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HRO LEADERSHIP

Human Resources Officer	Col Nicole Nuss	402.309.8170
Deputy HRO	LTC Eric Hunsberger	402.309.8144
Senior Enlisted Leader (SEL)	SGM William Cary	402.309.8175

COVID-19 HR INFORMATION

For human resources information related to the COVID-19 situation, please visit <https://ne.ng.mil/Pages/COVID-19.aspx>. Nebraska is currently preparing their COVID-19 plans to vaccinate the general public to include federal and state employees. As information becomes available employees will be notified through proper channels as directed by medical authorities.

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)

The Emergency Paid Sick Leave and Expanded Family and Medical Leave provisions of the Family First Coronavirus Relief Act (FFCRA) expired at midnight on December 31, 2020.

Options for Federal Employees:

Telework is the first option. If you are quarantined by a medical authority and not eligible to telework then you may be able to receive Weather and Safety leave but this needs prior approval by the HRO. If you are symptomatic or positive for COVID you will need to use your sick or annual leave. If you have questions on what type of leave is available please contact Deb Burling at 402-309-8187.

Options for State Employees:

The Department of Administrative Services is implementing a new temporary sick leave option - COVID-19 Self-Care Supplemental Leave. Agreements were finalized with the NAPE labor union which provides permanent teammates up to 80 hours (or based on number of hours the teammate normally works if less than full-time). Discussions with the FOP#88 labor union are still in progress. Supplemental COVID-19 self-care leave can be utilized if all available accrued sick leave has been exhausted and the teammate's situation meets the qualifying reasons and leave parameters. Any FFCRA Emergency Paid Sick Leave and/or COVID-19 Administrative Leave utilized in calendar year 2020 will be subtracted from the 80 COVID-19 self-care leave hours (or less if permanent part-time) for 2021. The leave is subject to the following eligibility requirements:

- a) Employee is unable to work or telework and is subject to federal/state/local quarantine or isolation order related to COVID-19; or
- b) Employee is unable to work or telework and is advised by a health care provider to self-quarantine due to COVID-19; or
- c) Employee is unable to work or telework and is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.

This new sick leave option will be administered through the current SELF COVID (Code 42) leave pay code. Teammates will be able to utilize approved sick leave, vacation leave, compensatory time, advanced sick/vacation leave, catastrophic leave and leave without pay options for COVID-19 related absences. The new leave should be used in the event that a teammate is sick with COVID-19 and has exhausted all available sick leave. Teammates should use this leave benefit to stay home and recover.

The COVID-19 Self-Care Supplemental Leave coverage will be available January 1, 2021 through June 30, 2021.

Please contact Human Resources at 402-309-8178 for additional questions.

EMPLOYEE ASSISTANCE PROGRAMS

This past year, mandatory social-distancing placed even more stress on the holidays, leaving many people feeling isolated and missing the usual social holiday customs that the season provides.

Supervisors are strongly encouraged to check in with your employees and ensure they are aware of the resources available to include Employee Assistance Programs (EAP), which provide a variety of services to employees. Specifically, EAP is available to provide counseling services and prevention strategies to employees who feel they need assistance in dealing with stress or conflict. It is a free confidential program to help you balance your work, family, and personal life. Below are the EAP services available to employees:

State of Nebraska Employees

Deer Oaks website: www.deeroakseap.com TOLL-FREE: 866-792-3616.

Counselors are available 24/7 to provide you with immediate care. WEBSITE: USERNAME: SON / PASSWORD: SON

DoD Title 5 Federal Employees

Employee Assistance Program (EAP) services are available to employees assigned to National Guard Units through Magellan Ascend.

DoD Employee Assistance Program Toll Free Number, 1-866-580-9046.

Website for National Guard Employees:

<https://magellanascent.com?ccid=hpZiwlTni%2FVKnrZqvUQNB1QmnaSXU3FGZhulkeFpN5A%3D>

AGR, Title 32 Technicians, and Traditional Members

Military OneSource: <https://www.militaryonesource.mil/> or call toll free number, 1-800-342-9647.

