



FEDERAL HUMAN RESOURCE OFFICE BULLETIN

Joint Forces Headquarters

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MARCH-APRIL 2011 ISSUE



HRO Policy Letters

Submitted by Maj Julie Burns
Chief, Employee Services

The Human Resources Office is in the process of updating all HRO policy letters. Updated policy letters will be posted to the HRO website as they are approved. The HRO website can be found at:

<http://kansastag.ks.gov/FEDHRO.asp?PageID=124>. POC is Maj Burns, 785-274-1170 or DSN 720-8170.

Start the Year Right with Your Free Annual Credit Report

Submitted by Bobbi Harvey
Human Resource Specialist/Employee Benefits



AnnualCreditReport.com <https://www.annualcreditreport.com> is the ONLY authorized source for the free annual credit report that's yours by law. The Fair Credit Reporting Act guarantees you access to your credit report free from each of the three nationwide credit reporting companies: Experian, Equifax, and TransUnion, every 12 months. The Federal Trade Commission has received complaints from consumers who thought they were ordering their free annual credit report, and yet couldn't get it without paying fees or buying other services. TV ads, email offers, or online search results may tout "free" credit reports, but there is only one authorized source for a truly free credit report.

Learn more about getting your free annual credit report at: <http://ftc.gov/freereports>.



TSP Savings Opportunity

Submitted by Bobbi Harvey
Human Resource Specialist/Employee Services

In 2011, but only in 2011, the FICA taxes on salaries for FERS and CSRS-Offset employees have been reduced by 2%. This is a great opportunity to boost retirement savings. Think about saving the 2% in your TSP account. This could have a significant impact on amounts available for retirement, especially for younger workers who will earn a compounded return on the amount for decades. Also—a double bonus—this action will lower your federal and state income tax in 2011 as the contribution will be tax-deferred. The Social Security tax reduction is a TSP opportunity.

You can find information on enrolling in TSP at:

<https://www.tsp.gov/planparticipation/eligibility/establishingAccount.shtml>



Thrift Savings Plan; The New Lifecycle L 2050 Fund

Submitted by Bobbi Harvey
Human Resource Specialist/Employee Services

The new Lifecycle L 2050 Fund opened on January 31, 2011. On your fourth quarter 2010 Participant Statement, (covering October 1 through December 31), look for the new feature. The TSP Lifetime Payment gives you an estimate of how much your end-of-2010 amount balance would give you monthly at age 62.

IRS Contribution Limits for 2011

Submitted by Bobbi Harvey
Human Resources Specialist/Employee Services

You may contribute up to \$16,500 in tax-deferred money to your TSP for 2011. If you are a member of the uniformed services, you may contribute up to \$49,000 in tax-deferred and tax-exempt money. For those who will be 50 or older during 2011, you may also contribute up to \$5,500 in additional (catch-up) contributions if you expect your 2011 tax-deferred contributions to reach the \$16,500 limit.



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YOU CAN AFFORD TO **QUIT** SMOKING

**No more copays,
coinsurance, deductibles,
or dollar limits.**

Talk to your healthcare provider today.

**New package of benefits
–Take advantage of it.**



All **FEHB** plans now offer 100% coverage.

WWW.OPM.GOV/QUITSMOKING

January 2011



2011 FEHB Tobacco Cessation Benefit

Submitted by Bobbi Harvey
Human Resources Specialist/Employee Services

OPM's new tobacco cessation video, "Take Advantage"
www.youtube.com/usopm#p/u/1/9bl2mkta8zg

Beginning plan year 2011, all FEHB program plans must have :

- Four tobacco cessation counseling sessions of at least 30 minutes and at least two quit attempts per year.
- All 7 Food and Drug Administration (FDA) approved tobacco cessation medications with doctor's prescription.
- These benefits must be provided with no copayments and not subject to deductibles, annual or life time dollar benefits.

