



HRO HIGHLIGHTS and TRAINING NOTES



Human Resources Office

<http://amp.nrl.navy.mil/code1800/>

May 2001



Important Employee Action Items

**Human Resources Service
Center Contacts**
(See Page 10 for details)

**Health Fair
(Rec. Center)
AND
Fitness Day
(On the Mall)
May 15th**

Announcement of Awards
(See Page 11 for details)

**Upcoming Training
Dates**
(See Page 12 for details)

**NRL Retirement Seminar Video
Tapes Available for Checkout**
Call 767-6737

NRL DEMO on the web at
[http://amp.nrl.navy.mil/hr-
demo/](http://amp.nrl.navy.mil/hr-demo/)

Thrift Savings Plan (TSP) Open Season

Code 1850

The TSP open season will run from May 15 through July 31, 2001. During this time, eligible employees may begin contributions, change the over-all amount of contributions deducted from their paycheck, or terminate their contributions without losing the right to resume contributions the next open season. You can do this by completing an Election Form, TSP-1, (Rev. 5/2001, previous editions are obsolete) and submitting it to the Human Resources Service Center, Northeast (HRSC-NE), Code 51.1, 111 South Independence Mall East, Philadelphia, PA 19106-2598. If your TSP-1 is received before July 1, 2001, your election will be effective July 1, 2001. If received later, the effective date will be the first full pay period after it has been received by the HRSC. You may obtain TSP-1s from web site www.tsp.gov or the following locations:

NRL-DC
Forms Store
Bldg. 222, Rm. 174

NRL-Stennis
Facilities (Mail
Room)
Bldg. 1007, Rm. 37

NRL-Monterey
Administrative Office
Bldg. 702, Rm. 216

ONR
Administrative Offices

You may make a TSP election this open season if your latest appointment is under the Federal Employees' Retirement System (FERS) or the Civil Service Retirement System (CSRS). This is true whether or not you made a TSP election associated with your



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New Articles of Interest

Thrift Savings Plan (TSP) Open Season...

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appointment (see article on TSP for New Employees in this issue of Highlights). Election to terminate contributions may be made at any time. If you elect to terminate your contributions during an Open Season, you may elect to resume contributions during the next Open Season. However, if you elect to terminate contributions outside an Open Season, you may not resume contributions until the second open season following the termination.

Beginning with this Open Season, and **at anytime** thereafter, you may allocate your future contributions among any of the five investment Funds: the Government Securities Investment (G) Fund, the Common Stock Index Investment (C) Fund, the Fixed Income Index Investment (F) Fund, the Small Capitalization Stock Index Investment (S) Fund and the International Stock Index Investment (I) Fund.

An interfund transfer is the movement of some or all of your existing account balance among the G, F, C, S, and I Funds. You may



move all or part of the money in your account from one fund to any other fund or funds. If you are FERS employee, this includes your agency contributions and their earnings, even if you have never contributed your own money to your account. **An interfund transfer is different from a contribution allocation because the interfund transfer involves only money that is already in your account. It does not change the way new contributions are allocated to the five funds.**

A contribution allocation or an interfund transfer request must be made directly with the TSP through their web site, the Thriftline, or by

using their new Investment Allocation Form, TSP-50. Since the TSP-50 is a laser-sensitive form, you cannot use web version or Xerox copies. You may obtain TSP-50s from any of the locations listed above except the web site.

The TSP processes contribution allocations daily and your contribution allocation request will generally be effective no later than 2 business days after it is received. Interfund transfers are processed monthly after accounts have been valued; the TSP must receive your interfund transfer request by the fifteenth of the month (or, if the fifteenth is not a business day, the next day) for the interfund transfer to be effective as of the end of the month.



New Rule Says Employees Must Catch Thrift Savings Plan (TSP) Errors

On March 12, 2001, the Federal Retirement Thrift Investment Board, which runs the TSP, issued a final rule that makes Federal employees responsible for catching errors in their TSP accounts. The Board said that "just as users of commercial services are expected to review statements recording transactions in their account and to assert their rights in the event of an error, so are TSP participants."

Errors can happen when you make an interfund transfer or when you change the way future TSP contributions are allocated among the investment funds. When you make either of these changes, you receive a notice confirming that the transaction took place. You also get regular statements of account activity and leave and earnings statements which can tip you off to mistakes. You should review these notices and statements as soon as possible for errors. Under the new regulation,

you will only have 30 days from the date you receive the notice or statement to file a correction request. Per the new regulation, this 30-day time limit for correction will require you to be vigilant in assuring your instructions have been carried out correctly; it will also prevent using extended hindsight to decide whether to request a correction.



Under the regulation, you will have more time to demand a correction if your agency should put the wrong amount of money in your TSP account. In such cases, the regulation gives you six months to request a correction of the error. The new regulation gives the TSP board and agencies discretion to extend the deadline. For example, agencies and the board could use that discretion when employees are out of the country or on sick leave for a long time.

The new regulation appears in the Federal Retirement Thrift Investment Board's section of the March 12th *Federal Register* which is available on web site <http://www.gpo.gov>. The *Federal Register* provides details on how to file a claim.

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Thrift Savings Plan (TSP) for New Employees



Effective with the Open Season that begins in May 2001, all employees covered by the Federal Employees Retirement System (FERS) or the Civil Service Retirement System (CSRS) are eligible to participate in the TSP upon appointment to the Federal Government, as described below. However, newly-appointed FERS employees must serve a waiting period before receiving agency contributions to your TSP account. FERS employees reappointed following a break in service must also serve the waiting period if you were not previously eligible to receive agency contributions. FERS employees who were previously eligible to receive agency contributions are immediately eligible for agency contributions upon reappointment whether or not you make a contribution.

- Appointments made on or after July 1, 2001. Employees appointed or reappointed following a break in service to a position covered by FERS or CSRS have 60 days from the effective date of the appointment to make an election to begin contributing to the TSP. If you make an election during this 60-day window, it will be effective the first full pay period after the election is received.
- Appointments made during the period January 1 through June 30, 2001. Employees appointed or reappointed following a break in service to a position covered by FERS or CSRS may make a TSP election during the May 15 through July 31, 2001, Open Season. **Note: Employees appointed during June 2001 will therefore not have the full 60 days to make an initial TSP contribution election.**

Elections received before July 1, 2001 will be effective on July 1, 2001.

To make a contribution election, complete TSP-1 and return it to the Human Resources Service Center, Northeast (HRSC-NE). If you do not make an election within the 60-day time period (see below for exception relating to appointments before July 1), you must wait until a TSP Open Season to make an election. If you have any questions, please contact the HRSC-NE on 215-408-5065 or DSN 243-5065.