HUMAN RESOURCE OFFICE TRAINING CALENDER

2021 Calender is published at <https://gko.portal.ng.mil/states/NE/Directorates/J1/Tech/Pages/default.aspx>.

The following classes are scheduled for this quarter:

- Soft Skills for Leaders and Supervisor on 27 Jan;
- New Employee Orientation on 10-11 Feb;
- Technician Supervisor Refresher Course on 17 Mar;
- Retirements on 25 Mar.

The AGR Branch is also developing their AGR Supervisor Training which will be during the month of March. Mr. Rose, the State Equal Employment Manager, is conducting EOL training for Unit EOL 29 Mar to 2 Apr at Camp Ashland.

<i>TECHNICIAN PERSONNEL BRANCH</i>		
Supv HR Spec (Classification/Staffing)	Ms. Deb Burling	402.309.8187
Classification/Manpower	Mr. Larry Martin	402.309.8184
Recruitment, Staffing & Pay	Mr. John Winterfeld	402.309.8186
Classification/Staffing	Mr. Rowell T Cabardo	402.309.8324
Benefits & Services	Mr. Devin Alt	402.309.8189
	Mr. Jon Sronce	402.309.8173
	A1C Camille Svoboda	402.309.8190
Supv HR Spec (Labor)	Mr. Stephen Oppliger	402.309.8185
Information Systems	Ms. Denise Anderson	402.309.8177
Management Analyst	Ms. Desirae Dockter	402.309.8155
Employee Development	Ms. Jessica Pan	402.309.8182
HR Specialist	Mr. Glenn Fortmayer	402.309-7934

Website: <https://ne.ng.mil/Resource/Pages/Technician-Title-5-Branch.aspx>

PERFORMANCE APPRAISAL APPLICATION (PAA) DATES FOR FY21

Plan-Established (NLT 30 April 2020) with a start date of 1 April 2020

Progress Review (between 1 October and 30 October 2020)

Appraisal End date 31 March 2021

Appraisal Completion NLT 30 April 2021

Contact Mr. Steve Oppliger 402-309-8185 if you have any questions regarding your technician performance plans and appraisals.

ANNUAL PAY ADJUSTMENT

A one percent pay increase for base pay was approved for Federal employees. For the GS employees this adjustment was effective 3 Jan 21. The Federal Wage System (FWS) employees in the Omaha pay area will be retroactive to the date in Dec set by the DCPAS Wage Authority.

IN-LIEU OF HOLIDAYS FOR CY21

Friday, January 1	New Year's Day
Monday, January 18	Birthday of Martin Luther King, Jr.- In- lieu holiday Tuesday 19 Jan 21
Wednesday, January 20*	Inauguration Day- Does not apply to us
Monday, February 15**	Washington's Birthday- In- lieu holiday Tuesday 16 Feb 21
Monday, May 31	Memorial Day- In- lieu holiday Friday 28 May 21
Monday, July 5***	Independence Day -In- lieu holiday Tuesday 6 JUL 21
Monday, September 6	Labor Day- In- lieu holiday Friday 3 Sep 21
Monday, October 11	Columbus Day - In- lieu holiday Tuesday 12 Oct 21
Thursday, November 11	Veterans Day
Thursday, November 25	Thanksgiving Day
Friday, December 24****	Christmas Day In- lieu holiday Thursday 23 Dec 21

PAID PARENTAL LEAVE (PPL) FOR FEDERAL CIVILIAN EMPLOYEES QUESTIONS AND ANSWERS

Q1. I gave birth in September, but am still on maternity leave, taking unpaid leave under FMLA. Can I now substitute PPL for my remaining maternity leave?

A1. No. PPL may only be used for a birth or placement occurring on or after 1 October 2020.

Q2. An employee's foster daughter has lived with the family for two years and will be officially adopted next week. Does this event qualify for PPL?

A2. No. In the case of adoption, the placement of the child to be later adopted is considered the qualifying event and the date of placement is the date of the qualifying event. PPL only applies to qualifying events that occur on or after October 1, 2020. The daughter's placement with the family two years ago is not considered a qualifying event.

Q3. An employee is scheduled to give birth in the next few weeks, and is making an adoption plan for the child. Will PPL apply to the employee's time off for the birth and recovery?