More information regarding the benefit is available at:
www.opm.gov/insure/health/nosmoking/

Submitted by Maj Julie Burns
Chief, Employee Services

Inside This Issue:

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Depression: What You Need to Know

- What are the signs of depression?
- How do men cope differently than women?
- What should you do if you're depressed?
- How can you help a family member or friend?

According to the National Institute of Mental Health, an estimated 17 million Americans suffer from depression during any one-year period. Depression is a real illness and carries with it a high cost in terms of personal struggle, relationship problems and family suffering.

The good news? Depression is highly treatable. Mental health experts say that up to 90% of those with serious depression can be treated successfully, but that it is imperative they seek care from a healthcare professional who has training and experience in helping people recover from depression.

Tragically, about two-thirds of those suffering from depression never seek treatment, often because they are totally unfamiliar with the condition and its symptoms. To learn more about depression, read the information below. If you think that you or a family member may be suffering from depression, seek professional help. The sooner you get help, the sooner you or your loved one can begin feeling better.



What is Depression?

Everyone gets the "blues" from time to time. Feeling sad is a normal, temporary reaction to life's struggles and setbacks. But when you are feeling "down" for more than a few weeks, or you have difficulty functioning in your daily life, you may be suffering from depression.

Depression is a serious medical disorder just like diabetes; high blood pressure and heart disease are medical disorders. It is characterized by prolonged, deep feelings of sadness, emptiness, despair or hopelessness. However, men often mask their depressed feelings and turn to alcohol or drugs when they are depressed, or become discouraged, irritable or angry.

Symptoms of Depression

The symptoms of depression are highly recognizable – both to those affected and to those closest to them – once individuals know what to look for. If you experience several or more of the symptoms below for longer than two weeks, or if the symptoms are severe enough to interfere with your daily routine, you may be suffering from depression and should seek professional help. The standard symptoms of depression include:

- Persistent, sad, anxious, or "empty" mood
- Feelings of hopelessness or pessimism
- Feelings of guilt, worthlessness, or helplessness
- Loss of interest or pleasure in activities that were once enjoyable, including sex
- Decreased energy, fatigue, feeling "slowed down"
- Difficulty concentrating, remembering, or making decisions
- Trouble sleeping, early morning awakening, or oversleeping
- Changes in appetite and/or weight
- Restlessness or irritability
- Persistent physical symptoms, such as headaches, digestive disorders, and chronic pain that do not respond to routine treatment
- Thoughts of death or suicide, or suicide attempts

Note: Professional help should be sought immediately if a person is experiencing suicidal thoughts. Get help from persons or agencies specializing in crisis intervention and suicide prevention.

Additional Symptoms of Depression in Men

Mental health experts say that while both women and men can develop the standard symptoms of depression, men often experience depression differently than women and may have different ways of coping. Frequently, male depression first shows up in physical symptoms, such as headaches, digestive disorders or sexual dysfunction. In addition to the standard symptoms of depression listed above, other common symptoms of depression in men can include:

- Anger, lashing out, blaming
- Alcohol or drug abuse
- Workaholism
- Reckless behavior

Recovering From Depression

Don't believe the myth that you should be able to "handle" depression on your own. Like any other medical condition, depression is an illness that should be treated by a mental health professional or physician. People with depression cannot merely "pull themselves together" and get better. Without treatment, symptoms often get worse, and can last for weeks, months or years.

There are many effective treatments for depression, including therapy, medications and alternative treatments. An appropriate evaluation and diagnosis must precede any effective treatment. If you suspect that you or a family member may be suffering from depression, follow these guidelines:

1. See your regular physician. The first step is to see your regular physician and explain the symptoms you have been experiencing. Sometimes an actual physical illness can cause depression-like symptoms, so that is why it is best to see your doctor first.

2. Seek the care of a licensed mental health professional. See a licensed mental health professional – with training and experience in helping people recover from depression – for further evaluation and treatment. Mental health professionals include psychiatrists, psychologists, counselors and social workers. Psychiatrists can prescribe antidepressant drugs because they are physicians. Mental health professionals, who are not physicians, can provide therapy and often work with psychiatrists and family physicians to ensure that their patients receive the medications they may need.

