



**NATIONAL GUARD FEDERAL HUMAN RESOURCE OFFICE BULLETIN**  
**2722 SW Topeka Blvd. Room 136 (North Side), Topeka, KS 66611**

**September—October 2009 Issue**

**In the News**

**KKO/HRO/MyBiz My Workplace Hyperlink**

Submitted by CMSgt Lynn McConnell

Adjustments have been made to the new KKO/HRO/MyBiz My Workplace hyperlink page get this information out to our Technicians. Review your Employment, Benefits & Performance Information on MyBiz at : <https://compo.dcpds.cpms.osd.mil/>.

**Recent Retirements in the Army**

Submitted by MSgt Robin Lewis

Best of luck to John L. Degand who is retiring on 22 August 2009 after over 36 years of service as a Quality Assurance Specialist at the Army Aviation Support Facility in Salina, KS. Congratulations to John and his wife Vickie.

Congratulations to Linda L. Fox, who is retiring after 35 years of dedicated service as an Information Technology Specialist at JFKQ in Topeka, effective 31 August 2009. We wish Linda and her husband Steven many years of retirement happiness.

Best wishes to Robert Good who is retiring after over 21 years of service as an Aircraft Flight Instructor at the Army Aviation Support Facility at Forbes Field in Topeka effective 8 Sep 2009. Congratulations to Robert and his wife, Teresa.

**New to Family Programs**

Submitted by Michele Wright

Family Programs and HRO are happy to announce we have a new Family Programs Director, Mrs. Mary Nesbitt. Mary comes to us from the Junction City, KS area, where she worked with Military Families. She hopes to improve communication and services to all guard families.

Robert Johnson is also a new team member to Family Programs. He is the Military Family Life Consultant for the Kansas National Guard. Welcome Mary and Robert!

**Family Programs Upcoming Event**

Submitted by Mary Nesbitt

The 891st Family Readiness Training Workshop is set to take place from September 18th thru the 20th at the Hyatt Regency, in Wichita. If you need additional information or have questions, you may contact Mrs. Mary Nesbitt at (785) 274-1171.

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# Helpful Information for Technicians

## 2010 FEDERAL BENEFITS OPEN SEASON

Submitted by Bobbi Harvey

The Federal Benefits Open Season will be coming up from 9 November to 14 December. You may enroll/change or cancel your health benefits including dental & vision and enroll and make changes in your Flexible Spending Account. Additional information will be coming soon.

## SF-50 NOTICE OF PERSONNEL ACTIONS

Submitted by Bobbi Harvey

Effective 1 September 2009 HRO will no longer be printing or mailing out SF-50 Notice of Personnel Actions. SF-50's are available on MyBiz/My Workplace. Information on how to access MyBiz/My Workplace is on the HRO website.

## DIDJA KNOW (DTS)

Submitted by Dottie Clark

- Since DTS has been up and mostly down this week, we have received a few calls about filing "Paper" vouchers rather than DTS vouchers.
- Unfortunately, you must file your voucher in DTS. What starts electronically must end electronically.
- If you created the Authorization in DTS, you MUST file the Travel Voucher in DTS.
- If you received a Citibank Statement saying that you still have a balance after your voucher was processed, you can prevent that from happening when you file your voucher.
- Follow the steps on page 75 from the Kansas DTS Simplified Traveler User Guide.
- Correct your itinerary, correct your expenses, upload your receipts.
- Click "additional options" then click "payment totals"
- When you get to the "Payment Totals" page scroll all the way down on that page.
- To ensure accuracy on your GTC (government travel card), get out your abacus add up the airline ticket, hotel receipts, restaurant receipts, rental car receipts, gasoline, and any other receipts you have.
- After you've added all receipts, enter your grand total in the "Add'l GOVCC Amt" box.



## DTS INPUT HALT

Submitted by Dottie Clark

With the exception of VOUCHERS, do NOT enter any other actions in DTS without contacting the program managers (aka Approving Officials). This means no Authorization, no Amendments, and no Adjustments and no calling Carlson for change in airline tickets. If you enter an amendment without coordination from the program manager, your entire order will be revoked/cancelled. The program managers are MSG Babcock at x 1941, Mrs. Clark x 1185 and Mr. Max Miller x 1114.

Footnote: AFTER 15 September you are allowed to enter Fiscal Year 10 requests for authorization for AGR Travel and Tech Travel. Tech Training Travel Requires HRO Approval in the form of an SF 182.

Submitted by Capt Julie Burns

**Inside This Issue:**

1. Six Common Mistakes That Spoil Conversations
2. Talking To Your Aging Parents About Their Final Wishes
3. Self-Test: Test Your Self-Esteem
4. For Your Information

**EAP Services:**

1. How to Use Your EAP

## Six Common Mistakes That Spoil Conversations

by Loren Ekroth, Ph.D.

It's always easier to be aware of another's conversational mistakes than our own. Our own mistakes are so habitual, so well-intentioned, they easily escape our notice. We are just being ourselves, right? Nonetheless, others making mistakes can be our teachers, if only by serving as negative examples.

These conversational mistakes apply to both social and business conversations. They are mistakes because they injure the integrity of the conversation by blocking its flow, creating frustration, and reducing understanding and satisfaction. Here are six of the most common mistakes that spoil conversations:

### 1. BLABBERMOUTHING

Talking too much, way out of balance, going on and on without giving the other(s) their turn. The one who hogs the talk-channel soon frustrates others and they tune out the blabbermouth. Involved in their own monologues, blabbers feel some satisfaction in carrying on - even when they have lost the involvement of the (former) listener.

Some professionals suffer from the occupational hazard of this mistake - professors, clergy, speakers and trainers, and others who are paid to talk for a living.

### 2. THE "TAKE AWAY" AND "ME TOO" SYNDROME

A talker begins a topic and the listener grabs it away and opens a me-centered monologue. You say, "I saw a great movie last weekend..." and the listener-soon-to-be talker says, "Oh? I saw one, too..." and begins to describe their experience.

The initiator of the movie topic is unable to complete their thought because it's been high-jacked. This is a very childlike and frustrating behavior, and eventually drives people away.

### 3. UNSOLICITED ADVICE

Some people are quick to give advice as soon as the other person mentions a problem. "Have you thought of...?" "Why don't you...?" erupt quickly from their overflowing volcanoes of counsel.

Men seem especially prone to this tendency, although women are not immune from it. It is also prevalent among "professional know-it-alls" such as teachers, managers, administrators, and some lawyers, ministers, and counselors.