A3. No. Paid parental leave is to be used when an employee has a "parental" role. A parent who does not maintain a continuing parental role with respect to a newly born or placed child would not be eligible for paid parental leave once the parental role has ended.

Q4. A 5-year National Guard civilian employee has only worked in the office for ten months. Is he eligible for PPL when his child is born?

A4. Yes, as long as his current service is part-time or full-time, he is in a permanent appointment of at least 12 months' duration, and he has a total of 12 months FMLA-qualified time with the federal service.

Q5. A supervisor prefers that employees take annual leave instead of PPL, in order to use up the annual leave and avoid future time off. May the supervisor refuse to approve PPL under FMLA?

A5. No. If an employee has an authorized reason to invoke their entitlement to leave under the FMLA, a supervisor may not disapprove an administratively acceptable request for leave under the FMLA, nor the substitution of PPL for unpaid leave under FMLA. Nor may the supervisor make the employee use annual or sick leave.

Q6. An employee wants to save her entire FMLA entitlement in case she has to care for an ailing spouse. Can she just take PPL and not invoke her entitlement to other leave under the FMLA?

A6. No. PPL is a substitution for unpaid leave under the FMLA; an employee must invoke her entitlement under FMLA in order to make that substitution. Therefore, use of PPL will “count against” the 12-week limit of FMLA entitlement in the 12-month period. However, the employee may request annual or sick leave for the birth and recovery, without invoking FMLA, subject to normal leave requesting and approval guidelines. Alternatively, the employee could take PPL under the FMLA now and request annual leave, or sick leave for care of a family member, later to care for her spouse. However, note that FMLA is an entitlement which may not be disapproved for an authorized purpose, while annual leave is at the supervisor’s discretion based on mission requirements.

Q7. My employee is having a sibling set (2 children) placed with him in foster care. He is requesting 12 weeks of PPL for each child. Can he do that? What if he is placed with 2 children at different times?

A7. A multiple placement or birth is considered one qualifying event and the date of placement is the date of the qualifying event. So if he is placed with a sibling set, he would be entitled to 12 weeks of PPL for the single qualifying event, assuming he has had no other leave usage under FMLA in the last 12 months. If he is placed with 2 children in 2 separate qualifying events (e.g. two children in two separate placements on different placement dates), he would be entitled to 12 weeks for each qualifying event; however, that entitlement is reduced by the amount of leave taken under FMLA during the last 12 months.

Q8. I’m giving birth in mid-October. My spouse is also a federal employee and will also be invoking his FMLA PPL entitlement. Rather than using my full entitlement of 12 weeks right away, I’d like to spread them out; use 6 weeks after the birth, then the rest intermittently later. Is that allowed?

A8. Yes, with the agreement of the employing agency. Such agreement must be in writing.

Q9. I have an employee who I know has been pregnant and just notified me that she is scheduled to give birth in mid-October. Do I have to ask the employee to bring in documentation showing a qualifying event for PPL is in fact upcoming?

A9. No. Supervisors may, at their discretion, require administratively acceptable documentation that shows an employee’s paid parental leave is appropriately requested and directly connected to a qualifying event. If you do not feel the need to “validate” the qualifying event, you are not mandated to require supporting documentation. Supervisors are encouraged to consult with their servicing Human Resources and/or Legal offices when they have questions regarding whether to require documentation and/or what documentation is administratively acceptable.

Q10. If an employee has already used unpaid leave under the FMLA in the last 12 months, is the employee still entitled to PPL?

A10. That depends on when the unpaid leave under the FMLA started and how much was taken, because all leave under FMLA is limited to 12 weeks in a 12 month period.

Scenario 1: In January, an employee uses two weeks unpaid leave under FMLA to care for a seriously ill family member. The 12-month FMLA leave period started the first day of that unpaid leave. Two months later, in March, the employee has a child, which then starts the 12-month leave period for PPL. However, because of the previous unpaid leave taken to care for the family member, there are now only 10 weeks unpaid leave under FMLA remaining to be substituted with PPL. The employee may take those 10 weeks. When the 12-month period that started with care for the family member ends in December, the employee may request new unpaid leave under FMLA and take the remaining two weeks of PPL entitlement. (It should be noted, however, that this would result in an intermittent use of PPL, which would also require agreement from the supervisor, in writing.) Paid parental leave may be substituted for FMLA unpaid leave used after birth or placement even if there are two 12-month periods involved; however, the total amount of paid parental leave in connection with any given birth or placement is limited to 12 weeks and must be used within 12 months of the qualifying event.