3. Follow your treatment plan. Up to 90% of people with serious depression can be treated successfully with "talk" therapy, antidepressant medications, alternative treatments, or a combination of these. Successful treatment removes all of the symptoms of depression and returns you to your normal life.

A word about therapy: Effective treatment for depression often includes some form of therapy. A helpful approach to therapy involves viewing your therapist as your "coach." A skilled therapist can help you:

- Pinpoint the life problems that contribute to your depression and help you understand which aspects of those problems you may be able to solve or improve.
- Identify negative or distorted thinking patterns, or other learned thoughts and behaviors that contribute to your depression.
- Learn new approaches and skills to help you regain a sense of control and pleasure in life and stay healthy.

A word about antidepressant medications: Medication can help relieve the symptoms of depression in some people, but they aren't a cure and they come with drawbacks of their own. Learning the facts about antidepressants and weighing the benefits against the risks can help you make an informed decision about whether medication is right for you.

How to Leave Job Stress at Work...and Create a Positive Mindset to Be a Better Partner and Parent at Home

Are your relationships at home strained because you often arrive home from work too stressed or exhausted to be a good partner or parent? The positive strategies below can help you leave job stress at work and be the kind of caring partner and parent at home that your family needs and deserves.



1. Before arriving home, give yourself a "time out." Five or ten minutes before you walk into your home, give yourself a much-needed time out. Stop the car a block away from your home or close your eyes on the bus, train, or subway to find a moment of serenity. Then take a few moments to breathe, pray, meditate, or talk silently to yourself about the fact that the people you are about to meet in a few minutes (your partner and/or your kids) are more important than any client, customer, supplier, boss, or work colleague you've dealt with all day. Even if your work-focused brain wants to take your loved ones for granted, this is the moment when you can once again realize they are the most important people in your life right now.

2. Make a daily promise to yourself. Instead of tuning out your loved ones or having a short fuse during family time, shift your mindset from work mode to family life by consciously deciding to be fully "present" for your family when you arrive home. Make a promise to yourself each day to be the caring, interested and relaxed partner or parent your loved ones deserve, rather than being impatient, disinterested and stressed out. Complement your commitment to be fully present for your family by learning and practicing healthy methods to increase relaxation, dissipate stress and lift your mood.

3. Set guidelines for positive communication. When you sit down to talk with your partner after work, set some guidelines that will allow the two of you to have a good check-in conversation. One helpful guideline is for the two of you to take turns (10 to 15 minutes for each partner) sharing and listening about each other's day. Instead of having one person go into a 60-minute monologue where the other person is struggling not to tune out or interrupt, with this guideline both of you will have a chance to be heard and understood each night no matter how stressful your days have been. Especially if one of you is very talkative and the other person is the silent type, this guideline of "ten minutes for each person so we both get a turn" is a remarkable way to restore balance and closeness in your relationship.

How to Recognize a Teenager in Trouble

Every teenager goes through ups and downs during their adolescent years, but certain behaviors may indicate your teen is in trouble and in need of your help. The warning signs below can help you differentiate between what is normal teen behavior, and what may indicate drug/alcohol abuse, depression or other problems:



Warning Signs

A change in friends. Suddenly abandoning old friends for new peers who you know nothing about or who are unacceptable to you. Also, significant loss of interest in any activities outside of time spent with their "friends."

Sudden drop in school performance. A child who has previously performed well in school is suddenly losing interest in school and grades are plummeting.

Extreme mood swings or changes in behavior. Mood swings are common during adolescence because of the fluctuating hormones of puberty. But, if your child is going from being deeply depressed to extremely happy, you need to figure out what is going on. Other examples: unreasonable fits of anger, very defiant and disrespectful, exhibits hostility toward family members, very withdrawn and barely communicative, wants to be left alone all of the time, radical changes in eating or sleeping patterns.

Keeping secrets or lying. Is your teen telling lies about significant things like where they've been or who they were with? Are they lying about their grades, getting in trouble in school, cutting classes, disappearing for long periods of time without an explanation?

