



The

DOUBLE EAGLE

"Twice the Citizen! Army Strong!"

FURLOUGH SPECIAL EDITION March 2013

DEPARTMENT OF DEFENSE

ARMY CIVILIANS

LEGISLATIVE STALEMATE LEAVE AND EARNING STATEMENT

PAYROLL DEDUCTIONS FEHB DEDUCTIONS

REDUCED SERVICES OFFICE OF PERSONNEL MANAGEMENT

CONTINUING RESOLUTION

SOLDIERS TRAINING REQUIREMENTS

FEGLI FAMILY PROGRAMS

BUDGET CUTS FINANCIAL PLANNING

FISCAL YEAR 2013

FICA



SEQUESTRATION

A DOUBLE EAGLE SPECIAL EDITION

FURLOUGHS

22 DAYS
20% PAY CUT

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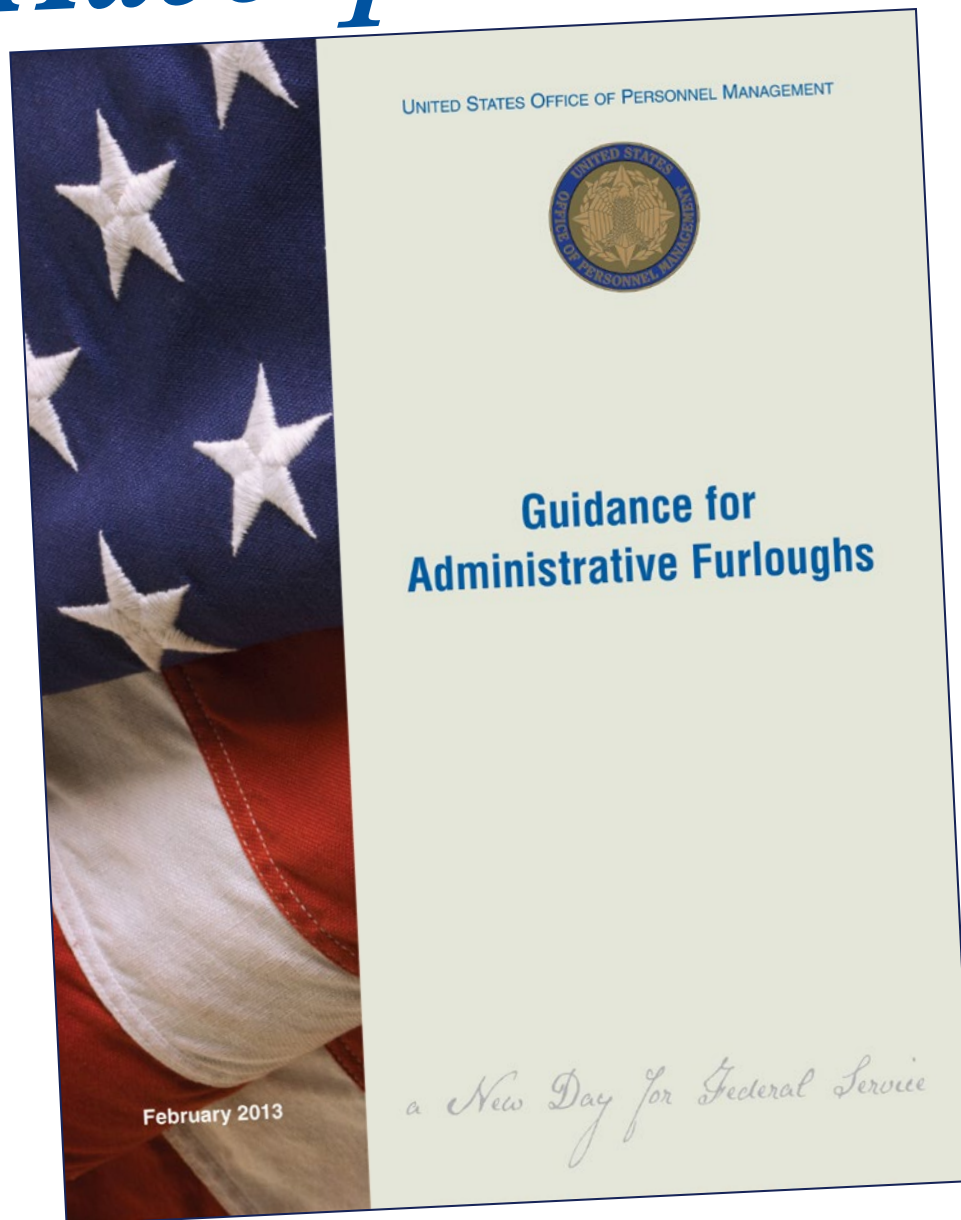
GRAPHIC BY: TIMOTHY L. HALE/ARMY RESERVE COMMAND PUBLIC AFFAIRS



