



**JOINT READINESS TRAINING CENTER AND FORT POLK
CIVILIAN PERSONNEL ADVISORY CENTER
FORT POLK, LOUISIANA 71459-5341**



“A Return to Prominence – One Satisfied Customer at a Time”

**CPAC INFORMATION BULLETIN
NUMBER 138**

August 2011

**Implementation of USA
Staffing**

USA Staffing

As a part of the Department of Defense (DoD) hiring reform initiative, all DoD components will transition to web-based software owned by the Office of Personnel Management to fill internal and external vacancies. During FY 11 and FY 12, the Department of the Army will be deploying this automated system called USA Staffing (USAS).

The vision of the Army Civilian Human Resource community is to provide a single point of entry for all recruitment and hiring activities. USAS will expedite the process for applicants, HR professionals, and selecting officials through an efficient web-based interface. It automates the recruitment and hiring process including developing position based assessments, creating and posting vacancy announcements, collecting and reviewing application materials, rating and ranking candidates, issuing referrals, making selections, and notifying applicants of their status throughout the recruitment process.

Briefings and training sessions are being scheduled to provide information on the new system. Stay tuned for announcements regarding dates and locations.


CAC Enabling of EBIS

Effective 1 October 2011, the Army Benefits Center-Civilian (ABC-C) Employee Benefits Information System (EBIS) will be accessible only by Common Access Card (CAC). This change is mandated in order to comply with DOD and Army policy. The safety and security of our customers is priority one.

EBIS will only be accessible from a computer with an installed and operational CAC reader. Most, if not all, DOD computers are already configured this way.

This will affect users who access EBIS from their home computers. Home users may still access EBIS if they have installed and configured a CAC reader on their home computers.

Additionally, benefit transactions can still be made through the Interactive Voice Response System (IVRS) which is an automated self-service program you can access from a touch-tone telephone system. IVRS is available 24 hours a day. The toll-free number is 1-877-ARMYCTR (1-877-276-9287).

Training



Mandatory Birth Month Training for FY 2011 will be conducted on the dates below. Employees and their supervisors have the opportunity to choose between two dates to

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attend the training. Two training dates should help to alleviate the workload problems that we now face when scheduling our employees to attend this training. **Seats will be filled on a first come first serve basis.** The classroom fills up quickly. **My recommendation is that you have your employees arrive NLT 0750 to ensure that they get a seat.** Everyone is required to attend this training; mark your calendar and plan to attend. The location of the training classes will be at the new Library/Education Center, Bldg. 660, Rooms 221/223.

The training date is:

September 13 & 14

Prior to your scheduled date, you may want to check with your Organization Training Coordinator to confirm that the dates above have not been changed.

If you have any questions regarding the above training schedule, please call 531-6814.



Information for Prospective Retirees

LIFE INSURANCE:

Basic Insurance: Life insurance coverage can be transferred into retirement if you have had coverage since the first opportunity to enroll or for five continuous years immediately preceding the date of your retirement. You must continue your Basic Life insurance in order to keep any of the Optional coverage. Unless you choose otherwise, your Basic Life will begin to reduce at the end of the month after the month that you reach age 65 (or when you retire, if later). As a retiree, you will have three options:

- **Reduction:** Cost before age 65 = \$.3575 per \$1,000 of Basic Insurance Amount (BIA); after age 65 = \$0. The amount of your insurance reduces 2% per month after age 65 to a minimum 25% of your BIA.
- **Reduction:** Cost before age 65 = \$.8775 per \$1,000 of BIA; after age 65 = \$.52 per. The amount of your insurance reduces 1% per month after age 65 to a minimum of 50% of your BIA.

- **No Reduction:** Cost before age 65 = \$2.0475 per \$1,000 of BIA; after age 65 = \$1.69. The amount of your insurance will equal 100% of your BIA and is retained after age 65.

Optional Insurance: You will pay the full cost to continue any of the following Optional insurance.

