

# HR Newsletter

BLM/BIA/NPS – NIFC

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## FEDVIP – Dental and Vision Benefits

The Federal Employee Dental and Vision Insurance Program (FEDVIP) is available to employees as a separate benefit from the Federal Employee Health Benefit (FEHB) program.

Employees have two ways they can enroll in either Dental or Vision or both.

The first way is as a New Employee. New employees, eligible for FEHB are also eligible to enroll in FEDVIP. They have 60 days from the date of hire to enroll.

The second way for an employee to enroll in FEDVIP is to enroll during Open Season which is typically held in mid November, thru early December. Enrollment must be completed online thru [www.benefeds.com](http://www.benefeds.com)

Once enrolled in FEDVIP, an employee cannot cancel enrollment until an

open season. There are only two exceptions to this rule: if you are being deployed on active duty in the uniform services or you are transferring to another federal agency and that federal agency offers a dental and/or vision insurance program in which it contributes over 50% of the premium.

Employees who have a qualifying life event (QLE) and wish to make enrollment changes outside of open season should refer to the BENEFEDS website for details on which QLE allow for changes outside open season.

If employees would like further information regarding FEDVIP, visit [www.benefeds.com](http://www.benefeds.com) or [www.opm.gov/insure](http://www.opm.gov/insure) and click on FEDVIP.

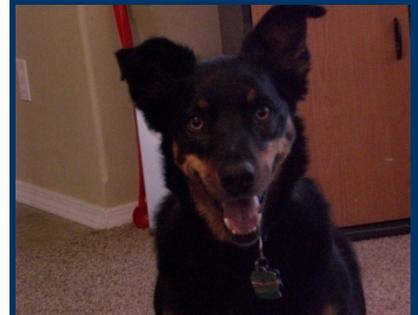
## Financial Education

The Office of Personnel Management (OPM) is encouraging agencies to provide employees with resources concerning financial literacy.

The first website we will highlight this month is the North American Securities Administrators Association (NASAA). Their mission is protecting consumers who purchase securities and/or investment advice. NASAA firms and agents investigate violations of state and provincial law, file enforcement actions and educate the public about investment fraud.

Visit their Investors Education portion of their website for helpful financial education.

[www.nasaa.org](http://www.nasaa.org)



## Political Activities, the Hatch Act and Employees

The Hatch Act prohibits employees from using government resources for partisan political activities. With the 2008 Election just around the corner, the following are reminders for employees, supervisors and managers.

Most employees, supervisors and managers MAY:

- Be candidates for public office in nonpartisan elections
- Register and vote as they choose
- Assist in voter registration drives
- Express opinions about candidates and issues
- Contribute money to political organizations
- Attend political fundraising functions
- Attend and be active at political rallies and meetings
- Join and be an active member of a political party or club
- Sign nominating petitions
- Campaign for or against referendum questions, constitutional amendments and municipal ordinances
- Campaign for or against candidates in partisan elections

- Make campaign speeches for candidates in partisan elections
- Distribute campaign literature in partisan elections
- Hold office in political clubs or parties

Most employees, supervisors and managers MAY NOT:

- Use official authority or influence to interfere with an election
- Solicit or discourage political activity of anyone with business before their agency
- Solicit or receive political contributions
- Be candidates for public office in partisan elections
- Engage in political activity while on duty, in a government office, wearing an official uniform, or using a government vehicle
- Wear partisan political buttons on duty

Employees who have questions regarding this information should contact Sheri Kososik, Ethics Counselor, at (208) 387-5527.



## Top 10 Ways to Prepare for Retirement

The following top 10 list is courtesy of the Department of Labor.

1. Know your retirement needs
2. Find out about your Social Security benefits
3. Learn about your employer's pension plan
4. Contribute to a tax-sheltered savings plan
5. If your employer doesn't have a retirement plan, ask them to start one
6. Put your money into an Individual Retirement Account (IRA)
7. Don't touch your savings
8. Start now, set goals and stick to them
9. Consider basic investment principles
10. ASK QUESTIONS

For more information on this top 10 list or other helpful information, visit the Department of Labor's website.

<http://www.dol.gov/ebsa/>

### EAP

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

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

[www.eapconsultants.com](http://www.eapconsultants.com)

Click on "Member Access", then "HelpNet"

UserID: nifc

Password: eap800

You can also 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.

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