



**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 107**

January 2009



HAPPY NEW YEAR

NSPS INFORMATION

**National Security Personnel System (NSPS)
Update**

January 2009 NSPS Payouts Approaching

With NSPS payouts approaching in January, it is important to understand the various components that make up the January pay changes under NSPS. The NSPS payout consists of:

Performance-based payouts in the form of base salary increases, bonuses, or a combination of both;

An NSPS general salary increase of 1.74%, which is equal to 60% of the General Schedule increase;

An increase to local market supplements (LMS) equal to the increases to General Schedule locality pay rates.

The NSPS general salary increase is an across-the-board salary adjustment for NSPS employees who are rated “2” or higher under the NSPS performance management system. The amount of this increase is 60% of the government-wide General Schedule pay increase for Federal employees. For 2009, the General Schedule increase is set at 2.9 percent. Of this percentage:

60 percent—or 1.74 percent—is designated for increases to base salaries and paid to NSPS employees who receive a rating of record of 2 or higher.

40 percent—or 1.16 percent—is allocated to performance pay pool funds and distributed through the pay pool panel process as performance-based salary increases.

NSPS employees receive local market supplements based on the General Schedule locality pay rates. The increases to these local market supplements will mirror the General Schedule locality increases and be paid to employees with a performance rating of 2 or higher. For 2009, the overall average increase to General Schedule locality rates is 1 percent, but an employee’s actual increase depends on his/her duty location.

Employees who receive a final rating of record of 3 or higher are eligible for performance-based payouts, in addition to the general salary increase and the increase to local market supplements. Employees who do not receive a 2008 final rating of record will receive the full General Schedule increase (2.9 percent) and the applicable increase to the local market supplement.

SPECIAL ANNOUNCEMENTS

2009 ANNUAL WEINGARTEN NOTICE

**NOTICE TO ALL BARGAINING UNIT EMPLOYEES
FROM THE DIRECTOR, CIVILIAN PERSONNEL
ADVISORY CENTER**

1. Pursuant to the provisions of the Civil Service Reform Act, this is to advise that effective 11 January 1979 employees in units represented by an exclusive labor organization have the right to request union representation at an examination by a representative of the agency in

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connection with an investigation if the employee believes the examination may result in disciplinary action.

2. Section 7114(a) of the Civil Service Reform Act of 1978 states that:

"(2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at --

(B) any examination of an employee in the unit by a representative of the agency in connection with an investigation if --

(i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and

(ii) the employee requests representation."

3. Therefore, as required by Section 7114(a) (3), you are hereby given annual notice of the right set forth in this provision.

FAMILY AND MEDICAL LEAVE

In accordance with controlling regulations, employees must be informed of their entitlements and responsibilities under the Family and Medical Leave Act, including the requirements and obligations of employees. This serves as our annual notice.

Entitlement

Under the Family and Medical Leave Act of 1993 (FMLA), most Federal employees are entitled to a total of up to 12 workweeks of unpaid leave during any 12-month period for the following purposes:

- The birth of a son or daughter of the employee and the care of such son or daughter;
- The placement of a son or daughter with the employee for adoption or foster care;
- The care of a spouse, son, daughter, or parent of the employee who has a serious health condition; or
- A serious health condition of the employee that makes the employee unable to perform the essential functions of his or her position.
- Under certain conditions, an employee may use the 12 weeks of FMLA leave intermittently. An employee may elect to substitute annual leave and/or sick leave, consistent with current laws and Office of Personnel Management regulations for using annual and sick leave, for any unpaid leave under the FMLA. (The amount of sick leave that may be used to care for a family member is limited.) FMLA leave is in addition to other paid time off available to an employee.

Job Benefits and Protection

Upon return from FMLA leave, an employee must be returned to the same position or to an "equivalent position with equivalent benefits, pay, status, and other terms and conditions of employment." An employee who takes FMLA leave is entitled to maintain health benefits coverage. An employee on unpaid FMLA leave may pay the employee share of the premiums on a current basis or pay upon return to work.

Advance Notice and Medical Certification

An employee must provide notice of his or her intent to take family and medical leave not less than 30 days before leave is to begin or, in emergencies, as soon as is practicable. An agency may request medical certification for FMLA leave taken to care for an employee's spouse, son, daughter, or parent who has a serious health condition or for the serious health condition of the employee.

