



INTERAGENCY CONNECTION

215 Dean A. McGee, Suite 320, Oklahoma City, OK 73102

<http://www.oklahoma.feb.gov/>

(405) 231-4167

Chair's Corner



September was national Preparedness Month. Our Federal Executive Board started one day early by hosting an interagency / inter-government tabletop exercise at the Oklahoma City Police Training Center. The half-day event was attended by approximately 70 individuals

from various governmental agencies in Oklahoma. Joining us as observers were Bob Hendrix, Deputy Director of National Preparedness Division, FEMA Region VI and Bob Hominick, COOP Coordinator for GSA Region VI.

I want to thank FEB members Mike Roach, Dick Rodine, Larry Kettler, and Mike Arnold for serving as facilitators for the breakout groups.

Members of our Emergency Preparedness Council who were instrumental in assisting LeAnn Jenkins put this together are Gary Berryhill, US Marshals Service; Jim Green, FAA; Brian Sandersfield, FBI; Sherry Hunt, HUD; and Garrett Thornton, Oklahoma Emergency Management.

The event was a fast-paced four hour session and was well received by those in attendance. I thank all of you who took time from your schedules to share what you know as well as learn from others to strengthen your plans!

With such a busy year, the end of my term has approached with unexpected speed. It is with mixed emotion that I write this last newsletter article as your FEB Chairman.

I have enjoyed the diverse activities we have designed and implemented during my term and think our federal community has benefited. It has certainly been interesting for me. This year has been a whirlwind of activity with many "firsts". All Oklahoma FEB accomplishments will be outlined in our annual report to be published in late October, be

sure to watch for it on our website. The cost-avoidance and unusual efforts include:

- Coordinated with the eight CFCs in Oklahoma to ensure success, resulting in one merger.
- Designed and hosted a one-day Media Training which included dealing with the media in crisis,
- Hosted the first national FEB Staff Conference,
- Coordinated the first partnership of its kind with the OKC Fire Department to conduct site-visits for every federal office located within the OKC metro area (currently negotiating with Tulsa),
- Hosted the second year of our ever-growing Leadership Development Series,
- Coordinated numerous interagency training opportunities,
- Rolled out a prototype of a Leadership FEB Program which will be implemented next fiscal year,
- Coordinated volunteer opportunities for federal employees within the community, and
- Maintained our award winning Shared Neutrals Program that continues to serve the federal community of Oklahoma and provide significant cost avoidance for our agencies.

I will remain involved and supportive of our Federal Executive Board because I believe in the value of our FEB and the overall FEB network. I ask that you provide our incoming Chairperson, Dottie Overal, Director of the Small Business Administration with the same support and encouragement that you have extended to me. These qualities maintain our FEB's strength and vibrancy, enabling us to continue meeting the needs of our federal community.

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Agencies urged to develop teleworker corps for emergency situations

By Daniel Pulliam

The Office of Personnel Management released updated emergency guides in early September, emphasizing the need for agencies to have plans for employees to work from home during emergencies. OPM also released guides for the families of federal employees and managers.

The updated emergency preparedness guides from OPM stress the need for agencies to have plans that allow "the business of government to continue during emergency situations." The guides stress that telework is an effective method that would allow employees not selected to go to the Designated Continuity of Operations facilities during an emergency to continue their work.

Agencies are supposed to develop a cadre of teleworkers who will learn to work off-site electronically and supervisors who can manage employees remotely. Eliminating paper and automating reports whenever possible will help employees to experience functioning in a virtual office.

Full story: <http://www.govexec.com/dailyfed/0904/090104dp1.htm>

Telework in the Federal Government Conference Leadership Awards for 2004

At the Telework in the Federal Government Conference, October 13, 2004, Leadership Awards will be presented to those government individuals/organizations who have demonstrated outstanding performance and leadership in developing innovative approaches, technical and management solutions, and policy for federal government telecommuting.

Nominations were collected via e-mail at awards@potomacforum.org through September 20, 2004.

Award Categories are:

1. Innovative approaches and applications to Telework
2. Leadership in enterprise-wide Telework applications
3. Successful Telework Policy and Procedures
4. Innovative security procedures for the Teleworker
5. Innovative solutions to Communications challenges for the Teleworker
6. Leadership in an HR Organization supporting the Teleworker or organization Teleworker Program
7. Leadership in addressing Privacy Issues for the Teleworker or Telework Program
8. Leadership of the CIO organization in supporting the Teleworker or Telework Program
9. Leadership in specialized programs for Teleworkers (specific areas)
10. Leadership in managing a Telework Program

Image of bureaucracy turns off potential federal employees

Low pay may also cited as drawback to public service

By Mollie Ziegler

Federal Times August 23, 2004

The most common reason Americans cite for not wanting to work in the federal government is a fear of too much bureaucracy, according to a new survey released Aug. 18 by the Partnership for Public Service.

Low salaries and a sense that federal jobs don't fit their skills were the other two big reasons why some 600 Americans surveyed said they were reluctant to try a job in the federal government.

