

**STATE OF OHIO  
ADJUTANT GENERAL'S DEPARTMENT  
2825 West Dublin Granville Road  
Columbus, Ohio 43235-2789**

NGOH-HRZ

20 December 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: HRO Policy #20-006, Inclusion of T5 Employees into the Ohio National Guard (ONG) Instruction 1400.25, Vol 431, Ohio National Guard Technician Performance Management Program

**1. References.**

a. Chief, National Guard Bureau Instruction 1400.25, Vol 431, National Guard Technician Performance Appraisal Program, dated 24 January 2018.

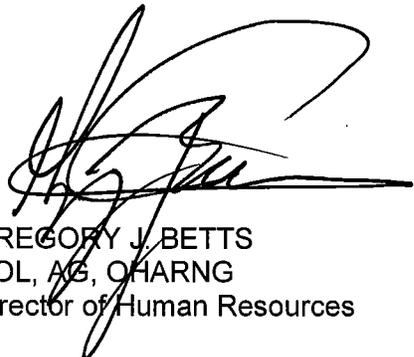
b. Ohio National Guard Joint Instruction 1400.25, Vol 431, Ohio National Guard Technician Performance Management Program, dated 4 May 2018.

2. The Ohio National Guard employs civilians as Title 5 (T5) National Guard Employees. Reference 1a, does not currently apply to T5 Employees. The Ohio National Guard published Reference 1b, to provide state-specific guidance for the implementation of the performance management program.

3. Effective immediately, all provisions ONGJI 1400.25, Vol. 431, shall apply to all dual-status Ohio National Guard Technicians employed under the provisions of 32 USC 709 and all Title 5 National Guard employees, except for those Technicians or National Guard Employees that are on temporary appointments. When the new CNGBI 1400.25, Vol 431 is published, the Human Resources Directorate will incorporate changes to ONGI 1400.25, Vol. 431, in a future revision of the instruction. This memorandum will act as the interim authority until HRO publishes an updated instruction.

4. The POC for this policy is MAJ Daryl Scott, Technician Branch Manager, at 614-336-7121 or email at [daryl.g.scott.mil@mail.mil](mailto:daryl.g.scott.mil@mail.mil).

FOR THE ADJUTANT GENERAL:

  
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