Depression: Is your child unusually quiet or sad? Have they been more withdrawn than usual? Have they changed their relationships with friends, their lifestyle, their eating or sleeping habits, or cleanliness? These are just some of the indicators that beg you to talk to your child and make sure that everything is okay.

What to Do

There are numerous other warning signs of a teenager in trouble. If you have noticed major physical, emotional, social and school changes in your teenager, it is important that you take action right away, before the problems get worse and the consequences for your child grow greater. If you need help, contact your Employee Assistance Program (EAP) for professional counseling, referrals or information.

Note: Professional help should be sought immediately if a person is experiencing suicidal thoughts. Get help from persons or agencies specializing in crisis intervention and suicide prevention.

For Your Information

NEW YEAR'S RESOLUTION SUCCESS

According to a recent survey, only 40 percent of those who successfully achieved their top New Year's resolution did so on the first attempt. The rest made multiple tries, with 17 percent finally succeeding after more than six attempts. The survey researchers recommend these tips for resolution success:

1. Have a strong initial commitment to make a change.
2. Have coping strategies to deal with problems or obstacles that are sure to come up.
3. Keep track of your progress. The more monitoring you do and the more feedback you get, the better you'll do.

Don't blame yourself if you fail, say the researchers. Instead, look at the barriers that were in your way. See how you can do better the next time and figure out a better plan to succeed.

TIPS TO RELIEVE JOB STRESS

1. Set reasonable standards for yourself and others. Don't expect perfection.
2. Plan your work. Tension builds when your work seems endless. Plan your work to use time and energy most efficiently.
3. Take a break. A change of pace, no matter how short, can give you a new outlook on an old problem.



Employee Assistance Program Services for Kansas National Guard Technicians

PROVIDED BY YOUR EMPLOYER FOR YOU AND YOUR DEPENDENTS

Your Employee Assistance Program is a prepaid and confidential program designed to help employees and their dependents resolve problems which may be interfering with their personal, work or home life. EAP Consultants offers help for marital and family issues, substance abuse, job concerns, emotional problems, life adjustments, legal issues, financial matters, and elder care and child care referrals.

If you're experiencing problems which are causing concern, you and your EAP Counselor can work as a team to find solutions.

For assistance, call EAP Consultants at: **800-869-0276** or request services by secure e-mail on the Member Access page of our website at <http://www.eapconsultants.com/>.

Reminder to the Supervisors of Technicians

Submitted by Dottie Clark
Employee Development Specialist

The next Technician Supervisor Training is 12-14 April 2011.

The course will be held in rooms 169-171 at Nickell Armory, Topeka, KS.

We have plenty of seats available. Please email Dottie Clark dottie.clark@us.army.mil if you wish to enroll.

To see all HRO sponsored training events, you can click on this link:
<http://kansastag.ks.gov/FEDHRO.asp?PageID=118> on the Adjutant General's website.

Federal Long Term Care Open Season: 4 April – 24 June 2011

Submitted by Bobbi Harvey
Human Resources Specialist/Employee Services

Current employees and their spouses who are not currently enrolled will be able to apply to the Federal Long Term Care Insurance Program (FLTCIP) with abbreviated underwriting. Go to www.LTCFEDS.com or call 1-800-LTC-FEDS(1-800-582-3337) for more information.

CLASSIFICATION UPDATE

Submitted by MSgt Tammy Wells-Switzer
Classification Specialist

You May Notice...

Position Description (PD) Numbering –

Over the next several months you will start to see a change in PD numbers. NGB has recently developed a renumbering system for PDs. The PDs themselves will not change. So if you are looking for the PD 70636000 Surface Maintenance Mechanic, you will receive the same PD with D1194000 as the new number.

Statement of Difference-

Additionally, if you have a position that is announced with lower performance levels (i.e. 8/10) we are now using Statement of Differences from the full performance level. Most of these will be developed as announcements are processed to develop a library and will be identified with an alpha suffix. Using the PD D1194000 as the full performance, D1194A00 will identify the lower performance.

