



NATIONAL GUARD BUREAU
1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

NGB-JM

25 May 2012

MEMORANDUM FOR ALL NATIONAL GUARD JOINT FORCE HEADQUARTERS-DIRECTORS OF MANPOWER AND PERSONNEL AND STATE DIRECTORS OF STAFF/CHIEFS OF THE JOINT STAFF

SUBJECT: Joint Qualification System (JQS) and Retroactive Joint Credit

1. References:

- a. National Defense Authorization Act of 2007
- b. Title 10 United States Code (USC) § 668, Definition of Joint Matters
- c. DoDI 1300.19, DoD Joint Officer Management Program, 16 February 2010
- d. CJCSI 1330.05, Joint Officer Management Program Procedures, 1 May 2008

2. The National Defense Authorization Act of 2007 enables National Guard officers, who served in assignments (military and/or civilian Federal, State, and local Government agency) that meet the Title 10 USC § 668 definition of Joint Matters, to apply for joint credit. The Joint Qualification System (JQS) was developed as a tool for officers to self-nominate their experiences for joint credit, provided the nominated assignment is not on the Joint Duty Assignment List. In order for an experience to be approved for joint credit, the following criteria must be met:

a. "Who" (you worked with): The duty must be performed with at least one other Service or one or more of the following: other departments/agencies of the United States, military forces or agencies of other countries, and/or non-governmental persons or entities.

b. "What" (you did): The duties are defined as "operations conducted across domains such as land, sea, or air, or in the information environment, including matters relating to national military strategy; strategic planning and contingency planning; command and control of operations under unified command; national security planning with other departments and agencies of the United States; and combined operations with military forces of allied nations."

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3. To apply for joint credit, officers must access the JQS website located at <https://www.dmdc.osd.mil/appj/jmis/JQSindex.jsp>. This site contains information on the criteria, process for obtaining joint credit, and a description of how joint credit points accrue in relation to being designated as a Joint Qualified Officer.

4. Effective 30 September 2013, National Guard officers must submit experiences (military and civilian) within one year of completing each qualifying experience. However, officers are now eligible to retroactively apply for joint credit for qualifying military assignments from 1 October 1986 to present and qualifying civilian Federal, State and local Government agency experiences from 1 January 2010 to present.

5. I encourage you to remind your officers of the 30 September 2013 deadline to submit all qualifying retroactive assignments and experiences that meet the Title 10 USC § 668 definition of Joint Matters. The attached enclosures provide additional information concerning the key statutory requirements for the award of joint experience credit.

6. NGB Joint Officer Management (JOM) Points of Contact:

a. JOM Program Manager and ANG Service Manager: Lt Col Lawrence Hopkins, (703) 607-5497, DSN 327-5497 or lawrence.v.hopkins@us.army.mil.

b. ARNG Service Manager: MAJ Danielle MacDonnell, (703) 607-1462, DSN 327-1462 or danielle.macdonnell@us.army.mil.

4 Encls

1. E-JDA Overview
2. Joint Matters Definition
3. Discretionary Points
4. Credit for Civilian Experience



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INFORMATION PAPER

21 May 2012

SUBJECT: Experience-Joint Duty Assignment (E-JDA) Path

1. Purpose: To outline the key requirements for Joint Qualified Officer (JQO) designation via the E-JDA path in accordance with Title 10, United States Code § 668.