Beginning in July 2001, the employee contribution limits (percent of base pay) for FERS and CSRS employees will be as follows (note: FERS employees could contribute up to 10% and CSRS up to 5%.):

Year	CSRS Limit	FERS Limit
2001	6%	11%
2002	7%	12%
2003	8%	13%
2004	9%	14%
2005	10%	15%

In 2006, these contribution limits will be lifted entirely. Please note that the total amount that you may contribute to the TSP each year is capped by the Internal Revenue Service elective deferral limit. For 2001, the elective deferral limit is \$10,500.

Employees covered by FERS receive matching Government contributions for the first five percent you contribute. The first three percent are matched dollar for dollar and the next two percent are matched at 50 cents per dollar. The Government automatically contributes an amount equal to one percent of base pay whether or not you personally participate in TSP. **Employees covered by CSRS or CSRS-Offset** receive no automatic or matching Government contributions.



For continuing information on the many changes being made by the TSP, visit web site www.tsp.gov.

What's New on the Employee Relations Web Site

At NRL, wage-grade employees and guards are represented by unions. The Employee Relations web site <http://amp.nrl.navy.mil/code1800/ERMENU.htm> contains a labor relations menu item. Click on it for a directory of NRL management officials who have ongoing responsibilities for dealings with these unions, NRL union officials authorized to use official time for representational purposes, and union business representatives. This new labor relations site also contains the union contracts and a link to the Defense Civilian Personnel Management Service, Field Advisory Services (FAS), Labor and Employee Relations Branch website. The FAS site is practically one-stop shopping for NRL officials needing labor relations training, documents or guidance. For instance, it contains many reference guides covering topics that include the union's role in formal discussions; a supervisor's guide; and links to various labor relations regulations and web sites.

The following are some new additions to the Health/Life Insurance; Retirement/TSP page:

- Long-Term Care Insurance
- Government Pension Offset
- 2001 Social Security Changes
- Two New TSP Investment Funds in 2001
- TSP for New Employees
- TSP Errors
- TSP Open Season



The New Long Term Care Insurance (LTCI) Program



The Office of Personnel Management (OPM) has created the Office for Long Term Care Implementation to oversee the myriad of activities that will be necessary to start up this major new program. They also have a web site at www.opm.gov/insure/ltc, which includes information to help you understand this program. If you have a question not addressed on the web, send it to OPM at ltc@opm.gov. OPM will reply directly to you whether it's of general interest or more narrowly focused and add it to the Frequently Asked Questions (FAQs) if it's of general interest.

LTCI is insurance that pays benefits toward the cost of covered services that individuals receive because they are unable to care for themselves due to a chronic mental or physical condition. For example, it could help pay for home health care, adult day care, or residence in a nursing home or an assisted living facility. You may need long term care (LTC) if you get in an accident or have an illness that requires you to receive substantial help with two or more activities of daily living. Benefits are also payable in cases of significant cognitive impairment such as Alzheimer's. LTCI can help pay for the care that most of us will need at some point in our lives.

LTCI should be up and running by October 2002. Federal employees will be able to get discounted premiums for LTC under this program.



"Where's My Happy Ending?"

*Ralph Surette, Ph.D.
Counseling & Referral
Psychologist*

Vladimir: "Say you are happy, even if it is not true."
 Estragon: "What are I to say?"
 Vladimir: "Say, I am happy."
 Estragon: "I am happy."
 Vladimir: "So am I. We are happy."
 Estragon: "We are happy. What do we do now, now that we are happy?"

Like the two tramps in Becket's WAITING FOR GODOT, many of us are confused as to just what constitutes happiness. Too many of us wind up, in the end, guessing at what happiness is. The significance of this folly cannot be overstated, as coming up short in the pursuit of happiness is a major contributor to resentment and depression.

Deciding just what happiness is turns out to be a much more equivocal business than most of us care to admit. Even though our traditional pillars of parents, school and television have told us about happiness, it still remains difficult to reconcile the dreams of our youth with today's reality. Oh, we have tried to acquire happiness. We have tried to lose weight, to attract a mate with a notable figure or bank balance, but somehow, something was still missing. So, many of us opt for either living in quiet desperation of ever really being happy or we continue to pursue a happy ending, only to come up disappointed and disillusioned once again.

Yet, happiness is an attainable goal if we are willing to know what we feel and value, say what we mean, and are willing to take responsibility for the consequences of our behavior.

Hot Weather Dismissals

Code 1850

DISMISSALS BASED ON EXCESSIVE HEAT



The hot weather will soon be here and employees and managers will be asking, "What is the government's policy when employees are uncomfortable due to excess heat?"

Hot Temperature Policy - Upon request by a division head, the NRL Commanding Officer (Code 1000) may excuse employees due to unusual working conditions caused by temporary disruption of the cooling system, but only after:

- Determining that working conditions are intolerable (versus uncomfortable), thereby endangering the health of the general employee population so affected; and
- Determining that relocation of employees is not feasible.

When hot conditions are such that they do not pose a danger to the general population, but may endanger the health of individuals with medical conditions that could be aggravated by temperature extremes, supervisors are responsible for ensuring that liberal annual leave (or sick leave, as appropriate) is granted to such individuals.

For detailed policies and procedures regarding administrative dismissals and related topics, NRL employees can consult the Employee Relations menu at <http://amp.nrl.navy.mil/code1800/ERMENU.htm>. Questions regarding policies and procedures should be directed to supervisors and division administrative officers (AO's). ONR employees may contact the ONR HRO at (703) 696-4163.

Processing Your Retirement Application



To qualify for annuity from the Civil Service Retirement System (CSRS) or the Federal Employees' Retirement System (FERS), you must submit a retirement application to the Human Resources Service Center, Northeast (HRSC-NE) and meet the age and service requirements for a retirement benefit. Your application information is used to determine if you are applying for a disability retirement, a regular (optional) or early-out retirement, or a discontinued service retirement.

The HRSC-NE and the Defense Finance and Accounting Service, Pensacola (DFAS-PE), along with the Office of Personnel Management (OPM) are responsible for processing your annuity claim. You can help reduce delays in processing by submitting your application 60 days in advance.

