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A Message from EEO



Have you completed the required training, *Discrimination and Whistleblowing in the Workplace*? The deadline for BLM employees to complete the course is July 31, 2005. The course is available through the DOI University at www.doiu.nbc.gov/nofear or on CD-ROM. For a copy of the CD-ROM, contact Laura Barclay, at 5711. Once you've complete the class, don't forget to send a copy of your training certificate to the EEO Office.

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TSP Reminder

TSP open season has been eliminated. Employees may increase, decrease, start or stop their TSP elections at any time. Employees can either fill out a TSP-1 form and submit it to HR for processing, or make TSP changes on Employee Express.

CSRS: 10% (up to the IRS limit)
FERS: 15% (up to the IRS limit)
IRS limit for 2005: 14,000
www.employeeexpress.gov

TSP Lifecycle Fund

TSP has a Lifecycle Funds Q&A section on their website. Employees are encouraged to visit www.tsp.gov to learn more about the new Lifecycle Funds that will be coming out sometime mid 2005.



**Did you know?
July is UV Safety Month**

The same UV-A and UV-B rays that can damage your skin can harm your eyes as well. Prolonged exposure may be linked to the development of eye conditions such as cataracts and age-related macular degeneration. The following tips are provided by the American Academy of Ophthalmology, to reduce your risk this summer:

Wear sunglasses

Wear a wide-brimmed hat

Stay inside during peak hours (10:00 a.m. to 2:00 p.m.)

Wear goggles



Flexible Spending Account (FSA) Participant Update
A message from FSA

FSAFEDS is pleased to announce several enhancements that promise to benefit all participants - - that means you!

1) Grace period implemented for incurring eligible expenses!

You now have until March 15 of the following year to incur eligible expenses for the current Plan Year. While this does not eliminate the use-it-or-lose-it rule completely, you now have a great advantage to avoid forfeiting unused funds.

If you have a balance remaining in your Health and/or Dependent Care FSA account as of December 31, you can use those funds for eligible expenses incurred from January 1 through March 15 of the following year. This is effective immediately, so for the 2005 Plan Year, you have until March 15, 2006 to incur eligible expenses. And, if your 2005 balance is not sufficient to reimburse you in full for expenses incurred through March 15, 2006, the unpaid balance will be paid out of your 2006 account if you re-enrolled during Open Season. If you do not re-enroll, you cannot be reimbursed in full for those expenses.

2) Deadline extended for submitting eligible expenses to FSAFEDS!

The deadline for submitting claims for eligible expenses has been pushed back to accommodate the grace period change. You now have until May 31 following the end of the Plan Year to submit claims for eligible expenses you incurred through March 15.

3) Health Care FSA maximum increased for 2006!

The Health Care FSA maximum contribution for 2006 will be \$5,000 - - that's a \$1,000 increase in the pre-tax amount. This change is effective for the 2006 Plan Year and does not apply to your current 2005 account. Remember, to take advantage of this new maximum, you must re-enroll for the 2006 Plan Year.

This is an exciting time! The grace period coupled with the extended filing deadline and increased Health Care FSA maximum makes the FSAFEDS program more valuable than ever.

Be sure to spread the word to your colleagues about the exciting changes occurring at FSAFEDS so they can enroll for the 2006 Plan Year this fall and take advantage of the new benefits!

And, remember you must re-enroll each year to continue participating in FSAFEDS. **Don't miss out!**



HR Contact List



Human Resources Staff

**Jim Knox
HR Officer X5514**

**Barb Sivey
HR Specialist
(Employee Relations)
X5527**

**Sandy Tripp
HR Specialist
(Classification &
FLERT Liaison)
X5627**

**Wendy Little
Supv HR Specialist (Staffing)
X5564**

**Karin Nichols
HR Specialist
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X5320**

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HR Specialist (Retirement &
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X5388**

**Anne Venditti
HR Assistant
X5346**

**Gloria San Nicolas
HR Assistant
X5518**

**Pamela Burrows
HR Assistant
(Processing & OWCP)
X5498**

**Kelly Jardine
HR Assistant
(Staff Assistant)
X5523**

**HR Fax
X5723**

For the following groups listed below, your HR Contact is Anne @ X5346

FA100 - Office of Director
FA101 - OF & A - WO
FA102 - EEO
FA108 - Joint Fire Science
FA110 - International Program
FA200 - Support Services
FA202 - Human Resources
FA220 - Business Practices
FA241 - Cache
FA243 - Maintenance
FA260 - IRM
FA261 - Incident Communications
FA263 - Systems Development
FA600 - Planning - Resources
FA610 - Fire Planning Analysis
FA620 - Fire Planning & Research
FA630 - Fuels Management
FA640 - Community Protection & Assistance
WO1200 - Law Enforcement
K00441 - Bureau of Indian Affairs

For the following groups listed below, your HR Contact is Gloria @ X5518

FA106 - External Affairs
FA107 - Budget & Evaluation
FA203 - Safety and Health Group
FA240 - Sites and Facilities
FA242 - Ramp
FA244 - Security
FA262 - Remote Sensing
FA265 - Wireless Technology
FA266 - Technology Applications
FA300 - Fire Operations
FA320 - Preparedness/Suppression
FA321 - Smokejumpers
FA322 - Equipment Development
FA323 - Fire Facilities
FA330 - Fire Training
FA331 - BLM Training
FA332 - NWCG Training
FA333 - Great Basin Training Unit
FA340 - NICC
FA500 - Aviation

Upcoming Events

Satellite Broadcast: Ethics
September 29, 2005 & October 18, 2005

Supervisory Training
November 15 2005 & November 16, 2005

location and times will be sent out once information is received



Jobs on the Web!

Visit:
<http://www.usajobs.opm.gov/>
<http://www.firejobs.doi.gov/>



GUIDANCE RESOURCES ONLINE
Employee Benefits

Looking for information on:
Health and Wellness; Family and Relationships; Work and Education; Money and Investments; Law and Regulations; Consumer and Leisure; Home and Auto

Check out the articles and news on the Guidance Resources website at:
www.guidanceresources.com
Company Web ID: FEDSOURCE
A FREE benefit for all employees!

New Hires

Ken Frederick FA-106
Glen Claypool FA-500

Departures

Al Murphy
Ronald Warth
Kathy Collins

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