

Nashville District Human Resources Newsletter "News You Can Use"

Issue 15-06-04
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The purpose of this newsletter is to keep Nashville District employees informed about personnel issues, concerns, and topics. You are encouraged to review the information and disseminate to your organization. If there are particular areas of interest that you would like to see addressed in future issues, an article of general interest, or general comments, please contact John Restey at 615-736-5538 or John.G.Restey@lrn02.usace.army.mil.

Coming Events:

TSP OPEN SEASON: April 15-June 30 2004

General News:

Defense Civilian Personnel Data System Survey

As part of our continuing DCPDS review process, we are posting our DCPDS Customer Satisfaction Survey for DCPDS users. Our first survey was completed in March of 2003. It was based on services provided using Oracle HR, version 10.7 (Client). Since then, DCPDS has been upgraded to the current web-based system, Oracle HR, version 11i. This web-based survey is targeted to all users of DCPDS, including personnelists at Regional Service Centers (RSCs) and Customer Support Units (CSUs), as well as managers and supervisors who access and use the system.

The survey questions are designed to assess how well DCPDS is meeting the needs of users since the last survey, and should take no more than ten to fifteen minutes to complete.

The survey is posted on the CPMS website at the following link:
http://www.cpms.osd.mil/regmod/regmod_survey/regmod_survey.html

The survey will be on the website for approximately three weeks. We welcome

and encourage you to complete the survey to generate as many responses as possible. The results of the survey will be shared when they are available.

Thanks for the support.

DOD Relooks at the National Security Personnel System(NSPS)

The Department of Defense is taking another look at the new NSPS. Facing concerns and questions from federal employee unions, DOD civilian employees, and many on Capitol Hill after releasing its initial plan in February, DOD has decided to consider alternatives to the way the current plan has been developed. Defense officials intend to more closely consult with unions, managers, and employees. Over the summer, DOD plans to meet with stakeholders, with the goal of having a new pay and personnel system proposal finalized around the end of this year.

The person overseeing the effort will be Mary E. Lacey who will report directly to Navy Secretary Gordon England. Taken from Fedmgr.com

Change in RESMIX Procedures

The SW CPOC is now matching skills to eliminate under qualified applicants when there are more than ten applicants for a vacancy. **These skills are directly related to the job description.** Suggested skills are generated by the computer after it reads the job description. These suggested skills are then sent to the selecting official for review/modifications. The selecting official may add, change or subtract skills. If there are more than ten applicants, only those who match 50% or more of these skills have their application reviewed by the staffing specialist at the SW CPOC. For more information on resumix procedures see Civilian Human Resources Agency (CHRA) policies and guidance at website <http://www.cpocma.army.mil> and select memorandum 12-04 Standard Resumix Procedures.

Applicants are advised to check ANSWER daily after applying for a job until it tells them they have either been referred or not. ANSWER is an Army product that allows applicants to view their resumes and check the status of jobs they have applied for. If the applicant is not referred and feels that it was in error, then he/she will need to notify the CPOC at the following email address: cpsrxtp.belvoir.army.mil. Be sure to include the vacancy number, and job title. This notification needs to be done as soon as possible because an applicant inquiry does NOT stop the selection process.

Significant duties are given in each vacancy announcement. If the vacancy is not open, active Army job descriptions may be reviewed by the public by using FASCLASS at website: <http://cpsfc.belvoir.army.mil/fasclass/inbox>. The identifier for Nashville district jobs is "GM".

Health and Benefits:

Retiring????????????

If you are now considering retirement, the Army Benefits Center-Civilian (ABC-C) strongly recommends that you submit your retirement application package to the ABC-C within 90-120 days in advance of your intended retirement date. A timely submission will help ensure a timely first annuity payment from the Office of Personnel Management.

Consequently, a delay in submitting your application package will directly impact the processing of your retirement; this often results in a delay in the receipt of your first annuity payment. ABC-C statistics indicate, for example, that about 75% of the employees who submitted retirement applications within 1-15 days before retirement may encounter a delay in annuity receipt. Provided below are the percentages of those applications that were processed timely based on the amount of advance receipt of the retirement application from the employee:

- * Retirement packages received more than 60 days in advance- 98.46%
- * Retirement packages received within 31 - 60 days - 96.74%
- * Retirement packages received within 16 - 30 days - 92.78%
- * Retirement packages received within 1 - 15 days - 24.26%
- * Overall timeliness for May, 2004 was 77.22%.

The above statistics reveal that it is in your best interest to submit your retirement application to the ABC-C within the recommended timeframe. Although there may be situations that prevent an early submission, ABC-C strives for timely application processing and continues to provide service of the highest quality to Department of the Army employees.

To learn more about the retirement process, visit the ABC-C web site at <https://www.abc.army.mil/>.

Most TSP Funds Bounce Back in May After April Losses

After a month of losses in April, when nearly all the Thrift Savings Plan funds fell, the G, C, S and I Funds gained in May, according to the latest numbers from the Federal Retirement Thrift Investment Board. The C Fund rebounded in May with a 1.37 percent gain. The S Fund posted the most significant losses in April -- 3.94 percent -- and the biggest gains in May -- 1.5 percent. The I Fund suffered a 2.31 percent loss in April and earned the smallest gain in May growing by 0.3 percent. During the past 12 months, all but the F Fund have had positive returns. The I Fund had the largest net earnings with a

nearly 32 percent gain over the past year. The G Fund had the smallest gain at 4.1 percent. Taken from govexec.com by Elizabeth Newell

TSP Open Season May Be a Thing of the Past

TSP open seasons may soon be a thing of the past if new legislation is enacted. Under the “Thrift Savings Plan Open Elections Act of 2004,” current restrictions on when employee contributions to the TSP can begin or be modified would be eliminated. As the law stands now, newly-hired employees can sign up to contribute to the TSP during an initial 60-day eligibility period, but if an employee chooses not to make an election during that time, he or she must wait until an “open season” to do so. In addition, if an employee stops contributing to the TSP outside of an open season, he or she must wait until the second open season after contributions stop before contributions can resume.

The House is considering a similar measure, and the legislation has support among many lawmakers, federal employee groups, and the Board that is responsible for overseeing the TSP. The bill is S. 2479. Taken from Fedmgr.com

OPM Announces First Open Season for FEGLI in Five Years

For the first time since 1999, OPM will hold an open season for the Federal Employees’ Group Life Insurance Program (FEGLI) from September 1 through September 30, 2004. The types and amounts of coverage’s available are not changing.

During the open season, Federal employees in eligible positions will be able to enroll in the FEGLI program, or increase or change current coverage, without having a physical or answering any questions about their health. The earliest that newly elected coverage will be effective is September 1, 2005. OPM will have a special FEGLI 2004 open season website set up prior to September 1st. Taken from Fedmgr.com

Food for Thought:

Disappointments are like road humps, they slow you down a bit but you enjoy the smooth road afterwards. Don't stay on the humps too long. Move on!