The HRSC-NE must take the following actions to process your retirement application:

- Review application to ensure all necessary forms are complete and signed.
- Ensure eligibility for retirement.
- Ensure eligibility to continue health and life insurance coverages.
- Complete an estimate of your retirement annuity, if needed.
- Prepare and obtain your signature on the "Certified Summary of Federal Service", SF-2801-1 (CSRS) or SF-3701-1 (FERS).
- Verify any service not fully documented in your Official Personnel Folder. If documentation is missing, attempt verification by contacting the Federal Records Center. (Note: You are responsible for presenting evidence of military service i.e., DD-214.) OPM will

complete verification upon receipt of your retirement application and other personnel and payroll records; however, doing this could cause a delay in processing.

- Certify and transfer your coverage under the Federal Employee's Group Life Insurance (FEGLI) Program to OPM. Forward any current designations of beneficiary that are in your personnel folder. Note: There is no paperwork to transfer your Federal Employee's Health Benefits (FEHB) enrollment to OPM. However, OPM will complete paperwork to accept transfer of the enrollment.
- Prepare SF-50, "Notification of Personnel Action".
- Send the completed retirement package to DFAS-PE.
- Provide you with a retirement information kit.

DFAS-PE must take the following actions to process your retirement application:

- Authorize your final pay and lump sum payment for unused annual leave.
- Prepare your "Individual Retirement Record", which reflects service, salary history, unused sick leave for retirement purposes, last date of pay, date and type of separation and annual retirement contributions. Because this record reflects your total retirement deductions for your last period of service, it cannot be closed out until your final salary check has been issued.
- Forward your retirement documents to OPM.
- Provide you with the number and date of the Register of Separations and Transfers and your payroll office number for your use if you need to contact OPM. **Do not contact OPM unless your retirement package has been sent to them.**

Upon receipt of your retirement application, OPM will notify you and will provide you with a civil service annuity (CSA) claim identification number (a seven digit number preceded by CSA). You must use that identification number whenever you contact OPM about your annuity. If you need to contact OPM before you receive your claim number, use the number and date of the Register of Separations and Transfers provided to you by DFAS.

Generally, OPM will authorize estimated interim payments until your claim is processed. Interim payments can be authorized if your records clearly show your eligibility for retirement. Interim payments are approximately 85-95% of your regular annuity entitlement after deductions, such as health insurance. However, they may be less if (a) you have received a refund for retirement deductions previously paid; (b) you have service not covered by the retirement system; or (c) you have service for which you have not paid a deposit.

If your records are complete, you will receive your first interim payment approximately 7 to 14 days after you receive your acknowledgement letter. Regular monthly payments are issued the first business day of the month for the month immediately preceding. Once interim payments begin, they continue until final adjudication of your application is completed.



If your retirement records are complete, the processing of your claim will be completed by OPM in approximately five weeks. An additional three to four weeks may be added if a benefit election is required. The amount of additional time it takes to process your claim when additional information or a

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Processing Your Retirement Application...

Continued...

benefit election is needed depends upon how quickly you respond to OPM's request.

OPM will send you an annuity statement and other informational material concerning your retirement benefits when your regular annuity payments are authorized.



What is Medicare?

Medicare is a health insurance program for people 65 or older (if you or your spouse worked for at least 10 years in Medicare-covered employment), some people with disabilities under age 65 or people with end-stage renal disease (permanent kidney failure requiring dialysis or a transplant).

Medicare has two parts – Part A (hospital insurance) helps pay for care in hospitals as an inpatient, critical access hospitals (small facilities that give limited outpatient and inpatient services to people in rural areas), skilled nursing facilities, hospice care, and some home health care. You do not have to pay a monthly premium for Part A - because you or a spouse paid Medicare taxes while you were working.

helps pay for these covered services and supplies when they are **medically necessary**. You pay the Medicare Part B premium, which is \$50.00 per month for the year 2001.

If you are close to age 65 and not getting Social Security benefits, you must apply for Medicare. You can sign up for Medicare even if you don't plan to retire at age 65. When you first become eligible for hospital insurance (Part A), you have a seven-month period to sign up for medical insurance (Part B). This is called your "initial enrollment period." Your initial enrollment period begins three months before your 65th birthday, which includes the month you turn age 65 and ends three months after that birthday. If you want Medicare (Part A) to start the month you reach age 65, contact your local Social Security Office three months before your 65th birthday. By doing so, your Medicare coverage will be effective the month you are 65. For example, if your 65th birthday is February 20, 2001, your Medicare effective date would be February 1, 2001. (Note: if your birthday is on the 1st day of any month, the effective date will be the 1st day of the prior month.) If you don't enroll in Medicare Part B during your initial enrollment period, you have another chance each year to sign up during a "general enrollment period" from January 1 through March 31. Your coverage begins the following July. However, your monthly premium increases 10 percent for each 12-month period you were eligible but didn't enroll.

If you are 65 or older and are covered under a group health plan either from your own or your spouse's current employment, you have a "special enrollment period" in which to sign up for Medicare Part B. This means that you may delay enrolling in Medicare Part B without having to wait for a general enrollment period or pay the 10 percent premium surcharge for late enrollment. The special enrollment

period begins with the month your group health coverage ends or the employment ends, whichever comes first.

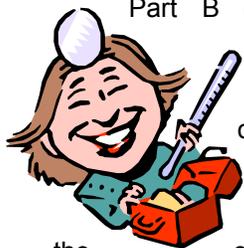
If you work after age 65 and you are enrolled in both Medicare and the Federal Employees' Health Benefits (FEHB) Program, your FEHB coverage will be your primary coverage until you retire. This means that your FEHB plan pays your health care expenses first. If you are retired but covered under your working spouse's health plan, your spouse's policy is your primary coverage. Medicare will pay secondary benefits and your FEHB plan will pay third.



For more information, visit the following web sites:

- Medicare: www.medicare.gov
- FEHB & Medicare: www.opm.gov/insure/MCare/MHB01.htm
- Social Security Benefits: www.ssa.gov or call 1-800-772-1213.

Part B (medical insurance) helps pay for doctors, services, outpatient hospital care, and some other medical services that Part A does not cover, such as the services of physical and occupational therapists, and some home health care. Part B



Civil Service Retirement System (CSRS) Offset Annuity Calculations

If you were hired or rehired on or after January 1, 1984, and you are covered by both the CSRS and Social Security at the same time, you are called a CSRS Offset employee. When you retire, CSRS employment time is used to compute your annuity that the Office of Personnel Management (OPM) will pay you. However, the law imposes a reduction (or offset) in the amount of your CSRS annuity because the same employment time is also used in computing a Social Security benefit. As a retiree, your CSRS annuity will be reduced when you become eligible for Social Security retirement benefits, usually at age 62. OPM contacts the Social Security Administration (SSA) just before you reach age 62 to find out how much SSA will pay you figuring your benefit with and without the CSRS offset service. Your annuity will not be reduced by any portion of your Social Security benefit that is based on service other than your CSRS offset employment. Based on SSA's reply, OPM will make the annuity reduction. Please note that even if you do not apply for Social Security benefits when first eligible, the reduction in your annuity must still be made if you are eligible for Social Security benefits.

