



SPO Newsletter

Issue 03/2007

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25 Years of People Serving Customers

25 Years of Answering the Question: What's the Coast Guard Doing in Kansas?!

PSC recently celebrated its 25th anniversary. An informal ceremony was held in the Frank Carlson Federal Building Atrium followed by a BBQ lunch. Our guest speaker was VADM Papp, Coast Guard Chief of Staff. Also in attendance were Congresswoman Nancy Boyda (Kan-D), Kansas Lt. Governor Mark Parkinson, and Topeka Mayor Bill Bunten.

Pictures and video from the event are now available (links below). The Topeka Capital-Journal has a story about the anniversary celebration. Read it at http://www.cjonline.com/stories/082307/loc_193787113.shtml.

Pictures: <http://www.uscg.mil/hq/psc/images/PSC25PICS/index.asp>

Video of 25th Anniversary Ceremony:
<http://www.uscg.mil/hq/psc/media/video.asp>

History Slide Show:
<http://www.uscg.mil/hq/psc/media/psc25/Presentation1.ppt>



Please send your articles or suggestions for articles to: psc-pf-pd@uscg.mil



Customer Advisory Council Meeting Update

The Advisory Council Meeting was held from 21 to 23 August in Topeka, KS. Listed below are links to the slide shows from the general and breakout sessions. Session notes, Q 'n A's, and other outcomes from the Advisory Council Meeting will be published in an upcoming issue of the *SPO Newsletter* and online at:

<http://www.uscg.mil/hq/psc/advisorycouncil.asp>

PSC Customer Advisory Council Presentations

Here are the links to the slide shows given during the general and breakout sessions:

- 📄 PSC 101 - <http://www.uscg.mil/hq/psc/media/spoconf/PSC101.ppt>
- 📄 SPO Survey Feedback - <http://www.uscg.mil/hq/psc/media/spoconf/SPOSurvey.ppt>
- 📄 SPO Trend Analysis - <http://www.uscg.mil/hq/psc/media/spoconf/SPOTrendAnalysis.ppt>
- 📄 Audit/Actuarial Findings - <http://www.uscg.mil/hq/psc/media/spoconf/fair.ppt>
- 📄 E-Travel Update - <http://www.uscg.mil/hq/psc/media/spoconf/eTravel.ppt>
- 📄 Global Pay Update - <http://www.uscg.mil/hq/psc/media/spoconf/GlobalPay.ppt>
- 📄 Travel Breakout Session - <http://www.uscg.mil/hq/psc/media/spoconf/TVL.ppt>
- 📄 Military Accounts Support (ERT/Auditor) Breakout Session - <http://www.uscg.mil/hq/psc/media/spoconf/MAS.ppt>
- 📄 Separations Breakout Session. <http://www.uscg.mil/hq/psc/media/spoconf/SES.ppt>
- 📄 Reserve Breakout Session - <http://www.uscg.mil/hq/psc/media/spoconf/ReserveOrders2007Presentation.ppt>
- 📄 Accessions Breakout Session - <http://www.uscg.mil/hq/psc/media/spoconf/accessions.pdf>
- 📄 Advancements/SWE and Evaluations General Session - <http://www.uscg.mil/hq/psc/media/spoconf/ADV.ppt>

Right: Mr. Charles Bartocci PSC, Customer Care branch, discusses accession procedures during one of the many "break out sessions" at the PSC Advisory Council held recently in Topeka.



Processing Schedule Change

E-Mail ALSPO H/07 published changes to the calendar year 2007 schedule for payroll transaction processing.

Payroll Processing Schedule for Remainder of CY 2007				
Payday	Update Data Entry Cutoff 2359 Hrs.	Update Runs 0800 Hrs.	Compute Data Entry Cutoff 2359 Hrs.	Compute Runs 0800 Hrs.
MON 1-Oct-07	WED 12-Sep-07	THU 13-Sep-07	WED 19-Sep-07	THU 20-Sep-07
MON 15-Oct-07	WED 26-Sep-07	THU 27-Sep-07	WED 3-Oct-07	THU 4-Oct-07
THU 1-Nov-07	MON 15-Oct-07	TUE 16-Oct-07	Mon 22-Oct-07	Tue 23-Oct-07
THU 15-Nov-07	TUE 30-Oct-07	WED 31-Oct-07	TUE 6-Nov-07	WED 7-Nov-07
FRI 30-Nov-07	None	None	Sun 18-Nov-07	MON 19-Nov-07
FRI 14-Dec-07	WED 28-Nov-07	THU 29-Nov-07	WED 5-Dec-07	THU 6-Dec-07
MON 31-Dec-07	WED 12-Dec-07	THU 13-Dec-07	TUE 18-Dec-07	WED 19-Dec-07

