

Hawaii Air National Guard

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Hawaii Air National Guard Technician to AGR Realignment Town Hall Brief



**Hawaii National Guard
Human Resource Office
COL Pamela Ellison, HRO**

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Agenda

- Introduction
- HING SEL
- HRO
- Benefits
- AGR
- Staffing
- Questions



HING SEL

Command Sergeant Major Dana Wingad



Purpose

Provide impacted Hawaii Air National Guard Technicians and leadership with information and resources on the way ahead for the realignment of selected fulltime positions from Technician to AGR.



FY20 NDAA

Section 413(b): Under no circumstances may a military technician (dual status) employed under the authority of this section be coerced by a State into accepting an offer of realignment or conversion to any other military status, including as a member of the Active Guard Reserve program of a reserve component. If a military technician (dual status) declines to participate in such realignment or conversion, no further action will be taken against the individual or the individual's position.



Background

- **Director of the Air National Guard (DANG) Lt Gen Rice announced realignment of ANG Military Technicians to AGR - maximizes recruiting, retention, readiness and overall lethality of our force; FY20 given more latitude to convert in place**
- **Four guiding principles: increase readiness, target critical AFSCs, location factors, and special military needs – ANG Functional Area Manager driven w/ Wing Commander Input**
- **3,183 (National)/112 (HI) Military Technicians realign to AGR effective 1 April 2019 – FY20 3,190 (Nationally)/(HI) 61; year 2 of 5 (projected to end in 2023)**
- **Long range goal of force mix of 65% AGR and 35% Military Technician/Title 5**



TAG Intent

No technician will be forced to enter the AGR program. It is my intent, and the objective of my staff, to take all of the necessary actions to provide a reasonable job offer to all affected Technician members who are either unable or are unwilling to enter the AGR program and who wish to remain employed by the Hawaii National Guard. It is also my intent to ensure affected members receive all entitlements and benefits in accordance with the law.

