



## OWCP Reminders

Supervisors and Managers are reminded of the following when there is an injury on the job:

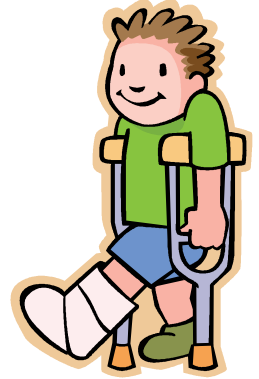
**Report to Supervisor** – Every job related injury should be reported as soon as possible to your supervisor.

**Obtain medical care** – Ask your supervisor to authorize medical treatment by use of form CA-16. *Emergency medical treatment may be obtained without prior authorization.* The treating physician / facility will bill the Office of Worker's Compensation (OWCP) directly.

**File written notice** – A claim is filed by the employee and supervisor using the automated Safety Management Information System (SMIS). The Federal employee will access SMIS at <http://www.smis.doi.gov>, click Accident Reporting, then DOI Employees or Supervisor.

Employees, Supervisors and Managers who need more information can refer to the OWCP section on our website. The website includes a SMIS reference page that includes both the Employee and Supervisory OWCP User Manual, as well as other helpful information.

[http://www.blm.gov/nifc/st/en/prog/fire/more/human\\_resources/owcp.html](http://www.blm.gov/nifc/st/en/prog/fire/more/human_resources/owcp.html)



## Federal Benefits Open Season

The 2009 Federal Benefits Open Season for the 2010 plan year will begin Monday, November 9th and run thru Monday, December 7th.

During this time, employees will be able to make the following choices:

- Sign up for a flexible spending account for health or dependent care under the Federal Flexible Spending Account Program (FSAFEDS),
- Enroll or change an existing dental plan under the Federal Employees Dental and Vision Insurance Program (FEDVIP),
- Enroll or change an existing vision plan under the Federal Employees Dental and Vision Insurance Program (FEDVIP), and
- Enroll or change an existing enrollment in a health insurance plan under the Federal Employees Health Benefit (FEHB) program.



## Update: Benefits

In the August HR newsletter, we gave an update on the amendment that was added to the 2010 Defense Bill, H.R. 2990, which was then dropped. That amendment would have allowed for the following things:

- Would allow employees in FERS to count unused sick leave toward their annuity calculation.
- Would make it easier to rehire federal retirees part time
- Modify how CSRS calculates annuity payments for employees who retire as part-time workers
- Would permit FERS workers to make a redeposit for refunded retirement contributions



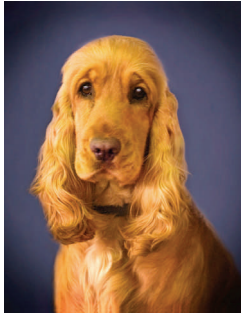
At the time, there was no indication that any of this was going to be resurrected. However, on October 7th a press release titled “Conference Report For The National Defense Authorization Bill For Fiscal 2010” was released. In the press release, a few items were listed that might be of interest to some employees.

However, before I list those items, let me remind employees, these have not been passed by Congress and therefore, no regulations or guidelines have been issued on how to implement them. This information is what is being proposed (again) and we do know when this will be passed by Congress and when they will be implemented.

Benefits Items of Interest:

- Phase in the allowance of unused sick leave to be applied towards length of service for purpose of computing a retirement annuity under the Federal Employees Retirement System (FERS).
- Authorizes federal agencies to reemploy retired federal employees under certain limited conditions, without offset of an employees annuity against their salary.
- Allows former federal employees under the FERS who withdrew their contributions to the retirement trust fund, thereby waiving retirement credit for those years of service, to redeposit their contributions, plus interest, upon reemployment with the federal government.
- Phases out cost of living allowances for federal employees working in Hawaii, Alaska and other non-foreign U.S. territories, and would phase in locality comparability pay in place of the allowances.
- Allows employees under the Civil Service Retirement System (CSRS) to take their highest salary, including their deemed full-time salary for years of part-time work, to be used in computing benefits derived from a pre-1986 salary.

***Again, the items listed above are proposed and have not been passed yet.*** As we hear more, we will share with our employees. However, since it was included as part of the report, this sounds like some promising news! Stay tuned!



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## EAP Consultants Inc.

EAP Consultants Inc. is a free employee assistance online resource. This free online resource is available to permanent and temporary BLM/BIA/NPS/FWS-NIFC employees and their families.

This website contains articles on information such as financial planning, stress, fitness, purchasing a car, etc.

Also on the website are calculators and forms available for use.

To check out the articles, calculators and forms on the EAP Consultants Inc. website, visit:

<http://eapconsultants.personaladvantage.com/an>

Password: nifc

You can also contact EAP Consultants Inc. 24 hours per day at: 1-800-869-0276.

You will need to identify yourself as a "NIFC" employee.

For questions regarding the EAP program, contact Sheri Kososik at X5527.