Transitional Healthcare Benefits (TAMP)

TAMP: 10 USC Chapter 58 is only for SELRES members who are being released from a named contingency. These members receive 180 days of healthcare starting the day after Title 10 demob. Members on EAD, Title 14 or non-contingency ADSW do not qualify for this program. However, they can purchase Tricare Reserve Select (the new low rate program starts Oct 1, \$81 for member only coverage. See ALCOAST 399/07.)

More information on TAMP can be found on the Tricare web site at:

<http://www.tricare.mil/factsheets/viewfactsheet.cfm?id=317>



<p style="text-align: center;">CAPT Vince Weber Commanding Officer</p> <p style="text-align: center;">CDR Stuart Lebruska Chief, Customer Service Division</p> <p>Articles for the SPO Newsletter may be mailed, faxed or e-mailed to: Commanding Officer USCG PSC (P&D) 444 SE Quincy St. Topeka, KS 66683 Fax: 785-339-3780 Email: PSC-PF-PD@USCG.MIL</p>	<p style="text-align: center;">CWO3 Marie Hallford Chief, Procedures and Development Branch</p> <p>An authorized publication, the SPO Newsletter is published under the direction of the U.S. Coast Guard Personnel Service Center. Views and opinions expressed are not necessarily those of the Department of Homeland Security or the U.S. Coast Guard. The SPO Newsletter shall not be considered an authority for any official action and is non-record material.</p> <p style="text-align: center;">The SPO Newsletter is published quarterly. Articles are solicited from all readers.</p>	<p style="text-align: center;">Michael P. Sullivan Executive Director</p> <p style="text-align: center;">Mr. Bob Tyler Editor, SPO Newsletter</p>
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Diving Pay – *Clear as Mud?*

By Paul Hamilton, PSC (mas-ert)

Diving Pay is considered a “Special Pay” for those Officer and Enlisted members that are qualified divers. However, there are conditions that must be met to maintain the entitlement to Diving Pay.

According to Sec. 4.G.1, CG Pay Manual, when a Coast Guard member becomes a qualified diver, he/she must be assigned by orders to diving duty; maintain proficiency as a diver by frequent and regular dives, and actually perform diving duty.

Should a CG Diver let his/her diving qualification lapse and then re-qualify, Diving Pay is not payable for the period between the lapse date and re-qualifying date.

There are several classes of Divers for Officer and Enlisted members and, according to the Diving Program Manager, are ranked as follows (from highest to lowest:

- Basic Dive Officer (Officer only)
- Master Diver
- Dive Medical Tech
- Diver First Class
- Diver Second Class
- Scuba Diver



One area of confusion may come up when a member attends a diving school. **Current policy is to pay the member Dive Pay for the entire period of instruction and the member is usually given a letter from the diving school that shows the Diving Pay eligibility period. Please be advised that SCUBA divers are not eligible for this entitlement during the training period. THE DIVE PAY ELIGIBILITY SHOULD BE NOTED IN THE “ORDER NOTES” area of Direct Access.**

Once the instruction is successfully completed, the Dive Pay stops and would resume at the normal rate when the member returns to his/her diving duty unit. Obviously, if a member under instruction has PCS orders to a diving duty unit, but has not yet reported to that unit, then Diving Pay would not start again until the member reports to the diving duty unit.

Corresponding rates of pay for those classes of Divers and for diving duty under instruction can be found in Sec. 4.G.4 (Page 4-33) of the Pay Manual.