When offered to friends and other peers, the advice-giver assumes the authority or even parenting role and that can be off-putting. Better to let the person finish and then, perhaps, to ask, "Are you asking for my opinion?" or "What alternatives have you thought of?"



#### 4. INTERRUPTING

This means butting in before your partner has completed the thought. Usually this is done because the interrupting people are impatient and are afraid of not getting their thoughts expressed.

Many of these interruptions occur on TV interviews when the host has guests with opposing views. The guests butt in, over-talk, even shout in order to get in their words. (According to some producers, this makes for exciting television. I think it simply creates an annoyance.)

#### 5. CONTRADICTING

This is the ultimate conversation-blocker. Although great in structured debate, direct disagreement is not helpful in conversation, which is at its best when it's mutual and collaborative.

"I disagree with you," or the more gingerly, "Yes, BUT," are in plentiful supply in many conversations and another form of the "I'm right, you're wrong" game. (If chocolate is right, must vanilla be wrong? Or just different?)

The better way is to hear out the point of view being expressed, check that you understand it, then offer "My view is different from yours. Let me explain." People who feel heard and understood are more likely to hear and understand someone expressing a different view.



#### 6. STINGY CONTRIBUTORS

This describes the people who listen, take and receive, but don't give.

They contribute little enthusiasm, information, self-disclosure, acknowledgement, compliments or other elements that lift a conversation. They like to "pick the brains" of others, but contribute nothing. They take few risks, and while others share personal experiences, the "stingy contributor" remains cool and contained with personal matters. This cautious, ungenerous style causes an out-of-balance conversation in which real trust can never exist.

When you find you are becoming frustrated or annoyed in a conversation, there is a good chance that the other party is exhibiting one of these mistakes. You are experiencing how these mistake patterns cause problems. With your heightened awareness, now work to eliminate them from your own repertoire.

Loren Ekroth, Ph.D. is a specialist in human communication and a national expert on conversation for business and social life. His articles and programs strengthen critical communication skills for business and professional people. His weekly skill-building ezine, Better Conversations, is complimentary and can be subscribed to at his website, <http://www.conversationmatters.com>. Additional resources and articles are also available on the website.



## Talking To Your Aging Parents About Their Final Wishes

A recent survey by the American Association of Retired Persons (AARP) found that nearly 70 percent of adult children have not talked to their parents about issues related to aging and end of life. Experts recommend that discussions about end of life issues should take place when things are going well, before there is a crisis and decisions must be made hastily. Use the "40/70" rule, aging experts say. If you are over 40 and your parents are over 70, you need to be talking about the issues older people face. According to another AARP study, most elderly parents actually feel better about having these kinds of discussions as part of their planning for the future. Such discussions, they say, help them live life the way they wish.

#### TIPS FOR TALKING WITH AGING PARENTS:

- Use your own planning, or a friend or relative's illness or death as an opportunity to start a discussion.
- Communicate directly and honestly. Let your parents know that you want to work together to meet their needs for the future.
- Avoid role reversal, where you become the parent. Treat your parents as equals. Your job is to allow them to retain as much independence and control as possible. Don't expect to work out an entire plan in one sitting. Expect that the discussion will be ongoing. Each time the topic is revisited, it should become more comfortable.
- Find out your parent's wishes. What is most important to them? What are their needs and concerns about the future? How do they want to be cared for as they grow older? How great is your parent's need for independence?

- Ask if your parents have worked with an attorney to draft important legal documents, including: a will or trust, medical power of attorney, financial power of attorney and living will. Be sure you are familiar with the purpose and importance of each of these documents.
- Involve the entire family. Siblings, spouses or other extended family members can participate in family discussions with your parents about their needs and help make decisions. They can take turns providing care or other assistance.

**RECOMMENDED READING:** *How To Care For Aging Parents* by Virginia Morris. A very comprehensive resource on the medical, emotional, legal and financial issues involved in caring for an elderly parent.



## Self Test: Test Your Self Esteem

Self-esteem is how we value ourselves; its how we perceive our value to the world and how valuable we think we are to others. The link between low self-esteem and addictive disorders is well known. Take the quiz below to circle “yes” or “no” for your opinion of yourself:

I feel at ease meeting new people	yes	no
I take pride in my appearance	yes	no
I enjoy taking on new challenges	yes	no
I have close friendships of value to me	yes	no
I can accept constructive criticism	yes	no
I give myself credit when credit is due	yes	no
I feel my own needs and feelings are important	yes	no
I take some time everyday just for myself	yes	no
I accept changes as changes come	yes	no
I can say “no” to others when necessary	yes	no
I enjoy new experiences and situations	yes	no
I can express my feelings to others	yes	no
I am a creative, intelligent individual	yes	no
I have something important to contribute to life	yes	no
I am able to learn from my mistakes	yes	no
I have as many strengths as weaknesses	yes	no
I am not afraid to ask for help from others	yes	no
I have beliefs which give my life meaning	yes	no
I am able to receive love as well as give it	yes	no
I can forgive myself when I fail	yes	no
I keep the promises I make	yes	no
I avoid abusing myself with alcohol, drugs and food	yes	no
I make time for play as well as work	yes	no
I am able to find humor in my life	yes	no
I am basically content with myself	yes	no

The above quiz was designed, not as a scientific test, but as a tool for becoming more aware of the ways we view ourselves and our abilities. If you suffer from feelings of low self-esteem, it may be helpful to speak to a professional who is skilled in working with self-esteem problems. If you’d like help, contact your Employee Assistance Program (EAP) for confidential counseling, referrals or information. We’re here to help you.

## For Your Information

### BETTER COMMUNICATION FOR COUPLES

To improve communication with your partner, learn to better describe your own feelings. Don’t assume that your partner automatically knows your needs, feelings or opinions without telling him or her. To express yourself clearly use descriptive “feeling” words like “sad,” “happy,” “excited,” “angry,” etc., sending clear “I” messages – not “you” messages.

### STRESS MANAGEMENT TIP

Work on your marriage, friendships and spirituality. Studies show that people who are satisfied with their marriage, friendships and spiritual feelings are better at coping with stress and live more fulfilling lives.

**DROWSY DRIVING**

Drowsy driving is an impairment that compares to drunk driving, says the National Sleep Foundation (NSF). Numerous studies have linked sleep deprivation to slower reaction times, impaired judgment and decreased alertness. The National Highway Traffic Safety Administration reports that you are three times more likely to be in a car accident caused by poor sleep than by drunk driving. Beware of drowsy drivers – and make sure you're not one of them. Organize your lifestyle to get regular, adequate sleep – 7-8 hours per night (the recommended average for adults)



# FOR ALL KANSAS NATIONAL GUARD TECHNICIANS

## EMPLOYEE ASSISTANCE PROGRAM SERVICES

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/>.

