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HRO LEADERSHIP

Human Resources Officer	Col Nicole Nuss	402.309.8170
Deputy HRO (Acting)	Mr. Stephen Oppliger	402.309.8185
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 CRONAVIRUS 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. A new COVID leave has been authorized, however we are still waiting on guidance from OPM and DCPAS on how to implement. Please contact Deb Burling at 8187 regarding any questions on the new program.

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 and Title 32 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:

www.magellanascent.com (please use Google Chrome)

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 CALENDAR

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

The following classes are scheduled for this quarter:

- Leave/Benefits & Resume Writing – 21 April
- Resume Writing & Interview Skills - 19 May
- Leave – 2 June
- Soft Skills for Leaders (Topic TBD) – TBD July

The AGR Branch planned AGR Supervisor Training for March 2021 but it was moved on the calendar. We continue to develop the AGR Supervisor Training course and it will be held on a future date, focusing on September/October.

<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	Mr. Glenn Fortmayer	402.309.7934
HR Specialist	Mr. Glenn Fortmayer	402.309.7934

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

NEBRASKA NATIONAL GUARD EMPLOYEE ASSISTANCE PROGRAM (EAP)

As of 1 April 2021 the Title 5 and Title 32 technician Employee Assistance Program (EAP) received a new website and call information. This program is designed to help members and supervisors at no cost by providing Counseling, Coaching, and online programs in the areas of Work Life Services (Child care/Parenting, Daily living, Education, Moving, Pet Ownership, Pregnancy and Adoption, Relationships, and Special Needs), Legal, Financial, and Identity Theft Issues. From checking off daily tasks to working on more complex issues, the program offers a variety of resources, tools and services available to you and your household members. This program is here to help you along

the journey of life. No situation is too big or too small. When you and your household members need assistance, please take advantage of this program as it is a benefit to you and your family. Below is the phone number and web address (please use Google Chrome there is an issue with Internet explorer) for the Employee Assistance Program. In order to properly set up your account the company name for both the Nebraska Air and Army National Guards is "Army National Guard-Nebraska" as they fall under the same contract.

If you have additional questions about this program please contact Mr. Devin Alt in HRO at 402-309-8189 or email at devin.j.alt.civ@mail.mil.

24 hours a day/7 days a week

Magellan EAP Call Center

(866) 580-9046

Or

Log on to your member website

www.magellanascend.com (please use Google Chrome)

Company Name: Army National Guard - Nebraska

April 1 – Agency Website(s) & Clinical First Answer Call Center

TELEWORK

Update to telework, telework with children at home was extended to 30 Jun 2021. Please make arrangements to have child care after 30 Jun 2021.

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

Performance Award submission NLT 19 May 2021

Awards Board 17 Jun 2021

Contact Mr. Glenn Fortmayer 402-309-7934, Mr. Steve Oppliger 402-309-8185 if you have any questions regarding your technician performance plans and appraisals.

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).

***** Due to COVID this process is taking longer** - 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.

SF 182, 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 with two levels of supervisor signatures and send to HRO. HRO also needs supporting documentation (i.e. Course/class summary or outline, MOI, LOI, flyer/brochure for the training with price quote).

If the training is equal to or greater than 80 hours in length 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 improve chance of reserving a slot (Many ATRRS slots fill 6 months in advance).

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 with required support documentation 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 (new) is located at: <https://ne.ng.mil/Resource/Documents/SF182.pdf>

Point of contact for training is Glenn Fortmayer at 402-309-7934 or glenn.a.fortmayer.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>

BENEFITS INFORMATION AND OPEN ENROLLMENT

Open Enrollment will begin May 4th and ends May 18th (at 5:00 pm CST). Please take time to locate or reset your password, so you can login to the Employee Work Center (Workday) when open enrollment begins. If you need to reset your password please review the instructions on the Employee Work Center login screen. If you know your username and your work email address is in Workday, you can reset your own password without contacting the AS Link help desk for assistance.