The offset reduction is the **lesser** of the:

- 1) Difference between the SSA monthly benefit amount with and without CSRS offset service, or
- 2) Product of the SSA monthly benefit amount with Federal earnings multiplied by a fraction where the numerator is your total CSRS offset service rounded to the nearest whole number of years and the denominator is 40.

$$\text{Social Security Benefit} \times \frac{\text{Total Years of Offset Service}}{40}$$

Example

In this example, an employee has 3 years and 8 months of offset service.

Computation number 1.

Social Security monthly benefit with Federal offset service	\$600
Social Security monthly benefit without Federal offset service	\$550
Difference	\$50

Computation number 2.

Social Security amount with Federal earnings = \$600 X 4 years* = \$2400 divided by 40 = \$60.
 *nearest whole year to 3 years 8 months.

Result: Since the offset is determined by taking the lesser amount of the two computations, the reduction in this case would be based on method number 1, or \$50.

The CSRS offset reduction will begin the first day of the month in which you are eligible for both Civil Service annuity and a Social Security benefit. If you are already age 62 at retirement, the reduction will start on the date OPM starts payments.

State Tax Treatment of Federal Annuities: Tax Year 2000



The following was extracted from an article in the February 2001 issue of Retirement Life, a publication sponsored by the National Association of Retired Federal Employees (NARFE), as permitted by the Legislative Department of the NARFE.

State Sales Tax (does not include city or county add ons)

Alabama – 4%	Montana – 0%
Alaska – 0%	Nebraska – 5%
Arizona – 5%	Nevada – 2%
Arkansas – 5.13%	N. Hampshire – 0%
California – 6%	New Jersey – 6%
Colorado – 2.9%	New Mexico – 5%
Connecticut – 6%	New York – 4%
Delaware – 0%	N. Carolina – 4%
D.C. – 5.75%	N. Dakota – 5%
Florida – 6%	Ohio – 5%
Georgia – 4%	Oklahoma – 4.5%
Hawaii – 4%	Oregon – 0%
Idaho – 5%	Pennsylvania – 6%
Illinois – 6.25%	Rhode Island – 7%
Indiana – 5%	S. Carolina – 5%
Iowa – 5%	S. Dakota – 4%
Kansas – 4.9%	Tennessee – 6%
Kentucky – 6%	Texas – 6.25%
Louisiana – 4%	Utah – 4.75%
Maine – 5.25%	Vermont – 5%
Maryland – 5%	Virginia – 4.5%
Mass. – 5%	Washington – 6.5%
Michigan – 6%	West Virginia – 6%
Minnesota – 6.5%	Wisconsin – 5%
Mississippi – 7%	Wyoming – 4%
Missouri – 4.225%	

States With No Personal Income Taxes

- Alaska
- Florida – Value of stocks, bonds, mutual funds, etc. taxed. Single: assets under \$100,000 taxed at \$1 per thousand less a personal exemption of \$20, over \$100,000 at \$1.50 per thousand less personal exemption of \$70. Couple: under \$200,000 taxed at \$1 per thousand less personal exemption of \$40, over \$200,000 at \$1.50 per thousand less personal exemption of \$140.
- Nevada
- New Hampshire – 5% tax on interest/dividend income that exceeds \$2,400 (single) or \$4,800 (couple).
- South Dakota

- Tennessee – Certain interest/dividend income taxed at 6% if it exceeds \$1,250 (single) or \$2,500 (couple).
- Texas, Washington, Wyoming

States Exempting Total Amount of Civil Service Annuities

- Alabama, Hawaii, Illinois, Kansas
- Kentucky – Total amount is exempt only if retired before January 1, 1998.
- Louisiana
- Massachusetts – Tax rate on interest/dividend income is 5.85% for the 2000 tax year.
- Michigan, Mississippi, New York
- North Carolina – Annuities not taxed beginning with 1998 if individual had five years of government service as of August 12, 1989.
- Oregon – Annuities of those who retired before October 1, 1991, are not taxed. Those who retired after October 1, 1991, are taxed only on that portion of the annuity attributable to government service after October 1, 1991.
- Pennsylvania
- Wisconsin – Full exemption if benefits received from a retirement account established before 1964.

Other Exemptions

Note: SS=Social Security; RR=Railroad Retirements; AGI=Adjusted Gross Income

- **Arizona:** \$2,500 exclusion for federal and Arizona state and local pensions. All residents receive a \$2,300 personal exemption. In addition, all residents 65+ receive a \$2,100 exemption.
- **Arkansas:** \$6,000 employer sponsored annuity exclusion. All residents 65+ receive an additional \$20 exemption.
- **California:** \$72 personal exemption plus additional \$72 for 65+.
- **Colorado:** \$20,000 exemption for all taxpayers 55-64. \$24,000 exemption for all tax payers 65+.
- **Connecticut:** Personal exemptions of up to \$12,000 (married filing separately), \$12,250 (single), \$19,000 (head of household), and \$24,000 (married filing jointly). Tax credits up to 75% depending on income level. SS benefits are tax exempt if federal AGI is less than \$50,000 (single or married filing separately) or less than \$60,000 (married filing jointly or head of household). The amount of taxable benefits is reduced for those with AGI above those levels.

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State Tax Treatment...