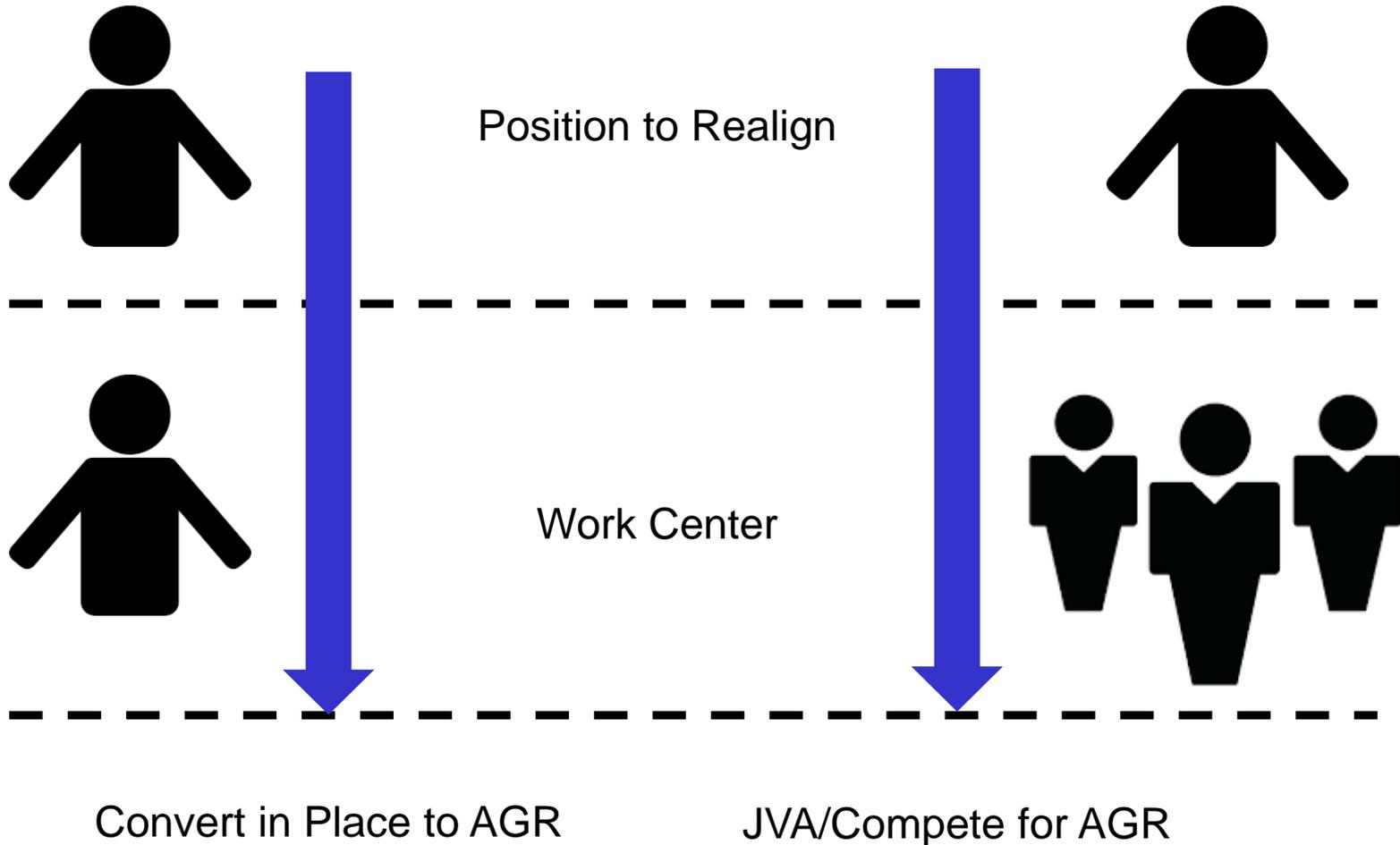


Concept of Execution

- **If the position in the work center to be realigned has only one person with those skills/requirements and desires to convert to AGR = convert in place without competition**
- **If the position in the work center to be realigned is in a work center with like personnel with same skills/requirements and more than one person desires to convert to AGR = the position will be JVAed/competed for the AGR position**



