

Full-time Personnel Publications

Full-time Personnel Publications System

Summary of Changes. This regulation prescribes the full-time personnel publications system for the California National Guard. It replaces the 1 May 2006 version due to the development of California National Guard specific National Security Personnel System (NSPS) regulations. This regulation also replaces any Technician AGR Administrative Instruction (TAAI) concerning this subject published before 15 October 2007.

Applicability. California National Guard Full-time Personnel Regulation (CNGFPR) applies to all California Army and California Air National Guard technician and AGR employees and to commanders, managers and supervisors (military or civilian) with authority or responsibility over full-time personnel management.

Proponent and Exception Authority. The proponent of this regulation is the Joint Force Headquarters, J-1, Directorate for Human Resources. The proponent has authority to approve exceptions to this regulation when they are consistent with controlling laws and regulation.

Supplementation. Supplementation of this regulation is prohibited.

Suggested Improvements. Users of this regulation are invited to send comments and suggested improvements to Joint Force Headquarters, Directorate for Human Resources, 9800 Goethe Road, Sacramento, CA 95826-9101.

Distribution. Distribution of this regulation is Army - A and Air Force – F

Content (listed by paragraph number)	Paragraph
Purpose	1
Abbreviations	2
Responsibilities	3
Publications	4
Numbering System	5

1. Purpose.

California National Guard Full-time Personnel Regulations establish personnel management programs through a uniform system of full-time personnel publications as authorized by Public Law 90-486, The National Guard Technician Act of 1968 (32 USC 709).

2. Abbreviations.

CFR Code of Federal Regulations
CNGFPH California National Guard Full-time Personnel Handbook
CNGFPR California National Guard Full-time Personnel Regulation
DoD Department of Defense
TAAI Technician AGR Administrative Instruction
TAG The Adjutant General
NSPS National Security Personnel System

3. Responsibilities.

- a. The Adjutant General has delegated authority to establish and manage the Human Resources program to the Director for Human Resources.
- b. The Director for Human Resources is responsible for publications issued under the provisions of this CNGFPR and the application of the provisions contained in all CNG publications.
- c. Commanders/Directors/Managers and Supervisors are responsible for the practical application of all CNG publications within their organizations.

4. Publications.

Full-time personnel matters will be issued using the following publications. If a conflict exists between a CNGFPR, CFR, NGB TPR, or other federal law or regulation; the higher guidance will be followed.

- a. California National Guard Full-time Personnel Regulations. Used to establish policies, responsibilities, procedures and other directive instructions of a permanent or continuing nature which remain in effect until superseded or rescinded and:

- (1) Are directive in nature, as opposed to suggestions, guidance, or helpful hints.
- (2) Require uniform compliance among the organizations of the California National Guard.

- b. California National Guard Full-time Personnel Handbooks. Used for material of a permanent or long-term nature issued for instructional, informational, or reference purposes, or to provide technical guidance. CNGFPHs remain in effect until superseded or rescinded.

- c. Technician AGR Administrative Instructions. Used to rapidly disseminate implementing instructions, policy, program changes, and technician leave donation requests. TAAIs expire one year after issuance unless specified, superseded or rescinded. TAAIs will be reviewed prior to their expiration date and, if still applicable, may be reissued or incorporated into a CNGFPR or CNGFPH.

5. Numbering System.

- a. Full-time Personnel Publications are numbered to follow, to the extent practical, the general numbering of 5 CFR whenever the topic is similar. They are issued in the following categories:

- 100 Full-time Personnel Publications
- 200 Full-time Personnel Management
- 300 Employment, Staffing, Uniformed Services Employment and Reemployment Rights Act
- 400 Performance Management, Incentive Awards, and Training and Development
- 500 Classification and Pay Administration
- 600 Leave and Absences
- 700 Non Disciplinary and Adverse Actions
- 800 Services and Benefits
- 900 Labor-Management Relations, Political Activities, and Equal Employment Opportunity
- 1900 National Security Personnel System

- b. TAAI's are numbered sequentially for each calendar year.

FOR THE GOVERNOR:
WILLIAM H. WADE II

Major General
The Adjutant General

OFFICIAL:



STUART D. EWING
Captain, CA ANG
Deputy, Human Resources Officer