- **Standard:** Effective at the end of the month after the month that you become age 65, this option will reduce by 2% of the pre-retirement amount per month until it reaches 25% of the pre-retirement amount. After age 65, no withholdings are required.
- **Additional:** Effective at the end of the month after the month that you become age 65, this option will reduce by 2% of the pre-retirement amount per month for 50 months. Coverage will end at this time. After age 65, no withholdings are required.
- **Family:** Effective at the end of the month after the month that you become age 65, this option will reduce by 2% of the pre-retirement amount per month for 50 months. Coverage will end at this time. After age 65, no withholdings are required.

HEALTH INSURANCE:

Health insurance continues if you have been enrolled since first eligible or for five continuous years immediately prior to the date of your retirement. The cost will remain the same as if you were a current employee. You will still be entitled to the same privileges as a current employee in making changes during open season and other changes that occur. The Office of Personnel Management will notify you of the open season periods. If you are not in receipt of cash benefits from Social Security, at age 65 you must register for Medicare by contacting your local Social Security office. During retirement, Medicare becomes the primary payor at age 65 and FEHB is secondary.

Even though Medicare becomes primary, it may be to your benefit to keep your FEHB coverage. Your spouse is eligible to continue FEHB coverage after your death only if you have self and family coverage and you elect to provide a survivor annuity at the time of retirement.

If eligible to continue FEHB coverage into retirement, your health benefits continue without interruption even though premiums are not collected until your retirement case has been adjudicated. Premiums for the period from retirement to case completion will be deducted from the first payment after you retirement case is adjudicated at OPM.

THRIFT SAVINGS PLAN (TSP):

If you are enrolled in TSP when you retire, you will be given information about the options available. Your options include withdrawing all of your money in a lump-sum, elect equal payments, elect an annuity, roll the money over into an IRA, or leaving the money in your TSP account. Upon your retirement, forms will be given to you which should be completed to indicate your decision. If you decide to leave your money in the account, you can no longer make contributions, but your account will continue to draw interest.

However, you will need to make a withdrawal election by a certain date, which is February 1 of the year following the year in which the later of these events occurs: 1) you turn age 65 or 2) you reach the tenth anniversary of the first contribution to your TSP account. At that time, you can choose an immediate withdrawal or an option with a specific future payment date, as long as it is not later than March of the year following the year you become age 70 . Ensure that the TSP Service Office always has your current address. You will still receive Participant Statements which will provide account information and fund performance.

Printed from CPOL, PERMISS

Social Security Scoop

Did you know that Social Security offers an online retirement application that you can complete in as little as 15 minutes? In most cases once your application is submitted electronically, you are done. Social Security will process your application and contact you if any further information is needed. You can find more information at <http://www.ssa.gov/planners/about.htm>.

\$\$ PAY CORNER \$\$



Control Your Pay With myPay!

Click on MyPay Key above to be linked to the MyPay System

Or

Type into your browser:
<https://mypay.dfas.mil/mypay.aspx>

***MyPay Goes Mobile!***

DFAS has announced that many myPay on-line services can now be accessed from mobile devices with a built in web browser such as Android, BlackBerry, iPhone, or other Smartphone, or iPod touch device.

Simply visit <https://mypay.dfas.mil> and start accessing your account anytime, anywhere!

**How Does the TSP Fit into My Retirement Package?**

If you are covered by the [Federal Employees' Retirement System \(FERS\)](#), the TSP is one part of a three-part retirement package that also includes your FERS basic annuity and Social Security.

If you are covered by the [Civil Service Retirement System \(CSRS\)](#) or are a member of the [uniformed services](#), the TSP is a supplement to your CSRS annuity or military retired pay.

If you are not certain which retirement system you are covered under, you should check with your personnel or benefits office.

Who Administers the TSP?

The Federal Retirement Thrift Investment Board (FRTIB or "Board") Administers the TSP

The assets of the TSP are held in trust in the Thrift Savings Fund. The [financial statements](#)  of the Thrift Savings Fund are required by law to be audited annually.

The FRTIB is an independent Government agency that is managed by [five presidentially appointed board members and an Executive Director](#)  who are required by law to manage the TSP prudently and solely in the interest of the participants and their beneficiaries.