Concept of Execution



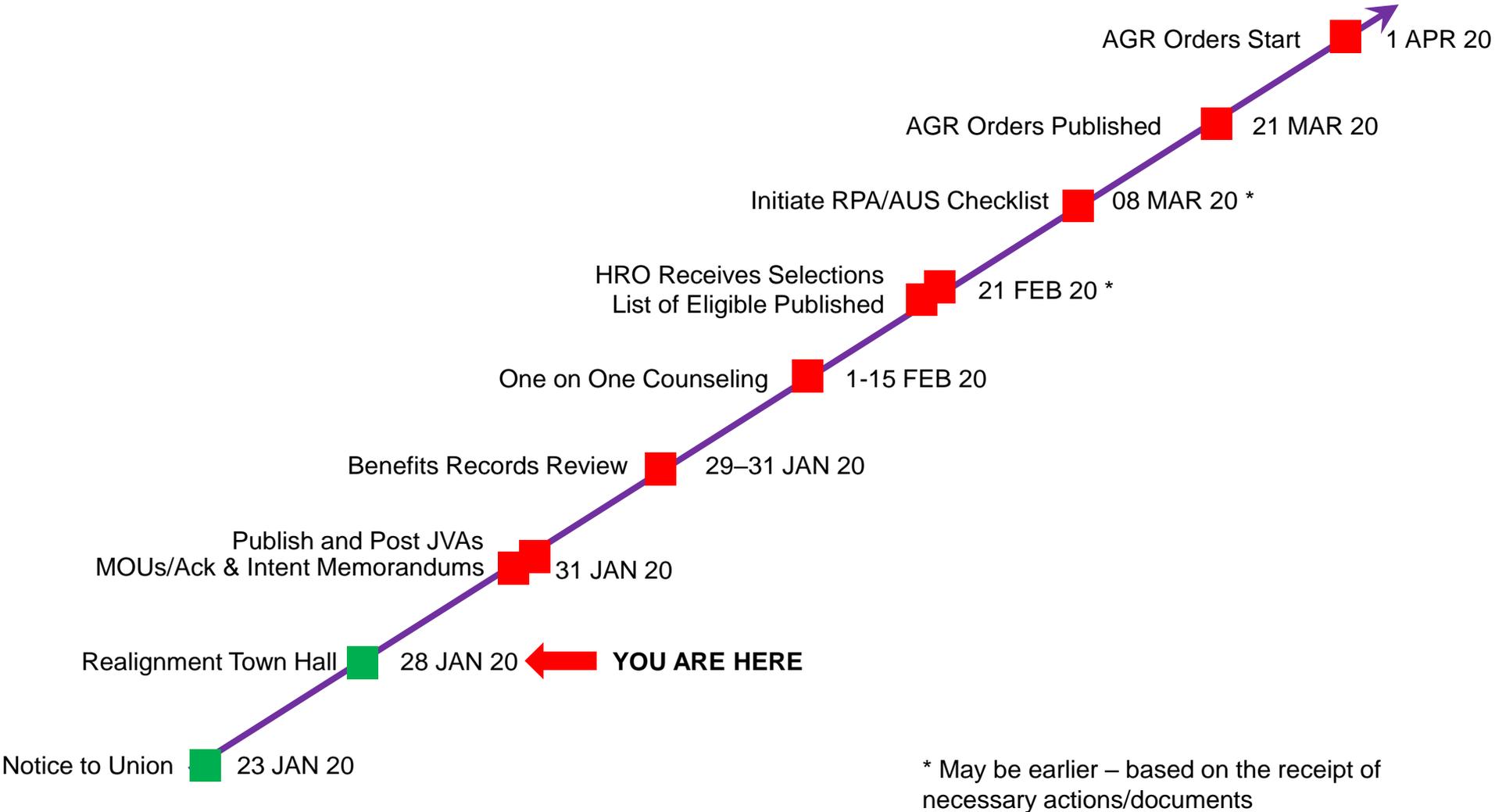


Impacted Population

- Realignment of Technician to AGR positions
- 154th Wing = 61 Positions (FY20)
 - MSG - 11 (**11**)
 - AOG - 4 (**2**)
 - OG - 17 (**13**)
 - MXG - 29 (**18**)
- Technicians impacted: **44**
- Realignment effective 1 Apr 20



Time Line to AGR





Technician Section

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Benefits

- **Entitlements**
 - **Leave (Annual, Compensation, Sick, Military)**
 - **Federal Employees Health Benefits (FEHB)**
 - **Federal Employees Group Life Insurance (FEGLI)**
 - **Federal Employees Dental and Vision Insurance Program (FEDVIP)**
 - **Thrift Savings Plan (TSP)**
 - **Flexible Spending Accounts (FSA)**
- **Retirement**
- **Military Service Deposit**
- **USERRA**
- **DoD Performance Management and Appraisal Program**



Entitlements

Annual Leave:

- May be used throughout AGR orders
- May be retained until the USERRA restoration period expires, at which you will be separated and will be paid out in lump sum
- Paid out in lump sum effective placement of Absent US.
- Comp time expires 26 pay periods from the date it was earned
 - **Any time off awards and comp time earned should be used prior to AGR realignment**

Military Leave:

- Military leave will continue to accrue until max hours of 240 is reached and/or the USERRA restoration period expires
- **Military leave is not authorized while on an AGR order per NDAA 17**

Sick Leave:

- Sick leave will remain to your credit and can be used if re-employed in a civil service position.
- Unused sick leave counts towards an eligible Technician Retirement
- Will be available to use consistent with the rules for using sick leave



Federal Employee Health Benefit (FEHB)

- **May continue up to 24 months**
 - **First 12 months employee is responsible for paying the employer share of the premium**
 - **Months 13-24 employee responsible for employee & agency share of premiums (102%)**
- **After 24 months, FEHB is terminated**
- **May elect to “Continue” or “Terminate” coverage effective placement in Absent US status**
- **Will have same Open Season opportunities and Qualifying Life Event (QLE) to make changes to current election**
- **Must make decision within 60 days of starting military orders**



Federal Employee Group Life Insurance (FEGLI)

- **Coverage continues up to 12 months in a non-pay status**
- **FEGLI terminates at the end of this 12 month period, with a 31 day extension of coverage and right to convert to an individual policy**
- **Opportunity to continue FEGLI for additional 12 months. Employee responsible for 100% of premiums**
- **May make changes during a QLE (no Open Season)**
- **Restores upon Return to Duty**



Federal Employees Dental and Vision Insurance Plan (FEDVIP)

- **May elect to continue FEDVIP coverage throughout the duration of military service**
- **Must coordinate and pay premiums directly with FEDVIP**
- **FEDVIP bills after two consecutive missed payments from LES deductions**



Thrift Savings Plan (TSP)

- **TSP will remain “active” while under USERRA or Absent US status**
- **No contributions while in a non-pay status**
- **TSP loan payments**
 - **May be temporary suspended, or**
 - **Continued with direct coordination with TSP**
- **1% automatic payments upon return to duty**
- **Ability to make up missed contributions and agency matching contributions (must be in a paid status & provide all military LES).**
- **Active TSP loans must be paid-in-full PRIOR to separation from the Federal Civil Service**
- **If you have both a civilian and a uniformed services TSP account, you may combine your accounts after separating from either Federal civilian employment or from the uniformed services.**



Flexible Spending Account *(FSA)*

- **Contact vendor directly at www.fsafeds.com or call regarding FSA for payment options**



Retirement

- **You may possibly qualify for an Optional, MRA+10 or Deferred retirement**
- **HRO Benefits Section personnel will meet with affected personnel before 1 April 2020**
- **USERRA restoration rights may remain for a period of 5 years cumulative time with this agency (based on eligibility) 20 CFR 1002.99**



When Can I Retire?

Optional:	IF YEAR OF	THE MINIMUM
MRA with 30 years of service	BIRTH IS...	RETIREMENT AGE IS...
Age 60 with 20 years of service		
Age 62 with 5 years of service		
MRA +10:		
<ul style="list-style-type: none"> ■ Postponing Retirement Benefits 	BEFORE 1948	55
<ul style="list-style-type: none"> ■ FEHB & FEGLI coverage may be reinstated if eligible 	1948	55 & 2 MONTHS
<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ Must have at least 5 years of continuous FEHB & FEGLI coverage 	1949	55 & 4 MONTHS
Deferred Retirement:	1950	55 & 6 MONTHS
Age 62 with 5 years of service	1951	55 & 8 MONTHS
MRA with 10 years of service (5% age reduction)	1952	55 & 10 MONTHS
FEHB & FEGLI will NOT be reinstated	1953-1964	56
Disability:	1965	56 & 2 MONTHS
18 months of FERS service	1966	56 & 4 MONTHS
	1967	56 & 6 MONTHS
	1968	56 & 8 MONTHS
	1969	56 & 10 MONTHS
	1970 & AFTER	57



Military Service Deposit

- **A military deposit must be made to receive civilian retirement credit for any period of military service**
 - **Ongoing military deposits can be paid while in an Absent US status**
 - **No military credit for civilian service if eligible for an active duty retirement (20 years or 7300 active duty points)**
- **May request a refund of military deposits directly with OPM with retirement application. You may also request a refund of all FERS/Military Deposit contributions if not eligible for a retirement.**
- **As of 26 November 2018, all USERRA military deposits will be handled through HRO**
- **May make a military service deposit against AGR tour upon return to Federal Civil Service position within your remaining USERRA Rights**
- **Paid in full**