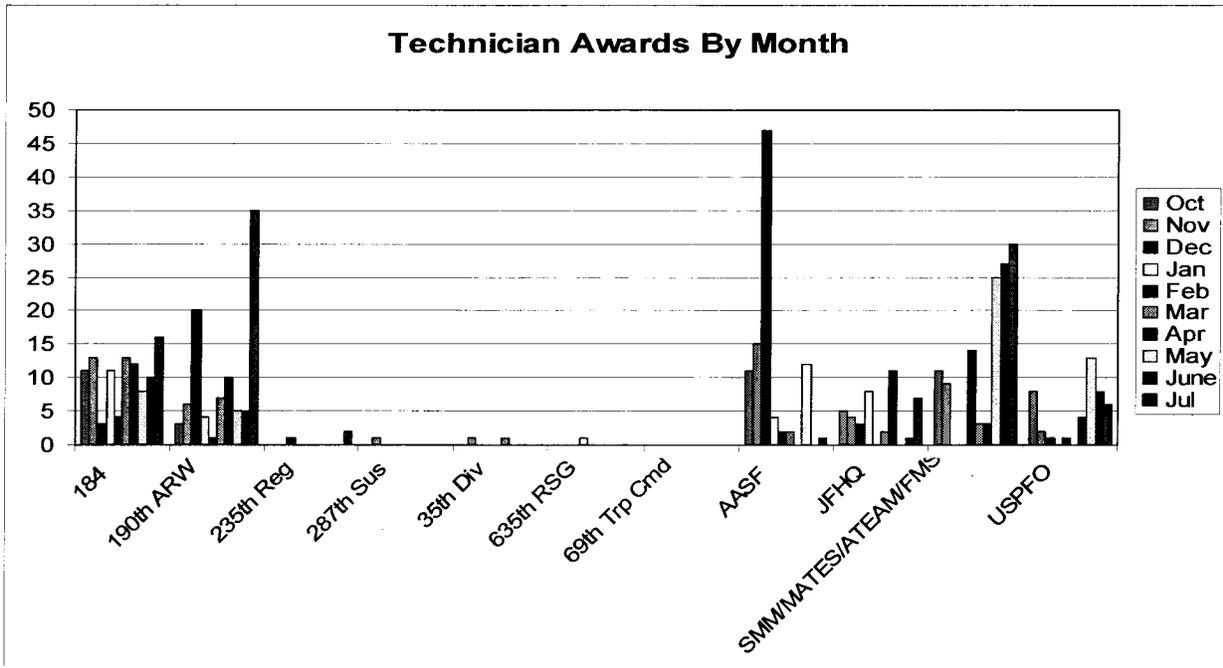
# TECHNICIANS

June & July 2009

Submitted by MSgt Kathy Thornton

## TECHNICIAN AWARDS

The graph below shows technician awards processed, i.e. Time-Off, On the Spot, Sustained Superior Performance (SSP) and Quality Step Increase (QSI) for the months of October 2008 through July 2009. The awards supplement was revised in February 2009 and SSP awards will only be reported quarterly starting in April 2009; therefore, SSPs are reported in July.



# TECHNICIANS

June & July 2009

## ACCESSIONS

Alley, Emily R., 190 ARW  
Bearce, Ryan S., 190 ARW  
Berkenmeier, Jason E., FMS 5  
Bonham, Donald R., 2-137  
Carver, Joseph M., 190 ARW  
Crochran, Yolaundra V., 69 Trp CMD  
Dickey, Jason R., JFHQ/Joint Staff  
Drayer, Jason M., AASF 2  
Escher, Matthew L., 190 ARW  
Foster, Norman A., 190 ARW  
Henkle, James H., 287<sup>th</sup> Sust BDE  
Hastings, Alison E., 190 ARW  
Hogan, Christopher D., 184 IW  
Karraker, Jeffrey K., 2-137 IN BN  
Kennedy, Jr., Lawrence G., FMS 7  
Kennedy, Olivia L., 190 ARW  
Koss, Adam D., 190 ARW  
Kubie, Tiffany D., 190 ARW  
Lord, Jennifer L., 190 ARW  
Love, Derek E., 184 IW  
Maldonado, Sharon K., 635 RSG  
Manz, Doyse J., 190 ARW  
Marsh, Ryan J., 190 ARW  
Nesbitt, Mary F., Family Programs  
Nichols, Justin L., 190 ARW  
O'Connor, Joshua J., FMS 7  
Pangburn, Keith D., JFHF/DOM  
Strong, Jonathan D., 190 ARW  
Thomas, Jesse L., MATES  
Turk, Manuel, 2-137 IN  
West, Jesse T., 2-137 IN BN  
Turner, Timothy D., MATES  
Vancleave, Paul L., CSMS  
Wilson, Jeremy J., FMS 2

## PROMOTIONS

Beth, Russell L., FMS 2  
Ellis, Donnie R., MATES 1  
Freyberger, George W., ATEAM  
Goldenstein, Jacob G., 184 IW  
Harvey, Robert P., 184 IW  
Johnson, Anthony J., MATES  
Larson, Cheryl L., JFHQ/DOL  
Love, Matthew P., 184 IW  
McMullen, Dallas D., MATES  
Miller, Matthew T., 184 IW  
Murray, Terry R., FMS 3  
Pence, James L., 184 IW  
Pollock, Richard S., MATES  
Roehl, Johnny L., FMS 9  
Torres, Jose A., CSMS  
White, Treg A., 184 IW

## REASSIGNMENTS

Baker, Dane E., AASF 1  
Boyer, Ronald S., HQ 35 IN DIV  
Colliatie, Sidney D., 184 IW  
Latham, Joshua M., AASF 2  
Lee, Donald G., 190 ARW  
Williams, Robert J., 190 ARW