Direct Access Earnings Codes and Earnings Type Codes for Diving Pay:

<i>Earnings Code</i>	<i>Earnings Type</i>	<i>Description</i>
DDP	ENL-D	Enlisted 1st Class Diver
DDP	ENL-E	Enlisted 2nd Class Diver
DDP	ENL-F	Enlisted Scuba Diver
DDP	ENL-G	Enlisted Medical Deep-Sea Diving Tech
DDP	ENL-H	Enlisted Diving Duty @ School under Inst (See note below)
DDP	ENL-I	Enlisted Master Diver
DDP	OFF-A	Officer -Ship Salvage/Basic Diving Officer
DDP	OFF-B	Officer Scuba Diver
DDP	OFF-C	Officer Diving Duty @ School under Inst (See note below)

Note: The Enlisted and Officer Diving Duty at School Under Instruction codes (ENL H and OFF-C) are only used for students under instruction in training courses longer than five weeks who are entitled to dive pay upon successful completion of the pool phase of SCUBA training (**SCUBA Diver (DV) (A-422-0023)/Course Code: 240900**). For these members, diving duty pay will commence upon reporting to a diving unit or returning to a diving unit from initial training.

Manual Intervention to Pay

By YN3 Matthew Teague (mas-ert)

Hello from the Exceptions Report Team!

As we all know, the system does not always function as we would like and manual intervention is sometimes necessary to ensure our members are paid accurately. Since most members are not familiar with our systems, it is common for Yeoman in the field as well as at SPO's to inquire as to why a member may not have seen funds in a timely fashion. If the process is not known, then a misunderstanding may occur.

Here is the process in which transactions must be handled at PSC when they require manual intervention:

1. SPO submits transactions
2. Transactions kick out on the exception file for system, out of range, or user error.
3. Exception Report Team Auditor reviews transaction for discrepancies and will provide feedback to SPO with a request for corrective action (recycle transaction awaiting correction) or build account discrepancy
4. ERT Team Lead Auditor will audit account

discrepancy and will also check member's pay account for any other possible discrepancies.

5. ERT Team Leader will have ERT auditor feedback to SPO if corrective action is needed or forward pay case to pay team for action.

6. Pay team technician will make proper credits or debits to the member's account and enter the information in Direct Access.

7. Pay Team Leader will audit pay technician's work and approve any pending debits/credits.

Transactions created by Pay Team have to process from Direct Access to JUMPS like any other pay transaction.

The total process usually takes approximately two pay cycles before the credits/ debits will show in the member's LES. If you have questions regarding this process or exceptions that are on your report, please contact your assigned Exceptions Report Team auditor.

Thrift Savings Plan Forms for Military Personnel

By Steve Lewis (mas-tsp)

Did you know TSP has forms for both military members and civilian employees? Military members are required to use "TSP-U-xx" forms for any changes to their TSP account. For example, the TSP-U-1 form differs in many ways from the TSP-1 form. Most notable are the different types of contributable pay for the uniformed members such as Bonus, Special and Incentive pay. These types of contributable pay are not listed on the TSP-1 form for civilians. Another significant difference is uniformed members are required to specify a percentage of contributable pay to TSP and are not allowed to specify a dollar amount for contribution, except when contributing Catch-up pay for members in their 50th year or over. Bottom line, if the form you are submitting to PSC for a change in your account doesn't have a "U" in the title, you as a military member are using the incorrect form for TSP.

Links to TSP forms and other information can be found on our web site at <http://www.uscg.mil/hq/psc/tsp.asp>.

Per Diem for Travel by Car Ferry

By YN1 Lorice A. Bolde, Air Station Kodiak / SPO Supervisor

Transferring is a tough time for everyone involved. One of the biggest problems we have experienced, here in Kodiak, this year is members being overpaid in M&IE while on the ferry (Alaska Marine Highway System). This year approximately 25% of our personnel were overpaid in M&IE.

In accordance with the JFTR(U5116) M&IE is based on and computed for the member using the highest CONUS M&IE rate (currently \$51) for the arrival day (embarkation) on the ferry through the day before the departure day (debarkation) from the ferry. M&IE for the departure date (debarkation) from the ferry is the rate applicable for the member's location at 2400 on that day. Ferry M&IE is also listed as per diem on the travel voucher summary.



PSC has added additional information to the PCS Advances Worksheet, CG PSC-2003 (<http://www.uscg.mil/hq/psc/forms/psc2003.pdf>), to help with accurately computing advances for members traveling via car ferry to Alaska.

