

**Nashville District  
Family Support Monthly Newsletter**

**OCTOBER/NOVEMBER 2008**

The fall is really here! Trick or Treating has past and we are doing the early prep on the Thanksgiving dinner and pulling out the holiday decorations. It does not seem possible to have time move so quickly!

In October, the District sent the deployees a little fall package with candy corn packages wrapped in spider webs, and spider rings in the webs! To bring a smile is our goal, and a few sweets can make anyone feel happy!

This month, the District sent our holiday packages to all our folks overseas and also we sent eight big boxes of school supplies, soccer balls, caps, gloves, socks, coloring books, candy, etc. to four different compounds in Iraq and Afghanistan for the humanitarian efforts in which our deployees are assisting. It has been a very busy time with the fund raisers, sorting, packing and mailing. It seemed much like how I imagine Santa's workshop operation must be!

The District is working on the new performance system, National Security Personnel System (NSPS). The system links the organization's mission and the employee's contribution to the mission and goal accomplishments. Since the process is all completed at one time for the majority of the district employees the workload has been great. The deployed employees are rated overseas under the old appraisal system called the Total Army Performance Evaluation System (TAPES). When they return from deployment, they bring home the TAPES rating from their overseas manager to have it considered either as the year's appraisal or a portion of the year's appraisal period dependent upon the time of the rating periods. Supervisors consider the employee input in recommending performance rating and monetary share distribution. Our Wage Grade and Hydro Power (WB) employees are still rated in the District under the TAPES system.

Nashville District has had three deployees return from their GWOT mission back to the District. Diann Farmer, Real Estate Division, Ray Bess, Operations Division and Sammy Alley, Operations Division all returned from different areas in Afghanistan. We are thankful for their safe return and for the outstanding work they performed during their deployments.

November had two Nashville District employees leave for Iraq, Kimberly Spicer, Engineering-Construction Division, and Matthew Emmons, Operations Division. Thank you families for your support while they are deployed!

Deployment Tip: Find a shirt that your deployed family member wore. Spray a few drops of the deployee's favorite cologne and place it in the children's beds. They will enjoy having Mom or Dad's smell close by while they sleep.

Enjoy your Thanksgiving time. We are so blessed in so many ways; you all have caring, dedicated family serving their country in a mission that benefits so many. Thank you.

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