"People imagine working for the federal government as an exercise in frustration, hampered by red tape and surrounded by "bureaucrats," the report said.

But Max Stier, Partnership president, said hiring managers should take heed in the fact the survey found that American attitudes about working for the federal government have improved significantly since the 1970's. He said agency managers should note the significant audience of talented people outside government who are interested in government service.

The biggest challenge is for managers to avoid reinforcing the bureaucratic stereotype, especially during the hiring process, he said.

"Managers need to hire faster and better, they need to avoid appearing gray and boring, they need to use language that will interest and excite people who are interested in government work," Stier told *Federal Times* August 19,

In May, the Office of Personnel Management encouraged agencies spend no more than 45 days between closing a job vacancy announcement and offering a job to a candidate.

Director Kay Coles James said her agency's use of the sped-up model has enabled her to hire 278 employees over the last nine months at an average of 36 days per hire.

"Individuals who want to perform public service are a special breed, and we must respect them as skilled and intelligent individuals who likely have other professional options," she said in a statement.

Sixty-five percent of recent college graduates are interested in federal work, compared to 49 percent of midcareer professionals. The lower level of interest from midcareer professionals could be a problem, according to this report, because the government draws midcareer candidates from the ranks of its work force, and there are not enough employees eligible for promotion to match the number retiring.

(Article continued on page 8)



Pride in Public Service Did you Know.....

U.S. Marshals Service

The First Congress in the Judiciary Act of 1789 created the office of US Marshals and Deputy Marshals; the same legislation that established the Federal judicial system. The US Marshals were given extensive authority to support the federal courts and to carry out all lawful orders issued by judges, Congress, or the president.

As a balance of this authority, Congress imposed a time limit of 4-year renewable terms, to be served at the pleasure of the President. Until the mid 20th century, the Marshals had the authority to hire their own Deputies, often replacing Deputies who had worked for the previous Marshal.

Marshals and their Deputies served subpoenas, summonses, warrants and processes issued by the courts. They ensured the jurors and witnesses were present. They made all the arrests, handled all the prisoners, and distributed all money. In essence, they ensured the courts functioned smoothly.

Over the past 200 years, the Marshals have been called on to carry out unusual or extraordinary missions, such as registering enemy aliens, capturing fugitive slaves, sealing the American borders against armed expeditions, and swapping spies with the Soviet Union. These diverse duties have precluded the Marshals from developing any particular specialties and have labeled them as administrators as well as law enforcement.

Even today, the Marshals are considered the practitioners within the law enforcement community. Their duties have included the enforcement of the prohibition laws from 1920 thru 1927. In December 1956, the Executive Office of the US Marshal was established. The US Marshals Service was established in 1969, overseeing the individual district US Marshals. After the passage of the Organized Crime Control Act of 1970, the Federal Witness Security Program was established. In 1971, a Special Operations Group was established to provide a well-trained, mobile group of Deputies capable of responding anywhere within the United States and its territories within a few hours of receiving activation orders. In 1981, the US Marshals established the first Fugitive Investigation Strike team as a multi-agency task force to apprehend federal, state, and local fugitives. In December 1982, the court Security Officer Program was established. The duties include court security, building security, and all screening functions associated with the courts. In August of 1985, the US Marshals began their involvement in the National Prisoner Transportation System. In 1995 the air functions of the US Marshals and the Immigration and Naturalization Service merged to create the Justice Prisoner and Alien Transportation System (JPATS). Operated solely by the US Marshals service, JPATS is one of the largest transporters of inmates in the world.

As illustrated by the above listed duties and responsibilities, calling a U.S. Marshal or Deputy “a practitioner” falls short of an accurate description.

National Weather Service

In July of 1970, President Nixon in a statement to Congress proposed creating the National Oceanic and Atmospheric Administration (NOAA). The president’s reason for the proposal was “for the better protection of life and property from natural hazards, for the better understanding of the total environment and development leading to the intelligent use of our marine resources. On October 3, 1970, NOAA was established under the Department of Commerce.

The NOAA Weather Partners located in Norman, Oklahoma is comprised of five Federal organizations involved in severe weather research, forecasting and support. The five organizations that make up NOAA are: National Severe Storms Laboratory, National Weather Service forecast Office, NEXRAD Radar Operation Center, Storm Prediction Center, and the Warning Decision Training Branch. All of these organizations work in unison to provide the most up to date forecasts and warnings nationwide.

The National Weather Service (NWS) is one of the five entities of NOAA. The NWS is the primary source of weather data, forecast and warnings for the United States. Television weathercasters and private meteorology companies prepare their forecasts using the information provided by the NWS. The NWS is the sole United States official voice for issuing warnings during life-threatening weather. The NWS employs approximately 4,800 staff, and has an annual operating budget of approximately \$743.8 million.

The NWS maintains the largest meteorological telecommunications switching center in the world, sending and receiving approximately 400,000 weather bulletins each day through a gateway in Silver Springs, Md. The data sent from the NWS originates from weather offices from around the country.