## SEPARATIONS

Aldrine, Edgar A. II., 190 ARW  
Altgilbers, Nicholas R., JFHQ/DOM  
Beat, Fred W., 184 IW  
Blow, Chad L., 190 ARW  
Bradford, William R. Jr., 184 IW  
Burgoon, Jesse L., USPFO  
Calvillo, Gonzales, Dominic, 190 ARW  
Carroll, Travis J., 2-137 IN BN  
Child, Andrew K., 184 IW  
Childs, Norman D., JFHQ/DOL  
Clarke, Kareena M., MATES  
Cole, Joseph H. Jr., JFHQ/Joint Staff  
Crumbly, Gregory E., MATES  
Dirk, Aaron W., USPFO  
Doby, Jerry, JFHQ/MPSO  
Foster, John C., 184 IW  
Garst, Kade D., JFHQ  
Henkle, James H. Jr., 287 Sust BDE  
Hicks, Justin R., ATEAM  
Hooser, Kari A., 2-130 BN FA  
Jackson, Stephen J., 184 IW  
Lietzau, Rick D., JFHQ  
Lister, Nancy J., USPFO  
Luck, Michael L., 190 ARW  
Medley, Barrett D., 184 IW  
Montes, Sonja, 69 Trp CMD  
Morrissey, John M., CSMS  
Ott, Roy A., JFHQ/Command Admin Ofc  
Reever, Michael T., MATES  
Roberson, Michael J., ATEAM  
Roloff, Timothy L., FMS 2  
Scarpa, Alexandra J., 190 ARW  
Shull, Randall A., 190 ARW  
Smith, Elisha M., JFHQ/HRO  
Tracy, Jeffery D., ATEAM  
Vansickle, Tonya K., Family Programs  
Vlachos, David A., FMS 4  
Wallace, Michael L., JFHQ, Command Adm  
Wilson, David Guy, 184 IW

## **SELF SERVICE MY BIZ EMAIL ADDRESS NOTICE TO ALL TECHNICIANS:**

Submitted by CMSgt Lynn McConnell

NGB-TNI has requested ALL Technicians access the following Self Service portion of the Fulltime DCPDS: MY BIZ. Web page URL is <https://compo.dcpds.cpmc.osd.mil>. KSHRO has diligently marketed the Self Service MYBIZ module and is encouraging that ALL Technician to enter their account on MYBIZ and verify their personnel record information. Within the Kansas Knowledge Online (KKO) Website: <https://www.ks.ng.mil>; we now have a MYBIZ/MY WORKPLACE hyperlink page located in the HRO submenu to assist technicians on locating tutorials and additional information about this self-service application. ALL Technicians need to especially view and update their email account information located in MYBIZ. It is very important that the email accounts are updated with the employee's **work email address (\*.mil)**. KSHRO/PSM has been provided a query to run monthly to verify access to the Self Service MYBIZ and identify invalid email accounts. If you have problems registering your CAC or logging into DCPDS/MYBIZ, please contact SPC Jason Collier, DSN 720-8163, [jason.a.collier@us.army.mil](mailto:jason.a.collier@us.army.mil) or CMSgt Lynn McConnell, DSN 720-8165, [lynn.mcconnell@us.army.mil](mailto:lynn.mcconnell@us.army.mil).

## **PERFORMANCE APPRAISAL APPLICATION (PAA) to be implemented:**

Verification of each technician's MYBIZ account data is in preparation for the fielding of the new **PERFORMANCE APPRAISAL APPLICATION (PAA)** which will be implemented in the near future. National Guard will soon begin using a custom Performance Appraisal Application as part of the Self Service MYBIZ module. Prior to the notification from National Guard that the new PERFORMANCE APPRAISAL APPLICATION (PAA) can be fielded, each employee and supervisor will need to sign into MYBIZ/ MY WORKPLACE and register their CAC. It is necessary to verify each technician's MYBIZ/MY WORKPLACE account data a full 100 percent, in preparation for input of electronic PERFORMANCE APPRAISAL APPLICATION (PAA) plans that will replace the manual AGKS 430 performance appraisal form. More to come in future HRO Bulletins...

## **MY WORKPLACE REQUEST TO ALL SUPERVISORS:**

For the PERFORMANCE APPRAISAL APPLICATION (PAA) module to work properly, the Self Service Hierarchy must be correctly built. Supervisors will need to access to the MY WORKPLACE to view their employees. The success of the new PERFORMANCE APPRAISAL APPLICATION (PAA) Appraisal tool will depend on complete and accurate user accounts within MYBIZ/MY WORKPLACE.

Any discrepancies found on the position hierarchy in MY WORKPLACE need to be reported by supervisors to SSgt Tracy Hansen, DSN 720-8510, [tracy.m.hansen@us.army.mil](mailto:tracy.m.hansen@us.army.mil) or SPC Jason Collier, DSN 720-8163, [jason.a.collier@us.army.mil](mailto:jason.a.collier@us.army.mil) or CMSgt Lynn McConnell, DSN 720-8165, [lynn.mcconnell@us.army.mil](mailto:lynn.mcconnell@us.army.mil). Also, any problems that technicians may have accessing MYBIZ/MY WORKPLACE will also need to be forwarded to the HRO Staff listed in the MYBIZ/MY WORKPLACE Hyperlink page on the KKO/HRO Website above. If there is an error in the PAA data, please contact Bobbi Harvey, DSN 720-8172, [bobbi.harvey@us.army.mil](mailto:bobbi.harvey@us.army.mil).

## **IMPORTANT CHANGES IMPACTING ALL AKO/DKO USERS:**

### **\*\*End-User Agreement\*\***

As of 8 August, all Portal users will be required to acknowledge an end-user agreement once a year. This agreement will appear immediately after signing on and require you to click in acceptance before you can access the Portal.

### **\*\*New Limit on Password Resets for CAC Holders\*\***

If you are a CAC holder, effective 8 August, there will be a maximum number of times you can contact the help desk to reset your password. After five calls, you will need to reset your password using the CAC password-reset feature on the portal. Of course, you can avoid calling the help desk altogether by resetting your password yourself. Learn how here:

## PASSWORD RESET

Submitted by CMSgt Lynn McConnell

### RESET PASSWORD USING THE "RESET PASSWORD" LINK:

1. Go to <http://www.us.army.mil>
2. Click "Reset Password" located in the middle of the page under where it reads "Help".
3. A new window will open. Enter your AKO/DKO username.
4. Select an option for assistance.

### DEPENDING ON THE STATUS OF YOUR ACCOUNT, YOU MAY SEE THE FOLLOWING ITEMS:

- "Reset Your Password using your CAC". You will need to have your CAC registered with your AKO/DKO account to use this option.
- "Reset Your Password Via Email". An email will be sent to your external/registration email address. Follow the instructions in the email to reset your password.
- "Reset Your Password by using Your Security Questions". These are the security questions that you have set up within your account.
- "Reset Your Password by Entering Your Expired Password": This option is only available if your password has expired.

### RESET PASSWORD WHILE LOGGING INTO YOUR ACCOUNT, YOU WILL:

1. Log into your AKO/DKO account.
2. Click on the "My Account" Tab.
3. Click on "Account Settings".
4. Click on "Change Password".