Scenario 2: Same as above, but the birth occurs in November, eleven months following the unpaid leave to care for the family member. That first 12-month FMLA unpaid period still has ten weeks untaken leave but there are only four

calendar weeks left in the 12-month period. The employee may request those four weeks for substitution with PPL. Again, in January, the employee may invoke FMLA again and request unpaid leave for the remaining eight weeks in the 12-week PPL period (as long as the supervisor agrees to the intermittent use). Paid parental leave may be substituted for FMLA unpaid leave used after birth or placement even if there are two 12-month periods involved; however, the total amount of paid parental leave in connection with any given birth or placement is limited to 12 weeks, and must be taken within 12 months of the qualifying event.

Q11. An employee's wife is having a baby next month and he wants to invoke unpaid leave under the FMLA and substitute PPL. What kind of documentation should I request from him?

A11. The request and acceptance of any form of documentation is always at the supervisor's discretion. Supervisors are encouraged to consult with their servicing Human Resources and/or Legal offices, regarding whether to require documentation, and what documentation is considered administratively acceptable. Examples include, but are not limited to: birth certificates (when readily available); a note or letter from a medical provider confirming a birth; a letter from a foster or adoption agency; a court document indicating a placement or establishment of other caregiver/parental role, etc.

Q12. Are same-sex parent-employees both eligible for PPL?

A12. Yes, as long as the eligibility requirements for FMLA are met: 12 months or more of federal service of a type covered under title 5 FMLA provisions; part-time or full-time employee; in a permanent appointment of at least one year in duration. PPL is gender-neutral and applies to both qualified parent-employees.

Q13. An employee transferred to the National Guard eight months ago from a Library of Congress position, where she worked for ten years as a federal employee. She has invoked unpaid leave under FMLA and indicated she will substitute that leave with PPL. Is she eligible?

A13. It depends how long she has worked for the National Guard, or any other agency covered by the FMLA. The Library of Congress, as well as the Government Accountability Office and government of the District of Columbia, is not covered by the FMLA. The employee needs to have 12 months of work in a FMLA covered Agency, and may count any such work she did in the past. If she does not have the required cumulative 12 months, she may wait four more months, when she will accumulate 12 months of National Guard service time, and then apply for unpaid FMLA and PPL.

Q15. I'm due to give birth in mid-October and would like to use PPL. What paperwork am I required to complete and submit? Specifically, am I required to submit separate FMLA paperwork on top of the PPL Request Form and the Agreement For Work Obligation Form?

A15. You must first "invoke" your entitlement to FMLA. CNGBI 1400.25V630 requires that FMLA be invoked either through submission of OPM Form 71. Policy also requires that supporting documentation be provided that is acceptable to the National Guard and consistent with regulations. For the purposes of qualifying events for PPL, the PPL Request Form serves this purpose, along with other supporting documentation your supervisor may require to validate the qualifying event. Therefore, you must invoke FMLA by submitting an OPM Form 71 and you must complete and submit the PPL Request Form and the Agreement For Work Obligation.

Q16. I have not previously invoked FMLA. I am scheduled to give birth on October 12, 2020. I would like to take six weeks of sick leave for my recovery from childbirth, but do not plan to invoke FMLA for that purpose since I'm not required to do so. I would then like to take 12 weeks of PPL starting on November 23rd. Can I do that?

A16. Yes. Since you did not invoke FMLA for your recovery, and used your sick leave, you still have 12 weeks of FMLA entitlement for PPL. If you invoke FMLA after your 6 weeks of sick leave, on November 23rd, you may substitute 12 weeks of PPL for the FMLA unpaid leave starting on the same date. In this scenario, the FMLA period is from November 23, 2020- October 11, 2021. Even though the employee did not invoke FMLA on the day of the birth event, the FMLA PPL period must end 12 months after the birth event. You would be entitled to substitute 12 weeks of PPL between November 23, 2020-October 11, 2021.