The FRTIB also consults with the [Employee Thrift Advisory Council \(ETAC\)](#) , a statutorily created Advisory Committee comprising representatives of

employee organizations, unions, and the uniformed services. The Council provides advice to the Board and the Executive Director on matters relating to the investment policies and administration of the TSP.

The FRTIB Is Also Supported by Private Sector Companies

The record keeper handles the day-to-day maintenance and administration of all TSP accounts, processes requests for benefits, and provides call center support.

Your Agency or Service Plays an Important Role in the TSP

Your agency or service is responsible for determining your retirement coverage and reporting to the record keeper the dollar amount of contributions to your account each pay period. It also distributes TSP materials and answers your questions about the TSP.

While you are employed, your agency or service is your primary TSP contact. You should inform your agency or service representative about any changes or corrections to personal information that might affect your TSP account including address changes.

After you separate from Federal service, the TSP becomes your primary point of contact.

Employee Contributions — There are no longer any percentage limits on employee contributions to the TSP. TSP contributions are limited only by the restrictions imposed by the [Internal Revenue Code](#).

Elective Deferral Limit (I.R.C. Section 402(g)) — The elective deferral limit for 2011 and 2010 is \$16,500. See the Fact Sheet "[Annual Limit on Elective Deferrals](#)."

I.R.C. Section 415(c) Limit — The limit for 2011 and 2010 is \$49,000.

Catch-up Contributions — The limit on catch-up contributions for 2011 is \$5,500. If you are at least age 50 (or will become age 50 during the calendar year) and if you have made or will make the maximum amount of employee contributions for the calendar year (e.g., \$16,500 in 2011), you may also make catch-up contributions to your TSP account. See the Fact Sheet "[Catch-up Contributions](#)."

Participant statements are on-line in [Account Access](#) on this Web site. Click on [Your TSP Participant Statement](#) for more information.

Loan interest rate for new loans is 2.250%.

Annuity interest rate index: 3.250% for annuities purchased in July 2011 and 3.125% for annuities purchased in August 2011. [Click here](#) for historical annuity interest rates.

Your account balance is updated each business day. To access your account balance on this Web site, you will need your TSP 13-character account number and your 8-character [Web Password](#). To obtain your account balance from the [ThriftLine](#), you will need your TSP account number and 4-digit TSP Personal Identification Number (PIN).

Civilian TSP participants who are members of the Ready Reserve — If you are a civilian TSP participant with an outstanding TSP loan and are placed in non-pay status to perform military service, make sure your agency provides the TSP with documentation to certify your status and suspend loan payments. The Internal Revenue Code allows the TSP to suspend loan payments for all participants placed in non-pay status for up to one year of non-pay. However, participants placed in non-pay status to perform military service for more than one year are authorized suspension of loan payments for the entire period of military service. For more information, see the Fact Sheet [Effect of Nonpay Status on TSP Participation](#).

TSP RATES OF RETURN

Rates of Return were updated on August 1, 2011

(**Figures in parenthesis indicate a negative return**)

	G Fund	F Fund	C Fund	S Fund	I Fund
July 2011	0.22%	1.59%	(2.04%)	(3.14%)	(1.60%)
Last 12 Months	2.63%	4.57%	19.62%	26.22%	17.47%

(08/01/2010-07/31/2011)

*The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

	L Income	L 2020	L 2030	L 2040	L 2050
July 2011	(0.14%)	(0.94%)	(1.25%)	(1.49%)	(1.75%)
Last 12 Months	6.23%	12.87%	15.25%	17.14%	

(08/01/2010-07/31/2011)

*The monthly G, F, C, S, and I fund returns represent the change in their respective share prices for the month. The changes in share prices reflect net earnings after accrued TSP administrative expenses have been deducted. The F,

C, S, and I fund share prices also reflect the deduction of trading costs and accrued investment management fees.

The TSP is a retirement savings plan for civilian federal employees. The monthly G, F, C, S, and I Fund returns represent the actual total rates used to allocate monthly earnings to participant accounts. Allocations are usually completed by the fourth business day of the month. The returns are shown after deduction of accrued TSP administrative expenses. The F, C, S, and I Fund returns also reflect the deduction of trading costs and accrued investment management fees.