If you have an unsponsored AKO/DKO account (excludes retirees), you are required to log into AKO/DKO with your CAC to reset the password. Make sure that the greeting in the top left says "Welcome, You Name (CAC Session)".

### SPONSORED ACCOUNTS AND RETIREES

You will have the ability to reset your password for 150 days by using any of the methods mentioned above. You are not required to use a CAC to reset your password.

### UNSPONSORED AKO/DKO ACCOUNTS (EXCLUDES RETIREES)

If your password expires, and you do not change your password while in a CAC session in AKO/DKO, your password will only be valid for 7 days. The only way to get a 150 day password is to log into AKO/DKO with your CAC and reset the password.

### YOU CANNOT RESET YOUR PASSWORD USING THIS SERVICE

You can only reset your password 5 times without your CAC. After resetting the password the 5th time, you will receive a message in red that stats "You cannot reset your password using this service. Please contact the Help Desk for further assistance by clicking the 'Help' link at the top of this page." If you get this message you will need to reset your password with your CAC or contact the AKO/DKO help desk by email, live chat, phone to reset your password and your reset password counter.

It is not necessary to log in every 7 days to reset your password. You can wait an indefinite amount of time; you will simply be required to change your password again if more than 7 days have passed.

### NEED MORE ASSISTANCE?

If you do not have access to a computer with CAC reader and your registered email address has changed since the time your account was established. The AKO/DKO help desk can update your account with your current email address. Please email the AKO/DKO help desk at [help@us.army.mil](mailto:help@us.army.mil). If you have a sponsored account, you will need to contact the help desk via phone for further assistance.

**TECHNICIAN APPRAISALS DUE  
SEPTEMBER & OCTOBER  
2009**

Submitted by SPC Jason Collier

**184th ARW  
September 2009**

Arnold, Thomas D.  
Ast, Gerard Lawrence  
Beason, Michael D.  
Corbin, Jeffrey A.  
Crowell, Patrick Dale  
Davidson, Randall Scott  
Decker, Keith Darin  
Frey, Robert G.  
Hagan, Guy C.  
Hutcherson, Randall Lee  
Land, Richard Eugene  
Longberg, Richard Dean  
Niebuhr, Kent A.  
Platzer, Christopher A.

**184th ARW  
October 2009**

Callahan, Jad T.  
Cravens, Chanse A.  
Denton, Jimmy W. Jr.  
Evans, Troy Robert  
Giffin, Darla L.  
Hansen, Bradley Eugene  
Hobson, Mark L.  
Hofflinger, Barry Lee  
Holladay, Robert W.  
Hopkins, Frank Winfield  
Johnson, Robert Alan Jr.  
Jones, Paul D.  
Leslie, Rick A.  
Link, Thomas E.  
Magee, Damion J.  
Metcalf, Garrett L.  
Osborn, Jerry Lee  
Peasley, Brandin M.  
Shields, Eric E.  
Somers, Donald Ray  
Wilson, Craig A.

**190th ARW  
September 2009**

Batterton, Casey S.  
Cox, Gary Wayne  
Drewelow, Kevin Robert  
Grunberger, Lee  
Hines, Richard J.  
Jackson, Eldon Duane  
Kolbek, Carolyn R.  
Laub, Alan Eugene  
Rose, Matthew D.  
Schwartz, Richard E.  
Stadler, Marvin Murray  
Torrez, Macario F.

**190th ARW  
September 2009 Continued**

Walters, Summer L.  
Weber, John D.  
Yocum, Bradley S.

**190th ARW  
October 2009**

Clampitt, David Scott  
England, Shad L.  
Mendez, Sarah M.  
Rye, Lawrence H.  
Wickline, Christiana L.  
Wolfe, Jessie Lee

**JFHQ  
September 2009**

Klein, Ronda L.  
Knowles, Joe A.

**JFHQ  
October 2009**

Guffy, Keith Alan

**KSARNG  
September 2009**

Acosta, David Luciano  
Andrews, Troy A.  
Baeza, Rigoberto  
Bearce, Robert Keith  
Blackburn, Preston S.  
Bravi, David Josef  
Conrad, Melvin C.  
Drallette, Natalie E.  
Erwin, Tuesday C.  
Frerichs, Lori  
Hancock, Samantha L.  
Hedke, Jay Dean  
Hennis, Johnathan L.  
Jones, Jamie L.  
King, Linda Susan  
Kyllonen, Michael S. Jr.  
Lawas, Dennis P.  
Little, Don L.  
Miller, Jacqueline J.  
Mullis, Sean M.  
Nickel, Leo V.  
Payne, Sheldon M.  
Philip, Daniel D.  
Rios, Kristina L.  
Robertson, Tye G.  
Strong, William A.  
Swanson, Dean D.  
Taylor, Freddie W.  
Tonasket, Anthony L.

**KSARNG  
September 2009 Continued**

Tuszkiewicz, Richard J. II  
Villalobos, Adam L.  
Warner, Wade A.  
West, Mark A.

**KSARNG  
October 2009**

Asebedo, Frank Domingo  
Barajas, Robert L.  
Burk, David R.  
Chacey, Bret A.  
Criss, Linda Jo  
Ellis, Donnie R.  
Escott, Christina M.  
Hitt, Jeremy J.  
Leger, David Alan  
Mader, Michael L.  
McBride, Quentin P.  
Mearskirton, Edward  
Morris, Timmy E.  
Nixon, Shelly L.  
Oborny, Michael G.  
Owen, Robert L.  
Peck, Eric C.  
Perry, William George  
Reasoner, Mark Wayne  
Ross, David M.  
Rubio, Kristy A.  
Smith, Thomas J.  
Weber, Karla M.  
Wilroy, James Preston

# U.S. Census Bureau News

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U.S. Department of Commerce • Washington, D.C. 20233

**Facts** for  
Features

Submitted by Maj Shelly Bausch

## HISPANIC HERITAGE MONTH 2009: SEPT. 15-OCT.15

In September 1968, Congress authorized President Lyndon B. Johnson to proclaim National Heritage Week, which was observed during the week that included Sept. 15 and Sept.16. The observance was expanded in 1988 to a month-long celebration (Sept. 15– Oct. 15). America celebrates the culture and traditions of those who trace their roots to Spain, Mexico, and the Spanish-speaking nations of Central America, South America and the Caribbean. Sept. 15 was chosen as the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sept. 16 and Sept. 18, respectfully.

### POPULATION

#### 46.9 MILLION

The estimated Hispanic population of the United States as of July 1, 2008, making people of Hispanic origin the nation's largest ethnic or race minority. Hispanics constituted 15 percent of the nation's total population. In addition, there are approximately 4 million residents of Puerto Rico.

