

Human Resources Quarterly: April-June 2010

Quarterly publication from the
Federal Human Resource Office,
New York National Guard
April-June 2010 Edition



From COL Williamson, Human Resource Officer

This is the seventh publication of the Human Resources Quarterly. In a short time it has become a viable reference document proven to increase the full time force's situational awareness on a plethora of information affecting many facets of career management. I encourage readers to reach out to our office's subject matter experts for continued discussion on articles presented, or to further a concern you would like to see in a future issue. The Human Resource Office remains committed to provide our customers with timely and accurate information. It is our pleasure to serve you.

MNHF-DHRO
Deputy Human Resource Officer

Performance Appraisal Application (PAA):

PAA training is off to a great start. Last month our office trained over 500 personnel at seven locations across NY. **Supervisors & Managers of Technician Personnel:** If you have not yet attended PAA training, please make plans to attend one of the remaining PAA class dates & locations listed on the memo at the following link:

http://dmna.state.ny.us/hro/paa_info_training_schedule.pdf

Manpower Change Requests (MCR): Air Guard MCR's involving AGR or Technician requirements should be e-mailed from Directors of Personnel to SMSgt Ann Miller at ann.miller3@us.army.mil. MCRs should be properly formatted and include the Air Commander's e-mail endorsement.

Moving on: After 25 very rewarding years of uniformed service in the Air Force, Reserves and Air Guard, I'm looking forward to retirement next month. It has been a true privilege to have served with the finest National Guard forces and HR professionals in the nation.

[Lt Col Tom Mason, \(518\) 786-4657](mailto:tom.mason@nyng.com)

MNHF-ISB
Information Systems & Budget

MYMONEY.GOV:

www.MyMoney.gov is the U.S. government's newly updated website dedicated to teaching all Americans the basics about financial education. Whether you are buying a home, balancing your checkbook, or investing in your 401(k), the resources on MyMoney.gov can help you maximize your financial decisions.

- This site organizes financial education help from over 20 different Federal web sites in one place. Throughout the site, you will find important information to help you make smart financial choices. Content is organized by where you are in life ("Life Events"), who you are ("My Resources"), and by specific hands-on tools ("Tools"). Popular Topics are also highlighted. This site provides summaries of resources available at other official government sites and allows you to open those pages in a new window. **POC is CW2 Burnah, (518) 786-4782**

MNHF-SEB
Staffing & Employee Benefits

Retirement Readiness:

Retirement readiness is not just about saving money and not just something you do just before retiring. Money is very important, but that's not all. There's a lot more to planning for your future than putting aside income out of each paycheck for retirement.

What else is there? Happiness, both today and in your future years, is based on your total well-being. So, when planning for your future, you also need to consider your total retirement well-being that encompasses the following:

- Networking: What are you doing today that will allow you to be engaged, challenged and fulfilled in retirement?
- Overall Health: What are you doing to stay healthy so that you can enjoy your retirement years?
- Wealth: How well are you managing your income and investing for your future so that you will be able to support your desired lifestyle in retirement?

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Technician Employment Verification:

"The Work Number for Everyone" utilizes an interactive Voice Response system to enable lending institutions or future employers of technicians to verify employment and salary information. The system provides this information in a more efficient manner and is accessed by a lender at any time with a special authorization number acquired by the employee. Additionally, the system has a "faxback" function for a written verification if the lender requires. This service may be obtained by following these instructions:

Employee Will:

1. Call 1-900-555-9675
 2. Input National Guard Company Code "10365", Social Security Number and Authorization code to receive employment information. A technician may have three (3) Authorization Codes active at any one time. An Authorization Code may be used for **one** verification only. There are three levels of verification provided by "The Work Number for Everyone".
 - a. **Basic** - Usually required for job reference checks. The system provides the following to lenders or potential employers:
 - SSN; Name; Job title; Most recent start or termination date; Total time in government service
 - b. **Basic Plus** - Usually required for apartment rentals and small, short-term loans. The system will provide the following to lenders:
 - All Basic information plus; Total Rate of pay and pay frequency
 - c. **Full** - Usually required for major loans or mortgages. The system will provide the following to lenders:
 - All Basic Information plus;
 - Gross earnings for year to date (YTD) and past two years (including base pay, overtime and awards)
- Utilizing this method of verifying employment will reduce the length of time for verification from DAYS to MINUTES.

POC is MSgt Shannon Pingitore, (518) 786-4728

MNHF-AGR

Active Guard/Reserve (Army & Air)

Career Status Bonus (CSB)/ REDUX Retirement Plan:

The CSB/REDUX retirement plan applies to those AGR Soldiers who entered service on or after August 1, 1986, AND who elected to receive a one-time, \$30,000 Career Status Bonus prior to their 15th year of Active Federal Service (AFS). If a service member accepts this bonus, they are agreeing to serve at least 20 years AFS and fall into the REDUX category for retirement. If a service member does not complete the obligation of a 20 year career, they must repay a pro-rated share of the bonus.

REDUX, Cont'd

While this may sound good up front, you need to be aware of the long-term impact... (example: an E-7 with 20 years of AFS retiring at age 38, who takes the \$30,000 bonus and the lower Redux annuity, yields a \$427,000 reduction in his/her lifetime earnings when living to age 78). For more information on the CSB/REDUX Retirement Plan, please visit the following website:

<http://militarypay.defense.gov/retirement/calc/index.html>

POC is SSG Kevin Smith, (518) 786-4791.

Permissive Temporary Duty (PTDY):

PTDY is an authorization, not an entitlement. The following rules apply when requesting PTDY:

1. Commanders in the rank of Lieutenant Colonel or higher are authorized to approve PTDY, when period of absence is 10 days or less.
 2. Transition PTDY is chargeable during duty days (Monday through Friday, excluding weekends); therefore, a Soldier taking five (5) days PTDY may depart on PTDY Monday morning at 0001 hours and must return on or before 2400 hours Friday.
 3. Soldiers may not use PTDY in combination with ordinary leave without completing a duty day between the two periods of leave. Refer to AR 600-8-10, Chapter 5.
- POC is SSG Kyle Murphy, (518) 786-4883

Leave Procedures for Charging Leave on Weekends:

Request for leave will not be approved which encompass two or more periods of absence during which the AGR member is not required to perform duty from the end of one leave period to the beginning of another leave period. Soldiers / Airmen requesting leave on Friday and the following Monday must include the Saturday and Sunday as part of their chargeable leave period.

POC is SSG Kyle Murphy, (518) 786-4883

Professional Education Policy for Title-32 AGR Soldiers (NGB-ARH Policy #10-003):

Title-32 AGR Enlisted Soldiers are authorized to attend AC or RC NCOES courses for the WLC, BNCOC, ANCOE and the SMA; Soldiers are also authorized to attend AC or RC MOSQ Courses. Title-32 Soldiers will not attend Federal Officer Candidate School (OCS) or State-accelerated OCS with the intent of accepting a certificate of eligibility; IAW NGR 600-100, AGR Soldiers may attend the traditional State-sponsored OCS programs and accept a certificate of eligibility. Title-32 Soldiers will not attend Federal WOCS of State-sponsored WOCS programs with the intent of accepting a certificate of eligibility.

POC is CW4 Jacqueline O'Keefe, (518) 786-4732.