The benefits received from the NWS cost each American on the average of \$5 dollars a year. This investment allows the NWS to issue more than 743,000 forecasts (fire weather, public, aviation, and marine) and 850,000 river and flood forecasts annually. Each year, the NWS issues between 45,000 and 50,000 potential life-saving severe weather warnings. Everyday, millions of weather-based decisions are made based on the information provided by the NWS. These decisions include agriculture, transportation, power, construction, as well as the family picnic.

The NWS is making great strides in improving weather forecasts and warnings. The NWS has doubled the warning lead-time for tornados to approximately 12 minutes over the past five years. Today’s three-to-four day forecast is as accurate as the two-day forecast was 15 years ago.



Management Reading Suggestions

In the July edition of Government Executive Magazine, Brian Friel published an article entitled, “On Vacation? Read a Book: A poolside guide to healthy management reading”.

He states that “Federal managers have their own favorites, as evidenced by the summer reading lists of a dozen current or former government managers.” While the season for ‘poolside reading’ is past, the list of books he offered is still timely and I’d like to share:

- *Just Enough: Tools for Creating Success in Your Work and Life* (John Wiley and Sons, 2004). Harvard Business School authors Laura Nash and Howard Stevenson talk about ways to define success and how to achieve it.
- *First, Break All the Rules* (Simon and Schuster, 1999). Gallup analysts Marcus Buckingham and Curt Coffman offer personnel tips based on the idea that you can’t fix people’s weaknesses but you can build on their strengths.
- *Execution: The Business of Getting Things Done* (Crown Business, 2002). Renowned private-sector executive Larry Bossidy and leadership adviser Ram Charan explain how smart leaders actually carry out the plans they come up with.
- *The Leadership Fables* (Jossey-Bass). For those of you who like advice delivered in story form, management analyst Patrick Lencioni has written four books. *The Five Temptations of a CEO* (1998), *The Four Obsessions of an Extraordinary Executive* (2000), *The Five Dysfunctions of a Team* (2002) and *Death by Meeting* (2004) make their point through narratives.
- *Good to Great: Why Some Companies Make the Leap...and Others Don’t* (Harper-Business, 2001). Author Jim Collins identified companies that went from run of the mill to strong performers, and figured out a few common things that made them tick. He also found similar companies that stayed mediocre to serve as foils.
- *Crucial Conversations: Tools for Talking When Stakes are High* (McGraw Hill, 2002). Have a problem employee you need to counsel? A colleague you need to confront? Management consultant Kerry Patterson discusses ways to effectively talk about tough things.
- *The Answer to How is Yes* (Berrett-Koehler, 2003). Author Peter Block suggests that managers spend too much time answer the question of how to do things, and not enough time exploring the underlying values motivating the things people do.
- *A Whack on the Side of the Head* (Warner, 1998). Roger von Oech’s book has been around for a while, but it’s a favorite of several managers surveyed.
- *Emotional Intelligence* (Bantam, 1995). Daniel Goleman discusses traits such as self-awareness and empathy which he views as greater indicators of success than plain old brains. Some managers are reading *Emotional Intelligence at Work* (Jossey-Bass, 2000), a follow-on book by Hendrie Weisinger.
- *Whale Done!: The Power of Positive Relationships* (Free Press, 2002). Ken Blanchard talks about positive incentives you can use to influence people’s behavior.

“A true leader has the confidence to stand alone, the courage to make tough decisions and the compassion to listen to the words of others. He does not set out to be a leader, but becomes one by the quality of his actions and the integrity of his intent. In the end, leaders are like eagles...they don’t flock, you find them one at a time.”

Read on a Successories Rock



How to Leave Effective Voicemail Messages

Handling voicemail is a constant productivity challenge. Rambling, three-minute voicemail messages with no organization make me crazy! Don't you wish there were some voicemail "rules" out there, that people had to follow? So I'd like to offer some ideas on how to leave effective messages and avoid wasting the time of the recipient. Perhaps you can share this with the folks you interact with frequently, so you can at least create an informal agreement about the effective use of voicemail.