Additional Information

Additional information on FMLA may be found in JRTC & FP Reg 690-20 and on line at www.opm.gov.

EMERGENCY SITUATION (INCLEMENT WEATHER)

It is within the administrative authority of a commander or head of an activity to close all or part of an activity and to administratively excuse employees when there is legal or regulatory authority established to permit the absence without charge to leave. This authority does not extend to periods of interrupted or suspended operations that can be anticipated far enough in advance to permit arranging for assignment to work areas or the scheduling of annual leave.

This serves to advise you of the means of employee notification in the event of an emergency situation due to inclement weather, reiterate early release and late arrival practices, and identify "Mission Critical Emergency" and "Emergency Employees" who are expected to report for, or remain at, work in emergency situations, unless otherwise notified.

First, when employees are off duty and a general emergency situation develops that may delay or prevent the workforce from reporting to work on time, they should:

- Tune to the following local radio and television stations:
 - 1) KVVP 105.7 / 95.7, Leesville
 - 2) KJAE 93.5, Leesville
 - 3) KALB-TV (5) (NBC), Alexandria
 - 4) KLAX-TV (31) (ABC), Alexandria
 - 5) KPLC-TV (7) (NBC), Lake Charles
 - 6) KLFY-TV (10) (CBS), Lafayette
- Log on to <http://www.jrtc-polk.army.mil>

- Assume reporting instructions are normal until receiving instructions to the contrary on one of the above official sources or from a supervisor.

Turning now to closure, early release and late arrival practices, the commander's exercise of authority outlined above in emergency situations will impact the leave treatment of appropriated fund civilian employees as follows:

Close/Suspend Operations:

If there is a decision to *Close/Suspend Operations*, excused absence is appropriate for: all employees, including those who:

- are scheduled, but failing to report
- are reporting after the period of closure begins
- those with scheduled leave

Those employees whose supervisors have informed them that their presence at work is necessary for reasons of morale, health, welfare or essential activities will not be granted excused absence.

Early Release (Installation Remains Open):

If inclement weather should result in a decision to release employees from duty early (before the regular close of business), only those employees on duty at the time an early dismissal is announced are entitled to excused absence. Employees who are already on approved leave when the early dismissal is announced are not entitled to excused leave. Examples: Early dismissal is announced at 1200 to be effective at 1400.

- Employees on duty at 1200 will be granted excused absence commencing at 1400.
- Employees on duty at 1200 may take annual leave up to 1400 and will be granted excused absence commencing at 1400.
- Employees who are on annual or sick leave at 1200 are not entitled to excused absence.
- Also, the decision can remain open and simply grant Liberal Leave – No excused absence will be granted due to inclement weather.

Late Arrival:

Inclement weather precludes employees from reporting on time. Excused absence granted (time specified by the commander) for those employees who ultimately report for work. For example, the announcement is made, "employees report 2 hours later than normal." Employees who actually report to work are granted 2 hours of excused absence from the beginning of their tour on that day. Employees who do not report to work at all on that day would not be granted any excused absence.

Finally, with respect to "Mission Critical Emergency" and "Emergency Employees", employees who occupy such

positions or have been designated as a "Mission Critical Emergency" or "Emergency Employee" must be identified and informed of such by their supervisor. As such, these employees are expected to report for, or remain at, work to perform assigned duties in emergency situations, unless otherwise notified. Dismissal or closure announcements do not apply to you, unless instructed otherwise by your supervisor. If a designated employee does not report for work or remain at work as required, he or she may be charged annual leave, sick leave, credit hours, compensatory time earned, LWOP or absence without leave (AWOL), if appropriate. Additionally, formal disciplinary action may also be taken.

Questions regarding leave should be directed to your supervisor or an HR Advisor at the CPAC.



Monday, 19 January 2009

\$\$ PAY CORNER \$\$



Control Your Pay With myPay!

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

Type into your browser:

<https://mypay.dfas.mil/mypay.aspx>

TSP CORNER

WHAT'S NEW?

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 2009 is \$16,500. The limit for 2008 was \$15,500. See the Fact Sheet "[Annual Limit on Elective Deferrals.](#)"

I.R.C. Section 415(c) Limit — The limit for 2009 is \$49,000. The limit for 2008 was \$46,000.

Catch-up Contributions — The limit on catch-up contributions for 2009 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 2009), 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 2.125%.

