbursable funding; and funeral

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honors duty performed not in an inactive duty or active duty (AD) status. The purpose of FTNGD-OS is to provide the necessary skilled manpower assets to support existing or emerging requirements of the ARNG pursuant to 32 U.S.C. § 502(f). The FTNGD-OS is not a career program, nor is it authorized to fill real or perceived manpower shortages. It is not intended to be a vehicle to provide entitlements to separation pay, sanctuary/18 year-lock-in, or retirement.

### 5. Policy.

a. In accordance with reference b, the Federal Technician program is authorized for the organizing, administering, instructing, training or the maintenance and repair of supplies and equipment of the National Guard. Reference e designates the Adjutant General (TAG) of Idaho as the Head of Agency for Federal Technicians of the IMD.

b. In accordance with reference g, IDARNG leadership will carefully consider mission impact to the organization and the technician force relative to unit and individual training and readiness as well as the impact to the operational readiness of the IDARNG.

c. In accordance with reference g, the Director Human Resource Office is the approval authority for personnel issues. The HRO will validate tour packets and maintain internal control measures for the FTNGD-OS program.

d. As part of the FTNGD-OS packet, technician supervisors will be sent a concurrence memo to sign and return to HRO. Supervisors who do not concur with the FTNGD-OS request will provide a rationale as to why the Technician should not be allowed on these orders. Any pending or active adverse or performance improvement actions for a technician should also be referenced on the concurrence memo. A non-concur will result in the packet being sent to the Chief of Staff-Army for adjudication and approval/disapproval. All decisions will be made for the efficiency of the service and not necessarily the benefit of the employee.

e. All Army Federal Technicians will follow all eligibility requirements as outlined in Paragraph 5 of Enclosure 2, Appendix B to reference g.

f. All packets will be reviewed by the Army AGR orders personnel for completeness and accuracy.

### 6. USERRA

a. Federal Technicians that are placed on FTNGD-OS will be reinstated in the Federal service upon completion of their tour in accordance with USERRA guidelines as laid out in reference c.

b. Employee Responsibilities: In accordance with 20 CFR 1002.32 Federal Technicians will provide their supervisor and/or HRO with the following:

(1) Advance notice of their service

(2) The Technician has less than 5 years of cumulative service on Active Duty Orders during their employment in the IDARNG

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(3) The Technician timely returns to work or asks for reemployment

(4) The Technician's conduct while on Active-Duty service does not result in a disqualifying discharge resulting in separation from the uniformed service or under other than honorable conditions.

c. Cumulative Service – USERRA insures reemployment for employees with less than 5 years of cumulative Active-Duty Service.

(1) There are many exempt and non-exempt order types for USERRA. IDARNG Technicians should contact their HRO Benefits personnel to set-up an appointment and get an accurate accounting of USERRA time. HRO will assist the servicemember and will generate a statement of military service memorandum in accordance with DoDI 1205.12, dated 15 NOV 2024.

(2) IDARNG Soldiers who are dual-status Technicians and have over 5-years of cumulative service on Active status are not immediately eligible for reinstatement into the Federal Service. It is up to the agency to review current circumstances and decide to reinstate the Technician.

7. POC – Supervisory Human Resource Specialist, (208) 272-3341.

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