Q17. I have an employee who was scheduled to give birth in November, however, she developed a medical complication and the baby was born prematurely on 4 Oct. Because of the emergency nature of the situation, she was unable to submit her request, or her work obligation form, prior to needing the PPL. What do I do?

A17. Although an employee should request, in advance, and in writing, their intention to use PPL, the supervisor may grant PPL prior to receiving an employee's written PPL request based on the employee's communications with a supervisor or management. Under these circumstances, the granting of PPL is considered to be provisional and the employee's written request should be provided as soon as possible, but no later than 5 workdays of the employee's return to duty status. Additionally, an employee can communicate the work agreement through email or text message, however, a written work obligation form, with signature, is required within 24 hours of making the request to substitute PPL. If an employee is physically or mentally incapable of invoking FMLA and requesting PPL, the employee's personal representative may also invoke the employee's FMLA entitlement and request to substitute PPL for the unpaid leave. In such cases, the employee must, within 5 workdays of the employee's return to duty status, sign a work agreement and make the written request to substitute PPL for FMLA unpaid leave on a retroactive basis.

RETIREMENT, LWOP AND MILITARY BUY BACK

You as an employee are responsible for providing the correct documents to HR in a timely manner.

Required Documents for LWOP include an SF-52, copy of your orders and an election sheet. HR needs this prior to going on scheduled orders regardless of the length of LWOP (1 day – 5 years).

To buy back your military leave, HR needs the member 4 copy of your DD 214 (it must show service was under honorable conditions or you can't buy the time back and OPM will not process the retirement without it).

It is taking up to 6 months to process the military buy back. If you are planning on retiring and have not bought your time back please contact the benefits section of HR at 8189 or 8173.

If you are planning on retiring within the next 5 years please contact ABC-C through the GRB Platform to request a retirement estimate. This can be done once a year, as soon as you are within 5 years of retirement. HR is still able to run an estimate, however with the consistently change guidelines from ABC-C and OPM on required documents it is best to ask ABC-C to review your record and run an estimate.

QUALIFYING LIFE EVENT (QLE)

This applies to those who may have lost coverage (i.e. spouse had coverage and lost job due to COVID-19)

Questions should be addressed to Mr. Sronce ext. 8173 or Mr. Alt ext. 8189.

SF182, AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

The SF182 is required for TRAINING that is 8 hours (or the majority of the day) or longer in Technician or Title 5 status. It is normally not required for annual conferences unless there is a tuition/registration fee that needs to be charged to one of our Government Purchase Cards (GPC). Employees must complete the first 2 pages on the SF182 and send to HRO. HRO also needs supporting documentation (i.e. MOI, LOI, flyer/brochure for the training with price quote).

If the training is longer than 80 hours or more than \$1000, the employee must sign the Continued Service Agreement to continue service in the agency for at least three times the length of the course. For example, if the course is 80 hours, then the employee would sign the agreement for 6 weeks beyond the course end date.

For ANG employees requiring a Training Line Number (TLN), HRO must receive the SF 182 NLT 50 days prior to the scheduled class start date.

For ARNG employees requiring a reservation in ATRRS, best practice is to ensure HRO has the SF 182 at least 90 days prior to the scheduled class start date to ensure reservation.

The SF 182 must be signed by the supervisor and sent to HRO – Training before the DTS authorization is input. DTS authorizations must be input at least 30 days prior to travel.

For GPC purchases the SF 182 must be signed by the supervisor and sent to HRO – Training at least 30 days prior to the requested training.

After training is completed, send a copy of the training certificate to HRO for input into DCPDS.

The SF 182 is located at: <https://ne.ng.mil/Resource/Documents/SF182.pdf>

Point of contact for training is Ms. Jessica Pan at 402-309-8182 or jessica.k.pan.civ@mail.mil.