The TSP performance history for the past 12 months can be accessed through the following link:
http://www.tsp.gov/curinfo/annuity_history.html

HOLIDAY/LIBERAL LEAVE SCHEDULE FOR FY 2011

DAY/DATE	HOLIDAY	Training/Liberal Leave Day
Monday, 11 October 10	Columbus Day	Friday, 8 Oct *
Thursday, 11 November 10	Veterans Day	Friday, 12 Nov*
Thursday, 25 November 10	Thanksgiving Day	Friday, 26 Nov *
Friday, 24 December 10	Christmas	Monday, 27 Dec*
Friday, 31 December 10	New Year's Day	Monday, 3 Jan*
Monday, 17 January 11	Birthday of Martin Luther King, Jr.	Friday, 14 Jan*
Monday, 21 February 11	Washington's Birthday	Friday, 18 Feb*
Monday, 30 May 11	Memorial Day	Friday, 27 May*
Monday, 4 July 11	Independence Day	Monday, 5 Jul
Monday, 5 September 11	Labor Day	Friday, 2 Sep*
*DESIGNATES TRAINING HOLIDAY FOR MEDDAC		



I'm turning 65

Health – Federal Employees Health Benefits (FEHB) Program

With regard to Medicare, the decision is yours. Your FEHB coverage will continue whether or not you enroll in

Medicare. If you can get premium-free Part A coverage, we advise you to enroll in it. Most Federal employees and annuitants are entitled to Medicare Part A at age 65 without cost. When you don't have to pay premiums for Medicare Part A, it makes good sense to obtain coverage. It can reduce your out-of-pocket expenses as well as costs to FEHB, which can help keep FEHB premiums down.

Everyone is charged a premium for Medicare Part B coverage. The Social Security Administration can provide you with premium and benefit information. Review the information and decide if it makes sense for you to buy the Medicare Part B coverage.

If you enroll in Medicare, benefits will be coordinated. If you don't enroll in Medicare, your FEHB plan will pay benefits in full. Your FEHB premiums will **not** reduce if you enroll in Medicare.

You may change your enrollment to any option of any available plan at any time beginning on the 30th day before you become eligible for Medicare. You may make an enrollment change under this event only once.

Visit [FEHB Program and Medicare](#) on our website for further information. You can also find more information about Medicare by calling at 1-800-MEDICARE (1-800-633-4227) or at www.medicare.gov.

Note: If you are an annuitant, and either you or your covered spouse has Medicare, Medicare must pay benefits first. Your FEHB plan will pay benefits as the secondary carrier. Visit our [website](#) for more information about coordination of FEHB benefits with Medicare.

You can find more information about the benefits and premiums in the chapter on [Annuitants and Survivors](#) in the FEHB Handbook.

Dental or Vision – Federal Employees Dental and Vision Insurance Program (FEDVIP)

Turning 65 has no bearing on your FEDVIP enrollment or eligibility.

Life – Federal Employees' Group Life Insurance (FEGLI) Program

If you are turning 65 years old and you are employed, your coverage continues unreduced. For retirees, your coverage may/may not reduce based on your elections you made at retirement for your Basic and Optional coverages.

Flexible Spending Accounts – Federal Flexible Spending Account Program (FSAFEDS)

This event does not allow you to enroll in FSAFEDS or change a current election.

Note: Eligibility for Medicare does not allow you to enroll in FSAFEDS or change a current election.

Long Term Care – Federal Long Term Care Insurance Program (FLTCIP)

This will not affect your FLTCIP coverage. Your coverage will remain in effect as long as you continue to pay premiums.

I'm eligible for Medicare

Health – Federal Employees Health Benefits (FEHB) Program

With regard to Medicare, the decision is yours. Your FEHB coverage will continue whether or not you enroll in Medicare. If you enroll in Medicare, benefits will be coordinated. If you don't enroll in Medicare, your FEHB plan will pay benefits in full. Your FEHB premiums will **not** reduce if you enroll in Medicare.

If you can get premium-free Part A coverage, we advise you to enroll in it. Most Federal employees and annuitants are entitled to Medicare Part A at age 65 without cost. When you don't have to pay premiums for Medicare Part A, it makes good sense to obtain coverage. It can reduce your out-of-pocket expenses as well as costs to FEHB, which can help keep FEHB premiums down.

