



DEPARTMENTS OF THE ARMY AND THE AIR FORCE

JOINT FORCES HEADQUARTERS – ALASKA

OFFICE OF THE ADJUTANT GENERAL

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NGAK-TAG

13 April 2018

Message to the Force #23

SUBJECT: Title 5 Conversion

1. In Fiscal Year 2018, in accordance with the 2018 National Defense Authorization Act (NDAA), the National Guard began an unprecedented transformation to convert a portion of Title 32 Dual Status Technicians to Title 5 Federal Civil Service employees. The transformation requires conversion of no fewer than 12.6% of specific onboard Title 32 Dual Status Technician positions and employees to Title 5 Federal Civil Service. Incumbents of selected Title 32 Dual Status positions will be non-competitively converted to Title 5 Federal Civil Service employees. We will work diligently to mitigate any negative impact to readiness that occurs as a result of the conversion.
2. The Alaska National Guard (AKNG) is currently in the process of converting 48 Alaska Air National Guard (AKANG) and 47 Alaska Army National Guard (AKARNG) Title 32 Dual Status Technician Employees to Title 5 Federal Civil Service. The Human Resource Office (HRO) held town hall meetings with the affected employees and supervisors to assist the conversion process. The conversion of positions and personnel to Title 5 will be completed no later than 30 April 2018.
3. The conversion to Title 5 removes the requirement that an employee maintain military affiliation as a condition of employment, but does not automatically affect the military affiliation of the converted Alaska National Guard members. The AKNG HRO is currently developing guidelines to address written and oral salutations/protocols and workplace dress and appearance standards. The guidelines will be published soon. Though the requirement for concurrent military employment will be severed for those who convert, the entirety of our force must understand and comply with the organizational standards that will maintain our high level of professionalism and decorum.

Sincerely,

A handwritten signature in blue ink that reads "Laurel J. Hummel". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

LAUREL J. HUMMEL
Major General, AKNG
The Adjutant General