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- **Delaware:** \$2,000 pension exclusion (\$12,500 for those 60+). Additional personal credit of \$110 for those 60+. In addition, all residents 60+ or totally disabled get a \$2,000 exemption if earned income is less than \$2,500 and AGI is under \$10,000. (Figures double if married.)
- **District of Columbia:** Two provisions: (1) \$3,000 pension exclusion if 62+; (2) an additional exemption of \$1,370 for all residents (not just pension recipients) 65+.
- **Georgia:** \$13,500 retirement income exclusion if 62+ or totally disabled.
- **Idaho:** Exclusions (minus Social Security received) for those 65+ or 62+ and disabled: \$17,196 (single); \$25,794 (couple).
- **Indiana:** \$2,000 pension exclusion if 62+ (minus SS and RR). No pension exclusion allowed for survivor annuitants of civil service annuities. In addition, all residents 65+ receive a \$1,000 personal exemption or \$1,500 if federal AGI is less than \$40,000.
- **Iowa:** \$5,000 (single) \$10,000 (joint) for disabled and those 55+. There is also a \$20 personal exemption for 65+.
- **Kentucky:** With retirements after January 1, 1998, some of the civil service annuity will be taxed. The percentage will be based on number of years of government service before January 1, 1998 and total years worked. All residents receive an exclusion of up to \$36,414 of taxable pension benefits for 2000.
- **Maine:** A federal pension income deduction can be taken on line 15A of the long tax form, but you must also fill out the worksheet on page 6 to determine the eligibility amount. There is an additional standard deduction for 65+ of \$1,100 (single), \$850 if married, and \$1,700 (couple).
- **Maryland:** Pension exclusion up to \$16,500 for those 65+ or totally disabled, reduced by SS or RR benefits. In addition, all residents 65+ receive a personal exemption of \$1,000.
- **Massachusetts:** An additional exemption of \$700 (single) and \$1,400 (married/joint filing) is allowed for individuals 65+ by December 31, 2000.
- **Minnesota:** Single 65+ or disabled have some income excluded if federal AGI is under \$33,700 and nontaxable SS is under \$9,600. For a couple, the limits are \$42,000 AGI and \$12,000 nontaxable SS.
- **Mississippi:** \$12,000 exemption for married filing jointly. All residents 65+ receive an additional \$1,500 exemption.
- **Missouri:** Up to \$6,000 exemption for each filer falling below the income limitation of \$25,000 (single), \$16,000 (married filing separate), and \$32,000 (married filing joint). The \$6,000 must be decreased dollar for dollar by the amount the income exceeds the income limitation. For example, a single filer would be completely phased out at \$31,000 (individual); a married couple filing separate at \$22,000 (married filing separate). For a married couple filing jointly, if both had pensions of \$6,000 or greater, the exemption phases out completely at \$44,000 (married filing joint). If only one had a \$6,000 pension, the phase out is \$38,000.
- **Montana:** \$3,600 pension exclusion for those with AGI below \$30,000, reduced \$2 for every \$1 over \$30,000. All residents 65+ receive an additional personal exemption of \$1,670. Tier I and II RR benefits are fully exempt.
- **Nebraska:** Tier I and II RR benefits are fully exempt.
- **New Jersey:** Exclusion for 2000 is \$9,375 (single), \$6,250 (married filing separately), or \$12,500 (married filing jointly), for annuitants 62+ or disabled according to SS guidelines. An additional \$3,000 (\$6,000 joint) can be deducted if ineligible for SS and RR. All residents 65+ receive a \$1,000 personal exemption. Under New Jersey's 3-Year Rule, annuities are not taxed until total employee contributions to civil service retirement have been recovered.
- **New Mexico:** Exemptions for all residents 65+; \$8,000 for those with taxable income less than \$18,000; exemption reduces as income increases – no exemptions above \$51,000.
- **North Carolina:** Exclusion of \$4,000 retirement income from a government source; 65+ receive an addition of \$750 (single) or \$1,200 (\$600 each for a couple if both 65+) to the regular standard deduction.
- **North Dakota:** Pension exclusion up to \$5,000, reduced by any SS benefits; is available only on the state's long form; no exclusion offered on short form.
- **Ohio:** Graduated retirement income credit ranging from \$0, for annuities less than \$500, to \$200 for annuities exceeding \$8,000. \$50 tax credit per return for residents 65+.
- **Oklahoma:** Federal, military, and Oklahoma government retiree exclusion of \$5,500. \$4,400 other pension exclusion for 65+ with AGI limit \$25,000 (single) or \$50,000 (joint). Additional \$1,000 exemption for legally blind or 65+ under certain income limits.
- **Oregon:** Additional standard deduction for 65+; \$1,200 (single), \$1,000 each spouse 65+ (joint). Some retirement income credit for 62+ with income under \$22,500 (single), \$45,000 (joint).

State Tax Treatment...

Continued...

South Carolina: \$3,000 retirement deduction at any age, \$10,000 for 65+. \$15,000 deduction for each taxpayer 65+ by end of tax year against any South Carolina taxable income (reduced by \$10,000 retirement deduction above).

- **Tennessee:** Persons 65+ are tax exempt, if total annual income, from any and all sources, is \$16,200 or less (single), or \$27,000 or less (joint – no matter which spouse is 65+). An income tax return must be filed, each year, to claim this exemption.
- **Utah:** \$7,500 retirement income exclusion per retiree if 65+, \$4,800 if under 65. Reduced \$0.50 for every \$1 of AGI from line 4 of the Utah return plus any lump sum amount on line 6 of the Utah return, plus any interest on line 8b of the federal forms 1040A or 1040 that exceed \$25,000 – single, \$16,000 – married filing separately, \$32,000 – married filing joint, head of household, or qualifying widow(er). RR excluded from Utah income.
- **Virginia:** \$6,000 exclusion for residents 62-64; \$12,000 for residents 65+; additional \$800 personal exemption if 65+.
- **West Virginia:** \$2,000 pension exclusion. Residents 65+ may exclude a total of \$8,000, including the \$2,000 pension exclusion.
- **Wisconsin:** An additional personal exemption of \$200, if 65+.



Human Resources Service Center Contacts:

Branch Hours: 7:00 a.m. – 3:30 p.m.

Email:

BENEFITS_NE@ne.hroc.navy.mil

Health Insurance Benefits:

Email above address or call Duwanda Chavis on (215) 408-5619; DSN 243-5619

Life Insurance/TSP Benefits:

Email above address or call Diane Barrett on (215) 408-5065; DSN 243-5065

Retirement Benefits:

Email above address or call Ken Bluford on (215) 408-5069; DSN 243-5069



LATEST TSP RETURN RATES			
Month	C Fund	F Fund	G Fund
Apr 00	(2.98%)	(0.29%)	0.52%
May 00	(2.05%)	(0.03%)	0.54%
Jun 00	2.44%	2.07%	0.53%
Jul 00	(1.56%)	0.89%	0.53%
Aug 00	6.19%	1.46%	0.52%
Sep 00	(5.27%)	0.64%	0.49%
Oct 00	(0.40%)	0.66%	0.51%
Nov 00	(7.87%)	1.65%	0.48%
Dec 00	0.50%	1.86%	0.48%
Jan 01	3.55%	1.65%	0.46%
Feb 01	(9.12%)	0.87%	0.42%
Mar 01	(6.33%)	0.51%	0.45%
Last 12 Months 04/2000–03/2001	(21.63%)	12.61%	6.09%



Announcement of Awards

Nominations for the following awards are due as indicated below to the NRL Human Resources Office, Code 1850, or the ONR Training Branch. Contact these offices for detailed criteria.