1. **Plan your message.** Consider the points you want to make and jot down a few notes. If a planned phone call takes you seven minutes, and an unplanned call takes 12 minutes, the five-minute difference, multiplied by 12 calls a day, could represent an hour of wasted time each day.
2. **Be brief.** Voicemail messages should be one minute long or less. Anything else might be better voice-to-voice or in an email. Take more than 60 seconds and you risk having your message deleted. Remember, the purpose is to leave a message, not give a speech. If your message will be over two minutes, you may want to think about detailing the information in an email instead. Stream-of-consciousness communication doesn't work. Think about your message and begin with your purpose. "The reason I'm calling is..."
3. **Leave a message, not just your name and number.** It makes me crazy when I receive a voicemail message that only says, "Hi, this is Jill...call me back." How do I know whether it's a telemarketer or a prospective client? Never leave a generic message. You're much more likely to get a return call if the recipient knows what's up. Specifically ask for the information you require. The recipient will be able to look up the answer prior to calling you back. Without the proper information, you may have to respond, "I'll have to get back to you on that," thus creating another volley of phone tag. When you're leaving a return message, quickly provide context and remind the person what they called about.
4. **Learn the short-cut keys and features of your voicemail.** Track down a manual for your phone system and learn how to speed up and slow down messages. You can skip right to the end, automatically delete, forward with a comment, or reply automatically without ringing the caller's phone. For the great amount of time you will spend processing voicemail, the time you invest in learning these shortcuts will pay you back many times over.
5. **Watch your tone.** Without any other non-verbal cues such as face and body language, your tone is all you have to communicate with. A monotone lacks enthusiasm, so put vitality in your voice. Stand up and smile as you leave your message. Standing increases your energy, and people can hear a smile over the phone. Avoid sarcasm and irritation if you want your call returned. I have a client who says that if she detects even the slightest amount of irritation in a prospective vendor's voice, she won't do business with that person. She also waits until she receives three messages before calling back, to see if the vendor is kind and persistent.
6. **Watch your volume and enunciation.** The telephone distorts high frequency sounds such as "f" and "s." Pronounce word endings and do not swallow syllables. This is especially important when giving your name: "My name is Laura Stack, S as in Sam, T as in Thomas, A as in Adam, C as in Charlie, K as in Katie." A voice that is too loud is irritating. A soft voice will not always be heard, and the listener may miss important information, like your phone number. Also, don't EAT while you're leaving a message and wait for loud background noise to subside before leaving a message.
7. **Begin and end with your phone number.** Speak slowly and say it twice. The listener needs time to process the information and write it down. Pause as you say it: "Hi, Mary, this is Laura Stack at 303 (pause), 471 (pause), 7401." Your name and number should also be the last thing people hear, so they don't have to rewind if they missed it at the beginning.
8. **Give your message a headline.** To help the recipient distinguish urgent from non-urgent calls, flag your message as "urgent" if your phone system allows. Your message will move to the top of the call list and be the first one heard. If your system doesn't support this feature, start out by saying, "Hi Joe, please call me back as soon as you get this..." or "No need to return my call until you return Monday."
9. **Give options to skip the greeting.** If your greeting is rather long, tell callers how to by-pass it at the beginning of the message. "Hi, you've reached Laura Stack. To by-pass this greeting and leave a message right now, please hit pound." If you must have a long greeting, tell the caller how to skip it in the future.
10. **Avoid telephone tag.** Tell listeners when you can best be reached to prevent the frustration of telephone tag. If you continually get someone's voice mail, give options for a phone appointment. Tell the person what time you'll be calling and the purpose of the call, so important information can be gathered ahead of time.

Lastly, just follow common courtesy and etiquette. Don't leave someone a voice mail saying, "I'm going to page you," because it creates double work. Just do it! If you choose not to leave a message after all, hang up before the greeting ends, so that the message won't actually be recorded. It's annoying to waste time listening to dead air, only to discover there's no message. Also, it seems obvious, but don't carry on a conversation with another person while leaving a voice mail message. You might think it makes you sound important and busy, but it's rude and annoying for the recipient. Don't leave voicemail messages while on the speakerphone, because it's very hard to understand. Don't leave messages when your cell phone reception is going in and out. Of course, watch your language. And if you run into someone in the hallway, PLEASE don't ask, "Did you get my message"?

Laura M. Stack, MBA, CSP, is "**The Productivity PRO!**"^(R), helping people leave the office earlier, with less stress, and more to show for it. She presents keynotes and seminars on time management, information overload, and personal productivity.



OPM retools management awards program

By Amelia Gruber agruber@govexec.com

The Office of Personnel Management has revamped a prestigious management awards program to try to ensure that top honors go to agencies excelling at President Bush's government reform goals.

OPM has modified the award categories and judging criteria in an effort to better align the 2004 President's Quality Awards to the five areas of the Bush administration's management agenda: personnel reform, competitive sourcing, financial management, electronic government and performance budgeting.

This year, the personnel agency will hand out awards in three categories, and will not allow agencies to compete unless they achieve passable grades on the White House's quarterly management scorecard.

The 2004 awards will honor agencies demonstrating:

"specific innovative and exemplary practices," achievements in one of the five management agenda categories, and excellence in overall agency management, including effective integration of management systems. In the past, OPM hasn't split the awards into categories.

To apply for the exemplary practice award, agencies must first earn at least a yellow light, indicating "mixed results," on the relevant area of the management scorecard. Agencies that aren't graded by OMB on a quarterly basis still can apply for awards in this category.

The awards for achievements in an area of the five-part reform agenda are open only to agencies boasting a green light, representing "success," in the applicable area.

Agencies wishing to compete for honors in overall management must first attain green lights in at least two of the five scorecard categories. A red light ("unsatisfactory" performance) on any section of the scorecard

automatically disqualifies an agency from the applying for the overall award.