If you have questions regarding these issues please contact MSgt Tammy Wells-Switzer, Classification Specialist at 274-1161.

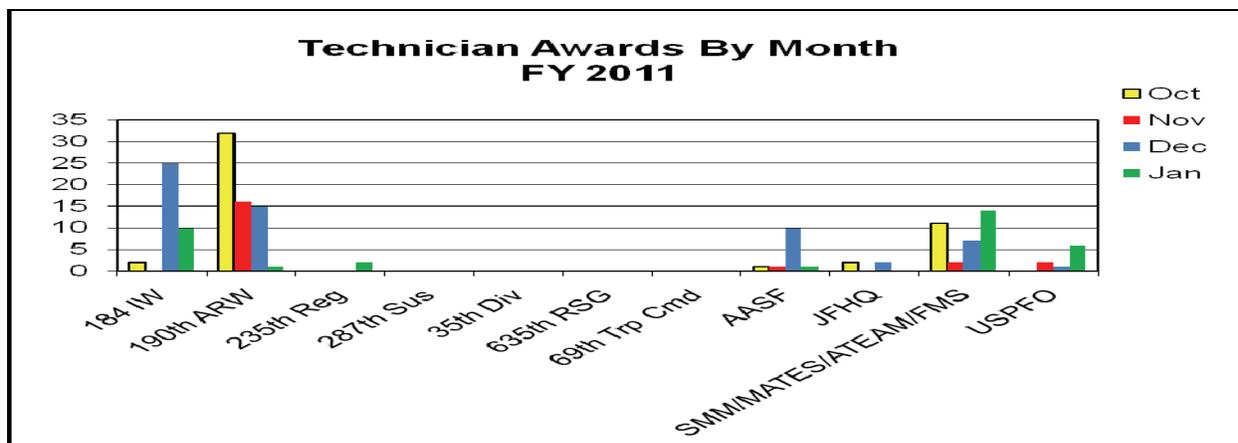
TECHNICIANS

December 2010 and January 2011

Submitted by MSgt Kathy Thornton
Human Resources Specialist

Technician Awards

The graph below shows technician awards processed, i.e. Time-Off, On the Spot, Sustained Superior Performance, and Quality Step Increases (QSI) for December 2010 and January 2011



ACCESSIONS

Abreu, Michael R., MATES
Armbristler, Kyle R., 184 IW
Bahner, Justin D., 184 IW
Bailey, Kendall L., AASF#1
Beason, Desirae D., 184 IW
Brees, Seth A., 184 IW
Bryant, Jonathon M., 184 IW
Carpenter, John A., 184 IW
Cline, Kevin R., 190 ARW
Conrady, Tobias J., 184 IW
Costales, David, Fusion Center
Cunningham, Glenn L., JFHQ/DCS
Davila, Luis A., 184 IW
Delarber, Ryan T., 184 IW
Disrud, Roger C., AASF1
Douangpraseuth, Crystal, 184 IW
Enns, Megan A., 184 IW
Fields, Sheryl L., 190 ARW
Garcia II, Rodolfo O., 184 IW
Glendening, Robert E., 184 IW
Halverson, Chartchai C., 184 IW
Hamilton, Randy E., ATEAM
Harkness, Jason E., 184 IW
Hayes, Jeremy W., 184 IW
Helms, Christopher B., ATEAM
Hudson, Lori A., KSJOC
Kroulik, Joseph G., 184 IW
Loreman, Joshua J., USPFO
McNutt, Trinita D., Air HQ
Morgan, Tara C., 184 IW
Nordquist, Matthew T., 184 IW

Nusspickel, Thomas B., 184 IW
Rausch, Benjamin L., 184 IW
Roberts, Dustin R., 184 IW
Rollins, Matthew T., 184 IW
Salazarguirre, Edgar, 184 IW
Schmeidler, Andrew T., 184 IW
Spencer, Christopher L., 1-161 FA
Swann, Joseph A., USPFO
Vaughn, Collin J., ATEAM
Weishaar, Adam J., 184 IW
Wood, Rhiannon M., 184 IW