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Have questions?



GET ANSWERS!

Download the "Guidance for Administrative Furloughs" from the Office of Personnel Management
USARC SharePoint site: <https://xtranet/sites/cpmo/Pages/fur.aspx>

OR

OPM website: <http://www.opm.gov/policy-data-oversight/pay-leave/furlough-guidance>

 DOUBLE EAGLE The Double Eagle is an authorized publication for members of the U.S. Army Reserve Command headquarters, Fort Bragg, N.C. Contents of the Double Eagle are not necessarily the official views of, or endorsed by, the U.S. Government, Department of the Army, or U.S. Army Reserve Command. The editorial content of this publication is the responsibility of the HQ USARC Public Affairs Office, Fort Bragg, N.C.	OFFICIAL PUBLICATION OF U.S. ARMY RESERVE COMMAND PUBLIC AFFAIRS OFFICE, FORT BRAGG, N.C. <table border="0"><tr><td data-bbox="454 1858 779 2045">ARMY RESERVE COMMAND TEAM Lt. Gen. Jeffrey W. Talley Chief, U.S. Army Reserve Chief Warrant Officer 5 Phyllis J. Wilson Command Chief Warrant Officer of the Army Reserve Command Sgt. Maj. James Lambert Command Sergeant Major of the Army Reserve</td><td data-bbox="828 1858 1201 2045">DOUBLE EAGLE STAFF Col. Ernest Parker Chief, Public Affairs Division Sgt. Maj. Anthony Martinez Army Reserve Communications Sergeant Major Mr. Marty Martin Chief, Internal Information Mr. Timothy L. Hale Editor, Double Eagle</td><td data-bbox="1218 1858 1567 2045">SUBMISSIONS: Double Eagle invites your story ideas, photographs, and other material of interest to members of the USARC headquarters. Correspondence can be sent via email to: timothy.l.hale.civ@mail.mil. Please include Double Eagle Story Submission and your office in the subject line of your email along with a daytime telephone, your email, and contact name.</td></tr></table>	ARMY RESERVE COMMAND TEAM Lt. Gen. Jeffrey W. Talley Chief, U.S. Army Reserve Chief Warrant Officer 5 Phyllis J. Wilson Command Chief Warrant Officer of the Army Reserve Command Sgt. Maj. James Lambert Command Sergeant Major of the Army Reserve	DOUBLE EAGLE STAFF Col. Ernest Parker Chief, Public Affairs Division Sgt. Maj. Anthony Martinez Army Reserve Communications Sergeant Major Mr. Marty Martin Chief, Internal Information Mr. Timothy L. Hale Editor, Double Eagle	SUBMISSIONS: Double Eagle invites your story ideas, photographs, and other material of interest to members of the USARC headquarters. Correspondence can be sent via email to: timothy.l.hale.civ@mail.mil . Please include Double Eagle Story Submission and your office in the subject line of your email along with a daytime telephone, your email, and contact name.
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Army Reserve Civilian Personnel Furlough resources on SharePoint

Civilian Personnel Furlough - Windows Internet Explorer

https://xtranet/sites/cpmo/Pages/fur.aspx

File Edit View Favorites Tools Help

Links Customize Links Windows Windows Media

Civilian Personnel Furlough

Site Actions

Civilian Personnel Management Office

Civilian Personnel Furlough Civilian Personnel Operations Office Human Capital Division