Source: Population estimates<<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>> and <<http://www.census.gov/Press-Release/www/releases/archives/population/013049.html>>

#### MORE THAN 1

...Of every two people added to the nation's population between July 1, 2007, and July 1, 2008, was Hispanic. There were 1.5 million Hispanics added to the population during the period.

Source: Population estimates<<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>>

## U S C E N S U S B U R E A U

*Helping You Make Informed Decisions*

#### 3.2%

Percentage increase in the Hispanic population between July 1, 2007 and July 1, 2008 making Hispanics the fastest-growing minority group/

Source: Population estimates<<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>>

#### 132.8 MILLION

The projected Hispanic population of the United States on July 1, 2050. According to this projection, Hispanics will constitute 30 percent of the nation's population by that date.

Source: Population estimates<<http://www.census.gov/Press-Release/www/releases/archives/population/012496.html>>

#### 22.4 MILLION

The nation's Hispanic population during the 1990 Census-less than half the current total.

Source: The Hispanic Population: 2000 <<http://www.census.gov/prod/2001pubs/c2kbr01-3.pdf>>

#### 2nd

Ranking of the size of the U.S. Hispanic population worldwide, as of 2008. Only Mexico (110 million) had a larger Hispanic population than the United States (46.9 million). Source: International Data Base <<http://www.census.gov/ipc/www/idbsum.html>> and population estimates <<http://www.census.gov/PressRelease/www/releases/archives/population/013733.html>>

**64%**

The percentage of Hispanic-origin people in the United States who were of Mexican background in 2007. Another 9 percent were of Puerto Rican background, with 3.5 percent Cuban, 3.1 percent Salvadoran and 2.7 percent Dominican. The remainder were of some other Central American, South American or other Hispanic or Latino origin. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

About 45 percent of the nation's Dominicans lived in New York City in 2007 and about half of the nation's Cubans in Miami-Dade County, Fla. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

**25%**

Percentage of children younger than 5 who were Hispanic in 2008. All in all, Hispanics comprised 22 percent of children younger than 18. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>>

**27.7 years**

Median age of the Hispanic population in 2008. This compared with 36.8 years for the population as a whole. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>>

**107**

Number of Hispanic males in 2008 per every 100 Hispanic females. This was in sharp contrast to the overall population, which had 97 males per every 100 females. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013733.html>>

**States and Counties****48%**

The percentage of the Hispanic-origin population that lived in California or Texas in 2008. California was home to 13.5 million Hispanics, and Texas was home to 8.9 million. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**16**

The number of states with at least a half-million Hispanic residents — Arizona, California, Colorado, Florida, Georgia, Illinois, Massachusetts, Nevada, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, Texas, Virginia and Washington. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**45%**

The percentage of New Mexico's population that was Hispanic in 2008, the highest of any state. Hispanics also made up at least one fifth of the population in California and Texas, at 37 percent each, Arizona (30 percent), Nevada (26 percent), Florida (21 percent) and Colorado (20 percent). New Mexico had 891,000 Hispanics. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**The Carolinas**

The states with the highest percentage increases in Hispanic population between July 1, 2007, and July 1, 2008. South Carolina's increase was 7.7 percent and North Carolina's was 7.4 percent. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**4.7 million**

The Hispanic population of Los Angeles County, Calif., in 2008 — the largest of any county in the nation. Los Angeles County also had the biggest numerical increase in the Hispanic population (67,000) since July 2007. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**97%**

Proportion of the population of Starr County, Texas, that was Hispanic as of 2008, which led the nation. All of the top 10 counties in this category were in Texas. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**48**

Number of the nation's 3,142 counties that are majority-Hispanic. Source: Population estimates <<http://www.census.gov/PressRelease/www/releases/archives/population/013734.html>>

**15%**

Percent increase in the Hispanic population in Luzerne County, Pa., from July 1, 2007, to July 1, 2008. Among all counties with 2007 Hispanic populations of at least 10,000, Luzerne topped the nation in this category. Luzerne's county seat is Wilkes-Barre. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

**313,000**

The increase in California's Hispanic population between July 1, 2007, and July 1, 2008, which led all states. Texas (305,000) and Florida (111,000) also recorded large increases. Source: Population estimates <<http://www.census.gov/PressRelease/www/releases/archives/population/013734.html>>

**20**

Number of states in which Hispanics are the largest minority group. These states are Arizona, California, Colorado, Connecticut, Florida, Idaho, Iowa, Kansas, Massachusetts, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, Oregon, Rhode Island, Texas, Utah, Washington and Wyoming. Source: Population estimates <<http://www.census.gov/Press-Release/www/releases/archives/population/013734.html>>

### **Businesses**

Source for statements in this section: *Hispanic-owned Firms: 2002* <<http://www.census.gov/csd/sbo/hispanic2002.htm>>

**1.6 million**

The number of Hispanic-owned businesses in 2002.

Nearly 43 percent of Hispanic-owned firms operated in construction; administrative and support, and waste management and remediation services; and other services, such as personal services, and repair and maintenance. Retail and wholesale trade accounted for nearly 36 percent of Hispanic-owned business revenue.

Counties with the highest number of Hispanic-owned firms were Los Angeles County (188,422); Miami-Dade County (163,187); and Harris County, Texas (61,934).

**Triple**

The rate of growth of Hispanic-owned businesses between 1997 and 2002 (31 percent) compared with the national average (10 percent) for all businesses.

**\$222 billion**

Revenue generated by Hispanic-owned businesses in 2002, up 19 percent from 1997.

**44.6%**

. . of all Hispanic-owned firms were owned by people of Mexican origin (Mexican, Mexican-American or Chicano).

**29,168**

Number of Hispanic-owned firms with receipts of \$1 million or more.

