



**OREGON MILITARY DEPARTMENT**  
JOINT FORCE HEADQUARTERS, OREGON NATIONAL GUARD  
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September 7, 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #131 (Joint) - Limitation on Change of Status Between the Technician and AGR Career Programs

1. This policy supersedes Command Policy Memorandum #131, dated 21 June 1999.
2. The Technician and AGR programs are career programs designed to provide benefits including health care, disability assistance and retirement annuities. Soldiers and Airmen should understand that when they accept a full-time Federal position with the Oregon National Guard, they are making a career decision. Individuals who begin Technician or AGR careers should expect to remain in their respective program to retirement. However there are limited opportunities to change from one career status to another.
3. It is the policy of the Oregon National Guard that permanent, full-time Federal employees (Technicians or AGRs) are authorized a single move from one career program to the other prior to their attaining ten (10) years of creditable service in either full-time career program unless command directed. Obtaining 10 years of creditable service in one program establishes the presumption by the ORNG that the employee will continue in that career status until retirement.
4. A request by employee to move from one career program to another prior to 10 years of creditable service must be approved by the command or JFHQ directorate responsible for the position the employee will occupy after changing career status. The actual change in status will not occur until the HRO confirms that the move is the first move and the only one automatically authorized to the member.
5. Requests to change career status after attaining 10 years of creditable service will be fully staffed through command channels and forwarded to the HRO who will evaluate the justification and present an analysis of the proposal to the Adjutant General for final approval or non-concurrence.
6. Members who do not show documented satisfactory performance in their current program will not be approved for a change in career status regardless of their number of years of service.
7. The ORNG offers permanent AGR positions as career opportunities. When a Technician competes for and is offered a permanent, in-state AGR position, the ORNG presumes that the he or she will make the choice to become a career AGR. The HRO will fully brief the technician on

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the implications of such a choice, particularly with regard to Federal civilian service benefits and the Uniformed Service Employment and Reemployment Rights Act (USERRA). After such a briefing and prior to their AGR tour orders being published, the Technician will be required to confirm their desire to become a career AGR in writing to the HRO.

8. Employees will most often be required to compete for positions resourced by the career program to which they would like to move. However, there may be expanded opportunities for members to change career status on an agency wide or case-by-case basis. Generally, these opportunities arise during reductions-in-force, reorganizations, and workforce realignments. Allowing some members to change status may be desirable to reduce the negative impact on others.

9. The Adjutant General maintains final approval authority for changing an employee's career status. This policy allows for automatic approval for some members. However, the Adjutant General will always see requests from members with over 10-year of creditable service and retains the authority to disapprove any change of status based on the mission and organizational needs of the Oregon National Guard.

RAYMOND F. REES  
Major General  
The Adjutant General

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