<i>STATE PERSONNEL BRANCH</i>		
HR Manager	Ms. Polly Putney	402.309.8172
HR Assistant / Benefits	Mr. Tim Diedrichsen	402.309.8180
HR Assistant / Payroll	Ms. Sue Spence	402.309.8178

Website: <https://go.usa.gov/xvVVa>

CHANGES TO ADDRESSES, PHONE NUMBERS, DIRECT DEPOSIT AND EMERGENCY CONTACTS

Employees need to update their addresses, phone numbers, direct deposit information, and Emergency Contact information in the Employee Work Center (EWC), if there are any changes to any of these items.

If employees have address changes in December or January they should **make changes as soon as possible so that W-2's will have the correct address on them.**

Go to the LINK website – <http://www.link.nebraska.gov> to get to the EWC. Once you are logged in click on the appropriate icon (Pay – for direct deposit changes or Personal Information – for address or phone number changes).

LEAVE AND OVERTIME IN SAME WEEK – 40 HOURS WORK WEEKS.

When an employee takes leave, such as vacation, sick or compensatory time, in the same week that they work more than a 40 hour work week, the leave time is to be reduced until the total hours for the week equals 40 or the leave is eliminated. If total hours WORKED for a work week are 40 hours or less then no time should be recorded to an overtime pay code (such as pay code 70 or 91). Each work week is calculated separately based on a 40 hour work week.

Work time CANNOT be flexed from one work week in the pay period to another. As an example, employees cannot work 45 hours in one work week and then work 35 hours in the other. Employees who work over 40 hours in a work week, should enter overtime pay codes to the hours over 40.

30-DAY WINDOW – INSURANCE STATUS CHANGES

Employees or spouses that have a qualifying status change have **30 DAYS** to change benefits. All changes must be consistent with a qualifying event. All requests will be made through the Employee Work Center (EWC) and the necessary documentation must be attached in the benefits change process. WHEN COUNTING THE 30 DAYS, THE DATE OF THE EVENT MUST BE COUNTED AS DAY ONE. As an example, if an employee got married on August 15, 2020

-- August 15th would be day one.

HOLIDAYS FOR STATE EMPLOYEES – JANUARY - APRIL

Paid holidays for the first four months of 2021 for all State teammates are:

January 1st (New Year's Day)
January 18th (Martin Luther King, Jr. - Birthday observed)
February 15th (George Washington – Birthday observed)
April 30th (Arbor Day)

If there are any questions on about holiday pay or how time should be recorded in a workweek that includes a holiday please contact the State HRO in the JFHQ building (2nd Floor).

Check with Human Resources BEFORE taking any **Leave Without Pay (LWOP)** around a holiday, whether it is before or after the holiday.

DEFERRED COMPENSATION PLAN (DCP) ENROLLMENT AND CHANGES

DCP Enrollment - State employees must enroll in DCP using their Employee Work Center (EWC) access. After employees are enrolled they will need to use the Ameritas Online Access website (see link on Nebraska Public Employee Retirement Systems (NPERS) website - npers.ne.gov) to make investment allocations or changes. A short video walkthrough of the Ameritas online Allocation and Fund Transfer process can be found at: <https://npers.ne.gov/SelfService/public/otherInformation/FinancialFacts/>

DCP Enrollment – The only time a paper enrollment form should be used for enrollment is when an employee is deferring unused sick, vacation, or comp time balances and the employee was not previously enrolled in the DCP. This form **MUST** be received by the Human Resources Office (2nd Floor, JFHQ building on the Air Base) in time so it can be reviewed and sent to the Retirement Office in the calendar month prior to the month the employee terminates employment.

DCP Change of Contribution Amount - State employees must make changes to their contribution amounts using their EWC access (Example: if you are contributing \$25.00 to DCP and want to change the contribution to \$50.00). See https://das.nebraska.gov/personnel/user_guides/ewoc/DeferredCompEmployeeSelfService.pdf

DCP Change of Investment Fund Allocations or Fund Transfers - State employees must use the Ameritas Online Access website (see link on Nebraska Public Employee Retirement Systems (NPERS) website - npers.ne.gov) to make investment allocations or changes. A short video walkthrough of the Ameritas online Allocation and Fund Transfer process can be found at: <https://npers.ne.gov/SelfService/public/otherInformation/FinancialFacts/>

If you have any questions, please contact NPERS Member Services at 402-471-2053 or 800-245-5712.