PROMOTIONS

Benoit, Matthew P., 184 IW
Bonilla, Ricardo M., AASF#2
Clain, Terry N., 184 IW
Clark, Dorothy G., HRO
Delarosa, Hilari A., 184 IW
Donnelly, Ilene L., USPFO
Enlow, Joshua L., 184 IW
Essman, Russell F., ATEAM
Haley, Steven D., 184 IW
Hastings, Ashley N., 190 ARW
Jones, Charles E., SMO
Johnson, Marguerite, USPFO
King, Linda S., USPFO
Lane, Darby W., MATES
Laud, Alan E., 190 ARW
Neal, Mario R., ATEAM
Nelson, Ricky D., 190 ARW
Parks, Floyd E., 184 IW
Prochaska, Justin K., CSMS
Ramirez, Gabriel S., 190 ARW
Sampson, Patrick A., JFHQ/DCS

Stuke, Todd J., CSMS
Taitano-McFaddin, Melkiann, MATES
Udell, Ralph D., FMS 9
Woodley, Leo D. Jr., FMS 4

REASSIGNMENTS

Eaton, William S., 184 IW
Finley, Steven M., 184 IW
Gibson, Joseph, ATEAM
Gonsalves, Pedro A., 184 IW
Randall, Anthony, Const & Fac Mgt
Schwarz, Richard, 184 IW

SEPARATIONS

Asebedo, Frank D., FMS 13
Cunningham, Glenn L., DCS
Delfrate, Jeffrey A., MATES
Doby, Justin E., Recruit & Reten
Gellhaus, Lester T., Joint Staff
Green, Lexi R., 190 ARW
Hailey, Edwin G., Air HQ
Hofflinger, Barry L., 184 IW
Jacobson, Erik S., MATES
Kelley, Collin M., 190 ARW
Koci, Paul E., CSMS
Langhart, Keith R., 184 IW
Matthews, Scott A., 1-161 FA
Norris, Brian L., 184 IW
Smith, Ralph W., FMS 9
Snelling, Duane E., AASF1
Tennison, Martin L., 190 ARW
Voges, Mark D., 184 IW
Walters, Jennifer, HRO
Wellmeier, Harold W., ATEAM
Zullig, Jessica D., 105 PA

CHANGE IN FEDERAL RETIREE'S TAX WITHHOLDINGS

FACT SHEET

Submitted by Bobbi Harvey
Human Resources Specialist

- The Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act was passed by the United States Congress on 12/16/10 and signed into law on 12/17/10. As a result, the IRS published the tax withholding tables later than usual for 2011.
- The Making Work Pay tax credit expired 12/31/2010. As a result, many retirees may see an increase in the amount of federal tax being withheld from their monthly annuity payments. The tax withholding tables published by the IRS were adjusted to provide for the correct withholding amounts without this credit.
- OPM applied the tax tables as quickly as possible but there was not enough time to apply these tables to the 1/3/2011 annuity payments.
- The withholding changes affect the 2/1/2011 and subsequent annuity payments.
- OPM has no control over the tax withholding tables; we used the tables provided by the IRS, which are set in law by the United States Congress.
- Annuitants can instruct OPM to lower their tax withholding, but the annuitants are ultimately responsible to ensure their tax burden is met.
- OPM does have an online calculator which annuitants can use to estimate the amount of Federal tax withholding and they can make these changes by using their OPM-provided password at: [https://www.servicesonline.opm.gov/\(nuirpjat3uwqcq455cswshivi\)/Default.aspx](https://www.servicesonline.opm.gov/(nuirpjat3uwqcq455cswshivi)/Default.aspx)
- Annuitants may instruct OPM to change their tax withholding by calling the OPM Retirement Information Office at 1-888-767-6738.
- For information regarding Federal income tax, annuitants can visit the IRS website at www.irs.gov or call the IRS at 1-800-829-1040.

