

WVNG HRO NEWSLETTER

January 2007

From the Desk of COL Runyon



Who put an OLD TANKER in charge of HRO? I don't know but I personally want to thank them. This is a wonderful assignment; where else can you be regularly engaged with the best West Virginia has to offer, the Members of the West Virginia National Guard.

I continually remind my staff that we come to work every day to help someone else be successful, that someone is the Soldiers and Airman of our Great Guard. To achieve this I need your help, challenge us, demand what you deserve – a proactive and engaged HR Staff – give us your feedback, good and bad.

I look forward to seeing you as we travel around the state to deliver HR Services.

Proudly serving you,
COL James W. Runyon
WVNG-HRO

Technician Benefits

NSPS- National Security Personnel System

On April 28, 2006 Dep. Defense Secretary Gordon England signed the memorandum implementing portions of the NSPS effective April 30, 2006. Currently, non-bargaining unit personnel are scheduled to convert to NSPS on **October 1, 2007**. The NSPS website explains the conversion process and also provides the NSPS guides for both the employees and the supervisors. You will also find detailed information about how your pay will change and the pay bands that will be used. Please visit <http://www.cpms.osd.mil/nsps/index.html> and educate yourself on the road ahead.

Army Annual Performance Appraisals

It is everyone's favorite time of year again! Army personnel: Please have all completed and signed performance appraisals (for 2006 period) turned in to HRO no later than 01 MARCH 2007. Please use the West Virginia National Guard HRO website for all forms and regulations regarding Performance Appraisals. If you need any assistance at all please feel free to contact SPC Allison D. Hill, Army HRA at (304) 561-6428 or by email at allison.hill@wv.ngb.army.mil.

BUTTERBAUGH

In the original Butterbaugh decision, the court ruled that agencies should not have charged military leave for non-workdays that occurred within a period of military duty, prior to the change in the military leave law that became effective on 21 Dec 00.

(Cont'd) On this date, the law was amended to allow employees to take military leave on an hourly basis with no charge to holidays and non-workdays. However, the decision limited an employee to six years (retroactively) from date of claim and the entitlement ended in 2005.

Prior to December of 2000, you may have had improper charges to military leave for continuous periods of active duty that included holidays and weekends. In addition, you may have had to take annual leave or leave without pay (LWOP) to complete a reserve duty obligation as a result of the improper charge to military leave. **You may now file an administrative claim for leave back to the first date you were improperly charged military leave after September 30, 1980.**

Please visit the HRO website for more information about this update.

Retirement/Workers Comp

Retirements – FERS Technicians

An important thing to keep in mind for all of us covered under the FERS retirement system is that our TSP (Thrift Savings Plan) is the biggest part of our three-tier system. You may want to consider either enrolling in TSP or increasing your TSP contributions. There are no longer percentage limits to how much one can contribute to their TSP only the IRS deferral limits, which is currently \$15,500. Please take advantage of the agency 5% matching and provide for your retirement

OWCP – Supervisors

I would like to remind all supervisors that we are now required to submit worker's comp claims through EDI (Electronic Data Interchange). Using this web-based system is to the benefit of our technicians. Submitting CA-1's or CA-2's through EDI greatly increases the speed at which we are given a claim file number for each individual and reduces the number of errors on each form. The website to access this system is <http://www.cpms.osd.mil/icuc/EDI.aspx>. Then follow the link to supervisor's view.

30 Days Employment beyond Discharge

Evidently there is a commonly held misconception that technicians are entitled to 30 days of active employment beyond the date of their discharge from military membership with the West Virginia National Guard. While it is true that not less than a 30-day notice is required prior to termination in most cases¹; the same law requires "prompt" separation of employees who lose National Guard membership². The law is very clear that military membership is required to hold an excepted technician position; therefore if a technician no longer maintains military membership that technician should no longer hold the excepted technician position. There is no intent in law to allow an excepted appointment to extend beyond the period of military membership³.

REF:

¹ 32 USC, Chapter 7, §709 (f) (5)

² 32 USC, Chapter 7, §709(f) (1)

³ Technician Personnel Regulation (TPR) 715, [1 June 2005], Chapter 3, para 3.1, b.