The 2004 awards will reflect accomplishments from January 2001 to June 2004.

Thanks to modifications made over the past two years, the annual President's Quality Awards program has already fostered "healthy and growing competition among agencies," said OPM Director Kay Coles James in a memorandum announcing the changes.

The 2004 changes will ensure that "the awards recognize agencies and employees for their achievements in creating integrated systems and practices which better support the achievement of their respective agency missions," James stated.

The 16-year-old President's Quality Awards program...is modeled after the Malcolm Baldrige National Quality Award.

Last year the Environmental Protection Agency and National Science Foundation won awards for excellence in financial management and e-government, respectively. The Federal Deposit Insurance Corporation, NASA and Social Security Administration earned honorable mention. In 2002, Offutt Air Force Base in Omaha, Neb., the Federal Aviation Administration Logistics Center in Oklahoma City, Okla., and the National Imagery and Mapping Agency in Bethesda, Md., (see story at /dailyfed/1102/112502t1a.htm).

The 16-year-old President's Quality Awards program, also known as the Presidential Award for Management Excellence, is modeled after the Malcolm Baldrige National Quality Award, presented each year to high-performing private sector businesses.

Agencies must submit applications for the 2004 awards by Oct. 1, and OPM will announce winners at a Dec. 14 ceremony. Visit the OPM Web site at <http://www.opm.gov/pqa/> for further instructions and a more detailed description of the selection criteria.



UPCOMING EVENTS	
October	
Oct 4, 2004 11:30 a.m.	Local Federal Coordinating Committee of Central Oklahoma United Way POC: FEB Office, 405-231-4167
Oct 5, 2004 11:30 a.m.	Breast Cancer Awareness Lunch n Learn w/Dr. Haberman 301 NW 6 th Street POC: FEB Office, 405-231-4167
Oct 7, 2004	Shared Neutrals Diversity in the Workplace LaLuna, 409 W. Reno POC: FEB Office, 405-231-4167
Oct 13, 2004 10:00 am	Executive Policy Council Meeting Bureau of Land Management, Moore POC: FEB Office, 405-231-4167
Oct 14, 2004 11:00 a.m.	Society of Govt Mtg Professionals Hilton Southern Hills, Tulsa POC: FEB Office, 405-231-4167
Oct 18, 2004 11:00 a.m.	Strategic Planning Session of FEB Council Chairs FTC Training Facility POC: FEB Office, 405-231-4167
Oct 19, 2004 2:00 pm	Federal Employees Care Council POC: Mike Birdsong, 405-297-4014
Oct 20, 2004 10:00 am	Interagency Training Council Arvest Bank, 3900 N. Lincoln, OKC POC: Joyce Smith, 405-521-4539
Oct 20, 2004 3:00 pm	Black Program Council Federal Transfer Center, Training POC: Gloria Hall, 405-954-3734
Oct 21, 2004 11:30 am	Community Outreach Council Location to be Announced POC: Donna Ward, 405-879-2734
Oct 22, 2004 11am-1pm	“Clowning Around Downtown” Interagency CFC Rally-OKC 215 Dean A. McGee POC: FEB Office, 405-231-4167
Oct 25, 2004 11:30 a.m.	FEB Luncheon-Transition of Officers Oklahoma City Zoo POC: FEB Office, 405-231-4167
Oct 29, 2004 12:00 noon	Naturalization Ceremony US District Courthouse, OKC POC: FEB Office, 405-231-4167
TBA	American Indian Council POC: Mary Lou Drywater, 405-790-1040

Your work is a mirror image of yourself and the company you work for. What shows on the outside is a good indication of what is taking place on the inside.
—Charlotte Elich

Your Federal Executive Board

"Federal Executive Boards (FEBs) are generally responsible for improving coordination among federal activities and programs in...areas outside of Washington, D.C...FEBs support and promote national initiatives of the President and the administration and respond to the local needs of federal agencies and the community." (GAO-04-384)

We applaud the efforts of the Oklahoma FEB Executive Policy Council members who ensure information is provided to direct our activities and efforts:

- Ron Berryhill, Director, USDA Risk Management Agency
- Dennis Callahan, Warden, Federal Transfer Center
- Michael Deihl, Administrator, Southwestern Power Administration, Tulsa
- Col Dean Despinoy, Commander, 507th Air Refueling Wing
- Steve Gentling, Director, VA Medical Center
- Bill Fillman, Director, VA Central Area, Muskogee
- Larry Flener, US Postal Service
- Dottie Overal, Director, Small Business Administration
- Chris Puckett, Director of Staff, Tinker AFB
- Lindy Ritz, Director, FAA Mike Monroney Aeronautical Center
- Michael Roach, US Marshal, US Marshals Service, Western District

This newsletter is published monthly as a cost-effective tool for communicating events and issues of importance to the federal community in Oklahoma. If you have news of interest, please fax to the FEB Office at (405) 231-4165 or email to LeAnnJenkins@juno.com no later than the 15th of each month.