Retirements

Submitted by MSgt Robin Lewis
Human Resource Specialist

The following Technicians have recently retired. We appreciate their many years of service and wish them the best in their retirement:

-

ARMY

Charles Kuhn, 28 Feb 11

AIR

Robert Holladay, 25 Feb 11

TRICARE Coverage for Dependents up to Age 26

Submitted by MSG Chris Kuti
AGR Pay Specialist

It is known as the TRICARE Young Adult program. This will be premium based coverage required by the National Defense Authorization Act (NDAA). As of now, TRICARE is projecting the costs to be between \$1400 - \$2400 per year. For a dependent to qualify, they must be under the age of 26, unmarried, and not eligible for employer-sponsored health care coverage.

Initially, the dependents will only be covered under TRICARE Standard/Extra. TRICARE Prime will be an option later in the year. Once the program is fully implemented, you may pay premiums back to Jan 1, 2011 and file claims back to that date.

For up to date information, you can visit www.tricare.mil/TYA

DON'T ASK, DON'T TELL

Submitted by SFC Francisca Jimenez
EO/EEO Specialist

Service Secretaries Receive 'Don't Ask' Repeal Plan

By Karen Parrish
American Forces Press Service

WASHINGTON, Feb. 11, 2011 – Pentagon officials today sent the Defense Department’s implementation plan for repeal of the law commonly known as “Don’t Ask, Don’t Tell” to the service secretaries with a March 1 deadline for their first progress update.

Clifford L. Stanley, undersecretary of defense for personnel and readiness, issued the plan, which outlines the stages of action, including those actions that must be completed before the department reverses the policy barring people who are gay, lesbian, or bisexual from serving openly in the military.

During a Jan. 28 news conference on the implementation plan’s progress, Stanley stressed that Defense Department officials had coordinated closely with the Army, Navy, Air Force, Marine Corps and Coast Guard to craft a plan designed to ensure the continued smooth operation of the services during repeal.

“We are fundamentally focused right now on our leadership, professionalism, discipline and respect,” he said.

The plan issued today closely follows previously released guidance on implementing repeal. The plan does not give dates for the implementation phases; defense officials repeatedly have said the process will be “conditions-based” and will go forward based on the services’ progress, including the training of their people and updating policies.

Defense Secretary Robert M. Gates’ initial guidance stressed the importance of “strong, engaged and informed leadership” at every level to implement the repeal, which he said should take place “properly, effectively, and in a deliberate and careful manner.”

“This is not, however, a change that should be done incrementally,” the secretary’s guidance said. “The steps leading to certification and the actual repeal must be accomplished across the entire department at the same time.”

The pre-repeal phase of the plan released today, now under way, focuses on training the force and setting up channels for services to report progress to the Pentagon and the White House. The Defense Department distributed training toolkits to the services Feb. 4.

Defense officials said all of the services participated in developing the training, and each can adapt the basic package. Training materials are designed to be usable in low bandwidth and nontraditional training settings, and include presentation slides with narration, scripts, frequently asked questions, vignettes, DoD policy guidance, Supplemental Plan for Implementation and Service specific material. Training is centered around the themes of Leadership, Professionalism, Discipline and Respect.

The plan directs the services to submit reports every two weeks, beginning March 1, on units and people trained and regulations updated.

Don't Ask Don't Tell Continued...

Preparation for certification will begin when, in addition to other objective and subjective criteria, all policies are updated and the first two tiers of service member training are complete. The first tier includes policy makers, chaplains, lawyers and counselors, and the second covers commanding officers, senior noncommissioned officers and senior civilians. The plan also stipulates that prior to certification tier three training for all remaining service members must be under way, with a preparation in place for training completion.

Certification will culminate in the secretary of defense and chairman of the Joint Chiefs of Staff certifying to the president, as commander in chief, that the department is ready to implement the repeal. By law, when the president, secretary and chairman have all certified the services are ready for the policy change, a further 60 days must elapse before the new policy takes place.

