

DEPARTMENT OF
DEFENSE, VETERANS AND EMERGENCY MANAGEMENT
Military Bureau
Joint Force Headquarters, Maine National Guard
Camp Keyes, Augusta, Maine 04333-0033

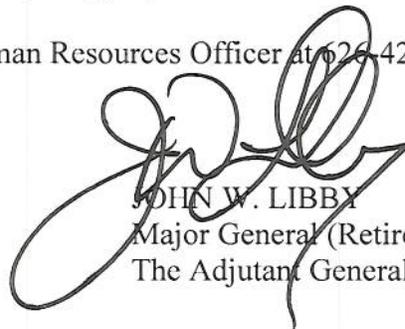
MENG-TAG

12 Oct 2010
TAG 11-04

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Merit Promotion Principles within Technician Selections

1. This memorandum supersedes policy memorandum MENG-TAG 09-01, dated 17 October 2008, subject as above. This policy is applicable to both the Army and Air National Guard. Unless sooner rescinded or superseded, this policy will expire on 11 October 2012.
2. Fundamental to merit placement principles, as outlined in HRO regulations MESPMPR 335-2 and MEHRR 335, and the negotiated agreements with both ACT bargaining units, the first consideration in selecting personnel for technician vacancies will be given to on-board technicians. I want to ensure that qualified and certified technicians are being given first consideration in our quest for the best person to fill the job.
3. If, during the selection process, after interviews have been conducted of eligible and qualified on-board technicians, a selecting official wishes to interview other qualified applicants who are not already technicians, the selecting official will provide a letter of "full justification" through the chain-of-command to the HRO. Such "full justification" means those compelling reasons why an on-board technician is not being selected from the original placement certificate, and why it is necessary to look at additional applicants. It is important that the leadership at every level review these requests with a critical eye. There will be times when selection from outside the existing full-time work force is essential. It is not my intent to eliminate requests that are supportable with "full justification." Approval authority in these instances is delegated to the Army CS or Air Director of Support, as appropriate.
4. The Point of Contact is the Human Resources Officer at 626-4298.



JOHN W. LIBBY
Major General (Retired), MENG
The Adjutant General

DISTRIBUTION:
Each Commander MeNG
Air Director of Support
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