Elected Officers:

Chair: Col Dean Despinoy, Cmdr
507th Air Refueling Wing

Vice-Chair: Dottie Overal, Director
Small Business Administration

Staff:

Director: LeAnn Jenkins

Assistant: Trish Plowman

Program Support: Constance Ward

Program Mgmt: Larry Phillips

Please feel free to copy this newsletter & distribute. The newsletter is available on our website, <http://www.oklahoma.feb.gov> where you can also request to receive it electronically.



TWO AWARD OPPORTUNITIES FOR FEDERAL EMPLOYEE

2004 GEICO Public Service Awards

Through the annual GEICO Public Service Awards, GEICO has acknowledged the outstanding achievements of federal employees and their contributions and service to the nation. This incentive awards program is recognized by the U.S. Office of Personnel Management and has been in place since 1980. Individuals selected as award winners receive an all-expense paid trip to Washington, DC, including their spouse, a commemorative plaque, and a check for \$2,500.

Encouraging employees throughout your agency or organization to nominate their eligible friends, family, and/or peers would be greatly appreciated. Four active and one retired federal employees are recognized in the following areas:

- Substance Abuse Prevention and Treatment
- Fire Prevention and Safety
- Physical Rehabilitation
- Traffic Safety and Accident Prevention

Nominations may be submitted in writing, as outlined in the GEICO Public Service Awards website: http://geicodirect.com/insproducts/fedpsa_nominate2.html. Each agency or organization is encouraged to submit as many nominations as possible. It is not necessary to prescreen submitted nominations, as there are committees in place that screen each nomination. **The deadline for submitting nominations is October 31, 2004.**

GEICO understands the importance the federal employee plays in the lives of people

each and every day, and the GEICO Public Service Award Program emphasizes GEICO's belief that the contributions of hardworking public servants deserve special acclaim. If you have questions regarding the program, please contact Daryl Glover at 301-986-2798 or by email at Dglover@geico.com.

GOOD HOUSEKEEPING AWARDS FOR WOMEN IN GOVERNMENT

Each year, Good Housekeeping Magazine and the Center for American Women and Politics (CAWP) honor women in Government—elected or appointed officials, career civil servants, or members of the military—whose work exemplifies how government improves people's lives. The top winner of the Good Housekeeping Award for Women in Government receives a \$25,000 cash award and six other winners receive \$2500 cash awards.

In addition to those awards, the Good Housekeeping/Wyeth Award for women's health carries an award of \$25,000 for a woman in Government whose work centers on women's health. This Award will specifically highlight a woman in government whose program or achievement advances the status of women's health.

Nominations must be received by December 1, 2004. The nomination form and additional information are available at: <http://www.cawp.rutgers.edu/>



Image of bureaucracy turns off potential federal employees (cont'd)

“The retirement crunch will hit midcareer levels hardest, further exacerbating ‘talent gaps’ that exist throughout the civil service today, the report said.

Emulate military

Americans have far better feelings about military personnel than other government employees, according to the survey. While 93 percent of those surveyed had a favorable view of military employees, only 71 percent had a favorable view of federal employees.

Stier said other agencies should emulate the work the military has put into recruitment and marketing. The military has invested in research identifying their prime talent pool and figured out the best marketing campaigns to achieve recruiting results.

“The military has thought creatively and thoroughly about attracting employees,” said Stier. “By and large that hasn’t occurred on the civilian side.”

Civilian agencies should try to help Americans understand the value of civilian readiness and service in the same way they understand the value of military service and readiness, Stier said.

Benefits drive interest

Agency recruiters need to present a sophisticated message to recruit new talent to the government, Stier said.

The No. 1 factor that influences people to consider federal employment is good benefits such as health insurance, vacation and retirement, according to the survey

But another 40 percent of individuals cite altruistic reasons such as being able to help people.

“While it is clear that simple appeals to altruism don’t do enough to motivate potential applicants, it is equally clear that a one-dimensional message of self-interest leaves no comparative advantage for government work,” the report said.

The Partnership’s report recommended managers convey three messages to encourage Americans to seek federal employment:

- Get out the message that working for the federal government is a form of service.
- Show practical financial and career benefits to government work.
- Help people realize that government work is for people like them.

Perceptions of federal workers

Views of government employees are improving, according to the survey.

But the most common reaction survey respondents gave when asked what the government does well was “nothing,” according to the poll.

And nearly half of those surveyed could not think of anything that federal civilian employees do well.

Negative views of federal government were particularly prevalent among Hispanics surveyed. Over 40 percent of Hispanics view the federal government unfavorably, compared with around 25 percent of non-Hispanics.

The Partnership’s report is entitled, “A New Call to Service in an Age of Savvy Altruism: Public Attitudes About Government and Government Workers.”