Everyone is charged a premium for Medicare Part B coverage. The Social Security Administration can provide you with premium and benefit information. Review the information and decide if it makes sense for you to buy the Medicare Part B coverage.

You may change your enrollment to any option of any available plan at any time beginning on the 30th day before you become eligible for Medicare. You may make an enrollment change under this event only once.

Visit [FEHB Program and Medicare](#) on our website for further information. You can also find more information about Medicare by calling at 1-800-MEDICARE (1-800-633-4227) or at www.medicare.gov.

Note: If you are an annuitant, and either you or your covered spouse has Medicare, Medicare must pay benefits first. Your FEHB plan will pay benefits as the [secondary carrier](#). Visit our [website](#) for more information about coordination of FEHB benefits with Medicare.

You can find more information about the benefits and premiums in the chapter on [Annuitants and Survivors](#) in the FEHB Handbook.

Dental or Vision – Federal Employees Dental and Vision Insurance Program (FEDVIP)

Being eligible for, or covered under, Medicare has no bearing on your FEDVIP enrollment or eligibility.

Life – Federal Employees' Group Life Insurance (FEGLI) Program

This is not an event that allows you to elect new or increase existing FEGLI coverage.

Flexible Spending Accounts – Federal Flexible Spending Account Program (FSAFEDS)

Eligibility for Medicare does not allow you to enroll in FSAFEDS or change a current election.

Long Term Care – Federal Long Term Care Insurance Program (FLTCIP)

This will not affect your FLTCIP coverage. Your coverage will remain in effect as long as you continue to pay premiums.



Immunization Awareness Month
Health Promotion Program
Department of Preventive Medicine
Bayne-Jones Army Community Hospital

Bayne-Jones Army Community Hospital (BJACH) Department of Preventive Medicine will be providing community awareness in recognition of National Immunization Awareness month. The Fort Polk Community will be reminded of the benefits of vaccination and the importance of routine childhood vaccination.

“Immunization is one of the single most important steps parents can take to help assure their children grow up to be strong and healthy. We prevent millions of cases of disease and thousands of deaths in children each year through immunization,” said Dr. Anne Schuchat, director of CDC’s National Center for Immunization and Respiratory Diseases. Community awareness provides a chance for us to remember how important vaccines are and renew our efforts to make sure no child needlessly suffers from a vaccine-preventable disease.

There are vaccines to protect children against 15 diseases before age 2 and despite the recent gains in immunization; more than 20 percent of the nation's 2-year-olds are not fully immunized. Many children remain vulnerable to preventable infectious diseases.

According to Dr. Schuchat, "The unnecessary death of even one child from a vaccine-preventable disease is tragic. Immunization is critical because many of the bacteria and viruses that cause these life-threatening diseases still circulate in our country". "We have seen unfortunate resurgence of some of these illnesses recently."

Adolescents and adults must booster some childhood vaccinations to ensure protection throughout their lifetime. There are new guidelines regarding the meningococcal vaccine currently in place for public schools and colleges in Louisiana. Also, it is recommended that all adults over the age of 65 receive a one-time vaccination to protect against pneumonia.

Beneficiaries who are in need of immunizations should contact the Bayne-Jones Immunizations Clinic at 531-3593/3682. All Active Duty Soldiers needing routine vaccinations should call Occupational Health at 531-6131.

For more information please visit

<http://www.cdc.gov/vaccines/recs/schedules/default.htm>

or call 1- 800-CDC-INFO (800-232-4636).



Heat Safety Tips

To practice heat safety, follow these tips:

Drink More Fluids

- Drink more fluids, regardless of your activity level. Don't wait until you're thirsty to drink. Bring a reusable water bottle with you to maintain hydration. If you're at work, you could also bring a pitcher and glass and fill it every morning.
- If you're older, be especially careful to drink fluids because the amount of water retained by the body decreases with age.

