



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@lrm02.usace.army.mil](mailto:John.G.Restey@lrm02.usace.army.mil).

## Upcoming Key Dates in HR

- **1 July-31 December 2002-----Long Term Care Open Season**
- **15 October-31 December 2002----TSP Open Season**
- **1 October-30 September 2002----GS/GM-13 to GS/GM-15 Appraisals completed appraisals due NLT to HR by the 15 November 2002**
- **1 November-31 October 2002---GS/FWS/WS-1 to GS/FWS/WS-12 Appraisals completed appraisals due NLT to HR by the 16 December 2002**

## General News:

### [Drug Testing Begins in the Nashville District](#)

The USACE random drug testing has started in LRD. The 3rd Qtr was the first drawing conducted by the LRD Drug [Testing](#)

Coordinator. A random drawing will be conducted each quarter by LRD. [Nashville District personnel subject to random drug testing are part of the LRD drug testing pool.](#) All names drawn will be kept in strictest confidence by all personnel involved. John Tibbels, Safety Officer, is the Nashville District drug testing program coordinator and can be reached at 615-736-7170 if you have questions or concerns.

### Central RESUMIX Database Conversion

The SWCPOC has now successfully deployed to the Central Resumix Database. Conversion commenced on 1 August and we were back up and running on Monday, August 5<sup>th</sup>. All 52,000+ resumes were copied and then migrated to the Central database. Copying the files enabled us to account for each resume, supplemental data and all self-nominations resident in our local database prior to deployment and throughout the entire conversion process.

One of the new features of the central database involves the automatic electronic extraction of resume text, supplemental data and self-nominations. We are confident this will improve overall processing time and is expected to ultimately reduce fill time. To explain further, when an applicant submits a resume via the Army Resume Builder, it is automatically processed directly into the central database. In addition, when an applicant submits a self-nomination, the automated system searches the Central Resumix Database for their resume. If a resume is found, the self-nomination flows automatically into the database. Prior to deployment, this was an entirely manual process. In those cases when an applicant submits a self-nomination but a resume is not found, the self-nomination is routed by rule to the servicing CPOC. The CPOC staff then manually creates a "shell resume". ANSWER is updated advising the applicant that their self-nom was received, but could not be processed pending receipt of a resume. When the applicant submits a resume, the system automatically processes the resume into the database. We have been instructed to aggressively market to our customers that applicants should create and submit a resume prior to submitting self-nominations. Doing so will maximize the auto-extraction functionality designed into the system. Of course, hard copy and e-mailed resumes and self-nominations will still be accepted.

We think applicants will like the expanded status features of ANSWER. CPAC personnelists may also access ANSWER on behalf of applicants via CPOL, under the Employment tab, by

entering their CSU user-id and password. This will allow the CPAC adviser to see an applicant's ANSWER account, by entering the applicant's name and SSN.

The Central Resumix Database is responsive and seems to be working well. The NECPOC and SCCPOC have also deployed. The NCCPOC deploys on 20 August.

If you have any questions concerning the Central Resumix Database, please do not hesitate to contact your servicing Human Resources Advisor in the CPAC.  
(Buchanan, Charlotte Ms SWCPOC)

### Price Challenge Hotline

The Navy's Price Challenge Hotline allows any DOD or other government agency employee to question the price of any DOD-procured item by submitting a price inquiry. Through this hotline, government employees can submit a price inquiry and possibly gain a cash bonus for their efforts. The Price Challenge Hotline determines and centrally manages cash bonuses for price inquiries that realize a significant cost avoidance savings. Cash bonuses, ranging from a minimum of \$50.00 to a maximum of \$25,000, are determined based on the documented savings. Types of price inquiries include: items that appear to be overpriced, or are identical, and would achieve a reduced price through combined demand by consolidating their management under one National Stock Number (NSN), or would reduce the price of the NSN through a new commercial source of supply, or would achieve a reduced price as a result of a manufacturing decision. To date, the Price Challenge Hotline's initiative has realized a cost avoidance totaling more than \$818 million. Challengers may submit inquiries to the FOSSAC Price Challenge Hotline via telephone, message, Internet or U. S. Mail. NAVSUP P485 provides a mailing format that identifies the minimum reporting requirements. For more information, go to <http://www.fossac.navy.mil>. **TAKEN FROM Military.com [militaryreporttest@miltnews.com]**

## Health And Benefits:

### Selecting the Right Long Term Care Insurance

Determining the right Long Term Care (LTC) Insurance Program to fit each individual situation is a complex process. The first open

season for the Federal Long Term Care Insurance Program (FLTCIP) is underway and runs from 1 July through 31 December 2002. While comprehensive information can be found at [www.LTCFEDS.com](http://www.LTCFEDS.com), according to the Program Overview brochure from LTC Partners the major decision areas for each individual will be determining:

- Plan Design (kind of care facilities that will be covered).
- Maximum Benefit Amount (a daily or weekly reimbursement).
- Benefit Period (choice of 3 years, 5 years, or unlimited).
- Waiting Period (30 days or 90 days).
- Inflation Protection (Automatic Compound Inflation or Future Purchase Plan).