#### **Families and Children**

**10.4 million**

The number of Hispanic family households in the United States in 2008. Of these households, 62 percent included children younger than 18. Source: Families and Living Arrangements <[http://www.census.gov/Press-Release/www/releases/archives/families\\_households/013378.html](http://www.census.gov/Press-Release/www/releases/archives/families_households/013378.html)>

**66%**

The percentage of Hispanic family households consisting of a married couple. Source: Families and Living Arrangements <[http://www.census.gov/Press-Release/www/releases/archives/families\\_households/013378.html](http://www.census.gov/Press-Release/www/releases/archives/families_households/013378.html)>

**43%**

The percentage of Hispanic family households consisting of a married couple with children younger than 18. Source: Families and Living Arrangements <[http://www.census.gov/Press-Release/www/releases/archives/families\\_households/013378.html](http://www.census.gov/Press-Release/www/releases/archives/families_households/013378.html)>

**70%**

Percentage of Hispanic children living with two parents. Source: Families and Living Arrangements <[http://www.census.gov/PressRelease/www/releases/archives/families\\_households/013378.html](http://www.census.gov/PressRelease/www/releases/archives/families_households/013378.html)>

#### **Spanish Language**

**35 million**

The number of U.S. residents 5 and older who spoke Spanish at home in 2007. Those who *hablan español* constituted 12 percent of U.S. residents. More than half of these Spanish speakers spoke English “very well.” Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

**4**

Number of states where at least one-in-five residents spoke Spanish at home in 2007 — Arizona, California, New Mexico and Texas. Source: 2007 American Community Survey <[http://www.census.gov/Press-Release/www/releases/archives/american\\_community\\_survey\\_acs/012634.html](http://www.census.gov/Press-Release/www/releases/archives/american_community_survey_acs/012634.html)>

**78%**

Percentage of Hispanics 5 and older who spoke Spanish at home in 2007. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

#### **Income, Poverty and Health Insurance**

**\$38,679**

The median income of Hispanic households in 2007, statistically unchanged from the previous year after adjusting for inflation. Source: *Income, Poverty, and Health Insurance Coverage in the United States: 2007* <[http://www.census.gov/Press-Release/www/releases/archives/income\\_wealth/012528.html](http://www.census.gov/Press-Release/www/releases/archives/income_wealth/012528.html)>

**21.5%**

The poverty rate among Hispanics in 2007, up from 20.6 percent in 2006. Source: *Income, Poverty, and Health Insurance Coverage in the United States: 2007* <[http://www.census.gov/Press-Release/www/releases/archives/income\\_wealth/012528.html](http://www.census.gov/Press-Release/www/releases/archives/income_wealth/012528.html)>

**32.1%**

The percentage of Hispanics who lacked health insurance in 2007, down from 34.1 percent in 2006. Source: *Income, Poverty, and Health Insurance Coverage in the United States: 2007* <[http://www.census.gov/Press-Release/www/releases/archives/income\\_wealth/012528.html](http://www.census.gov/Press-Release/www/releases/archives/income_wealth/012528.html)>

#### **Education**

**53%**

The percentage of Hispanic 4-year-olds enrolled in nursery school in 2007, up from 43 percent in 1997 and 21 percent in 1987. Source: School Enrollment – Social and Economic Characteristics of Students: October 2007 <<http://www.census.gov/Press-Release/www/releases/archives/education/013391.html>>

**62%**

The percentage of Hispanics 25 and older who had at least a high school education in 2008. Source: Educational Attainment in the United States: 2008 <<http://www.census.gov/Press-Release/www/releases/archives/education/013618.html>>

**13%**

The percentage of the Hispanic population 25 and older with a bachelor's degree or higher in 2008. Source: Educational Attainment in the United States: 2008 <<http://www.census.gov/Press-Release/www/releases/archives/education/013618.html>>

**3.6 million**

The number of Hispanics 18 and older who had at least a bachelor's degree in 2008. Source: Educational Attainment in the United States: 2008 <<http://www.census.gov/Press-Release/www/releases/archives/education/013618.html>>

**1 million**

Number of Hispanics 25 and older with advanced degrees in 2008 (e.g., master's, professional, doctorate). Source: Educational Attainment in the United States: 2008 <<http://www.census.gov/Press-Release/www/releases/archives/education/013618.html>>

**12%**

Percentage of full-time college students (both undergraduate and graduate students) in October 2007 who were Hispanic, up from 10 percent in 2006. Source: School Enrollment – Social and Economic Characteristics of Students: October 2007 <<http://www.census.gov/Press-Release/www/releases/archives/education/013391.html>>

**20%**

Percentage of elementary and high school students combined who were Hispanic. Source: School Enrollment – Social and Economic Characteristics of Students: October 2007 <<http://www.census.gov/Press-Release/www/releases/archives/education/013391.html>>

### Occupations

**67%**

Percentage of Hispanics 16 and older who were in the civilian labor force in 2007. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

**18%**

The percentage of Hispanics 16 or older who worked in management, professional and related occupations in 2007. The same percentage worked in production, transportation and material moving occupations. Another 16 percent worked in construction, extraction, maintenance and repair occupations. Approximately 24 percent of Hispanics 16 or older worked in service occupations; 21 percent in sales and office occupations; and 2 percent in farming, fishing and forestry occupations. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>

**79,400**

Number of Hispanic chief executives. In addition, 50,866 physicians and surgeons; 48,720 postsecondary teachers; 38,532 lawyers; and 2,726 news analysts, reporters and correspondents are Hispanic. Source: Upcoming *Statistical Abstract of the United States: 2010*, Table 603 <<http://www.census.gov/compendia/statab/>>

### Voting

**9.7 million**

The number of Hispanic citizens who reported voting in the 2008 presidential election, about 2 million more than voted in 2004. The percentage of Hispanic citizens voting — 50 percent — represented a statistical increase from 2004 (47 percent). Source: *Voting and Registration in the Election of 2008* <<http://www.census.gov/Press-Release/www/releases/archives/voting/013995.html>>

### Serving our Country

**1.1 million**

The number of Hispanic veterans of the U.S. armed forces. Source: 2007 American Community Survey <[http://www.census.gov/acs/www/Products/users\\_guide/index.htm](http://www.census.gov/acs/www/Products/users_guide/index.htm)>



**Dental** : Active duty servicemembers now have a new dental program that started Aug. 1, 2009.

The new Active Duty Dental Program (ADDP) becomes the dental care plan for active duty servicemembers (ADSMs) assigned to locations with no access to a military dental facility. ADDP is also for servicemembers referred by their dental treatment facility (DTF) to the civilian network for specialty care or due to unavailability of timely DTF appointments.

TRICARE Prime Remote enrollees—ADSMs with duty stations and residences more than 50 miles from a military dental facility—are eligible for ADDP. Reserve and National Guard members activated for more than 30 consecutive days on federal orders and who live more than 50 miles from a military dental facility are also eligible for ADDP on their activation date.

POC: TSgt Doug Roudybush 785-274-1164

**TRIWEST Online Referral/Authorization submission now available**: Your registered provider now has the ability to submit referrals/authorizations online. This is the preferred way to submit a referral / authorization request to TriWest. Your provider can register by logging into [www.triwest.com](http://www.triwest.com) and selecting the option "provider." There is a short online tutorial.