- Avoid salt tablets if possible. If your doctor has you on water pills, ask him or her how much you should drink.
- Don't drink liquids with dehydrating caffeine, alcohol, or large amounts of sugar. Avoid very cold drinks.
- At family events and reunions, bring a cooler of cool drinks.
- Cut back on exercising; if you must exercise, drink two to four glasses of cool, nonalcoholic fluids each hour.

Keep Your Body Cool

- Dress in lightweight light-colored clothing and sun-reflective shirts. Wear loose clothing.
- Wear wide-brimmed hats and sunglasses. Keep a stash of hats on hand for friends and family!
- According to the CDC, fans may provide comfort but they do not prevent heat-related illnesses when the temperature is in the high 90s. Take a cool shower or bath, or move to an air-conditioned place to cool off.
- Stay in the shade, especially between 11 A.M. and 3 P.M.
- Avoid strenuous activities during the heat of the day.
- NEVER leave anyone in closed, parked vehicle, even with the windows down.
- To feel cooler, eat cooler. Reduce your protein intake.
- Open your house to the breeze after sunset and leave it open until dawn.
- In the early morning, draw the shades before the temperature starts to rise.

Protect Yourself From the Sun

- Don't get too much sun. Sunburn makes it difficult for your body to dissipate heat.
- As well as a hat and sunglasses, wear sunscreen SPF 15 or higher. The most effective products say "broad spectrum" or "UVA/UBV" on their labels.

Stay Alert

- Be aware of heavy sweating, hot and dry skin, rapid pulse, pale or clammy skin, and cramps in your leg or abdomen muscles. All could be signs of heat disorder.
- If you are older, it's wise to keep medical information readily available, including phone numbers of health care providers and copies of your prescription and health insurance cards.

BRAIN TEASER

What turns everything around, but does not move?

Answer on page 10



*Equal Employment
Opportunity*

DISPARATE TREATMENT IMPACT**Disparate Impact**

In US Employment law, the doctrine of **disparate impact** holds that employment practices may be considered discriminatory and illegal if they have a disproportionate "adverse impact" on members of a minority group. A violation of Title VII of the [1964 Civil Rights Act](#) may be proven by showing that an employment practice or policy has a disproportionately adverse effect on members of the protected class as compared with non-members of the protected class.

Facially neutral employment practices are ones that do not appear to be discriminatory on their face; rather they are discriminatory in their application or effect. Where a disparate impact is shown, the plaintiff can prevail without the necessity of showing intentional discrimination unless the defendant employer demonstrates that the practice or policy in question has a demonstrable relationship to the requirements of the job in question. This is the so-called "business necessity" defense.

Disparate impact contrasts with [disparate treatment](#). Disparate impact is unintentional, whereas disparate treatment is an intentional decision to treat people differently based on their race or other protected characteristics (race, color, sex, age, national origin, disability [either physical or mental], religion, genetic information, or in reprisal for previous EEO activity).

Adverse impact

Adverse impact measures the effect an employment practice has on a class protected by Title VII. An adverse impact is defined as a substantially different rate of selection in hiring, promotion, or other employment decision which works to the disadvantage of members of a protected group. Adverse impact is often used interchangeably with "disparate impact," which was a legal term coined in one of the most significant U.S. Supreme Court rulings on disparate or adverse impact: [Griggs v. Duke Power Co.](#), 1971. Adverse Impact does not mean that an individual in a majority group is given preference over a minority group. However, having adverse impact does mean that there is the "potential" for discrimination in the hiring process and it could warrant investigation.

Unintentional discrimination

This form of discrimination occurs where an employer does not intend to discriminate; to the contrary, it occurs when identical standards or procedures are applied to everyone, despite the fact that they lead to a substantial difference in employment outcomes for the members of a particular group *and* they are unrelated to success on a job. An important thing to note is that disparate impact is *not*, in and of itself, illegal. This is because disparate impact only becomes illegal if the employer cannot justify the employment practice causing the adverse impact as a "job related for the position in question and consistent with business necessity" (called the "business necessity defense").

For example, a fire department might require applicants to carry a 100 pound pack up three flights of stairs. The upper-body strength required typically has an adverse impact on women. The fire department would have to show that this requirement is job-related for the position. This typically requires employers to conduct validation studies that address both the Uniform Guidelines on Employee Selection Procedures (1978), a document used by the U.S. Equal Employment Opportunity Commission (EEOC), Department of Labor, and Department of Justice in Title VII enforcement, and professional standards.

