



DARBY DIGEST



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Railway workers strike

Through out Tuscany March 24-25 for 24-hours regional trains could be cancelled.

TMP Survey

TMP is currently reviewing the Pisa and Livorno Shuttle Service. The intent of this review is to delete those stops no longer needed and to add those that customers have requested be added to the service. Please submit recommendations to:
olen.mowdy@eur.army.mil

Chemical Reuse

The USAG Livorno DPW has established a Household Chemical Reuse Center to reduce procurement and waste disposal of common household chemicals as a benefit to the community. Drop off your unwanted chemicals when you PCS or come see what's available when you arrive. The facility located between the PX and the mail-room and is open Tuesday 9-11 and Thursday 1-3.

Army Emergency Relief

Annual Campaign is now! The AER Campaign theme is "Soldiers helping Soldiers," reinforcing the trust and cohesion. AER is made possible through your support. Contact SFC Thomas at the Finance office for more info.

Daylight-saving time

Starts in Europe on March 25 at 2:00 a.m. Clocks are turned forward one hour, moving one hour of daylight from the morning to the evening. Spring forward, Fall back!

NSPS Transition

To the Camp Darby Community from LTC Stephen Sincinski:

NSPS will strengthen our capability to accomplish the mission in an ever-changing national security environment and accelerate DoD's efforts to create a Total force (military personnel, civilian personnel, Reserve, Guard, and contractors), operating as one cohesive unit, with each performing the work most suitable to their roles. With over 25 years of demonstration experience involving pay banding and pay for performance, it is time to transition the rest of DoD to these proven programs.

NSPS provides a human resources system that appropriately recognizes and rewards our employees' performance and the contributions they make to the Department of Defense mission. NSPS provides better tools to retain and attract good employees.

NSPS is the most significant change to DoD Civilian Human Resources in 123 years. It is a major impact on DoD's 750K civilians and Army 250K civilians. NSPS establishes a new Human Resources (HR) management system that provides greater flexibility to set pay, shape the workforce, and retain strong performers. NSPS is a pay for performance system and Pay bands replace the GS system.

The system will not change merit system principles that form the foundation for the

Federal civil service. Our current rules against prohibited personnel practices won't change. Protections for whistleblowers won't change nor will anti-discrimination laws. Veterans' preference is preserved under NSPS. Employee benefits, health and life insurance, retirement, leave – NSPS does not affect laws covering these programs. NSPS will: value talent, reward contribution, and promote excellence.

Employees will know what is expected of them and how their performance relates to the mission of the organization. Employee feedback from demonstration projects show a clear preference for pay banding and pay performance programs.

DoD has begun to implement the human resources system in phases, or spirals. In the first phase of NSPS implementation, Spiral 1.1, Army converted the Civilian Human Resources Agency with approximately 2400 employees to NSPS in April 2006. Spiral 1.2 is scheduled for the October 2006 through February 2007 timeframe and some 15,000 Army employees will transition to NSPS. Spiral 1.3 in March through April 2007 will convert 28,000 Army employees. The remaining employees will convert in October 2007 and 2008, including NAF.

Employees will not

lose pay upon conversion and most will receive a slight pay increase for their portion of the within grade increase buy-in. Everyone in the workforce needs to have a minimum of one job objective, but it is best to use three to five job objectives.

Army NSPS training encompasses a blended approach. It focuses on both the behavioral and technical aspects of NSPS and incorporates a variety of delivery methods.

It uses diverse learning methods to include: Web-based, Classroom, Video, On-the-job support tools

Supplemental training aids and Behavioral (Soft Skill) training.

All Army civilian employees and military supervisors of civilians (+ LN supervisors) will receive NSPS training prior to their organization's transition to NSPS. Supervisors and managers who are also Pay Pool Managers or members of a Pay Pool Panel will receive training on their Pay Pool management responsibilities.

We understand your concerns, and we want to address your questions. Communication is a critical link to successful implementation. Training and additional information about NSPS can be found at:

1. www.per.hqusa.army.mil/cpd
2. cpol.army.mil/library/general/nsps
3. www.cpms.osd.mil/nsps

Training is critical to the successful implementation and integration of NSPS.

Darby Job Corner

1. Community Bank (operated by Bank of America) is looking for a motivated and energetic supervisor who wants to be part of a winning team here at Camp Darby. The Community Bank seeks to identify a qualified employee by March 22. The candidate must be a US citizen and dependent of a bona-fide active duty service member or DA civilian. Required skills must include an Associates Degree, five years sales experience and an oral and written proficiency in the English language. For specific information, contact MS Pia Krucker at TEL: 0049-6134-187348 or e-mail: pkrucker@bank-of-america.de.

2. Administrative Assistant GS 5/7. DOL is looking for an Administrative Assistant (Office Automation) full time, permanent. Position is open March 8-28. Job an-

nouncement number DESC-07-1308. Apply now at <https://sec.hr.dla.mil/apply>

Additionally, view the ACS bulletin board for this and other job advertisements or contact Steve Zglinicki, ACS Employment Readiness Program, by calling 633-7084 or email him at stephen.zglinicki@eur.army.mil

Volunteer Award Ceremony

Volunteers need to have their hours turned in to ACS by March 29. Any hours submitted past this date may be subject to administrative delays and/or the unavailability of a certificate at the Volunteer Recognition ceremony on April 27.

Congratulations

To _____ from her parents on getting her Bachelors in _____ from the University of

Tax Center

Camp Darby Tax center can prepare and file your taxes electronically for free. The Tax Center is open Mon-Fri from 8-5. For questions and appointments, call 633-7227.

Changes for filing your taxes: Telephone Excise Tax Refund (TETR) is a one-time payment available on your 2006 federal income tax return. It is designed to refund previously collected long distance telephone taxes. Individuals, businesses and tax-exempt organizations are eligible to request it.

Now accessible to all!
[WWW.USAGLIVORNO.
ARMY.MIL](http://WWW.USAGLIVORNO.ARMY.MIL)

Community Action Council

Issue Title:

If you have a CAC issue that involves AAFES or an AAFES Concessionaire, please contact AAFES General Manager, at RakasG@aafes.com All other issues submit to www.usag.livorno.army.mil

Italy Off the Beaten Path... Explore your world.

“Opera della Primaziale Pisana”, will host two concerts, on the evening of March 21 and 28 at 9 p.m.. Special guests respectively will be Giancarlo Parodi, at the Serassi organ, and Massimo Nasetti at the Mascioni organ. Admittance to the two events is free.

Evening

Joel Peter Witkin American artists' exhibition thru April 8, Seravezza, Palazzo Mediceo, info 392.9586574.

RECORD FAIR – Fiera del disco - March 24 and 25 at Florence's record fair. Experience this market show of used collector's albums. A myriad of stands, both Italian and foreign, will exhibit and sell records and CDs. Music aficionados will also find DVDs, gadgets and portraits of stars as well as new publications focusing on the musical panorama.

Camp Darby ITR Stop by or call to see what trips they have coming up or look in the Darby Horizon's. 633-7589

Questions, comments and request can be sent to joyce.costello@eur.army.mil