Contacting PSC Customer Care

How to contact Customer Care:

1. Online Trouble-Ticket: <http://www.uscg.mil/hq/psc/customerservice.shtm>
2. Phone number: (866) 772-8724 (toll free) or (785) 339-2200 (0700 to 1600 weekdays and 0730 to 1600 on scheduled weekends)
3. Email: PSC-CustomerCare@uscg.mil

The Customer Care call center at PSC Topeka will be staffed on the following weekends to assist and answer questions regarding password resets, pay, travel, and user support for T-PAX and Direct-Access. Phone support hours of operation for these weekends are 0730-1600 central time:

2007	2008
November 3-4/17-18	January 12-13/26-27
December 8-9/15-16	February 9-10/23-24
	March 8-9/15-16
	May 10-11/17-18
	June 14-15/21-22
	July 12-13/19-20
	August 9-10/16-17
	September 13-14/20-21

No October or April dates due to the RSWE and all-hands training



PCS Mileage/MALT Rate Changes

Effective **25 September 2007**, the single PCS mileage/MALT rate of **\$.20 per mile** shall be applied to all PCS travel performed on or after the effective date.

The Per Diem Committee has changed the current PCS mileage/MALT rates used for authorized POC use during official PCS travel to **a single PCS mileage/MALT rate of \$.20 per mile**. The tiered reimbursement method based on the number of occupants is scheduled for elimination on 25 September 2007.



The rate changes are based on a final rule published in the Federal Register on 27 June 2007, establishing GSA's plan to use the established IRS standard mileage rate for reimbursement of employees who use a POV for relocation. The rate change is scheduled to appear in JFTR change number 252, and JTR change number 506, dated 1 December 2007. See ALCOAST 446/07 for more information.

The Per Diem Committee Web Site is moving

The Per Diem Committee Site is moving to a new location. The new address is <http://perdiem.hqda.pentagon.mil/perdiem/>. The new site is available now and will run concurrently with the existing site. This move will resolve the security certificate issue that many users are experiencing while accessing the current site. The existing site will shut down 30 September 2007 and redirect all users to the new address.

Annual Verification of BAH, Dependency, Beneficiaries, SGLI, FSGLI, and Emergency Data

Annually, beginning in October and through November, members must verify their BAH, dependency, beneficiaries, SGLI and emergency data. SPOs need to forward the following forms, reports, and worksheets to units for review and verification:

- Direct Access BAH/Dependency Data Forms
- Direct Access Emergency Contact Information Report
- Copies of members' SGLI Elections forms (SGLV-8286 & SGLV-8286A)
- Copy of members' Designation of Beneficiaries (CG PSC-2020D) form

Chapter 5-C of the Personnel and Pay Procedures manual provides the timeline for Annual Verification and additional references. ALCOAST 299/07 provides a lot of information on Family SGLI coverage, make sure you review it before counseling members on this benefit. It also includes a requirement for all married members to have a form SGLV-8286A (Family SGLI Election) on file in their SPO PDR. So attach a blank SGLV-8286A to any Direct Access BAH/Dependency Data Form for a married member who does not have a Family SGLI Election on file.

Official Passports and Visas Newsletter

The Office of International Affairs (CG-00I) has published a newsletter with helpful information on obtaining official passports and visas.

<http://www.uscg.mil/hq/psc/docs/passportnews.pdf>.

New Policy for Title 10 Reserve Mobilization Orders

ALCOAST 381-07 announces a new policy for the duration of recall orders. Effective immediately, an involuntary call to active duty under 10 USC 12302 for the Global War on Terror may not exceed 24 consecutive months per set of orders. Consideration of previous activations under Title 10 will be balanced against the needs of the service for subsequent involuntary recalls.

<http://www.uscg.mil/hq/psc/rmp/alcoast381-07.asp>

New PDR Manual Released (COMDTINST M1080.10G)

The major changes to this manual include:

- Change office name from Commandant (G-WRI) to Commandant (CG-102)
- Considers Direct Access an "e-PDR" for Privacy Act purposes
- Adds a requirement for CGPC-adm3 to establish and implement a quality assurance process which ensures I PDR compliance with this instruction
- Requires units to request written consent to deviate from filing requirements
- Change office name from Commandant (G-WT) to Commandant (CG-13)
- Changes the name of the CGPC PDR to I PDR
- Allows SPO PDR to be hand carried under certain circumstances
- Removed requirement to file DD1172
- Changed award citation entry from SPO to unit for units that have a Memorandum of Understanding (MOU) on file with PSC and their SPO
- Removed filing of PDIF
- Added filing of Statement of Entitlement to Educational Assistance benefits for Reserve Component Members Ordered to Active Duty per Chapter 1607, 10 USC
- Added filing of Statement of Election to Educational Assistance benefits Based On qualifying for Educational Assistance under Chapter 30, Title 38 USC & Chapter 1607, Title 10 USC
- Removed requirement to Electronic Image Direct Access Image Report
- Added the requirement to image supporting documentation when imaging a Statement of Creditable Service (CGPSC-1071) and State of Creditable Sea Service (CGPSC-1072)
- Added an Enclosure that lists all cancelled forms required to be maintained in the PDRs.