Civilian Pay Management Office Civilian Training and Leader Development Office Learn SharePoint 2010

Special Staff > Civilian Personnel Management Office > Civilian Personnel Furlough

Civilian Personnel Furlough

Lists

Documents

HQDA publication "Furlough Frequently Asked Questions"

Civilian Personnel Operations Office

Human Capital Division

Civ Pers Advisory Center (Ft. McCoy)

Civilian Pay Management Office

Surveys

Civilian Training and Leader Development Office

Civilian Personnel Furlough Information

The following information provides some general guidance and answers to common questions regarding the pending civilian furlough. The US Army Reserve Command has not received definitive HQDA guidance to formalize our furlough implementation plans. Additional information will be forthcoming as plans and policies are developed. If a furlough is implemented it will not occur until the later part of April. Civilian personnel are encouraged to review their personal plans accordingly.

HOT*CXO Video on Potential Civilian Furloughs and Sequestration*****

Review Current Furlough Information

- Furlough Guidance by OPM
- Message to DOD from Secretary of Defense Leon E. Panetta
- ICAR Memorandum Potential Civilian Administrative Furlough Due To Sequestration
- Special Feature on Defense.gov of all DoD Potential Sequestration and Furlough Information
- Supplemental OPM Guidance FAQs
- OPAS Publication on FAQs
- HQDA Publication on FAQs

Analysis Tools

- Furlough Calculator - Download Excel File to Your PC
- OPM handbook - "Guidance for Administrative-Furloughs"

Managing Personal Finances

- Thrift Savings Program
- Defense Civilian Personnel Data System My Biz
- Employee Assistance Program
- Fort Bragg Army Community Services - Financial Readiness

The Army Reserve Civilian Personnel Management Office at Fort Bragg, N.C. has posted a wide variety of information to include, videos, web links, and documents related to the sequestration and pending furloughs.

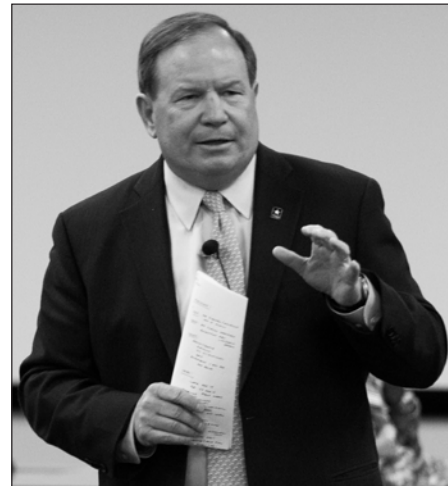
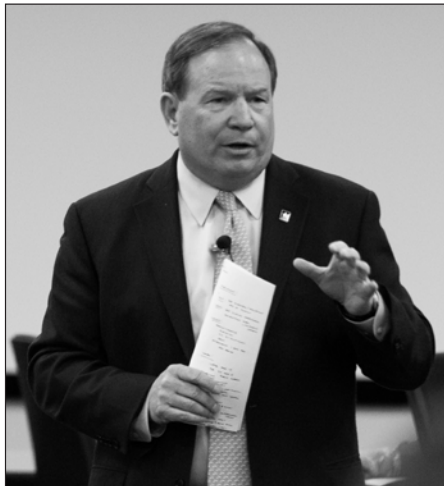
Personnel are encouraged to go to the SharePoint site at: <https://xtranet/sites/cpmo/Pages/fur.aspx>.

Some items of particular interest are highlighted in the red oval. They include: Furlough Pay Calculator (a downloadable Excel file), the Office of Personnel Management handbook, a one-on-one interview with Addison D. (Tad) Davis, IV, USARC command executive officer, plus additional guidance, information, and links to financial planning resources.



SEQUESTRATION

A DOUBLE EAGLE SPECIAL EDITION



Davis: “It’s a challenging time ...”