2001 Hispanic Five Point Program Recognition Award

Due May 20, 2001



This award recognizes military and civilian personnel, who through their personal commitment and professional initiative have made demonstrable contributions in recruiting, retaining, and providing career advancement opportunities to Hispanic civilian employees in support of the Secretary of the Navy's Hispanic Five Point Program.

The following award nominations may be submitted at anytime:

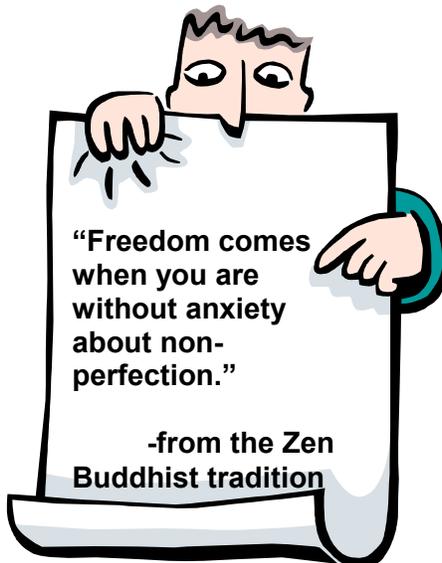
Navy Distinguished Civilian Service Award (DCSA)

This is the highest honorary award that the Secretary of the Navy may confer upon a civilian employee of the DoN. Bestowal is on a highly selective basis to employees who have distinguished themselves by extraordinary service or contributions of major significance to DoN. **Per NRL policy, receipt of this award is an example of external recognition considered suitable for inclusion in a CCS distinguished contribution allowance (DCA) nomination.**

Navy Superior Civilian Service Award (SCSA)



This is the highest honorary award that the Chief of Naval Research may confer on a civilian command employee. This award will be granted to recognize superior civilian service or a contribution that has resulted in exceptional values and/or benefits to the DoN. This is the second highest honorary award under the Navy Incentive Awards Program.



Navy Meritorious Civilian Service Award (MCSA)



This is the highest award that the NRL Commanding Officer may confer on a civilian employee. This award will be granted to recognize meritorious civilian service or a contribution that has resulted in high values and/or benefits to DoN. This is the third highest honorary award under the Navy Incentive Awards Program.

Navy Award For Distinguished Achievement in Science

This award is granted by the Secretary of the Navy to recognize pioneering scientific achievements that are extraordinary and significant in nature and that contain the potential of having far-reaching consequence.

NRL Lifetime Achievement Award



This award was established for bestowal on a highly selective basis to a current NRL civilian employee or team of employees for their continual and extraordinary achievements in the sciences (or engineering) that contribute substantively to the knowledge and capabilities of the nation and the U. S. Navy during a lifetime as an NRL scientist or engineer.

NRL Award of Merit for Group Achievement

This NRL award may be given at any time for a group contribution comparable to one for which an individual would receive Navy Meritorious Civilian Service Award consideration.





NRL Toastmasters Training

Whatever your goals in life may be, your success depends on your ability to communicate. People who can verbalize their ideas so they are heard, understood, and acted upon, possess one of the most important qualities of life.

You, as an NRL employee or contractor, are fortunate to have two Toastmasters International Clubs at your doorstep. Both NRL Clubs have ongoing communications and leadership programs in which members learn by doing in an atmosphere of understanding and friendship. A basic manual is used for the first ten speeches. Twelve additional advanced manuals cover specific areas of communication, such as Technical Presentations, Speaking to Inform, The Discussion Leaders, Speeches by Management and The Entertaining Speaker. Please feel free to visit or join either NRL club.

Forum Club

First and Third Tuesdays
of every month

11:45 a.m. to 1:00 p.m.

West Dining Room, Cafeteria
Bldg. 28

POC: Dave Fromm
(202) 404-4670

Thomas Edison Club

Weekly on Thursdays
12 noon to 1 p.m.

Bldg. 207, Rm. 157 (Chemistry)
First Floor, Conference Room

POC: Leslie Chaplin
(202) 404-8105

Personnel Operations Branch Training Information

Training Coordinator: Cheryl Miller, Code 1810

Voice: (202) 767-8323

Fax: (202) 767-8311

Email: Cmiller@hro1.nrl.navy.mil

HRO Training Web Site:

<http://amp.nrl.navy.mil/code1800/TRNGMENU.HTM>

Employees are encouraged to develop their skills and continue to gain knowledge to enhance their job performance to better meet the needs of our organization as well as their own goals for growth. The Personnel Operations Branch of the Naval Research Laboratory (NRL) Human Resources Office (HRO) continues to support and provide traditional and alternative methods of training for employees. Training opportunities will continue to be advertised on the HRO web site, by email and in HRO Highlights. Comments, questions and suggestions are always welcomed and can be sent to Cheryl Miller.

REGISTRATION and PAYMENT PROCEDURES for Training are described in NRLNOTE 12410 of September 12, 2000. Remember that submission of a DD-1556 or an In-House Nomination Form is only a nomination to attend; you must receive a confirmation of course attendance before you are officially scheduled to attend the class of choice. To receive confirmation, please remember to include a current voice and fax number, as well as your email address at the top of the form. If you have not received a confirmation prior to the start of a class sponsored by the HRO, please contact Cheryl Miller.

ALTERNATIVE TRAINING

COMPUTATIONAL SUPPORT SERVICES (CSS), CODE 5595



Did you know that studies about learning styles reveal that people are more inclined to remember what they see and do? Are you looking to improve your skills, techniques, or communication style to enhance your job performance or career progression? Do you find it impossible to attend the multiple days of training courses offered at NRL? Do you need beginning, intermediate or advanced training?

Rapidly changing technology makes learning essential to maintain competencies or to improve job performance. Alternative training is certainly not for every employee but it does offer a means for the beginning or advanced learner to seek refresher, convenient, or self-paced training. With deadlines approaching and hectic workdays, employees often find it difficult to set aside several days away from their office to attend traditional classroom training. Alternative training allows individuals to manage their training time at the location of their choice. Employees can train in their office, at home, or in a computer-lab environment in order to gain knowledge and continue to enhance their job performance.