2. Facts/background:

a. Officers who successfully complete JPME Phase I & JPME Phase II, and accrue 36 total joint points are eligible to be nominated for JQO Level III.

b. JPME Phase I. CJCSI 1800.01D, Enclosure A, identifies JPME Phase I programs. Typically, ANG officers obtain JPME Phase I credit by completing Air Command and Staff College (or equivalent Service school) in residence or by correspondence. ARNG officers typically obtain JPME Phase I credit by completing ILE or CGSOC (or equivalent Service school). ARNG officers can find additional information concerning JPME Phase I criteria in AR 350-1, paragraph 3-34.

c. JPME Phase II. CJCSI 1800.01D, Enclosure A, identifies JPME Phase II programs. Typically, ANG officers obtain JPME Phase II credit by completing Air War College (or equivalent Service school) in residence. Typically, ARNG officers obtain JPME Phase II credit by completing Army War College (or equivalent Service school) in residence. ARNG officers can find additional information concerning JPME Phase II in AR 350-1, paragraph 3-39. Note: AJPME satisfies the JPME Phase II requirement.

d. Joint points requirement. Officers must accrue 36 joint points to be designated JQO. Joint points can be obtained through E-JDA experiences (E-JDA experience points) and/or through JCS-J7 approved joint exercises, training, and education (discretionary points).

e. Composition of Joint points. JCS policy requires officers to gain most of their "Joint Matters expertise" from E-JDA experiences. Specifically, at least 24 joint points must consist of E-JDA experience points for JQO designation. The remaining 12 points can be derived from discretionary points. Note: discretionary points are not required; officers with 36 E-JDA experience points meet the JQO designation requirement.

1. E-JDA experience points. Officers must pursue E-JDA experience points via self-nomination (on-line) for qualifying military and civilian experiences. Qualifying experiences are those that meet the statutory definition of Joint Matters (see Enclosure 2). Experiences that meet the Joint Matters test will be converted into E-JDA experience points using an OSD formula.

2. Discretionary points (see Enclosure 3). Officers will be awarded discretionary points for JCS-J7 approved joint exercises, training, or education. Up to 12 discretionary points may be applied toward the JQO designation requirement. Officers can view creditable events at https://gkoportal.ngb.army.mil/sites/J1_T10/JOM/.

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INFORMATION PAPER

21 May 2012

SUBJECT: Explanation of the statutory definition of Joint Matters

1. Purpose: To outline the key requirements to meet the statutory definition of Joint Matters as stated in Title 10, United States Code § 668, DoDI 1300.19, and CJCSI 1330.05.

2. Facts/background:

a. The Goldwater-Nichols Department of Defense Reorganization Act (GNA) of 1986 established the criteria for joint qualification. One purpose of GNA was to address concerns by senior civilian and military leaders who believed there were insufficient numbers of officers well-versed in strategic, Joint Matters (planning and execution). In the implementation/execution of GNA, the Department of Defense's (DoD) vision for the current Joint Qualification System (JQS) is to provide civilian leaders (i.e. SecDef, POTUS) and military leaders (i.e. CJCS and COCOM Commanders) with a cadre of Joint Matters experts, capable of providing strategic level advice to inform national and strategic decisions.

b. GNA levied the statutory requirements to develop Joint Matters experts and directed the DoD to develop a clear path to joint qualification. DoD responded by establishing joint duty assignments where officers could gain significant exposure to Joint Matters. Today, this path to joint qualification is called the Standard-Joint Duty Assignment (S-JDA) path and joint duty assignments are now referred to as Joint Duty Assignment List (JDAL) positions. As prescribed by the law, OSD is the approval authority for JDAL positions. By definition, all JDAL positions meet the statutory requirements to be coded joint. Officers assigned to JDAL positions, therefore, automatically receive joint duty credit upon successful completion of the tour.

c. The National Defense Authorization (NDAA) 2007, later reaffirmed in subsequent authorizations, recognized that officers in non-JDAL positions can also gain significant Joint Matters experience. Therefore, NDAA 07 established the Experience-Joint Duty Assignment (E-JDA) path to joint qualification. The E-JDA path enables officers to "self-nominate" for non-JDAL experiences that meet the statutory definition of Joint Matters. The E-JDA path is a viable path to joint qualification for National Guard officers who may not have JDAL exposure.

e. Given the strategic and/or national scope inherent within the statutory definition of Joint Matters, the vast majority of E-JDA experiences approved for credit are performed at the strategic or national levels.

f. DoD acknowledges that many officers serve/have served within joint entities -- organizations composed of more than one Service and potentially coalition and/or interagency partners. However, DoD's position is clear: serving in joint entities/organizations is a prerequisite to meeting the statutory requirements of Joint Matters. Serving within a joint entity is not, itself, the qualifying factor for the award of joint experience credit.