EDITOR’S NOTE: *The U.S. Army Reserve Command Public Affairs Office had a one-on-one conversation 28 Feb. 13 with Addison D. (Tad) Davis, IV, USARC command executive officer, regarding the effects of sequestration and furloughs on the Army Reserve.*

USARCPA – As you well know, there’s a lot of talk about the furloughs. What is your initial thought on that?

TD – Well, I think it’s a challenging time for us all, regarding sequestration, continuing resolution, and ultimately if we have to furlough the workforce. It will be a tremendous challenge for us to maintain the mission, at the same time, take care of the civilians that are part of this great team here at the Army Reserve headquarters.

USARCPA – What do you want the workforce to know, what the leadership wants to convey?

TD – I think it’s very important for each member of the Army Reserve team – our military, our civilians, and our Families that are out there – to fully appreciate that the team at the highest levels (of the Army Reserve) is fully engaged in this effort in Washington and elsewhere around the country. (They are) articulating what the impact would be on our mission and on our individual Soldiers, our Family members, and our civilians if this should come

about ... and doing the best job possible to make the case for why it shouldn’t occur.

If directed to execute a furlough by the Department of Defense, we will obviously move out and do that to the best of our ability in a way that allows us to continue the mission but at the same time does as much as we can to take care of the individual civilians who will be affected by this situation.

USARCPA – That leads to my next question. How many people are going to be affected and how will they be affected?

TD – Well, I think on one respect, you could say the entire Army Reserve is going to be affected by this effort. More directly, with regard to the furlough, we’re talking about 12,500 civilians, plus or minus, that make up both our military technician program membership and our Department of the Army civilians. So, at this point in time, each and every one of those individuals is potentially going to be affected, if in fact a furlough, comes about during this process.

USARCPA – How much of the budget is going to be affected?

TD – Right now, from the overall sequestration effort for FY13, which takes us to the end of September, we’re looking at about \$292 million of the Army Reserve budget that will be affected. That will be

in OPTEMPO; medical readiness; depot-level maintenance; and our sustainment, restoration, and modernization programs on our Army Reserve installations and facilities worldwide.

From a civilian furlough perspective, if we furloughed the entire workforce for 22 days of discontinuous service during the remainder of the fiscal year, that ends up being approximately \$80 million of additional money that would then go to the Army Reserve’s contribution to the overall \$46 billion that is being made up through sequestration by the Department of Defense.

USARCPA – So what will be the impact to the Army Reserve as a force with 100 percent of the mission being accomplished by only 80 percent of the available civilian days? Is it going to cause us to be slower? Are we going to be operational? Are things going to suffer?

TD – I think a lot of it goes back to one key element of how we operate as a team. We’re going to look across the board at our budget. (We’ll) look at the missions that we have to determine which are the most essential and critical to our mission on a day-to-day basis and try as hard as we can to match up the financial resources with those missions. But we’ll also take into account the military and the civilian workforce that is needed to accomplish those



missions and try to spread them out over time so that we can still get the job done with the workforce that is only going to be here 80 percent of the time.

It's going to be a balancing act and what we're trying to do is to seek as much flexibility as we can for commanders and for supervisors at every level within the organization so they have the ability to tailor the impact on their individual organization.

USARCPA – You mentioned work flexibility. If you have a civilian that is going through some training, some schools, are they going to take off one day and not go to school? Or is that something that is still being worked out?

TD – I'm glad you brought up the point about our civilian training and professional development because that is something, over the last two years, that we've put a lot of time, effort, and energy into. It's important for us to have that training and development because it allows the civilian workforce to do a better job at their current tasks but also, it makes them more marketable for future positions of greater responsibility. We want to try to preserve that for them and so we're going to have to come up with some workarounds but still allow folks to go to school, get the training they need and the development they need. So, on a case-by-case basis, we're going to have to look at that very closely.

We're going to have to do it smarter, maybe a little more efficiently, but the intent at this point and time is to continue as much of that training as we possibly can.

USARCPA – If there are three things you wanted to communicate to the workforce with the upcoming furlough, what would that be?

TD – First and foremost, we want them to make sure they fully understand and appreciate their current financial situation and their pay and benefits to include: leave accrual, health, medical benefits, dental, life insurance benefits, tax deductions, and things like that. They can better assess how they will be affected by a furlough and a 20 percent reduction of their pay as we go into this sequestration period.