CSS provides NRL employees and contractors access to a variety of **no cost** multi-media training material or computer-based training (CBT) to include topics such as project management, programming, human resources, web publishing and more. Available multi-media include VHS video, CD-rom and books with accompanying diskettes. Please access the listing for further information on multi-media library offerings at <http://snowshoe.nrl.navy.mil/scripts/traininglibrary/item-listing.asp>. CBT is currently set up to run on Windows operating systems. This training will be available in the near future for Macintosh or Unix systems. If you missed the introductory class offerings, would like to use our computer lab or require assistance, please email Cheryl Miller. A complete listing can be seen by visiting website <http://amp.-nrl.navy.mil/code5595/>; click on the left side index Training link.

NATIONAL INDEPENDENT STUDY CENTER (NISC) CORRESPONDENCE TRAINING



Self-study allows employees to learn at their own pace at any location. In addition, the course materials often become invaluable reference sources after completion of a course. NISC offers more than 50 courses in English and writing, supervision, financial and project management, mathematics and statistics, human resources management, general skills and other areas. Please call (303) 236-8500 or email them at nisc@grad.usda.gov. A catalog is available at the HRO.

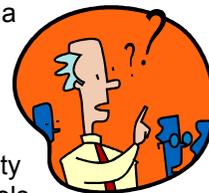
GRADUATE SCHOOL, USDA

The government trainer, the Graduate School, USDA, has a professional, certified staff of trainers available for a variety of training. They are increasing their Information Technology staff in order to remain current with rapidly changing topics. For further information, please visit their web site at www.grad.usda.gov or call (202) 479-4970. In addition, they provide affordable, customized solutions to the challenges facing government managers in areas such as leadership, managing human capital; organizational change and knowledge management. For organizational development services, please call Gary Dzurec at (202) 314-3464 or visit the web site at www.grad.usda.gov/programs_services/special/org_dev.cfm.



The Institute for Management Studies (IMS)

IMS conducts one-day management development seminars each month for the convenient and continuous management and leadership development of mid-level and senior managers. Each IMS seminar is an interactive workshop on a different topic, presented by a different speaker and attended by 60 to 100 senior managers from the Federal government and large corporations. IMS speakers are faculty from major university Business Schools or are well-known and respected management consultants. IMS conducts its one-day management development seminars each month in 21 cities in the US and 5 cities in Europe and Canada. Any Department of the Navy person can review the schedule of IMS seminars in any of these cities on their web page, www.ims-online.com, click on "Member Services"; enter the password "navy", and then click on the city where one is interested in attending seminars. To register for a seminar, call the IMS chairman listed under each city and then complete a DD Form 1556. Each of the monthly seminars costs \$225 and the additional or special seminars cost \$275 per person. As a corporate member, the Navy will not be charged for persons who registered to attend a seminar but at the last minute were unable to attend.



NAVAL FINANCIAL MANAGEMENT CAREER CENTER (NFMCC)



The Department of Navy NFMCC conducts the Enhanced Defense Financial Management Course. This 5-day course, provided at **no cost** to individual or activity, is intended to improve the overall technical and managerial capabilities of the DoD financial management workforce. It will be offered in the Washington DC area several times during FY-01. Please visit their web site for further information and course schedules at www.nfmc.navy.mil/edfmc.htm.

HUMAN RESOURCES SERVICE CENTER, CAPITAL REGION (HRSC-CR)

ATTENTION MANAGERS OR SUPERVISORS...

Looking for courses to meet your requirements for management training during the first year? Looking for courses to meet EEO requirements? Or, perhaps you are looking for courses to improve the productivity or project management of your office? The HRSC-CR presents courses at several sites including the Washington Navy Yard. Please visit their web site at http://www.donhr.navy.mil/general/donhr_training.htm. If you are interested in attending a course, please follow Registration Procedure #2 in NRLNOTE 12410 of September 12, 2000.

EXECUTIVE LEADERSHIP PROGRAM FOR MID-LEVEL EMPLOYEES – CLASS OF 2002

This course, sponsored by the Graduate School, USDA, was formerly called the Women's Executive Leadership Program. It provides leadership training for high-potential Federal employees in preparation for future positions as leaders and managers. This program is a year-long leadership development program that affords employees the opportunity to meet and network with high level agency and Federal government officials through the completion of executive interviews, shadowing assignments, and developmental assignments. Over the program year employees will spend about five months away from their positions. This program is designed for full-time permanent Federal employees with less than one year's supervisory experience during their careers within the Federal government. It is open to men and women at the Demonstration Project Level NP-III, NR-IV, NR-V and NO-III (GS-11 to GS-13 level) or equivalent. The USDA nomination deadline for the Class of 2002 is



July 20, 2001. Packages must be submitted through your chain of command to Code 1810, Cheryl Miller, not later than June 01, 2001 in order to meet USDA deadline. Orientation for the Class of 2002 is tentatively scheduled for August 19-24, 2002. If you require further information, please contact Cheryl Miller.

NRL-HRO TRAINING SCHEDULE

To register for no-cost training, you **must** submit an In-House Nomination Form not later than two weeks prior to the course start date or to **register for technical training at cost**, you must follow guidelines in NRLNOTE 12410 of September 12, 2000. **Remember that you are not enrolled in a class until you receive confirmation.** In order to receive confirmation, include a current voice and fax number, as well as your email address on your registration form. If you have not received a confirmation prior to the start of a class sponsored by the HRO, please contact Cheryl Miller. Contractors and other government personnel should contact Cheryl Miller for further information. **Cancellations** are accepted until two weeks prior to the course start date; cancellations received later than that or no shows will result in a chargeback to the Division for the per person fee.



COURSE: SALES AND MARKETING STRATEGIES FOR SCIENTISTS AND ENGINEERS

Dates/Time/Location/Cost: Choose one session: May 16 and 17 2001; 8:00 am to 4:30 pm; Bldg. 72, Rm. 120 or September 17 and 18, 2001; 8:00 am to 4:30 pm; Bldg. 72, Rm. 120; No cost for NRL employees; per person fee for no shows is \$533.00.

Description: John Asher, President, Strategic Marketing Analysis returns to present this highly successful training course. This workshop will cover "best commercial practices", important processes that directly affect our business here at NRL. This workshop will teach step-by-step how to research the buyer, use selling principles, prepare the seller for the sale, make the telephone call to set up the meeting, use a three-step sales interview process, keep current clients delighted, use strategic marketing planning, and practice customer service.

COURSE: GENDER COMMUNICATION -

This course is targeted toward professional career levels but it is open to others in the diverse employee population desiring to improve communication techniques.

