

**CALIFORNIA NATIONAL GUARD
RECRUITMENT INCENTIVE
TECHNICIAN SERVICE AGREEMENT**

Information to Technician: If you are appointed to a position in the Federal Government, you may be authorized payment of a Recruitment Incentive. Title 5 USC 5753 authorizes the payment of this incentive and the collection of the information requested on this form. The information you disclose will be used to determine whether payment of a Recruitment Incentive may be authorized. The information may also be used a) by a Federal, state, or local agency when there is an indication of a violation or potential violation of law; b) by the Office of Personnel Management in carrying out its functions and c) for other routine uses published in accordance with 5 USC 552a. Your failure to provide the information requested and sign the agreement set forth will result in your Recruitment Incentive request not being processed by the California National Guard.

NAME (Last, First, MI) _____
TECHNICIAN TITLE _____
UNIT _____
PP-SERIES-GRADE

I hereby understand and agree that:

1. I will remain in the California National Guard technician program for a period of ____ months from the effective date of this incentive, unless separated for reasons beyond my control and acceptable to the California National Guard.

2. Payment of this Retention Incentive can be made as initial lump sum, installments, or as a final lump sum. However, the method of payment may be modified if it exceeds the Aggregate Limitation on Pay. Select the method of payment below.

Annual Installments (Paid at the beginning of each FY)

3. Failure to complete the service period will obligate me to repay a pro rata amount of paid recruitment incentive. The recovery of a technician's debt may not be waived, in whole or in part, by any member of the California National Guard.

4. The TAG may terminate a technician's Service Agreement under the following discretionary conditions (e.g. needs of the California National Guard):

(1) Insufficient funds to continue payment(s).

(2) Any reason based solely on the management needs of the agency.

5. The TAG must terminate a technician's Service Agreement under the following mandatory conditions:

(1) Failure to fulfill the terms of the Service Agreement.

(2) Demotion or separation for cause (e.g. unacceptable performance or conduct).

(3) Performance appraisal of less than “Fully Successful”, or equivalent, during the service period.

(4) An assignment to a different position which results in a change to any of the following: occupational series, grade, unit or directorate (e.g. detail, promotion, temporary promotion, management-directed reassignment, change to lower grade, etc.).

(5) Temporary or permanent placement in a voluntarily non-pay technician status (e.g. Personal LWOP or absent-US for: AGR, ADOS, Title 10 Stat Tour, etc.).

6. The termination of a Recruitment incentive is not grievable or appealable.

SIGNATURE OF TECHNICIAN

DATE

FOR HRO USE ONLY

Approving Official: _____

Entrance on Duty (EOD): _____

Beginning Service Period: _____

Incentive Amount: _____

End Service Period: _____