This article was taken from http://en.wikipedia.org/wiki/Disparate_impact. For more information, visit the webpage or call Ms. Julie Fitzgerald, EEO Specialist, at 337-531-1802.

Did You Know?

The length from your wrist to your elbow is the same as the length of your foot.

Your mouth produces 1 litre (1.8 pints) of saliva a day.

On average, you breathe 23,000 times a day.

On average, you speak almost 5,000 words a day – although almost 80% of speaking is self-talk (talking to yourself).

If the amount of water in your body is reduced by just 1%, you'll feel thirsty.

It is impossible to sneeze and keep one's eyes open at the same time.

We have four basic tastes plus umami. The salt and sweet taste buds are at the tip of the tongue, bitter at the base, and sour along the sides; umami is a mixture of tastes sensed along the center of the tongue.

August 2011 On Cyber Patrol

It's all about the Net-Work!



“It’s all about the Network” is a common phrase in Army cyber circles. It is the rallying cry for the digital resources that enable the Army to perform its mission more effectively and efficiently. Yet, the Army Network requires a significant amount of effort, not only to develop, implement, maintain and improve it, but also to keep it

secure. Those specific network or “Net-Work” tasks are the responsibility of everyone who touches the Army Network. In fact, everyone who touches the Army Network should be a proponent for its safety and security as well as a role model for the savvy information assurance soldier.

It seems amazing that with all the attention paid to the critical need for sound cyber security, both in the government and in the private sector, that there are still those that don’t get it. “Getting it” means understanding the role each individual plays in protecting the Network, and each individual’s role in spreading that knowledge. There are those that get it, those who will get it through training and experience, and those who will never get it because they ignore or avoid their personal responsibilities in keeping the Network safe.

It is up to those who understand cyber security and information assurance best practices to make sure that the word is spread. The best way to do that is to network with peers, subject matter experts and maybe even your own friends and family. Talk about best practices, dealing with threats and known vulnerabilities and what may be coming in the future. Conferences like LandWarNet are great places to do this, but not everyone has the opportunity to attend. Sometimes you have to look at your work life as a perpetual conference where you can learn from the experience of others and share the experience and expertise you have yourself.

Protecting the Army’s Network requires constant vigilance and awareness. We all have distractions and pressures that have nothing to do with information assurance and cyber security, but that’s no excuse for cutting corners or not learning security best practices. That’s why actively seeking the experience and wisdom of others and sharing the same will help keep this critical task on the front burner. It takes networking and positive net-work to protect the Network. The effort put into it protects military data, Army operations, and ultimately lives.





Re-credit of Sick Leave

An employee who has a break in service and returns to work for the Federal Government is entitled to the re-credit of his or her sick leave, regardless of the length of the break in service. However, sick leave may not be re-credited if the employee was reemployed by the Federal Government before December 2, 1994, after a break in service of more than 3 years, and the employee's sick leave was forfeited under the former regulation in effect at the time.

For a reemployed annuitant, any sick leave that is used in the computation of the employee's annuity is charged against the employee's sick leave account and cannot be used, transferred, or re-credited in the future. For a FERS employee who retires between October 28, 2009, and December 31, 2013, 50 percent of his or her sick leave will be credited toward the employee's FERS annuity computation. If the employee returns to Federal service as a reemployed annuitant, he or she is entitled to the re-credit of the remaining 50 percent of his or her sick leave. For a CSRS employee, or a FERS employee who retires on or after January 1, 2014, 100 percent of the employee's sick leave will be used in the annuity computation, consequently, no sick leave will remain for re-credit should the retiree later return to Federal service.

BRAIN TEASER ANSWER

A mirror.

ARTICLES FOR BULLETIN

If you have any suggestions on topics or issues that you would like addressed in future bulletins, please call **531-1847**.

Suggestions will be reviewed and addressed if at all possible.

// original signed //
DONALD R. MALLETT
Director, Civilian Personnel
Advisory Center