WVNG Human Resource Office Newsletter

AGR Info

ADSW

The Human Resource Office is responsible for the Title 32 FTNGDOS program. This program is authorized for temporary projects and missions supporting ARNG programs pursuant to 32 USC & 502 (f) to include training, operational support, missions in support of Operations Enduring Freedom (this includes Operations Iraqi Freedom), and the National Guard Challenge Program. FTNGDOS is not a career program. It is not authorized to fill real or perceived manpower shortages. Normal full-time staff duties and responsibilities are not included in these projects and missions. It is not intended to be a vehicle to provide entitlements to separations pay, sanctuary, and retirements. It is authorized for temporary projects and missions that should not exceed three years. This program includes FTNGDSW, FTNGDMA, and FTNGDONE. For the FTNGDOS, the Human Resource Office (HRO) is the approval authority for personnel issues. The HRO will validate tour packets and maintain internal control measures of the FTNGDOS program. For FTNGDOS packets please contact SGT Pete Campbell.

SEEM/ LRS

Martin L. King, Jr. Holiday, 15 January 2007

Winner of the Nobel Peace Prize in 1964, Martin Luther King, Jr. was the national leader of the modern Civil Rights Movement. He gained prominence as the head of the Montgomery bus boycott in 1956 and led numerous subsequent campaigns against segregation and discrimination in America. He was one of the founders and the first president of the Southern Christian Leadership Conference.

The protest demonstrations he led were instrumental in pressuring Congress to pass the 1964 Civil Rights Act and the 1965 Voting Rights Act. In his final years, he voiced opposition to the war in Vietnam and sought to organize a Poor People's March on Washington to combat poverty and inadequate housing. He was assassinated in Memphis, Tennessee on April 4, 1968.

Black History Month

The theme for February's Black History Month Celebration is "From Slavery to Freedom: Africans in the Americas." Tentative program is scheduled for 15 February 2007.

Women's History Month March

Labor Relations

Do not forget the **Weingarten Rights** of every employee

Staffing

Compatibility

The question of military compatibility has come up several times in the last year. It is the responsibility of the technician and their supervisor to ensure that our technicians are compatible and remain compatible. One of the main problems that we are seeing is that personnel are placing themselves on the wrong STPA lists (not proper MOS). If you are selected for one of these promotions and your promotion will make you incompatible, the military promotion will not occur. Contact WO 1 Goldsberry for more information.

Classification

A full-scale Federal Wage Survey will be conducted in the WV wage area on 20-March-2007 through 30-March-2007. The successful accomplishment of the FWS establishes the rates of pay for wage grade employees in this area. The rates of pay will be effective for the WV wage area on or about 27-May-2007.

Training

Technician: There has been a change in the common procedure for Technician Travel. Technician Travel Request should not go through HRO; they should be sent to your corresponding Activity Manager. The list of Activity Managers is as follows: Pam Moore, COL Dodson, LTC Campbell, MAJ Miltenberger, COL Burch, SGT Pettry, LTC Bourne, COL Muth, LTC Murray, and Judy Spence. However, all REQUESTS FOR TRAINING should still be sent to the Training Officer in HRO.

AGR: You need to complete your respective course that NGB requires you to have for your position. REF: NGB-ARH Memo 05-019. For more information, contact SGT Pete Campbell.

Systems Management

Please Visit the HRO website at <http://132.50.12.131/hro/default.htm> Site includes Job announcements, applications, pay charts GS/ WG, Tech and AGR forms, new information and much more.

A Special Thanks To:

Fred Davis at the 167th! Thanks for all that you do!

Upcoming Events

January 15th, 2007- Martin Luther King, Jr.'s Birth Day
February 19th, 2007- Washington's Birth Day

Contact Names and Numbers

COL James W. Runyon- Human Resource Officer: 561-6436
LTC Linda Smiley- AGR Manager: 561-6434
Major Kenny Hale- SEEM/EEO: 561-6430
Major Doyle Hayes- Technician Manager: 561-6422
Kay Pahl- Employee Relations Specialist: 561-6432
CMSGT Scott Miller- Systems Manager 561-6427
SSG Ryan Cleek- AGR Human Resource Sergeant: 561-6483
SPC Lorie Given- AGR Assistant: 561-6423
SGT Pete Campbell- AGR Assistant: 561-6425
SSGT Keelee Goode- Systems Management Assistant: 561-6605
SSGT Chrystal Weikle- Classification: 561-6424
WO 1 Craig Goldsberry- Staffing: 561-6437
SMSGT Robin Chestnut- Staffing: 561-6433
SrA Freda Harmon- Staffing Assistant: 561-6433/6437
SGT Jennifer Campbell-130th Technician Assistant: 561-6426
SPC Allison Hill- Army Technician Assistant: 561-6428
SPC Corina Farley- 167th Technician Assistant: 561-6429
SGT Amanda Pettry-Tech Retirement/ Workers Compensation: 561-6431
SSG Michelle Woodall-Technician Assistant: 561-6606