Annuity interest rate index: 3.500% for annuities purchased in January 2009 and 4.250% for December 2008. [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 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 January 5, 2009

(Figures in parenthesis indicate a negative return)

	G Fund	F Fund	C Fund	S Fund	I Fund
Dec 2008	0.24%	3.73%	1.07%	4.68%	7.66%
Last 12 Months	3.75%	5.45%	(36.99%)	(38.32%)	(42.43%)

(01/01/2008-12/31/2008)

*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 2040	L 2030	L 2020	L 2010	L Income
Dec 2008	3.63%	3.24%	2.82%	1.66%	1.21%
Last 12 Months	(31.53%)	(27.50%)	(22.77%)	(10.53%)	(5.09%)

(01/01/2008-12/31/2008)

*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

When Will Your TSP Max Out?

What happens if you reach the maximum amount of your regular Thrift Savings Plan (TSP) and TSP Catch-up contributions before the end of the year?

Your payroll office will automatically stop your regular TSP and TSP Catch-up contributions once you have reached the IRS limit (\$16,500 for regular TSP and \$5,000 for Catch-up), or at the end of the calendar year, which ever comes first. For FERS employees, this means that you also will not receive agency matching contributions for the rest of the year on your regular TSP contributions.

For more information about TSP contributions or TSP in general, please check out these websites:

<http://www.tsp.gov> and <http://www.abc.army.mil>



Returning from Active Duty

Thrift Savings Plan (TSP)

If you were contributing to your civilian TSP account when you entered LWOP-US, your contributions will automatically resume when you return to duty. You may change or stop contributions at any time after returning to duty. You can process this either on the web using [EBIS](#) or through the [ABC-C telephone system](#). If you were contributing to TSP when you started LWOP-US and later used the ABC-C phone system or EBIS to stop contributions, then your contributions will **not** automatically resume upon restoration to duty. Instead you may process a new election to begin TSP contributions at any time after returning to duty.

You may submit a TSP election for contribution changes you missed while on active duty. Complete a [TSP-1](#) Thrift Savings Plan Election Form for those changes and fax to the ABC-C with the TSP Make-Up information sheet for CSRS or FERS. Include a copy of your military orders.

Upon returning from active duty, you may make up contributions to civilian TSP account for the period of time missed as a result of your military service. If you contributed to your uniformed services TSP account while on active duty, the amount of employee contributions you make may make up must be reduced by the amount of your contributions to your uniformed services TSP account. Lost earnings are not paid on employee contributions. For more information on TSP Make-Up please click [here](#).

If you have a TSP loan, you will need to notify the TSP that you have returned to pay status. Click [here](#) for more information on reinstating your TSP loan payments.

TRICARE

If you were called to active duty in support of a contingency, you may be eligible for transitional TRICARE benefits for up to 180 days after separation from active duty. If you are enrolled in both FEHB and TRICARE, FEHB is the primary payer.

If you wish to have only TRICARE coverage and your FEHB coverage terminated before your return to civilian

duty, you may waive immediate reinstatement of your FEHB coverage to use the transitional TRICARE. To do this, you must complete the Waiver of Immediate FEHB Reinstatement by clicking [here](#). It is important that you re-enroll in FEHB within 60 days of the date your transitional TRICARE ends, to avoid a break in the 5 years of continuous coverage needed to be eligible to continue FEHB in retirement. You can make this election on the [EBIS](#) website or through the [ABC-C telephone system](#).

If your FEHB enrollment is still in effect when you return to civilian duty and you don't want to continue it while using transitional TRICARE coverage, you may elect to cancel your FEHB enrollment within 60 days of your return to duty. (Note: You cannot use the Waiver form above to do this.)

If you are participating in premium conversion, you will need to contact an ABC-C counselor using the [ABC-C telephone system](#) to process the cancellation of your FEHB.

If you are not participating in premium conversion, you may process this cancellation using the [EBIS](#) website or through the [ABC-C telephone system](#).

Belated Benefits Open Season Enrollment

Federal Benefits: Belated Enrollment Opportunity for Enrollees

Background

Each year, OPM works with Federal Employees Health Benefits (FEHB) carriers to strike a balance of protection against catastrophic events without shifting a high-premium burden to enrollees. We are taking steps to provide additional protections for Federal employees participating in the FEHB Program who have non-emergency surgeries performed by out-of-network physicians. We have asked FEHB carriers to re-evaluate their benefits for non-emergency surgeries. We will communicate any benefit changes to you.