Restoration Rights Under USERRA

- **USERRA protects for 5 cumulative years of military service**
- **Exceptions to the 5 year rule include: Contingency operations, mandatory military leadership professional education, or any orders which state that they are exempt from the 5 year rule**
- **NO Restoration rights can be guaranteed under the following (Title 38, Ch 43)**
 - **After 5 years and 90 days**
 - **Circumstances have changed as to make such reemployment impossible or unreasonable**
 - **Employment would impose an undue hardship to the employer**
 - **The employment from which the person leaves is for a brief, nonrecurrent period and there is no reasonable expectation that such employment will continue indefinitely or for a significant period**



REFERENCES

- **5 USC 6303, Annual Leave**
- **5 USC 6302, Sick Leave**
- **5 USC 6323, Military Leave**
- **5 USC Chapter 89 (FEHB)**
- **5 USC Chapter 87 (FEGLI)**
- **5 USC Chapter 89A + 89B (FEDVIP)**
- **5 USC Chapter 90 (FLTCIP)**
- **Internal Revenue Code Section 125 (FSAFEDS)**
- **Thrift Savings Plan, TSP.gov**
- **USERRA Guide, NG-J1-TN, 12 Feb 2016**
- **CSRS / FERS Handbook, Chapter 41, “Voluntary Retirement Based on Age and Service”**
- **CSRS / FERS Handbook, Chapter 42, “MRA + 10 Retirement”**
- **CSRS / FERS Handbook, Chapter 45, “Deferred Retirement”**
- **CSRS / FERS Handbook, Chapter 22, “Creditable Military Service”**
- **CSRA / FERS Handbook, Chapter 23, “Service Credit Payments for Post – 1956”**
- **DoD Performance management and Appraisal Program, OPM.gov**



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References

ANGI 36-101, Air National Guard Active Guard Reserve (AGR) Program, 3 June 2010 (certified current 14 August 2014)

AFI 36-3003, Air Force Instruction, Military Leave Program, 6 June 2018 (certified current 6 June 2019)



AGR Program Base Pay

- **2020 pay raise will be implemented 1 Jan 20 at an increase of 3.1% (2020 pay chart has been provided)**
- **Base Pay is determined by grade and years of satisfactory service.**
 - There are 2 pay periods each month (1st and the 15th), which is two less pay periods annually than Technicians
- **BAH (non-taxable) is a monthly housing allowance**
 - The rate is determined on duty location zip code, with/without dependent rate, and grade
- **BAS (non-taxable) is a monthly subsistence allowance**
 - Officer rate is \$256.68
 - Enlisted rate is \$372.71



AGR Program Base Pay

ENLISTED MEMBERS

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
E-9 (note 4)	0.00	0.00	0.00	0.00	0.00	0.00	5472.90	5596.80	5753.40	5936.70	6123.00	6419.40	6671.40	6935.10	7340.10
E-8	0.00	0.00	0.00	0.00	0.00	4480.20	4678.20	4800.90	4947.60	5107.20	5394.60	5540.10	5787.90	5925.60	6264.00
E-7	3114.30	3399.00	3529.50	3701.40	3836.10	4067.40	4197.90	4428.90	4621.50	4752.60	4892.40	4946.40	5128.50	5226.00	5597.40
E-6	2693.70	2964.30	3095.10	3222.30	3354.90	3653.10	3769.80	3994.80	4063.50	4113.60	4172.10	4172.10	4172.10	4172.10	4172.10
E-5	2467.50	2634.00	2761.20	2891.40	3094.50	3306.30	3480.90	3501.90	3501.90	3501.90	3501.90	3501.90	3501.90	3501.90	3501.90
E-4	2262.60	2378.40	2507.10	2634.60	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50	2746.50
E-3	2042.70	2171.10	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80	2302.80
E-2	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50	1942.50
E-1 >4 Mon (note 5)	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10	1733.10