THE DRAW OF THE FEDERAL WORKPLACE

1. Good benefits
2. Opportunity to help people
3. Opportunity to serve
4. Service to country and community
5. Good pay
6. Job security
7. Good hours and more family time
8. Challenging job with a lot of responsibility
9. Opportunity to get a better private-sector job
10. Easy job with few responsibilities
11. Part of a team of like-minded and motivated people
12. Powerful jobs with massive resources

What they say are the main reasons not to work for the federal government, other than the military:

1. Too much bureaucracy
2. Salaries not high enough
3. No jobs to match skills
4. Would not fit in
5. Cannot make a difference
6. Co-workers do not work hard
7. Not a fun or interesting place to work
8. Just not a good place to work
9. Not a good place to build a career
10. Not an important job.

Ask not what your country can do for you,
Ask what you can do for your country

— John F.Kennedy



Veterans Research & Education Foundation Golf Tournament Monday, October 4, 2004

**Fairfax Golf Course
Edmond, Oklahoma**

4-Player Scramble Format
8:00 a.m. shotgun start

**Hole-In-One Prizes
Cost is \$65 per person**

**YOUR PARTICIPATION WILL ENHANCE MEDICAL
RESEARCH FOR THE VETERAN PATIENT BY:**

- Increasing awareness of veteran patient issues
- Generate funds for medical research
- Make available state-of-the-art equipment
- Introduce new drug therapies/procedures
- Provide bridge funding to ensure uninterrupted research

TOURNAMENT INCLUDES:

- 18 holes of golf
- Cart
- Range Balls
- Great prizes
- Lunch

Veterans Research & Education Foundation Golf Tournament

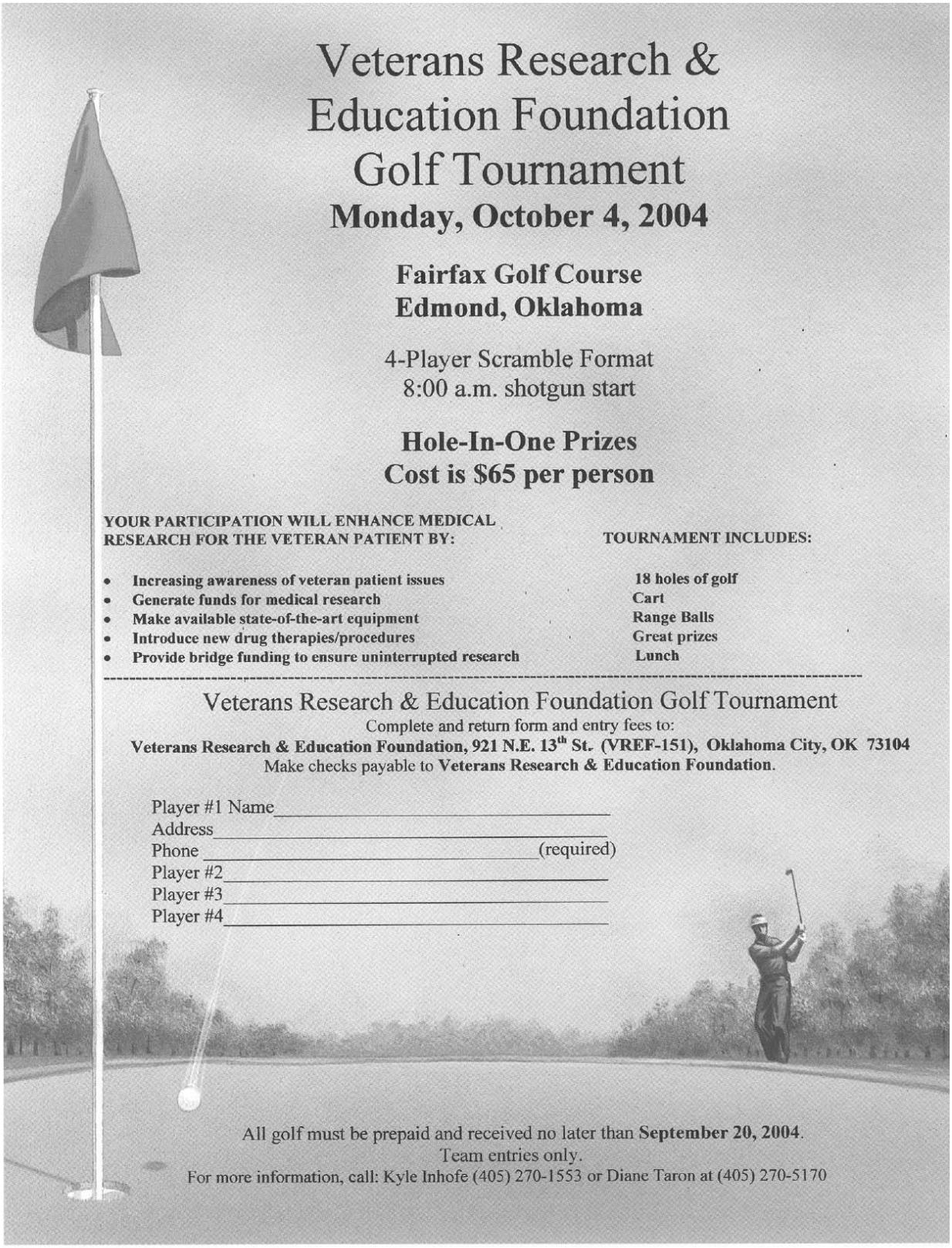
Complete and return form and entry fees to:

Veterans Research & Education Foundation, 921 N.E. 13th St. (VREF-151), Oklahoma City, OK 73104
Make checks payable to **Veterans Research & Education Foundation.**

Player #1 Name _____
 Address _____
 Phone _____ (required)
 Player #2 _____
 Player #3 _____
 Player #4 _____

All golf must be prepaid and received no later than **September 20, 2004.**
Team entries only.

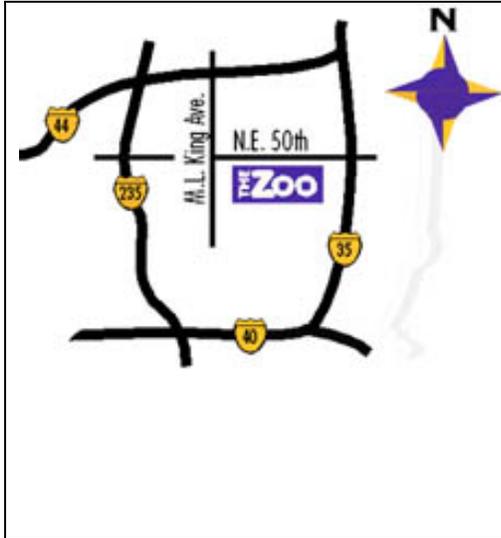
For more information, call: Kyle Inhofe (405) 270-1553 or Diane Taron at (405) 270-5170





FEB Transition of Officers Luncheon

Monday, October 25, 2004
11:30 a.m.—1:00 p.m.



The Zoo is located at Northeast 50th Street and Martin Luther King Boulevard directly across from Remington Park and just east of the Kirkpatrick Center.

Directions from westbound I-40 including, Shawnee and Midwest City Take I-35 north toward Wichita, exit at northeast 50th street, turn left at the stoplight and continue for about a mile. The Zoo will be on the left side of the road.

From I-35 headed north from the Norman and Moore areas. Take I-35 north to the northeast 50th street exit, exit and turn left, continue for about a mile, the Zoo will be on the left side of the road.

From I-44 eastbound including Lawton, eastbound I-40, Will Rogers International Airport and beyond, take I-44 following signs toward Wichita and Tulsa. Exit onto Martin Luther King Boulevard; turn right, the Zoo is approximately a mile on the left-hand side of Martin Luther King Blvd.

We will meet in the Nautilus Room with an underwater view.

Please note: Attendees must enter through the Education Building by the far East end of the main parking lot to avoid paying admission to the Zoo. Once through the gate, follow the path that leads to the left of the Canopy Restaurant and go to the bottom floor of the Aquatics Building (by the lake on the East side of the Zoo).

Our luncheon will be a buffet: Marinated chicken breast, garlic cheddar mashed potatoes, vegetable medley, rolls w/butter and iced tea.

COST: \$12.00 per person

Name: _____ Agency: _____

Address _____

Phone: _____ Fax: _____

Payment Method: Cash Check made payable to the Oklahoma FEB Credit Card Govt Voucher

Please mail to:	Oklahoma Federal Executive Board 215 Dean A. McGee, Ste 320 Oklahoma City, OK 73102
Or fax to:	405-231-4165

Cancellation Policy: Understanding that unforeseen circumstances may preclude an individual from attending, refunds and cancellations will be permitted through October 20, 2004. However, after that date, registrations must be honored by the individual or agency involved. If you are unable to attend, substitute attendees are authorized and encouraged!

PLEASE POST FOR ALL EMPLOYEES



<i>SUN</i>	<i>MON</i>	<i>TUES</i>	<i>WED</i>	<i>THURS</i>	<i>FRI</i>	<i>SAT</i>
31		October 2004			1	2
3	4 11:30 LFCC	5 11:30 Lunch n Learn	6	7 11:00 Shared Neutrals	8	9
10	11	12	13 10:00 Executive Policy Council	14 11:30 SGMP	15	16
17	18 11:00 FEB Council Chair Strategic Mtg	19	20 10:00 ITC 3:00 BPC	21 11:30 Community Outreach Council	22 11:00 OKC Interagency CFC Rally	23
24	25 11:30 FEB Luncheon @ Zoo	26	27 FEB Staff In-Service	28	29	30

OKLAHOMA FEDERAL EXECUTIVE BOARD
 215 DEAN A MCGEE STE 320
 OKLAHOMA CITY OK 73102-3422
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We wish to thank the FAA Franchise Print shop for their monthly assistance in the duplication and distribution of this newsletter.