This action is being taken in response to concerns over a change in coverage in the Blue Cross Blue Shield out-of-network reimbursement that would have established a \$7,500 co-pay for out-of-network surgeries. This change was negotiated to address situations where enrollees could be billed tens of thousands of dollars for non-

emergency surgeries performed by out-of-network providers, a practice known as balance billing.

What This Means To You

You may make belated Open Season enrollment changes to your FEHB Program, Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS) if FEHB benefit changes affect your enrollment decisions in these programs. You will have an extended enrollment opportunity through 31 January 2009 to make any enrollment changes in these programs.

Also, if you make a belated Open Season change to your enrollment in these programs, the effective dates of the belated change will vary among the programs. Depending on the timing of your change and your pay periods, it may take one or more pay periods for your Federal Benefits deductions/allotments to be adjusted to match your new election. You need to know if you make a belated Open Season change and you have claims for services incurred in 2009 under your former plan, you and/or your provider may be responsible for reimbursing the former plan for any benefits paid.

Effective Dates

Belated FEHB changes will take effect the first day of the pay period that starts on or after 1 January 2009. Belated FEDVIP changes will take effect 1 January 2009. Belated FSAFEDS changes will take effect on 1 January 2009, or the day after the change is received, whichever is later.

Belated enrollments for Benefits Open Season are to be made electronically through the ABC-C website: <https://www.abc.army.mil/>.



Once I retire, who can I contact?

How Do I Contact the ABC-C After I Retire?

You can still contact the Army Benefits Center - Civilian (ABC-C) for 180 days after your date of retirement. You will follow the prompts on the [ABC-C telephone menu](#) through the point where you enter your Social Security number (SSN). Once your SSN

has been entered, you will be automatically transferred to the next available counselor.

After you retire, you will no longer be able to access your personal information in the Employee Benefits Information System (EBIS).

How Do I Contact OPM After I Retire?

Approximately 6 - 8 weeks after you retire, you should receive a letter from the Office of Personnel Management (OPM). This letter will provide your claim number (CSA number). Once you receive your CSA number, you may contact OPM by calling their nationwide toll-free number, 1 (888) 767-6738. When you call, please have your CSA claim number available; it will speed up your call.

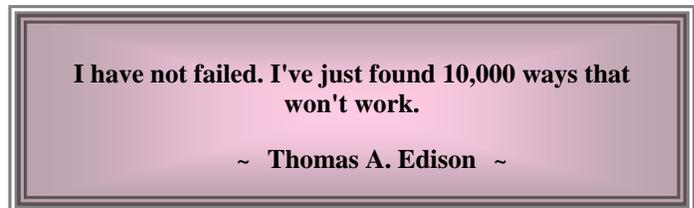
If you wish to speak to a Customer Service Specialist, you should call during OPM's regular business hours, from 7:30 A.M. until 7:45 P.M. (Eastern Time). You may find it easier to reach OPM Tuesday through Friday. If the line is busy, please try your call again.

The retirement section at OPM may also be reached by email at retire@opm.gov.

HOLIDAY/LIBERAL LEAVE SCHEDULE FOR FY 2009

Holiday	Date Designated	Training/ Liberal Leave
Columbus Day	13 Oct 2008	10 Oct 2008**
Veterans' Day	11 Nov 2008	10 Nov 2008
Thanksgiving Day	27 Nov 2008	28 Nov 2008**
Christmas Day	25 Dec 2008	26 Dec 2008**
New Year's Day	01 Jan 2009	02 Jan 2009**
MLK's B-Day	19 Jan 2009	16 Jan 2009
President's Birthday	16 Feb 2009	13 Feb 2009
Memorial Day	25 May 2009	22 May 2009
Independence Day	03 Jul 2009	06 Jul 2009**
Labor Day	07 Sep 2009	04 Sep 2009

****Designates Training Day/Training Holidays for MEDDAC Employees.**





Health Tips

Lose Weight, and Keep it Off

Losing extra weight is the first step to better health. It's also important to *keep* those extra pounds from creeping back.