ALL EMPLOYEES (except new employees that start employment on or after May 3rd or employees that are on long term absences for military duty) MUST complete the open enrollment (OE) process. ALL employees should print out their confirmation statement before they leave the OE process. There will be a print button that employees can use to print their confirmation statement.

The main document that teammates can review for OE information is the Options Guide:

<https://das.nebraska.gov/personnel/wellness/benefits/docs/2021/2021-2022OptionGuide.pdf>

We will notify teammates about other informational slide and video presentations, when available, so they may review the different insurance options that will be available in Open Enrollment.

Remember to review ALL information on ALL screens of the OE process. SCROLL DOWN on EACH screen. If teammates do not have a printer available when finishing the OE process they should save an electronic copy of the confirmation statement on their computer.

CHECK and UPDATE YOUR ADDRESS and the address of your dependents in the OE process.

CHECK and UPDATE YOUR PHONE NUMBERS in the OE process.

Human Resources will be receiving information regarding the step by step instructions for the OE process. The document or website information will be forwarded to teammates once it is received.

Reminder - in order to be eligible to elect the WellNebraska Health Plan in the upcoming open enrollment, if you and your spouse were enrolled in a State of Nebraska medical plan that was active before March 31, 2021, you and your spouse (if applicable) must have completed the Rally Health Survey electronically by March 31, 2021 at www.myuhc.com. If you were not enrolled in any State Health insurance, you and your spouse (if applicable) must have completed a paper copy of the Rally survey and submitted it to United HealthCare by March 31, 2021 to be eligible. If the Rally Survey requirement was not completed, teammates will only be able to choose from the other health plans available in open enrollment.

RETIREMENT BENEFICIARIES

If you need to update beneficiaries or an address for beneficiaries that you have on your retirement account, you must fill out a new beneficiary form (have it notarized) and send it to the retirement office. The website for the retirement office is: <https://npers.ne.gov> (you can copy this link into your internet browser). Forms are located on the left side of the page. When in Forms, go to the Beneficiary Designation link under Member Forms. The completed form can be sent directly to the retirement office (address at top of form).

Enter Military Department for the employer name and in the upper right hand part of the form select the State box for the "mandatory" retirement account (the one that has the matching contribution by the State), DCP if you have a Deferred Compensation Plan (the voluntary retirement account where teammates make the investment decisions), or both of those boxes if you have both accounts and want the beneficiary choices to apply to both accounts.

If you update your beneficiaries for any State life insurance coverage, that change does NOT update your retirement account beneficiaries. Please send a Beneficiary Designation form directly to the retirement office to change retirement beneficiaries.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Deer Oaks, your EAP, is available to provide free, confidential guidance and resources when you need it most. Take advantage of in-the-moment telephonic support, short-term counseling, family counseling, referrals to local resources and support groups plus online articles and information.

Call your EAP today for 24/7 confidential assistance at 1-866-792-3616. To review information and services available, go to www.deeroakseap.com and click on the Member Login toward the upper right-hand corner. Enter the letters "SON" in both the User Name and the Password fields and click on Login.

<i>AGR PERSONNEL BRANCH</i>			
POSITION TITLE	NAME	TELEPHONE	<u>E-MAIL</u>
AGR Branch Manager	MAJ Cory Huskey	402.309.8171	cory.n.huskey.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	SSG 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.krueger@us.af.mil

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

CW4 JEFF THOMAS RETIREMENT

CW4 Jeff Thomas has entered retirement and his replacement has been selected. MAJ Cory Huskey will be the new AGR Branch Manager effective 12 May 2021. Until that time please send all AGR Branch correspondence to SGM William Cary at 402-309-8175 or william.c.cary.mil@mail.mil

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

ACKNOWLEDGE PRESERVE HONOR

DAYS OF REMEMBRANCE
APRIL 4 - APRIL 11

*"For the
dead and the living,
we must bear
witness."*

*- Elie Wiesel
(Holocaust Survivor)*





*We Answered
the Call!*



**HONORING THE PAST,
SECURING THE FUTURE!**