



HR Newsletter

BLM/NPS/BIA-NIFC

ANNUAL RETIREMENT QUIZ

This retirement quiz is compliments of Government Executive.

SPECIAL POINTS OF INTEREST:

- **January 21st is a Federal Holiday. HR will be closed**
- **Fitness Reimbursement paperwork is due Jan 31st.**

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- In 2007, almost _____ million Americans will receive a total of more than \$585 billion in Social Security benefits.
 - 35
 - 80
 - 50
 - 10
- Unless changes are made, for those reaching age 60 in 2040, Social Security benefits could be cut by _____ percent and could continue to be reduced every year thereafter.
 - 50
 - 10
 - 26
 - 72
- Federal retirees currently make up _____ percent of enrollees in the Federal Employees Health Benefits Program.
 - 0
 - 7.5
 - 80
 - 40
- The Thrift Savings Plan's common stock (C) fund tracks the S&P 500 Index Fund. This index includes 500 companies in leading industries of the U.S. economy. As of Sept. 30, 2007, more than 10 percent of the weight of this fund was held by which four U.S. corporations?
 - Wal-Mart Stores, Target, Home Depot, Google
 - Exxon Mobil, General Electric, AT&T, Microsoft
 - Citigroup, Johnson & Johnson, Cisco Systems, Home Depot
 - Bank of America, Wal-Mart Stores, IBM, Google
- The Civil Service Retirement Act established a pension system for federal employees in the executive branch of government in _____.
 - 1881
 - 1920
 - 1935
 - 1984
- The Social Security Amendments of _____ required all federal employees hired after that year to participate in Social Security. The amendments also required all members of Congress to participate in Social Security after that date, regardless of when they first entered Congress.
 - 1920
 - 1987
 - 2007
 - 1983
- Over the next two decades, nearly _____ million Americans will become eligible for Social Security benefits -- more than 10,000 per day.
 - 10
 - 20
 - 40
 - 80
- The TSP's life-cycle funds (L 2040, L 2030, L 2020 and L 2010), are aimed at participants with retirement dates that roughly correspond to the dates in the fund names. When a fund reaches its time horizon, it will roll into the L_____ Fund, and a new fund will be added with a more distant time horizon.
 - 2010
 - 2050
 - Income
 - 2040

The answers to the quiz can be found on page 3 of the newsletter.

FITNESS REIMBURSEMENT PROGRAM

Employees who are participating in the fitness reimbursement program and who are seeking reimbursement for 2007 must submit the following paperwork by January 31, 2008:

• **An Informed Consent Waiver form** must be on file with HR. If this form is not already on file with HR, employees must submit a completed form to HR with their reimbursement paperwork

• **Fitness Center Membership Fee Reimbursement Program Self-Certification of Usage.**

• **Paid invoice(s)** or other proof of payment for individual membership for the time period reimbursement is requested. *Proof of payment for membership fees must be provided before employees can receive reimbursement.* As well as, a copy of fitness contract or

other documentation that provides information on the cost of an individual, annual membership at the fitness facility.

Employees with questions regarding the program or reimbursement should contact Annie Banks at X5518.

TSP REMINDERS

TSP

Employees are reminded as they make their TSP elections that if they elect a dollar amount, that dollar amount must not exceed their basic pay after deductions. Basic pay for TSP purposes include:

- locality-based pay
- AUO for LEO employees
- Night differential for prevailing rate employees

The following types of payments are

not basic pay for TSP purposes:

- overtime pay
- Awards
- Lump sum payment for leave
- Payments made by OWCP

If an employee elects a dollar amount that exceeds their basic pay after deductions, NO TSP contributions will be taken. Therefore, for FERS employees, they will not receive the agency matching contributions for that pay period.

TSP Catch UP

Employees are encouraged to maximize their TSP (\$15,500) before participating in the TSP catch-up. Employees not maximizing their TSP may not benefit from contributing to TSP catch-up.

TSP contributions can be made thru employee express or by completing a TSP-1 and submitting it to our office.

Employees with TSP questions should contact their HR contact or visit:

<http://www.tsp.gov/>

HR CONTACT INFORMATION

Have questions on your pay or benefits? Don't know who to contact?

The following is a list of who to contact in HR if you have question regarding your pay or benefits.



FA200, FA500 and FA600 employees contact
Pamela Burrows X5498

FA100, WO, BIA and LEO employees contact
Annie Banks X5518

FA300 and NPS employees contact
Angela Tallant X5346

As always, if you have a question and don't know who to contact, please call our front desk number at (208) 387-5523 and Mary will direct you to the appropriate person.
OR visit our website for helpful HR related information.

http://www.blm.gov/nifc/st/en/prog/fire/more/human_resources.html

3833 S Development Ave
Boise, ID 83705
Phone: 208-387-5523 Fax: 208-387-5723

Training Calendar

HR CONTACTS

Supervisory Training

Team Development
Tools for Mgers

January 23-24, 2008

Multi Purpose Room

Supv Credit: 16 hrs

SANDRA BERAIN
SHERI KOSOSIK
SANDY TRIPP
WENDY LITTLE
KARIN NICHOLS
SUZANNE REBISH
ANGELA TALLANT
ANNIE BANKS
PAMELA BURROWS
MARY PIERCE
FAX #

X5514
X5527
X5627
X5564
X5320
X5388
X5346
X5518
X5498
X5523
X5723

Supervisory Training

Job Analysis and KSAs

February 27-28, 2008

Boise District

Supv Credit: 16 hrs

New Hires

John Glenn
Nichole Hanson

FA300
NPS

Retirements

Monte Sanborn
Tiana Glenn
Andy Bellcourt
Lee Schmunk

FA261
FA333
BIA
BIA

EAP Consultants Inc.

EAP Consultants Inc. is a free employee assistance online resource.

On this website, employees are able to find information on

- Stress Management
- Workplace Issues
- Wellness

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

www.eapconsultants.com

(password: NIFC)

Or, you can contact them 24 hours per day at:

1-800-869-0276.

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

For questions regarding EAP, contact Sheri Kososik at X5527.



Quiz Answers:

1. C
2. C
3. D
4. B
5. B
6. D
7. D
8. C