<i>AGR PERSONNEL BRANCH</i>			
POSITION TITLE	NAME	TELEPHONE	E-MAIL
AGR Branch Manager	CW4 Jeff Thomas	402.309.8171	jeffrey.r.thomas20.mil@mail.mil
AGR Branch SGM	SGM William Cary	402.309.8175	william.c.cary.mil@mail.mil
ANG & ARNG Announcements, Accessions, Retirements	SFC Eric Martin	402.309.8183	eric.j.martin28.mil@mail.mil

ANG & ARNG Personnel Support, Finance, Actions, Orders	OC Audrey Novotny	402.309.8181	audrey.a.novotny.mil@mail.mil
ANG & ARNG Personnel Support and Tricare	SGT Bryan Kummer	402.309.8199	bryan.j.kummer2.mil@mail.mil
ANG Personnel Support, Orders	MSgt Christina Krueger	402.309.8167	christina.n.krueger2.mil@mail.mil

Website: <https://go.usa.gov/xvspP>

TRICARE BENEFITS UPDATES

You can sign up for Tricare email alerts at www.tricare.mil/subscriptions and receive Tricare news releases, healthy lifestyle tips and updates to benefits and pharmacy.

UPDATE TO SOCIAL SECURITY PAYROLL TAX DEFERRAL

Social Security deferral ended on 31 December 2020. The normal 6.2% Social Security tax withholding will resume as a deduction from your AGR along with collection of your 2020 deferred Social Security withholdings at 2% per each pay period. The period for collection has been changed from 1 January 2021 through 31 December 2021. Members can monitor their monthly collection and balance in the remarks section of their LES. For more information, refer to <https://www.dfas.mil/taxes/Social-Security-Deferral/>

ANNUAL RECERTIFICATION OF BASIC ALLOWANCE FOR HOUSING (ARNG ONLY)

AGR members are required to complete an annual recertification of their BAH through their unit of assignment. AGR members with changes to their BAH rates need to have their unit send their DA 5960 to the AGR Branch for submission to Finance. All recertified and updated DA 5960's and supporting documents need to be included in the iPERMS.

<i>EQUAL EMPLOYMENT OFFICE / DIVERSITY</i>		
EEO	Mr. Kevin Rose	402.309.8111



Equal Opportunity



Do you have an Equal Opportunity Question?

Do you think you may have been discriminated against?

Are you being subjected to sexual harassment in the workplace?

You cannot be discriminated against based on:

- Race
- Color
- Gender (includes sexual harassment and sexual orientation)
- Religion
- National Origin

You have the right to work in an environment where you can feel safe, respected, treated with dignity, free from discrimination, and can take part in all the opportunities the Nebraska Military Department has to offer.

Contact your EO Professional listed below for assistance:

Nebraska National Guard - Equal Opportunity Office

Mr. Kevin M. Rose

State Equal Employment Manager

Army Aviation Support Facility #1

Lincoln, NE

kevin.m.rose2.civ@mail.mil

402-309-8111



TSgt Stacey Huffman

EO Director

155th Air Refueling Wing

Bldg 600, Room E204

Lincoln Air Base, Nebraska

402-309-1031

stacey.huffman@us.af.mil

SFC Christine Hulse

EO Advisor

J.F.H.Q.

Joint Force Headquarters

Lincoln, Nebraska

402-309-8378

kristine.d.hulse.mil@mail.mil

CW3 Jennifer Kramer

EO Advisor

67th M.E.B.

Spirit of 1776 Armory

Lincoln, Nebraska

402-309-7354

jennifer.i.kramer.mil@mail.mil

MSG Marc Sheehan

EO Advisor

92nd Troop Command

Peterman Armory

Lincoln, Nebraska

402-309-1708

marc.a.sheehan.mil@mail.mil

SFC Douglas Stephens

EO Advisor

209th R.T.I.

Building #508

Camp Ashland, Nebraska

402-309-7143

clifford.d.poesnecker.mil@mail.mil