3. The definition of Joint Matters. "... matters related to the achievement of unified action by integrated military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment, including matters relating to national military strategy, strategic planning and contingency planning, command and control of operations under unified command, national security planning with other departments and agencies of the United States, or combined operations with military forces of allied nations."

a. To qualify for joint experience credit, officers must meet a three-tiered litmus test: "who", "what", and "unified action." Additionally, DoD further stipulates, through policy and subsequent JQS Review Panel decisions, the experiences must be performed at the strategic level, vice tactical or operational levels (with exceptions as previously noted).

(1) Who You Worked with:

- (a) Multiple U.S. military forces
- (b) Other departments and agencies of the United States. Examples: Department of State, Department of Homeland Security, Federal Emergency Management Agency, U.S. Border Patrol, U.S. Customs.
- (c) Military forces or agencies of other countries
- (d) Non-governmental persons or entities (i.e. American Red Cross)

(2) What You Did:

- (a) National Military Strategy. Examples: Contribution to the development of Joint Strategic Capabilities Plan; Joint Doctrine; Joint Policy; Rules of Engagement, and COCOM Plans.
- (b) Strategic Planning and Contingency Planning. Examples: Contributions to Theater Security Cooperation Plans; Consequence Management Plans; Operations Plans/Orders; Campaign Plans.

(c) Command and Control of Operations under Unified Command.
Example: The officer led/directed members of other Services and/or coalition partners as part of a broad continuing mission.

(d) National Security Planning with other U.S. departments and agencies. Normally performed by officers assigned to OSD or certain Defense Agencies who contribute to national level plans

(e) Combined Operations with military forces of allied nations.
Example: Participation in an operation conducted by forces of two or more allied nations.

(3) Unified Action:

(a) The synchronization, coordination, and/or integration of the activities of governmental and nongovernmental entities with military operations to achieve unity of effort (Joint Publication 1).

4. Experiences generally viewed as Joint Matters. JQS Review Panels consistently credit experiences gained within high level organizations such as OSD, JCS, COCOM HQs (proper), certain positions within Defense Agencies and across the Interagency spectrum. Generally, officers assigned to these organizations are viewed as performing Joint Matters at the strategic level, reaching well beyond a particular Service or component (i.e. ANG, ARNG, NGB, USAF, USA).

a. Experiences gained in Multinational HQ, worldwide JTFs or other functions heavily engaged in coalition, multi-Service or interagency operations.

b. Reconstruction/civil affairs operations in multinational or multiagency environment. Note: officers assigned to embedded training teams, military training or assistance teams, or mentor teams, although performing tactical duties (vice strategic engagement), may still qualify for joint credit. OSD/JCS has deemed these specific types of tactical duties are so critical to US national security that joint credit may be awarded based upon the merits of those submissions.

c. Certain CJSOTF and SOF experiences.

d. Service positions embedded with other Services, not conducting typical, "core" competencies. Note: most liaison positions, such as those found in CAOCs, JOCs, etc., are not viewed as Joint Matters. However, liaison officers who liaise between one strategic entity engaged in Joint Matters (i.e. COCOM HQ or USF-I) to another strategic entity engaged in Joint Matters (i.e. State Department) are generally viewed as meeting the requirement.