### **Child Care Fee Assistance for ARNG Members**

The Army Childcare Subsidy Benefit Program was created to assist Army Personnel with childcare costs by providing payments directly to federal childcare centers located throughout the United States. The program benefit is open to U.S. Army Active duty Soldiers, activated U.S. Army Reserve, **activated Army/Air National Guard Soldiers and Army/Air DOD civilians.**

Active duty Army personnel will be able to use federal childcare centers and be charged the same rate they would be charged if they were receiving care on a military base. The provider will charge the regular federal rate and the difference between the Army fee and the federal fee will be reimbursed directly to the childcare provider.

All questions on eligibility and application for the subsidy should be addressed to the GSA Heartland Finance Center at 816-823-4578 or vial email: [army.childcare@gsa.gov](mailto:army.childcare@gsa.gov). Childcare enrollment policies should be addressed to the childcare center.

The current authorized provider for Topeka, KS:  
**Topeka Day Care's VA Early Learning Center**

VAMC  
2200 SW Gage Blvd, Bldg 61  
Topeka, KS 66622  
Licensed Capacity: 52  
Director: Kathy Levine  
Ph: (785) 272-5051

### **Top Flight Kids Learning Center**

300 South Rogers Road, FAA  
Olathe, KS 66062  
Capacity: 81  
Director: Dawn Mercer  
Ph: (913) 768-4661  
Please visit the GSA website for more information:  
[http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA\\_BASIC&contentId=10887](http://www.gsa.gov/Portal/gsa/ep/contentView.do?contentType=GSA_BASIC&contentId=10887)

**New DA31's Process**

We are implementing a new Automated Leave Process!! All Army AGR Soldiers will soon request all leave online. This system will allow us to electronically process your request and better monitor leave balances.

Stay tuned for more information

**MOS QUALIFICATIONS**

A Soldier who is Staff Sergeant, or above, must possess the required grade and MOS level, authorized for the AGR duty position prior to entry or they will be required to take an administrative reduction IAW AR 135-18. A enlisted Soldier, in the duty position of recruiting and retention, must become MOS qualified not later than six months after entry on to active duty, or be released from active duty. (This is subject to the availability of military occupational specialty qualification (MOSQ) school quotas and funding).



**Retirements**

Per AR 635-200, Chapter 12, Para 12-12, all applications for voluntary retirement upon completion of 20 years active service, will be submitted a minimum of 9 months before the retirement date. Due to the number of retirement briefings, REFRAD and/or VA physical and other possible medical evaluations, this office recommends that all requests for retirement be submitted to us NLT 12 months from the desired retirement date. This enables the Soldier to complete all the requirements prior to starting Permissive and Terminal Leave. Please contact the AGR Branch for further guidance if you are in this window.



**New Enlisted AGR Retention Control Points:** Retention Control Points (RCP) have been extended for all Army active duty personnel including T32 AGR's. Effective 1 November 2008, AGR Soldiers may serve up to their retention control point (RCP) or age 62 (with TAG approval), whichever occurs first. The new Retention Control Points are as follows:

<b><u>Grade Total Active Service in Years</u></b>	
SGT	20
SSG	23
SFC	26
1SG/MSG	29
CSM/SGM	32

Keep in mind that all AGR's are subject to the "needs of the Army National Guard" type boards that may reduce the time that they may serve. All AGR Soldiers with more that 20 years combined MDay and AGR service are subject to the annual qualitative/Selective Retention Board until they reach 15 years of active federal service as calculated from Basic Active Service Date (BASD). Upon reaching 18 years of active federal service all AGR's are subject to the Active Status Management Board. Soldiers will be notified if they will be subject to any of these boards.

## Federal Human Resource Office Staff Contacts

2722 SW Topeka Blvd. Room 136

Topeka, KS 66611

Commercial Fax: (785) 274-1604

Col Kathryn Hulse	Human Resource Officer	x1181	Rm 142
LTC Mike Erwin	Deputy HRO Officer	x1167	Rm 141
SMSgt Keith Guffy	State Labor Relations Specialist	x1162	Rm 140

### MANPOWER DIVISION

Capt Tanya Wehrli	Chief, Manpower	x1982	Rm 138
CMSgt Lynn McConnell	Personnel Systems Manager	x1165	Rm 136
SPC Jason Collier	Personnel Systems Assistant	x1163	Rm 136
MSgt Leslie Perez	Classification Specialist	x1161	Rm 136
SSgt Tracy Hansen	Classification Specialist	x1510	Rm 136
MSG Lyle Babcock	Management Analyst	x1941	Rm 135

### EMPLOYEE SERVICES DIVISION

Capt Julie Burns	Chief, Employee Services	x1170	Rm 137
Bobbi Harvey	Employee Relations Specialist	x1172	Rm 136
MSgt Robin Lewis	Human Resource Specialist	x1206	Rm 136
MSgt Kathy Thornton	Human Resource Assistant	x1187	Rm 136
MSgt Terry Spangler	Staffing Specialist	x1160	Rm 136
SGT Jennifer Walters	Staffing Specialist	x1184	Rm 136
TSgt Orlando Saucedo	Staffing Specialist	x1053	Rm 136
Dottie Clark	Employee Development Specialist	x1185	Rm 136
Michele Wright	Human Resource Assistant	x1180	Rm 136

### AGR BRANCH

1LT Kendrea Shingleton	AGR Manager	x1182	Rm 136
SFC Katie Carnahan	AGR Staffing Specialist	x1186	Rm 136
SFC Chris Kuti	AGR Pay Specialist	x1636	Rm 136
TSgt Doug Roudybush	Tricare Specialist	x1164	Rm 136

### EEO/EO DIVISION

Maj Shelly Bausch	EEO/EO Manager	x1166	Rm 143
SFC Francisca Jimenez	EEO/EO Specialist	x1168	Rm 143

### FAMILY PROGRAMS

MAJ Robert Stinson	Chief, Workforce Support	x1183	Rm 105
Mary Nesbitt	Family Programs Director	x1171	Rm 101
SPC Taneshia Horton	Family Programs Assistant	x1173	Rm 102
PFC Stephanie Hodges	Family Programs Assistant	x1512	Rm 102
SGT Maxie Joye	Tricare (non-AGR Military)	x1517	Rm 102
Larry Levindofske	Yellow Ribbon Support Specialist	x1129	Rm 104
Christina Jordan	Director of Psychological Health	x1129	Rm 104
Robert Johnson	Military Family Life Consultant	x1129	Rm 104

### TRANSITION BENEFITS

DC Hannah	Transition Assistance Advisor	x1129	Rm 104
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### ESGR

Chuck Bredahl	ESGR Director	x1559	Rm 104
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2. Click on the Bulletin Issue

