

# HR Newsletter

## Reminders:



- > **Mandatory Training:** Discrimination and Whistleblowing Training is due September 30th
- > **2007 Federal Benefits Open Season:** November 12–December 10

## TSP Update

### A message from TSP:

*In October, the Thrift Savings Plan will be introducing a new security feature — account numbers will replace Social Security numbers (SSN) as our primary means of identifying you. You will use your account number — in conjunction with your TSP web password or ThriftLine Personal Identification Number (PIN) — to log into the Account Access section of the TSP Web site or the ThriftLine. You will also be asked to provide your account number on most of the TSP forms.*

*We will still use your SSN in some situations. For example, when you talk with our Participant Ser-*

*vice Representatives, they might still ask you for your SSN to further verify your identity and protect your account information. The TSP will also continue to use your SSN to accept contributions and loan payments from your agency or service and to report disbursements from the TSP to the Internal Revenue Service. However, to the extent that we can, we will not use your SSN.*

*In August, we will send every participant a letter announcing that account numbers are coming. In September, we will send every participant a unique account number. So look for the blue TSP mailer. In October, the Web site and ThriftLine will be changed*

*to accept only account numbers, not SSNs.*

*Although we know that moving to account numbers may be inconvenient for some participants, we hope you understand that this is just one more step in ensuring the security of your TSP account.*

For more information, visit the TSP website at: [www.tsp.gov](http://www.tsp.gov)



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## Awards

Supervisors and Managers are reminded of the following tips when completing awards:

- All awards must be completed on form DI-451
- When indicating the amount of the award, notate the “net” amount only.
- When wanting to give a

“on the spot” award, notate the “Star” award line

- All non performance based awards were due August 31. Awards received after this date will be processed for FY08.
- Performance based awards can not be submitted until after the

rating period of September 30.

- All performance based awards must have a EPAP submitted with it.

For questions regarding awards, contact Sheri at X5527

### Upcoming Training

The following is upcoming training that is scheduled. Managers and Supervisors who attend the Supervisory Training in January and the KSA & Job Analysis training in February will fulfill their required 24 hrs of supervisory training for 2008.

Benefits Fair November 9 9:00 - Noon Multi Purpose Rm	Retirement Seminar November 14-15 8:30 - 4:30 Holiday Inn - Vista Inn
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Supervisory Training January 23-24 8:30 - 4:00 Multi Purpose Rm	KSA & Job Analysis Training for Supv February 5-6 8:30 - 4:00 Multi Purpose Rm
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### Retirement Planning: The TSP's Future and Yours

*This information is from a article in the Government Executive magazine.*

Recently on Federal News Radio's Weekly program, For Your Benefit, Gregory T. Long, executive director for TSP spoke regarding the present and future of the TSP. Here are some highlights of that conversation:

**TSP Facts:**

- It is the world's largest defined contribution savings plan. As of July 1, the balance of funds in the TSP totaled \$224 billion
- There are 41 accounts with balances of more than \$1 million within the TSP.
- The TSP has very low administrative expenses.
- More than 86% of people covered by FERS actively contribute to a TSP account.

**Encouraging Participation:**

The TSP has backed the idea of

making TSP contributions automatic for new hires. Currently, new employees must choose participation. Legislation will be required to implement the change, which would have employees automatically contribute 3% of salary to the TSP. Unless the employee chose otherwise, the funds would be directed to the TSP life cycle (L) fund appropriate for their age.

**Statements in the Mail:**

The TSP will go back to mailing annual participant statements next year. The board has found that 16% of participants rarely or never check their account balances. By providing an annual mailing, officials hope participants will notice their balances at least once a year, so they can check up on their investments and rebalance accounts, if necessary.

**Withdrawal Options:**

About 2,000 people chose a TSP annuity as their withdrawal choice last year. That's not a big number, which could be due to the fact that most current retirees are covered under CSRS, which has a

more attractive basic annuity than FERS. Many folks under CSRS don't need steady income from their TSP investments. An advantage of choosing a TSP annuity is that it will provide steady income for life. Those participants who are in good health and manage to outlive their life expectancy will receive more than they contributed and will not have to worry about "outliving their money." But remember, once chosen, the annuity cannot be changed, stopped or re-computed, it is yours for life.

**New L Fund:**

Finally, if you're wondering what will happen to the L2010 fund when the year 2010 rolls around, it will go out of existence. It will roll into the L Income Fund, and at the other end of the spectrum, the L2050 fund will be created for employees just beginning their federal career. The TSP board already has the authority to make the change.

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We're on the web!  
[http://www.blm.gov/nifc/st/en/prog/fire/more/human\\_resources.html](http://www.blm.gov/nifc/st/en/prog/fire/more/human_resources.html)



**Guidance Resources**

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](http://www.guidanceresources.com) Click on "First Time User" and create your userid and password (Company/Organization ID is: FEDSOURCE)

New Hire

Michael Thompson

Departure

Forest Blackbear

Retirement

Robert Collins

Louis Strahler

Rodney Losson