AGR Program Base Pay

COMMISSIONED OFFICERS

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20
	COMMISSIONED OFFICERS											
O-10 (note 1)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16441.80
O-9 (note 1)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15546.00
O-8	10999.50	11360.40	11599.50	11666.10	11964.60	12462.90	12579.00	13052.10	13188.30	13596.00	14186.10	14730.00
O-7	9140.10	9564.60	9761.10	9917.40	10200.00	10479.60	10802.70	11124.60	11447.70	12462.90	13319.70	13319.70
O-6 (note 2)	6931.20	7614.60	8114.40	8114.40	8145.30	8494.50	8540.70	8540.70	9025.80	9884.10	10387.50	10890.90
O-5	5778.00	6509.10	6959.40	7044.30	7325.70	7493.70	7863.60	8135.40	8486.10	9022.50	9277.50	9530.10
O-4	4985.40	5770.80	6156.30	6241.80	6599.10	6982.80	7460.40	7831.80	8089.80	8238.30	8324.10	8324.10
O-3	4383.30	4968.60	5362.50	5847.30	6127.80	6435.00	6633.90	6960.60	7131.30	7131.30	7131.30	7131.30
O-2	3787.50	4313.40	4967.70	5135.70	5241.30	5241.30	5241.30	5241.30	5241.30	5241.30	5241.30	5241.30
O-1	3287.10	3421.80	4136.40	4136.40	4136.40	4136.40	4136.40	4136.40	4136.40	4136.40	4136.40	4136.40

COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER

O-3E (note 3)	0.00	0.00	0.00	5847.30	6127.80	6435.00	6633.90	6960.60	7236.30	7395.00	7610.70	7610.70
O-2E (note 3)	0.00	0.00	0.00	5135.70	5241.30	5408.10	5689.80	5907.60	6069.60	6069.60	6069.60	6069.60
O-1E (note 3)	0.00	0.00	0.00	4136.40	4416.90	4580.10	4747.20	4911.00	5135.70	5135.70	5135.70	5135.70



AGR Leave Program

- **Military Leave is earned at 2.5 days each month (30 days annually)**
 - This monthly amount earned does not go up or down during your career, which is different from civil service
- **AGR employees do not fall under the Family Medical Leave Act**
 - If a family member is sick-you must take ordinary leave to care for the dependent or utilize a pass
- **AGR employees do not earn “sick leave”**



AGR Leave Program

- **AGR members may be placed on convalescent leave (unchargeable leave) for various things like surgery, baby delivery, etc. Commander approval w/ MDG input.**
- **Please reference AFI 36-3003 for additional leave types and rules**
- **You may carry over no more than 60 days of annual leave at the end of the fiscal year**
- **You may sell no more than 60 days of leave in the lifetime of the military career**
- **Can't "bookend" leave on weekends/holidays.**
 - **Can't take leave on Friday and Monday without also taking Saturday and Sunday.**



Maternity, Primary, Secondary Caregiver Leave

- **Commanders will authorize 6-weeks of non-chargeable convalescent maternity leave for eligible AGR Airmen**
- **The 6-week period of maternity leave will start immediately following a birth event or the mother's release from hospitalization following a birth event, whichever is later**
- **Primary and secondary are not defined-male or female**
- **Primary Caregiver Leave is limited to no more than 42 days of non-chargeable leave and must be taken within one year of a qualifying birth event or adoption**
- **Secondary Caregiver Leave is limited to no more than 21 days of non-chargeable leave and must be taken within one year of a qualifying birth event or adoption**