Before purchasing long term care insurance through the Federal Program or any other insurance carrier, be sure to shop around to find the best deal. Compare premiums and benefits of the federal policy to individual policies through private insurance brokers in order to determine the most cost effective plan available for each individual situation

### **Transition to New TSP Record Keeping System Being Delayed**

The Federal Retirement Thrift Investment Board announced that it is delaying the transition to its newly developed record keeping system for the Thrift Savings Plan until November 2002, instead of September 2002 as announced earlier.

The new system will allow for daily valuation of accounts and daily processing of transactions. It also will report account balances in shares and in dollars; offer more withdrawal options; and provide online service via the web site for loans and withdrawals. A summary of improvements is provided in a leaflet entitled "How the TSP Is Changing," which is available on [www.tsp.gov](http://www.tsp.gov)

### **GovBenefits Adds Program Information to Website**

Twenty-five citizen-focused benefit programs have been added to the GovBenefits Website, a service which is designed to make it faster and simpler for people to get service from the Federal government. Access the full listing of over 100 programs by clicking on <http://www.GovBenefits.gov>

## [A New Life Events Website Created:](#)

OPM has launched the new Life Events website, which is linked from the OWLP site or can be accessed directly at <http://www.opm.gov/wrkfam/LEindex.asp>. The goals of the Life Events site are to: 1) assist Federal employees and their families when life events force important decisions, and 2) provide information on Federal regulatory and legal requirements and offer options and alternatives when facing life's most significant events.

The Life Events site was created in keeping with an OWLP focus of providing family friendly information to Federal employees to assist in helping to balance work and family obligations. It provides valuable resources for events that literally take place in life, i.e., birth, employment, marriage, retirement, death, and others.

## [2002 FEHB Open Season](#)

The 2002 FEHB Open Season will be held from November 11, 2002 through December 9, 2002. During this time, employees may elect to enroll or make changes to their existing FEHB coverage. The effective date of FEHB 2002 Open Season elections for Department of the Army civilian employees will be January 12, 2003. Employees can also find in depth information about FEHB and the upcoming open season at <http://www.opm.gov/insure/health/hr.htm>.

Open Season elections may be made via the Army Benefits Center-Civilian (ABC-C) using the Employee Benefits Information System (EBIS) at <https://www.abc.army.mil> or by calling 1-877-276-9287 and accessing the Interactive Voice Response System (IVRS). Counselors are available through the IVRS. Employees who need to establish a Personal Identification Number (PIN) and or password should have a copy of their most recent Leave and Earning Statement or Notification of Personnel Action to refer to for the Service Computation Date and correct pay grade.

## [ONGOING](#)

### [HONORARY AWARDS/PARA #/ELIGIBILITY](#)

- 1. CELRD Safety and Occupational Health Seven Castle Recognition (3-82)**

To commemorate the safety and health achievements of individual district elements, offices and projects.

**2. Achievement Medal for Civilian Service (4-3)**  
**(Approved locally by District Commander)**

All appropriated fund employees are eligible for consideration.

**3. Commander's Award for Civilian Service (4-4)**

All appropriated fund employees are eligible for consideration.

Employees who have established a pattern of excellence, normally recognized through the previous receipt of one or more honorary or monetary performance awards may be considered for this award.

**LRD has requested that these nominations be at LRD 45 days prior to presentation date.**

**4. Civilian Superior Service Award (4-5)**

Nominations for this award will reflect superior service or achievement, or heroism of a lesser degree than that recognized by the Meritorious Civilian Service Award. Employees who have established a pattern of excellence, normally recognized through the previous receipt of one or more honorary or monetary performance awards, may be considered for this award.

**5. Meritorious Civilian Service Award (4-6)**

Nominee must have established a pattern of excellence, normally demonstrated by receipt of lower level awards. Eligibility will be determined by measuring contributions against the following example levels of achievement: See CELRDP 672-1-1 for the levels of achievement.

**6. Decoration for Exceptional Civilian Service (4-7)**

With the exception of nominations of bravery, nominees must have established a demonstrable pattern of excellence and achievement, which normally have been recognized by previous honorary awards up to, and including the Meritorious Civilian Service Award.

***Position Vacancies***



Recruitment List

## ***Food for Thought***

**Why is a person that handles your money called a  
'Broker'?**