So, that 20 percent reduction over a pay period is going to add up over time. We want to make sure they understand

what the pay and benefits they have now and what affect that might have through sequestration and through that furlough period. Because, in some cases, they may have allotments, they may have a TSP that might be affected and other benefits as well. So, through awareness, that will reduce some of the stress and tension in their lives and give them a better idea of how they can make it through that five-plus month period.

The second thing that is equally important is good financial planning. Many people do a great job already in terms of balancing their checkbook every month and figuring out how they're going to pay their bills. But now, we're going to ask them to do that same thing with 20 percent less money over a five-month period. What we want folks to start thinking about now, is if this happened, and if on or about the 23rd or so of April they would go into this furlough process, what are some things they need to do right now to start planning for that. We intend on putting some information out and we plan on setting up some opportunities, both in person and online, for folks to get some assistance from a financial planning standpoint.

There are little things that folks can do in terms of maybe deferring the purchases of some large items or a car until maybe after this period is behind us. If we're getting an income tax return this year, let's go ahead and put that in savings. Let's put that away. Maybe put a little more money in the savings account over the next couple of weeks and pay periods and use that as a buffer going into this upcoming furlough period. So again, we've got a little bit of an opportunity to take some positive steps to prepare for the future of what we're going to be faced with going through the furlough period.

The third, and probably the greatest concern that we have right now, is the health and wellness of the force. It is understood, that in the life of anyone, a reduction in their pay, 20 percent is significant. So there are going to be many folks out there that are really, on a day-to-day basis, trying to figure out how they're going to make ends meet. And so, it's incumbent upon us – leaders at every level – to have good situational awareness on who's out there within their organization that may be affected more directly by this furlough

than others. And to engage them, face-to-face, personally and to see what assistance might be available to them that we could offer to assist them.

We are working on some information that we think will be of use to leaders, supervisors, and individuals at every level, to better help them cope with the situation and to provide them so resources they can reach out through.

Fort Family, for instance. We're retooling the Fort Family structure right now ... so that if there's a civilian out there that has a challenge in their life, they can call in to the Fort Family number 24/7, talk to someone and then we can help identify what their situation is and then direct them to someone who might be able to help them more directly, based on whatever their situation might be.

What keeps me up at night, at the end of the day, is the health and wellness of our workforce every day. But more importantly, as we go into this challenging time for our civilians, in particular, it's going to be incumbent on every one of us to be really looking out for one another during this period and we encourage folks to do that every day.

I would also like to put a plug in right now for the Office of Personnel Management because they have put together a very good guidebook – it's about 32 pages long. If you go to the OPM website you can download it, it's the "Guide to Administrative Furloughs" and we're also making it available very widely throughout the Army Reserve as well. It's a very quick read, but it goes into a lot of detail on the benefits of an individual employee that may or may not be impacted by the furlough.

USARCPA – You've pretty much touched on the resources but I think there are a few other initiatives that are Army Reserve specific. I believe the shared drive and some other things that you're working that our employees and Soldiers need to know about. What are some of those things?

TD – We're trying to pull together as many resources as we possibly can to provide folks with the information that they need. We've developed a SharePoint site, here within USARC, that will be accessible through our website where folks can go and find information, up to date, that

See DAVIS, Pg. 6

we're going to post. And so far, we've got the OPM – Office of Personnel Management – guide that we mentioned earlier that really is a good document. And so, I really highlight that to folks and encourage each and every civilian, and many of those military folks out there that supervise civilians, that they get a copy of that document – read it online, download it and take it home – and really study it so they have an appreciation for what's going on in the lives of individuals.

We're also going to post "Frequently Asked Questions" on that site and then possibly add other links that folks can use to go to places to provide additional resources such as I mentioned earlier – the financial planning in particular.