The American Heart Association offers these suggestions:

- Figure out what works for you -- what motivates you, which rewards you prefer, and which long-term habits you can maintain.
- Be realistic about how much you can lose and how long it will take.
- Pay attention to your calorie intake versus calories burned.
- Use a pedometer to track your how much you walk each day.
- Make a healthy shopping list -- and stick to it.
- There's no need to weigh yourself every day -- once weekly is fine. Try measuring inches lost, instead of pounds.
- Keep a record of the foods you eat, total calories, and exercise.
- Plan ahead for special occasions such as holidays, and make up for the extra eating before and after.

Make Exercise a Daily Habit

Choosing the right exercise program is one of the first steps toward sticking with your exercise goals.

Try these suggestions to make exercise a tough habit to break, provided by the American Academy of Family Physicians:

- Plan to exercise at a certain time every day, so it becomes part of your schedule.
- Write up and sign a contract, where you agree to exercise.

- Mark your calendar with a daily appointment for exercise.
- Keep a diary of all of your exercises. Log everything you do, and your progress.
- Have your doctor write out an exercise prescription, including how much exercise you should do and how often.
- Try joining a health club or gym. Paying a membership fee may prompt you to get your money's worth and go more frequently

Evaluate Your Diet

If you don't carefully monitor your diet, here are a few warning signs that you should, courtesy of the American Academy of Family Physicians:

- If your doctor has warned you about health problems or risk factors that can be controlled or improved with a better diet. These conditions include high blood pressure or high cholesterol.
- If you have a family history of heart disease, osteoporosis, diabetes or cancer.
- If you are overweight or obese.
- If you have unanswered questions about the foods you eat, and whether you should take vitamins or other supplements.

Taming a Sweet Tooth

DiETING doesn't mean that you have to completely give up desserts. It just means that you should opt for healthier alternatives.

The American Diabetes Association offers these dessert options when you're dieting or trying to watch your sugar and fat intake:

- Try fresh or dried fruits to soothe your sweet tooth.
- Have only a small portion of one of your favorite desserts.
- When ordering at a restaurant, choose a dessert to share with the people accompanying you.
- When baking, reduce the amount of fat and sugar you use in your recipes.
- Choose low-fat and low-sugar alternatives to your favorite desserts.

Eat More Vegetables

Instead of getting bored with the same old vegetable choices that take too long to prepare, choose convenience and variety in your vegetables.

Here are easy ways to get plenty of vegetables in your diet, provided by the U.S. Department of Agriculture:

- Buy fresh vegetables that are in season -- they'll be at their peak flavor, and often less expensive.
- Keep plenty of frozen vegetables on hand for quick and easy microwave meals and sides.
- Look for conveniently packed vegetables, such as washed and peeled carrots, pre-washed bags of salads, and cut vegetables.
- Save time by making a baked potato in the microwave instead of the oven.
- Alternate your veggie choices and how you cook them. Try them raw and crunchy, then try them steamed.

(Health Day News)

BRAIN TEASER

What demands an answer but asks no question?

Answer on page 10



Safety Boudreaux's Den

Safe Transportation of Children in Vehicles

The number one killer of children under age 14 is a motor vehicle crash. Since most of these deaths are preventable, it is senseless for children to die in a crash because they were not properly secured in the vehicle. Here are a few tips to help your child come through a car crash without an injury.

First and foremost, make sure you child's carseat is installed correctly. Children need to ride rear facing until they are over 1 year of age and over 20 pounds in weight. The child **MUST** meet both requirements before you can consider turning them around to a forward facing position.

The American Academy of Pediatrics recommends that children stay rear facing until they reach the rear facing weight limit of the child restraint. Actually, children are 71% safer than other buckled passengers when they are buckled and facing backwards. Consider this: Most crashes are head-on crashes. With this in mind, the back of the baby's car seat protects the baby just as the vehicle seat protects you when you are hit in the rear during a crash.

The harness straps need to be 1 finger tight at the child's collarbone and the plastic chest clip needs to be placed at armpit level. With the harness straps snug (1 finger tight) they hold the child in place and keep them in the carseat. The chest clip holds the straps together at armpit level and prevents them from slipping off the child's shoulders.

Consider this: Your seatbelt sits low on your hips and across the center of your chest. It helps hold you back in the vehicle seat to keep you from being injured by the steering wheel or the dashboard.

Children should ride in a booster seat until they can sit properly in the seatbelt system. Consider their height and weight, not their age. The child must sit back in the vehicle seat with his knees bent at the front edge of the vehicle seat and his feet touch the floor of the vehicle. If your child cannot do all three of these steps then they are too small to fit the ADULT seatbelt system of the car properly. They can be severely injured or paralyzed by a poor fitting adult seatbelt. The booster seat positions the child so that the ADULT seatbelt system fits them like an adult.