Download the PDR Manual from:

http://www.uscg.mil/CCS/CIT/CIM/DIRECTIVES/CIM/CIM_1080_10G.pdf

BAH Code And Dependency Status – Verify Both!

By Pete Bekken, Commandant (CG-1222)

The following is lesson learned why SPOs need to verify a member's BAH code against their dependency status and their dependents residence location when a member reports to their PDS. A member transferred from a duty station to a duty station located in a designated critical housing area. The member submitted a Housing Allowance Protection Worksheet requesting the BAH rate for their dependent's location. The member's BAH code indicated L – With Dependents. Checking Direct Access dependency information, the record indicated an ex-spouse and two children. The ex-spouse and two children have the same address. At his previous duty station his LES indicated he received BAH and CONUS COLA with dependents. The member was contacted asking why he received BAH and CONUS COLA with dependents. He stated that one of his children resided with him full-time during his previous assignment. The member also stated he pays child support. When he transferred his child did not relocate with him, but began residing with her mother (the member's ex-spouse). Because he is now without dependents and paying child support, the member's request could not be approved to base BAH on his children's location. Commandant (CG-1222) contacted his SPO pointing this out, with directions to change his BAH code to T – BAH with dependents based on payment of child support. The member is only authorized BAH with dependents based on payment of child support for his duty station zip code. The new duty station did not receive CONUS COLA. Had his BAH code not been corrected from L to T, the member would probably have had CONUS COLA with dependents erroneously started on him. The lesson here is to verify the member's BAH code against their dependency information and residence.

PSC Procedures and Development Workshop Schedule

The PSC Procedures and Development (p&d) team extend our sincere thanks for your continued patience and support through the last few months while we fulfilled the needs of our Command. We are pleased to announce the schedule postings for the PSC Workshops!



Basic Human Resource Systems	Advanced Human Resource Systems
<ul style="list-style-type: none"> • January 7-11, 2008 • February 4-8, 2008 • March 3-7, 2008 	<ul style="list-style-type: none"> • January 14-18, 2008 • February 11-15, 2008 • March 10-14, 2008
<p>An <u>entry-level</u> record technician workshop designed for personnel entering the HR field. This workshop covers <u>basic knowledge</u> requirements and routine functions as they apply to Direct Access and JUMPS. The topics and scenarios are generic in nature and cover situations encountered by technicians which normally do not require supervisor guidance. This workshop has been revised to emphasize practical application. Attendees should be familiar with available OnDemand tutorials prior to attending.</p> <p>Topics include:</p> <ul style="list-style-type: none"> • Contracts (Accessions, Additional Obligations, & Separations) • Entitlements (Entry and JUMPS/LES verification) • PCS (Orders, Departing/Reporting Endorsements, DA, & JUMPS) • Reserve Issues (From IDT drill entry to Title 14 Mobilization/ Demobilization) • T-Pax (Traveler, AO, & Proxy) 	<p>This workshop is designed for experienced record technicians, supervisors, and field unit HR personnel. It combines open discussion forum with exercises that show how data entry in Direct Access effects a member's pay, as well as how to validate proper posting in JUMPS and on the LES.</p> <p>Topics include:</p> <ul style="list-style-type: none"> • Military Pay Communications (DA, JUMPS & LES) • Accessions (More in depth than Basic HR) • Bonuses (Enlistment, SRB, CSB, & SELRES) • Debt Liquidation (How, when, & why) • Advances, Special Payments, & Cash Deposits • Saved Pay (Entitlement, JUMPS & LES) • T-Pax (Traveler, AO, & Proxy)* - <i>If attending both Basic and Advanced, students do not need to attend the last day of the Advanced HR Systems Workshop.</i>

If you would like to attend any of these workshops, please fill out our request form (available at <http://www.uscg.mil/hq/psc/docs/classroomrequest.doc>) and e-mail it to us at PSC-PF-PD@uscg.mil. Your unit must fund your travel and per diem, there is no cost for the workshop.

