

HR Newsletter

BLM/BLA/NPS-NIFC

HR would like to welcome Mary and Annie to our office!

Human Resource Topics in the News

The following articles were published in the Federal Times.

Mandating Supervisor Training

A bill requiring supervisory training for all federal managers unanimously passed the Senate Homeland Security and Governmental Affairs Committee June 13, 2007. The Federal Supervisor Training Act would require agencies to set performance standards and train new supervisors within their first 12 months on the job. All current supervisors would have to take the training within three years of the bill's enactment. Additionally, all managers would have to repeat the program every three years. The bill would require that new supervisors be mentored by more experienced managers. They would also be taught how to mentor employees and receive training on enforcement of whistleblower and anti-discrimination rights.

No word when bill will head to the Senate

Thrift Savings Plan

The Employee Thrift Advisory Council endorsed a proposal to automatically enroll new civilian and military employees in the TSP's lifecycle fund. The proposal would make two changes to new TSP enrollments. First, new employees would be automatically enrolled in the retirement savings program instead

of having to elect to make contributions to TSP. Second, the default setting—the fund in which participants are enrolled if they don't select an option—would switch from the G fund to the L fund. Switching the default option is an attempt by TSP administrators to place participants into a better performing fund. The G Fund, tied to government securities, is less volatile than TSP's other stock and bond funds but typically yield lower returns than those funds.

Lifecycle funds or L funds, invest in all five underlying funds at different percentages based on when a participant expects to begin making withdrawals. The I funds goal is to provide the highest possible rate of return for the risk taken. Gregory Long, executive director of the thrift board, said 48% of participants who joined TSP in the first quarter of 2004 still had 100% of their account balances in the G fund three years later and 68% of those participants were under 40 years old. For the 12 months ending in May, the G fund had a return of 4.92%, while returns in the L funds ranged from 8.64% to 20.92%.

FERS Redeposit Benefit

In hopes of luring erstwhile feds back into public service, Rep. James P. Moran Jr. (D-Va.) has introduced a bill that would

permit former government workers to recoup their pension credits when returning to federal employment. Workers now covered by the Federal Employees Retirement System who leave the government can choose to get a refund of what they have paid into their retirement account, a decision that ends their pension credits. If they decide to come back into the government, they start all over again. Moran's bill would allow them to repay their cashed-out annuity and pick up their pensions at the same accrual rate as if they had never left, giving them a higher pension payment upon retirement. The "redeposit benefit" is available to government workers covered under the older Civil Service Retirement System, and Moran's bill would extend the privilege to returning Federal Employees Retirement System employees. Retirement counselors generally caution against withdrawing pension contributions from FERS unless the worker is certain he or she will never return to the civil service. Moran's bill has been introduced in past years but has run into objections from the Office of Personnel Management about its cost, since the government could be obligated to pay larger pensions.



Inside this issue:

HR News	1
USA Jobs	2
Training	2
Orientation Kits	2
HR Contacts	3
EAP	3



Recruitment One Stop (USAJOBS) Reminder

Effective July 25, 2007, the Bureau of Land Management (BLM) will be fully integrated with the Office of Personnel Management's USAJOBS.

Beginning July 27, 2007, vacancies advertised under the integrated system will be posted and applicants wishing to apply for BLM jobs must register thru USAJOBS first.

To register for the first time, applicants will go to USAJOBS and click on New to USAJOBS. All registrants in the BLMJobs

Online will be sent several notifications directly from the system regarding the change and will be encouraged to register with USAJOBS.

Information from the current Quickhire accounts cannot be transferred to USAJOBS, including résumé information, but can be saved to a word document and pasted into USAJOBS.

Applicants wishing to check the status of a job application after July 25th, will go thru USAJOBS to My USAJOBS.

We will be presenting a mini training session for employees sometime at the end of July/beginning of August. This session will give employees a basic understanding of this system, as well as tips for completing job applications.

For questions, contact our office at X5523.

Mandatory Training Requirements

All employees are required to complete mandatory training requirements. The following are training requirements for all employees:

- IT Security Awareness (annually)
- Orientation to the Privacy Act (annually)
- Records Management Awareness (annually)

- EEO and Workforce Diversity (annually)
- Discrimination and Whistleblowing (biannually)

In addition to the above training, Supervisors are required to complete the following training:

- Intro to Supervision (First 40 hrs)
- Supervisory Refresher

(annually)

- Safety Training for Mgrs/Supv (annually)

For additional information refer to our HR website

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

*July 4th is a
Federal Holiday,
HR will be closed*



Orientation Kits for Supervisors of New Employees

We will be introducing a new orientation kit for supervisors of new employees.

These kits have been created to guide supervisors in orientating their new employees to NIFC/BLM.

The kits will contain the following information:

- Organizational Structure

- Mission
- Personal Conduct
- Ethics
- Safety/OWCP
- Training
- Administrative Support
- General Office Issues

- Human Resource Issues
- Employee Assistance
- Duties and Responsibilities

These kits will be sent to supervisors prior to the new employees start date.

Look for them to be introduced soon!

3833 S Development Ave FA-202
Boise, ID 83705

Phone: 208-387-5523
Fax: 208-387-5723



HR Staff

Sandy Berain	HR Officer	X5514
Sheri Kososik	HR Specialist (ER)	X5527
Sandy Tripp	HR Specialist (Classification)	X5627
Wendy Little	Supv HR Specialist (Staffing)	X5564
Karin Nichols	HR Specialist (Staffing)	X5320
Suzanne Rebish	HR Specialist (Retirement)	X5388
Pamela Burrows	HR Assistant (FA100, FA600, BIA)	X5498
Angela Tallant	HR Assistant (FA300, NPS)	X5346
Annie Banks	HR Assistant (FA200, FA500, LEO)	X5518
Mary Pierce	HR Assistant (Staff Assistant)	X5523
Fax		X5723

We're on the web!

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

Guidance Resources Online

Guidance Resources On-line is a free employee assistance resource. On this website, employees are able to find information on

- Health and Wellness
- Family and Relationships
- Work and Education
- Money and Investments
- Law and Regulations
- Consumer and Leisure

Employees seeking advice can email or call a Guidance Expert with questions they may have.

To check out the articles and news on the Guidance Resources website, or to contact a Guidance Expert, log on to:

www.guidanceresources.com

Click on "First Time User" and create your userid and password

(Company/Organization ID is: FEDSOURCE)



New Hires

Annie Banks FA202

Mary Pierce FA202

Departures

Kelly Jardine FA202

Nanette Cambron FA202

Dana Peirson FA500

Retirement

Lynne Willoughby FA107