5. Experiences not generally viewed as Joint Matters. NG officers assigned to organizations that fall below the strategic/national arena, and/or performing Service centric duties or representing Service/State equities, are not viewed as performing Joint Matters, despite performing "joint" duties.

a. JQS Review Panels consistently reaffirm the majority of State JFHQ positions focus upon State NG issues, vice national issues.

b. Officers serving within a Division, Brigade, Battalion, Company, Wing, Group, Squadron, Flight, Platoon, Element, Squad, etc., despite working within a joint or coalition environment. These experiences are viewed as tactical or operational, vice strategic.

c. Technical specialties, to include but not limited to, contracting, engineering, acquisition (particularly for Service-specific programs), sensor operations, intelligence gathering functions.

d. Personnel support positions that focus on the "care and feeding" of own Service troops such as legal, logistics, medical, or finance specialties.

e. Support to joint warfighters while performing a Service assignment, vice "being" a joint warfighter.

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INFORMATION PAPER

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SUBJECT: Discretionary points

1. Purpose: To provide the key requirements for the award of discretionary points as outlined in CJCSI 1330.05, Enclosure B.

2. Facts:

a. Discretionary points may be earned from JCS-J7 approved joint exercises, joint training, and other education that contribute to an officer's expertise in Joint Matters. Discretionary points are not self-nominated on-line, as is the case for E-JDA experiences. Instead, the officer and/or the unit should submit a request for these points (either in bulk or individual) by e-mail to NGB-JM. The current JCS-J7 approved lists can be found at https://gkoportal.ngb.army.mil/sites/J1_T10/JOM/.

b. Current policy enables officers to apply up to 12 discretionary points toward the JQO requirement (36 total joint points). All officers should apply for discretionary points, especially those who have 24 to 35 E-JDA experience points but who do not anticipate additional E-JDA points. For illustration: If an officer has accrued 30 E-JDA points but does not expect to earn additional E-JDA points, the remaining 6 points can be obtained through discretionary points (exercises or training). Most approved joint training courses can be completed on-line.

c. Joint training events are assigned point values by JCS-J7. Specific point breakouts can be viewed in the portal link addressed in paragraph a.

d. Joint exercise points are determined by the individual's participation level:

1. Leader: three points. Exercises formal authority and direction over significant organizational elements or major tasks.

2. Planner: two points. Serves as the focal point for an activity or organization and is empowered to speak on behalf of their organization and make commitments for specified support. There can be more than one planner.

3. Participant: one point. A person actively involved in an event capable of making positive contributions to the mission.

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INFORMATION PAPER

21 May 2012

SUBJECT: Joint credit for civilian experiences and/or Title 32 positions

1. Purpose: To provide the requirements for the award of joint credit for civilian and Military Technician (MILTECH) positions as outlined in DoDI 1300.19, Enclosure 13.

2. Facts:

a. Effective January 1, 2010, officers, serving in compatible MILTECH Title 32 Excepted Civil Service positions, where the military position is on the Joint Duty Assignment List (JDAL) will receive joint duty credit as if assigned to a full-time military JDAL position. Experiences will be credited from January 1, 2010, and forward.

b. Effective January 1, 2010, National Guard officers, who in their civilian occupation are employed by a Federal, State, or local Government agency, may apply for joint experience credit through the Experience-Joint Duty Assignment path, if the performance of their duties meets the definition of Joint Matters. Experiences will be credited from January 1, 2010 and forward.

c. Up to 18 experience points may be accrued through civilian experiences and applied toward the Joint Qualified Officer (JQO) designation requirements (9 points may be applied to Level II qualification, and 9 points may be applied to JQO Level III for a total of 18 points). The remaining 18 experience points must be accrued performing military duties.

d. Officers must provide documentation detailing the dates of the joint experience that meets Joint Matters, percentage of time spent in joint duties, and the organization-specific duties performed.

e. In the rare cases where adequate documentation is not available, officers may submit a letter from the organization where their joint experience occurred (certified and signed by the General Officer/Flag Officer or agency chief with personal knowledge of the experience). The letter must have inclusive dates of experience, percentage of time spent in joint duties, and the specific joint duties that meet the definition of Joint Matters the officer performed while serving in their civilian position.

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