AGR Medical Insurance

- **AGR members utilize Tricare PRIME**
 - **BASIC Information – Recommend you call Tricare with specific questions:**
 - **Oahu: AGR members on Oahu use the military treatment facility (MTF).**
 - **Dependents can also use the MTF or off-base provider with MTF approval**
 - **Use of the MTF is at no cost to include pharmaceuticals.**
 - **If you choose to utilize someone outside the MTF**
 - **Tricare Select – go where you want, but you will have a copay**
 - **Provider MUST participate in TRICARE**
 - **Tricare Prime – must go through PCM; can go to Emergency Room**

**TRICARE West Region
Health Net Federal Services, LLC
1-844-866-WEST (1-844-866-9378)
www.tricare-west.com**



AGR Medical Insurance

- **Outer Island :** AGR members and dependents on the outer islands are typically on Tricare Prime Remote since there is no MTF in this geographical location.
 - **Tricare Prime Remote -** must choose an “in network” provider
 - **Tricare Select –** go where you want, but will have a copay
 - **Can go to Emergency Room**
- **Everyone:** Ensure you have a referral before seeing any specialist



AGR Medical Insurance

Active Duty Service Members and Families

Active duty service members and their families (spouses and children registered in DEERS) are eligible for TRICARE.

Your Health Plan Options

Active duty service members must enroll in one of the following plans based on their duty station.

TRICARE Prime

TRICARE Prime Remote

Active duty family members can enroll in one of these Prime plans with their sponsor, or they may qualify to use one of the following plans:

TRICARE Select

TRICARE Young Adult (dependent adult children only)

Dental Options

Active duty service members get dental care at military dental clinics. For civilian dental care:

In the United States, use the Active Duty Dental Program.

If overseas, call the overseas contractor, International SOS.

Family members may purchase the TRICARE Dental Program.



AGR Medical Insurance

- **AGR members/family do not pay for Tricare coverage**
 - There are no annual fees
 - There are no copays for “in network” providers on Tricare Prime or Prime Remote.
 - Tricare Select - You may pay a copay or additional fees for “out of network” providers
 - If you use a pharmacy, you need to ensure Tricare is accepted. Copays are typically \$3.00-\$10.00 for dependents and \$0 for AGR members as long as you are using a generic brands.
- **Optometry is covered under Tricare**



AGR Dental Insurance

- **The military dental program is covered under United Concordia**
- **AGR members must have an “in network” dental provider**
 - **2 teeth cleanings per year included**
- **There is a monthly fee (approx. \$30.00) for family dental**
 - **Specialty work will have additional costs associated**



AGR Other Benefits

- **AGR members on leave and their dependents may utilize Space A travel**
 - This benefit is extended to retired AGR members and dependents
- **AGR members are eligible for Tuition Assistance**
 - **Managed through Hangar 2, Education Center**
 - **Air Force Virtual Education Portal:**
 - **<https://afvec.us.af.mil/afvec/Home.aspx>**



AGR Promotions

- **AGRs may not be assigned to a higher graded position without competition.**
- **Generally, AGRs may be promoted, without further competition, up to the max grade of the position as it was advertised through HRO.**
- **State promotion boards requirements remain in effect and do not replace competitive procedures.**
- **Promotions may be slower due to controlled grade limitations.**
 - **Controlled Grades: O6, O5, O4, E9 and E8**



AGR Retirement

- To obtain an AGR retirement, you must complete 20 years Total Active Federal Military Service (TAFMS)
- *TAG Waiver required if unable to complete 20 years TAFMS*
- All previous active duty time will count towards the 20 years TAFMS
- AGR retirement at 20 years TAFMS is 50% of base pay under the High 3 system and 40% under Blended Retirement System (BRS)
- Every year served over 20 active years earns an extra 2.5% in retirement under High 3 system. 2.0% under BRS.
 - High 3 system example: 22 years of active military service is 55% of base pay
 - BRS example: 22 years of active military service is 44% of base pay
- Retirement base pay is determined by the average of your last 3 years of pay
- BRS allows for TSP matching; High 3 has no TSP match