During implementation, the services will continue tier three training, begin sustainment training, and monitor the effects of implementation. The services and Defense Department also will continue to prepare progress reports.

The plan outlines ongoing sustainment to begin after repeal, during which policy reviews, training programs and monitoring assessments will continue and be refined as needed.

For related information you may go to these links:

Gates Outlines 'Don't Ask' Repeal Process

<http://www.defense.gov/news/newsarticle.aspx?id=62370>

President Signs 'Don't Ask' Repeal Act Into Law

<http://www.defense.gov/news/newsarticle.aspx?id=62213>

Brigadier General Deborah Rose

The First Female General Officer in the Kansas National Guard

Submitted by SFC Francisca Jimenez
EO/EEO Specialist



As a company grade officer looking for a senior female to be her mentor, Brigadier General Deborah Rose saw that the glass ceiling for women was Lieutenant Colonel. At that time females were holding few, if any, senior enlisted ranks. From that point forward, she made it known that her goal was to be the first female brigadier general in the Kansas National Guard. In 2004, she became the first Colonel in the Kansas National Guard, part way to her goal. In April 2007, Brigadier General Deborah Rose became the first female general officer in the Kansas National Guard, Air or Army. While she has been the first in many positions and ranks, she has always been quick to note that someone had to be the first. "I look forward to the day when females are promoted to senior ranks so often that we will lose count." When asked what the key has been to her success Rose credits hard work, superior officers that have given her the opportunity to succeed, and all of the great enlisted personnel that have made her look good over the years. After trying to join the Air Force at the age of eighteen, and being ten pounds over weight, she married an active duty Airman instead. At the age of twenty-seven she saw the effects of a friend who was unprepared to earn an income after the death of her husband. This spurred Rose to seek a college degree. "I was not even sure whether I was smart enough to go back to college, but I knew that was the only way that I could guarantee that I would be able to care for my children if the worse thing possible were to occur." At the age of thirty-two, she graduated from Washburn University with a degree in nursing. That same year she was employed full-time at the Colmery-O'Neil VA Medical Center in Topeka, and was commissioned as a Second Lieutenant in the Nurse Corps at the 184th Tactical Fighter Group in Wichita. In 1985, she transferred to the 190th Air Refueling Group in Topeka. In 1994, the Group leadership requested she leave the Nurse Corps and become a line officer as the commander of the Services Flight. "It was another example of my superior officers having confidence that I could make a difference in the organization." In 1996, she became a full-time military technician at the 190th Air Refueling Wing as the Logistics Squadron Commander. "I did not have a background in logistics. What the Wing Commander needed was a leader, and he believed that I was the right person for the job." Rose went on to become a commander at every level of the organization, culminating in becoming the Vice Wing Commander. One of the most important attributes of a leader is to treat everyone with fairness and being equitable. Having to discipline others is not the most enjoyable part of being a commander, but if everyone is treated fairly and no one is receiving special treatment it sends a message throughout the organization. I may not have always been the most popular commander, but I have always felt that I was respected. Humility is another critical element. I wake up every morning remembering that I put my pants on one leg at a time, just like everyone else. It's my position that dictates my level of responsibility. Integrity is essential. It's about doing the right thing even when no one is looking. If there is training required, I want to complete it right away. Nothing demoralizes the troops more than seeing a senior officer not complying with a requirement. I never expect someone to do something that I would not also do. My position does not give me a pass. Being kind and friendly does not cost anything. I truly enjoy getting to know others. Kindness and friendliness are just part of who I am. I also believe that it makes me more approachable." Brigadier General Rose also believes that mentoring others is a part of the position. "Maybe, because I have always been older than my peers, people have sought out my council. I believe it is part of the job and my ability to pay it forward. I consider myself an equal opportunity mentor. Whether you are a female or a male, I am always happy to talk with you about your goals and help you brainstorm how to achieve them." When asked whether she has felt the need to act a certain way as the only female in many venues. "I have never walked into a room or a meeting wondering how a female would act, nor have I been afraid to speak my mind. I guess it has not hurt my career yet!"

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