We're in the process right now of organizing several seminars here at this headquarters that will go into the pay and benefits piece, the financial planning piece, and then also look at health and wellness issues. My intent is to try to tape those presentations to also have those available on that SharePoint site as well. And if not, to provide other information that we're using to pull those information sessions together. Because, it's easier for us to do it here with a large audience at USARC, and even up at OCAR, but I'm equally, if not more concerned about the individual civilians that are out there in the field and how we reach out to them and provide them the same resources that we're able to pull together here at USARC.

USARCPA – Sequestration is a law, am I correct?

TD – Yes.

USARCPA – Is it dictated to go from April to the end of the fiscal year and will it go beyond that?

TD – Let me just talk about sequestration, in general. I think there's a lot of misperceptions on what it is and what it isn't. Essentially, enacted into law, sequestration came about that it would mandate certain cuts, not only to the Department of Defense budget, but to budgets across the federal government.

It was initially to begin on the first of January of this year but Congress deferred the start date to 1 March. So now, we're going to make up some of that difference,

so that the cuts will begin on the first and be projected out over the remainder of the entire fiscal year. And, right now, the programmed amount for the DOD at large is about \$46 billion – the Army Reserve part of that is about \$292 million out of our \$8 billion budget. And then probably another \$80 million contribution made up if we furloughed all of our employees for 22 discontinuous days between now and the fiscal year. And so, right now, what is being targeted is ability of the federal government, using these different tools, to come up with that \$46 billion for this fiscal year.

But sequestration, as a whole, is a much longer-term proposition that goes out over the course of the next 10 years. And so to make up for some very short-term amounts of money, certain procedures were put in place that included reductions in our OPTEMPO, depot-level maintenance, medical readiness, and then our sustainment, restoration and modernization programs and the furlough to get us to the numbers that we needed to get to for the reductions in FY13.

Where we're going in FY14 and beyond, with regard to a furlough, is unknown. But currently the furlough planning only takes us through the end of this fiscal year. I think as we go through the remainder of this fiscal year we'll then determine is a continued furlough required or, are some other measures required with regard to the civilian personnel workforce.

From the Army Reserve perspective, we do not anticipate having to do that. In terms of the dollars that we've been apportioned for our civilian pay we think, in the out years starting in 14 and beyond, we'll be able to man the force as it's currently structured with some modifications based on force structure changes which happen every year.

So, that's the future as we know it right now and as more information becomes available, we'll be providing that to the field as well.

USARCPA – According to the OPM "Guidance for Administrative Furloughs," a Reduction in Force is possible after the 22 discontinuous day period. Is that a correct assumption?

TD – There are a lot of tools out there that can be used in regard to managing the civilian workforce across the Army and

across the DOD as a whole. One of the things I think is important for folks to look at from the Army Reserve perspective is the fact that we have already taken some important reductions in the Army Reserve.

When you look out across the whole DOD and Department of the Army, we're one of the few organizations that has brought our civilian manning levels down below the FY10 level; which has been the guidance from the secretary all along. So we're already below fiscal year 10 levels, we've got our funding and resources levels in place to support those individuals that are currently authorized for duty as civilians, both military technicians and Department of the Army civilians.

So from our perspective, we think we're in pretty good position with regard to achieving the goals that the secretary set for the entire department. And so, as we go into 14 and beyond, I think that we, more than any other organization in the Army, are in the best shape possible as for reductions that might occur throughout the workforce. We've already met those goals and can stand behind what we've done.

But there is an unknown out there. And in some cases, when reductions are made throughout the Department of Defense and throughout the Army, they look at all three components – active, guard, and reserve – and in some cases, there's a shared burden there.

But again, based on the good work that we've done, I think we'll be able to make a very strong argument that we have met the goals they have set for us; that we are, essentially, a very good force when you look at your return on the investment.

The Army Reserve makes up 20 percent of the total Army but we require only six percent of the total Army budget. So when you look at how we play out in terms of the amount of dollars put towards the Army Reserve, our ability to accomplish the mission and be prepared when called upon to deploy both at home and abroad, and the financial support we receive, I think is very good investment for the American taxpayer.

So, again, there are always things that can happen down the road if we're directed to do so but again, I think we're in a very strong position right now and we want to continue to do that in the weeks and months ahead. 🇺🇸