Blended Retirement System

- **Effective 01JAN2018 Blended Retirement DIEMS of 2006 or later.**
- **Airmen may opt in if they have:**
 - **<4320 ret. pts. = 12 yrs. TAFMS**
- **Thrift Savings Plan**
 - Automatic DoD Contribution of 1% of Basic Pay
 - Begins after 60 days (immediate for opt-in Service members)
 - Matching DoD Contribution up to 4% of Basic Pay
 - Begins after 2 years of service (immediate for opt-in Service members)
- **Full Monthly Retired pay at 20 years of Service**
- **Can Elect 25% or 50% Lump Sum at Retirement**
- **Mid-Career Continuation Incentive**



AGR Miscellaneous

- **Contact your CSS or FSS in regard to the AGR EPR/OPR rating periods**
- **AGRs are required to participate in regularly scheduled RSDs. This does not count towards the normal work week**
 - **If you miss RSDs, you must be in a leave status**
- **AGRs do not earn comp time, however, supervisors may grant special passes on occasion NTE 4 days including weekends.**



Management's Tools

■ AGR Vacancy Announcements

- May advertise and select with a no earlier than 1 April start date
- All new hire AGRs require State Air Surgeon approval prior to beginning the tour
- Initial AGR tours will be 6 years
- **All new AGRs meet an initial tour AGR Continuation Board (ACB) at or about the 6 year mark to determine career status.**
 - **Commander recommendation highly considered by Board**
 - **No Selection Objective for initial tour ACB**
 - **Ensure you are doing your job**
 - **Ensure you are passing your fitness tests**
 - **Ensure you are not getting into trouble**



What can I do to be prepared?

- **Prepare AGR Application Package**
 - Required for vacancy announcements
- **Ensure Fitness Test is current.**
- **Ensure PHA is current within 12 months to include dental, immunizations, doctor signature**
- **Ensure EPR/OPR is up to date**



Application Package

- All JVA will be open only to the on-board T32 technicians within that shop and must have duty AFSC in that work center.
- Required Items to apply:
 - NGB 34-1 – Application – **MUST SIGN**
 - Fitness Assessment
 - RIP
 - SF 50
 - Submit Applications to:
ng.hi.hiarng.mbx.nghi-hro-agr@mail.mil
- Required Items before start date:
AF Form 422 signed by the State Air Surgeon



Questions

You may direct questions in one of two ways:

Option 1 – Use your chain of command, through FSS.

Option 2 – Email your questions to the following:

james.j.kanolani.mil@mail.mil

shane.m.gaines.mil@mail.mil

jenalyn.b.arnold.mil@mail.mil



Staffing Section

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Purpose

- **Provide Technicians information on displacement once AGR selectees are approved and notified.**
- **Provide AGR selectees who have USERRA return rights information on future placement back to technician status.**



Technician Hiring Actions

- **Once the AGR positions have been selected and confirmed for appointment, HRO will assess remaining affected technicians**
- **Continuation of indefinite hiring for funded, vacant technician positions in all work centers**
 - **HRO to review results of FY20 realignment for potentially opening permanent hiring**



Placement of Returning Technician

- **Like positions, similar grade and occupational series, will be backfilled as indefinite as place holders up to the 5 year USERRA window period**
- **Temporary or indefinite technicians may be separated if necessary**
- **If no equal graded position is available, change to lower grade with grade and pay retention may result**
- **If no like position is available, cross training may be necessary**
- **If no position is available, OPM may assist in placement**



References

- **USERRA of 1994, enacted October 13, 1994
(Title 38 U.S. Code, Chapter 43, Sections 4301-
4335, Public Law 103-353), as amended**



Questions



Technician to AGR Realignment
information, slides and FAQs

<http://dod.hawaii.gov/hro/>