Meet the PSC Procedures & Development Team!

Since there has been such a big turnover of personnel in the last few months, we thought it necessary to let the SPO world get to know the new Procedures & Development team.

CWO3 Marie Hallford has been assigned as the (p&d) Branch Chief since July of 2005. Her previous assignments include, MSO Wilmington, two assignments to PSC (then HRSIC/PPC), CGC THETIS, and CCGD TWO. She was a key player in the implementation of SDA II, visiting dozens of PERSRUs and providing training on the new system.

Rich Etheridge is the team lead for the Procedures side of (p&d). Rich is responsible for the PSC website, the care and maintenance of all on-line manuals and the editor of the *SPO Newsletter*. Rich retired from the Coast Guard in 2002 as a YNCS with 23 years of service.

John James is a Human Resource Assistant assigned to (p&d) as a Course Developer and instructor. He has been assigned to the Development section since December 2004. John arrived just after completion of the Direct Access Release 11 road shows, but has done his share of traveling for classroom training and is still active in classroom instruction for Direct Access, JUMPS, T-Pax and the newly installed Global Payroll system. John is a retired YNC with 22 years in the Coast Guard.

YN1 Terry Abbott was advanced to his current rank in July 2007 and was assigned to PSC (p&d). YN1 Abbott was previously stationed in the Tidewater area. Terry is currently on the Procedures side of the branch as editor of the Personnel and Pay Procedures Manual and is in charge of ensuring the *SPO Contact List* is updated and current. He, as all military personnel stationed at PSC is also assigned other duties as necessary. Terry is married to YN2 Nicole Abbott also stationed at PSC.

Bill Weakly was assigned to (p&d) in August 2004 after 20 years of working in (ras). Bill is the editor of the retiree newsletter. In May 2005 he was selected to be a member of the Global Pay team. Since that time he has continued to produce the newsletter and has been actively working on getting (ras) converted over to PeopleSoft's Global Pay system.

Matt O'Connell was assigned to (p&d) in August 2007 as an Instructor/Developer. Prior to this assignment he worked in the (mas)/Debt Collections office. Matt comes to the branch with 22 years of service in the Marine Corps and Coast Guard. Prior to retirement in 2002 Matt held the rank of PERS2.

Karen Emmot has been assigned to the (p&d) Branch since December 2004. She worked as an Instructor/Developer until her promotion to Development Team Supervisor in August 2006. Karen was one of the many instructors "on the road" with Release 11 of Direct Access and is still active in classroom instruction of this and the newly installed Global Payroll system. Prior to her assignment to (p&d) she worked in the (ses) Branch. Karen holds a Master of Science in Quality Systems Management from the USDA National Graduate School.

Jerome Thompson arrived in (p&d) in October 2006 after serving for seven years as a NOAA Corps SPO auditor located here at PSC. He is an Instructor/Developer in the branch and will be "in the field" at your requests, training the Basic & Advanced courses offered. J was instrumental in the training of (ras) personnel in the recent Global Pay software. He is a retired YNC with 20 years of service.

Henri Doner-Hedrick joined the (p&d) team in July 2007. She holds a Master of Fine Arts degree from Kansas State University. Prior to arriving at PSC she was an assistant professor at St Olaf College in Minnesota. Henri has also taught at Haskell Indian Nations University and is an adjunct professor at the Kansas City Art Institute and several community colleges in the KC metro area. She also has experience in military pay as an employee at several federal agencies. Henri is assigned as an Instructor/Developer on the Development side of (p&d).

Bob Tyler has been assigned to the (p&d) Branch since February 2007, first as an Instructor/Developer and currently as the Business Communications Specialist for the Procedures side. Bob is responsible for the content and development of the *SPO Newsletter* and other numerous PSC web instructions and notices. Prior to his assignment in (p&d) he worked in the Debt Collections Branch of (mas). Bob is a retired YN1 with twenty years of service in the US Air Force and Coast Guard.



Photo: Pictured from left to right: (front row) Matt O'Connell, J. Thompson, Karen Emmot, CWO3 Marie Hallford, Henri Doner-Hedrick, (back row) Bob Tyler, John James, Rich Etheridge, Bill Weakly. Not pictured is YN1 Terry Abbott.