Our motto is: The Child We Save Today, May Be the Child that Invents the Medicine that Could Save Many Lives tomorrow. Don't take any chances with your child. Buckle them correctly during every car ride

by Allana Pinkerton, CPS Instructor/Caring for Kids in Cars, Inc., and Mike James/Sr. CPS Instructor

Tips for Managing Your Driving Time

The world might be in a hurry, but you don't have to be. Try these tips:

- Allow for plenty of time to get where you're going, then add no less than 10 extra minutes.
- Always plan your driving time with the slowest scenario in mind: catching every red light, running

into traffic, getting caught behind an extremely slow driver, etc.

- Don't be afraid to revise your time estimates.
- If you feel yourself getting in a hurry, stop!
- Call whomever you are going to meet and let them know it's going to take a little bit more time.
- If you are habitually late and in a hurry, try setting your watch and other clocks ahead by 10 minutes. You'd be surprised: for some people, this works!



NOTE From Your Employee Assistance Program (EAP) Counselor: I read where half of the workforce in America is stressed about the economy. Many people are losing money. A counselor isn't going to replace it. So what can the EAP do?

Losing a lot of money or a percentage of one's net worth is enormously stressful. And although no one can replace the losses associated with the market crash, do not underestimate the value of listening, support, and professional assessment as critical first steps in limiting the mental health effects of the financial crisis and accepting the reality of what has happened. Once this occurs, a person can turn to the task of working toward adapting to the new reality with a plan to cope with financial limitations or to rebuild financial resources. People cope with crisis, fear, and panic differently, but if other problems coexist with these states, then such an event can magnify feelings of desperation and hopelessness. Like the death of a loved one, a great loss can trigger depression and other health effects. The EAP will work diligently to help you survive the loss and live for a hopeful future.

Your EAP Counselor is MS. Linda M. Taulbee, 531-1964

Did you Know?

Martin Luther King, Jr., (January 15, 1929-April 4, 1968) was born Michael Luther King, Jr., but later had his name changed to Martin.

King's nonviolent doctrine was strongly influenced by the teachings of Indian leader Mohandas Gandhi.

In 1964, King became the first black American to be honored as Time magazine's Man of the Year.

At the age of thirty-five, Martin Luther King, Jr., was the youngest man to have received the Nobel Peace Prize. When notified of his selection, he announced that he would turn over the prize money of \$54,123 to the furtherance of the civil rights movement.

January 2009 On Cyber Patrol

Information Assurance New Year's Resolution List



1. I will always be vigilant about my hardware, data and network access, even among fellow soldiers and coworkers, because stuff happens.
2. I will stop putting the firewall in the safe at night because it works a lot better when left hooked to the system.

3. I will implement all IAVAs in a timely manner because the word vulnerability is in IAVA for a reason.
4. I will never put my personal, unsecured thumb drive on a military network – oh, wait, I forgot. I can't use ANY thumb drive on a military network because somebody broke this rule already and they even took our government issued drives away!
5. I will not hook my game console up to a secure network no matter how much fun it is to play Splinter Cell™ with my buddies around the world. (Example: buffer overflows can allow malicious code to run on these devices.)
6. I will make sure that I have the IA training I need to do my job.
7. I will stop calling MSGT Bozonski a &!(*%% because he made me take all the kewl videos and games I downloaded off my laptop. Uh, he was right. I did get a virus. It's safe cyber for me in 2009!
8. I will remember to keep my circuits certified.
9. I will not lose my CAC.
10. I will share On Cyber Patrol with my unit because IA goof-ups are only funny in cartoons.

Whatever is on your own IA New Year's Resolution List, remember that Information Assurance prevents loss of data that can threaten operations, mission success and even personal security. Have a safe and secure 2009!

BRAIN TEASER ANSWER

Telephone

ARTICLES FOR BULLETIN

If you have any suggestions on topics or issues that you would like addressed in future bulletins, please submit them to one of the following:

1. Janette.Nolde@us.army.mil
2. Call 531-1847

Suggestions will be reviewed and addressed if at all possible.

**//Original Signed//
DONALD R. MALLETT
Director, Civilian Personnel
Advisory Center**

***The CPAC wishes you a
Happy & Safe 2009!***