Dates/Time/Location/Cost: Choose one session:

May 18, 2001; 9:00 am to 12:00; Bldg. 72, Rm. 120 **or**
 May 18, 2001; 1:00 pm to 4:00 pm; Bldg. 72, Rm. 120
or July 20, 2001; 9:00 am to 12:00 ; Bldg. 72, Rm. 120
or July 20, 2001; 1:00 pm to 4:00; Bldg. 72, Rm. 120;
 No cost for NRL employees; per person fee for other employees or no shows is \$233.00.



Description: This course will help meet the EEO requirement covered under the supervisory element. Mr. John Asher of Strategic Marketing Analysis will be returning to present this successful workshop. Interpersonal communications form the very basis for the way in which people relate to each other in virtually every context of life. The ability to communicate clearly, accurately, non-defensively, and persuasively is important to everyone. The interaction between sexes is done through verbal or non-verbal (visual) messages. Individuals translate these messages into their own minds but their perception is not always what was intended which leads to misunderstandings. These misunderstandings can be costly in time, productivity, and emotions. Join this workshop to explore the interaction between sexes and the ways in which gender communication can work to increase organizational effectiveness. Topics covered include effective listening techniques, recognizing and adapting to different personality types, means of communication, recognizing non-verbal clues while communicating verbally, and how the same words mean different things to members of the opposite sex.

COURSE: ADVANCED PRINCIPAL INVESTIGATOR SERIES

Dates/Time/Location/Cost: May 22 - 23 and June 5 and 6, 2001; 8:30 am to 4:00 pm; Bldg. 226, Rm. 113; AND an individual feedback session will be scheduled approximately 2 weeks later; No Cost for NRL employees; per person fee for other employees or no shows is \$633.00.

Description: This course is presented for new/journeymen engineers, researchers, and scientists (or those on track for such positions) who expect to assume responsibility for research project management. New Section Heads or Team Leaders may also wish to attend. Employees must attend the Principal Investigators Program or have alternative

training or demonstration of applicable experience evaluated by instructor. Dr. Raymond P. Cienek, President, Human Dynamics presents this tools and techniques oriented course which focuses on planning, developing, presenting, and managing a successful project. Participants will take both a sample and personally selected project through conceptualization, marketing plan development, creating a project proposal, presenting the proposal, and developing a project management schematic. Actual proposal development and a presentation (with suggested modifications and enhancements) will be required. We will use Microsoft© Project Manager and participants are encouraged to provide their own notebook computer with this software installed, otherwise, appropriate equipment will be provided. All participants are required to develop an abbreviated project proposal and present a video-taped sponsor presentation for critique and review. In addition, participants will learn to utilize such project tools as CPM, PERT, Value-Added Analysis, etc., in developing a plan for managing their project and reporting to sponsors. Each participant will have an individual debriefing session with the instructor where they will receive a videotape and critique of their proposal/presentation with recommendations and commentary for improving their presentation skills and proposal package.



COURSE: CONTRACTING OFFICER'S REPRESENTATIVE TRAINING

Dates/Time/Location/Cost: June 20-22, 2001; 8:00 am – 3:30 pm; Bldg. 72, Rm. 120; No cost for NRL employees; per person fee for no shows is \$400.00

Description: Mr. Giancola of Procurement Training Associates will present this course for employees seeking appointment as a COR. There are no prerequisites; however, it is strongly recommended that the three-day course, Contracting at NRL: The Pre-Award Phase, be completed prior to taking this course. This course covers the relationship between contract type, contract administration and contract monitoring. The role of the COR at NRL, basic rules of contract interpretation, and resolution of problems in contract administration are discussed.



COURSE: EFFECTIVE BRIEFING TECHNIQUES



Dates/Time/Location/Cost:

September 17-18 2001; 8:00 am to 4:00 pm; Bldg. 72, Rm. 120; No cost for NRL employees; per person fee for other employees or no shows is \$250.00.

Description:

Ms. Jeanne Pasquariello, of Potomac Training Associates, has conducted highly successful training sessions at NRL of her course, "Effective Managerial Briefing and Presentation Techniques". The past presentations of this course received high evaluations and positive feedback from NRL employees. The instructor was rated high on presentation and content of this course; however, most employees felt the true benefit came from the instructor-led videotaping and review of their presentation. Are you prepared to present decisive planning and leadership? Preparing data for a briefing is only half of the problem; presentation is the other and most important. Presentations are one of the first managerial skills that a junior professional must acquire. In managing any project, presentations or briefings are used as a formal method for bringing people together to propose, plan, monitor and/or review progress. But, it puts you on display and opens the topic up for discussion and questions. Don't forget that your audience is busy; you must learn how to grab their attention and keep it without falling into the trap of presentation distractions. You must be able to capture and hold the attention of your audience in order to persuade them of the merits of your presentation and leave them with a thorough understanding. This course is designed for supervisors, project managers, or branch chiefs in the scientific or research areas at NRL. Other employees may attend on a space available basis. If you want to speak with greater confidence, project greater poise in delivery techniques, deliver a clear and focused presentation, and much more – then this workshop is for you!! Utilizing videotaping with playback and participant activities combined with training manuals, this workshop prepares speakers at all levels of an organization to make presentations with effectiveness from any platform.

COURSE: MANAGEMENT I

Dates/Time/Location/Cost: September 11, 12, and 13, 2001; 8:00 am – 4:30 pm; Bldg. 226, Rm. 113; No cost for NRL employees; per person fee for other employees or no shows is \$540.00.

Description: Dr. Raymond P. Cienek, President, Human Dynamics, (or designated instructor) presents this course designed for new supervisors in support, administrative, technical and/or research positions and supervisors desiring a basic course on the fundamentals of supervision. This course helps meet the NRL requirement for new supervisor training. Management I uses a modular format incorporating supervisory fundamentals on such topics as interpersonal communications, employee motivation, delegation, problem solving, and managing problem situations. The course incorporates a situational leadership-based concept, which will integrate with higher level management courses. The course utilizes an experiential learning approach incorporating case studies, role plays, and simulations – all reflecting the NRL environment. Participants can expect to enhance communications with subordinates, increase productivity, improve decision making, gain greater insights into self and others within the NRL work environment, and promote enhanced teamwork.



Military Service Used for Civilian Retirement Credit

What happens if your military service is used for civilian retirement credit, and there is a court order awarding your former spouse a portion of your military retired pay?

You cannot receive credit for the military service in your Civil Service Retirement System or Federal Employees Retirement System annuity without first giving the Office of Personnel Management (OPM) consent to continue payment to your former spouse. Once consent is given, OPM will pay your former spouse the same amount that was paid by the military pay center.